

Utah Data Guide

A Newsletter For Data Users

Utah State Data Center
 Governor's Office of Planning and Budget
 Demographic and Economic Analysis

Census 2000 Special EEO Tabulation

In December 2003 the U.S. Census Bureau released the Census 2000 Special Equal Employment Opportunity (EEO) Tabulation. The Special EEO Tabulation comes from the U.S. Census Bureau's internal detailed sample data file (long-form data) and is not included in Summary File 3 or Summary File 4. The EEO File for 2000 is not a standard Census Bureau product like it was in 1980 and 1990. Instead, it was produced as a special tabulation contracted by and paid for by four federal agencies (the Department of Labor, Office of Personnel Management, Department of Justice, and the EEO Commission).

Census 2000 Special EEO Tabulation cross tabulates race and ethnicity by other variables such as; detailed occupations, occupational groups, sex, worksite geography, residence geography, education, age, and industry, according to where people worked at the time of Census 2000.

These datasets provide the number of people by occupation, sex, and race and ethnicity who work in a given county or place, who live in the same county or place, and who commute from surrounding counties and places. Tabulation universes are based on the newly revised Standard

Purpose of the EEO File.

The purpose of the EEO file is to assist employers in measuring their compliance to employment practices and civil rights laws and regulations in the workplace. The Equal Employment Opportunity Commission (EEOC) and other regulatory agencies required employers to make use of these data, in the operation of affirmative action/equal employment opportunity programs.

This special tabulation serves as the primary point of reference for comparing the race, ethnicity, and sex composition of an organization's internal workforce, as well as the corresponding external labor market, within a specified geography and job category.

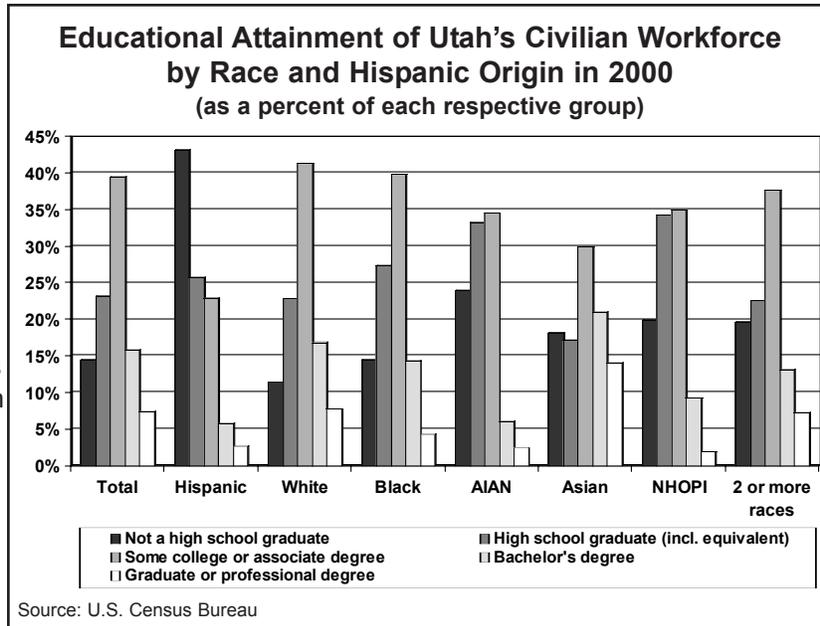
What is Included. All the specifications on the file are what the four federal agencies mentioned earlier requested. However, it contains data similar to that in comparable files from the 1970, 1980 and 1990 censuses. The datasets on the

Occupational Classification (SOC) and include occupation by industry, occupation by earnings categories, occupation by educational attainment, and occupation by age categories.

Twelve race and ethnicity categories are included for all geographies, except Hawaii for which fifteen race and ethnicity categories are included.

Geographies Covered and Population Threshold Requirements. The 1990 Census EEO data included

places (cities) of 50,000 or more, all counties, metropolitan areas, states, DC, and the total U.S. To protect the confidentiality of Census 2000 respondents, the EEO tabulations do not provide data for counties with a population of less than 50,000 (or 100,000 in some instances) when the datasets in the EEO file contain very detailed information or a large number of cells. For example, for worksite/residence datasets that contain information for 471 or 268 detailed



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Census 2000 Special EEO Tabulation

occupational categories, county data will not be available. However, for worksite/residence datasets with more highly aggregated occupational categories, such as the EEO occupational groups, data will be available for all counties.

Counties in Utah with a population of 50,000 or more include: Cache, Davis, Salt Lake, Utah, Washington, and Weber. The counties that do not meet the population threshold for selected tabulations have been aggregated with other less populated counties. The Utah aggregated county sets are: 1) Beaver, Iron, and Millard; 2) Box Elder, Cache and Rich; 3) Carbon, Daggett, Duchesne, and Uintah; 4) Juab, Sanpete, and Tooele; 5) Morgan, Summit, and Wasatch; and 6) Wayne and surrounding counties.

The metropolitan areas used in the tabulations are those as defined as of June 30, 1999.¹ The Utah metropolitan areas

¹ The Metropolitan Areas discussed in this article are those as defined for the 2000 Census. In June 2003 the Office of Management and Budget (OMB) redefined the standards for Metropolitan Statistical Areas. Under the new definitions there are five new Metropolitan Statistical Areas (MSA) in Utah: Ogden-Clearfield MSA, Salt Lake City MSA, St. George MSA, Provo-Orem MSA, and Logan MSA. A more complete discussion of the new standards and their impact on Utah can be found in the Summer 2003 edition of the *Utah Data Guide*.

included in the Special EEO file are Provo-Orem and Salt Lake-Ogden.

Worksite/Residence Data. The residence-based datasets have 472 occupational categories and the worksite-based and worksite/residence datasets have 471 categories. The difference is because the residence-based datasets contain a Census occupational category for the unemployed with no work experience since 1995 (Census code 992)--people in this category have a place of residence but no worksite.

The education, age, and earnings datasets are based on labor force data. However, the worksite/residence and worksite datasets do not include the unemployed (Census occupational code 992). The residence datasets do include the unemployed.

Additional Information. For more information on the Census 2000 Special EEO Tabulation, visit the Census Bureau's web site at <http://www.census.gov>, or contact the State Data Center at (801) 538-1036.

Subject Matter Variables on the Special EEO Tabulation

Race and Ethnicity for Other than Hawaii (12)	Educational Attainment (5)	Younger Age Groups (4)
<ol style="list-style-type: none"> 1. White alone not Hispanic or Latino 2. White alone Hispanic or Latino 3. Black or African American alone not Hispanic or Latino 4. Asian alone not Hispanic or Latino 5. Native Hawaiian or Other Pacific Islander alone not Hispanic or Latino 6. American Indian or Alaska Native alone not Hispanic or Latino 7. Black or African American <i>and</i> White not Hispanic or Latino 8. Asian <i>and</i> White not Hispanic or Latino 9. American Indian or Alaska Native <i>and</i> White not Hispanic or Latino 10. American Indian or Alaska Native <i>and</i> Black or African American not Hispanic or Latino 11. Balance of individuals reporting more than one race not Hispanic or Latino plus individuals reporting some other race not Hispanic or Latino 12. Other Hispanic or Latino 	<ol style="list-style-type: none"> 1. Not high school graduate 2. High school graduate (including equivalency) 3. Some college or associate degree 4. Bachelor's degree 5. Graduate or professional degree 	<ol style="list-style-type: none"> 1. 16-19 years 2. 20-34 years 3. 35-39 years 4. 40 years and over
	Educational Attainment (6)	Older Age Groups (ADEA Protected Class Groups) (4)
	<ol style="list-style-type: none"> 1. Not high school graduate 2. High school graduate (including equivalency) 3. Some college or associate degree 4. Bachelor's degree 5. Master's degree 6. Doctoral degree or professional degree 	<ol style="list-style-type: none"> 1. 16 - 39 years 2. 40 - 49 years 3. 50 - 59 years 4. 60 years and over
	Sex (2)	Earnings (8)
	<ol style="list-style-type: none"> 1. Male 2. Female 	<ol style="list-style-type: none"> 1. No Earnings 2. Less than \$15,000 3. \$15,000 - \$24,999 4. \$25,000 - \$34,999 5. \$35,000 - \$49,999 6. \$50,000 - \$74,999 7. \$75,000 - \$124,999 8. \$125,000 or more

Source: U.S. Census Bureau, Census 2000 Special EEO Tabulation

Educational Attainment of Utah's Civilian Workforce by Age, Sex, Race, and Hispanic Origin

Population Counts	Total Male	Total Female	Hispanic		Non-Hispanic											
					White		Black		AIAN		Asian		NHOPI		2 or more races	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Civilian Labor Force	607,898	491,720	53,247	36,098	524,318	430,013	4,044	2,512	5,642	5,113	9,312	9,240	3,497	2,466	7,838	6,278
Not a high school graduate	93,117	64,940	25,139	13,338	61,903	46,849	621	326	1,471	1,101	1,672	1,687	840	347	1,471	1,292
High school graduate (incl. equivalent)	135,993	118,573	12,873	10,082	115,777	102,084	1,086	705	1,869	1,699	1,487	1,685	1,111	928	1,790	1,390
Some college or associate degree	225,604	207,893	11,082	9,355	204,492	189,307	1,582	1,025	1,823	1,884	2,640	2,915	1,142	938	2,843	2,469
Bachelor's degree	98,572	74,784	2,762	2,363	91,649	68,726	566	371	343	307	1,937	1,937	312	235	1,003	845
Graduate or professional degree	54,612	25,530	1,391	960	50,497	23,047	189	85	136	122	1,576	1,016	92	18	731	282
16-19 years	51,329	53,245	5,320	4,011	43,445	46,786	278	263	455	408	657	604	245	270	929	903
Not a high school graduate	33,626	28,912	3,909	2,581	28,125	25,004	145	134	291	230	402	289	138	108	616	566
High school graduate (incl. equivalent)	10,673	10,294	1,071	906	9,084	8,826	84	64	130	121	74	128	59	80	171	169
Some college or associate degree	7,001	14,021	340	520	6,207	12,942	49	65	34	57	181	187	48	82	142	168
Bachelor's degree	29	18	0	4	29	14	0	0	0	0	0	0	0	0	0	0
Graduate or professional degree	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20-34 years	244,456	194,191	27,949	17,232	202,575	165,346	1,906	1,164	2,592	2,400	4,214	3,930	1,747	1,158	3,473	2,961
Not a high school graduate	31,813	16,755	13,047	5,868	16,733	9,438	238	110	560	412	525	387	295	127	415	413
High school graduate (incl. equivalent)	61,035	45,617	7,251	5,285	49,835	37,375	628	344	973	895	783	606	607	391	958	721
Some college or associate degree	107,687	93,850	5,865	4,680	96,590	84,280	691	527	923	982	1,431	1,477	710	553	1,477	1,351
Bachelor's degree	34,334	31,850	1,257	1,058	31,279	29,013	244	163	117	101	897	1,044	131	83	409	388
Graduate or professional degree	9,587	6,119	529	341	8,138	5,240	105	20	19	10	578	416	4	4	214	88
35-39 years	69,198	53,351	6,332	4,501	59,209	45,872	578	299	753	678	1,134	1,110	397	271	795	620
Not a high school graduate	7,874	4,804	2,669	1,324	4,651	3,083	75	48	126	95	152	144	140	20	61	90
High school graduate (incl. equivalent)	16,094	14,373	1,509	1,218	13,853	12,398	99	34	249	249	133	217	60	109	191	148
Some college or associate degree	23,660	22,211	1,411	1,286	21,050	19,970	260	134	290	266	207	265	129	63	313	227
Bachelor's degree	14,101	8,900	503	502	12,801	7,789	144	73	76	31	330	311	68	79	179	115
Graduate or professional degree	7,469	3,063	240	171	6,854	2,632	0	10	12	37	312	173	0	0	51	40
40 years and over	242,915	190,933	13,646	10,354	219,089	172,009	1,282	786	1,842	1,627	3,307	3,596	1,108	767	2,641	1,794
Not a high school graduate	19,804	14,469	5,514	3,565	12,394	9,324	163	34	494	364	593	867	267	92	379	223
High school graduate (incl. equivalent)	48,191	48,289	3,042	2,673	43,005	43,485	275	263	517	434	497	734	385	348	470	352
Some college or associate degree	87,256	77,811	3,466	2,869	80,645	72,115	582	299	576	579	821	986	255	240	911	723
Bachelor's degree	50,108	34,016	1,002	799	47,540	31,910	178	135	150	175	710	582	113	73	415	342
Graduate or professional degree	37,556	16,348	622	448	35,505	15,175	84	55	105	75	686	427	88	14	466	154

Notes: 1) AIAN is American Indian or Alaska Native; 2) NHOPI is Native Hawaiian or Other Pacific Islander; and 3) Hispanic or Latino may be of any race.
 Source: U.S. Census Bureau, Census 2000 Special EEO Tabulation

Educational Attainment of Utah's Civilian Workforce by Age, Sex, Race, and Hispanic Origin

Percent of Each Category Total	Total Male	Total Female	Hispanic		Non-Hispanic											
					White		Black		AIAN		Asian		NHOPI		2 or more races	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Civilian Labor Force	607,898	491,720	53,247	36,098	524,318	430,013	4,044	2,512	5,642	5,113	9,312	9,240	3,497	2,466	7,838	6,278
Not a high school graduate	15.3%	13.2%	47.2%	36.9%	11.8%	10.9%	15.4%	13.0%	26.1%	21.5%	18.0%	18.3%	24.0%	14.1%	18.8%	20.6%
High school graduate (incl. equivalent)	22.4%	24.1%	24.2%	27.9%	22.1%	23.7%	26.9%	28.1%	33.1%	33.2%	16.0%	18.2%	31.8%	37.6%	22.8%	22.1%
Some college or associate degree	37.1%	42.3%	20.8%	25.9%	39.0%	44.0%	39.1%	40.8%	32.3%	36.8%	28.4%	31.5%	32.7%	38.0%	36.3%	39.3%
Bachelor's degree	16.2%	15.2%	5.2%	6.5%	17.5%	16.0%	14.0%	14.8%	6.1%	6.0%	20.8%	21.0%	8.9%	9.5%	12.8%	13.5%
Graduate or professional degree	9.0%	5.2%	2.6%	2.7%	9.6%	5.4%	4.7%	3.4%	2.4%	2.4%	16.9%	11.0%	2.6%	0.7%	9.3%	4.5%
16-19 years	51,329	53,245	5,320	4,011	43,445	46,786	278	263	455	408	657	604	245	270	929	903
Not a high school graduate	65.5%	54.3%	73.5%	64.3%	64.7%	53.4%	52.2%	51.0%	64.0%	56.4%	61.2%	47.8%	56.3%	40.0%	66.3%	62.7%
High school graduate (incl. equivalent)	20.8%	19.3%	20.1%	22.6%	20.9%	18.9%	30.2%	24.3%	28.6%	29.7%	11.3%	21.2%	24.1%	29.6%	18.4%	18.7%
Some college or associate degree	13.6%	26.3%	6.4%	13.0%	14.3%	27.7%	17.6%	24.7%	7.5%	14.0%	27.5%	31.0%	19.6%	30.4%	15.3%	18.6%
Bachelor's degree	0.1%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Graduate or professional degree	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%	0.0%	0.0%	0.0%
20-34 years	244,456	194,191	27,949	17,232	202,575	165,346	1,906	1,164	2,592	2,400	4,214	3,930	1,747	1,158	3,473	2,961
Not a high school graduate	13.0%	8.6%	46.7%	34.1%	8.3%	5.7%	12.5%	9.5%	21.6%	17.2%	12.5%	9.8%	16.9%	11.0%	11.9%	13.9%
High school graduate (incl. equivalent)	25.0%	23.5%	25.9%	30.7%	24.6%	22.6%	32.9%	29.6%	37.5%	37.3%	18.6%	15.4%	34.7%	33.8%	27.6%	24.3%
Some college or associate degree	44.1%	48.3%	21.0%	27.2%	47.7%	51.0%	36.3%	45.3%	35.6%	40.9%	34.0%	37.6%	40.6%	47.8%	42.5%	45.6%
Bachelor's degree	14.0%	16.4%	4.5%	6.1%	15.4%	17.5%	12.8%	14.0%	4.5%	4.2%	21.3%	26.6%	7.5%	7.2%	11.8%	13.1%
Graduate or professional degree	3.9%	3.2%	1.9%	2.0%	4.0%	3.2%	5.5%	1.7%	0.7%	0.4%	13.7%	10.6%	0.2%	0.3%	6.2%	3.0%
35-39 years	69,198	53,351	6,332	4,501	59,209	45,872	578	299	753	678	1,134	1,110	397	271	795	620
Not a high school graduate	11.4%	9.0%	42.2%	29.4%	7.9%	6.7%	13.0%	16.1%	16.7%	14.0%	13.4%	13.0%	35.3%	7.4%	7.7%	14.5%
High school graduate (incl. equivalent)	23.3%	26.9%	23.8%	27.1%	23.4%	27.0%	17.1%	11.4%	33.1%	36.7%	11.7%	19.5%	15.1%	40.2%	24.0%	23.9%
Some college or associate degree	34.2%	41.6%	22.3%	28.6%	35.6%	43.5%	45.0%	44.8%	38.5%	39.2%	18.3%	23.9%	32.5%	23.2%	39.4%	36.6%
Bachelor's degree	20.4%	16.7%	7.9%	11.2%	21.6%	17.0%	24.9%	24.4%	10.1%	4.6%	29.1%	28.0%	17.1%	29.2%	22.5%	18.5%
Graduate or professional degree	10.8%	5.7%	3.8%	3.8%	11.6%	5.7%	0.0%	3.3%	1.6%	5.5%	27.5%	15.6%	0.0%	0.0%	6.4%	6.5%
40 years and over	242,915	190,933	13,646	10,354	219,089	172,009	1,282	786	1,842	1,627	3,307	3,596	1,108	767	2,641	1,794
Not a high school graduate	8.2%	7.6%	40.4%	34.4%	5.7%	5.4%	12.7%	4.3%	26.8%	22.4%	17.9%	24.1%	12.0%	14.4%	12.4%	
High school graduate (incl. equivalent)	19.8%	25.3%	22.3%	25.8%	19.6%	25.3%	21.5%	33.5%	28.1%	26.7%	15.0%	20.4%	34.7%	45.4%	17.8%	19.6%
Some college or associate degree	35.9%	40.8%	25.4%	27.7%	36.8%	41.9%	45.4%	38.0%	31.3%	35.6%	24.8%	27.4%	23.0%	31.3%	34.5%	40.3%
Bachelor's degree	20.6%	17.8%	7.3%	7.7%	21.7%	18.6%	13.9%	17.2%	8.1%	10.8%	21.5%	16.2%	10.2%	9.5%	15.7%	19.1%
Graduate or professional degree	15.5%	8.6%	4.6%	4.3%	16.2%	8.8%	6.6%	7.0%	5.7%	4.6%	20.7%	11.9%	7.9%	1.8%	17.6%	8.6%

Notes: 1) AIAN is American Indian or Alaska Native; 2) NHOPI is Native Hawaiian or Other Pacific Islander; and 3) Hispanic or Latino may be of any race.
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