



**Lakeshore Technical College**

**Equal Opportunity/Affirmative Action  
Five-Year Compliance Plan  
2019-2024**

Dr. Paul Carlsen  
President

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## Introduction Letter

The Five-Year Affirmative Action Plan (2019 – 2024 Plan) affirms the continued commitment of Lakeshore Technical College (LTC) to actively implement all appropriate federal and state equal opportunity and affirmative action laws, executive orders, plans, rules and regulations. This Plan was developed in accordance with the guidelines as established by the Wisconsin Technical College System Board.

LTC is firmly committed to Equal Opportunity for all its employees and students in all programs and educational activities including, but not limited to: outreach, recruitment, selection, transfer, referrals, promotions, testing, placement, training, compensation, support services, benefits, terminations, and committee appointments. Discrimination against persons because of their sex, sexual preference, race, religion, color, national origin or ancestry, age, disability, political affiliation or beliefs, arrest or conviction records or refusal to consent to sexual harassment is strictly prohibited.

To achieve equal employment and educational opportunities, the College recognizes the need to take appropriate Affirmative Action steps, when necessary, with respect to persons of color, women, the disabled and other protected groups, by setting policies and procedures to obtain equality. LTC will continue to make all reasonable accommodations as requested and required. While the responsibility for overall development and implementation of the College's Affirmative Action program rests with the President, all staff are responsible for the application of Affirmative Action and Equal Opportunity policies. This includes initiating and supporting programs and practices designed to develop understanding, acceptance, commitment and compliance within the framework of this Plan.

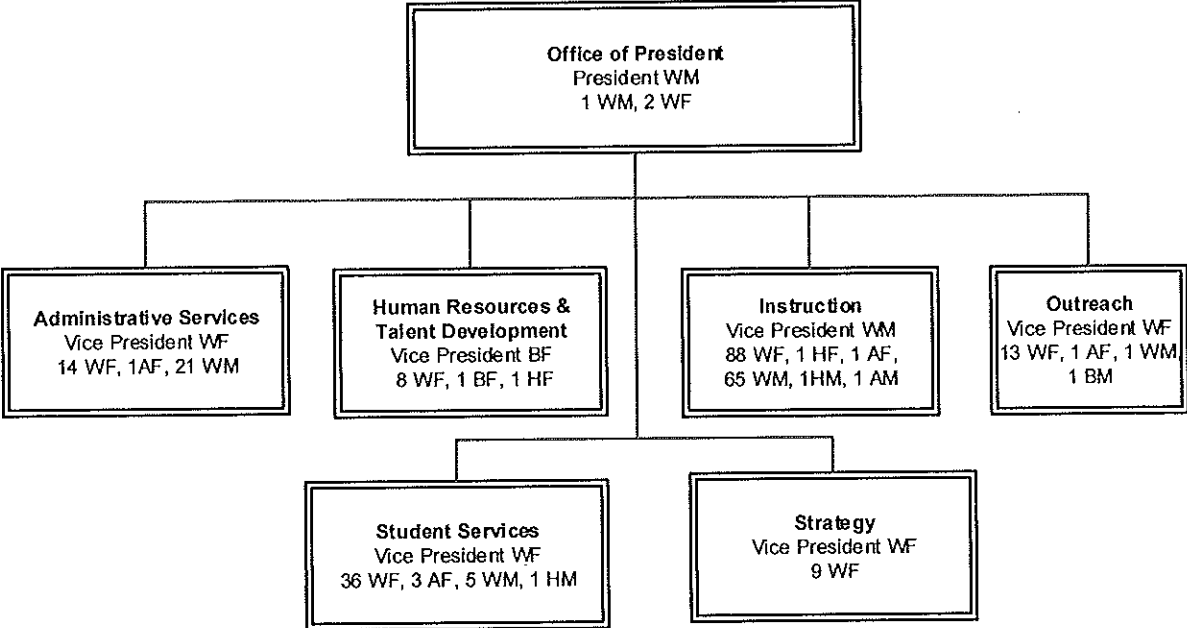
LTC looks forward to the positive outcomes that will result from the provisions of this Plan which reflect the convictions and values of the College.

Signed,

A handwritten signature in blue ink, appearing to be 'R. K.', is written over the word 'Signed,'.

President

# Organizational Profile



# Equal Opportunity/Affirmative Action Policy

## Equal Employment Opportunity

The college prohibits discrimination and retaliation and maintains fair and impartial relations with employees and applicants in employment practices including, but not limited to, recruitment, hiring, transfer, promotion, training, staff reductions, compensation and benefits, termination, retention, certification, testing, and committee appointments.

## Compliance

Equal opportunity in employment, education and affirmative action compliance relate to the following laws: Titles VI and VII of the Civil Rights Act of 1964 as amended; the Civil Rights Restoration Act of 1987; the Civil Rights Act of 1991; the Age Discrimination in Employment Act of 1967 and 1975; the Equal Pay Act of 1963 as amended; Title IX of the Education Amendments of 1972; the Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA); the Carl D. Perkins Vocational Education Act; the Office of Civil Rights Guidelines for Elimination of Discrimination and the Denial of Services in Vocational Education Programs (34 CFR, Part 100, Appendix B); Section 504 of the Rehabilitation Act of 1973; the Americans With Disabilities Act of 1990; the Vietnam Era Veterans Readjustment Act of 1974; Chapter 38, the Wisconsin Fair Employment Law (Section 111.31-111.395 Wisconsin Statutes); 1989 Wisconsin Acts 186, 177 (ss. 111.31-39, Wisconsin Statutes); Prohibiting Discrimination and Harassment Against Students (ss. 38.23, Wisconsin Statutes); 1991 Wisconsin Act 227; applicable federal and state executive orders; and any other legislation related to equal opportunity, equal education, and affirmative action.

## Equal Education

Neither the college nor its employees will prevent a student from their right to avail themselves of the educational opportunities provided at Lakeshore Technical College (LTC) because of their race, creed, color, religion, sex, age, national origin, disability, pregnancy, ancestry, marital status, sexual orientation, genetic testing, political affiliation, parental status, economic or social condition, or arrest or conviction record.

Alleged acts of discrimination which violate federal or state laws or regulations and established college policies shall be reported directly to the Executive Director of Human Resources/Affirmative Action Officer of LTC. All complaints will be handled promptly and equitably through procedures developed pursuant to Section 106.8 of the Title IX Educational Amendments and the 1989 Wisconsin Act 186.

## Harassment/Assault

The college, through its commitment to equal employment/education opportunities and affirmative action, affirmatively provides that all employees and students work or study in an environment free of harassment and assault in accordance with the laws of the United States and the state of Wisconsin.

Harassment of or by employees and students on the basis of race, sex, color, national origin, age, disability, or other protected status is unlawful practice and prohibited.

### Accommodations for Persons With Disabilities

The college ensures physical accessibility to programs and facilities. Reasonable accommodations will be provided for persons with disabilities to ensure equal access to employment, educational programs, services, and activities. Persons with disabilities needing an accommodation are responsible for initiating a request using the Reasonable Accommodation Process. Students will contact the Disability Services Coordinator in the Student Services Division and applicants and employees will contact the Affirmative Action Officer in the Human Resources Department at the Cleveland campus.

### Accommodations for Religion/Creed

The college complies with s. 38.04(16), Stats., and TCS 14 which provides for the reasonable accommodation (applies only to required religious activities) of a student's sincerely held religious beliefs with regard to scheduling examinations and other academic or work place requirements. This commitment also applies to employees. The employee will submit a written request to his/her manager and the student will submit a written request to his/her instructor at least five work/school days before the anticipated absence.

### Contractors/Vendors

The college ensures that vendors and suppliers of services do not discriminate and that they maintain reputable equal opportunity and affirmative action practices. The college also encourages purchase of services and/or products from women, minority, and disabled business owners.

### Affirmative Action/Equal Opportunity

The college integrates the principles and concepts of affirmative action into all employment and educational practices. The college continually works towards achieving a culturally diverse work force and student body by taking affirmative steps to hire and enroll women, minorities, veterans, and persons with disabilities.

### Affirmative Action/Equal Employment/Education Responsibility

The College will have an affirmative action program for women, racial/ethnic groups and persons with disabilities in its educational programs and services and all its employment practices including, but not limited to: recruitment, hiring, transfers, promotions, training, staff reductions, terminations, retention, certification, testing, and committee appointments.

While the development and monitoring of the affirmative action program is primarily the responsibility of the Affirmative Action Officer, the support of every employee, student and recipient of College services is required to assure an environment conducive to the success of the program.

### Role of the Affirmative Action Officer

The college Affirmative Action Officer and the Equal Opportunity Education Officer responsibilities include planning and development of a written Affirmative Action plan, internal and external communication procedures, collecting and analyzing employment and student

data, identifying problem areas, developing and implementing initiatives to remedy/eliminate discriminatory practices, conducting internal monitoring, identifying training needs, investigating complaints and recommending appropriate actions, and submitting compliance plans and reports to the Wisconsin Technical College System Affirmative Action Officer and other federal and state agencies. Periodically the Affirmative Action Officer and Equal Opportunity Education Officer updates the President and the College District Board.

**Reason for Policy**

Purpose

Lakeshore Technical College (LTC) is committed to its legal, social, and economic responsibilities in the areas of equal opportunity, equal education, and affirmative action. Furthermore, equal opportunity and equal education is for all persons, regardless of race; color; creed; national origin; ancestry; religion; age; sex; sexual orientation; marital status; pregnancy; disability; arrest or conviction record; political affiliation; veteran status; genetic testing; service in the armed forces; and the use or nonuse of lawful products off the employer's premises during nonworking hours.

**Cross References and Legal Review**

Reviewed/Revised: 1/19/78; 3/19/81; 6/21/84; 9/21/89; 11/16/89; 8/21/91; 8/19/92; 5/19/93; 9/21/94; 12/15/94; 6/17/96 (merged AC and JB); 11/25/96; 3/12/99; 3/28/03; 3/9/04; 3/29/05; 12/15/08; 7/20/2010; 1/25/13; 1/12/15; 1/15/15; 4/10/15, 3/5/2019

Legal Reference: Wisconsin Statutes 38.04(16), 38.23, 111.31 to 111.39, and 118.13  
Wisconsin Fair Employment Law Federal Laws cited

Cross Reference: Accommodation Procedure for Religious Beliefs; Lakeshore Technical College Complaint Procedure; Sexual Assault; Discrimination and Harassment; Americans With Disabilities Act; Employee Progressive Discipline Policy; Student Code of Conduct Violation Procedures; Complaint Form (Human Resources Department)

**Legal Counsel Review and Approval: 12/15/08**

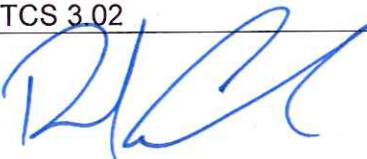
**Board Policy: III.A. General Executive Constraint, III.B. People Treatment**

**Definitions**

"Academic requirements" means any activity required of a student as part of a course of study or as a condition of enrollment.

"Examination" means an exercise testing knowledge or skill.

"Instructor" means a person employed by the district to teach one or more courses under s. TCS 3.02

  
\_\_\_\_\_  
President

06/20/2019

Date

## **Affirmative Action/Equal Opportunity Dissemination Activities**

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

- Overview of the Five Year Plan will be shared with the District Board.
- Annual Updates will be shared with the District Board.
- Electronic copies of the Five Year plan and annual updates will be made available to the local board, district president, administrators, and managers. Plans are made available within one month of submission to the Wisconsin Technical College System office.
- Electronic copies of the Five Year Plan and Annual Updates will be accessible to students via the college website.
- Electronic copies of the Five Year Plan and Annual Updates will be provided to Wisconsin Technical College Affirmative Action Officer and other technical college affirmative action officers, when requested.
- New employees will review the module on diversity training, affirmative action guidelines and the Five Year Plan as part of the new staff orientation process. These documents allow new staff the opportunity to learn Lakeshore Technical College's Affirmative Action/Equal Opportunity Policy and grievance procedure.
- The Student Handbook and other student directed publications have the complaint procedure identified.
- Policies and complaint procedures will be made available at student orientation sessions and in College Success courses.
- All recruitment materials, brochures, application and admission forms and other district created forms will include the Equal Opportunity Employer/Educator statement. Notification of intent to accommodate disabilities in the employment process and the relay service information are included in all recruitment materials.
- Annually, public notices will be published in official district newspapers at the beginning of the fall semester.
- Special articles or achievements in equal opportunity or affirmative action will be published in District or student publications.
- Management staff will receive training regarding the affirmative action/equal opportunity policy and grievance procedure.



## **Responsibilities for Implementation**

### **A. Affirmative Action (AA) and Equal Education Opportunity (EEO) Officers**

The AA Officer and EEO Officer have overall responsibility for implementation of this Affirmative Action Plan. They have been given top management support to execute this assignment and their responsibilities include, but are not limited to:

1. Developing policy statements, affirmative action plans and programs, monitoring the effectiveness of the Affirmative Action and Equal Education Opportunity Plan, and implementing remedial action as needed.
2. Assisting in the identification of problem areas, and assisting management in arriving at solutions to problems.
3. Serving as the contact person for anyone who has an Equal Education Opportunity or Affirmative Action concern.
4. Ensure that employees receive information and ongoing training about the College's Discrimination and Harassment Policy.

### **B. Management Personnel**

Management responsibilities include, but are not limited to:

1. Assisting the AA/EEO Officer in identifying problem areas and establishing goals and objectives to correct their problem areas.
2. Assisting the AA/EEO Officer, as appropriate, in being actively involved with community organizations concerned with employment of protected class members.
3. Assisting the AA/EEO Officer in holding periodic discussions with appropriate managers, supervisors and employees to be certain Equal Opportunity/Affirmative Action policies are being followed.

### **C. Supervisory Personnel in Academic and Support Program Areas**

Supervisor responsibilities include, but are not limited to:

1. Exemplify the principles of equal opportunity in daily activities, employment practices, educational programs and services to students and the community.
2. Foster a work environment free of harassment, intimidation and insults based on race, color, religion, gender, sexual orientation, marital status, national origin, ancestry, age, physical or mental disability, or status as a disabled veteran or Vietnam era veteran.
3. Report any potential discrimination or harassment concerns to the AA or EEO Office as soon as possible after becoming aware of them.

#### **D. Faculty**

Faculty responsibilities include, but are not limited to:

1. Exemplify the principles of equal opportunity in daily activities, employment practices, educational programs and services to students and the community.
2. Foster an educational environment free of harassment, intimidation and insults based on race, color, religion, gender, sexual orientation, marital status, national origin, ancestry, age, physical or mental disability, or status as a disabled veteran or Vietnam era veteran.
3. Report any potential discrimination or harassment concerns to the AA or EEO Office as soon as possible after becoming aware of them.
4. Learn about the challenges faced by learners with disabilities, minority students, and NTO students and take action to support them in the classroom.

#### **E. Staff**

Staff responsibilities include, but are not limited to:

1. Exemplify the principles of equal opportunity in daily activities, employment practices, educational programs and services to students and the community.
2. Report any potential discrimination or harassment concerns to their supervisor or the AA/EEO Office as soon as possible after becoming aware of them.

## **Affirmative Action Employment Program Initiatives**

Lakeshore Technical College has conducted an analysis and is establishing the following goals/initiatives for employment and educational service program areas which are underutilized for minorities, females or disabled employees and students.

A review of the employment and student enrollment statistics in various program categories and analysis by the College verifies the importance and need for this plan. The College will carefully monitor the goals in the Plan to ensure employees and students benefit from the affirmative action/equal opportunity plan.

**Program 1: Annual Adjunct Faculty Recruitment Fair**

The adjunct faculty recruitment fair will become an annual event designed to enhance awareness within the diversified LTC community regarding part-time faculty opportunities at LTC. The expectation is that senior leadership, Deans, and faculty will work together to share information regarding Faculty Quality Assurance System (FQAS) measures, application processing, WTCS faculty standards, and LTC requirements that may present a barrier to employment. The event will be advertised locally via various media outlets and held on an annual basis.

Activity	Person(s) Responsible	Timetable
Conduct an adjunct faculty hiring audit.	Human Resources Recruitment Specialist; Affirmative Action Officer	2019-20
Coordinate an adjunct faculty fair.	Human Resources Recruitment Specialist; Affirmative Action Officer	2020-21
Evaluate effectiveness of the adjunct faculty fair.	Human Resources Recruitment Specialist; Affirmative Action Officer	2021-22

**Program 2: Minority Community Partnerships**

LTC will expand our partnerships with various affinity groups to gain knowledge, ascertain diverse community concerns, and develop action plans for hiring shifts and changes and to promote job vacancies.

Activity	Person(s) Responsible	Timetable
Identify staff who already have already established a partnership with community affinity groups.	Human Resources Specialist; Affirmative Action Officer	2019-20
Identify opportunities to network with community affinity groups.	Human Resources Specialist; Affirmative Action Officer	2020-21
Identify employees interested in reaching out to community affinity groups.	Human Resources Specialist; Affirmative Action Officer	2021-22

**Program 3: Veteran Services Partnership & Recruitment**

In the past, recruitment efforts have not been particularly targeted to focus on veterans as the College has not previously had tools for tracking. The college will work cohesively with the Department of Veteran Affairs to ensure that all current and ongoing job opportunities are available for veteran applicants.

Activity	Person(s) Responsible	Timetable
Identify local veteran affiliates.	Affirmative Action Officer	2020-21
Work with internal veteran resources.	Affirmative Action Officer	2021-22
Collaborate on the best way to communicate job opportunities.	Affirmative Action Officer	2022-23

#### Program 4: Diversity Improvement Training

HR/ODC staff will conduct various employment and diversity-related training sessions to support achieving our goal of cultivating a climate for success of all employees. Trainings includes: new manager training on the hiring process; Disability and Employment-Disclosure and Employment session; new EEO Representative training; and Cultural Biases.

Activity	Person(s) Responsible	Timetable
Roll out human resources for managers training for all supervisors.	ODC Managers/Affirmative Action Officer	2019-20
Conduct a session during Team Development day.	ODC Managers/Affirmative Action Officer	2020-21
Conduct a staff survey to allow staff the opportunity to identify as disabled (if applicable).	ODC Managers/Affirmative Action Officer	2021-22

#### Program 5: Use of Diversified Recruitment Resources

Recruitment efforts will include diversified outlets including various diversity job boards, print publications, websites, email lists, and websites. HR will further explore diversity job fairs to be proactive in recruitment of diversified talent.

Activity	Person(s) Responsible	Timetable
Collaborating with other WTCS colleges to maximize our diversity recruitment efforts.	Human Resources Recruitment Specialist	2020-21
Identify job fairs to attend.	Human Resources Recruitment Specialist	2021-22
Participate and track effectiveness of attending job fairs.	Human Resources Recruitment Specialist	2022-23
Work cohesively with the Division of Vocational Rehabilitation to ensure that all current and ongoing job opportunities are available for disabled applicants.	Human Resources Recruitment Specialist/Affirmative Action Officer	2023-24
Collaborate with the job centers: Post our employment opportunities on the job center website. Explore the options of hosting periodic job fairs with the job center to increase visibility within the community and to demonstrate willingness for partnership to that serviced population.	Human Resources Recruitment Specialist/Affirmative Action Officer	2023-24

## Equal Education Opportunity Student Initiatives

Lakeshore Technical College's goal is to achieve a student body that is representative of our district and support equitable outcomes among students. To that end, we conduct regular data analyses based on a series of reports from the Wisconsin Technical College System Client Reporting System, the US Census, and the Wisconsin Department of Public Instruction to identify and address areas of concern with regards to access, enrollment, and completion of protected classes.

### EEO Student Enrollment and Graduation Data 2017-18

Protected Class (According to 5-Year ACS)	Lakeshore Area Ages 18-64	2017-18 College Enroll	2017-18 Difference Available – Enroll	2017-18 College Grads	2017-18 Difference Enroll – Grad	Report
Disabled	5,179/5.22%	197/4.20%	- 1.03%	35/4.07%	- 0.13%	CL1660B
<b>Minority All (includes multiple ethnicity)</b>	<b>8,782/8.86%</b>	<b>728/15.51%</b>	<b>6.65%</b>	<b>138/16.07%</b>	<b>0.56%</b>	CL1660B
Agribusiness		9/4.89%	- 3.97%	2/7.41%	2.52%	CL1660B
Business		192/18.27%	9.41%	23/18.70%	0.43%	CL1660B
Fam/Cons/Human Services		36/27.91%	19.05%	9/25%	-2.91%	CL1660B
General Education		87/13.85%	4.99%	0/0%	-13.85%	CL1660B
Graphic & App Arts		11/15.94%	7.08%	1/9.09%	-6.85%	CL1660B
Health Occupations		239/18.75%	9.89%	82/19.39%	0.64%	CL1660B
Industrial		63/9.86%	1%	11/7.97%	-1.89%	CL1660B
Marketing		31/12.76%	3.9%	4/12.9%	0.15%	CL1660B
Service Occupations		12/11.65%	2.79%	3/11.54%	-0.11%	CL1660B
Technical		48/12.83%	3.98%	3/6.98%	-5.86%	CL1660B
<b>Female</b>	<b>47.17%</b>					CL1660B
NTO Agribusiness		97/52.72%	5.55%	15/55.56%	2.84%	CL1660B
NTO Industrial		54/8.45%	-38.72%	8/5.8%	-2.65%	CL1660B
NTO Technical		52/13.9%	-33.27%	9/20.93%	7.03%	CL1660B
<b>Male</b>	<b>52.83%</b>					CL1660B
NTO Health Occupations		197/15.45%	-37.38%	58/13.71%	-1.74%	CL1660B

In Compliance	May Be Out of Compliance – Low	May Be Out of Compliance – Mid	May Be Out of Compliance – High
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## Student Enrollment & Completion

**Program 1: Ensure equal access to current and prospective students with disabilities.**

American Community Survey data indicates that working age individuals with disabilities make up 5.22% of the Lakeshore population while enrollment of students that self-report disabilities at LTC is 4.20%, a difference of -1.02%. This difference may indicate that the college is out of compliance with regards to enrolling students with disabilities. The College has experienced success with the development of partnerships with transition coordinators in local high schools. Therefore, the Student Futures Office will continue targeted efforts to ensure equal access to prospective students with disabilities with a focus on expanded collaboration and measuring the impact of these efforts.

**1A.** The College will conduct an internal audit to assess the institution's application of best practices in universal design and identify opportunities to create a campus community that is more welcoming for students and staff with disabilities.

Activity	Person(s) Responsible	Timetable
Stakeholders will form a workgroup to assess the College's current application of best practices in universal design and identify opportunities to create a campus community that is more welcoming for students and staff with disabilities.	Accommodation Services Manager; Diversity Services Manager; Facilities Manager; Vice President of Instruction; Vice President of Human Resources	2019-20
The workgroup will target budget dollars and potential grant opportunities to update campus facilities with a focus on universal design.	Accommodation Services Manager; Diversity Services Manager; Facilities Manager; Vice President of Instruction; Vice President of Human Resources	2019-20
The workgroup will establish short and long-term goals that will implement universal design at the College with instruction as an area of focus.	Accommodation Services Manager; Diversity Services Manager; Facilities Manager; Vice President of Instruction; Vice President of Human Resources	2019-20
The workgroup will develop a universal design checklist for use in future remodels of campus facilities.	Accommodation Services Manager; Diversity Services Manager; Facilities Manager; Vice President of Instruction; Vice President of Human Resources	2019-20

**1B.** The College will develop strengthened relationships with community-based organizations that serve individuals with disabilities in the Lakeshore Area. These relationships will not only foster opportunities to improve outreach to prospective students with disabilities but will also garner input regarding strategies for creating an inclusive campus community. If appropriate, these partners will form an LTC advisory council.

Activity	Person(s) Responsible	Timetable
Stakeholders will develop a list of key community based organizations and a strategy for reaching out to them.	Accommodation Services Manager; Outreach & Admissions Manager; Career Coaches	2019-20
Stakeholders will host a meeting with community-based organizations to identify venues for outreach and discuss the viability of forming an LTC advisory council.	Accommodation Services Manager; Outreach & Admissions Manager; Career Coaches	2019-20
Student Futures Office will conduct expanded outreach to prospective students with disabilities via community-based organizations.	Outreach & Admissions Manager; Career Coaches	2019-20 Ongoing

**Method(s) of Evaluation:** The Equal Education Opportunity Officer will collect updates and information from the Outreach & Admissions Manager and the Manager of Accommodation Services regarding the status of this program. The College will evaluate the success of the program in connection with the overall demographics of students that enroll and complete occupational, technical, and associate degree programs.

**Program 2: Ensure student access to associate, technical, and occupational programs in non-traditional occupations.**

American Community Survey data compared with college enrollment data shows significant differences in female availability (47.17%) and enrollment in Industrial (8.45%), and Technical (13.9%) programs. Similarly, there is a significant gap between male availability (52.83%) and enrollment in healthcare programs (15.45%). These differences indicate that the college may be out of compliance with regards to enrolling female and male students in non-traditional occupation programs. The Student Futures Office will continue to provide targeted outreach to prospective NTO students, including overview classes and dual enrollment offerings for adults, with a focus on expanding NTO outreach to younger cohorts in the Lakeshore Area.

**2A.** The College will develop opportunities to promote NTOs to younger prospective students via enhanced outreach to middle and high school students.

Activity	Person(s) Responsible	Timetable
Stakeholders will assess current outreach efforts to middle and high school students and identify opportunities to promote NTOs.	Dean of Manufacturing/Agricultural & Engineering; Dean of Health & Human Services; Outreach & Admissions Manager; Career Coaches	2019-20
Student Futures Office will conduct expanded outreach to prospective students via school tours and community-based organizations.	Dean of Manufacturing/Agricultural & Engineering; Dean of Health & Human Services; Outreach & Admissions Manager; Career Coaches	2020-21 Ongoing

**Method(s) of Evaluation:** The Equal Education Opportunity Officer will collect updates and information from the Outreach & Admissions Manager and the Dean of Manufacturing/Agricultural & Engineering regarding the status of this program. The College will



evaluate the success of the program in connection with the overall demographics of students that enroll and complete NTO occupational, technical, and associate degree programs.

**Program 3: Ensure that racial minority students have access to the advising, academic, and cultural support that they need to be successful in their classes.**

Data indicate a difference between minority enrollment and graduation rates in four program areas: Graphic and Applied Arts (-6.85%), Health Occupations (-0.64%), Marketing (-0.14%), and Technical (-5.85%). This difference indicates that the College may be out of compliance with regards to graduation rates of racial minorities. The College provides comprehensive support to students with a team of academic advisors, an academic and tutoring specialist, an online student support specialist, and multicultural student advocate. Student Services and the Student Resource Center will focus on effective referral and tracking of minority student utilization of support services.

**3A.** The College will develop a data reporting system for tracking minority utilization of student services and the student resource center to assure equal access to advising, academic, and cultural support.

Activity	Person(s) Responsible	Timetable
Stakeholders will form a team to assess current data reporting for utilization of support through student services and the student resource center to identify opportunities to track minority student utilization.	Vice President of Student Success; Enrollment Services Manager; Director of Student Resources; Diversity Services Manager	2019-20
The team will implement a system for tracking minority student referral and utilization of support services.	Vice President of Student Success; Enrollment Services Manager; Director of Student Resources; Diversity Services Manager	2019-20
The team will review data on minority student referral and utilization of support services.	Vice President of Student Success; Enrollment Services Manager; Director of Student Resources; Diversity Services Manager	2020-21 Ongoing
The team will proactively work to promote referral and utilization of support services by minority students.	Vice President of Student Success; Enrollment Services Manager; Director of Student Resources; Diversity Services Manager	2019-20 Ongoing

**Method(s) of Evaluation:** The Equal Education Opportunity Officer will evaluate the success of the program in connection with utilization of student support services and overall graduation rates of racial minority students.

## **Development and Execution of Action Programs**

### **A. Management Responsibility**

The College realizes that the ultimate success of affirmative action and equal education opportunity efforts will depend upon the degree of commitment of management at all levels to achieving objectives in this area. Managers at all levels should be aware their job duties include cooperating in efforts to comply with the EEO laws and the Affirmative Action Plan. Supervisory practices such as employee evaluations, counseling and discipline will be reviewed periodically to assure the practices are being administered properly and on a non-discriminatory basis. Supervisors are encouraged to seek the input of the EEO Officer or AA Officer with any questions regarding education or job-related personnel practices. The College's rules and policies will be reviewed to ensure that they do not inadvertently discriminate against qualified persons on any prohibited basis.

### **B. Employment Procedures Analysis**

The College will continue to review its employment processes to ensure that any one, or combination of more than one policy, practice or procedure does not have a disparate impact upon protected population candidates i.e. disabled; female, minority, LGBTQ, veteran, or even given the absence of a disparate impact, might individually and negatively influence the opportunities afforded to individuals from protected populations as compared to those who are not from protected populations.

The Human Resources Department has the responsibility of performing this review including, but not limited to, the following:

1. Analysis of all requirements for all new positions to ensure their job relatedness.
2. Analysis and monitoring of recruitment and selection procedures.
3. Auditing of hires to determine compliance with the objectives of the Affirmative Action Plan.

### **C. Recruiting**

1. The College's recruiting practices will continue to include an effort to generate a large number of special population referrals.
2. All advertisements will indicate that the College is an Equal Opportunity Educator and Employer. Special population oriented media will be evaluated and used whenever it may productively assist the College in increasing its applicant flow.
3. The College will provide in-house training for employees who serve on hiring committees and all others involved in the screening and hiring process.

#### **D. Promotions**

Promotions occur when an internal candidate applies for and is selected for an open position. Since the College's screening and hiring process complies with all affirmative action and equal opportunity laws and regulations and is subject to the College's own Affirmative Action policies and procedures, internal candidates are assured equal opportunity in this process.

#### **E. Professional Development**

The College supports employee development through internal training programs such as new employee orientation, supervisor development, faculty development, and job-related skill development. Training and development opportunities are offered and are available to all employees to whom a given training topic applies.

#### **F. Non-Harassment Policy**

The College has developed and vigorously enforces a non-harassment policy which applies to all staff, faculty, students, and vendors. Any student or employee who feels that he/she has been the victim of illegal harassment has the opportunity to seek relief within the College system. The AA or EEO Officer will conduct prompt, thorough, and impartial investigations of all harassment complaints and harassment incident reports, and corrective action will be taken where indicated. All employees participate in annual anti-harassment training and supervisors are provided additional training regarding their critical role in preventing harassment and addressing harassment issues.

#### **G. Protection from Discrimination**

Any employee or student who feels that he/she is being discriminated against on the basis of protected class membership has the opportunity to seek relief within the College system. The AA or EEO Officer will investigate complaints and assist in correcting any discriminatory practices at the College. All administrators and representative of the College are charged with the responsibility to take appropriate action to ensure compliance.





AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 8/1/2018

Fiscal Year: 2017-18  
 District: Lakeshore Technical College

ADMINISTRATIVE																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	45	31	68.89%	1	2.22%	4	8.89%	0	0.00%	1	2.22%	1	2.22%	2	4.44%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	8,725	3,813	43.70%	317	3.63%	506	5.80%	83	0.95%	123	1.41%	50	0.57%	99	1.13%	0	0.00%	151	1.73%	N/A	N/A
% Difference (3)			25.19%		-1.41%		3.09%		-0.95%		0.81%		1.65%		3.31%		0.00%		-1.73%		
Quotient (4)			1.58		0.61		1.53		0.00		1.58		3.88		3.92		0.00		0.00		
Female Difference (5)	11.33																				
Racial Difference (6)	1.39																				
** DISABILITY ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE **																					
** MULTI RACIAL ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE **																					

- (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)





AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed:

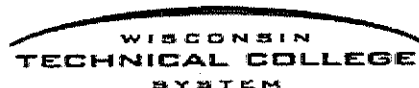
8/1/2018

Fiscal Year: 2017-18  
 District: Lakeshore Technical College

PROFESSIONAL NONFACULTY																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	22	18	81.82%	0	0.00%	2	9.09%	0	0.00%	2	9.09%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	2,137	1,688	78.99%	172	8.05%	12	0.56%	0	0.00%	4	0.19%	0	0.00%	8	0.37%	0	0.00%	0	0.00%	N/A	N/A
% Difference (3)			2.83%		-8.05%		8.53%		0.00%		8.90%		0.00%		-0.37%		0.00%		0.00%		
Quotient (4)			1.04		0.00		16.19		0.00		48.57		0.00		0.00		0.00		0.00		
Female Difference (5)	0.62																				
Racial Difference (6)	1.88																				

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

- (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)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 8/1/2018

Fiscal Year: 2017-18  
 District: Lakeshore Technical College

CLERICAL/SECRETARIAL																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	6	6	100.00%	1	16.67%	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)	5,531	4,590	82.99%	157	2.84%	338	6.11%	0	0.00%	6	0.11%	31	0.56%	225	4.07%	22	0.40%	54	0.98%	N/A	N/A
% Difference (3)			17.01%		13.83%		-6.11%		0.00%		-0.11%		-0.56%		-4.07%		-0.40%		-0.98%		
Quotient (4)			1.21		5.87		0.00		0.00		0.00		0.00		0.00		0.00		0.00		
Female Difference (5)	1.02																				
Racial Difference (6)	0.37																				
<p>** RACE/ETHNIC CLERICAL/SECRETARIAL POPULATION MAY BE OUT OF COMPLIANCE **</p> <p>** HISPANIC CLERICAL/SECRETARIAL 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)





AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 8/1/2018

Fiscal Year: 2017-18  
 District: Lakeshore Technical College

TECHNICAL/PARAPROFESSIONAL																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	87	64	73.56%	2	2.30%	4	4.60%	0	0.00%	2	2.30%	1	1.15%	1	1.15%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	1,772	444	25.06%	132	7.45%	65	3.67%	0	0.00%	53	2.99%	0	0.00%	12	0.68%	0	0.00%	0	0.00%	N/A	N/A
% Difference (3)			48.51%		-5.15%		0.93%		0.00%		-0.69%		1.15%		0.47%		0.00%		0.00%		
Quotient (4)			2.94		0.31		1.25		0.00		0.77		0.00		1.70		0.00		0.00		
Female Difference (5)	42.20																				
Racial Difference (6)	0.81																				

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

- (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)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 8/1/2018

Fiscal Year: 2017-18  
 District: Lakeshore Technical College

SKILLED CRAFTS																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	4	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)	1,996	813	40.73%	156	7.82%	53	2.66%	0	0.00%	0	0.00%	33	1.65%	20	1.00%	0	0.00%	0	0.00%	N/A	N/A
% Difference (3)			-40.73%		-7.82%		-2.66%		0.00%		0.00%		-1.65%		-1.00%		0.00%		0.00%		
Quotient (4)			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		
Female Difference (5)	1.63																				
Racial Difference (6)	0.11																				
** 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 **  ** BLACK SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE ** ** HISPANIC SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE **																					

- (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)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed:

8/1/2018

Fiscal Year: 2017-18  
 District: Lakeshore Technical College

SERVICE/MAINTENANCE																					
Factors For Consideration	Total	Female		Disability		Race/Ethnic		American Indian		Asian American		Black		Hispanic		Pacific Islander		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	1	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)	8,976	4,087	45.53%	578	6.44%	792	8.82%	21	0.23%	131	1.46%	133	1.48%	462	5.15%	0	0.00%	45	0.50%	N/A	N/A
% Difference (3)			-45.53%		-6.44%		-8.82%		-0.23%		-1.46%		-1.48%		-5.15%		0.00%		-0.50%		
Quotient (4)			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00		
Female Difference (5)	0.46																				
Racial Difference (6)	0.09																				
** FEMALE SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE ** ** DISABILITY SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE ** ** RACE/ETHNIC SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **  ** ASIAN AMERICAN SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE ** ** BLACK SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE ** ** HISPANIC SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **																					

- (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)

### 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.



Client Reporting System  
 CLI660A Compliance Indicator I - Program Areas

Run On: 10/15/2018 10:00:00 AM

Fiscal Year: 2018  
 District: Lakeshore 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)	4,695	15	0.32 %	322	6.98 %	77	1.64 %	256	5.45 %	3,901	83.09 %	3	0.06 %	55	1.17 %	66	1.41 %
District POP (2)	99,134	257	0.26 %	3,056	3.08 %	523	0.53 %	4,109	4.14 %	90,352	91.14 %	65	0.07 %	772	0.78 %		
% Difference (3)			0.08 %		3.78 %		1.11 %		1.31 %		-8.05 %		0.00 %		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)	856	1	0.12 %	68	7.92 %	13	1.51 %	45	5.24 %	709	82.54 %	1	0.12 %	10	1.16 %	12	1.40 %
Total Enrollment (1)	4,695	15	0.32 %	322	6.98 %	77	1.64 %	256	5.45 %	3,901	83.09 %	3	0.06 %	55	1.17 %	66	1.41 %
% Difference (5)			-0.20 %		1.06 %		-0.13 %		-0.21 %		-0.55 %		0.05 %		-0.01 %		-0.01 %

(1): Student Program Or Course Enrollment Count  
 (2): District Population (18-84 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: 10/15/2018 10:00:00 AM

Fiscal Year: 2018  
 District: Lakeshore 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)	184	0	0.00 %	0	0.00 %	1	0.54 %	8	4.35 %	174	94.57 %	0	0.00 %	0	0.00 %	1	0.54 %
District POP (2)	99,134	257	0.26 %	3,058	3.08 %	523	0.53 %	4,109	4.14 %	90,352	91.14 %	85	0.07 %	772	0.78 %		
% Difference (3)			-0.26 %		-3.08 %		0.02 %		0.20 %		3.42 %		-0.07 %		-0.78 %		
** 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)	27	0	0.00 %	0	0.00 %	0	0.00 %	2	7.41 %	25	92.59 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	184	0	0.00 %	0	0.00 %	1	0.54 %	8	4.35 %	174	94.57 %	0	0.00 %	0	0.00 %	1	0.54 %
% Difference (5)			0.00 %		0.00 %		-0.54 %		3.08 %		-1.67 %		0.00 %		0.00 %		-0.54 %

(1) : Student Program Or Course Enrollment Count  
 (2) : District Population (18-84 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: 10/15/2018 10:00:00 AM

Fiscal Year: 2018  
 District: Lakeshore 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)	1,051	2	0.19 %	91	8.66 %	21	2.00 %	62	5.90 %	948	80.89 %	2	0.19 %	14	1.33 %	11	1.05 %
District POP (2)	99,134	257	0.26 %	3,056	3.08 %	523	0.53 %	4,109	4.14 %	90,352	91.14 %	85	0.07 %	772	0.78 %		
% Difference (3)			-0.07 %		5.58 %		1.47 %		1.75 %		-10.48 %		0.12 %		0.55 %		
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)	123	0	0.00 %	16	13.01 %	1	0.81 %	5	4.07 %	99	80.49 %	0	0.00 %	1	0.81 %	1	0.81 %
Total Enrollment (1)	1,051	2	0.19 %	91	8.66 %	21	2.00 %	62	5.90 %	948	80.89 %	2	0.19 %	14	1.33 %	11	1.05 %
% Difference (5)			-0.19 %		4.35 %		-1.19 %		-1.83 %		-0.20 %		-0.19 %		-0.52 %		-0.23 %
** 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 (18-84 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: 10/15/2018 10:00:00 AM

Fiscal Year: 2018  
 District: Lakeshore Technical College

Family & Consumer 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)	129	2	1.55 %	7	5.43 %	4	3.10 %	19	14.73 %	89	68.99 %	0	0.00 %	4	3.10 %	4	3.10 %
District POP (2)	99,134	257	0.26 %	3,058	3.08 %	523	0.53 %	4,109	4.14 %	90,352	91.14 %	65	0.07 %	772	0.78 %		
% Difference (3)			1.29 %		2.34 %		2.57 %		10.58 %		-22.15 %		-0.07 %		2.32 %		
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)	38	0	0.00 %	3	8.33 %	0	0.00 %	4	11.11 %	26	72.22 %	0	0.00 %	2	5.56 %	1	2.78 %
Total Enrollment (1)	129	2	1.55 %	7	5.43 %	4	3.10 %	19	14.73 %	89	68.99 %	0	0.00 %	4	3.10 %	4	3.10 %
% Difference (5)			-1.55 %		2.91 %		-3.10 %		-3.62 %		3.23 %		0.00 %		2.45 %		-0.32 %
** NATIVE AMERICAN / ALASKAN NATIVE GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	
** 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: 10/15/2018 10:00:00 AM

Fiscal Year: 2018  
 District: Lakeshore 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)	628	0	0.00 %	50	7.98 %	7	1.11 %	25	3.98 %	533	84.87 %	0	0.00 %	5	0.80 %	8	1.27 %
District POP (2)	99,134	257	0.26 %	3,058	3.08 %	523	0.53 %	4,109	4.14 %	90,362	91.14 %	65	0.07 %	772	0.78 %		
% Difference (3)			-0.28 %		4.88 %		0.59 %		-0.16 %		-8.27 %		-0.07 %		0.02 %		

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	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	1	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	628	0	0.00 %	50	7.98 %	7	1.11 %	25	3.98 %	533	84.87 %	0	0.00 %	5	0.80 %	8	1.27 %
% Difference (5)			0.00 %		-7.98 %		-1.11 %		-3.98 %		15.13 %		0.00 %		-0.80 %		-1.27 %

\*\* ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE \*\*  
 \*\* 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: 10/15/2016 10:00:00 AM

Fiscal Year: 2018  
 District: Lakeshore 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)	89	1	1.45 %	3	4.35 %	0	0.00 %	4	5.80 %	58	81.18 %	0	0.00 %	3	4.35 %	2	2.90 %
District POP (2)	99,134	257	0.26 %	3,058	3.08 %	523	0.53 %	4,109	4.14 %	90,352	91.14 %	85	0.07 %	772	0.78 %		
% Difference (3)			1.19 %		1.27 %		-0.53 %		1.65 %		-9.98 %		-0.07 %		3.57 %		

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)	11	0	0.00 %	0	0.00 %	0	0.00 %	1	9.09 %	10	90.91 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	89	1	1.45 %	3	4.35 %	0	0.00 %	4	5.80 %	58	81.18 %	0	0.00 %	3	4.35 %	2	2.90 %
% Difference (5)			-1.45 %		-4.35 %		0.00 %		3.29 %		9.75 %		0.00 %		-4.35 %		-2.90 %

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

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

\*\* MULTI RACE 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: 10/15/2018 10:00:00 AM

Fiscal Year: 2018  
 District: Lakeshore 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)	1,275	4	0.31 %	109	8.55 %	24	1.88 %	82	6.43 %	1,028	80.83 %	1	0.08 %	19	1.49 %	8	0.63 %
District POP (2)	99,134	257	0.26 %	3,056	3.08 %	523	0.53 %	4,109	4.14 %	90,352	91.14 %	65	0.07 %	772	0.78 %		
% Difference (3)			0.05 %		5.47 %		1.35 %		2.29 %		-10.51 %		0.01 %		0.71 %		
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)	423	1	0.24 %	40	9.46 %	11	2.60 %	24	5.67 %	340	80.38 %	1	0.24 %	5	1.15 %	1	0.24 %
Total Enrollment (1)	1,275	4	0.31 %	109	8.55 %	24	1.88 %	82	6.43 %	1,028	80.83 %	1	0.08 %	19	1.49 %	8	0.63 %
% Difference (5)			-0.08 %		0.91 %		0.72 %		-0.76 %		-0.25 %		0.16 %		-0.31 %		-0.39 %

(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



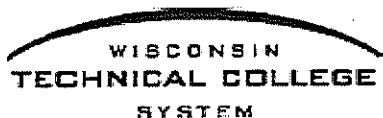
Client Reporting System  
 CLI660A Compliance Indicator I - Program Areas

Run On: 10/15/2018 10:00:00 AM

Fiscal Year: 2018  
 District: Lakeshore 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)	839	3	0.47 %	25	3.01 %	10	1.56 %	21	3.29 %	555	86.55 %	0	0.00 %	4	0.63 %	21	3.29 %
District POP (2)	99,134	257	0.26 %	3,056	3.08 %	523	0.53 %	4,109	4.14 %	90,352	91.14 %	85	0.07 %	772	0.78 %		
% Difference (3)			0.21 %		0.83 %		1.04 %		-0.86 %		-4.29 %		-0.07 %		-0.15 %		
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)	138	0	0.00 %	6	4.35 %	1	0.72 %	3	2.17 %	120	86.96 %	0	0.00 %	1	0.72 %	7	5.07 %
Total Enrollment (1)	839	3	0.47 %	25	3.01 %	10	1.56 %	21	3.29 %	555	86.85 %	0	0.00 %	4	0.63 %	21	3.29 %
% Difference (5)			-0.47 %		0.44 %		-0.84 %		-1.11 %		0.10 %		0.00 %		0.10 %		1.79 %
** 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: 10/15/2018 10:00:00 AM

Fiscal Year: 2018  
 District: Lakeshore 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)	243	3	1.23 %	9	3.70 %	1	0.41 %	15	6.17 %	209	86.01 %	0	0.00 %	3	1.23 %	3	1.23 %
District POP (2)	99,134	257	0.26 %	3,056	3.08 %	523	0.53 %	4,109	4.14 %	90,352	91.14 %	65	0.07 %	772	0.78 %		
% Difference (3)			0.98 %		0.62 %		-0.12 %		2.03 %		-5.13 %		-0.07 %		0.46 %		
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)	31	0	0.00 %	1	3.23 %	0	0.00 %	3	9.68 %	27	87.10 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	243	3	1.23 %	9	3.70 %	1	0.41 %	15	6.17 %	209	86.01 %	0	0.00 %	3	1.23 %	3	1.23 %
% Difference (5)			-1.23 %		-0.48 %		-0.41 %		3.50 %		1.09 %		0.00 %		-1.23 %		-1.23 %
** NATIVE AMERICAN / ALASKAN NATIVE GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	
** MULTI RACE 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: 10/15/2018 10:00:00 AM

Fiscal Year: 2018  
 District: Lakeshore 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)	103	0	0.00 %	3	2.91 %	0	0.00 %	5	7.77 %	88	85.44 %	0	0.00 %	1	0.97 %	3	2.91 %
District POP (2)	89,134	257	0.28 %	3,058	3.08 %	523	0.53 %	4,109	4.14 %	80,352	91.14 %	65	0.07 %	772	0.78 %		
% Difference (3)			-0.28 %		-0.17 %		-0.53 %		3.62 %		-5.70 %		-0.07 %		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)	25	0	0.00 %	2	7.69 %	0	0.00 %	1	3.85 %	21	80.77 %	0	0.00 %	0	0.00 %	2	7.89 %
Total Enrollment (1)	103	0	0.00 %	3	2.91 %	0	0.00 %	5	7.77 %	88	85.44 %	0	0.00 %	1	0.97 %	3	2.91 %
% Difference (5)			0.00 %		4.78 %		0.00 %		-3.92 %		-4.67 %		0.00 %		-0.97 %		4.78 %
** HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE **																	

(1) : Student Program Or Course Enrollment Count  
 (2) : District Population (18-84 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: 10/15/2018 10:00:00 AM

Fiscal Year: 2018  
 District: Lakeshore 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)	374	0	0.00 %	25	6.68 %	9	2.41 %	12	3.21 %	321	85.83 %	0	0.00 %	2	0.53 %	5	1.34 %
District POP (2)	99,134	257	0.26 %	3,056	3.08 %	523	0.53 %	4,109	4.14 %	90,352	91.14 %	65	0.07 %	772	0.78 %		
% Difference (3)			-0.26 %		3.60 %		1.88 %		-0.94 %		-5.31 %		-0.07 %		-0.24 %		

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)	43	0	0.00 %	0	0.00 %	0	0.00 %	2	4.65 %	40	93.02 %	0	0.00 %	1	2.33 %	0	0.00 %
Total Enrollment (1)	374	0	0.00 %	25	6.68 %	9	2.41 %	12	3.21 %	321	85.83 %	0	0.00 %	2	0.53 %	5	1.34 %
% Difference (5)			0.00 %		-6.68 %		-2.41 %		1.44 %		7.19 %		0.00 %		1.79 %		-1.34 %

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

\*\* BLACK 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: 10/15/2018 10:01:00 AM

Fiscal Year: 2018  
 District: Lakeshore Technical College

ALL PROGRAMS							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	4,695	2,521	53.70 %	197	4.20 %	728	15.51%
District POP (2)	99,134	46,763	47.17 %	5,179	5.22 %	8,782	8.86%
% Difference (3)			6.52 %		-1.03 %		6.65%
** 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)	859	525	61.12 %	35	4.07 %	138	16.07%
Total Enrollment (1)	4,695	2,521	53.70 %	197	4.20 %	728	15.51%
% Difference (5)			7.42 %		-0.12 %		0.56%



Client Reporting System  
 CLI660B Compliance Indicator I - Program Areas

Run On: 10/15/2018 10:01:00 AM

Fiscal Year: 2018  
 District: Lakeshore Technical College

Agriculture							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	184	97	52.72 %	5	2.72 %	9	4.89%
District POP (2)	99,134	46,763	47.17 %	5,179	5.22 %	8,782	8.86%
% Difference (3)			5.55 %		-2.51 %		-3.97%
** 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)	27	15	55.56 %	2	7.41 %	2	7.41%
Total Enrollment (1)	184	97	52.72 %	5	2.72 %	9	4.89%
% Difference (5)			2.84 %		4.69 %		2.52%



Client Reporting System  
 CLI660B Compliance Indicator I - Program Areas

Run On: 10/15/2018 10:01:00 AM

Fiscal Year: 2018  
 District: Lakeshore Technical College

Business							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	1,051	568	54.04 %	52	4.95 %	192	18.27%
District POP (2)	99,134	46,763	47.17 %	5,179	5.22 %	8,782	8.86%
% Difference (3)			6.87 %		-0.28 %		9.41%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	123	- 73	59.35 %	6	4.88 %	23	18.70%
Total Enrollment (1)	1,051	568	54.04 %	52	4.95 %	192	18.27%
% Difference (5)			5.31 %		-0.07 %		0.43%



Client Reporting System  
 CLI660B Compliance Indicator I - Program Areas

Run On: 10/15/2018 10:01:00 AM

Fiscal Year: 2018  
 District: Lakeshore Technical College

Family & Consumer Ed							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	129	104	80.62 %	16	12.40 %	36	27.91%
District POP (2)	99,134	46,763	47.17 %	5,179	5.22 %	8,782	8.86%
% Difference (3)			33.45 %		7.18 %		19.05%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	36	27	75.00 %	1	2.78 %	9	25.00%
Total Enrollment (1)	129	104	80.62 %	16	12.40 %	36	27.91%
% Difference (5)			-5.62 %		-9.63 %		-2.91%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE ** ** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE ** ** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							



Client Reporting System  
 CLI660B Compliance Indicator I - Program Areas

Run On: 10/15/2018 10:01:00 AM

Fiscal Year: 2018  
 District: Lakeshore Technical College

General Ed							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	628	375	59.71 %	8	1.27 %	87	13.85%
District POP (2)	99,134	46,763	47.17 %	5,179	5.22 %	8,782	8.86%
% Difference (3)			12.54 %		-3.95 %		4.99%
** 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	1	100.00 %	0	0.00 %	0	0.00%
Total Enrollment (1)	628	375	59.71 %	8	1.27 %	87	13.85%
% Difference (5)			40.29 %		-1.27 %		-13.85%
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							



Client Reporting System  
 CLI660B Compliance Indicator I - Program Areas

Run On: 10/15/2018 10:01:00 AM

Fiscal Year: 2018  
 District: Lakeshore Technical College

Graphics							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	69	36	52.17 %	7	10.14 %	11	15.94%
District POP (2)	99,134	46,763	47.17 %	5,179	5.22 %	8,782	8.86%
% Difference (3)			5.00 %		4.92 %		7.08%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	11	8	72.73 %	3	27.27 %	1	9.09%
Total Enrollment (1)	69	36	52.17 %	7	10.14 %	11	15.94%
% Difference (5)			20.55 %		17.13 %		-6.85%
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							



Client Reporting System  
 CLI660B Compliance Indicator I - Program Areas

Run On: 10/15/2018 10:01:00 AM

Fiscal Year: 2018  
 District: Lakeshore Technical College

Health							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	1,275	1,078	84.55 %	46	3.61 %	239	18.75%
District POP (2)	99,134	46,763	47.17 %	5,179	5.22 %	8,782	8.86%
% Difference (3)			37.38 %		-1.62 %		9.89%
** 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)	423	365	86.29 %	15	3.55 %	82	19.39%
Total Enrollment (1)	1,275	1,078	84.55 %	46	3.61 %	239	18.75%
% Difference (5)			1.74 %		-0.06 %		0.64%



Client Reporting System  
 CLI660B Compliance Indicator I - Program Areas

Run On: 10/15/2018 10:01:00 AM

Fiscal Year: 2018  
 District: Lakeshore Technical College

Industrial							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	639	54	8.45 %	32	5.01 %	63	9.86%
District POP (2)	99,134	46,763	47.17 %	5,179	5.22 %	8,782	8.86%
% Difference (3)			-38.72 %		-0.22 %		1.00%
** FEMALE 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)	138	8	5.80 %	5	3.62 %	11	7.97%
Total Enrollment (1)	639	54	8.45 %	32	5.01 %	63	9.86%
% Difference (5)			-2.65 %		-1.38 %		-1.89%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							





Client Reporting System  
 CLI660B Compliance Indicator I - Program Areas

Run On: 10/15/2018 10:01:00 AM

Fiscal Year: 2018  
 District: Lakeshore Technical College

Marketing							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	243	124	51.03 %	10	4.12 %	31	12.76%
District POP (2)	99,134	46,763	47.17 %	5,179	5.22 %	8,782	8.86%
% Difference (3)			3.86 %		-1.11 %		3.90%
** 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)	31	14	45.16 %	2	6.45 %	4	12.90%
Total Enrollment (1)	243	124	51.03 %	10	4.12 %	31	12.76%
% Difference (5)			-5.87 %		2.34 %		0.15%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **							



Client Reporting System  
 CLI660B Compliance Indicator I - Program Areas

Run On: 10/15/2018 10:01:00 AM

Fiscal Year: 2018  
 District: Lakeshore Technical College

Service							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	103	33	32.04 %	9	8.74 %	12	11.65%
District POP (2)	99,134	46,763	47.17 %	5,179	5.22 %	8,782	8.86%
% Difference (3)			-15.13 %		3.51 %		2.79%
** FEMALE 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)	26	5	19.23 %	0	0.00 %	3	11.54%
Total Enrollment (1)	103	33	32.04 %	9	8.74 %	12	11.65%
% Difference (5)			-12.81 %		-8.74 %		-0.11%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

Fiscal Year: 2018  
 District: Lakeshore Technical College

Technical And TV							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	374	52	13.90 %	12	3.21 %	48	12.83%
District POP (2)	99,134	46,763	47.17 %	5,179	5.22 %	8,782	8.86%
% Difference (3)			-33.27 %		-2.02 %		3.98%
** 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)	43	9	20.93 %	1	2.33 %	3	6.98%
Total Enrollment (1)	374	52	13.90 %	12	3.21 %	48	12.83%
% Difference (5)			7.03 %		-0.88 %		-5.86%
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							



Client Reporting System  
CLI670 Compliance Indicator II - Sex

Run On: 10/15/2018 12:01:24 AM

Fiscal Year: 2018  
District: Lakeshore Technical College

ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Male		Unknown Sex	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	4,885	2,521	53.70 %	2,131	45.38 %	43	0.92 %
District POP (2)	99,134	48,763	47.17 %	52,371	52.83 %	0	0.00 %
% Difference (3)			8.52 %		-7.44 %		
Quotient (4)			1.14		0.88		
Difference = 326.58							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Male		Unknown Sex	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (5)	859	525	61.12 %	328	37.95 %	8	0.93 %
Total Enrollment (1)	4,885	2,521	53.70 %	2,131	45.38 %	43	0.92 %
% Difference (6)			7.42 %		-7.44 %		
Quotient (7)			1.14		0.84		
Difference = 63.83							

(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 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% }



Client Reporting System  
 CLI680 Compliance Indicator III - Disabled

Run On: 10/15/2018 10:01:54 AM

Fiscal Year: 2018  
 District: Lakeshore Technical College

ENROLLEE COMPARISON			
Factors For Consideration	Total Population	Disabled	
		Count	Percent
Total Enrollment (1)	4,095	197	4.20 %
Working Age Population (2)	99,134	5,179	5.22 %
% Difference (3)			-1.03 %
Quotient (4)			0.80
Difference = 48.28			
*** ENROLLMENT DISABLED POPULATION MAY BE OUT OF COMPLIANCE ***			
GRADUATE COMPARISON			
Factors For Consideration	Total Population	Disabled	
		Count	Percent
Total Graduates (5)	859	35	4.07 %
Total Enrollment (1)	4,095	197	4.20 %
% Difference (6)			-0.12 %
Quotient (7)			0.97
Difference = 1.04			

(1) : Student Program Or Course Enrollment Count  
 (2) : District Population (15-64 years old) Value from 5-year ACS  
 (3) : ( Student Program Or Course Enrollment Count% - Workage Population Value from Census Records% )  
 (4) : ( Student Program Or Course Enrollment Count% / Workage 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% )  
 Percent=Num/Total