

**Cerro Coso College Availability Analysis (2022)**

\*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. Because the majority of the service area falls in Kern County, Kern County was used for availability analysis data.

**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, 2022	Student Population	270	169	62.6%	35.8%	97	1.00	9.17	-72	
Black/African American	All Employees, 2022	Local Recruitment	270	14	5.2%	6.8%	18	0.17	-1.08	4	Underutilized
Hispanic or Latinx	All Employees, 2022	CA Statewide	270	42	15.6%	46.7%	126	0.00	-10.26	84	
Asian	All Employees, 2022	US National	270	9	3.3%	4.5%	12	0.22	-0.94	3	
American Indian or Alaskan Native	All Employees, 2022		270	2	0.7%	1.1%	3	0.40	-0.62	1	
Native Hawaiiin/Pacific Islander	All Employees, 2022		270	0	0.0%	0.4%	1	0.36	-1.01	1	
<b>Total Minority</b>	All Employees, 2022		270	67	24.8%	64.2%	173	0.00	-13.48	106	
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, 2022	Student Population	270	158	58.5%	50.4%	136	1.00	2.67	-22	
Males	All Employees, 2022	Local Recruitment	270	112	41.5%	48.6%	131	0.01	-2.35	19	Underutilized

**Race:**

An analysis of the total workforce, which included all permanent employees and part time faculty, shows White/Caucasian employment exceeds identified availability by a significant margin. The expected projection for this group is 35.8%; however, based on the analysis, Cerro Coso’s utilization is 62.6%. However, the analysis shows the college is within the employment margins for most groups identified (Black/African American, 5.2%, Asian, 3.3%, American Indian or Alaskan Native, 0.7%, and Native Hawaiian/Pacific Islander, 0.0%). However, Hispanic or Latinx employment falls below the identified availability by a significant margin, with current employees identified as Hispanic or Latinx accounting for 15.6% of employees. This is a significant finding, as availability stands at 46.7%. As a result of this finding, the District is prioritizing over all recruitment efforts to increase the number of qualified Hispanic or Latinx applicants for Cerro Coso Community College in addition to all monitored groups.

**Gender:**

Examination of the data for workforce across Cerro Coso Community College, which includes all classifications, reveals that males are underutilized when compared to the availability of the total population with employees identifying as male representing 41.5% of all employees, but the availability of males stands at 48.6%. Females are employed at an adequate range for identified sex availability.