



# TEXAS

## LABOR MARKET REVIEW

**JANUARY 2025**

The Texas Labor Market Review brings you the most current labor market highlights and happenings across the Lone Star State. The information that follows is produced and published on a monthly basis and includes data on nonagricultural job trends, the labor force, job postings, and other relevant indicators for both the state and sub-state areas. Additional data and historical information is available at [TexasLMI.com](https://TexasLMI.com).

### December 2024 Monthly Indicators

#### INDUSTRY EMPLOYMENT



**37,500 jobs**

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#### UNEMPLOYMENT RATE



**0.0 points**

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#### JOB ADS INDEX



**3.5%**

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#### INITIAL UI CLAIMS



**369 claims**

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# CURRENT EMPLOYMENT STATISTICS

## Statewide Industry Employment (Seasonally Adjusted)

Total Nonfarm employment expanded by 37,500 positions in December on the heels of a revised gain of 3,600 jobs in November. This brought the series to a record-high level for the third time in the last five months and raised the annual growth rate by one-tenth of a point to 2.0 percent. Monthly growth was almost completely driven

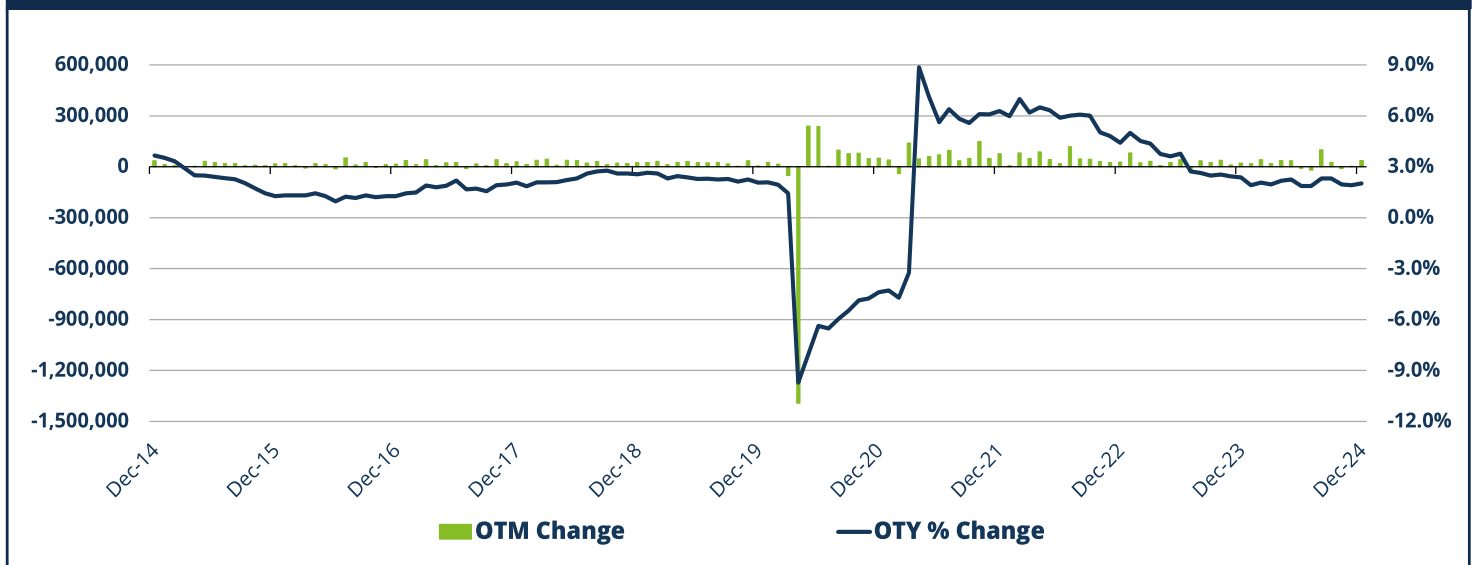
by gains in the private sector, which posted an increase of 35,500 jobs and also reached a record-high employment level. Eight of the 11 major industries added jobs over the month, and 10 grew over the year. Five of the 10 private industries achieved new series highs in December.

Industry	Dec 2024	Monthly Change	Annual Change	Annual % Change
Total Nonagricultural	14,318,700	37,500	284,200	2.0
Total Private	12,203,900	35,500	247,400	2.1
Goods Producing	2,064,200	2,100	50,000	2.5
Mining and Logging	211,200	500	-3,100	-1.4
Construction	869,400	2,300	31,500	3.8
Manufacturing	983,600	-700	21,600	2.2
Service Providing	12,254,500	35,400	234,200	1.9
Trade, Transportation, and Utilities	2,803,400	10,400	26,200	0.9
Information	237,900	-600	5,500	2.4
Financial Activities	941,100	1,100	32,700	3.6
Professional and Business Services	2,165,300	17,800	43,200	2.0
Private Education & Health Services	1,972,400	2,000	50,700	2.6
Leisure and Hospitality	1,532,900	3,700	35,500	2.4
Other Services	486,700	-1,000	3,600	0.7
Government	2,114,800	2,000	36,800	1.8

### Highlights

- Professional and Business Services led all major industries with 17,800 positions gained over the month and achieved the third series employment high in the past five months.
- Leisure and Hospitality employment reached a new series high level in December with an over-the-month gain of 3,700 positions.
- Following a revised November gain of 100 jobs, Construction employment increased by 2,300 jobs in December, with an annual growth rate of 3.8 percent.

### Total Nonagricultural Jobs



# CURRENT EMPLOYMENT STATISTICS

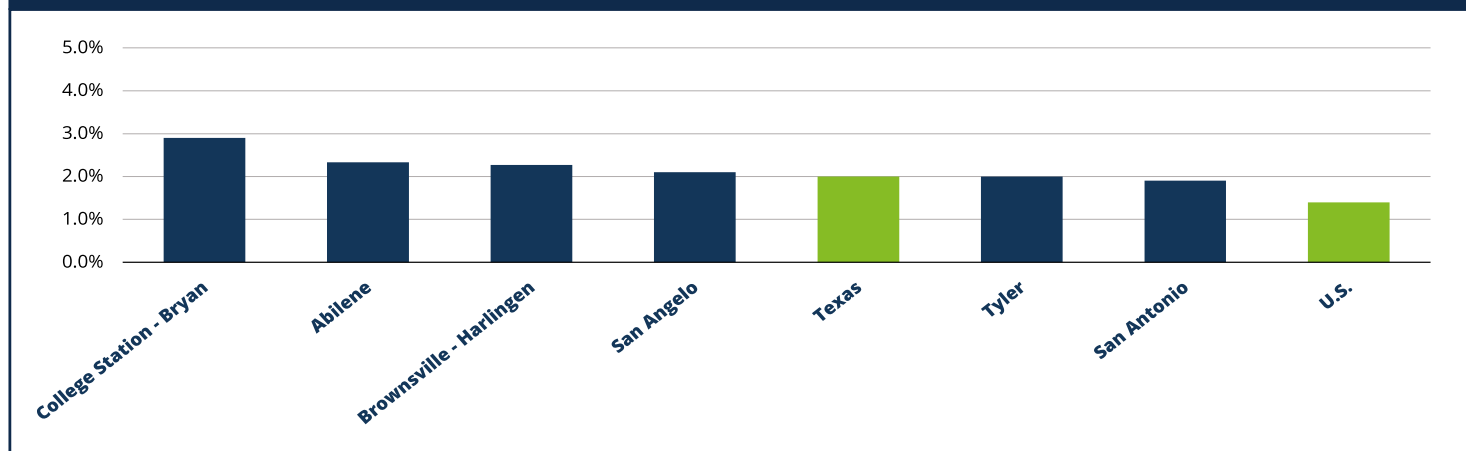
## Metro Areas (Seasonally Adjusted)

Metro Areas	Dec 2024	Monthly Change	Annual Change	Annual % Change
Abilene MSA	78,900	0	1,800	2.3
Amarillo MSA	130,800	200	2,200	1.7
Austin-Round Rock MSA	1,369,200	4,700	22,800	1.7
Beaumont-Port Arthur MSA	167,600	300	2,800	1.7
Brownsville-Harlingen MSA	166,600	100	3,700	2.3
College Station-Bryan MSA	146,000	300	4,100	2.9
Corpus Christi MSA	201,500	0	1,200	0.6
Dallas-FW-Arlington MSA	4,333,900	10,300	67,200	1.6
Dallas-Plano-Irving MD	3,108,100	7,400	47,300	1.5
Fort Worth-Arlington MD	1,228,000	1,500	21,200	1.8
El Paso MSA	352,000	900	5,300	1.5
Houston MSA	3,473,600	3,000	57,600	1.7
Killeen-Temple MSA	155,400	0	500	0.3
Laredo MSA	114,000	100	1,300	1.2
Longview MSA	101,200	-100	500	0.5
Lubbock MSA	162,000	100	400	0.2
McAllen MSA	302,800	1,500	2,800	0.9
Midland MSA	122,900	-400	1,200	1.0
Odessa MSA	81,900	100	700	0.9
San Angelo MSA	53,600	0	1,100	2.1
San Antonio MSA	1,202,700	2,900	22,100	1.9
Sherman-Denison MSA	54,500	-200	700	1.3
Texarkana MSA	60,200	-200	600	1.0
Tyler MSA	118,900	100	2,300	2.0
Victoria MSA	40,600	200	200	0.5
Waco MSA	139,500	0	1,600	1.2
Wichita Falls MSA	60,400	100	800	1.3

## Highlights

- As of December, employment in 17 of 26 metro areas experienced growth for a combined increase of 23,500 jobs, while five MSAs experienced no change over the month. All 26 MAs experienced positive annual job growth, while 19 areas recorded annual growth rates at or above 1.0 percent.
- The Dallas-Plano-Irving MD reached a new series high job count by adding 7,400 positions, the most of any MA. The area added 47,300 positions since December 2023, which raised the annual growth rate in employment to 1.5 percent.
- The McAllen-Edinburg-Mission MSA registered a rise of 1,500 jobs in December, a 0.5 percent increase that tied the Victoria MSA for largest percentage monthly gain in December.
- The College Station-Bryan MSA achieved a series employment high for the eleventh month in a row with 300 positions added, which brought area employment to 146,000 jobs.

## Fastest Growing Metro Areas Over the Year



# CURRENT EMPLOYMENT STATISTICS

Fastest Growing Metro Areas Over-the-Year (Not Seasonally Adjusted)

## College Station-Bryan MSA

Area Industry Composition	Industry	Annual Change	Annual % Change
	Total Nonagricultural	4,100	2.8
	5.4% ■ Mining, Logging & Construction	200	2.6
	4.2% ■ Manufacturing	100	1.6
	13.2% ■ Trade, Transportation & Utilities	-100	-0.5
	1.0% ■ Information	-100	-6.3
	3.4% ■ Financial Activities	200	4.2
	9.1% ■ Professional & Business Services	-200	-1.5
	11.2% ■ Private Education & Health Services	600	3.7
	14.1% ■ Leisure & Hospitality	400	1.9
	2.8% ■ Other Services	100	2.5
35.7% ■ Government	2,900	5.8	

## Brownsville-Harlingen MSA

Area Industry Composition	Industry	Annual Change	Annual % Change
	Total Nonagricultural	3,900	2.4
	2.5% ■ Mining, Logging & Construction	200	5.0
	4.6% ■ Manufacturing	100	1.3
	16.0% ■ Trade, Transportation & Utilities	100	0.4
	0.9% ■ Information	0	0.0
	3.3% ■ Financial Activities	200	3.7
	10.5% ■ Professional & Business Services	300	1.7
	30.8% ■ Private Education & Health Services	2,200	4.4
	11.1% ■ Leisure & Hospitality	300	1.6
	2.2% ■ Other Services	100	2.8
18.0% ■ Government	400	1.3	

## Abilene MSA

Area Industry Composition	Industry	Annual Change	Annual % Change
	Total Nonagricultural	1,800	2.3
	6.7% ■ Mining, Logging & Construction	200	3.9
	4.4% ■ Manufacturing	0	0.0
	19.9% ■ Trade, Transportation & Utilities	300	1.9
	1.3% ■ Information	100	11.1
	6.7% ■ Financial Activities	200	3.9
	9.2% ■ Professional & Business Services	0	0.0
	21.5% ■ Private Education & Health Services	800	4.9
	10.5% ■ Leisure & Hospitality	0	0.0
	3.5% ■ Other Services	0	0.0
16.4% ■ Government	200	1.6	

[Download CES data \(including industry-level data\) in Excel](#)

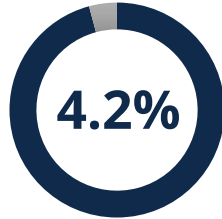
# LOCAL AREA UNEMPLOYMENT STATISTICS

Texas & the U.S. (Seasonally Adjusted)

## Texas December 2024

■ **Employed**  
14,922,200

■ **Unemployed**  
653,700

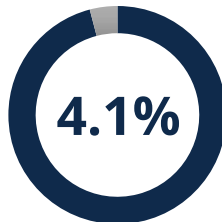


Date	CLF	Employment	Unemployment	Rate
December 2024	15,575,900	14,922,200	653,700	4.2
November 2024	15,536,000	14,884,500	651,500	4.2
December 2023	15,130,600	14,542,800	587,800	3.9

## U.S. December 2024

■ **Employed**  
161,661,000

■ **Unemployed**  
6,886,000



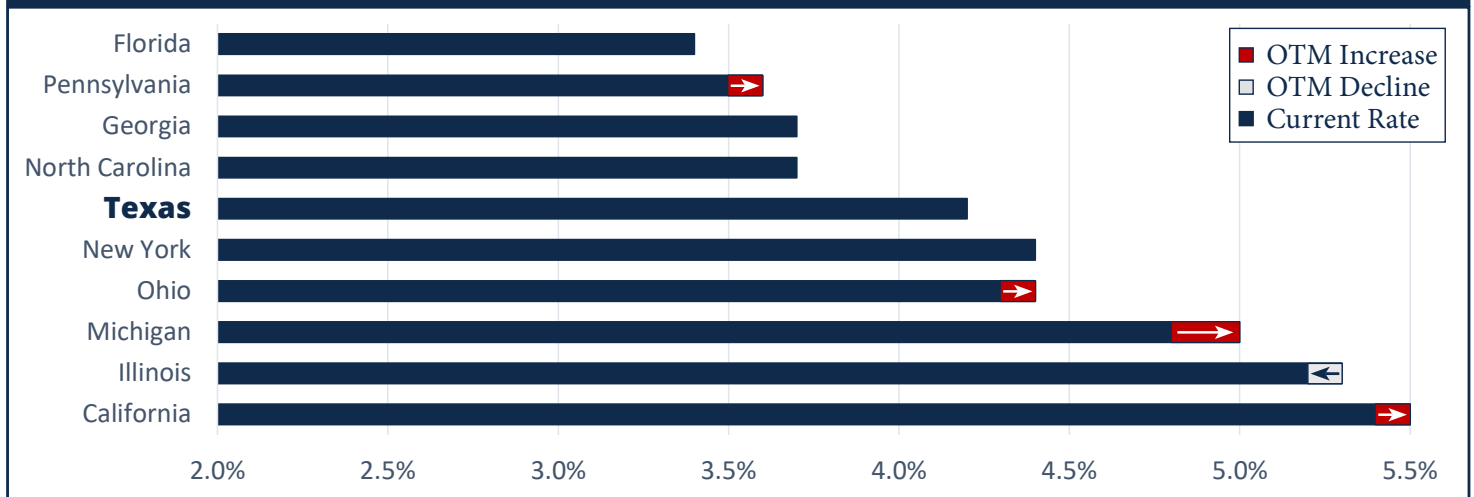
Date	CLF	Employment	Unemployment	Rate
December 2024	168,547,000	161,661,000	6,886,000	4.1
November 2024	168,304,000	161,183,000	7,121,000	4.2
December 2023*	167,451,000	161,183,000	6,268,000	3.7

\*Pre-annual benchmark processing value

## Highlights

- Over the month, the Texas seasonally adjusted unemployment rate remained at 4.2 percent, one-tenth of a percentage point higher than the U.S. rate of 4.1 percent.
- The state's seasonally adjusted labor force participation rate was 64.7 percent in December.
- Texas' seasonally adjusted LAUS employment was up 37,700 from last month.
- Summarizing the not seasonally adjusted estimates, the Texas unemployment rate decreased to 3.7 percent in December. This was 0.2 percentage points higher than the unemployment rate in December 2023.

## 10 Largest States' Unemployment Rates



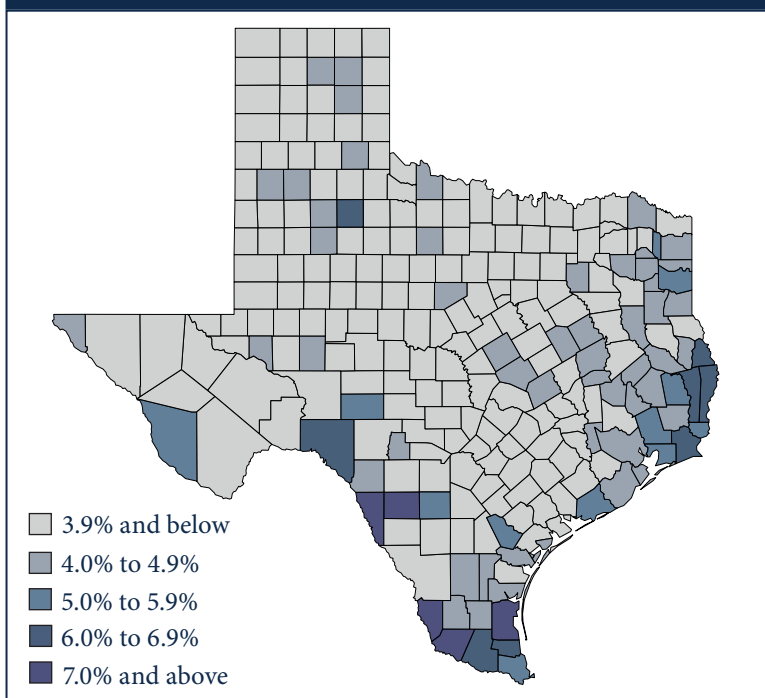
# LOCAL AREA UNEMPLOYMENT STATISTICS

## Substate Areas (Not Seasonally Adjusted)

### County Highlights

- Unemployment rates varied considerably across counties, ranging from a low of 0.2 percent in Loving County to a high of 10.1 percent in Starr County.
- 60 counties had an unemployment rate of 3.0 percent or less.
- Hardeman County experienced the largest unemployment rate decrease of 1.2 percentage points over the year.
- In December 2024, five counties experienced an increase in their unemployment rates over the month, while 246 counties experienced a decrease and three experienced no change.
- Over the year, the civilian labor force increased in 248 counties, while four counties in the state experienced a decline and two experienced no change.

### County Unemployment Rates



### Texas Metro Areas Ranked by Unemployment Rate

Rank	Area	Rate	Rank	Area	Rate
1	Midland	2.4	15	Laredo	3.7
2	Amarillo	2.6	0	Texas	3.7
3	College Station-Bryan	2.7	15	Victoria	3.7
4	Abilene	2.9	17	Texarkana	3.8
5	Lubbock	3.0	0	United States	3.8
6	Austin-Round Rock	3.1	18	Corpus Christi	4.0
7	San Angelo	3.2	18	El Paso	4.0
8	Odessa	3.3	20	Houston-The Woodlands-Sugar Land	4.1
8	Sherman-Denison	3.3	21	Longview	4.2
8	Waco	3.3	22	Killeen-Temple	4.3
11	San Antonio-New Braunfels	3.4	23	Brownsville-Harlingen	5.1
11	Tyler	3.4	24	Beaumont-Port Arthur	5.6
13	Dallas-Fort Worth-Arlington	3.5	25	McAllen-Edinburg-Mission	6.2
13	Wichita Falls	3.5			

### Metro Area Highlights

- Over the month, 24 MAs had a decrease in unemployment rate, while the McAllen-Edinburg-Mission MSA increased.
- Over the year, 24 MAs saw an increase in their unemployment rates, while one, Abilene MSA, experienced no change. The Killeen-Temple MSA experienced the largest over-the-year change, rising 0.5 percentage points.

[Download LAUS data in Excel](#)

# CURRENT POPULATION SURVEY

## 12-Month Moving Average State Unemployment Rates

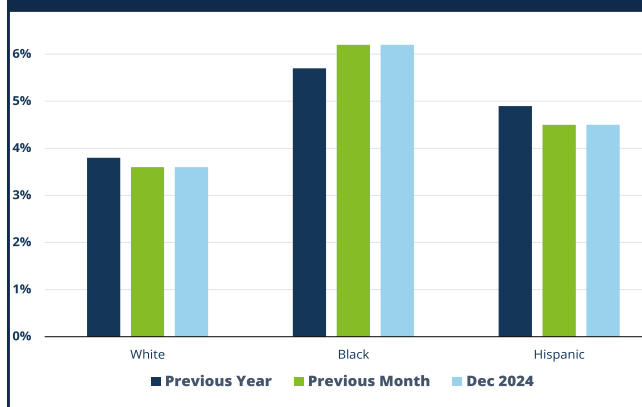
### Unemployment Rates by Demographic

Gender (age 16+)	Dec 2024	Nov 2024	Dec 2023
Female	4.3%	4.3%	4.1%
Male	4.0%	4.0%	3.9%
Age (16+)	Dec 2024	Nov 2024	Dec 2023
Age 16-19	13.6%	13.2%	11.1%
Age 20-24	6.9%	7.0%	7.9%
Age 25-34	4.2%	4.3%	4.5%
Age 35-44	3.2%	3.1%	2.6%
Age 45-54	2.7%	2.7%	2.7%
Age 55-64	3.2%	3.2%	2.7%
Age 65+	3.3%	3.4%	3.4%
Race (age 16+)	Dec 2024	Nov 2024	Dec 2023
White	3.6%	3.6%	3.8%
Black	6.2%	6.2%	5.7%
Hispanic	4.5%	4.5%	4.9%
Education (age 25+)	Dec 2024	Nov 2024	Dec 2023
Less than High School	4.9%	5.0%	5.0%
High School Diploma	4.0%	4.1%	3.8%
Some College/Associate Degree	3.8%	3.8%	3.3%
Bachelor's Degree or Higher	2.4%	2.3%	2.3%
Other Categories (age 18+)	Dec 2024	Nov 2024	Dec 2023
Veterans	1.6%	1.7%	3.2%

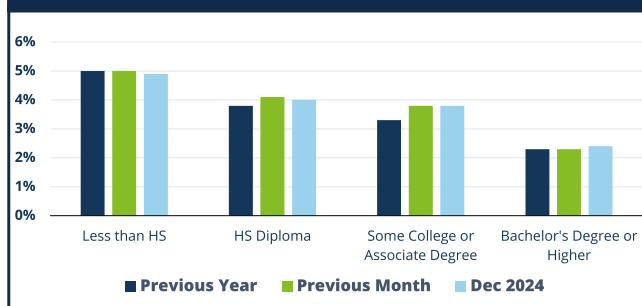
### Highlights

- The unemployment rate for males increased by 0.1 percentage points over the year to a rate of 4.0 percent, while the rate for women increased by 0.2 percentage points to 4.3 percent.
- The veteran unemployment rate decreased over the month by 0.1 percentage points to 1.6 percent in December.
- Individuals with some college education or associate degree had an unemployment rate of 3.8 percent. Those with a bachelor's degree and higher had an unemployment rate of 2.4 percent and those with a high school diploma had a rate of 4.0 percent.
- Of the new entrants into Texas' labor force in December, more were men (30,600) than women (28,700).

### Unemployment Rates by Race



### Unemployment Rates by Education



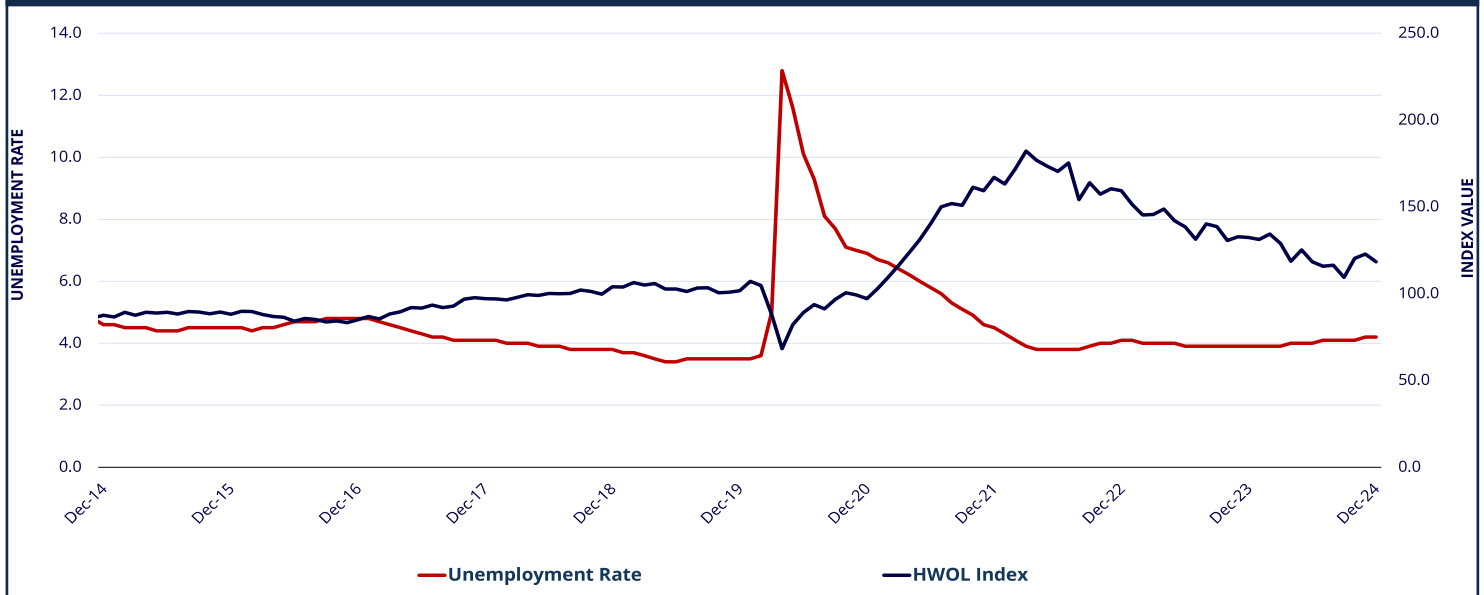
[View notes on CPS data](#)



# HELP WANTED ONLINE

## Statewide Online Job Ads Data (Seasonally Adjusted)

### Texas Labor Supply vs. Labor Demand



### Highlights

- The Conference Board–Lightcast Help Wanted OnLine® (HWOL) Index decreased over the month to 118.5 in December, a loss of 4.3 points.
- The December Supply/Demand rate was 1.2 unemployed for each advertised vacancy, with a total of 112,375 more unemployed workers than advertised vacancies.

### Top Employers by Postings

Employer	Dec 2024
Baylor Scott & White Health	4,962
The University of Texas System	3,918
HCA Healthcare	3,724
Houston Methodist	3,290
CHRISTUS Health	3,240
Walmart	2,750
State Of Texas	2,403
Starbucks	1,809
Amazon	1,790
Medical City Healthcare	1,657

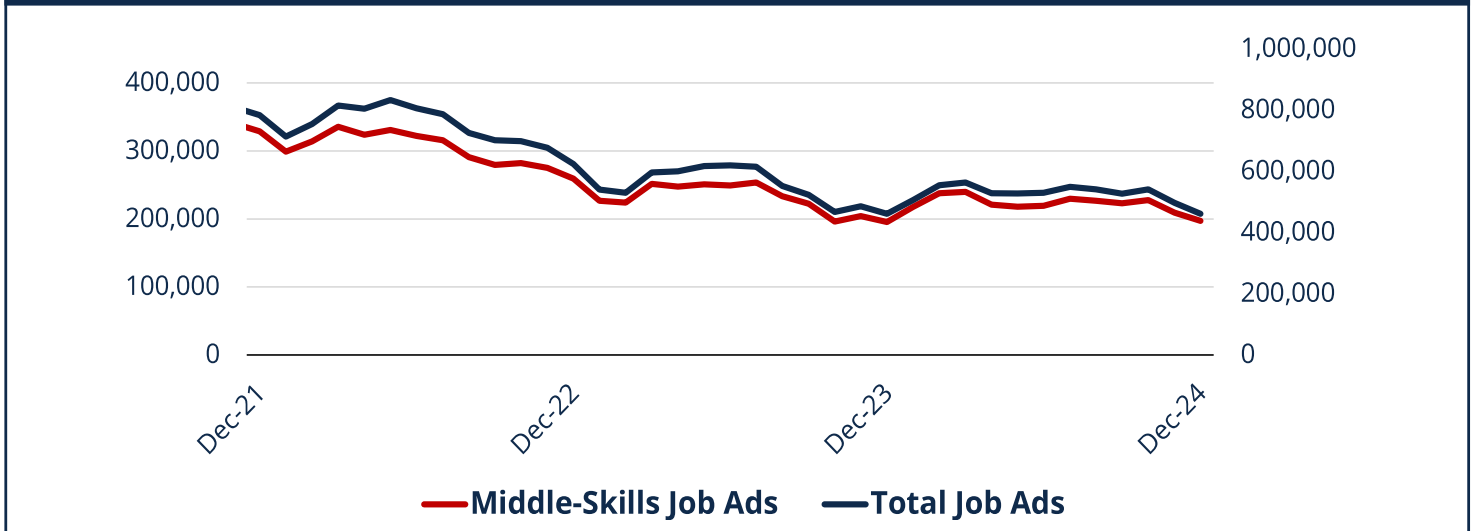
### Top Occupations by Postings

Occupation	Dec 2024
Registered Nurses	23,762
Retail Salespersons	17,593
First-Line Supervisors of Retail Sales Workers	10,233
Customer Service Representatives	9,151
Sales Representatives, Wholesale and Manuf. (except Technical and Scientific Products)	8,292
Heavy and Tractor-Trailer Truck Drivers	8,158
Software Developers	8,045
Fast Food and Counter Workers	7,958
Computer Occupations, All Other	7,279
Maintenance and Repair Workers, General	7,141



# DEMAND FOR MIDDLE-SKILLS JOBS

## Total Middle-Skills Job Ads in Texas



Source: Lightcast® and TWC Long Term Projections 2022-2032

## Highlights

- Middle-Skill occupations require more education than a high school diploma but less than a four-year degree.
- December Help Wanted OnLine® Middle-Skills Job Ads increased 0.7 percent over the year to 197,023.
- Job ads for Middle-Skill occupations represented 42.7 percent of all live postings in December.

## Top Middle-Skills Employers by Postings

Employer	Dec 2024
Baylor Scott & White Health	3,366
HCA Healthcare	2,682
CHRISTUS Health	2,231
Houston Methodist	1,974
Walmart	1,312
Medical City Healthcare	1,295
The University of Texas System	1,215
Memorial Hermann	1,212
State Of Texas	1,169
Texas Health Resources	1,148

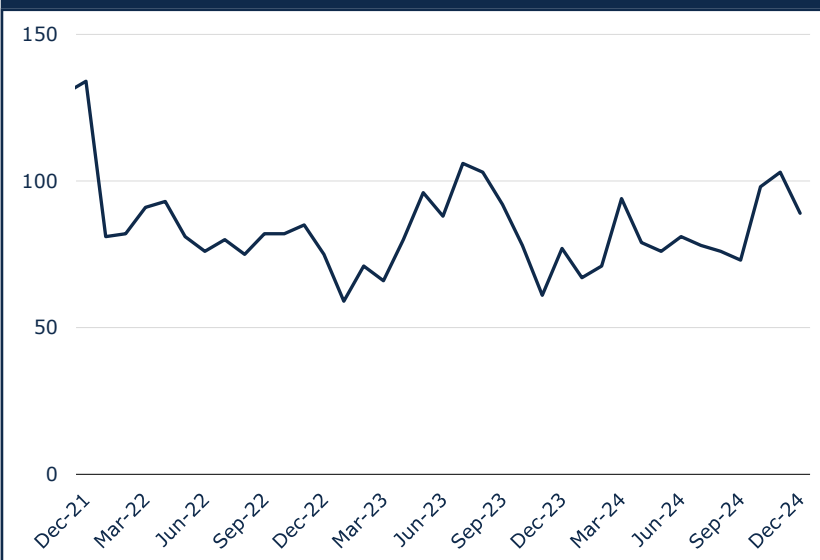
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Customer Service Representatives	9,151
Sales Representatives, Wholesale and Manuf. (except Technical and Scientific Products)	8,292
Heavy and Tractor-Trailer Truck Drivers	8,158
Maintenance and Repair Workers, General	7,141
Home Health and Personal Care Aides	6,184
Food Service Managers	5,591
Secretaries and Administrative Assistants (except Legal, Medical, and Executive)	5,298
Sales Reps of Services (except Advertising, Insurance, Financial Services, and Travel)	4,814
Medical Assistants	4,260

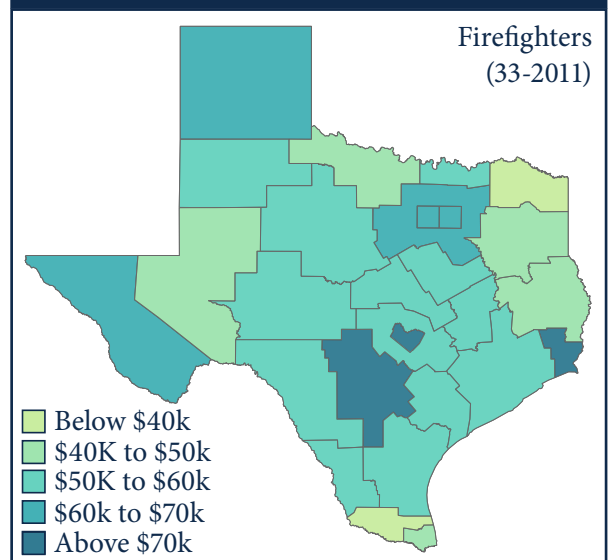
# OCCUPATIONAL PROFILE

## Standard Occupational Classification: Firefighters (33-2011)

Monthly Job Ads for SOC 33-2011



Annual Median Wages by WDA



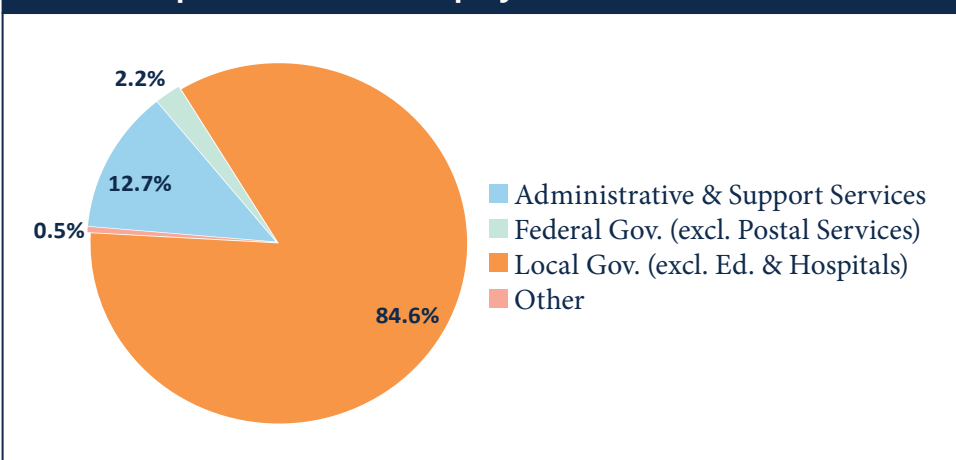
### Job Description

- Control and extinguish fires or respond to emergency situations where life, property, or the environment is at risk.
- Collaborate with police to respond to accidents, disasters, and arson investigation calls.
- Inspect buildings for fire hazards and compliance with fire prevention ordinances, testing and checking smoke alarms and fire suppression equipment as necessary.
- Administer first aid and CPR to injured persons or provide emergency medical care.

### Education, Experience & Training for SOC 33-2011

Typical education needed for entry:	Postsecondary nondegree award
Work experience in a related occupation:	None
Typical training needed:	Long-term on-the-job training

### Top Industries for Employment for SOC 33-2011



### Occupational Outlook

- The 2023 median annual wage for Firefighters in Texas was \$59,879, ranging from \$38,765 to \$76,720 among WDAs.
- 90th percentile wage averaged \$77,247, and reached \$103,764 in Capital Area WDA.
- 2022-2032 Projections estimate this occupation will grow 10.8 percent in Texas, with high growth expected in Rural Capital WDA at 28.8 percent.
- Job ads for Firefighters have increased 15.6 percent since December 2023.
- Learn more: [TexasLMI.com](https://TexasLMI.com).

# UNDERSTANDING THE ECONOMY

## Data in Context

### Benchmarking

by William Lutz

Our first March release—currently scheduled for March 14, 2025—is one of the most insightful of the year. This is the first post-benchmark release of labor market data, and also the first time new Metropolitan Statistical Area definitions are released for two of our data programs (more on that in our next issue).

***"...February is the one month that TWC does not release new data, nor publish the Texas Labor Market Review..."***

Normally, job counts and unemployment data from our monthly data programs are released by TWC on a Friday mid-month. However, February is the one month that TWC does not release new data nor publish the Texas Labor Market Review, due to the benchmarking process. There are no data releases during February, but two in March.

Here's why: the Bureau of Labor Statistics (BLS) conducts surveys and uses a few other data points to establish the monthly job count estimates in the Current Employment Statistics (CES) program and the monthly civilian labor force, employment, unemployment, and unemployment rate estimates in the Local Area Unemployment Statistics (LAUS) program. But survey data has a margin for error and can be impacted by a variety of factors, including response rates. These surveys are important because they provide a timely snapshot of how the economy is doing, but additional data can make them even more accurate.

A few weeks after monthly data is released, state workforce agencies receive tax reports from businesses subject to unemployment insurance. By law, these reports have to contain all covered employment. So, after a calendar year of estimates have been released and enough time has passed to receive information from tax records in the Quarterly Census of Employment and Wages (QCEW), the Bureau of Labor Statistics takes another look at the previous estimates. BLS will then re-anchor the previous year's LAUS and CES estimates and may go back even further based on the information received from tax records in the QCEW program. Another part of this checkup involves adjusting the data based upon changes to the Industry or NAICS codes that occur every five years, as well as businesses that either changed industries or were classified incorrectly.

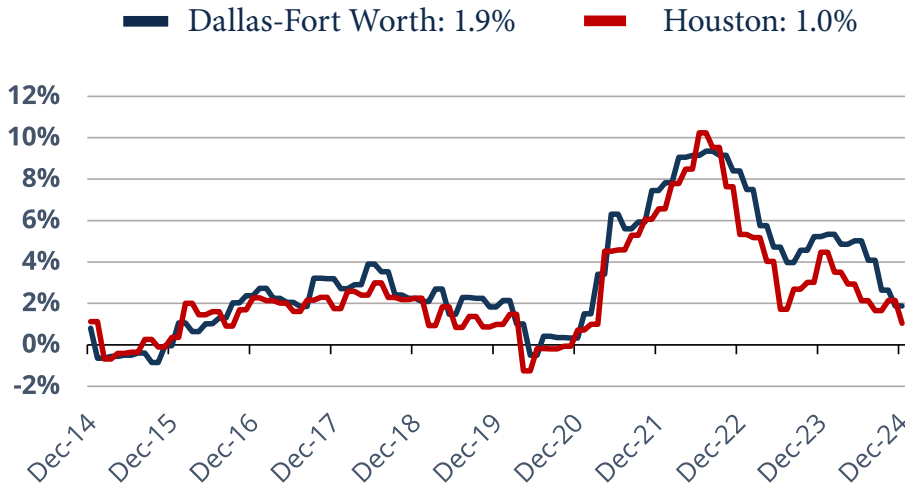
Every metro area also gets examined as part of the benchmarking process, in addition to the statewide data. Plus, the March release will be the first time CES and LAUS data are released using the new Metropolitan Statistical Area definitions revised by the federal Office of Management and Budget in response to the decennial Census. This release will include data on Texas's newest MSA: the Eagle Pass MSA, which consists of Maverick County.

TWC Labor Market Information and the BLS strive to produce both accurate and timely data that helps Texans understand the economy, and our annual processing and MSA definition updates are part of how we achieve that goal. Please visit [TexasLMI.com](https://TexasLMI.com) after the March 14, 2025, release to see updated job counts and unemployment data, both statewide and regionally.



# KEY INDICATORS

## Consumer Price Index Annual Growth (Not Seasonally Adjusted)



Source: Bureau of Labor Statistics

The Consumer Price Index (CPI) is an index of the variation in prices paid by typical consumers for retail goods and other items.

### Highlights

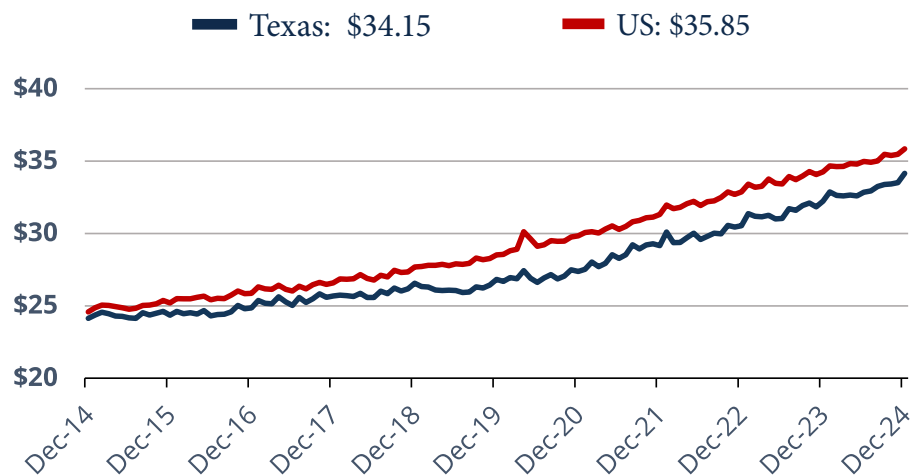
- Houston-The Woodlands-Sugar Land CPI annual growth rate decreased 1.1 percentage points from the previous reading to 1.0 percent in December, 1.9 points lower than the U.S city average of 2.9 percent.
- Since December 2023, Food increased 1.9 percent while Motor fuel decreased 2.2 percent.

### Highlights

- In December, AHE for Texas employees on private nonfarm payrolls increased by \$1.92 over the year to \$34.15, an increase of 6.0 percent.
- Over the year, Texas AHE increased 6.6 percent in the Goods Producing Sector and 5.9 percent in the Private Service Providing sector.
- U.S. AHE increased by \$1.59 over the year to \$35.85, an increase of 4.6 percent.

Average hours and earnings data are derived from reports of hours and payrolls for all employees.

## Average Hourly Earnings (Total Private, Not Seasonally Adjusted)

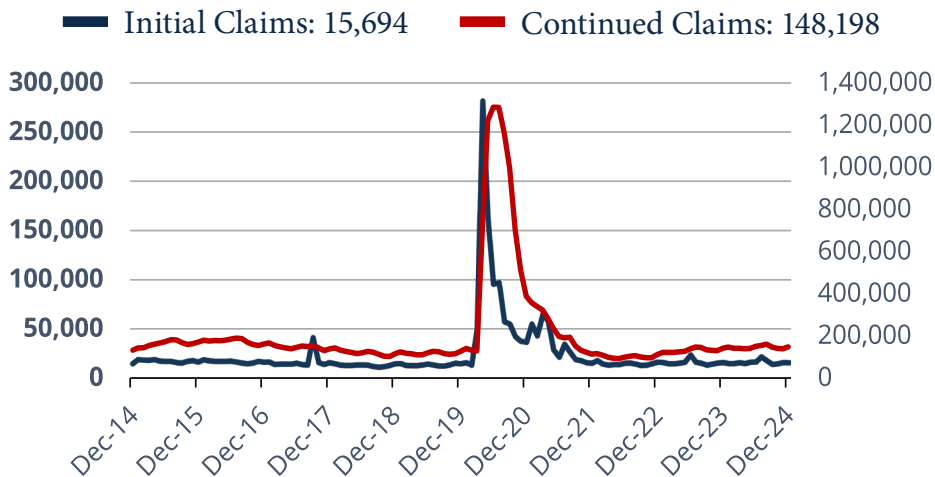


Source: Bureau of Labor Statistics

[Download Key Indicators data in Excel](#)

# KEY INDICATORS

## Initial and Continued Claims (Four-Week Moving Average)



Source: Texas Workforce Commission

Initial Claims refers to the number of requests for unemployment benefits; a person can file multiple claims. Continued Claims is the number of claimants receiving benefits.

### Highlights

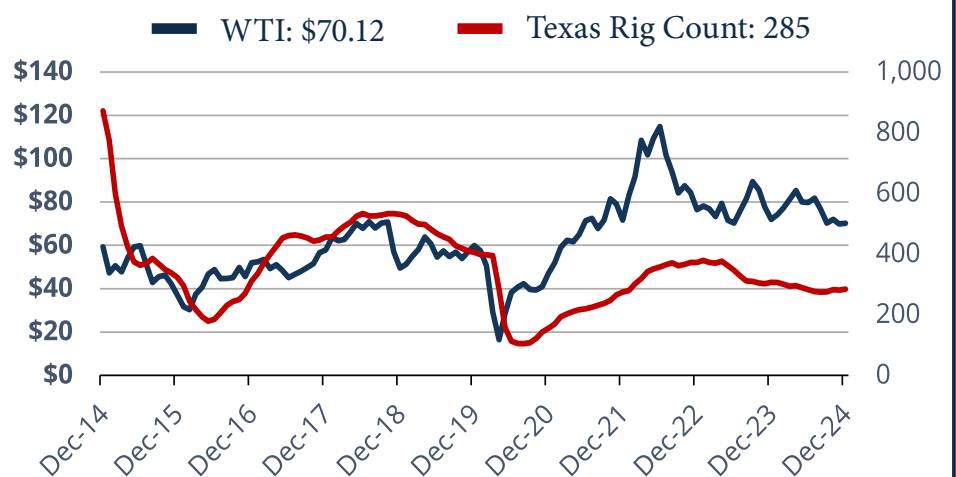
- The four-week moving average decreased 2.3 percent over the year for initial claims but increased 4.9 percent for continued claims.
- The four-week moving average decreased by 369 claims over the month to 15,694 for initial claims but increased by 8,779 claims to 148,198 for continued claims.

### Highlights

- The West Texas Intermediate Spot Price averaged \$70.12, an increase of \$0.17 over the month but a decrease of \$1.78 over the year.
- Rig count in Texas increased by 4 rigs over the month but decreased by 22 rigs over the year, averaging 285 rigs in December.

West Texas Intermediate is a crude oil stream produced in Texas and southern Oklahoma that serves as reference for pricing a number of other streams. Rig Count refers to a weekly census of drilling rigs that are actively exploring for or developing oil or natural gas in the United States and Canada.

## West Texas Intermediate Crude Oil vs. Texas Rig Count



Source: US Energy Information Administration (EIA) & Baker Hughes

[Download Key Indicators data in Excel](#)

# GLOSSARY

## CURRENT EMPLOYMENT STATISTICS (CES)

- **Nonagricultural Jobs:** The total number of persons on establishment payrolls employed full or part time. Persons on the payroll of more than one establishment are counted in each. Data exclude proprietors, self-employed, unpaid family or volunteer workers, farm workers, and domestic workers. Government employment only covers civilian employees.
- **Actual or Not Seasonally Adjusted:** Describes data series not subject to the seasonal adjustment process. In other words, the effects of regular, or seasonal, patterns have not been removed from these series.
- **Seasonally Adjusted:** Effects of regular, or seasonal, patterns of hiring or layoffs (holidays, weather, etc.) have been removed from these series. These adjustments make it easier to observe the cyclical and other non-seasonal movements in a data series.

## HELP WANTED ONLINE (HWOL)

- **Supply-Demand Rate:** Ratio measuring the number of unemployed persons per HWOL job openings.
- **Middle-Skills Jobs:** Jobs requiring more than a high school diploma but less than a four-year degree.

## LOCAL AREA UNEMPLOYMENT STATISTICS

- **Employed:** All persons 16 years and over who, during the reference week, (a) did any work (at least one hour) as paid employees, worked on their own business, profession, or on their own farm, or worked 15 hours or more as unpaid family workers, or (b) were not working but who had jobs from which they were temporarily absent. Each employed person is counted only once, even if the person holds more than one job.
- **Unemployed:** All persons aged 16 years and over who had no employment, but were available for work and had made specific efforts to find employment. Includes persons who were waiting to be recalled to jobs from which they had been laid off.
- **Civilian Labor Force (CLF):** All persons classified as employed or unemployed.
- **Unemployment Rate:** The unemployed number divided by the civilian labor force number.

## OCCUPATIONAL EMPLOYMENT & WAGE STATISTICS (OEWS)

- **Mean Wage:** The average wage, calculated by summing the wages of all the employees in an occupation and dividing the sum by the number of employees.
- **Percentile Wage:** The wage below which a certain percentage of employees in an occupation earn. E.g., 25th Percentile Wage: 25 percent of employees in an occupation earn at or below this wage.
- **Median Wage:** A percentile wage boundary demarcating the 50th percentile; half of employees in an occupation earn more than the median wage, and half earn less than the median wage.
- **Standard Occupational Classification:** A hierarchical taxonomy that assigns a numeric code to an occupation according to tasks performed. This allows narrowly defined occupations to be grouped together at higher levels of aggregation reflecting common functions among similar occupations.

## MISCELLANEOUS

- **Metropolitan Statistical Area (MSA):** Geographic area containing 1+ urban center with a population of 50,000+, plus adjacent territory with high social/economic integration with the urban center. In Texas, an MSA consists of 1+ counties.
- **Metropolitan Division (MD):** Smaller areas within a large MSA. The MSA must have a population of 2.5 million+ to be subdivided into Metropolitan Divisions (MDs).
- **Metro Area (MA):** Refers to either an MSA or MD. Texas has 25 MSAs, including the Dallas-Fort Worth-Arlington MSA, which is subdivided into two MDs.
- **Workforce Development Area (WDA):** The State of Texas is divided into 28 local workforce development areas.

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