
EQUAL EMPLOYMENT OPPORTUNITY AND MINORITY HIRING PRACTICES REPORT FISCAL YEARS 2017-2018

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



A Message from the Commissioners

Enclosed is the combined Fiscal Years 2017-2018 Equal Employment Opportunity and Minority Hiring Practices Report 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.

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

Sincerely,



Ruth R. Hughs
TWC Chair and
Commissioner Representing Employers



Julian Alvarez III
Commissioner Representing Labor



Robert D. Thomas
Commissioner Representing the Public

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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 2016 1-Year American Community Survey (ACS) Public Use Microdata Sample (PUMS) file.
2. Initial tabulations were based on the nine 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 four race/ethnicity groups (White alone not Hispanic; Black alone not Hispanic; Other not Hispanic and Hispanic) are mutually exclusive.
6. 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
 - g) Two or More Races
7. 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/2016AccuracyPUMS.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) 2017

and 2018 (Attachments I 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, while 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 2016. 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 and Technicians job categories. 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, Professional, 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 <http://www.texasworkforce.org/civilrights>.

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: Officials and Administrators (A) category includes occupations requiring administrative and managerial personnel who set policies and direct individual departments. Administrative Support (C) category includes all clerical-type work regardless of level of difficulty. Professional (P) category includes occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Protective Services (R) category includes occupations in which workers are entrusted with public safety, security and protection from destructive forces. Skilled Craft Worker (S) category includes occupations in which workers perform duties that result in or contribute to comfort, convenience, hygiene, or safety of the general public. 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:

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.

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

- 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.
- The State category “Protective Services” was extracted from the Census “Service Workers” to become a standalone category.
- The State category “Skilled Craft Workers” and “Operatives” was created by combining the Census categories “Craft Workers” and “Operatives”.
- 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).

Table I: Statewide Civilian Workforce Composition

Job Categories	Total Employees	Caucasian #	Caucasian %	Black #	Black %	Hispanic #	Hispanic %	Female #	Female %	Male #	Male %
Officials, Administrators (A)	1,348,247	839,760	62.3%	109,458	8.1%	302,293	22.4%	523,117	38.8%	825,130	61.2%
Administrative Support (C)	1,784,417	790,038	44.3%	255,335	14.3%	649,503	36.4%	1,278,037	71.6%	506,380	28.4%
Service and Maintenance (M)	2,530,786	739,586	29.2%	333,028	13.2%	1,325,982	52.4%	1,316,810	52.0%	1,213,976	48.0%
Professional (P)	2,836,345	1,630,751	57.5%	309,922	10.9%	575,259	20.3%	1,546,887	54.5%	1,289,458	45.5%
Protective Services (R)	264,149	120,206	45.5%	54,993	20.8%	81,723	30.9%	60,678	23.0%	203,471	77.0%
Skilled Craft Workers and Operatives (S)	2,382,595	827,402	34.7%	242,003	10.2%	1,226,412	51.5%	286,848	12.0%	2,095,747	88.0%
Technical (T)	377,937	179,394	47.5%	54,240	14.4%	110,232	29.2%	208,733	55.2%	169,204	44.8%
Total	11,524,476	5,127,137	44.5%	1,358,979	11.8%	4,271,404	37.1%	5,221,110	45.3%	6,303,366	54.7%

Source: 2016 1-Year PUMS file from the American Community Survey (ACS), U.S. Census Bureau.

Table 2a: Statewide Agencies Workforce Composition - Fiscal Year 2018

Job Categories	Total Employees	Caucasian #	Caucasian %	Black #	Black %	Hispanic #	Hispanic %	Female #	Female %	Male #	Male %
Officials, Administrators (A)	22,102	13,364	60.5%	2,529	11.4%	3,351	15.2%	11,984	54.2%	10,121	45.8%
Administrative Support (C)	47,366	19,419	41.0%	8,391	17.7%	15,861	33.5%	38,736	81.8%	8,609	18.2%
Service and Maintenance (M)	14,788	5,114	34.6%	3,655	24.7%	5,269	35.6%	6,574	44.5%	8,210	55.5%
Professional (P)	173,125	93,665	54.1%	19,157	11.1%	28,405	16.4%	97,509	56.3%	75,604	43.7%
Para-Professionals (Q)	21,866	6,990	32.0%	7,910	36.2%	6,511	29.8%	15,611	71.4%	6,257	28.6%
Protective Services (R)	52,971	20,628	38.9%	18,223	34.4%	13,032	24.6%	24,228	45.7%	28,743	54.3%
Skilled Craft Workers and Operatives (S)	10,407	6,252	60.1%	905	8.7%	2,869	27.6%	843	8.1%	9,564	91.9%
Technicians (T)	40,730	16,150	39.7%	7,510	18.4%	10,551	25.9%	24,735	60.7%	15,985	39.2%
Total	383,355	181,582	47.4%	68,280	17.8%	85,849	22.4%	220,220	57.4%	163,093	42.5%

**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.*

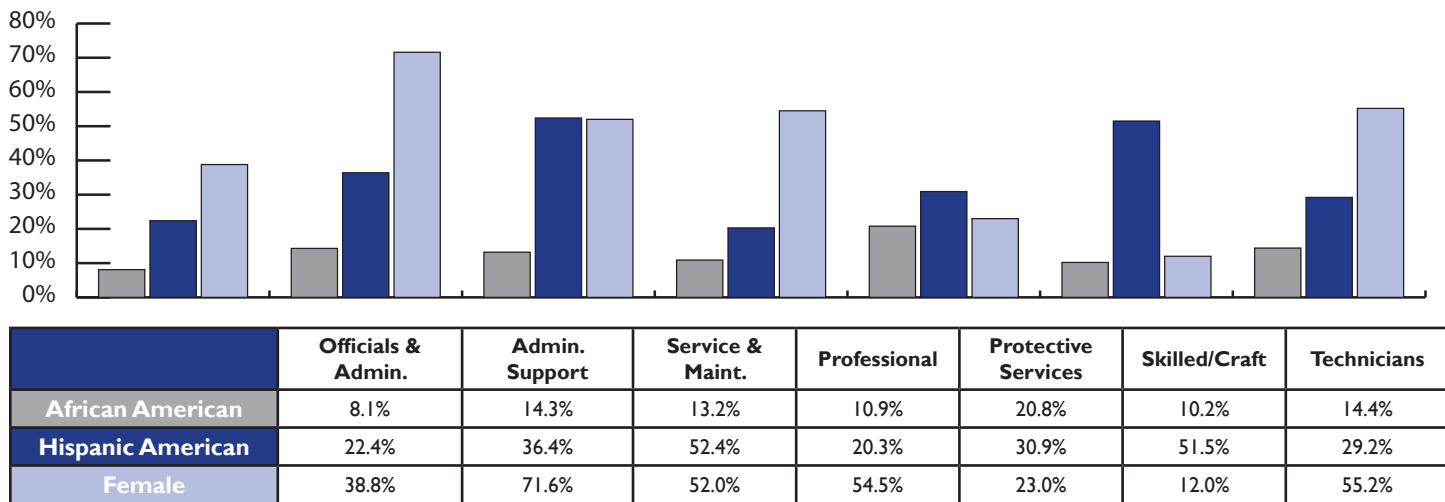
Table 2b: Statewide Agencies Workforce Composition - Fiscal Year 2017

Job Categories	Total Employees	Caucasian #	Caucasian %	Black #	Black %	Hispanic #	Hispanic %	Female #	Female %	Male #	Male %
Officials, Administrators (A)	21,628	13,217	61.1%	2,378	11.0%	3,221	14.9%	11,552	53.4%	10,074	46.6%
Administrative Support (C)	46,092	19,050	41.3%	8,413	18.3%	15,054	32.7%	37,323	81.0%	8,775	19.0%
Service and Maintenance (M)	13,613	4,736	34.8%	3,370	24.8%	4,873	35.8%	6,085	44.7%	7,533	55.3%
Professional (P)	173,878	95,839	55.1%	19,196	11.0%	28,157	16.2%	98,149	56.4%	75,710	43.5%
Para-Professionals (Q)	21,813	7,119	32.6%	7,728	35.4%	6,516	29.9%	15,363	70.4%	6,450	29.6%
Protective Services (R)	53,472	21,472	40.2%	18,190	34.0%	12,742	23.8%	23,888	44.7%	29,584	55.3%
Skilled Craft Workers and Operatives (S)	10,138	6,088	60.1%	904	8.9%	2,811	27.7%	811	8.0%	9,327	92.0%
Technicians (T)	38,235	15,141	39.6%	7,235	18.9%	9,893	25.9%	23,120	60.5%	15,123	39.6%
Total	378,869	182,662	48.2%	67,414	17.8%	83,267	22.0%	216,291	57.1%	162,576	42.9%

**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.*

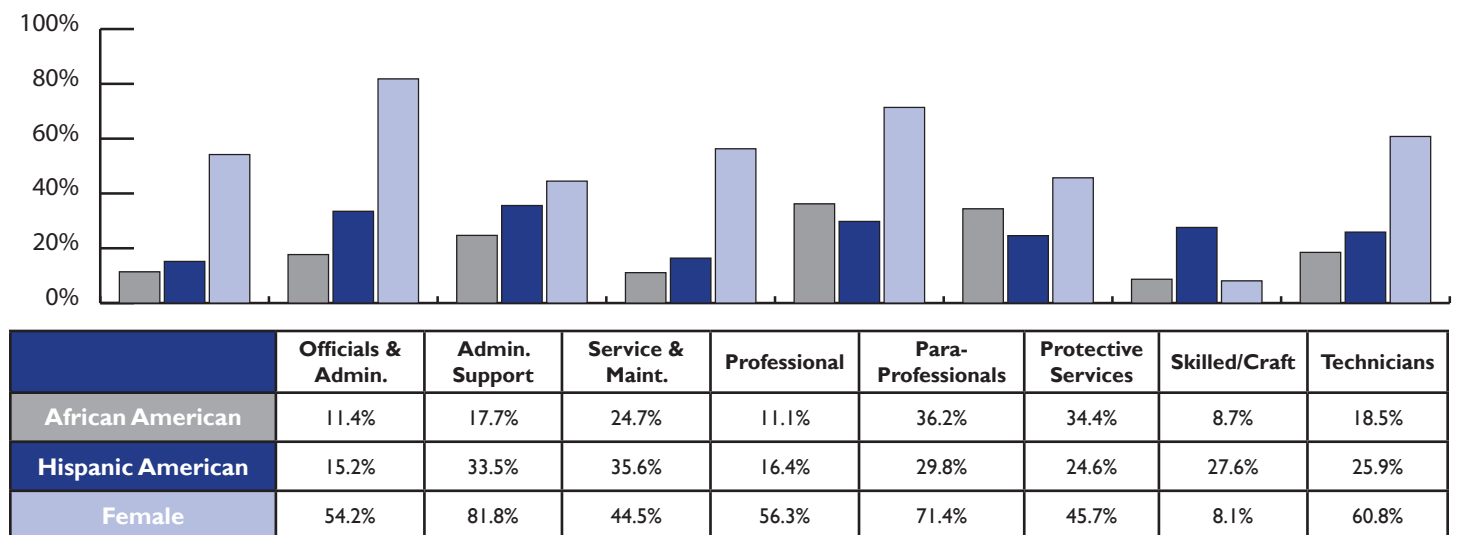
Statewide Agencies Workforce Composition

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



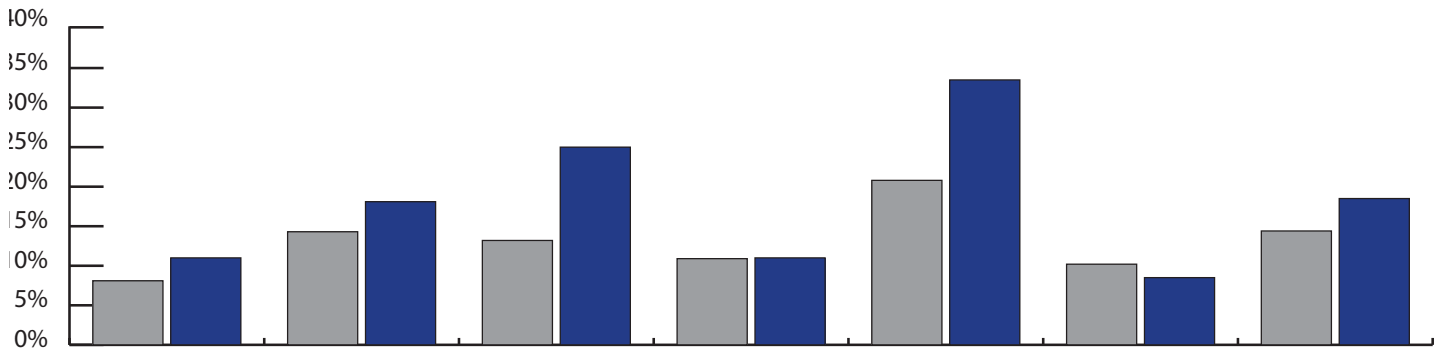
**2016 1-Year American Community Survey (ACS) data, US Census Bureau*

Chart 2: Statistical Availability of African Americans, Hispanic Americans and Females in the State Agencies Workforce – Fiscal Year 2018



**FY 2018 data.*

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



	Officials & Admin.	Admin. Support	Service & Maint.	Professional	Protective Services	Skilled/Craft	Technicians
Statewide Availability	8.1%	14.3%	13.2%	10.9%	20.8%	10.2%	14.4%
State Agencies Workforce	11.0%	18.1%	25.0%	11.0%	33.5%	8.5%	18.5%
Utilization	135.3%	126.3%	190.3%	100.7%	161.1%	83.5%	128.6%

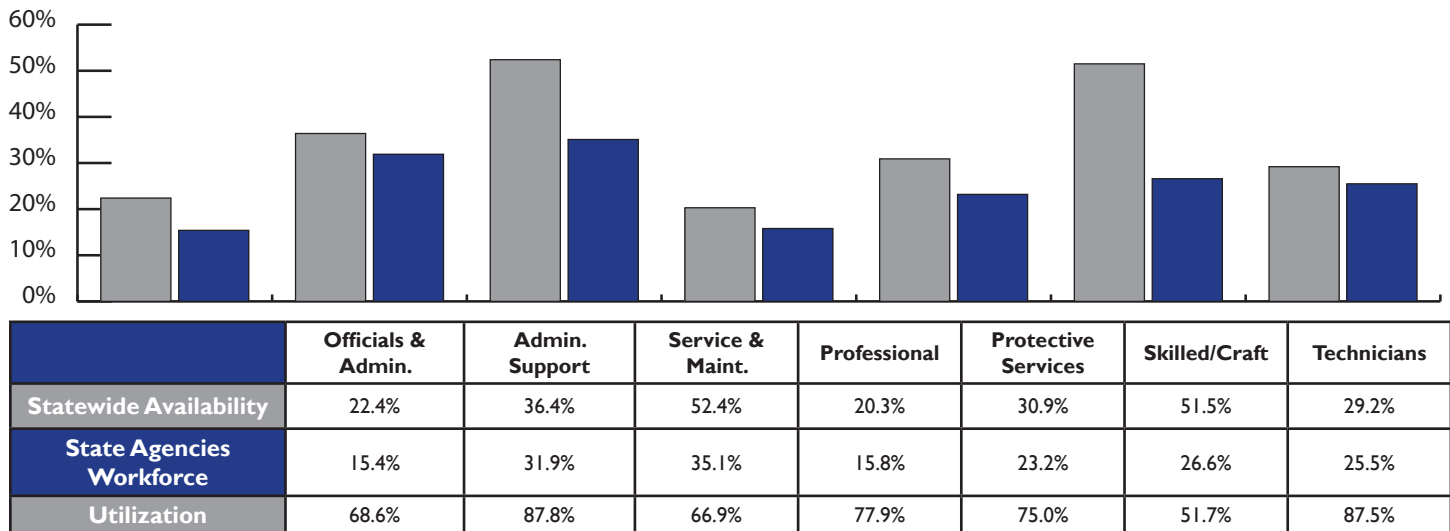
**FY 2016 data is used for State Agencies Workforce in order to match the Statewide Availability data derived from the 2016 1-Year American Community Survey (ACS) data.*

***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 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



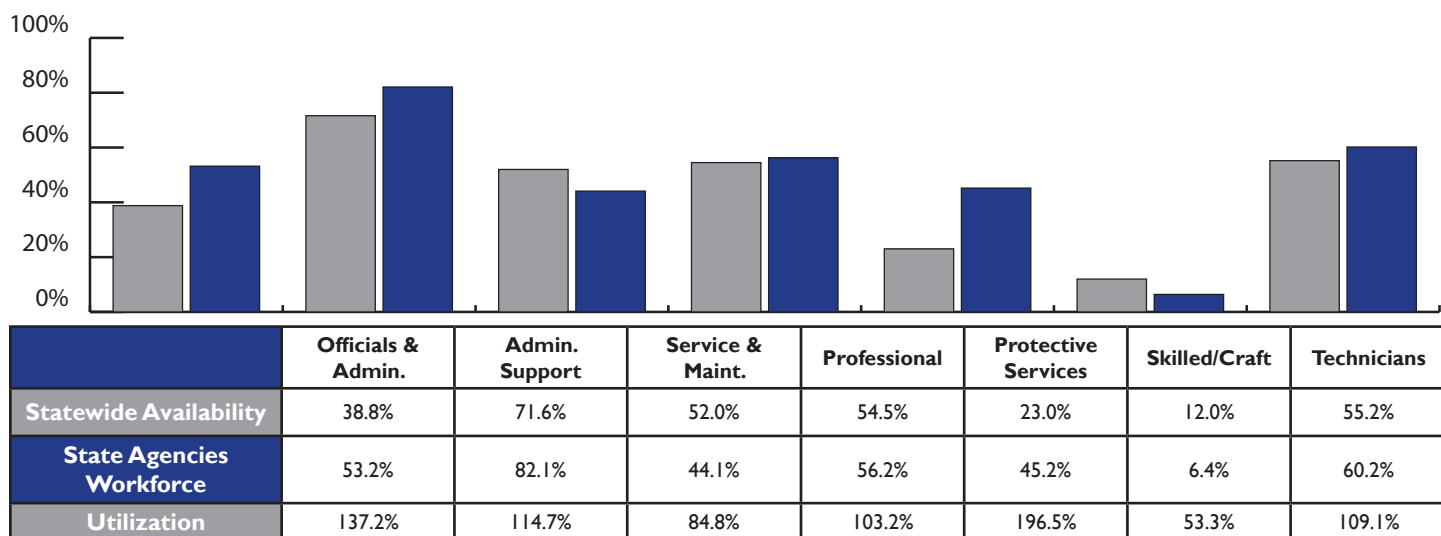
**FY 2016 data is used for State Agencies Workforce in order to match the Statewide Availability data derived from the 2016 1-Year American Community Survey (ACS) data.*

***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 and Technicians job categories. In applying the 80 percent benchmark of the EEOC, Hispanic Americans are potentially underutilized in the categories of Officials/Administration, Professional, Service and Maintenance, Protective Services, and Skilled Craft.

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



**FY 2016 data is used for State Agencies Workforce in order to match the Statewide Availability data derived from the 2016 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. 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 I: Statewide Agencies Workforce Summary (September 1, 2016 - August 31, 2017) - Fiscal Year 2017

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	21,628	6,528	6,689	13,217	814	1,566	2,380	1,406	1,816	3,222	1,325	1,484	2,809	10,073	11,515
C	46,092	3,330	15,716	19,046	1,190	7,222	8,412	3,047	12,006	15,053	1,204	2,377	3,581	8,771	37,179
M	13,613	3,036	1,699	4,735	1,640	1,727	3,367	2,470	2,402	4,872	384	255	639	7,530	6,083
P	173,878	43,529	52,332	95,861	6,021	13,174	19,195	11,059	17,096	28,155	15,112	15,555	30,667	75,721	98,095
Q	21,813	2,168	4,951	7,119	2,260	5,468	7,728	1,846	4,670	6,516	176	274	450	6,450	15,363
R	53,472	13,371	8,101	21,472	8,024	10,166	18,190	7,509	5,233	12,742	680	388	1,068	29,584	23,888
S	10,138	5,635	453	6,088	753	151	904	2,630	181	2,811	309	26	335	9,327	811
T	38,235	6,895	8,238	15,133	1,706	5,529	7,235	3,650	6,243	9,893	2,867	3,107	5,974	15,118	23,114
Total	378,869	84,492	98,179	182,671	22,408	45,003	67,411	33,617	49,647	83,264	22,058	23,466	45,524	162,574	216,048

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 Para-Professionals; (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, 2017 - August 31, 2018) - Fiscal Year 2018

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	22,102	6,490	6,874	13,364	869	1,660	2,529	1,417	1,934	3,351	1,348	1,516	2,864	10,118	11,984
C	47,366	3,143	16,276	19,419	1,162	7,229	8,391	3,150	12,711	15,861	1,124	2,520	3,644	8,630	38,736
M	14,788	3,320	1,794	5,114	1,757	1,898	3,655	2,691	2,578	5,269	443	304	747	8,214	6,574
P	173,125	42,726	50,939	93,665	6,022	13,135	19,157	11,320	17,085	28,405	15,552	16,350	31,902	75,616	97,509
Q	21,866	2,050	4,940	6,990	2,264	5,646	7,910	1,775	4,736	6,511	169	289	458	6,255	15,611
R	52,971	12,645	7,983	20,628	7,848	10,375	18,223	7,562	5,470	13,032	690	400	1,090	28,743	24,228
S	10,407	5,758	494	6,252	756	149	905	2,704	165	2,869	345	35	380	9,564	843
T	40,730	7,261	8,889	16,150	1,798	5,712	7,510	3,866	6,685	10,551	3,067	3,449	6,516	15,995	24,735
Total	383,355	83,393	98,189	181,582	22,476	45,804	68,280	34,485	51,364	85,849	22,738	24,863	47,601	163,135	220,220

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's 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 Para-Professionals; (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, 2016 - August 31, 2017) - Fiscal Year 2017

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	1,937	465	511	976	77	155	232	107	140	247	230	253	483	878	1,059
C	9,727	896	2,666	3,562	331	1,344	1,675	987	2,343	3,330	450	711	1,161	2,663	7,064
M	2,918	680	409	1,089	337	458	795	450	406	856	112	67	179	1,578	1,340
P	29,763	6,074	8,426	14,500	1,107	2,433	3,540	1,951	3,214	5,165	3,333	3,204	6,537	12,486	17,277
Q	5,777	739	1,068	1,807	726	1,446	2,172	582	1,094	1,676	60	62	122	2,107	3,670
R	9,907	2,157	1,461	3,618	1,717	2,101	3,818	1,346	942	2,288	96	87	183	5,316	4,591
S	1,066	583	32	615	82	12	94	294	16	310	43	4	47	1,002	64
T	7,809	1,210	1,767	2,977	359	902	1,261	652	1,087	1,739	948	892	1,840	3,161	4,648
Total	68,904	12,804	16,340	29,144	4,736	8,851	13,587	6,369	9,242	15,611	5,272	5,280	10,552	29,191	39,713

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's 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 Para-Professionals; (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, 2017 - August 31, 2018) - Fiscal Year 2018

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	2,272	608	697	1,305	102	152	254	130	147	277	210	225	435	1,051	1,221
C	13,359	898	4,066	4,964	366	1,755	2,121	1,240	3,462	4,702	564	982	1,538	3,094	10,265
M	5,233	920	827	1,747	585	894	1,479	766	987	1,753	124	128	252	2,397	2,836
P	34,278	6,672	9,935	16,607	1,324	2,976	4,300	2,301	3,575	5,876	3,676	3,851	7,533	13,941	20,337
Q	15,225	1,458	2,667	4,125	2,121	4,523	6,644	1,339	2,772	4,111	144	201	345	5,062	10,163
R	11,125	2,260	1,661	3,921	1,729	2,374	4,103	1,600	1,250	2,850	157	96	253	5,744	5,381
S	1,990	1,145	54	1,199	136	5	141	555	21	576	66	7	73	1,903	87
T	11,165	1,406	2,672	4,078	492	1,695	2,187	954	1,858	2,812	1,025	1,071	2,101	3,869	7,296
Total	94,647	15,367	22,579	37,946	6,855	14,374	21,229	8,885	14,072	22,957	5,965	6,561	12,530	37,061	57,586

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's 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 Para-Professionals; (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 2017

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	653	14.9%	20.4%	61.3%	6,084	12.3%	19.2%	49.7%	8.1%	22.4%	38.8%
C	2,853	22.9%	33.0%	82.9%	18,362	20.1%	32.7%	85.3%	14.3%	36.4%	71.6%
M	1,065	22.7%	30.5%	46.3%	5,504	24.8%	29.9%	48.3%	13.2%	52.4%	52.0%
P	8,090	20.4%	25.2%	67.8%	48,820	16.9%	22.7%	59.1%	10.9%	20.3%	54.5%
Q	5,774	37.6%	29.0%	63.5%	21,792	35.4%	29.9%	70.4%	N/A	N/A	N/A
R	9,624	38.0%	23.0%	45.5%	51,462	33.3%	23.6%	43.8%	20.8%	30.9%	23.0%
S	708	8.3%	28.1%	2.5%	6,477	7.3%	26.3%	3.8%	10.2%	51.5%	12.0%
T	1,680	28.2%	32.1%	67.2%	14,400	22.8%	34.1%	61.8%	14.4%	29.2%	55.2%
Total	30,447	29.6%	26.5%	58.9%	172,901	24.7%	26.1%	56.2%			

*Civilian Labor Force data calculated from 2016 1-Year American Community Survey (ACS)

FY 2018

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	839	14.1%	15.3%	58.9%	6,537	12.6%	19.5%	51.0%	8.1%	22.4%	38.8%
C	5,102	19.7%	30.5%	87.4%	18,126	20.3%	32.8%	85.6%	14.3%	36.4%	71.6%
M	3,271	26.5%	34.1%	58.8%	5,546	25.0%	30.6%	48.8%	13.2%	52.4%	52.0%
P	12,081	19.0%	20.5%	66.2%	50,562	17.1%	23.1%	58.7%	10.9%	20.3%	54.5%
Q	15,221	43.7%	27.0%	66.8%	21,854	36.2%	29.7%	71.4%	N/A	N/A	N/A
R	10,622	36.2%	25.4%	47.3%	51,001	33.8%	24.4%	44.8%	20.8%	30.9%	23.0%
S	1,495	655.0%	28.5%	3.0%	6,407	7.1%	26.7%	3.7%	10.2%	51.5%	12.0%
T	4,328	28.4%	29.5%	75.2%	14,450	23.0%	34.1%	62.6%	14.4%	29.2%	55.2%
Total	52,959	30.4%	26.0%	63.0%	174,483	24.9%	26.5%	56.7%			

*Civilian Labor Force data calculated from 2016 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 Para-Professionals; (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 2017

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	1,279	10.4%	8.7%	51.2%	15,472	10.5%	13.2%	54.9%	8.1%	22.4%	38.8%
C	6,858	14.9%	34.7%	68.3%	27,574	17.0%	32.6%	78.0%	14.3%	36.4%	71.6%
M	1,862	29.9%	28.6%	45.8%	8,117	24.7%	39.8%	42.2%	13.2%	52.4%	52.0%
P	21,634	8.7%	14.4%	54.4%	124,940	8.8%	13.7%	55.4%	10.9%	20.3%	54.5%
R	283	57.6%	27.6%	74.9%	2,009	52.6%	28.8%	67.5%	20.8%	30.9%	23.0%
S	358	9.8%	31.0%	12.8%	3,661	11.9%	30.2%	15.4%	10.2%	51.5%	12.0%
T	6,128	12.9%	19.6%	57.4%	23,817	16.6%	20.9%	59.7%	14.4%	29.2%	55.2%
Total	38,402	11.9%	19.6%	56.6%	205,590	12.0%	18.5%	57.8%	--	--	--

*Civilian Labor Force data calculated from 2016 1-Year American Community Survey (ACS)

FY 2018

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	1,427	9.5%	10.3%	50.9%	15,497	11.0%	13.3%	55.6%	8.1%	22.4%	38.8%
C	8,209	13.5%	38.2%	70.3%	29,024	16.2%	33.9%	79.4%	14.3%	36.4%	71.6%
M	1,958	31.4%	32.4%	46.5%	9,238	24.6%	38.7%	41.9%	13.2%	52.4%	52.0%
P	22,225	9.0%	15.3%	55.6%	122,439	8.6%	13.6%	55.4%	10.9%	20.3%	54.5%
R	504	51.4%	30.4%	71.6%	1,968	50.9%	31.0%	68.8%	20.8%	30.9%	23.0%
S	494	8.7%	30.4%	8.3%	3,999	11.2%	29.0%	15.1%	10.2%	51.5%	12.0%
T	6,836	14.1%	22.5%	59.4%	26,248	16.0%	21.4%	59.8%	14.4%	29.2%	55.2%
Total	41,653	12.3%	22.0%	58.2%	208,413	11.9%	19.0%	58.0%	--	--	--

*Civilian Labor Force data calculated from 2016 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 Para-Professionals; (R) category is Protective Services; (S) category includes Skilled and Craft Workers; and (T) category is for Technicians.

