**Section 750.120 Identification of Underutilization**

a) Underutilization of minorities means having fewer minority workers in a particular job classification than would reasonably be expected by their availability. The availability of minority workers for any job classification shall be determined by the minority population percentages of the area(s) from which the public contractor or subcontractor may reasonably recruit and the unemployment rates of minorities as compared to unemployment rates of nonminorities in such area(s). In addition, the contractor or subcontractor shall consider in such recruitment area(s):

1) The size of the minority unemployment force;

2) The numbers of minorities having requisite skills;

3) The promotable and transferable minorities within the contractor's or subcontractor's organization;

4) The existence of training institutions capable of training persons in the requisite skills; and

5) The degree of training which the contractor or subcontractor is reasonably able to undertake as a means of making all job classifications available to minorities.

b) Underutilization of women means having fewer female workers in a particular job classification than would reasonably be expected by their availability. The availability of female workers for any job classification shall be determined by the numbers of women generally seeking employment in any such job classification and the unemployment rates of women as compared to unemployment rates of men in the area(s) from which the public contractor or subcontractor may reasonably recruit. In addition, the contractor or subcontractor shall consider in such recruitment area(s):

1) The size of the female unemployment force;

2) The numbers of women having requisite skills;

3) The promotable and transferable women within the contractor's or subcontractor's organization;

4) The existence of training institutions capable of training persons in the requisite skills; and

5) The degree of training which the contractor or subcontractor is reasonably able to undertake as a means of making all job classifications available to women.

(Source: Amended at 5 Ill. Reg. 1627, effective February 9, 1981)