

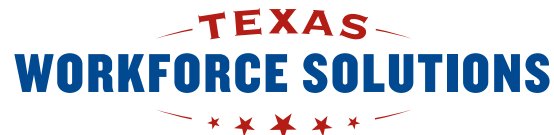


Equal Employment Opportunity and Minority Hiring Practices Report Fiscal Years 2015-2016

NEW HIRES AND WORKFORCE COMPOSITION FOR
STATE AGENCIES AND INSTITUTIONS
OF HIGHER EDUCATION



Texas Workforce Commission Mission:
To promote and support a workforce system
that creates value and offers employers,
individuals, and communities the opportunity
to achieve and sustain economic prosperity.



A Message from the Commissioners

Enclosed is the combined Fiscal Years 2015-2016 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 has been prepared to fulfill 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,



Andres Alcantar
TWC Chairman and
Commissioner Representing the Public



Ruth R. Hughs
Commissioner Representing Employers



Julian Alvarez III
Commissioner Representing Labor

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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 2015 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: (www.census.gov/programs-surveys/acs/methodology.html).

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) 2015 and

2016 (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 an indication of adverse impact, while a rate greater than 80 percent will generally not be regarded by Federal enforcement agencies as an indication 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 2015. 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, Professional and Technicians job categories. However, 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, 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 head of a state agency and institution of higher education should use this report and that entity's own analysis of its current workforce, as required by Texas Labor Code Section 21.501, to develop a recruitment plan which addresses any indication of 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: 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 which 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 are 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:

Note: For purposes of the following tables, the term “Black” equates to “African American.”

Table I: Statewide Civilian Workforce Composition

Job Categories	Total Employees	Caucasian #	Caucasian %	Black #	Black %	Hispanic #	Hispanic %	Female #	Female %	Male #	Male %
Officials, Administrators (A)	1,281,237	819,857	64.0%	95,152	7.4%	282,925	22.1%	479,176	37.4%	802,061	62.6%
Administrative Support (C)	1,791,763	811,282	45.3%	265,855	14.8%	624,146	34.8%	1,291,656	72.1%	500,107	27.9%
Service and Maintenance (M)	2,436,248	683,072	28.0%	317,281	13.0%	1,317,427	54.1%	1,242,849	51.0%	1,193,399	49.0%
Professional (P)	2,715,488	1,608,888	59.2%	283,718	10.4%	524,524	19.3%	1,502,422	55.3%	1,213,066	44.7%
Protective Services (R)	281,229	127,884	45.5%	55,670	19.8%	87,982	31.3%	71,963	25.6%	209,266	74.4%
Skilled Craft Workers and Operatives (S)	2,361,931	816,287	34.6%	249,999	10.6%	1,196,849	50.7%	273,484	11.6%	2,088,447	88.4%
Technical (T)	381,525	187,592	49.2%	54,779	14.4%	103,612	27.2%	211,028	55.3%	170,497	44.7%
Total	11,249,421	5,054,862	44.9%	1,322,454	11.8%	4,137,465	36.8%	5,072,578	45.1%	6,176,843	54.9%

Source: 2015 1-Year PUMS file from the American Community Survey (ACS), U.S. Census Bureau.

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 “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 2a: Statewide Agencies Workforce Composition - Fiscal Year 2016

Job Categories	Total Employees	Caucasian #	Caucasian %	Black #	Black %	Hispanic #	Hispanic %	Female #	Female %	Male #	Male %
Officials, Administrators (A)	21,373	13,051	61.1%	2,348	11.0%	3,286	15.4%	11,375	53.2%	9,998	46.8%
Administrative Support (C)	49,344	20,918	42.4%	8,921	18.1%	15,763	31.9%	40,517	82.1%	8,827	17.9%
Service and Maintenance (M)	14,590	5,169	35.4%	3,653	25.0%	5,115	35.1%	6,430	44.1%	8,160	55.9%
Professional (P)	169,578	94,594	55.8%	18,655	11.0%	26,804	15.8%	95,365	56.2%	74,213	43.8%
Para-Professionals (Q)	22,740	7,555	33.2%	7,967	35.0%	6,749	29.7%	16,012	70.4%	6,728	29.6%
Protective Services (R)	52,898	21,827	41.3%	17,743	33.5%	12,267	23.2%	23,908	45.2%	28,990	54.8%
Skilled Craft Workers and Operatives (S)	10,439	6,430	61.6%	885	8.5%	2,778	26.6%	668	6.4%	9,771	93.6%
Technicians (T)	42,959	17,284	40.2%	7,926	18.5%	10,961	25.5%	25,872	60.2%	17,087	39.8%
Total	383,921	186,828	48.7%	68,098	17.7%	83,723	21.8%	220,147	57.3%	163,774	42.7%

**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.*

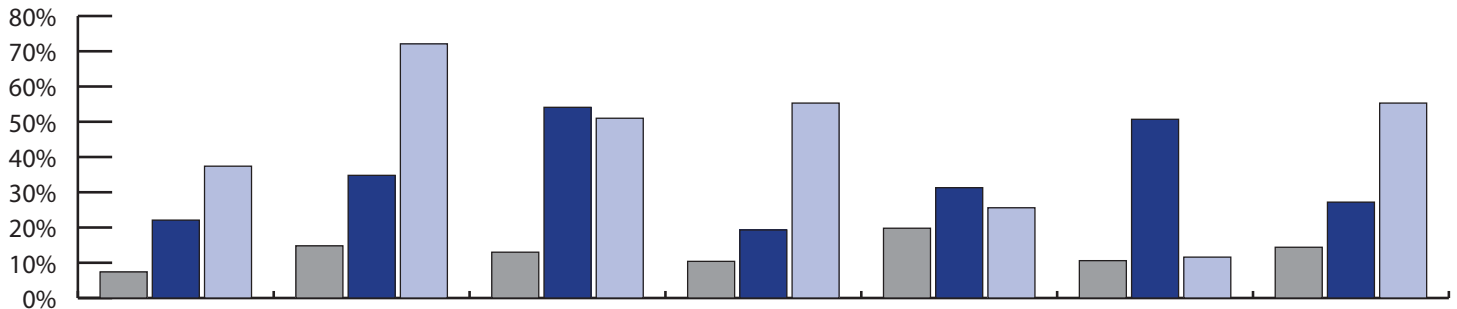
Table 2b: Statewide Agencies Workforce Composition - Fiscal Year 2015

Job Categories	Total Employees	Caucasian #	Caucasian %	Black #	Black %	Hispanic #	Hispanic %	Female #	Female %	Male #	Male %
Officials, Administrators (A)	20,371	12,618	61.9%	2,225	10.9%	3,255	16.0%	10,683	52.4%	9,688	47.6%
Administrative Support (C)	44,825	19,723	44.0%	8,457	18.9%	13,954	31.1%	37,376	83.4%	7,449	16.6%
Service and Maintenance (M)	14,218	5,146	36.2%	3,517	24.7%	4,959	34.9%	6,247	43.9%	7,971	56.1%
Professional (P)	163,449	93,278	57.1%	17,808	10.9%	25,748	15.8%	91,577	56.0%	71,872	44.0%
Para-Professionals (Q)	22,939	7,921	34.5%	7,900	34.4%	6,625	28.9%	16,223	70.7%	6,716	29.3%
Protective Services (R)	51,279	21,407	41.7%	17,273	33.7%	11,569	22.6%	23,598	46.0%	27,681	54.0%
Skilled Craft Workers and Operatives (S)	10,592	6,568	62.0%	906	8.6%	2,801	26.4%	671	6.3%	9,921	93.7%
Technicians (T)	45,531	18,719	41.1%	8,041	17.7%	11,856	26.0%	27,873	61.2%	17,658	38.8%
Total	373,204	185,380	49.7%	66,127	17.7%	80,767	21.6%	214,248	57.4%	158,956	42.6%

**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

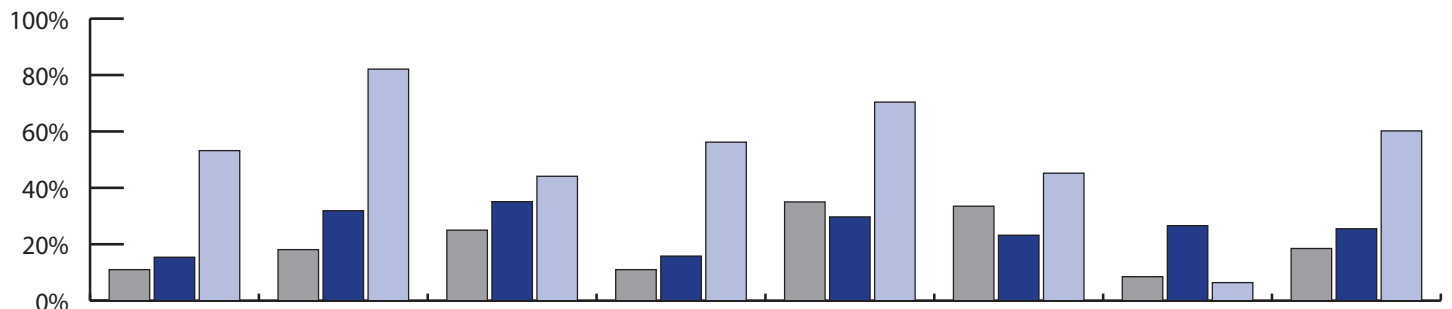
Chart 1: Statistical Availability of African Americans, Hispanic Americans, and Females in the Statewide Civilian Workforce



	Officials & Admin.	Admin. Support	Service & Maint.	Professional	Protective Services	Skilled/Craft	Technicians
African American	7.4%	14.8%	13.0%	10.4%	19.8%	10.6%	14.4%
Hispanic American	22.1%	34.8%	54.1%	19.3%	31.3%	50.7%	27.2%
Female	37.4%	72.1%	51.0%	55.3%	25.6%	11.6%	55.3%

*2015 1-Year American Community Survey (ACS) data, US Census Bureau

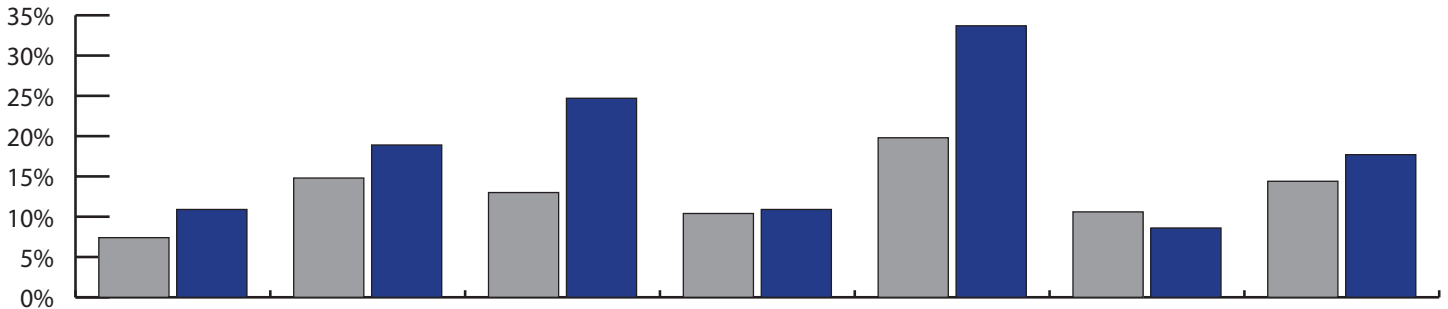
Chart 2: Statistical Availability of African Americans, Hispanic Americans, and Females in the State Agencies Workforce – Fiscal Year 2016



	Officials & Admin.	Admin. Support	Service & Maint.	Professional	Para-Professionals	Protective Services	Skilled/Craft	Technicians
African American	11.0%	18.1%	25.0%	11.0%	35.0%	33.5%	8.5%	18.5%
Hispanic American	15.4%	31.9%	35.1%	15.8%	29.7%	23.2%	26.6%	25.5%
Female	53.2%	82.1%	44.1%	56.2%	70.4%	45.2%	6.4%	60.2%

*FY 2016 data.

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



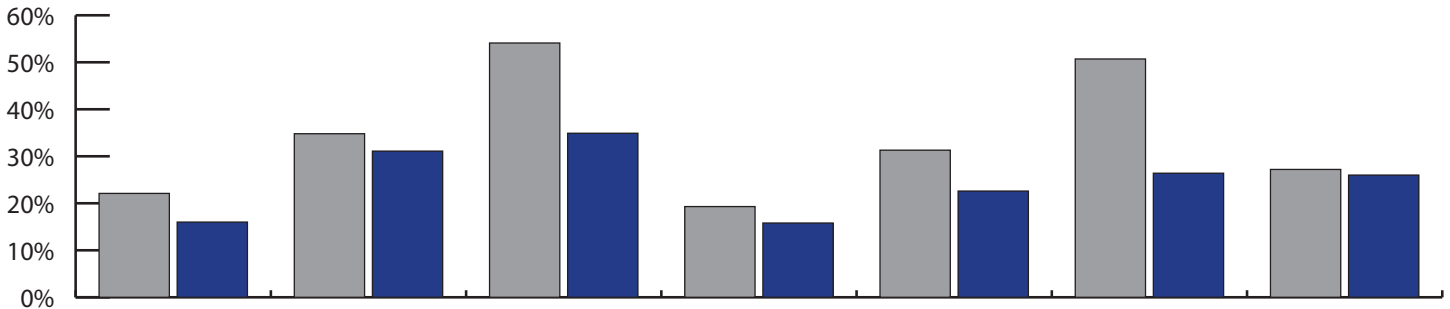
	Officials & Admin.	Admin. Support	Service & Maint.	Professional	Protective Services	Skilled/Craft	Technicians
Statewide Availability	7.4%	14.8%	13.0%	10.4%	19.8%	10.6%	14.4%
State Agencies Workforce	10.9%	18.9%	24.7%	10.9%	33.7%	8.6%	17.7%
Utilization	147.1%	127.2%	189.9%	104.3%	170.2%	80.8%	123.0%

**FY 2015 data is used for State Agencies Workforce in order to match the Statewide Availability data derived from the 2015 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.*

African Americans in state agencies are better represented in state agencies 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



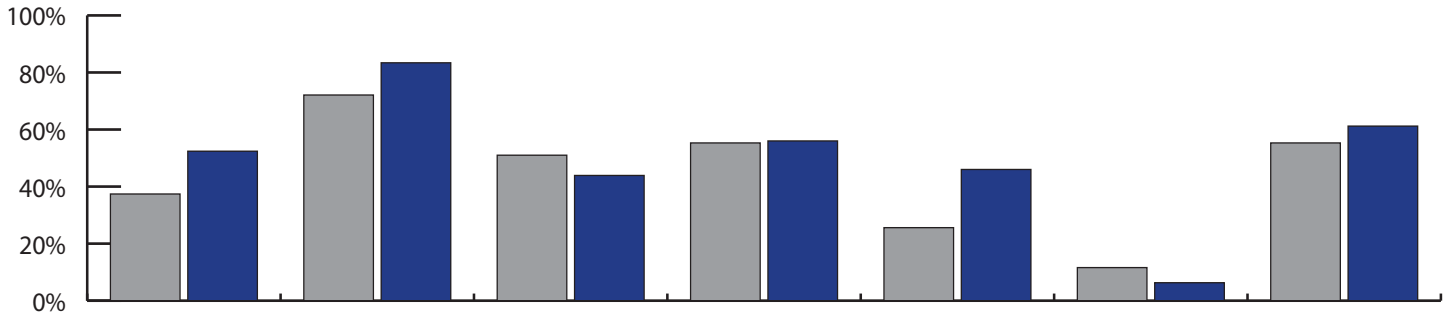
	Officials & Admin.	Admin. Support	Service & Maint.	Professional	Protective Services	Skilled/Craft	Technicians
Statewide Availability	22.1%	34.8%	54.1%	19.3%	31.3%	50.7%	27.2%
State Agencies Workforce	16.0%	31.1%	34.9%	15.8%	22.6%	26.4%	26.0%
Utilization	72.4%	89.4%	64.5%	81.6%	72.1%	52.2%	95.9%

**FY 2015 data is used for State Agencies Workforce in order to match the Statewide Availability data derived from the 2015 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.*

Hispanic Americans in state agencies are well represented relative to their availability in the workforce in the Administrative Support, Professional and Technicians job categories. However, in applying the 80 percent benchmark of the EEOC, there is an indication of underutilization in the categories of Officials/Administration, 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



	Officials & Admin.	Admin. Support	Service & Maint.	Professional	Protective Services	Skilled/Craft	Technicians
Statewide Availability	37.4%	72.1%	51.0%	55.3%	25.6%	11.6%	55.3%
State Agencies Workforce	52.4%	83.4%	43.9%	56.0%	46.0%	6.3%	61.2%
Utilization	140.2%	115.7%	86.1%	101.3%	179.8%	54.7%	110.7%

**FY 2015 data is used for State Agencies Workforce in order to match the Statewide Availability data derived from the 2015 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.*

Females in state agencies are better represented relative to their availability in the workforce in most job categories. However, in applying the 80 percent benchmark of the EEOC, there is an indication that females are underutilized in the Skilled Craft category.

VI. Attachments

Attachment I: Statewide Agencies Workforce Summary (September 1, 2014 - August 31, 2015) - Fiscal Year 2015

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	20,371	6,300	6,318	12,618	805	1,420	2,225	1,469	1,786	3,255	1,114	1,159	2,273	9,688	10,683
C	44,825	2,979	16,744	19,723	1,102	7,355	8,457	2,559	11,395	13,954	809	1,882	2,691	7,449	37,376
M	14,218	3,230	1,916	5,146	1,753	1,764	3,517	2,635	2,324	4,959	353	243	596	7,971	6,247
P	163,449	42,813	50,465	93,278	5,467	12,341	17,808	10,236	15,512	25,748	13,356	13,259	26,615	71,872	91,577
Q	22,939	2,406	5,515	7,921	2,258	5,642	7,900	1,865	4,760	6,625	187	306	493	6,716	16,223
R	51,279	12,981	8,426	21,407	7,371	9,902	17,273	6,670	4,899	11,569	659	371	1,030	27,681	23,598
S	10,592	6,195	373	6,568	783	123	906	2,657	144	2,801	286	31	317	9,921	671
T	45,531	8,266	10,453	18,719	1,848	6,193	8,041	4,134	7,722	11,856	3,410	3,505	6,915	17,658	27,873
Total	373,204	85,170	100,210	185,380	21,387	44,740	66,127	32,225	48,542	80,767	20,174	20,756	40,930	158,956	214,248

Note: 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, 2015 - August 31, 2016) - Fiscal Year 2016

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	21,373	6,403	6,648	13,051	832	1,516	2,348	1,477	1,809	3,286	1,286	1,402	2,688	9,998	11,375
C	49,344	3,345	17,573	20,918	1,232	7,689	8,921	2,995	12,768	15,763	1,255	2,487	3,742	8,827	40,517
M	14,590	3,268	1,901	5,169	1,826	1,827	3,653	2,682	2,433	5,115	384	269	653	8,160	6,430
P	169,578	43,264	51,330	94,594	5,736	12,919	18,655	10,565	16,239	26,804	14,648	14,877	29,525	74,213	95,365
Q	22,740	2,281	5,274	7,555	2,282	5,685	7,967	1,975	4,774	6,749	190	279	469	6,728	16,012
R	52,898	13,423	8,404	21,827	7,715	10,028	17,743	7,163	5,104	12,267	689	372	1,061	28,990	23,908
S	10,439	6,042	388	6,430	768	117	885	2,644	134	2,778	317	29	346	9,771	668
T	42,959	7,949	9,335	17,284	1,851	6,075	7,926	4,001	6,960	10,961	3,286	3,502	6,788	17,087	25,872
Total	383,921	85,975	100,853	186,828	22,242	45,856	68,098	33,502	50,221	83,723	22,055	23,217	45,272	163,774	220,147

Note: 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, 2014 - August 31, 2015) - Fiscal Year 2015

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	2,724	619	550	1,169	73	133	206	154	184	338	543	468	1,011	1,389	1,335
C	10,028	807	3,174	3,981	285	1,401	1,686	863	2,334	3,197	401	763	1,164	2,356	7,672
M	2,895	678	411	1,089	375	397	772	508	373	881	106	47	153	1,667	1,228
P	28,076	6,209	8,204	14,413	999	2,102	3,101	1,714	2,473	4,187	3,328	3,047	6,375	12,250	15,826
Q	5,971	704	1,221	1,925	699	1,498	2,197	604	1,139	1,743	42	64	106	2,049	3,922
R	9,931	2,094	1,650	3,744	1,611	2,143	3,754	1,284	931	2,215	133	85	218	5,122	4,809
S	1,274	782	35	817	93	7	100	295	14	309	39	9	48	1,209	65
T	10,746	1,615	2,336	3,951	443	1,408	1,851	898	1,537	2,435	1,293	1,216	2,509	4,249	6,497
Total	71,645	13,508	17,581	31,089	4,578	9,089	13,667	6,320	8,985	15,305	5,885	5,699	11,584	30,291	41,354

Note: 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, 2015 - August 31, 2016) - Fiscal Year 2016

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	2,614	548	633	1,181	95	127	222	211	210	421	395	395	790	1,249	1,365
C	12,906	972	3,529	4,501	390	1,676	2,066	1,114	3,466	4,580	681	1,078	1,759	3,157	9,749
M	3,426	686	439	1,125	450	461	911	652	556	1,208	108	74	182	1,896	1,530
P	33,871	7,204	8,909	16,113	1,203	2,326	3,529	2,463	3,417	5,880	4,303	4,046	8,349	15,173	18,698
Q	6,630	828	1,202	2,030	790	1,682	2,472	754	1,216	1,970	73	85	158	2,445	4,185
R	11,569	2,808	1,805	4,613	1,852	2,209	4,061	1,597	1,069	2,666	147	82	229	6,404	5,165
S	1,251	661	41	702	72	5	77	386	20	406	60	6	66	1,179	72
T	10,809	1,643	2,240	3,883	470	1,306	1,776	981	1,707	2,688	1,247	1,215	2,462	4,341	6,468
Total	83,076	15,350	18,798	34,148	5,322	9,792	15,114	8,158	11,661	19,819	7,014	6,981	13,995	35,844	47,232

Note: 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 2015

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	364	9.3%	12.1%	45.3%	5,750	11.4%	17.7%	48.7%	7.4%	22.1%	37.4%
C	3,137	21.2%	30.0%	85.6%	18,982	19.9%	32.3%	86.9%	14.8%	34.8%	72.1%
M	1,247	20.2%	30.7%	43.1%	5,853	24.9%	29.6%	46.9%	13.0%	54.1%	51.0%
P	6,015	18.1%	21.2%	61.8%	50,027	16.2%	21.9%	58.8%	10.4%	19.3%	55.3%
Q	5,967	36.8%	29.2%	65.7%	22,921	34.5%	28.9%	70.7%	N/A	N/A	N/A
R	9,400	36.9%	22.1%	47.3%	49,184	32.8%	22.4%	45.2%	19.8%	31.3%	25.6%
S	845	6.4%	25.3%	2.4%	6,870	7.1%	24.8%	3.6%	10.6%	50.7%	11.6%
T	2,368	29.8%	29.1%	70.0%	15,404	23.2%	33.0%	63.0%	14.4%	27.2%	55.3%
Total	29,343	28.8%	25.1%	58.4%	174,991	24.1%	25.3%	57.1%			

*Civilian Labor Force data calculated from 2015 1-Year American Community Survey (ACS)

FY 2016

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	397	13.1%	17.4%	54.2%	6,082	12.2%	18.5%	49.2%	7.4%	22.1%	37.4%
C	3,582	21.9%	32.0%	83.8%	19,216	20.2%	32.7%	86.3%	14.8%	34.8%	72.1%
M	1,334	25.2%	31.2%	47.2%	5,834	25.4%	30.0%	47.2%	13.0%	54.1%	51.0%
P	5,972	18.7%	21.3%	60.5%	50,650	16.6%	22.3%	59.2%	10.4%	19.3%	55.3%
Q	6,630	37.3%	29.7%	63.1%	22,731	35.0%	29.7%	70.4%	N/A	N/A	N/A
R	11,075	34.0%	23.0%	43.5%	50,748	32.7%	23.0%	44.3%	19.8%	31.3%	25.6%
S	729	6.0%	26.5%	3.4%	6,719	7.1%	25.4%	3.8%	10.6%	50.7%	11.6%
T	2,434	28.2%	31.5%	69.1%	15,346	23.3%	33.4%	62.8%	14.4%	27.2%	55.3%
Total	32,153	28.8%	26.1%	56.5%	177,326	24.3%	25.8%	56.8%			

*Civilian Labor Force data calculated from 2015 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 2015

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	2,361	7.2%	12.7%	49.6%	14,567	10.8%	15.3%	53.9%	7.4%	22.1%	37.4%
C	6,901	14.9%	32.3%	72.2%	26,193	17.9%	31.0%	80.3%	14.8%	34.8%	72.1%
M	1,664	31.4%	30.4%	41.6%	8,383	24.6%	38.6%	41.8%	13.0%	54.1%	51.0%
P	22,217	9.1%	13.1%	54.8%	113,686	8.6%	13.0%	54.8%	10.4%	19.3%	55.3%
R	532	54.1%	25.2%	68.6%	2,093	54.0%	25.8%	65.2%	19.8%	31.3%	25.6%
S	430	10.7%	22.1%	10.5%	3,727	11.2%	29.4%	11.4%	10.6%	50.7%	11.6%
T	8,352	13.7%	20.8%	57.8%	30,201	14.8%	22.6%	60.2%	14.4%	27.2%	55.3%
Total	42,457	12.3%	18.6%	57.1%	198,850	12.1%	18.5%	57.6%	--	--	--

*Civilian Labor Force data calculated from 2015 1-Year American Community Survey (ACS)

FY 2016

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	2,210	7.6%	15.9%	51.9%	15,227	10.5%	14.1%	54.8%	7.4%	22.1%	37.4%
C	9,312	13.8%	36.8%	72.3%	29,982	16.8%	31.4%	79.4%	14.8%	34.8%	72.1%
M	2,092	27.5%	37.9%	43.0%	8,754	24.8%	38.4%	42.0%	13.0%	54.1%	51.0%
P	27,889	8.7%	16.5%	54.1%	118,856	8.6%	13.0%	55.0%	10.4%	19.3%	55.3%
R	494	59.3%	24.9%	70.6%	2,150	53.5%	27.2%	67.0%	19.8%	31.3%	25.6%
S	522	6.3%	40.8%	9.0%	3,720	10.9%	28.8%	11.1%	10.6%	50.7%	11.6%
T	8,375	13.0%	22.9%	57.1%	27,602	15.8%	21.2%	58.8%	14.4%	27.2%	55.3%
Total	50,894	11.5%	22.5%	57.1%	206,291	12.1%	18.4%	57.8%	--	--	--

*Civilian Labor Force data calculated from 2015 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.

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