
Expanding Opportunity Framework Racial Disparities Analysis

*Understanding Different Approaches for Addressing
Racial Disparities*

Section 5 Workforce Development

A tool developed by:
The Community Advancement Network (CAN) - Austin, TX
Updated August 2026

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Addressing
Concentrated
Wealth & Power

Safety &
Justice

State/National
Legislation &
Policy

Housing,
Health &
Human
Services

Social Capital
& Community
Leadership

Educational
& Economic
Opportunity

Expand
Opportunity
for Youth &
Adults

Workforce
Development

Section 5

Introduction

Access to workforce development opportunities is a critical tool for removing barriers and creating paths for economic success and advancement. While there is a link between workforce opportunities and K-12 and adult education, we created a stand alone section for Workforce Development that focuses more specifically on industry-specific inequities.

There are many different industries where a more intentional focus on racial disparities is sorely needed. This section allows us to highlight industry-specific needs without requiring the user of the REAF to delve four or five levels deep into the tool to find that information. With Austin being a growing and vibrant tech hub, we thought a focus on STEM would be instructive.

STEM Labor Force by Race/Ethnicity

Distribution of select racial and ethnic groups in the workforce, by occupation group: 2021

(Percent)

Occupation group	White	Hispanic	Black or African American	Asian	American Indian or Alaska Native	Other race alone or in combination
All workers	59.8	18.2	11.0	6.3	0.4	4.3
STEM workers	62.9	14.8	8.2	9.5	0.3	4.3
S&E workers	60.9	9.5	6.8	18.0	0.2	4.6
S&E-related workers	65.3	10.6	9.6	9.9	0.3	4.3
STEM middle-skill workers	62.0	22.5	7.7	3.4	0.5	4.0
Non-STEM workers	58.8	19.3	11.9	5.2	0.4	4.4

S&E = science and engineering; STEM = science, technology, engineering, and mathematics.

Source: National Center for Science & Engineering Statics - The STEM Labor Force: Representation of Demographic Groups
<https://nces.nsf.gov/pubs/nsb20245/representation-of-demographic-groups-in-stem>

STEM Labor Force by Race/Ethnicity

Prevalence of STEM occupations among workers, by select race or ethnicity and field of highest degree: 2021

(Percent)

Race or ethnicity and field of highest degree	S&E occupations	S&E-related occupations	STEM middle-skill and non-STEM occupations
White workers; S&E degree field	35.1	14.9	50.0
Black or African American workers; S&E degree field	25.3	16.5	58.1
Asian workers; S&E degree field	52.2	15.6	32.1
Hispanic workers; S&E degree field	31.5	13.9	54.7
White workers; S&E-related degree field	4.9	71.7	23.5
Black or African American workers; S&E-related degree field	4.7	68.8	26.5
Asian workers; S&E-related degree field	9.9	71.2	18.8
Hispanic workers; S&E-related degree field	5.0	68.2	26.8

S&E = science and engineering; STEM = science, technology, engineering, and mathematics.

Source: National Center for Science & Engineering Statics - The STEM Labor Force: Representation of Demographic Groups
<https://nces.nsf.gov/pubs/nsb20245/representation-of-demographic-groups-in-stem>

HEALTHCARE INDUSTRIES EMPLOYMENT

Workforce Estimates of Health Diagnosing and Treating Practitioners, 2024

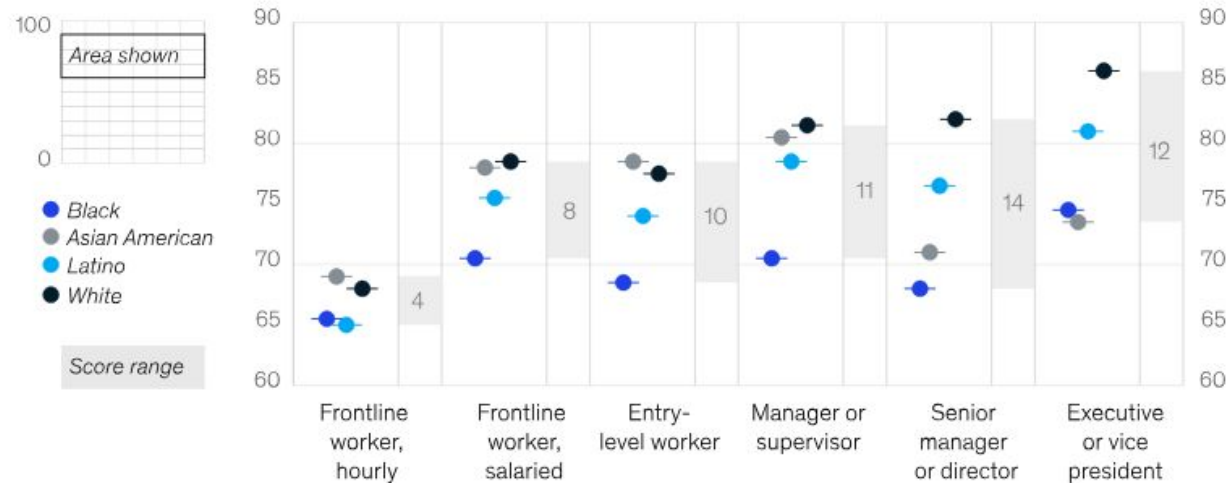
Practitioner	Race/Ethnicity					
	Asian	Black	Hispanic	Native American	2 or More Races	White
Advanced Practice Registered Nurses (APRNs)	7%	8%	7%	0%	4%	74%
Dentist	20%	4%	8%	data unavailable	4%	64%
Emergency Medical Technicians (EMTs) and Paramedics	4%	7%	13%	1%	5%	70%
Occupational Therapists	7%	5%	6%	data unavailable	4%	77%
Pharmacists	22%	8%	6%	0%	3%	61%
Physical Therapists	12%	4%	8%	0%	4%	71%
Physician Assistants (PAs)	9%	6%	10%	0%	4%	71%
Physicians	22%	5%	8%	0%	4%	60%
Registered Nurses (RNs)	10%	12%	9%	0%	4%	65%
Respiratory Therapists	7%	13%	12%	0%	4%	63%
Speech-Language Pathologists	4%	5%	10%	0%	3%	78%

Health Workforce Explorer, National Center for health Workforce Analysis, Health Resources and Services Administration
<https://data.hrsa.gov/topics/health-workforce/nchwa/health-workforce-explorer>

Workers of Color Less Included at Managerial/Senior Levels

Differences in inclusion are generally felt more strongly as US employees climb the corporate ladder, especially for Black employees.

US employee inclusion, by race and role, inclusion score (<50 = very low; ≥80 = very high)¹



McKinsey & Company (July 30, 2022), *Race in the workplace: The frontline experience*

<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/race-in-the-workplace-the-frontline-experience>

ORGANIZATIONS WORKING TO ADDRESS RACIAL DISPARITIES IN WORKFORCE DEVELOPMENT

People of Color-Led Organizations

Austin Area Urban League
<https://aaul.org/>

Universal Tech Movement
<https://www.joinutm.org/>

Latinas in Tech
<https://latinasintech.org/>

OTHER ORGANIZATIONS WORKING TO ADDRESS RACIAL DISPARITIES IN WORKFORCE DEVELOPMENT

Austin Community College
<https://www.austincc.edu/>

Skillpoint Alliance
<https://skillpointalliance.org/>

Capital IDEA
<https://www.capitalidea.org/>

Goodwill Central Texas
<https://www.goodwillcentraltexas.org/>

Workforce Solutions Capital Area
<https://www.wfscapitalarea.com/>

American Youthworks
<https://americanyouthworks.org>

Greater Austin STEM Ecosystem
<https://greateraustinstemecosystem.org>

COMMUNITY RESOURCES

TRAINING OPPORTUNITIES

Undoing White Supremacy Austin - Unlearning Circles

<https://undoingwhitesupremacy.org/unlearning-circles/>

Community Healing Circles

<https://students.austincc.edu/truth-racial-healing-and-transformation-center/racial-healing-circles/>

RESOURCE TO LEARN ABOUT ENGAGEMENT OPPORTUNITIES

CAN "Get Engaged" Community Calendar

<https://docs.google.com/spreadsheets/d/1FUkB R8pDw7Pb4HNIoT1dBn09UXnuVvOa1HP9KMF3aMo/edit?gid=1003257320#gid=1003257320>

COALITIONS WORKING TO ADDRESS RACIAL DISPARITIES

Black Austin Coalition

<https://blackaustincoalition.com/>

Austin Justice Coalition

<https://austinjustice.org/>

Brave Communities

<https://bravecommunities.org/>

Communities of Color United

<https://www.facebook.com/CCUCoalition/>

Community Resilience Trust

<https://communityresiliencetrust.org/>