

# EQUAL EMPLOYMENT OPPORTUNITY AND MINORITY HIRING PRACTICES REPORT FISCAL YEARS 2009-2010



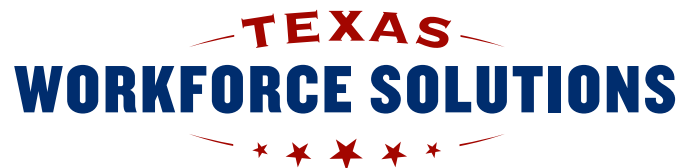
TEXAS WORKFORCE COMMISSION

— TEXAS —  
**WORKFORCE SOLUTIONS**



## *Texas Workforce Commission Mission*

To promote and support a workforce system that offers employers, individuals, and communities the opportunity to achieve and sustain economic prosperity.



**EQUAL EMPLOYMENT OPPORTUNITY AND  
MINORITY HIRING PRACTICES REPORT  
FISCAL YEARS 2009-2010**



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

**PREPARED BY**

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**JANUARY 2011**

# Texas Workforce Commission

A Member of Texas Workforce Solutions

Tom Pauken, Chairman  
Ronald G. Congleton  
Commissioner Representing Labor  
Andres Alcantar  
Commissioner Representing the  
Public  
Larry E. Temple  
Executive Director

January 12, 2011

The Honorable Rick Perry  
Governor of the State of Texas  
Office of the Governor  
P.O. Box 12428  
Austin TX 78711-2428

SUBJECT: Fiscal Years 2009-2010 Equal Employment Opportunity and Minority Hiring Practices Report

Dear Governor Perry:

Enclosed is the combined Fiscal Years 2009-2010 Equal Employment Opportunity and Minority Hiring Practices Report prepared by the Texas Workforce Commission's Civil Rights Division.

This report has been prepared to fulfill the reporting requirements of Texas Labor Code §§ 21.0035 (Statewide Civilian Workforce Composition), 21.504 (State Agencies Minority Hiring Practices Report) and 21.553 (Equal Employment Opportunity Report) and 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,



Tom Pauken  
Chairman



Ronald Congleton  
Commissioner Representing Labor



Andres Alcantar  
Commissioner Representing Public

Equal Employment Opportunity And Minority Hiring Practices Report  
Covering  
State Agencies And Institutions Of Higher Education

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\*NOTE: DETAILED REPORTS FOR ALL STATE AGENCIES AND INSTITUTIONS OF HIGHER  
EDUCATION CAN BE FOUND ON THE CIVIL RIGHTS DIVISION’S WEBSITE AT  
WWW.TWC.STATE.TX.US.

## **I. Purpose**

The purpose of the Equal Employment Opportunity 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 §§ 21.0035, 21.504, and 21.553. This Report combines the following statutory reporting requirements:

- Texas Labor Code § 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 § 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 § 21.553 requires a biennial report to the Legislature containing an analysis of EEO information for the preceding two fiscal years (obtained pursuant to § 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 § 21.0035:

The data used to report the percentage composition of the statewide civilian workforce was extrapolated from the U.S. Bureau of the Census, American Community Survey (ACS) Table 15; Percent Distributions of Employed Persons by Sex, Race, National Origin were derived from Census Bureau EEO Special Tabulations data files designed for State and Local Government Job Category Titles. Prior to 2005, EEO-1 and EEO-4 reports were used to compile this data for all job categories but, pursuant to TWC Rule 819.21, this report shall be prepared using the best available data from all appropriate sources. However, the U.S. Bureau of Labor Statistics (BLS) does not collect data for the protective services and para-professional job categories, and data for these two categories is not a subset of any published groups and cannot be compiled from BLS data. Therefore, in this Report, to supply numbers for these two statutorily required categories, data from the Microdata sample of the American Community Survey (ACS) reports was utilized as a proxy for the BLS data.

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

The Civil Rights Division of the Texas Workforce Commission (TWC) coordinated data collection for state agencies and institutions of higher education with the Office of the Comptroller, Human Resources Information System (HRIS). The information on the total number of African Americans, Hispanic Americans, females, and other persons 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 (HRIS) or the Standardized Payroll/Personnel Reporting System (SPRS).

This report contains new hires and workforce summaries for state agencies and institutions of higher education for Fiscal Years (FY) 2009 and 2010 (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, and service and maintenance (which include protective services and para-professional).

Analysis of EEO Information for the Preceding Fiscal Year as per Texas Labor Code § 21.553:

The Civil Rights Division conducted a workforce analysis using the 80% benchmark of 29 C.F.R., Part 1607, and EEOC's Uniform Guidelines on Employee Selection, to determine if African Americans, Hispanic Americans, and females are underutilized in state agencies. A selection rate for any race, sex, or ethnic group that is less than 80% 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 greater than 80% rate will generally not be regarded by Federal enforcement agencies as evidence of adverse impact. The Division has taken the 80% benchmark and applied it to the workforce of the state agencies.

The Division 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 Fiscal Year (FY) 2009. This methodology incorporates the workforce analysis methodology required by state agencies as per Texas Labor Code § 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.

This report does not include information on state agency employees with disabilities, as the Division, in consultation with the Office of the Comptroller, believes that this data does not tend to be reported on a consistent or uniform basis due in part to its sensitivity.

### **III. Results and Observations**

In the aggregate, state agencies again are doing a good job in recruiting and retaining African Americans (Chart 3) and females (Chart 5). Using the 80% EEOC benchmark, African Americans and females are well represented as shown in this report in proportion to the available workforce as they were in 2009. Although Hispanic Americans (Chart 4) have increased their representation in the state agencies workforce in all six job categories since 2009, an increase in statewide availability that appeared in the 2009 report has left this group underutilized in the job categories of Officials, Administration (13.5%); Professionals (15.6%); Technical (21.66%); Skilled Craft (28.78%); and Service/Maintenance (25%).

Heads of state agencies and institutions of higher education should use the information in this report, in conjunction with their own analyses of their current workforce required by Texas Labor Code § 21.501, to develop a recruitment plan as required by Texas Labor Code § 21.502, that addresses any underutilization in identified job categories.

### **Acknowledgments**

The Texas Workforce Commission Civil Rights Division would like to thank the Office of the Comptroller, Human Resource Information System for their assistance and cooperation in the preparation of this report. The Division would also like to thank the Texas Workforce Commission Labor Market and Career Information Section for their assistance with preparing this report.

## **IV. Table/Charts**

**Table 1**  
**Statewide Civilian Workforce Composition**  
Texas Labor Code § 21.0035

Job Categories	Statewide Civilian Workforce									
	Caucasian American #	Caucasian American %	African American #	African American %	Hispanic American #	Hispanic American %	Female #	Female %	Male #	Male %
<i>Totals</i>	5,633,926	53.36%	1,190,749	11.28%	3,733,017	35.36%	5,091,548	45.41%	6,120,063	54.59%
Officials, Administration (A)	1,014,163	71.4%	106,634	7.5%	299,521	21.1%	590,110	37.5%	982,270	62.5%
Professional (P)	1,251,292	71.4%	170,711	9.7%	329,852	18.8%	1,067,188	53.3%	936,370	46.7%
Technical (T)	142,617	58.9%	33,731	13.9%	65,591	27.1%	142,563	53.9%	121,789	46.1%
Administrative Support (C)	1,487,289	55.3%	342,129	12.7%	857,995	31.9%	1,905,766	67.1%	933,310	32.9%
Skilled Craft Worker (S)	568,769	47.1%	79,794	6.6%	559,232	46.3%	73,318	6.0%	1,145,063	94.0%
Service and Maintenance (M)*	1,169,796	36.0%	457,730	14.1%	1,620,826	49.9%	1,259,140	39.1%	1,957,196	60.9%

**Source:** The data in this chart was extrapolated from 2009 American Community Survey (ACS) for Texas from the U.S. Census Bureau.

\* Protective Services ( R ) and Para-Professionals ( Q ) categories are combined with the Service and Maintenance ( M ) category for this report. Prior to 2005, these categories were reported as separate groups; and once again these job categories are not contained in the Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 2004.

Professional ( P ) category includes occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Skilled Craft Worker ( S ) category includes manual workers of relatively high skill having a thorough and comprehensive knowledge of the processes involved in their work. Officials and Administration (A) category includes occupations requiring administrative and managerial personnel who set policies and direct individual departments. Technical (T) category includes occupations requiring a combination of basic scientific knowledge and manual skill. Administrative Support (C) category includes all clerical-type work regardless of level of difficulty. Service and Maintenance (M) category includes occupations which workers perform duties which result in or contribute to comfort, convenience, hygiene or safety of the general public.

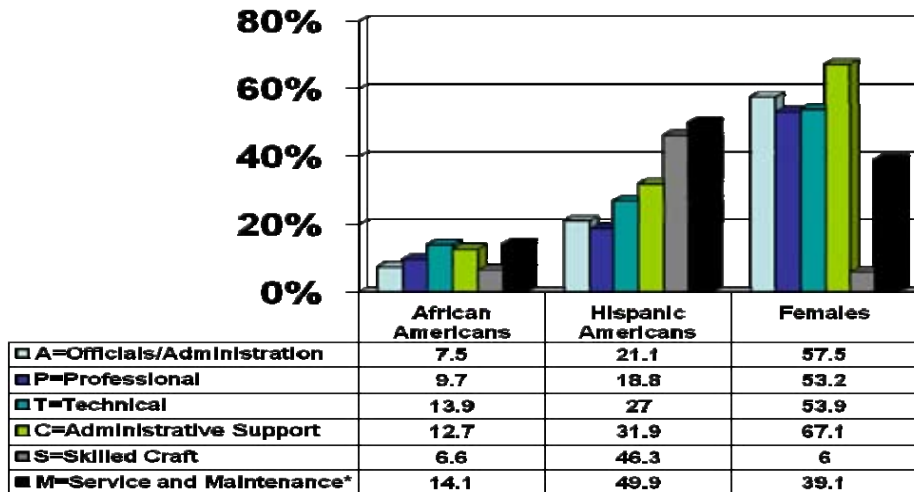
Note: Items may not add to totals or compute to displayed percentages due to rounding. Detail for Race and Hispanic-origin groups will not add to totals because data for the "other races" group are not presented and Hispanics are included in both the Caucasian and African American categories.

**Table 2**  
**State Agencies Workforce Composition**  
**Fiscal Year 2010**

Job Categories	State Agency Workforce Composition										
	Total Employees	Caucasian American #	Caucasian American %	African American #	African American %	Hispanic American #	Hispanic American %	Female #	Female %	Male #	Male %
<i>Totals</i>	349,708	186,586	53.35%	59,767	17.09%	71,753	20.52%	197,395	56.45%	152,313	43.55%
Officials, Administration (A)	16,290	11,472	70.42%	1,685	10.34%	2,199	13.50%	8,244	50.61%	8,046	49.39%
Professional (P)	155,810	92,417	59.31%	17,566	11.27%	24,407	15.66%	87,098	55.90%	68,712	44.10%
Technical (T)	33,965	16,643	49.00%	4,889	14.39%	7,355	21.65%	18,253	53.74%	15,712	46.26%
Administrative Support (C)	40,941	19,602	47.88%	7,840	19.15%	11,781	28.78%	35,914	87.72%	5,027	12.28%
Skilled Craft Worker (S)	10,525	6,824	64.84%	822	7.81%	2,577	24.48%	514	4.88%	10,011	95.12%
Service and Maintenance (M)*	92,177	39,628	42.99%	26,965	29.25%	23,434	25.42%	47,372	51.39%	44,805	48.61%

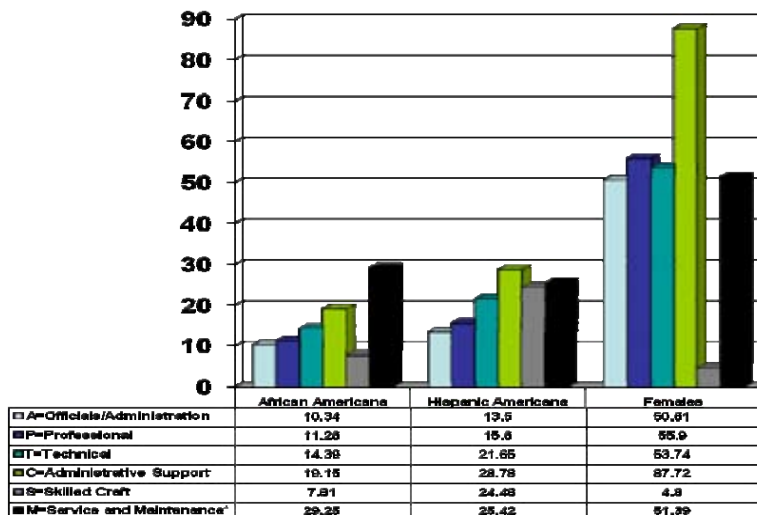
The following charts are derived from the data of Tables 1 and 2

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



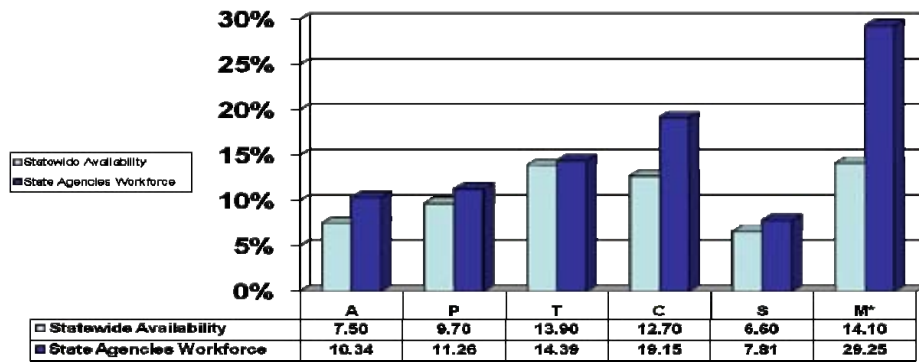
\* In the past, the Protective Services (R) and Paraprofessional (Q) categories were each reported as separate groups; however, these job categories are not contained in the Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 2007. These job categories are combined with the Service/Maintenance (M) category.

Chart 2. Statistical Availability of African Americans, Hispanic Americans, and Females in the State Agencies Workforce



\* In the past, the Protective Services (R) and Paraprofessional (Q) categories were each reported as separate groups; however, these job categories are not contained in the Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 2007. These job categories are combined with the Service/Maintenance (M) category.

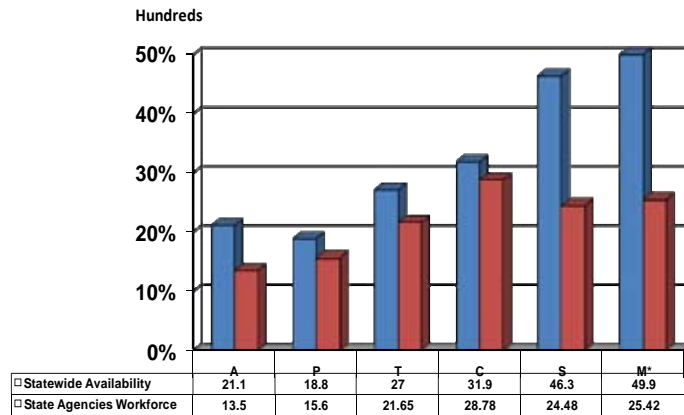
Chart 3. Statistical Comparison of the Availability of African Americans in the Statewide Civilian Workforce and Their Representation in State Agencies Workforce from the US Census Bureau, 2009 American Community Survey.



A=Officials/Administration; P=Professional; T=Technical; C=Administrative Support; S=Skilled Craft; M=Service/Maintenance\*

African Americans in state agencies are well represented in proportion to their availability in the workforce. In applying the 80% benchmark of the EEOC Uniform Guidelines on Employee Selection, 29 C.F.R. 1607, no categories indicate underutilization.

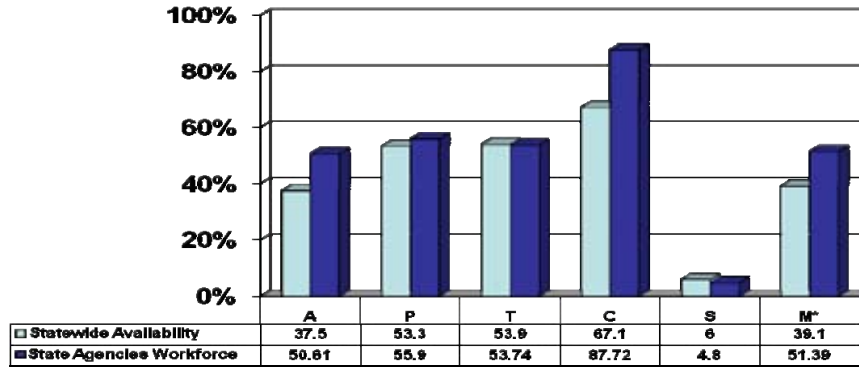
Chart 4. Statistical Comparison of the Availability of Hispanic Americans in the Statewide Civilian Workforce and Their Representation in State Agencies Workforce from the US Census Bureau, 2009 American Community Survey.



A=Officials/Administration; P=Professional; T=Technical; C=Administrative Support; S=Skilled Craft; M=Service/Maintenance\*; R=Protective Services; Q=Paraprofessionals

Hispanic Americans in state agencies are well represented in proportion to their availability in the workforce in the Professional and Administrative Support job categories. However, in applying the 80% benchmark of the EEOC Uniform Guidelines on Employee Selection, 29 C.F.R. 1607, Hispanics are underutilized in the job categories of Officials/Administration (13.5%), Technical (21.65%), Skilled Craft (24.48%) and Service/Maintenance (25.42%).

Chart 5. Statistical Comparison of the Availability of Female in the Statewide Civilian Workforce and Their Representation in State Agencies Workforce from the US Census Bureau, 2009 American Community Survey.



A=Officials/Administration; P=Professional; T=Technical; C=Administrative Support; S=Skilled Craft; M=Service/Maintenance\*

Females in state agencies are well represented in proportion to their availability in the workforce. In applying the 80% benchmark of the EEOC Uniform Guidelines on Employee Selection, 29 C.F.R. 1607, no categories indicate underutilization.

**\* Prior to 2005, the Protective Services (R) and Paraprofessional (Q) categories were each reported as separate groups; however, these job categories are not contained in the Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 2007, the American Community Survey or the Public Use Microdata Files. These job categories are combined with the Service/Maintenance (M) category.**

## **Attachments**

State of Texas  
 Statewide Reporting Group  
 Equal Employment Opportunity Report - Statewide Workforce Summary

Statewide Agencies Workforce  
 (September 1, 2008 - August 31, 2009)  
 Fiscal Year 2009

Code	Job Category	Total Employees	Caucasian American		53.94%		African American		17.24%		Hispanic American		20.25%		Other American		8.55%		Total Males	Total Females
			Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females				
A	Officials/Administrators	16,172	5,804	5,596	11,400	652	1,039	1,691	1,002	1,166	2,168	466	447	913	7,924	8,248				
C	Administrative Support	41,634	2,324	17,973	20,297	842	7,209	8,051	1,516	10,227	11,743	283	1,260	1,543	4,965	36,669				
M*	Service and Maintenance	90,944	21,496	17,693	39,189	10,201	16,761	26,962	11,181	11,559	22,740	1,120	933	2,053	46,051	46,946				
P	Professionals	151,456	42,804	48,460	91,264	5,057	11,854	16,911	9,120	14,226	23,346	10,259	9,676	19,935	67,240	84,216				
S	Skilled Craft Workers	10,507	6,487	300	6,787	753	69	822	2,485	107	2,592	287	19	306	10,012	495				
T	Technical	33,308	8,593	8,037	16,630	1,452	3,454	4,906	3,233	3,846	7,079	2,533	2,160	4,693	15,811	17,497				
<b>TOTALS</b>		<b>344,021</b>	<b>87,508</b>	<b>98,059</b>	<b>185,567</b>	<b>18,957</b>	<b>40,386</b>	<b>59,343</b>	<b>28,537</b>	<b>41,131</b>	<b>69,668</b>	<b>14,948</b>	<b>14,495</b>	<b>29,443</b>	<b>149,950</b>	<b>194,071</b>				

THE INFORMATION CONTAINED IN THIS STATEWIDE SUMMARY REPORT REFLECTS DATA REPORTED BY USER AGENCIES ON THE HUMAN RESOURCE INFORMATION SYSTEM, THE STANDARDIZED PAYROLL/PERSONNEL REPORTING SYSTEM AND THE UNIFORM STATEWIDE PAYROLL/PERSONNEL SYSTEM. THE ACCURACY OF THE INFORMATION SUBMITTED BY THE USER AGENCIES IS SOLELY WITHIN EACH AGENCY AND INSTITUTION OF HIGHER EDUCATION'S CONTROL.

NOTE: THE STATEWIDE NEW HIRE SUMMARY REPORT CONSISTS OF STATE AGENCIES AND INSTITUTIONS OF HIGHER EDUCATION COMBINED, AS OBTAINED FROM HRIS AND SPPRS SYSTEM.

\*PRIOR TO 2005, THE PROTECTIVE SERVICES (R) AND PARA-PROFESSIONAL (Q) CATEGORIES WERE EACH REPORTED AS SEPARATE GROUPS; HOWEVER, THESE JOB CATEGORIES ARE NOT CONTAINED IN THE BUREAU OF LABOR STATISTICS, GEOGRAPHIC PROFILE OF EMPLOYMENT AND UNEMPLOYMENT, 2007, AS SEPARATE JOB CATEGORIES. FOR THIS STATEWIDE SUMMARY, THESE JOB CATEGORIES ARE COMBINED WITH THE SERVICE/MAINTENANCE (M) CATEGORY.

State of Texas  
 Statewide Reporting Group  
 Equal Employment Opportunity Report - Statewide Workforce Summary

Statewide Agencies Workforce  
 (September 1, 2009 - August 31, 2010)  
 Fiscal Year 2010

Code	Job Category	Total Employees	Caucasian American		53.35%	African American		17.09%	Hispanic American		20.51%	Other American		9.03%	Total	Total
			Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females
A	Officials/Administrators	16,290	5,907	5,565	11,472	651	1,034	1,685	1,019	1,180	2,199	469	465	934	8,046	8,244
C	Administrative Support	40,941	2,332	17,270	19,602	878	6,962	7,840	1,519	10,262	11,781	298	1,420	1,718	5,027	35,914
M*	Service and Maintenance	92,177	21,796	17,832	39,628	10,362	16,603	26,965	11,472	11,962	23,434	1,175	975	2,150	44,805	47,372
P	Professionals	155,810	43,056	49,361	92,417	5,211	12,355	17,566	9,533	14,874	24,407	10,912	10,508	21,420	68,712	87,098
S	Skilled Craft Workers	10,525	6,515	309	6,824	747	75	822	2,462	115	2,577	287	15	302	10,011	514
T	Technical	33,965	8,401	8,242	16,643	1,419	3,470	4,889	3,231	4,124	7,355	2,661	2,417	5,078	15,712	18,253
<b>TOTALS</b>		<b>349,708</b>	<b>88,007</b>	<b>98,579</b>	<b>186,586</b>	<b>19,268</b>	<b>40,499</b>	<b>59,767</b>	<b>29,236</b>	<b>42,517</b>	<b>71,753</b>	<b>15,802</b>	<b>15,800</b>	<b>31,602</b>	<b>152,313</b>	<b>197,395</b>

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\*PRIOR TO 2005, THE PROTECTIVE SERVICES (R) AND PARA-PROFESSIONAL (Q) CATEGORIES WERE EACH REPORTED AS SEPARATE GROUPS; HOWEVER, THESE JOB CATEGORIES ARE NOT CONTAINED IN THE BUREAU OF LABOR STATISTICS, GEOGRAPHIC PROFILE OF EMPLOYMENT AND UNEMPLOYMENT, 2007, AS SEPARATE JOB CATEGORIES. FOR THIS STATEWIDE SUMMARY, THESE JOB CATEGORIES ARE COMBINED WITH THE SERVICE/MAINTENANCE (M) CATEGORY.

State of Texas  
 Statewide Reporting Group  
 Equal Employment Opportunity Report - Statewide New Hires Summary

Statewide Agency New Hires  
 (September 1, 2008 - August 31, 2009)  
 Fiscal Year 2009

Code	Job Category	Total Employees	Caucasian American		African American		Hispanic American		Other American		Total Males	Total Females				
			Males	Females	Males	Females	Males	Females	Males	Females						
A	Officials/Administrators	1,026	358	304	662	49	59	108	67	94	161	43	52	95	517	509
P	Professionals	25,301	6,041	7,754	13,795	803	1,859	2,662	1,556	2,473	4,029	2,637	2,178	4,815	11,037	14,264
T	Technical	6,139	1,273	1,567	2,840	206	520	726	489	761	1,250	726	597	1,323	2,694	3,445
C	Administrative Support	6,987	481	2,905	3,386	169	1,070	1,239	294	1,710	2,004	71	287	358	1,015	5,972
S	Skilled Craft Workers	883	541	31	572	63	6	69	202	14	216	24	2	26	830	53
M*	Service and Maintenance	19,881	4,814	3,780	8,594	2,533	3,602	6,135	2,347	2,356	4,703	239	210	449	9,933	9,948
<b>TOTALS</b>		<b>60,217</b>	<b>13,508</b>	<b>16,341</b>	<b>29,849</b>	<b>3,823</b>	<b>7,116</b>	<b>10,939</b>	<b>4,955</b>	<b>7,408</b>	<b>12,363</b>	<b>3,740</b>	<b>3,326</b>	<b>7,066</b>	<b>26,026</b>	<b>34,191</b>

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\*PRIOR TO 2005, THE PROTECTIVE SERVICES (R) AND PARA-PROFESSIONAL (Q) CATEGORIES WERE EACH REPORTED AS SEPARATE GROUPS; HOWEVER, THESE JOB CATEGORIES ARE NOT CONTAINED IN THE BUREAU OF LABOR STATISTICS, GEOGRAPHIC PROFILE OF EMPLOYMENT AND UNEMPLOYMENT, 2007, AS SEPARATE JOB CATEGORIES. FOR THIS STATEWIDE SUMMARY, THESE JOB CATEGORIES ARE COMBINED WITH THE SERVICE/MAINTENANCE (M) CATEGORY.

State of Texas  
 Statewide Reporting Group  
 Equal Employment Opportunity Report - Statewide New Hires Summary

Statewide Agency New Hires  
 (September 1, 2009 - August 31, 2010)  
 Fiscal Year 2010

Code	Job Category	Total Employees	Caucasian American <i>47.87%</i>		African American <i>18.54%</i>			Hispanic American <i>20.24%</i>			Other American <i>13.34%</i>			Total		
			Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females
A	Officials/Administrators	1,011	405	291	696	36	53	89	64	67	131	52	43	95	557	454
C	Administrative Support	5,915	411	2,307	2,718	158	866	1,024	262	1,476	1,738	71	364	435	902	5,013
M*	Service and Maintenance	18,127	4,093	3,502	7,595	2,240	3,355	5,595	2,038	2,429	4,467	245	225	695	8,616	9,511
P	Professionals	23,890	5,355	7,142	12,497	841	2,001	2,842	1,409	2,212	3,621	2,654	2,276	4,930	10,259	13,631
S	Skilled Craft Workers	730	453	39	492	49	7	56	138	12	150	30	2	32	670	60
T	Technical	6,315	1,215	1,589	2,804	196	580	776	460	767	1,227	792	716	1,508	2,663	3,652
<b>TOTALS</b>		<b>55,988</b>	<b>11,932</b>	<b>14,870</b>	<b>26,802</b>	<b>3,520</b>	<b>6,862</b>	<b>10,382</b>	<b>4,371</b>	<b>6,963</b>	<b>11,334</b>	<b>3,844</b>	<b>3,626</b>	<b>7,470</b>	<b>23,667</b>	<b>32,321</b>

THE INFORMATION CONTAINED IN THIS STATEWIDE SUMMARY REPORT REFLECTS DATA REPORTED BY USER AGENCIES ON THE HUMAN RESOURCE INFORMATION SYSTEM, THE STANDARDIZED PAYROLL/PERSONNEL REPORTING SYSTEM AND THE UNIFORM STATEWIDE PAYROLL/PERSONNEL SYSTEM. THE ACCURACY OF THE INFORMATION SUBMITTED BY THE USER AGENCIES IS SOLELY WITHIN EACH AGENCY AND INSTITUTION OF HIGHER EDUCATION'S CONTROL.

NOTE: THE STATEWIDE NEW HIRE SUMMARY REPORT CONSISTS OF STATE AGENCIES AND INSTITUTIONS OF HIGHER EDUCATION COMBINED, AS OBTAINED FROM HRIS AND SPPRS SYSTEM.

\*PRIOR TO 2005, THE PROTECTIVE SERVICES (R) AND PARA-PROFESSIONAL (Q) CATEGORIES WERE EACH REPORTED AS SEPARATE GROUPS; HOWEVER, THESE JOB CATEGORIES ARE NOT CONTAINED IN THE BUREAU OF LABOR STATISTICS, GEOGRAPHIC PROFILE OF EMPLOYMENT AND UNEMPLOYMENT, 2007, AS SEPARATE JOB CATEGORIES. FOR THIS STATEWIDE SUMMARY, THESE JOB CATEGORIES ARE COMBINED WITH THE SERVICE/MAINTENANCE (M) CATEGORY.

STATE OF TEXAS  
 STATEWIDE REPORTING GROUP  
 FINAL STATISTICAL SUMMARY REPORT  
 CLASSIFIED STATE AGENCIES  
 STATEWIDE SUMMARY

JOB CODE	----- FISCAL YEAR 2009 -----								----- FISCAL YEAR 2010 -----								AVAILABILITY IN CIVILIAN LABOR FORCE		
	TOTAL	NEW HIRES			TOTAL	AGENCY WORKFORCE			TOTAL	NEW HIRES			TOTAL	AGENCY WORKFORCE			BLACK	HISPANIC	FEMALE
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
A	243	15.22	15.22	48.97	4,747	10.55	14.43	45.06	215	9.76	13.48	39.53	4,716	10.36	14.86	44.29	7.50	21.10	37.50
C	3,166	19.48	31.99	85.94	18,350	19.09	30.74	88.16	2,314	18.75	32.67	84.48	18,217	19.42	31.50	88.10	12.70	31.90	67.10
M	5,317	37.87	25.33	61.27	19,025	37.36	25.54	60.71	6,023	36.37	27.59	63.22	20,165	36.98	26.25	61.08	14.10	49.90	39.10
P	6,466	19.37	23.12	66.60	54,899	16.87	22.08	60.39	6,107	21.59	22.40	67.52	56,187	17.10	22.32	59.70	9.70	18.80	53.30
Q	1,830	20.10	29.83	65.40	11,687	20.10	29.90	77.76	1,508	17.44	28.31	61.80	11,575	19.46	29.75	77.86	0.00	0.00	0.00
R	10,749	29.51	19.89	42.97	49,078	29.31	20.43	43.23	8,720	28.78	21.05	44.72	49,422	28.71	21.02	44.52	0.00	0.00	0.00
S	480	6.45	21.66	4.58	6,666	6.88	23.04	3.03	338	5.62	19.52	2.36	6,649	6.82	23.05	3.21	6.60	46.30	6.00
T	1,160	15.77	29.39	61.63	11,415	12.80	24.85	46.71	1,156	16.95	25.08	69.29	11,112	13.30	24.65	49.38	13.90	27.10	53.90
	29,411	26.09	23.87	57.65	175,867	22.19	23.43	56.21	26,381	26.35	24.38	59.18	178,043	22.17	23.12	56.29			

EEO JOB CATEGORIES

JOB CATEGORY CODE	DESCRIPTION
A	OFFICIALS/ADMINISTRATION
C	ADMINISTRATIVE SUPPORT
M	SERVICE/MAINTENANCE
P	PROFESSIONAL
Q	PARA-PROFESSIONALS
R	PROTECTIVE SERVICES
S	SKILLED CRAFT
T	TECHNICAL

THE INFORMATION CONTAINED IN THIS REPORT REFLECTS DATA REPORTED BY USER AGENCIES ON THE HUMAN RESOURCE INFORMATION SYSTEM, THE STANDARDIZED PAYROLL/PERSONNEL REPORTING SYSTEM AND THE UNIFORM STATEWIDE PAYROLL/PERSONNEL SYSTEM. THE ACCURACY OF THE INFORMATION SUBMITTED BY THE USER AGENCIES IS SOLELY WITHIN EACH AGENCY'S CONTROL.

STATE OF TEXAS  
 STATEWIDE REPORTING GROUP  
 FINAL STATISTICAL SUMMARY REPORT  
 INSTITUTIONS OF HIGHER EDUCATION  
 STATEWIDE SUMMARY

----- FISCAL YEAR 2009 -----										----- FISCAL YEAR 2010 -----						AVAILABILITY IN CIVILIAN LABOR FORCE			
JOB CODE	NEW HIRES				AGENCY WORKFORCE				TOTAL	NEW HIRES			AGENCY WORKFORCE			TOTAL	%	%	%
	TOTAL	BLACK %	HISPANIC %	FEMALE %	TOTAL	BLACK %	HISPANIC %	FEMALE %		BLACK %	HISPANIC %	FEMALE %	BLACK %	HISPANIC %	FEMALE %				
A	787	9.27	15.62	49.80	11,428	10.43	12.96	53.46	795	8.55	12.83	46.28	11,573	10.33	12.94	52.77	7.50	21.10	37.50
C	3,811	16.32	25.97	85.01	23,277	19.53	26.21	87.98	3,599	16.39	27.28	84.91	22,724	18.93	26.58	87.87	12.70	31.90	67.10
M	1,747	24.61	36.17	41.27	9,413	23.17	41.30	42.50	1,512	28.50	30.02	41.40	9,282	23.05	41.16	41.75	14.10	49.90	39.10
P	18,807	7.48	13.45	52.84	96,534	7.91	11.62	52.87	7,779	8.57	12.66	53.45	99,613	7.98	11.91	53.21	9.70	18.80	53.30
R	236	62.71	16.52	63.55	1,745	53.35	27.16	62.57	357	55.18	24.08	67.78	1,726	53.12	27.80	65.06	0.00	0.00	0.00
S	403	9.42	28.03	7.69	3,841	9.45	27.51	7.62	392	9.43	21.42	13.26	3,876	9.49	26.93	8.15	6.60	46.30	6.00
T	4,961	10.88	18.30	54.82	21,885	15.72	19.39	55.55	5,149	11.26	18.21	55.31	22,849	14.92	19.81	55.86	13.90	27.10	53.90
	30,752	10.59	17.35	55.90	168,123	12.07	16.93	56.61	29,583	11.58	16.55	56.16	171,643	11.82	17.05	56.60			

EEO JOB CATEGORIES

JOB CATEGORY CODE	DESCRIPTION
1	EXECUTIVE/ADMINISTRATIVE & MANAGERIAL
2 *	FACULTY/PROFESSIONAL NON-FACULTY
3	SECRETARIAL/CLERICAL
4 **	TECHNICAL/PARAPROFESSIONAL
5	SKILLED CRAFT WORKERS
6	SERVICE/MAINTENANCE

\* PERCENTAGES REFLECT THE COMBINED UNWEIGHTED AVERAGES FOR THE FACULTY AND PROFESSIONAL NON-FACULTY JOB CODE EMPLOYEES.

\*\* PERCENTAGES REFLECT THE COMBINED UNWEIGHTED AVERAGES FOR THE TECHNICAL AND PARAPROFESSIONAL JOB CODE EMPLOYEES.

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