

Step 4b: Narrative – Underutilization Analysis

The **Protective Services – Sworn** job category includes the VOLUNTEER part time firefighters under the Board of County Commissioners in Hendry County. The Utilization Charts indicates an underutilization in the employment of Black males (-10%) in this category. Hendry County BOCC employs VOLUNTEER part time fire fighters (paid per fire call) from the communities of Montura, Pioneer, and Felda. US Census demographics indicate that 2.1% of the population of Montura (3,283) are Black, either male or female; 1.1% of the population of Felda (1,075) are Black; and 2.1% of the population in Pioneer (728) are Black. These are isolated communities in unincorporated Hendry County, 15 or more miles from incorporated Cities.

The **Professional** category includes probation officers, code enforcement officers, paramedics, road project managers, extension agents, GIS and IT coordinators. In this category there is an underutilization of Hispanic/Latino females (-15%). Hendry County Human Resources team will examine employment data to identify any issue that may pose barriers for the employment of Hispanic/Latino females in the professional job category. Looking to the future, the high school Business Administration Academy and Computer Science Academy will be the options for students interested in computers, Microsoft Office and digital design. For the college bound professionals, the Accelerated Completion Academy, Advanced Placement Academy, Avid Academy, Dual Enrollment Academy and Honors Academy will help students focus on academic careers.

The **Technicians** category includes Emergency Medical Technicians, Bridge technicians, airport coordinators, and recreation. There is an underutilization of Hispanic/Latino (-15%) and Black females (-22%). Public Safety administration participates routinely in career days at the local area high schools in Clewiston, LaBelle and Florida Southwestern State College in LaBelle. The comparative EMT pay rate in neighboring counties is higher than Hendry County and in order to train and keep personnel, Hendry County initiated a “Grow Your Own” program where our local Economic Development Council’s Education Task Force is funding the tuition for 10 students for the EMT field. The new high school program “Academy Offerings” has been introduced for the 2017-18 school year for career and academic options to prepare students for the real world. Allied Health Academy, Biomedical Academy and Public Service Academy will be the options for students interested in Nursing and Medical fields, Fire Fighting, First Responder and EMT.

It is the commitment of the Hendry County Board of County Commissioners to encompass the workforce for the diverse population they serve. Hendry County Human Resources team will examine recruitment practices to design ways to attract the underutilized populations into our workforce.