2012 Workforce Profile

September 2012

Briefing Objectives

- To present the 2012 Airports Authority Workforce Profile by Race/Ethnicity and Gender.

- To contrast the 2012 Airports Authority Workforce Profile with the Washington Metropolitan Washington Statistical Area (WMSA).

- To highlight achievements and continuing challenges in eliminating the gap between the Airports Authority Workforce Profile and the WMSA.

Airports Authority Recruitment Area
Washington Metropolitan Statistical Area

MARYLAND

- Calvert County
- Charles County
- Frederick County
- Montgomery County
- Prince George's County

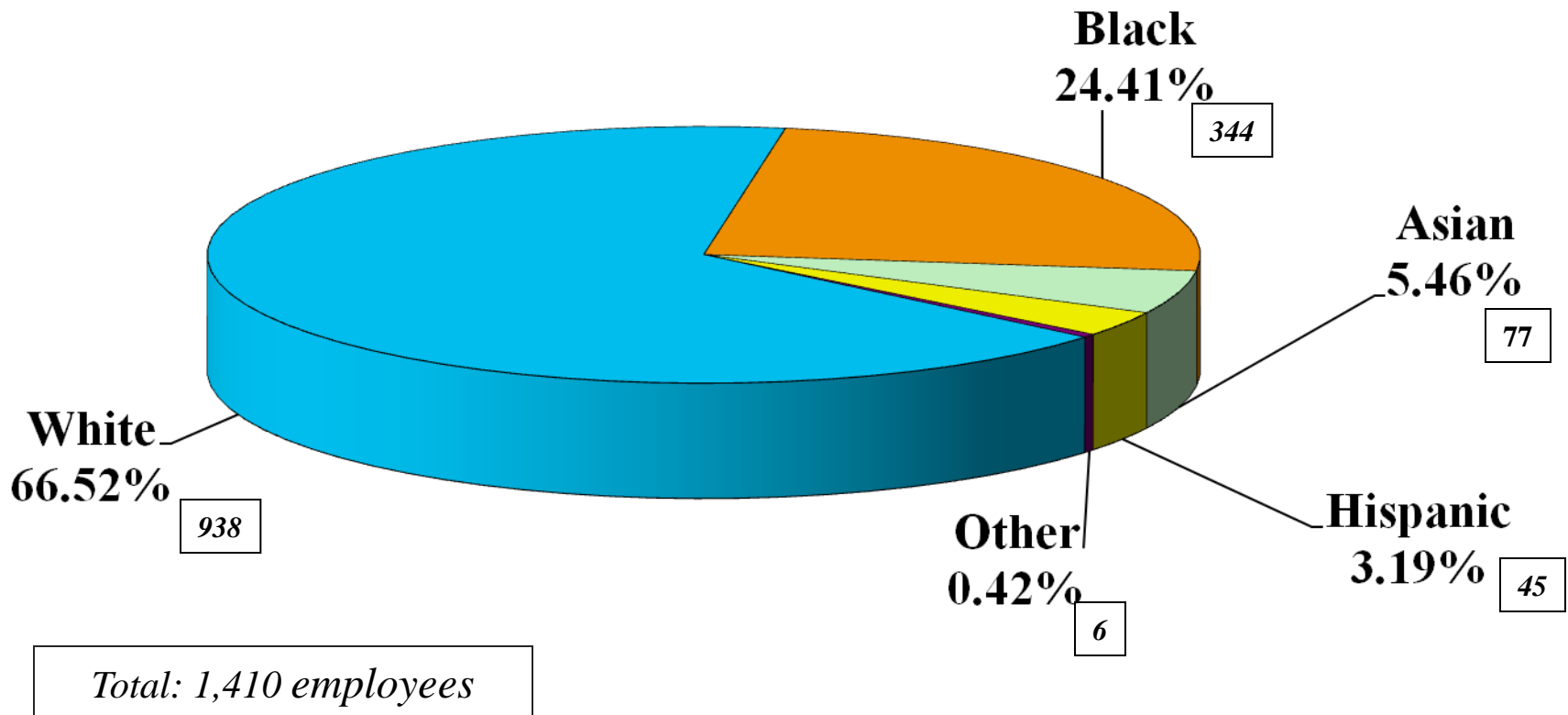### DISTRICT OF COLUMBIA

WEST VIRGINIA

- Jefferson County

VIRGINIA

- Alexandria City
- Arlington County
- Clarke County
- Fairfax County
- Falls Church City
- Fauquier County
- Fredericksburg City
- Loudoun County
- Manassas City
- Prince William County
- Spotsylvania County
- Stafford County
- Warren County
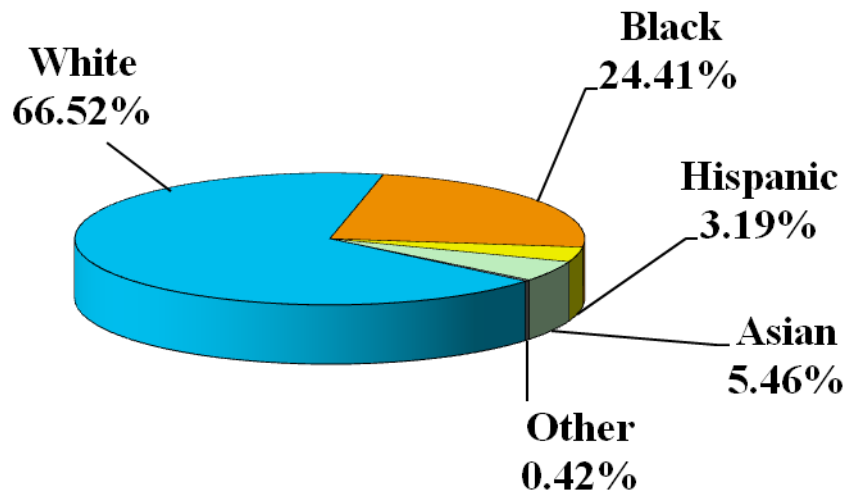
2012 Workforce Profile
by Race

Black
24.41%
344

Asian
5.46%
77

White
66.52%
938

Other
0.42%
6

Hispanic
3.19%
45

Total: 1,410 employees

All data is based on workforce representation as of December 2011.

Comparison of
Airports Authority to WMSA

2012 Airports Authority Workforce
December 2011 snapshot

WMSA Civilian Workforce
2000 U.S. Census
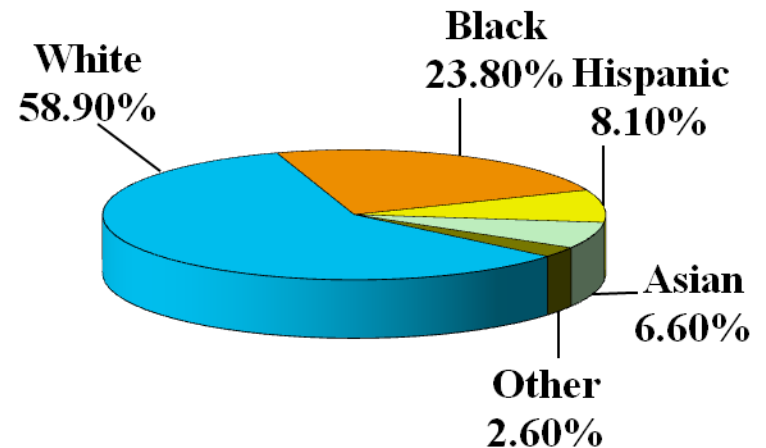
White 66.52%
Black 24.41%
Hispanic 3.19%
Asian 5.46%
Other 0.42%

White 58.90%
Black 23.80%
Hispanic 8.10%
Asian 6.60%
Other 2.60%
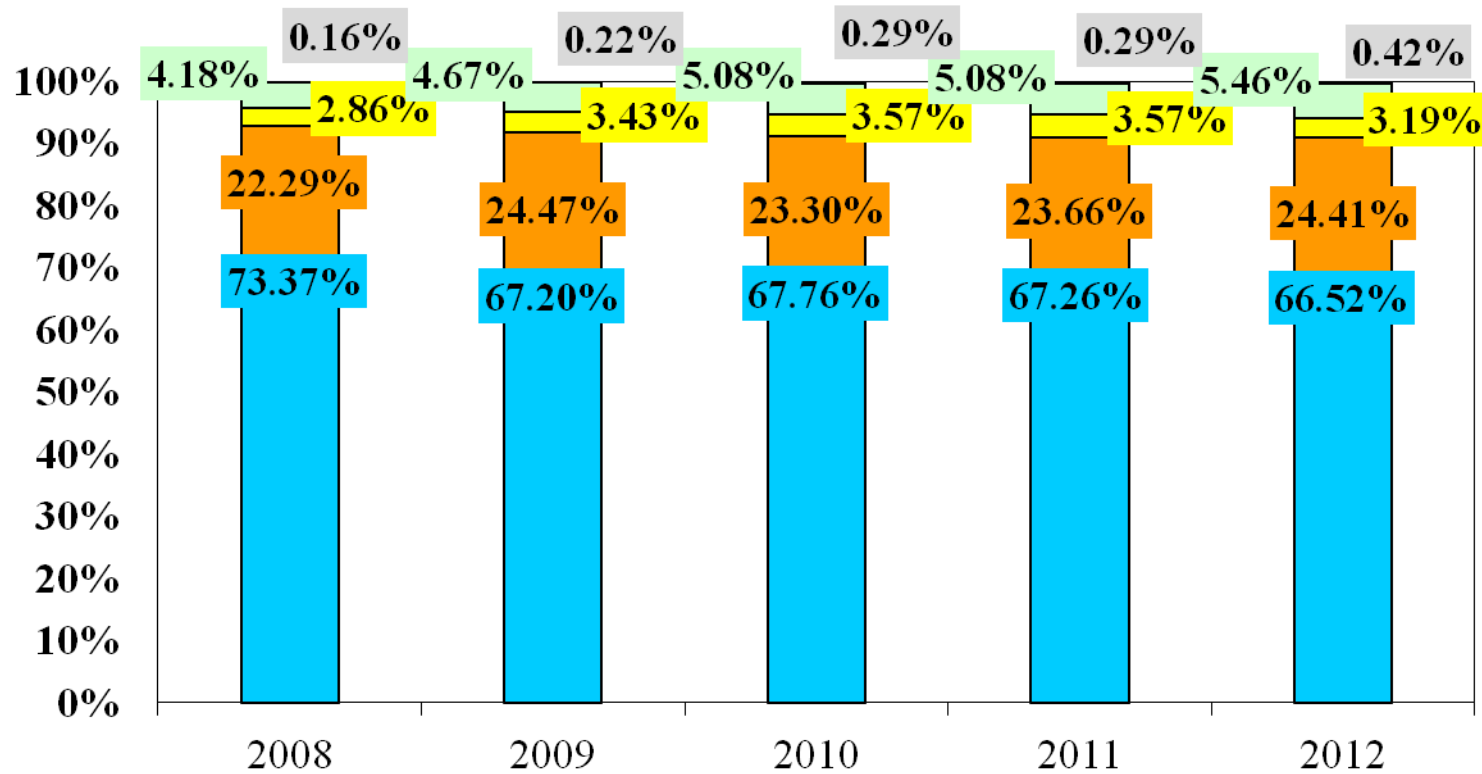
Civilian workforce refers to all civilians 16 years of age or over who have a job or who are actively looking for a job in the WMSA.

Workforce Profile
by Race

2012 Workforce Profile
by Gender

Male
78.23%
1,103

Female
21.77%
307

Comparison of Airports Authority to WMSA

2012 Airports Authority Workforce
December 2011 snapshot

Male
78.23%

Female
21.77%

WMSA Civilian Workforce
2000 U.S. Census

Male
51.50%

Female
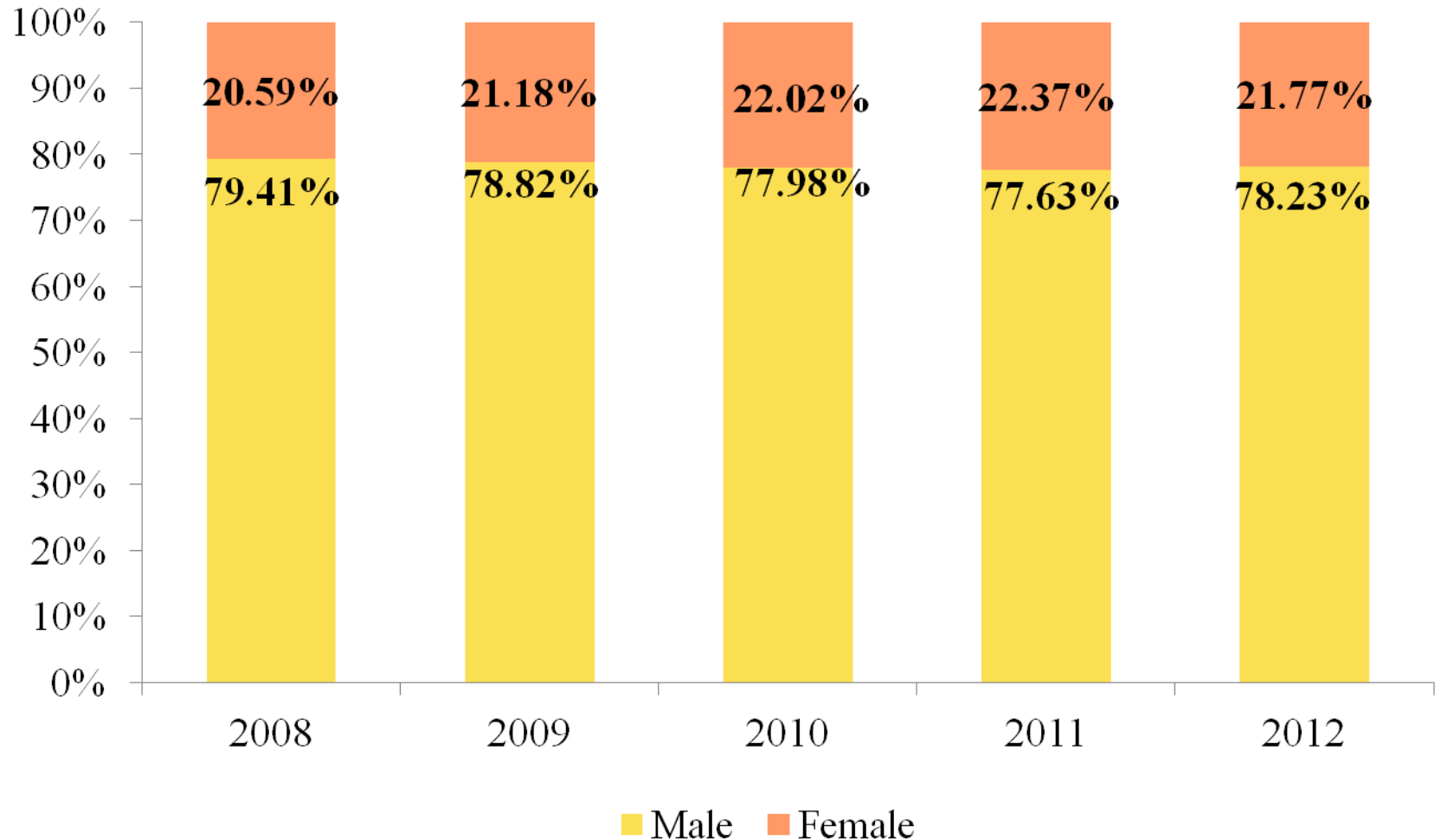48.50%

Civilian workforce refers to all civilians 16 years of age or over who have a job or who are actively looking for a job in the WMSA.

Workforce Profile
by Gender

Definitions

- **Availability -** An estimate of the number of women or minorities with the requisite skills in the Airports Authority's recruitment areas who are available for employment in a given job group. The Airports Authority recruits mainly from the WMSA.

- **Representation -** The number of women or minorities in a particular job group at the Airports Authority.

- **Underrepresentation -** When the composition of women or minorities in a job group is less than what would reasonably be expected by their availability.

Definitions

- **The 80% Rule* -** This is the rule used to determine when underrepresentation occurs. When the composition of women or minorities in the Airports Authority job groups is less then 80% of the estimated availability, women or minorities are underrepresented in that job group. The rule takes into account reasonable expectation, and provides for statically significant disparities.

- **Minorities -** Black (African-American), Hispanic, Asian, Native American, Two or More Races. Defined as those individuals who self-identify themselves. Minority designations are defined by the US Census Bureau.

*80% Rule is the measure of reasonableness.

Airports Authority Job Groups
that are Reasonably Represented

WOMEN

- Officers & Managers
- Professionals
- Office & Clerical
- Police & Traffic Control Officers
- Public Safety Supervisors
- Laborers
- Operations
- Firefighters

MINORITIES

- Officers & Managers
- Professionals
- Office & Clerical
- Engineers & Architects
- Police & Traffic Control Officers
- Laborers
- Operations

Underrepresentation
Areas of Activity for 2011

<u>Engineers & Architects (Gender)</u>

- 9% gender underrepresentation decreased to 5%

- 1 woman hired (net)

<u>Skilled Craft (Minorities)</u>

- 5% racial underrepresentation decreased to 2%

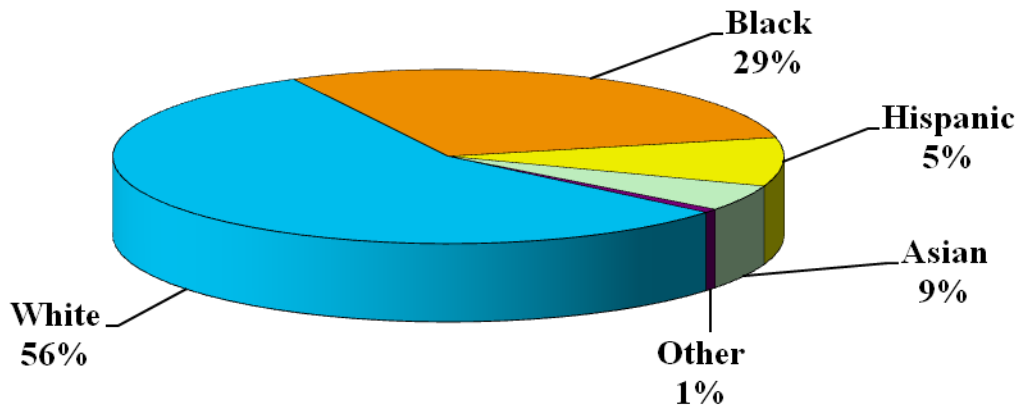- 2 minorities hired (net)

<u>Semi-Skilled (Minorities)</u>

- 2% racial underrepresentation decreased to 1%
- 8 minorities hired (net)

<u>Public Safety Supervisors</u>
- 10% racial underrepresentation decreased to 8%
- 1 minority promoted (net)

2011 Hiring & Promotion Opportunities

144 Job Opportunities

81	White (56%)
42	Black (29%)
13	Asian (9%)
7	Hispanic (5%)
1	Other (1%)

161 Job Opportunities

2	100	White (62%)
0	34	Black (21%)
0	15	Asian (9%)
9	11	Hispanic (7%)
	1	Other (1%)

178 Job Opportunities

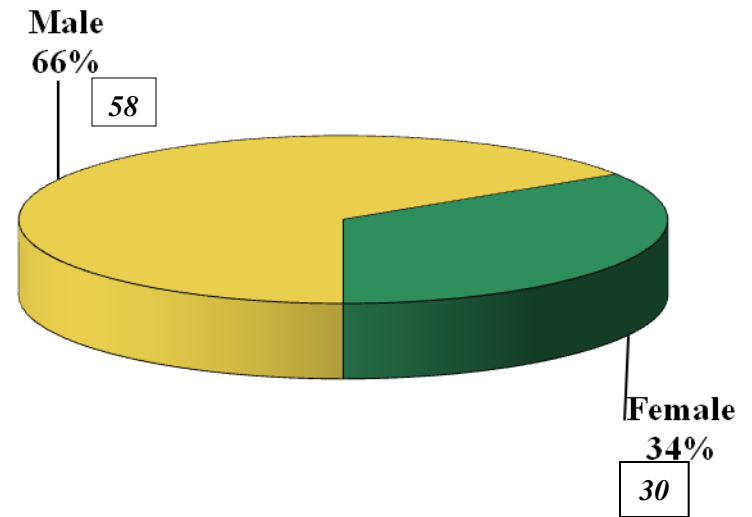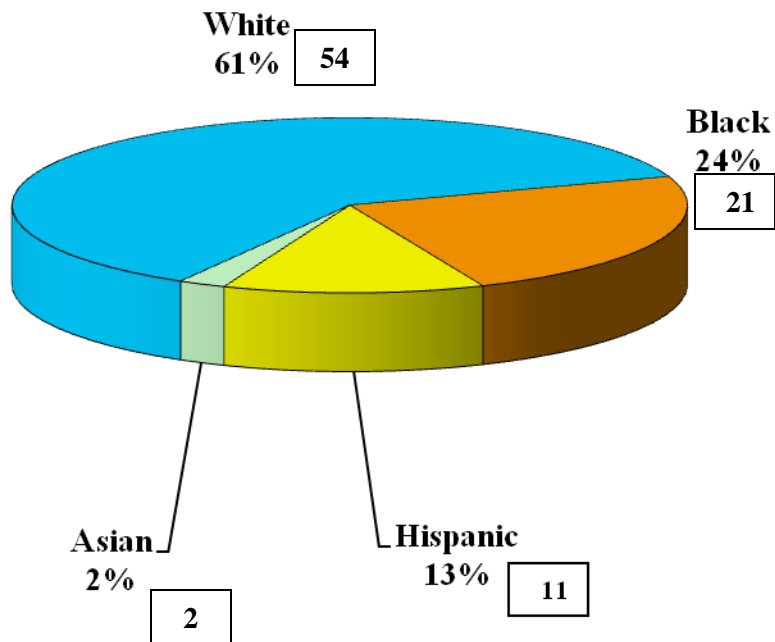|		
2	114	White (64%)
0	43	Black (24%)
1	8	Asian (5%)
0	11	Hispanic (6%)
	2	Other (1%)

Separations from the Airports Authority 2011 by Job Group
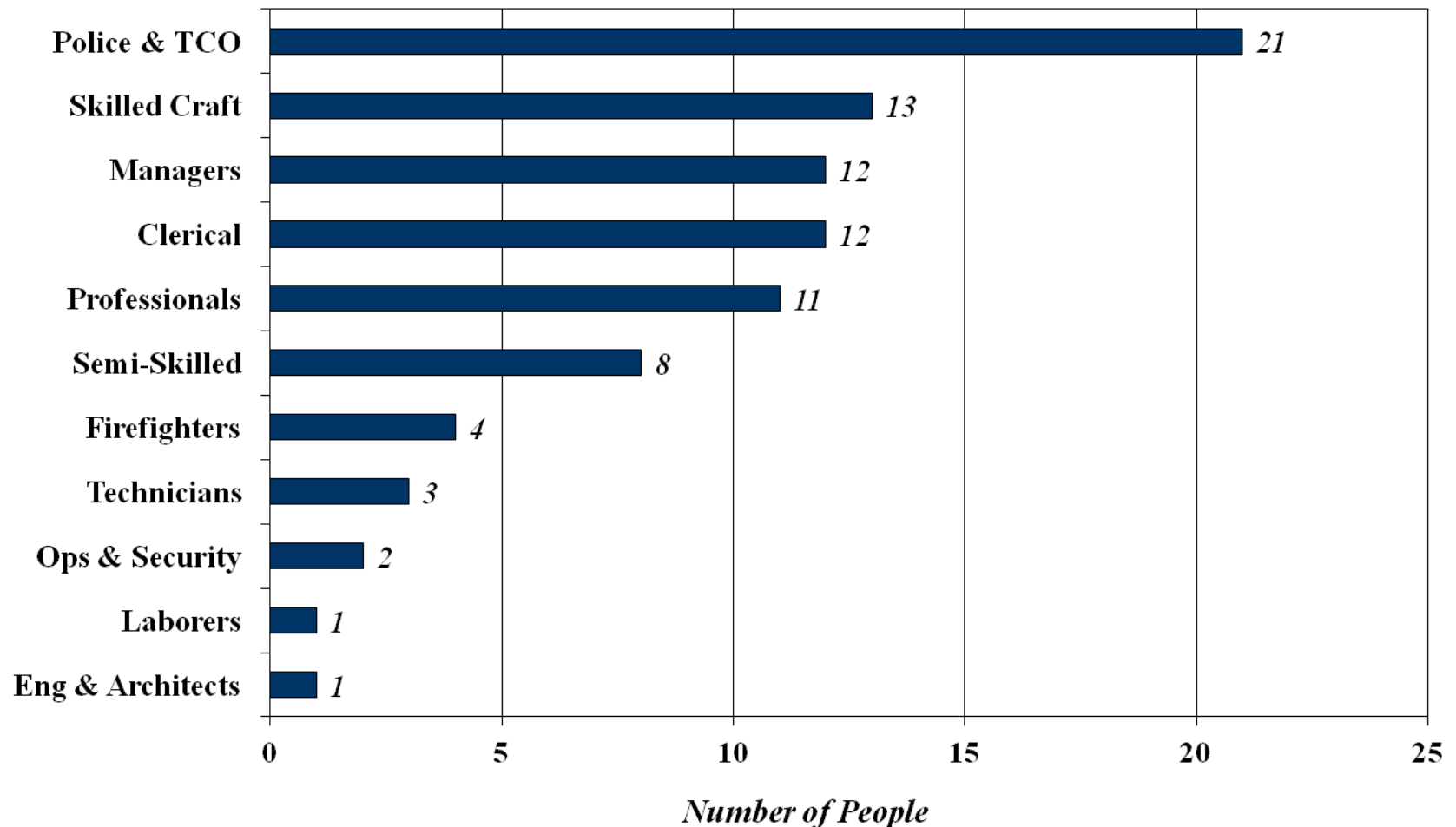
Separations from the Airports Authority
2011 by Race & Gender

White
61% 54

Black
24%
21

Asian
2%
2

Hispanic
13% 11

Male
66%
58

Female
34%
30

Separations from the Airports Authority
2011 by Reasons
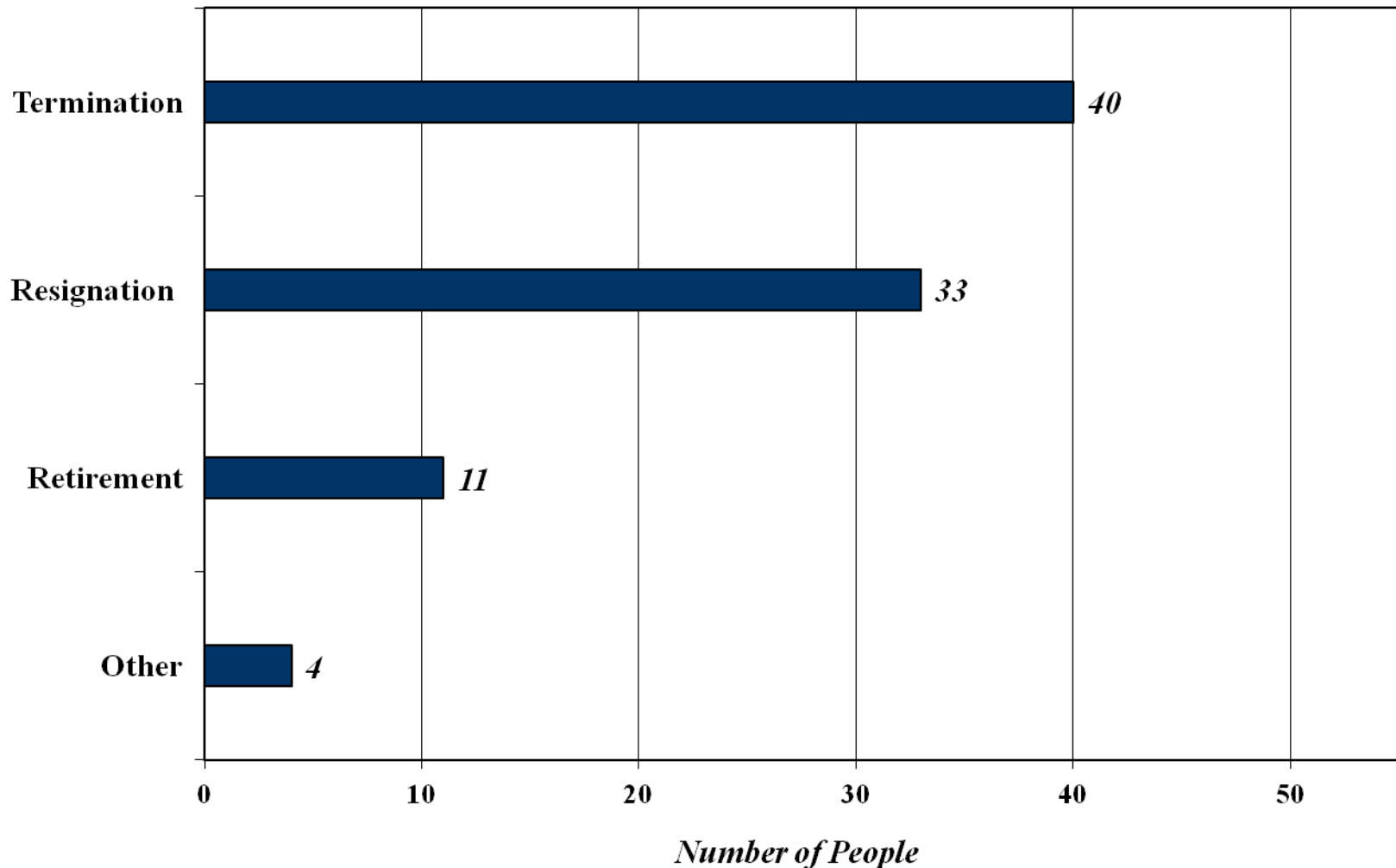
Recruitment Plan

During 2012 - 2013, the Airports Authority recruitment strategy will consist of extensive:

- Use of job-specific internet sites and social networking sites;

- Active participation in a regional job fair sponsored by agencies and organizations in the District of Columbia, Maryland and Virginia;

- Development of apprenticeship programs, and

- Advertising in diverse media publications to continue building name recognition in local communities.

Recruitment Plan

The primary goal of this strategy is to attract women and minority applicants for vacancies in the job groups with underrepresentation; notably, engineering, architecture, skilled trades and public safety. The secondary goal is to increase the number of qualified women and minority applicants for all Airports Authority vacancies. Resources that will be used to implement this strategy include:

Recruitment Plan

Internet Sites

- American Association of Airport Executives (AAAE)
- National Association of African Americans in Human Resources (NAAAHR)
- National Association of Black Accountants, Inc. (NABA)
- Airport Minority Advisory Council (AMAC)
- National Society of Black Engineers (NSBE)
- Latinos for Hire
- Networking Women in Fire Service (NWFS)
- Black Women in the Fire Service (BWFS)
- International Association of Women in Fire & Emergency Services (IWOMEN)
- Society of Women Engineers (SWE)
- Women for Hire
- National Association of Hispanic Firefighters (NAHF)

Recruitment Plan

Job Fairs

- DC DOES Job Readiness Workshops

- Andrews Air Force Base Job Fairs

- Annual Diversity Career Fairs

- DC Department of Employment Services Job Information Sessions

- Congresswoman Eleanor Holmes Norton's Annual Job Fair

Community Partnerships

- DC Department of Employment Services

- DOES One City • One Hire Program

- US Department of Veterans Affairs - Homeless Veterans Support Program

Recruitment Plan

Apprenticeship Programs

- Apprentice Program for Skilled Trades Positions
- Apprentice Program under development for Firefighter Positions

Specialized Advertising Media

- El Tiempo Latino
- El Mundo Latino
- The Veteran Journal
- District of Columbia Department of Employment Services, Job Boards
- Virginia Employment Commission
- Maryland One Stop Career Centers