

Step 4b Continued - Narrative of Interpretation

In continuing the review of the Utilization Analysis Chart (comparing the Department's workforce to the relevant labor market), the Human Resources Office for the S.C. Department of Probation, Parole and Pardon Services (SCDPPPS) have indicated below the factors that have contributed to underutilization in the indicated job categories:

We agree White males were under-represented in the following categories according to the data:

Officials/Administrators (-27%) We experience low turnover in this category due to career professionals remaining in these jobs until retirement and there is little opportunity to impact this category; Professionals (-21%) We experience low turnover in this category due to career professionals remaining in these jobs until retirement and there is little opportunity to impact this category; Technicians (-4%) Our under-representation is low; however, more recruitment is needed for this category; Protective Services: Sworn-Officials (-21%) More recruitment is needed for this category; and Administrative Support (-23%) We have difficulty attracting applicants for this category.

We agree Hispanic/Latino males were under-represented in the following categories according to the data:

Officials/Administrators (-1%) We experience low turnover in this category due to career professionals remaining in these jobs until retirement and there is little opportunity to impact this category; Technicians (-1%) Our under-representation is low; however, more recruitment is needed for this category; Protective Services: Sworn-Officials (-1%) More recruitment is needed for this category; Administrative Support (-1%) We have difficulty attracting applicants for this category; Service/Maintenance (-6%) We have low numbers of staff and turnover for this category.

We agree Black males were under-represented in the following categories according to the data: Protective Services: Sworn-Officials (-2%) More recruitment is needed for this category; Administrative Support (-3%) We have difficulty attracting applicants for this category.

We agree Asian males were under-represented in the following categories according to the data: Officials/Administrators (-1%) We experience low turnover in this category due to career professionals remaining in these jobs until retirement and there is little opportunity to impact this category; Professionals (-2%) We experience low turnover in this category due to career professionals remaining in these jobs until retirement and there is little opportunity to impact this category; Protective Services: Sworn-Patrol Officers (-1%) We are having difficulty attracting a large diverse applicant pool for this category; Service/Maintenance (-1%) We have low numbers of staff and turnover for this category.

We agree White females were under-represented in the following categories according to the data:

Officials/Administrators (-14%) We experience low turnover in this category due to career professionals remaining in these jobs until retirement and there is little opportunity to impact this category; Professionals (-13%) We experience low turnover in this category due to career professionals remaining in these jobs until retirement and there is little opportunity to impact this category; Technicians (-5%) Our under-representation is low; however, more recruitment is needed for this category; Protective Services: Sworn-Patrol Officers (-16%) We are having difficulty attracting a large diverse applicant pool

for this category; Service/Maintenance (-21%) We have low numbers of staff and turnover for this category.

We agree Hispanic/Latino females were under-represented in the following categories according to the data: Officials/Administrators (-1%) We experience low turnover in this category due to career professionals remaining in these jobs until retirement and there is little opportunity to impact this category; Technicians (-1%) Our under-representation is low; however, more recruitment is needed for this category; Service/Maintenance (-3%) We have low numbers of staff and turnover for this category.

We agree Black Females were under-represented in the following categories according to the data: Technicians (-17%) Our under-representation is low; however, more recruitment is needed for this category; Service Maintenance (-6%) We have low numbers of staff and turnover for this category.

We agree Asian Females were under-represented in the following categories according to the data: Technicians (-1%) Our under-representation is low; however, more recruitment is needed for this category; Protective Services: Sworn-Patrol Officers (-1%) We are having difficulty attracting a large diverse applicant pool for this category; Service/Maintenance (-1%) We have low numbers of staff and turnover for this category.

The South Carolina Department of Probation, Parole and Pardon Services (SCDPPPS) remains committed to making its workforce profile more closely reflective of the available labor force in the state of South Carolina. The Department will explore partnerships with workforce development agencies like the South Carolina Department of Employment and Workforce and other staffing agencies. This is to increase race and gender diversity in the under-represented categories (Officials/Administrators, Professionals, Technicians, Protective Services: Sworn-Officials, Protective Services: Sworn-Patrol Officers, Administrative Support and Service/Maintenance). Those levels of nominal underutilization (>-6) will be addressed with the same veracity as all other areas where racial and gender categories were significantly under-represented though the Agency's participation in military job fairs.