



TEXAS

LABOR MARKET REVIEW

JANUARY 2026

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.

December 2025 Monthly Indicators

INDUSTRY EMPLOYMENT



19,700 jobs

Page 2

UNEMPLOYMENT RATE



0.1 points

Page 5

JOB ADS INDEX



0.4%

Page 8

INITIAL UI CLAIMS



1,954 claims

Page 13

CURRENT EMPLOYMENT STATISTICS

Statewide Industry Employment (Seasonally Adjusted)

Total Nonfarm employment continued the momentum of a revised November increase of 7,600 jobs with a gain of 19,700 positions in December. This brought the series to a record-high level of 14,341,000 jobs, while the annual growth rate edged down to 0.9 percent. Monthly growth was largely driven by gains in the private sector,

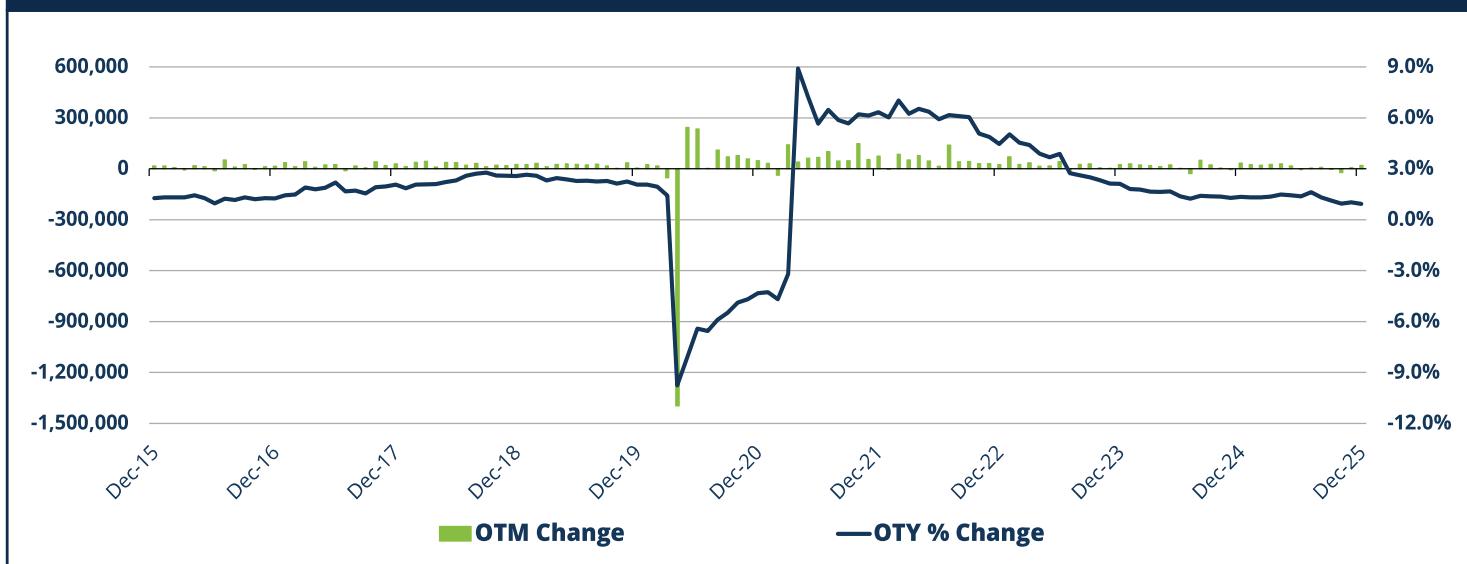
which posted an increase of 17,400 positions in December and also posted a new record-high job count. Nine of the 11 major industries added jobs over the month, and eight grew over the year. Four private industries achieved new series highs in December.

| Industry | Dec 2025 | Monthly Change | Annual Change | Annual % Change |
|--------------------------------------|------------|----------------|---------------|-----------------|
| Total Nonagricultural | 14,341,000 | 19,700 | 132,500 | 0.9 |
| Total Private | 12,193,700 | 17,400 | 115,900 | 1.0 |
| Goods Producing | 2,067,300 | -1,600 | 16,200 | 0.8 |
| Mining and Logging | 221,200 | 2,500 | 3,800 | 1.7 |
| Construction | 876,600 | -4,500 | 15,700 | 1.8 |
| Manufacturing | 969,500 | 400 | -3,300 | -0.3 |
| Service Providing | 12,273,700 | 21,300 | 116,300 | 1.0 |
| Trade, Transportation, and Utilities | 2,818,400 | 9,500 | 37,800 | 1.4 |
| Information | 224,200 | -300 | -4,600 | -2.0 |
| Financial Activities | 939,300 | 1,300 | 1,900 | 0.2 |
| Professional and Business Services | 2,118,800 | 3,000 | -14,800 | -0.7 |
| Private Education & Health Services | 1,985,900 | 1,300 | 44,200 | 2.3 |
| Leisure and Hospitality | 1,541,700 | 3,700 | 26,500 | 1.7 |
| Other Services | 498,100 | 500 | 8,700 | 1.8 |
| Government | 2,147,300 | 2,300 | 16,600 | 0.8 |

Highlights

- Leisure and Hospitality employment reached a new series-high mark in December with an over-the-month gain of 3,700 jobs on top of a revised increase of 100 in November.
- Trade, Transportation, and Utilities industry recovered from two months of job losses to achieve a new series high in December with 9,500 positions added.
- Mining and Logging employment rose for the first time in four months with the addition of 2,500 positions in December.

Total Nonagricultural Jobs



CURRENT EMPLOYMENT STATISTICS

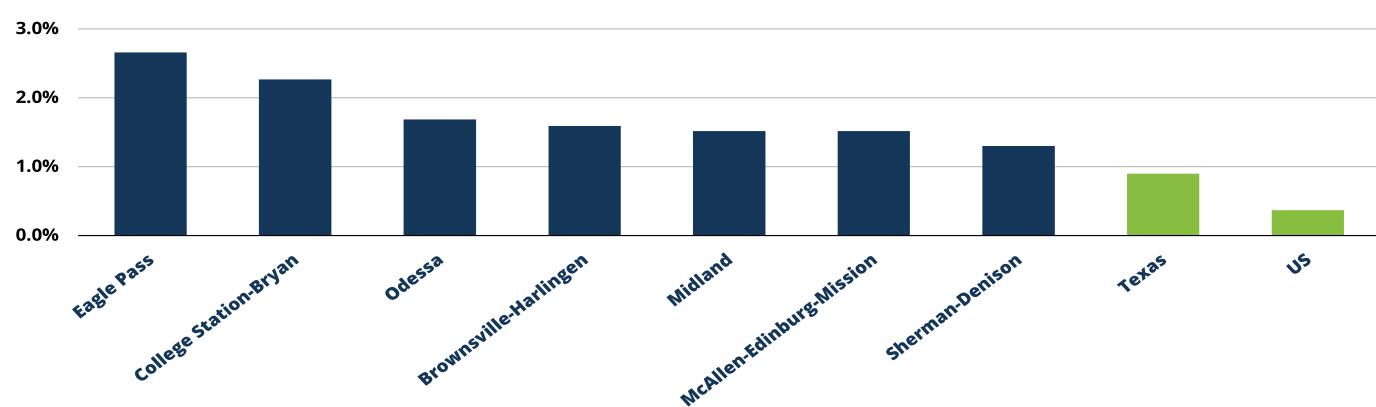
Metro Areas (Seasonally Adjusted)

| Metro Areas | Dec 2025 | Monthly Change | Annual Change | Annual % Change |
|---------------------------|-----------|----------------|---------------|-----------------|
| Abilene MSA | 79,400 | 200 | 200 | 0.3 |
| Amarillo MSA | 131,600 | 300 | 1,300 | 1.0 |
| Austin-Round Rock MSA | 1,379,000 | 3,300 | 10,100 | 0.7 |
| Beaumont-Port Arthur MSA | 170,500 | -100 | 700 | 0.4 |
| Brownsville-Harlingen MSA | 166,100 | -200 | 2,600 | 1.6 |
| College Station-Bryan MSA | 148,800 | 500 | 3,300 | 2.3 |
| Corpus Christi MSA | 201,300 | 200 | 1,700 | 0.9 |
| Dallas-FW-Arlington MSA | 4,300,800 | 2,900 | 14,200 | 0.3 |
| Dallas-Plano-Irving MD | 3,083,500 | 1,400 | 2,700 | 0.1 |
| FW-Arlington-Grapevine MD | 1,215,200 | 1,200 | 12,300 | 1.0 |
| Eagle Pass MSA | 19,300 | 200 | 500 | 2.7 |
| El Paso MSA | 355,700 | -200 | 300 | 0.1 |
| Houston MSA | 3,470,400 | -500 | 13,500 | 0.4 |
| Killeen-Temple MSA | 155,300 | 0 | 400 | 0.3 |
| Laredo MSA | 115,200 | 100 | 1,100 | 1.0 |
| Longview MSA | 122,800 | 100 | 1,400 | 1.2 |
| Lubbock MSA | 175,200 | 400 | 900 | 0.5 |
| McAllen MSA | 307,500 | 400 | 4,600 | 1.5 |
| Midland MSA | 127,000 | -100 | 1,900 | 1.5 |
| Odessa MSA | 84,500 | 100 | 1,400 | 1.7 |
| San Angelo MSA | 54,800 | -100 | 400 | 0.7 |
| San Antonio MSA | 1,205,700 | 1,400 | 13,600 | 1.1 |
| Sherman-Denison MSA | 54,500 | 100 | 700 | 1.3 |
| Texarkana MSA | 61,200 | -200 | 600 | 1.0 |
| Tyler MSA | 119,200 | -300 | 900 | 0.8 |
| Victoria MSA | 40,500 | 0 | 400 | 1.0 |
| Waco MSA | 144,200 | -100 | -100 | -0.1 |
| Wichita Falls MSA | 59,500 | 0 | 100 | 0.2 |

Highlights

- Total nonfarm employment in 15 of 27 metro areas expanded in December for a combined monthly increase of 9,900 jobs. Three MSAs experienced no change over the month, and nine areas recorded monthly employment declines. As of December, 26 areas experienced positive year-over-year job gains, as the Waco MSA contracted by 100 jobs. Nine MSAs recorded annual growth rates above 1.0 percent.
- Employment in the Austin-Round Rock-San Marcos MSA built on a revised gain of 2,100 jobs in November with growth of 3,300 in December to lead all metro areas.
- The San Antonio-New Braunfels MSA continued to rebound from a recent string of monthly declines with the gain of 1,400 jobs in December.
- The Eagle Pass MSA showed employment growth for the second time in three months with the addition of 200 jobs in December.

Fastest Growing Metro Areas Over the Year

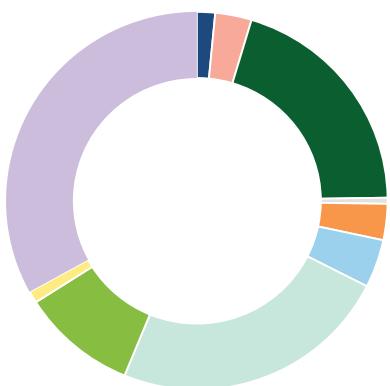


CURRENT EMPLOYMENT STATISTICS

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

Eagle Pass MSA

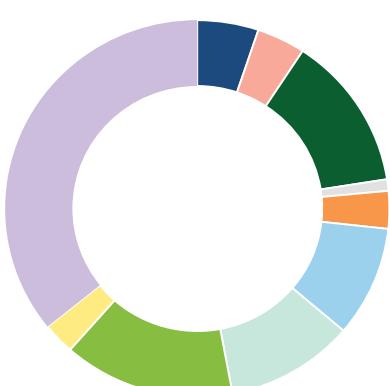
Area Industry Composition



| Industry | Annual Change | Annual % Change |
|-------------------------------------|---------------|-----------------|
| Total Nonagricultural | 500 | 2.6 |
| Mining, Logging & Construction | 0 | 0.0 |
| Manufacturing | 0 | 0.0 |
| Trade, Transportation & Utilities | 100 | 2.6 |
| Information | 0 | 0.0 |
| Financial Activities | 100 | 20.0 |
| Professional & Business Services | 0 | 0.0 |
| Private Education & Health Services | 100 | 2.2 |
| Leisure & Hospitality | 100 | 5.6 |
| Other Services | 0 | 0.0 |
| Government | 100 | 1.6 |

College Station-Bryan MSA

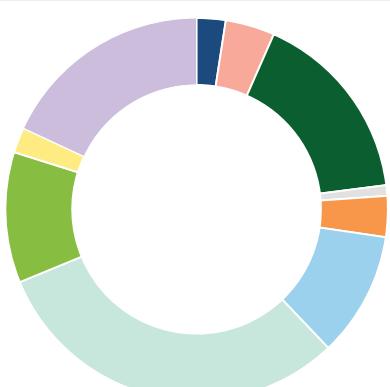
Area Industry Composition



| Industry | Annual Change | Annual % Change |
|-------------------------------------|---------------|-----------------|
| Total Nonagricultural | 3,200 | 2.2 |
| Mining, Logging & Construction | 0 | 0.0 |
| Manufacturing | 0 | 0.0 |
| Trade, Transportation & Utilities | 500 | 2.6 |
| Information | -100 | -6.3 |
| Financial Activities | 0 | 0.0 |
| Professional & Business Services | -100 | -0.7 |
| Private Education & Health Services | 300 | 1.9 |
| Leisure & Hospitality | 500 | 2.3 |
| Other Services | 0 | 0.0 |
| Government | 2,100 | 4.0 |

Brownsville-Harlingen MSA

Area Industry Composition



| Industry | Annual Change | Annual % Change |
|-------------------------------------|---------------|-----------------|
| Total Nonagricultural | 2,700 | 1.6 |
| Mining, Logging & Construction | 0 | 0.0 |
| Manufacturing | -100 | -1.4 |
| Trade, Transportation & Utilities | 400 | 1.5 |
| Information | 0 | 0.0 |
| Financial Activities | 0 | 0.0 |
| Professional & Business Services | 100 | 0.6 |
| Private Education & Health Services | 600 | 1.2 |
| Leisure & Hospitality | 400 | 2.2 |
| Other Services | 0 | 0.0 |
| Government | 1,300 | 4.5 |

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

LOCAL AREA UNEMPLOYMENT STATISTICS

Texas & the U.S. (Seasonally Adjusted)

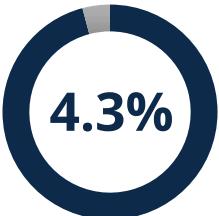
Texas December 2025

Employed

15,283,600

Unemployed

680,400



| Date | CLF | Employment | Unemployment | Rate |
|---------------|------------|------------|--------------|------|
| December 2025 | 15,964,000 | 15,283,600 | 680,400 | 4.3 |
| November 2025 | 15,939,000 | 15,264,900 | 674,100 | 4.2 |
| December 2024 | 15,727,700 | 15,073,300 | 654,500 | 4.2 |

U.S. December 2025

Employed

163,992,000

Unemployed

7,503,000

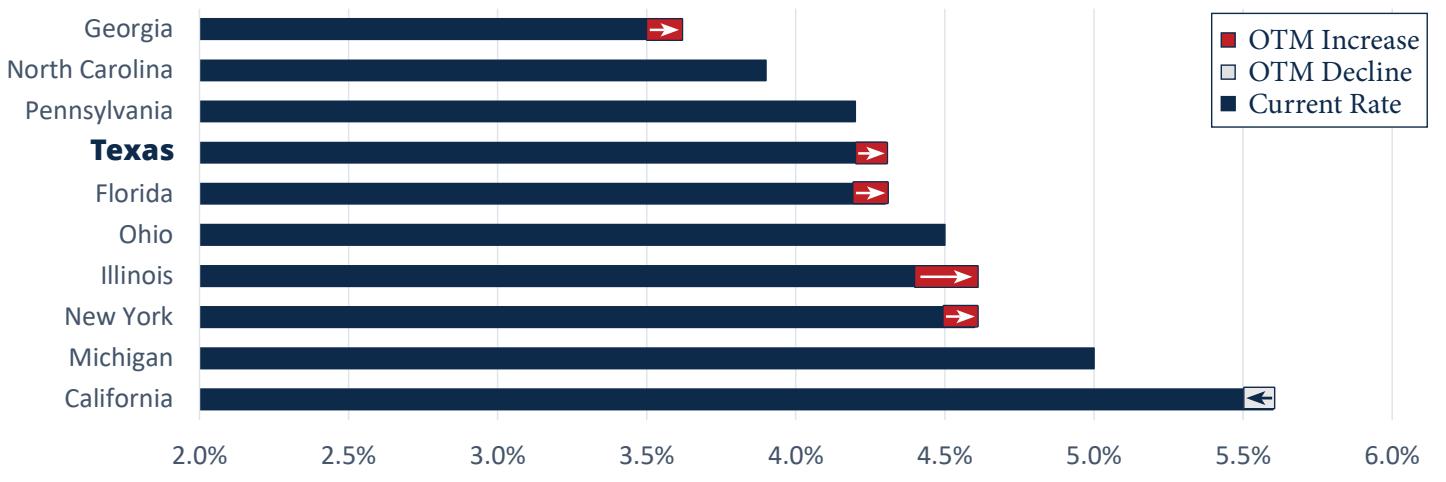


| Date | CLF | Employment | Unemployment | Rate |
|---------------|-------------|-------------|--------------|------|
| December 2025 | 171,495,000 | 163,992,000 | 7,503,000 | 4.4 |
| November 2025 | 171,541,000 | 163,760,000 | 7,781,000 | 4.5 |
| December 2024 | 168,547,000 | 161,661,000 | 6,886,000 | 4.1 |

Highlights

- Over the month the Texas seasonally adjusted unemployment rate rose to 4.3 percent, one-tenth of a percentage point lower than the U.S. rate of 4.4 percent.
- The state's seasonally adjusted labor force participation rate was 64.7 percent in December.
- Texas' seasonally adjusted LAUS employment was up 18,700 from last month.
- Summarizing the not seasonally adjusted estimates, the Texas unemployment rate decreased to 3.9 percent in December. This was 0.2 percentage points higher than the unemployment rate in December 2024.

10 Largest States' Unemployment Rates



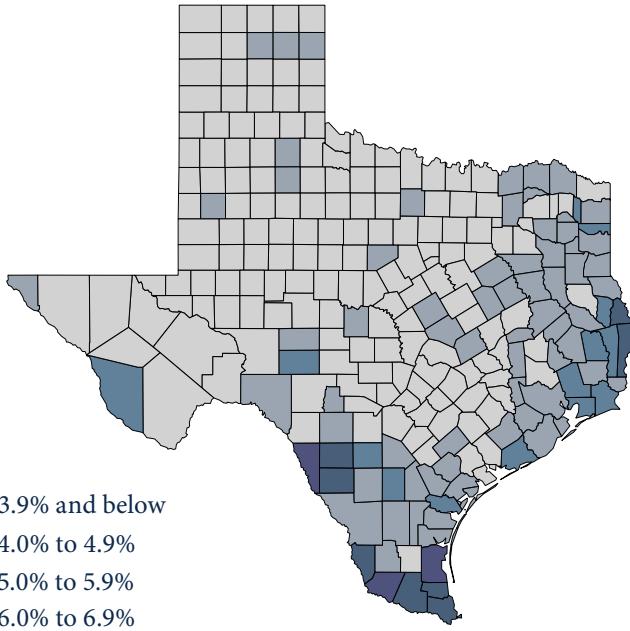
LOCAL AREA UNEMPLOYMENT STATISTICS

Substate Areas (Not Seasonally Adjusted)

County Highlights

- Unemployment rates varied considerably across counties, ranging from a low of 0.5 percent in Loving County to a high of 9.8 percent in Starr County.
- Fifty-five counties had an unemployment rate of 3.0 percent or less.
- Frio County experienced the largest unemployment rate decrease of 2.5 percentage points over the year.
- In December 2025, nine counties experienced an increase in their unemployment rates over the month, while 239 counties experienced a decrease and six experienced no change.
- Over the year, the civilian labor force increased in 235 counties, while 19 counties in the state experienced a decline.

County Unemployment Rates



Texas Metro Areas Ranked by Unemployment Rate

| Rank | Area | Rate | Rank | Area | Rate |
|------|------------------------------|------|------|--------------------------------|------|
| 1 | Amarillo | 2.8 | 14 | Victoria | 3.9 |
| 2 | Midland | 2.9 | | United States | 4.1 |
| 2 | San Angelo | 2.9 | 15 | El Paso | 4.1 |
| 4 | Abilene | 3.1 | 15 | Laredo | 4.1 |
| 4 | College Station-Bryan | 3.1 | 17 | Houston-Pasadena-The Woodlands | 4.2 |
| 4 | Lubbock | 3.1 | 17 | Longview | 4.2 |
| 7 | Austin-Round Rock-San Marcos | 3.2 | 17 | Texarkana | 4.2 |
| 8 | Odessa | 3.5 | 20 | Corpus Christi | 4.3 |
| 8 | Wichita Falls | 3.5 | 20 | Tyler | 4.3 |
| 10 | Dallas-Fort Worth-Arlington | 3.6 | 22 | Killeen-Temple | 4.4 |
| 10 | Sherman-Denison | 3.6 | 23 | Beaumont-Port Arthur | 5.2 |
| 10 | Waco | 3.6 | 24 | Brownsville-Harlingen | 6.4 |
| 13 | San Antonio-New Braunfels | 3.7 | 24 | McAllen-Edinburg-Mission | 6.4 |
| | Texas | 3.9 | 26 | Eagle Pass | 8.7 |

Metro Area Highlights

- Over the month, 23 metropolitan areas experienced a decrease in their unemployment rates while three experienced an increase.
- Over the year, one Texas metropolitan area, Longview MSA, saw a decrease in their unemployment rate, while 23 metro areas experienced an increase and two experienced no change.

[Download LAUS data in Excel](#)

AMERICAN COMMUNITY SURVEY

Population and Age by Educational Attainment, U.S. Census Bureau

Age by Educational Attainment

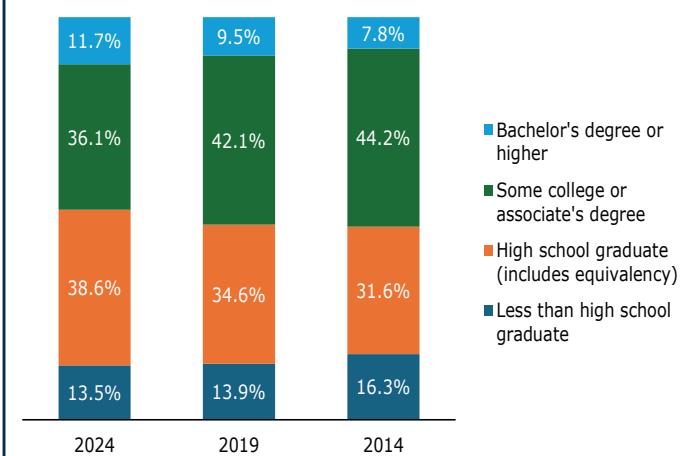
| Population 18 to 24 Years | 2024 | 2019 | 2014 |
|---------------------------------------|-----------|-----------|-----------|
| 18 to 24 years | 3,056,382 | 2,826,700 | 2,753,234 |
| Bachelor's degree or higher | 11.7% | 9.5% | 7.8% |
| Some college or associate's degree | 36.1% | 42.1% | 44.2% |
| High school grad (or equivalent) | 38.6% | 34.6% | 31.6% |
| Less than high school graduate | 13.5% | 13.9% | 16.3% |

Highlights

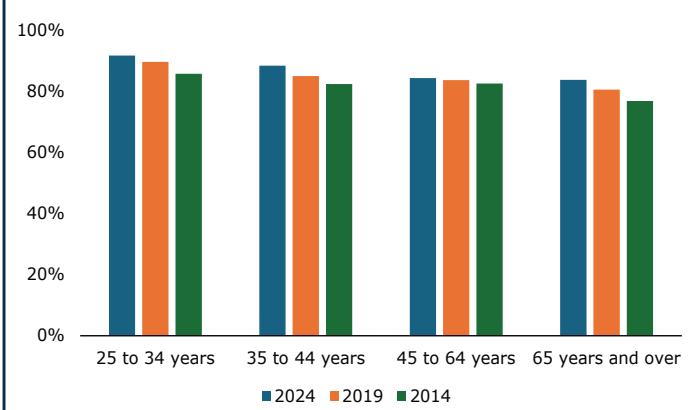
- From 2014 to 2024, the percentage of Texans age 18-24 obtaining a bachelor's degree or higher grew from 7.8 percent to 11.7 percent, a 3.9 percentage point increase.
- During the same time, the percentage of Texans age 18-24 with less than a high school degree decreased from 16.3 percent to 13.5 percent, a 2.8 percentage point decrease.
- From 2014 to 2024, the percentage of Texans attaining a high school level of education or higher increased across all age groups.
- In 2024, 91.7 percent of the population group between the ages of 25 to 34 had a high school level education or higher, more than any other group.

| Population 25 Years and Over | 2024 | 2019 | 2014 |
|-----------------------------------|-----------|-----------|-----------|
| 25 to 34 years | 4,514,557 | 4,242,661 | 3,904,730 |
| Bachelor's degree or higher | 37.2% | 32.8% | 28.8% |
| High school graduate or higher | 91.7% | 89.6% | 85.7% |
| 35 to 44 years | 4,491,641 | 3,959,419 | 3,660,268 |
| Bachelor's degree or higher | 39.2% | 33.5% | 30.0% |
| High school graduate or higher | 88.4% | 85.0% | 82.4% |
| 45 to 64 years | 7,205,292 | 6,831,743 | 6,426,877 |
| Bachelor's degree or higher | 33.9% | 29.8% | 27.6% |
| High school graduate or higher | 84.3% | 83.6% | 82.5% |
| 65 years and over | 4,365,469 | 3,738,727 | 3,096,013 |
| Bachelor's degree or higher | 31.0% | 27.4% | 24.3% |
| High school graduate or higher | 83.7% | 80.5% | 76.8% |

Educational Attainment by Year, 18 to 24 Years



High School Graduate or Higher by Year, Age

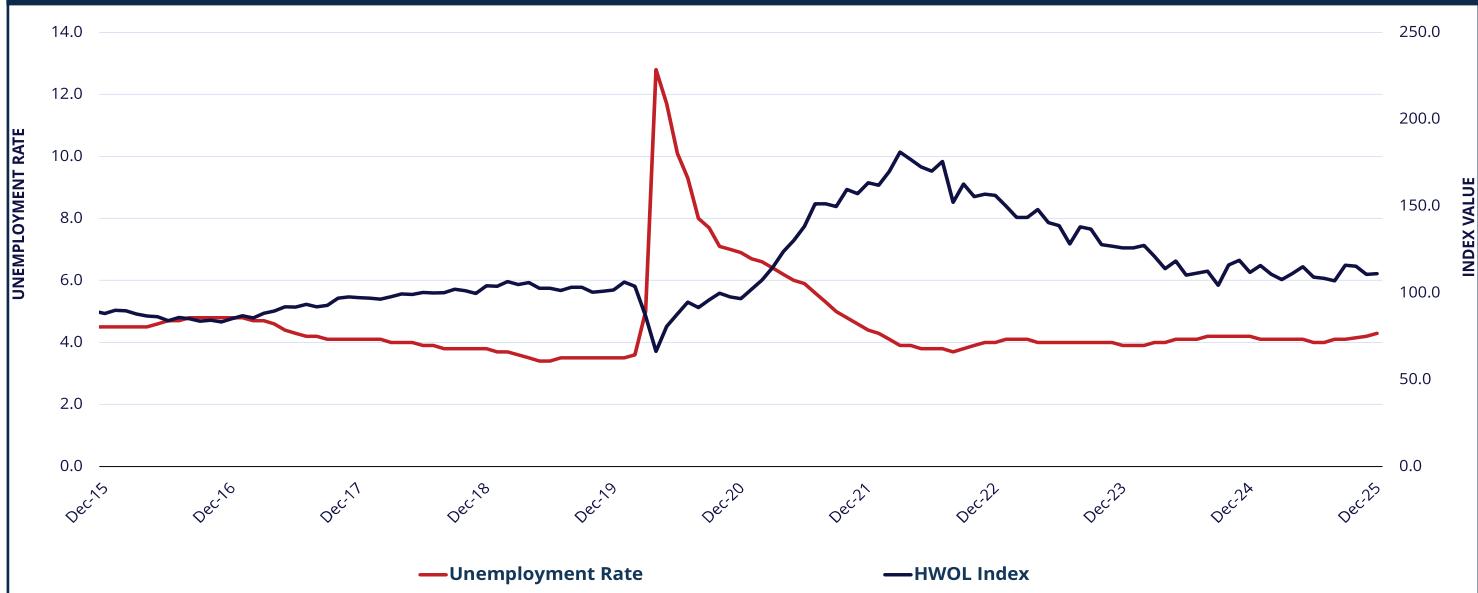


12-month moving average unemployment rates will return November 2026

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 increased over the month to 111.1 in December, an increase of 0.5 points.
- The December Supply/Demand rate was 1.1 unemployed for each advertised vacancy, with a total of 73,593 more unemployed workers than advertised vacancies.

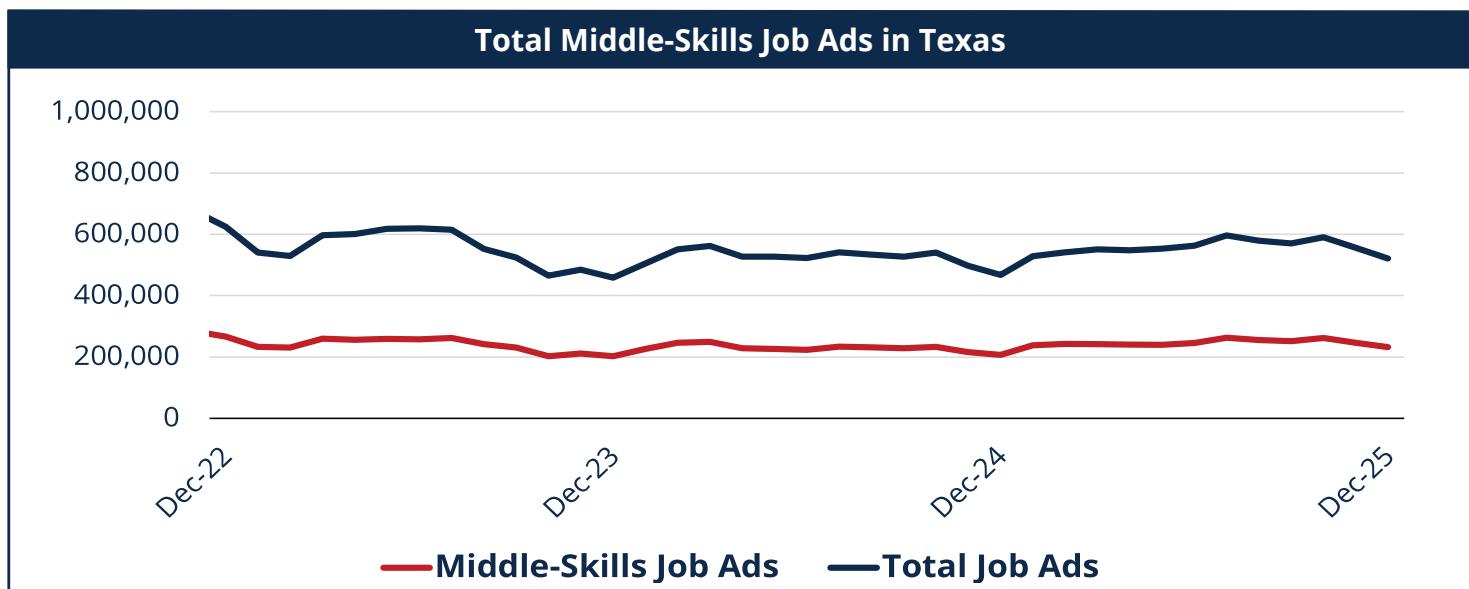
Top Employers by Postings

| Employer | Dec 2025 |
|-----------------------------|----------|
| HCA Healthcare | 6,192 |
| CHRISTUS Health | 4,204 |
| Domino's Pizza | 3,953 |
| Walmart | 3,457 |
| Baylor Scott & White Health | 3,401 |
| CVS Health | 2,590 |
| Allied Universal | 2,329 |
| Pizza Hut | 2,230 |
| Starbucks | 2,099 |
| JPMorgan Chase | 1,959 |

Top Occupations by Postings

| Occupation | Dec 2025 |
|---|----------|
| Registered Nurses | 29,621 |
| Retail Salespersons | 17,965 |
| Heavy and Tractor-Trailer Truck Drivers | 13,197 |
| Customer Service Representatives | 10,399 |
| First-Line Supervisors of Retail Sales Workers | 10,177 |
| Home Health and Personal Care Aides | 8,638 |
| Software Developers | 8,425 |
| Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products | 8,134 |
| Food Service Managers | 8,094 |
| Maintenance and Repair Workers, General | 8,016 |

DEMAND FOR MIDDLE-SKILLS JOBS



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 12.2 percent over the year to 231,983.
- Job ads for Middle-Skill occupations represented 44.6 percent of all live postings in December.

Top Middle-Skills Employers by Postings

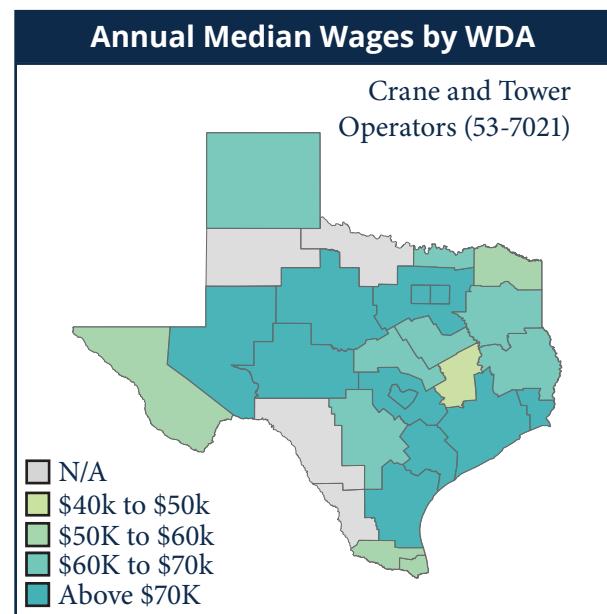
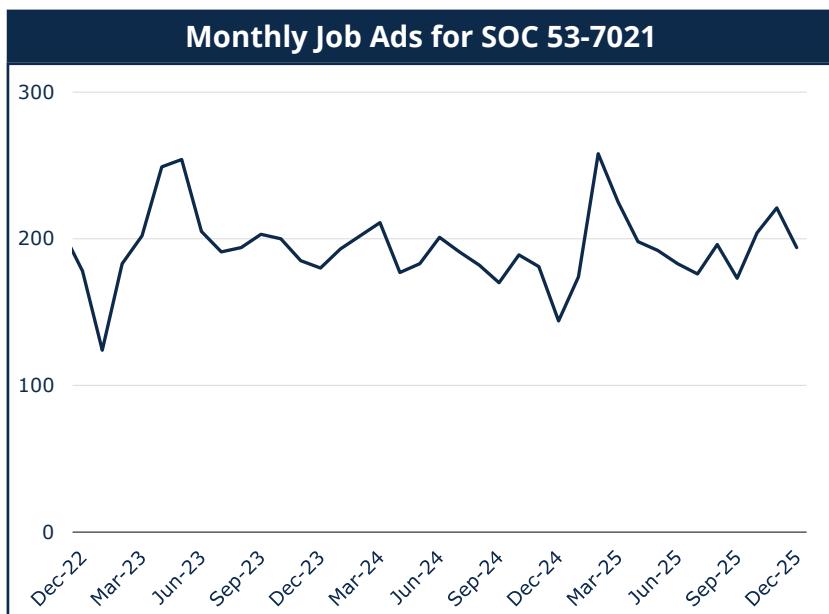
| Employer | Dec 2025 |
|-----------------------------|----------|
| HCA Healthcare | 4,506 |
| Domino's Pizza | 3,224 |
| CHRISTUS Health | 2,924 |
| Baylor Scott & White Health | 2,135 |
| Allied Universal | 2,051 |
| Walmart | 1,371 |
| Pizza Hut | 1,308 |
| Medical City Healthcare | 1,038 |
| Houston Methodist | 990 |
| Walgreens Boots Alliance | 983 |

Top Middle-Skills Occupations by Postings

| Occupation | Dec 2025 |
|---|----------|
| Registered Nurses | 29,621 |
| Heavy and Tractor-Trailer Truck Drivers | 13,197 |
| Customer Service Representatives | 10,399 |
| Home Health and Personal Care Aides | 8,638 |
| Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products | 8,134 |
| Food Service Managers | 8,094 |
| Maintenance and Repair Workers, General | 8,016 |
| Sales Reps of Services, Except Advertising, Insurance, Financial Services, and Travel | 5,946 |
| Health Technologists and Technicians, All Other | 5,409 |
| Driver/Sales Workers | 4,570 |

OCCUPATIONAL PROFILE

Standard Occupational Classification: Crane and Tower Operators (53-7021)



Job Description

- Operate and control heavy lifting equipment (cranes, etc.) to move materials.
- Inspect, maintain, and repair lifting equipment to ensure safe operation.
- Calculate load weights and ensure adherence to safety regulations and capacity limits.
- Direct and coordinate support personnel for safe and efficient lifting operations.
- Manage loading/unloading processes, including securing loads and verifying documentation.

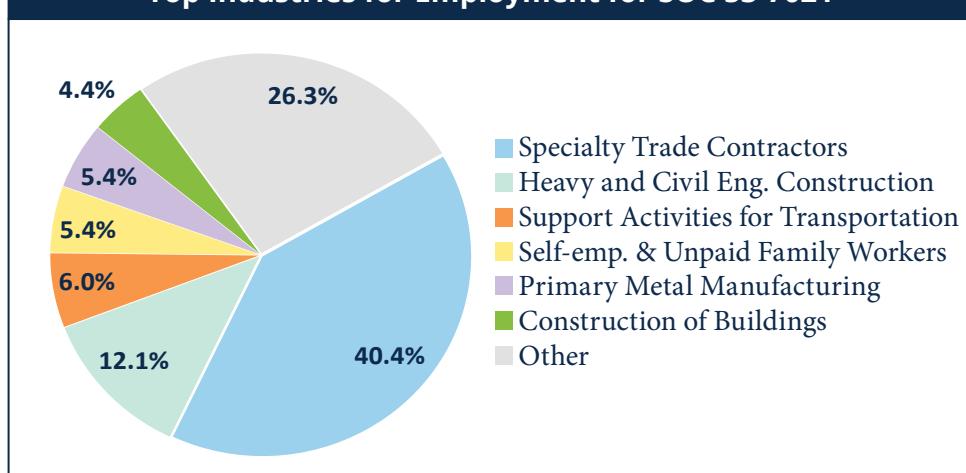
Education, Experience & Training for SOC 53-7021

| | |
|--|-----------------------------------|
| Typical education needed for entry: | High school diploma or equivalent |
| Work experience in a related occupation: | 1 to 5 years |
| Typical training needed: | Moderate-term on-the-job training |

Occupational Outlook

- The 2024 median annual wage for this occupation in Texas is \$72,868, ranging from \$44,591 to \$77,624 among WDAs.
- In 2024, Gulf Coast WDA had the highest employment for this occupation at 2,430 and Permian Basin WDA had the highest median wage of \$77,624.
- 2022-2032 Occupational Projections estimate this occupation will grow 11.7 percent in Texas, with high growth expected in East Texas WDA at 38.4 percent.
- Learn more: TexasLMI.com.

Top Industries for Employment for SOC 53-7021



UNDERSTANDING THE ECONOMY

Data in Context

Texas Population Increase Helped Fuel Economic Growth

by Will Lutz

While they may not be coming here quite as quickly as they did at the beginning of this decade, people are still moving to Texas at a rapid clip. Labor economists watch population growth carefully as it impacts civilian labor force and other key economic indicators and expanding population can often be a sign of increased economic activity.

The U.S. Census Bureau released the July 1, 2025 estimates last month. Texas ranked first in the nation in population growth both between July 1, 2024 to July 1, 2025 and since the April 1, 2020 Census. The Census Bureau estimated the Texas population at 31,709,821, with 391,243 people moving here since July 2024 and over 2.56 million new Texans arriving since April 2020.

Compared to the nation's population that grew 0.5 percent, the Texas population grew 1.2 percent 2024-2025. Since the 2020 Census, the Texas population grew 8.8 percent compared with an analogous national number of 3.1 percent.

| Area | 2025 | Number Change 2024-25 | Percent Change 2024-25 | Percent Change 2020-25 |
|---------------|-------------|--------------------------|---------------------------|---------------------------|
| United States | 341,784,857 | 1,781,060 | 0.5% | 1.0% |
| Florida | 23,462,518 | 98,540 | 0.8% | 8.9% |
| Texas | 31,709,821 | 391,243 | 1.2% | 8.8% |
| Pennsylvania | 13,059,432 | 13,584 | 0.1 | 0.4% |
| California | 39,198,693 | -9,465 | - | -0.5% |
| New York | 20,002,427 | 1,008 | - | -1.0% |

Data Source: U.S. Census Bureau, Annual Estimates of Resident Population. 2025 Vintage.

Dash denotes less than 0.1 percent change in either direction.

Of the Texas population growth, 157,711 came from natural increase (births minus deaths) and 234,774 came from net migration (both internationally and from other parts of the United States).

Of course, people move from one part of the country to another for a lot of different reasons. It could be to take a job or because their jobs moved here. Some people retire here or move here to be closer to family. Still others move here for a lower cost of living or because they would like to participate in our economy.

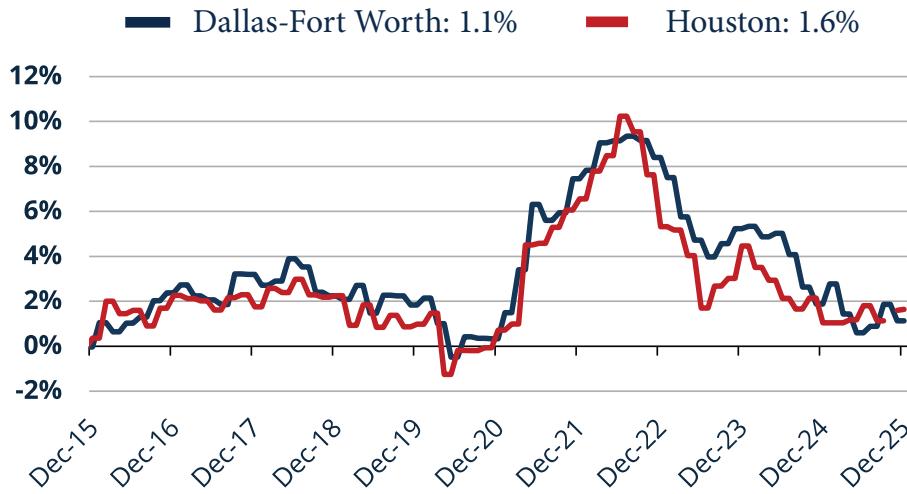
Someone who moves here to take a job or whose job moved here would be part of our labor force, as would someone who comes here to seek a job. But someone who moves here to retire would not be part of our labor force, and those moving for family reasons wouldn't be unless they seek or accept employment. However, even those new Texans who do not join the labor force still contribute to the economy through purchasing goods and services.

Texas seasonally adjusted Civilian Labor Force grew 1.3 percent July 2024 to July 2025, roughly in line with the population increase. Employment grew 1.4 percent. It appears a lot of the new Texans want to participate in our labor market, and so do people who have lived here the entire time.

The Census Bureau has not yet released the county and metropolitan area numbers, which will help us understand where in Texas this increase has happened. In general, roughly 70 percent of the state's civilian labor force resides in the four largest metropolitan areas in the state: Dallas-Fort Worth-Arlington, Houston-Pasadena-The Woodlands, San Antonio-New Braunfels, and Austin-Round Rock-San Marcos.

KEY INDICATORS

Consumer Price Index Annual Growth (Not Seasonally Adjusted)



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

Highlights

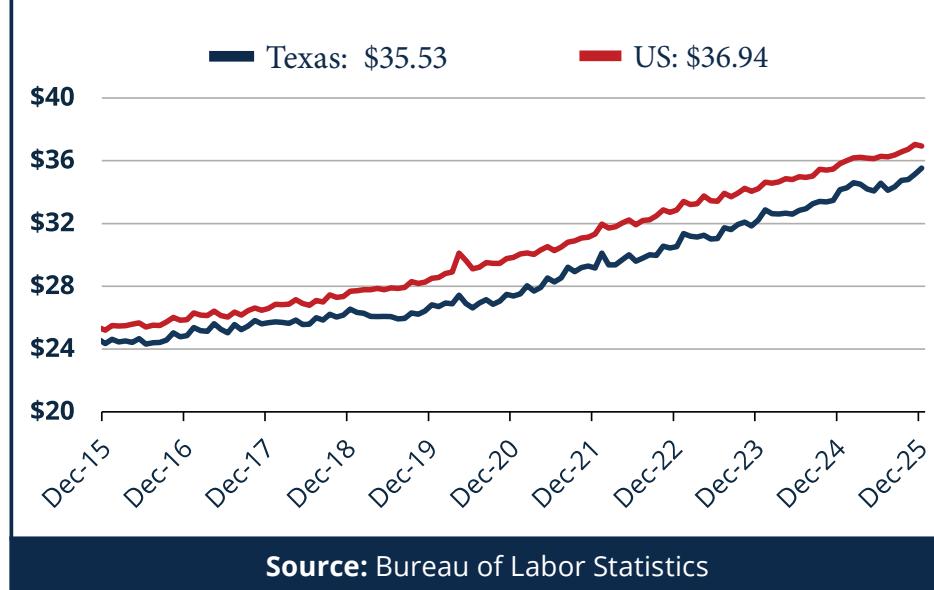
- Houston-The Woodlands-Sugar Land CPI annual growth rate increased by 0.5 percentage points from the August reading to 1.6 percent in December, 1.1 percentage points lower than the U.S city average of 2.7 percent.
- Since December 2024, Food increased by 3.6 percent while Motor fuel decreased by 4.3 percent.

Highlights

- AHE for Texas employees on private nonfarm payrolls increased by \$1.38 over the year to \$35.53, an increase of 4.0 percent.
- Over the year, Texas AHE increased by 2.9 percent in the Goods Producing Sector and increased by 4.4 percent in the Private Service Providing sector.
- U.S. AHE increased by \$1.12 over the year to \$36.94, an increase of 3.1 percent.

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

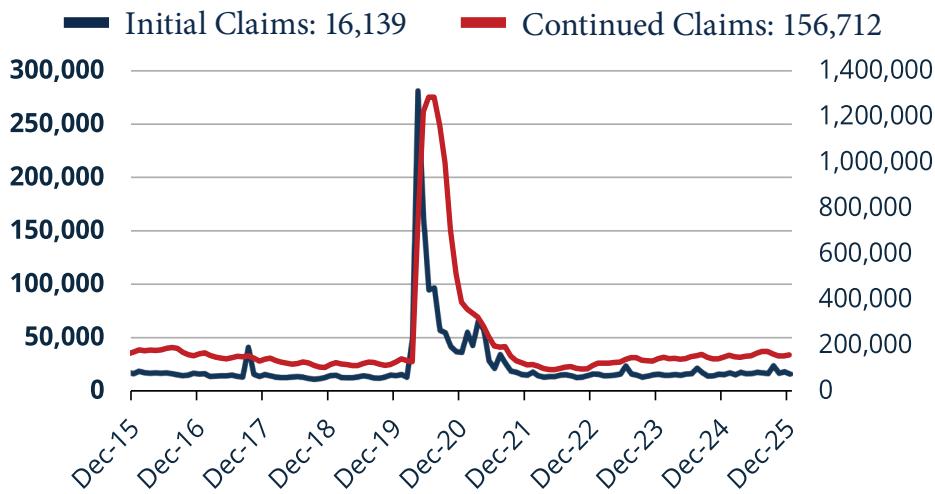
Average Hourly Earnings (Total Private, Not Seasonally Adjusted)



[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

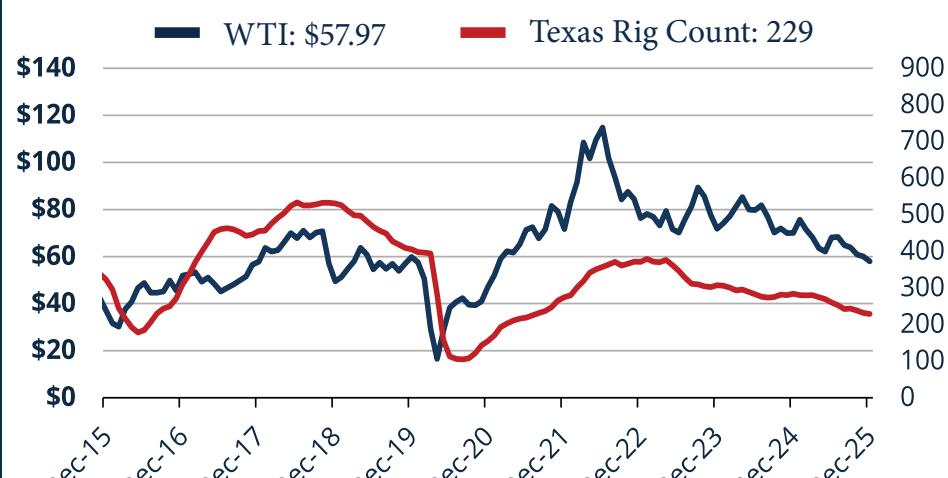
- Over the month, the four-week moving average decreased by 1,954 claims to 16,139 for initial claims and increased by 4,094 claims to 156,712 for continued claims.
- Over the year, the four-week moving average increased by 2.8 percent for initial claims and increased by 5.7 percent for continued claims.

Highlights

- The West Texas Intermediate Spot Price averaged \$57.97 in December, a \$2.09 decrease over the month, and a \$12.15 decrease over the year.
- Rig count in Texas decreased by 3 rigs over the month and decreased by 56 rigs over the year, averaging 229 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 26 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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