

Texas Workforce Commission

Equal Employment Opportunity and Minority Hiring Practices Report Fiscal Years 2019-2020

New Hires and Workforce Composition for State Agencies and
Institutions of Higher Education

A Message from the Executive Director

Enclosed is the biennially Equal Employment Opportunity and Minority Hiring Practices Report for Fiscal Years 2019-2020 prepared by the Texas Workforce Commission's Labor Market and Career Information Department and the Civil Rights Division.

This report fulfills the reporting requirements of Texas Labor Code Sections 21.0035 (Statewide Civilian Workforce Composition), 21.504 (State Agencies Minority Hiring Practices Report), and 21.553 (Equal Employment Opportunity Report). The report provides information by prescribed categories on, respectively, the composition of the statewide civilian workforce, new hires for state agencies and institutions of higher education, and the composition of state agencies and institutions of higher education.

I hope that you find the report valuable. Please do not hesitate to contact us should you have any questions.

Sincerely,



Edward Serna
Executive Director
Texas Workforce Commission

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I. Purpose

The purpose of the Equal Employment Opportunity (EEO) and Minority Hiring Practices Report is to provide demographic information to the Governor, the Legislature, and the Legislative Budget Board in compliance with Texas Labor Code Sections 21.0035, 21.504, and 21.553. This report combines the following statutory reporting requirements:

- Texas Labor Code Section 21.0035 requires a biennial report to the Governor and Legislature regarding the percentage of the statewide civilian workforce composed of Caucasian Americans, African Americans, Hispanic Americans, females, and males in the job categories of state agency administration, professional, technical, protective services, paraprofessional, administrative support, skilled craft, and service and maintenance.
- Texas Labor Code Section 21.504 requires an annual report to the Governor and Legislative Budget Board regarding the total number of African Americans, Hispanic Americans, females, and other persons hired for each job category listed above by state agencies during the preceding state fiscal year.
- Texas Labor Code Section 21.553 requires a biennial report to the Legislature containing an analysis of EEO information for the preceding two fiscal years (obtained pursuant to Section 21.552) regarding new hires and the workforce composition of state agencies and institutions of higher education.

II. Methodology

Statewide Civilian Workforce Percentage Composition per Texas Labor Code Sections 21.0035:

1. Data are obtained from the 2019 1-Year American Community Survey (ACS) Public Use Microdata Sample (PUMS) file.
2. Initial tabulations were based on the eight job categories and four race/ethnicity categories used in the spreadsheet example provided by the Texas Workforce Commission (TWC). The job categories subsequently were modified to conform to Chapter 21 of the Texas Labor Code as described in note 3 below.
3. Job categories are derived from the Standard Occupational Classification-to-EEO crosswalk. These categories were modified to coincide with Chapter 21 of the Texas Labor Code as follows:
 - a. The State category “Paraprofessional” was not included because this category is not listed in the above referenced Census crosswalk. It is not possible to derive the “Paraprofessional” category from the available data.
 - b. The State category “Protective Services” was extracted from the Census “Service Workers” to become a standalone category.
 - c. The State category “Skilled Craft Workers and Operatives” was created by combining the Census categories “Craft Workers” and “Operatives.”
 - d. The State category “Service and Maintenance” was created by combining the Census categories “Laborers and Helpers” and “Service Workers” (less the “Protective Services” workers described in note 3(b) above).

4. As recommended per note 4 of the Census Bureau's SOC-to-EEO crosswalk document referenced in note 3 above, the following modification was made: Occupations 13-1011 through 13-2099 are crosswalked from Category 1 (Officials and Managers) to Category 2 (Professionals).
5. The three race/ethnicity groups (White alone not Hispanic; Black alone not Hispanic; and Hispanic); and sex (Male/Female) are mutually exclusive.
6. The ACS PUMS data are based on a sample and are subject to sampling variability. For more information on the sample design, confidentiality, sampling and non-sampling errors and other characteristics of the ACS PUMS data, please refer to Census Bureau documentation: (https://www2.census.gov/programs-surveys/acs/tech_docs/pums/accuracy/2019AccuracyPUMS.pdf).

New Hires and Workforce Composition for State Agencies and Institutions of Higher Education as per Texas Labor Code Section 21.504:

The Labor Market and Career Information Department and the Civil Rights Division of TWC coordinated data collection for state agencies and institutions of higher education with the Office of the Comptroller.

The information on the total number of African Americans, Hispanic Americans, females, and other persons working for state agencies and institutions of higher education was extracted from data entered into the Uniform Statewide Payroll/Personnel System (USPS) or reported to the Office of the Comptroller Human Resources Information System (HRIS) or the Standardized Payroll/Personnel Reporting System (SPRS). The State Bar of Texas and the Texas Board of Law Examiners do not use these systems, so they reported their data directly to TWC.

This report contains new hires and workforce summaries for state agencies and institutions of higher education for Fiscal Years (FY) 2019 and 2020 (Attachments 1 through 6). The summaries show the combined total for new hires and the combined total workforce of state agencies and institutions of higher education. The summaries also show the percentages of African Americans, Hispanic Americans, and females in the job categories of state agency administration, professional, technical, administrative support, skilled craft, service and maintenance, protective services, and paraprofessional.

Analysis of EEO Information for the Preceding Fiscal Year as per Texas Labor Code Section 21.553:

TWC conducted a workforce analysis using the 80 percent benchmark of the Equal Employment Opportunity Commission's (EEOC) Uniform Guidelines on Employee Selection (29 C.F.R. Part 1607) to determine if African Americans, Hispanic Americans, and females are underutilized in state agencies.

A selection rate for any race, sex, or national origin group that is less than 80 percent of the rate for the group with the highest rate will generally be regarded by federal enforcement agencies as evidence of adverse impact. A rate greater than 80 percent will generally not be regarded by

federal enforcement agencies as evidence of adverse impact. TWC has taken the 80 percent benchmark and applied it to the workforce of the state agencies.

TWC compared the percentages of African Americans, Hispanic Americans, and females in the available workforce (using the statewide civilian workforce composition) to the workforce of the state agencies for FY 2019. This methodology incorporates the workforce analysis methodology required by state agencies as per Texas Labor Code Section 21.501. The analysis reports on how Texas is doing in the areas of recruitment and retention of African Americans, Hispanic Americans, and females in state government.

III. Results and Observations

In the majority of job categories presented, African Americans (Chart 3) are better represented in state agencies than in the civilian workforce, with the exception of the Skilled Craft jobs category, which exceeds the 80 percent EEOC benchmark, indicating no underutilization.

Hispanic Americans (Chart 4) in state agencies are well represented in proportion to their availability in the workforce in the Administrative Support, Professional, and Technician job categories. However, in applying the 80 percent EEOC benchmark, there is an indication of underutilization of Hispanic Americans in state agencies in the job categories of Officials/Administration, Service and Maintenance, Protective Services, and Skilled/Craft.

Females (Chart 5) are better represented in state agencies relative to their availability in the workforce in most job categories. In the Skilled/Craft job category, there is an indication that females are underutilized based on the 80 percent EEOC benchmark.

Each state agency and institution of higher education must conduct its own analysis of its current workforce, as required by Texas Labor Code Section 21.501, to develop a recruitment plan that addresses any potential underutilization in identified job categories, as required by Texas Labor Code Section 21.502. A Workforce Utilization Analysis Tool is available at <https://www.twc.texas.gov/partners/civil-rights-discrimination>.

IV. Acknowledgments

TWC would like to thank the Comptroller of Public Accounts and the Office of the State Demographer.

V. Tables/Charts

Job Category Descriptions:

The Officials and Administrators (A) category includes occupations requiring administrative and managerial personnel who set policies and direct individual departments. The Administrative Support (C) category includes all clerical-type work regardless of level of difficulty. The Professional (P) category includes occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. The Protective Services (R) category includes occupations in which workers are entrusted with public safety, security, and

protection from destructive forces. The Skilled Craft Workers (S) category includes occupations in which workers perform duties that result in or contribute to comfort, convenience, hygiene, or safety of the general public. The Technicians (T) category includes occupations requiring a combination of basic scientific knowledge and manual skill.

Job Categories Derived from the Census Bureau’s SOC-to-EEO Crosswalk:

These categories were modified to coincide with Chapter 21 of the Texas Labor Code as follows:

- a) The State category “Paraprofessional” was not included because this category is not listed in the above referenced Census crosswalk. It is not possible to derive the “Paraprofessional” category from the available data.
- b) The State category “Protective Services” was extracted from the Census “Service Workers” to become a standalone category.
- c) The State category “Skilled Craft Workers” and “Operatives” was created by combining the Census categories “Craft Workers” and “Operatives”.
- d) The State category “Service and Maintenance” was created by combining the Census categories “Laborers and Helpers” and “Service Workers” (less the “Protective Services” workers described in note (b) above).

Note: The term “Black” equates to “African American” for purposes of these tables. In addition, data from the State Bar of Texas and Board of Law Examiners was manually added to the data from the Comptroller’s electronic reporting for purposes of the tables/charts in this Section V.

Table 1: Statewide Civilian Workforce Composition

Job Categories	Total Employees	Caucasian #	Caucasian %	Black #	Black %	Hispanic #	Hispanic %	Female #	Female %	Male #	Male %
Officials, Administrators (A)	1,071,084	636,678	59.44%	91,509	8.54%	264,947	24.74%	446,756	41.71%	624,328	58.29%
Administrative Support (C)	1,517,762	661,022	43.55%	221,603	14.60%	554,374	36.53%	1,134,393	74.74%	383,369	25.26%
Service and Maintenance (M)	2,517,916	686,203	27.25%	335,591	13.33%	1,333,550	52.96%	1,360,213	54.02%	1,157,703	45.98%
Professional (P)	3,180,903	1,743,134	54.80%	346,644	10.90%	692,476	21.77%	1,721,914	54.13%	1,458,989	45.87%
Protective Services (R)	291,099	129,919	44.63%	62,398	21.44%	89,488	30.74%	68,029	23.37%	223,070	76.63%
Skilled Craft Workers and Operatives (S)	2,600,034	839,445	32.29%	297,941	11.46%	1,358,649	52.26%	363,517	13.98%	2,236,517	86.02%
Technical (T)	354,984	158,403	44.62%	53,431	15.05%	105,619	29.75%	201,816	56.85%	153,168	43.15%
Total	11,533,782	4,854,804	42.09%	1,409,117	12.22%	4,399,103	38.14%	5,296,638	45.92%	6,237,144	54.08%

Source: 2019 1-Year PUMS file from the American Community Survey (ACS), U.S. Census Bureau.

Table 2a: Statewide Agencies Workforce Composition - Fiscal Year 2020

Job Categories	Total Employees	Caucasian #	Caucasian %	Black #	Black %	Hispanic #	Hispanic %	Female #	Female %	Male #	Male %
Officials, Administrators (A)	24,265	14,392	59.31%	2,918	12.03%	3,815	15.72%	13,514	55.69%	10,751	44.31%
Administrative Support (C)	45,602	17,191	37.70%	8,372	18.36%	15,384	33.74%	37,263	81.71%	8,339	18.29%
Service and Maintenance (M)	13,984	4,762	34.05%	3,377	24.15%	5,056	36.16%	6,257	44.74%	7,727	55.26%
Professional (P)	184,327	94,172	51.09%	20,842	11.31%	31,437	17.06%	105,489	57.23%	78,838	42.77%
Para-Professionals (Q)	20,689	6,361	30.75%	7,669	37.07%	6,057	29.28%	14,934	72.18%	5,755	27.82%
Protective Services (R)	52,546	19,045	36.24%	18,884	35.94%	12,985	24.71%	25,205	47.97%	27,341	52.03%
Skilled Craft Workers and Operatives (S)	10,395	6,253	60.15%	891	8.57%	2,791	26.85%	837	8.05%	9,558	91.95%
Technicians (T)	42,157	16,199	38.43%	7,818	18.54%	11,091	26.31%	25,757	61.10%	16,400	38.90%
Total	393,965	178,375	45.28%	70,771	17.96%	88,616	22.49%	229,256	58.19%	164,709	41.81%

**Note: The information contained in this table reflects data reported by user agencies. The accuracy of the information submitted by the user agencies is solely within each agency's control. This helps explain any significant changes in total employment from fiscal year to fiscal year.*

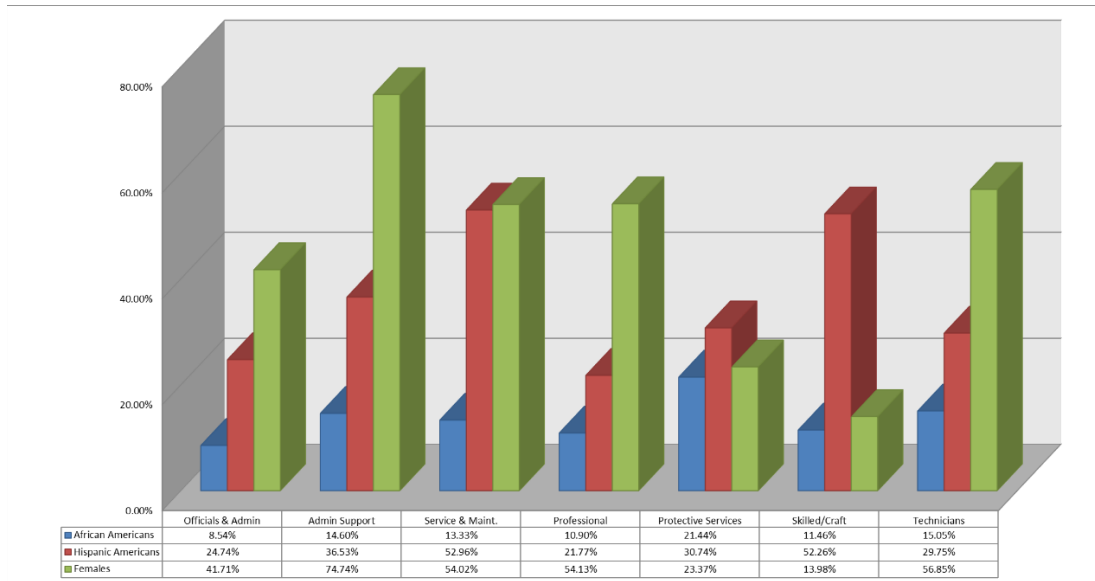
Table 2b: Statewide Agencies Workforce Composition - Fiscal Year 2019

Job Categories	Total Employees	Caucasian #	Caucasian %	Black #	Black %	Hispanic #	Hispanic %	Female #	Female %	Male #	Male %
Officials, Administrators (A)	23,042	13,801	59.89%	2,673	11.60%	3,632	15.76%	12,598	54.67%	10,444	45.33%
Administrative Support (C)	47,316	18,482	39.06%	8,716	18.42%	15,982	33.78%	38,563	81.50%	8,753	18.50%
Service and Maintenance (M)	14,562	5,010	34.40%	3,517	24.15%	5,256	36.09%	6,520	44.77%	8,042	55.23%
Professional (P)	181,505	94,881	52.27%	20,442	11.26%	30,306	16.70%	103,328	56.93%	78,177	43.07%
Para-Professionals (Q)	21,810	6,819	31.27%	8,156	37.40%	6,324	29.00%	15,760	72.26%	6,050	27.74%
Protective Services (R)	53,306	19,839	37.22%	19,016	35.67%	13,234	24.83%	25,172	47.22%	28,134	52.78%
Skilled Craft Workers and Operatives (S)	10,452	6,316	60.43%	870	8.32%	2,837	27.14%	782	7.48%	9,670	92.52%
Technicians (T)	42,762	16,499	38.58%	8,126	19.00%	11,341	26.52%	26,234	61.35%	16,528	38.65%
Total	394,755	181,647	46.02%	71,516	18.12%	88,912	22.52%	228,957	58.00%	165,798	42.00%

**Note: The information contained in this table reflects data reported by user agencies. The accuracy of the information submitted by the user agencies is solely within each agency's control. This helps explain any significant changes in total employment from fiscal year to fiscal year.*

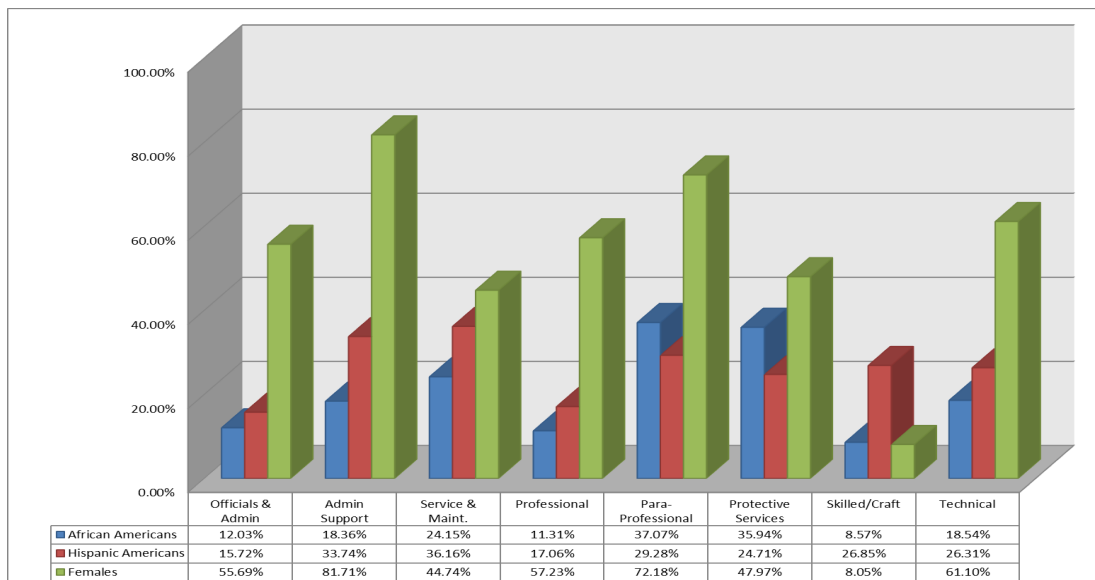
Statewide Agencies Workforce Composition

Chart 1: Statistical Availability of African Americans, Hispanic Americans, and Females in the Statewide Civilian Workforce



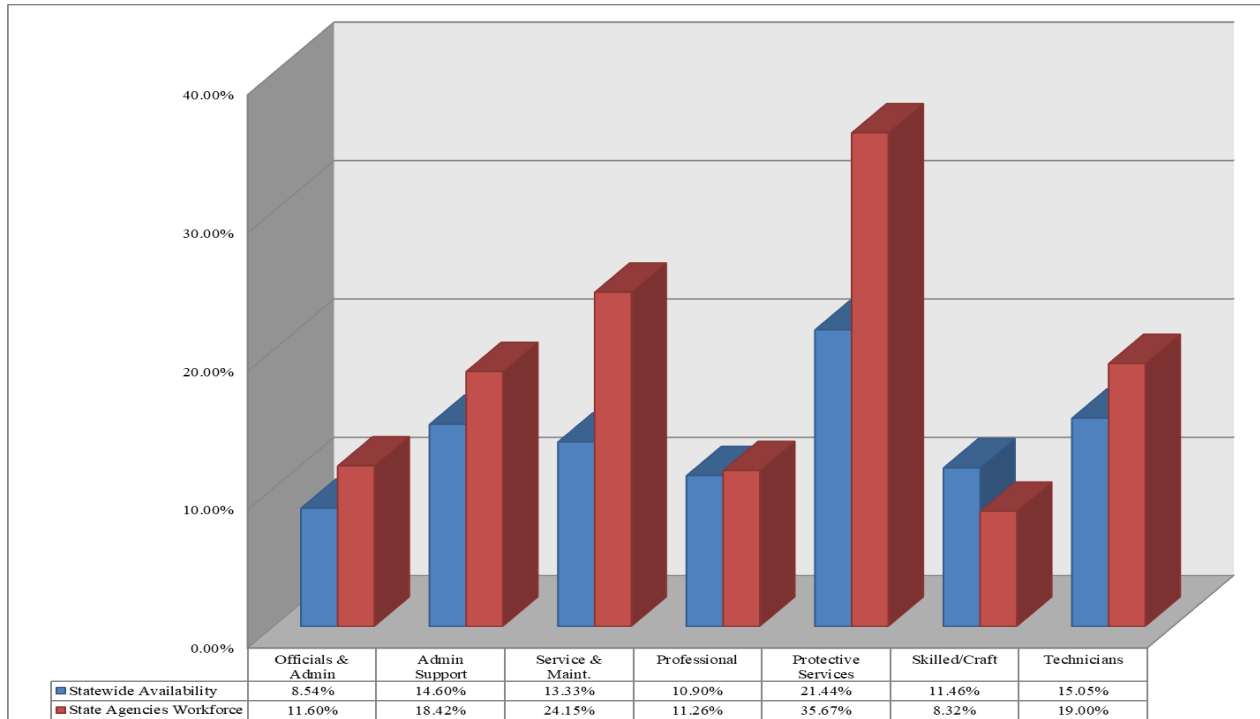
**2019 1-Year American Community Survey (ACS) data, US Census Bureau*

Chart 2: Statistical Availability of African Americans, Hispanic Americans, and Females in the State Agencies Workforce – Fiscal Year 2020



**FY2020 data.*

Chart 3: Statistical Comparison of the Availability of African Americans in the Statewide Civilian Workforce and Their Representation in the State Agencies Workforce



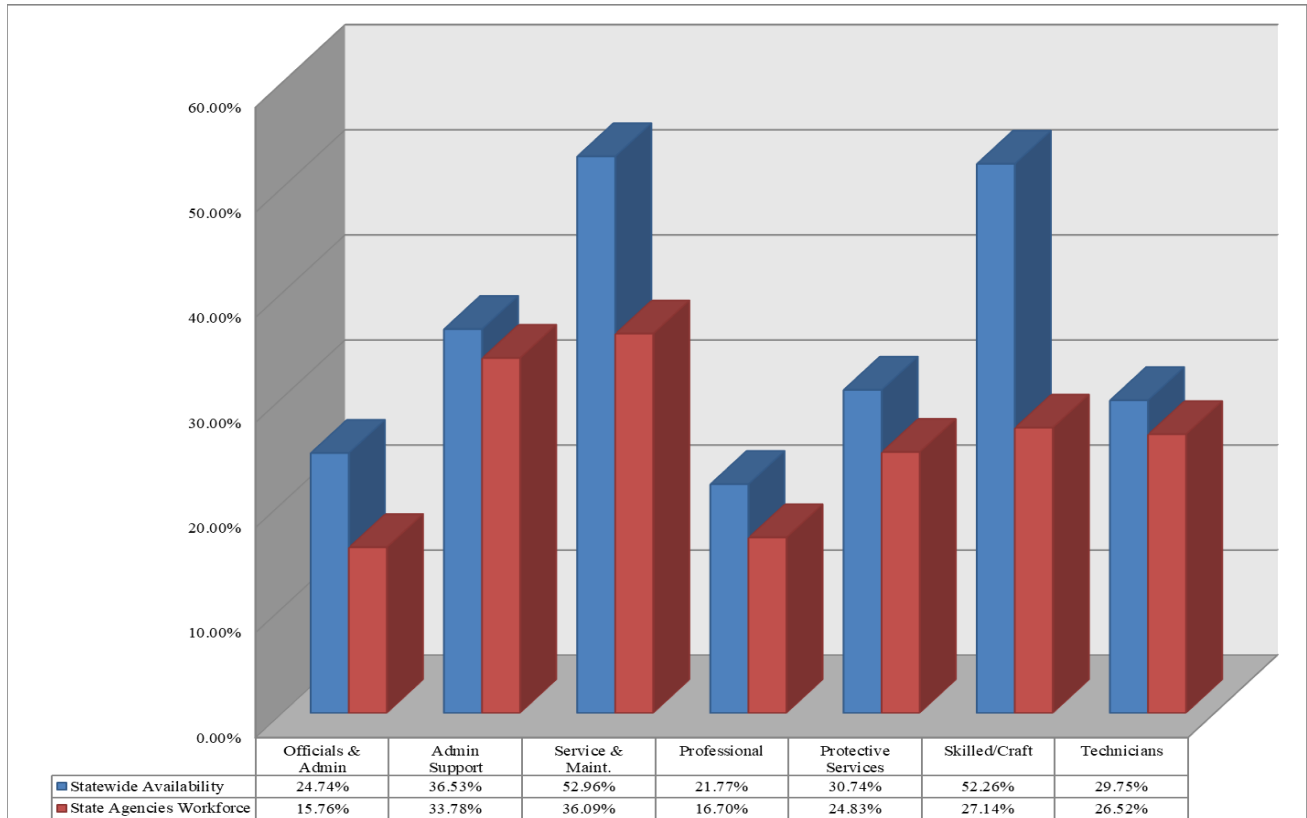
**FY2019 data is used for State Agencies Workforce in order to match the Statewide Availability data derived from the 2019 1-Year American Community Survey (ACS) data.*

***The State category "Paraprofessional" was not included because it is not possible to derive a "Paraprofessional" category from the available ACS data.*

****Differences in calculated utilization rates are due to actual number of decimal values available in the Statewide Availability and State Agencies Workforce figures for each occupational category group.*

African Americans in state agencies are better represented in state agencies relative to their availability in the workforce in all job categories except for Skilled Craft, where they exceed the 80 percent benchmark of the EEOC, indicating no underutilization.

Chart 4: Statistical Comparison of the Availability of Hispanic Americans in the Statewide Civilian Workforce and Their Representation in the State Agencies Workforce



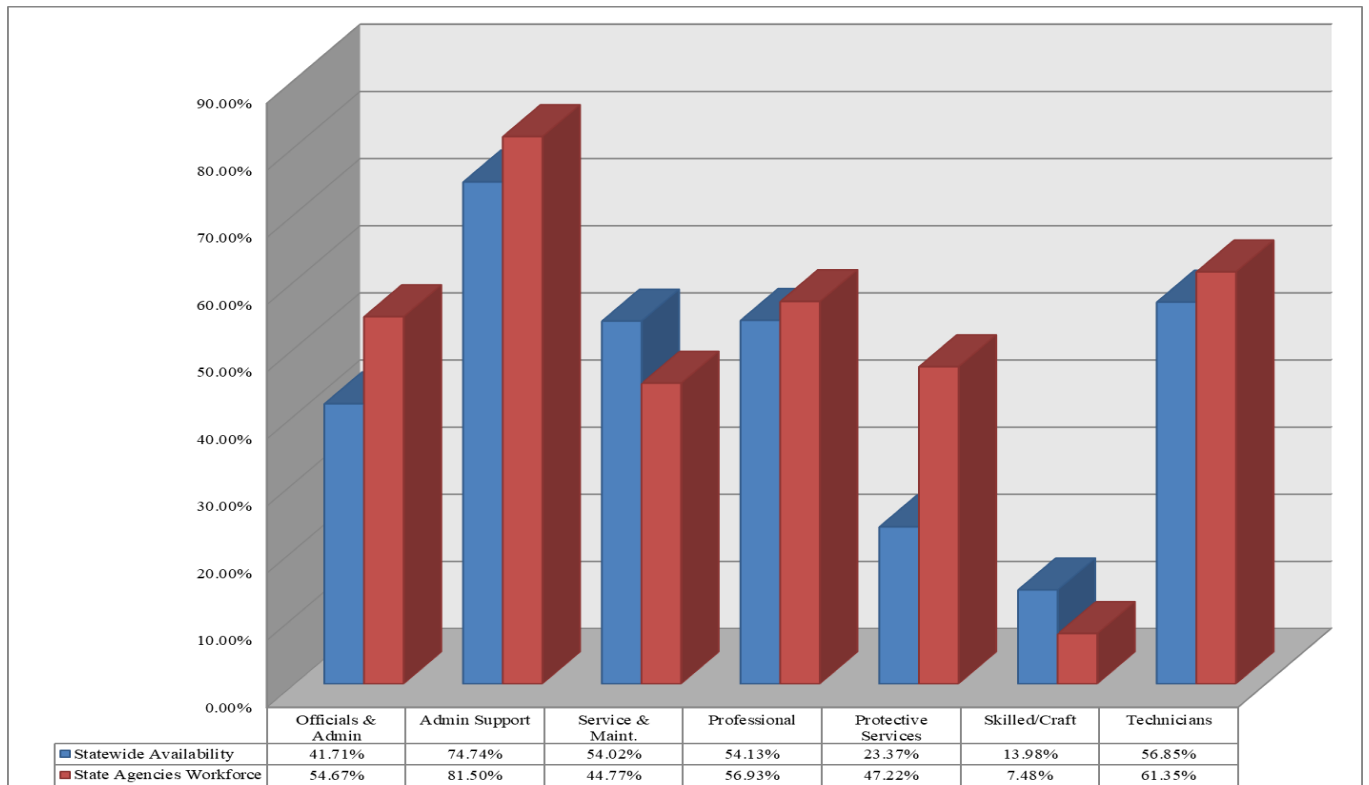
**FY 2019 data is used for State Agencies Workforce in order to match the Statewide Availability data derived from the 2019 1-Year American Community Survey (ACS) data.*

***The State category "Paraprofessional" was not included because it is not possible to derive a "Paraprofessional" category from the available ACS data.*

****Differences in calculated utilization rates due to actual number of decimal values available in the Statewide Availability and State Agencies Workforce figures for each occupational category group.*

Hispanic Americans in state agencies are well represented relative to their availability in the workforce in the Administrative Support, Professional, and Technician job categories. However, in applying the 80 percent benchmark of the EEOC, Hispanic Americans are potentially underutilized in the Officials/Administration, Service and Maintenance, Protective Services, and Skilled Craft categories.

Chart 5: Statistical Comparison of the Availability of Females in the Statewide Civilian Workforce and Their Representation in the State Agencies Workforce



**FY 2019 data is used for State Agencies Workforce in order to match the Statewide Availability data derived from the 2019 1-Year American Community Survey (ACS) data.*

***The State category “Paraprofessional” was not included because it is not possible to derive a “Paraprofessional” category from the available ACS data.*

****Differences in calculated utilization rates are due to actual number of decimal values available in the Statewide Availability and State Agencies Workforce figures for each occupational category group.*

Females in state agencies are better represented relative to their availability in the workforce in most job categories. However, in applying the 80 percent benchmark of the EEOC, there is an indication that females are underutilized in the Skilled Craft category.

VI. Attachments

The tables generated from the Comptroller’s reporting system below present further details of the information set forth in Section V above; however, data from the State Bar of Texas and Board of Law Examiners was not manually added to each of the tables in this Section VI, which represent less than .10 percent of total employees and new hires.

Note: For purposes of the following tables, the term “Black” equates to “African American.”

Attachment 1: Statewide Agencies Workforce Summary (September 1, 2018 - August 31, 2019) - Fiscal Year 2019

Job Code	Total Employees	Caucasian Males	Caucasian Females	Caucasian Total	Black Males	Black Females	Black Total	Hispanic Males	Hispanic Females	Hispanic Total	Other Males	Other Females	Other Total	Total Males	Total Females
A	23,042	6,616	7,185	13,801	932	1,741	2,673	1,517	2,115	3,632	1,379	1,557	2,936	10,444	12,598
C	47,316	3,036	15,446	18,482	1,238	7,478	8,716	3,243	12,739	15,982	1,236	2,900	4,136	8,753	38,563
M	14,562	3,259	1,751	5,010	1,688	1,829	3,517	2,639	2,617	5,256	456	323	779	8,042	6,520
P	181,505	42,582	52,299	94,881	6,298	14,144	20,442	12,003	18,303	30,306	17,294	18,582	35,876	78,177	103,328
Q	21,810	1,898	4,921	6,819	2,304	5,852	8,156	1,680	4,644	6,324	168	343	511	6,050	15,760
R	53,306	11,923	7,916	19,839	7,956	11,060	19,016	7,495	5,739	13,234	760	457	1,217	28,134	25,172
S	10,452	5,848	468	6,316	750	120	870	2,687	150	2,837	385	44	429	9,670	782
T	42,762	7,290	9,209	16,499	1,966	6,160	8,126	4,148	7,193	11,341	3,124	3,672	6,796	16,528	26,234
Total	394,755	82,452	99,195	181,647	23,132	48,384	71,516	35,412	53,500	88,912	24,802	27,878	52,680	165,798	228,957

The information contained in this Statewide Summary Report reflects data reported by user agencies. The accuracy of the information submitted by the user agencies is solely within each agency and institution of higher education’s control.

EEO Job Categories: (A) category includes Officials and Administrators; (C) category is Administrative Support; (M) category includes Service and Maintenance; (P) category is Professionals; (Q) category is Paraprofessionals; (R) category is Protective Services; (S) category includes Skilled and Craft Workers; and (T) category is for Technicians.

Attachment 2: Statewide Agencies Workforce Summary (September 1, 2019 - August 31, 2020) - Fiscal Year 2020

Job Code	Total Employees	Caucasian Males	Caucasian Females	Caucasian Total	Black Males	Black Females	Black Total	Hispanic Males	Hispanic Females	Hispanic Total	Other Males	Other Females	Other Total	Total Males	Total Females
A	24,265	6,703	7,689	14,392	995	1,923	2,918	1,592	2,223	3,815	1,461	1,679	3,140	10,751	13,514
C	45,602	2,857	14,334	17,191	1,122	7,250	8,372	3,094	12,290	15,384	1,266	3,389	4,655	8,339	37,263
M	13,984	3,091	1,671	4,762	1,639	1,738	3,377	2,543	2,513	5,056	454	335	789	7,727	6,257
P	184,327	42,012	52,160	94,172	6,310	14,532	20,842	12,410	19,027	31,437	18,106	19,770	37,876	78,838	105,489
Q	20,689	1,742	4,619	6,361	2,159	5,510	7,669	1,647	4,410	6,057	207	395	602	5,755	14,934
R	52,546	11,316	7,729	19,045	7,883	11,001	18,884	7,176	5,809	12,985	966	666	1,632	27,341	25,205
S	10,395	5,741	512	6,253	746	145	891	2,651	140	2,791	420	40	460	9,558	837
T	42,157	7,146	9,053	16,199	1,955	5,863	7,818	4,032	7,059	11,091	3,267	3,782	7,049	16,400	25,757
Total	393,965	80,608	97,767	178,375	22,809	47,962	70,771	35,145	53,471	88,616	26,147	30,056	56,203	164,709	229,256

The information contained in this Statewide Summary Report reflects data reported by user agencies. The accuracy of the information submitted by the user agencies is solely within each agency and institution of higher education’s control. Data from the State Bar of Texas and Board of Law Examiners was manually added to the data from the Comptroller’s electronic reporting.

EEO Job Categories: (A) category includes Officials and Administrators; (C) category is Administrative Support; (M) category includes Service and Maintenance; (P) category is Professionals; (Q) category is Paraprofessionals; (R) category is Protective Services; (S) category includes Skilled and Craft Workers; and (T) category is for Technicians.

Attachment 3: Statewide Agencies New Hires Summary (September 1, 2018 - August 31, 2019) - Fiscal Year 2019

Job Code	Total Employees	Caucasian Males	Caucasian Females	Caucasian Total	Black Males	Black Females	Black Total	Hispanic Males	Hispanic Females	Hispanic Total	Other Males	Other Females	Other Total	Total Males	Total Females
A	1,886	483	501	984	100	125	225	112	145	257	191	229	420	886	1,000
C	12,198	840	3,204	4,044	399	1,786	2,185	1,231	3,065	4,296	559	1,114	1,673	3,029	9,169
M	3,311	737	459	1,196	379	458	837	519	526	1,045	128	105	233	1,763	1,548
P	32,296	5,846	8,275	14,121	1,188	2,523	3,711	2,306	3,280	5,586	4,368	4,510	8,878	13,708	18,588
Q	6,543	577	1,263	1,840	819	1,945	2,764	574	1,225	1,799	40	100	140	2,010	4,533
R	11,359	2,028	1,605	3,633	1,811	2,836	4,647	1,460	1,305	2,765	196	118	314	5,495	5,864
S	1,555	899	60	959	98	13	111	390	19	409	68	8	76	1,455	100
T	10,632	1,346	2,246	3,592	497	1,655	2,152	921	1,839	2,760	1,006	1,122	2,128	3,770	6,862
Total	79,780	12,756	17,613	30,369	5,291	11,341	16,632	7,513	11,404	18,917	6,556	7,306	13,862	32,116	47,664

The information contained in this Statewide Summary Report reflects data reported by user agencies. The accuracy of the information submitted by the user agencies is solely within each agency and institution of higher education's control.

EEO Job Categories: (A) category includes Officials and Administrators; (C) category is Administrative Support; (M) category includes Service and Maintenance; (P) category is Professionals; (Q) category is Paraprofessionals; (R) category is Protective Services; (S) category includes Skilled and Craft Workers; and (T) category is for Technicians.

Attachment 4: Statewide Agencies New Hires Summary (September 1, 2019 - August 31, 2020) - Fiscal Year 2020

Job Code	Total Employees	Caucasian Males	Caucasian Females	Caucasian Total	Black Males	Black Females	Black Total	Hispanic Males	Hispanic Females	Hispanic Total	Other Males	Other Females	Other Total	Total Males	Total Females
A	2,033	469	571	1,040	94	154	248	104	153	257	217	271	488	884	1,149
C	10,273	673	2,424	3,097	310	1,377	1,687	1,028	2,485	3,513	604	1,372	1,976	2,615	7,658
M	2,751	544	369	913	323	423	746	447	428	875	114	103	217	1,428	1,323
P	29,202	5,380	7,400	12,780	1,055	2,220	3,275	2,147	3,096	5,243	3,905	3,999	7,904	12,487	16,715
Q	5,468	510	974	1,484	711	1,523	2,234	498	1,032	1,530	79	141	220	1,798	3,670
R	11,340	2,069	1,625	3,694	1,787	2,569	4,356	1,378	1,254	2,632	345	313	658	5,579	5,761
S	1,417	769	52	821	115	28	143	350	14	364	80	9	89	1,314	103
T	8,645	1,181	1,827	3,008	381	1,094	1,475	824	1,363	2,187	975	1,000	1,975	3,361	5,284
Total	71,129	11,595	15,242	26,837	4,776	9,388	14,164	6,776	9,825	16,601	6,319	7,208	13,527	29,466	41,663

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EEO Job Categories: (A) category includes Officials and Administrators; (C) category is Administrative Support; (M) category includes Service and Maintenance; (P) category is Professionals; (Q) category is Paraprofessionals; (R) category is Protective Services; (S) category includes Skilled and Craft Workers; and (T) category is for Technicians.

**Attachment 5: State of Texas Final Statistical Summary Report Classified State
Agencies Statewide Summary**

FY 2019

Job Code	New Hires Total	New Hires Black %	New Hires Hispanic %	New Hires Female %	Agency Workforce Total	Agency Workforce Black %	Agency Workforce Hispanic %	Agency Workforce Female %	Civilian Labor Force Availability Black %	Civilian Labor Force Availability Hispanic %	Civilian Labor Force Availability Female %
A	345	12.46	19.42	49.85	6,733	12.29	19.76	51.35	8.50	24.70	41.70
C	3,934	24.50	31.44	84.95	18,331	20.97	33.21	85.58	14.60	36.50	74.70
M	1,412	21.95	32.29	46.81	5,622	25.38	31.03	48.54	13.30	53.00	54.00
P	6,647	20.05	22.38	62.94	51,583	17.43	23.58	59.44	10.90	21.80	54.10
Q	6,544	42.25	27.49	69.26	21,800	37.38	29	72.25	0.00	0.00	0.00
R	10,738	40.12	24.15	50.48	51,151	35.09	24.54	46.3	21.40	30.70	23.40
S	1,056	6.25	24.9	2.65	6,441	7.01	25.95	3.8	11.50	52.30	14.00
T	3,271	29.16	33.84	72.76	15,437	23.02	34.28	62.44	15.10	29.80	56.90
Total	33,947	31.64	26.54	61.03	177,098	25.52	26.63	57.51			

*Civilian Labor Force data calculated from 2019 1-Year American Community Survey (ACS)

FY 2020

Job Code	New Hires Total	New Hires Black %	New Hires Hispanic %	New Hires Female %	Agency Workforce Total	Agency Workforce Black %	Agency Workforce Hispanic %	Agency Workforce Female %	Civilian Labor Force Availability Black %	Civilian Labor Force Availability Hispanic %	Civilian Labor Force Availability Female %
A	384	14.32	18.75	52.08	6,912	12.65	20.19	52.87	8.50	24.70	41.70
C	3,186	24.23	30.82	82.26	17,879	21.21	33.33	84.99	14.60	36.50	74.70
M	1,285	23.57	35.79	47.93	5,411	26.02	31.67	48.25	13.30	53.00	54.00
P	6,560	17.02	22.53	60.13	52,222	17.23	24.05	59.61	10.90	21.80	54.10
Q	5,468	40.85	27.98	67.11	20,689	37.06	29.27	72.18	0.00	0.00	0.00
R	10,745	37.17	23.34	49.56	50,249	35.23	24.48	46.98	21.40	30.70	23.40
S	1,055	8.15	25.3	3.12	6,497	7.37	25.5	3.90	11.50	52.30	14.00
T	1,937	22.35	36.91	66.44	14,354	22.04	35.09	61.52	15.10	29.80	56.90
Total	30,620	29.37%	26.16%	57.79%	174,213	25.31%	26.79%	27.53%			

*Civilian Labor Force data calculated from 2019 1-Year American Community Survey (ACS)

EEO Job Categories: (A) category includes Officials and Administrators; (C) category is Administrative Support; (M) category includes Service and Maintenance; (P) category is Professionals; (Q) category is Paraprofessionals; (R) category is Protective Services; (S) category includes Skilled and Craft Workers; and (T) category is for Technicians.

Attachment 6: State of Texas Final Statistical Summary Report Institutions of Higher Education Statewide Summary

FY 2019

Job Code	New Hires Total	New Hires Black %	New Hires Hispanic %	New Hires Female %	Agency Workforce Total	Agency Workforce Black %	Agency Workforce Hispanic %	Agency Workforce Female %	Civilian Labor Force Availability Black %	Civilian Labor Force Availability Hispanic %	Civilian Labor Force Availability Female %
A	1,543	11.79	12.24	53.66	16,306	11.31	14.10	56.04	8.50	24.70	41.70
C	8,271	14.77	37.03	70.49	28,983	16.80	34.12	78.90	14.60	36.50	74.70
M	1,901	27.72	31.03	46.76	8,940	23.36	39.28	42.42	13.30	53.00	54.00
P	25,710	9.26	15.95	56.15	129,981	8.80	13.95	55.92	10.90	21.80	54.10
R	621	54.42	27.53	71.33	2,149	49.51	31.54	68.91	21.40	30.70	23.40
S	499	9.01	29.25	14.42	4,011	10.42	29.04	13.38	11.50	52.30	14.00
T	7,362	16.29	22.42	60.83	27,322	16.74	22.12	60.71	15.10	29.80	56.90
Total	45,907	12.84	21.58	58.76	217,692	12.08	19.17	58.38	--	--	--

*Civilian Labor Force data calculated from 2019 1-Year American Community Survey (ACS)

FY 2020

Job Code	New Hires Total	New Hires Black %	New Hires Hispanic %	New Hires Female %	Agency Workforce Total	Agency Workforce Black %	Agency Workforce Hispanic %	Agency Workforce Female %	Civilian Labor Force Availability Black %	Civilian Labor Force Availability Hispanic %	Civilian Labor Force Availability Female %
A	1,645	11.73	11.24	57.62	17,261	11.79	13.93	56.96	8.50	24.70	41.70
C	7,090	12.90	35.74	71.07	27,727	16.51	33.99	79.59	14.60	36.50	74.70
M	1,465	30.17	28.32	48.19	8,571	22.96	38.98	42.52	13.30	53.00	54.00
P	22,660	9.52	16.63	56.39	132,125	8.96	14.29	56.28	10.90	21.80	54.10
R	595	60.84	20.84	73.10	2,298	51.30	29.38	69.36	21.40	30.70	23.40
S	362	15.74	26.79	19.33	3,897	10.57	29.09	14.93	11.50	52.30	14.00
T	6,702	15.54	21.97	59.56	27,797	16.73	21.78	60.86	15.10	29.80	56.90
Total	40,519	12.75	21.21	59.15	219,676	12.13	19.08	58.72	--	--	--

*Civilian Labor Force data calculated from 2019 1-Year American Community Survey (ACS)

EEO Job Categories: (A) category includes Officials and Administrators; (C) category is Administrative Support; (M) category includes Service and Maintenance; (P) category is Professionals; (R) category is Protective Services; (S) category includes Skilled and Craft Workers; and (T) category is for Technicians.