

# CITY OF AUSTIN WORKFORCE TRENDS AS AN EMPLOYER

Human Resources Department  
Presented to the  
Asian American Quality of Life Commission  
October 18, 2016

# Successes

- Launched outreach efforts through the AARC
  - On-site presence every Wednesday from 10am – 6pm
  - Began distribution of flier in Vietnamese, Korean and Chinese (Simple and Traditional) to advertise services
- Launched “Talent Acquisition Network” for City recruiters to meet and leverage ideas on diversity, inclusion and hard-to-fill positions.
- Revised City jobs advertisement in Outreach newspapers for better branding and to promote all employment assistance locations and services
- Revised Acquiring Talent class for City supervisors/managers to include a discussion on Unconscious Bias.
- Assigned a Talent consultant to focus on our Diversity and Inclusion Strategy.
- Event participation: CelabrAsia hosted at the AARC, and Multicultural Career & Opportunities Expo sponsored by the Multi-Ethnic Chamber Alliance (MECA).

# Opportunities

- Host a Community Connections job event.
- Create a brochure on how to apply for jobs in the City which will be printed in Vietnamese, Korean and Chinese (Simple and Traditional).
- Leverage social media more extensively.
- Utilize City of Austin Recruiter's Network to increase efforts on recruiting diverse workforce.
- Develop and provide department directors an annual report.
- Utilize the following partners to expand and strengthen outreach strategy:
  - Public information office
  - Staff resource at HHSD
  - AISD Parent Support Specialists

# Observations Based on Data Analysis

- All ethnic groups showed a slight increase in employee representation.
- There was a net increase of 26 Asian employees from 2015 to 2016.
- The Para-Professional job category is growing the fastest, with positive growth also seen in Professional and Admin Support.
- Austin Energy had the largest net gain in Asian employees.
- Executive data shows no change since March 2016 for the Asian population, but a slight decrease in percentage.
- The combined salaries for Asian Americans (male and female) is highest among all ethnic groups.
- There was a net increase in the percentage of Asian Americans selected for positions from 38 (3.9%) in 2015 to 54 (4.7%) in 2016.

# ADDENDUM

Detailed Asian-American demographic information

# Workforce Diversity – All Regular City Employees

*\*City of Austin Organization, excludes temporaries, September 2016*

<b>Ethnicity</b>	<b>City of Austin Org* 2015</b>	<b>City of Austin Org* 2016</b>	<b>City of Austin Org* w/Civil Service</b>	<b>COA Org* with Civil Service 2016</b>	<b>Austin, Texas 2013 Census</b>
White	48.1%	47.2%	54.8%	53.9%	47.1%
Hispanic	31.2%	31.5%	28.2%	27.9%	36.5%
Black	15.9%	16.2%	13.4%	13.7%	7.0%
Asian	3.5%	3.7%	3.0%	3.2%	6.8%
Other	.5%	.4%	.4%	.4%	2.6%

<b>Gender</b>	<b>City of Austin Org* 2015</b>	<b>City of Austin Org* 2016</b>	<b>City of Austin Org* w/Civil Service</b>	<b>COA Org* with Civil Service 2016</b>	<b>Austin, Texas 2013 Census</b>
Male	61.9%	69.5%	69.1%	68.7%	50.1%
Female	38.1%	38.5%	30.9%	31.3%	49.9%

# Job Categories Defined

Job Category	Occupational activities	Job Examples
Officials and Administrators	Set policies or exercise overall responsibility for policy execution; direct individual departments; provide specialized consultation	-department head -director -controller
Professionals	Utilizes specialized and theoretical knowledge usually acquired through college training or equivalent experience	-lawyers -accountants -librarians
Technicians	Requires both scientific/technical knowledge and manual skill obtained from post-secondary education and/or on-the-job training	-software service -inspectors -drafters
Protective Service Workers	Work involving public safety, security and protection from destructive forces.	-security guard -downtown ranger
Para-Professionals	Performs some of the duties of a professional or technician, but with less education/training.	-library assistant -para-legal aide
Administrative Support	Records and retrieves data and/or information and other paperwork required in an office.	-cashier -payroll clerk
Skilled Crafts	Requires special manual skill and a thorough knowledge of processes; often uses apprentices.	-electrician -water treatment operator
Service/Maintenance Worker	Contributes to comfort, convenience or safety of the public or the upkeep of buildings/grounds.	-custodial employees -bus drivers

# Demographics by Job Category 2015

Job Category	City of Austin Employees	% by Job Cat.	Asian/Pacific Islander Employee Counts	% of Asian/Pac Islander by Job Cat.	Asian/Pacific Islander as a % of all COA Employees in the Job Category
Officials/Admin	122	1%	6	2.0%	4.9%
Professional	2,777	32%	184	59.7%	6.6%
Technician	795	9%	35	11.4%	4.4%
Protect/Svc	198	1%	4	1.3%	2.0%
Para-Professional	1,550	17%	33	10.7%	2.1%
Admin Support	1,078	13%	29	9.4%	2.7%
Skilled Craft	1,039	12%	5	1.6%	0.5%
Serv/Maint	1,227	14%	12	3.9%	1.0%
<b>TOTAL</b>	<b>8,786</b>	<b>100%</b>	<b>308</b>	<b>100.0%</b>	<b>3.5%</b>

• data effective September 2015



# Demographics by Job Category 2016

Job Category	City of Austin Employees	% by Job Cat.	Asian/Pacific Islander Employee Counts	% of Asian/Pac Islander by Job Cat.	Asian/Pacific Islander as a % of all COA Employees in the Job Category
Officials/Admin	130	1.4%	5	1.5%	3.8%
Professional	2,860	31.7%	201	60.2%	7.0%
Technician	813	9.0%	37	11.1%	4.6%
Protect/Svc	194	2.2%	3	0.9%	1.5%
Para-Professional	1,594	17.7%	38	11.4%	2.4%
Admin Support	1,101	12.2%	32	9.6%	2.9%
Skilled Craft	1,065	11.8%	6	1.8%	0.6%
Serv/Maint	1,255	13.9%	13	3.9%	1.0%
<b>TOTAL</b>	<b>9,012</b>	<b>100.0%</b>	<b>334</b>	<b>100.00%</b>	<b>3.7%</b>

- *data effective September 2016*

# Asian American Demographics by Department 2015

Department	# in dept.	# of Asian American	% of Asian American	Department	# in dept.	# of Asian American	% of Asian American
Animal Services	92	2	2.2%	Governmental Relations	2	0	0.0%
Austin Code	103	5	4.9%	Health & Human Services	394	14	3.6%
Austin Energy	1,530	74	4.8%	Human Resources	101	7	6.9%
Austin Resource Recovery	392	3	0.8%	Law	86	3	3.5%
Austin Transportation	191	10	5.0%	Library	380	14	3.7%
Austin Water Utility (22e,23e)	1,057	39	3.7%	Management Services	87	4	4.6%
				Mayor & Council	33	1	3.0%
Aviation	356	16	4.5%	Municipal Court	177	6	3.4%
				Neighb Housing & Community Dev	48	2	4.2%
Building Services	158	1	0.6%	Office Of The City Auditor	25	2	8.0%
City Clerk	22	0	0.0%				
Communication & Tech Mgmt	255	15	5.9%	Parks & Recreation	640	13	2.0%
Communications & Public Inform	21	0	0.0%	Planning & Development Review	93	7	7.5%
Convention Center	239	5	2.1%	Police	573	12	2.1%
Development Revw & Inspection	244	5	2.1%				
Economic Development	49	0	0.0%	Public Works	441	14	3.2%
				Real Estate	32	2	6.3%
Emergency Medical Services	72	3	4.2%	Small & Minority Business Rsrc	29	1	3.5%
Financial Services	218	11	5.1%	Watershed Protection	257	12	4.7%
Fire	153	3	2.0%	Wireless Communication Svcs	35	0	0.0%
Fleet Services	201	2	1.0%				
				<b>Grand Total</b>	<b>8,786</b>	<b>308</b>	<b>3.5%</b>

• data effective September 2015

# Asian American Demographics by Department 2016

Department	# in dept.	# of Asian American	% of Asian American	Department	# in dept.	# of Asian American	% of Asian American
Animal Services	100	2	2.0%	Labor Relations	6	1	16.7%
Austin Code	111	5	4.5%	Law	84	2	2.4%
Austin Energy	1,554	84	5.4%	Library	387	19	4.9%
Austin Resource Recovery	406	2	0.5%	Management Services	59	3	5.1%
Austin Transportation	208	12	5.8%	Mayor & Council	45	3	6.7%
Austin Water Utility (22e,23e)	1,086	36	3.3%	Medical Director	7	0	0.0%
Aviation	373	19	5.1%	Municipal Court	178	5	2.8%
Building Services	163	1	0.6%	Neighb Housing & Community Dev	46	2	4.3%
City Clerk	22	0	0.0%	Office Of The City Auditor	26	3	11.5%
Communication & Tech Mgmt	257	17	6.6%	Parks & Recreation	647	16	2.5%
Communications & Public Inform	21	0	0.0%	Planning And Zoning	50	5	10.0%
Convention Center	246	5	2.0%	Police	615	13	2.1%
Development Services Dept.	305	7	2.3%	Public Works	440	16	3.6%
Economic Development	50	0	0.0%	Real Estate	30	2	6.7%
Emergency Medical Services	76	2	2.6%	Small & Minority Business Rsrc	28	1	3.6%
Financial Services	221	14	6.3%	TARA	14	0	0.0%
Fire	121	3	2.5%	Watershed Protection	262	11	4.2%
Fleet Services	205	2	1.0%	Wireless Communication Svcs	34	0	0.0%
Governmental Relations	4	0	0.0%	Grand Total	9,012	334	3.7%
Health & Human Services	421	16	3.8%				
Human Resources	104	6	5.8%				

• data effective September 2016

# Executive Data as of March 2016

129 Executives		
	Counts	Percent
Females	51	39.5%
Males	78	60.5%
American Indian/Aleutian	2	1.6%
Asian/Pacific Islander	5	3.9%
Black	22	17.0%
Hispanic	22	17.0%
Other	1	0.0%
White	77	59.7%

# Executive Data as of September 2016

130 Executives		
	Counts	Percent
Females	55	42.3%
Males	75	57.7%
American Indian/Aleutian	2	1.5%
Asian/Pacific Islander	5	3.8%
Black	23	17.7%
Hispanic	24	18.5%
Other	1	0.8%
White	75	57.7%

# Executive Ethnicity/Gender Comparison as of March 2016

Ethnicity Description	Gender	Executive Count
American Indian/Aleutian	Female	2
American Indian/Aleutian	Male	0
Asian/Pacific Islander	Female	0
Asian/Pacific Islander	Male	5
Black	Female	12
Black	Male	10
Hispanic	Female	5
Hispanic	Male	17
White	Female	32
White	Male	45
Other	Female	0
Other	Male	1
		129

# Executive Ethnicity/Gender Comparison as of September 2016

Ethnicity Description	Gender	Executive Count
American Indian/Aleutian	Female	2
American Indian/Aleutian	Male	0
Asian/Pacific Islander	Female	0
Asian/Pacific Islander	Male	5
Black	Female	14
Black	Male	9
Hispanic	Female	5
Hispanic	Male	19
White	Female	34
White	Male	41
Other	Female	0
Other	Male	1
		130

# Pay Comparisons April 2015

	Count			Average			Median		
Ethnicity	M	F	All	M	F	All	M	F	All
Asian/Pacific Islander	137	155	292	\$37.92	\$33.31	\$35.47	\$37.28	\$32.50	\$35.12
White	2,608	1,598	4,206	\$32.47	\$29.59	\$31.38	\$30.19	\$26.78	\$28.81
American Indian/Aleutian	23	16	39	\$28.94	\$34.82	\$31.35	\$29.14	\$31.95	\$29.58
Other	15	14	29	\$27.72	\$29.62	\$28.64	\$21.49	\$31.75	\$25.59
Black	912	490	1,402	\$24.79	\$27.04	\$25.58	\$21.26	\$23.94	\$22.32
Hispanic	1,656	1,059	2,715	\$25.02	\$24.15	\$24.68	\$21.91	\$22.04	\$21.96
All	5,351	3,332	8,683	\$28.97	\$27.69	\$28.47	\$25.96	\$24.60	\$25.37



# Pay Comparisons April 2016

	Count			Average			Median		
Ethnicity	M	F	All	M	F	All	M	F	All
Asian/Pacific Islander	153	166	319	\$39.79	\$34.70	\$37.14	\$39.74	\$34.69	\$37.39
White	2,639	1,595	4,234	\$33.59	\$30.78	\$32.53	\$31.28	\$28.00	\$29.80
American Indian/Aleutian	25	17	42	\$29.13	\$36.60	\$32.15	\$28.93	\$34.63	\$29.71
Other	15	13	28	\$30.26	\$30.56	\$30.40	\$22.13	\$32.65	\$27.33
Black	928	515	1,443	\$25.58	\$27.56	\$26.28	\$21.93	\$24.45	\$22.92
Hispanic	1,679	1,106	2,785	\$25.79	\$24.88	\$25.43	\$22.61	\$22.75	\$22.66
All	5,439	3,412	8,851	\$29.96	\$28.60	\$29.44	\$27.06	\$25.15	\$26.36

## 2015 Selected vs Applied Demographics

	White	Black	Hispanic	Asian/Pacific Islander	American Indian	Other	Not Disclosed	Total
<b>Applicants Number *</b>	28,331	14,415	20,544	2,615	432	2,751	5,501	74,589
<b>Applicants Percent *</b>	38.0%	19.3%	27.5%	3.5%	0.6%	3.7%	7.4%	100.0%
<b>Selected Number</b>	519	154	265	38	9	**	**	985
<b>Selected Percent</b>	52.7%	15.6%	26.9%	3.9%	0.9%	**	**	100.0%

\*Applicant demographic data is voluntary

\*\*Not reported

## 2016 Selected vs Applied Demographics

	White	Black	Hispanic	Asian/Pacific Islander	American Indian	Other	Not Disclosed	Total
<b>Applicants Number *</b>	28,355	13,943	20,618	2,570	449	2,661	1,211	74,193
<b>Applicants Percent *</b>	38.2%	18.7%	27.7%	3.4%	.6%	3.5%	1.6%	100.00%
<b>Selected Number</b>	550	188	323	54	3	**	**	1,142
<b>Selected Percent</b>	48.2%	16.5%	28.3%	4.7%	0.3%	**	**	100.00%

\*Applicant demographic data is voluntary

\*\*Not reported

# Historical Executive Ethnicity

