

WORKFORCE ANALYSIS REPORT

EXECUTIVE SUMMARY

As of November 2013

This report compares the Portland Community College workforce as of November 2013 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.

FULL-TIME EMPLOYEES/GENERAL FUND		UNDERREPRESENTED
Administrator/Manager	African American	7
Professional Non-Faculty	African American	1
	American Indian/Alaskan Native	2
Faculty – Instructors Only	African American	21
	American Indian/Alaskan Native	1
Faculty – Counselors Only	African American	3
	Hispanic	1
	Asian/Pacific Islander	1
Faculty – Librarians Only	Female	1
Secretarial/Clerical	Hispanic	1
Skilled Craft	Hispanic	2
Service/Maintenance	Female	11
	Hispanic	6

The following is a summary of **Parity** for 2013 as revealed by the Workforce Analysis Report.

FULL-TIME EMPLOYEES/GENERAL FUND	AT PARITY
Women	Administrator/Manager Professional Non-Faculty Faculty – Instructors Only Faculty – Counselors Only Secretarial/Clerical Technical/Paraprofessional Skilled Craft
African American	Faculty – Librarians Only Secretarial/Clerical Technical/Paraprofessional Skilled Craft Service/Maintenance
Hispanic	Administrator/Manager Professional Non-Faculty Faculty – Librarians Only Technical/Paraprofessional
American Indian/Alaskan Native	Administrator/Manager Faculty – Counselors Only Faculty – Librarians Only Secretarial/Clerical Technical/Paraprofessional Skilled Craft Service/Maintenance
Asian/Pacific Islander	Administrator/Manager Professional Non-Faculty Faculty – Instructors Only Faculty – Librarians Only Secretarial/Clerical Technical/Paraprofessional Skilled Craft Service/Maintenance

Women	Professional Non-Faculty Faculty – Instructors Only Secretarial/Clerical Technical/Paraprofessional
African American	Professional Non-Faculty Secretarial/Clerical Technical/Paraprofessional
Hispanic At parity in all funded categories:	Administrator/Manager Professional Non-Faculty Faculty – Instructors Only Secretarial/Clerical Technical/Paraprofessional
American Indian/Alaskan Native	Administrator/Manager Faculty – Instructors Only Secretarial/Clerical Technical/Paraprofessional
Asian/Pacific Islander	Administrator/Manager Professional Non-Faculty Faculty – Instructors Only Secretarial/Clerical

Faculty – Counselors Only, Faculty – Librarians Only, Skilled Craft, and Service/Maintenance had no funded positions in this category as of November 1, 2013

Women	Administrator/Manager Professional Non-Faculty Technical/Paraprofessional Service/Maintenance
African American <i>At parity in all funded categories:</i>	Administrator/Manager Professional Non-Faculty Secretarial/Clerical Technical/Paraprofessional Service/Maintenance
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 <i>At parity in all funded categories:</i>	Administrator/Manager Professional Non-Faculty Secretarial/Clerical Technical/Paraprofessional Service/Maintenance

Faculty – Instructors Only, Faculty – Counselors Only, Faculty – Librarians Only, and Skilled Craft had no positions in this category as of November 1, 2013

<p>Women <i>At parity in all funded categories:</i></p>	<p>Administrator/Manager Professional Non-Faculty Secretarial/Clerical Technical/Paraprofessional</p>
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<p>African American <i>At parity in all funded categories:</i></p>	<p>Administrator/Manager Professional Non-Faculty Secretarial/Clerical Technical/Paraprofessional</p>
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<p>Hispanic <i>At parity in all funded categories:</i></p>	<p>Administrator/Manager Professional Non-Faculty Secretarial/Clerical Technical/Paraprofessional</p>
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<p>American Indian/Alaskan Native <i>At parity in all funded categories:</i></p>	<p>Administrator/Manager Professional Non-Faculty Secretarial/Clerical Technical/Paraprofessional</p>
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<p>Asian/ Pacific Islander <i>At parity in all funded categories:</i></p>	<p>Administrator/Manager Professional Non-Faculty Secretarial/Clerical Technical/Paraprofessional</p>
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Faculty – Instructors Only, Faculty – Counselors Only, Faculty – Librarians Only, Skilled Craft, and Service/Maintenance had no positions in this category as of November 1, 2013

Women	Administrator/Manager Technical/Paraprofessional Skilled Craft Service/Maintenance
African American	Administrator/Manager Secretarial/Clerical Technical/Paraprofessional Skilled Craft Service/Maintenance
Hispanic	Administrator/Manager Professional Non-Faculty Faculty – Librarians Only Secretarial/Clerical Technical/Paraprofessional Skilled Craft
American Indian/Alaskan Native	Administrator/Manager Professional Non-Faculty Faculty – Counselors Only Secretarial/Clerical Skilled Craft
Asian/ Pacific Islander	Professional Non-Faculty Faculty – Instructors Only Secretarial/Clerical Skilled Craft Service/Maintenance

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.