

The background features a large, light blue watermark of the Texas Workforce Commission logo. The logo is circular, with the words "TEXAS WORKFORCE" at the top and "COMMISSION" at the bottom. In the center is a five-pointed star surrounded by a wreath of olive and oak branches. Two smaller stars are positioned on the left and right sides of the circle.

Texas Workforce Commission

Equal Employment Opportunity Report

under Texas Labor Code 21.553

A Message from the Executive Director

January 28, 2025

We are pleased to submit the Texas Workforce Commission FY24 Equal Employment Opportunity Report for State Agencies in collaboration with Texas Comptroller of Public Accounts and Texas Demographic Center.

This report fulfills the reporting requirements of Texas Labor Code 21.553 (Equal Employment Opportunity Report). It provides the Legislative Budget Board, the Legislature, and the Governor with information on the state agencies workforce, and new hires for state agencies by the prescribed categories.

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

Caucasian Americans are represented consistently across the biennium in state agencies. The analysis indicates stability across all job classifications apart from Protected Services and Skilled Craft. Those classifications demonstrate statistically insignificant marginal changes.

African Americans are represented consistently across the biennium in state agencies. The analysis indicates stability across all job classifications apart from Administrative Support, Para-Professionals, Skilled Craft, and Technicians. Those classifications demonstrate statistically insignificant marginal changes.

Hispanic Americans are represented consistently across the biennium in state agencies. The analysis indicates stability across all job classifications apart from Para-Professionals, Protective Services, and Technicians. Those classifications demonstrate statistically insignificant marginal changes.

Other Races/Ethnicities are represented consistently across the biennium in state agencies. The analysis indicates stability across all job classifications apart from Official/Administrators, Service/Maintenance, Professionals, and Protective Services. Those classifications demonstrate statistically insignificant marginal changes.

Males are represented consistently across the biennium in state agencies. The analysis indicates stability across all job classifications apart from Officials/Administrators, Service/Maintenance, and Professionals. Those classifications demonstrate statistically insignificant marginal changes.

Females are represented consistently across the biennium in state agencies. The analysis indicates stability across all job classifications apart from Administrative Support, Para-Professionals, Protective Services, Skilled Craft, and Technicians. Those classifications demonstrate statistically insignificant marginal changes.

- For purposes of this report, the biennium is FY23 – FY24.
- Statistical significance is defined by a greater than 3% change in the job classification.

Appendices

Agency Employee Job Category as Percent of Fiscal Year Totals

Job	Category Summary	FY2023	FY2024
A	OFFICIALS/ADMINISTRATORS	6.9%	7.0%
C	ADMINISTRATIVE SUPPORT	10.8%	10.3%
M	SERVICE/MAINTENANCE	3.3%	3.2%
P	PROFESSIONALS	49.0%	49.7%
Q	PARA-PROFESSIONALS	4.4%	4.5%
R	PROTECTIVE SERVICES	11.6%	11.3%
S	SKILLED CRAFT	1.9%	1.8%
T	TECHNICIANS	12.1%	12.2%
Grand Total		100%	100%
	State Agency Employees Totals	413,484	427,648
	Texas Civilian Labor Force (CLF in Millions)	15.1	15.4
	State Agency Employees as % of CLF	2.74%	2.78%

Agency Employee Job Category by Number of Fiscal Year Totals

Job	Category Summary	FY2023	FY2024
A	OFFICIALS/ADMINISTRATORS	28,413	30,045
C	ADMINISTRATIVE SUPPORT	44,659	44,144
M	SERVICE/MAINTENANCE	13,612	13,782
P	PROFESSIONALS	202,652	212,366
Q	PARA-PROFESSIONALS	18,328	19,188
R	PROTECTIVE SERVICES	47,764	48,289
S	SKILLED CRAFT	7,873	7,631
T	TECHNICIANS	50,183	52,203
Grand Total		413,484	427,648
	Texas Adjusted CLF	15,120,491	15,398,362

Note: Texas CLF uses adjusted numbers as of August each year.

Appendices

Agency Employee Job Category as Percent of Fiscal Year Totals (African American)

Job	Category Summary	FY2023	FY2024
A	OFFICIALS/ADMINISTRATORS	12.9%	13.0%
C	ADMINISTRATIVE SUPPORT	18.2%	17.8%
M	SERVICE/MAINTENANCE	22.7%	22.8%
P	PROFESSIONALS	11.4%	11.5%
Q	PARA-PROFESSIONALS	35.5%	34.9%
R	PROTECTIVE SERVICES	38.6%	40.0%
S	SKILLED CRAFT	9.3%	8.5%
T	TECHNICIANS	17.7%	17.5%
Grand Total		17.5%	17.6%
State Agency Employees Totals (African American)		72,480	75,082

Agency Employee Job Category by Number of Fiscal Year Totals (African American)

Job	Category Summary	FY2023	FY2024	FY2023	FY2024
A	OFFICIALS/ADMINISTRATORS	3,676	3,913	28,413	30,045
C	ADMINISTRATIVE SUPPORT	8,136	7,869	44,659	44,144
M	SERVICE/MAINTENANCE	3,092	3,147	13,612	13,782
P	PROFESSIONALS	23,038	24,358	202,652	212,366
Q	PARA-PROFESSIONALS	6,498	6,695	18,328	19,188
R	PROTECTIVE SERVICES	18,428	19,318	47,764	48,289
S	SKILLED CRAFT	736	651	7,873	7,631
T	TECHNICIANS	8,876	9,131	50,183	52,203
Grand Total		72,480	75,082	413,484	427,648

Appendices

Agency Employee Job Category as Percent of Fiscal Year Totals (Hispanic)

Job	Category Summary	FY2023	FY2024
A	OFFICIALS/ADMINISTRATORS	16.6%	16.6%
C	ADMINISTRATIVE SUPPORT	33.9%	34.1%
M	SERVICE/MAINTENANCE	37.2%	37.9%
P	PROFESSIONALS	18.1%	18.2%
Q	PARA-PROFESSIONALS	30.2%	30.1%
R	PROTECTIVE SERVICES	25.1%	24.7%
S	SKILLED CRAFT	26.7%	28.0%
T	TECHNICIANS	28.3%	28.1%
Grand Total		23.1%	23.0%
State Agency Employees Totals (Hispanic)		95,410	98,542

Agency Employee Job Category by Number of Fiscal Year Totals (Hispanic)

Job	Category Summary	FY2023	FY2024	FY2023	FY2024
A	OFFICIALS/ADMINISTRATORS	4,718	5,001	28,413	30,045
C	ADMINISTRATIVE SUPPORT	15,143	15,066	44,659	44,144
M	SERVICE/MAINTENANCE	5,066	5,228	13,612	13,782
P	PROFESSIONALS	36,655	38,754	202,652	212,366
Q	PARA-PROFESSIONALS	5,544	5,782	18,328	19,188
R	PROTECTIVE SERVICES	12,001	11,929	47,764	48,289
S	SKILLED CRAFT	2,104	2,133	7,873	7,631
T	TECHNICIANS	14,179	14,649	50,183	52,203
Grand Total		95,410	98,542	413,484	427,648

Appendices

Agency Employee Job Category as Percent of Fiscal Year Totals (Other)

Job	Category Summary	FY2023	FY2024
A	OFFICIALS/ADMINISTRATORS	31.2%	30.6%
C	ADMINISTRATIVE SUPPORT	9.7%	10.2%
M	SERVICE/MAINTENANCE	25.3%	24.6%
P	PROFESSIONALS	31.0%	30.7%
Q	PARA-PROFESSIONALS	9.6%	10.3%
R	PROTECTIVE SERVICES	21.2%	20.9%
S	SKILLED CRAFT	57.9%	58.8%
T	TECHNICIANS	25.6%	26.0%
Grand Total		26.3%	26.3%
State Agency Employees Totals (Other)		108,689	112,452

Agency Employee Job Category by Number of Fiscal Year Totals (Other)

Job	Job Category Summary	FY2023	FY2024	FY2023	FY2024
A	OFFICIALS/ADMINISTRATORS	8,857	9,181	28,413	30,045
C	ADMINISTRATIVE SUPPORT	4,316	4,501	44,659	44,144
M	SERVICE/MAINTENANCE	3,445	3,393	13,612	13,782
P	PROFESSIONALS	62,789	65,262	202,652	212,366
Q	PARA-PROFESSIONALS	1,754	1,976	18,328	19,188
R	PROTECTIVE SERVICES	10,133	10,079	47,764	48,289
S	SKILLED CRAFT	4,562	4,486	7,873	7,631
T	TECHNICIANS	12,833	13,574	50,183	52,203
Grand Total		108,689	112,452	413,484	427,648

Appendices

Agency Employee Job Category as Percent of Fiscal Year Totals (Caucasian)

Job	Category Summary	FY2023	FY2024
A	OFFICIALS/ADMINISTRATORS	39.3%	39.8%
C	ADMINISTRATIVE SUPPORT	38.2%	37.8%
M	SERVICE/MAINTENANCE	14.8%	14.6%
P	PROFESSIONALS	39.6%	39.6%
Q	PARA-PROFESSIONALS	24.7%	24.7%
R	PROTECTIVE SERVICES	15.1%	14.4%
S	SKILLED CRAFT	6.0%	4.7%
T	TECHNICIANS	28.5%	28.4%
Grand Total		33.1%	33.1%
State Agency Employees Totals (Caucasian)		136,905	141,572

Agency Employee Job Category by Number of Fiscal Year Totals (Caucasian)

Job	Category Summary	FY2023	FY2024	FY2023	FY2024
A	OFFICIALS/ADMINISTRATORS	11,162	11,950	28,413	30,045
C	ADMINISTRATIVE SUPPORT	17,064	16,708	44,659	44,144
M	SERVICE/MAINTENANCE	2,009	2,014	13,612	13,782
P	PROFESSIONALS	80,170	83,992	202,652	212,366
Q	PARA-PROFESSIONALS	4,532	4,735	18,328	19,188
R	PROTECTIVE SERVICES	7,202	6,963	47,764	48,289
S	SKILLED CRAFT	471	361	7,873	7,631
T	TECHNICIANS	14,295	14,849	50,183	52,203
Grand Total		136,905	141,572	413,484	427,648

Appendices

Agency Employee Job Category as Percent of Fiscal Year Totals (Female)

Job	Category Summary	FY2023	FY2024
A	OFFICIALS/ADMINISTRATORS	58.0%	58.7%
C	ADMINISTRATIVE SUPPORT	81.4%	80.6%
M	SERVICE/MAINTENANCE	45.6%	45.7%
P	PROFESSIONALS	58.9%	59.1%
Q	PARA-PROFESSIONALS	72.1%	70.6%
R	PROTECTIVE SERVICES	49.8%	49.0%
S	SKILLED CRAFT	9.5%	7.1%
T	TECHNICIANS	59.0%	58.7%
Grand Total		59.4%	59.2%
State Agency Employees Totals (Female)		245,729	253,361

Agency Employee Job Category by Number of Fiscal Year Totals (Female)

Job	Category Summary	FY2023	FY2024	FY2023	FY2024
A	OFFICIALS/ADMINISTRATORS	16,478	17,626	28,413	30,045
C	ADMINISTRATIVE SUPPORT	36,365	35,598	44,659	44,144
M	SERVICE/MAINTENANCE	6,212	6,304	13,612	13,782
P	PROFESSIONALS	119,313	125,454	202,652	212,366
Q	PARA-PROFESSIONALS	13,222	13,542	18,328	19,188
R	PROTECTIVE SERVICES	23,809	23,678	47,764	48,289
S	SKILLED CRAFT	747	541	7,873	7,631
T	TECHNICIANS	29,583	30,618	50,183	52,203
Grand Total		245,729	253,361	413,484	427,648

Appendices

Agency Employee Job Category as Percent of Fiscal Year Totals (Male)

Job	Category Summary	FY2023	FY2024
A	OFFICIALS/ADMINISTRATORS	42.0%	41.3%
C	ADMINISTRATIVE SUPPORT	18.6%	19.4%
M	SERVICE/MAINTENANCE	54.4%	54.3%
P	PROFESSIONALS	41.1%	40.9%
Q	PARA-PROFESSIONALS	27.9%	29.4%
R	PROTECTIVE SERVICES	50.2%	51.0%
S	SKILLED CRAFT	90.5%	92.9%
T	TECHNICIANS	41.0%	41.3%
Grand Total		40.6%	40.8%
State Agency Employees Totals (Male)		167,755	174,287

Agency Employee Job Category by Number of Fiscal Year Totals (Male)

Job	Category Summary	FY2023	FY2024	FY2023	FY2024
A	OFFICIALS/ADMINISTRATORS	11,935	12,419	28,413	30,045
C	ADMINISTRATIVE SUPPORT	8,294	8,546	44,659	44,144
M	SERVICE/MAINTENANCE	7,400	7,478	13,612	13,782
P	PROFESSIONALS	83,339	86,912	202,652	212,366
Q	PARA-PROFESSIONALS	5,106	5,646	18,328	19,188
R	PROTECTIVE SERVICES	23,955	24,611	47,764	48,289
S	SKILLED CRAFT	7,126	7,090	7,873	7,631
T	TECHNICIANS	20,600	21,585	50,183	52,203
Grand Total		167,755	174,287	413,484	427,648