TEXAS
LABOR MARKET REVIEW

OCTOBER 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.

September 2026 Monthly Indicators

INDUSTRY EMPLOYMENT

11,100 jobs

Page 2

UNEMPLOYMENT RATE

0.0 points

Page 5

JOB ADS INDEX

6.5%

Page 8

INITIAL UI CLAIMS

980 claims

Page 13

CURRENT EMPLOYMENT STATISTICS

Statewide Industry Employment (Seasonally Adjusted)

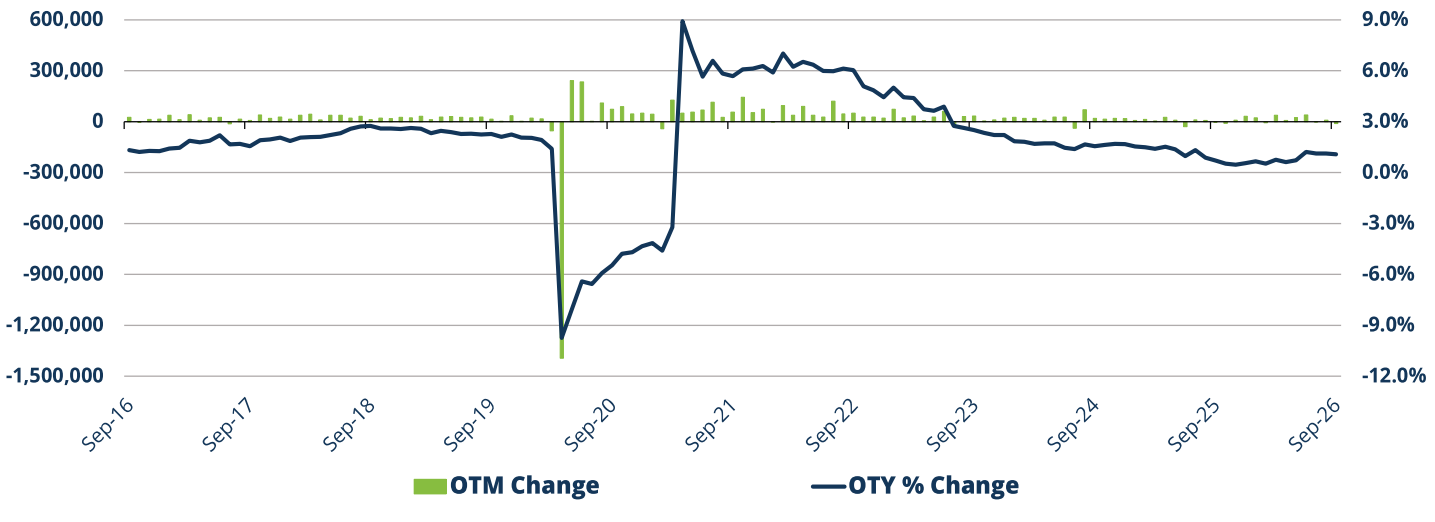
Total Nonfarm employment dropped by 11,100 positions in September on the heels of a revised increase of 8,700 jobs in August. Since September 2025, Total Nonfarm employment increased by 154,300 jobs as annual growth was unchanged at 1.1 percent. Private sector employment contracted by 5,200 positions over the month in September but expanded at a rate of 1.3 percent annually. Four of 11 major industries added jobs over the month, and eight major industries grew over the year. Professional and Business Services posted a new series high employment level in September.

Industry	Sep 2026	Monthly Change	Annual Change	Annual % Change
Total Nonagricultural	14,461,300	-11,100	154,300	1.1
Total Private	12,329,500	-5,200	160,400	1.3
Goods Producing	2,124,600	1,600	26,500	1.3
Mining and Logging	212,400	-700	3,100	1.5
Construction	921,600	-2,400	15,000	1.7
Manufacturing	990,600	4,700	8,400	0.9
Service Providing	12,336,700	-12,700	127,800	1.0
Trade, Transportation, and Utilities	2,808,300	-3,100	28,600	1.0
Information	212,900	1,400	-8,700	-3.9
Financial Activities	940,600	-1,300	-2,000	-0.2
Professional and Business Services	2,192,000	1,600	69,400	3.3
Private Education & Health Services	2,003,800	-4,800	18,100	0.9
Leisure and Hospitality	1,555,400	-1,700	24,900	1.6
Other Services	491,900	1,100	3,600	0.7
Government	2,131,800	-5,900	-6,100	-0.3

Highlights

- Professional and Business Services employment expanded for an 11th straight month and reached a 10th consecutive new series high with 1,600 positions added in September.
- The Manufacturing job count climbed to 990,600, which was the highest level since November 2001.
- After six consecutive months of employment declines, the Information industry gained 1,400 positions and led all major industries on a percentage basis with 0.7 percent expansion over the month.

Total Nonagricultural Jobs



CURRENT EMPLOYMENT STATISTICS

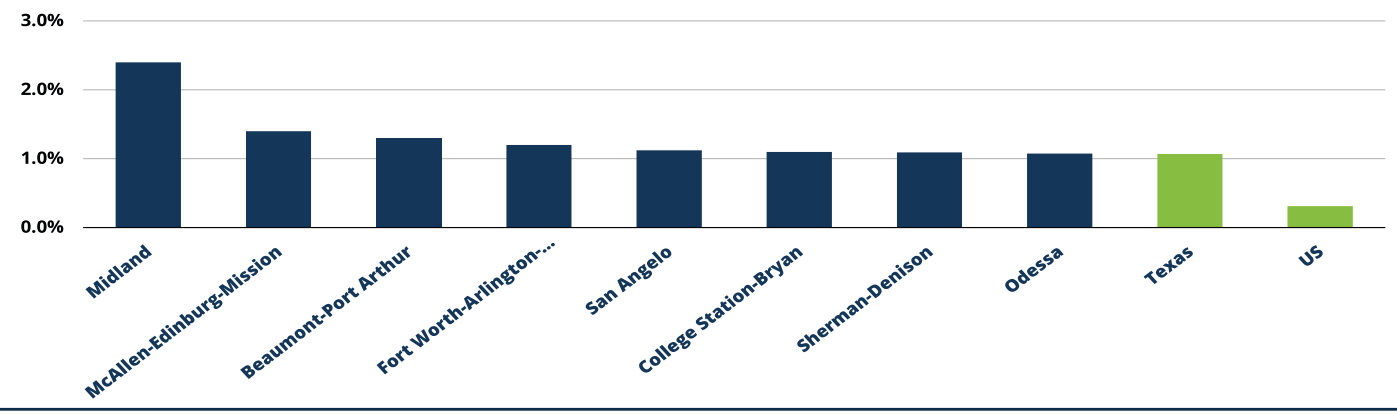
Metro Areas (Seasonally Adjusted)

Metro Areas	Sep 2026	Monthly Change	Annual Change	Annual % Change
Abilene MSA	81,200	-100	700	0.9
Amarillo MSA	131,000	-200	-200	-0.2
Austin-RR-SM MSA	1,421,100	-1,500	12,900	0.9
Beaumont-Port Arthur MSA	171,100	-600	2,200	1.3
Brownsville-Harlingen MSA	159,000	-300	-300	-0.2
College Station-Bryan MSA	147,300	200	1,600	1.1
Corpus Christi MSA	202,500	-300	-100	0.0
Dallas-FW-Arlington MSA	4,354,800	-7,500	36,200	0.8
Dallas-Plano-Irving MD	3,136,700	-3,900	22,600	0.7
FW-Arlington-Grapevine MD	1,218,500	-4,300	13,900	1.2
Eagle Pass MSA	19,300	-100	200	1.0
El Paso MSA	363,900	-900	2,800	0.8
Houston-Pasadena-TW MSA	3,494,100	-14,600	25,100	0.7
Killeen-Temple MSA	157,300	-100	-500	-0.3
Laredo MSA	116,100	-300	900	0.8
Longview MSA	123,200	-400	600	0.5
Lubbock MSA	176,300	-900	700	0.4
McAllen-Edinburg-Miss. MSA	310,300	-700	4,200	1.4
Midland MSA	129,200	-300	3,000	2.4
Odessa MSA	84,600	-1,100	900	1.1
San Angelo MSA	54,100	200	600	1.1
San Antonio-NB MSA	1,191,700	-4,100	6,600	0.6
Sherman-Denison MSA	55,500	-100	600	1.1
Texarkana MSA	59,900	-100	-300	-0.5
Tyler MSA	121,700	-1,000	900	0.7
Victoria MSA	39,900	100	100	0.3
Waco MSA	142,800	-400	1,300	0.9
Wichita Falls MSA	58,700	0	-600	-1.0

Highlights

- Total nonfarm employment in three of 27 metro areas increased in September for a combined monthly gain of 500 positions. Employment in the Wichita Falls MSA was unchanged over the month, while 23 metro areas posted monthly job losses. As of September, 21 areas showed positive year-over-year employment change and six posted job losses over the year. Nine MSAs recorded annual growth rates at or above 1.0 percent in September.
- Employment in the College Station-Bryan MSA tied for the largest monthly growth of any metro area with 200 jobs added in September.
- The San Angelo MSA posted the highest monthly growth rate in September at 0.4 percent. The area added 200 jobs over the month and set a new series-high employment level at 54,100
- Victoria MSA employment increased over the month for only the second time in the last eight months in September.

Fastest Growing Metro Areas Over the Year

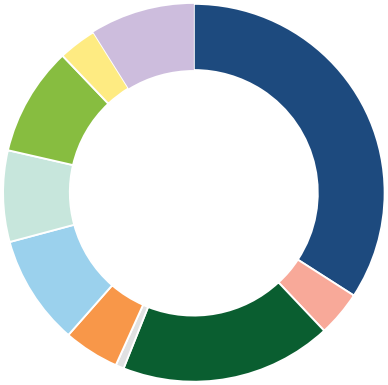


CURRENT EMPLOYMENT STATISTICS

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

Midland MSA

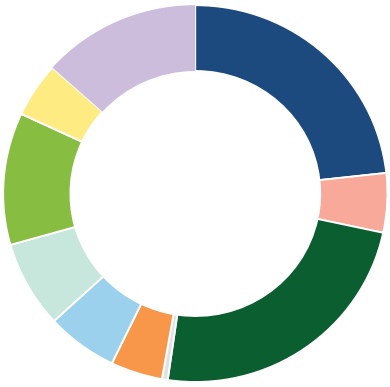
Area Industry Composition



	Industry	Annual Change	Annual % Change
	Total Nonagricultural	2,900	2.3
34.2%	Mining, Logging & Construction	1,900	4.5
3.9%	Manufacturing	100	2.0
18.0%	Trade, Transportation & Utilities	-100	-0.4
0.7%	Information	-100	-10.0
4.7%	Financial Activities	0	0.0
9.4%	Professional & Business Services	600	5.2
7.8%	Private Education & Health Services	100	1.0
9.3%	Leisure & Hospitality	100	0.8
3.3%	Other Services	0	0.0
8.8%	Government	300	2.7

Odessa MSA

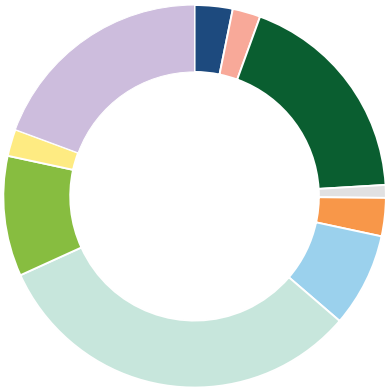
Area Industry Composition



	Industry	Annual Change	Annual % Change
	Total Nonagricultural	1,200	1.4
23.3%	Mining, Logging & Construction	600	3.1
5.1%	Manufacturing	100	2.4
24.0%	Trade, Transportation & Utilities	-100	-0.5
0.5%	Information	0	0.0
4.4%	Financial Activities	-100	-2.6
6.0%	Professional & Business Services	300	6.3
7.4%	Private Education & Health Services	0	0.0
11.3%	Leisure & Hospitality	100	1.1
4.7%	Other Services	0	0.0
13.3%	Government	300	2.7

McAllen-Edinburg-Mission MSA

Area Industry Composition



	Industry	Annual Change	Annual % Change
	Total Nonagricultural	4,200	1.4
3.2%	Mining, Logging & Construction	300	3.1
2.4%	Manufacturing	0	0.0
18.5%	Trade, Transportation & Utilities	600	1.1
1.1%	Information	-200	-5.7
3.2%	Financial Activities	-100	-1.0
7.9%	Professional & Business Services	1,100	4.7
31.9%	Private Education & Health Services	2,000	2.1
10.2%	Leisure & Hospitality	200	0.6
2.3%	Other Services	100	1.4
19.3%	Government	200	0.3

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

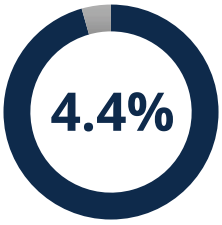
LOCAL AREA UNEMPLOYMENT STATISTICS

Texas & the U.S. (Seasonally Adjusted)

Texas September 2026

Employed
15,246,400

Unemployed
702,000

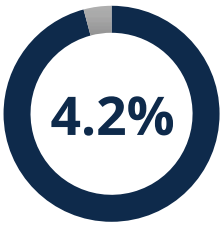


Date	CLF	Employment	Unemployment	Rate
September 2026	15,948,400	15,246,400	702,000	4.4
August 2026	15,932,600	15,225,100	707,500	4.4
September 2025	15,944,800	15,263,300	681,500	4.3

U.S. September 2026

Employed
163,152,000

Unemployed
7,109,000

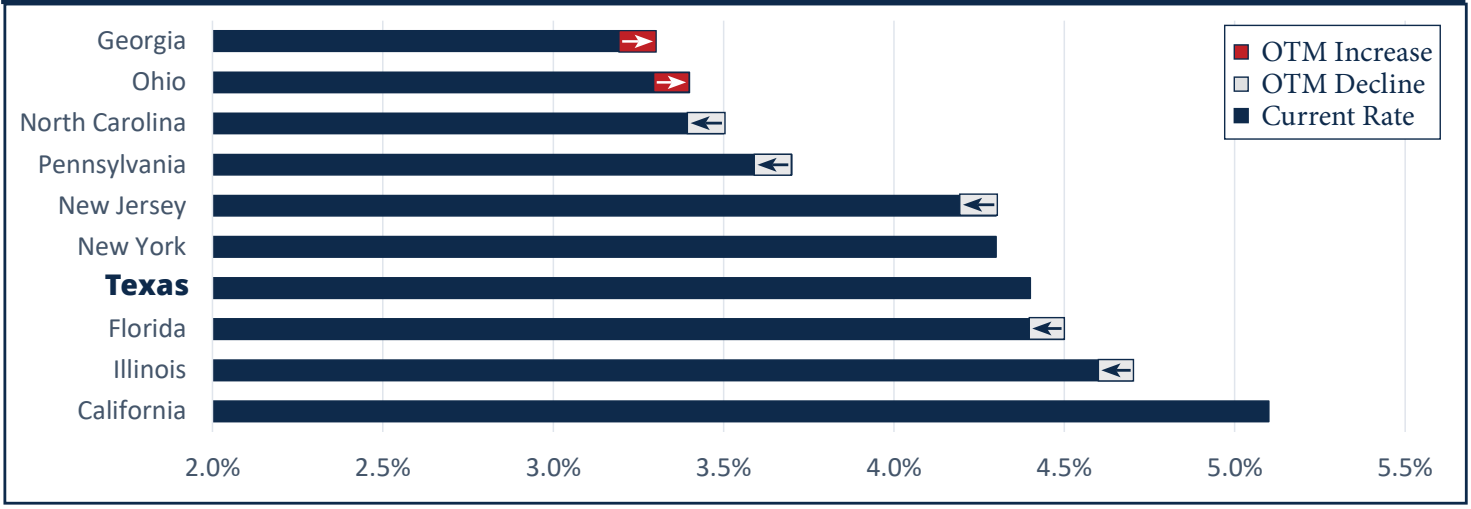


Date	CLF	Employment	Unemployment	Rate
September 2026	170,262,000	163,152,000	7,109,000	4.2
August 2026	169,777,000	162,746,000	7,031,000	4.1
September 2025	171,261,000	163,656,000	7,605,000	4.4

Highlights

- Over the month the Texas seasonally adjusted unemployment rate remained at 4.4 percent, two-tenths of a percentage point higher than the U.S. rate of 4.2 percent.
- The state's seasonally adjusted labor force participation rate was 64.2 percent in September.
- Texas' seasonally adjusted LAUS employment was up 21,300 from last month.
- Summarizing the not seasonally adjusted estimates, the Texas unemployment rate decreased to 4.3 percent in September. This was 0.1 percentage points lower than the unemployment rate in September 2025.

10 Largest States' Unemployment Rates



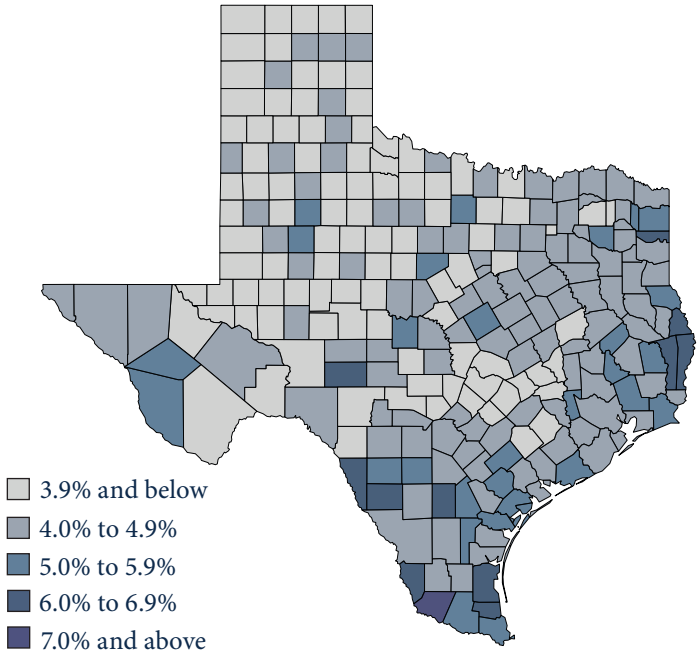
LOCAL AREA UNEMPLOYMENT STATISTICS

Substate Areas (Not Seasonally Adjusted)

County Highlights

- Unemployment rates varied considerably across counties, ranging from a low of 0.3 percent in Loving County to a high of 8.3 percent in Starr County.
- Fifteen counties had an unemployment rate of 3.0 percent or less.
- Maverick County experienced the largest unemployment rate decrease of 2.5 percentage points over the year.
- In September 2026, six counties experienced an increase in their unemployment rates over the month, while 239 counties experienced a decrease and nine experienced no change.
- Over the year, the civilian labor force increased in 162 counties, while 92 counties in the state experienced a decline.

County Unemployment Rates



Texas Metro Areas Ranked by Unemployment Rate

Rank	Area	Rate	Rank	Area	Rate
1	Midland	3.2	14	Sherman-Denison	4.2
2	Abilene	3.5		Texas	4.3
2	Amarillo	3.5	15	El Paso	4.3
2	College Station-Bryan	3.5	15	San Antonio-New Braunfels	4.3
2	San Angelo	3.5	15	Texarkana	4.3
6	Austin-Round Rock-San Marcos	3.7	18	Victoria	4.4
6	Lubbock	3.7	19	Corpus Christi	4.5
6	Odessa	3.7	20	Houston-Pasadena-The Woodlands	4.6
9	Wichita Falls	3.9	20	Longview	4.6
	United States	4.0	22	Killeen-Temple	4.9
10	Tyler	4.0	23	Beaumont-Port Arthur	5.3
10	Waco	4.0	24	McAllen-Edinburg-Mission	5.6
12	Dallas-Fort Worth-Arlington	4.1	25	Brownsville-Harlingen	5.9
12	Laredo	4.1	26	Eagle Pass	6.2

Metro Area Highlights

- Over the month, all 26 metropolitan areas experienced a decrease in their unemployment rates.
- Over the year, 19 Texas metropolitan areas saw a decrease in their unemployment rates, while four metro areas experienced an increase and three experienced no change.

Download LAUS data in Excel

CURRENT POPULATION SURVEY

Labor Force Statistics by Generation

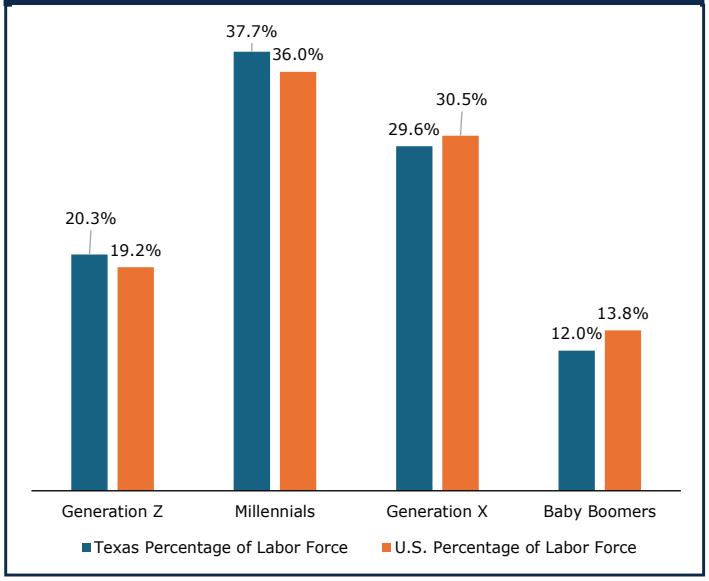
2024 Texas Labor Force Distribution Across Generations

Generation	Population	Labor Force	Percentage of LF	LFPR	Unemployed	Unemp. Rate
Generation Z (age 12-27)	5,117,656	3,152,168	20.3%	61.6%	241,096	7.6%
Millennials (age 28-43)	6,980,181	5,860,184	37.7%	84.0%	204,787	3.5%
Generation X (age 44-59)	5,725,180	4,597,192	29.6%	80.3%	133,315	2.9%
Baby Boomers (age 60-78)	4,997,229	1,870,854	12.0%	37.4%	59,386	3.2%

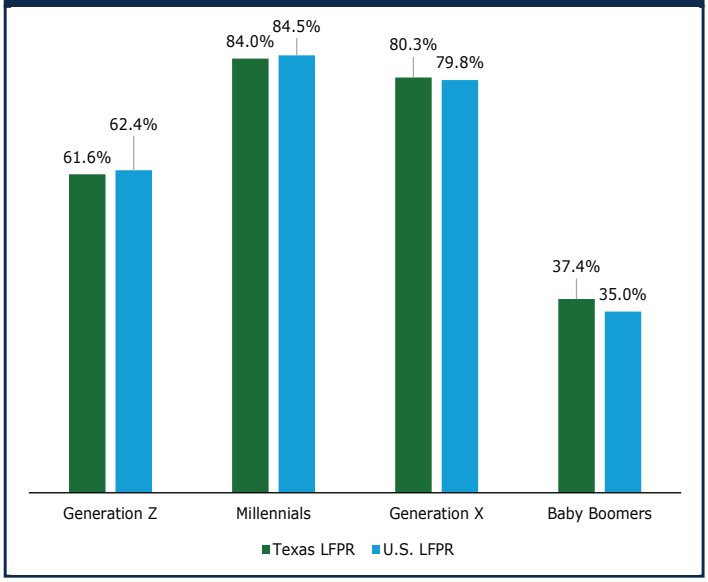
Highlights

- In 2024, Millennials were the generation with the highest Texas labor force participation rate at 84.0 percent, followed by Gen X workers at 80.3 percent, and Gen Z workers at 61.6 percent.
- The millennial labor force share for Texas was 1.7 percentage points higher than that of the U.S., with Texas millennials making up 37.7 percent of the labor force compared to the U.S.' 36.0 percent.
- The largest difference between the state and national participation rates was seen in the Baby Boomer generation. With a rate of 37.4 percent, Texas Baby Boomers had a participation rate 2.4 percentage points higher than the U.S. Baby Boomers who held a rate of 35.0 percent.

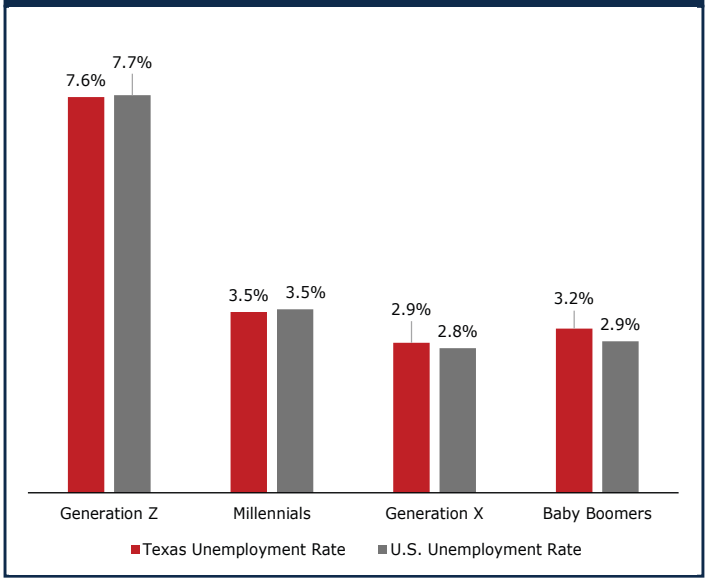
Percentage of Labor Force



Labor Force Participation Rate



Unemployment Rate

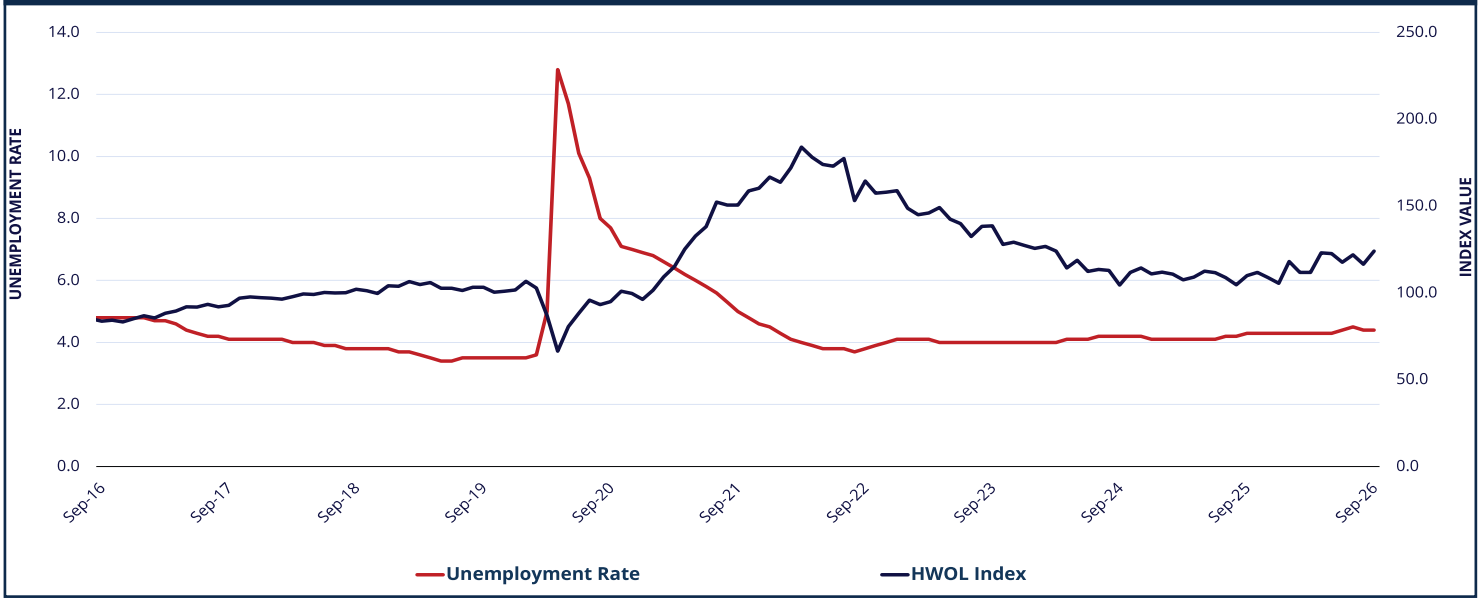


Data from 2024 CPS

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 124.1 in September, an increase of 7.6 points.
- The September Supply/Demand rate was 1.0 unemployed for each advertised vacancy, with a total of 485 more unemployed workers than advertised vacancies.

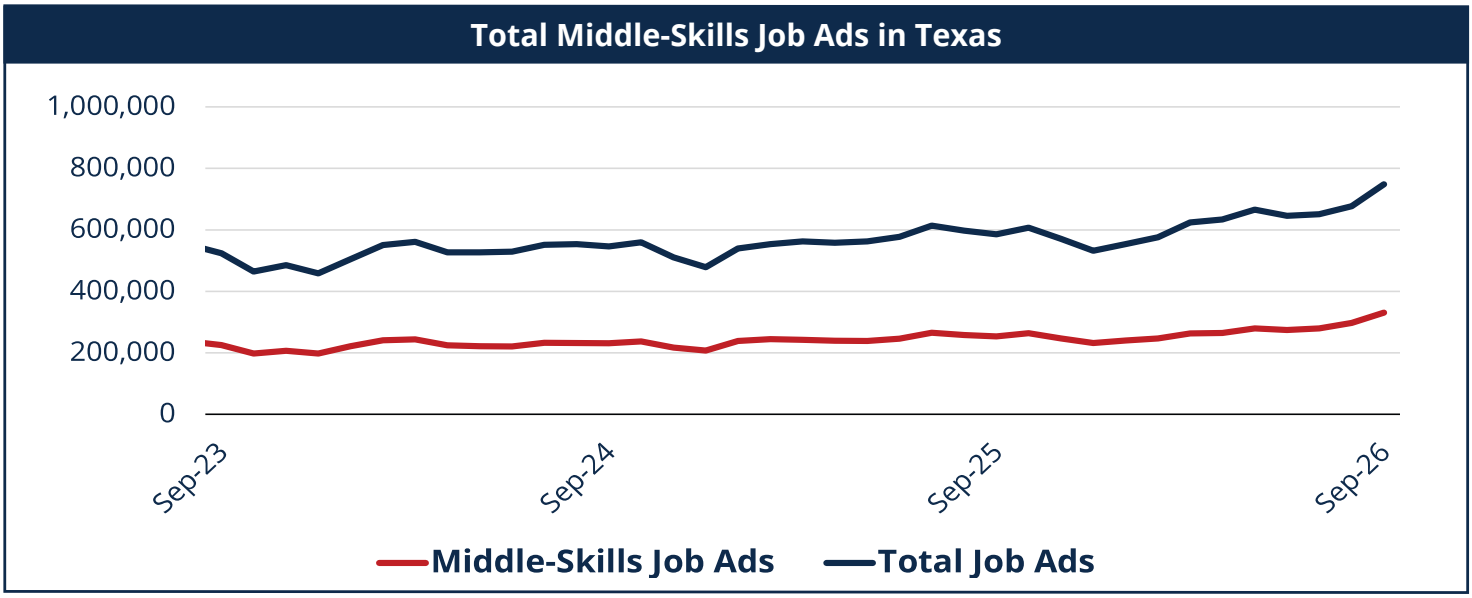
Top Employers by Postings

Employer	Sep 2026
CHRISTUS Health	10,008
HCA Healthcare	4,346
Baylor Scott & White Health	3,654
Allied Universal	3,530
H-E-B	3,509
Domino's Pizza	3,337
Amazon	3,229
Methodist Health System	2,934
Medical City Healthcare	2,802
Walmart	2,786

Top Occupations by Postings

Occupation	Sep 2026
Registered Nurses	34,004
Heavy and Tractor-Trailer Truck Drivers	24,850
Retail Salespersons	20,153
First-Line Supervisors of Retail Sales Workers	15,242
Software Developers	11,093
Customer Service Representatives	11,077
Maintenance and Repair Workers, General	10,666
Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products	8,863
General and Operations Managers	8,840
Home Health and Personal Care Aides	8,124

DEMAND FOR MIDDLE-SKILLS JOBS



Source: Lightcast® and TWC Long Term Projections 2024-2034

Highlights

- Middle-Skill occupations require more education than a high school diploma but less than a four-year degree.
- September Help Wanted OnLine® Middle-Skills Job Ads increased 30.7 percent over the year to 330,388.
- Job ads for Middle-Skill occupations represented 44.1 percent of all live postings in September.

Top Middle-Skills Employers by Postings

Employer	Sep 2026
CHRISTUS Health	8,175
HCA Healthcare	3,183
Allied Universal	3,036
Methodist Health System	2,469
Baylor Scott & White Health	2,388
Domino's Pizza	2,351
Medical City Healthcare	2,246
Houston Methodist	1,503
U.S. Department of Homeland Security	1,206
University Health	1,147

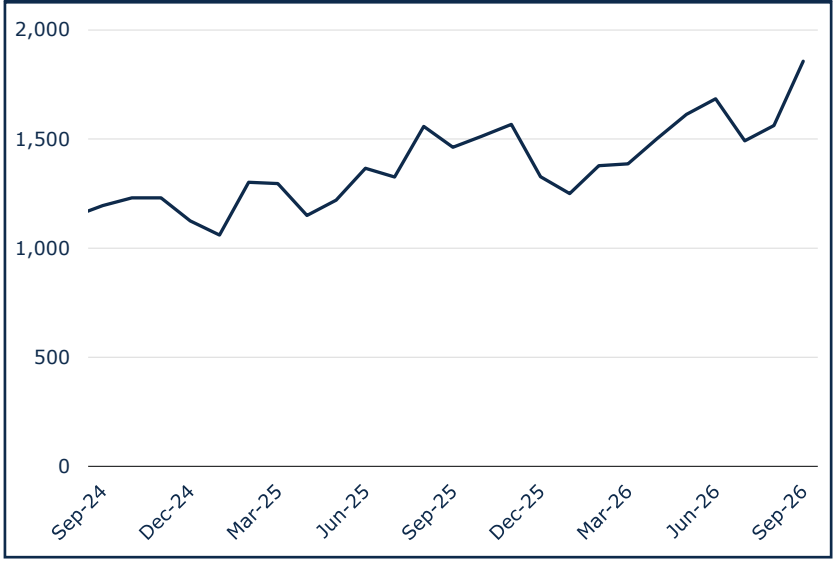
Top Middle-Skills Occupations by Postings

Occupation	Sep 2026
Registered Nurses	34,004
Heavy and Tractor-Trailer Truck Drivers	24,850
Customer Service Representatives	11,077
Maintenance and Repair Workers, General	10,666
Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products	8,863
Home Health and Personal Care Aides	8,124
Sales Reps of Services, Except Advertising, Insurance, Financial Services, and Travel	6,654
Health Technologists and Technicians, All Other	6,402
Food Service Managers	6,354
Automotive Service Technicians and Mechanics	6,174

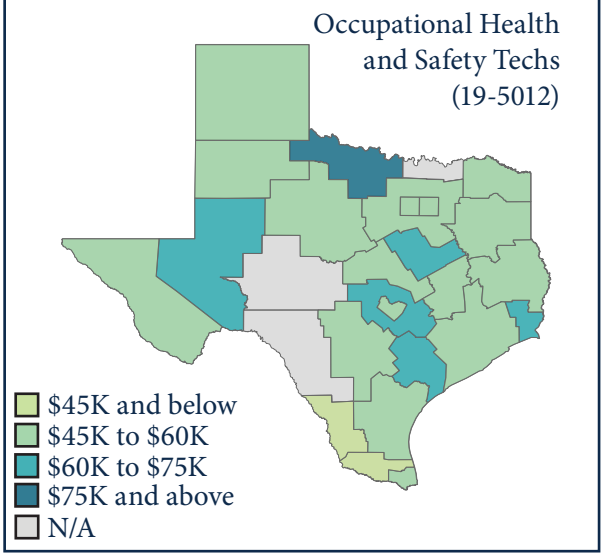
OCCUPATIONAL PROFILE

Standard Occupational Classification: Occupational Health and Safety Technicians (19-5012)

Monthly Job Ads for SOC 19-5012



2025 Annual Median Wages by WDA



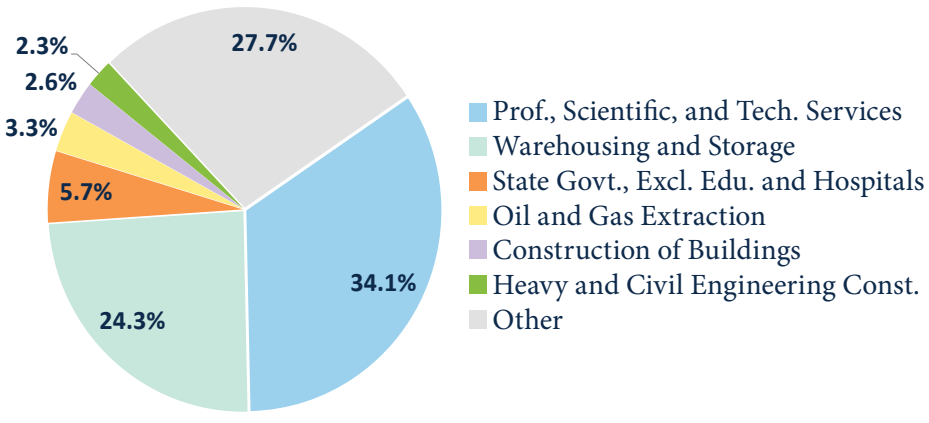
Job Description

- **Hazard Testing & Monitoring:** Perform environmental tests and collect samples to identify hazards such as radiation, chemicals, noise, and air quality issues.
- **Equipment Management:** Calibrate, maintain, and inspect safety equipment and personal protective gear to ensure they meet required standards.
- **Investigations & Inspections:** Conduct interviews and site inspections to investigate health violations, disease outbreaks, or workplace safety incidents.

Education, Experience & Training for SOC 19-5012

Typical education needed for entry:	High school diploma or equivalent
Work experience in a related occupation:	None
Typical training needed:	Moderate-term on-the-job training

Top Industries for 2024 Employment for SOC 19-5012



Occupational Outlook

- The 2025 median annual wage for this occupation in Texas is $57,977, ranging from $38,869 to $99,518 among WDAs.
- In 2025, Gulf Coast WDA had the highest employment for this occupation at 1,550 and North Texas WDA the highest median wage of $99,518.
- 2024-2034 Occupational Projections estimate this occupation will grow 30.8 percent in Texas, with high growth expected in Alamo WDA at 46.1 percent.
- Learn more: TexasLMI.com.

Using Wage, Projections Data to Examine Apprenticeship

by Will Lutz

The growth of the Texas economy has intensified the discussion about the need for skilled trades. For many job seekers and businesses, apprenticeship can be a great solution to start a lucrative career or fill a long-term employment need. Labor market data can help businesses and career-seekers make informed decisions about future employment plans.

TWC publishes both wage data and labor market projections data that would allow a career seeker to enter fields with high wages and high future labor demand. The projections data publishes estimated future number and percentage growth in an occupation and also average annual openings. A large and growing profession would certainly be one where a qualified applicant would stand a good chance of getting hired, but in some industries, retirements and other factors can create a lot of job openings for those seeking a career. Consulting percentage growth, number growth, and average annual openings can create a full picture of future employment prospects.

While it is true that, on average, those with four-year college degrees have higher earnings and lower unemployment than those who do not, learning a skilled trade can also lead to a salary exceeding state median wage in a growing occupation. (The "high school diploma" category can include both skilled and unskilled occupations).

Apprenticeship is an "earn while you learn" concept. The apprentice earns a living while also learning a trade that can lead to long-term employment and higher wages. And all without incurring student debt.

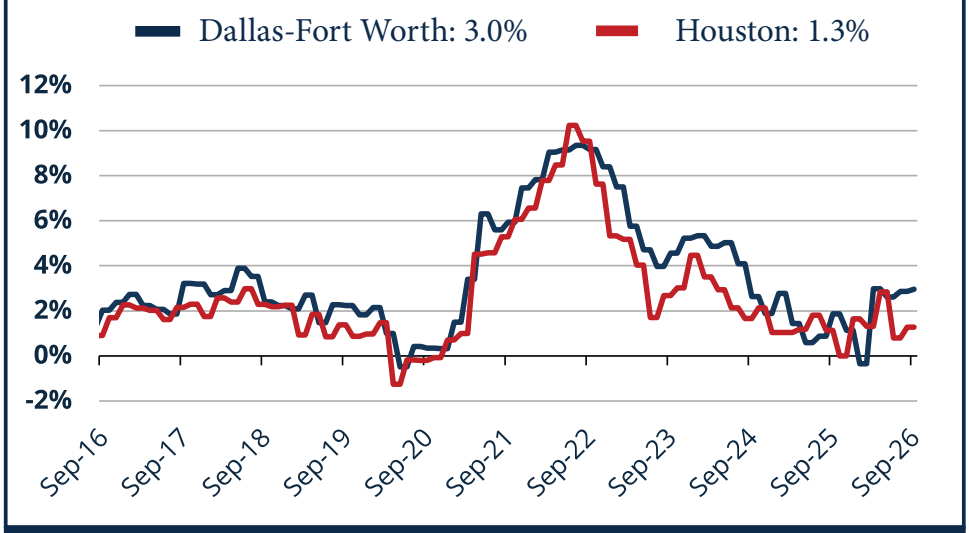
TWC encourages apprenticeship and has lots of programs available to help those with interest. Career seekers interested in becoming an apprentice should speak with a career counselor at their local workforce board. Employers looking to create or expand apprenticeship programs can contact TWC's Office of Apprenticeship at ApprenticeshipTexas@twc.Texas.gov. For more information, visit TWC's apprenticeship website at https://www.twc.texas.gov/programs/apprenticeship.

The table below looks at the eight occupations with the highest number of active apprentices in Fiscal Year 2026. Notice that seven of them have a median wage above the state median. Also notice that six of the eight expect to have more than 1,000 openings per year. The data demonstrates that commonly apprenticed occupations offer positive career outcomes to Texans with the willingness to work hard and learn skills employers demand.

Occupational Title	Number Change 2024-2034	Percent Change 2024-2034	Total Annual Openings	2025 Median Wage
Electricians	11,019	14.4	8,102	$28.16
Construction Laborers	19,480	12.2	15,268	$19.53
Operating Engineers and Other Construction Equip. Operators	5,805	10.3	5,373	$24.26
Plumbers, Pipefitters, and Steamfitters	4,016	8.9	4,225	$28.77
Carpenters	3,892	8.4	3,839	$23.51
Electrical Power-Line Installers and Repairers	941	6.4	1,234	$37.95
Sheet Metal Workers	574	5.3	948	$26.08
Structural Iron and Steel Workers	374	3.6	849	$25.12

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

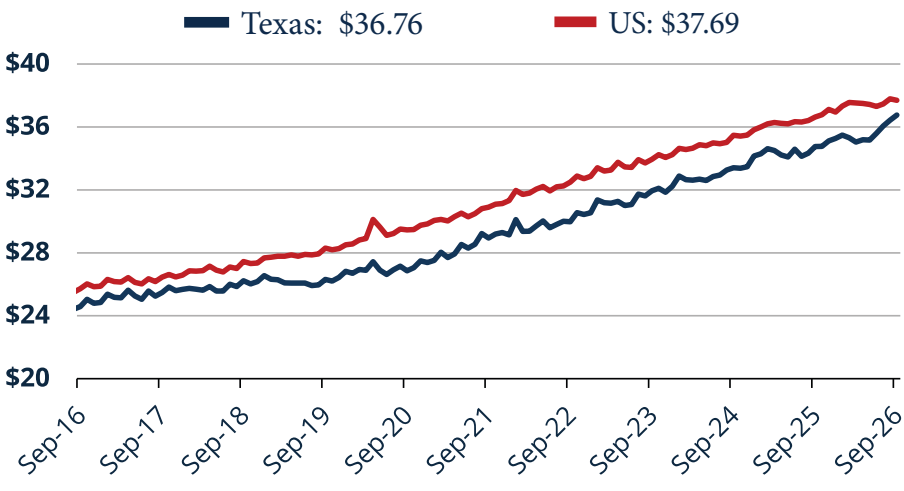
- Dallas-Fort Worth-Arlington CPI annual growth rate increased by 0.1 percentage points from the previous reading to 3.0 percent in September, 0.7 percentage points lower than the U.S. city average of 3.7 percent.
- Since September 2025, Food increased by 3.3 percent while Motor fuel increased by 33.2 percent.

Highlights

- AHE for Texas employees on private nonfarm payrolls increased by $2.00 over the year to $36.76, an increase of 5.8 percent.
- Over the year, Texas AHE increased by 6.6 percent in the Goods Producing Sector and increased by 5.6 percent in the Private Service Providing sector.
- U.S. AHE increased by $1.07 over the year to $37.69, an increase of 2.9 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)

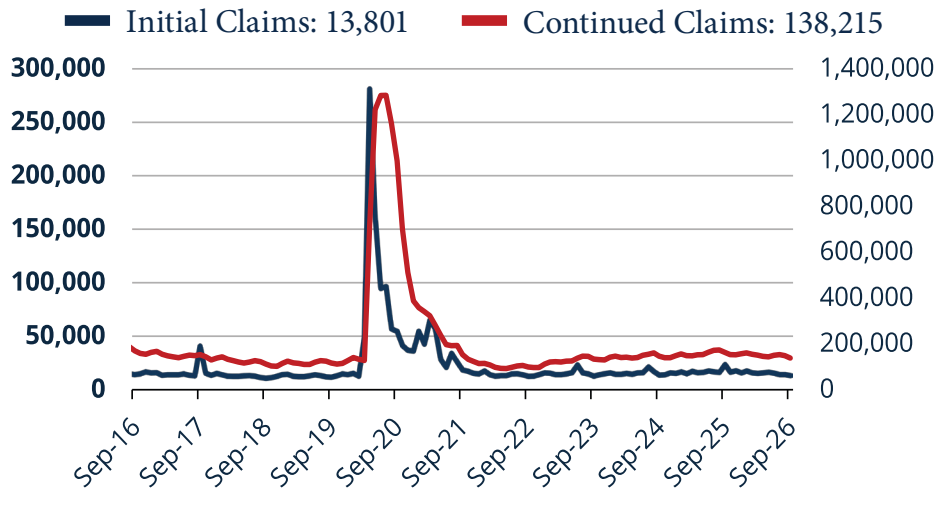


Source: Bureau of Labor Statistics

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

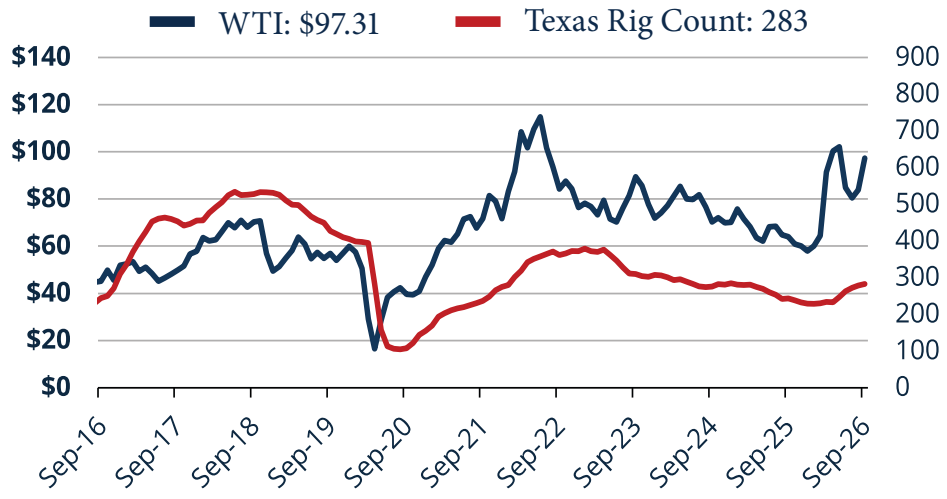
- Over the month, the four-week moving average decreased by 980 claims to 13,801 for initial claims and decreased by 10,757 claims to 138,215 for continued claims.
- Over the year, the four-week moving average decreased by 42.4 percent for initial claims and decreased by 14.8 percent for continued claims.

Highlights

- The West Texas Intermediate Spot Price averaged $97.31 in September, a $13.41 increase over the month, and a $33.35 increase over the year.
- Rig count in Texas increased by 4 rigs over the month and increased by 39 rigs over the year, averaging 283 rigs in September.

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

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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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