

Spotlight Bias Evaluation

February 2026

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The bias evaluation described in this document, including Workday's testing approach, observations, and analysis shared are intended to assist customers in evaluating products and capabilities for their use and adoption planning. Workday conducts this testing as part of our efforts to improve and continue to develop our AI products and in line with our commitments to ethical and responsible AI development. Information shared in this document is not intended, and shall not be used, to satisfy customers' legal obligations on their behalf. Customers should consult with their legal counsel and remain responsible for complying with any legal obligations arising from the implementation and use of the product, including any required assessments, testing, or documentation under applicable laws.

Data from various customers has been aggregated for the bias evaluation analysis described in this document. While Workday considers this method suitable for its own testing as a developer of responsible AI tools, it should not be misunderstood to imply that Spotlight generates uniform or static outputs across different jobs or customers. Spotlight is not an assessment; its outputs rely heavily on the specific job requisition requirements set by the customer and the qualifications provided by the candidate, which means results will vary across and between customers, based on these inputs. Workday does not have insight, influence, or control over the quality or accuracy of these inputs.

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Executive Summary

HiredScore's Spotlight is an AI-powered feature that assigns grades (A, B, C, and D) to candidate applications based on the alignment between a candidate's reported qualifications and the requirements listed on the job requisition. As part of our commitment to responsible AI development, and in specific alignment with our AI ethics principle to champion transparency and fairness, we conduct annual bias evaluations of aggregate Spotlight AI outputs. Our evaluation methodology reflects our effort to isolate the Spotlight AI model by holding constant aspects of the overall selection system that are not within our control as a developer, such as job requirements that are determined by the customer and candidate qualifications that are reported by the job applicant. This approach allows us to assess whether the Spotlight AI models themselves might contribute to any significantly disproportionate grading outcomes observed across demographic groups.

We conducted a bias evaluation on a random sample including hundreds of thousands of applicants representing 52 customers. The outcome variable for this evaluation was 'Basic Qualification Rate', defined as the proportion of sample candidates receiving an A or B grade in Spotlight, indicating that they meet the minimum requirements for the specific position to which they applied. Basic qualification rate was analyzed by gender and race/ethnicity. The results of this initial analysis revealed higher basic qualification rates for women and Black/African American candidates in our sample.

Further analysis indicated that this disparity was attributable to differences in the roles candidates applied to. Specifically, we observed women and African American candidates tended to apply to comparatively less senior roles that did not require higher educational degrees than candidates in other groups so they were more likely to meet the basic qualifications specified by customers on the job requisitions.

After adjusting for these differences, and comparing similar candidates with similar qualifications who apply to similar job requisitions, we found no statistically meaningful differences by race and gender groups (all p-values > 0.05). Tables 1-2 show a summary of Spotlight basic qualification rate differences by gender and race.

As an illustrative example, consider a role requiring 5 years of IT experience with 100 applicants, 30 women and 70 men. The 30 women applicants have 5-10 years of IT experience but only 30 out of 70 men have the same. Spotlight will identify all 30 women and only 30 of the 70 men as qualified, initially suggesting a disparate impact favoring women. However, when the dataset is adjusted to compare only the 30 qualified women and men, all receive high Spotlight grades, eliminating the observed impact.

After adjusting the dataset to compare applicants with similar qualifications applying to similar roles, no statistically significant differences in Spotlight basic qualification rates were observed across gender and race groups ($p > 0.05$). This indicates that the Spotlight AI model does not introduce or amplify bias when evaluated on a level playing field. The findings emphasize the importance of accounting for job-relevant attributes that will influence Spotlight grades (e.g., years of experience) in bias testing to accurately assess AI model fairness.

Table 1. Summary of Spotlight Basic Qualification Rate Differences by Gender

	Unadjusted Basic Qualification Rates (Full Population)	Adjusted Basic Qualification Rates (Stratified Random Sample)	
Women ³	70.97%	66.80%	p=0.3271
Men	68.22%	66.93%	

Table 2. Summary of Spotlight Basic Qualification Rate Differences by Race

	Unadjusted Basic Qualification Rates ¹ (Full Population)	Adjusted Basic Qualification Rates (Stratified Random Sample)	
Black or African American ²	76.93%	66.21%	p=0.1506
Asian	64.43%	65.84%	
Black or African American	76.93%	76.26%	p=0.6812
Hispanic or Latino	74.28%	76.37%	
Black or African American	76.93%	75.30%	p=0.3572
White	69.98%	75.15%	

¹ Statistical testing on the unadjusted dataset indicated significant differences in basic qualification rates by race and gender. These differences are removed after adjusting for job-relevant factors (e.g., required years of experience).

² Women and Black/African Americans are the Control Groups for gender and race tests respectively because they had the highest Spotlight basic qualification rates before adjustment. All other groups are defined as Test groups for each pairwise comparison presented in Tables 1-2.

Introduction

Overview of Spotlight

HiredScore's Spotlight is an AI-powered tool designed to enhance the efficiency of the candidate screening process. It assigns each candidate a grade for each position to which they apply (A, B, C, or D) based on how well the information submitted in their application aligns with the basic and preferred qualifications outlined in the job requisition. These grades reflect the correlation between the skills and attributes required by the customer for a particular position and those that are reported by candidates in their application for that position.

It's important to note that Spotlight conveys information and adds a layer of insights on candidates in an actionable form, but it does not independently decide whether to select a candidate for a position or move that candidate forward in the application process. Spotlight is not intended to be used as an employment test or other related selection procedure, or an assessment of any kind. The tool does not verify the accuracy of candidate-provided information or the job-relatedness of customer-defined criteria. It simply provides data-driven insights to complement human judgment in the hiring process.

Bias Evaluation Background & Objectives

As part of our commitment to fairness and transparency, we conduct annual bias evaluations of Spotlight. To assess the Spotlight AI model's potential impact on candidate selection, we have developed a targeted analytical approach. There are very likely real demographic differences in a given application dataset by job relevant variables, such as education or years of relevant experience. These differences may limit the possibility of particular workers from advancing in the hiring process for a role that requires a certain level of education or experience. Spotlight does not set or influence these requirements, nor does it set, influence, assess, or verify reported candidate qualifications. Spotlight is simply an AI feature designed to identify whether an applicant meets the requirements specified in the job requisition. Therefore we have designed a more nuanced bias testing approach that isolates the Spotlight AI for analysis.

The evaluation described in this report focuses specifically on isolating Spotlight's impact by controlling for job-relevant factors which will influence Spotlight grades (e.g., years of experience). This will allow us to assess whether the Spotlight AI model contributes to any significant differences observed in basic qualification rates across demographic groups. This allows us to assess whether the Spotlight AI model contributes to any disproportionate outcomes across demographic groups.

Methodology

Evaluation Cadence

We conduct this testing on an annual basis to evaluate updates or improvements to the Spotlight AI models. This regular evaluation reflects our life cycle approach to responsible AI governance and allows us to demonstrate consistent performance of the tool.

Evaluation Criteria

Our primary evaluation metric is Spotlight 'Basic Qualification Rate'. This measures the proportion of candidates who meet at least the basic qualifications of the job requisition to which they have applied, according to the Spotlight model. These candidates received "A" or "B" Spotlight grades. All other candidates who received a "C" or "D" grade did not meet basic qualifications. [Appendix Table 1](#) provides an illustrative example of how we determine the basic qualification rates by demographic group.

Data used for Testing

Our bias evaluation includes 20% of US applicants sampled randomly across HiredScore's customer base who applied for jobs between August 2024-January 2025. These applicants all provided voluntary gender and race/ethnicity self identification consistent with categories as defined by the EEOC and all received Spotlight grades.

Worker Demographics Included. The analysis included 754,371 applicants who provided gender data and 776,200 applicants who provided ethnicity data. Table 4 shows a breakdown of the number of candidates included in testing in the unadjusted and adjusted statistical testing after down sampling to adjust for differences in job-relevant attributes across demographic groups (e.g., downsampling to ensure a similar number of men and women who applied to positions requiring an advanced degree).

Table 3. Total candidates included in analysis in unadjusted and adjusted analysis

	Demographic Group	# Candidates (Unadjusted)	# Candidates (Adjusted)
Race			
Control Group ³	Black or African American	213,016	<i>Randomly sampled to match each of the test group counts below</i>
Test Group(s)	Asian	343,400	69,608
	Hispanic or Latino	78,464	52,947
	White	405,630	144,925
Gender			
Control Group ⁴	Women	491,370	276,434
Test Group(s)	Men	523,712	276,434

Job-relevant attributes for adjusted testing. Below are the job-relevant attributes we analyzed and adjusted for in this evaluation. These are common basic requirements across the job requisitions in our sample. Note that the demographic distributions of these attributes are available in the Appendices linked for each section.

- **Job Profession:** The job requisitions we sampled across HiredScore customers included a variety of roles across nine categories. Professions include roles in medicine, customer support, IT & software development, marketing, engineering, accounting and finance.
- **Experience and Seniority Level**
 - **Required years of experience:** Professional job requisitions generally specify a number of years minimum work experience necessary for a role, while applicants typically specify the total years or minimum years of relevant experience when they apply for such a role. Adjusting for these two metrics allows us to assess the alignment between the job's experience requirements and the applicant's relevant professional background.
 - **Seniority Level:** Seniority level on a job requisition indicates the required level of experience and responsibility for that role. Our sample of job requisitions

³ The control group is determined for each demographic variable (race, gender) based on which group had the highest proportion of Spotlight basic qualification rate. For instance, since 69% of women met basic qualifications, compared to 63% of men, women are the control group for gender tests.

comprised 9 seniority levels: (1) Student; (2) Intern; (3) Entry Level; (4) Junior; (5) Senior; (6) Manager; (7) Director; (8) VP; (9) C-Level.

- **Educational and Certification Requirements**

- **Educational Degrees**: Professional jobs typically require some kind of educational degree indicating the minimum formal education needed for the role. Applicants tend to list all of the educational degrees they attained when they apply for such a role. HiredScore extracts all degrees and determines the highest educational degree from the application. In our analysis these are both measured using the same five categories: (1) No degree required, (2) High School or Equivalent, (3) Associates, (4) Master's, and (5) Doctorate.
- **Certifications**: This indicates whether the job requisition required a specific certification. We created a binary flag to determine whether a job requisition required at least one certification to adjust for this factor.

Adjustment Downsampling Process

We first converted all attributes to categorical variables (e.g., binning continuous variables like years of experience or creating binary flags). We then identified the overrepresented demographic group within each attribute category. For example, 52% of women applied to junior level roles, compared to only 42% of men. To adjust for differences in demographic representation in seniority level, we randomly selected a subset of the women who applied to these junior roles to match the number of men who did the same. In the adjusted dataset both men and women were equally represented within each job seniority level.

Statistical Testing

To evaluate potential disparities in basic qualification rates across demographic groups within the Spotlight AI model, we utilized the Binomial-Z two proportion test to determine if there is a statistically significant difference between the proportions of two independent groups⁴. All statistical tests were pairwise comparisons (e.g., Women vs. Men; Black/African American vs. Asian, Black/African American vs. White, etc). For each pair we designate a test and control group.

Defining Test and Control Groups. We determined which demographic group had the highest Spotlight basic qualification rates and assigned them as the “Control” group while all others were assigned as “Test” groups. For instance, since 69% of women met the basic qualifications for roles to which they applied compared to 63% of men, women are the control group for gender tests.

Statistical Test and Interpretation. We calculated p-values for each comparison. If all adjusted p-values exceeded 0.05, we concluded that there was no statistically significant evidence of disparity in basic qualification rates between the tested groups, suggesting the observed differences were likely due to random chance. Conversely, if we had observed statistically

⁴ <https://www.itl.nist.gov/div898/software/dataplot/refman1/auxillar/binotest.htm>

significant differences post-adjustment, indicated by adjusted p-values below 0.05, further investigation into potential model biases would be warranted.

Results & Discussion

Table 4. Summary of Spotlight Basic Qualification Rate Differences by Gender

	Unadjusted Basic Qualification Rates (Full Population)	Adjusted Basic Qualification Rates (Stratified Random Sample)	
Women	70.97%	66.80%	p=0.3271
Men	68.22%	66.93%	

Table 5. Summary of Spotlight Basic Qualification Rate Differences by Race

	Unadjusted Basic Qualification Rates ⁵ (Full Population)	Adjusted Basic Qualification Rates (Stratified Random Sample)	
Black or African American ⁶	76.93%	66.21%	p=0.1506
Asian	64.43%	65.84%	
Black or African American	76.93%	76.26%	p=0.6812
Hispanic or Latino	74.28%	76.37%	
Black or African American	76.93%	75.30%	p=0.3572
White	69.98%	75.15%	

Tables 4-5 show a summary of Spotlight basic qualification rate differences before and after adjustment by gender and race.

Differences in Spotlight Basic Qualification Rates by demographics.

In our sample, we observed Black/African American candidates were most likely to meet job requisition basic qualifications (77%), followed by Hispanic or Latino (74%) and White candidates (70%), while Asian candidates had the lowest (64%). Women had a higher basic qualification rate (71%) compared to men (68%).

Differences in Factors that influence Spotlight Basic Qualification Rate

⁵ Statistical testing on the unadjusted dataset indicated significant differences in basic qualification rates by race and gender. These differences are removed after adjusting for job-relevant factors (e.g., required years of experience).

⁶ Women and Black/African Americans are the Control Groups for gender and race tests respectively because they had the highest Spotlight basic qualification rates before adjustment. All other groups are defined as Test groups for each pairwise comparison presented in Tables 1-2.

Job Profession. In our sample, the job profession varied widely across demographic groups, particularly for job requisitions in IT & Software Development, Engineering, and Customer Support. Men and Asian candidates were overrepresented in the applicant pool for IT & Software and Engineering roles. Men were nearly twice as likely to apply to IT & Software roles compared to women (31% vs. 17%, respectively), and more than twice as likely to apply to Engineering roles (8% vs. 4%). Over half of Asian candidates in our sample applied to IT & Software roles (57%), whereas only about 10–13% of candidates from other race and ethnicity groups applied to IT & Software roles. Asian candidates were also more likely to apply to Engineering roles compared to their race and ethnicity group counterparts (7% vs. 4–5%).

Conversely, men and Asian candidates were significantly underrepresented in the applicant pool for Customer Support roles. Only about 2% of Asian candidates applied to Customer Support requisitions compared to roughly 26–25% of Black or African American and Hispanic or Latino candidates, and about 11% of White candidates. Men were about half as likely as women to apply to Customer Support roles (7% vs. 15%).

Experience and seniority level. In our sample, men applied to job requisitions that required more years of experience on average compared to women. The mean minimum required experience on the job requisitions to which men applied was 5 years, compared to 4 years for women. Men also were more likely to apply to more senior roles: 42% of men in our sample applied to senior, manager, director, VP, or C-level positions, compared to 31% of women, while women were more concentrated in junior-level roles.

By race, White candidates tended to apply to positions with the highest minimum required years of experience (mean of 5 years), followed by Asian, Black or African American, and Hispanic or Latino candidates (each with a mean of 4 years). Black and Hispanic candidates were most concentrated in junior roles and least represented in senior positions, whereas Asian and White candidates were more likely to apply to senior and managerial roles.

Educational and Certification Requirements. Asian candidates were more likely to apply to positions with the highest educational requirements. Nearly half (about 49%) of the job requisitions to which Asian candidates applied required at least a Bachelor's degree, compared to 36% for White candidates, 23% for Hispanic or Latino candidates, and 21% for Black or African American candidates. On the other hand, Black/African American and Hispanic/Latino candidates were more likely to apply for jobs requiring certifications (about 26–27% of requisitions for each group), while Asian candidates applied to jobs with the lowest rate of certification requirements (about 11%).

Men were more likely to apply for jobs that required a Bachelor's degree or higher compared to women (42% vs. 33%, respectively). Women were more likely to apply to roles that required certifications (25% vs. 20%, respectively).

Job-relevant attributes demonstrate differences in how candidates engage with roles. In our data, women and Black/African American candidates were more likely than other groups to apply to junior-level roles and to roles with relatively lower minimum experience and educational requirements, and they were also somewhat more likely to apply to positions that required certifications. Because Spotlight grades are based on the alignment between a candidate's qualifications and the stated job requirements, candidates who apply to roles with lower stated thresholds and for which they already meet or exceed those thresholds may be more likely to

receive higher basic qualification ratings. These findings describe observed associations in this dataset and should not be interpreted as establishing that job level or requirements are the sole or primary drivers of differences in Spotlight outcomes across demographic groups.

Statistical Test Results. After adjusting for these influential factors, the disparities in Spotlight basic qualification rates largely disappeared. Notably, the differences across all racial groups and between genders became statistically non-significant, with p-values ranging from 0.15 to 0.68 ($p > .05$). This indicates that the initial disparities observed were largely attributable to differences in candidate qualifications and the types of jobs they applied for, rather than bias within the AI models in Spotlight itself.

Discussion

Common observation would suggest that particular professions, levels of experience, and educational and certification attainments likely differ by gender and race/ethnicity. This is because external or societal factors such as time in the workforce, career breaks, or available opportunities to pursue higher education or certain professions may differ by demographic group. Failing to account for these attributes in a bias evaluation for a tool that operates the way that Spotlight does could confound the results. Differences in existing demographic representation might be misinterpreted as bias in the tool when they simply reflect the societal variation in applicant pools for different types of job requisitions. Adjusting for these job-relevant attributes during testing enables us to analyze a sample of candidates applying to similar types of job requisitions to assess Spotlight output grades for any true demographic disparities.

These findings highlight distinct patterns in how different demographic groups navigate the job market, likely influenced by a combination of factors such as historical access to education and employment opportunities, societal biases and stereotypes shaping career choices, and industry-specific trends in valuing formal education versus certifications. Consideration of these nuances is crucial for interpreting the results of our bias testing and ensuring we accurately assess Spotlight's performance in the context of equitable hiring outcomes.

These findings strongly suggest that Spotlight, when evaluated on a level playing field where candidates are compared based on similar qualifications and job requirements, does not introduce or amplify biases in its grade assignments. The significant reduction in disparities after adjusting for relevant factors underscores the importance of conducting thorough and nuanced bias testing that accounts for the complex interplay of candidate and job-specific attributes.

Appendix

Spotlight Basic Qualification Rate Calculation

Appendix Table 1. Sample calculation of Spotlight Basic Qualification Rate

Spotlight Grade	Women (n = 100)	Men (n = 100)
A	15	10
B	25	15
C	25	35
D	35	40
Basic Qualification Rate	$= \frac{15 + 25}{100} = 40\%$	$= \frac{10 + 15}{100} = 25\%$

Job Profession

Appendix Table 2a. Distribution of the 6 Most Common Job Professions⁷ by Gender

Job Profession	Overall Population (n= 1,015,082)	Women (n=491,370)	Men (n=523,712)
IT & Software Development	24.36%	16.84%	31.41%
Customer Support	10.99%	15.12%	7.12%
Marketing	9.04%	9.35%	8.75%
Engineering	5.90%	3.66%	8.00%
Accounting & Finance	5.47%	5.45%	5.49%
Sales	8.43%	7.80%	9.02%
Other	35.81%	41.78%	30.21%

Appendix Table 2b. Distribution of the 6 Most Common Job Professions by Race

Job Profession	Overall Population (n= 1,040,510)	Asian (n=343,400)	Black or African American (n=213,016)	Hispanic or Latino (n=78,464)	White (n=405,630)
IT & Software Development	32.93%	56.73%	10.60%	10.26%	12.82%
Customer Support	14.58%	2.27%	26.13%	25.12%	10.59%
Marketing	6.23%	7.37%	5.16%	6.03%	11.60%
Engineering	5.86%	7.48%	4.33%	4.63%	4.99%
Accounting & Finance	7.21%	6.35%	8.02%	7.63%	6.99%
Sales	3.91%	2.48%	5.26%	8.13%	13.73%
Other	29.28%	17.33%	40.50%	38.20%	39.29%

⁷ Most common professions are determined by the top job professions per race and gender demographic group overlapped across all groups.

Required Experience and Seniority Level

Required Years of Experience

Appendix Table 3a. Distribution of Required Minimum Years of Experience (number of years) by Gender

Gender	N	Mean	Standard Deviation	Min	25th percentile	Median	75th percentile	Max	Missing Count
Women	371,564	4	5	1	2	3	5	1,500	119,806
Men	417,938	5	18	1	2	4	6	8,000	105,774

Appendix Table 3b. Distribution of Minimum Required Years of Experience (number of years) by Race

Race	N	Mean	Standard Deviation	Min	25th percentile	Median	75th percentile	Max	Missing Count
Asian	287,365	4	15	1	2	4	5	8,000	56,035
Black or African American	144,271	4	3	1	2	3	5	90	68,745
White	324,637	5	15	1	2	4	6	8,000	80,993
Hispanic or Latino	52,894	4	3	1	2	3	5	55	25,570

Appendix Table 4a. Distribution of Total Required Years of Experience (number of years) by Gender

Gender	N	Mean	Standard Deviation	Min	25th percentile	Median	75th percentile	Max	Missing Count
Women	23,976	3	4	0	0	2	6	23	467,394
Men	33,225	4	4	0	0	3	6	23	490,487

Appendix Table 4b. Distribution of Total Required Years of Experience (number of years) by Race

Race	N	Mean	Standard Deviation	Min	25th percentile	Median	75th percentile	Max	Missing Count
Asian	22,748	5	4	0	1	4	7	23	320,652
Black or African American	6,110	3	4	0	0	2	6	18	206,906
White	21,225	3	4	0	0	1	6	23	384,405
Hispanic or Latino	2,970	3	4	0	0	2	6	15	75,494

Applicant's Relevant Years of Experience

Appendix Table 5a. Distribution of Applicant's Years of Relevant Experience (# of years) by Gender

Gender	N	Mean	Standard Deviation	Min	25th percentile	Median	75th percentile	Max	Missing Count
Women	491,056	7	15	0	2	5	9	7,991	314
Men	523,278	7	15	0	2	5	10	7,993	434

Appendix Table 5b. Distribution of Applicant's Years of Relevant Experience (# of years) by Race

Race	N	Mean	Standard Deviation	Min	25th percentile	Median	75th percentile	Max	Missing Count
Asian	342,666	5	8	0	2	4	6	1,905	734
Black or African American	212,575	7	9	0	2	6	10	2,006	441
White	405,103	8	12	0	2	6	12	2,017	527
Hispanic or Latino	78,322	7	30	0	2	5	10	7,993	142

Seniority Level

Appendix Table 6a. Distribution of Seniority Level on Job Requisition by Gender

Seniority Level	Overall Population (n= 1,015,082)	Women (n=491,370)	Men (n=523,712)
Student	0.01%	0.01%	0.01%
Intern	0.74%	0.94%	0.54%
Entry Level	1.49%	1.59%	1.40%
Junior	62.25%	66.73%	58.06%
Senior	12.89%	10.88%	14.77%
Manager	17.11%	15.29%	18.83%
Director	4.93%	4.20%	5.61%
VP	0.50%	0.32%	0.68%
C-level	0.07%	0.04%	0.09%

Appendix Table 6b. Distribution of Seniority Level on Job Requisition by Race

Seniority Level	Overall Population (n= 1,040,510)	Asian (n=343,400)	Black or African American (n=213,016)	Hispanic or Latino (n=78,464)	White (n=405,630)
Student	0.02%	0.02%	0.04%	0.01%	0.02%
Intern	0.94%	0.24%	1.74%	2.81%	0.76%
Entry Level	1.69%	1.67%	1.99%	1.91%	1.51%
Junior	62.34%	59.76%	70.66%	65.92%	59.47%
Senior	13.49%	21.89%	8.26%	8.26%	10.13%
Manager	16.36%	12.18%	14.34%	17.57%	20.74%
Director	4.63%	3.83%	2.69%	3.14%	6.62%
VP	0.46%	0.37%	0.23%	0.29%	0.68%
C-level	0.06%	0.03%	0.06%	0.08%	0.08%

Educational and Certification Requirement

Required Educational Degrees

Appendix Table 7a. Distribution of Educational Degrees on Job Requisition by Gender

Educational Degree Required	Overall Population (n= 1,015,082)	Women (n=491,370)	Men (n=523,712)
None Required	42.48%	41.87%	43.06%
High School	18.09%	22.71%	13.75%
Associates	1.86%	2.14%	1.59%
Bachelors	32.65%	29.02%	36.05%
Masters	3.00%	2.63%	3.34%
Doctorate	1.93%	1.63%	2.21%

Appendix Table 7b. Distribution of Educational Degrees on Job Requisition by Race

Educational Degree Required	Overall Population (n= 1,040,510)	Asian (n=343,400)	Black or African American (n=213,016)	Hispanic or Latino (n=78,464)	White (n=405,630)
None Required	45.22%	43.78%	46.41%	45.80%	45.70%
High School	17.00%	6.13%	30.89%	28.97%	16.58%
Associates	1.80%	1.30%	2.15%	1.88%	2.03%
Bachelors	31.40%	41.12%	18.31%	21.23%	32.03%
Masters	2.81%	4.70%	1.46%	1.47%	2.18%
Doctorate	1.76%	2.97%	0.78%	0.64%	1.48%

Applicant Highest Educational Degrees

Appendix Table 8a. Distribution of Highest Educational Degrees Attained by Gender

Educational Degree Attained	Overall Population (n= 1,015,082)	Women (n=491,370)	Men (n=523,712)
None	4.77%	5.37%	4.21%
High School	10.63%	12.79%	8.60%
Associates	7.51%	9.57%	5.58%
Bachelors	40.20%	39.49%	40.87%
Masters	33.02%	29.26%	36.54%
Doctorate	3.86%	3.51%	4.19%

Appendix Table 8b. Distribution of Educational Degrees on Job Requisition by Race

Educational Degree Attained	Overall Population (n= 1,040,510)	Asian (n=343,400)	Black or African American (n=213,016)	Hispanic or Latino (n=78,464)	White (n=405,630)
None	4.73%	2.06%	6.76%	7.75%	5.34%
High School	10.92%	2.45%	21.52%	20.50%	10.67%
Associates	7.58%	1.02%	13.76%	13.25%	8.79%
Bachelors	39.26%	25.23%	37.83%	42.34%	51.30%
Masters	33.92%	64.94%	17.65%	14.48%	19.95%
Doctorate	3.59%	4.30%	2.48%	1.69%	3.94%

Certifications

Appendix Table 9a. Distribution of Certification Requirements on Job Requisitions by Gender

Certification	Overall Population (n= 1,015,082)	Women (n=491,370)	Men (n=523,712)
Yes, required	22.34%	25.34%	19.52%
No, not required	77.66%	74.66%	80.48%

Appendix Table 9b. Distribution of Certification Requirements on Job Requisitions by Race

Certification	Overall Population (n= 1,040,510)	Asian (n=343,400)	Black or African American (n=213,016)	Hispanic or Latino (n=78,464)	White (n=405,630)
Yes, required	20.85%	11.42%	26.42%	26.74%	24.77%
No, not required	79.15%	88.58%	73.58%	73.26%	75.23%