TEXAS
LABOR MARKET REVIEW

Texas Workforce Commission

APRIL 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.

March 2025 Monthly Indicators

INDUSTRY EMPLOYMENT

26,500 jobs

Page 2

UNEMPLOYMENT RATE

0.0 points

Page 5

JOB ADS INDEX

2.8%

Page 8

INITIAL UI CLAIMS

2,242 claims

Page 13

CURRENT EMPLOYMENT STATISTICS
Statewide Industry Employment (Seasonally Adjusted)

Total Nonfarm employment rose by more than 20,000 jobs for the fourth straight time in March with an increase of 26,500 positions over the month. This series has marked 38 new series-high job counts in the last 42 months—including each of the last four—which brought employment to a level of 14,282,600. Since March 2024, Total Nonfarm employment expanded by 192,100 positions for an annual growth rate of 1.4 percent, which was up slightly over the month. Six of the 11 major industries added jobs over the month in March, 10 expanded over the year, and five reached new series employment highs.

Industry	Mar 2025	Monthly Change	Annual Change	Annual % Change
Total Nonagricultural	14,282,600	26,500	192,100	1.4
Total Private	12,139,200	23,200	155,700	1.3
Goods Producing	2,070,900	7,500	29,100	1.4
Mining and Logging	222,400	-800	2,300	1.0
Construction	877,900	8,500	28,700	3.4
Manufacturing	970,600	-200	-1,900	-0.2
Service Providing	12,211,700	19,000	163,000	1.4
Trade, Transportation, and Utilities	2,799,100	6,100	33,400	1.2
Information	227,800	700	1,100	0.5
Financial Activities	941,900	-800	20,300	2.2
Professional and Business Services	2,128,600	-1,000	8,700	0.4
Private Education & Health Services	1,959,600	9,500	38,800	2.0
Leisure and Hospitality	1,518,600	-1,100	12,600	0.8
Other Services	492,700	2,300	11,700	2.4
Government	2,143,400	3,300	36,400	1.7

Highlights

- Private Education and Health Services increased by 9,500 positions in March following a revised gain of 500 jobs in February.

- Construction industry job count surged by 8,500 over the month in March, leading all major industries in monthly growth rate at 1.0 percent.

- Trade, Transportation, and Utilities grew by 6,100 positions over the month in March to set a third consecutive series high.
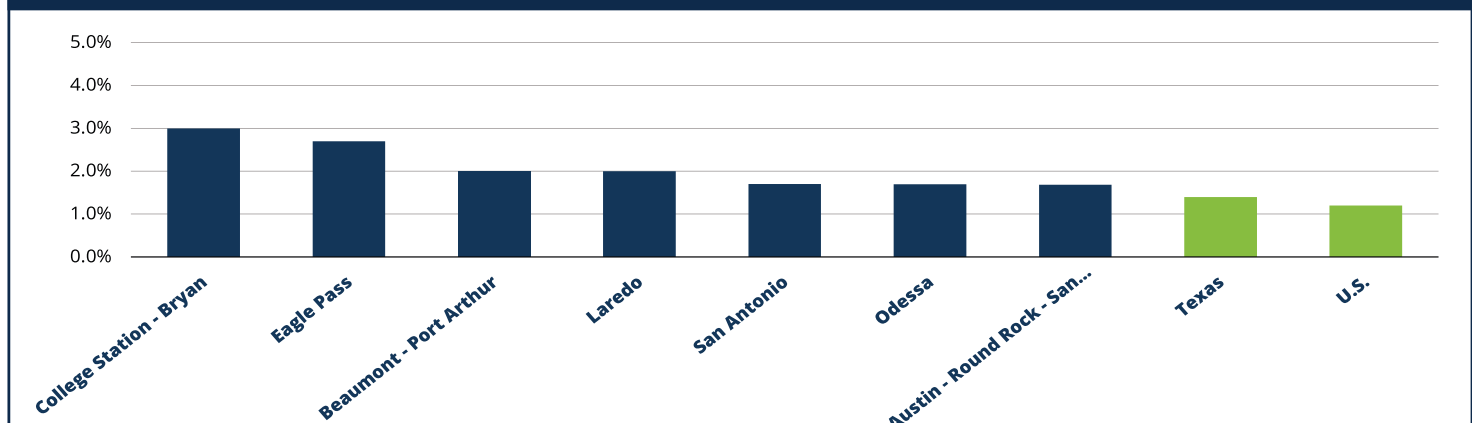
Total Nonagricultural Jobs

Legend: OTM Change | OTY % Change
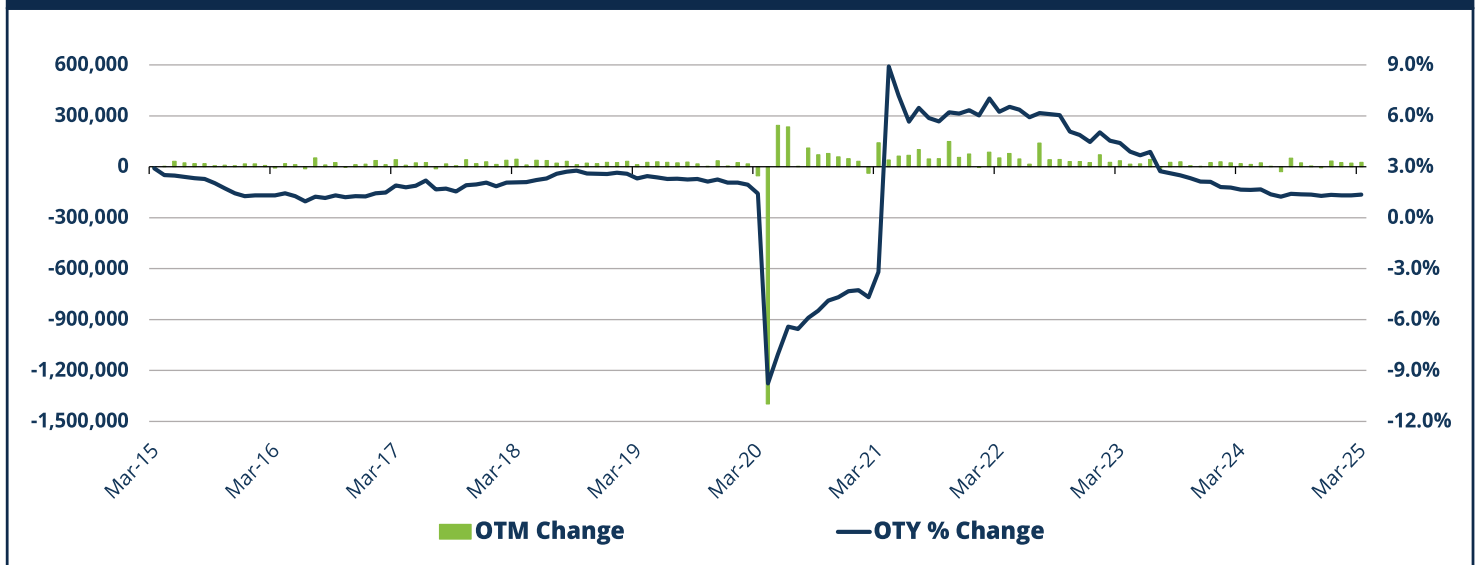
CURRENT EMPLOYMENT STATISTICS
Metro Areas (Seasonally Adjusted)

Metro Areas	Mar 2025	Monthly Change	Annual Change	Annual % Change
Abilene MSA	79,000	200	1,000	1.3
Amarillo MSA	130,800	0	1,800	1.4
Austin-Round Rock MSA	1,374,100	2,000	22,800	1.7
Beaumont-Port Arthur MSA	170,200	500	3,400	2.0
Brownsville-Harlingen MSA	164,400	200	1,800	1.1
College Station-Bryan MSA	146,300	200	4,300	3.0
Corpus Christi MSA	200,000	400	1,900	1.0
Dallas-FW-Arlington MSA	4,303,700	11,700	59,100	1.4
Dallas-Plano-Irving MD	3,094,500	7,900	38,900	1.3
FW-Arlington-Grapevine MD	1,210,600	6,300	18,700	1.6
Eagle Pass MSA	18,800	0	500	2.7
El Paso MSA	355,900	-400	4,200	1.2
Houston MSA	3,475,200	8,700	48,500	1.4
Killeen-Temple MSA	155,000	0	-900	-0.6
Laredo MSA	114,400	200	2,200	2.0
Longview MSA	122,300	200	-900	-0.7
Lubbock MSA	175,200	100	1,700	1.0
McAllen MSA	304,700	800	4,500	1.5
Midland MSA	125,900	-500	1,200	1.0
Odessa MSA	83,800	100	1,400	1.7
San Angelo MSA	54,400	400	700	1.3
San Antonio MSA	1,195,100	3,500	20,000	1.7
Sherman-Denison MSA	54,100	200	200	0.4
Texarkana MSA	61,000	100	600	1.0
Tyler MSA	118,500	0	1,200	1.0
Victoria MSA	40,500	200	600	1.5
Waco MSA	144,200	200	2,100	1.5
Wichita Falls MSA	59,600	0	-200	-0.3

Highlights

- Employment in 20 of 27 MAs experienced growth in March for a combined monthly increase of 32,400 jobs. Five MSAs experienced no change over the month, and two saw monthly employment declines. As of March, 24 areas experienced positive year-over-year job gains and 11 areas recorded annual growth rates at or above 1.5 percent.

- The Houston-Pasadena-The Woodlands MSA added 8,700 positions in March, the most of any metro area in Texas.

- The San Antonio-New Braunfels MSA saw an increase of 3,500 jobs in March, which added to a string of monthly job gains in 22 of the last 23 months.

- The College Station-Bryan MSA met or reached a series-high employment level for the eighth month in a row with the addition of 200 jobs in March.

- The Dallas-Plano-Irving MD reached a new series-high job count for the fourth straight month as employment climbed by 7,900 positions in March.
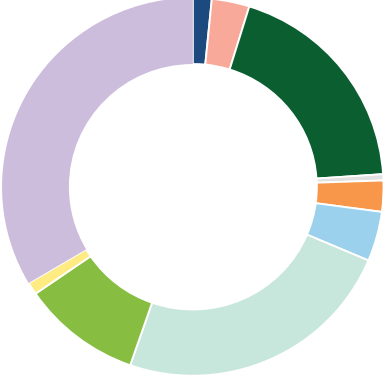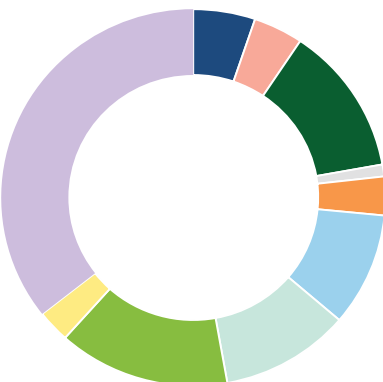
Fastest Growing Metro Areas Over the Year

CURRENT EMPLOYMENT STATISTICS
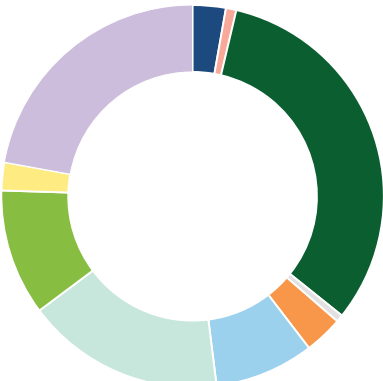## Fastest Growing Metro Areas Over-the-Year (Not Seasonally Adjusted)

Eagle Pass MSA

Area Industry Composition	Industry	Annual Change	Annual % Change
	Total Nonagricultural	600	3.3
1.6%	Mining, Logging & Construction	0	0.0
3.2%	Manufacturing	0	0.0
19.1%	Trade, Transportation & Utilities	0	0.0
0.5%	Information	0	0.0
2.7%	Financial Activities	0	0.0
4.3%	Professional & Business Services	100	14.3
23.9%	Private Education & Health Services	200	4.7
10.1%	Leisure & Hospitality	100	5.6
1.1%	Other Services	0	0.0
33.5%	Government	200	3.3

College Station-Bryan MSA

Area Industry Composition	Industry	Annual Change	Annual % Change
	Total Nonagricultural	4,200	2.9
5.2%	Mining, Logging & Construction	0	0.0
4.2%	Manufacturing	0	0.0
12.8%	Trade, Transportation & Utilities	500	2.7
1.0%	Information	0	0.0
3.3%	Financial Activities	200	4.3
9.7%	Professional & Business Services	0	0.0
10.9%	Private Education & Health Services	300	1.9
14.5%	Leisure & Hospitality	1,600	8.1
2.8%	Other Services	100	2.5
35.6%	Government	1,500	2.9

Laredo MSA

Area Industry Composition	Industry	Annual Change	Annual % Change
	Total Nonagricultural	2,500	2.2
2.8%	Mining, Logging & Construction	100	3.2
0.9%	Manufacturing	0	0.0
32.0%	Trade, Transportation & Utilities	500	1.4
0.6%	Information	0	0.0
3.2%	Financial Activities	100	2.8
8.4%	Professional & Business Services	0	0.0
16.8%	Private Education & Health Services	900	4.9
10.7%	Leisure & Hospitality	300	2.5
2.4%	Other Services	100	3.8
22.2%	Government	500	2.0

Download CES data (including industry-level data) in Excel

LOCAL AREA UNEMPLOYMENT STATISTICS
Texas & the U.S. (Seasonally Adjusted)

Texas March 2025

Employed
15,137,500

Unemployed
641,000

4.1%

Date	CLF	Employment	Unemployment	Rate
March 2025	15,778,500	15,137,500	641,000	4.1
February 2025	15,770,100	15,126,700	643,400	4.1
March 2024	15,477,100	14,861,800	615,300	4.0

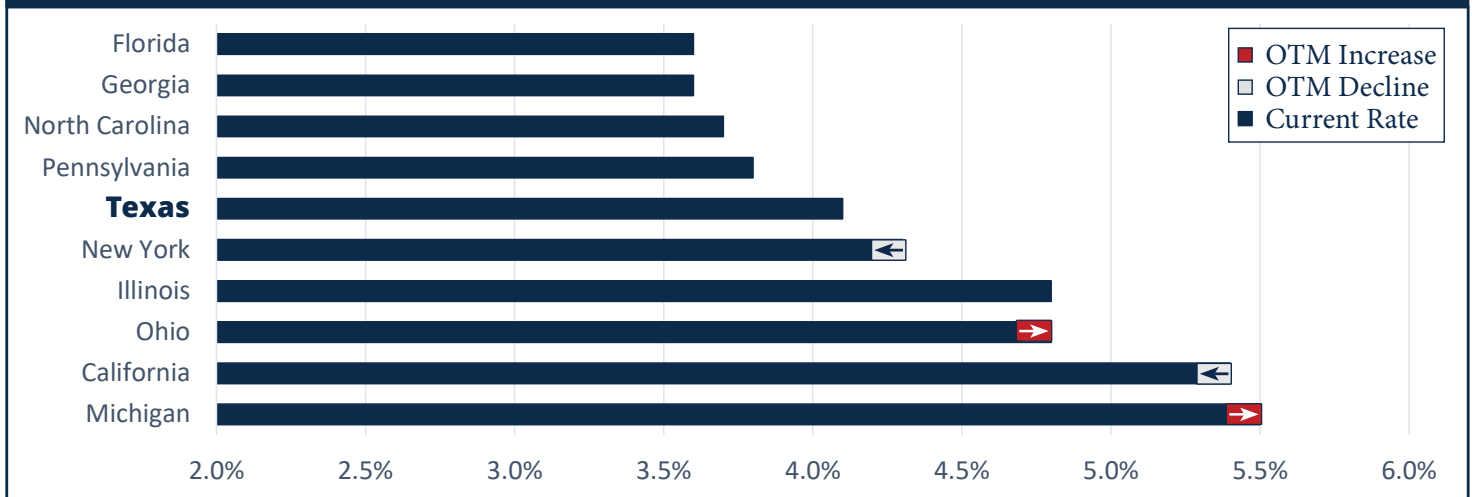## U.S. March 2025

Employed
163,508,000

Unemployed
7,083,000

4.2%

Date	CLF	Employment	Unemployment	Rate
March 2025	170,591,000	163,508,000	7,083,000	4.2
February 2025	170,359,000	163,307,000	7,052,000	4.1
March 2024	167,922,000	161,425,000	6,497,000	3.9

Highlights

- Over the month, the Texas seasonally adjusted unemployment rate remained at 4.1 percent, one-tenth of a percentage point lower than the U.S. rate of 4.2 percent.

- The state's seasonally adjusted labor force participation rate was 64.8 percent in March.

- Texas' seasonally adjusted LAUS employment was up 10,800 from last month.

- Summarizing the not seasonally adjusted estimates, the Texas unemployment rate decreased to 4.0 percent in March. This was 0.1 percentage points higher than the unemployment rate in March 2024.
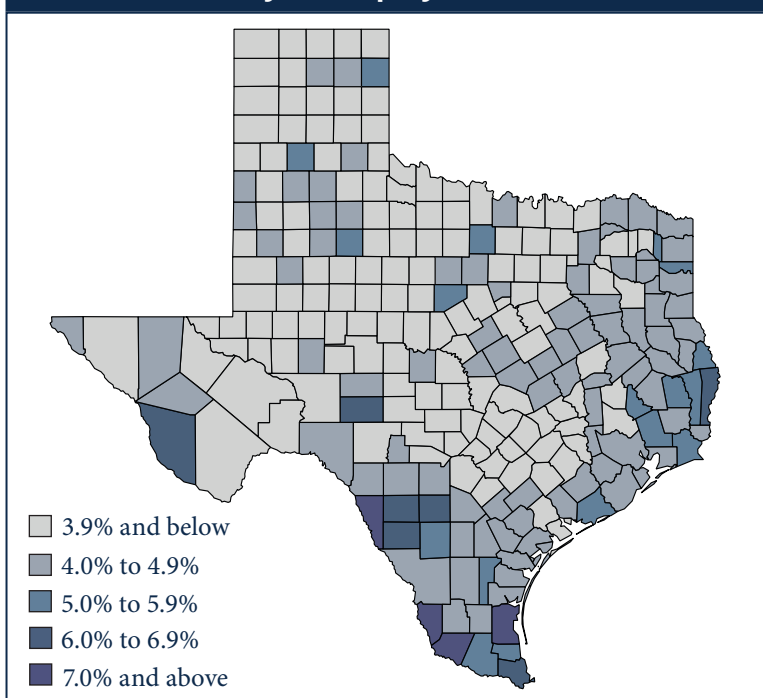
10 Largest States' Unemployment Rates

Legend: OTM Increase, OTM Decline, Current Rate

States (top to bottom): Florida, Georgia, North Carolina, Pennsylvania, **Texas**, New York, Illinois, Ohio, California, Michigan

X-axis: 2.0%, 2.5%, 3.0%, 3.5%, 4.0%, 4.5%, 5.0%, 5.5%, 6.0%

LOCAL AREA UNEMPLOYMENT STATISTICS
Substate Areas (Not Seasonally Adjusted)

County Highlights

- Unemployment rates varied considerably across counties, ranging from a low of 1.3 percent in Loving County to a high of 10.7 percent in Maverick County.

- Thirty-two counties had an unemployment rate of 3.0 percent or less.

- McMullen County experienced the largest unemployment rate decrease of 1.0 percentage points over the year.

- Over the month, ten counties experienced an increase in their unemployment rates, while 238 counties experienced a decrease and six experienced no change.

- Over the year, the civilian labor force increased in 202 counties, while 52 counties in the state experienced a decline.

County Unemployment Rates

- 3.9% and below
- 4.0% to 4.9%
- 5.0% to 5.9%
- 6.0% to 6.9%
- 7.0% and above

Texas Metro Areas Ranked by Unemployment Rate

Rank	Area	Rate	Rank	Area	Rate
1	Midland	2.9	15	Wichita Falls	3.9
2	Amarillo	3.1		Texas	4.0
2	San Angelo	3.1	16	Texarkana	4.0
4	Abilene	3.3		United States	4.2
4	College Station-Bryan	3.3	17	Corpus Christi	4.2
4	Lubbock	3.3	17	El Paso	4.2
7	Austin-Round Rock-San Marcos	3.4	17	Houston-Pasadena-The Woodlands	4.2
8	Odessa	3.5	20	Killeen-Temple	4.4
9	San Antonio-New Braunfels	3.7	20	Longview	4.4
9	Sherman-Denison	3.7	22	Laredo	4.7
9	Tyler	3.7	23	Beaumont-Port Arthur	4.9
9	Waco	3.7	24	McAllen-Edinburg-Mission	5.9
13	Dallas-Fort Worth-Arlington	3.8	25	Brownsville-Harlingen	6.2
13	Victoria	3.8	26	Eagle Pass	10.7

Metro Area Highlights

- Over the month, 23 MAs experienced a decrease in their unemployment rates while three experienced an increase.

- Over the year, four MAs saw a decrease in unemployment rates, while 14 experienced an increase and eight experienced no change. The Eagle Pass MSA experienced the largest over the year change, rising 2.0 percentage points.

Download LAUS data in Excel

CURRENT POPULATION SURVEY
## 12-Month Moving Average State Unemployment Rates

Unemployment Rates by Demographic

Sex (age 16+)	Mar 2025	Feb 2025	Mar 2024
Female	4.3%	4.3%	4.0%
Male	3.8%	3.9%	3.8%

Age (16+)	Mar 2025	Feb 2025	Mar 2024
Age 16-19	13.0%	13.0%	11.6%
Age 20-24	6.5%	6.8%	7.0%
Age 25-34	4.0%	4.1%	4.6%
Age 35-44	3.3%	3.3%	2.6%
Age 45-54	3.0%	2.9%	2.4%
Age 55-64	3.2%	3.1%	2.7%
Age 65+	2.7%	2.8%	3.9%

Race (age 16+)	Mar 2025	Feb 2025	Mar 2024
White	3.5%	3.5%	3.7%
Black	6.2%	6.2%	5.7%
Hispanic	4.2%	4.2%	4.6%

Education (age 25+)	Mar 2025	Feb 2025	Mar 2024
Less than High School	4.6%	4.5%	5.5%
High School Diploma	3.8%	3.8%	3.8%
Some College/Associate Degree	3.7%	3.7%	3.7%
Bachelor's Degree or Higher	2.6%	2.6%	2.1%

| Other Categories (age 18+)	Mar 2025	Feb 2025	Mar 2024
Veterans	1.9%	1.8%	2.9%

Highlights

- The unemployment rate for males remained at 3.8 percent over the year, while the rate for women increased by 0.3 percentage points to 4.3 percent.

- The veteran unemployment rate increased over the month by 0.1 percentage points to 1.9 percent in March.

- Individuals with some college education or associate degree had an unemployment rate of 3.7 percent. Those with a bachelor's degree and higher had an unemployment rate of 2.6 percent and those with a high school diploma had a rate of 3.8 percent.

- Of the new entrants into Texas' labor force in March, less were men (29,800) than women (34,900).

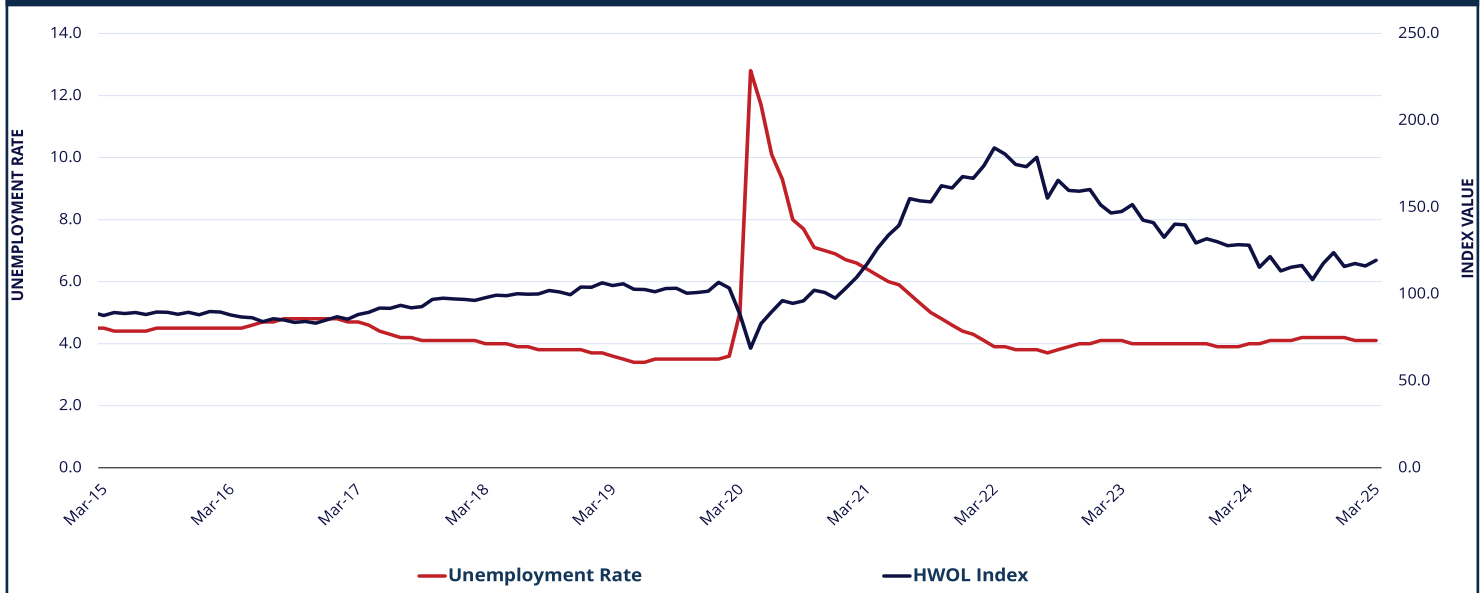### Unemployment Rates by Race
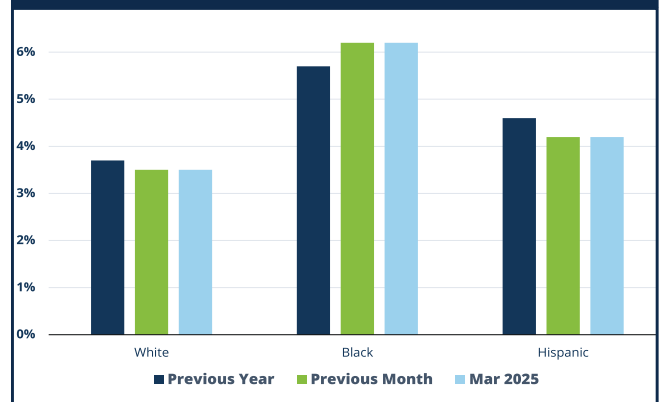
Unemployment Rates by Education
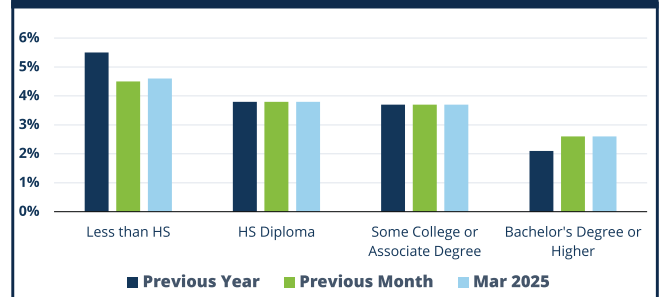
View notes on CPS data

HELP WANTED ONLINE
Statewide Online Job Ads Data (Seasonally Adjusted)

Texas Labor Supply vs. Labor Demand

Legend: — Unemployment Rate   — HWOL Index

Highlights

- The Conference Board–Lightcast Help Wanted OnLine® (HWOL) Index increased over the month to 119.4 in March, a gain of 3.3 points.
- The March Supply/Demand rate was 1.2 unemployed for each advertised vacancy, with a total of 96,661 more unemployed workers than advertised vacancies.

Top Employers by Postings

Employer	Mar 2025
HCA Healthcare	4,893
CHRISTUS Health	4,557
Domino's Pizza	4,060
Baylor Scott & White Health	3,128
State Of Texas	2,650
Houston Methodist	2,626
Walmart	2,557
Starbucks	2,177
Texas Health Resources	2,093
H-E-B	1,684

Top Occupations by Postings

Occupation	Mar 2025
Registered Nurses	25,791
Retail Salespersons	16,658
First-Line Supervisors of Retail Sales Workers	11,281
Heavy and Tractor-Trailer Truck Drivers	10,974
Customer Service Representatives	9,967
Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products	8,943
Software Developers	8,076
Home Health and Personal Care Aides	7,128
Fast Food and Counter Workers	7,021
Maintenance and Repair Workers, General	6,857

DEMAND FOR MIDDLE-SKILLS JOBS

Total Middle-Skills Job Ads in Texas
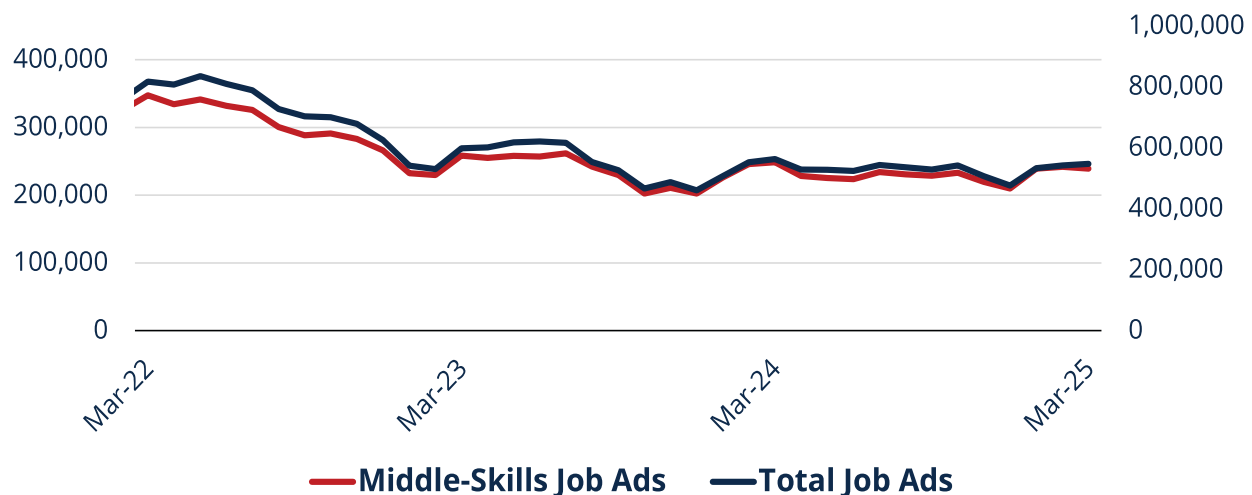
Source: Lightcast® and TWC Long Term Projections 2022-2032

Highlights

- Middle-Skill occupations require more education than a high school diploma but less than a four-year degree.
- March Help Wanted OnLine® Middle-Skills Job Ads decreased 3.8 percent over the year to 238,895.
- Job ads for Middle-Skill occupations represented 43.7 percent of all live postings in March.

Top Middle-Skills Employers by Postings

Employer	Mar 2025
HCA Healthcare	3,576
CHRISTUS Health	3,034
Domino's Pizza	2,836
Baylor Scott & White Health	1,953
Houston Methodist	1,531
Texas Health Resources	1,465
State Of Texas	1,279
Walmart	1,064
Methodist Health System	1,039
Medical City Healthcare	965

Top Middle-Skills Occupations by Postings

| Occupation	Mar 2025
Registered Nurses	25,791
Heavy and Tractor-Trailer Truck Drivers	10,974
Customer Service Representatives	9,967
Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products	8,943
Home Health and Personal Care Aides	7,128
Maintenance and Repair Workers, General	6,857
Food Service Managers	6,053
Sales Reps of Services, Except Advertising, Insurance, Financial Services, and Travel	5,900
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	5,032
Automotive Service Technicians and Mechanics	4,302

OCCUPATIONAL PROFILE
Standard Occupational Classification: Carpenters (47-2031)

Monthly Job Ads for SOC 47-2031
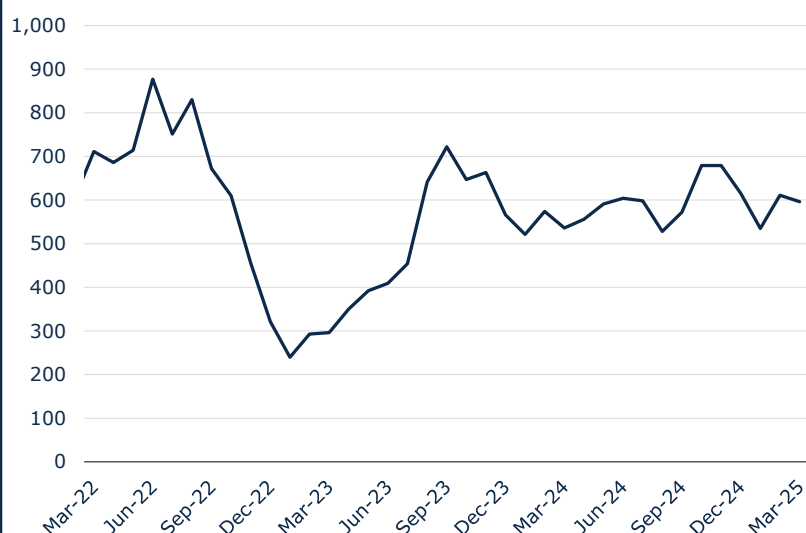
Annual Median Wages by WDA

Carpenters
(47-2031)

- Below $40k
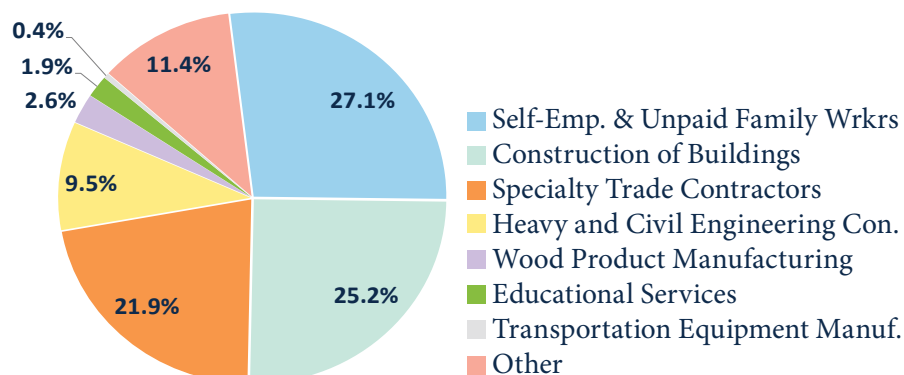- $40K to $45k
- $45K to $50k
- Above $50k
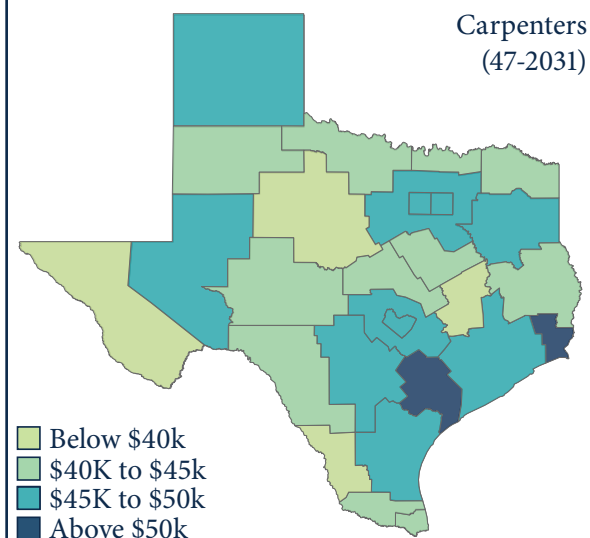
Job Description

- Construct, erect, install, or repair structures and fixtures made of wood and comparable materials.
- Study specifications in blueprints, sketches, or building plans to prepare project layout and determine dimensions and materials required.
- Arrange for subcontractors to deal with special areas, such as heating or electrical wiring work.
- Work with or remove hazardous material.

Education, Experience & Training for SOC 47-2031

Typical education needed for entry:	High school diploma or equivalent
Work experience in a related occupation:	None
Typical training needed:	Apprenticeship

Top Industries for Employment for SOC 47-2031

- 0.4%
- 1.9%
- 2.6%
- 11.4%
- 27.1%
- 9.5%
- 25.2%
- 21.9%

- Self-Emp. & Unpaid Family Wrkrs
- Construction of Buildings
- Specialty Trade Contractors
- Heavy and Civil Engineering Con.
- Wood Product Manufacturing
- Educational Services
- Transportation Equipment Manuf.
- Other

Occupational Outlook

- The 2023 median annual wage for Carpenters in Texas was $47,719, ranging from $37,029 to $54,820 among WDAs.
- Wages in the 90th percentile averaged $61,804 in Texas.
- 2022-2032 Occupational Projections estimate this occupation will grow 9.3 percent in Texas, with high growth expected in Middle Rio Grande WDA at 22.5 percent.
- Job ads for Carpenters have increased 101.4 percent since March 2023.
- Learn more: TexasLMI.com.
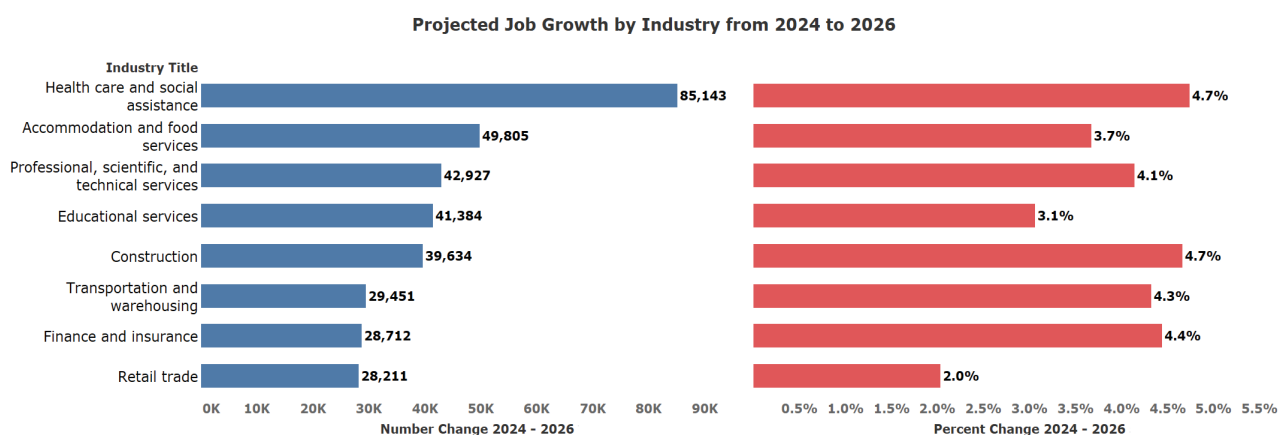
Short-Term Projections 2024-2026 Release

by Robert Sparkman & Chase Winters

Texas is projected to grow 3.2 percent, adding over 486,190 jobs from base employment in 2024 to projected employment in 2026. The Short-Term *Employment Projections (EP)* program provides estimated employment and separation trends by industry and occupation over a 2-year projection period for the state of Texas. A variety of data sources are used that are categorized by two classification systems: the N*orth American Industry Classification System (NAICS)* and the *Standard Occupational Classification (SOC)*. The *Quarterly Census of Employment and Wages* are the main source of the program.

The published numbers contain Industry and Occupation data for the state of Texas. The following are a few data points revealed in the newly released data set. The industry sector adding the most jobs from 2024 to 2026 is Health Care and Social Assistance, with an estimated growth of over 85,000 jobs. See the top eight industry sectors projected to add the most jobs over the two-year period alongside each sectors' projected percentage change. More metrics are available in the full data set.

Projected Job Growth by Industry from 2024 to 2026

Industry Title	Number Change 2024 - 2026	Percent Change 2024 - 2026
Health care and social assistance	85,143	4.7%
Accommodation and food services	49,805	3.7%
Professional, scientific, and technical services	42,927	4.1%
Educational services	41,384	3.1%
Construction	39,634	4.7%
Transportation and warehousing	29,451	4.3%
Finance and insurance	28,712	4.4%
Retail trade	28,211	2.0%

The table below illustrates a few of these occupational data points in the projections program.

Texas' Top Five Major Occupations Growing the Fastest

Occupation Title	Estimated Employment	Projected Employment	Change in Employment	Percentage Change	Annual Openings
Healthcare Support Occupations	608,186	642,583	34,397	5.66	105,670
Computer and Mathematical Occupations	496,420	519,096	22,676	4.57	40,089
Healthcare Practitioners and Technical Occupations	788,120	821,700	33,580	4.26	61,530
Construction and Extraction Occupations	746,662	774,991	28,329	3.79	78,233
Business and Financial Operations Occupations	890,502	924,092	33,590	3.77	87,347

Employment Projections have an annual March release and can be found at https://texaslmi.com/LMIbyCategory/Projections.

KEY INDICATORS

Consumer Price Index Annual Growth
(Not Seasonally Adjusted)

Dallas-Fort Worth: 1.4% — Houston: 1.0%
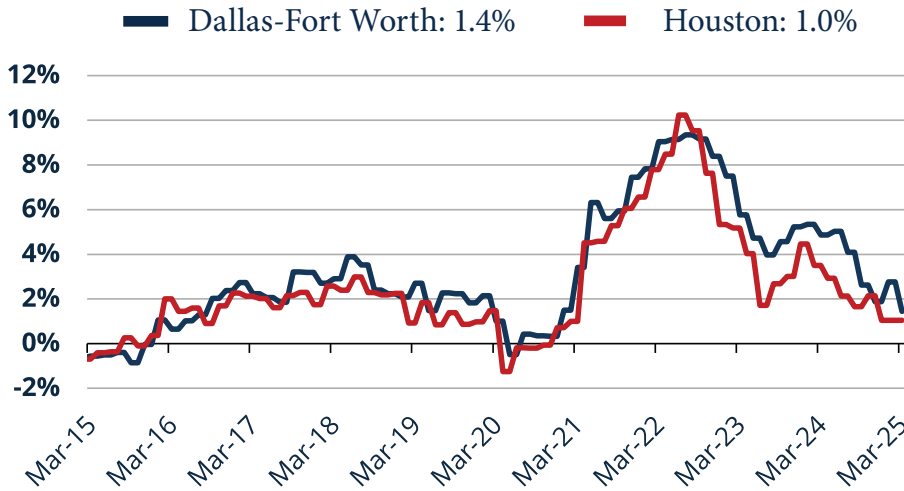
Source: Bureau of Labor Statistics

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

Highlights

- Dallas-Fort Worth-Arlington CPI annual growth rate decreased by 1.4 percentage points from the previous reading to 1.4 percent in March, 1.0 percentage point lower than the U.S. city average of 2.4 percent.

- Since March 2024, Food increased by 1.5 percent while Motor fuel decreased by 12.5 percent.

Highlights

- AHE for Texas employees on private nonfarm payrolls increased by $1.88 over the year to $34.49, an increase of 5.8 percent.

- Over the year, Texas AHE increased by 6.3 percent in the Goods Producing Sector and by 5.7 percent in the Private Service Providing sector.

- U.S. AHE increased by $1.55 over the year to $36.20, an increase of 4.5 percent.

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

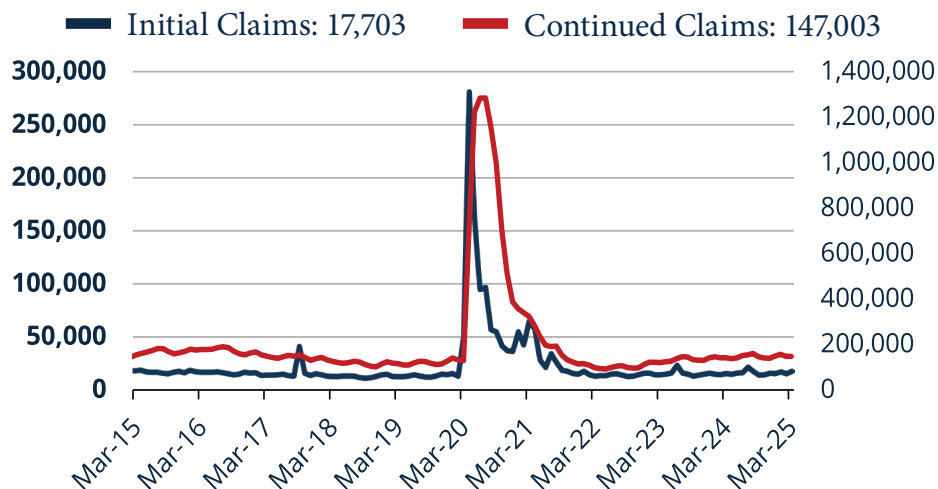## Average Hourly Earnings
(Total Private, Not Seasonally Adjusted)

Texas: $34.49 — US: $36.20
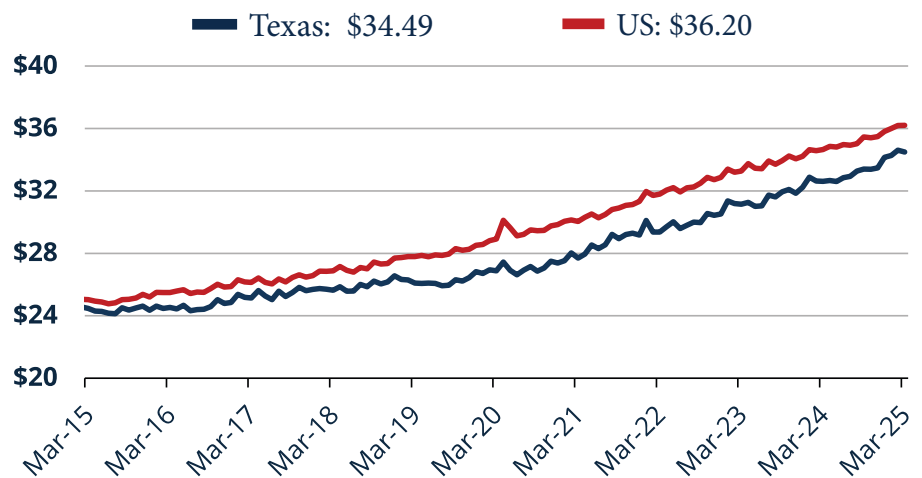
Source: Bureau of Labor Statistics

Download Key Indicators data in Excel

KEY INDICATORS

Initial and Continued Claims
(Four-Week Moving Average)

Initial Claims: 17,703   Continued Claims: 147,003

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 increased by 2,242 claims to 17,703 for initial claims and decreased by 1,360 claims to 147,003 for continued claims.

- Over the year, the four-week moving average increased by 13.0 percent for initial claims and by 3.8 percent for continued claims.

Highlights

- In March, the West Texas Intermediate Spot Price averaged $68.24, a decrease of $3.29 over the month and $13.04 over the year.

- Rig count in Texas increased by 1 over the month and decreased by 13 rigs over the year, averaging 281 rigs in March.

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

WTI: $68.24   Texas Rig Count: 281
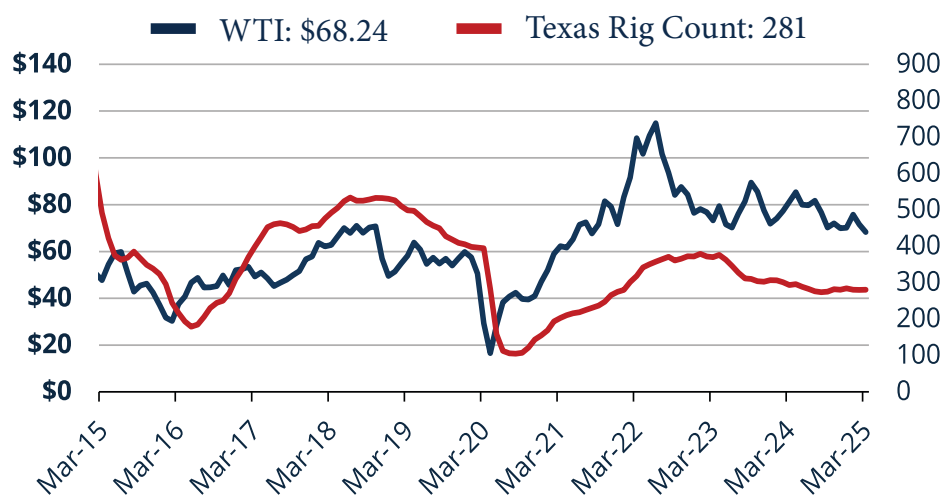
Source: US Energy Information Administration (EIA) & Baker Hughes

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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