The background features a large, light blue watermark of the Texas Workforce Commission logo. The logo is circular and contains the text "TEXAS WORKFORCE COMMISSION" around the perimeter. In the center, there is a five-pointed star above a stylized figure of a person, possibly representing a worker or a citizen, with a banner below it. The entire logo is rendered in a semi-transparent, light blue color.

**Texas Workforce
Commission FY25 Civilian
Workforce Composition,
Hiring Practices and Equal
Employment Opportunity
Report for State Agencies**

with

Fiscal Data for Years 2021-2022

A Message from the Executive Director

We are pleased to submit the Texas Workforce Commission FY25 Civilian Workforce Composition, Hiring Practices and 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 Sections 21.0035 (Civilian Workforce Composition), 21.504 (Annual Report), and 21.553 (Equal Employment Opportunity Report). This report provides the Legislative Budget Board, the Legislature, and the Governor with information on the composition of the statewide civilian workforce, 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,

Edward Serna, Executive Director
Texas Workforce Commission

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Purpose

The purpose of the combined biennial Hiring Practices and Equal Employment Opportunity (EEO) 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 by state agencies for each job category listed above 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.

This report also provides the data necessary for each state agency to develop an annual recruitment plan based on their own biennial workforce analysis per Texas Labor Code Sections 21.501 and 21.502.

Methodology

Statewide Civilian Workforce Percentage Composition per Texas Labor Code Sections 21.0035 and 21.553

1. Data was obtained from the 2021 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, Occupations 13-1011 through 13-2099 were 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 and Female) are mutually exclusive.
6. The ACS PUMS data is based on a sample and subject to sampling variability. Please refer to the Census Bureau's [PUMS Documentation](#) for more information on the sample design, estimation methodology, data accuracy, and other characteristics of the ACS PUMS data.

State Agencies New Hires and Workforce Composition per Texas Labor Code Sections 21.504 and 21.553

The TWC Civil Rights Division coordinated data collection for state agencies 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 was extracted from data reported to the Uniform Statewide Payroll/Personnel System (USPS), the Office of the Comptroller Human Resources Information System (HRIS), and the Standardized Payroll/Personnel Reporting System (SPRS).

The State Bar of Texas and the Texas Board of Law Examiners do not use these systems; they instead reported their data directly to the TWC.

This report contains new hires and workforce summaries for state agencies for Fiscal Years (FY) 2021 and 2022 (Tables 1-3 & Charts 1-6). The summaries show the combined totals for state agency new hires and the state agencies workforce by the prescribed categories. The data also includes (1) the percentage of the statewide civilian workforce composed of Caucasian Americans, African Americans, Hispanic Americans, Other Races/Ethnicities, males, and females, and (2) the percentage of the statewide civilian workforce of those groups by job category.

Results and Report of Observations

Caucasian Americans (Chart 1) show higher utilization in state agencies than in the civil workforce for the Administrative Support job category. The data shows that they are well represented in most other job categories, apart from Protected Services and Skilled Craft.

African Americans (Chart 2) show higher utilization in state agencies than in the civilian workforce, apart from the Skilled Craft job category in which they remain well represented.

Hispanic Americans (Chart 3) in state agencies show adequate utilization in proportion to their availability in the workforce, other than the Skilled Craft jobs category.

Other Races/Ethnicities (Chart 4) show higher utilization in state agencies relative to their availability in the workforce in every job category.

Males (Chart 5) show higher utilization in state agencies relative to their availability in the workforce in the Service & Maintenance, Skilled Craft, and Technician job categories and are well represented in all others.

Females (Chart 6) show higher utilization in state agencies relative to their availability in the workforce in most job categories and are now well represented in the Skilled Craft jobs category.

Acknowledgments

TWC extends a thank you to the Comptroller of Public Accounts and the Texas Demographic Center for their contributions to this report.

Tables and Charts

EEO Job Categories and Crosswalk Notes

Officials and Administrators (A): occupations requiring administrative and managerial personnel who set policies and direct individual departments.

Administrative Support (C): includes all clerical-type work regardless of level of difficulty.

Service and Maintenance (M): occupations in which workers perform duties resulting in or contributing to the comfort, convenience, hygiene, or safety of the general public.

- Created by combining the Census categories "Laborers and Helpers" and "Service Workers" (less the "Protective Services" workers as explained below)

Professionals (P): occupations requiring specialized and theoretical knowledge acquired through college training or work experience and other training which provides comparable knowledge.

Paraprofessionals (Q): occupations in which workers perform some of the duties of a professional or technician in a supportive role requiring less formal training and/or experience.

- Not included in Statewide Civilian Workforce data because this category is not listed in the Census Bureau's SOC-to-EEO crosswalk and cannot be derived from the available data

Protective Services (R): occupations in which workers are entrusted with public safety, security, and protection from destructive forces.

- Extracted from the Census "Service Workers" category

Skilled Craft Workers and Operatives (S): occupations in which workers perform jobs which require special manual skill and thorough and comprehensive knowledge of the process involved in the work.

- Created by combining the Census categories "Craft Workers" and "Operatives"

Technicians (T): occupations requiring a combination of basic scientific or technical knowledge and manual skills which can be obtained through specialized post-secondary school education or equivalent on-the-job training.

Important Notes Concerning the Following Data

1. The information contained in the state agency composition tables reflect 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.
2. Charts: Fiscal Year 2021 data is used to match the Statewide Availability data derived from the 2021 1-Year ACS PUMS data.
3. Data Sets: Use of Fiscal Year 2021 and 2022 data is necessary as the latest (FY23/24) American Community Survey (ACS) Public Use Microdata Sample (PUMS) file is not prepared and fully calculated until Q1 2025.

Table 1: 2021 Statewide Civilian Workforce Composition (2021 1-Year ACS PUMS Data File)

Job Categories	Total Employees	Caucasian	Caucasian %	African American	African American %	Hispanic	Hispanic %	Other Race/Ethnicity	Other Race/Ethnicity %	Male	Male %	Female	Female %
Officials, Administrators (A)	1,529,531	867,629	56.7%	132,263	8.6%	386,022	25.2%	143,617	9.4%	913,987	59.8%	615,544	40.2%
Administrative Support (C)	1,649,754	653,858	39.6%	251,267	15.2%	631,294	38.3%	113,335	6.9%	427,641	25.9%	1,222,113	74.1%
Service and Maintenance (M)	2,664,117	674,428	25.3%	345,700	13.0%	1,465,177	55.0%	178,812	6.7%	1,391,784	52.2%	1,272,333	47.8%
Professional (P)	3,489,851	1,814,578	52.0%	370,399	10.6%	801,191	23.0%	503,683	14.4%	1,640,761	47.0%	1,849,090	53.0%
Paraprofessionals (Q)	-	-	-	-	-	-	-	-	-	-	-	-	-
Protective Services (R)	299,679	119,897	40.0%	59,161	19.7%	106,407	35.5%	14,214	4.7%	222,484	74.2%	77,195	25.8%
Skilled Craft Workers and Operatives (S)	2,309,962	748,167	32.4%	236,287	10.2%	1,196,774	51.8%	128,734	5.6%	2,025,815	87.7%	284,147	12.3%
Technicians (T)	491,553	197,201	40.1%	57,462	11.7%	189,145	38.5%	47,745	9.7%	179,374	36.5%	312,179	63.5%
Total	12,434,447	5,075,758	40.8%	1,452,539	11.7%	4,776,010	38.4%	1,130,140	9.1%	6,801,846	54.7%	5,632,601	45.3%

Table 2a: Fiscal Year 2021 - Statewide Agencies Workforce

Job Categories	Total Employees	Caucasian	Caucasian %	African American	African American %	Hispanic	Hispanic %	Other Race/Ethnicity	Other Race/Ethnicity %	Male	Male %	Female	Female %
Officials, Administrators (A)	25,459	9,935	39.0%	3,125	12.3%	4,053	15.9%	8,346	32.8%	11,062	43.5%	14,397	56.5%
Administrative Support (C)	45,093	17,644	39.1%	8,050	17.9%	15,208	33.7%	4,186	9.3%	8,212	18.2%	36,881	81.8%
Service and Maintenance (M)	13,386	1,868	14.0%	3,171	23.7%	4,865	36.3%	3,482	26.0%	7,389	55.2%	5,997	44.8%
Professional (P)	186,455	73,372	39.4%	21,104	11.3%	32,375	17.4%	59,598	32.0%	78,501	42.1%	107,954	57.9%
Paraprofessionals (Q)	19,167	4,814	25.1%	6,777	35.4%	5,696	29.7%	1,878	9.8%	5,352	27.9%	13,815	72.1%
Protective Services (R)	51,236	8,169	15.9%	18,690	36.5%	12,723	24.8%	11,654	22.7%	26,358	51.4%	24,878	48.6%
Skilled Craft Workers and Operatives (S)	7,684	486	6.3%	715	9.3%	1,993	25.9%	4,490	58.4%	6,917	90.0%	767	10.0%
Technicians (T)	46,185	13,132	28.4%	7,977	17.3%	12,665	27.4%	12,411	26.9%	19,655	42.6%	26,530	57.4%
Total	394,665	129,420	32.8%	69,609	17.6%	89,578	22.7%	106,045	26.9%	163,446	41.4%	231,219	58.6%

Table 2b: Fiscal Year 2021 – State Agency New Hires

Job Categories	Total New Hires	Caucasian	Caucasian %	African American	African American %	Hispanic	Hispanic %	Other Race/Ethnicity	Other Race/Ethnicity %	Male	Male %	Female	Female %
Officials, Administrators (A)	1,876	750	40.0%	234	12.5%	251	13.4%	641	34.2%	824	43.9%	1,052	56.1%
Administrative Support (C)	9,818	3,694	37.6%	1,370	14.0%	3,432	35.0%	1,320	13.4%	2,469	25.1%	7,349	74.9%
Service and Maintenance (M)	2,398	425	17.7%	583	24.3%	771	32.2%	619	25.8%	1,213	50.6%	1,185	49.4%
Professional (P)	27,201	10,880	40.0%	2,991	11.0%	5,057	18.6%	8,270	30.4%	11,320	41.6%	15,881	58.4%
Paraprofessionals (Q)	4,333	1,011	23.3%	1,561	36.0%	1,219	28.1%	541	12.5%	1,494	34.5%	2,839	65.5%
Protective Services (R)	10,996	1,880	17.1%	4,271	38.8%	2,654	24.1%	2,191	19.9%	5,192	47.2%	5,804	52.8%
Skilled Craft Workers and Operatives (S)	818	47	5.7%	79	9.7%	201	24.6%	491	60.0%	722	88.3%	96	11.7%
Technicians (T)	9,377	2,933	31.3%	1,443	15.4%	2,602	27.7%	2,399	25.6%	3,775	40.3%	5,602	59.7%
Total	66,817	21,620	32.4%	12,532	18.8%	16,187	24.2%	16,472	24.7%	27,009	40.4%	39,808	59.6%

Table 3a: Fiscal Year 2022 – State Agency Workforce Composition

Job Categories	Total New Hires	Caucasian	Caucasian %	African American	African American %	Hispanic	Hispanic %	Other Race/Ethnicity	Other Race/Ethnicity %	Male	Male %	Female	Female %
Officials, Administrators (A)	26,679	10,427	39.1%	3,424	12.8%	4,311	16.2%	8,515	31.9%	11,424	42.8%	15,255	57.2%
Administrative Support (C)	46,253	17,872	38.6%	8,448	18.3%	15,586	33.7%	4,341	9.4%	8,516	18.4%	37,737	81.6%
Service and Maintenance (M)	13,371	1,911	14.3%	3,032	22.7%	4,972	37.2%	3,456	25.8%	7,379	55.2%	5,992	44.8%
Professional (P)	196,408	77,547	39.5%	22,503	11.5%	34,893	17.8%	61,459	31.3%	81,450	41.5%	114,958	58.5%
Paraprofessionals (Q)	17,614	4,432	25.2%	5,949	33.8%	5,546	31.5%	1,686	9.6%	4,832	27.4%	12,782	72.6%
Protective Services (R)	48,589	7,638	15.7%	18,253	37.6%	12,257	25.2%	10,441	21.5%	24,379	50.2%	24,210	49.8%
Skilled Craft Workers and Operatives (S)	7,973	536	6.7%	753	9.4%	2,075	26.0%	4,609	57.8%	7,129	89.4%	844	10.6%
Technicians (T)	49,067	13,803	28.1%	8,632	17.6%	13,829	28.2%	12,803	26.1%	20,470	41.7%	28,597	58.3%
Total	405,954	134,166	33.0%	70,994	17.5%	93,469	23.0%	107,310	26.4%	165,579	40.8%	240,375	59.2%

Table 3b: Fiscal Year 2022 – State Agency New Hires

Job Categories	Total New Hires	Caucasian	Caucasian %	African American	African American %	Hispanic	Hispanic %	Other Race/Ethnicity	Other Race/Ethnicity %	Male	Male %	Female	Female %
Officials, Administrators (A)	2,484	997	40.1%	339	13.6%	353	14.2%	793	31.9%	1,062	42.8%	1,422	57.2%
Administrative Support (C)	13,070	4,671	35.7%	2,282	17.5%	4,561	34.9%	1,555	11.9%	3,067	23.5%	10,003	76.5%
Service and Maintenance (M)	3,009	545	18.1%	723	24.0%	1,042	34.6%	699	23.2%	1,535	51.0%	1,474	49.0%
Professional (P)	34,168	13,533	39.6%	4,136	12.1%	6,641	19.4%	9,857	28.8%	13,666	40.0%	20,502	60.0%
Paraprofessionals (Q)	4,789	1,074	22.4%	1,610	33.6%	1,558	32.5%	547	11.4%	1,542	32.2%	3,247	67.8%
Protective Services (R)	11,695	1,901	16.3%	4,845	41.4%	2,862	24.5%	2,087	17.8%	5,217	44.6%	6,478	55.4%
Skilled Craft Workers and Operatives (S)	915	51	5.6%	103	11.3%	255	27.9%	506	55.3%	804	87.9%	111	12.1%
Technicians (T)	13,384	3,790	28.3%	2,512	18.8%	3,851	28.8%	3,231	24.1%	5,275	39.4%	8,109	60.6%
Total	83,514	26,562	31.8%	16,550	19.8%	21,123	25.3%	19,275	23.1%	32,168	38.5%	51,346	61.5%

Chart 1: Comparison of Caucasian American populations in the statewide civilian workforce vs. state agencies workforce.

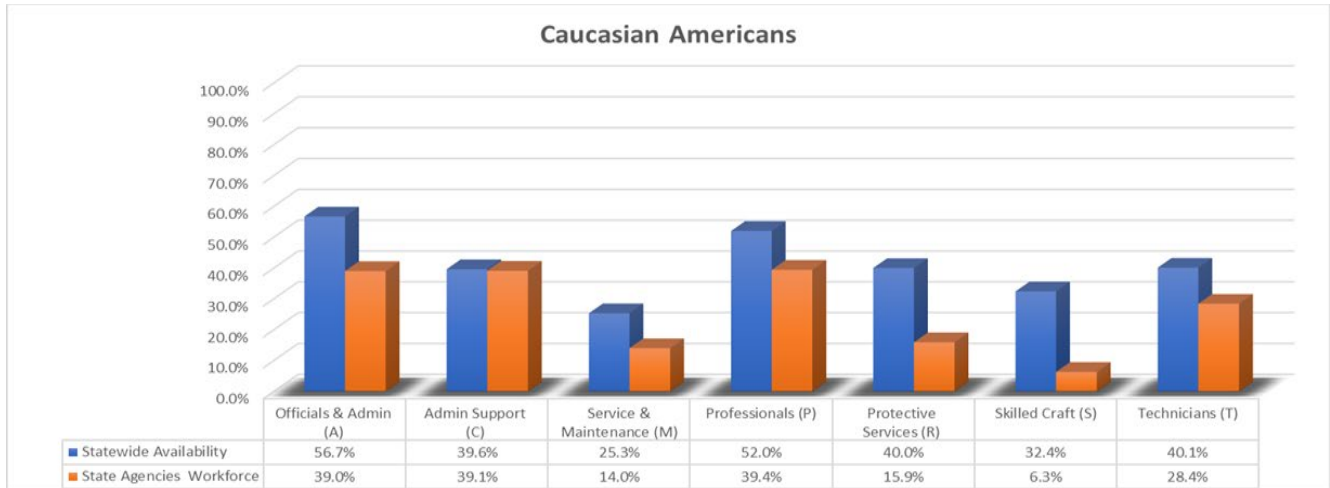


Chart 2: Comparison of African American populations in the statewide civilian workforce vs. state agencies workforce.

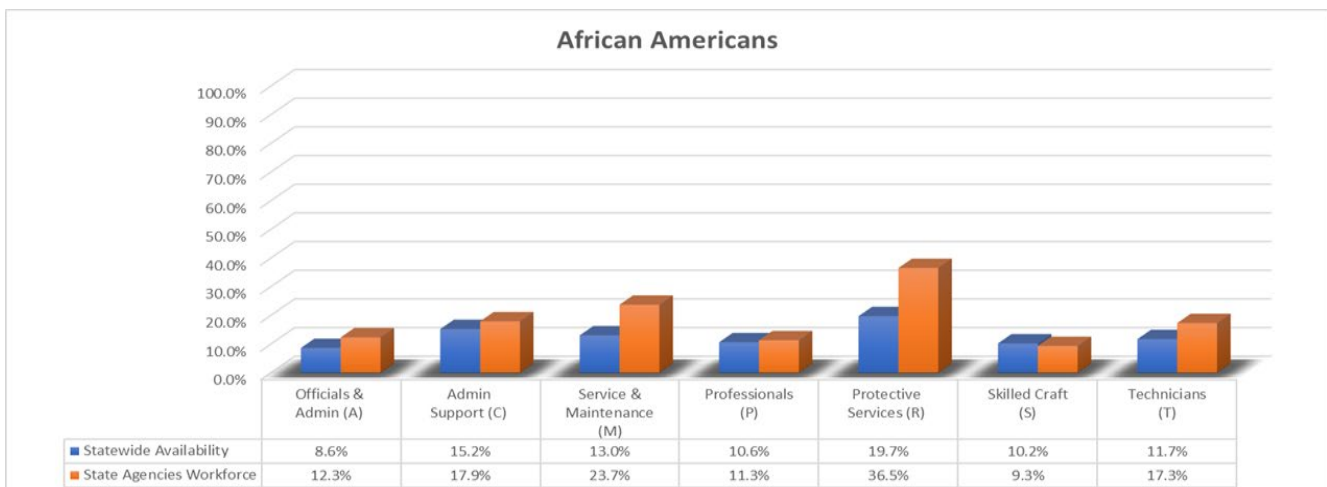


Chart 3: Comparison of Hispanic American populations in the statewide civilian workforce vs. state agencies workforce.

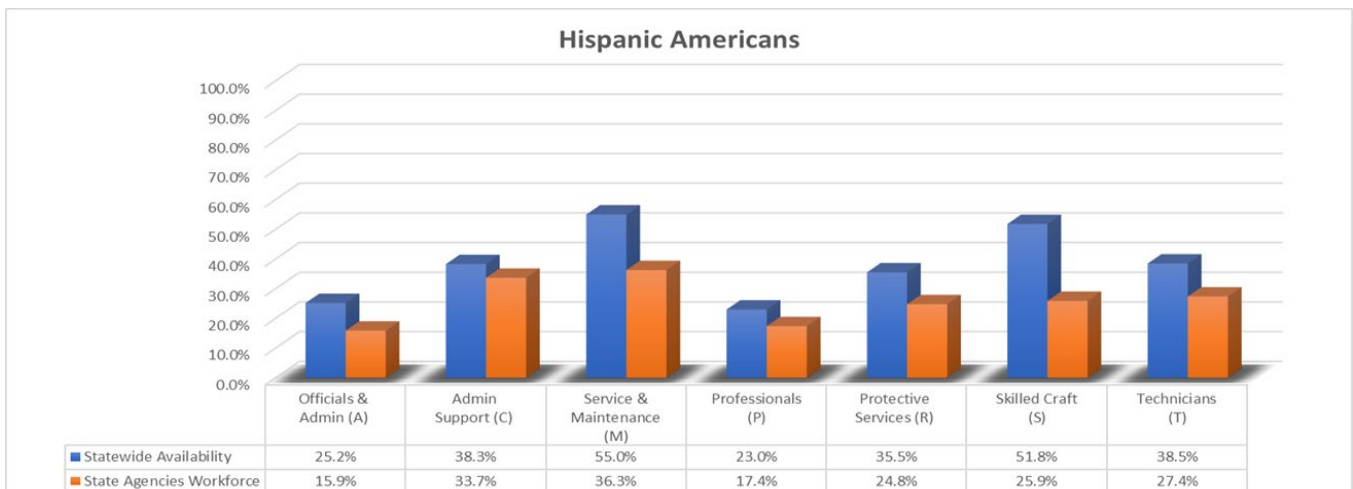


Chart 4: Comparison of Other Race/Ethnicity populations in the statewide civilian workforce vs. state agencies workforce.

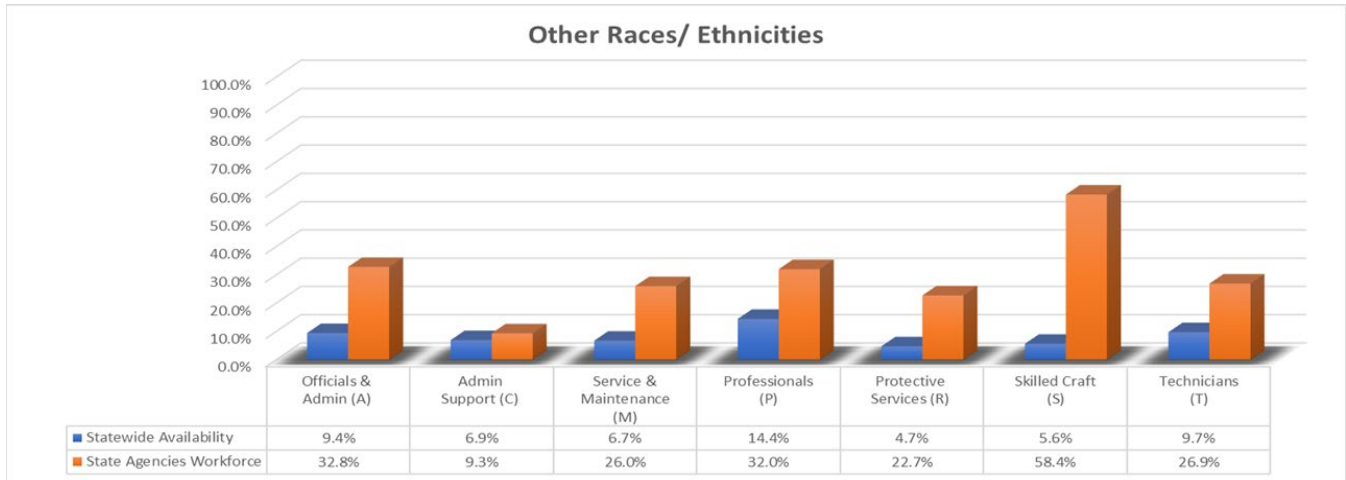


Chart 5: Comparison of Male populations in the statewide civilian workforce vs. state agencies workforce.

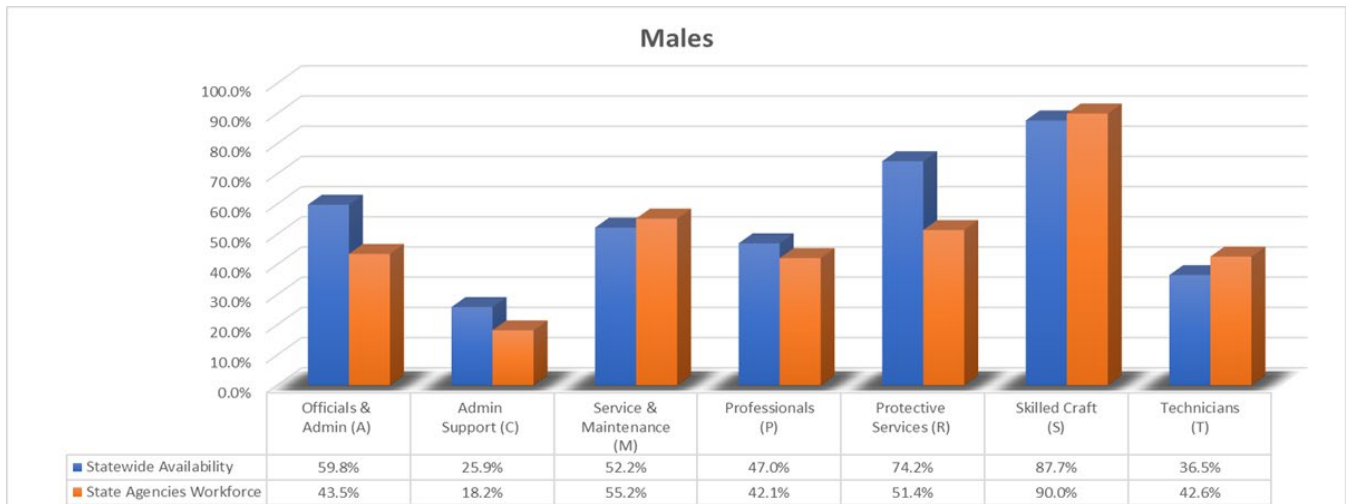


Chart 6: Comparison of Female populations in the statewide civilian workforce vs. state agencies workforce.

