



Executive Branch Agency EEO Representation Summary

Prepared and Presented by the:

Department of Human Resources
**Division of Diversity, Equity and
Inclusion**

December 2023



**STATE OF DELAWARE
EXECUTIVE BRANCH AGENCIES
FY2023 EEO/AA REPRESENTATION SUMMARY**

TABLE OF CONTENTS

Introduction		Page 1
Executive Branch EEO/AA Representation Summary	Section 1	Pages 2-10
• Delaware Regional Labor Market Percentages		Page 2
• Executive Branch Demographics at a Glance		Pages 3-4
• Executive Branch EEO-Status Report FY2023		Page 5
• Labor Market Comparison by Race/Ethnicity and Gender FY2023		Page 6
• Overall Executive Branch Labor Market Trends FY21, 22, 23		Page 7
• Executive Branch Applicant Pipeline FY2023		Page 8
• Executive Branch Recruitment and Hiring Times FY2023		Pages 9-10
Agency EEO/AA Representation Summary		Sections 2-18
• Department of Agriculture (DDA)	Section 2	Pages 11-17
• Department of Transportation (DelDOT)	Section 3	Pages 18-24
• Department of Human Resources (DHR)	Section 4	Pages 25-31
• Department of Health and Social Services (DHSS)	Section 5	Pages 32-38
• Delaware National Guard (DNG)	Section 6	Pages 39-44
• Department of Natural Resources and Environmental Control (DNREC)	Section 7	Pages 45-51
• Department of Correction (DOC)	Section 8	Pages 52-58
• Department of Education (DOE)	Section 9	Pages 59-64
• Department of Finance (DOF)	Section 10	Pages 65-71
• Department of Labor (DOL)	Section 11	Pages 72-78
• Department of State (DOS)	Section 12	Pages 79-85
• Department of Services for Children, Youth and Their Families (DSCYF)	Section 13	Pages 86-92
• Delaware State Housing Authority (DSHA)	Section 14	Pages 93-98
• Department of Safety and Homeland Security (DSHS)	Section 15	Pages 99-105
• Delaware State Police (DSP)	Section 16	Pages 106-111
• Department of Technology and Information (DTI)	Section 17	Pages 112-118
• Office of Management and Budget (OMB)	Section 18	Pages 119-125
End of Report		Page 126

STATE OF DELAWARE

EXECUTIVE BRANCH AGENCIES

FY2023 EEO/AA REPRESENTATION SUMMARY

Introduction

The State of Delaware is an Equal Opportunity Employer and values a diverse workforce. We strongly encourage and seek out a workforce representative of Delaware, including race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation gender identity, or expression.

Governor Carney's *Executive Order 30, Delaware's Continuing Commitment to a Respectful Workplace*, directs that each Executive Branch Agency shall maintain and file annually an Equal Employment Opportunity/Affirmative Action (EEO/AA) Plan with the Department of Human Resources which is submitted to the Governor's Office on or before the end of the calendar year. This report is prepared in advance of the annual agency EEO/AA reporting. The information is organized to present a global summary of the Executive Branch, followed by each Executive Branch agency's workforce data.

This report reflects EEO-4 workforce data for FY23 drawn from the Payroll Human Resource Statewide Technology Database (PHRST) as of June 30, 2023. It is a representation of Executive Branch agencies only and includes exempt, merit, and union employees from the following agencies: *Agriculture, Correction, Education, Finance, Health and Social Services, Housing Authority, Human Resources, Labor, Management and Budget, National Guard, Natural Resources and Environmental Control, Safety and Homeland Security, State Police, Services for Children, Youth and Their Families, Information Technology, and Transportation*. The total counts do not include employees that voluntarily self-identified as having a disability, and Casual/Seasonal staff are excluded, as EEO-4 reporting focuses solely on full-time equivalent positions. In addition, this report does not delineate gender identifiers other than male/female.

Assignment to respective EEO-4 Job categories is based upon guidelines set forth by the Federal EEO-4 Guidelines. To simplify and standardize the method of reporting, all jobs are considered as belonging to one of the following broad job categories: Officials and Administrators, Professionals, Technicians, Protective Services, Office & Clerical, Paraprofessionals, Skilled Craft, and Service Maintenance. For Executive Branch Agencies, job categories are assigned based on position descriptions and assignment in the PHRST system. When an Agency does not have jobs in a particular EEO-4 job category, there will be a notation of NA.

Questions or inquiries regarding the content of this report may be directed to Brian Shannon, Senior Diversity, Equity & Inclusion Lead Data Analyst, Department of Human Resources, Division of Diversity, Equity, and Inclusion at (302) 577-8700 or email brian.shannon@delaware.gov.

**STATE OF DELAWARE
EXECUTIVE BRANCH AGENCIES
FY2023 EEO/AA REPRESENTATION SUMMARY**

**REGIONAL LABOR MARKET PERCENTAGES VERSUS
DELAWARE LABOR MARKET PERCENTAGES**

This report includes Regional Labor Market percentages among the eight EEO-4 categories which include officials and administrators, professionals, technicians, protective services, paraprofessionals, office and clerical, skilled craft, and service maintenance. The Regional Labor Market percentages represent the availability of Delaware’s minority population, females, and males respectively in the labor force of both Delaware and the surrounding region. Updated every 10 years following the US Census, these figures serve as a benchmark for assessing representation within our state workforce.

The data on the Regional EEO-4 representation is derived from the U.S. Census Bureau’s American Community Survey 2014-2018 and 5-year EEO Estimates. The information was prepared by Thomas Dougherty, Chief, Office of Occupational and Labor Market Information at the Delaware Department of Labor. These Regional Labor Market statistics will set a baseline for future Delaware EEO-4 category reporting beginning in FY21 until new Delaware regional EEO-4 representation data becomes available every 10 years following the US Census. Executive Branch Agency Employee data is obtained from PHRST as of June 30, 2023. The following reflects a brief overview of overall Executive Branch Agency EEO-4 workforce demographics as of June 30, 2023:

Table 1

Minority % of Delaware Labor Market				Change
EEO-4 CATEGORY	Minority Regional Labor Market %	FY22 Delaware Minority Labor Market %	FY23 Delaware Minority Labor Market %	FY22 vs. FY23 Delaware Minority Labor Market %
1 Officials & Administrators	25%	28%	29%	1%
2 Professionals	29%	30%	39%	9%
3 Technicians	38%	21%	22%	1%
4 Protective Services	37%	39%	40%	1%
5 Paraprofessional	34%	59%	62%	3%
6 Office & Clerical	31%	41%	41%	0%
7 Skilled Craft	26%	15%	16%	1%
8 Service Maintenance	45%	52%	50%	-2%

Table 2

Female % of Delaware Labor Market				Change
EEO-4 CATEGORY	Female Regional Labor Market %	FY22 Delaware Female Labor Market %	FY23 Delaware Female Labor Market %	FY22 vs. FY23 Delaware Female Labor Market %
1 Officials & Administrators	45%	62%	63%	1%
2 Professionals	59%	66%	66%	0%
3 Technicians	50%	31%	29%	-2%
4 Protective Services	19%	19%	19%	0%
5 Paraprofessional	77%	71%	71%	0%
6 Office & Clerical	65%	88%	87%	-1%
7 Skilled Craft	6%	3%	3%	0%
8 Service Maintenance	44%	43%	38%	-5%

Tables 1 and 2 illustrate the Regional Labor Market percentages versus the State of Delaware EEO-4 workforce representation for minorities and females for the past two years, by EEO-4 job category. The change illustrates either growth or regression during FY23.

STATE OF DELAWARE
EXECUTIVE BRANCH AGENCIES
FY2023 EEO/AA REPRESENTATION SUMMARY

Executive Branch Demographics at a Glance:

According to the [DE QuickFacts](#) from the U.S. Census Bureau, Delaware's population increased from approximately 989,000 (as of April 1st, 2020), to 1,018,396 (as of July 1st, 2022), marking a 2.9% increase. Among the total, 40% are minorities (race and ethnicity) and 51% are females. In comparison, the Executive Branch Agency Workforce consists of 39% minorities and 52% females.

The two largest minority groups residing in Delaware are Black or African Americans (24% of the total population) and Hispanic or Latino (10% of the total population). Contrasting this, the Executive Branch Agency Workforce consists of 28% Black or African Americans (+4%) and 4% Hispanic/Latinos (-6%).

Overall Executive Branch Workforce - Table 3

- Overall, in FY23 Executive Branch employment levels increased in comparison to FY22, with approximately 12,560 Executive Branch employees across all agencies in FY23 versus 12,485 employees in FY22 for a (0.6%) change.
- In FY23 minorities (male/female combined) represented 4,838 (39%) of the State's 12,560 employee workforce, a 1% increase as compared to FY22.
- At 6,543, females represent (52%) of the State's workforce, the same percentage rate as in FY22.
- Minority females comprise 2,928 or (45%) of the female workforce, and (23%) of the total workforce.
- At 6,017 Males represent (48%) of the State's workforce, the same percentage rate as in FY22.
- Minority males comprise 1,910 or (32%) of the male workforce, and (15%) of the total workforce.
- Employees who voluntarily self-identified as having a disability include 224 females, and 230 males for a total of 454 employees.

**STATE OF DELAWARE
EXECUTIVE BRANCH AGENCIES
FY2023 EEO/AA REPRESENTATION SUMMARY**

Labor Market Representation

The following labor market representation tables (Tables 4, 5, and 6), respectively, illustrate the Delaware regional labor market by demographic groupings. Each table provides a breakdown by race and ethnicity to help further illustrate comparisons and cross-tabulations within each demographic grouping.

Minority Labor Market Representation – Table 4

- Minority employees overall (male and female), are highly represented in the Paraprofessionals EEO-4 job category at (62%), followed by Service Maintenance (50%), and Office Clerical respectively at (40%). However, minorities continue to experience underrepresentation in the Technician (-16%) and Skilled Craft (-10%) job categories, consistent with trends in FY22.

Female Labor Market Representation – Table 5

- Females represent over half the workforce in the following categories: Office and Clerical (87%), Paraprofessionals (71%), Professionals (66%), and Officials and Administrators (63%). However, females are under-represented in the following categories: Technicians (-21%), Paraprofessionals (-6%), Service Maintenance (-6%), and Skilled Craft (-3%).

Male Labor Market Representation – Table 6

- Overall, underrepresentation for male employees exists in three EEO-4 categories: Office and Clerical (-22%), Officials and Administrators (-18%), and Professionals (-7%)

**STATE OF DELAWARE
EXECUTIVE BRANCH AGENCIES
FY2023 EEO/AA REPRESENTATION SUMMARY**

**Executive Branch FY2023
EEO-4 Status Report
(Without Casual/Seasonal)
June 30, 2023**

Table 3

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	308	78	7	13	0	3	6	415	37%	19	493	169	19	15	0	0	13	709	63%	22	1124	323	29%
2 Professionals	1129	321	56	79	4	2	35	1626	34%	84	1774	983	166	128	1	16	89	3157	66%	119	4783	1880	39%
3 Technicians	406	50	9	8	1	4	11	489	71%	17	132	43	14	4	0	1	4	198	29%	1	687	149	22%
4 Protective Services	1323	537	115	18	3	7	42	2045	81%	62	202	238	32	4	0	2	16	494	19%	3	2539	1014	40%
5 Para Professional	100	186	23	3	0	1	8	321	29%	17	323	387	31	17	0	5	21	784	71%	27	1105	682	62%
6 Office & Clerical	101	39	7	7	0	3	5	162	13%	12	616	334	45	24	2	8	19	1048	87%	48	1210	493	41%
7 Skilled Craft	626	65	27	7	0	6	15	746	97%	12	19	2	2	0	0	0	0	23	3%	1	769	124	16%
8 Service Maintenance	114	81	6	5	0	1	6	213	62%	7	56	62	4	4	0	1	3	130	38%	3	343	173	50%
Totals	4107	1357	250	140	8	27	128	6017	48%	230	3615	2218	313	196	3	33	165	6543	52%	224	12560	4838	39%

Table 3 illustrates the total FY23 workforce demographics for all Executive Branch agencies by race/ethnicity and gender. This is an overview of the entire State of Delaware Executive Branch EEO-4 Workforce by EEO-4 job category. The total counts in this table do not include casual/seasonal employees or employees that voluntarily self-identified as having a disability.

Table 3 data were obtained from the PHRST system as of 06/30/2023.

- **Illustrated below are the following Market Representation Tables:**
- Table 4 - Minority Labor Market Representation FY2023 (Including Race and Ethnicity)
- Table 5 - Female Labor Market Representation FY2023(Including Race and Ethnicity)
- Table 6 - Male Labor Market Representation FY2023(Including Race and Ethnicity)

STATE OF DELAWARE
EXECUTIVE BRANCH AGENCIES
FY2023 EEO/AA REPRESENTATION SUMMARY

Minority Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 4

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	29%	4%	22%	2%	2%	0%	0%	2%
2 Professionals	29%	39%	10%	27%	5%	4%	0%	0%	3%
3 Technicians	38%	22%	-16%	14%	3%	2%	0%	1%	2%
4 Protective Services	37%	40%	3%	31%	6%	1%	0%	0%	2%
5 Para Professional	34%	62%	28%	52%	5%	2%	0%	1%	3%
6 Office & Clerical	31%	41%	10%	31%	4%	3%	0%	1%	2%
7 Skilled Craft	26%	16%	-10%	9%	4%	1%	0%	1%	2%
8 Service Maintenance	45%	50%	5%	42%	3%	3%	0%	1%	3%

Female Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 5

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	63%	18%	44%	15%	2%	1%	0%	0%	1%
2 Professionals	59%	66%	7%	37%	21%	3%	3%	0%	0%	2%
3 Technicians	50%	29%	-21%	19%	6%	2%	1%	0%	0%	1%
4 Protective Services	19%	19%	0%	8%	9%	1%	0%	0%	0%	1%
5 Para Professional	77%	71%	-6%	29%	35%	3%	2%	0%	0%	2%
6 Office & Clerical	65%	87%	22%	51%	28%	4%	2%	0%	1%	2%
7 Skilled Craft	6%	3%	-3%	2%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	38%	-6%	16%	18%	1%	1%	0%	0%	1%

Male Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 6

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	37%	-18%	27%	7%	1%	1%	0%	0%	1%
2 Professionals	41%	34%	-7%	24%	7%	1%	2%	0%	0%	1%
3 Technicians	50%	71%	21%	59%	7%	1%	1%	0%	1%	2%
4 Protective Services	81%	81%	0%	52%	21%	5%	1%	0%	0%	2%
5 Para Professional	23%	29%	6%	9%	17%	2%	0%	0%	0%	1%
6 Office & Clerical	35%	13%	-22%	8%	3%	1%	1%	0%	0%	0%
7 Skilled Craft	94%	97%	3%	81%	8%	4%	1%	0%	1%	2%
8 Service Maintenance	56%	62%	6%	33%	24%	2%	1%	0%	0%	2%

Tables 4, 5, and 6 illustrate the variance between the Regional Labor Market and Executive Branch demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 4, 5, and 6 data were obtained from the PHRST system as of 06/30/2023.

Illustrated below are the following Market Representation Tables:

Table 7 - Minority Representation Trends FY21, 22, 23

Table 8 - Female Representation Trends FY21, 22, 23

Table 9 - Male Representation Trends FY21, 22, 23

**STATE OF DELAWARE
EXECUTIVE BRANCH AGENCIES
FY2023 EEO/AA REPRESENTATION SUMMARY**

Minority Representation Trends FY 21, 22, 23

Table 7

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	4%	4%	4%
2 Professionals	9%	10%	10%
3 Technicians	-15%	-16%	-16%
4 Protective Services	2%	3%	3%
5 Paraprofessional	26%	25%	28%
6 Office & Clerical	10%	10%	10%
7 Skilled Craft	-11%	-10%	-10%
8 Service Maintenance	6%	6%	5%

Female Representation Trends FY 21, 22, 23

Table 8

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	17%	17%	18%
2 Professionals	8%	7%	7%
3 Technicians	-18%	-21%	-21%
4 Protective Services	0%	0%	0%
5 Paraprofessional	-5%	-6%	-6%
6 Office & Clerical	23%	22%	22%
7 Skilled Craft	-3%	-3%	-3%
8 Service Maintenance	-3%	-5%	-6%

Male Representation Trends FY 21, 22, 23

Table 9

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	-17%	-17%	-18%
2 Professionals	-8%	-7%	-7%
3 Technicians	18%	21%	21%
4 Protective Services	0%	0%	0%
5 Paraprofessional	5%	6%	6%
6 Office & Clerical	-23%	-22%	-22%
7 Skilled Craft	3%	3%	3%
8 Service Maintenance	3%	5%	6%

Tables 7, 8, and 9 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 7, 8, and 9 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE EXECUTIVE BRANCH AGENCIES FY2023 EEO/AA REPRESENTATION SUMMARY

APPLICANT PIPELINE

In FY23, 43,426 people applied online to Executive Branch agency jobs, a 4% increase from FY22 in which 41,759 applied. This figure includes applicants for all jobs posted in the Delaware Employment Link (JobAps) Recruitment System including Casual/Seasonal Recruitments. While most executive branch agencies use the Delaware Employment Link as their primary recruitment mechanism, it's important to note that *Education, National Guard, Housing Authority, and State Police* recruit on their own platforms.

Figure 10

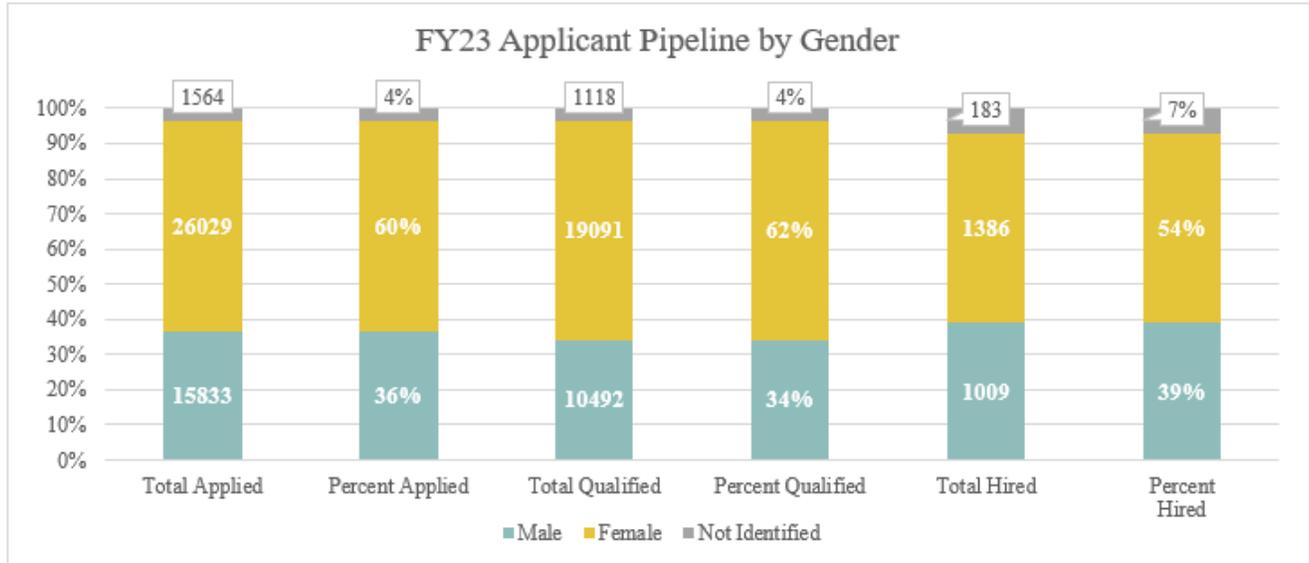
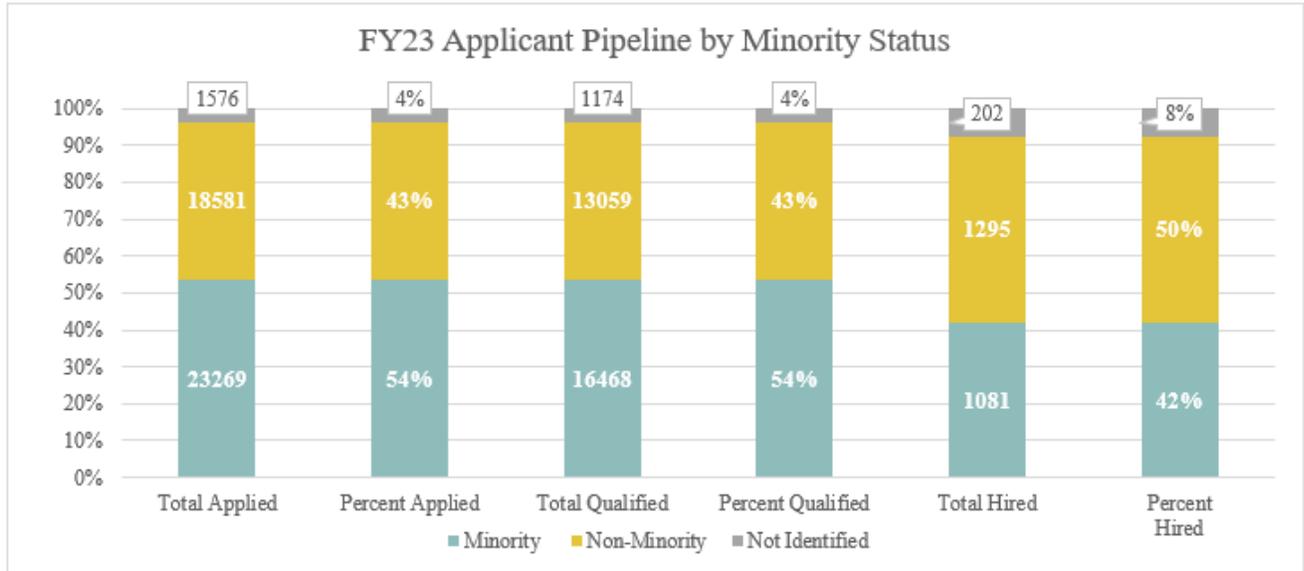


Figure 11



Figures 10 and 11 illustrate the total applicants who applied to State of Delaware jobs on the state's primary hiring platform, The Delaware Employment Link at statejobs.delaware.gov by minority status and gender. Further illustrated are the total number of applicants who were found qualified and hired, also by minority status and gender. This data represents those who applied to any posted job in FY23, including casual/seasonal jobs.

Figures 10 and 11 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023

STATE OF DELAWARE EXECUTIVE BRANCH AGENCIES FY2023 EEO/AA REPRESENTATION SUMMARY

Hiring Times

Table 12

Fiscal Year	Average Time to Fill (days)	Average Time to hire (days)
FY22	64	48
FY23	56	36
Change FY22 vs FY23	-8	-12

Figure 13

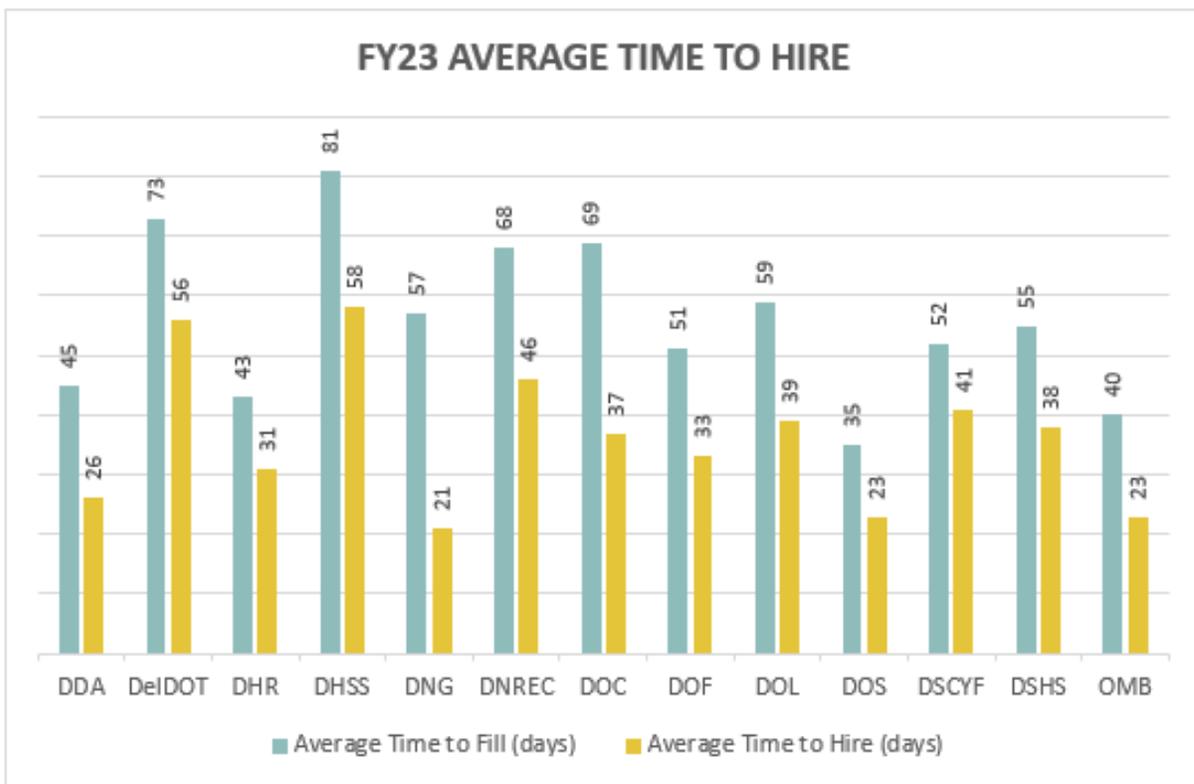


Table 12 and Figure 13 illustrate the average time in calendar days it takes to hire for vacant jobs and measure the hiring manager’s effectiveness in making hires.

- Time-to-Fill is measured by the number of calendar days from recruitment posting to a conditional offer for hire. The current metric is 40 calendar days.
- Time-to-Hire is measured by the number of calendar days from the time the referral list of qualified candidates is created for the hiring manager until a conditional offer for hire. The current metric is 15 calendar days.

Table 12 and Figure 13 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.

STATE OF DELAWARE EXECUTIVE BRANCH AGENCIES FY2023 EEO/AA REPRESENTATION SUMMARY

Recruitment Times

Table 14

Fiscal Year	Average Time Request-to-Open (days)	Average Time Closing Date-to-Referral (days)
FY22	5	6
FY23	5	6
Change FY22 vs FY23	0	0

Figure 15

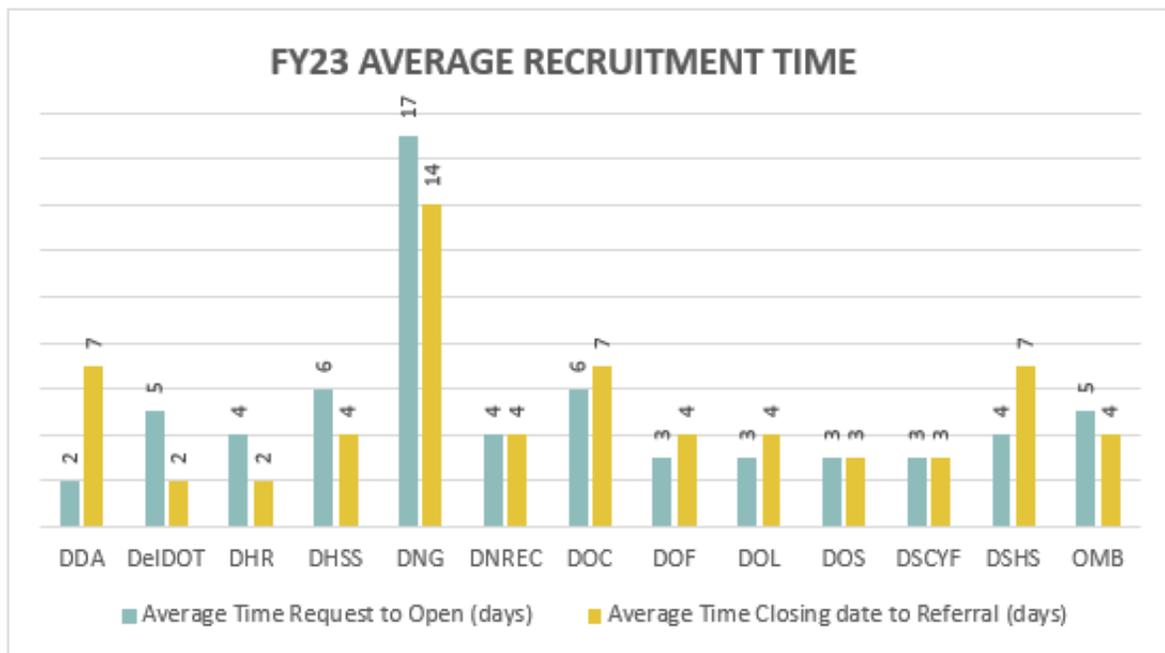


Table 14 and Figure 15 illustrate the average time in calendar days it takes to post recruitments for vacant jobs and measure HR's effectiveness in processing recruitments.

- Average Time from Request-to-Open is measured by the number of calendar days it takes HR from the time they receive a request to fill a vacant position until they get the recruitment posted. The current metric is 2 calendar days.
- Average Time Closing Date-to-Referral is measured by the number of calendar days from the time recruitment closes until a referral list of qualified candidates is created for the hiring manager. The current metric is 5 calendar days.

Table 14 and Figure 15 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.



Delaware Department of Agriculture (DDA)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
DEPARTMENT OF AGRICULTURE (DDA)
FY2023 EEO/AA REPRESENTATION SUMMARY

Agriculture Demographics at a Glance:

The total number of Agriculture EEO-4 eligible employees as of June 30, 2023, is 119.

The Agriculture EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the Agriculture workforce based on the total number of employees within the eight EEO-4 categories (Appendix B). Analyses compare Agriculture workforce demographics to the available Delaware regional labor market statistics by race/ethnicity and gender. Agriculture does not hire in the Paraprofessional and Service Maintenance EEO-4 categories.

The following summary of findings was derived from this data:

Minority Representation:

- Minorities represent 16% of the total DDA workforce, a 1% increase from FY22.
- Minorities are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-17%)
 - Professional (-13%)
 - Technicians (-6%)
 - Protective Services (-37%)
 - Office & Clerical (-25%)
 - Skilled Craft (-26%)

Female Representation:

- Females represent 55% of the total DDA workforce, a 2% increase from FY22.
- Females are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-7%)
 - Technicians (-2%)
 - Skilled Craft (-6%)

Male Representation:

- Males represent 45% of the DDA workforce, a 2% decrease from FY22.
- Males are under-represented in the following EEO-4 categories:
 - Protective Services (-31%)
 - Office & Clerical (-29%)

STATE OF DELAWARE
DEPARTMENT OF AGRICULTURE (DDA)
FY2023 EEO/AA REPRESENTATION SUMMARY

EEO-4 Status Report FY 2023
(Without Casual/Seasonal)

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	8	0	0	0	0	0	0	8	62%	0	4	0	1	0	0	0	0	5	38%	0	13	1	8%
2 Professionals	18	1	1	0	0	1	0	21	41%	1	25	1	1	2	0	0	1	30	59%	0	51	8	16%
3 Technicians	12	3	0	0	0	0	0	15	52%	0	8	2	2	0	0	0	0	14	48%	0	29	9	31%
4 Protective Services	1	0	0	0	0	0	0	1	50%	1	1	0	0	0	0	0	0	1	50%	0	2	0	0%
5 Para Professional	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
6 Office & Clerical	1	0	0	0	0	0	0	1	6%	0	15	1	0	0	0	0	0	16	94%	0	17	1	6%
7 Skilled Craft	7	0	0	0	0	0	0	7	100%	0	0	0	0	0	0	0	0	0	0%	0	7	0	0%
8 Service Maintenance	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
Totals	47	4	1	0	0	1	0	53	45%	2	53	4	4	4	0	0	1	66	55%	0	119	19	16%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF AGRICULTURE (DDA)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 2 **Minority Labor Market Representation FY 2023**
(Including Race and Ethnicity)

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	8%	-17%	0%	8%	0%	0%	0%	0%
2 Professionals	29%	16%	-13%	4%	4%	4%	0%	2%	2%
3 Technicians	38%	31%	-6%	17%	7%	7%	0%	0%	0%
4 Protective Services	37%	0%	-37%	0%	0%	0%	0%	0%	0%
5 Para Professional	34%	0%	NA	0%	0%	0%	0%	0%	0%
6 Office & Clerical	31%	6%	-25%	6%	0%	0%	0%	0%	0%
7 Skilled Craft	26%	0%	-26%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	45%	0%	NA	0%	0%	0%	0%	0%	0%

Table 3 **Female Labor Market Representation FY 2023**
(Including Race and Ethnicity)

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	38%	-7%	31%	0%	8%	0%	0%	0%	0%
2 Professionals	59%	59%	0%	49%	2%	2%	4%	0%	0%	2%
3 Technicians	50%	48%	-2%	28%	7%	7%	7%	0%	0%	0%
4 Protective Services	19%	50%	31%	50%	0%	0%	0%	0%	0%	0%
5 Para Professional	77%	0%	NA	0%	0%	0%	0%	0%	0%	0%
6 Office & Clerical	65%	94%	29%	88%	6%	0%	0%	0%	0%	0%
7 Skilled Craft	6%	0%	-6%	0%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	0%	NA	0%	0%	0%	0%	0%	0%	0%

Table 4 **Male Labor Market Representation FY 2023**
(Including Race and Ethnicity)

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	62%	7%	62%	0%	0%	0%	0%	0%	0%
2 Professionals	41%	41%	0%	35%	2%	2%	0%	0%	2%	0%
3 Technicians	50%	52%	2%	41%	10%	0%	0%	0%	0%	0%
4 Protective Services	81%	50%	-31%	50%	0%	0%	0%	0%	0%	0%
5 Para Professional	23%	0%	NA	0%	0%	0%	0%	0%	0%	0%
6 Office & Clerical	35%	6%	-29%	6%	0%	0%	0%	0%	0%	0%
7 Skilled Craft	94%	100%	6%	100%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	56%	0%	NA	0%	0%	0%	0%	0%	0%	0%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF AGRICULTURE (DDA)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 5 **Minority Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	-25%	-10%	-17%
2 Professionals	-19%	-20%	-13%
3 Technicians	-24%	-13%	-6%
4 Protective Services	13%	23%	-37%
5 Paraprofessional	NA	NA	NA
6 Office & Clerical	-9%	-19%	-25%
7 Skilled Craft	-26%	-26%	-26%
8 Service Maintenance	NA	NA	NA

Table 6 **Female Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	-9%	-2%	-7%
2 Professionals	3%	-1%	0%
3 Technicians	-5%	-4%	-2%
4 Protective Services	31%	21%	31%
5 Paraprofessional	NA	NA	NA
6 Office & Clerical	30%	29%	29%
7 Skilled Craft	-6%	-6%	-6%
8 Service Maintenance	NA	NA	NA

Table 7 **Male Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	9%	2%	7%
2 Professionals	-3%	1%	0%
3 Technicians	5%	4%	2%
4 Protective Services	-31%	-21%	-31%
5 Paraprofessional	NA	NA	NA
6 Office & Clerical	-30%	-29%	-29%
7 Skilled Craft	6%	6%	6%
8 Service Maintenance	NA	NA	NA

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023

STATE OF DELAWARE
DEPARTMENT OF AGRICULTURE (DDA)
FY2023 EEO/AA REPRESENTATION SUMMARY

Applicant Pipeline

Figure 8

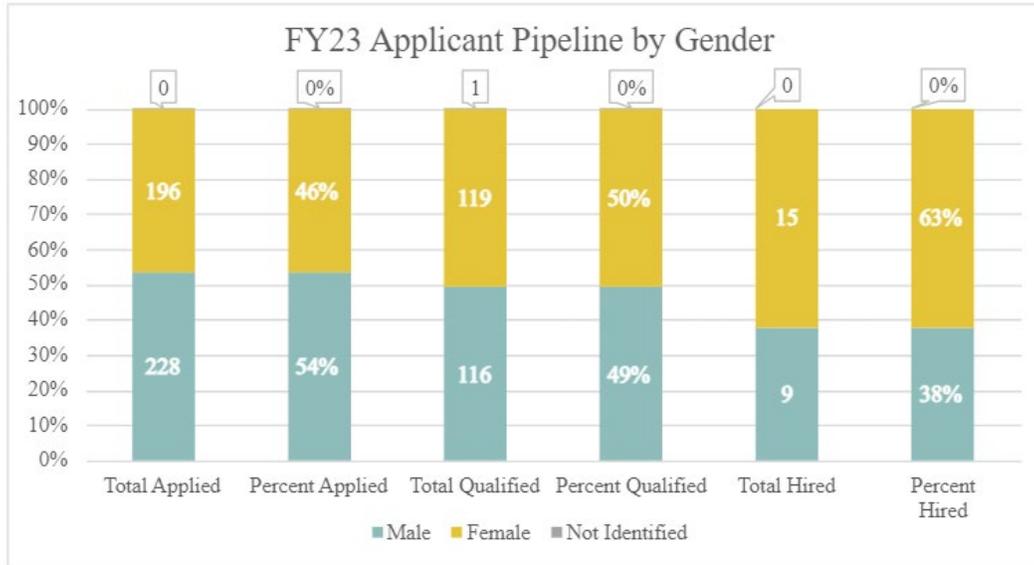
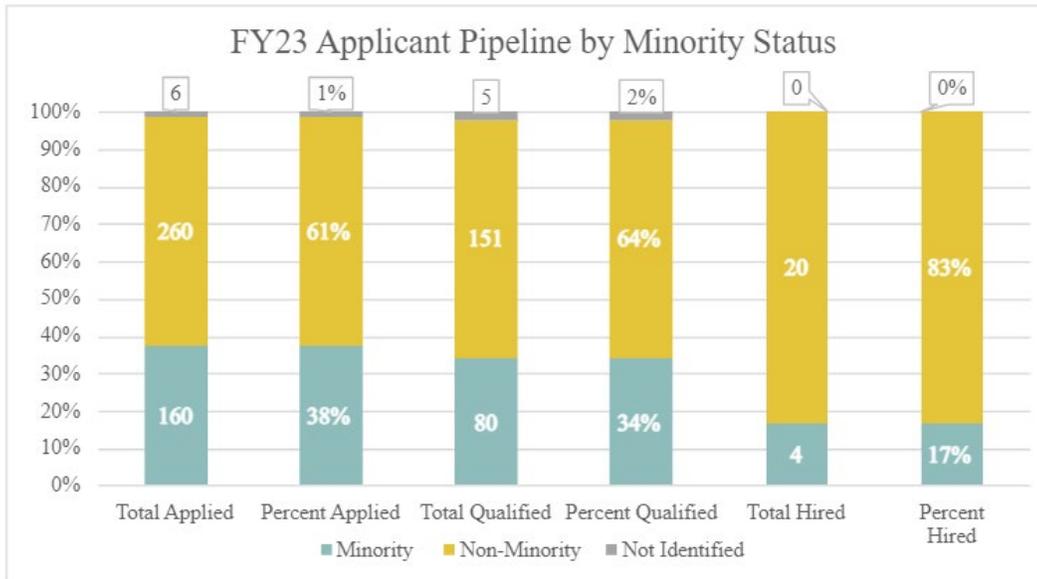


Figure 9



Figures 8 and 9 illustrate the total number of applicants who applied to State of Delaware jobs on the state’s primary hiring platform, The Delaware Employment Link at statejobs.delaware.gov by minority status and gender. Further illustrated is the number of the total applicants who were found qualified and hired, also by minority status and gender. *Figures 8 and 9 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.*

STATE OF DELAWARE
DEPARTMENT OF AGRICULTURE (DDA)
FY2023 EEO/AA REPRESENTATION SUMMARY

Recruitment and Hiring Times

Table 10

Fiscal Year	Average Time to Fill (days)	Average Time to hire (days)
FY22	43	24
FY23	45	26
Change FY22 vs FY23	2	2

Table 11

Fiscal Year	Average Time Request-to-Open (days)	Average Time Closing Date-to-Referral (days)
FY22	2	6
FY23	2	7
Change FY22 vs FY23	0	1

Table 10 illustrates the average time in calendar days it takes to hire for vacant jobs and *measures the hiring manager’s effectiveness in making hires.*

- Time-to-Fill is measured by the number of calendar days from recruitment posting to a conditional offer for hire. The current metric is 40 calendar days.
- Time-to-Hire is measured by the number of calendar days from the time the referral list of qualified candidates is created for the hiring manager until a conditional offer for hire. The current metric is 15 calendar days.

Table 11 illustrates the average time in calendar days it takes to post recruitments for vacant jobs and *measures HR’s effectiveness in processing recruitments.*

- Average Time from Request-to-Open is measured by the number of calendar days it takes HR from the time they receive a request to fill a vacant position until they get the recruitment posted. The current metric is 2 calendar days.
- Average Time Closing Date-to-Referral is measured by the number of calendar days from the time recruitment closes until a referral list of qualified candidates is created for the hiring manager. The current metric is 5 calendar days.

Tables 10 and 11 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.



Delaware Department of Transportation (DelDOT)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
DEPARTMENT OF TRANSPORTATION (DELDOT)
FY2023 EEO/AA REPRESENTATION SUMMARY

DELDOT Demographics at a Glance:

The total number of DelDOT EEO-4 eligible employees as of June 30, 2023, is 1,583.

The DelDOT EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the DOT workforce based on the total number of employees within the eight EEO-4 categories. Analyses compare DelDOT workforce demographics to the available Delaware regional labor market statistics by race/ethnicity and gender. DelDOT does hire in the Paraprofessional and Service Maintenance EEO-4 categories.

The following summary of findings was derived from this data:

Minority Representation:

- Minorities represent 23% of the total DelDOT workforce, the same as in FY22.
- Minorities are under-represented in the following EEO-4 categories:
 - Officials and Administrators (-9%)
 - Professionals (-6%)
 - Technicians (-28%)
 - Protective Services (-3%)
 - Office & Clerical (-2%)
 - Skilled Craft (-9%)
 - Service Maintenance (-37%)

Female Representation:

- Females represent 33% of the total DelDOT workforce, the same as in FY22.
- Females are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-1%)
 - Professionals (-16%)
 - Technicians (-41%)
 - Paraprofessional (-13%)
 - Skilled Craft (-4%)
 - Service Maintenance (-32%)

Male Representation:

- Males represent 67% of the DelDOT workforce, the same as in FY22.
- Males are under-represented in the following EEO-4 categories:
 - Protective Services (-36%)
 - Office & Clerical (-14%)

STATE OF DELAWARE
DEPARTMENT OF TRANSPORTATION (DELDOT)
FY2023 EEO/AA REPRESENTATION SUMMARY

EEO-4 Status Report FY2023
(Without Casual/Seasonal)

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	25	3	0	0	0	0	1	29	56%	0	19	2	1	1	0	0	0	23	44%	0	52	8	15%
2 Professionals	143	15	11	7	1	0	2	179	58%	6	96	16	4	11	0	1	4	132	42%	4	311	72	23%
3 Technicians	215	14	3	2	0	1	3	238	91%	6	21	0	0	0	1	2	24	9%	0	262	26	10%	
4 Protective Services	3	1	0	0	0	0	0	4	44%	0	3	1	0	0	0	1	5	56%	1	9	3	33%	
5 Para Professional	57	36	13	1	0	0	2	109	36%	7	115	51	15	5	0	1	3	190	64%	6	299	127	42%
6 Office & Clerical	23	9	3	1	0	0	1	37	21%	2	104	27	5	1	0	2	2	141	79%	6	178	51	29%
7 Skilled Craft	368	37	21	2	0	4	8	440	99%	5	5	0	1	0	0	0	0	6	1%	0	446	73	16%
8 Service Maintenance	21	1	0	1	0	0	0	23	88%	0	3	0	0	0	0	0	0	3	12%	0	26	2	8%
Totals	855	116	51	14	1	5	17	1059	67%	26	366	97	26	18	0	5	12	524	33%	17	1583	362	23%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF TRANSPORTATION (DELDOT)
FY2023 EEO/AA REPRESENTATION SUMMARY

Minority Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	15%	-9%	10%	2%	2%	0%	0%	2%
2 Professionals	29%	23%	-6%	10%	5%	6%	0%	0%	2%
3 Technicians	38%	10%	-28%	5%	1%	1%	0%	1%	2%
4 Protective Services	37%	33%	-3%	22%	0%	0%	0%	0%	11%
5 Para Professional	34%	42%	9%	29%	9%	2%	0%	0%	2%
6 Office & Clerical	31%	29%	-2%	20%	4%	1%	0%	1%	2%
7 Skilled Craft	26%	16%	-9%	8%	5%	0%	0%	1%	2%
8 Service Maintenance	45%	8%	-37%	4%	0%	4%	0%	0%	0%

Female Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	44%	-1%	37%	4%	2%	2%	0%	0%	0%
2 Professionals	59%	42%	-16%	31%	5%	1%	4%	0%	0%	1%
3 Technicians	50%	9%	-41%	8%	0%	0%	0%	0%	0%	1%
4 Protective Services	19%	56%	36%	33%	11%	0%	0%	0%	0%	11%
5 Para Professional	77%	64%	-13%	38%	17%	5%	2%	0%	0%	1%
6 Office & Clerical	65%	79%	14%	58%	15%	3%	1%	0%	1%	1%
7 Skilled Craft	6%	1%	-4%	1%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	12%	-32%	12%	0%	0%	0%	0%	0%	0%

Male Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	56%	1%	48%	6%	0%	0%	0%	0%	2%
2 Professionals	41%	58%	16%	46%	5%	4%	2%	0%	0%	1%
3 Technicians	50%	91%	41%	82%	5%	1%	1%	0%	0%	1%
4 Protective Services	81%	44%	-36%	33%	11%	0%	0%	0%	0%	0%
5 Para Professional	23%	36%	13%	19%	12%	4%	0%	0%	0%	1%
6 Office & Clerical	35%	21%	-14%	13%	5%	2%	1%	0%	0%	1%
7 Skilled Craft	94%	99%	4%	83%	8%	5%	0%	0%	1%	2%
8 Service Maintenance	56%	88%	32%	81%	4%	0%	4%	0%	0%	0%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and Agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF TRANSPORTATION (DELDOT)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 5 **Minority Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	-6%	-10%	-9%
2 Professionals	-8%	-7%	-6%
3 Technicians	-24%	-27%	-28%
4 Protective Services	-12%	13%	-3%
5 Paraprofessional	7%	8%	9%
6 Office & Clerical	0%	-2%	-2%
7 Skilled Craft	-10%	-10%	-9%
8 Service Maintenance	-34%	-37%	-37%

Table 6 **Female Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	-1%	-1%	-1%
2 Professionals	-16%	-16%	-16%
3 Technicians	-41%	-41%	-41%
4 Protective Services	6%	21%	36%
5 Paraprofessional	-14%	-14%	-13%
6 Office & Clerical	17%	16%	14%
7 Skilled Craft	-5%	-4%	-4%
8 Service Maintenance	-32%	-31%	-32%

Table 7 **Male Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	1%	1%	1%
2 Professionals	16%	16%	16%
3 Technicians	41%	41%	41%
4 Protective Services	-6%	-21%	-36%
5 Paraprofessional	14%	14%	13%
6 Office & Clerical	-17%	-16%	-14%
7 Skilled Craft	5%	4%	4%
8 Service Maintenance	32%	31%	32%

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF TRANSPORTATION (DELDOT)
FY2023 EEO/AA REPRESENTATION SUMMARY

Applicant Pipeline

Figure 8

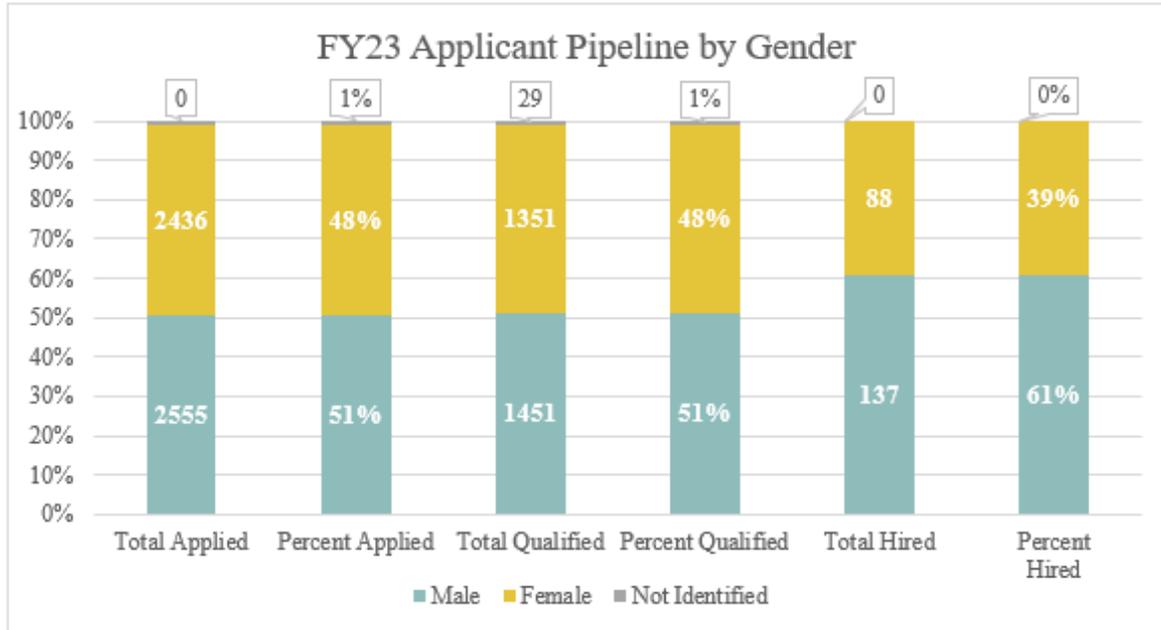
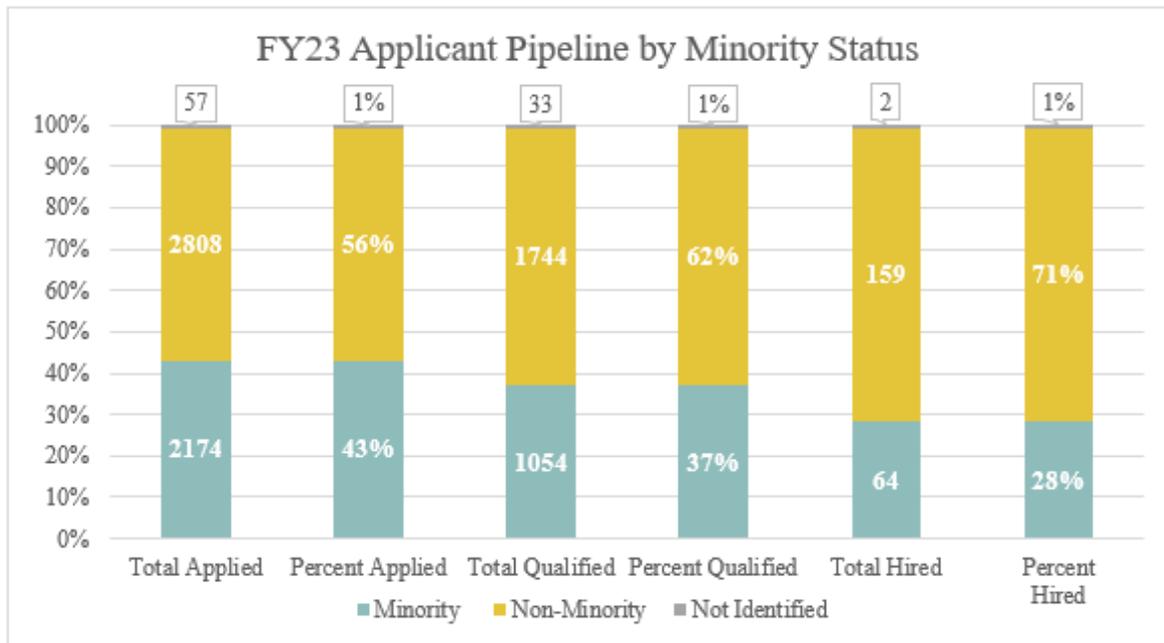


Figure 9



Figures 8 and 9 illustrate the total applicants who applied to State of Delaware jobs on the state’s primary hiring platform, The Delaware Employment Link at statejobs.delaware.gov by minority status and gender. Further illustrated is the total number of applicants who were found qualified and hired, also by minority status and gender.

Figures 8 and 9 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF TRANSPORTATION (DELDOT)
FY2023 EEO/AA REPRESENTATION SUMMARY

Recruitment and Hiring Times

Table 10

Fiscal Year	Average Time to Fill (days)	Average Time to hire (days)
FY22	60	41
FY23	73	56
Change FY22 vs FY23	13	15

Table 11

Fiscal Year	Average Time Request-to-Open (days)	Average Time Closing Date-to-Referral (days)
FY22	4	2
FY23	5	2
Change FY22 vs FY23	1	0

Table 10 illustrates the average time in calendar days it takes to hire for vacant jobs and *measures the hiring manager’s effectiveness in making hires.*

- Time-to-Fill is measured by the number of calendar days from recruitment posting to a conditional offer for hire. The current metric is 40 calendar days.
- Time-to-Hire is measured by the number of calendar days from the time the referral list of qualified candidates is created for the hiring manager until a conditional offer for hire. The current metric is 15 calendar days.

Table 11 illustrates the average time in calendar days it takes to post recruitments for vacant jobs and *measures HR’s effectiveness in processing recruitments.*

- Average Time from Request-to-Open is measured by the number of calendar days it takes HR from the time they receive a request to fill a vacant position until they get the recruitment posted. The current metric is 2 calendar days.
- Average Time Closing Date-to-Referral is measured by the number of calendar days from the time recruitment closes until a referral list of qualified candidates is created for the hiring manager. The current metric is 5 calendar days.

Tables 10 and 11 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.



Delaware Department of
Human Resources

Delaware Department of Human Resources (DHR)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
DEPARTMENT OF HUMAN RESOURCES (DHR)
FY2023 EEO/AA REPRESENTATION SUMMARY

Department of Human Resources DEMOGRAPHICS AT A GLANCE:

The total number of Department of Human Resources EEO-4 eligible employees as of June 30, 2023, is 235.

The Department of Human Resources EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the Department of Human Resources workforce based on the total number of employees within the eight EEO-4 categories (Appendix B). Analyses compare Department of Human Resources workforce demographics to the available Delaware regional labor market statistics by race/ethnicity and gender. Department of Human Resources does not hire in the Technicians, Protective Services, Skilled Craft or Service Maintenance EEO-4 categories.

The following summary of findings was derived from this data:

Minority Representation:

- Minorities represent 43% of the total Department of Human Resources workforce, no change from FY22.
- Minorities are not under-represented in any EEO-4 categories.

Female Representation:

- Females represent 88% of the total Department of Human Resources workforce, a 2% increase from FY22.
- Females are not under-represented in any EEO-4 categories.

Male Representation:

- Males represent 12% of the Department of Human Resources workforce, a 2% decrease from FY22.
- Males are under-represented in all of the EEO-4 categories.
 - Officials and Administrators (-46%)
 - Professionals (-25%)
 - Paraprofessionals (-18%)
 - Office & Clerical (-25%)

STATE OF DELAWARE
DEPARTMENT OF HUMAN RESOURCES (DHR)
FY2023 EEO/AA REPRESENTATION SUMMARY

EEO-4 Status Report FY2023
(Without Casual/Seasonal)

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	4	2	0	0	0	0	0	6	8%	0	41	18	3	2	0	0	1	65	92%	1	71	26	37%
2 Professionals	12	6	1	0	0	0	0	19	16%	5	53	36	3	3	0	1	4	100	84%	7	119	54	45%
3 Technicians	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
4 Protective Services	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
5 Para Professional	2	0	0	0	0	0	0	2	6%	0	16	10	4	2	0	0	1	33	94%	4	35	17	49%
6 Office & Clerical	1	0	0	0	0	0	0	1	10%	0	4	2	1	1	0	0	1	9	90%	0	10	5	50%
7 Skilled Craft	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
8 Service Maintenance	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
Totals	19	8	1	0	0	0	0	28	12%	5	114	66	11	8	0	1	7	207	88%	12	235	102	43%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF HUMAN RESOURCES (DHR)
FY2023 EEO/AA REPRESENTATION SUMMARY

Minority Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	37%	12%	28%	4%	3%	0%	0%	1%
2 Professionals	29%	45%	16%	35%	3%	3%	0%	1%	3%
3 Technicians	38%	0%	NA	0%	0%	0%	0%	0%	0%
4 Protective Services	37%	0%	NA	0%	0%	0%	0%	0%	0%
5 Para Professional	34%	49%	15%	29%	11%	6%	0%	0%	3%
6 Office & Clerical	31%	50%	19%	20%	10%	10%	0%	0%	10%
7 Skilled Craft	26%	0%	NA	0%	0%	0%	0%	0%	0%
8 Service Maintenance	45%	0%	NA	0%	0%	0%	0%	0%	0%

Female Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	92%	46%	58%	25%	4%	3%	0%	0%	1%
2 Professionals	59%	84%	25%	45%	30%	3%	3%	0%	1%	3%
3 Technicians	50%	0%	NA	0%	0%	0%	0%	0%	0%	0%
4 Protective Services	19%	0%	NA	0%	0%	0%	0%	0%	0%	0%
5 Para Professional	77%	94%	18%	46%	29%	11%	6%	0%	0%	3%
6 Office & Clerical	65%	90%	25%	40%	20%	10%	10%	0%	0%	10%
7 Skilled Craft	6%	0%	NA	0%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	0%	NA	0%	0%	0%	0%	0%	0%	0%

Male Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	8%	-46%	6%	3%	0%	0%	0%	0%	0%
2 Professionals	41%	16%	-25%	10%	5%	1%	0%	0%	0%	0%
3 Technicians	50%	0%	NA	0%	0%	0%	0%	0%	0%	0%
4 Protective Services	81%	0%	NA	0%	0%	0%	0%	0%	0%	0%
5 Para Professional	23%	6%	-18%	6%	0%	0%	0%	0%	0%	0%
6 Office & Clerical	35%	10%	-25%	10%	0%	0%	0%	0%	0%	0%
7 Skilled Craft	94%	0%	NA	0%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	56%	0%	NA	0%	0%	0%	0%	0%	0%	0%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF HUMAN RESOURCES (DHR)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 5 **Minority Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	9%	9%	12%
2 Professionals	14%	14%	16%
3 Technicians	NA	NA	NA
4 Protective Services	NA	NA	NA
5 Paraprofessional	28%	28%	15%
6 Office & Clerical	14%	14%	19%
7 Skilled Craft	NA	NA	NA
8 Service Maintenance	NA	NA	NA

Table 6 **Female Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	47%	47%	46%
2 Professionals	29%	29%	25%
3 Technicians	NA	NA	NA
4 Protective Services	NA	NA	NA
5 Paraprofessional	20%	20%	18%
6 Office & Clerical	26%	26%	25%
7 Skilled Craft	NA	NA	NA
8 Service Maintenance	NA	NA	NA

Table 7 **Male Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	-46%	-47%	-46%
2 Professionals	-29%	-29%	-25%
3 Technicians	-47%	-50%	NA
4 Protective Services	NA	NA	NA
5 Paraprofessional	-23%	-20%	-18%
6 Office & Clerical	-29%	-26%	-25%
7 Skilled Craft	NA	NA	NA
8 Service Maintenance	NA	NA	NA

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF HUMAN RESOURCES (DHR)
FY2023 EEO/AA REPRESENTATION SUMMARY

Applicant Pipeline

Figure 8

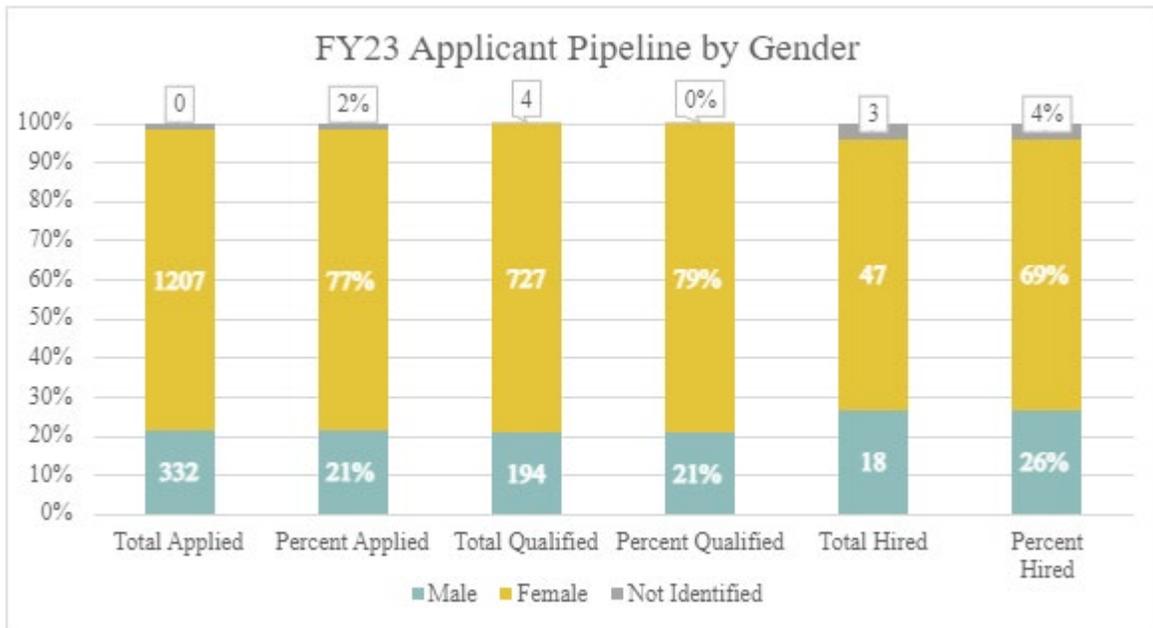
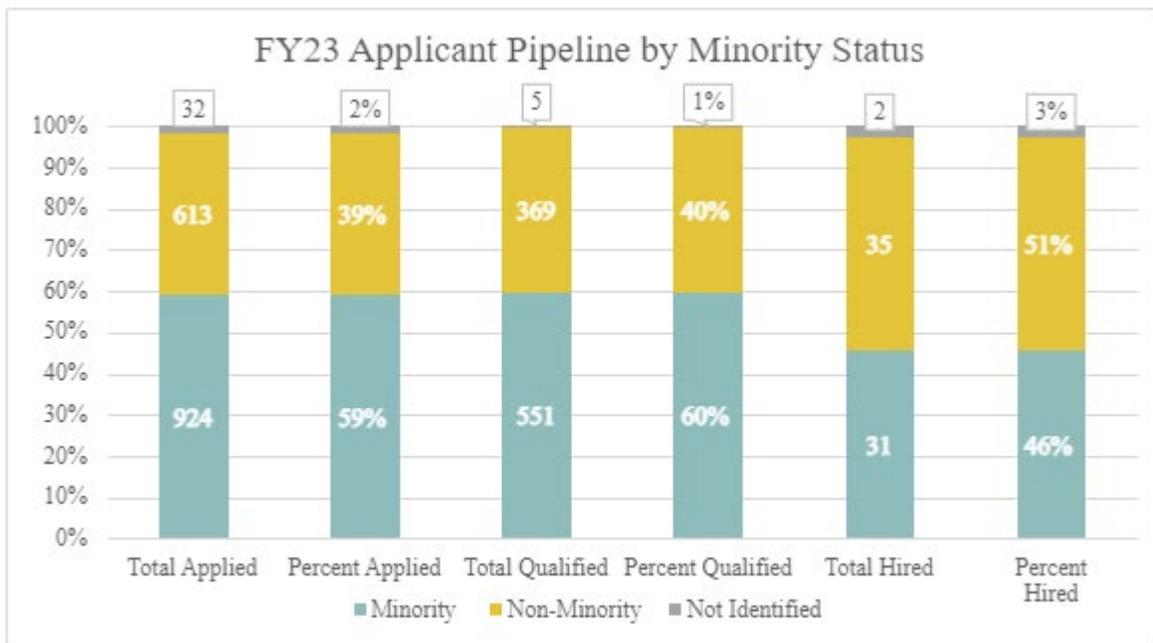


Figure 9



Figures 8 and 9 illustrate the total applicants who applied to State of Delaware jobs on the state’s primary hiring platform, The Delaware Employment Link at statejobs.delaware.gov by minority status and gender. Further illustrated are the total number of applicants who were found qualified and hired, also by minority status and gender.

Figures 8 and 9 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF HUMAN RESOURCES (DHR)
FY2023 EEO/AA REPRESENTATION SUMMARY

Recruitment and Hiring Times

Table 10

Fiscal Year	Average Time to Fill (days)	Average Time to hire (days)
FY22	49	34
FY23	43	31
Change FY22 vs FY23	-6	-3

Table 11

Fiscal Year	Average Time Request-to-Open (days)	Average Time Closing Date-to-Referral (days)
FY22	4	2
FY23	4	2
Change FY22 vs FY23	0	0

Table 10 illustrates the average time in calendar days it takes to hire for vacant jobs and *measures the hiring manager’s effectiveness in making hires.*

- Time-to-Fill is measured by the number of calendar days from recruitment posting to a conditional offer for hire. The current metric is 40 calendar days.
- Time-to-Hire is measured by the number of calendar days from the time the referral list of qualified candidates is created for the hiring manager until a conditional offer for hire. The current metric is 15 calendar days.

Table 11 illustrates the average time in calendar days it takes to post recruitments for vacant jobs and *measures HR’s effectiveness in processing recruitments.*

- Average Time from Request-to-Open is measured by the number of calendar days it takes HR from the time they receive a request to fill a vacant position until they get the recruitment posted. The current metric is 2 calendar days.
- Average Time Closing Date-to-Referral is measured by the number of calendar days from the time recruitment closes until a referral list of qualified candidates is created for the hiring manager. The current metric is 5 calendar days.

Tables 10 and 11 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.



Delaware Department of Health and Social Services (DHSS)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
DEPARTMENT OF HEALTH AND SOCIAL SERVICES (DHSS)
FY2023 EEO/AA REPRESENTATION SUMMARY

DHSS Demographics at a Glance:

The total number of DHSS EEO-4 eligible employees as of June 30, 2023, is 3082.

The DHSS EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the DHSS workforce based on the total number of employees within the eight EEO-4 categories (Appendix B). Analyses compare DHSS workforce demographics to the available Delaware regional labor market statistics by race/ethnicity and gender.

The following summary of findings was derived from this data:

Minority Representation:

- Minorities represent 52% of the total DHSS workforce, the same as in FY 22.
- Minorities are under-represented in the following EEO-4 category:
 - Skilled Craft (-6%)

Female Representation:

- Females represent 74% of the total DHSS workforce, the same as in FY 22.
- Females are not under-represented in any EEO-4 category

Male Representation:

- Males represent 26% of the DHSS workforce, the same as in FY 22.
- Males are under-represented in the following EEO-4 categories:
 - Officials & Administration (-30 %)
 - Professional (-19 %)
 - Technicians (-4%)
 - Protective Services (-19%)
 - Paraprofessional (-3 %)
 - Office and Clerical (-24 %)
 - Skilled Craft (-3%)
 - Service Maintenance (-5%)

STATE OF DELAWARE
DEPARTMENT OF HEALTH AND SOCIAL SERVICES (DHSS)
FY2023 EEO/AA REPRESENTATION SUMMARY

EEO-4 Status Report FY2023
(Without Casual/Seasonal)

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	62	15	0	4	0	1	2	84	25%	6	161	71	9	8	0	0	7	256	75%	18	340	117	34%
2 Professionals	191	99	11	28	0	1	10	340	22%	19	565	491	82	50	0	3	41	1232	78%	69	1572	816	52%
3 Technicians	27	10	0	3	0	1	4	45	46%	2	21	24	7	1	0	0	0	53	54%	0	98	50	51%
4 Protective Services	21	25	1	0	0	0	1	48	62%	4	21	8	0	0	0	0	0	29	38%	1	77	35	45%
5 Para Professional	16	49	7	2	0	0	1	75	20%	5	93	188	8	7	0	2	5	303	80%	5	378	269	71%
6 Office & Clerical	14	16	2	2	0	0	2	36	11%	6	143	113	17	9	2	1	7	292	89%	26	328	171	52%
7 Skilled Craft	56	7	2	3	0	0	1	69	91%	2	5	2	0	0	0	0	0	7	9%	0	76	15	20%
8 Service Maintenance	43	56	3	2	0	1	4	109	51%	6	41	52	4	4	0	1	1	103	49%	1	212	128	60%
Totals	430	277	26	44	0	4	25	806	26%	50	1050	950	127	79	2	7	61	2276	74%	120	3082	1602	52%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF HEALTH AND SOCIAL SERVICES (DHSS)
FY2023 EEO/AA REPRESENTATION SUMMARY

Minority Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	34%	9%	25%	3%	4%	0%	0%	3%
2 Professionals	29%	52%	23%	38%	6%	5%	0%	0%	3%
3 Technicians	38%	51%	14%	35%	7%	4%	0%	1%	4%
4 Protective Services	37%	45%	8%	43%	1%	0%	0%	0%	1%
5 Para Professional	34%	71%	37%	63%	4%	2%	0%	1%	2%
6 Office & Clerical	31%	52%	21%	39%	6%	3%	1%	0%	3%
7 Skilled Craft	26%	20%	-6%	12%	3%	4%	0%	0%	1%
8 Service Maintenance	45%	60%	15%	51%	3%	3%	0%	1%	2%

Female Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	75%	30%	47%	21%	3%	2%	0%	0%	2%
2 Professionals	59%	78%	19%	36%	31%	5%	3%	0%	0%	3%
3 Technicians	50%	54%	4%	21%	24%	7%	1%	0%	0%	0%
4 Protective Services	19%	38%	19%	27%	10%	0%	0%	0%	0%	0%
5 Para Professional	77%	80%	3%	25%	50%	2%	2%	0%	1%	1%
6 Office & Clerical	65%	89%	24%	44%	34%	5%	3%	1%	0%	2%
7 Skilled Craft	6%	9%	3%	7%	3%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	49%	5%	19%	25%	2%	2%	0%	0%	0%

Male Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	25%	-30%	18%	4%	0%	1%	0%	0%	1%
2 Professionals	41%	22%	-19%	12%	6%	1%	2%	0%	0%	1%
3 Technicians	50%	46%	-4%	28%	10%	0%	3%	0%	1%	4%
4 Protective Services	81%	62%	-19%	27%	32%	1%	0%	0%	0%	1%
5 Para Professional	23%	20%	-3%	4%	13%	2%	1%	0%	0%	0%
6 Office & Clerical	35%	11%	-24%	4%	5%	1%	1%	0%	0%	1%
7 Skilled Craft	94%	91%	-3%	74%	9%	3%	4%	0%	0%	1%
8 Service Maintenance	56%	51%	-5%	20%	26%	1%	1%	0%	0%	2%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and Agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF HEALTH AND SOCIAL SERVICES (DHSS)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 5 **Minority Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	11%	10%	10%
2 Professionals	22%	23%	23%
3 Technicians	10%	14%	14%
4 Protective Services	4%	9%	9%
5 Paraprofessional	36%	37%	37%
6 Office & Clerical	23%	21%	21%
7 Skilled Craft	-6%	-6%	-6%
8 Service Maintenance	13%	15%	55%

Table 6 **Female Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	30%	30%	30%
2 Professionals	20%	20%	20%
3 Technicians	10%	10%	4%
4 Protective Services	17%	17%	18%
5 Paraprofessional	5%	5%	4%
6 Office & Clerical	25%	25%	24%
7 Skilled Craft	4%	4%	3%
8 Service Maintenance	7%	7%	5%

Table 7 **Male Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	-30%	-30%	-30%
2 Professionals	-20%	-20%	-20%
3 Technicians	-10%	-4%	-4%
4 Protective Services	-17%	-18%	-18%
5 Paraprofessional	-5%	-4%	-4%
6 Office & Clerical	-25%	-24%	-24%
7 Skilled Craft	-4%	-3%	-3%
8 Service Maintenance	-7%	-4%	-56%

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF HEALTH AND SOCIAL SERVICES (DHSS)
FY2023 EEO/AA REPRESENTATION SUMMARY

Applicant Pipeline

Figure 8

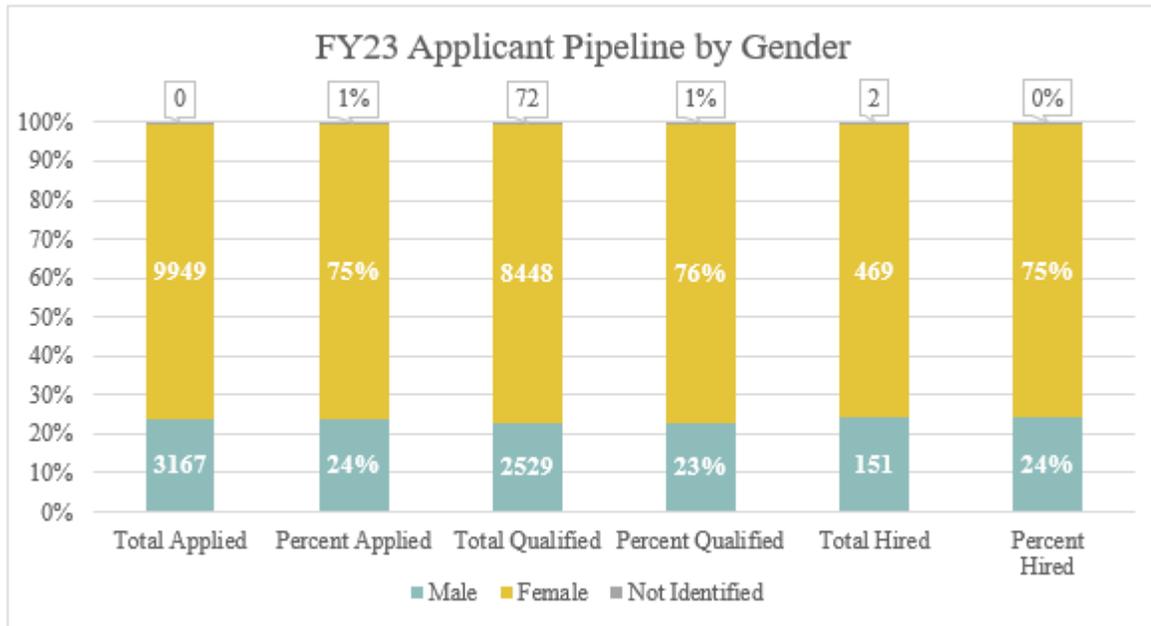
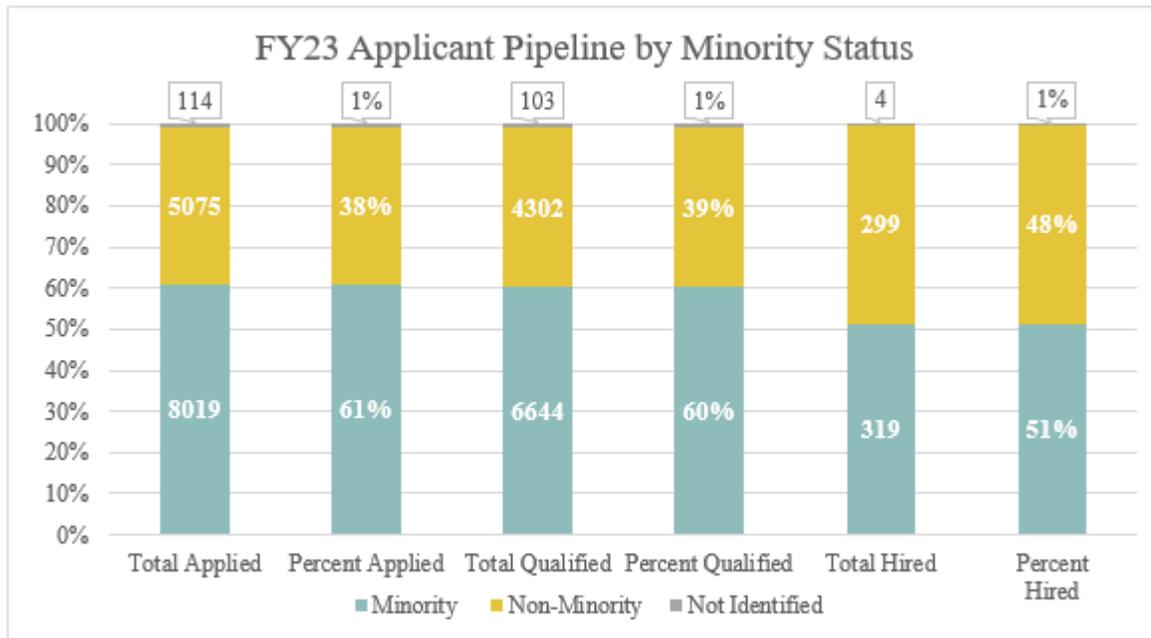


Figure 9



Figures 8 and 9 illustrate the total applicants who applied to State of Delaware jobs on the state’s primary hiring platform, The Delaware Employment Link at statejobs.delaware.gov by minority vs. non-minority and gender. Further illustrated are the total applicants who were found qualified and hired, also by minority vs. non-minority and gender.

Figures 8 and 9 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF HEALTH AND SOCIAL SERVICES (DHSS)
FY2023 EEO/AA REPRESENTATION SUMMARY

Recruitment and Hiring Times

Table 10

Fiscal Year	Average Time to Fill (days)	Average Time to hire (days)
FY22	83	165
FY23	81	58
Change FY22 vs FY23	-2	-107

Table 11

Fiscal Year	Average Time Request-to-Open (days)	Average Time Closing Date-to-Referral (days)
FY22	5	3
FY23	6	4
Change FY22 vs FY23	1	1

Table 10 illustrates the average time in calendar days it takes to hire for vacant jobs and *measures the hiring manager’s effectiveness in making hires.*

- Time-to-Fill is measured by the number of calendar days from recruitment posting to a conditional offer for hire. The current metric is 40 calendar days.
- Time-to-Hire is measured by the number of calendar days from the time the referral list of qualified candidates is created for the hiring manager until a conditional offer for hire. The current metric is 15 calendar days.

Table 11 illustrates the average time in calendar days it takes to post recruitments for vacant jobs and *measures HR’s effectiveness in processing recruitments.*

- Average Time from Request-to-Open is measured by the number of calendar days it takes HR from the time they receive a request to fill a vacant position until they get the recruitment posted. The current metric is 2 calendar days.
- Average Time Closing Date-to-Referral is measured by the number of calendar days from the time recruitment closes until a referral list of qualified candidates is created for the hiring manager. The current metric is 5 calendar days.

Tables 10 and 11 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.



Delaware National Guard (DNG)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
DELAWARE NATIONAL GUARD (DNG)
FY2023 EEO/AA REPRESENTATION SUMMARY

DNG Demographics at a Glance:

The total number of DNG employees as of June 30, 2023, by EEO-4 category is 119.

The DNG EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the DNG workforce based on the total number of employees within the eight EEO-4 categories. Analyses are made comparing DNG workforce demographics to the available Delaware regional labor market statistics by race/ethnicity, and gender. DNG does not hire in the Technicians EEO-4 category.

The following summary of findings were derived from this data:

Minority Representation:

- Minorities represent 24% of the total DNG workforce, a 2% increase from FY22.
- Minorities are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-25%)
 - Professionals (-9%)
 - Protective Services (-9%)
 - Office & Clerical (-13%)
 - Skilled craft (-10%)
 - Service Maintenance (-12%)

Female Representation:

- Females represent 21% of the total DNG workforce, no change from FY22.
- Females are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-45%)
 - Office & Clerical (-10%)
 - Service Maintenance (-36%)

Male Representation:

- Males represent 79% of the DNG workforce, no change from FY22.
- Males are under-represented in the following EEO-4 categories:
 - Professional (-11%)
 - Paraprofessional (-23%)
 - Skilled Craft (-7%)

**STATE OF DELAWARE
DELAWARE NATIONAL GUARD (DNG)
FY2023 EEO/AA REPRESENTATION SUMMARY**

**EEO-4 Status Report FY2023
(Without Casual/Seasonal)**

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	1	0	0	0	0	0	0	1	100%	0	0	0	0	0	0	0	0	0	0%	0	1	0	0%
2 Professionals	3	0	0	0	0	0	0	3	30%	3	5	2	0	0	0	0	0	7	70%	0	10	2	20%
3 Technicians	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
4 Protective Services	34	9	3	0	0	0	1	47	92%	2	3	1	0	0	0	0	0	4	8%	0	51	14	27%
5 Para Professional	0	0	0	0	0	0	0	0	0%	0	1	2	0	0	0	0	0	3	100%	1	3	2	67%
6 Office & Clerical	5	0	0	0	0	0	0	5	45%	0	4	0	2	0	0	0	0	6	55%	0	11	2	18%
7 Skilled Craft	22	3	1	0	0	1	0	27	87%	2	4	0	0	0	0	0	0	4	13%	0	31	5	16%
8 Service Maintenance	7	2	1	0	0	0	1	11	92%	0	1	0	0	0	0	0	0	1	8%	0	12	4	33%
Totals	72	14	5	0	0	1	2	94	79%	7	18	5	2	0	0	0	0	25	21%	1	119	29	24%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

**STATE OF DELAWARE
DELAWARE NATIONAL GUARD (DNG)
FY2023 EEO/AA REPRESENTATION SUMMARY**

**Minority Labor Market Representation FY2023
(Including Race and Ethnicity)**

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	0%	-25%	0%	0%	0%	0%	0%	0%
2 Professionals	29%	20%	-9%	20%	0%	0%	0%	0%	0%
3 Technicians	38%	0%	NA	0%	0%	0%	0%	0%	0%
4 Protective Services	37%	27%	-9%	20%	6%	0%	0%	0%	2%
5 Para Professional	34%	67%	33%	67%	0%	0%	0%	0%	0%
6 Office & Clerical	31%	18%	-13%	0%	18%	0%	0%	0%	0%
7 Skilled Craft	26%	16%	-10%	10%	3%	0%	0%	3%	0%
8 Service Maintenance	45%	33%	-12%	17%	8%	0%	0%	0%	8%

**Female Labor Market Representation FY2023
(Including Race and Ethnicity)**

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	0%	-45%	0%	0%	0%	0%	0%	0%	0%
2 Professionals	59%	70%	11%	50%	20%	0%	0%	0%	0%	0%
3 Technicians	50%	0%	NA	0%	0%	0%	0%	0%	0%	0%
4 Protective Services	19%	8%	-12%	6%	2%	0%	0%	0%	0%	0%
5 Para Professional	77%	100%	23%	33%	67%	0%	0%	0%	0%	0%
6 Office & Clerical	65%	55%	-10%	36%	0%	18%	0%	0%	0%	0%
7 Skilled Craft	6%	13%	7%	13%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	8%	-36%	8%	0%	0%	0%	0%	0%	0%

**Male Labor Market Representation FY2023
(Including Race and Ethnicity)**

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	100%	45%	100%	0%	0%	0%	0%	0%	0%
2 Professionals	41%	30%	-11%	30%	0%	0%	0%	0%	0%	0%
3 Technicians	50%	0%	NA	0%	0%	0%	0%	0%	0%	0%
4 Protective Services	81%	92%	12%	67%	18%	6%	0%	0%	0%	2%
5 Para Professional	23%	0%	-23%	0%	0%	0%	0%	0%	0%	0%
6 Office & Clerical	35%	45%	10%	45%	0%	0%	0%	0%	0%	0%
7 Skilled Craft	94%	87%	-7%	71%	10%	3%	0%	0%	3%	0%
8 Service Maintenance	56%	92%	36%	58%	17%	8%	0%	0%	0%	8%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and Agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

**STATE OF DELAWARE
DELAWARE NATIONAL GUARD (DNG)
FY2023 EEO/AA REPRESENTATION SUMMARY**

Table 5 Minority Representation Trends FY 21, 22, 23

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	-25%	-25%	-25%
2 Professionals	-11%	-19%	-9%
3 Technicians	NA	NA	NA
4 Protective Services	-13%	-12%	-9%
5 Paraprofessional	33%	33%	33%
6 Office & Clerical	-21%	-19%	-13%
7 Skilled Craft	-16%	-9%	-10%
8 Service Maintenance	-3%	-12%	-12%

Female Representation Trends FY 21, 22, 23

Table 6

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	-45%	-45%	-45%
2 Professionals	11%	8%	11%
3 Technicians	NA	NA	NA
4 Protective Services	-15%	-11%	-12%
5 Paraprofessional	23%	23%	23%
6 Office & Clerical	-25%	-2%	-10%
7 Skilled Craft	4%	8%	7%
8 Service Maintenance	-36%	-36%	-36%

Male Representation Trends FY 21, 22, 23

Table 7

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	45%	45%	45%
2 Professionals	-11%	-8%	-11%
3 Technicians	NA	NA	NA
4 Protective Services	15%	11%	12%
5 Paraprofessional	-23%	-23%	-23%
6 Office & Clerical	25%	2%	10%
7 Skilled Craft	-4%	-8%	-7%
8 Service Maintenance	36%	36%	36%

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
Delaware National Guard (DNG)
FY2023 EEO/AA REPRESENTATION SUMMARY

DNG uses its own independent recruitment methods. Therefore, Applicant Pipeline and Recruitment/Hiring Time data are not currently available.



Delaware Department of
Natural Resources and Environmental Control (DNREC)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
DEPARTMENT OF NATURAL RESOURCES AND ENVIRONMENTAL CONTROL (DNREC)
FY2023 EEO/AA REPRESENTATION SUMMARY

DNREC Demographics at a Glance:

The total number of DNREC EEO-4 eligible employees as of June 30, 2023, is 656.

The DNREC EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the DNREC workforce based on the total number of employees within the eight EEO-4 categories (Appendix B). Analyses compare DNREC workforce demographics to the available Delaware regional labor market statistics by race/ethnicity and gender. DNREC does not hire in the Paraprofessional and Service Maintenance EEO-4 categories.

The following summary of findings was derived from this data:

Minority Representation:

- Minorities represent 15% of the total DNREC workforce, the same as FY22.
- Minorities are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-17%)
 - Professionals (-12%)
 - Technicians (-6%)
 - Protective Services (-34%)
 - Paraprofessional (-9%)
 - Office & Clerical (-7%)
 - Skilled Craft (-17%)

Female Representation:

- Females represent 43% of the total DNREC workforce, the same as FY22.
- Females are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-5%)
 - Professionals (-8%)
 - Technicians (-16%)
 - Protective Services (-10%)
 - Paraprofessional (-14%)
 - Skilled Craft (-4%)

Male Representation:

- Males represent 57% of the DNREC workforce, the same as FY22.
- Males are under-represented in the following EEO-4 categories:
 - Office & Clerical (-22%)

STATE OF DELAWARE
DEPARTMENT OF NATURAL RESOURCES AND ENVIRONMENTAL CONTROL (DNREC)
FY2023 EEO/AA REPRESENTATION SUMMARY

EEO-4 Status Report FY2023
(Without Casual/Seasonal)

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	59	2	1	3	0	1	0	66	60%	3	42	2	0	0	0	0	0	44	40%	1	110	9	8%
2 Professionals	123	14	0	10	0	0	1	148	49%	4	127	13	5	5	0	0	3	153	51%	3	301	51	17%
3 Technicians	15	3	1	0	0	1	1	21	66%	2	7	1	2	0	0	0	1	11	34%	0	32	10	31%
4 Protective Services	58	0	1	0	0	0	1	60	91%	2	6	0	0	0	0	0	0	6	9%	0	66	2	3%
5 Para Professional	2	1	0	0	0	0	0	3	38%	0	4	0	0	0	0	0	1	5	63%	0	8	2	25%
6 Office & Clerical	6	0	1	2	0	0	0	9	13%	0	46	9	2	0	0	1	1	59	87%	3	68	16	24%
7 Skilled Craft	64	4	0	1	0	0	1	70	99%	0	1	0	0	0	0	0	0	1	1%	0	71	6	8%
8 Service Maintenance	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
Totals	327	24	4	16	0	2	4	377	57%	11	233	25	9	5	0	1	6	279	43%	7	656	96	15%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF NATURAL RESOURCES AND ENVIRONMENTAL CONTROL (DNREC)
FY2023 EEO/AA REPRESENTATION SUMMARY

Minority Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	8%	-17%	4%	1%	3%	0%	1%	0%
2 Professionals	29%	17%	-12%	9%	2%	5%	0%	0%	1%
3 Technicians	38%	31%	-6%	13%	9%	0%	0%	3%	6%
4 Protective Services	37%	3%	-34%	0%	2%	0%	0%	0%	2%
5 Para Professional	34%	25%	-9%	13%	0%	0%	0%	0%	13%
6 Office & Clerical	31%	24%	-7%	13%	4%	3%	0%	1%	1%
7 Skilled Craft	26%	8%	-17%	6%	0%	1%	0%	0%	1%
8 Service Maintenance	45%	0%	NA	0%	0%	0%	0%	0%	0%

Female Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	40%	-5%	38%	2%	0%	0%	0%	0%	0%
2 Professionals	59%	51%	-8%	42%	4%	2%	2%	0%	0%	1%
3 Technicians	50%	34%	-16%	22%	3%	6%	0%	0%	0%	3%
4 Protective Services	19%	9%	-10%	9%	0%	0%	0%	0%	0%	0%
5 Para Professional	77%	63%	-14%	50%	0%	0%	0%	0%	0%	13%
6 Office & Clerical	65%	87%	22%	68%	13%	3%	0%	0%	1%	1%
7 Skilled Craft	6%	1%	-4%	1%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	0%	NA	0%	0%	0%	0%	0%	0%	0%

Male Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	60%	5%	54%	2%	1%	3%	0%	1%	0%
2 Professionals	41%	49%	8%	41%	5%	0%	3%	0%	0%	0%
3 Technicians	50%	66%	16%	47%	9%	3%	0%	0%	3%	3%
4 Protective Services	81%	91%	10%	88%	0%	2%	0%	0%	0%	2%
5 Para Professional	23%	38%	14%	25%	13%	0%	0%	0%	0%	0%
6 Office & Clerical	35%	13%	-22%	9%	0%	1%	3%	0%	0%	0%
7 Skilled Craft	94%	99%	4%	90%	6%	0%	1%	0%	0%	1%
8 Service Maintenance	56%	0%	NA	0%	0%	0%	0%	0%	0%	0%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and Agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF NATURAL RESOURCES AND ENVIRONMENTAL CONTROL (DNREC)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 5 **Minority Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	-17%	-16%	-17%
2 Professionals	-14%	-13%	-12%
3 Technicians	-16%	-13%	-6%
4 Protective Services	-32%	-33%	-34%
5 Paraprofessional	-9%	-9%	-9%
6 Office & Clerical	-15%	-4%	-7%
7 Skilled Craft	-19%	-17%	-17%
8 Service Maintenance	NA	NA	NA

Table 6 **Female Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	-7%	-9%	-5%
2 Professionals	-9%	-7%	-8%
3 Technicians	-21%	-23%	-16%
4 Protective Services	-4%	-11%	-10%
5 Paraprofessional	-14%	-14%	-14%
6 Office & Clerical	-26%	27%	22%
7 Skilled Craft	-2%	-3%	-4%
8 Service Maintenance	NA	NA	NA

Table 7 **Male Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	7%	9%	5%
2 Professionals	9%	7%	8%
3 Technicians	21%	23%	16%
4 Protective Services	4%	11%	10%
5 Paraprofessional	14%	14%	14%
6 Office & Clerical	-26%	-27%	-22%
7 Skilled Craft	2%	3%	4%
8 Service Maintenance	NA	NA	NA

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF NATURAL RESOURCES AND ENVIRONMENTAL CONTROL (DNREC)
FY2023 EEO/AA REPRESENTATION SUMMARY

Applicant Pipeline

Figure 8

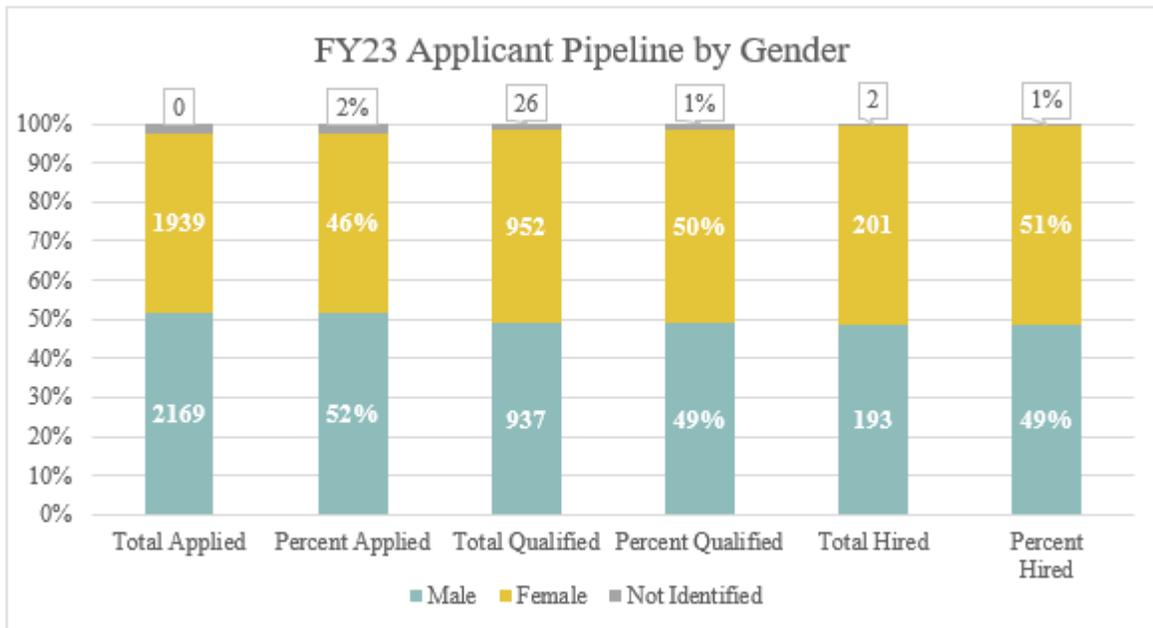
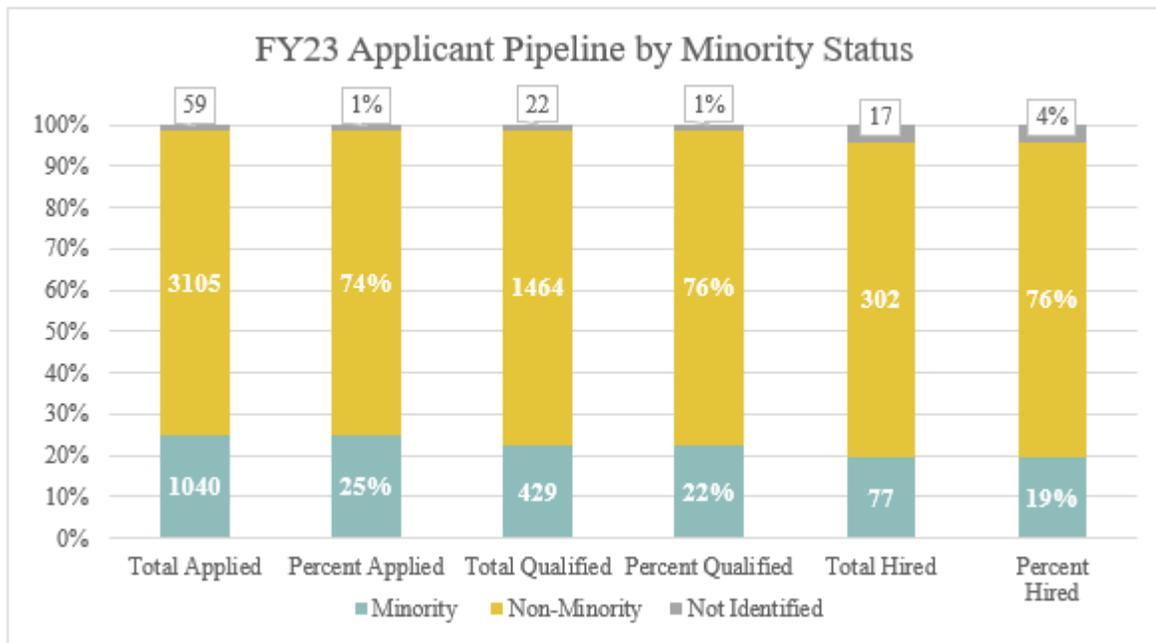


Figure 9



Figures 8 and 9 illustrate the total applicants who applied to State of Delaware jobs on the state’s primary hiring platform, The Delaware Employment Link at statejobs.delaware.gov by minority vs. non-minority and gender. Further illustrated are the total applicants who were found qualified and hired, also by minority vs. non-minority and gender.

Figures 8 and 9 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF NATURAL RESOURCES AND ENVIRONMENTAL CONTROL (DNREC)
FY2023 EEO/AA REPRESENTATION SUMMARY

Recruitment and Hiring Times

Table 10

Fiscal Year	Average Time to Fill (days)	Average Time to hire (days)
FY22	64	42
FY23	68	46
Change FY22 vs FY23	4	4

Table 11

Fiscal Year	Average Time Request-to-Open (days)	Average Time Closing Date-to-Referral (days)
FY22	3	5
FY23	4	4
Change FY22 vs FY23	1	-1

Table 10 illustrates the average time in calendar days it takes to hire for vacant jobs and *measures the hiring manager’s effectiveness in making hires.*

- Time-to-Fill is measured by the number of calendar days from recruitment posting to a conditional offer for hire. The current metric is 40 calendar days.
- Time-to-Hire is measured by the number of calendar days from the time the referral list of qualified candidates is created for the hiring manager until a conditional offer for hire. The current metric is 15 calendar days.

Table 11 illustrates the average time in calendar days it takes to post recruitments for vacant jobs and *measures HR’s effectiveness in processing recruitments.*

- Average Time from Request-to-Open is measured by the number of calendar days it takes HR from the time they receive a request to fill a vacant position until they get the recruitment posted. The current metric is 2 calendar days.
- Average Time Closing Date-to-Referral is measured by the number of calendar days from the time recruitment closes until a referral list of qualified candidates is created for the hiring manager. The current metric is 5 calendar days.

Tables 10 and 11 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.



Delaware Department of Correction (DOC)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
DEPARTMENT OF CORRECTION (DOC)
FY2023 EEO/AA REPRESENTATION SUMMARY

DOC Demographics at a Glance:

The total number of DOC EEO-4 eligible employees as of June 30, 2023, is 2,380.

The DOC EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the DOC workforce based on the total number of employees within the eight EEO-4 categories (Appendix B). Analyses compare DOC workforce demographics to the available Delaware regional labor market statistics by race/ethnicity and gender. DOC does not hire in the Paraprofessional and Service Maintenance EEO-4 categories.

The following summary of findings was derived from this data:

Minority Representation:

- Minorities represent 43% of the total DOC workforce, the same as in FY22.
- Minorities are under-represented in the following EEO-4 categories:
 - Technicians (-38%)
 - Paraprofessional (-4%)
 - Office & Clerical (-5%)
 - Skilled Craft (-5%)

Female Representation:

- Females represent 31% of the total DOC workforce, a 1% increase from FY22.
- Females are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-2%)
 - Professionals (-12%)
 - Paraprofessional (-1%)
 - Skilled Craft (-4%)

Male Representation:

- Males represent 69% of the DOC workforce, a 1% decrease from FY22.
- Males are under-represented in the following EEO-4 categories:
 - Technicians (-50%)
 - Protective Services (-1%)
 - Office & Clerical (-24%)

STATE OF DELAWARE
DEPARTMENT OF CORRECTION (DOC)
FY2023 EEO/AA REPRESENTATION SUMMARY

EEO-4 Status Report FY2023
(Without Casual/Seasonal)

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	31	7	1	0	0	0	0	39	57%	4	17	12	0	0	0	0	0	29	43%	0	68	20	29%
2 Professionals	193	51	13	1	0	0	5	263	54%	17	141	60	10	4	0	2	8	225	46%	3	488	154	32%
3 Technicians	0	0	0	0	0	0	0	0	0%	0	2	0	0	0	0	0	0	2	100%	0	2	0	0%
4 Protective Services	732	419	74	11	3	4	33	1276	79%	47	87	209	23	1	0	2	13	335	21%	1	1611	792	49%
5 Para Professional	7	5	0	0	0	0	1	13	24%	1	31	7	3	0	0	0	0	41	76%	1	54	16	30%
6 Office & Clerical	11	0	0	0	0	0	1	12	11%	0	67	20	1	4	0	0	1	93	89%	1	105	27	26%
7 Skilled Craft	40	4	3	1	0	0	3	51	98%	2	1	0	0	0	0	0	0	1	2%	0	52	11	21%
8 Service Maintenance	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
Totals	1014	486	91	13	3	4	43	1654	69%	71	346	308	37	9	0	4	22	726	31%	6	2380	1020	43%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF CORRECTION (DOC)
FY2023 EEO/AA REPRESENTATION SUMMARY

Minority Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	29%	5%	28%	1%	0%	0%	0%	0%
2 Professionals	29%	32%	3%	23%	5%	1%	0%	0%	3%
3 Technicians	38%	0%	-38%	0%	0%	0%	0%	0%	0%
4 Protective Services	37%	49%	12%	39%	6%	1%	0%	0%	3%
5 Para Professional	34%	30%	-4%	22%	6%	0%	0%	0%	2%
6 Office & Clerical	31%	26%	-5%	19%	1%	4%	0%	0%	2%
7 Skilled Craft	26%	21%	-5%	8%	6%	2%	0%	0%	6%
8 Service Maintenance	45%	0%	NA	0%	0%	0%	0%	0%	0%

Female Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	43%	-2%	25%	18%	0%	0%	0%	0%	0%
2 Professionals	59%	46%	-12%	29%	12%	2%	1%	0%	0%	2%
3 Technicians	50%	100%	50%	100%	0%	0%	0%	0%	0%	0%
4 Protective Services	19%	21%	1%	5%	13%	1%	0%	0%	0%	1%
5 Para Professional	77%	76%	-1%	57%	13%	6%	0%	0%	0%	0%
6 Office & Clerical	65%	89%	24%	64%	19%	1%	4%	0%	0%	1%
7 Skilled Craft	6%	2%	-4%	2%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	0%	NA	0%	0%	0%	0%	0%	0%	0%

Male Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	57%	2%	46%	10%	1%	0%	0%	0%	0%
2 Professionals	41%	54%	12%	40%	10%	3%	0%	0%	0%	1%
3 Technicians	50%	0%	-50%	0%	0%	0%	0%	0%	0%	0%
4 Protective Services	81%	79%	-1%	45%	26%	5%	1%	0%	0%	2%
5 Para Professional	23%	24%	1%	13%	9%	0%	0%	0%	0%	2%
6 Office & Clerical	35%	11%	-24%	10%	0%	0%	0%	0%	0%	1%
7 Skilled Craft	94%	98%	4%	77%	8%	6%	2%	0%	0%	6%
8 Service Maintenance	56%	0%	NA	0%	0%	0%	0%	0%	0%	0%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and Agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF CORRECTION (DOC)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 5 Minority Representation Trends FY 21, 22, 23

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	5%	7%	5%
2 Professionals	2%	4%	3%
3 Technicians	-38%	-38%	-38%
4 Protective Services	12%	12%	12%
5 Paraprofessional	-4%	-3%	-4%
6 Office & Clerical	-5%	-4%	-5%
7 Skilled Craft	-7%	-6%	-5%
8 Service Maintenance	NA	NA	NA

Table 6 Female Representation Trends FY 21, 22, 23

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	-2%	-4%	-2%
2 Professionals	-12%	-13%	-12%
3 Technicians	50%	50%	50%
4 Protective Services	1%	1%	1%
5 Paraprofessional	-1%	2%	-1%
6 Office & Clerical	24%	26%	24%
7 Skilled Craft	-4%	-4%	-4%
8 Service Maintenance	NA	NA	NA

Table 7 Male Representation Trends FY 21, 22, 23

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	2%	4%	2%
2 Professionals	12%	13%	12%
3 Technicians	-50%	-50%	-50%
4 Protective Services	-1%	-1%	-1%
5 Paraprofessional	1%	-2%	1%
6 Office & Clerical	-24%	-26%	-24%
7 Skilled Craft	4%	4%	4%
8 Service Maintenance	NA	NA	NA

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023.

**STATE OF DELAWARE
DEPARTMENT OF CORRECTION (DOC)
FY2023 EEO/AA REPRESENTATION SUMMARY**

Applicant Pipeline

Figure 8

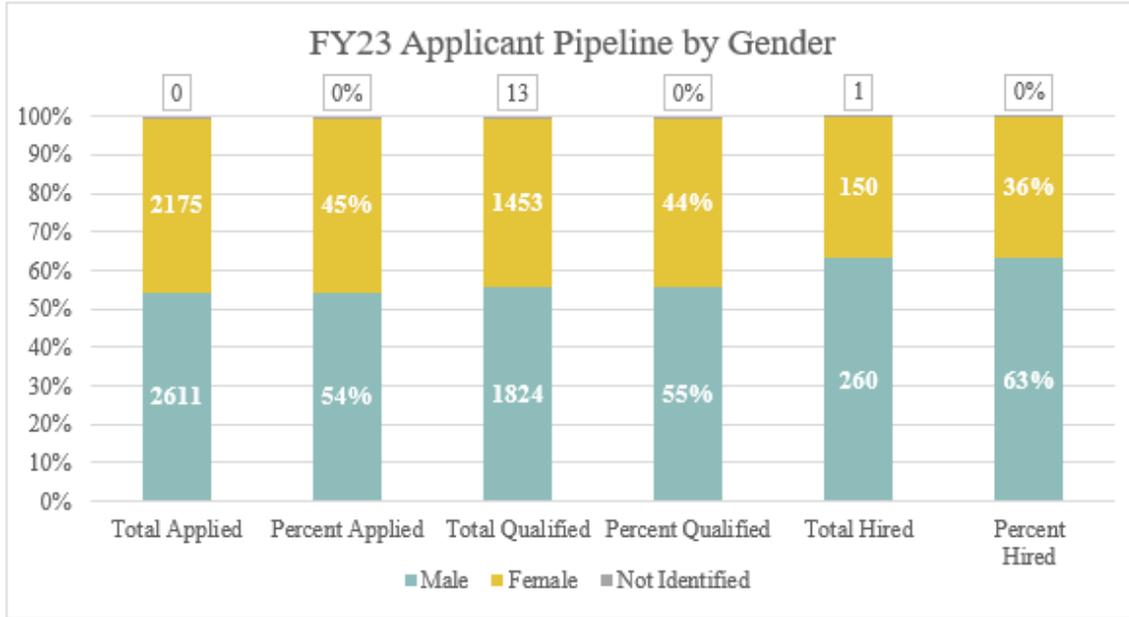
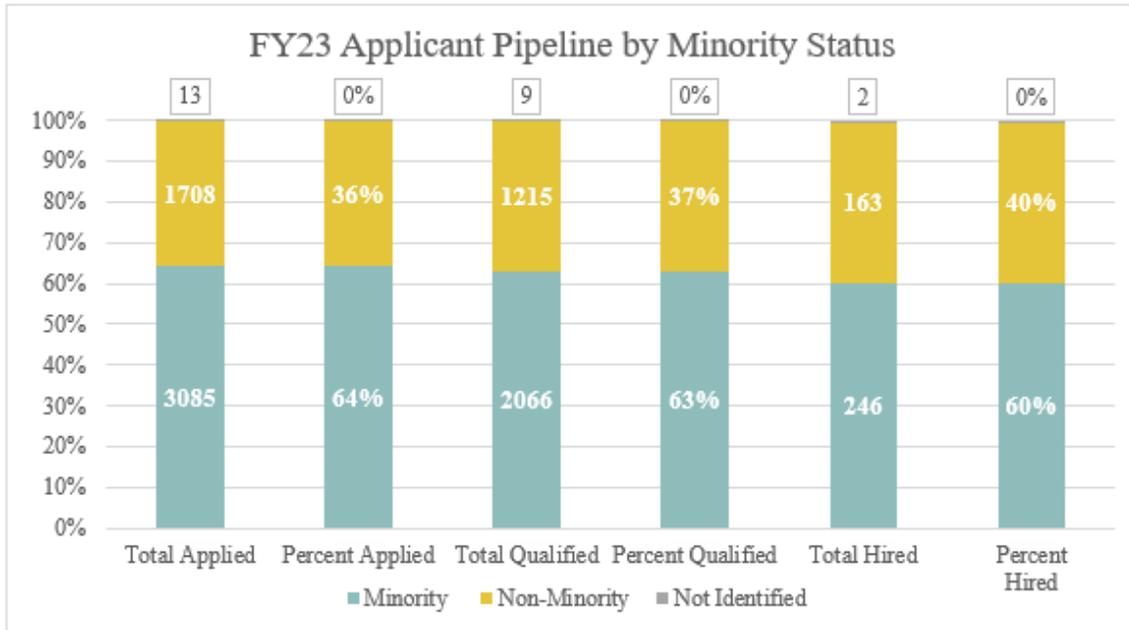


Figure 9



Figures 8 and 9 illustrate the total applicants who applied to State of Delaware jobs on the state’s primary hiring platform, The Delaware Employment Link at statejobs.delaware.gov by minority vs. non-minority and gender. Further illustrated are the total applicants who were found qualified and hired, also by minority vs. non-minority and gender.

Figures 8 and 9 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF CORRECTION (DOC)
FY2023 EEO/AA REPRESENTATION SUMMARY

Recruitment and Hiring Times

Table 10

Fiscal Year	Average Time to Fill (days)	Average Time to hire (days)
FY22	90	38
FY23	69	37
Change FY22 vs FY23	-21	-1

Table 11

Fiscal Year	Average Time Request-to-Open (days)	Average Time Closing Date-to-Referral (days)
FY22	4	2
FY23	6	7
Change FY22 vs FY23	2	5

Table 10 illustrates the average time in calendar days it takes to hire for vacant jobs and *measures the hiring manager’s effectiveness in making hires.*

- Time-to-Fill is measured by the number of calendar days from recruitment posting to a conditional offer for hire. The current metric is 40 calendar days.
- Time-to-Hire is measured by the number of calendar days from the time the referral list of qualified candidates is created for the hiring manager until a conditional offer for hire. The current metric is 15 calendar days.

Table 11 illustrates the average time in calendar days it takes to post recruitments for vacant jobs and *measures HR’s effectiveness in processing recruitments.*

- Average Time from Request-to-Open is measured by the number of calendar days it takes HR from the time they receive a request to fill a vacant position until they get the recruitment posted. The current metric is 2 calendar days.
- Average Time Closing Date-to-Referral is measured by the number of calendar days from the time recruitment closes until a referral list of qualified candidates is created for the hiring manager. The current metric is 5 calendar days.

Tables 10 and 11 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.



Delaware Department of Education

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
DEPARTMENT OF EDUCATION (DOE)
FY2023 EEO/AA REPRESENTATION SUMMARY

DOE Demographics at a Glance:

The total number of Department of Education EEO-4 eligible employees as of June 30, 2023, is 277.

The Department of Education EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the Department of Education workforce based on the total number of employees within the eight EEO-4 categories (Appendix B). Analyses compare Department of Education workforce demographics to the available Delaware regional labor market statistics by race/ethnicity and gender. The Department of Education does not hire in the Paraprofessional and Service Maintenance EEO-4 categories.

The following summary of findings was derived from this data:

Minority Representation:

- Minorities represent 28% of the total Department of Education workforce, a 4% increase from FY22.
- Minorities are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-4%)
 - Professionals (-5%)

Female Representation:

- Females represent 74% of the total Department of Education workforce, a 1% increase from FY22.
- Females are not under-represented in any of the EEO-4 categories.

Male Representation:

- Males represent 26% of the Department of Education workforce, a 1% decrease from FY22.
- Males are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-17%)
 - Professionals (-9%)
 - Technicians (-42%)
 - Office & Clerical (-25%)

STATE OF DELAWARE
DEPARTMENT OF EDUCATION (DOE)
FY2023 EEO/AA REPRESENTATION SUMMARY

EEO-4 Status Report FY2023
(Without Casual/Seasonal)

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	9	1	1	0	0	0	0	11	38%	0	14	4	0	0	0	0	0	18	62%	0	29	6	21%
2 Professionals	43	6	1	2	0	0	0	52	32%	0	79	22	2	3	0	2	1	109	68%	0	161	39	24%
3 Technicians	1	1	0	0	0	0	0	2	7%	0	16	7	1	1	0	0	0	25	93%	0	27	10	37%
4 Protective Services	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
5 Para Professional	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
6 Office & Clerical	5	0	0	0	0	1	0	6	10%	0	33	15	3	0	0	2	1	54	90%	0	60	22	37%
7 Skilled Craft	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
8 Service Maintenance	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
Totals	58	8	2	2	0	1	0	71	26%	0	142	48	6	4	0	4	2	206	74%	0	277	77	28%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF EDUCATION (DOE)
FY2023 EEO/AA REPRESENTATION SUMMARY

Minority Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	21%	-4%	17%	3%	0%	0%	0%	0%
2 Professionals	29%	24%	-5%	17%	2%	3%	0%	1%	1%
3 Technicians	38%	37%	0%	30%	4%	4%	0%	0%	0%
4 Protective Services	37%	0%	NA	0%	0%	0%	0%	0%	0%
5 Para Professional	34%	0%	NA	0%	0%	0%	0%	0%	0%
6 Office & Clerical	31%	37%	6%	25%	5%	0%	0%	5%	2%
7 Skilled Craft	26%	0%	NA	0%	0%	0%	0%	0%	0%
8 Service Maintenance	45%	0%	NA	0%	0%	0%	0%	0%	0%

Female Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	62%	17%	48%	14%	0%	0%	0%	0%	0%
2 Professionals	59%	68%	9%	49%	14%	1%	2%	0%	1%	1%
3 Technicians	50%	93%	42%	59%	26%	4%	4%	0%	0%	0%
4 Protective Services	19%	0%	NA	0%	0%	0%	0%	0%	0%	0%
5 Para Professional	77%	0%	NA	0%	0%	0%	0%	0%	0%	0%
6 Office & Clerical	65%	90%	25%	55%	25%	5%	0%	0%	3%	2%
7 Skilled Craft	6%	0%	NA	0%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	0%	NA	0%	0%	0%	0%	0%	0%	0%

Male Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	38%	-17%	31%	3%	3%	0%	0%	0%	0%
2 Professionals	41%	32%	-9%	27%	4%	1%	1%	0%	0%	0%
3 Technicians	50%	7%	-42%	4%	4%	0%	0%	0%	0%	0%
4 Protective Services	81%	0%	NA	0%	0%	0%	0%	0%	0%	0%
5 Para Professional	23%	0%	NA	0%	0%	0%	0%	0%	0%	0%
6 Office & Clerical	35%	10%	-25%	8%	0%	0%	0%	0%	2%	0%
7 Skilled Craft	94%	0%	NA	0%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	56%	0%	NA	0%	0%	0%	0%	0%	0%	0%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and Agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF EDUCATION (DOE)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 5 **Minority Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	-1%	-5%	-4%
2 Professionals	-7%	-8%	-5%
3 Technicians	-6%	2%	0%
4 Protective Services	NA	NA	NA
5 Paraprofessional	NA	NA	NA
6 Office & Clerical	-9%	-1%	6%
7 Skilled Craft	NA	NA	NA
8 Service Maintenance	NA	NA	NA

Table 6 **Female Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	27%	19%	17%
2 Professionals	7%	7%	9%
3 Technicians	25%	39%	42%
4 Protective Services	NA	NA	NA
5 Paraprofessional	NA	NA	NA
6 Office & Clerical	26%	23%	25%
7 Skilled Craft	NA	NA	NA
8 Service Maintenance	NA	NA	NA

Table 7 **Male Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	-27%	-19%	-17%
2 Professionals	-7%	-7%	-9%
3 Technicians	-25%	-39%	-42%
4 Protective Services	0%	0%	0%
5 Paraprofessional	0%	0%	0%
6 Office & Clerical	-23%	-23%	-25%
7 Skilled Craft	0%	0%	0%
8 Service Maintenance	0%	0%	0%

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023.

**STATE OF DELAWARE
DEPARTMENT OF EDUCATION (DOE)
FY2023 EEO/AA REPRESENTATION SUMMARY**

DOE uses its own independent recruitment methods. Therefore, Applicant Pipeline and Recruitment/Hiring Time data are not currently available.



Delaware Department of Finance (DOF)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
DEPARTMENT OF FINANCE (DOF)
FY2023 EEO/AA REPRESENTATION SUMMARY

DOF Demographics at a Glance:

The total number of Finance EEO-4 eligible employees as of June 30, 2023, is 278.

The Finance EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the Finance workforce based on the total number of employees within the eight EEO-4 categories (Appendix B). Analyses compare Finance workforce demographics to the available Delaware regional labor market statistics by race/ethnicity and gender.

The following summary of findings was derived from this data:

Minority Representation:

- Minorities represent 45% of the total Finance workforce, no change from FY22.
- Minorities are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-5%)
 - Technicians (-9%)

Female Representation:

- Females represent 71% of the total Finance workforce, a 1% increase from FY22.
- Females are under-represented in the following EEO-4 categories:
 - Paraprofessionals (-7%)
 - Technicians (-17%)
 - Service Maintenance (-44%)

Male Representation:

- Males represent 29% of the Finance workforce, a 1% decrease from FY22.
- Males are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-16%)
 - Office & Clerical (-17%)
 - Professionals (-17%)

STATE OF DELAWARE
DEPARTMENT OF FINANCE (DOF)
FY2023 EEO/AA REPRESENTATION SUMMARY

EEO-4 Status Report FY2023
(Without Casual/Seasonal)

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	14	2	0	0	0	0	0	16	39%	0	19	3	1	2	0	0	0	25	61%	0	41	8	20%
2 Professionals	26	4	2	0	0	0	2	34	24%	2	57	30	6	10	0	0	2	105	76%	4	139	56	40%
3 Technicians	11	1	0	1	1	0	0	14	67%	0	4	2	1	0	0	0	0	7	33%	0	21	6	29%
4 Protective Services	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
5 Para Professional	2	1	0	0	0	0	0	3	30%	0	4	1	0	1	0	0	1	7	70%	0	10	4	40%
6 Office & Clerical	5	5	1	1	0	0	0	12	18%	1	10	37	5	1	0	0	1	54	82%	1	66	51	77%
7 Skilled Craft	0		0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
8 Service Maintenance	0	1	0	0	0	0	0	1	100%	0	0	0	0	0	0	0	0	0	0%	0	1	1	100%
Totals	58	14	3	2	1	0	2	80	29%	3	94	73	13	14	0	0	4	198	71%	5	278	126	45%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF FINANCE (DOF)
FY2023 EEO/AA REPRESENTATION SUMMARY

Minority Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	20%	-5%	12%	2%	5%	0%	0%	0%
2 Professionals	29%	40%	11%	24%	6%	7%	0%	0%	3%
3 Technicians	38%	29%	-9%	14%	5%	5%	5%	0%	0%
4 Protective Services	37%	0%	NA	0%	0%	0%	0%	0%	0%
5 Para Professional	34%	40%	6%	20%	0%	10%	0%	0%	10%
6 Office & Clerical	31%	77%	46%	64%	9%	3%	0%	0%	2%
7 Skilled Craft	26%	0%	NA	0%	0%	0%	0%	0%	0%
8 Service Maintenance	45%	100%	55%	100%	0%	0%	0%	0%	0%

Female Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	61%	16%	46%	7%	2%	5%	0%	0%	0%
2 Professionals	59%	76%	17%	41%	22%	4%	7%	0%	0%	1%
3 Technicians	50%	33%	-17%	19%	10%	5%	0%	0%	0%	0%
4 Protective Services	19%	0%	NA	0%	0%	0%	0%	0%	0%	0%
5 Para Professional	77%	70%	-7%	40%	10%	0%	10%	0%	0%	10%
6 Office & Clerical	65%	82%	17%	15%	56%	8%	2%	0%	0%	2%
7 Skilled Craft	6%	0%	NA	0%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	0%	-44%	0%	0%	0%	0%	0%	0%	0%

Male Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	39%	-16%	34%	5%	0%	0%	0%	0%	0%
2 Professionals	41%	24%	-17%	19%	3%	1%	0%	0%	0%	1%
3 Technicians	50%	67%	17%	52%	5%	0%	5%	5%	0%	0%
4 Protective Services	81%	0%	NA	0%	0%	0%	0%	0%	0%	0%
5 Para Professional	23%	30%	7%	20%	10%	0%	0%	0%	0%	0%
6 Office & Clerical	35%	18%	-17%	8%	8%	2%	2%	0%	0%	0%
7 Skilled Craft	94%	0%	NA	0%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	56%	100%	44%	0%	100%	0%	0%	0%	0%	0%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and Agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF FINANCE (DOF)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 5 **Minority Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	2%	28%	-5%
2 Professionals	7%	39%	11%
3 Technicians	-10%	30%	-9%
4 Protective Services	NA	NA	NA
5 Paraprofessional	-5%	17%	6%
6 Office & Clerical	47%	77%	46%
7 Skilled Craft	NA	NA	NA
8 Service Maintenance	55%	100%	55%

Table 6 **Female Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	17%	61%	16%
2 Professionals	10%	73%	17%
3 Technicians	-18%	35%	-17%
4 Protective Services	NA	NA	NA
5 Paraprofessional	-19%	67%	-7%
6 Office & Clerical	23%	80%	17%
7 Skilled Craft	NA	NA	NA
8 Service Maintenance	-44%	0%	-44%

Table 7 **Male Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	-17%	39%	-16%
2 Professionals	-10%	27%	-17%
3 Technicians	18%	65%	17%
4 Protective Services	NA	NA	NA
5 Paraprofessional	19%	33%	7%
6 Office & Clerical	-23%	20%	-17%
7 Skilled Craft	NA	NA	NA
8 Service Maintenance	44%	100%	44%

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023.

**STATE OF DELAWARE
DEPARTMENT OF FINANCE (DOF)
FY2023 EEO/AA REPRESENTATION SUMMARY**

Applicant Pipeline

Figure 8

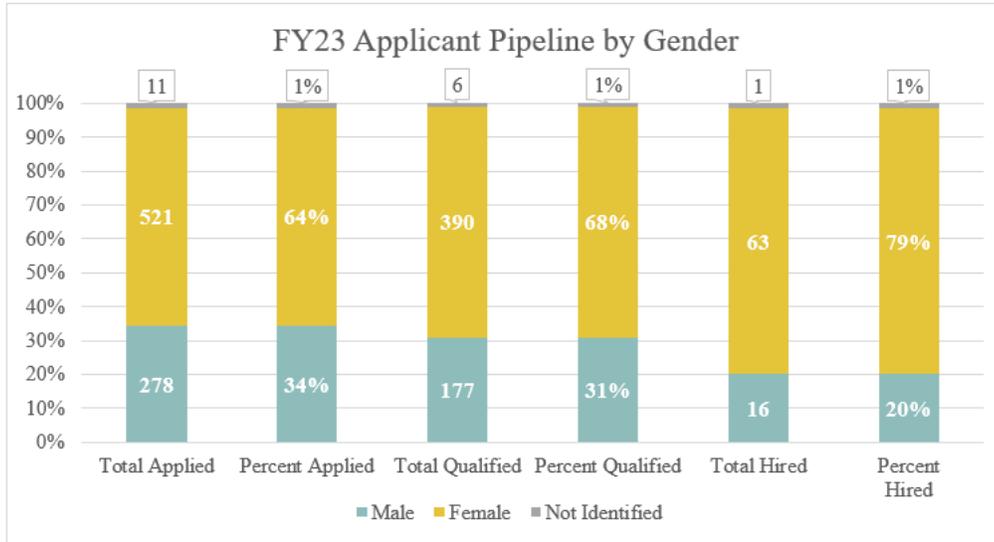
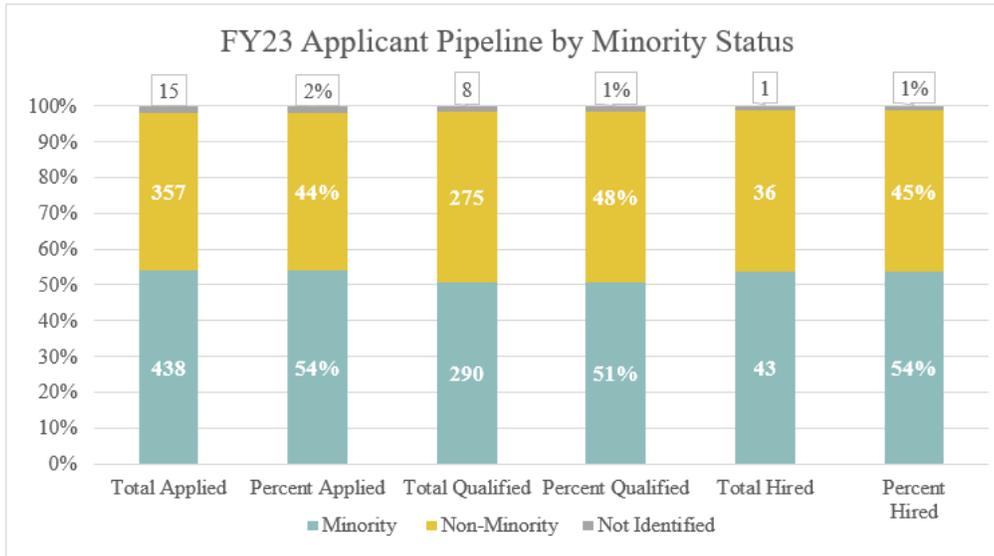


Figure 9



Figures 8 and 9 illustrate the total applicants who applied to State of Delaware jobs on the state’s primary hiring platform, The Delaware Employment Link at statejobs.delaware.gov by minority vs. non-minority and gender. Further illustrated are the total applicants who were found qualified and hired, also by minority vs. non-minority and gender.

Figures 8 and 9 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF FINANCE (DOF)
FY2023 EEO/AA REPRESENTATION SUMMARY

Recruitment and Hiring Times

Table 10

Fiscal Year	Average Time to Fill (days)	Average Time to hire (days)
FY22	70	38
FY23	51	33
Change FY22 vs FY23	-19	-5

Table 11

Fiscal Year	Average Time Request-to-Open (days)	Average Time Closing Date-to-Referral (days)
FY22	13	4
FY23	3	4
Change FY22 vs FY23	-10	0

Table 10 illustrates the average time in calendar days it takes to hire for vacant jobs and *measures the hiring manager’s effectiveness in making hires.*

- Time-to-Fill is measured by the number of calendar days from recruitment posting to a conditional offer for hire. The current metric is 40 calendar days.
- Time-to-Hire is measured by the number of calendar days from the time the referral list of qualified candidates is created for the hiring manager until a conditional offer for hire. The current metric is 15 calendar days.

Table 11 illustrates the average time in calendar days it takes to post recruitments for vacant jobs and *measures HR’s effectiveness in processing recruitments.*

- Average Time from Request-to-Open is measured by the number of calendar days it takes HR from the time they receive a request to fill a vacant position until they get the recruitment posted. The current metric is 2 calendar days.
- Average Time Closing Date-to-Referral is measured by the number of calendar days from the time recruitment closes until a referral list of qualified candidates is created for the hiring manager. The current metric is 5 calendar days.

Tables 10 and 11 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.



Delaware Department of Labor (DOL)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
DEPARTMENT OF LABOR (DOL)
FY2023 EEO/AA REPRESENTATION SUMMARY

DOL Demographics at a Glance:

The total number of DOL EEO-4 eligible employees as of June 30, 2023, is 372.

The DOL EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the DOL workforce based on the total number of employees within the eight EEO-4 categories (Appendix B). Analyses compare DOL workforce demographics to the available Delaware regional labor market statistics by race/ethnicity and gender. DOL does not hire in the Paraprofessional and Service Maintenance EEO-4 categories.

The following summary of findings was derived from this data:

Minority Representation:

- Minorities represent 51% of the total DOL workforce, a 1% increase from FY22.
- Minorities are under-represented in the following EEO-4 categories:
 - Skilled Craft (-26%)

Female Representation:

- Females represent 74% of the total DOL workforce, a 3% increase from FY22.
- Females are under-represented in the following EEO-4 categories:
 - Technicians (-25%)
 - Skilled Craft (-6%)
 - Service Maintenance (-44%)

Male Representation:

- Males represent 26% of the DOL workforce, a 2% decrease from FY22.
- Males are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-12%)
 - Professionals (-18%)
 - Paraprofessional (-16%)
 - Office & Clerical (-23%)

**STATE OF DELAWARE
DEPARTMENT OF LABOR (DOL)
FY2023 EEO/AA REPRESENTATION SUMMARY**

**EEO-4 Status Report FY2023
(Without Casual/Seasonal)**

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	11	8	2	0	0	0	2	23	43%	1	14	12	1	2	0	0	1	30	57%	3	53	28	53%
2 Professionals	38	12	1	1	1	0	0	53	23%	5	84	59	16	8	1	1	7	176	77%	12	229	107	47%
3 Technicians	4	1	0	1	0	0	0	6	75%	2	1	0	1	0	0	0	0	2	25%	0	8	3	38%
4 Protective Services	2	2	0	0	0	0	0	4	57%	0	0	3	0	0	0	0	0	3	43%	0	7	5	71%
5 Para Professional	0	0	0	0	0	0	1	1	8%	1	2	10	0	0	0	0	0	12	92%	2	13	11	85%
6 Office & Clerical	6	1	0	0	0	0	0	7	12%	0	19	28	3	3	0	0	0	53	88%	3	60	35	58%
7 Skilled Craft	1	0	0	0	0	0	0	1	100%	0	0	0	0	0	0	0	0	0	0%	0	1	0	0%
8 Service Maintenance	0	0	1	0	0	0	0	1	100%	0	0	0	0	0	0	0	0	0	0%	0	1	1	100%
Totals	62	24	4	2	1	0	3	96	26%	9	120	112	21	13	1	1	8	276	74%	20	372	190	51%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF LABOR (DOL)
FY2023 EEO/AA REPRESENTATION SUMMARY

Minority Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	53%	28%	38%	6%	4%	0%	0%	6%
2 Professionals	29%	47%	18%	31%	7%	4%	1%	0%	3%
3 Technicians	38%	38%	0%	13%	13%	13%	0%	0%	0%
4 Protective Services	37%	71%	35%	71%	0%	0%	0%	0%	0%
5 Para Professional	34%	85%	51%	77%	0%	0%	0%	0%	8%
6 Office & Clerical	31%	58%	27%	48%	5%	5%	0%	0%	0%
7 Skilled Craft	26%	0%	-26%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	45%	100%	55%	0%	100%	0%	0%	0%	0%

Female Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	57%	12%	26%	23%	2%	4%	0%	0%	2%
2 Professionals	59%	77%	18%	37%	26%	7%	3%	0%	0%	3%
3 Technicians	50%	25%	-25%	13%	0%	13%	0%	0%	0%	0%
4 Protective Services	19%	43%	23%	0%	43%	0%	0%	0%	0%	0%
5 Para Professional	77%	92%	16%	15%	77%	0%	0%	0%	0%	0%
6 Office & Clerical	65%	88%	23%	32%	47%	5%	5%	0%	0%	0%
7 Skilled Craft	6%	0%	-6%	0%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	0%	-44%	0%	0%	0%	0%	0%	0%	0%

Male Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	43%	-12%	21%	15%	4%	0%	0%	0%	4%
2 Professionals	41%	23%	-18%	17%	5%	0%	0%	0%	0%	0%
3 Technicians	50%	75%	25%	50%	13%	0%	13%	0%	0%	0%
4 Protective Services	81%	57%	-23%	29%	29%	0%	0%	0%	0%	0%
5 Para Professional	23%	8%	-16%	0%	0%	0%	0%	0%	0%	8%
6 Office & Clerical	35%	12%	-23%	10%	2%	0%	0%	0%	0%	0%
7 Skilled Craft	94%	100%	6%	100%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	56%	100%	44%	0%	0%	100%	0%	0%	0%	0%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and Agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF LABOR (DOL)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 5 **Minority Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	29%	30%	28%
2 Professionals	17%	17%	18%
3 Technicians	-4%	-23%	0%
4 Protective Services	26%	26%	35%
5 Paraprofessional	31%	36%	51%
6 Office & Clerical	24%	30%	27%
7 Skilled Craft	-26%	-26%	-26%
8 Service Maintenance	-45%	NA	55%

Table 6 **Female Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	21%	14%	12%
2 Professionals	11%	13%	18%
3 Technicians	-17%	-7%	-25%
4 Protective Services	18%	6%	23%
5 Paraprofessional	16%	16%	16%
6 Office & Clerical	20%	21%	23%
7 Skilled Craft	-6%	-6%	-6%
8 Service Maintenance	-44%	0%	-44%

Table 7 **Male Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	-21%	-14%	-12%
2 Professionals	-11%	-13%	-18%
3 Technicians	17%	7%	25%
4 Protective Services	-18%	-6%	-23%
5 Paraprofessional	-16%	-16%	-16%
6 Office & Clerical	-20%	-21%	-23%
7 Skilled Craft	6%	6%	6%
8 Service Maintenance	44%	0%	44%

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023.

**STATE OF DELAWARE
DEPARTMENT OF LABOR (DOL)
FY2023 EEO/AA REPRESENTATION SUMMARY**

Applicant Pipeline

Figure 8

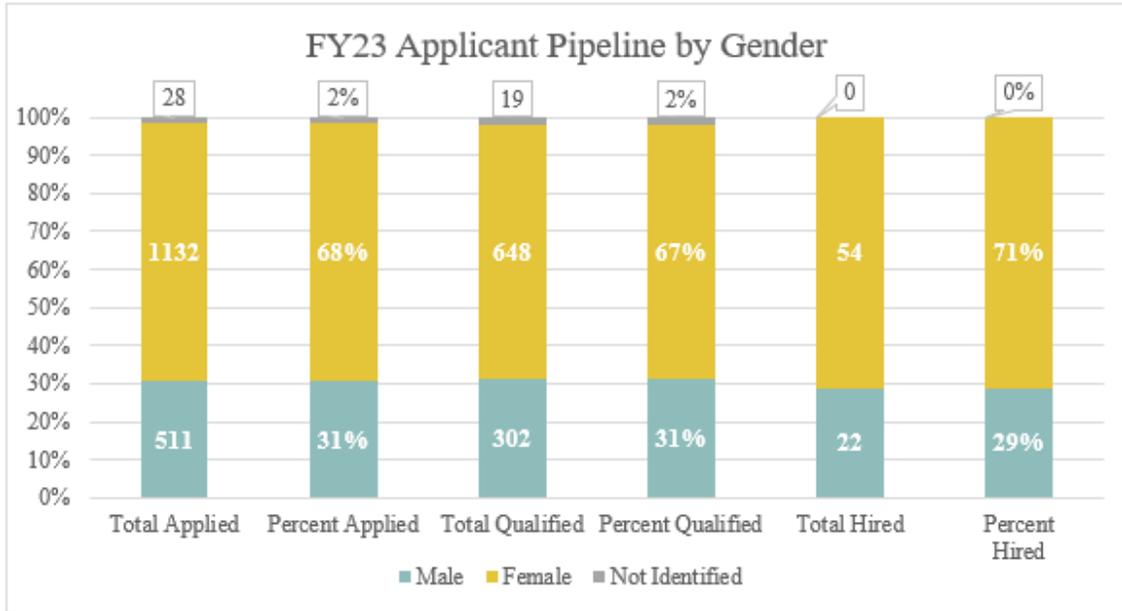
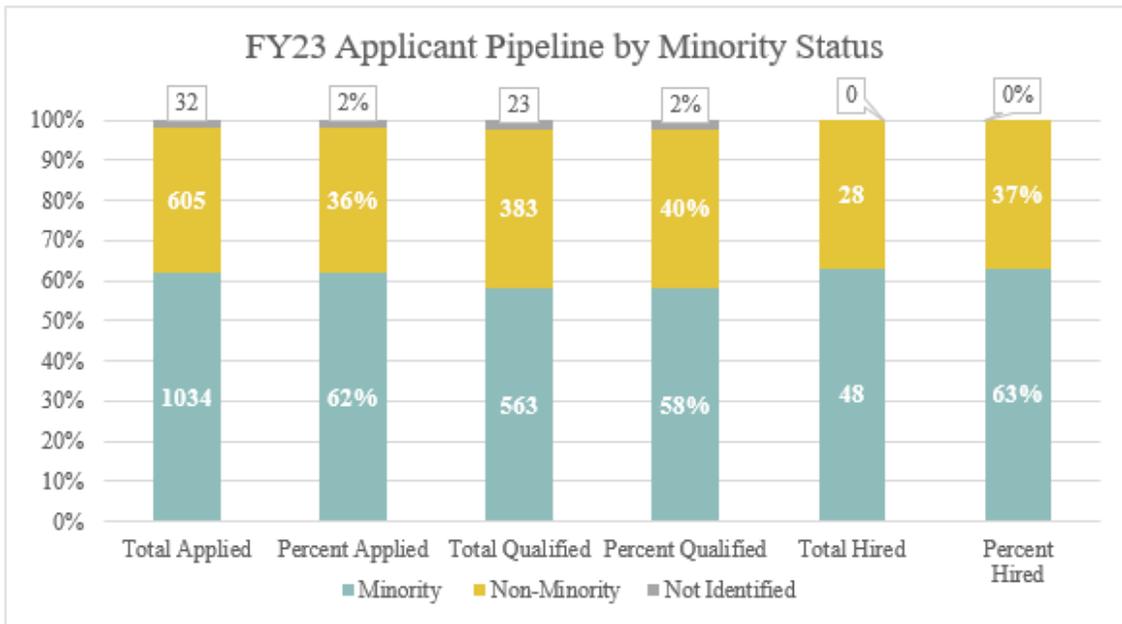


Figure 9



Figures 8 and 9 illustrate the total applicants who applied to State of Delaware jobs on the state’s primary hiring platform, The Delaware Employment Link at statejobs.delaware.gov by minority vs. non-minority and gender. Further illustrated are the total applicants who were found qualified and hired, also by minority vs. non-minority and gender.

Figures 8 and 9 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF LABOR (DOL)
FY2023 EEO/AA REPRESENTATION SUMMARY

Recruitment and Hiring Times

Table 10

Fiscal Year	Average Time to Fill (days)	Average Time to hire (days)
FY22	64	48
FY23	59	39
Change FY22 vs FY23	-5	-9

Table 11

Fiscal Year	Average Time Request-to-Open (days)	Average Time Closing Date-to-Referral (days)
FY22	13	4
FY23	3	4
Change FY22 vs FY23	-10	0

Table 10 illustrates the average time in calendar days it takes to hire for vacant jobs and *measures the hiring manager’s effectiveness in making hires.*

- Time-to-Fill is measured by the number of calendar days from recruitment posting to a conditional offer for hire. The current metric is 40 calendar days.
- Time-to-Hire is measured by the number of calendar days from the time the referral list of qualified candidates is created for the hiring manager until a conditional offer for hire. The current metric is 15 calendar days.

Table 11 illustrates the average time in calendar days it takes to post recruitments for vacant jobs and *measures HR’s effectiveness in processing recruitments.*

- Average Time from Request-to-Open is measured by the number of calendar days it takes HR from the time they receive a request to fill a vacant position until they get the recruitment posted. The current metric is 2 calendar days.
- Average Time Closing Date-to-Referral is measured by the number of calendar days from the time recruitment closes until a referral list of qualified candidates is created for the hiring manager. The current metric is 5 calendar days.

Tables 10 and 11 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.



Delaware Department of State (DOS)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
DEPARTMENT OF STATE (DOS)
FY2023 EEO/AA REPRESENTATION SUMMARY

DOS Demographics at a Glance:

The total number of DOS EEO-4 eligible employees as of June 30, 2023, is 484.

The DOS EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the DOS workforce based on the total number of employees within the eight EEO-4 categories (Appendix B). Analyses compare DOS workforce demographics to the available Delaware labor market statistics by race/ethnicity and gender.

The following summary of findings was derived from this data:

Minority Representation:

- Minorities represent 33% of the total DOS workforce, a 2% increase from FY22.
- Minorities are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-8%)
 - Skilled Craft (-21%)
 - Service Maintenance (-1%)

Female Representation:

- Females represent 72% of the total DOS workforce, the same amount from FY22.
- Females are under-represented in the following EEO-4 category:
 - Technicians (-10%)

Male Representation:

- Males represent 28% of the DOS workforce, the same amount from FY22.
- Males are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-19%)
 - Professionals Category (-14%)
 - Protective Services (-26%)
 - Paraprofessional (-13%)
 - Office & Clerical (-21%)
 - Skilled Craft (-5%)
 - Service Maintenance (-6%)

STATE OF DELAWARE
DEPARTMENT OF STATE (DOS)
FY2023 EEO/AA REPRESENTATION SUMMARY

EEO-4 Status Report FY2023
(Without Casual/Seasonal)

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	14	2	1	0	0	0	0	17	35%	1	26	3	2	0	0	0	0	31	65%	0	48	8	17%
2 Professionals	37	6	1	2	0	0	2	48	28%	3	85	25	8	3	0	2	2	125	72%	8	173	51	29%
3 Technicians	2	1	0	0	0	0	0	3	60%	0	0	2	0	0	0	0	0	2	40%	0	5	3	60%
4 Protective Services	8	4	0	0	0	0	0	12	55%	0	5	3	1	1	0	0	0	10	45%	0	22	9	41%
5 Para Professional	3	0	2	0	0	0	1	6	11%	0	25	20	0	2	0	1	3	51	89%	1	57	29	51%
6 Office & Clerical	17	1	0	0	0	0	0	18	14%	2	64	37	2	4	0	1	2	110	86%	6	128	47	37%
7 Skilled Craft	16	1	0	0	0	0	0	17	89%	1	2	0	0	0	0	0	0	2	11%	1	19	1	5%
8 Service Maintenance	11	4	1	0	0	0	0	16	50%	0	7	8	0	0	0	0	1	16	50%	0	32	14	44%
Totals	108	19	5	2	0	0	3	137	28%	7	214	98	13	10	0	4	8	347	72%	16	484	162	33%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF STATE (DOS)
FY2023 EEO/AA REPRESENTATION SUMMARY

Minority Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	17%	-8%	10%	6%	0%	0%	0%	0%
2 Professionals	29%	29%	1%	18%	5%	3%	0%	1%	2%
3 Technicians	38%	60%	23%	60%	0%	0%	0%	0%	0%
4 Protective Services	37%	41%	4%	32%	5%	5%	0%	0%	0%
5 Para Professional	34%	51%	17%	35%	4%	4%	0%	2%	7%
6 Office & Clerical	31%	37%	6%	30%	2%	3%	0%	1%	2%
7 Skilled Craft	26%	5%	-21%	5%	0%	0%	0%	0%	0%
8 Service Maintenance	45%	44%	-1%	38%	3%	0%	0%	0%	3%

Female Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	65%	19%	54%	6%	4%	0%	0%	0%	0%
2 Professionals	59%	72%	14%	49%	14%	5%	2%	0%	1%	1%
3 Technicians	50%	40%	-10%	0%	40%	0%	0%	0%	0%	0%
4 Protective Services	19%	45%	26%	23%	14%	5%	5%	0%	0%	0%
5 Para Professional	77%	89%	13%	44%	35%	0%	4%	0%	2%	5%
6 Office & Clerical	65%	86%	21%	50%	29%	2%	3%	0%	1%	2%
7 Skilled Craft	6%	11%	5%	11%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	50%	6%	22%	25%	0%	0%	0%	0%	3%

Male Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	35%	-19%	29%	4%	2%	0%	0%	0%	0%
2 Professionals	41%	28%	-14%	21%	3%	1%	1%	0%	0%	1%
3 Technicians	50%	60%	10%	40%	20%	0%	0%	0%	0%	0%
4 Protective Services	81%	55%	-26%	36%	18%	0%	0%	0%	0%	0%
5 Para Professional	23%	11%	-13%	5%	0%	4%	0%	0%	0%	2%
6 Office & Clerical	35%	14%	-21%	13%	1%	0%	0%	0%	0%	0%
7 Skilled Craft	94%	89%	-5%	84%	5%	0%	0%	0%	0%	0%
8 Service Maintenance	56%	50%	-6%	34%	13%	3%	0%	0%	0%	0%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and Agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF STATE (DOS)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 5 **Minority Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	-13%	-12%	-8%
2 Professionals	-3%	-1%	1%
3 Technicians	33%	3%	23%
4 Protective Services	7%	9%	4%
5 Paraprofessional	11%	5%	17%
6 Office & Clerical	7%	7%	6%
7 Skilled Craft	-21%	-21%	-21%
8 Service Maintenance	-3%	-6%	-1%

Table 6 **Female Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	9%	18%	19%
2 Professionals	17%	16%	14%
3 Technicians	10%	-10%	-10%
4 Protective Services	24%	31%	26%
5 Paraprofessional	11%	7%	13%
6 Office & Clerical	25%	23%	21%
7 Skilled Craft	3%	3%	5%
8 Service Maintenance	20%	11%	6%

Table 7 **Male Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	-9%	-18%	-19%
2 Professionals	-17%	-16%	-14%
3 Technicians	-10%	10%	10%
4 Protective Services	-24%	-31%	-26%
5 Paraprofessional	-11%	-7%	-13%
6 Office & Clerical	-25%	-23%	-21%
7 Skilled Craft	-3%	-3%	-5%
8 Service Maintenance	-20%	-11%	-6%

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023.

**STATE OF DELAWARE
DEPARTMENT OF STATE (DOS)
FY2023 EEO/AA REPRESENTATION SUMMARY**

Applicant Pipeline

Figure 8

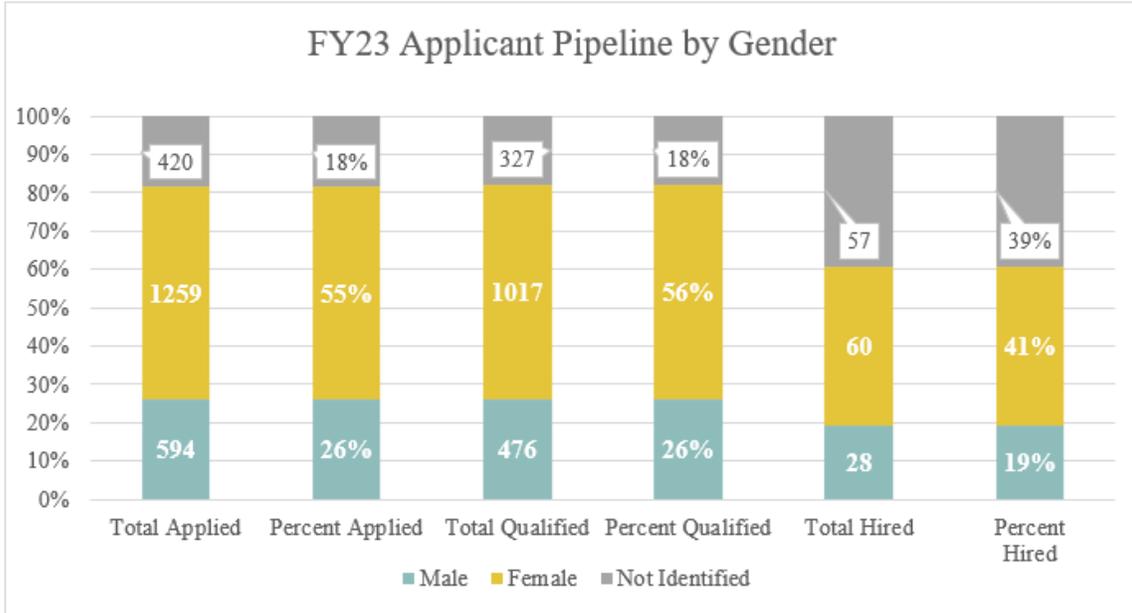
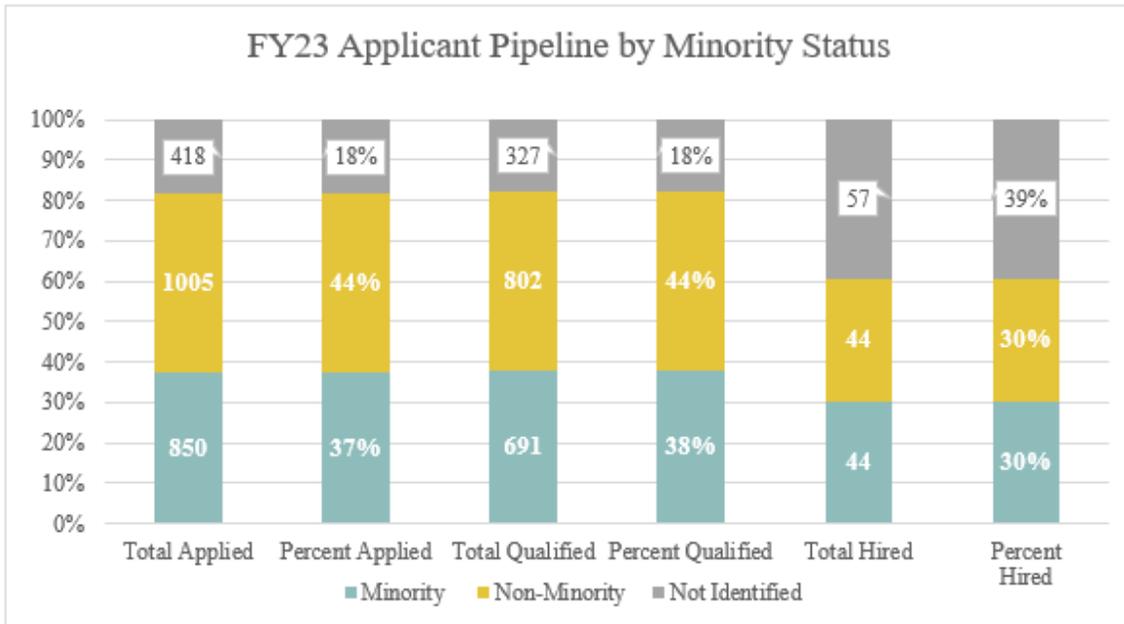


Figure 9



Figures 8 and 9 illustrate the total applicants who applied to State of Delaware jobs on the state’s primary hiring platform, The Delaware Employment Link at statejobs.delaware.gov by minority vs. non-minority and gender. Further illustrated are the total applicants who were found qualified and hired, also by minority vs. non-minority and gender.

Figures 8 and 9 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF STATE (DOS)
FY2023 EEO/AA REPRESENTATION SUMMARY

Recruitment and Hiring Times

Table 10

Fiscal Year	Average Time to Fill (days)	Average Time to hire (days)
FY22	65	48
FY23	35	23
Change FY22 vs FY23	-30	-25

Table 11

Fiscal Year	Average Time Request-to-Open (days)	Average Time Closing Date-to-Referral (days)
FY22	6	7
FY23	3	3
Change FY22 vs FY23	-3	-4

Table 10 illustrates the average time in calendar days it takes to hire for vacant jobs and *measures the hiring manager’s effectiveness in making hires.*

- Time-to-Fill is measured by the number of calendar days from recruitment posting to a conditional offer for hire. The current metric is 40 calendar days.
- Time-to-Hire is measured by the number of calendar days from the time the referral list of qualified candidates is created for the hiring manager until a conditional offer for hire. The current metric is 15 calendar days.

Table 11 illustrates the average time in calendar days it takes to post recruitments for vacant jobs and *measures HR’s effectiveness in processing recruitments.*

- Average Time from Request-to-Open is measured by the number of calendar days it takes HR from the time they receive a request to fill a vacant position until they get the recruitment posted. The current metric is 2 calendar days.
- Average Time Closing Date-to-Referral is measured by the number of calendar days from the time recruitment closes until a referral list of qualified candidates is created for the hiring manager. The current metric is 5 calendar days.

Tables 10 and 11 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023



Delaware Department of
Services for Children, Youth and Their Families (DSCYF)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
DEPARTMENT OF SERVICES FOR CHILDREN, YOUTH AND THEIR FAMILIES (DSCYF)
FY2023 EEO/AA REPRESENTATION SUMMARY

DSCYF Demographics at a Glance:

The total number of DSCYF EEO-4 eligible employees as of June 30, 2023, is 1038.

The DSCYF EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the DSCYF workforce based on the total number of employees within the eight EEO-4 categories (Appendix B). Analyses compare DSCYF workforce demographics to the available Delaware regional labor market statistics by race/ethnicity and gender.

The following summary of findings was derived from this data:

Minority Representation:

- Minorities represent 56% of the total DSCYF workforce, an 4% increase from FY22.
- Minorities are not under-represented in any of the EEO-4 categories.

Female Representation:

- Females represent 71% of the total DSCYF workforce, the same rate of representation from FY22.
- Females are under-represented in the following EEO-4 categories:
 - Technicians (-30%)
 - Paraprofessional (-22%)

Male Representation:

- Males represent 29% of the DSCYF workforce, the same rate of representation from FY22.
- Males are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-22%)
 - Professionals (-21%)
 - Protective Services (-31%)
 - Office & Clerical (-20%)
 - Skilled Craft (-4%)
 - Service Maintenance (-6%)

STATE OF DELAWARE
DEPARTMENT OF SERVICES FOR CHILDREN, YOUTH AND THEIR FAMILIES (DSCYF)
FY2023 EEO/AA REPRESENTATION SUMMARY

EEO-4 Status Report FY2023
(Without Casual/Seasonal)

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	19	25	0	1	0	0	1	46	33%	2	68	24	1	0	0	0	2	95	67%	1	141	54	38%
2 Professionals	56	54	4	2	1	0	1	118	21%	2	243	170	19	10	0	2	11	455	79%	16	573	274	48%
3 Technicians	4	2	2	0	0	0	0	8	80%	0	1	1	0	0	0	0	0	2	20%	0	10	5	50%
4 Protective Services	2	5	1	0	0	0	0	8	50%	0	1	4	2	0	0	0	1	8	50%	0	16	13	81%
5 Para Professional	7	92	1	0	0	1	2	103	45%	3	19	97	1	0	0	1	6	124	55%	3	227	201	89%
6 Office & Clerical	2	5	0	1	0	0	1	9	15%	1	27	20	1	1	0	0	1	50	85%	2	59	30	51%
7 Skilled Craft	7	2	0	0	0	0	0	9	90%	0	0	0	1	0	0	0	0	1	10%	0	10	3	30%
8 Service Maintenance	0	1	0	0	0	0	0	1	50%	0	0	1	0	0	0	0	0	1	50%	0	2	2	100%
Totals	97	186	8	4	1	1	5	302	29%	8	359	317	25	11	0	3	21	736	71%	22	1038	582	56%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF SERVICES FOR CHILDREN, YOUTH AND THEIR FAMILIES (DSCYF)
FY2023 EEO/AA REPRESENTATION SUMMARY

Minority Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	38%	14%	35%	1%	1%	0%	0%	2%
2 Professionals	29%	48%	19%	39%	4%	2%	0%	0%	2%
3 Technicians	38%	50%	13%	30%	20%	0%	0%	0%	0%
4 Protective Services	37%	81%	44%	56%	19%	0%	0%	0%	6%
5 Para Professional	34%	89%	55%	83%	1%	0%	0%	1%	4%
6 Office & Clerical	31%	51%	20%	42%	2%	3%	0%	0%	3%
7 Skilled Craft	26%	30%	4%	20%	10%	0%	0%	0%	0%
8 Service Maintenance	45%	100%	55%	100%	0%	0%	0%	0%	0%

Female Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	67%	22%	48%	17%	1%	0%	0%	0%	1%
2 Professionals	59%	79%	21%	42%	30%	3%	2%	0%	0%	2%
3 Technicians	50%	20%	-30%	10%	10%	0%	0%	0%	0%	0%
4 Protective Services	19%	50%	31%	6%	25%	13%	0%	0%	0%	6%
5 Para Professional	77%	55%	-22%	8%	43%	0%	0%	0%	0%	3%
6 Office & Clerical	65%	85%	20%	46%	34%	2%	2%	0%	0%	2%
7 Skilled Craft	6%	10%	4%	0%	0%	10%	0%	0%	0%	0%
8 Service Maintenance	44%	50%	6%	0%	50%	0%	0%	0%	0%	0%

Male Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	33%	-22%	13%	18%	0%	1%	0%	0%	1%
2 Professionals	41%	21%	-21%	10%	9%	1%	0%	0%	0%	0%
3 Technicians	50%	80%	30%	40%	20%	20%	0%	0%	0%	0%
4 Protective Services	81%	50%	-31%	13%	31%	6%	0%	0%	0%	0%
5 Para Professional	23%	45%	22%	3%	41%	0%	0%	0%	0%	1%
6 Office & Clerical	35%	15%	-20%	3%	8%	0%	2%	0%	0%	2%
7 Skilled Craft	94%	90%	-4%	70%	20%	0%	0%	0%	0%	0%
8 Service Maintenance	56%	50%	-6%	0%	50%	0%	0%	0%	0%	0%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and Agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF SERVICES FOR CHILDREN, YOUTH AND THEIR FAMILIES (DSCYF)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 5 **Minority Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	13%	12%	14%
2 Professionals	16%	17%	19%
3 Technicians	-13%	-21%	13%
4 Protective Services	28%	33%	44%
5 Paraprofessional	46%	47%	55%
6 Office & Clerical	15%	21%	20%
7 Skilled Craft	4%	-4%	4%
8 Service Maintenance	55%	55%	55%

Table 6 **Female Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	23%	21%	22%
2 Professionals	20%	21%	21%
3 Technicians	0%	-33%	-30%
4 Protective Services	21%	26%	31%
5 Paraprofessional	-23%	-22%	-22%
6 Office & Clerical	23%	17%	20%
7 Skilled Craft	4%	5%	4%
8 Service Maintenance	56%	56%	6%

Table 7 **Male Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	-23%	-21%	-22%
2 Professionals	-20%	-21%	-21%
3 Technicians	0%	33%	30%
4 Protective Services	-21%	-26%	-31%
5 Paraprofessional	23%	22%	22%
6 Office & Clerical	-23%	-17%	-20%
7 Skilled Craft	-4%	-5%	-4%
8 Service Maintenance	-56%	-56%	-6%

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023

STATE OF DELAWARE
DEPARTMENT OF SERVICES FOR CHILDREN, YOUTH AND THEIR FAMILIES (DSCYF)
FY2023 EEO/AA REPRESENTATION SUMMARY

Applicant Pipeline

Figure 8

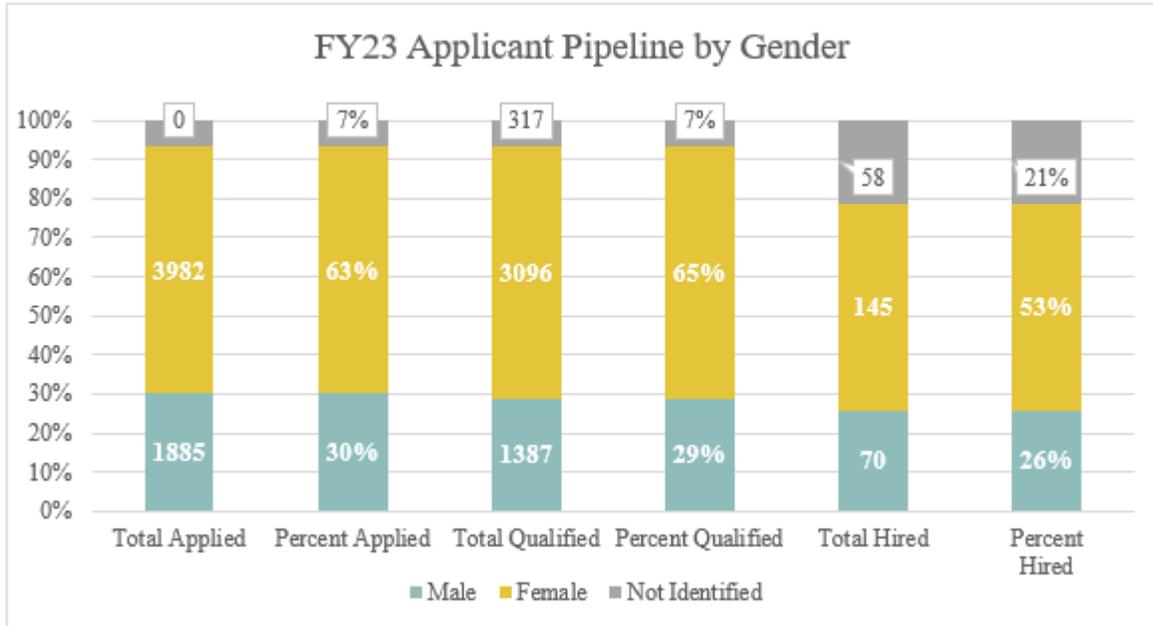
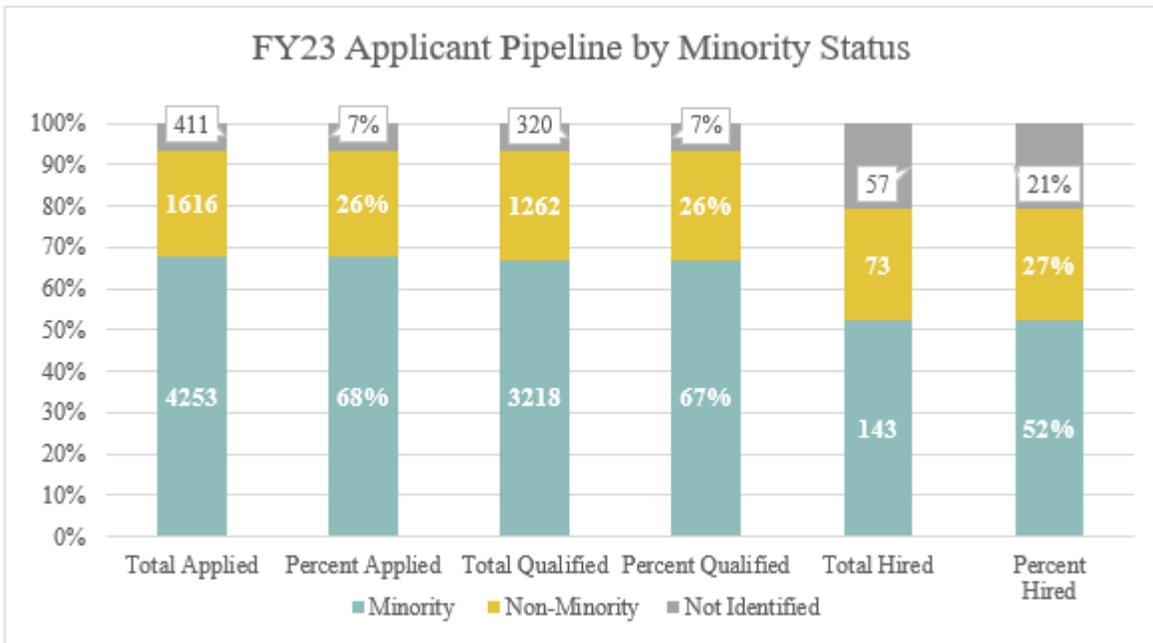


Figure 9



Figures 8 and 9 illustrate the total applicants who applied to State of Delaware jobs on the state’s primary hiring platform, The Delaware Employment Link at statejobs.delaware.gov by minority vs. non-minority and gender. Further illustrated are the total applicants who were found qualified and hired, also by minority vs. non-minority and gender.

Figures 8 and 9 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF SERVICES FOR CHILDREN, YOUTH AND THEIR FAMILIES (DSCYF)
FY2023 EEO/AA REPRESENTATION SUMMARY

Recruitment and Hiring Times

Table 10

Fiscal Year	Average Time to Fill (days)	Average Time to hire (days)
FY22	56	37
FY23	52	41
Change FY22 vs FY23	-4	4

Table 11

Fiscal Year	Average Time Request-to-Open (days)	Average Time Closing Date-to-Referral (days)
FY22	5	3
FY23	3	3
Change FY22 vs FY23	-2	0

Table 10 illustrates the average time in calendar days it takes to hire for vacant jobs and *measures the hiring manager’s effectiveness in making hires.*

- Time-to-Fill is measured by the number of calendar days from recruitment posting to a conditional offer for hire. The current metric is 40 calendar days.
- Time-to-Hire is measured by the number of calendar days from the time the referral list of qualified candidates is created for the hiring manager until a conditional offer for hire. The current metric is 15 calendar days.

Table 11 illustrates the average time in calendar days it takes to post recruitments for vacant jobs and *measures HR’s effectiveness in processing recruitments.*

- Average Time from Request-to-Open is measured by the number of calendar days it takes HR from the time they receive a request to fill a vacant position until they get the recruitment posted. The current metric is 2 calendar days.
- Average Time Closing Date-to-Referral is measured by the number of calendar days from the time recruitment closes until a referral list of qualified candidates is created for the hiring manager. The current metric is 5 calendar days.

Tables 10 and 11 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.



Delaware State Housing Authority (DSHA)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
DELAWARE STATE HOUSING AUTHORITY (DSHA)
FY2023 EEO/AA REPRESENTATION SUMMARY

DSHA Demographics at a Glance:

The total number of DSHA employees as of June 30, 2023, by EEO-4 category is 155.

The DSHA EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the DSHA workforce based on the total number of employees within the eight EEO-4 categories. Analyses are made comparing DSHA workforce demographics to the available Delaware regional labor market statistics by race/ethnicity, and gender. DSHA does not hire in the Protective Services and Skilled Craft EEO-4 categories.

The following summary of findings were derived from this data:

Minority Representation:

- Minorities represent 47% of the total DSHA workforce, no change from FY22.
- Minorities are under-represented in the following EEO-4 categories:
 - Technicians (-38%)
 - Skilled Craft (-26%)

Female Representation:

- Females represent 66% of the total DSHA workforce, a 3% decrease from FY22.
- Females are under-represented in the following EEO-4 categories:
 - Technicians (-50%)
 - Service Maintenance (-38%)
 - Skilled Craft (-6%)

Male Representation:

- Males represent 34% of the DSHA workforce, a 3% increase from FY22.
- Males are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-24%)
 - Professionals (-17%)
 - Office & Clerical (-22%)

STATE OF DELAWARE
DELAWARE STATE HOUSING AUTHORITY (DSHA)
FY2023 EEO/AA REPRESENTATION SUMMARY

EEO-4 Status Report FY2023
(Without Casual/Seasonal)

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	6	4	0	1	0	1	0	12	31%	0	14	13	0	0	0	0	0	27	69%	0	39	19	49%
2 Professionals	9	7	1	1	0	0	0	18	25%	0	31	18	3	1	0	0	2	55	75%	0	73	33	45%
3 Technicians	2	0	0	0	0	0	0	2	100%	0	0	0	0	0	0	0	0	0	0%	0	2	0	0%
4 Protective Services	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
5 Para Professional	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
6 Office & Clerical	0	1	0	0	0	2	0	3	13%	0	9	7	2	0	0	0	2	20	87%	0	23	14	61%
7 Skilled Craft	1	0	0	0	0	0	0	1	100%	0	0	0	0	0	0	0	0	0	0%	0	1	0	0%
8 Service Maintenance	9	7	0	0	0	0	0	16	94%	0	1	0	0	0	0	0	0	1	6%	0	17	7	41%
Totals	27	19	1	2	0	3	0	52	34%	0	55	38	5	1	0	0	4	103	66%	0	155	73	47%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DELAWARE STATE HOUSING AUTHORITY (DSHA)
FY2023 EEO/AA REPRESENTATION SUMMARY

Minority Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	49%	24%	44%	0%	3%	0%	3%	0%
2 Professionals	29%	45%	16%	34%	5%	3%	0%	0%	3%
3 Technicians	38%	0%	-38%	0%	0%	0%	0%	0%	0%
4 Protective Services	37%	0%	NA	0%	0%	0%	0%	0%	0%
5 Para Professional	34%	0%	NA	0%	0%	0%	0%	0%	0%
6 Office & Clerical	31%	61%	30%	35%	9%	0%	0%	9%	9%
7 Skilled Craft	26%	0%	-26%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	45%	41%	-4%	41%	0%	0%	0%	0%	0%

Female Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	69%	24%	36%	33%	0%	0%	0%	0%	0%
2 Professionals	59%	75%	17%	42%	25%	4%	1%	0%	0%	3%
3 Technicians	50%	0%	-50%	0%	0%	0%	0%	0%	0%	0%
4 Protective Services	19%	0%	NA	0%	0%	0%	0%	0%	0%	0%
5 Para Professional	77%	0%	NA	0%	0%	0%	0%	0%	0%	0%
6 Office & Clerical	65%	87%	22%	39%	30%	9%	0%	0%	0%	9%
7 Skilled Craft	6%	0%	-6%	0%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	6%	-38%	6%	0%	0%	0%	0%	0%	0%

Male Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	31%	-24%	15%	10%	0%	3%	0%	3%	0%
2 Professionals	41%	25%	-17%	12%	10%	1%	1%	0%	0%	0%
3 Technicians	50%	100%	50%	100%	0%	0%	0%	0%	0%	0%
4 Protective Services	81%	0%	NA	0%	0%	0%	0%	0%	0%	0%
5 Para Professional	23%	0%	NA	0%	0%	0%	0%	0%	0%	0%
6 Office & Clerical	35%	13%	-22%	0%	4%	0%	0%	0%	9%	0%
7 Skilled Craft	94%	100%	6%	100%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	56%	94%	38%	53%	41%	0%	0%	0%	0%	0%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and Agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DELAWARE STATE HOUSING AUTHORITY (DSHA)
FY2023 EEO REPRESENTATION SUMMARY

Table 5 **Minority Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	23%	25%	24%
2 Professionals	8%	15%	16%
3 Technicians	-4%	-4%	-38%
4 Protective Services	NA	NA	NA
5 Paraprofessional	NA	NA	NA
6 Office & Clerical	23%	24%	30%
7 Skilled Craft	-11%	0%	-26%
8 Service Maintenance	25%	5%	-4%

Table 6 **Female Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	25%	21%	24%
2 Professionals	26%	19%	17%
3 Technicians	-50%	-50%	-50%
4 Protective Services	NA	NA	NA
5 Paraprofessional	NA	NA	NA
6 Office & Clerical	-15%	32%	22%
7 Skilled Craft	0%	0%	-6%
8 Service Maintenance	-39%	-38%	-38%

Table 7 **Male Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	-25%	-21%	-24%
2 Professionals	-26%	-19%	-17%
3 Technicians	50%	50%	50%
4 Protective Services	NA	NA	NA
5 Paraprofessional	NA	NA	NA
6 Office & Clerical	15%	-32%	-22%
7 Skilled Craft	0%	0%	6%
8 Service Maintenance	39%	38%	38%

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023.

**STATE OF DELAWARE
DELAWARE STATE HOUSING AUTHORITY (DSHA)
FY2023 EEO REPRESENTATION SUMMARY**

DSHA uses their own independent recruitment methods. Therefore, Applicant Pipeline and Recruitment/Hiring Time data are not currently available.

STATE OF DELAWARE
Department of Safety and Homeland Security (DSHS)
FY2023 EEO/AA REPRESENTATION SUMMARY



Delaware Department of
Safety and Homeland Security (DSHS)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
Department of Safety and Homeland Security (DSHS)
FY2023 EEO/AA REPRESENTATION SUMMARY

DSHS Demographics at a Glance:

The total number of DSHS EEO-4 eligible employees as of June 30, 2023, is 257.

The DSHS EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the DSHS workforce based on the total number of employees within the eight EEO-4 categories (Appendix B). Analyses compare DSHS workforce demographics to the available Delaware regional labor market statistics by race/ethnicity and gender. DSHS does not hire in the Skilled Craft EEO-4 category.

The following summary of findings was derived from this data:

Minority Representation:

- Minorities represent 25% of the total DSHS workforce, a 1% decrease from FY22.
- Minorities are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-6%)
 - Professionals (-14%)
 - Technicians (-10%)
 - Protective services (-2%)
 - Paraprofessionals (-34%)
 - Service Maintenance (-45%)

Female Representation:

- Females represent 36% of the total DSHS workforce, the same as in FY22.
- Females are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-4%)
 - Technicians (-38%)
 - Service Maintenance (-19%)

Male Representation:

- Males represent 64% of the DSHS workforce, the same as in FY22.
- Males are under-represented in the following EEO-4 categories:
 - Professionals (-1%)
 - Paraprofessionals (-23%)
 - Office & Clerical (-15%)

STATE OF DELAWARE
Department of Safety and Homeland Security (DSHS)
FY2023 EEO/AA REPRESENTATION SUMMARY

EEO-4 Status Report FY2023
(Without Casual/Seasonal)

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	12	4	0	0	0	0	0	16	59%	1	10	1	0	0	0	0	0	11	41%	0	27	5	19%
2 Professionals	28	4	0	0	0	0	1	33	40%	5	42	3	0	3	0	0	1	49	60%	1	82	12	15%
3 Technicians	15	5	0	0	0	0	2	22	88%	5	3	0	0	0	0	0	0	3	12%	0	25	7	28%
4 Protective Services	58	22	7	1	0	0	1	89	84%	6	11	4	2	0	0	0	0	17	16%	0	106	37	35%
5 Para Professional	0	0	0	0	0	0	0	0	0%	0	3	0	0	0	0	0	0	3	100%	0	3	0	0%
6 Office & Clerical	2	0	0	0	0	0	0	2	20%	0	4	2	1	0	0	1	0	8	80%	2	10	4	40%
7 Skilled Craft	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
8 Service Maintenance	3	0	0	0	0	0	0	3	75%	1	1	0	0	0	0	0	0	1	25%	0	4	0	0%
Totals	118	35	7	1	0	0	4	165	64%	18	74	10	3	3	0	1	1	92	36%	3	257	65	25%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
Department of Safety and Homeland Security (DSHS)
FY2023 EEO/AA REPRESENTATION SUMMARY

Minority Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	19%	-6%	19%	0%	0%	0%	0%	0%
2 Professionals	29%	15%	-14%	9%	0%	4%	0%	0%	2%
3 Technicians	38%	28%	-10%	20%	0%	0%	0%	0%	8%
4 Protective Services	37%	35%	-2%	25%	8%	1%	0%	0%	1%
5 Para Professional	34%	0%	-34%	0%	0%	0%	0%	0%	0%
6 Office & Clerical	31%	40%	9%	20%	10%	0%	0%	10%	0%
7 Skilled Craft	26%	0%	NA	0%	0%	0%	0%	0%	0%
8 Service Maintenance	45%	0%	-45%	0%	0%	0%	0%	0%	0%

Female Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category					
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian
1 Officials & Administrators	45%	41%	-4%	37%	4%	0%	0%	0%	0%
2 Professionals	59%	60%	1%	51%	4%	0%	4%	0%	1%
3 Technicians	50%	12%	-38%	12%	0%	0%	0%	0%	0%
4 Protective Services	19%	16%	-3%	10%	4%	2%	0%	0%	0%
5 Para Professional	77%	100%	23%	100%	0%	0%	0%	0%	0%
6 Office & Clerical	65%	80%	15%	40%	20%	10%	0%	0%	10%
7 Skilled Craft	6%	0%	NA	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	25%	-19%	25%	0%	0%	0%	0%	0%

Male Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category					
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian
1 Officials & Administrators	55%	59%	4%	44%	15%	0%	0%	0%	0%
2 Professionals	41%	40%	-1%	34%	5%	0%	0%	0%	1%
3 Technicians	50%	88%	38%	60%	20%	0%	0%	0%	8%
4 Protective Services	81%	84%	3%	55%	21%	7%	1%	0%	1%
5 Para Professional	23%	0%	-23%	0%	0%	0%	0%	0%	0%
6 Office & Clerical	35%	20%	-15%	20%	0%	0%	0%	0%	0%
7 Skilled Craft	94%	0%	NA	0%	0%	0%	0%	0%	0%
8 Service Maintenance	56%	75%	19%	75%	0%	0%	0%	0%	0%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and Agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF SAFETY AND HOMELAND SECURITY (DSHS)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 5 **Minority Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	1%	-3%	-6%
2 Professionals	-15%	-15%	-14%
3 Technicians	-6%	-6%	-10%
4 Protective Services	-6%	-3%	-2%
5 Paraprofessional	-34%	-34%	-34%
6 Office & Clerical	10%	2%	9%
7 Skilled Craft	N/A	N/A	N/A
8 Service Maintenance	-45%	-45%	-45%

Table 6 **Female Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	-10%	-10%	-4%
2 Professionals	1%	-1%	1%
3 Technicians	-40%	-36%	-38%
4 Protective Services	-1%	-3%	-3%
5 Paraprofessional	27%	23%	23%
6 Office & Clerical	17%	22%	15%
7 Skilled Craft	N/A	N/A	N/A
8 Service Maintenance	-19%	-19%	-19%

Table 7 **Male Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	10%	10%	4%
2 Professionals	-1%	1%	-1%
3 Technicians	40%	36%	38%
4 Protective Services	1%	3%	3%
5 Paraprofessional	-27%	-23%	-23%
6 Office & Clerical	-17%	-22%	-15%
7 Skilled Craft	N/A	N/A	N/A
8 Service Maintenance	19%	19%	19%

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF SAFETY AND HOMELAND SECURITY (DSHS)
FY2023 EEO/AA REPRESENTATION SUMMARY

Applicant Pipeline

Figure 8

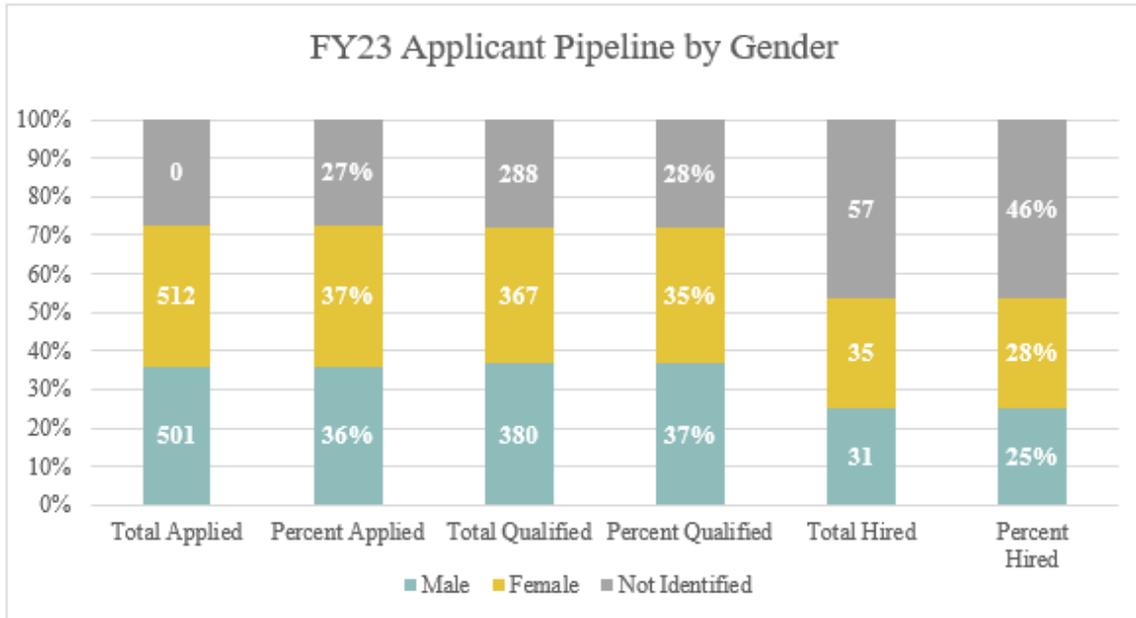
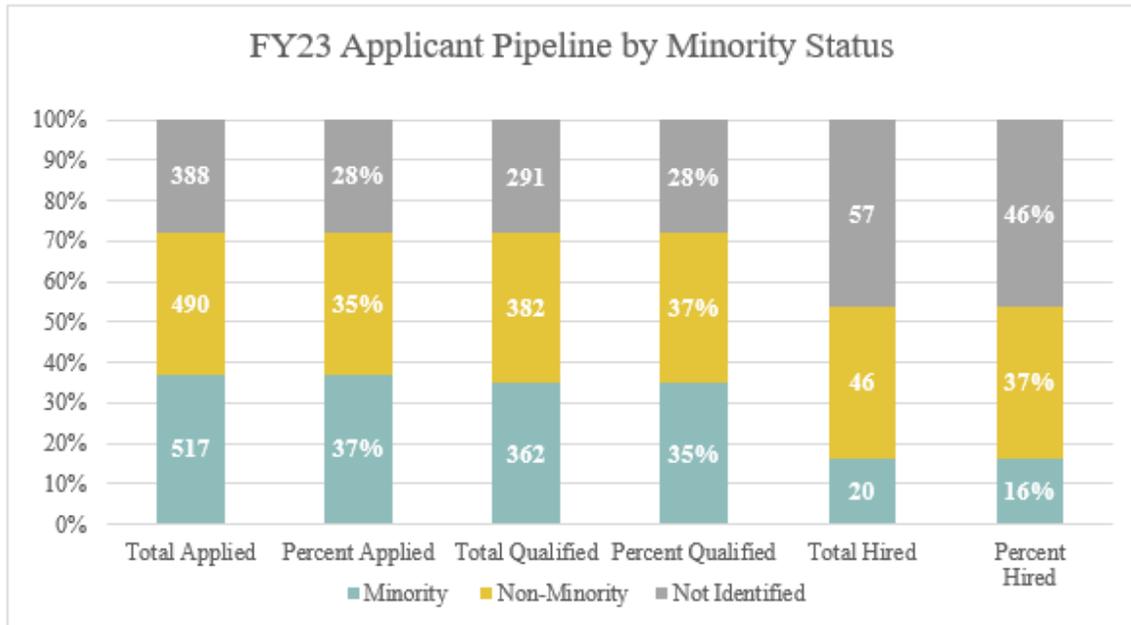


Figure 9



Figures 8 and 9 illustrate the total applicants who applied to State of Delaware jobs on the state’s primary hiring platform, The Delaware Employment Link at statejobs.delaware.gov by minority vs. non-minority and gender. Further illustrated are the total applicants who were found qualified and hired, also by minority vs. non-minority and gender.

Figures 8 and 9 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF SAFETY AND HOMELAND SECURITY (DSHS)
FY2023 EEO/AA REPRESENTATION SUMMARY

Recruitment and Hiring Times

Table 10

Fiscal Year	Average Time to Fill (days)	Average Time to hire (days)
FY22	79	28
FY23	55	38
Change FY22 vs FY23	-24	10

Table 11

Fiscal Year	Average Time Request-to-Open (days)	Average Time Closing Date-to-Referral (days)
FY22	4	23
FY23	4	7
Change FY22 vs FY23	0	-16

Table 10 illustrates the average time in calendar days it takes to hire for vacant jobs and *measures the hiring manager’s effectiveness in making hires.*

- Time-to-Fill is measured by the number of calendar days from recruitment posting to a conditional offer for hire. The current metric is 40 calendar days.
- Time-to-Hire is measured by the number of calendar days from the time the referral list of qualified candidates is created for the hiring manager until a conditional offer for hire. The current metric is 15 calendar days.

Table 11 illustrates the average time in calendar days it takes to post recruitments for vacant jobs and *measures HR’s effectiveness in processing recruitments.*

- Average Time from Request-to-Open is measured by the number of calendar days it takes HR from the time they receive a request to fill a vacant position until they get the recruitment posted. The current metric is 2 calendar days.
- Average Time Closing Date-to-Referral is measured by the number of calendar days from the time recruitment closes until a referral list of qualified candidates is created for the hiring manager. The current metric is 5 calendar days.

Tables 10 and 11 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.



Delaware State Police (DSP)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
DELAWARE STATE POLICE (DSP)
FY2023 EEO EEO/AA REPRESENTATION SUMMARY

DSP Demographics at a Glance:

The total number of Delaware State Police EEO-4 eligible employees as of June 30, 2023, is 934.

The Delaware State Police EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the Delaware State Police workforce based on the total number of employees within the eight EEO-4 categories (Appendix B). Analyses compare DSP workforce demographics to the available Delaware regional labor market statistics by race/ethnicity and gender. DSP does not hire in the Paraprofessional and Service Maintenance EEO-4 categories.

The following summary of findings was derived from this data:

Minority Representation:

- Minorities represent 16% of the total DSP workforce, a .4% increase from FY22.
- Minorities are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-20%)
 - Professionals (-9%)
 - Technicians (-26%)
 - Protective Services (-19%)
 - Paraprofessional (-19%)
 - Office & Clerical (-16%)
 - Skilled Craft (-26%)
 - Service Maintenance (-45%)

Female Representation:

- Females represent 25% of the total DSP workforce, a .05% increase from FY22.
- Females are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-10%)
 - Professionals (-25%)
 - Technicians (-17%)
 - Protective Services (-6%)
 - Paraprofessionals (-5%)
 - Office & Clerical (33%)
 - Skilled Craft (-6%)
 - Service & Maintenance (-44%)

Male Representation:

- Males represent 75% of the DSP workforce, a .05% decrease from FY22.
- Males are under-represented in the following EEO-4 categories:
 - Office & Clerical (-33%)

**STATE OF DELAWARE
DELAWARE STATE POLICE (DSP)
FY2023 EEO EEO/AA REPRESENTATION SUMMARY**

**EEO-4 Status Report FY2023
(Without Casual/Seasonal)**

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	13	0	0	0	0	0	0	13	65%	0	6	0	0	0	0	0	1	7	35%	0	20	1	5%
2 Professionals	56	6	2	1	0	0	3	68	66%	0	27	3	4	0	0	1	0	35	34%	0	103	20	19%
3 Technicians	93	8	3	1	0	1	1	107	67%	0	48	3	0	0	0	0	1	52	33%	0	159	18	11%
4 Protective Services	404	50	28	6	0	3	5	496	87%	0	64	5	4	2	0	0	1	76	13%	0	572	104	18%
5 Para Professional	2	0	0	0	0	0	0	2	29%	0	4	1	0	0	0	0	0	5	71%	0	7	1	14%
6 Office & Clerical	1	0	0	0	0	0	0	1	2%	0	50	9	0	0	0	0	0	59	98%	0	60	9	15%
7 Skilled Craft	12	0	0	0	0	0	0	12	100%	0	0	0	0	0	0	0	0	0	0%	0	12	0	0%
8 Service Maintenance	1	0	0					1	100%	0	0	0	0	0	0	0	0	0	0%	0	1	0	0%
Totals	582	64	33	8	0	4	9	700	75%	0	199	21	8	2	0	1	3	234	25%	0	934	153	16%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

**STATE OF DELAWARE
DELAWARE STATE POLICE (DSP)
FY2023 EEO EEO/AA REPRESENTATION SUMMARY**

**Minority Labor Market Representation FY2023
(Including Race and Ethnicity)**

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	5%	-20%	0%	0%	0%	0%	0%	5%
2 Professionals	29%	19%	-9%	9%	6%	1%	0%	1%	3%
3 Technicians	38%	11%	-26%	7%	2%	1%	0%	1%	1%
4 Protective Services	37%	18%	-19%	10%	6%	1%	0%	1%	1%
5 Para Professional	34%	14%	-19%	14%	0%	0%	0%	0%	0%
6 Office & Clerical	31%	15%	-16%	15%	0%	0%	0%	0%	0%
7 Skilled Craft	26%	0%	-26%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	45%	0%	-45%	0%	0%	0%	0%	0%	0%

**Female Labor Market Representation FY2023
(Including Race and Ethnicity)**

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	35%	-10%	30%	0%	0%	0%	0%	0%	5%
2 Professionals	59%	34%	-25%	26%	3%	4%	0%	0%	1%	0%
3 Technicians	50%	33%	-17%	30%	2%	0%	0%	0%	0%	1%
4 Protective Services	19%	13%	-6%	11%	1%	1%	0%	0%	0%	0%
5 Para Professional	77%	71%	-5%	57%	14%	0%	0%	0%	0%	0%
6 Office & Clerical	65%	98%	33%	83%	15%	0%	0%	0%	0%	0%
7 Skilled Craft	6%	0%	-6%	0%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	0%	-44%	0%	0%	0%	0%	0%	0%	0%

**Male Labor Market Representation FY2023
(Including Race and Ethnicity)**

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	65%	10%	65%	0%	0%	0%	0%	0%	0%
2 Professionals	41%	66%	25%	54%	6%	2%	1%	0%	0%	3%
3 Technicians	50%	67%	17%	58%	5%	2%	1%	0%	1%	1%
4 Protective Services	81%	87%	6%	71%	9%	5%	1%	0%	1%	1%
5 Para Professional	23%	29%	5%	29%	0%	0%	0%	0%	0%	0%
6 Office & Clerical	35%	2%	-33%	2%	0%	0%	0%	0%	0%	0%
7 Skilled Craft	94%	100%	6%	100%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	56%	100%	44%	100%	0%	0%	0%	0%	0%	0%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and Agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DELAWARE STATE POLICE (DSP)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 5 **Minority Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	-19%	-19%	-20%
2 Professionals	-17%	-14%	-9%
3 Technicians	-26%	-26%	-26%
4 Protective Services	-21%	-19%	-19%
5 Paraprofessional	-14%	-19%	-19%
6 Office & Clerical	-18%	-20%	-16%
7 Skilled Craft	-26%	-26%	-26%
8 Service Maintenance	-45%	-45%	-45%

Table 6 **Female Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	-6%	-4%	-10%
2 Professionals	-25%	-23%	-25%
3 Technicians	-15%	-18%	-17%
4 Protective Services	-5%	-6%	-6%
5 Paraprofessional	-17%	-5%	-5%
6 Office & Clerical	31%	32%	33%
7 Skilled Craft	-6%	-6%	-6%
8 Service Maintenance	-44%	-44%	-44%

Table 7 **Male Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	6%	4%	10%
2 Professionals	25%	23%	25%
3 Technicians	15%	18%	17%
4 Protective Services	5%	6%	6%
5 Paraprofessional	17%	5%	5%
6 Office & Clerical	-31%	-32%	-33%
7 Skilled Craft	6%	6%	6%
8 Service Maintenance	44%	44%	44%

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023.

**STATE OF DELAWARE
DELAWARE STATE POLICE (DSP)
FY2023 EEO/AA REPRESENTATION SUMMARY**

DSP uses its own independent recruitment methods. Therefore, Applicant Pipeline and Recruitment/Hiring Time data are not currently available.



Delaware Department of Technology and Information (DTI)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
Department of Technology and Information (DTI)
FY2023 EEO/AA REPRESENTATION SUMMARY

DTI Demographics at a Glance:

The total number of DTI EEO-4 eligible employees as of June 30, 2023, is 312.

The DTI EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the DTI workforce based on the total number of employees within the eight EEO-4 categories. Analyses compare DTI workforce demographics to the available Delaware regional labor market statistics by race/ethnicity and gender. DTI does not hire in the Protective Services or Skilled Craft EEO-4 categories.

The following summary of findings was derived from this data:

Minority Representation:

- Minorities represent 37% of the total DTI workforce, a 1% increase from FY22.
- Minorities are under-represented in the following EEO-4 categories:
 - Technicians (-9%)

Female Representation:

- Females represent 31% of the total DTI workforce, a 1% decrease from FY22.
- Females are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-8%)
 - Professionals (-28%)
 - Technicians (-36%)
 - Paraprofessional (-27%)
 - Service Maintenance (-44%)

Male Representation:

- Males represent 69% of the DTI workforce, a 1% increase from FY22.
- Males are under-represented in the following EEO-4 categories:
 - Office & Clerical (-18%)

STATE OF DELAWARE
Department of Technology and Information (DTI)
FY2023 EEO/AA REPRESENTATION SUMMARY

EEO-4 Status Report FY2023
(Without Casual/Seasonal)

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	11	2	0	4	0	0	0	17	63%	0	9	0	0	0	0	0	1	10	37%	0	27	7	26%
2 Professionals	119	32	6	24	1	0	6	188	70%	7	49	14	1	15	0	1	1	81	30%	2	269	101	38%
3 Technicians	5	1	0	0	0	0	0	6	86%	0	0	1	0	0	0	0	0	1	14%	0	7	2	29%
4 Protective Services	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
5 Para Professional	0	1	0	0	0	0	0	1	50%	0	1	0	0	0	0	0	0	1	50%	0	2	1	50%
6 Office & Clerical	0	1	0	0	0	0	0	1	17%	0	3	2	0	0	0	0	0	5	83%	0	6	3	50%
7 Skilled Craft	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
8 Service Maintenance	0	1	0	0	0	0	0	1	100%	0	0	0	0	0	0	0	0	0	0%	0	1	1	100%
Totals	135	38	6	28	1	0	6	214	69%	7	62	17	1	15	0	1	2	98	31%	2	312	115	37%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
Department of Technology and Information (DTI)
FY2023 EEO/AA REPRESENTATION SUMMARY

Minority Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	26%	1%	7%	0%	15%	0%	0%	4%
2 Professionals	29%	38%	9%	17%	3%	14%	0%	0%	3%
3 Technicians	38%	29%	-9%	29%	0%	0%	0%	0%	0%
4 Protective Services	37%	0%	NA	0%	0%	0%	0%	0%	0%
5 Para Professional	34%	50%	16%	50%	0%	0%	0%	0%	0%
6 Office & Clerical	31%	50%	19%	50%	0%	0%	0%	0%	0%
7 Skilled Craft	26%	0%	NA	0%	0%	0%	0%	0%	0%
8 Service Maintenance	45%	100%	55%	100%	0%	0%	0%	0%	0%

Female Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category					
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian
1 Officials & Administrators	45%	37%	-8%	33%	0%	0%	0%	0%	4%
2 Professionals	59%	30%	-28%	18%	5%	0%	6%	0%	0%
3 Technicians	50%	14%	-36%	0%	14%	0%	0%	0%	0%
4 Protective Services	19%	0%	NA	0%	0%	0%	0%	0%	0%
5 Para Professional	77%	50%	-27%	50%	0%	0%	0%	0%	0%
6 Office & Clerical	65%	83%	18%	50%	33%	0%	0%	0%	0%
7 Skilled Craft	6%	0%	NA	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	0%	-44%	0%	0%	0%	0%	0%	0%

Male Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category					
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian
1 Officials & Administrators	55%	63%	8%	41%	7%	0%	15%	0%	0%
2 Professionals	41%	70%	28%	44%	12%	2%	9%	0%	2%
3 Technicians	50%	86%	36%	71%	14%	0%	0%	0%	0%
4 Protective Services	81%	0%	NA	0%	0%	0%	0%	0%	0%
5 Para Professional	23%	50%	27%	0%	50%	0%	0%	0%	0%
6 Office & Clerical	35%	17%	-18%	0%	17%	0%	0%	0%	0%
7 Skilled Craft	94%	0%	NA	0%	0%	0%	0%	0%	0%
8 Service Maintenance	56%	100%	44%	0%	100%	0%	0%	0%	0%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and Agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
Department of Technology and Information (DTI)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 5 **Minority Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	3%	9%	1%
2 Professionals	5%	6%	9%
3 Technicians	3%	5%	-9%
4 Protective Services	NA	NA	NA
5 Paraprofessional	33%	33%	16%
6 Office & Clerical	29%	12%	19%
7 Skilled Craft	NA	NA	NA
8 Service Maintenance	55%	55%	55%

Table 6 **Female Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	5%	-8%	-8%
2 Professionals	-27%	-28%	-28%
3 Technicians	-20%	-36%	-36%
4 Protective Services	NA	NA	NA
5 Paraprofessional	-10%	-10%	-27%
6 Office & Clerical	-5%	7%	18%
7 Skilled Craft	NA	NA	NA
8 Service Maintenance	-44%	-44%	-44%

Table 7 **Male Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	-5%	8%	8%
2 Professionals	27%	28%	28%
3 Technicians	20%	36%	36%
4 Protective Services	NA	NA	NA
5 Paraprofessional	10%	10%	27%
6 Office & Clerical	5%	-7%	-18%
7 Skilled Craft	NA	NA	NA
8 Service Maintenance	44%	44%	44%

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF TECHNOLOGY AND INFORMATION (DTI)
FY2023 EEO/AA REPRESENTATION SUMMARY

Applicant Pipeline

Figure 8

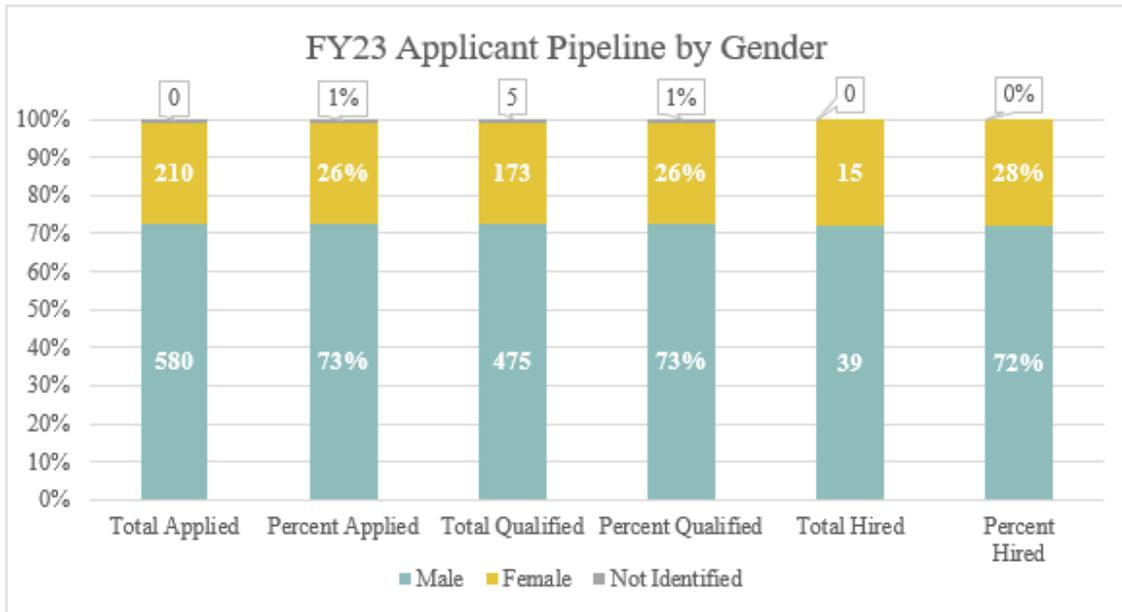
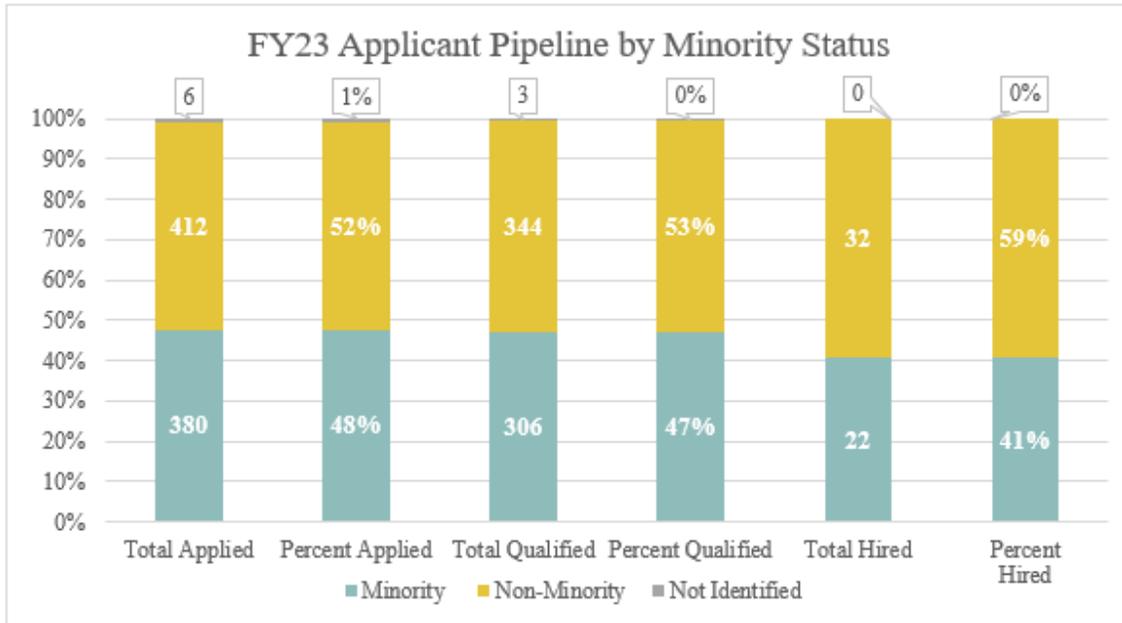


Figure 9



Figures 8 and 9 illustrate the total applicants who applied to State of Delaware jobs on the state’s primary hiring platform, The Delaware Employment Link at statejobs.delaware.gov by minority vs. non-minority and gender. Further illustrated are the total applicants who were found qualified and hired, also by minority vs. non-minority and gender.

Figures 8 and 9 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.

STATE OF DELAWARE
DEPARTMENT OF TECHNOLOGY AND INFORMATION (DTI)
FY2023 EEO/AA REPRESENTATION SUMMARY

DTI jobs are exempt from the Merit System and DTI recruits independently using the Delaware Employment Link (JobAps) recruitment system. Therefore, Time-to-Fill and Time-to-Hire data is not currently available.



Delaware Office of Management and Budget (OMB)

EEO Representation Summary

Fiscal Year 2023

STATE OF DELAWARE
OFFICE OF MANAGEMENT AND BUDGET (OMB)
FY2023 EEO/AA REPRESENTATION SUMMARY

OMB Demographics at a Glance:

The total number of Office of Management and Budget EEO-4 eligible employees as of June 30, 2023, is 280.

The Office of Management and Budget EEO-4 workforce demographic data reflect the race/ethnicity and gender representation of the Office of Management and Budget workforce based on the total number of employees within the eight EEO-4 categories (Appendix B). Analyses compare the Office of Management and Budget workforce demographics to the available Delaware regional labor market statistics by race/ethnicity and gender. The Office of Management and Budget does not have budget positions allocated to the Technician or Protective Services categories.

The following summary of findings was derived from this data:

Minority Representation:

- Minorities represent 24% of the total Office of Management and Budget workforce, representing no change from FY22.
- Minorities are under-represented in the following EEO-4 categories:
 - Officials & Administrators (-11%)
 - Professionals (-6%)
 - Paraprofessional (-11%)
 - Office & Clerical (-7%)
 - Skilled Craft (-3%)
 - Service Maintenance (-7%)

Female Representation:

- Females represent 54% of the total Office of Management and Budget workforce, representing no change from FY22.
- Females are under-represented in the following EEO-4 categories:
 - Paraprofessional (-10%)
 - Skilled Craft (-3%)
 - Service Maintenance (-32%)

Male Representation:

- Males represent 46% of the OMB workforce, representing no change from FY22.
- Males are under-represented in the following EEO-4 categories:
 - Officials and Administrators (-30%)
 - Professionals (-10%)
 - Office and Clerical (-26%)

STATE OF DELAWARE
OFFICE OF MANAGEMENT AND BUDGET (OMB)
FY2023 EEO/AA REPRESENTATION SUMMARY

EEO-4 Status Report FY2023
(Without Casual/Seasonal)

Table 1

EEO-4 CATEGORY	MALE										FEMALE										TOTALS		
	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Males	% of Category Total	Disabled Males	White	Black	Hispanic/ Latino	Asian	Pacific Islander	American Indian	Multi Racial	Total Females	% of Category Total	Disabled Females	Total Employees by Category	Total Minorities by Category	Minority % of Category
1 Officials & Administrators	9	1	1	0	0	0	0	11	25%	1	29	4	0	0	0	0	0	33	75%	0	44	6	14%
2 Professionals	34	4	1	0	0	0	2	41	32%	5	65	20	2	0	0	0	1	88	68%	4	129	30	23%
3 Technicians	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
4 Protective Services	0	0	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	0	0%	0	0	0	0%
5 Para Professional	2	1	0	0	0	0	0	3	33%	0	5	0	0	0	0	0	1	6	67%	1	9	2	22%
6 Office & Clerical	2	0	0	0	0	0	0	2	10%	0	14	5	0	0	0	0	0	19	90%	0	21	5	24%
7 Skilled Craft	32	7	0	0	0	1	2	42	98%	0	1	0	0	0	0	0	0	1	2%	0	43	10	23%
8 Service Maintenance	19	8	0	2	0	0	1	30	88%	0	2	1	0	0	0	0	1	4	12%	1	34	13	38%
Totals	98	21	2	2	0	1	5	129	46%	6	116	30	2	0	0	0	3	151	54%	6	280	66	24%

Table 1 illustrates the total FY23 workforce demographics by race/ethnicity and gender. This is an overview of the entire EEO-4 Workforce by EEO-4 job category.

Table 1 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
OFFICE OF MANAGEMENT AND BUDGET (OMB)
FY2023 EEO/AA REPRESENTATION SUMMARY

Minority Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 2

EEO-4 CATEGORY	Labor Market %	Minority % of Category	Minority Variance to Labor Market	Comparison to Minority % of Category					
				Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	25%	14%	-11%	11%	2%	0%	0%	0%	0%
2 Professionals	29%	23%	-6%	19%	2%	0%	0%	0%	2%
3 Technicians	38%	0%	NA	0%	0%	0%	0%	0%	0%
4 Protective Services	37%	0%	NA	0%	0%	0%	0%	0%	0%
5 Para Professional	34%	22%	-11%	11%	0%	0%	0%	0%	11%
6 Office & Clerical	31%	24%	-7%	24%	0%	0%	0%	0%	0%
7 Skilled Craft	26%	23%	-3%	16%	0%	0%	0%	2%	5%
8 Service Maintenance	45%	38%	-7%	26%	0%	6%	0%	0%	6%

Female Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 3

EEO-4 CATEGORY	Labor Market %	Female % of Category	Female Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	45%	75%	30%	66%	9%	0%	0%	0%	0%	0%
2 Professionals	59%	68%	10%	50%	16%	2%	0%	0%	0%	1%
3 Technicians	50%	0%	NA	0%	0%	0%	0%	0%	0%	0%
4 Protective Services	19%	0%	NA	0%	0%	0%	0%	0%	0%	0%
5 Para Professional	77%	67%	-10%	56%	0%	0%	0%	0%	0%	11%
6 Office & Clerical	65%	90%	26%	67%	24%	0%	0%	0%	0%	0%
7 Skilled Craft	6%	2%	-3%	2%	0%	0%	0%	0%	0%	0%
8 Service Maintenance	44%	12%	-32%	6%	3%	0%	0%	0%	0%	3%

Male Labor Market Representation FY2023
(Including Race and Ethnicity)

Table 4

EEO-4 CATEGORY	Labor Market %	Male % of Category	Male Variance to Labor Market	Comparison to Minority % of Category						
				White	Black	Hispanic/Latino	Asian	Pacific Islander	American Indian	Multi Racial
1 Officials & Administrators	55%	25%	-30%	20%	2%	2%	0%	0%	0%	0%
2 Professionals	41%	32%	-10%	26%	3%	1%	0%	0%	0%	2%
3 Technicians	50%	0%	NA	0%	0%	0%	0%	0%	0%	0%
4 Protective Services	81%	0%	NA	0%	0%	0%	0%	0%	0%	0%
5 Para Professional	23%	33%	10%	22%	11%	0%	0%	0%	0%	0%
6 Office & Clerical	35%	10%	-26%	10%	0%	0%	0%	0%	0%	0%
7 Skilled Craft	94%	98%	3%	74%	16%	0%	0%	0%	2%	5%
8 Service Maintenance	56%	88%	32%	56%	24%	0%	6%	0%	0%	3%

Tables 2, 3, and 4 illustrate the variance between the Regional Labor Market and Agency demographics. Also illustrated is a percentage breakdown of demographic representation by race/ethnicity, gender, and EEO-4 job category.

Tables 2, 3, and 4 data were obtained from the PHRST system as of 06/30/2023.

STATE OF DELAWARE
OFFICE OF MANAGEMENT AND BUDGET (OMB)
FY2023 EEO/AA REPRESENTATION SUMMARY

Table 5 **Minority Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Minority Variance of Labor Market	FY22 Minority Variance of Labor Market	FY23 Minority Variance of Labor Market
1 Officials & Administrators	-14%	-14%	-11%
2 Professionals	-8%	-8%	-6%
3 Technicians	13%	13%	0%
4 Protective Services	NA	NA	NA
5 Paraprofessional	-34%	-34%	-11%
6 Office & Clerical	2%	2%	-7%
7 Skilled Craft	-5%	-5%	-3%
8 Service Maintenance	3%	3%	-7%

Table 6 **Female Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Female Variance of Labor Market	FY22 Female Variance of Labor Market	FY23 Female Variance of Labor Market
1 Officials & Administrators	22%	22%	30%
2 Professionals	10%	10%	10%
3 Technicians	17%	17%	0%
4 Protective Services	NA	NA	NA
5 Paraprofessional	3%	3%	-10%
6 Office & Clerical	21%	21%	26%
7 Skilled Craft	-3%	-4%	-3%
8 Service Maintenance	0%	-35%	-32%

Table 7 **Male Representation Trends FY 21, 22, 23**

EEO-4 CATEGORY	FY21 Male Variance of Labor Market	FY22 Male Variance of Labor Market	FY23 Male Variance of Labor Market
1 Officials & Administrators	-22%	-22%	-30%
2 Professionals	-10%	-10%	-10%
3 Technicians	-17%	-17%	0%
4 Protective Services	NA	NA	NA
5 Paraprofessional	-3%	-3%	10%
6 Office & Clerical	-21%	-21%	-26%
7 Skilled Craft	4%	4%	3%
8 Service Maintenance	35%	35%	32%

Tables 5, 6, and 7 illustrate trends for the past three fiscal years by comparing the variance between the Regional Labor Market and Executive Branch demographics for minorities, females, and male employees by EEO-4 job category.

Tables 5, 6, and 7 data were obtained from the PHRST system as of 06/30/2023

STATE OF DELAWARE
OFFICE OF MANAGEMENT AND BUDGET (OMB)
FY2023 EEO/AA REPRESENTATION SUMMARY

Applicant Pipeline

Figure 8

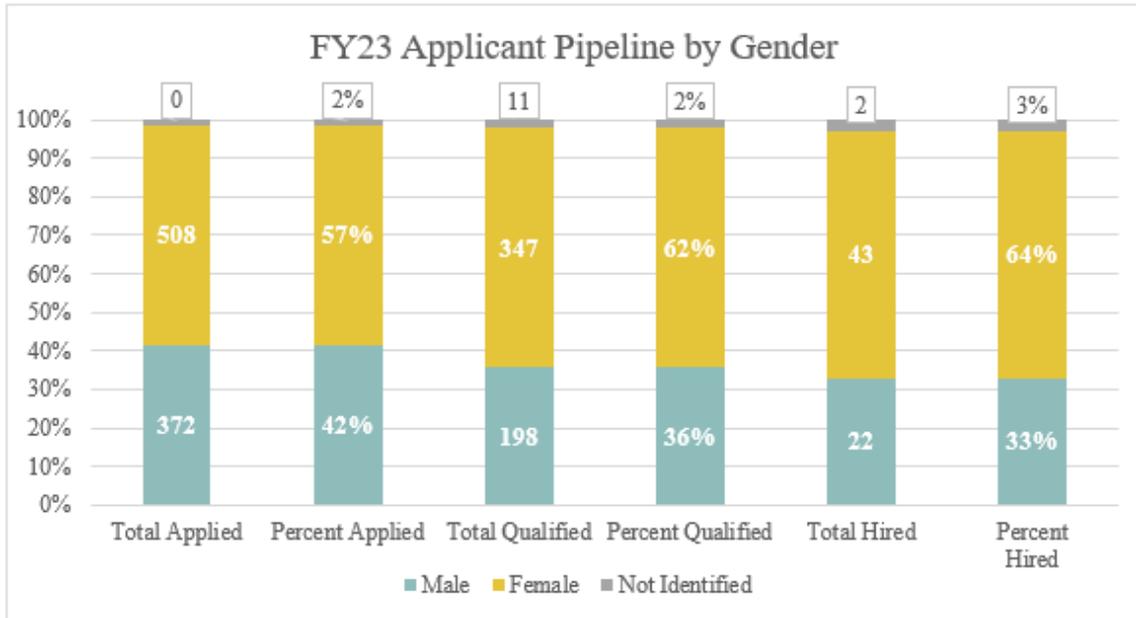
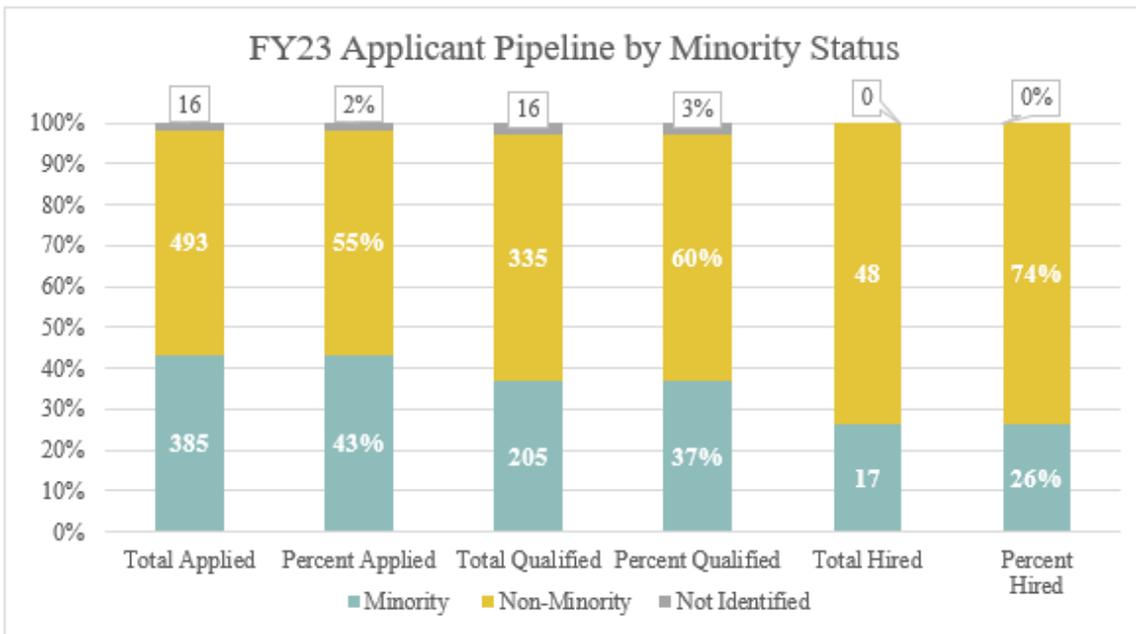


Figure 9



Figures 8 and 9 illustrate the total applicants who applied to State of Delaware jobs on the state’s primary hiring platform, The Delaware Employment Link at statejobs.delaware.gov by minority vs. non-minority and gender. Further illustrated are the total applicants who were found qualified and hired, also by minority vs. non-minority and gender.

Figures 8 and 9 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.

STATE OF DELAWARE
OFFICE OF MANAGEMENT AND BUDGET (OMB)
FY2023 EEO/AA REPRESENTATION SUMMARY

Recruitment and Hiring Times

Table 10

Fiscal Year	Average Time to Fill (days)	Average Time to hire (days)
FY22	67	48
FY23	40	23
Change FY22 vs FY23	-27	-25

Table 11

Fiscal Year	Average Time Request-to-Open (days)	Average Time Closing Date-to-Referral (days)
FY22	5	2
FY23	5	4
Change FY22 vs FY23	0	2

Table 10 illustrates the average time in calendar days it takes to hire for vacant jobs and *measures the hiring manager’s effectiveness in making hires.*

- Time-to-Fill is measured by the number of calendar days from recruitment posting to a conditional offer for hire. The current metric is 40 calendar days.
- Time-to-Hire is measured by the number of calendar days from the time the referral list of qualified candidates is created for the hiring manager until a conditional offer for hire. The current metric is 15 calendar days.

Table 11 illustrates the average time in calendar days it takes to post recruitments for vacant jobs and *measures HR’s effectiveness in processing recruitments.*

- Average Time from Request-to-Open is measured by the number of calendar days it takes HR from the time they receive a request to fill a vacant position until they get the recruitment posted. The current metric is 2 calendar days.
- Average Time Closing Date-to-Referral is measured by the number of calendar days from the time recruitment closes until a referral list of qualified candidates is created for the hiring manager. The current metric is 5 calendar days.

Tables 10 and 11 data were obtained from the Delaware Employment Link (JobAps) recruitment system as of 06/30/2023.

END OF REPORT

Questions or inquiries regarding the content of this report may be directed to Brian Shannon, Senior Diversity, Equity, and Inclusion Lead Data Analyst, Department of Human Resources, Division of Diversity, Equity and Inclusion at (302) 577-8700 or email brian.shannon@delaware.gov.