

Schedule F
Agency Workforce Plan



Workforce Analysis, Recruitment Plan, & Annual Report

Texas Behavioral Health Executive Council
1801 Congress Ave., Ste. 7.300
Austin, Texas 78701
(512) 305-7700
www.bhec.texas.gov

September 1, 2025

Policy Statement

The Texas Behavioral Health Executive Council (Council) is committed to providing a workplace free of discrimination based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information and to providing equal employment opportunities (EEO) for all employees and individuals seeking employment regardless of the above-identified factors. Accordingly, the Council shall take action to ensure that equal employment opportunities are consistent with applicable laws and regulations. The Council is submitting this information pursuant to sections 21.501, 21.502, and 21.504 of the Texas Labor Code.

Recruitment Plan (Section 21.502)

Current Underutilizations

Currently, the Council's workforce contains the following potential demographic underutilizations as identified by the Texas Workforce Commission's Workforce Utilization Analysis Tool. The potential underutilizations are listed as follows:

1. African-American (-4.68%)
2. Hispanic-American (-19.10%)

Pursuant to the Council's EEO Plan, this agency will endeavor to recruit more staff for the categories identified above. As a state agency, the Council is unable to compete effectively in many job categories. Nonetheless, public sector employment does offer some advantages that may allow the Council to attempt to recruit in the identified job categories.

Recruitment Efforts

In order to ensure a deep, robust, and representative candidate pool that provides opportunities to individuals within any potentially underutilized populations, the Council has identified several strategies for its recruitment efforts. These are as follows:

1. Disseminate job postings on WorkinTexas.com and Indeed.com.
2. Look for ways to form relationships with relevant organizations, e.g., Greater Austin Hispanic Chamber of Commerce, Greater Austin Black Chamber of Commerce, Women's Chamber of Commerce of Texas in Austin.
3. Monitor data related to diversity at both the statewide and agency levels on an on-going basis.

Disseminate EEO Information and Policy Commitments

Internal Dissemination

The agency will continue to demonstrate to its employees its commitment to ensuring that Council's policies are consistent with applicable laws and regulations by engaging in actions such as:

- continuing to include a policy on discrimination and equal employment opportunities in its personnel manual;
- continuing to regularly review all of its personnel policies and updating them as needed;
- continuing to enforce agency policies prohibiting discrimination/harassment;
- continuing to provide information on equal employment opportunities and discrimination to all employees during new-hire training;

- continuing to require all new employees to take an online course that provides information on equal employment opportunities and discrimination;
- continuing to require mandatory EEO training for all employees on a biennial basis;
- continuing to provide employees with a way to formally present complaints regarding discrimination or equal employment opportunities;
- continuing to provide employees with an Employee Assistance Program;
- continuing to post the agency's personnel manual on the internet, which makes it readily available to employees and the public alike; and
- continuing to review agency demographics and detect trends that could require further emphasis on recruitment or training.

External Dissemination

The agency will continue to emphasize its commitment to having a diverse workforce and to ensuring that equal employment opportunities are consistent with applicable laws and regulations. The Council will continue to identify in all its job announcements that it is an equal opportunity employer and is committed to providing a workplace free of discrimination.

Workforce Analysis (Section 21.501)

Agency Employment Data (as of 8/31/2025)

Job Categories	Statewide African Americans %	Agency Total Employment	Agency African Americans #	Agency African Americans %	Utilization
Officials, Administrators (A)	8.60%	57	2	3.51%	-5.09%
Administrative Support (C)	15.20%	57	2	3.51%	-11.69%
Service and Maintenance (M)	13.00%	57	0	0.00%	-13.00%
Professional (P)	10.60%	57	0	0.00%	-10.60%
Protective Services (R)	19.70%	57	0	0.00%	-19.70%
Skilled Craft Workers and Operatives (S)	10.20%	57	0	0.00%	-10.20%
Technical (T)	11.70%	57	0	0.00%	-11.70%
Total	11.70%	57	4	7.02%	-4.68%

Job Categories	Statewide Hispanic Americans %	Agency Total Employment	Agency Hispanic Americans #	Agency Hispanic Americans %	Utilization
Officials, Administrators (A)	25.20%	57	3	5.26%	-19.94%
Administrative Support (C)	38.30%	57	7	12.28%	-26.02%
Service and Maintenance (M)	55.00%	57	0	0.00%	-55.00%
Professional (P)	23.00%	57	0	0.00%	-23.00%
Protective Services (R)	35.50%	57	0	0.00%	-35.50%
Skilled Craft Workers and Operatives (S)	51.80%	57	0	0.00%	-51.80%
Technical (T)	38.50%	57	1	1.75%	-36.75%
Total	38.40%	57	11	19.30%	-19.10%

Job Categories	Statewide Female %	Agency Total Employment	Agency Female #	Agency Female %	Utilization
Officials, Administrators (A)	40.20%	57	8	14.04%	-26.16%
Administrative Support (C)	74.10%	57	20	35.09%	-39.01%
Service and Maintenance (M)	47.80%	57	0	0.00%	-47.80%
Professional (P)	53.00%	57	1	1.75%	-51.25%
Protective Services (R)	25.80%	57	0	0.00%	-25.80%
Skilled Craft Workers and Operatives (S)	12.30%	57	0	0.00%	-12.30%
Technical (T)	63.50%	57	5	8.77%	-54.73%
Total	45.30%	57	34	59.65%	14.35%

Availability Information from Government Source (%'s)

JOB CATEGORY GROUP	CAUCASIAN AMERICANS	AFRICAN AMERICANS	HISPANIC AMERICANS	OTHER PERSONS	FEMALES	MALES
A OFFICIALS/ADMINISTRATORS	54.4%	9.1%	26.5%	10.0%	41.3%	58.7%
C ADMINISTRATIVE SUPPORT	39.0%	15.2%	39.3%	6.5%	73.7%	26.3%
M SERVICE/MAINTENANCE	25.0%	12.6%	55.1%	7.3%	48.3%	51.7%
P PROFESSIONALS	49.3%	11.7%	23.3%	15.7%	53.8%	46.2%
Q PARA-PROFESSIONALS	-	-	-	-	-	-
R PROTECTIVE SERVICES	36.9%	24.0%	33.6%	5.5%	25.4%	74.6%
S SKILLED CRAFT	30.3%	10.8%	53.0%	5.9%	12.4%	87.6%
T TECHNICIANS	38.2%	15.3%	36.7%	9.8%	62.8%	37.2%
Grand Total	39.3%	12.3%	38.6%	9.7%	45.8%	54.2%

TWC Statewide Civilian Workforce Composition, Texas Labor Code Section 21.0035

https://www.twc.texas.gov/sites/default/files/enterprise/docs/2024-Texas-Civilian-Workforce-Composition.pdf?utm_source=chatgpt.com

Annual Report (Section 21.504)

Hiring by Council for Fiscal Year 2025

Job Category	Male	Female	African American	Hispanic	Other	Total Employees
Officials/Administrators (A)	0	0	0	0	0	0
Administrative Support (C)	1	2	0	1	0	3
Service Maintenance (M)	0	0	0	0	0	0
Professional (P)	1	1	0	0	1	2
Protective Services (R)	0	0	0	0	0	0
Skilled Craft (S)	0	0	0	0	0	0
Technical (T)	0	0	0	0	0	0
Agency Grand Totals (#)	2	3	0	1	1	5
Agency Grand Totals (%'s)	40%	60%				100%