

**WORKFORCE ANALYSIS REPORT**  
**EXECUTIVE SUMMARY**  
 As of November 2010

This report compares the Portland Community College workforce as of November 2010 with relevant labor market availability data in order to monitor the results of College hiring practices. Results of this comparison assist the college in establishing goals and formulating strategies to increase the number of women and minorities in job groups where they are currently underrepresented.

The following analysis shows the areas where the different groups need **placement goals** and which groups are at **parity** in particular job groups and funding categories.

| <b>FULL-TIME EMPLOYEES/GENERAL FUND</b> | <b>UNDERREPRESENTED</b>          |
|---|----------------------------------|
| <b>Administrator/Manager</b>            | African-American 4               |
|   | Hispanic 2                       |
| <b>Professional Non-Faculty</b>         | African-American 3               |
|   | American Indian/Alaskan Native 3 |
| <b>Faculty – Instructors Only</b>       | African-American 22              |
|   | Hispanic 5                       |
|   | American Indian/Alaskan Native 5 |
| <b>Faculty – Counselors Only</b>        | African-American 3               |
| <b>Faculty – Librarians Only</b>        | Women 1                          |
| <b>Secretarial/Clerical</b>             | Women 5                          |
|   | American Indian/Alaskan Native 3 |
| <b>Technical/Paraprofessional</b>       | Hispanic 1                       |
|   | American Indian/Alaskan Native 1 |
|   | Asian/Pacific Islander 4         |
| <b>Skilled Craft</b>                    | Women 1                          |
|   | Hispanic 1                       |
| <b>Service/Maintenance</b>              | Women 5                          |
|   | Hispanic 4                       |

The following is a summary of **Parity** for 2010 as revealed by the Workforce Analysis Report.

**FULL-TIME EMPLOYEES/GENERAL FUND**

**AT PARITY**

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**Women**

Administrator/Manager  
Professional Non-Faculty  
Faculty – Instructors Only  
Faculty – Counselors Only  
Technical/Paraprofessional

**African-American**

Faculty – Librarians Only  
Secretarial/Clerical  
Technical/Paraprofessional  
Skilled Craft  
Service/Maintenance

**Hispanic**

Professional Non-Faculty  
Faculty – Counselors Only  
Faculty – Librarians Only  
Secretarial/Clerical

**American Indian/Alaskan Native**

Administrator/Manager  
Faculty – Counselors Only  
Faculty – Librarians Only  
Skilled Craft  
Service/Maintenance

**Asian/Pacific Islander**

Administrator/Manager  
Professional Non-Faculty  
Faculty – Instructors Only  
Faculty – Counselors Only  
Faculty – Librarians Only  
Secretarial/Clerical  
Skilled Craft  
Service/Maintenance

**FULL-TIME EMPLOYEES/NON-GENERAL FUND AT PARITY**

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**Women**

*At Parity in all funded categories:*

Administrator/Manager  
Professional Non-Faculty  
Faculty – Instructors Only  
Secretarial/Clerical  
Technical/Paraprofessional

**African-American**

Professional Non-Faculty  
Faculty – All Groups  
Secretarial/Clerical  
Technical/Paraprofessional  
Skilled Craft  
Service Maintenance

**Hispanic**

*At Parity in all funded categories:*

Administrator/Manager  
Professional Non-Faculty  
Faculty – Instructor Only  
Faculty – Counselor Only  
Secretarial/Clerical  
Technical/Paraprofessional  
Service Maintenance

**American Indian/Alaskan Native**

Administrator/Manager  
Faculty – Instructors Only  
Faculty – Counselor Only  
Technical/Paraprofessional  
Service Maintenance

**Asian/Pacific Islander**

Professional Non-Faculty  
Faculty – Instructors Only  
Faculty – Counselor Only  
Secretarial/Clerical  
Technical/Paraprofessional  
Service Maintenance

**PART-TIME PERMANENT EMPLOYEES/  
GENERAL FUND**

**AT PARITY**

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**Women**

Administrator/Manager  
Professional Non-Faculty  
Technical/Paraprofessional  
Service/Maintenance

**African-American**

Administrator/Manager  
Professional Non-Faculty  
Secretarial/Clerical  
Technical/Paraprofessional

**Hispanic**

Administrator/Manager  
Professional Non-Faculty  
Secretarial/Clerical  
Technical/Paraprofessional

**American Indian/Alaskan Native**

Administrator/Manager  
Professional Non-Faculty  
Secretarial/Clerical  
Technical/Paraprofessional

**Asian/Pacific Islander**

Administrator/Manager  
Secretarial/Clerical  
Service/Maintenance

**PART-TIME PERMANENT EMPLOYEES/  
NON-GENERAL FUND**

**AT PARITY**

**Women**

*At Parity in all funded categories:*

Administrator/Manager  
Professional Non-Faculty  
Secretarial/Clerical  
Technical/Paraprofessional

**African-American**

*At Parity in all funded categories:*

Administrator/Manager  
Professional Non-Faculty  
Secretarial/Clerical  
Technical/Paraprofessional

**Hispanic**

*At Parity in all funded categories:*

Administrator/Manager  
Professional Non-Faculty  
Secretarial/Clerical  
Technical/Paraprofessional

**American Indian/Alaskan Native**

*At Parity in all funded categories:*

Administrator/Manager  
Professional Non-Faculty  
Secretarial/Clerical  
Technical/Paraprofessional

**Asian/Pacific Islander**

*At Parity in all funded categories:*

Administrator/Manager  
Professional Non-Faculty  
Secretarial/Clerical  
Technical/Paraprofessional

**PART-TIME CASUAL EMPLOYEES /  
ALL FUNDING SOURCES**

**AT PARITY**

**Hispanic**

Faculty – Instructors Only

**Asian / Pacific Islander**

Faculty – Instructors Only

Portland Community College admirably sets high standards and establishes goals. In addition, the College understands the need to evaluate current strategies for progress toward its goals and continues to develop new strategies. These strategies are to facilitate increasing the number of minorities and women in job categories when utilization is not comparable to availability in the labor market.