

Cerro Coso College Availability Analysis (2019)

CCR, Title 5 § 53003 (c)(8)

*Note: Cerro Coso Community College spans across widely separated desert, mountain, and valley communities within a sweeping 18,000-mile, four-county region of eastern California. For this reason, there is no Metropolitan area assigned. This plan utilizes data collected from Ridgecrest, CA, where the main campus is located.

I. All Employees:

Race	Job Group	External Recruitment Area	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability	Race Expected based on Availability	Binomial Exact	SD	SF	
White/ Caucasian	All Employees	Student population	294	192	65.3%	45.17%	133	1.00	6.94	-59	
Black/ African American	All Employees	Local Recruitment	294	13	4.4%	6.15%	18	0.13	-1.23	5	
Hispanic or Latino	All Employees	CA Statewide	294	34	11.6%	36.85%	108	0.00	-8.99	74	Underutilized
Asian or Other Pacific Islander	All Employees	US National	294	13	4.4%	6.03%	18	0.15	-1.16	5	
American Indian or Alaskan Native	All Employees		294	2	0.7%	0.96%	3	0.47	-0.49	1	
Total Minority	All Employees		294	62	21.1%	54.83%	161	0.00	-11.63	99	Underutilized

Sex	Job Group	External Recruitment Area	Total Job Group Employees	Total Sex Job Group Employees	% of Sex Job Group Employees	Sex Availability	Sex Expected based on Availability	Binomial Exact	SD	SF	
Females	All Employees	Student population	294	172	58.5%	53.9%	158	0.95	1.58	-14	
Males	All Employees	Local Recruitment	294	122	41.5%	45.4%	133	0.10	-1.34	11	

Race:

An analysis of the total workforce, which included all permanent employees and part time faculty, shows the college is within the employment margins for most groups identified (White/ Caucasian, Black/ African American, Asian or other Pacific Islander, and American Indian or Alaskan Native). However, Hispanic or Latino employment falls below the identified availability by a significant margin, with current employees identified as Hispanic or Latino accounting for 11.6% of employees. This is a significant finding, as availability stands at 36.85%. As a result of this finding, the District is prioritizing over all recruitment efforts to increase the number of qualified Hispanic or Latino applicants for Cerro Coso College in addition to all monitored groups.

Gender:

Examination of the data for workforce across Kern Community College District, which includes all classifications, reveals that males and females are employed at an adequate range for identified sex availability. Subsequently, the District is not prioritizing its efforts in this area.