

DEFINITION OF 8-FACTOR

Availability Determination

All major job groups within your company have been examined to determine whether minorities and women are being underutilized in comparison to their availability.

In determining whether there is underutilization, eight-factors must be considered for both minorities and women.

The eight factors to be considered in determining **MINORITY** availability are:

1. The minority population of the labor area surrounding your company (SMSA).
2. The size of the minority unemployment force in the labor area surrounding the facility.
3. The percentage of the minority workforce as compared with the total workforce in the immediate labor area.
4. The general availability of minorities having requisite skills in the immediate labor area.
5. The availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.
6. The availability of promotable and transferable minorities within your company's organization.
7. The existence of training institutions capable of training persons in the requisite skills.
8. The degree of training which the System entity is reasonably able to undertake as a means of making all job classes available to minorities.

The eight factors to be considered in determining availability percentages for **WOMEN** are:

1. The size of the female unemployment force in the labor area surrounding the facility.
2. The percentage of the female workforce as compared with the total workforce in the immediate labor area.
3. The general availability of women having requisite skills in the immediate labor area.
4. The availability of women having requisite skills in an area in which the System entity can reasonably recruit.
5. The availability of women seeking employment in the labor or recruitment area of the System entity.
6. The availability of women seeking employment in the labor or recruitment area of the System entity.
7. The existence of training institutions capable of training persons in the requisite skills.
8. The degree of training which the System entity is reasonably able to undertake as a means of making all job classes available to women.