



# STATEWIDE EEO REPORTS (FIXED FORMAT)

BOBJ

## REPORT DESCRIPTION B0176 | WEB INTELLIGENCE

The purpose of this report description is to explain how to generate the B0176 Statewide EEO Reports (Fixed Format) report.

### REPORT DESCRIPTION

This report compares state government's overall work force to the NC population and the NC occupation specific labor force by State SOC Category and is associated with two reporting views.

The first reporting tab {B0176} compares state government's overall work force to the NC occupation specific labor force by State SOC Category. (The NC population labor force is defined through the most recent US census data.) This report includes demographic information such as race and gender.

This second reporting tab (B0177) compares state government's overall work force to the NC population by State SOC Category. (The NC population is defined through the most recent US census data.) This report includes demographic information such as race and gender.

### REPORT LOCATION

PA: EEO

### REPORT USES

- This report is useful in analyzing the composition of state government's work force and determining underutilization statewide. This report is useful in determining the distribution of employees in state government's work force statewide.
- This report is useful in analyzing the composition of state government's work force and determining underutilization statewide. This report is useful in determining the distribution of employees in state government's work force.

### QUICK LINKS

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## **How to generate this report**

This report is generated after selecting values for the mandatory prompts. All mandatory prompts must have values selected before the Run Icon can be used to generate the report. Mandatory prompts can be identified as mandatory by the exclamation mark inside of the yellow-orange triangle, the square with the checkmark, or the display of (Mandatory). Detailed instructions for interaction with each prompt can be found at <https://www.osc.nc.gov/documents/files/web-intelligence-prompts>.

The Mandatory prompts for this report are:

- Calendar Month/Year (Single Value, Mandatory)
- U.S. Census Year (Single Value, Mandatory)

This report can also be further limited by utilizing the Optional prompts to further limiting the amount of data that retrieved into the body of the report. Optional prompts are indicated as optional in parentheses beside the prompt.

The Optional prompts are:

- Employee Group (SPA)

Exclusion prompts exclude specified data by default while allowing customers the flexibility of changing them when necessary. Exclusion prompts are identified by the term Exclude followed by the prompt.

The Exclusion prompts are:

- Exclude Employee Subgroup (Contractors)

Prompts

Search

Calendar Month/Year (Single Value, Mandatory)

Search or enter value(s) manually

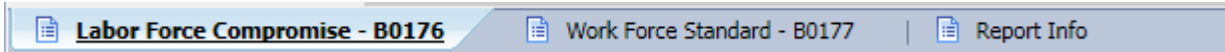
To see the content of the list, click the refresh values button.

- Calendar Month/Year (Single Value, Mandatory)  
Please select at least one value
- U.S. Census Year (Single Value, Mandatory) (1)  
2010
- Employee Group (SPA) (7)  
A; B; C; E; P; Q; Y
- Exclude Employee Subgroup (Contractors) (1)  
Contractor

Mandatory (2) Reset All Run Cancel

**Initial Layout**

This report has two report tabs as well as a Report Info report tab. The first two report tabs provide a different analysis of the U.S. Census data by State SOC Category



**Labor Force Compromise - B0176**

This Reporting tab (B0176) compares state government’s overall work force to the NC occupation specific labor force by State SOC Category. (The NC population labor force is defined through the most recent US census data.) This report includes demographic information such as race and gender.

<b>B0176: Pop/Labor Force Compromise Census Compare Statewide as of MAR 2016</b>									
00									
	White+ Male	White+ Fem	Black Male	Black Fem	Hisp Male	Hisp Fem	Asian+ Male	Asian+ Fem	AIAN Male
Number and Percentage	2								
Employed in Agency	100.0								
Number and Percentage Expected	0	0	0	0	0	0	0	0	0
Based on Labor Force	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Over/Under Occupational Representation	2	0	0	0	0	0	0	0	0
Number and Percentage Expected	1	1	0	0	0	0	0	0	0
Based on Census Population	32.7	34.3	9.9	11.3	4.5	3.9	1.0	1.1	0.6
Over/Under Population Representation	1	-1	0	0	0	0	0	0	0
Total Over/Under Representation	2	0	0	0	0	0	0	0	0

Labor Force Compromise – B0176 Continued....

Execution Date : 1/4/17

AIAN Fem	Ethn Unk	Dis- abled	Total Mnrt	Total Fem	Total
					2
					100.0
0		0	0	0	
0.0		11.6	0.0	0.0	
0		0	0	0	
0		0	1	1	
0.6		11.6	32.9	51.2	
0		0	-1	-1	
0		0	0	-1	

**Work Force Standard - B0177**

This Reporting tab (B0177) compares state government’s overall work force to the NC population by State SOC Category (The NC population is defined through the most recent US census data). This report includes demographic information such as race and gender.

<u>Pop/Work Force Standard Census Compare Statewide as of MAR 2016</u>									
00									
	White+ Male	White+ Fem	Black Male	Black Fem	Hisp Male	Hisp Fem	Asian+ Male	Asian+ Fem	AIAN Male
Number and Percentage	2								
Employed in Agency	100.0								
Number and Percentage Expected	1	1	0	0	0	0	0	0	0
Based on Census Population	32.7	34.3	9.9	11.3	4.5	3.9	1.0	1.1	0.6
Over/Under Population Representation	1	-1	0	0	0	0	0	0	0
<b>OFFICIALS AND ADMINISTRATORS</b>									
	White+ Male	White+ Fem	Black Male	Black Fem	Hisp Male	Hisp Fem	Asian+ Male	Asian+ Fem	AIAN Male
Number and Percentage	609	433	74	116	8	1	14	12	6
Employed in Agency	47.1	33.5	5.7	9.0	0.6	0.1	1.1	0.9	0.5
Number and Percentage Expected	423	443	128	146	58	50	13	14	8
Based on Census	32.7	34.3	9.9	11.3	4.5	3.9	1.0	1.1	0.6

Work Force Standard - B0177 Continued....

Execution Date : 1/4/17

AIAN Fem	Ethn Unk	Dis-abled	Total Mnrt	Total Fem	Total
					2
					100.0
0		0	1	1	
0.6		11.6	32.9	51.2	
0		0	-1	-1	

AIAN Fem	Ethn Unk	Dis-abled	Total Mnrt	Total Fem	Total
3	17	15	234	565	1,293
0.2	1.3	1.2	18.1	43.7	100.0
8		150	425	662	
0.2		11.6	32.9	51.2	

**Report Info**

The Report Info tab displays information about the prompts entered.

<u>Report Info</u>	
<b>Prompt Input</b>	
CalMonth/Year	MAR 2016
U.S. Census Year	2010
Employee Group(s)	A;B;C;E;P;Q;Y
Exclude Employee Subgroup	G1

**Available Objects**

This is a list of the available objects that can be added to the report, from the Document Dictionary once in the Design mode:

**NOTE:** Please do not add listed Objects below to Default Layout of the report.

**NOTE:** See Special Report Considerations/Features below

Dimensions

- State SOC Category

Measures

- AIAN Female
- AIAN Female Pct
- AIAN Male
- AIAN Male Pct
- Asian+ Female
- Asian+ Female Pct
- Asian+ Male
- Asian+ Male Pct
- Black Female
- Black Female Pct
- Black Male
- Black Male Pct
- Census AIAN Female Pop
- Census AIAN Female Pop Pct
- Census AIAN Female SOC
- Census AIAN Female SOC Pct
- Census AIAN Male Pop
- Census AIAN Male Pop Pct
- Census AIAN Male SOC
- Census AIAN Male SOC Pct
- Census Asian Female Pop
- Census Asian Female Pop Pct
- Census Asian Female SOC
- Census Asian Female SOC Pct
- Census Asian Male Pop
- Census Asian Male Pop Pct
- Census Asian Male SOC
- Census Asian Male SOC Pct
- Census Black Female Pop
- Census Black Female Pop Pct
- Census Black Female SOC
- Census Black Female SOC Pct
- Census Black Male Pop
- Census Black Male Pop Pct
- Census Black Male SOC
- Census Black Male SOC Pct
- Census Disabled
- Census Hispanic Female Pop
- Census Hispanic Female Pop Pct
- Census Hispanic Female SOC
- Census Hispanic Female SOC Pct
- Census Hispanic Male Pop
- Census Hispanic Male Pop Pct
- Census Hispanic Male SOC
- Census Hispanic Male SOC Pct
- Census Total Female Pop
- Census Total Female Pop Pct
- Census Total Female SOC
- Census Total Female SOC Pct
- Census Total Minority Pop
- Census Total Minority Pop Pct
- Census Total Minority SOC
- Census Total Minority SOC Pct
- Census White Female Pop
- Census White Female Pop Pct
- Census White Female SOC
- Census White Female SOC Pct
- Census White Male Pop
- Census White Male Pop Pct
- Census White Male SOC



- Census White Male SOC Pct
- Disabled
- Disabled Census Pct
- Disabled Pct
- Ethnicity Unknown
- Ethnicity Unknown Pct
- Hispanic Female
- Hispanic Female Pct
- Hispanic Male
- Hispanic Male Pct
- Over/Under AIAN Female Pop
- Over/Under AIAN Female SOC
- Over/Under AIAN Male Pop
- Over/Under AIAN Male SOC
- Over/Under Asian Female Pop
- Over/Under Asian Female SOC
- Over/Under Asian Male Pop
- Over/Under Asian Male SOC
- Over/Under Black Female Pop
- Over/Under Black Female SOC
- Over/Under Black Male Pop
- Over/Under Black Male SOC
- Over/Under Disabled
- Over/Under Hispanic Female Pop
- Over/Under Hispanic Female SOC
- Over/Under Hispanic Male Pop
- Over/Under Hispanic Male SOC
- Over/Under Total Female Pop
- Over/Under Total Female SOC
- Over/Under Total Minority Pop
- Over/Under Total Minority SOC
- Over/Under White Female Pop
- Over/Under White Female SOC
- Over/Under White Male Pop
- Over/Under White Male SOC
- Total
- Total Female
- Total Female Pct
- Total Minority
- Total Minority Pct
- Total Over/Under AIAN Female SOC
- Total Over/Under AIAN Male SOC
- Total Over/Under Asian Female SOC
- Total Over/Under Asian Male SOC
- Total Over/Under Black Female SOC
- Total Over/Under Black Male SOC
- Total Over/Under Hispanic Female SOC
- Total Over/Under Hispanic Male SOC
- Total Over/Under Total Female SOC
- Total Over/Under Total Minority SOC
- Total Over/Under White Female SOC
- Total Over/Under White Male SOC
- Total Pct
- White+ Female
- White+ Female Pct
- White+ Male
- White+ Male Pct

**Variables**

- Prompt Response Cal Mth/Yr
- Prompt Response Employee Group
- Prompt Response Exclude Employee Subgroup
- Prompt Response U.S. Census Year

<ul style="list-style-type: none"> <li>▼ Dimensions</li> <li>    ✚ State SOC Category</li> <li>▼ Measures</li> <li>    AIAN Female</li> <li>    AIAN Female Pct</li> <li>    AIAN Male</li> <li>    AIAN Male Pct</li> <li>    Asian+ Female</li> <li>    Asian+ Female Pct</li> <li>    Asian+ Male</li> <li>    Asian+ Male Pct</li> <li>    Black Female</li> <li>    Black Female Pct</li> <li>    Black Male</li> <li>    Black Male Pct</li> <li>    Census AIAN Female Pop</li> <li>    Census AIAN Female Pop Pct</li> <li>    Census AIAN Female SOC</li> <li>    Census AIAN Female SOC Pct</li> <li>    Census AIAN Male Pop</li> <li>    Census AIAN Male Pop Pct</li> <li>    Census AIAN Male SOC</li> <li>    Census AIAN Male SOC Pct</li> <li>    Census Asian Female Pop</li> <li>    Census Asian Female Pop Pct</li> <li>    Census Asian Female SOC</li> <li>    Census Asian Female SOC Pct</li> <li>    Census Asian Male Pop</li> <li>    Census Asian Male Pop Pct</li> <li>    Census Asian Male SOC</li> <li>    Census Asian Male SOC Pct</li> <li>    Census Black Female Pop</li> <li>    Census Black Female Pop Pct</li> <li>    Census Black Female SOC</li> <li>    Census Black Female SOC Pct</li> <li>    Census Black Male Pop</li> </ul>	<ul style="list-style-type: none"> <li>Census Black Male Pop Pct</li> <li>Census Black Male SOC</li> <li>Census Black Male SOC Pct</li> <li>Census Disabled</li> <li>Census Hispanic Female Pop</li> <li>Census Hispanic Female Pop Pct</li> <li>Census Hispanic Female SOC</li> <li>Census Hispanic Female SOC Pct</li> <li>Census Hispanic Male Pop</li> <li>Census Hispanic Male Pop Pct</li> <li>Census Hispanic Male SOC</li> <li>Census Hispanic Male SOC Pct</li> <li>Census Total Female Pop</li> <li>Census Total Female Pop Pct</li> <li>Census Total Female SOC</li> <li>Census Total Female SOC Pct</li> <li>Census Total Minority Pop</li> <li>Census Total Minority Pop Pct</li> <li>Census Total Minority SOC</li> <li>Census Total Minority SOC Pct</li> <li>Census White Female Pop</li> <li>Census White Female Pop Pct</li> <li>Census White Female SOC</li> <li>Census White Female SOC Pct</li> <li>Census White Male Pop</li> <li>Census White Male Pop Pct</li> <li>Census White Male SOC</li> <li>Census White Male SOC Pct</li> <li>Disabled</li> <li>Disabled Census Pct</li> <li>Disabled Pct</li> <li>Ethnicity Unknown</li> <li>Ethnicity Unknown Pct</li> <li>Hispanic Female</li> <li>Hispanic Female Pct</li> <li>Hispanic Male</li> </ul>	<ul style="list-style-type: none"> <li>Hispanic Male Pct</li> <li>Over/Under AIAN Female Pop</li> <li>Over/Under AIAN Female SOC</li> <li>Over/Under AIAN Male Pop</li> <li>Over/Under AIAN Male SOC</li> <li>Over/Under Asian Female Pop</li> <li>Over/Under Asian Female SOC</li> <li>Over/Under Asian Male Pop</li> <li>Over/Under Asian Male SOC</li> <li>Over/Under Black Female Pop</li> <li>Over/Under Black Female SOC</li> <li>Over/Under Black Male Pop</li> <li>Over/Under Black Male SOC</li> <li>Over/Under Disabled</li> <li>Over/Under Hispanic Female Pop</li> <li>Over/Under Hispanic Female SOC</li> <li>Over/Under Hispanic Male Pop</li> <li>Over/Under Hispanic Male SOC</li> <li>Over/Under Hispanic Male SOC</li> <li>Over/Under Hispanic Male SOC</li> <li>Over/Under Hispanic Male SOC</li> <li>Over/Under Total Female Pop</li> <li>Over/Under Total Female SOC</li> <li>Over/Under Total Minority Pop</li> <li>Over/Under Total Minority SOC</li> <li>Over/Under White Female Pop</li> <li>Over/Under White Female SOC</li> <li>Over/Under White Male Pop</li> <li>Over/Under White Male SOC</li> <li>Total</li> <li>Total Female</li> <li>Total Female Pct</li> <li>Total Minority</li> <li>Total Minority Pct</li> <li>Total Over/Under AIAN Female SOC</li> <li>Total Over/Under AIAN Male SOC</li> <li>Total Over/Under Asian Female SOC</li> </ul>	<ul style="list-style-type: none"> <li>Total Over/Under Asian Male SOC</li> <li>Total Over/Under Black Female SOC</li> <li>Total Over/Under Black Male SOC</li> <li>Total Over/Under Hispanic Female SOC</li> <li>Total Over/Under Hispanic Male SOC</li> <li>Total Over/Under Total Female SOC</li> <li>Total Over/Under Total Minority SOC</li> <li>Total Over/Under White Female SOC</li> <li>Total Over/Under White Male SOC</li> <li>Total Pct</li> <li>White+ Female</li> <li>White+ Female Pct</li> <li>White+ Male</li> <li>White+ Male Pct</li> </ul> <ul style="list-style-type: none"> <li>▼ Variables</li> <li>    ✚ Prompt Response Cal Mth/Yr</li> <li>    ✚ Prompt Response Employee Group</li> <li>    ✚ Prompt Response Exclude Employee Subgroup</li> <li>    ✚ Prompt Response U.S. Census Year</li> </ul>
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**Special Report Considerations/Features**

- Only active employees are included on this report.
- By default, the Report will provide information only for U.S. Census Year '2010' and this can be changed. Please refer U.S. Census Year (Single Value, Mandatory) in Prompts to remove the default value.
- By default, the Report will provide information only for 'SPA' Employee Groups and this can be changed. Please refer Employee Group (SPA) in Optional Prompts to change the Employee Group selections.
- By default, Employee Subgroup 'Contractors' are excluded in the report and this can be changed. Please refer Exclude Employee Subgroup (Contractors) in Exclusion Prompts to remove the default value.
- Since this is a fixed format report, please do not apply any Report Filters, Input Controls, and do not add any data elements from Available Objects.
- You will get below #ERROR message in all Employee count rows when you add any data elements from Available Objects.

Pop/Work Force Standard Census Compare Statewide Execution Date : 12/28/16

OFFICIALS AND ADMINISTRATORS		White+ Male	White+ Fem	Black Male	Black Fem	Hisp Male	Hisp Fem	Asian+ Male	Asian+ Fem	AIAN Male	AIAN Fem	Eth Un
Number and Percentage	OFFICIALS AND ADMINISTRATORS	ERROR	ERROR	ERROR	ERROR	ERROR	ERROR	ERROR	ERROR	ERROR	ERROR	ERROR
Employed in Agency		49.5	33.1	6.0	8.5	0.2	0.2	1.0	0.6	0.2	0.4	0
Number and Percentage Expected		331	347	100	114	46	40	10	11	6	6	
Based on Census Population		32.7	34.3	9.9	11.3	4.5	3.9	1.0	1.1	0.6	0.6	
Over/Under Population Representation		170	-12	-39	-28	-44	-38	0	-5	-4	-2	
MANAGEMENT RELATED												

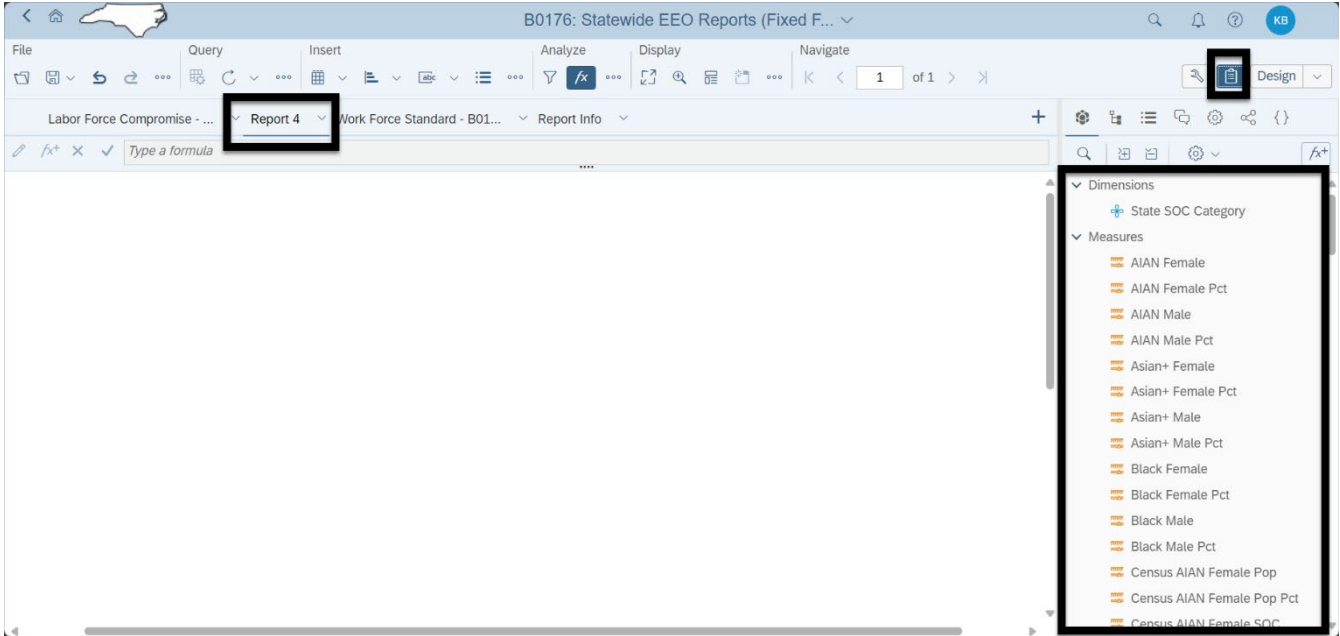
### Custom Analysis

If custom analysis is required, you can create a new reporting tab and build a custom view without changing the default report tab 'Labor Force Compromise - B0176'.

- Creating new reporting tab:
  1. Make sure that Design Mode is on
  2. Right-Mouse click on the reporting tab 'B0031 Staffing by Occupational Category'
  3. Click New

	Black Fem	Hisp Male	Hisp Fem	Asian+ Male	Asian+ Fem	AIAN Male	AIAN Fem	Ethn Unk	Dis-abled	Total Mnrt	Total Fem	Total	
Number and Percentage Employed in Agency	237	14	6	14	18	10	3	11	63	410	907	1,855	
Number and Percentage Expected	12.8	0.8	0.3	0.8	1.0	0.5	0.2	0.6	3.4	22.1	48.9	100.0	
Based on Labor Force	974	557	100	117	37	20	24	15	7	6	215	326	714
Over/Under Occupational Representation	52.5	30.0	5.4	6.3	2.0	1.1	1.3	0.8	0.4	0.3	11.6	17.6	38.5
Based on Census Population	-180	87	5	120	-23	-14	-10	3	3	-3	-152	84	193
Number and Percentage Expected	607	636	184	210	83	72	19	20	11	11	215	610	950
Based on Census Population	32.7	34.3	9.9	11.3	4.5	3.9	1.0	1.1	0.6	0.6	11.6	32.9	51.2

4. Drag and drop the available objects in the new reporting tab and build a custom view



- Applying Page Breaks; When exporting to PDF, you can display State SOC Category (in B0176 and B0177) on separate pages.
  - Left click to select the desired column
  - Right click in the grey area of a section on State SOC Category section area (in B0176) and State SOC Category section area (in B0177)

	White+ Male	White+ Fem	Black Male	Black Fem	Hispanic Male	Hispanic Fem	Asian+ Male	Asian+ Fem	AIAN Male	AIAN Fem	Ethn Unk
Number and Percentage Expected	794	643	105	237	14	6	14	18	10	3	11
Based on Labor Force	42.8	34.7	5.7	12.8	0.8	0.3	0.8	1.0	0.5	0.2	0.6
Over/Under Occupational Representation	-180	87	5	120	-23	-14	-10	3	3	-3	
Number and Percentage Expected	607	636	184	210	83	72	19	20	11	11	
Based on Census Population	32.7	34.3	9.9	11.3	4.5	3.9	1.0	1.1	0.6	0.6	

3. Select Format section from the right click menu
4. Select Layout Settings

The screenshot shows a software interface with a table titled "B0176: Pop/Labor Force Compromise Census Compare Statewide as of JAN 2021". A context menu is open over the table, with "Format Section" selected. A sub-menu is also open, showing "Layout Settings" highlighted. The table has columns for various demographic groups: Black Male, Black Fem, Hisp Male, Hisp Fem, Asian+ Male, Asian+ Fem, AIAN Male, AIAN Fem, and Ethn Unk. The rows include categories like "OFFICIALS AND ADMINISTRATORS", "Number and Percentage Employed in Agency", "Number and Percentage Expected Based on Labor Force", "Over/Under Occupational Representation", "Number and Percentage Expected Based on Census Population", and "Based on Census Population".

5. Under the Page Break Section click on "Start instances on a new Page"
6. If "Instant Apply" is checked results will automatically apply or you can click "Apply"

The screenshot shows the same software interface, but with the "Page Break" settings panel open. The "Start instances on a new page" checkbox is checked. The "Instant Apply" checkbox at the bottom of the panel is also checked. The table in the background shows the same data as the previous screenshot, but with additional columns: White+ Male, White+ Fem, Black Male, Black Fem, Hisp Male, Hisp Fem, Asian+ Male, Asian+ Fem, and AIAN Male. The rows are similar to the previous screenshot, including "Number and Percentage Employed in Agency", "Number and Percentage Expected Based on Labor Force", "Over/Under Occupational Representation", "Number and Percentage Expected Based on Census Population", and "Based on Census Population".

**CHANGE LOG**

**Effective Date 12/29/2016**

- Initial report creation to convert from BI to BOBJ.

**Effective Date 12/29/2016**

- Update to Business Objects 4.3 - K. Bridges