



**Texas Workforce
Commission
Civilian Workforce
Composition Report**

A Message from the Executive Director

January 28, 2025

We are pleased to submit the Texas Workforce Commission FY24 Civilian Workforce Composition, Report for State Agencies in collaboration with Texas Demographic Center.

This report fulfills the reporting requirements of Texas Labor Code Sections 21.0035 (Civilian Workforce Composition). It provides the Legislature, and the Governor with information on the composition of the statewide civilian workforce.

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

Sincerely,

A handwritten signature in blue ink, appearing to read 'Edward Serna', with a stylized flourish at the end.

Edward Serna, Executive Director
Texas Workforce Commission

2024 Report of Civilian Workforce Composition Percentages for Texas

Texas Labor Code Sec. 21.0035

JOB CATEGORY GROUP	CAUCASIAN AMERICANS	AFRICAN AMERICANS	HISPANIC AMERICANS	OTHER PERSONS	FEMALES	MALES
A OFFICIALS/ADMINISTRATORS	54.4%	9.1%	26.5%	10.0%	41.3%	58.7%
C ADMINISTRATIVE SUPPORT	39.0%	15.2%	39.3%	6.5%	73.7%	26.3%
M SERVICE/MAINTENANCE	25.0%	12.6%	55.1%	7.3%	48.3%	51.7%
P PROFESSIONALS	49.3%	11.7%	23.3%	15.7%	53.8%	46.2%
Q PARA-PROFESSIONALS	-	-	-	-	-	-
R PROTECTIVE SERVICES	36.9%	24.0%	33.6%	5.5%	25.4%	74.6%
S SKILLED CRAFT	30.3%	10.8%	53.0%	5.9%	12.4%	87.6%
T TECHNICIANS	38.2%	15.3%	36.7%	9.8%	62.8%	37.2%
Grand Total	39.3%	12.3%	38.6%	9.7%	45.8%	54.2%

(PUMS 2023 1-Year ACS)

1. Data are obtained from the 2023 1-Year ACS PUMS Data file.
2. Initial tabulations were based on the nine job categories and four race/ethnicity categories used in the spreadsheet example (Texas EEO 4 profile for 2012 using ACS.xls) provided by 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 Census Bureau's EEO-2014-2018-Occupation-Crosswalk-to-Other-Occupations-Groups last revised 02/22/2021: (<https://www2.census.gov/programs-surveys/demo/guidance/eo/EEO-2014-2018-Occupation-Crosswalk-to-Other-Occupations-Groups-2.22.2021.xlsx>).

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

- (a) The State category "Para-professional" was not included because this category is not listed in the above referenced Census crosswalk. Without more explicit guidance, 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. The four race/ethnicity groups (“White alone not Hispanic”; “Black alone not Hispanic”; “Other not Hispanic”; and “Hispanic”) are mutually exclusive.
5. The “Other, Not Hispanic” category includes the following Census non-Hispanic race/ethnicity groups:
 - (a) Asian alone; (b) American Indian alone; (c) Alaska Native alone; (d) American Indian and Alaska Native tribes specified; or American Indian or Alaska Native, not specified and no other races; (e) Native Hawaiian and Other Pacific Islander alone; (f) Some Other Race alone; and (g) Two or More Races.
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/2022AccuracyPUMS.pdf).

Appendices

2023 ACS PUMS Data EEO Job Category by Race-Ethnicity

	Total All Number	White alone (not Hispanic) Number	Black or African American alone (not Hispanic) Number	Other (not Hispanic) Number	All Hispanic Number
A Officials, Administrators	1,701,779	925,586	154,986	170,704	450,503
C Administrative support	1,767,592	689,095	268,288	115,587	694,622
M Service and maintenance	2,824,463	706,284	356,661	205,928	1,555,590
P Professional	3,901,277	1,923,973	456,588	610,826	909,890
R Protective services	330,874	121,976	79,418	18,148	111,332
S Skilled craft workers and operatives	2,470,095	748,220	265,844	145,863	1,310,168
T Technical	543,089	207,574	83,268	52,960	199,287
Total	13,539,169	5,322,708	1,665,053	1,320,016	5,231,392

2023 ACS PUMS Data EEO Job Category by Sex

	Total All Number	Male Number	Female Number
A Officials, Administrators	1,701,779	999,674	702,105
C Administrative support	1,767,592	464,353	1,303,239
M Service and maintenance	2,824,463	1,459,981	1,364,482
P Professional	3,901,277	1,802,976	2,098,301
R Protective services	330,874	246,906	83,968
S Skilled craft workers and operatives	2,470,095	2,163,770	306,325
T Technical	543,089	202,166	340,923
Total	13,539,169	7,339,826	6,199,343