

Section 46a-68-85
Utilization Analysis &
Hiring and Promotion Goals

Section 46a-68-85: Utilization Analysis

Subsection (a)

To determine whether protected classes are fully and fairly utilized, the representation of protected group populations in the workforce shall be compared to the availability of such persons for employment. Comparisons between the Connecticut State Community College's workforce and the availability base calculated in the Availability Analysis Section 46a-68-84 of the Connecticut State Regulations shall be done by occupational category, position classifications employing a significant number of persons and job titles for which a separate base was calculated.

Subsection (b)

For each instance of underutilization identified in the Utilization Analysis, employment goals will be set to increase representation of protected class members in CT State's workforce. CT State shall set employment goals for job titles filled through original appointment or promotional appointment. The objective of such goals shall be to attain parity with the availability base for such protected class members.

Subsection (c)

Where the underutilization of race and sex groups, considered individually, does not rise to the level to require a hiring or promotion goal, but where the underutilization of race sex groups, considered collectively is fifty percent (50%) or greater, a goal shall be set based on the race and sex group most underutilized in the occupational category, position classification or job title under consideration or for the race and sex group with the highest availability base.

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: EEO1 -EXECUTIVE
POSITION CLASSIFICATION (25+): All titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: STATEWIDE/NATIONAL

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		UNKNOWN		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	46.5%	53.5%	29.1%	37.2%	7.0%	10.5%	7.0%	3.5%	1.2%	2.3%	1.2%	0.0%	1.2%	0.0%	A
WORKFORCE PARITY %		100.0	40.2	59.8	30.7	44.9	3.9	6.2	3.1	5.1	2.1	2.7	0.7	0.8	0.0	0.0	B
WORKFORCE NOS.		86	40	46	25	32	6	9	6	3	1	2	1	0	1	0	C
WORKFORCE PARITY NOS.			34.6	51.4	26.4	38.6	3.4	5.3	2.7	4.4	1.8	2.3	0.6	0.7	0.0	0.0	D
NET UTILIZATION (+/-)			5.4	-5.4	-1.4	-6.6	2.6	3.7	3.3	-1.4	-0.8	-0.3	0.4	-0.7	1.0	0.0	E
PREVIOUS UTILIZATION			6.4	-6.4	1.1	-6.5	2.8	3.0	2.5	-1.1	-0.7	-1.2	-0.6	-0.6	1.0	0.0	F
*** Enter line E from previous filing																	
HIRING GOALS	PREVIOUS PLAN GOALS	10	2	8	0	5	0	0	0	1	1	1	1	1	0	0	G
	CURRENT PLAN HIRES	18	8	10	3	5	3	3	1	1	0	1	1	0	0	0	H
	CURRENT PLAN GOALS	9	2	7	1	5	0	0	0	1	1	0	0	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:																	

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College
UTILIZATION ANALYSIS

AGENCY:CT State Community College

CATEGORY OR CLASS:EEO2 -FACULTY

POSITION CLASSIFICATION (25+):Professor

REPORTING DATE:8/1/2025

LABOR MARKET AREA:STATEWIDE/NATIONAL

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	42.4%	57.6%	34.2%	49.2%	3.6%	4.3%	2.2%	2.7%	2.4%	1.4%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	35.3	64.7	22.7	48.7	6.7	5.9	3.4	2.5	2.5	6.7	0.0	0.8	B
WORKFORCE NOS.		415	176	239	142	204	15	18	9	11	10	6	0	0	C
WORKFORCE PARITY NOS.			146.5	268.5	94.2	202.1	27.8	24.5	14.1	10.4	10.4	27.8	0.0	3.3	D
NET UTILIZATION (+/-)			29.5	-29.5	47.8	1.9	-12.8	-6.5	-5.1	0.6	-0.4	-21.8	0.0	-3.3	E
PREVIOUS UTILIZATION			26.0	-26.0	39.7	4.9	5.0	-10.3	-13.6	-11.6	-5.2	-9.4	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	50	19	31	0	0	0	10	14	12	5	9	0	0	J
	CURRENT PLAN PROMOTIONS	32	13	19	8	14	0	2	3	3	2	0	0	0	K
	CURRENT PLAN GOALS	50	18	32	0	0	13	7	5	0	0	22	0	3	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College
UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: EEO2 -FACULTY
POSITION CLASSIFICATION (25+): Associate Professor

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: STATEWIDE/NATIONAL

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	35.3%	64.7%	22.7%	48.7%	6.7%	5.9%	3.4%	2.5%	2.5%	6.7%	0.0%	0.8%	A
WORKFORCE PARITY %		100.0	34.0	66.0	21.7	45.3	3.8	5.7	4.7	4.7	3.8	9.4	0.0	0.9	B
WORKFORCE NOS.		119	42	77	27	58	8	7	4	3	3	8	0	1	C
WORKFORCE PARITY NOS.			40.5	78.5	25.8	53.9	4.5	6.8	5.6	5.6	4.5	11.2	0.0	1.1	D
NET UTILIZATION (+/-)			1.5	-1.5	1.2	4.1	3.5	0.2	-1.6	-2.6	-1.5	-3.2	0.0	-0.1	E
PREVIOUS UTILIZATION			-1.3	1.3	3.7	9.6	-4.3	-1.5	-0.3	0.8	-0.1	-5.5	0.0	-2.1	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	14	4	10	0	0	4	2	0	0	0	6	0	2	J
	CURRENT PLAN PROMOTIONS	33	12	21	5	15	5	2	1	0	1	3	0	1	K
	CURRENT PLAN GOALS	10	4	6	0	0	0	0	2	3	2	3	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: EEO2 -FACULTY
POSITION CLASSIFICATION (25+): Assistant Professor

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: STATEWIDE/NATIONAL

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNP*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	34.0%	66.0%	21.7%	45.3%	3.8%	5.7%	4.7%	4.7%	3.8%	9.4%	0.0%	0.9%
WORKFORCE PARITY %		100.0	47.7	52.3	36.1	41.5	3.3	2.4	2.6	2.6	5.2	3.0	0.5	1.5
WORKFORCE NOS.		106	36	70	23	48	4	6	5	5	4	10	0	1
WORKFORCE PARITY NOS.			50.6	55.4	38.3	44.0	3.5	2.5	2.8	2.8	5.5	3.2	0.5	1.6
NET UTILIZATION (+/-)			-14.6	14.6	-15.3	4.0	0.5	3.5	2.2	2.2	-1.5	6.8	-0.5	-0.6
PREVIOUS UTILIZATION			-8.6	8.6	-11.9	-4.6	1.2	6.2	3.2	3.4	-0.5	4.5	-0.6	0.4
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HIRING GOALS	PREVIOUS PLAN GOALS	13	10	3	8	3	0	0	0	0	1	0	1	0
	CURRENT PLAN HIRES	7	1	6	1	4	0	0	0	1	0	1	0	0
	CURRENT PLAN GOALS	9	8	1	5	0	0	0	0	0	2	0	1	1
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	6	4	2	4	2	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	19	7	12	4	10	2	0	0	0	1	2	0	0
	CURRENT PLAN GOALS	10	10	0	10	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
 CATEGORY OR CLASS: EEO2 -FACULTY
 POSITION CLASSIFICATION (25+): Instructors

REPORTING DATE: 8/1/2025
 LABOR MARKET AREA: STATEWIDE/NATIONAL

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		UNKNOWN		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	50.0%	50.0%	36.8%	42.1%	5.3%	0.0%	2.6%	2.6%	5.3%	0.0%	0.0%	2.6%	0.0%	2.6%	A
WORKFORCE PARITY %		100.1	44.4	55.7	33.6	40.4	2.6	5.0	3.8	5.0	3.8	4.3	0.8	0.9	0.0	0.0	B
WORKFORCE NOS.		38	19	19	14	16	2	0	1	1	2	0	0	1	0	1	C
WORKFORCE PARITY NOS.			16.9	21.2	12.8	15.4	1.0	1.9	1.4	1.9	1.4	1.6	0.3	0.3	0.0	0.0	D
NET UTILIZATION (+/-)			2.1	-2.2	1.2	0.6	1.0	-1.9	-0.4	-0.9	0.6	-1.6	-0.3	0.7	0.0	1.0	E
PREVIOUS UTILIZATION			-1.1	1.1	-2.6	3.2	2.9	-2.0	-0.5	-1.9	-0.6	0.2	-0.3	0.6	0.0	1.0	F
*** Enter line E from previous filing																	
HIRING GOALS	PREVIOUS PLAN GOALS	9	5	4	3	0	0	2	1	2	1	0	0	0	0	0	G
	CURRENT PLAN HIRES	16	9	7	7	6	0	0	0	1	2	0	0	0	0	0	H
	CURRENT PLAN GOALS	6	1	5	0	0	0	2	1	1	0	2	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: 1 Hispanic Male Collective Goal Established.																	

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACI O

CT State Community College

UTILIZATION ANALYSIS

AGENCY:	CT State Community College	REPORTING DATE:	8/1/2024
CATEGORY OR CLASS:	Professional Non-Faculty	LABOR MARKET AREA:	STATEWIDE/NATIONAL
POSITION CLASSIFICATION (25+):	All titles		

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	32.0%	68.0%	21.3%	40.8%	4.8%	12.2%	4.0%	10.7%	1.0%	3.8%	0.6%	0.3%	0.3%	0.2%	A
WORKFORCE PARITY %		100.1	35.6	64.5	22.1	39.3	5.3	9.4	5.3	10.8	2.3	3.6	0.8	1.5	0.0	0.0	B
WORKFORCE NOS.		625	200	425	133	255	30	76	25	67	6	24	4	2	2	1	C
WORKFORCE PARITY NOS.			222.5	403.1	138.1	245.6	33.1	58.8	33.1	67.5	14.4	22.5	5.0	9.4	0.0	0.0	D
NET UTILIZATION (+/-)			-22.5	21.9	-5.1	9.4	-3.1	17.2	-8.1	-0.5	-8.4	1.5	-1.0	-7.4	2.0	1.0	E
PREVIOUS UTILIZATION			-24.9	24.9	-8.5	12.0	-2.9	19.8	-4.3	-3.0	-9.5	2.1	-2.2	-6.4	2.0	1.0	F
*** Enter line E from previous filing																	
HIRING GOALS	PREVIOUS PLAN GOALS	31	23	8	7	0	2	0	3	2	9	0	2	6	0	0	G
	CURRENT PLAN HIRES*	68	26	42	16	27	6	9	2	5	0	1	2	0	0	0	H
	CURRENT PLAN GOALS	28	20	8	3	0	2	0	6	1	8	0	1	7	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	6	5	1	2	0	1	0	1	1	1	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	5	2	3	2	2	0	0	0	0	0	1	0	0	0	0	K
	CURRENT PLAN GOALS	5	5	0	2	0	1	0	2	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: * Hires include hires, Pt to FT, and one Transfer into category from GPA1																	

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College

CATEGORY OR CLASS: Professional Non-Faculty

POSITION CLASSIFICATION (25+): Guided Pathways 1

REPORTING DATE: 8/1/2025

LABOR MARKET AREA: STATEWIDE/NATIONAL

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	22.7%	77.3%	8.2%	40.0%	10.0%	13.6%	4.5%	18.2%	0.0%	3.6%	0.0%	1.8%	A
WORKFORCE PARITY %		100.0	31.4	68.6	20.4	45.4	5.1	10.1	4.0	9.1	1.4	2.6	0.6	1.6	B
WORKFORCE NOS.		110	25	85	9	44	11	15	5	20	0	4	0	2	C
WORKFORCE PARITY NOS.			34.5	75.5	22.4	49.9	5.6	11.1	4.4	10.0	1.5	2.9	0.7	1.8	D
NET UTILIZATION (+/-)			-9.5	9.5	-13.4	-5.9	5.4	3.9	0.6	10.0	-1.5	1.1	-0.7	0.2	E
PREVIOUS UTILIZATION			-10.4	10.4	-13.7	-6.7	5.1	4.3	0.5	11.4	-1.6	1.0	-0.7	0.1	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	24	17	7	14	7	0	0	0	0	2	0	1	0	G
	CURRENT PLAN HIRES	1	0	1	0	1	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	22	16	6	13	6	0	0	0	0	2	0	1	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Professional Non-Faculty
POSITION CLASSIFICATION (25+): Information Technician 2

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: STATEWIDE/NATIONAL

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	80.0%	20.0%	43.3%	10.0%	10.0%	3.3%	16.7%	3.3%	10.0%	3.3%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	72.1	27.9	46.6	16.9	7.1	2.3	8.5	1.9	8.3	6.1	1.7	0.8	B
WORKFORCE NOS.		30	24	6	13	3	3	1	5	1	3	1	0	0	C
WORKFORCE PARITY NOS.			21.6	8.4	14.0	5.1	2.1	0.7	2.6	0.6	2.5	1.8	0.5	0.2	D
NET UTILIZATION (+/-)			2.4	-2.4	-1.0	-2.1	0.9	0.3	2.4	0.4	0.5	-0.8	-0.5	-0.2	E
PREVIOUS UTILIZATION			0.5	-0.5	-4.3	-2.0	1.6	0.3	3.2	2.4	0.5	-1.1	-0.5	-0.2	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	8	5	3	4	2	0	0	0	0	0	1	1	0	G
	CURRENT PLAN HIRES	4	4	0	3	0	0	0	1	0	0	0	0	0	H
	CURRENT PLAN GOALS	4	1	3	0	2	0	0	0	0	0	1	1	0	I
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	5	3	2	3	1	0	0	0	0	0	1	0	0	K
	CURRENT PLAN GOALS	1	1	0	1	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Professional Non-Faculty
POSITION CLASSIFICATION (25+): Librarian

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: STATEWIDE/NATIONAL

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	40.0%	60.0%	28.0%	44.0%	8.0%	8.0%	4.0%	0.0%	0.0%	8.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.2	22.4	77.8	18.2	67.6	1.5	4.1	1.8	2.3	0.9	3.1	0.1	0.9	B
WORKFORCE NOS.		25	10	15	7	11	2	2	1	0	0	2	0	0	C
WORKFORCE PARITY NOS.			5.6	19.5	4.6	16.9	0.4	1.0	0.5	0.6	0.2	0.8	0.0	0.2	D
NET UTILIZATION (+/-)			4.4	-4.5	2.4	-5.9	1.6	1.0	0.5	-0.6	-0.2	1.2	0.0	-0.2	E
PREVIOUS UTILIZATION			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	7	0	7	0	6	0	0	0	1	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Administrative/Clerical
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: Fairfield County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	0.0%	100.0%	0.0%	55.6%	0.0%	27.8%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.1	13.8	86.3	8.9	58.2	1.1	10.3	2.5	13.8	1.0	3.1	0.2	0.9
WORKFORCE NOS.		18	0	18	0	10	0	5	0	3	0	0	0	0
WORKFORCE PARITY NOS.			2.5	15.5	1.6	10.5	0.2	1.9	0.5	2.5	0.2	0.6	0.0	0.2
NET UTILIZATION (+/-)			-2.5	2.5	-1.6	-0.5	-0.2	3.1	-0.5	0.5	-0.2	-0.6	0.0	-0.2
PREVIOUS UTILIZATION			-2.5	2.5	-1.7	-0.6	-0.2	3.2	-0.4	0.6	-0.2	-0.6	0.0	-0.2
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	5	3	2	2	1	0	0	1	0	0	1	0	0
	CURRENT PLAN HIRES	1	0	1	0	0	0	0	0	0	0	1	0	0
	CURRENT PLAN GOALS	6	4	2	2	1	1	0	1	0	0	1	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
NOTE: BM collective Goal Established														

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Paraprofessional
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: Fairfield County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	25.0%	75.0%	0.0%	31.3%	12.5%	25.0%	12.5%	18.8%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.2	27.5	72.7	16.8	45.1	3.3	10.1	5.2	13.2	1.7	3.1	0.6	1.3
WORKFORCE NOS.		16	4	12	0	5	2	4	2	3	0	0	0	0
WORKFORCE PARITY NOS.			4.4	11.6	2.7	7.2	0.5	1.6	0.8	2.1	0.3	0.5	0.1	0.2
NET UTILIZATION (+/-)			-0.4	0.4	-2.7	-2.2	1.5	2.4	1.2	0.9	-0.3	-0.5	-0.1	-0.2
PREVIOUS UTILIZATION			0.0	-0.1	-1.1	-2.2	1.4	1.3	0.1	0.7	-0.3	0.4	-0.1	-0.2
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	4	2	2	1	2	0	0	0	0	1	0	0	0
	CURRENT PLAN HIRES	2	1	1	0	1	0	0	1	0	0	0	0	0
	CURRENT PLAN GOALS	6	4	2	3	1	0	0	0	0	1	1	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: AM Collective Goal Established

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Skilled Craft Workers
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: Fairfield County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.0	99.1	0.9	58.3	0.8	5.2	0.0	31.0	0.1	0.1	0.0	4.6	0.0
WORKFORCE NOS.		2	2	0	2	0	0	0	0	0	0	0	0	0
WORKFORCE PARITY NOS.			2.0	0.0	1.2	0.0	0.1	0.0	0.6	0.0	0.0	0.0	0.1	0.0
NET UTILIZATION (+/-)			0.0	0.0	0.8	0.0	-0.1	0.0	-0.6	0.0	0.0	0.0	-0.1	0.0
PREVIOUS UTILIZATION			0.0	0.0	0.7	0.0	-0.2	0.0	-0.2	0.0	0.0	0.0	-0.2	0.0
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	1	1	0	0	0	0	0	1	0	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	1	1	0	0	0	0	0	1	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
 CATEGORY OR CLASS: Service Maintenance
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
 LABOR MARKET AREA: Fairfield County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	92.9%	7.1%	42.9%	0.0%	21.4%	0.0%	28.6%	0.0%	0.0%	7.1%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	58.5	41.5	20.3	8.8	5.1	4.6	31.2	24.3	0.6	1.2	1.3	2.5	B
WORKFORCE NOS.		14	13	1	6	0	3	0	4	0	0	1	0	0	C
WORKFORCE PARITY NOS.			8.2	5.8	2.8	1.2	0.7	0.6	4.4	3.4	0.1	0.2	0.2	0.4	D
NET UTILIZATION (+/-)			4.8	-4.8	3.2	-1.2	2.3	-0.6	-0.4	-3.4	-0.1	0.8	-0.2	-0.4	E
PREVIOUS UTILIZATION			4.8	-4.8	3.2	-1.2	2.3	-0.6	-0.4	-3.4	-0.1	0.8	-0.2	-0.4	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	6	1	5	0	1	0	1	1	3	0	0	0	0	G
	CURRENT PLAN HIRES	1	1	0	0	0	0	0	1	0	0	0	0	0	H
	CURRENT PLAN GOALS	6	1	5	0	1	0	1	1	3	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: 1 Hispanic Male Collective Goal established.															

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT STATE COMMUNITY COLLEGE

UTILIZATION ANALYSIS

AGENCY: CT STATE COMMUNITY COLLEGE
 CATEGORY OR CLASS: Protective Services
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
 LABOR MARKET AREA: Fairfield County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	85.7%	14.3%	42.9%	0.0%	14.3%	0.0%	28.6%	14.3%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.0	83.5	16.5	61.5	8.6	9.7	4.9	9.7	1.4	0.6	1.4	2.0	0.2
WORKFORCE NOS.		7	6	1	3	0	1	0	2	1	0	0	0	0
WORKFORCE PARITY NOS.			5.8	1.2	4.3	0.6	0.7	0.3	0.7	0.1	0.0	0.1	0.1	0.0
NET UTILIZATION (+/-)			0.2	-0.2	-1.3	-0.6	0.3	-0.3	1.3	0.9	0.0	-0.1	-0.1	0.0
PREVIOUS UTILIZATION			-0.3	0.3	-0.5	-0.3	-0.4	-0.2	0.6	0.9	0.0	-0.1	-0.1	0.0
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	2	2	0	1	0	1	0	0	0	0	0	0	0
	CURRENT PLAN HIRES	3	3	0	1	0	1	0	1	0	0	0	0	0
	CURRENT PLAN GOALS	3	1	2	1	1	0	1	0	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: Collective goal set for 1BF

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
 CATEGORY OR CLASS: Administrative/Clerical
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
 LABOR MARKET AREA: Hartford

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	0.0%	100.0%	0.0%	61.5%	0.0%	19.2%	0.0%	15.4%	0.0%	0.0%	0.0%	3.8%
WORKFORCE PARITY %		100.1	14.8	85.3	8.5	57.7	2.2	10.3	3.0	13.2	0.9	2.3	0.2	1.9
WORKFORCE NOS.		26	0	26	0	16	0	5	0	4	0	0	0	1
WORKFORCE PARITY NOS.			3.8	22.2	2.2	15.0	0.6	2.7	0.8	3.4	0.2	0.6	0.1	0.5
NET UTILIZATION (+/-)			-3.8	3.8	-2.2	1.0	-0.6	2.3	-0.8	0.6	-0.2	-0.6	-0.1	0.5
PREVIOUS UTILIZATION			-2.0	2.0	-1.8	0.4	-0.4	2.0	0.4	0.4	-0.2	-0.5	0.0	-0.4
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	4	3	1	2	0	1	0	0	0	0	1	0	0
	CURRENT PLAN HIRES	9	0	9	0	6	0	1	0	1	0	0	0	1
	CURRENT PLAN GOALS	5	4	1	2	0	1	0	1	0	0	1	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
NOTE:														

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Paraprofessional
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: Hartford County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	29.2%	70.8%	20.8%	41.7%	4.2%	8.3%	4.2%	12.5%	0.0%	8.3%	0.0%	0.0%
WORKFORCE PARITY %	100.1	20.9	79.2	14.0	54.0	1.8	9.9	3.6	11.2	1.3	2.5	0.3	1.7
WORKFORCE NOS.	24	7	17	5	10	1	2	1	3	0	2	0	0
WORKFORCE PARITY NOS.		5.0	19.0	3.4	13.0	0.4	2.4	0.9	2.7	0.3	0.6	0.1	0.4
NET UTILIZATION (+/-)		2.0	-2.0	1.6	-3.0	0.6	-0.4	0.1	0.3	-0.3	1.4	-0.1	-0.4
PREVIOUS UTILIZATION		0.3	-0.3	0.9	-1.9	0.6	-1.1	-0.9	0.6	-0.3	2.4	-0.1	-0.3
*** Enter line E from previous filing													
Employment Data - Census 2014-2018 EEO Data Tool, Hartford Other + Teachers and Coaches	PREVIOUS PLAN GOALS	5	1	4	0	2	0	1	1	0	0	0	1
	CURRENT PLAN HIRES	5	2	3	1	2	0	1	1	0	0	0	0
	CURRENT PLAN GOALS	3	0	3	0	2	0	1	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0
NOTE:BF Collective Goal Established													

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Skilled Craft Workers
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: Hartford

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	100.0	0.0	72.4	0.0	13.1	0.0	10.7	0.0	0.0	0.0	3.7	0.0	B
WORKFORCE NOS.		0	0	0	0	0	0	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			0.0	0.0	-0.7	0.0	0.9	0.0	-0.1	0.0	0.0	0.0	0.0	0.0	E
PREVIOUS UTILIZATION															F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	1	1	0	1	0	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Service Maintenance
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: Hartford County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	82.6%	17.4%	32.6%	13.0%	15.2%	0.0%	30.4%	4.3%	4.3%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.0	67.5	32.5	36.5	13.1	7.3	4.0	21.9	14.0	0.6	0.6	1.2	0.8
WORKFORCE NOS.		46	38	8	15	6	7	0	14	2	2	0	0	0
WORKFORCE PARITY NOS.			31.1	15.0	16.8	6.0	3.4	1.8	10.1	6.4	0.3	0.3	0.6	0.4
NET UTILIZATION (+/-)			6.9	-7.0	-1.8	0.0	3.6	-1.8	3.9	-4.4	1.7	-0.3	-0.6	-0.4
PREVIOUS UTILIZATION			5.0	-5.0	-1.6	0.8	2.1	-1.6	3.2	-3.6	1.8	-0.2	-0.5	-0.3
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	10	3	7	2	0	0	2	0	4	0	0	1	1
	CURRENT PLAN HIRES	7	5	2	2	2	1	0	2	0	0	0	0	0
	CURRENT PLAN GOALS	10	3	7	2	0	0	2	0	4	0	0	1	1
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	2	2	0	1	0	1	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: 1 Two or More Female Collective Goal Established

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT STATE COMMUNITY COLLEGE

UTILIZATION ANALYSIS

AGENCY: CT STATE COMMUNITY COLLEGE
CATEGORY OR CLASS: Protective Services
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: Hartford

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	73.3%	26.7%	40.0%	20.0%	20.0%	0.0%	13.3%	6.7%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.0	84.6	15.4	64.7	8.2	10.2	4.8	9.1	1.1	0.7	0.2	0.0	1.1
WORKFORCE NOS.		15	11	4	6	3	3	0	2	1	0	0	0	0
WORKFORCE PARITY NOS.			12.7	2.3	9.7	1.2	1.5	0.7	1.4	0.2	0.1	0.0	0.0	0.2
NET UTILIZATION (+/-)			-1.7	1.7	-3.7	1.8	1.5	-0.7	0.6	0.8	-0.1	0.0	0.0	-0.2
PREVIOUS UTILIZATION			-1.5	1.5	-3.4	1.7	1.4	-0.8	0.5	0.8	-0.1	0.0	0.0	-0.2
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	4	3	1	3	0	0	1	0	0	0	0	0	0
	CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	5	4	1	4	0	0	1	0	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Administrative/Clerical
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: Litchfield County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	0.0%	100.0%	0.0%	50.0%	0.0%	25.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%
WORKFORCE PARITY %		100.1	6.0	94.1	3.0	44.6	0.6	1.3	2.1	47.1	0.2	0.6	0.1	0.6
WORKFORCE NOS.		4	0	4	0	2	0	1	0	0	0	1	0	0
WORKFORCE PARITY NOS.			0.2	3.8	0.1	1.8	0.0	0.1	0.1	1.9	0.0	0.0	0.0	0.0
NET UTILIZATION (+/-)			-0.2	0.2	-0.1	0.2	0.0	0.9	-0.1	-1.9	0.0	1.0	0.0	0.0
PREVIOUS UTILIZATION			-0.2	0.2	-0.1	1.2	0.0	1.0	-0.1	-1.9	0.0	0.0	0.0	0.0
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	2	0	2	0	0	0	0	0	2	0	0	0	0
	CURRENT PLAN HIRES	1	0	1	0	0	0	0	0	0	0	1	0	0
	CURRENT PLAN GOALS	2	0	2	0	0	0	0	0	2	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
NOTE:														

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Paraprofessional
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: Litchfield County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	40.0%	60.0%	20.0%	60.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.1	18.2	81.9	13.5	63.3	1.0	6.0	2.7	7.5	0.9	4.7	0.3	0.5
WORKFORCE NOS.		5	2	3	1	3	0	0	1	0	0	0	0	0
WORKFORCE PARITY NOS.			0.9	4.1	0.7	3.2	0.1	0.3	0.1	0.4	0.0	0.2	0.0	0.0
NET UTILIZATION (+/-)			1.1	-1.1	0.3	-0.2	-0.1	-0.3	0.9	-0.4	0.0	-0.2	0.0	0.0
PREVIOUS UTILIZATION			1.1	-1.1	0.3	-0.3	0.0	-0.3	0.9	-0.4	0.0	-0.1	0.0	0.0
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	1	0	1	0	0	0	0	0	1	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	1	0	1	0	0	0	0	0	1	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: 1HF Collective Goal Established

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Service Maintenance
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: Litchfield County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	85.7%	14.3%	71.4%	14.3%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.0	73.7	26.3	63.4	20.0	0.0	0.1	9.4	6.1	0.2	0.1	0.7	0.0
WORKFORCE NOS.		7	6	1	5	1	0	0	1	0	0	0	0	0
WORKFORCE PARITY NOS.			5.2	1.8	4.4	1.4	0.0	0.0	0.7	0.4	0.0	0.0	0.0	0.0
NET UTILIZATION (+/-)			0.8	-0.8	0.6	-0.4	0.0	0.0	0.3	-0.4	0.0	0.0	0.0	0.0
PREVIOUS UTILIZATION			0.6	-0.6	1.2	-0.2	0.0	0.0	-0.6	-0.4	0.0	0.0	0.0	0.0
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	2	1	1	0	0	0	0	1	1	0	0	0	0
	CURRENT PLAN HIRES	2	2	0	1	0	0	0	1	0	0	0	0	0
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: 1WF Collective Goal Established

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT STATE COMMUNITY COLLEGE

UTILIZATION ANALYSIS

AGENCY: CT STATE COMMUNITY COLLEGE
 CATEGORY OR CLASS: Protective Services
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
 LABOR MARKET AREA: Litchfield County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	100.0%	0.0%	33.3%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.0	63.6	36.4	36.4	36.4	0.0	0.0	20.5	0.0	0.0	0.0	6.8	0.0	B
WORKFORCE NOS.		3	3	0	1	0	0	0	2	0	0	0	0	0	C
WORKFORCE PARITY NOS.			1.9	1.1	1.1	1.1	0.0	0.0	0.6	0.0	0.0	0.0	0.2	0.0	D
NET UTILIZATION (+/-)			1.1	-1.1	-0.1	-1.1	0.0	0.0	1.4	0.0	0.0	0.0	-0.2	0.0	E
PREVIOUS UTILIZATION			1.1	-1.1	-0.1	-1.1	0.0	0.0	1.4	0.0	0.0	0.0	-0.2	0.0	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
 CATEGORY OR CLASS: Administrative/Clerical
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
 LABOR MARKET AREA: Middlesex County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	50.0%	50.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.1	15.5	84.6	10.5	70.3	1.0	6.3	3.3	3.7	0.5	2.0	0.4	2.5	B
WORKFORCE NOS.		2	1	1	1	1	0	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.			0.3	1.7	0.2	1.4	0.0	0.1	0.1	0.1	0.0	0.0	0.0	0.1	D
NET UTILIZATION (+/-)			0.7	-0.7	0.8	-0.4	0.0	-0.1	-0.1	-0.1	0.0	0.0	0.0	-0.1	E
PREVIOUS UTILIZATION			0.5	-0.5	0.7	-0.1	0.0	-0.2	-0.1	-0.1	0.0	-0.1	0.0	-0.1	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	1	0	1	0	0	0	1	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: 1WF Collective Goal Established															

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Paraprofessional
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: Middlesex County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	33.3%	66.7%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.1	26.7	73.4	19.4	60.7	2.1	3.5	2.6	4.7	2.1	3.8	0.7	0.9
WORKFORCE NOS.		3	1	2	1	2	0	0	0	0	0	0	0	0
WORKFORCE PARITY NOS.			0.8	2.2	0.6	1.8	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.0
NET UTILIZATION (+/-)			0.2	-0.2	0.4	0.2	-0.1	-0.1	-0.1	-0.1	-0.1	-0.1	0.0	0.0
PREVIOUS UTILIZATION			0.5	-0.5	0.6	-0.3	0.0	-0.1	-0.1	-0.1	0.0	-0.1	0.0	0.0
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	0
	CURRENT PLAN HIRES	1	0	1	0	1	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	1	0	1	0	0	0	0	0	1	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: HF Collective Goal Established

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Service Maintenance
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: Middlesex

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	100.0%	0.0%	66.7%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.0	94.4	5.6	86.7	5.6	0.9	0.0	6.8	0.0	0.0	0.0	0.0	0.0
WORKFORCE NOS.		3	3	0	2	0	0	0	1	0	0	0	0	0
WORKFORCE PARITY NOS.			2.8	0.2	2.6	0.2	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0
NET UTILIZATION (+/-)			0.2	-0.2	-0.6	-0.2	0.0	0.0	0.8	0.0	0.0	0.0	0.0	0.0
PREVIOUS UTILIZATION			0.1	-0.1	0.3	-0.1	0.0	0.0	-0.1	0.0	0.0	0.0	0.0	0.0
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	1	1	0	1	0	0	0	0	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	1	1	0	0	0	0	0	1	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
NOTE:														

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT STATE COMMUNITY COLLEGE

UTILIZATION ANALYSIS

AGENCY: CT STATE COMMUNITY COLLEGE
CATEGORY OR CLASS: Protective Services
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: Middlesex County

	GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
				MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %	100.0	98.0	2.0	73.1	2.0	8.0	0.0	16.0	0.0	0.0	0.0	0.8	0.0
WORKFORCE NOS.	1	1	0	1	0	0	0	0	0	0	0	0	0
WORKFORCE PARITY NOS.		1.0	0.0	0.7	0.0	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0
NET UTILIZATION (+/-)		0.0	0.0	0.3	0.0	-0.1	0.0	-0.2	0.0	0.0	0.0	0.0	0.0
PREVIOUS UTILIZATION													

*** Enter line E from previous filing

HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0

PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0

UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
 CATEGORY OR CLASS: Administrative/Clerical
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
 LABOR MARKET AREA: New Haven County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	5.6%	94.4%	5.6%	58.3%	0.0%	13.9%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.1	12.2	87.9	6.6	62.3	2.2	10.0	2.6	12.2	0.6	2.3	0.2	1.2	B
WORKFORCE NOS.		36	2	34	2	21	0	5	0	8	0	0	0	0	C
WORKFORCE PARITY NOS.			4.4	31.6	2.4	22.4	0.8	3.6	0.9	4.4	0.2	0.8	0.1	0.4	D
NET UTILIZATION (+/-)			-2.4	2.4	-0.4	-1.4	-0.8	1.4	-0.9	3.6	-0.2	-0.8	-0.1	-0.4	E
PREVIOUS UTILIZATION			-1.7	1.7	0.4	-1.9	-0.8	1.4	-1.0	3.4	-0.2	-0.9	-0.1	-0.5	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	6	2	4	0	2	1	0	1	0	0	1	0	1	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	5	3	2	1	1	1	0	1	0	0	1	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O

NOTE: Collective goal set for 1WM

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Paraprofessional
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: New Haven County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		UNKNOWN			
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	UNK	
WORKFORCE %		100.0%	10.0%	90.0%	10.0%	0.0%	0.0%	20.0%	0.0%	40.0%	0.0%	20.0%	0.0%	0.0%	0.0%	10.0%	0.0%	A
WORKFORCE PARITY %		100.1	22.2	77.9	12.9	51.8	3.0	9.3	5.1	12.7	1.0	2.6	0.4	1.6	0.0	0.0	0.0	B
WORKFORCE NOS.		10	1	9	1	0	0	2	0	4	0	2	0	0	0	1	0	C
WORKFORCE PARITY NOS.			2.2	7.8	1.3	5.2	0.3	0.9	0.5	1.3	0.1	0.3	0.0	0.2	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			-1.2	1.2	-0.3	-5.2	-0.3	1.1	-0.5	2.7	-0.1	1.7	0.0	-0.2	0.0	1.0	0.0	E
PREVIOUS UTILIZATION			-2.0	2.0	-1.2	-3.7	-0.3	1.2	-0.5	2.9	-0.1	1.8	0.0	-0.1	0.0	-0.1	-0.1	F
*** Enter line E from previous filing																		
HIRING GOALS	PREVIOUS PLAN GOALS	6	3	3	1	3	1	0	1	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	3	1	2	1	0	0	0	0	0	0	1	0	0	0	1	0	H
	CURRENT PLAN GOALS	6	2	4	1	4	0	0	1	0	0	0	0	0	0	0	0	I
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE: WM Collective Goal Established																		

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Skilled Craft Workers
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: New Haven County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.0	98.4	1.6	68.0	1.4	5.0	0.0	24.5	0.1	0.2	0.1	0.7	0.0
WORKFORCE NOS.		5	5	0	5	0	0	0	0	0	0	0	0	0
WORKFORCE PARITY NOS.			4.9	0.1	3.4	0.1	0.3	0.0	1.2	0.0	0.0	0.0	0.0	0.0
NET UTILIZATION (+/-)			0.1	-0.1	1.6	-0.1	-0.3	0.0	-1.2	0.0	0.0	0.0	0.0	0.0
PREVIOUS UTILIZATION			0.1	-0.1	1.9	-0.1	-0.3	0.0	-1.5	0.0	0.0	0.0	0.0	0.0
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	2	2	0	0	0	0	0	2	0	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	1	1	0	0	0	0	0	1	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Service Maintenance
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: New Haven County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	82.2%	17.8%	46.7%	4.4%	13.3%	0.0%	17.8%	13.3%	4.4%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.0	65.6	34.4	34.6	14.3	8.5	5.3	19.3	12.5	1.3	1.2	1.9	1.1
WORKFORCE NOS.		45	37	8	21	2	6	0	8	6	2	0	0	0
WORKFORCE PARITY NOS.			29.5	15.5	15.6	6.4	3.8	2.4	8.7	5.6	0.6	0.5	0.9	0.5
NET UTILIZATION (+/-)			7.5	-7.5	5.4	-4.4	2.2	-2.4	-0.7	0.4	1.4	-0.5	-0.9	-0.5
PREVIOUS UTILIZATION			5.5	-5.5	3.4	-3.4	2.2	-2.4	-0.7	1.4	0.4	-0.5	0.1	-0.5
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	8	1	7	0	3	0	2	1	0	0	1	0	1
	CURRENT PLAN HIRES	6	6	0	2	0	2	0	1	0	1	0	0	0
	CURRENT PLAN GOALS	10	2	8	0	4	0	2	1	0	0	1	1	1
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
NOTE:														

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT STATE COMMUNITY COLLEGE

UTILIZATION ANALYSIS

AGENCY: CT STATE COMMUNITY COLLEGE
CATEGORY OR CLASS: Protective Services
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: New Haven County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	100.0%	0.0%	81.8%	0.0%	9.1%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.0	91.6	8.4	68.3	3.5	5.1	3.7	14.4	1.1	2.9	0.1	0.9	0.0
WORKFORCE NOS.		11	11	0	9	0	1	0	1	0	0	0	0	0
WORKFORCE PARITY NOS.			10.1	0.9	7.5	0.4	0.6	0.4	1.6	0.1	0.3	0.0	0.1	0.0
NET UTILIZATION (+/-)			0.9	-0.9	1.5	-0.4	0.4	-0.4	-0.6	-0.1	-0.3	0.0	-0.1	0.0
PREVIOUS UTILIZATION			0.8	-0.8	1.2	-0.4	0.5	-0.4	-0.4	-0.1	-0.3	0.0	-0.1	0.0
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	2	1	1	0	0	0	1	1	0	0	0	0	0
	CURRENT PLAN HIRES	4	4	0	4	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	2	1	1	0	0	0	1	1	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: 1BF Collective Goal Established

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
 CATEGORY OR CLASS: Administrative/Clerical
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
 LABOR MARKET AREA: New London County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	A
WORKFORCE PARITY %		100.1	15.2	84.9	8.7	70.8	1.1	3.6	4.2	7.2	1.2	1.5	0.1	1.7	B
WORKFORCE NOS.		4	0	4	0	4	0	0	0	0	0	0	0	0	C
WORKFORCE PARITY NOS.			0.6	3.4	0.3	2.8	0.0	0.1	0.2	0.3	0.0	0.1	0.0	0.1	D
NET UTILIZATION (+/-)			-0.6	0.6	-0.3	1.2	0.0	-0.1	-0.2	-0.3	0.0	-0.1	0.0	-0.1	E
PREVIOUS UTILIZATION			-0.8	0.8	-0.5	0.4	0.0	-0.2	-0.2	0.6	-0.1	-0.1	0.0	-0.1	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	2	2	0	1	0	0	0	1	0	0	0	0	0	G
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	1	1	0	1	0	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O

NOTE: Collective goals set for 1WM

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
 CATEGORY OR CLASS: Paraprofessional
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
 LABOR MARKET AREA: New London County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	0.0%	100.0%	0.0%	60.0%	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.1	25.6	74.5	18.7	62.1	2.1	2.9	3.5	5.7	1.1	2.6	0.4	1.3
WORKFORCE NOS.		5	0	5	0	3	0	1	0	1	0	0	0	0
WORKFORCE PARITY NOS.			1.3	3.7	0.9	3.1	0.1	0.1	0.2	0.3	0.1	0.1	0.0	0.1
NET UTILIZATION (+/-)			-1.3	1.3	-0.9	-0.1	-0.1	0.9	-0.2	0.7	-0.1	-0.1	0.0	-0.1
PREVIOUS UTILIZATION			-1.3	1.3	-1.0	0.0	-0.1	0.9	-0.2	0.6	-0.1	-0.1	0.0	-0.1
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	2	2	0	1	0	0	0	1	0	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	2	2	0	1	0	0	0	1	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: HM Collective Goal Established

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Skilled Craft Workers
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: New London County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.0	98.2	1.8	94.1	1.8	1.2	0.0	2.4	0.0	0.0	0.0	0.5	0.0
WORKFORCE NOS.		0	0	0	0	0	0	0	0	0	0	0	0	0
WORKFORCE PARITY NOS.			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NET UTILIZATION (+/-)			0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
PREVIOUS UTILIZATION			0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

*AAIANHNPI = ASIAN, AMERICAN INDIAN, ALASKA NATIVE, HAWAIIAN NATIVE, PACIFIC ISLANDER

CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Service Maintenance
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: New London County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	63.6%	36.4%	45.5%	36.4%	9.1%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.0	66.8	33.2	40.6	14.5	6.6	2.9	13.3	12.0	3.4	3.4	2.9	0.3
WORKFORCE NOS.		11	7	4	5	4	1	0	1	0	0	0	0	0
WORKFORCE PARITY NOS.			7.3	3.7	4.5	1.6	0.7	0.3	1.5	1.3	0.4	0.4	0.3	0.0
NET UTILIZATION (+/-)			-0.3	0.3	0.5	2.4	0.3	-0.3	-0.5	-1.3	-0.4	-0.4	-0.3	0.0
PREVIOUS UTILIZATION			-0.3	0.3	0.8	1.8	-0.5	-0.2	-0.1	-1.0	-0.3	-0.3	-0.2	0.0
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	3	1	2	0	0	1	0	0	1	0	1	0	0
	CURRENT PLAN HIRES	3	2	1	1	1	1	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	3	2	1	0	0	0	0	1	1	1	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
NOTE: 1 AM collective goal established.														

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CT STATE COMMUNITY COLLEGE

UTILIZATION ANALYSIS

AGENCY: CT STATE COMMUNITY COLLEGE
CATEGORY OR CLASS: Protective Services
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: New London County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.0	78.4	21.6	72.3	16.7	6.1	1.1	0.0	3.3	0.0	0.4	0.0	0.0
WORKFORCE NOS.		1	1	0	1	0	0	0	0	0	0	0	0	0
WORKFORCE PARITY NOS.			0.8	0.2	0.7	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NET UTILIZATION (+/-)			0.2	-0.2	0.3	-0.2	-0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
PREVIOUS UTILIZATION														
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN HIRES	1	1	0	1	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE:

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CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
 CATEGORY OR CLASS: Paraprofessional
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
 LABOR MARKET AREA: Windham County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	25.0%	75.0%	0.0%	25.0%	25.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	25.0%	A
WORKFORCE PARITY %		100.1	22.5	77.6	16.8	63.3	1.0	2.2	3.0	7.7	1.4	2.1	0.5	2.4	B
WORKFORCE NOS.		4	1	3	0	1	1	0	0	1	0	0	0	1	C
WORKFORCE PARITY NOS.			0.9	3.1	0.7	2.5	0.0	0.1	0.1	0.3	0.1	0.1	0.0	0.1	D
NET UTILIZATION (+/-)			0.1	-0.1	-0.7	-1.5	1.0	-0.1	-0.1	0.7	-0.1	-0.1	0.0	0.9	E
PREVIOUS UTILIZATION			0.6	-0.6	1.0	-2.8	0.0	-0.1	-0.2	0.5	-0.1	0.9	0.0	0.9	F
*** Enter line E from previous filing															
HIRING GOALS	PREVIOUS PLAN GOALS	3	0	3	0	3	0	0	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	1	1	0	0	0	1	0	0	0	0	0	0	0	H
	CURRENT PLAN GOALS	3	1	2	1	2	0	0	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:															

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CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
CATEGORY OR CLASS: Skilled Craft Workers
POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
LABOR MARKET AREA: Windham

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE	
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WORKFORCE %		100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
WORKFORCE PARITY %		100.0	91.7	8.3	91.7	8.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
WORKFORCE NOS.		1	1	0	1	0	0	0	0	0	0	0	0	0
WORKFORCE PARITY NOS.			0.9	0.1	0.9	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NET UTILIZATION (+/-)			0.1	-0.1	0.1	-0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
PREVIOUS UTILIZATION			0.1	-0.1	0.1	-0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
*** Enter line E from previous filing														
HIRING GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0
NOTE:														

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CT State Community College

UTILIZATION ANALYSIS

AGENCY: CT State Community College
 CATEGORY OR CLASS: Service Maintenance
 POSITION CLASSIFICATION (25+): All Titles

REPORTING DATE: 8/1/2025
 LABOR MARKET AREA: Windham County

		GRAND TOTAL	TOTAL MALE	TOTAL FEMALE	WHITE		BLACK		HISPANIC		AAIANHNPI*		TWO or MORE		UNKNOWN		
					MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
WORKFORCE %		100.0%	88.9%	11.1%	44.4%	11.1%	0.0%	0.0%	11.1%	0.0%	11.1%	0.0%	11.1%	0.0%	11.1%	0.0%	A
WORKFORCE PARITY %		100.0	74.3	25.7	56.8	19.7	0.0	0.2	16.3	5.5	0.0	0.0	1.1	0.4	0.0	0.0	B
WORKFORCE NOS.		9	8	1	4	1	0	0	1	0	1	0	1	0	1	0	C
WORKFORCE PARITY NOS.			6.7	2.3	5.1	1.8	0.0	0.0	1.5	0.5	0.0	0.0	0.1	0.0	0.0	0.0	D
NET UTILIZATION (+/-)			1.3	-1.3	-1.1	-0.8	0.0	0.0	-0.5	-0.5	1.0	0.0	0.9	0.0	1.0	0.0	E
PREVIOUS UTILIZATION			1.8	-1.8	0.0	-1.4	0.0	0.0	-0.1	-0.4	0.0	0.0	0.9	0.0	1.0	0.0	F
*** Enter line E from previous filing																	
HIRING GOALS	PREVIOUS PLAN GOALS	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	G
	CURRENT PLAN HIRES	3	2	1	1	1	0	0	0	0	1	0	0	0	0	0	H
	CURRENT PLAN GOALS	4	2	2	1	1	0	0	1	1	0	0	0	0	0	0	L
PROMOTIONAL GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	J
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	K
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	L
UPWARD/ CAREER MOBILITY GOALS	PREVIOUS PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	M
	CURRENT PLAN PROMOTIONS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	N
	CURRENT PLAN GOALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	O
NOTE:																	

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Summary of the 2025-2026 Affirmative Action Goals and Objectives

The following hiring and promotion goals have been set for the period August 1, 2025 – July 31, 2026, in accordance with Regulations of Connecticut State Agencies Section 46a-68-85.

Statewide/National

Executive/Administrative/Managerial	Hiring: 1WM, 5WF, 1HF, 1AM, 1TM Promotion: 2WF
Faculty – Professor	Promotion: 13BM, 7BF, 5HM, 22AF, 3TF
Faculty – Associate Professor	Promotion: 2HM, 3HF, 2AM, 3AF
Faculty – Assistant Professor	Hire: 5WM, 2AM, 1TM, 1TF Promotion: 10WM
Faculty – Instructor	Hire: 2BF, 1HM, 1HF, 2AF
Professional Non-Faculty	Hiring: 3WM, 2BM, 6HM, 1HF, 8AM, 1TM, 7TF Promotion: 2WM, 1BM, 2HM
Guided Pathways Advisor 1	Hire: 13WM, 6WF, 2AM, 1TM Promotion: None
Information Technician II	Hire: 2WF, 1AF, 1TM Promotion: 1WM
Librarian	Hire: 6WF, 1HF Promotion: None

Fairfield Labor Market Area (Housatonic, Norwalk)

Secretarial Clerical	Hire: 2WM, 1WF, 1BM, 1HM, 1AF Promotion: None
Technical Paraprofessional	Hire: 3WM, 1WF, 1AM, 1AF Promotion: 1WF
Skilled Craft	Hire: 1HM
Protective Service	Hire: 1WM, 1WF, 1BF
Service Maintenance	Hire: 1WF, 1BF, 1HM, 3HF

Hartford Labor Market Area (Asnuntuck, Capital, Manchester, Tunxis)

Secretarial Clerical	Hire: 2WM, 1BM, 1HM, 1AF Promotion: None
Technical Paraprofessional	Hire: 2WF, 1BF

	Promotion: 1WF
Skilled Craft	Hire: None
Protective Service	Hire: 4WM, 1BF
Service Maintenance	Hire: 2WM, 2BF, 4HF, 1TM, 1TF

Litchfield Labor Market Area (Northwestern)

Secretarial Clerical	Hire: 2HF Promotion: None
Technical Paraprofessional	Hire: 1HF Promotion: None
Protective Service	Hire: 1WF
Service Maintenance	Hire: 1WF

Middlesex Labor Market Area (Middlesex)

Secretarial Clerical	Hire: 1WF Promotion: None
Technical Paraprofessional	Hire: 1HF Promotion: None
Service Maintenance	Hire: 1WM
Protective Service	Hire: None

New Haven Labor Market Area (Gateway, Naugatuck Valley)

Secretarial Clerical	Hire: 1WM, 1WF, 1BM, 1HM, 1AF Promotion: None
Technical Paraprofessional	Hire: 1WM, 4WF, 1HM Promotion: 1WF
Skilled Craft	Hire: 1HM
Protective Service	Hire: 1BF, 1HM
Service Maintenance	Hire: 4WF, 2BF, 1HM, 1AF, 1TM, 1TF

New London Labor Market Area (Three Rivers)

Secretarial Clerical	Hire: 1WM Promotion: None
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Technical Paraprofessional	Hire: 1WM, 1HM Promotion: None
Skilled Craft	Hire: None
Service Maintenance	Hire: 1HM, 1HF, 1AM
Protective Service	Hire: None

Windham Labor Market Area (Quinebaug Valley)

Technical/Paraprofessional	Hire: 1WM, 2WF Promotion: None
Skilled Craft	Hire: None
Service Maintenance	Hire: 1WM, 1WF, 1HM, 1HF