



Affirmative Action/Equal Opportunity
Five Year Plan

2019 – 2024

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Wisconsin Technical College System (WTCS) Equal Opportunity/Affirmative Action Goals

2019 - 2024

1. Balance individual occupational program enrollment percentages for students by race, sex and disability percentages in the general population.
2. Assure non-discrimination in career planning, counseling and placement services for students.
 - * Analyze and report demographic, program enrollment and completion and job referral and placement data for minorities, women and disabled students and take steps to assure nondiscrimination in referral and placement services.
3. Analyze and address employment of faculty and staff within each district in the Wisconsin Technical College System to match availability percentages for race, sex and disability categories in the working population.
 - * Implement a plan for recruiting and hiring minorities, women and disabled faculty and staff in all employment categories where there is under representation.
4. Create an educational and work environment that reflects, appreciates and celebrates the diverse society and community in which we live and one that creates a climate for the success of every person by appreciating the uniqueness that they bring to the technical college district.
 - * Implement faculty and staff in-service programs, professional development activities, mentoring and student orientation programs to promote cultural, sex and disability awareness and sensitivity.
 - * Integrate the history, culture, accomplishments and contributions of minorities, women and the disabled into curricula at each WTCS district.
 - * Insure that cultural competency is practiced at every campus.

Section I

Equal Opportunity/Affirmative Action Policy Statements

Administrative/Operating Guideline

The Northcentral Technical College District (NTC) seeks to reach and maintain employment and enrollment levels for employees and students which is at parity. In order to accomplish this goal, Affirmative Action is required for women, racial/ethnic groups, and persons with disabilities throughout the District in job categories and educational programs.

Employment:

Affirmative Action will be implemented in all employment practices including, but not limited to: recruitment, hiring, transfers, promotions, training, layoffs, terminations, retention, certification, testing, and committee appointments.

Education:

The NTC District is committed to eliminating existing discrimination or the effects of past discrimination. No person shall be excluded from participation in, be denied the benefits of, or be subjected to, discrimination under any education program or activity.

Vendors:

The District certifies that vendors and suppliers of services do not discriminate and that the policy of the District will be to encourage purchase of services and/or products from women, minority, and disabled business owners.

Responsibility:

The President or designee is responsible for developing and implementing the Affirmative Action Plan and monitoring compliance. Responsibilities include developing a written Affirmative Action Plan, monitoring internal and external communication procedures, collecting and analyzing employment and enrollment data, identifying problem areas, setting goals and timetables, developing and implementing programs to eliminate discriminatory practices, designing and implementing an internal monitoring system, and submitting compliance plans and reports to the Wisconsin Technical College System (WTCS) Affirmative Action Officer.

Authority and Implementation:

Authority to design and implement the Affirmative Action Program is delegated by the District President to the College Affirmative Action Officer. Leadership and staff are responsible for implementation of the Affirmative Action Program. Managerial/supervisory and staff performance systems or standards shall include an Affirmative Action component.

Compliance:

Actions taken under this policy will comply with Titles VI and VII or the Civil Rights Act of 1964 as amended, Section 504 of the Rehabilitation Act, The Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, the Carl D. Perkins Vocational Education Act, the Civil Rights Restoration Act of 1987, other appropriate laws and executive orders and/or administrative directives and codes including the Office for Civil Rights Guidelines for Eliminating Discrimination and Denial of Services on the basis of Race, Color, National Origin, Sex, and Handicap in Vocational Programs (34 CFR, Part 100, Appendix B)

Contact Person:

Any questions concerning Affirmative Action should be directed to College Affirmative Action Officer, 1000 W. Campus Drive, Wausau, WI 54401; telephone 715/803-1057. This person also serves as the District's Title IX, Sex Equity, Section 504, and Americans with Disabilities Act Coordinator. Copies of the District Policy and related procedures for resolving complaints may be obtained from the College's Affirmative Action Officer.

Equal Opportunity Education and Employment Policy

Administrative/Operating Guideline

No person may be denied admission to, participation in, employment at, the benefits of, or be discriminated against in any service, program, course, or facility of the Northcentral Technical College (NTC) because of the person's political affiliation, age, race, creed, religion, color, handicap (disability), marital status, parental status, sex, national origin, ancestry, sexual orientation, pregnancy, arrest record, conviction record, service in the armed forces, genetic testing, or use or non-use of lawful products off the College premises during non-working or non-class hours.

All College services will be provided in a non-discriminatory manner and in a climate which is conducive to, and supportive of, cultural and ethnic diversity.

The President has established procedures which:

1. Encourage a complainant to file a complaint with the President (or his designee) as soon as possible after, but no later than 300 days after the alleged violation.
2. Provide periods within which the complainant and the President must act for each procedural step leading to the issuance of a final decision and for appeal of the final decision to the Board of Trustees.
3. Provide criteria for determining whether discrimination has occurred.
4. Provide remedies and sanctions for violation of this policy.

Accommodations for Disabled:

Reasonable accommodations and physical accessibility will be provided for students, employees and visitors.

Religious Accommodations:

In response to a student's, or an employee's request, reasonable accommodations will be provided for religious observances and practices. Please refer to Policy 234 regarding religious accommodations for students.

Harassment:

Employees, students, and visitors of NTC shall be allowed to function in an atmosphere which is free from harassment on the basis of political affiliation, age, race, creed, religion, color, handicap (disability), marital status, parental status, sex, national origin, ancestry, sexual orientation, pregnancy, arrest record, conviction record, service in the armed forces, genetic testing, or use or non-use of lawful products off the College premises during non-working or non-class hours.

Harassment, based upon the above mentioned personal attributes, is an unlawful practice and is prohibited. In this context, harassment is defined as verbal and/or physical conduct which prevents or impairs an individual's fair and unbiased access to employment or educational opportunities and benefits.

NTC will not tolerate the harassment, including sexual harassment, of any employee, student or visitor by supervisory personnel, staff members, students or visitors. Individuals who engage in harassment are subject to disciplinary action by the College up to and including expulsion or termination of employment. Visitors who engage in harassment may be removed from the facility.

Sexual Harassment:

Sexual harassment, discrimination on the basis of sex, is defined as unwelcome sexual advances, requests for sexual favors, and other verbal and/or physical conduct of a sexual nature and constitutes harassment when the following occurs:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or enrollment; or
2. Submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting the individual; or

3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile or offensive environment.

Retaliation

The College prohibits and will not tolerate any harassment or retaliation against a person who files a report or against any person identified as a witness or otherwise involved in the report. The College will take immediate disciplinary action against any person engaging in this behavior.

Compliance:

Actions taken under this policy will comply with Titles VI and VII of the Civil Rights Act of 1964 as amended, Title IX of the Educational Amendments Act of 1972, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act of 1990, the Civil Rights Act of 1991, the Carl D. Perkins Vocational Education Act, the Equal Pay Act of 1973, the Age Discrimination Acts of 1967 and 1975, the Civil Rights Restoration Act of 1987, the Wisconsin Fair Employment law, and other appropriate laws and executive orders and/or administrative directives and codes including the Office of Civil Rights Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, National Origin, Sex, and Handicap in Vocational Programs (34 CFR, Part 100, Appendix B).

Reporting Violations:

Any person who believes that he/she has been discriminated against and/or harassed in violation of this policy, or has any questions concerning accommodations or discrimination is urged to contact:

Affirmative Action Officer
Northcentral Technical College
1000 W. Campus Drive, Wausau, WI 54401
Telephone: 715.803.1057

This person also serves as the College's Title IX, Sex Equity, Section 504, and Americans with Disabilities Act Coordinator. The Affirmative Action Officer reports to the College President, and/or Board as appropriate, when dealing with discrimination and/or harassment complaints.

Copies of the College Policy and Administrative Procedure for filing/resolving complaints are posted on the College's intranet and may be obtained from the College's Affirmative Action Officer.

Designated Contact Persons:

In an effort to make reporting complaints as accessible as possible, Attachment A lists alternative people who are designated to handle discrimination and/or harassment complaints. In the event that the Affirmative Action Officer is not available, or that you may feel more comfortable speaking to another person, any of these people may be contacted.

Attachment A

Location	Contact Person	Phone Number: 715-675-3331 Ext. ****
All Locations	Affirmative Action Officer	Ext. 1057
General Education & Alternative High School	Dean of General Studies	Ext. 1363
Health Related Clinical Sites	Dean of Health	Ext. 1620
Main Campus (Wausau)	Affirmative Action Officer	Ext. 1057
All Regional Campuses	Dean of Regional Campuses	Ext. 7800
Disability & Testing Services	Director, Disability & Testing Services	Ext. 1195

***Wisconsin Relay for Deaf and Hard of Hearing Persons:

V/TRS 1-800-947-3529 or 715-675-6341

Procedure for Resolving Discrimination and Harassment Complaints

Administrative/Operating Guideline

Because discrimination and harassment, a form of discrimination, are illegal practices, and because these actions can cause serious harm to the productivity, efficiency, and stability of all activities taking place at, or sponsored by, NTC, the College will take specific steps to investigate and eliminate discrimination and harassment. Complaints may be reported either formally or informally.

Discrimination shall mean any difference in treatment in any service, program, course, or facility of NTC because of the person's political affiliation, age, race, creed, religion, color, handicap (disability), marital status, parental status, sex, national origin, ancestry, sexual orientation, pregnancy, arrest record, conviction record, services in the armed forces, genetic testing, or use or non-use of lawful products off the College premises during non-working or non-class hours.

Informal Procedure:

1. *Reporting Complaints:* A person who believes he or she has been the victim of discrimination or harassment should feel free to discuss his or her concerns with the Affirmative Action Officer. The intent of the meeting is to provide a confidential way for the alleged victim to express his or her concerns and to discuss possible methods of resolving the conflict. No official action will be taken without the alleged victim's consent.
2. *Who to Contact:* A meeting may be scheduled with the Affirmative Action Officer by stopping by, calling, or writing:

Affirmative Action Officer
Northcentral Technical College
1000 W. Campus Drive
Wausau, WI 54401

Phone: (715) 675-3331, ext. 1057

The Affirmative Action Officer is located in Room B127, on the Wausau Campus. If the Affirmative Action Officer is not in when calling to schedule a meeting, the person answering the phone can schedule an appointment. The person requesting the meeting will not be required to give his or her name for the purpose of scheduling the meeting.

Formal Procedure:

1. *Reporting Complaints:* Whenever a student, employee or visitor (hereinafter referred to as the complainant) has reason to believe he or she has been subjected to a discriminatory or harassing environment at the College or at a College sponsored event, the complainant shall report such incidents by completing the following steps:
 - A. Reports must be made in writing and include a factual description of the incident(s) during which the alleged discrimination/harassment occurred. Whenever possible, the Discrimination/Harassment Report Form should be used to provide the information requested.
 - B. Reports must be filed with 300 calendar days from the date of the incident; however, a more immediate reporting of the incident will facilitate a prompt and thorough investigation of the facts and circumstances involved.
 - C. Reports are to be sent directly to the College Affirmative Action Officer at the following address:

Affirmative Action Officer
Northcentral Technical College
1000 W. Campus Drive
Wausau, WI 54401

Phone: (715) 675-3331, ext. 1057

The filing of a report with the College Affirmative Action Officer does not restrict a person's right to seek redress through avenues outside the College.

The College prohibits and will not tolerate any harassment or retaliation against a person who files a report or against any person identified as a witness or otherwise involved in the report. The District will take immediate disciplinary action against any person engaging in this behavior.

Employees discriminating against students will be subject to discipline under appropriate College employment policies and, as applicable, NTC Employee Handbook. Students discriminating against another student will be subject to discipline under the applicable student code of conduct. The College will take other necessary corrective action to remedy any instances where discrimination is determined to have occurred.

2. *Notification:* The Affirmative Action Officer shall notify the person(s) against whom a complaint has been filed (hereinafter referred to as respondent) and forward a copy of the complaint to such respondent(s).
3. *Preliminary Review:* Within ten (10) working or school days of the receipt of the written complaint, the Affirmative Action Officer shall initiate the following, as needed:
 - A. Notify the President in writing that a complaint has been filed. This notification will not disclose details or identities of the persons involved.
 - B. Establish individual meetings with complainant(s), respondent(s), and witness(es).
 - C. Establish group meetings with persons involved.
 - D. If the complaint is resolved as a result of the above meetings, a written statement will be forwarded to both the complainant(s) and respondent(s). The President will be notified that the complaint has been resolved.
 - E. If the complaint is not resolved, the Affirmative Action Officer will inform the President that a review committee will be established. The review committee will be appointed within ten (10) working or school days.
4. *Review Committee:*
 - A. A review committee for complaints shall be selected from the Equity Committee.
 - B. The Affirmative Action Officer, as a non-voting member, will serve as the chair of this committee.
 - C. The committee shall consist of three (3) voting members selected randomly from the list of Equity Committee Members as follows:
 1. At least one (1) member from each gender.
 2. No more than one member from each employee category.
 3. A committee member may be replaced prior to the hearing date if the complainant or the respondent provides written justification for excluding a selected member. A committee member may also provide written justification for excluding himself or herself. Written justification must be provided to the Affirmative Action Officer.
 - D. The Review Committee shall serve as the President's hearing panel, the function of which shall be to review complaints, study the testimony, and make recommendations to the President.
5. *Review Committee Procedures:*
 - A. The Review Committee shall convene within ten (10) working or school days of the notice of appointment.

- B. The Committee should consider whether or not special guidelines or ground rules need to be established for its review. In general, the process should be only as formal as the allegations under review are severe. In extreme situations, a review could effect the careers of the people involved as well as the College's reputation. At all times the Committee needs to address its responsibilities with sensitivity, confidentiality, and an awareness of these considerations.
 - C. The Committee should identify any people it would like to interview and advise them in writing of the date, time, and location at which the interview will take place, and of any guidelines or ground rules which may be used during the interview.
 - D. The Committee shall hear testimony and study the evidence presented.
 - E. The Committee shall make recommendations to the President as soon as possible, but not later than twenty (20) working or school days after the completion of the hearing.
6. *Decision:* The President shall review the recommendations and render a decision with twenty (20) working or school days from receipt of the Review Committee's recommendation. Notice of the action will be sent to the principal parties involved and the Affirmative Action Officer. In the event that disciplinary action is taken against a College employee or student, notice of such action shall be disclosed to the complaining party on a confidential basis.
7. *Appeal:* Within ten (10) working or school days following notification of the action taken by the President, either of the principal parties involved may file an appeal with the Board. The appeal must be made in writing and include a brief statement of the reasons why the decision should be reviewed.
- The appeal will be placed on the agenda of the next regularly scheduled Board meeting. The Board shall render a decision within thirty (30) working or school days after hearing the appeal.
- Notice of the action taken by the Board will be sent to the principal parties involved, the President, the Board, and the Affirmative Action Officer. In the event disciplinary action is taken against a College employee or student, notice of such action shall be disclosed to the complaining party on a confidential basis.
- If the decision of the Board does not resolve the complaint, the employee, student, or visitor may seek other avenues of redress outside the District.
8. *Restrictions:* No action relating to enrollment and/or employment can be taken for or against a person until the complaint of discrimination/harassment has been resolved, unless such action is deemed necessary to the well-being of the person(s) involved in the action or to the function of the District.
9. *Rights of the Individual:*

- A. Any employee, student, or visitor has the right to file complaints due to an alleged discrimination or harassment which is in violation of the College's *Equal Opportunity Employment and Education Policy* or *Policy Prohibiting Harassment of District Employees, Students and Visitors*.
- B. All complaints of discrimination shall be investigated and a report filed with the President by the Affirmative Action Officer.
- C. Either party(ies) to a complaint shall have the right to call witnesses.
- D. No rights or benefits of an employee or student shall be denied because of a filed complaint.
- E. Nothing in these procedures shall preclude an employee's, student's, or visitor's rights to seek other avenues of redress outside of the College.

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Northcentral Technical College
Discrimination/Harassment Report Form

Name of Person(s) filing report: _____

Home Address: _____

Phone: _____

Are you a student, an employee, or a visitor? _____

What is your job title, program, or relationship with the College? _____

Where did the alleged incidents take place? _____

Please provide a detailed description of the incident. Include: date(s), time(s), names of people involved, witnesses, quotes, and any other information which would be helpful in investigating the incident. Please use the back of this form or attach other pages if necessary.

Signature(s)

Date

PLEASE COMPLETE, SIGN, AND RETURN TO:

Affirmative Action Officer
Northcentral Technical College
1000 W. Campus Dr.
Wausau, WI 54401
Phone: (715) 675-3331, ext. 1057

Section II

Dissemination of EO/AA Information

Northcentral Technical College is committed to equal employment and educational opportunity as well as affirmative action in its dealing with staff, applicants, students and the public. Efforts are made to communicate this affirmative action and equal opportunity information as follows:

Policy statement and/or complaint procedures are included in various materials such as catalogs, student/employee handbooks and the College web site.

Nondiscrimination public notice is published annually, at a minimum, in the official district newspaper.

The EO/AA policy and complaint procedure is reviewed at employee orientation sessions.

“NTC is an equal opportunity/access employer and educator” is included on all employment advertisements and job postings.

Continuous nondiscrimination notification statements are included on program or student application forms and/or materials.

Five year plan will be reviewed and approved by the Board and provided a copy.

Annual Updates to the five year plan will be reviewed by the Board and provided a copy.

Electronic copies of the Five Year Plan will be posted on the College intranet.

All interested persons may request a copy of the Five Year Plan and annual updates from the College Equal Opportunity Officer.

Five Year Plan will be published on the College web site.

The equal employment statement is published on our application and employment website with options for Spanish and Hmong.

Section V

Employment Program Affirmative Action Initiatives

Program 1: Enhance recruitment efforts to attract more applicants from underrepresented groups.

While overall female employee population is in compliance, continued efforts to maintain compliance will be the focus. While overall minority population is in compliance, in order to maintain compliance, continued efforts at recruitment for underrepresented groups will be the focus.

Program Initiative A: Increase applicants of underrepresented groups in recruitment efforts.

Activity/ Steps	Persons responsible for Implementation	Timetable
Collaborate with local groups and organizations (CWSHRM, Wausau Chamber of Commerce, etc.) to brainstorm on ideas which may attract individuals to the central Wisconsin area.	Human Resources Staff	2019-2020
Collect ideas and resources which will provide as useful resources for underrepresented individuals.	Human Resources Staff, Marketing	2020-2021
Create a landing site for employment as a branding page to attract underrepresented persons to apply for positions at NTC.	Human Resources Staff, Marketing	2021-2022
Add valuable videos and testimonials to the landing page from a cross section of employees which includes diverse staff who can speak to the culture and benefits of working at NTC and living in central Wisconsin.	Human Resources Staff, Marketing	2022-2023

Program 1: Methods of Evaluation:

The number of minorities, both generally in the NTC workforce and in specific categories of employment, will be evaluated annually by analyzing any changes in the Compliance Indicator reports. Increased minority (race and sex) staff will be a general indicator of success. Each program initiative will be reviewed and evaluated each year through the Annual Update.

Program 2: Provide College staff with resources needed to promote multi-generational, multi-cultural, gender and disability awareness and sensitivity.

Program Initiative A: Provide diversity-related staff professional development.

Activity/Steps	Person(s) Responsible for Implementation	Timetable
Identify diversity training opportunities for staff	Human Resources Staff	2019-2020
Develop training to include new employee orientation, middle leader forum and in-service.	Human Resources Staff	2020-2021
Deliver training.	Human Resources Staff	2021-2023
Evaluate diversity training program, identify potential areas for improvement.	Human Resources Staff	2023-2024

Program Initiative B: Provide culture and non-native English speaker student support training opportunities.

Activity/Steps	Person(s) Responsible for Implementation	Timetable
Research and identify workforce-relevant culture and non-native English speaker training opportunities.	Human Resources Staff	2020-2021
Implement at least two new cultural or non-native English speaker training opportunities for NTC staff.	Human Resources Staff	2021-2024

Program 2: Methods of Evaluation

The improvement in awareness, competence and support for diversity in the organization will be measured through training evaluations. The program initiatives (training delivery) will be reviewed and evaluated each year through the College’s AA/EEO Five Year Plan Annual Updates.

Program 3: Implement disability tracking for staff.

Data from the 2018 Compliance Indicator report shows that employees with disabilities continue to be underrepresented at NTC. NTC has established the following activities and initiatives to address this need.

Program Initiative A: Identify staff with disabilities.

Activity/ Steps	Persons responsible for Implementation	Timetable
Research and develop a survey tool for staff to self-identify disability for reporting purposes on compliance reports	Human Resources Staff	2019-2020
Conduct a survey to staff regarding self-identification of a disability	Human Resources Staff	2020-2021
Enter information into HRIS to provide up-to-date staff reports regarding disabilities.	Human Resources Staff	2021-2022

Program 3: Methods of Evaluation

After data is collected and entered, the disability population data will be analyzed through the College’s AA/EEO Five Year Plan Annual updates to determine any potential deficiency.

Program 4: Train Supervisors on an inclusive recruitment and selection process for new employees.

Program Initiative A: Revamp New Supervisor Training content to include implicit bias and interview questions.

Activity/ Steps	Persons responsible for Implementation	Timetable
Assess current process for deficiencies and explore areas for improvement and expansion.	Human Resources Staff	2019-2020
Incorporate changes into supervisor training for a consistent and more robust process.	Human Resources Staff	2020-2021
Interview and selection process is well-defined with resources for supervisors which are accessible online.	Human Resources Staff	2021-2022

Program 4: Methods of Evaluation

Diversity Inclusion is added and emphasized in supervisor training and is effectively transferred and practiced in the interview process.

Section IV

Students

Equity

NTC is committed to equity and inclusion, and will expand institution-wide efforts to strengthen diversity and inclusion, and address equity gaps.

Definition: Equity is the process of ensuring that NTC's policies, programs, practices, and situations contribute to equality among student groups in educational performance, results, and student outcomes.

Equity in higher education refers to creating opportunities for equal access and success in higher education among historically underrepresented student populations. Within the Northcentral Technical College community, "equity" is further defined into three terms including: (1) representational equity, which refers to the proportional participations of historically underrepresented student populations; (2) resource equity, which takes account of the educational resources that are directed at closing equity gaps; and (3) equity mindedness, which involves NTC's institutional leaders and staff demonstrating an awareness and a willingness to address equity issues.

In addition to compliance indicator reports, local Perkins data was gathered on several student categories including Race/Ethnicity, Students with Disabilities, Single Parents, Displaced Homemakers, students in Non-traditional Occupations (NTO), Economically Disadvantaged and students with Limited English Proficiency (LEP). Through data evaluation the College also determined the following performance gaps for special student populations at the college:

- Economically Disadvantaged, Single Parents, and Displaced Homemakers performed lower than the overall Perkins cohort in program courses, with success rates 4 to 10 percentage points lower than the overall cohort.
- Students with Disabilities, Economically Disadvantaged, Single Parents, and NTO students achieved at lower rates than the overall cohort in their general education courses.
- All of the Special Population Groups achieved degree or credential attainment at lower rates than the overall cohort. There are significant opportunities for improvement in all groups, but especially in the Economically Disadvantaged group.

Activities in this Plan will address areas where the College can improve compliance, but will also focus on improving student performance gaps.

Enrollment-General

Program 1: Continue and/or Increase enrollment rates of minority students.

Northcentral Technical College (NTC) has conducted an analysis and data from the 2018 CLI660B Compliance Indicator I report shows the eligible minority student population in our district is 7.35%, and

the College enrollment is at 9.078%. While overall minority student population is in compliance, continued efforts to encourage enrollments are important.

NTC is committed to providing opportunities to access higher education and support for academic success to under-represented and culturally diverse populations. In addition, we strive to educate and promote diversity awareness to enrich the lives of students, staff, and faculty. NTC's College-wide Diversity Committee is committed to the goal of creating a culture of inclusion, appreciation of differences, and promotion of social justice throughout the NTC community. NTC will continue activities listed in the table below to support increasing enrollment and success of minority students.

Activity/Steps	Person(s) Responsible	Timetable
Focused recruitment of minority students and international students.	K-12 staff Career Coaches Diversity Committee Dean of Student Success Program deans and faculty	Annually; 2019-2024
Recruit and support transition of diverse students from the Alternative high school and GED programs to NTC.	Career Coaches Director of Advising and Student Success/Diversity/NTO Services Advisors College Prep Faculty/Staff Testing Center staff	Annually; 2019-2024
Continue recruitment and student support efforts through NTC Promise programs.	K-12 Staff Career Coaches Promise Director Advisors Foundation staff	Annually: 2019-2024
Provide co-curricular opportunities for students promoting diversity and inclusion	Diversity Committee Student Life staff	Annually; 2019-2024
Build relationships with businesses and community groups to promote an awareness of diversity and to evaluate the needs of the community.	Diversity Committee Student Success/Placement & Transfer Staff Business and Industry	Annually; 2019-2024
Encourage community partners to participate in events at NTC that develop an inclusive culture.	Diversity Committee Student Success/Placement & Transfer Staff	Annually; 2019-2024
Collaborate with other school partners, including WTCS colleges and local school districts, on ways to incorporate	Diversity Committee Director of Advising and Student Success/Diversity/NTO	Annually; 2019-2024

best practices of meeting student needs.		
Have a presence at community events representing diversity, e.g. the Hmong New Year, tribal events – Pow Wow, etc.	Marketing Diversity Committee Student Services	Annually; 2019-2024
Provide opportunities for staff members to learn more about diversity and a culture of inclusion through “think tank” events or other training opportunities.	Diversity Committee Curriculum staff Organizational Development staff	Annually; 2019-2024

Method of Evaluation:

The Equal Opportunity Officer together with the Student Success team lead, the Diversity Committee, Learning Teams, Dean of College Enrollment, and K-12 staff will evaluate annually efforts to recruit and support success of students from minority and international student populations. An increase in the percentage of students in these populations enrolled at the college will indicate success. The progress of implementation of programs as well as data analysis will be reported in the annual update to the state office.

Program 2: Increase enrollment rates of Native American/Alaskan Native students.

NTC should continue efforts to increase enrollment of Native American students. Statistics indicate that the eligible student population for Native American/Alaskan Natives is 1.14%, while our 2018 NTC population is at 0.74%. NTC will continue the following activities and initiatives to address this need.

Activity/Steps	Persons Responsible for Implementation	Timetable
Participate in Wisconsin Indian Education Association (WIEA) annual conferences and other education fairs.	Diversity Committee Career Coaches Student Services	2019-2024
Extend special invitations to high schools with Native American student populations (Bowler, Wittenberg, White Lake, and Menominee Indian school district) for Campus Events/Visit Days.	Career Coaches/K-12 team; Accommodations Specialist	2019-2024
Maintain or expand dual credit and contracted courses in district high schools with Native American student populations	K-12 team	2019-2024
To create cultural competence and a positive campus environment for diverse student populations, provide resources and activities that faculty can incorporate into their curriculum to accompany campus or community events, including: <ul style="list-style-type: none"> ○ Student Life Activities ○ Think Tanks 	Diversity Committee Collaborate with Educational Support Services, Student Life, Deans, Faculty.	2019-2024

<ul style="list-style-type: none"> ○ Community Events ○ Speaker Series ○ Collaborate with other Campuses 		
Collaborate with high school counselors and staff to promote NTC and assist Native American students through the admissions process. Develop relationships with high school teachers and staff, present in classrooms and meet individually with students.	Career Coaches	Annually; 2019-2024

Method of Evaluation:

The Equal Opportunity Officer together with the Student Success team lead, Dean of College Enrollment and K-12 team, and the Diversity Committee will evaluate annually efforts to recruit students from Native American/Alaskan Native populations as well as students with disabilities. An increase in the percentage of students in these populations will indicate success. The progress of implementation of programs as well as data analysis will be reported in the annual update to the state office.

Program 3: Increase enrollments of students with disabilities

Northcentral Technical College (NTC) has conducted an analysis and should focus efforts on increasing enrollment of students with disabilities. The eligible population of students with disabilities is 6.34%, while our 2018 NTC District population is at 4.11%. NTC has established the following activities and initiatives to address this need.

Activity/Steps	Persons Responsible for Implementation	Timetable
NTC representation and participation in district Transition and the Community (TAC) Meetings.	Disability Services staff	Annually; 2019-2024
Attend school-to-career partnership meetings and high school transition fairs.	Disability Services staff	Annually; 2019-2024
Develop and implement summer camp or other engagement activities for students with disabilities	K-12 staff	2019-2024
Collaborate with high school counselors and staff to promote NTC and assist students with disabilities through the admissions process.	Career Coaches Disability Services staff	Annually; 2019-2024
Grow partnerships with community organizations serving individuals with disabilities (e.g. STEP, SOAR, DVR)	Director of Placement and Youth Apprenticeship, Dean of Enrollment, Dean of Student Success, Dean of Regional Campuses, Director of Disability Services, Learning Deans	Annually; 2019-2014
Provide orientation for new students to disability services and support transitioning students through the first year.	Disability Services staff	Annually; 2019-2024

Develop new Foundations of Hospitality Certificate for students with intellectual disabilities	Dean of Business and Community Services; Faculty; Student Services staff; Dean of Regional Campuses	Fall 2019
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Method of Evaluation:

The Equal Opportunity Officer together with the Student Success team lead, Dean of College Enrollment and K-12 staff, the Disability Services staff, and the Diversity Committee will evaluate annually efforts to recruit students with disabilities. An increase in the percentage of students in these populations will indicate success. The progress of implementation of programs as well as data analysis will be reported in the annual update to the state office.

Enrollment-Programs

Program 1: Increase enrollment and completion of female students in Technical and Trades/Industrial Programs

Data from the 2018 CLI660B Compliance Indicator I report shows that females continue to be underrepresented in NTC’s Technical and Trades and Industrial program areas. The Non-Traditional Occupation (NTO) committee collaborates with faculty, alumni, K-12 staff and employers to recruit and support the success of women in these fields. NTC has established the following activities and initiatives to address this need.

Activity/Steps	Persons Responsible for Implementation	Timetable
Plan and implement targeted recruitment event for prospective students.	NTO Committee Program Deans and Faculty K-12 staff Marketing	Annually; 2019-2024
Plan and implement STEM conference in collaboration with Michigan Tech University.	NTO Committee Program Deans and Faculty K-12 staff Marketing	Bi-annually; 2020, 2022, 2024
Plan and facilitate NTO current student events for females in Technical and Trades programs to provide feedback to NTC staff and faculty, opportunities to meet and learn from females employed in the field, and engage in fellowship.	NTO Committee Program Deans and Faculty	Annually; 2019-2024
Provide individual meetings and class presentations, promoting NTC programs to NTO students in K-12 district high schools.	Career Coaches Program faculty	Annually; 2019-2024

Method of Evaluation:

The Equal Opportunity officer together with the Student Success team lead, NTO committee, the Diversity Committee, Learning Teams, Dean of College Enrollment, and K-12 staff will evaluate annually efforts to recruit and support success of women into NTC’s Technical and Trades and Industrial program areas. An increase in the percentage of women in these programs enrolled at the college will indicate success. The progress of implementation of programs as well as data analysis will be reported in the annual update to the state office.

Completion Rates

Data from the 2018 CLI660A Compliance Indicator I report indicates that several minority populations (Black, Native Hawaiian/Pacific Islander, Multi-Race) graduate at a lower rate than the overall population. Data from the 2018 CLI680 Compliance Indicator III report indicates students with disabilities graduate at a lower rate than the overall population. In addition, data gathered for the Perkins V Local Needs Assessment indicates all Special Populations Groups (non-white race/ethnicity, individuals with disabilities, economically disadvantaged) achieved lower degree or credential attainment rates than the overall cohort. Finally, NTC evaluated student data and learned that 70% of students are enrolled part-time. Part-time students achieve lower course completion, retention, and program completion than their full-time student counterparts.

Program 1: Increase retention and completion rates for Minority students, Students with Disabilities, and Economically Disadvantaged students.

Activity/Steps	Persons Responsible for Implementation	Timetable
Focused case management of minority students and students with disabilities through proactive communication and follow-up on early alert referrals from faculty.	Director of Advising and Student Success/Diversity/NTO Advisors Disability services staff	2019-2024
Specialized case management for students who are academically at-risk.	Academic Transitions Specialist	2019-2024
Mandatory New Student Orientation to support awareness of college technology, processes, and resources.	Student Services, Deans, Faculty, Finance, Curriculum Development, IT	2019-2024
Adopt Open Educational Resources and Cengage digital text options to reduce financial burden for students	Deans, Program Faculty, Bookstore Manager	2019-2024
Offer student success, job-seeking and social skill workshops to our diverse student population.	Student Success/Transfer and Placement staff	2019-2024
Promise Programs provide Foundation financial support and wrap-around case management to students.	Director of Promise; Foundation staff; Financial Aid staff	2019-2024
Part-time student initiative: Mandatory onboarding advising for students in identified programs with high part-time student populations	Advising staff Faculty	2019-2024
Part-time student initiative: Create part-time program plans, publish on College web-site, and load into students' advisement and planner to support students' understanding of course sequencing and provide a roadmap for completion	Faculty; Deans; Marketing; IT	Fall 2019 implementation with identified programs

Part-time student initiative: Many programs will offer 8-week courses, which data has indicated supports higher completion rates	Deans; Faculty; Student Services	Fall 2019 implementation with identified programs
Part-time student initiative: Faculty-student Mentoring to support student success	Program Faculty; Advising; Deans	Expanded pilot Fall 2019
Develop a College 101 course designed to provide students with just-in-time information to learn how to be a successful student, employee, and life-long learner.	Dean of General Studies/College Prep, Curriculum Development, College Prep Faculty	Develop during 2019-2020; pilot during 2020-2021 and scale college-wide 2021-2024
Provide Enhanced General Education courses with concurrent ABE support for Written Communication and College Math post-secondary courses. This reduces time and financial burden and data shows greatly enhances success for students who do not meet program admission requirements through multiple measures.	Dean of General Studies/College Prep, College Prep Faculty, Student Services	2019-2024
Gather feedback from diverse student populations through scheduled "Diversity Dialogues," and through results of the student engagement or satisfaction surveys.	Director of Advising and Student Success/Diversity/NTO Diversity Committee; Office of Institutional Research	Annually; 2019-2024 Survey conducted every two years.
Identify and proactively connect with students who have completed 75% of required program credits for advising and through Final Mile Orientation	Director of Advising and Student Success/Diversity/NTO, Dean of Student Success, Advising, Office of Institutional Research	2019-2024
Focused case management of students with disabilities through proactive communication and follow-up on early alert referrals from faculty.	Director of Disability Services, Advisors, Disability services staff	2019-2024
Individualized academic coaching and/or tutoring.	Academic Resource Center staff, Director of Disability Services	2019-2024

Method of Evaluation:

The Equal Opportunity Officer together with the Student Success team lead, the Disability Services staff, the Diversity Committee and Learning teams will evaluate annually efforts to raise graduation rates in our special student populations. An increase in the percentage of graduates in these populations will indicate success. The progress of implementation of programs as well as data analysis will be reported in the annual update to the state office.

Student Counseling and Placement

NTC employs advisors and student services staff that are representative of our diverse district population. NTC provides advising/counseling and career services to all students based on voluntary student participation. To assure non-discrimination in advising/counseling, the College will analyze reports showing usage and satisfaction of services by protected category students and will address needs as

identified. NTC requires that employers file a notice of non-discrimination in employment in order to be eligible for referrals of graduates to employment opportunities. Student Success and Placement staff will provide special outreach to protected category students to make them aware of services and to encourage utilizing services to their benefit.

Method of Evaluation:

The Equal Opportunity Officer together with the Student Success team lead will analyze usage reports for services provided to protected category students, as well as satisfaction data gathered through surveys and informal feedback methods to ensure needs are being addressed.

Title IX

Program 1: Implement Title IX requirements.

Program Initiative A: Identify where current policy/process needs adjustment due to Title IX.

Activity/ Steps	Persons responsible for Implementation	Timetable
Develop new Title IX training for students, faculty and staff in conjunction with various other College policies (Title VII, Student Code of Conduct, etc)	Counseling staff, Title IX Coordinator, Dean of Student Success, Director of Student Development, Director of Security	2019
Continue Title IX procedures utilizing Maxient.	Title IX Coordinator, Dean of Student Success, Director of Student Development, Director of Security	2019-2024
Provide Maxient Reporting refresher training to College staff and faculty	Director of Security and Assistant Director of Security	2019-2024
Offer Title IX training to students and staff in various modes and at various times.	Counseling staff, Title IX Coordinator, Dean of Student Success, Director of Student Development, Director of Security	2019-2020

Methods of Evaluation

Training will be documented as being offered for both students and staff via multiple means. Process for handling of Title IX cases is in place.

EEOC Report Categories

- 1 = ADMINISTRATIVE. Include persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Report in this category all officers holding such titles as Director or Administrator or the equivalent. Report in this category Deans, Directors, or the equivalents, as well as Associate Deans, Assistant Deans, and executive officers of academic departments (chairpersons, heads or equivalents) if their principal activity is administrative. Also include supervisors of professional employees.
- 2 = FACULTY. Include all persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities), and now hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any one of these academic ranks. Report in this category Deans, Directors, or the equivalents, as well as Associate Deans, Assistant Deans, and executive officers of academic departments (chairpersons, heads, or the equivalent) if their principal activity is instructional. Do not include student teaching or research assistants.
- 3 = PROFESSIONAL NON-FACULTY. Include persons whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Included would be all staff members with assignments requiring specialized professional training who should not be reported under Executive (1) and who should not be classified under any of the four "nonprofessional" categories of activities.
- 4 = CLERICAL / SECRETARIAL. Include persons whose assignments typically are associated with clerical activities, or are specifically of a secretarial nature. Include personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paperwork required in an office, such as bookkeepers, stenographers, clerk typists, office machine operators, statistical clerks, payroll clerks, etc. Also include sales clerks such as those employed full-time in the bookstore, and library clerks who are not recognized as librarians.
- 5 = TECHNICAL / PARAPROFESSIONAL. Include persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work such as is offered in many two-year technical institutes, junior colleges or through equivalent on-the-job training. Include computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, dietitians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupations not properly classifiable in other occupational-activity categories but which are institutionally defined as technical assignments. Include persons who perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.

- 6 = SKILLED CRAFTS. Include persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Include mechanics and repairers, electricians, stationary engineers, skilled machinists, carpenters, compositors and typesetters.
- 7 = SERVICE / MAINTENANCE. Include persons whose assignments require limited degrees of previously acquired skills and knowledge, and in which workers perform duties which result in or contribute to the comfort, convenience and hygiene of personnel and the student body or which contribute to the upkeep and care of buildings, facilities or grounds of the institutional property. Include chauffeurs, laundry and dry cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundskeepers, refuse collectors, construction laborers, and security personnel



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 8/7/2018

Fiscal Year: 2017-18
 District: Northcentral Technical College

ALL STAFF																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	344	212	61.63%	0	0.00%	27	7.85%	1	0.29%	19	5.52%	3	0.87%	3	0.87%	0	0.00%	1	0.29%	3	0.87%
Work Force (2)	110,054	52,588	47.78%	6,982	6.34%	8,084	7.35%	1,251	1.14%	3,236	2.94%	356	0.32%	2,047	1.86%	64	0.06%	1,131	1.03%	N/A	N/A
% Difference (3)			13.84%		-6.34%		0.50%		-0.85%		2.58%		0.55%		-0.99%		-0.06%		-0.74%		
Quotient (4)			1.29		0.00		1.07		0.26		1.88		2.70		0.47		0.00		0.28		
Female Difference (5)	47.62																				
Racial Difference (6)	1.73																				

**** DISABILITY ALL STAFF POPULATION MAY BE OUT OF COMPLIANCE ****

- (1) Full-Time Staff Count Or Employee Count
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- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 8/7/2018

Fiscal Year: 2017-18
 District: Northcentral Technical College

ADMINISTRATIVE																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	39	23	58.97%	0	0.00%	1	2.56%	0	0.00%	0	0.00%	1	2.56%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	9,790	4,159	42.48%	596	6.09%	594	6.07%	95	0.97%	248	2.53%	13	0.13%	119	1.22%	0	0.00%	118	1.21%	N/A	N/A
% Difference (3)			16.49%		-6.09%		-3.50%		-0.97%		-2.53%		2.43%		-1.22%		0.00%		-1.21%		
Quotient (4)			1.39		0.00		0.42		0.00		0.00		19.31		0.00		0.00		0.00		
Female Difference (5)	6.43																				
Racial Difference (6)	1.37																				

**** DISABILITY ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE ****

**** RACE/ETHNIC ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE ****

**** ASIAN AMERICAN ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE ****

**** HISPANIC ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE ****

**** MULTI RACIAL ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE ****

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AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 8/7/2018

Fiscal Year: 2017-18
 District: Northcentral Technical College

FACULTY																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	135	68	50.37%	0	0.00%	4	2.96%	0	0.00%	3	2.22%	0	0.00%	0	0.00%	0	0.00%	1	0.74%	3	2.22%
Work Force (2)	537	298	55.49%	12	2.23%	67	12.48%	6	1.12%	6	1.12%	39	7.26%	15	2.79%	0	0.00%	0	0.00%	N/A	N/A
% Difference (3)			-5.12%		-2.23%		-9.51%		-1.12%		1.10%		-7.26%		-2.79%		0.00%		0.74%		
Quotient (4)			0.91		0.00		0.24		0.00		1.99		0.00		0.00		0.00		0.00		
Female Difference (5)	6.92																				
Racial Difference (6)	12.84																				

**** FEMALE FACULTY POPULATION MAY BE OUT OF COMPLIANCE ****
**** DISABILITY FACULTY POPULATION MAY BE OUT OF COMPLIANCE ****
**** RACE/ETHNIC FACULTY POPULATION MAY BE OUT OF COMPLIANCE ****
**** AMERICAN INDIAN FACULTY POPULATION MAY BE OUT OF COMPLIANCE ****

**** BLACK FACULTY POPULATION MAY BE OUT OF COMPLIANCE ****
**** HISPANIC FACULTY POPULATION MAY BE OUT OF COMPLIANCE ****

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AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 8/7/2018

Fiscal Year: 2017-18
 District: Northcentral Technical College

PROFESSIONAL NONFACULTY																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	52	36	69.23%	0	0.00%	4	7.69%	0	0.00%	2	3.85%	2	3.85%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	2,467	1,721	69.76%	141	5.72%	85	3.45%	54	2.19%	0	0.00%	7	0.28%	24	0.97%	0	0.00%	0	0.00%	N/A	N/A
% Difference (3)			-0.53%		-5.72%		4.25%		-2.19%		3.85%		3.56%		-0.97%		0.00%		0.00%		
Quotient (4)			0.99		0.00		2.23		0.00		0.00		13.55		0.00		0.00		0.00		
Female Difference (5)	0.28																				
Racial Difference (6)	2.21																				

**** DISABILITY PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE ****

**** AMERICAN INDIAN PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE ****

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AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 8/7/2018

Fiscal Year: 2017-18
 District: Northcentral Technical College

CLERICAL/SECRETARIAL																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	51	47	92.16%	0	0.00%	8	15.69%	0	0.00%	6	11.76%	0	0.00%	2	3.92%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	7,150	6,648	92.98%	406	5.68%	330	4.62%	82	1.15%	186	2.60%	5	0.07%	35	0.49%	0	0.00%	21	0.29%	N/A	N/A
% Difference (3)			-0.82%		-5.68%		11.07%		-1.15%		9.16%		-0.07%		3.43%		0.00%		-0.29%		
Quotient (4)			0.99		0.00		3.40		0.00		4.52		0.00		8.01		0.00		0.00		
Female Difference (5)	0.42																				
Racial Difference (6)	5.65																				
<p>** DISABILITY CLERICAL/SECRETARIAL POPULATION MAY BE OUT OF COMPLIANCE **</p> <p>** AMERICAN INDIAN CLERICAL/SECRETARIAL POPULATION MAY BE OUT OF COMPLIANCE **</p>																					

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AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 8/7/2018

Fiscal Year: 2017-18
 District: Northcentral Technical College

TECHNICAL/PARAPROFESSIONAL																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	56	37	66.07%	0	0.00%	10	17.86%	1	1.79%	8	14.29%	0	0.00%	1	1.79%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	1,462	536	36.66%	60	4.10%	82	5.61%	16	1.09%	0	0.00%	0	0.00%	63	4.31%	0	0.00%	2	0.14%	N/A	N/A
% Difference (3)			29.41%		-4.10%		12.25%		0.69%		14.29%		0.00%		-2.52%		0.00%		-0.14%		
Quotient (4)			1.80		0.00		3.18		1.63		0.00		0.00		0.41		0.00		0.00		
Female Difference (5)	16.47																				
Racial Difference (6)	6.86																				

**** DISABILITY TECHNICAL/PARAPROFESSIONAL POPULATION MAY BE OUT OF COMPLIANCE ****

**** HISPANIC TECHNICAL/PARAPROFESSIONAL POPULATION MAY BE OUT OF COMPLIANCE ****

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AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 8/7/2018

Fiscal Year: 2017-18
 District: Northcentral Technical College

SKILLED CRAFTS																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	8	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	2,006	1,023	51.00%	162	8.08%	221	11.02%	28	1.40%	126	6.28%	7	0.35%	49	2.44%	0	0.00%	11	0.55%	N/A	N/A
% Difference (3)			-51.00%		-8.08%		-11.02%		-1.40%		-6.28%		-0.35%		-2.44%		0.00%		-0.55%		
Quotient (4)			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		
Female Difference (5)	4.08																				
Racial Difference (6)	0.88																				

**** FEMALE SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE ****
**** DISABILITY SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE ****
**** RACE/ETHNIC SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE ****
**** AMERICAN INDIAN SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE ****
**** ASIAN AMERICAN SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE ****

**** HISPANIC SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE ****

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AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed:

8/7/2018

Fiscal Year: 2017-18
 District: Northcentral Technical College

SERVICE/MAINTENANCE																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	3	1	33.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	11,350	5,497	48.43%	1,026	9.04%	732	6.45%	201	1.77%	307	2.70%	30	0.26%	143	1.26%	0	0.00%	51	0.45%	N/A	N/A
% Difference (3)			-15.10%		-9.04%		-6.45%		-1.77%		-2.70%		-0.26%		-1.26%		0.00%		-0.45%		
Quotient (4)			0.69		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		
Female Difference (5)	0.45																				
Racial Difference (6)	0.19																				
<p>** FEMALE SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **</p> <p>** DISABILITY SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **</p> <p>** RACE/ETHNIC SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **</p> <p>** AMERICAN INDIAN SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **</p> <p>** ASIAN AMERICAN SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **</p> <p>** HISPANIC SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **</p>																					

(1) Full-Time Staff Count Or Employee Count

(2) District 16-64 Work Force value from 5-year ACS

(3) =(Staff Count Or Employee Count % - District Work Force %)

(4) =(Staff Count Or Employee Count % / District Work Force %)

(5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)

(6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



Client Reporting System
 CLI680 Compliance Indicator III - Disabled

Run On: 4/9/2019 6:31:27 PM

Fiscal Year: 2018
 District: Northcentral Technical College

ENROLLEE COMPARISON			
Factors For Consideration	Total Population	Disabled	
		Count	Percent
Total Enrollment (1)	9,251	380	4.11 %
Working Age Population (2)	110,054	6,982	6.34 %
% Difference (3)			-2.24 %
Quotient (4)			0.65
Difference = 206.90			
*** ENROLLMENT DISABLED POPULATION MAY BE OUT OF COMPLIANCE ***			
GRADUATE COMPARISON			
Factors For Consideration	Total Population	Disabled	
		Count	Percent
Total Graduates (5)	1,538	53	3.45 %
Total Enrollment (1)	9,251	380	4.11 %
% Difference (6)			-0.66 %
Quotient (7)			0.84
Difference = 10.18			



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:29:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

ALL PROGRAMS																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	9,251	68	0.74 %	379	4.10 %	109	1.18 %	175	1.89 %	5,268	56.95 %	9	0.10 %	99	1.07 %	3,144	33.99 %
District POP (2)	110,054	1,251	1.14 %	3,236	2.94 %	356	0.32 %	2,047	1.86 %	101,970	92.65 %	64	0.06 %	1,131	1.03 %		
% Difference (3)			-0.40 %		1.16 %		0.85 %		0.03 %		-35.71 %		0.04 %		0.04 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	1,538	12	0.78 %	73	4.75 %	15	0.98 %	30	1.95 %	1,248	81.14 %	1	0.07 %	13	0.85 %	146	9.49 %
Total Enrollment (1)	9,251	68	0.74 %	379	4.10 %	109	1.18 %	175	1.89 %	5,268	56.95 %	9	0.10 %	99	1.07 %	3,144	33.99 %
% Difference (5)			0.05 %		0.65 %		-0.20 %		0.06 %		24.20 %		-0.03 %		-0.22 %		-24.49 %

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:29:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Agriculture

ENROLLEE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	329	2	0.61 %	2	0.61 %	1	0.30 %	5	1.52 %	178	54.10 %	0	0.00 %	3	0.91 %	138	41.95 %
District POP (2)	110,054	1,251	1.14 %	3,236	2.94 %	356	0.32 %	2,047	1.86 %	101,970	92.65 %	64	0.06 %	1,131	1.03 %		
% Difference (3)			-0.53 %		-2.33 %		-0.02 %		-0.34 %		-38.55 %		-0.06 %		-0.12 %		

**** ASIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE ****

GRADUATE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	54	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	53	98.15 %	0	0.00 %	1	1.85 %	0	0.00 %
Total Enrollment (1)	329	2	0.61 %	2	0.61 %	1	0.30 %	5	1.52 %	178	54.10 %	0	0.00 %	3	0.91 %	138	41.95 %
% Difference (5)			-0.61 %		-0.61 %		-0.30 %		-1.52 %		44.04 %		0.00 %		0.94 %		-41.95 %

**** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE ****

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:29:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Business																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	1,479	21	1.42 %	129	8.72 %	14	0.95 %	29	1.96 %	985	66.60 %	4	0.27 %	21	1.42 %	276	18.66 %
District POP (2)	110,054	1,251	1.14 %	3,236	2.94 %	356	0.32 %	2,047	1.86 %	101,970	92.65 %	64	0.06 %	1,131	1.03 %		
% Difference (3)			0.28 %		5.78 %		0.62 %		0.10 %		-26.06 %		0.21 %		0.39 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	174	3	1.72 %	16	9.20 %	0	0.00 %	3	1.72 %	146	83.91 %	0	0.00 %	1	0.57 %	5	2.87 %
Total Enrollment (1)	1,479	21	1.42 %	129	8.72 %	14	0.95 %	29	1.96 %	985	66.60 %	4	0.27 %	21	1.42 %	276	18.66 %
% Difference (5)			0.30 %		0.47 %		-0.95 %		-0.24 %		17.31 %		-0.27 %		-0.85 %		-15.79 %

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:29:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Family & Consumer Ed

ENROLLEE COMPARISION

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	376	1	0.27 %	18	4.79 %	3	0.80 %	7	1.86 %	174	46.28 %	0	0.00 %	3	0.80 %	170	45.21 %
District POP (2)	110,054	1,251	1.14 %	3,236	2.94 %	356	0.32 %	2,047	1.86 %	101,970	92.65 %	64	0.06 %	1,131	1.03 %		
% Difference (3)			-0.87 %		1.85 %		0.47 %		0.00 %		-46.38 %		-0.06 %		-0.23 %		

GRADUATE COMPARISION

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	24	0	0.00 %	0	0.00 %	0	0.00 %	1	4.17 %	23	95.83 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	376	1	0.27 %	18	4.79 %	3	0.80 %	7	1.86 %	174	46.28 %	0	0.00 %	3	0.80 %	170	45.21 %
% Difference (5)			-0.27 %		-4.79 %		-0.80 %		2.30 %		49.56 %		0.00 %		-0.80 %		-45.21 %

**** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE ****

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:29:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

General Ed

ENROLLEE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	2,048	2	0.10 %	15	0.73 %	11	0.54 %	13	0.63 %	599	29.25 %	0	0.00 %	14	0.68 %	1,394	68.07 %
District POP (2)	110,054	1,251	1.14 %	3,236	2.94 %	356	0.32 %	2,047	1.86 %	101,970	92.65 %	64	0.06 %	1,131	1.03 %		
% Difference (3)			-1.04 %		-2.21 %		0.21 %		-1.23 %		-63.41 %		-0.06 %		-0.34 %		

**** NATIVE AMERICAN / ALASKAN NATIVE STUDENT POPULATION MAY BE OUT OF COMPLIANCE ****
**** ASIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE ****
**** HISPANIC STUDENT POPULATION MAY BE OUT OF COMPLIANCE ****

GRADUATE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	0	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	2,048	2	0.10 %	15	0.73 %	11	0.54 %	13	0.63 %	599	29.25 %	0	0.00 %	14	0.68 %	1,394	68.07 %
% Difference (5)			-0.10 %		-0.73 %		-0.54 %		-0.63 %		-29.25 %		0.00 %		-0.68 %		-68.07 %

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System CLI660A Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:29:40 PM

Fiscal Year: 2018
District: Northcentral Technical College

Graphics

ENROLLEE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	190	2	1.05 %	2	1.05 %	4	2.11 %	5	2.63 %	64	33.68 %	0	0.00 %	1	0.53 %	112	58.95 %
District POP (2)	110,054	1,251	1.14 %	3,236	2.94 %	356	0.32 %	2,047	1.86 %	101,970	92.65 %	64	0.06 %	1,131	1.03 %		
% Difference (3)			-0.08 %		-1.89 %		1.78 %		0.77 %		-58.97 %		-0.06 %		-0.50 %		

** ASIAN STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	9	0	0.00 %	0	0.00 %	2	22.22 %	0	0.00 %	6	66.67 %	0	0.00 %	0	0.00 %	1	11.11 %
Total Enrollment (1)	190	2	1.05 %	2	1.05 %	4	2.11 %	5	2.63 %	64	33.68 %	0	0.00 %	1	0.53 %	112	58.95 %
% Difference (5)			-1.05 %		-1.05 %		20.12 %		-2.63 %		32.98 %		0.00 %		-0.53 %		-47.84 %

** NATIVE AMERICAN / ALASKAN NATIVE GRADS POPULATION MAY BE OUT OF COMPLIANCE **

** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **

** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:29:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Health

ENROLLEE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	2,187	24	1.10 %	126	5.76 %	22	1.01 %	52	2.38 %	1,549	70.83 %	3	0.14 %	25	1.14 %	386	17.65 %
District POP (2)	110,054	1,251	1.14 %	3,236	2.94 %	356	0.32 %	2,047	1.86 %	101,970	92.65 %	64	0.06 %	1,131	1.03 %		
% Difference (3)			-0.04 %		2.82 %		0.68 %		0.52 %		-21.83 %		0.08 %		0.12 %		

GRADUATE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	741	6	0.81 %	32	4.32 %	5	0.67 %	20	2.70 %	577	77.87 %	1	0.13 %	7	0.94 %	93	12.55 %
Total Enrollment (1)	2,187	24	1.10 %	126	5.76 %	22	1.01 %	52	2.38 %	1,549	70.83 %	3	0.14 %	25	1.14 %	386	17.65 %
% Difference (5)			-0.29 %		-1.44 %		-0.33 %		0.32 %		7.04 %		0.00 %		-0.20 %		-5.10 %

**** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE ****

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:29:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Industrial																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	953	3	0.31 %	23	2.41 %	16	1.68 %	17	1.78 %	555	58.24 %	0	0.00 %	8	0.84 %	331	34.73 %
District POP (2)	110,054	1,251	1.14 %	3,236	2.94 %	356	0.32 %	2,047	1.86 %	101,970	92.65 %	64	0.06 %	1,131	1.03 %		
% Difference (3)			-0.82 %		-0.53 %		1.36 %		-0.08 %		-34.42 %		-0.06 %		-0.19 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	222	1	0.45 %	6	2.70 %	4	1.80 %	2	0.90 %	178	80.18 %	0	0.00 %	1	0.45 %	30	13.51 %
Total Enrollment (1)	953	3	0.31 %	23	2.41 %	16	1.68 %	17	1.78 %	555	58.24 %	0	0.00 %	8	0.84 %	331	34.73 %
% Difference (5)			0.14 %		0.29 %		0.12 %		-0.88 %		21.94 %		0.00 %		-0.39 %		-21.22 %

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System

CLI660A Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:29:40 PM

Fiscal Year: 2018
District: Northcentral Technical College

Marketing																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	540	4	0.74 %	14	2.59 %	13	2.41 %	11	2.04 %	329	60.93 %	1	0.19 %	3	0.56 %	165	30.56 %
District POP (2)	110,054	1,251	1.14 %	3,236	2.94 %	356	0.32 %	2,047	1.86 %	101,970	92.65 %	64	0.06 %	1,131	1.03 %		
% Difference (3)			-0.40 %		-0.35 %		2.08 %		0.18 %		-31.73 %		0.13 %		-0.47 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	87	1	1.15 %	4	4.60 %	3	3.45 %	1	1.15 %	72	82.76 %	0	0.00 %	0	0.00 %	6	6.90 %
Total Enrollment (1)	540	4	0.74 %	14	2.59 %	13	2.41 %	11	2.04 %	329	60.93 %	1	0.19 %	3	0.56 %	165	30.56 %
% Difference (5)			0.41 %		2.01 %		1.04 %		-0.89 %		21.83 %		-0.19 %		-0.56 %		-23.66 %

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:29:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Service																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	612	4	0.65 %	30	4.90 %	12	1.96 %	19	3.10 %	447	73.04 %	1	0.16 %	12	1.96 %	87	14.22 %
District POP (2)	110,054	1,251	1.14 %	3,236	2.94 %	356	0.32 %	2,047	1.86 %	101,970	92.65 %	64	0.06 %	1,131	1.03 %		
% Difference (3)			-0.48 %		1.96 %		1.64 %		1.24 %		-19.62 %		0.11 %		0.93 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	127	0	0.00 %	7	5.51 %	1	0.79 %	1	0.79 %	109	85.83 %	0	0.00 %	2	1.57 %	7	5.51 %
Total Enrollment (1)	612	4	0.65 %	30	4.90 %	12	1.96 %	19	3.10 %	447	73.04 %	1	0.16 %	12	1.96 %	87	14.22 %
% Difference (5)			-0.65 %		0.61 %		-1.17 %		-2.32 %		12.79 %		-0.16 %		-0.39 %		-8.70 %
** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	
** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:29:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Technical And TV																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	537	5	0.93 %	20	3.72 %	13	2.42 %	17	3.17 %	388	72.25 %	0	0.00 %	9	1.68 %	85	15.83 %
District POP (2)	110,054	1,251	1.14 %	3,236	2.94 %	356	0.32 %	2,047	1.86 %	101,970	92.65 %	64	0.06 %	1,131	1.03 %		
% Difference (3)			-0.21 %		0.78 %		2.10 %		1.31 %		-20.40 %		-0.06 %		0.65 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	100	1	1.00 %	8	8.00 %	0	0.00 %	2	2.00 %	84	84.00 %	0	0.00 %	1	1.00 %	4	4.00 %
Total Enrollment (1)	537	5	0.93 %	20	3.72 %	13	2.42 %	17	3.17 %	388	72.25 %	0	0.00 %	9	1.68 %	85	15.83 %
% Difference (5)			0.07 %		4.28 %		-2.42 %		-1.17 %		11.75 %		0.00 %		-0.68 %		-11.83 %
** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE ** ** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate Count
 (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
 Percent=Count/Total



Client Reporting System
 CLI660B Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:30:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

ALL PROGRAMS							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	9,251	5,191	56.11 %	380	4.11 %	839	9.07%
District POP (2)	110,054	52,588	47.78 %	6,982	6.34 %	8,085	7.35%
% Difference (3)			8.33 %		-2.24 %		1.72%
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	1,538	938	60.99 %	53	3.45 %	144	9.36%
Total Enrollment (1)	9,251	5,191	56.11 %	380	4.11 %	839	9.07%
% Difference (5)			4.88 %		-0.66 %		0.29%

- (1) : Student Program Or Course Enrollment Count
- (2) : District Population (18-64 years old) Value from 5-year ACS
- (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
- (4) : Student Graduate Count
- (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)



Client Reporting System
 CLI660B Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:30:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Business							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	1,479	750	50.71 %	93	6.29 %	218	14.74%
District POP (2)	110,054	52,588	47.78 %	6,982	6.34 %	8,085	7.35%
% Difference (3)			2.93 %		-0.06 %		7.39%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	174	89	51.15 %	10	5.75 %	23	13.22%
Total Enrollment (1)	1,479	750	50.71 %	93	6.29 %	218	14.74%
% Difference (5)			0.44 %		-0.54 %		-1.52%
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

- (1) : Student Program Or Course Enrollment Count
- (2) : District Population (18-64 years old) Value from 5-year ACS
- (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
- (4) : Student Graduate Count
- (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)



Client Reporting System
 CLI660B Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:30:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Family & Consumer Ed							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	376	307	81.65 %	29	7.71 %	32	8.51%
District POP (2)	110,054	52,588	47.78 %	6,982	6.34 %	8,085	7.35%
% Difference (3)			33.87 %		1.37 %		1.16%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	24	21	87.50 %	4	16.67 %	1	4.17%
Total Enrollment (1)	376	307	81.65 %	29	7.71 %	32	8.51%
% Difference (5)			5.85 %		8.95 %		-4.34%
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

- (1) : Student Program Or Course Enrollment Count
- (2) : District Population (18-64 years old) Value from 5-year ACS
- (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
- (4) : Student Graduate Count
- (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)



Client Reporting System
 CLI660B Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:30:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

General Ed							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	2,048	1,138	55.57 %	51	2.49 %	55	2.69%
District POP (2)	110,054	52,588	47.78 %	6,982	6.34 %	8,085	7.35%
% Difference (3)			7.78 %		-3.85 %		-4.66%
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
** MINORITY STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	0	0	0.00 %	0	0.00 %	0	0.00%
Total Enrollment (1)	2,048	1,138	55.57 %	51	2.49 %	55	2.69%
% Difference (5)			-55.57 %		-2.49 %		-2.69%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

- (1) : Student Program Or Course Enrollment Count
- (2) : District Population (18-64 years old) Value from 5-year ACS
- (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
- (4) : Student Graduate Count
- (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)



Client Reporting System
 CLI660B Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:30:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Graphics							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	190	79	41.58 %	6	3.16 %	14	7.37%
District POP (2)	110,054	52,588	47.78 %	6,982	6.34 %	8,085	7.35%
% Difference (3)			-6.20 %		-3.19 %		0.02%
** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	9	7	77.78 %	0	0.00 %	2	22.22%
Total Enrollment (1)	190	79	41.58 %	6	3.16 %	14	7.37%
% Difference (5)			36.20 %		-3.16 %		14.85%
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

- (1) : Student Program Or Course Enrollment Count
- (2) : District Population (18-64 years old) Value from 5-year ACS
- (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
- (4) : Student Graduate Count
- (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)



Client Reporting System
 CLI660B Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:30:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Health							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	2,187	1,873	85.64 %	65	2.97 %	252	11.52%
District POP (2)	110,054	52,588	47.78 %	6,982	6.34 %	8,085	7.35%
% Difference (3)			37.86 %		-3.37 %		4.18%
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	741	630	85.02 %	12	1.62 %	71	9.58%
Total Enrollment (1)	2,187	1,873	85.64 %	65	2.97 %	252	11.52%
% Difference (5)			-0.62 %		-1.35 %		-1.94%
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

- (1) : Student Program Or Course Enrollment Count
- (2) : District Population (18-64 years old) Value from 5-year ACS
- (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
- (4) : Student Graduate Count
- (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)



Client Reporting System
 CLI660B Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:30:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Industrial							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	953	54	5.67 %	27	2.83 %	67	7.03%
District POP (2)	110,054	52,588	47.78 %	6,982	6.34 %	8,085	7.35%
% Difference (3)			-42.12 %		-3.51 %		-0.32%
** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	222	9	4.05 %	12	5.41 %	14	6.31%
Total Enrollment (1)	953	54	5.67 %	27	2.83 %	67	7.03%
% Difference (5)			-1.61 %		2.57 %		-0.72%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

- (1) : Student Program Or Course Enrollment Count
- (2) : District Population (18-64 years old) Value from 5-year ACS
- (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
- (4) : Student Graduate Count
- (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)



Client Reporting System
CLI660B Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:30:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Marketing							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	540	277	51.30 %	21	3.89 %	46	8.52%
District POP (2)	110,054	52,588	47.78 %	6,982	6.34 %	8,085	7.35%
% Difference (3)			3.51 %		-2.46 %		1.17%
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	87	46	52.87 %	4	4.60 %	9	10.34%
Total Enrollment (1)	540	277	51.30 %	21	3.89 %	46	8.52%
% Difference (5)			1.58 %		0.71 %		1.83%

- (1) : Student Program Or Course Enrollment Count
- (2) : District Population (18-64 years old) Value from 5-year ACS
- (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
- (4) : Student Graduate Count
- (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)



Client Reporting System
 CLI660B Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:30:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Service							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	612	413	67.48 %	45	7.35 %	78	12.75%
District POP (2)	110,054	52,588	47.78 %	6,982	6.34 %	8,085	7.35%
% Difference (3)			19.70 %		1.01 %		5.40%
GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	127	93	73.23 %	4	3.15 %	11	8.66%
Total Enrollment (1)	612	413	67.48 %	45	7.35 %	78	12.75%
% Difference (5)			5.74 %		-4.20 %		-4.08%
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

- (1) : Student Program Or Course Enrollment Count
- (2) : District Population (18-64 years old) Value from 5-year ACS
- (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
- (4) : Student Graduate Count
- (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)



Client Reporting System
 CLI660B Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:30:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Technical And TV							
ENROLLEE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	537	73	13.59 %	24	4.47 %	64	11.92%
District POP (2)	110,054	52,588	47.78 %	6,962	6.34 %	8,085	7.35%
% Difference (3)			-34.19 %		-1.87 %		4.57%
** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISION							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	100	7	7.00 %	2	2.00 %	12	12.00%
Total Enrollment (1)	537	73	13.59 %	24	4.47 %	64	11.92%
% Difference (5)			-6.59 %		-2.47 %		0.08%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

- (1) : Student Program Or Course Enrollment Count
- (2) : District Population (18-64 years old) Value from 5-year ACS
- (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
- (4) : Student Graduate Count
- (5) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)



Client Reporting System
 CLI660B Compliance Indicator I - Program Areas

Run On: 4/9/2019 6:30:40 PM

Fiscal Year: 2018
 District: Northcentral Technical College

Agriculture							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	329	227	69.00 %	19	5.78 %	13	3.95%
District POP (2)	110,054	52,588	47.78 %	6,982	6.34 %	8,085	7.35%
% Difference (3)			21.21 %		-0.57 %		-3.40%
** MINORITY STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	54	36	66.67 %	5	9.26 %	1	1.85%
Total Enrollment (1)	329	227	69.00 %	19	5.78 %	13	3.95%
% Difference (5)			-2.33 %		3.48 %		-2.10%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							



Client Reporting System
 CLI670 Compliance Indicator II - Sex

Run On: 4/9/2019 8:31:10 PM

Fiscal Year: 2018
 District: Northcentral Technical College

ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Male		Unknown Sex	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	9,251	5,191	56.11 %	3,994	43.17 %	66	0.71 %
District POP (2)	110,054	52,588	47.78 %	57,466	52.22 %	0	0.00 %
% Difference (3)			8.33 %		-9.04 %		
Quotient (4)			1.17		0.83		
Difference = 802.06							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Male		Unknown Sex	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (5)	1,538	938	60.99 %	595	38.69 %	5	0.33 %
Total Enrollment (1)	9,251	5,191	56.11 %	3,994	43.17 %	66	0.71 %
% Difference (6)			4.88 %		-4.49 %		
Quotient (7)			1.09		0.90		
Difference = 71.61							

- (1) : Student Program Or Course Enrollment Count
- (2) : District Population (18-64 years old) Value from 5-year ACS
- (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
- (4) : (Student Program Or Course Enrollment Count% / District Population Value from Census Records%)
- (5) : Student Graduate Count
- (6) : (Student Graduate Count% - Student Program Or Course Enrollment Count%)
- (7) : (Student Graduate Count% / Student Program Or Course Enrollment Count%)

Data from Perkins V Local Needs Assessment

Technical Skill Attainment

Overall, 781 of 1,083 Perkins concentrators, **72%, achieved success on this metric.** Some race/ethnic categories (highlighted in yellow) had lower achievement than the overall achievement rate, such as American Indian/Alaskan Native, Asian, Black/African American, and Two or More Races. The Asian group shows the largest area for improvement, as there are 64 students, and they are achieving at a rate 6 percentage points lower than the overall group.

Students with Disabilities, Limited English Proficiency Students, and Non-traditional Students performed as well as or better than the overall cohort. However, Economically Disadvantaged, Single Parents, and Displaced Homemakers performed lower than the overall Perkins cohort, with success rates 4 to 10 percentage points lower than the overall cohort.

2017-18 Perkins FAUPL Data	Number achieving	Total Students	% Achieving
RACE/ETHNICITY* (1997 Revised Standards)			
American Indian or Alaska Native	11	16	68.75%
Asian	42	64	65.63%
Black or African American	5	8	62.50%
Hispanic/Latino	23	29	79.31%
Native Hawaiian or Other Pacific Islander	3	3	100.00%
White	680	946	71.88%
Two or More Races	7	10	70.00%
Unknown (Postsecondary Only)	32	36	88.89%
SPECIAL POPULATION AND OTHER STUDENT CATEGORIES			
Individuals With Disabilities (ADA)	54	75	72.00%
Disability Status (ESEA/IDEA) (Secondary Only)			
Economically Disadvantaged	408	603	67.66%
Single Parents	66	102	64.71%

Displaced Homemakers	3	5	60.00%
Limited English Proficiency	6	8	75.00%
Migrant Status			
Nontraditional Enrollees	89	121	73.55%

Academic Skill Attainment

Overall, 693 of 978 Perkins concentrators, **71%, achieved success on this metric**. Some race/ethnic categories (highlighted in yellow) had lower achievement than the overall rate, such as American Indian/Alaskan Native, Hispanic/Latino, White, and Two or More Races. Asian students and Black/African American students were achieving at rates of 80-89%.

Students with Disabilities, Economically Disadvantaged, Single Parents, and NTO students achieved at lower rates than the overall cohort, while Displaced Homemakers and LEP students achieved at rates above 83%. The largest opportunity for improvement in academic skill attainment is with Nontraditional Enrollees, as there were 120 students in this category, and only 65% of them passed 80% or more of their Academic Coursework.

2017-18 Perkins FAUPL Data	Number achieving	Total Students	% Achieving
RACE/ETHNICITY* (1997 Revised Standards)			
American Indian or Alaska Native	7	14	50.00%
Asian	51	64	79.69%
Black or African American	8	9	88.89%
Hispanic/Latino	14	25	56.00%
Native Hawaiian or Other Pacific Islander	2	3	66.67%
White	606	862	70.30%
Two or More Races	3	7	42.86%
Unknown (Postsecondary Only)	14	17	82.35%
SPECIAL POPULATION AND OTHER STUDENT CATEGORIES			
Individuals With Disabilities (ADA)	48	73	65.75%
Disability Status (ESEA/IDEA) (Secondary Only)			
Economically Disadvantaged	402	582	69.07%
Single Parents	63	95	66.32%
Displaced Homemakers	5	6	83.33%

Limited English Proficiency	10	10	100.00%
Migrant Status			
Nontraditional Enrollees	78	120	65.00%

Degree or Credential Attainment

Overall, 518 of 1,145 Perkins concentrators, **45%, achieved success on this metric.** All minority race/ethnic groups except for Hispanic/Latino had lower achievement rates than the overall cohort. A specific area to focus improvements would be the Asian group, which has 71 individuals in the cohort, with only 27% earning a degree/credential.

All of the Special Population Groups achieved at lower rates than the overall cohort in this metric. There are significant opportunities for improvement in all groups, but especially in the Economically Disadvantaged group, which attained at rates lower than 40% and had 641 students in the cohort.

2017-18 Perkins FAUPL Data	Number achieving	Total students	% Achieving
RACE/ETHNICITY* (1997 Revised Standards)			
American Indian or Alaska Native	7	17	41.18%
Asian	19	71	26.76%
Black or African American	2	10	20.00%
Hispanic/Latino	14	30	46.67%
Native Hawaiian or Other Pacific Islander	1	3	33.33%
White	459	998	45.99%
Two or More Races	2	11	18.18%
Unknown (Postsecondary Only)	21	37	56.76%
SPECIAL POPULATION AND OTHER STUDENT CATEGORIES			
Individuals With Disabilities (ADA)	34	79	43.04%
Disability Status (ESEA/IDEA) (Secondary Only)			
Economically Disadvantaged	254	641	39.63%
Single Parents	46	109	42.20%
Displaced Homemakers	1	6	16.67%
Limited English Proficiency	3	11	27.27%
Migrant Status			
Nontraditional Enrollees	55	130	42.31%

