

Availability Analysis

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Job Group: 10 Senior Executives

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	50.91	19.95	44.44	22.63	8.87	Census 2000 Special EEO File United States Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	45.00	6.67	55.56	25.00	3.70	Feeder Job Groups: Non-Instructional Managers (11), Instruc & Stdnt Srv Managers (12) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				47.63	12.57	

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Job Group: 11 Non-Instructional Managers

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	58.06	22.24	44.00	25.55	9.78	Census 2000 Special EEO File United States Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	79.92	20.08	56.00	44.75	11.25	Feeder Job Groups: Professional, Coordinators (19), Professional, HR & Finance (21), Student Srv & Instruct Support (24) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				70.30	21.03	

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Job Group: 12 Instruc & Stdnt Srv Managers

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	61.48	22.25	58.62	36.04	13.04	Census 2000 Special EEO File United States Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	64.20	15.84	41.38	26.56	6.56	Feeder Job Groups: Non-Instructional Managers (11), Arts & Letters Faculty (13), Science & Math Faculty (14), Trade & Tech Skills Faculty (15), Basic Skills Faculty (16), Health, Physical Ed & Athletic (17), Non-Instructional Faculty (18), Student Sr Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				62.61	19.60	

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Job Group: 13 Arts & Letters Faculty

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	59.89	21.25	52.05	31.17	11.06	Census 2000 Special EEO File United States Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	54.21	12.15	47.95	25.99	5.83	Feeder Job Groups: PT Arts & Letters Faculty (30), PT Non-Instructional Faculty (35) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				57.16	16.89	

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Job Group: 14 Science & Math Faculty

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	27.58	15.71	17.65	4.87	2.77	Census 2000 Special EEO File United States Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	46.77	4.84	82.35	38.52	3.98	Feeder Job Groups: PT Science & Math Faculty (31) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				43.39	6.76	

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Job Group: 15 Trade & Tech Skills Faculty

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	52.55	21.08	44.14	23.20	9.31	Census 2000 Special EEO File United States Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	51.35	5.41	55.86	28.68	3.02	Feeder Job Groups: Technicians, Computer (23), PT Trade & Tech Skills Faculty (32) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				51.88	12.33	

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Job Group: 16 Basic Skills Faculty

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	64.62	24.44	24.24	15.66	5.92	Census 2000 Special EEO File United States Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	72.97	0.00	75.76	55.28	0.00	Feeder Job Groups: PT Basic Skills Faculty (33) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				70.95	5.92	

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Job Group: 17 Health, Physical Ed & Athletic

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	58.10	22.25	28.57	16.60	6.36	Census 2000 Special EEO File United States Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	37.50	12.50	71.43	26.79	8.93	Feeder Job Groups: PT Health Physical Education & (34) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				43.38	15.29	

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Job Group: 18 Non-Instructional Faculty

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	69.75	19.85	27.59	19.24	5.48	Census 2000 Special EEO File United States Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	59.03	9.03	72.41	42.74	6.54	Feeder Job Groups: PT Arts & Letters Faculty (30), PT Basic Skills Faculty (33), PT Non-Instructional Faculty (35) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				61.99	12.01	

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Job Group: 19 Professional, Coordinators

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	60.88	10.46	33.33	20.29	3.49	Census 2000 Special EEO File Oregon Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	22.22	66.67	66.67	14.82	Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				86.96	18.30	

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Job Group: 20 Professional, Media Relations

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	52.33	10.65	25.00	13.08	2.66	Census 2000 Special EEO File Oregon Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	28.57	75.00	75.00	21.43	Feeder Job Groups: PT Pro, Specialty - Misc (39) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				88.08	24.09	

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Job Group: 21 Professional, HR & Finance

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	69.01	10.16	36.00	24.85	3.66	Census 2000 Special EEO File Oregon Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	50.00	0.00	64.00	32.00	0.00	Feeder Job Groups: PT Pro, Coordinators (36), PT Pro, HR & Finance (38) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				56.85	3.66	

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Job Group: 22 Professional, Specialistty - M

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	67.48	11.35	15.79	10.66	1.79	Census 2000 Special EEO File Oregon Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	100.00	28.57	84.21	84.21	24.06	Feeder Job Groups: PT Pro, Specialty - Misc (39) Those promotable, transferable or trainable within Lane Community College.

100.00

Job Group Final Availabilities (%)

94.87

25.85

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Job Group: 23 Technicians, Computer

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	26.11	12.67	33.96	8.87	4.30	Census 2000 Special EEO File Oregon Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	55.07	11.59	66.04	36.37	7.66	Feeder Job Groups: PT Trade & Tech Skills Faculty (32), PT Technicians, Computer (40) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				45.24	11.96	

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Job Group: 24 Student Srv & Instruct Support

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	67.94	11.65	26.61	18.08	3.10	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	69.93	25.49	73.39	51.33	18.71	Feeder Job Groups: PT Pro, Coordinators (36), PT Pro, Specialty - Misc (39), PT Student Srv & Instruct Supp (41) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				69.40	21.81	

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Job Group: 25 Office & Clerical Support

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	78.13	11.28	22.12	17.28	2.49	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	86.21	34.48	77.88	67.14	26.86	Feeder Job Groups: PT Office & Clerical Sup (42) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				84.42	29.35	

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Job Group: 26 Skilled Craft

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	5.29	7.41	47.06	2.49	3.49	Census 2000 Special EEO File Lane, OR Resonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	83.33	50.00	52.94	44.12	26.47	Feeder Job Groups: PT Skilled Craft (43) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				46.60	29.96	

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Job Group: 27 Equipment Operator

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	47.16	14.11	50.00	23.58	7.06	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	45.45	51.52	50.00	22.73	25.76	Feeder Job Groups: PT Equipment Operator (44), PT General Laborers (46) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				46.31	32.81	

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Job Group: 28 Service Worker

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	67.99	13.93	60.53	41.15	8.43	Census 2000 Special EEO File Lane, OR Resonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	69.66	43.82	39.47	27.50	17.30	Feeder Job Groups: PT Service Worker (45) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				68.65	25.73	

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Job Group: 29 General Laborers, NEC

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	40.31	13.56	60.33	24.32	8.18	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	48.15	55.56	39.67	19.10	22.04	Feeder Job Groups: PT General Laborers (46) Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				43.42	30.22	

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Job Group: 30 PT Arts & Letters Faculty

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	59.33	24.62	100.00	59.33	24.62	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				59.33	24.62	

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Job Group: 31 PT Science & Math Faculty

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	43.61	16.81	100.00	43.61	16.81	Census 2000 Special EEO File Lane, OR Resonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.

100.00

Job Group Final Availabilities (%)

43.61

16.81

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Job Group: 32 PT Trade & Tech Skills Faculty

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	64.41	12.25	100.00	64.41	12.25	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.

100.00

Job Group Final Availabilities (%)

64.41	12.25
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Job Group: 33 PT Basic Skills Faculty

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	60.48	11.81	100.00	60.48	11.81	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				60.48	11.81	

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Job Group: 34 PT Health Physical Education &

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	48.24	11.50	100.00	48.24	11.50	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				48.24	11.50	

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Job Group: 35 PT Non-Instructional Faculty

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	61.95	12.57	100.00	61.95	12.57	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.

100.00

Job Group Final Availabilities (%)

61.95	12.57
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Job Group: 36 PT Pro, Coordinators

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	63.32	20.90	100.00	63.32	20.90	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				63.32	20.90	

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Job Group: 38 PT Pro, HR & Finance

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	66.29	4.49	100.00	66.29	4.49	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				66.29	4.49	

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Job Group: 39 PT Pro, Specialty - Misc

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	65.81	12.84	100.00	65.81	12.84	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				65.81	12.84	

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Job Group: 40 PT Technicians, Computer

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	21.79	8.50	100.00	21.79	8.50	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				21.79	8.50	

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Job Group: 41 PT Student Srv & Instruct Supp

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	89.78	16.12	100.00	89.78	16.12	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				89.78	16.12	

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Job Group: 42 PT Office & Clerical Sup

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	73.76	9.30	100.00	73.76	9.30	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				73.76	9.30	

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Job Group: 43 PT Skilled Craft

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	40.64	6.54	100.00	40.64	6.54	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.

100.00

Job Group Final Availabilities (%)

40.64	6.54
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Job Group: 44 PT Equipment Operator

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	47.77	7.88	100.00	47.77	7.88	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				47.77	7.88	

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Job Group: 45 PT Service Worker

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	42.47	8.82	100.00	42.47	8.82	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.
			100.00			
Job Group Final Availabilities (%)				42.47	8.82	

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Job Group: 46 PT General Laborers

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	44.94	11.70	100.00	44.94	11.70	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.

100.00

Job Group Final Availabilities (%)

44.94	11.70
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Job Group: 5 Misc Health Technologists and

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.25	0.00	100.00	31.25	0.00	Census 2000 Special EEO File Lane, OR Reasonable Recruitment Area
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	Those promotable, transferable or trainable within Lane Community College.

100.00

Job Group Final Availabilities (%)

31.25	0.00
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