

Proposed Numerical Goals 2010-2012

Based on workforce and vacancy analyses, as well as state and local demographic data, the Advisory Committee identified areas of under-representation and it was determined the following proposed numerical goals be retained for the new plan:

Job Category	Projected Vacancies Based on Past 5 Year Average	2010-12 Numerical Goal
Office/clerical	4	<p><i>1 individual</i> from one or more of the following under-represented groups:</p> <ul style="list-style-type: none"> ◆ Gender (male) ◆ Ethnic Minority ◆ Disability
Professional	66	<p><i>3 individuals</i> from one or more of the following under-represented groups:</p> <ul style="list-style-type: none"> ◆ Gender (male) ◆ Ethnic Minority ◆ Disability
Officials/managers	4	<p><i>1 individual</i> from one or more of the following under-represented groups:</p> <ul style="list-style-type: none"> ◆ Ethnic Minority ◆ Disability
Technicians	18	<p><i>2 individuals</i> from one or more of the following under-represented groups:</p> <ul style="list-style-type: none"> ◆ Ethnic Minority ◆ Disability

Under-representation occurs when individuals in a protected class are employed at a rate below their availability in the work force. For Linn and Johnson counties, the total minority labor force available for 2007 is 6.0% and 10.3% respectively, while in 2009-10 the total minority population employed by the Agency is 1.4%. It's estimated, however, the availability of minorities able to work in the particular occupations of the Agency is lower than the total minority work force. It's believed that one major barrier for making progress in minority staffing has been the requirement for advanced degrees and specialized licenses that are necessary to be eligible for the majority of positions at the Agency. Qualitative goals include an ongoing effort to inform and encourage qualified employees and potential employees in under-represented categories of job opportunities with the Agency. Note: While males are not considered a protected class, efforts are made to promote gender balance in a field where the majority of positions tend to be held by women.

Review Progress toward 2008-10 Qualitative Goals

1. **Broaden the recruitment "net"** to further include minority and disabled communities and/or media, such that vacancy notices are more apt to communicate with under-represented individuals and groups. As a step in this direction, the Equity Committee recommends the Agency:
 - ◆ Devote FTE to proactive recruitment efforts to attract individuals from under-represented groups. These strategies could include:
 - Forming partnerships with postsecondary education institutions, and/or diversity programs for purposes of personalized recruitment, job shadows/internships, employment and sharing information on agency openings.
 - Making presentations about GWAEA employment opportunities
 - Investigating scholarship/mentorship options that would identify talented future employees from under-represented groups and support their postsecondary education in exchange for a commitment to work at the Agency.
 - ◆ Continue to post openings at the Catherine McCauley Center, University of Iowa Dual Career Network, UI, ISU and UNI placement offices and the private college diversity network coordinated through the African American Center in Cedar Rapids.
 - ◆ Expand organizations to which job posting will be sent to include the NAACP, Iowa Vocational Rehabilitation Services and other organizations with ties to community groups