Step 4b: Narrative of Interpretation

The estimates of underutilization presented in the 2017 EEOP Utilization Analysis Chart are based on the DOJ estimates of the availability of workers by ethnicity and gender and job category for geographic region of Santa Clara County.

The County of Santa Clara’s reportable workforce for the 2017 EEOP Utilization Report is 16,946 employees. 1,488 of these employees did not specify their race or national origin. The DOJ estimates of available workers in the geographic region of Santa Clara County do not include individuals who have declined to specify their race, national origin, or sex. Thus, any comparison of the County’s workforce to the relevant labor market does not account for the 9% of the County’s reportable workforce that has declined to state their race or national origin.

In preparation for this report, the County performed an audit of its personnel and classification data. The County reviewed the 2017 significant utilization chart, which compares the available sex, race and national origin data of the County’s reportable workforce with the relevant labor market statistics for the geographic region of Santa Clara County and noted the following:

- **Officials/Administrators**: White males (-16%), Hispanic or Latino males (-2%), and Asian males (-4%) were noted as underutilized. High percentages of underutilization may be attributable to the demographic makeup of the County’s reportable workforce. Of employees included in the County’s reportable workforce, 65% designated their sex as female, whereas the relative labor market statistics reflect a nearly 50% female demographic. Additionally, any comparison of the County’s workforce to the relevant labor market does not account for the 9% of the County’s reportable workforce that has declined to state their race or national origin.

- **Professionals**: White males (-18%) and Asian males (-13%) were noted as underutilized. High percentages of underutilization may be attributable to the demographic makeup of the County’s reportable workforce. Of employees included in the County’s reportable workforce, 65% designated their sex as female, whereas the relative labor market statistics reflect a nearly 50% female demographic. Additionally, any comparison of the County’s workforce to the relevant labor market does not account for the 9% of the County’s reportable workforce that has declined to state their race or national origin.

- **Technicians**: White males (-15%), Asian males (-5%), White females (-3%) were noted as underutilized. High percentages of underutilization may be attributable to the demographic makeup of the County’s reportable workforce. Of employees included in the County’s reportable workforce, 65% designated their sex as female, whereas the relative labor market statistics reflect a nearly 50% female demographic. Additionally, any comparison of the County’s workforce to the relevant labor market does not account
for the 9% of the County’s reportable workforce that has declined to state their race or national origin.

- **Protective Services (Sworn Officials):** White males (-12%), Black or African American males (-2%), Asian males (-4%), Native Hawaiian or Other Pacific Islander males (-1%) were noted as underutilized. High percentages of underutilization may be attributable to the demographic makeup of the County’s reportable workforce. Of employees included in the County’s reportable workforce, 65% designated their sex as female, whereas the relative labor market statistics reflect a nearly 50% female demographic. Additionally, any comparison of the County’s workforce to the relevant labor market does not account for the 9% of the County’s reportable workforce that has declined to state their race or national origin.

- **Protectives Services (Non Sworn):** White females (-24%), Asian females (-8%), Native Hawaiian or Other Pacific Islander (-4%) were noted as underutilized. Any comparison of the County’s workforce to the relevant labor market does not account for the 9% of the County’s reportable workforce that has declined to state their race or national origin.

- **Administrative Support:** White males (-13%), Hispanic or Latino males (-4%), Asian males (-5%), White females (-9%) were noted as underutilized. High percentages of underutilization may be attributable to the demographic makeup of the County’s reportable workforce. Of employees included in the County’s reportable workforce, 65% designated their sex as female, whereas the relative labor market statistics reflect a nearly 50% female demographic. Additionally, any comparison of the County’s workforce to the relevant labor market does not account for the 9% of the County’s reportable workforce that has declined to state their race or national origin.

- **Skilled Craft:** Hispanic or Latino males (-5%), Asian males (-5%), Asian females (-1%) were noted as underutilized. High percentages of underutilization may be attributable to the demographic makeup of the County’s reportable workforce. Of employees included in the County’s reportable workforce, 65% designated their sex as female, whereas the relative labor market statistics reflect a nearly 50% female demographic. Additionally, any comparison of the County’s workforce to the relevant labor market does not account for the 9% of the County’s reportable workforce that has declined to state their race or national origin.

- **Service/Maintenance:** Hispanic or Latino males (-9%), White females (-2%), Hispanic or Latino females (-2%) were noted as underutilized. High percentages of underutilization may be attributable to the demographic makeup of the County’s reportable workforce. Of employees included in the County’s reportable workforce, 65% designated their sex as female, whereas the relative labor market statistics reflect a
nearly 50% female demographic. Additionally, any comparison of the County’s workforce to the relevant labor market does not account for the 9% of the County’s reportable workforce that has declined to state their race or national origin.

Steps 5 and 6 below present Objectives and Action Steps to address the identified areas of underutilization. An updated report will be prepared and submitted to USDOJ in 2019.