

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 surrounded by a wreath of olive and oak branches.

Hiring Practices and Equal Employment Opportunity Report

Fiscal Years 2021-2022

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

A Message from the Executive Director

Enclosed is the biennial Hiring Practices and Equal Employment Opportunity Report for Fiscal Years 2021-2022 prepared by the Texas Workforce Commission's Civil Rights Division 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 (Statewide Civilian Workforce Composition), 21.504 (State Agencies 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 Hiring Practices and Equal Employment Opportunity 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 historically underrepresented 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 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, the following modification was made: Occupations 13-1011 through 13-2099 are cross walked 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/2021AccuracyPUMS.pdf).

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

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) 2021 and 2022

(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.

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.

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.

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.

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.

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)	1,529,531	867,629	56.7%	132,263	8.6%	386,022	25.2%	615,544	40.2%	913,987	59.8%
Administrative Support (C)	1,649,754	653,858	39.6%	251,267	15.2%	631,294	38.3%	1,222,113	74.1%	427,641	25.9%
Service and Maintenance (M)	2,664,117	674,428	25.3%	345,700	13.0%	1,465,177	55.0%	1,272,333	47.8%	1,391,784	52.2%
Professional (P)	3,489,851	1,814,578	52.0%	370,399	10.6%	801,191	23.0%	1,849,090	53.0%	1,640,761	47.0%
Protective Services (R)	299,679	119,897	40.0%	59,161	19.7%	106,407	35.5%	77,195	25.8%	222,484	74.2%
Skilled Craft Workers and Operatives (S)	2,309,962	748,167	32.4%	236,287	10.2%	1,196,774	51.8%	284,147	12.3%	2,025,815	87.7%
Technical (T)	491,553	197,201	40.1%	57,462	11.7%	189,145	38.5%	312,179	63.5%	179,374	36.5%
Total	12,434,447	5,075,758	40.8%	1,452,539	11.7%	4,776,010	38.4%	5,632,601	45.3%	6,801,846	54.7%

Source: Data are obtained from the **2021 1-Year ACS PUMS Data** file.

Table 2a: Statewide Agencies Workforce Composition - Fiscal Year 2022

Job Categories	Total Employees	Black #	Black %	Hispanic #	Hispanic %	Female #	Female %	Male #	Male %
Officials, Administrators (A)	26,617	3,421	12.9%	4,300	16.2%	15,219	57.2%	11,398	42.8%
Administrative Support (C)	46,115	8,431	18.3%	15,532	33.7%	37,614	81.6%	8,501	18.4%
Service and Maintenance (M)	13,352	3,023	22.6%	4,965	37.2%	5,992	44.9%	7,360	55.1%
Professional (P)	196,435	22,507	11.5%	34,886	17.8%	114,952	58.5%	81,483	41.5%
Para-Professionals (Q)	17,603	5,949	33.8%	5,535	31.4%	12,772	72.6%	4,831	27.4%
Protective Services (R)	48,585	18,251	37.6%	12,256	25.2%	24,205	49.8%	24,380	50.2%
Skilled Craft Workers and Operatives (S)	7,974	753	9.4%	2,072	26.0%	845	10.6%	7,129	89.4%
Technicians (T)	49,099	8,638	17.6%	13,840	28.2%	28,628	58.3%	20,471	41.7%
Total	405,780	70,973	17.5%	93,386	23.0%	240,227	59.2%	165,553	40.8%

**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.*

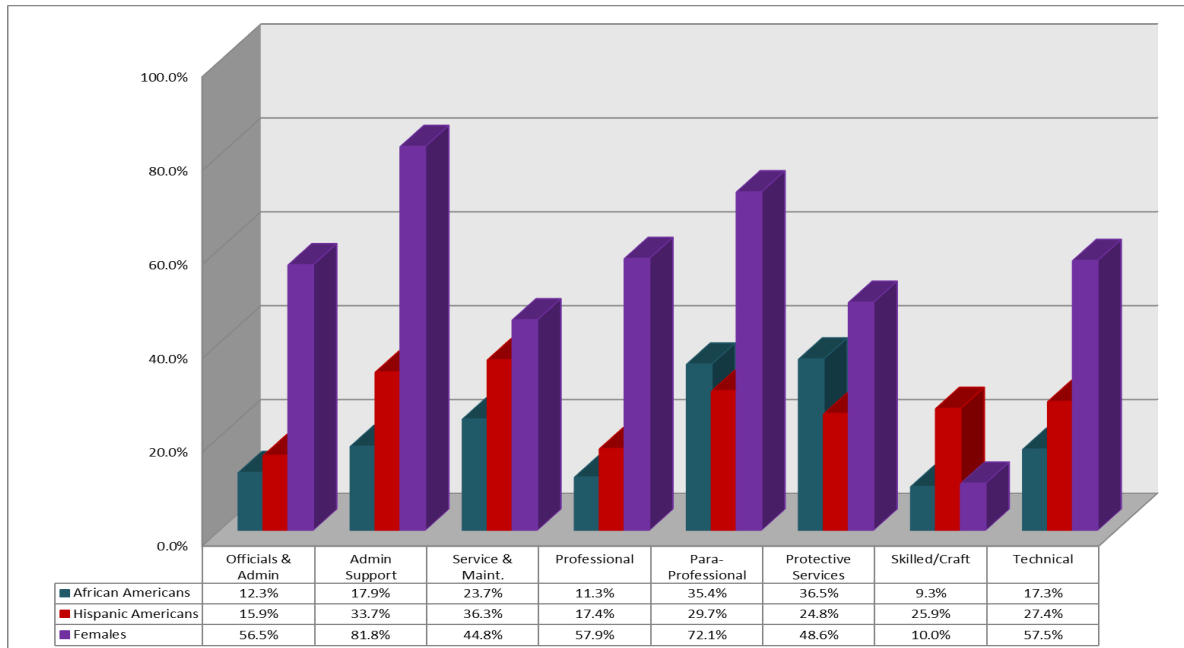
Table 2b: Statewide Agencies Workforce Composition – Fiscal Year 2021

Job Categories	Total Employees	Black #	Black %	Hispanic #	Hispanic %	Female #	Female %	Male #	Male %
Officials, Administrators (A)	25,406	3,123	12.3%	4,047	15.9%	14,367	56.5%	11,039	43.5%
Administrative Support (C)	44,967	8,036	17.9%	15,153	33.7%	36,763	81.8%	8,204	18.2%
Service and Maintenance (M)	13,396	3,173	23.7%	4,865	36.3%	6,004	44.8%	7,392	55.2%
Professional (P)	186,544	21,114	11.3%	32,385	17.4%	107,989	57.9%	78,555	42.1%
Para-Professionals (Q)	19,147	6,774	35.4%	5,689	29.7%	13,802	72.1%	5,345	27.9%
Protective Services (R)	51,235	18,690	36.5%	12,721	24.8%	24,877	48.6%	26,358	51.4%
Skilled Craft Workers and Operatives (S)	7,687	715	9.3%	1,994	25.9%	769	10.0%	6,918	90.0%
Technicians (T)	46,237	7,984	17.3%	12,677	27.4%	26,568	57.5%	19,669	42.5%
Total	394,619	69,609	17.6%	89,531	22.7%	231,139	58.6%	163,480	41.4%

**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.*

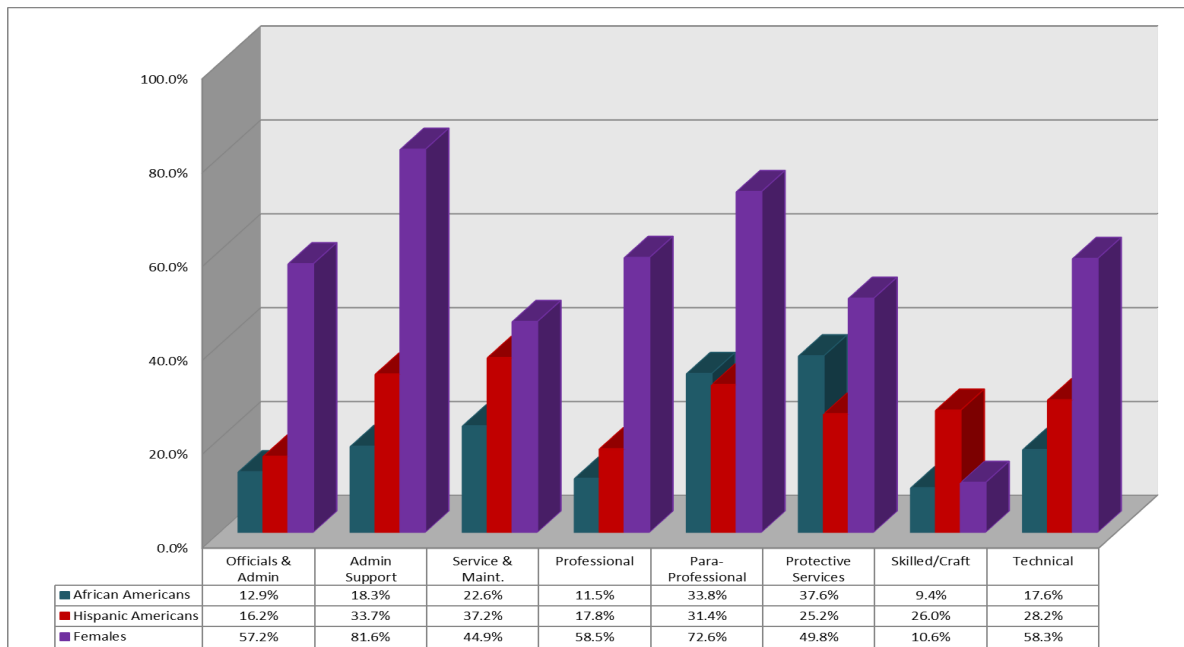
Statewide Agencies Workforce Composition

Chart 1: Statistical Availability of African Americans, Hispanic Americans, and Females in the Statewide Civilian Workforce – Fiscal Year 2021



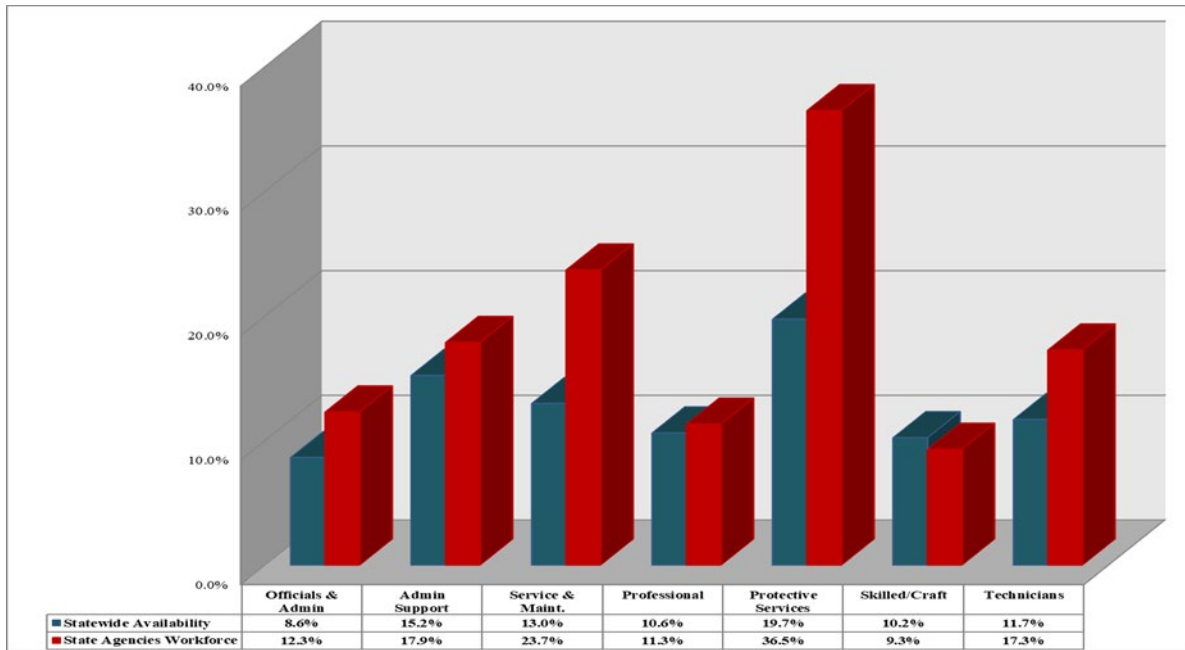
*2021 1-Year American Community Survey (ACS) data, US Census Bureau

Chart 2: Statistical Availability of African Americans, Hispanic Americans, and Females in the State Agencies Workforce – Fiscal Year 2022



*FY 2022 data.

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

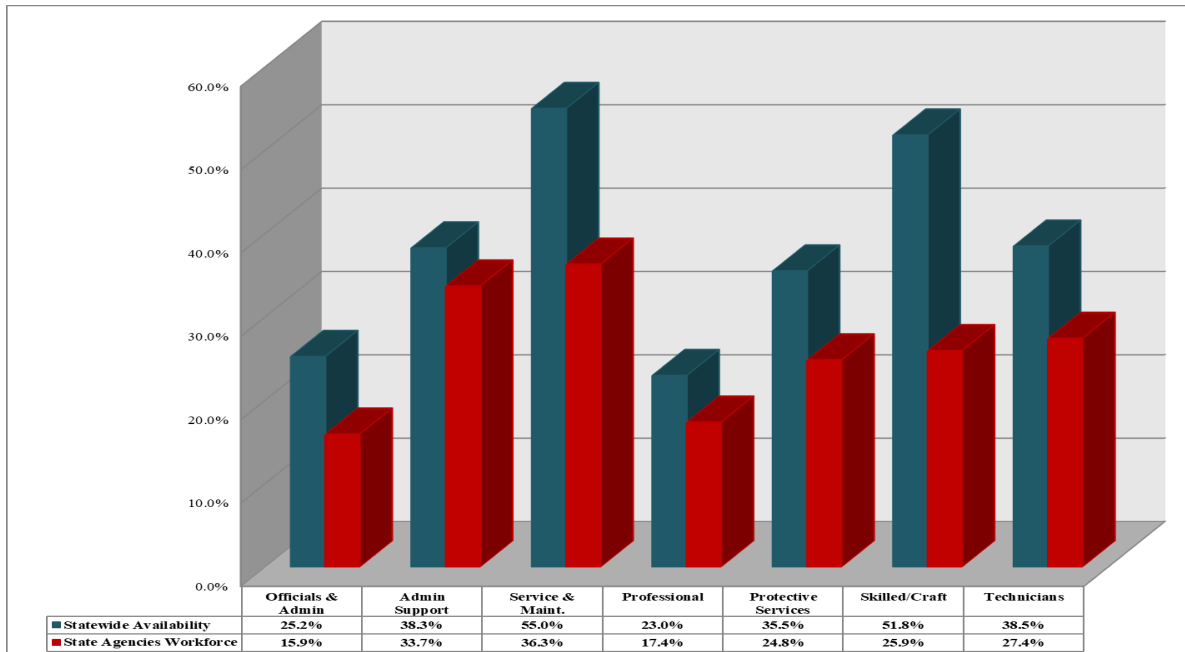


**FY 2021 data is used for State Agencies Workforce in order to match the Statewide Availability data derived from the 2021 1-Year American Community Survey (ACS) data.*

***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.*

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

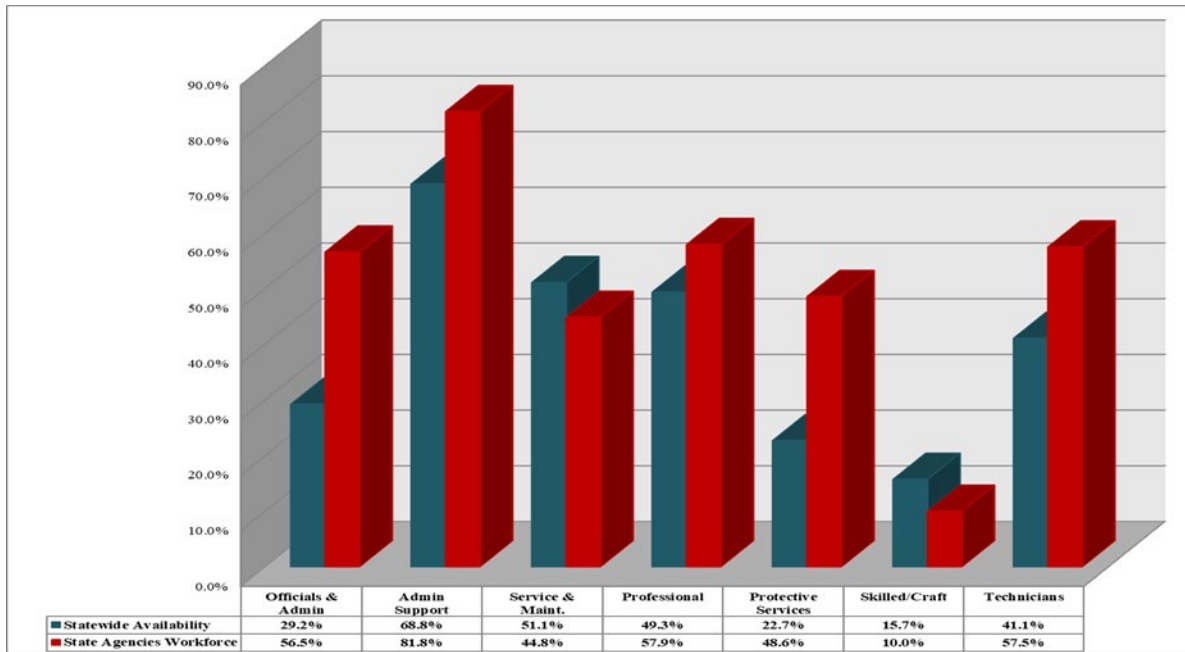


**FY 2021 data is used for State Agencies Workforce to match the Statewide Availability data derived from the 2021 1-Year American Community Survey (ACS) data.*

***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.*

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



**FY 2021 data is used for State Agencies Workforce to match the Statewide Availability data derived from the 2021 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.*

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, 2020 - August 31, 2021) - Fiscal Year 2021

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	25,406	6,775	7,976	14,751	1,032	2,091	3,123	1,655	2,392	4,047	1,577	1,908	3,485	11,039	14,367
C	44,967	2,785	13,650	16,435	1,090	6,946	8,036	2,923	12,230	15,153	1,406	3,937	5,343	8,204	36,763
M	13,396	2,953	1,488	4,441	1,504	1,669	3,173	2,403	2,462	4,865	532	385	917	7,392	6,004
P	186,544	40,939	51,938	92,877	6,364	14,750	21,114	12,532	19,853	32,385	18,720	21,448	40,168	78,555	107,989
Q	19,147	1,619	4,333	5,952	1,900	4,874	6,774	1,572	4,117	5,689	254	478	732	5,345	13,802
R	51,235	10,567	7,345	17,912	7,817	10,873	18,690	6,886	5,835	12,721	1,088	824	1,912	26,358	24,877
S	7,687	4,075	445	4,520	567	148	715	1,860	134	1,994	416	42	458	6,918	769
T	46,237	8,952	9,078	18,030	2,143	5,841	7,984	5,097	7,580	12,677	3,477	4,069	7,546	19,669	26,568
Total	394,619	78,665	96,253	174,918	22,417	47,192	69,609	34,928	54,603	89,531	27,470	33,091	60,561	163,480	231,139

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, 2021 - August 31, 2022) - Fiscal Year 2022

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	26,617	6,872	8,322	15,194	1,140	2,281	3,421	1,737	2,563	4,300	1,649	2,053	3,702	11,398	15,219
C	46,115	2,736	13,250	15,986	1,080	7,351	8,431	3,077	12,455	15,532	1,608	4,558	6,166	8,501	37,614
M	13,352	2,838	1,445	4,283	1,443	1,580	3,023	2,470	2,495	4,965	609	472	1,081	7,360	5,992
P	196,435	41,152	53,406	94,558	6,721	15,786	22,507	13,257	21,629	34,886	20,353	24,131	44,484	81,483	114,952
Q	17,603	1,456	3,893	5,349	1,673	4,276	5,949	1,471	4,064	5,535	231	539	770	4,831	12,772
R	48,585	9,368	6,684	16,052	7,413	10,838	18,251	6,526	5,730	12,256	1,073	953	2,026	24,380	24,205
S	7,974	4,133	485	4,618	583	170	753	1,934	138	2,072	479	52	531	7,129	845
T	49,099	8,958	9,038	17,996	2,181	6,457	8,638	5,486	8,354	13,840	3,846	4,779	8,625	20,471	28,628
Total	405,780	77,513	96,523	174,036	22,234	48,739	70,973	35,958	57,428	93,386	29,848	37,537	67,385	165,553	240,227

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, 2020 - August 31, 2021) - Fiscal Year 2021

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	1,879	408	476	884	78	157	235	100	152	252	235	273	508	821	1,058
C	9,838	637	2,206	2,843	253	1,120	1,373	898	2,536	3,434	689	1,499	2,188	2,477	7,361
M	2,410	465	305	770	243	342	585	354	419	773	157	125	282	1,219	1,191
P	27,381	4,761	6,674	11,435	1,005	2,002	3,007	2,060	3,020	5,080	3,575	4,284	7,859	11,401	15,980
Q	4,328	442	847	1,289	492	1,069	1,561	461	757	1,218	97	163	260	1,492	2,836
R	10,996	1,854	1,571	3,425	1,655	2,616	4,271	1,346	1,308	2,654	337	309	646	5,192	5,804
S	821	421	39	460	57	22	79	174	28	202	71	9	80	723	98
T	9,442	1,471	1,753	3,224	387	1,063	1,450	991	1,625	2,616	948	1,204	2,152	3,797	5,645
Total	67,095	10,459	13,871	24,330	4,170	8,391	12,561	6,384	9,845	16,229	6,109	7,866	13,975	27,122	39,973

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, 2021 - August 31, 2022) - Fiscal Year 2022

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	2,484	492	649	1,141	122	216	338	142	212	354	305	346	651	1,061	1,423
C	13,079	705	2,751	3,456	303	1,977	2,280	1,207	3,357	4,564	854	1,925	2,779	3,069	10,010
M	2,992	499	368	867	308	406	714	519	517	1,036	193	182	375	1,519	1,473
P	34,295	5,446	7,933	13,379	1,322	2,824	4,146	2,502	4,153	6,655	4,467	5,648	10,115	13,737	20,558
Q	4,789	448	846	1,294	497	1,113	1,610	498	1,061	1,559	99	227	326	1,542	3,247
R	11,694	1,756	1,496	3,252	1,681	3,165	4,846	1,450	1,411	2,861	331	404	735	5,218	6,476
S	917	419	40	459	70	33	103	226	27	253	89	13	102	804	113
T	13,429	1,952	2,084	4,036	549	1,967	2,516	1,502	2,363	3,865	1,284	1,728	3,012	5,287	8,142
Total	83,679	11,717	16,167	27,884	4,852	11,701	16,553	8,046	13,101	21,147	7,622	10,473	18,095	32,237	51,442

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

FY 2021

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	279	11.8	18.6	47.3	7,231	12.7	20.4	53.3	8.4	25.1	39.4
C	2,815	20.8	30.7	83.2	17,727	21.1	33.2	84.5	14.5	36.9	75.3
M	943	21.0	35.0	49.9	5,132	25.8	31.7	48.0	13.3	53.4	47.9
P	5,025	18.1	21.9	61.1	51,205	17.2	24.3	60.6	10.8	22.0	54.5
Q	4,326	36.2	28.0	65.5	19,149	36.0	29.7	72.1	0.0	0.0	0.0
R	10,577	38.3	24.0	52.0	48,940	35.4	24.6	47.6	20.9	30.6	24.5
S	432	7.4	23.4	3.5	3,935	7.4	23.8	5.0	10.8	52.0	12.0
T	2,329	20.2	34.0	52.5	17,508	18.9	34.7	50.5	15.5	35.2	65.0
Total	26,726	29.4	26.2	58.3	170,827	25.0	27.1	57.6			

*Civilian Labor Force data calculated from 2021 1-Year American Community Survey (ACS)

FY 2022

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	392	13.8	15.3	55.4	7,466	13.0	20.4	53.9	8.4	25.1	39.4
C	3,777	23.5	31.9	83.4	17,494	21.4	33.6	84.1	14.5	36.9	75.3
M	1,021	24.0	32.8	50.9	4,968	25.5	32.1	47.0	13.3	53.4	47.9
P	7,139	18.4	24.3	62.6	53,759	17.3	24.8	61.2	10.8	22.0	54.5
Q	4,790	33.6	32.5	67.8	17,604	33.8	31.5	72.6	0.0	0.0	0.0
R	10,947	40.8	24.2	54.2	46,113	37.0	24.9	48.8	20.9	30.6	24.5
S	437	8.9	25.2	5.3	4,142	7.6	24.1	5.1	10.8	52.0	12.0
T	4,534	25.0	34.7	56.4	18,687	19.6	35.4	52.3	15.5	35.2	65.0
Total	33,037	29.5	27.9	60.9	170,233	24.9	27.6	58.3			

*Civilian Labor Force data calculated from 2021 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 2021**

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	1,607	12.8	12.4	57.8	18,196	12.2	14.1	57.8	8.4	25.1	39.4
C	7,073	11.2	36.6	71.4	27,272	15.7	33.8	79.9	14.5	36.9	75.3
M	1,475	26.2	30.4	49.1	8,264	22.4	39.2	42.8	13.3	53.4	47.9
P	22,499	9.4	17.8	57.7	135,468	9.1	14.7	56.9	10.8	22.0	54.5
R	417	53.0	27.1	71.9	2,290	49.6	30.1	69.5	20.9	30.6	24.5
S	391	12.0	26.0	21.5	3,753	11.3	28.1	15.2	10.8	52.0	12.0
T	7,165	13.8	25.7	62.2	28,783	16.3	23.0	61.7	15.5	35.2	65.0
Total	40,627	11.7	22.9	60.4	224,026	12.0	19.5	59.3			

*Civilian Labor Force data calculated from 2021 1-Year American Community Survey (ACS)

FY 2022

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	2,098	13.6	14.1	57.6	19,169	12.8	14.5	58.5	8.4	25.1	39.4
C	9,324	15.0	36.2	73.8	28,644	16.3	33.8	80.0	14.5	36.9	75.3
M	1,977	23.8	35.3	28.3	8,389	20.9	40.1	43.6	13.3	53.4	47.9
P	27,272	10.4	18.1	59.2	142,777	9.3	15.1	57.5	10.8	22.0	54.5
R	748	50.8	28.6	73.0	2,472	48.4	30.9	69.7	20.9	30.6	24.5
S	483	13.3	29.6	19.0	3,835	11.5	28.0	16.6	10.8	52.0	12.0
T	8,911	15.5	25.7	62.8	30,431	16.2	23.7	62.0	15.5	35.2	65.0
Total	50,813	13.4	21.2	61.8	235,717	12.2	19.7	59.9			

*Civilian Labor Force data calculated from 2021 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.