New Census Data and AA Compliance: Understanding the Impact

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BERKSHIRE ASSOCIATES INC.
Your Partner in Human Resources and Affirmative Action

Objective

The objective of this session is to introduce you to the new census data, and its impact on affirmative action compliance. We will examine the American Community Survey (ACS), the tool used to collect the race, gender, and occupation data for affirmative action plans (AAPs). You will receive an expert comparison of the 2000 census data versus the 2010 ACS data, and leave with a better understanding of how these changes may impact your AAP(s), as well as HRIS systems.

Agenda

- EEO 2006-2010 ACS Tabulation
  - Comparisons to 2000 EEO Special File
  - What can be done to prepare for the new file

- 2010 Census Data

- EEO-1 Trends

- Wrap-up/Questions

EEO 2006-2010 ACS Tabulation

- Formerly known as the EEO Special File

- Provides ethnicity, race, and sex civilian workforce data mapped to occupational data

- Used to create external availability statistics for affirmative action planning

EEO 2006-2010 ACS Tabulation

- Includes data based on geography, industry, age, educational attainment, median earnings, and *citizenship*

- Sponsored by OFCCP, EEOC, DOJ, and OPM

- Data will be disseminated through American FactFinder

  – Most contractors will rely on their AAP vendor to format the data for them

Current Status

- Scheduled to be released at the end of Nov. or beginning of Dec., 2012

- OFCCP will then issue a directive indicating when contractors will need to begin using the data

  - The 2000 EEO Special File was released in December 2003, and OFCCP required contractors to use the data for plans on or after January 1, 2005

2000 vs. 2010 EEO File

2000 Census

- Occupational data was captured by using the "long form" in the 2000 Census

2006 – 2010 ACS

- Occupational data will come from the 2006-2010 American Community Survey (ACS)

ACS Answers to Census Data

- The questions relating to occupation/job and industry require free form answers (i.e. respondents do not pick from a list)

- A process to assign appropriate census and industry codes is being done manually as opposed to systematically with clerical review (as was done for the 2000 Census)

  - Approximately 10 percent of all matches go through a Q/A process

2000 vs. 2010 EEO File

2000 Census

- The "long form" was sent to one in six households

- Data is estimated based on characteristics from a sample population

2006 – 2010 ACS

- ACS is sent to ~three million households – five year total will be one in 11 households

- Data is estimated based on characteristics from a sample population

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Census Occupation Codes

- Similar to 2000
- 488 codes in the latest file (6/18/12)
- Four digits versus three in 2000 data
  - In most cases the only change is a zero added to the end of the code
    - 012 Financial Managers is now 0120 Financial Managers
- Approximately 80 percent are an exact match to 2000
  - Other 20 percent are new codes, codes that were split, and codes that were combined

Census Occupation Codes

- Sampling of "new" codes
  - Emergency Management Directors
  - Compensation & Benefits Managers
  - Training & Development Specialists
  - Information Security Analysts
  - Web Developers
  - Agricultural & Biomedical Engineer
  - Nurse Anesthetists
  - Nurse Practitioners & Nurse Midwives
  - Flight Attendants
  - Ambulance Drivers and Attendants

Census Occupation Codes

- Sampling of "breakout" codes
  - Medical Assistants and Other Healthcare Support Occupations
    - Medical Assistants
    - Medical Transcriptionists
    - Pharmacy Aides
    - Veterinary Assistants and Laboratory Animal Caretakers
    - Phlebotomists
    - Healthcare Support Workers, All Others

Census Occupation Codes

- Sampling of "combined" codes
  - Chief Executives + Legislators
  - Lawyers + Judges, Magistrates & Other Judicial Workers
  - Nuclear Engineers + Miscellaneous Engineers
  - Market & Survey Researchers = Market Research Analyst & Marketing Specialist or Miscellaneous Social Scientists, including Survey Researchers

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What can you do to prepare?

- Contractors who store the census code in their HRIS should ensure the field size can accommodate the change

- Review the crosswalk, but don't rely solely on the document

  – There are twenty eight 2010 census codes that are NOT directly mapped to a 2000 Census code

Geography

- United States

- All states, the District of Columbia, and Puerto Rico

- Core Based Statistical Areas (CBSAs) of 50,000 or more

- Counties and County Sets (Counties with populations of 50,000 or more or aggregations of counties that together have a population of 50,000 or more) and Places of 50,000 or more

Core Based Statistical Areas (CBSAs)

- A statistical geographic entity consisting of the county or counties associated with at least one core (urbanized area or urban cluster) of at least 10,000 population, plus adjacent counties having a high degree of social and economic integration with the core as measured through commuting ties with the counties containing the core. Metropolitan and Micropolitan Statistical Areas are the two categories of Core Based Statistical Areas.

Core Based Statistical Areas (CBSAs)

- Metropolitan Statistical Areas
  - CBSA with at least one urbanized area that has a population of at least 50,000
  - http://www.census.gov/population/metro/files/lists/2009/List4.txt

- Micropolitan Statistical Areas
  - CBSA with at least one urban cluster that has a population of at least 10,000, but less than 50,000
  - http://www.census.gov/population/metro/files/lists/2009/List5.txt

- Note: Some areas may not end up in the data due to disclosure issues

Citizenship

- Will only be included for geographic levels of 100,000 or greater

  - Should be available for all states and CBSA's, but excluded for some smaller counties and county sets

- ACS asks if you are a citizen by birth or naturalization

Other Variables

- Educational Attainment
  - Not a high school graduate
  - High school graduate (inc. equivalency)
  - Some college or associate degree
  - Bachelor's degree
  - Graduate or professional degree
    - Higher levels of geography will split into a Master's and Doctoral/professional degree

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Other Variables

- Industry
  - 88 groupings
- Earnings
  - Nine earnings categories
- Older Age groups
  - Seven categories

What can you do to prepare?

- Determine importance of variable
- Identify jobs where the variable would be <u>REQUIRED</u>
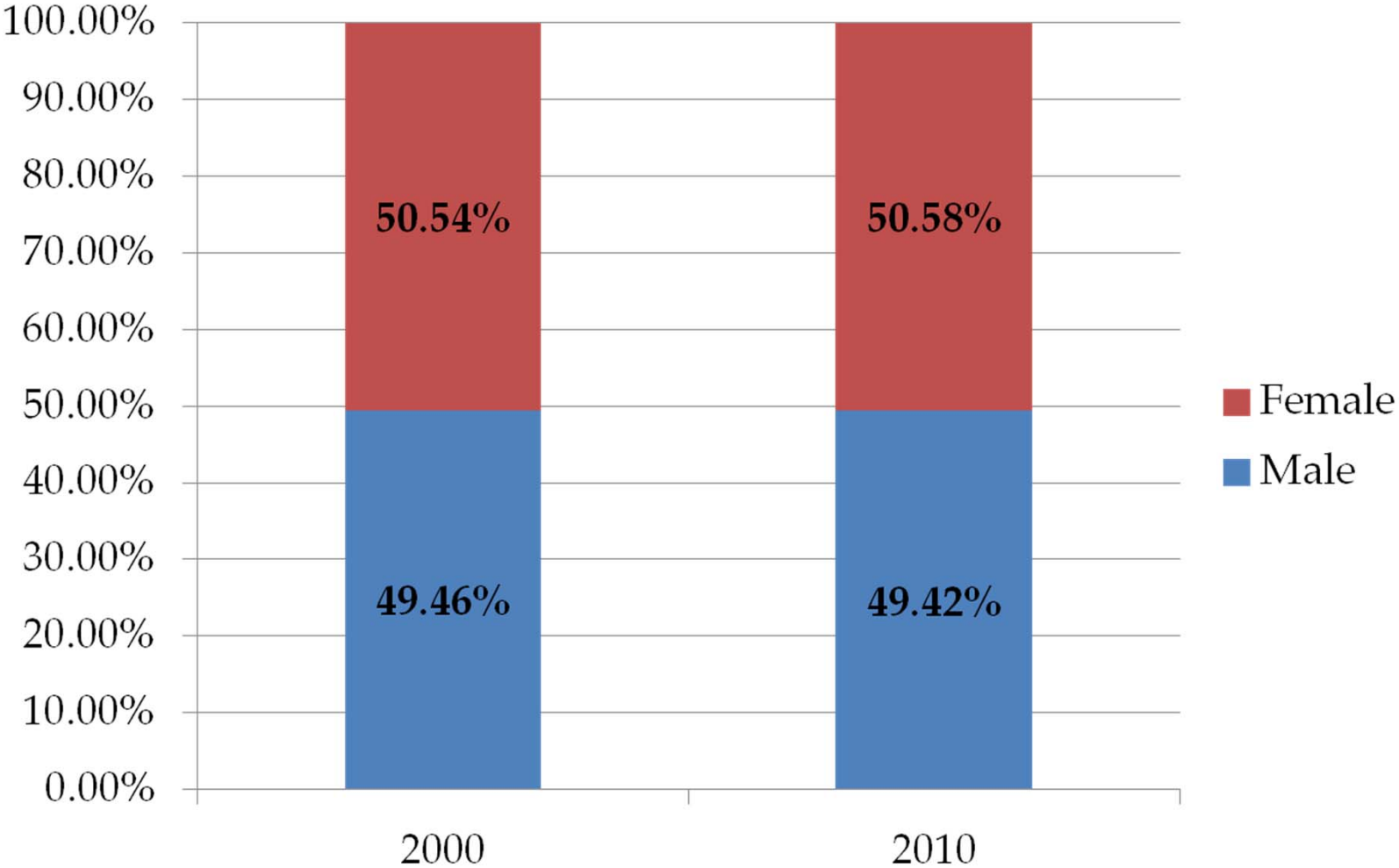- Review and potentially revise job groups to allow for use of additional variables

Disability

- Originally told it could not be included because:
  - Same questions were not asked each time
  - Research was not conducted on six questions that might be used to identify those who had a "disability"
- Information on "disability" will be available from a series of tables created by DOL (ODEP and OFCCP), and will be released at the same time
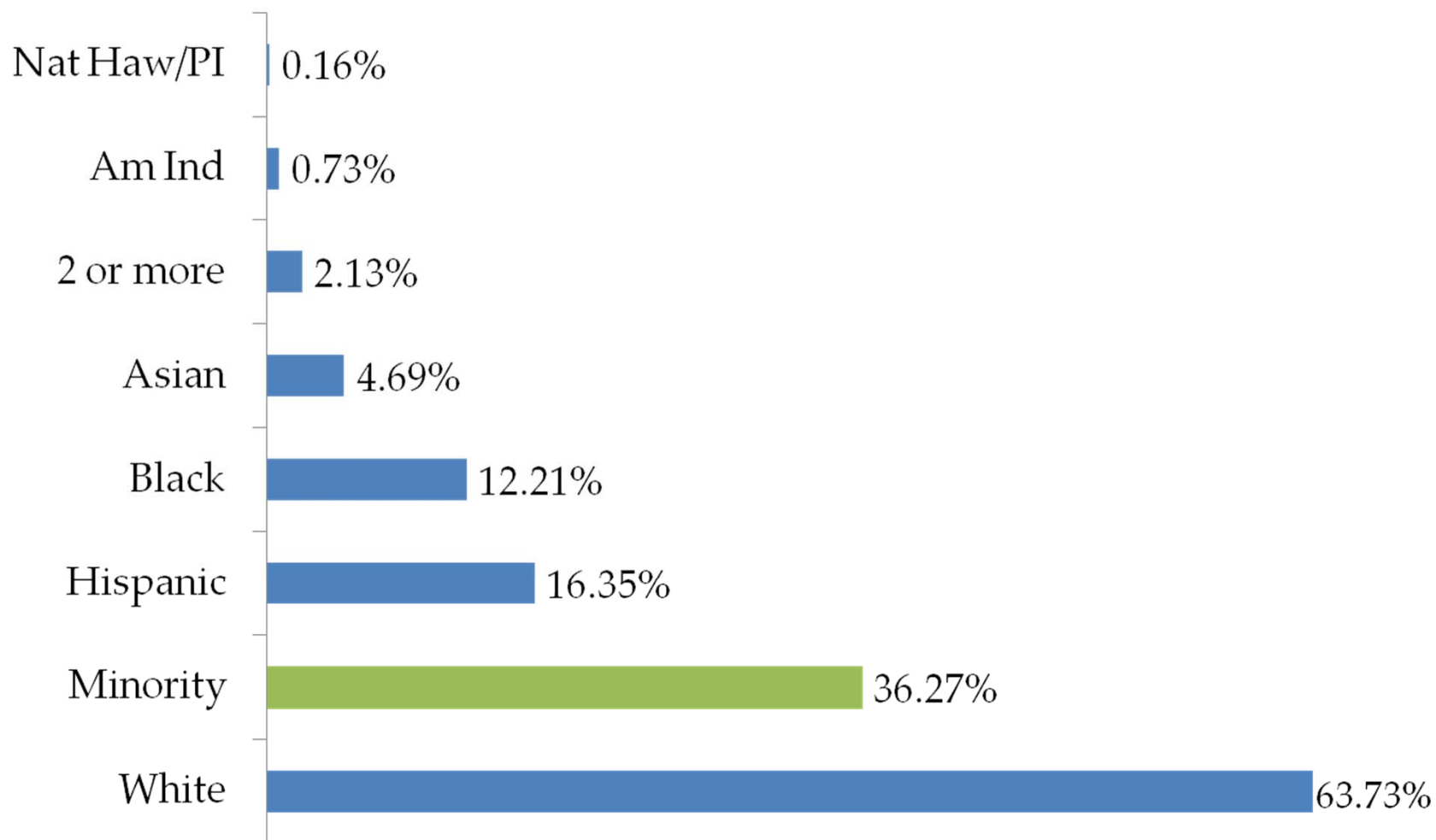
2010 Census

- Population increased 9.7 percent (27.3M)
  - More than half the growth was due to increase in Hispanic population (15.2M)
- Regional growth varied
  - South / 14.3 percent
  - West / 13.8 percent
  - Midwest / 3.9 percent
  - Northeast / 3.2 percent

Population–Gender (ages 20-69)

2010 Population–Race

Category	Percentage
Nat Haw/PI	0.16%
Am Ind	0.73%
2 or more	2.13%
Asian	4.69%
Black	12.21%
Hispanic	16.35%
Minority	36.27%
White	63.73%

2010 Population–Race

- Minority population grew 28.8 percent while White alone, Not Hispanic grew only 1.2 percent

- Hispanic and Asian population have the highest growth rates (~ 43 percent)

- The Black population experienced the second smallest growth rate (12 percent)

Regional Minority Population
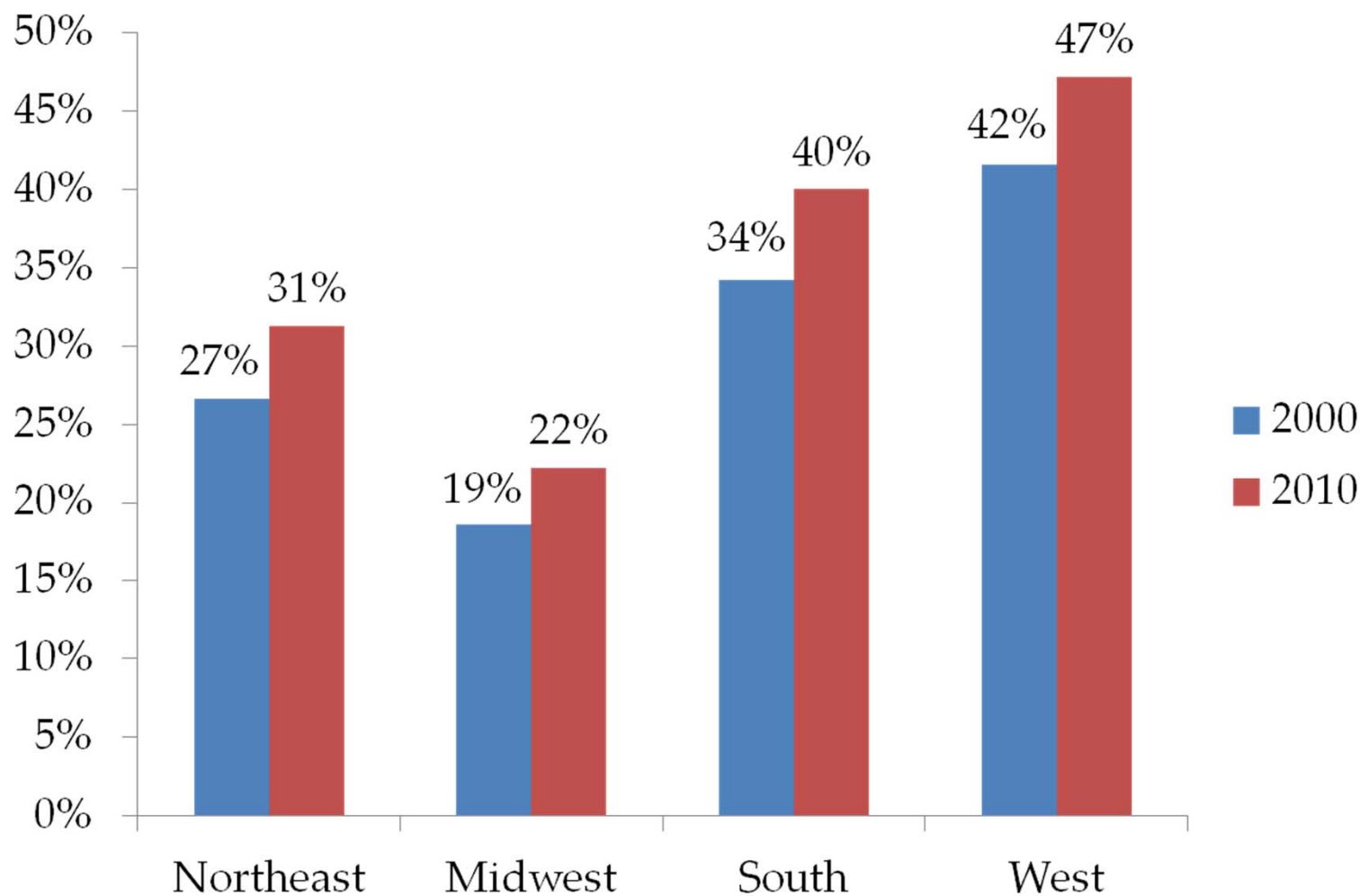
Regional Minority Population

- Texas joined California, DC, Hawaii, and New Mexico in having a "majority-minority" population

- Minority population grew in all 50 states
  - Nevada increased the most (78 percent)

- 348 counties (11 percent) now have a majority-minority population

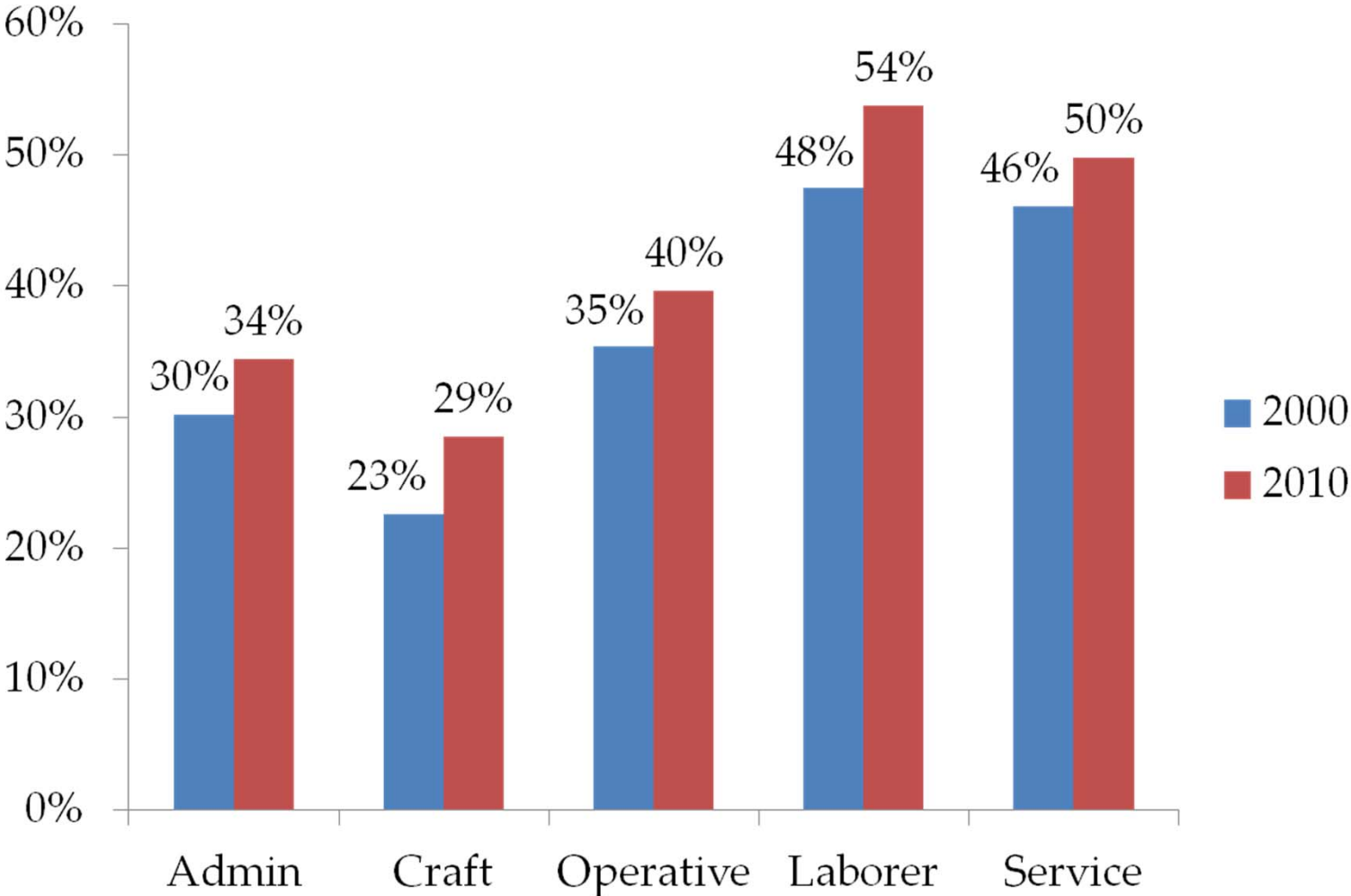# What can the EEO-1 data tell us?

- Job patterns for minorities and women in private industry (EEO-1)

  - http://www1.eeoc.gov/eeoc/statistics/employment/jobpat-eeo1/

- Allows for reporting by geographic area and/or industry

- Note: Not all companies are required to file an EEO-1

EEO-1 Job Patterns–Minorities

*2000 data excludes Hawaii

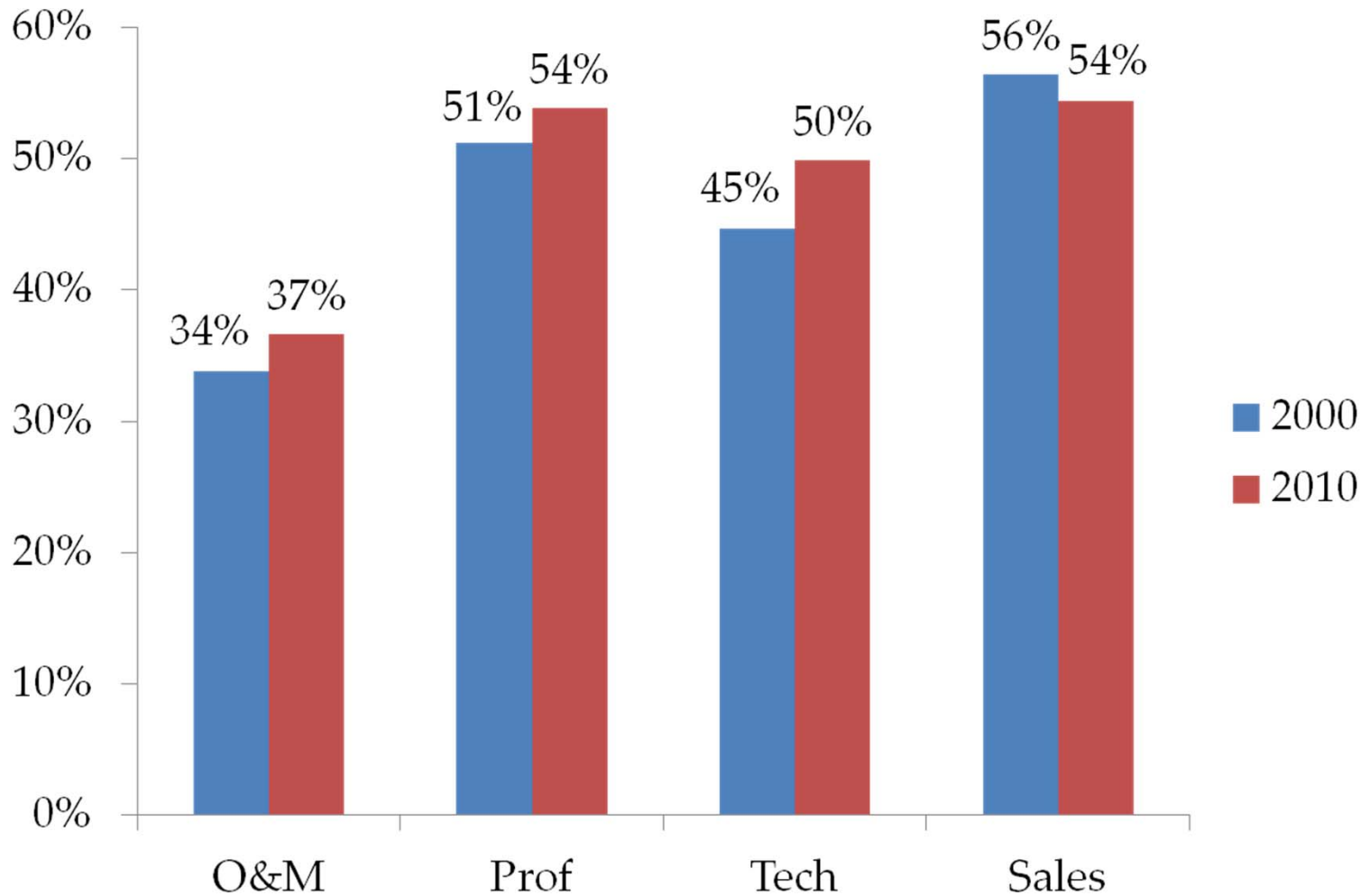BERKSHIRE ASSOCIATES INC.

EEO-1 Job Patterns–Minorities
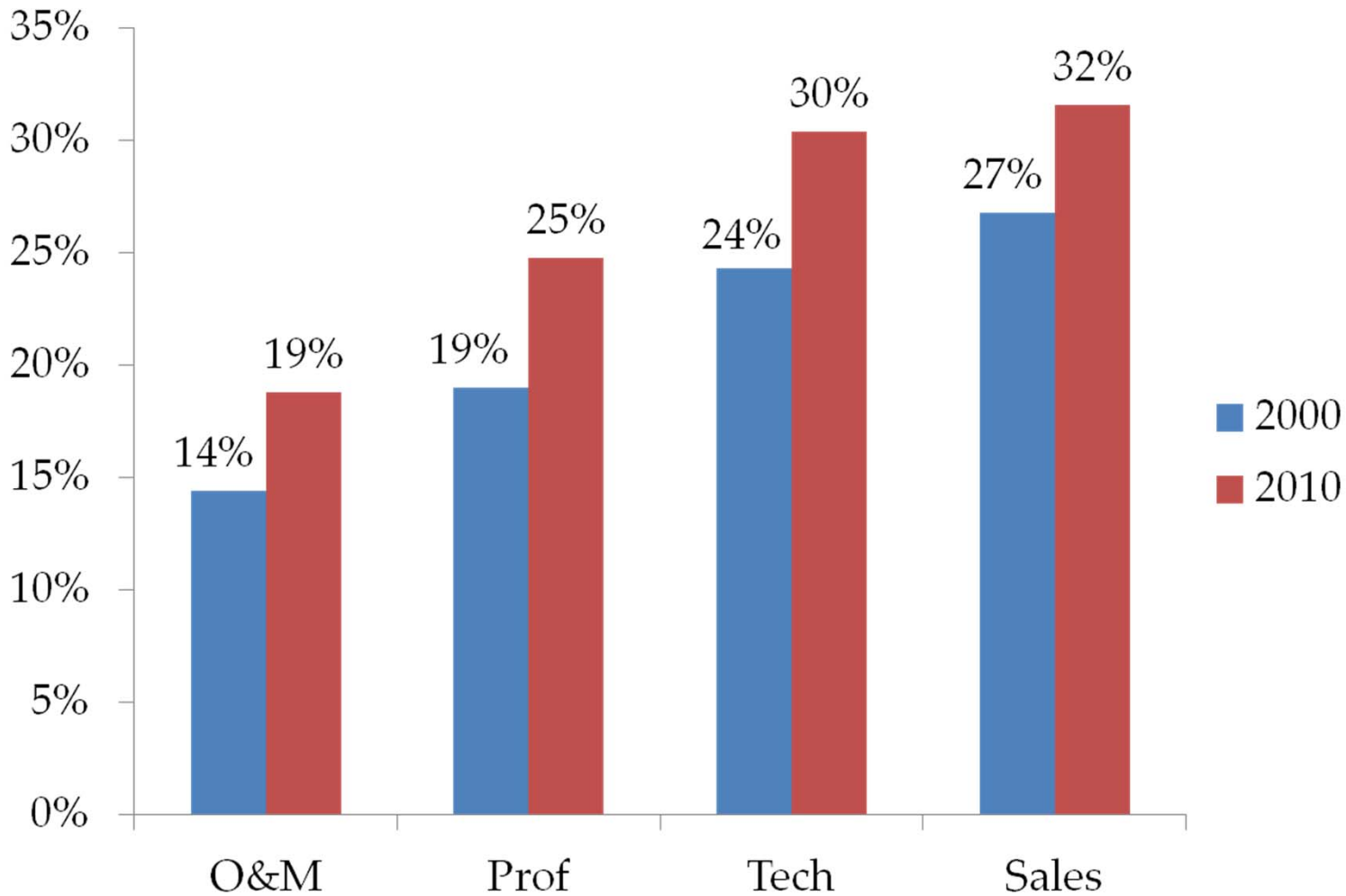
*2000 data excludes Hawaii

EEO-1 Job Patterns–Minorities

- Minority representation increased in all categories
  - Largest percentage increase was in Officials and Managers and Professionals (31%) followed by Craft Workers (26%) and Technicians (25%)
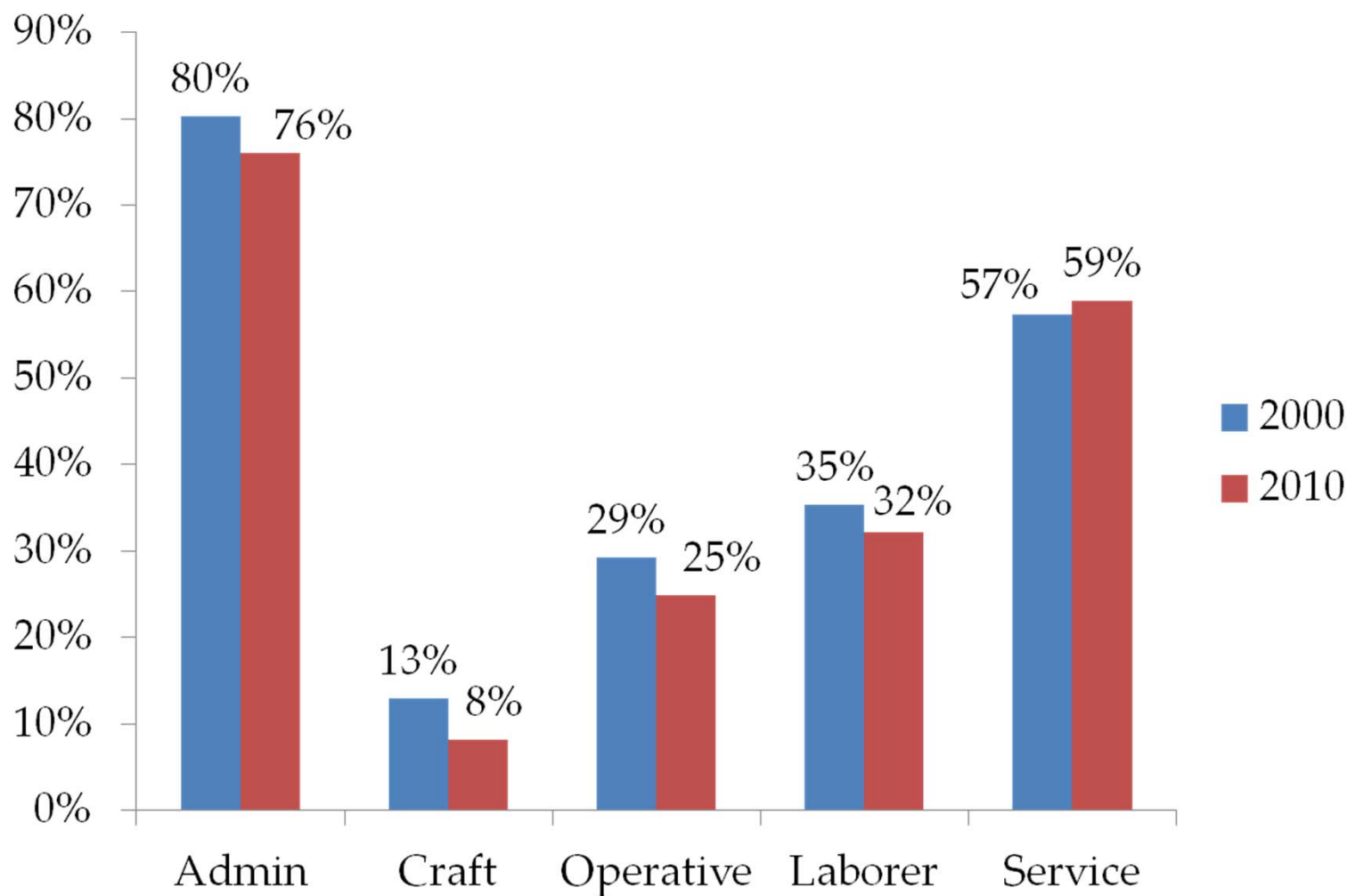 - Smallest percentage increase was in Service Workers (8%)

EEO-1 Job Patterns–Women

*2000 data excludes Hawaii

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EEO-1 Job Patterns–Women

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EEO-1 Job Patterns–Women

- Female representation increased in four categories
  - Largest percentage increase was in Technicians (12%) followed by Officials and Managers (8%) and Professionals (5%)
  - Smallest percentage increase was in Service Workers (3%)

- Female representation decreased in five categories
  - Largest percentage decrease was in Craft Workers (37%) followed by Operatives (15%) and Laborers (9%)

Wrap-Up

- Expect the new census data to have a significant impact on your AAP results, especially for minorities

  – Prepare your senior leadership and managers

- Explore the use of…

  – New census codes

  – Additional census variables (i.e., citizenship, education, etc.)

Additional Resources

- You can find a copy of our White Paper on the topic at: http://www.berkshireassociates.com/resources/white-papers.aspx

- Email me for a copy of the census occupation code crosswalk file

QUESTIONS

Thank You!

For more information about this presentation or Berkshire Associates, please contact us at: 800.882.8904

www.berkshireassociates.com

Or contact me directly at:

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About Berkshire Associates Inc.

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