

CAMPUS: MXXX MORRIS  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: FA FACULTY  
 JOB GROUP: 2 HU - HUMANITIES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 08-09  
 RUN DATE: 10/31/08  
 PRINTED: 06/08/09

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	16.29	49.80	100.00	16.29	49.80
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.00	0.00	0.00	0.00	0.00
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.00	16.29	49.80
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.00	0.00	0.00	0.00	0.00
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.00	0.00	0.00
ESTIMATE OF AVAILABILITY				100.00	16.29	49.80

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: MXXX MORRIS  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: FA FACULTY  
 JOB GROUP: 2 MA - MATHEMATICS AND COMPUTER

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 08-09  
 RUN DATE: 10/31/08  
 PRINTED: 06/08/09

**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	26.45	21.56	100.00	26.45	21.56
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.00	0.00	0.00	0.00	0.00
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.00	26.45	21.56
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.00	0.00	0.00	0.00	0.00
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.00	0.00	0.00
ESTIMATE OF AVAILABILITY				100.00	26.45	21.56

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: MXXX MORRIS  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: FA FACULTY  
 JOB GROUP: 2 SS - SOCIAL SCIENCES

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

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**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	19.88	43.81	100.00	19.88	43.81
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.00	0.00	0.00	0.00	0.00
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.00	19.88	43.81
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.00	0.00	0.00	0.00	0.00
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.00	0.00	0.00
ESTIMATE OF AVAILABILITY				100.00	19.88	43.81

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: MXXX MORRIS  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 1 EXECUTIVE

UNIVERSITY OF MINNESOTA  
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**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	12.67	45.37	100.00	12.67	45.37
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.00	0.00	0.00	0.00	0.00
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.00	12.67	45.37
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.00	0.00	0.00	0.00	0.00
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.00	0.00	0.00
ESTIMATE OF AVAILABILITY				100.00	12.67	45.37

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: MXXX MORRIS  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: PA PROFESSIONAL AND ADMINISTRATIVE  
 JOB GROUP: 4 PROFESSIONAL

UNIVERSITY OF MINNESOTA  
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 TWO-FACTOR AVAILABILITY

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**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	18.49	54.85	100.00	18.49	54.85
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.00	0.00	0.00	0.00	0.00
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.00	18.49	54.85
2. INTERNAL AVAILABILITY FROM FEEDER GROUPS						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.00	0.00	0.00	0.00	0.00
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.00	0.00	0.00
ESTIMATE OF AVAILABILITY				100.00	18.49	54.85

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: MXXX MORRIS  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 1 EXECUTIVE

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 08-09  
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**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	1.40	49.90	100.00	1.40	49.90
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.00	0.00	0.00	0.00	0.00
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.00	0.00	0.00	0.00	0.00
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.00	1.40	49.90
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.00	0.00	0.00	0.00	0.00
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.00	0.00	0.00
ESTIMATE OF AVAILABILITY				100.00	1.40	49.90

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: MXXX MORRIS  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 4 PROFESSIONAL

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 08-09  
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**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	2.42	60.53	100.00	2.42	60.53
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.00	0.00	0.00	0.00	0.00
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.00	0.00	0.00	0.00	0.00
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.00	2.42	60.53
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.00	0.00	0.00	0.00	0.00
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.00	0.00	0.00
ESTIMATE OF AVAILABILITY				100.00	2.42	60.53

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: MXXX MORRIS  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 5 TECHNICAL

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

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**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	1.50	71.10	100.00	1.50	71.10
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.00	0.00	0.00	0.00	0.00
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.00	0.00	0.00	0.00	0.00
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.00	1.50	71.10
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.00	0.00	0.00	0.00	0.00
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.00	0.00	0.00
ESTIMATE OF AVAILABILITY				100.00	1.50	71.10

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: MXXX MORRIS  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 6 CLERICAL

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

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**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	3.80	77.00	100.00	3.80	77.00
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.00	0.00	0.00	0.00	0.00
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.00	0.00	0.00	0.00	0.00
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.00	3.80	77.00
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.00	0.00	0.00	0.00	0.00
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.00	0.00	0.00
ESTIMATE OF AVAILABILITY				100.00	3.80	77.00

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: MXXX MORRIS  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 7 SKILLED

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

GOAL YEAR: 08-09  
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**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	1.25	1.05	100.00	1.25	1.05
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.00	0.00	0.00	0.00	0.00
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.00	0.00	0.00	0.00	0.00
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.00	1.25	1.05
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.00	0.00	0.00	0.00	0.00
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.00	0.00	0.00
ESTIMATE OF AVAILABILITY				100.00	1.25	1.05

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP

CAMPUS: MXXX MORRIS  
 COLLEGE: N/A N/A  
 DEPT: N/A N/A  
 UM GROUP: CS CIVIL SERVICE/BARGAINING UNIT  
 JOB GROUP: 8 SERVICE

UNIVERSITY OF MINNESOTA  
 AFFIRMATIVE ACTION PLAN  
 TWO-FACTOR AVAILABILITY

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**FINAL**

		RAW STATISTIC				
		MIN %	FEM %	WEIGHT %	MINORITY %	FEMALE %
<b>1. EXTERNAL AVAILABILITY FROM THE REASONABLE RECRUITMENT AREA</b>						
1A.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE LOCAL LABOR MARKET	2.98	55.36	100.00	2.98	55.36
1B.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES RECRUITED FROM THE NATIONAL LABOR MARKET	0.00	0.00	0.00	0.00	0.00
1C.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES WITH REQUISITE DEGREES FROM HIGHER EDUCATION INSTITUTIONS	0.00	0.00	0.00	0.00	0.00
1D.	ESTIMATE OF AVAILABILITY OF WOMEN AND MINORITIES FROM RELEVANT APPLICANT FLOW DATA	0.00	0.00	0.00	0.00	0.00
RESULT OF EXTERNAL AVAILABILITY ANALYSIS				100.00	2.98	55.36
<b>2. INTERNAL AVAILABILITY FROM FEEDER GROUPS</b>						
2A.	ESTIMATE OF AVAILABILITY FROM FEEDER GROUPS OF THOSE WHO ARE PROMOTABLE, TRANSFERABLE OR TRAINABLE WITHIN THE ORGANIZATION	0.00	0.00	0.00	0.00	0.00
RESULT OF INTERNAL AVAILABILITY ANALYSIS				0.00	0.00	0.00
ESTIMATE OF AVAILABILITY				100.00	2.98	55.36

\* BOTH INTERNAL AND EXTERNAL AVAILABILITY FACTORS HAVE BEEN CONSIDERED IN DETERMINING THE FINAL AVAILABILITY FOR THIS JOB GROUP