TEXAS
LABOR MARKET REVIEW

Texas Workforce Commission

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.

May 2025 Monthly Indicators

INDUSTRY EMPLOYMENT

↑ **28,100 jobs**
Page 2

UNEMPLOYMENT RATE

● **0.0 points**
Page 5

JOB ADS INDEX

↓ **1.8%**
Page 8

INITIAL UI CLAIMS

↑ **77 claims**
Page 13

CURRENT EMPLOYMENT STATISTICS
Statewide Industry Employment (Seasonally Adjusted)

Total Nonfarm employment built on a revised gain of 30,300 positions in April with the addition of 28,100 jobs in May. This series marked 40 new series-high job counts in the last 44 months—including each of the last six—which brought employment to a level of 14,340,800.

Total Nonfarm employment rose by 213,300 positions over the year for an annual growth rate of 1.5 percent. Nine of the 11 major industries added jobs over the month, ten expanded over the year as of May, and six reached new series employment highs.

Industry	May 2025	Monthly Change	Annual Change	Annual % Change
Total Nonagricultural	14,340,800	28,100	213,300	1.5
Total Private	12,191,500	25,300	177,900	1.5
Goods Producing	2,083,800	6,000	37,800	1.8
Mining and Logging	225,500	1,800	4,800	2.2
Construction	880,500	2,200	28,600	3.4
Manufacturing	977,800	2,000	4,400	0.5
Service Providing	12,257,000	22,100	175,500	1.5
Trade, Transportation, and Utilities	2,812,600	8,400	41,100	1.5
Information	225,700	-1,400	-500	-0.2
Financial Activities	943,400	300	19,600	2.1
Professional and Business Services	2,138,400	-1,400	13,600	0.6
Private Education & Health Services	1,969,600	4,300	40,800	2.1
Leisure and Hospitality	1,529,200	8,200	20,500	1.4
Other Services	488,800	900	5,000	1.0
Government	2,149,300	2,800	35,400	1.7

Highlights

- Private Education and Health Services employment increased by 4,300 jobs in May to post the sixth consecutive new series-record level.

- Trade, Transportation, and Utilities added 8,400 jobs over the month, which led all industries.

- Leisure and Hospitality employment reached a second straight new series high level in May with an over-the-month gain of 8,200 jobs.

Total Nonagricultural Jobs

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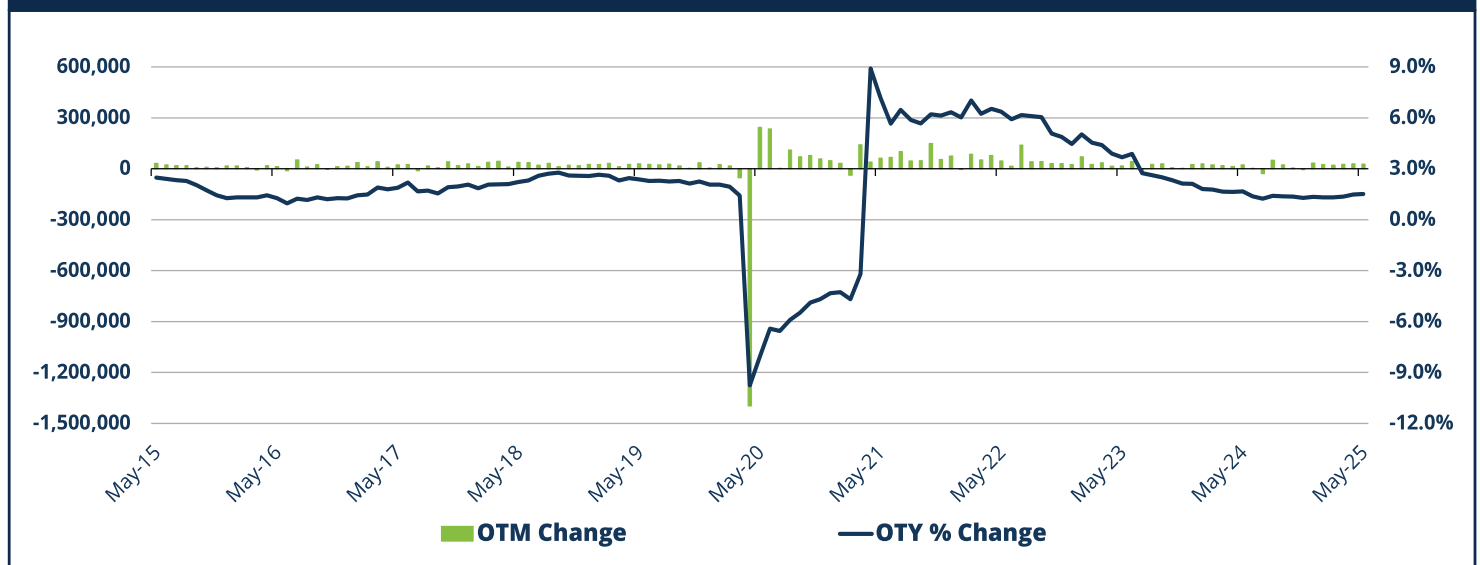
CURRENT EMPLOYMENT STATISTICS
Metro Areas (Seasonally Adjusted)

Metro Areas	May 2025	Monthly Change	Annual Change	Annual % Change
Abilene MSA	79,000	0	900	1.2
Amarillo MSA	131,000	-200	2,500	1.9
Austin-Round Rock MSA	1,377,100	2,700	21,200	1.6
Beaumont-Port Arthur MSA	170,600	600	2,800	1.7
Brownsville-Harlingen MSA	164,700	300	2,600	1.6
College Station-Bryan MSA	148,000	500	5,200	3.6
Corpus Christi MSA	200,800	700	3,900	2.0
Dallas-FW-Arlington MSA	4,312,600	7,400	56,800	1.3
Dallas-Plano-Irving MD	3,098,300	1,000	35,600	1.2
FW-Arlington-Grapevine MD	1,211,800	3,300	17,800	1.5
Eagle Pass MSA	19,000	100	500	2.7
El Paso MSA	357,900	-200	5,700	1.6
Houston MSA	3,464,300	-5,800	28,800	0.8
Killeen-Temple MSA	155,900	100	300	0.2
Laredo MSA	115,100	200	2,700	2.4
Longview MSA	122,600	0	600	0.5
Lubbock MSA	175,800	100	2,300	1.3
McAllen MSA	305,100	600	5,000	1.7
Midland MSA	127,200	200	2,300	1.8
Odessa MSA	84,100	0	1,400	1.7
San Angelo MSA	54,700	100	1,100	2.1
San Antonio MSA	1,203,500	2,100	23,500	2.0
Sherman-Denison MSA	54,400	100	800	1.5
Texarkana MSA	61,600	200	1,300	2.2
Tyler MSA	120,300	1,000	3,100	2.6
Victoria MSA	40,400	-200	200	0.5
Waco MSA	144,900	300	2,300	1.6
Wichita Falls MSA	59900	100	100	0.2

Highlights

- Employment in 20 of 27 metro areas expanded in May for a combined monthly increase of 14,300 jobs. Three MSAs experienced no change over the month, and four saw monthly employment declines. As of May, all 27 areas experienced positive year-over-year job gains and 17 areas recorded annual growth rates at or above 1.6 percent.

- The Fort Worth-Arlington-Grapevine MD added 3,300 positions in May, the most of any metro area in Texas.

- The Austin-Round Rock-San Marcos MSA posted an increase of 2,700 jobs in May, which extended a streak of monthly job gains to seven months.

- The College Station-Bryan MSA set a new series-high employment level for the sixth straight month with the addition of 500 jobs in May.

- The Tyler MSA reached a new series-high job count for the second straight month with 1,000 positions gained in May.
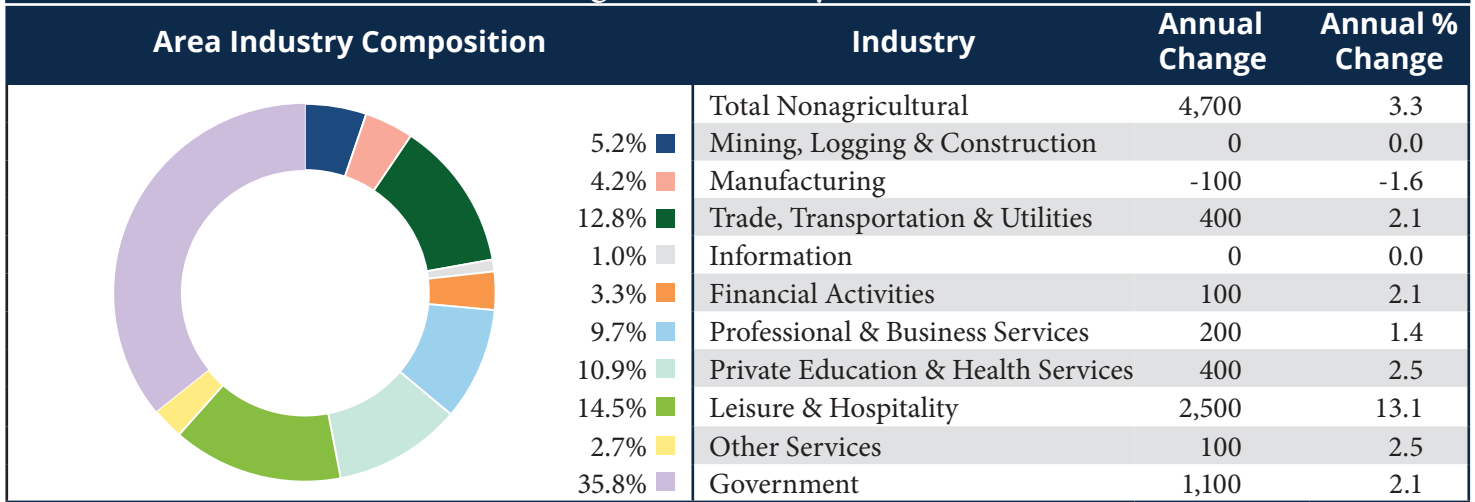
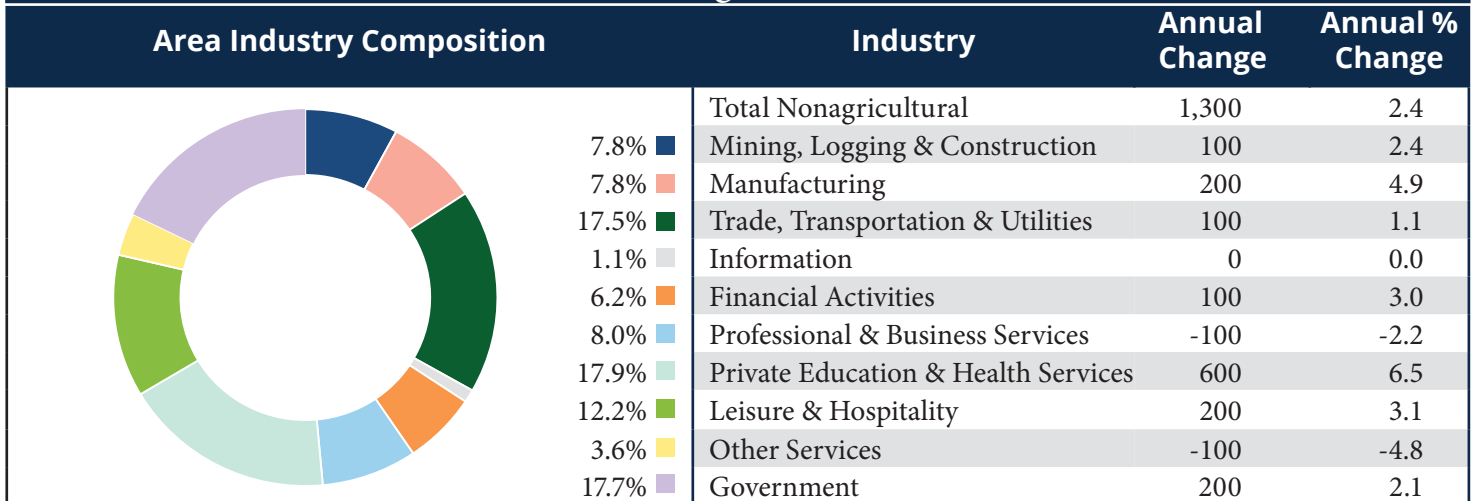## Fastest Growing Metro Areas Over the Year
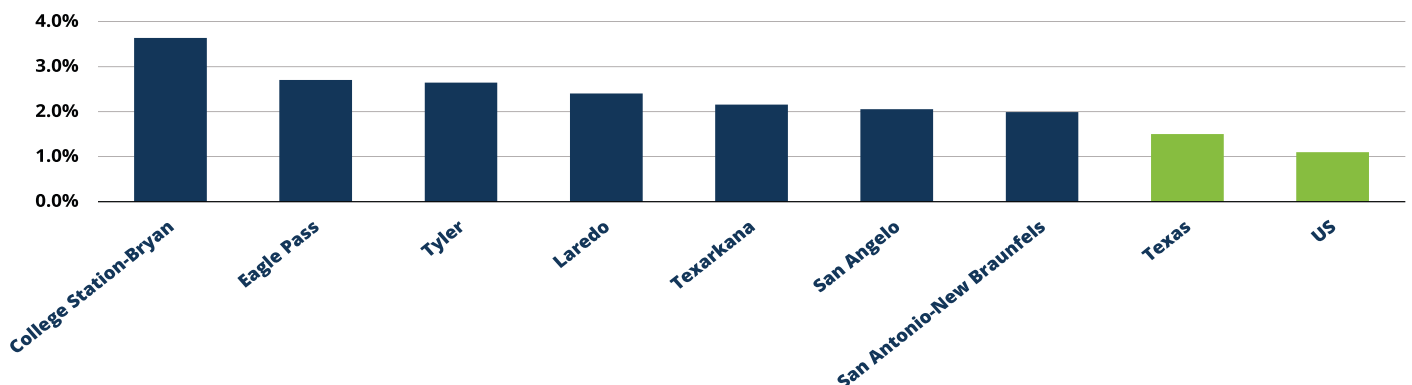
CURRENT EMPLOYMENT STATISTICS
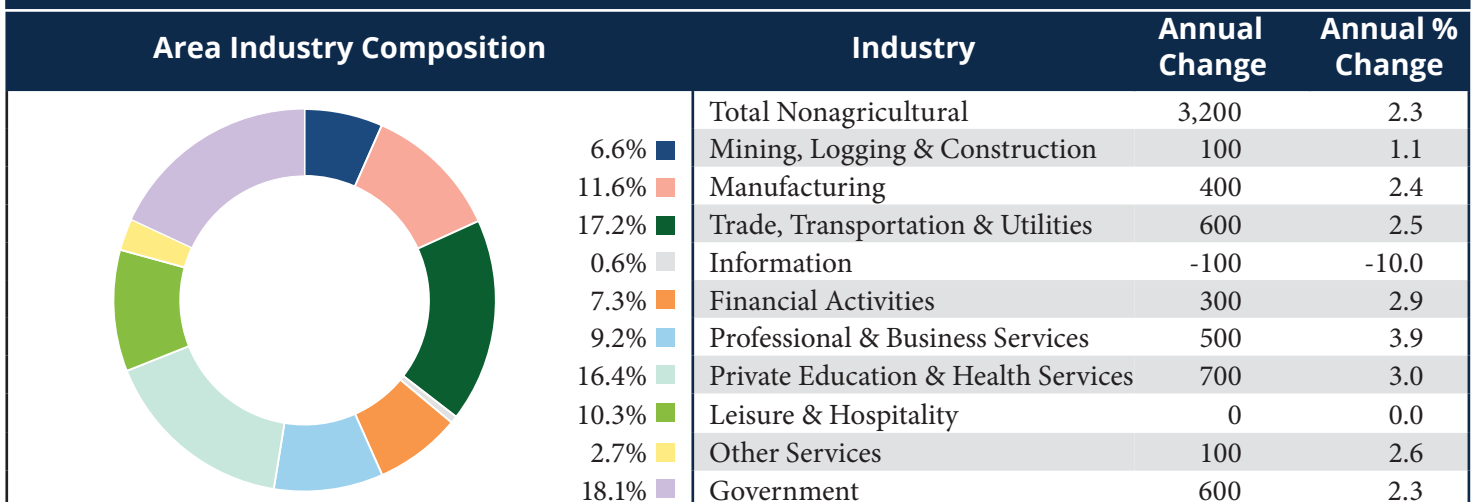## Fastest Growing Metro Areas Over-the-Year (Not Seasonally Adjusted)

College Station-Bryan MSA

Area Industry Composition	Industry	Annual Change	Annual % Change
	Total Nonagricultural	4,700	3.3
5.2% ■	Mining, Logging & Construction	0	0.0
4.2% ■	Manufacturing	-100	-1.6
12.8% ■	Trade, Transportation & Utilities	400	2.1
1.0% ■	Information	0	0.0
3.3% ■	Financial Activities	100	2.1
9.7% ■	Professional & Business Services	200	1.4
10.9% ■	Private Education & Health Services	400	2.5
14.5% ■	Leisure & Hospitality	2,500	13.1
2.7% ■	Other Services	100	2.5
35.8% ■	Government	1,100	2.1

San Angelo MSA

Area Industry Composition	Industry	Annual Change	Annual % Change
	Total Nonagricultural	1,300	2.4
7.8% ■	Mining, Logging & Construction	100	2.4
7.8% ■	Manufacturing	200	4.9
17.5% ■	Trade, Transportation & Utilities	100	1.1
1.1% ■	Information	0	0.0
6.2% ■	Financial Activities	100	3.0
8.0% ■	Professional & Business Services	-100	-2.2
17.9% ■	Private Education & Health Services	600	6.5
12.2% ■	Leisure & Hospitality	200	3.1
3.6% ■	Other Services	-100	-4.8
17.7% ■	Government	200	2.1

Waco MSA

Area Industry Composition	Industry	Annual Change	Annual % Change
	Total Nonagricultural	3,200	2.3
6.6% ■	Mining, Logging & Construction	100	1.1
11.6% ■	Manufacturing	400	2.4
17.2% ■	Trade, Transportation & Utilities	600	2.5
0.6% ■	Information	-100	-10.0
7.3% ■	Financial Activities	300	2.9
9.2% ■	Professional & Business Services	500	3.9
16.4% ■	Private Education & Health Services	700	3.0
10.3% ■	Leisure & Hospitality	0	0.0
2.7% ■	Other Services	100	2.6
18.1% ■	Government	600	2.3

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

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

Texas May 2025

Employed
15,192,300

Unemployed
647,100

4.1%

Date	CLF	Employment	Unemployment	Rate
May 2025	15,839,400	15,192,300	647,100	4.1
April 2025	15,814,500	15,171,500	643,000	4.1
May 2024	15,568,500	14,936,100	632,400	4.1

U.S. May 2025

Employed
163,273,000

Unemployed
7,237,000

4.2%

Date	CLF	Employment	Unemployment	Rate
May 2025	170,510,000	163,273,000	7,237,000	4.2
April 2025	171,135,000	163,969,000	7,166,000	4.2
May 2024	167,799,000	161,164,000	6,635,000	4.0

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 64.9 percent in May.
- Texas' seasonally adjusted LAUS employment was up 20,800 from last month.
- Summarizing the not seasonally adjusted estimates, the Texas unemployment rate increased to 4.0 percent in May. This was 0.2 percentage points higher than the unemployment rate in May 2024.

10 Largest States' Unemployment Rates

Legend:
- OTM Increase
- OTM Decline
- Current Rate

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

X-axis: 2.0% 2.5% 3.0% 3.5% 4.0% 4.5% 5.0% 5.5% 6.0%
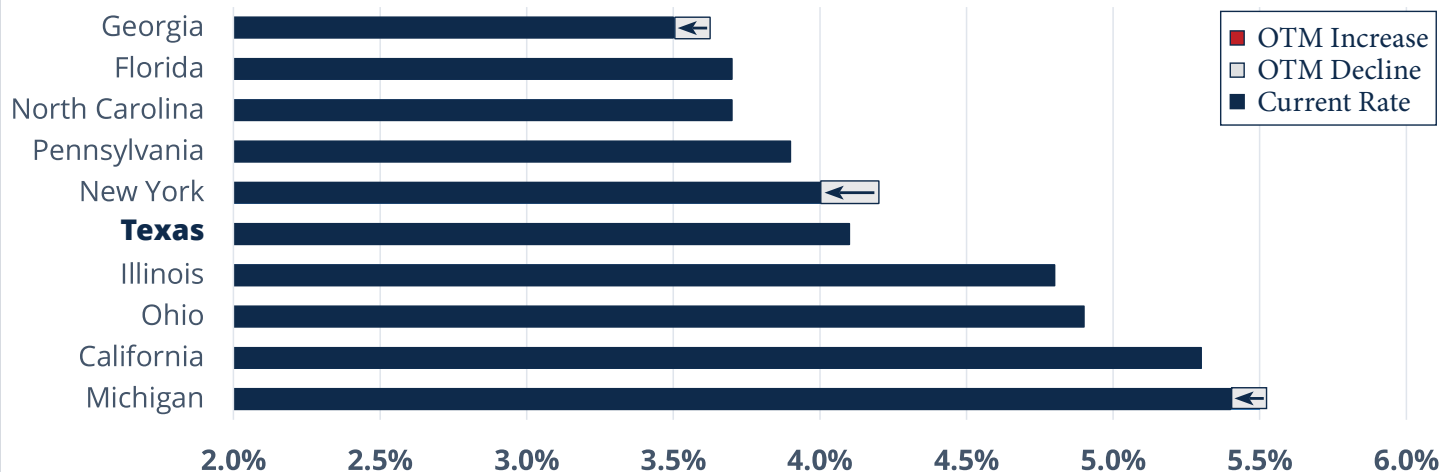
LOCAL AREA UNEMPLOYMENT STATISTICS
Substate Areas (Not Seasonally Adjusted)

County Highlights

- Unemployment rates varied considerably across counties, ranging from a low of 0.4 percent in Loving County to a high of 9.9 percent in Maverick County.

- Twenty-three counties had an unemployment rate of 3.0 percent or less.

- McMullen County experienced the largest unemployment rate decrease of 2.0 percentage points over the year.

- In May 2025, 245 counties experienced an increase in their unemployment rates over the month, while six counties experienced a decrease and three 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
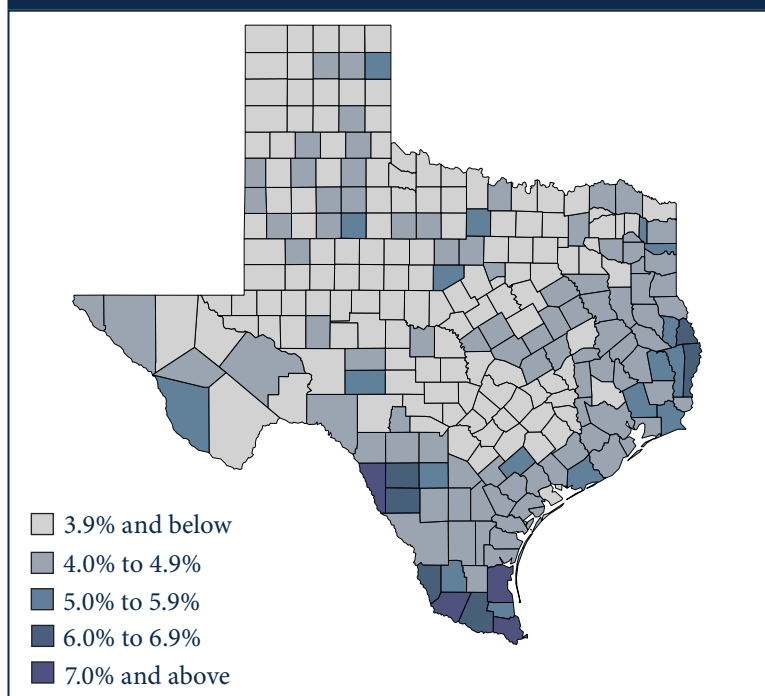
Texas Metro Areas Ranked by Unemployment Rate

Rank	Area	Rate	Rank	Area	Rate
1	Midland	3.0	15	Texarkana	3.9
2	Amarillo	3.1		Texas	4.0
2	San Angelo	3.1		United States	4.0
4	Austin-Round Rock-San Marcos	3.3	16	Victoria	4.0
5	Abilene	3.4	17	Corpus Christi	4.2
5	College Station-Bryan	3.4	17	El Paso	4.2
5	Lubbock	3.4	17	Houston-Pasadena-The Woodlands	4.2
8	Odessa	3.5	20	Longview	4.4
9	Wichita Falls	3.6	21	Killeen-Temple	4.5
10	Dallas-Fort Worth-Arlington	3.7	22	Laredo	4.7
10	San Antonio-New Braunfels	3.7	23	Beaumont-Port Arthur	4.9
10	Sherman-Denison	3.7	24	McAllen-Edinburg-Mission	6.0
10	Tyler	3.7	25	Brownsville-Harlingen	7.0
14	Waco	3.8	26	Eagle Pass	9.9

Metro Area Highlights

- Over the month, one MA experienced a decrease in their unemployment rate while 25 experienced an increase.

- Over the year, one Texas MA saw a decrease in their unemployment rate, while 21 experienced an increase and four experienced no change.

Download LAUS data in Excel

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

Unemployment Rates by Demographic

Sex (age 16+)	May 2025	Apr 2025	May 2024
Female	4.4%	4.3%	3.9%
Male	3.9%	3.9%	3.8%

Age (16+)	May 2025	Apr 2025	May 2024
Age 16-19	13.0%	13.0%	11.6%
Age 20-24	7.2%	6.8%	6.7%
Age 25-34	4.0%	4.0%	4.5%
Age 35-44	3.3%	3.2%	2.7%
Age 45-54	3.0%	3.0%	2.4%
Age 55-64	3.2%	3.3%	2.9%
Age 65+	2.7%	2.7%	3.6%

Race (age 16+)	May 2025	Apr 2025	May 2024
White	3.6%	3.5%	3.6%
Black	6.0%	6.1%	5.9%
Hispanic	4.4%	4.3%	4.4%

Education (age 25+)	May 2025	Apr 2025	May 2024
Less than High School	4.8%	4.7%	5.3%
High School Diploma	3.8%	3.7%	3.9%
Some College/Associate Degree	3.7%	3.7%	3.7%
Bachelor's Degree or Higher	2.6%	2.6%	2.0%

Other Categories (age 18+)	May 2025	Apr 2025	May 2024
Veterans	1.9%	1.9%	2.7%

Highlights

- The unemployment rate for males increased by 0.1 percentage points over the year to a rate of 3.9 percent, while the rate for women increased by 0.5 percentage points to 4.4 percent.

- The veteran unemployment rate over the month remained at 1.9 percent in May.

- 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 May, less were men (32,200) than women (36,700).

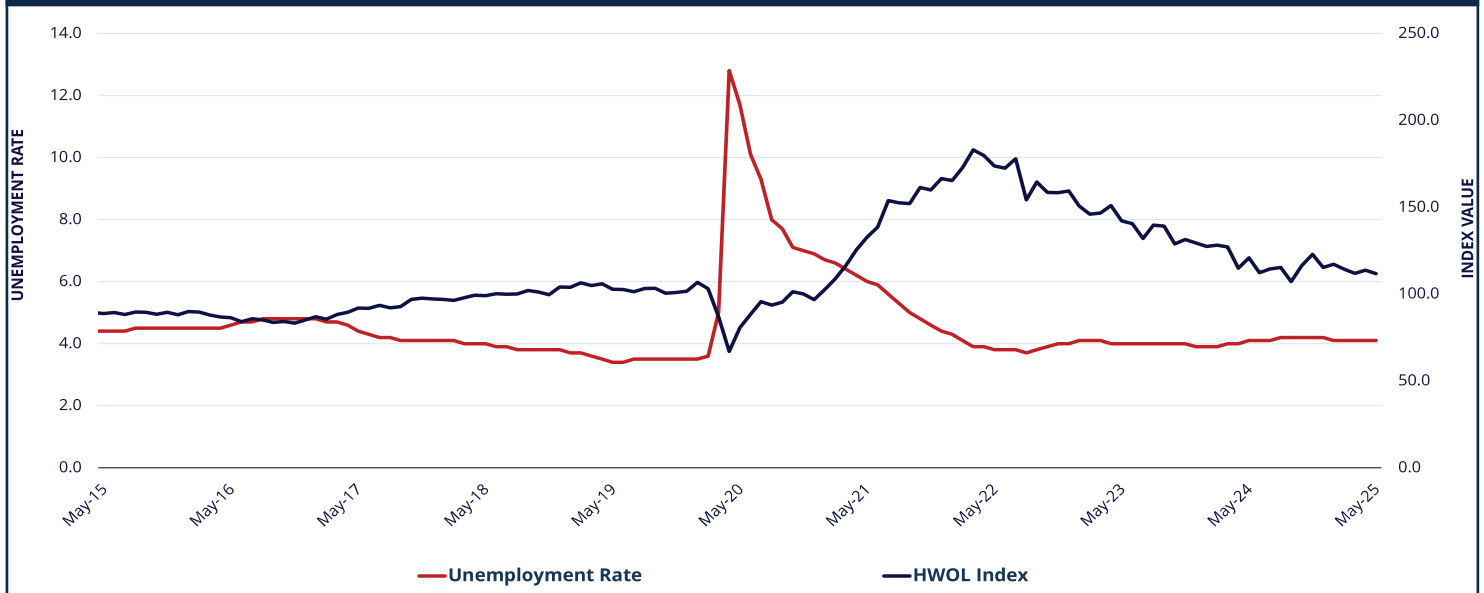### Unemployment Rates by Race
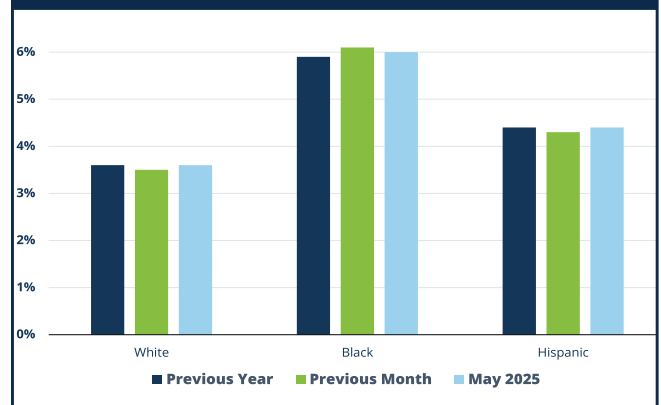
Unemployment Rates by Education
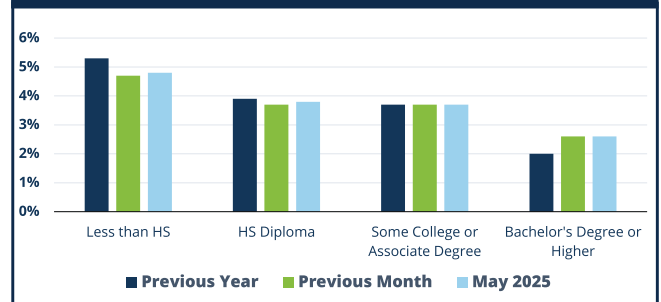
[View notes on CPS data]

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

Texas Labor Supply vs. Labor Demand

Legend: Unemployment Rate — HWOL Index

Highlights

- The Conference Board–Lightcast Help Wanted OnLine® (HWOL) Index decreased over the month to 111.7 in May, a decline of 2.1 points.
- The May Supply/Demand rate was 1.2 unemployed for each advertised vacancy, with a total of 123,133 more unemployed workers than advertised vacancies.

Top Employers by Postings

Employer	May 2025
CHRISTUS Health	6,021
HCA Healthcare	5,963
Domino's Pizza	5,405
State Of Texas	3,355
Baylor Scott & White Health	3,323
Walmart	2,632
H-E-B	2,585
Houston Methodist	2,310
Starbucks	1,925
Memorial Hermann	1,866

Top Occupations by Postings

Occupation	May 2025
Registered Nurses	27,770
Retail Salespersons	17,304
First-Line Supervisors of Retail Sales Workers	11,078
Heavy and Tractor-Trailer Truck Drivers	11,076
Customer Service Representatives	10,662
Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products	8,846
Software Developers	8,528
Maintenance and Repair Workers, General	7,341
Food Service Managers	7,126
Home Health and Personal Care Aides	6,877

DEMAND FOR MIDDLE-SKILLS JOBS

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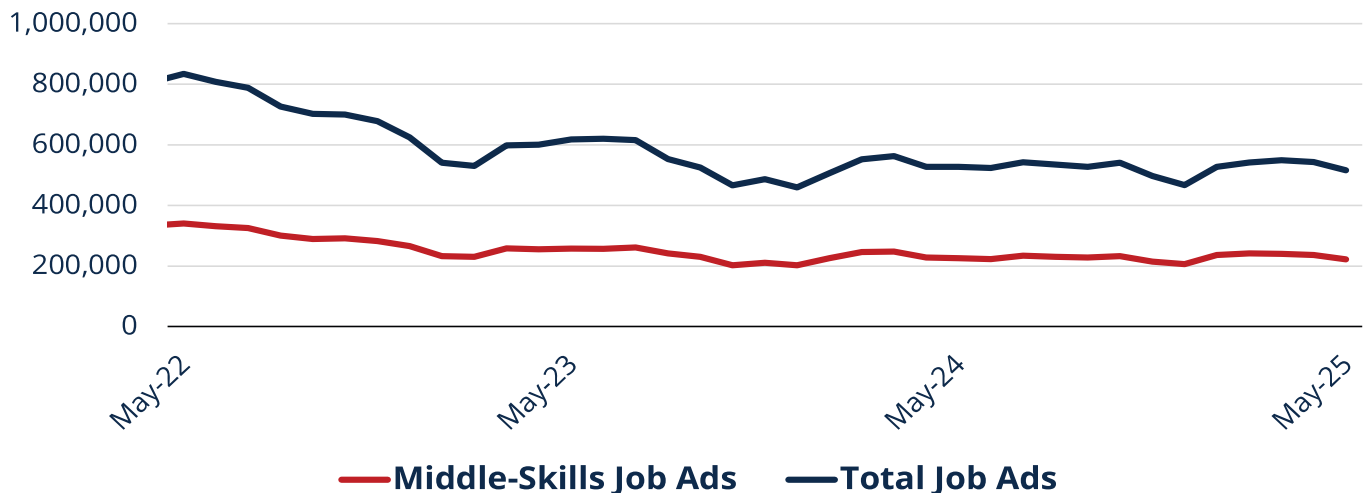
Source: Lightcast® and TWC Long Term Projections 2022-2032

Highlights

- Middle-Skill occupations require more education than a high school diploma but less than a four-year degree.
- May Help Wanted OnLine® Middle-Skills Job Ads decreased 1.4 percent over the year to 221,881.
- Job ads for Middle-Skill occupations represented 43.0 percent of all live postings in May.

Top Middle-Skills Employers by Postings

Employer	May 2025
HCA Healthcare	4,409
CHRISTUS Health	4,382
Domino's Pizza	3,787
Baylor Scott & White Health	2,037
State Of Texas	1,532
Houston Methodist	1,373
Memorial Hermann	1,339
H-E-B	1,242
Texas Health Resources	1,149
Methodist Health System	1,108

Top Middle-Skills Occupations by Postings

Occupation	May 2025
Registered Nurses	27,770
Heavy and Tractor-Trailer Truck Drivers	11,076
Customer Service Representatives	10,662
Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products	8,846
Maintenance and Repair Workers, General	7,341
Food Service Managers	7,126
Home Health and Personal Care Aides	6,877
Sales Reps of Services, Except Advertising, Insurance, Financial Services, and Travel	6,016
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	4,847
Driver/Sales Workers	4,663

OCCUPATIONAL PROFILE
Standard Occupational Classification: Automotive Body and Related Repairers (49-3021)

Monthly Job Ads for SOC 49-3021
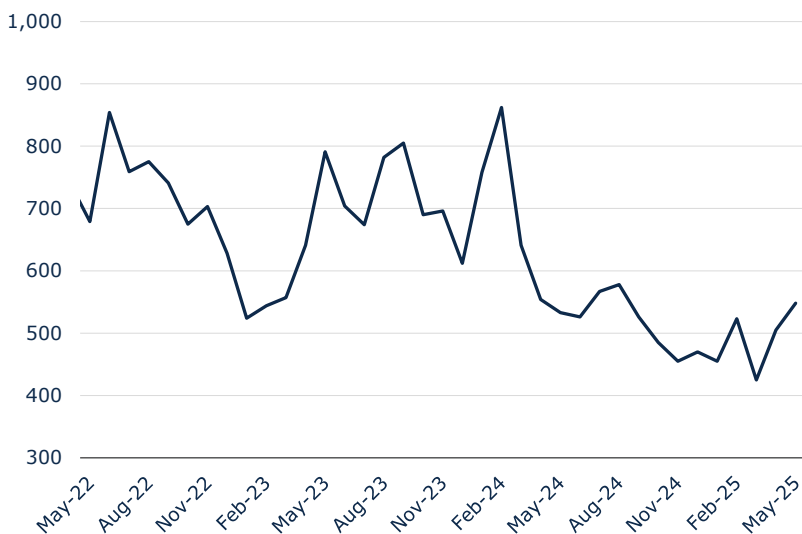
Annual Median Wages by WDA

Automotive Body and Related Repairers (49-3021)

- Below $40k
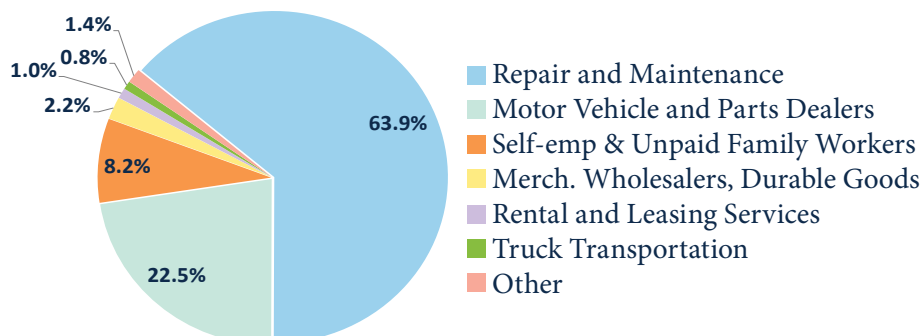- $40k to $45k
- $45K to $50k
- $50K to $55k
- Above $55k
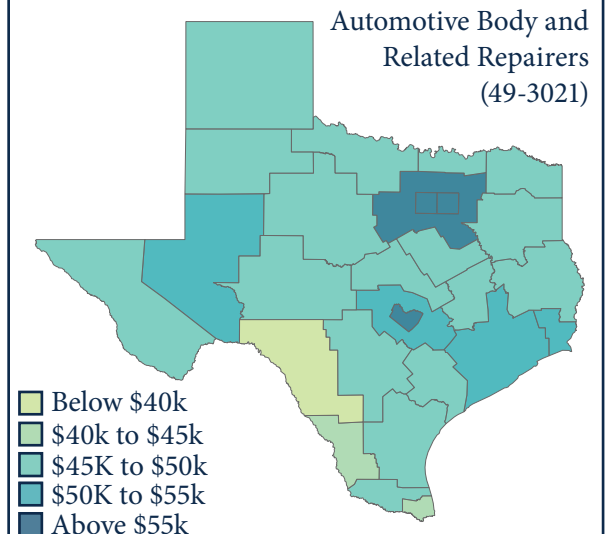
Job Description

- **Repair body damage:** Remove dents, replace parts, and restore vehicle structures using hand and power tools.
- **Prepare surfaces for painting:** Sand, grind, and mask surfaces to ensure proper paint adhesion and protect surrounding areas.
- **Perform cosmetic and functional modifications:** Install custom features, replace glass, and adjust vehicle systems.
- **Inspect and finalize repairs:** Review work orders, ensure quality, and verify proper vehicle function.

Education, Experience & Training for SOC 49-3021

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

Top Industries for Employment for SOC 49-3021

- Repair and Maintenance — 63.9%
- Motor Vehicle and Parts Dealers — 22.5%
- Self-emp & Unpaid Family Workers — 8.2%
- Merch. Wholesalers, Durable Goods — 2.2%
- Rental and Leasing Services — 1.0%
- Truck Transportation — 0.8%
- Other — 1.4%

Occupational Outlook

- The 2024 median annual wage for this occupation in Texas is $50,348, ranging from $38,979 to $56,256 among WDAs.
- Wages in the 90th percentile averaged $88,189 in Texas.
- 2022-2032 Occupational Projections estimate this occupation will grow 12.9 percent in Texas, with high growth expected in Rural Capital WDA at 30.0 percent.
- Job ads for this occupation have increased 2.8 percent since May 2024.
- Learn more: TexasLMI.com.

A Deep Dive into Summer Unemployment Rates

by Joann Coronado and Josué Pérez

The summer months can be a great time for businesses looking to hire workers. In Texas, this is generally when participation in the labor force is at its highest. It might surprise you to learn that the summer is also a time when unemployment rates typically rise. Those who are familiar with the labor market might be aware of the higher January unemployment rates as seen in the chart below. While the elevated January rates are due to the end of the holiday shopping season, what might be the reason behind the rise of summer unemployment rates?
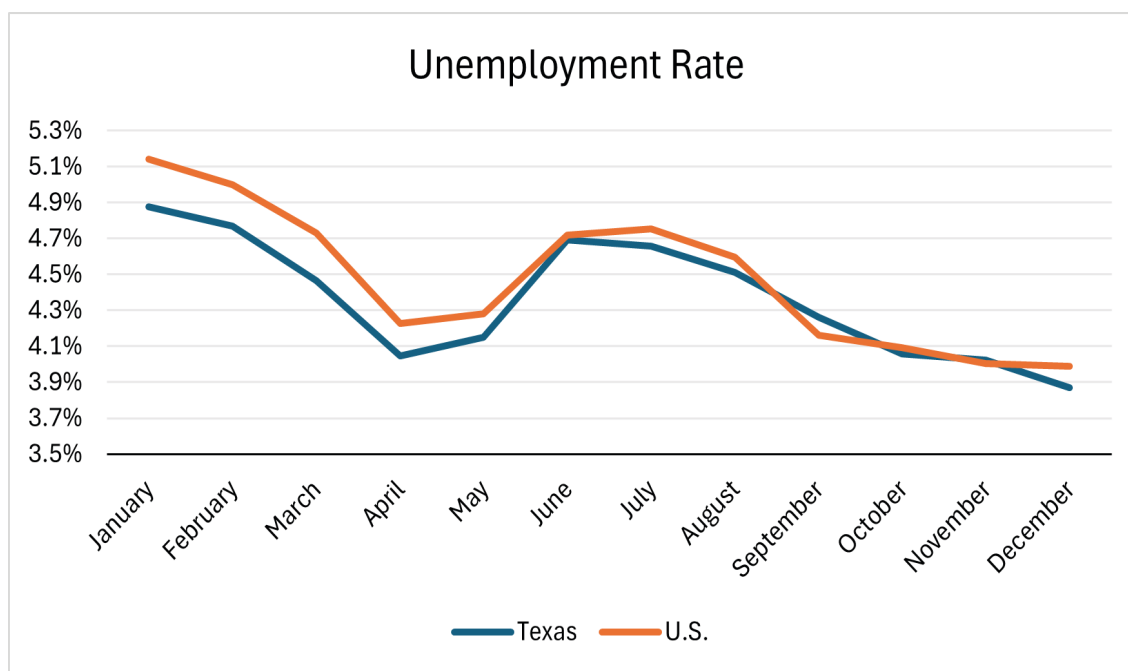
Unemployment Rate

Unemployment Rates, Monthly Averages, 2014-2024*, not seasonally adjusted

*2020 data was excluded because of the atypical rate patterns caused by COVID-19

The chart above looks at the unemployment rate data for Texas and the U.S. To observe overall seasonal trends, data for each specific month was averaged over the ten-year period from 2014 through 2024. Over this period, both the U.S. and Texas data followed similar patterns: the summer unemployment rate bump can be seen in both series. To determine what might be causing this phenomenon, we start with a broad perspective and turn to the Bureau of Labor Statistics' Summer Youth Labor Force News Release.

Every summer, the Bureau of Labor Statistics releases national data on young people in the labor force based on the Current Population Survey. The term "labor force" refers to people ages 16 years and older that are either employed or unemployed, while "young people" refer to those ages 16 to 24. This news release provides detailed employment and unemployment estimates for young people in the labor force by sex, race, ethnicity, as well as industry and class of worker breakdowns. The next news release covering 2025 data is scheduled to be published this August. The most recent news release can be found here: https://www.bls.gov/news.release/archives/youth_08202024.htm

According to the 2024 release, the size of the U.S. April youth labor force was 21,436,000 people. To put this in perspective, the population of Florida in 2024 was only slightly larger at 23,372,215. From April to July 2024, the youth labor force experienced nearly ten percent growth. This translates to an increase of over two million young persons nationwide in just three months. The substantial change can be attributed to high school and college students searching for or taking on summer jobs. Additionally, many graduates enter the labor market to look for or begin permanent employment. The increase of young persons working or seeking work in the summer leads to higher representation of this age group in the labor force from June through August. Consequently, youth, who have considerably higher unemployment rates compared to those 25 years and over, have a larger influence on the unemployment rate during this time.

The rise in youth unemployment could be due to people who were not in the labor force while in school now seeking employment, leading to more competition for jobs.

Persons aged 16-24 experienced an unemployment rate of 8.9 percent in 2024. This was significantly higher than the unemployment rate for those aged 25 years and older at 3.3 percent. Reasons for this difference may include young people not meeting degree requirements, lacking licensing and certifications, (driver's license for example), and not having the years of experience that older adults possess. Coupled with overall higher youth unemployment rates is a rise in unemployed young people seen at the beginning of the summer. For example, the number of unemployed youth in 2023 rose 67.6 percent from 1,233,000 persons in April to 2,066,000 persons in June. The following year, there was a 53.9 percent increase in the number of unemployed youth from April to June 2024 when over one in ten young persons in the labor force were unemployed. The rise in youth unemployment could be due to people who were not in the labor force while in school now seeking employment, leading to more competition for jobs.

While this increase in youth unemployment might seem alarming, there are other factors to acknowledge. The term "unemployed" doesn't only refer to someone who's been continuously unable to find work. A young person looking for their first job would be classified as unemployed. Those selected for a position may also undergo a hiring process that takes several weeks or months before they are considered employed. Another point to take into account is that young persons are more likely to live with families who provide a financial safety net that older adults may not have. This would allow unemployed youth to be more selective in their job search, to take on temporary positions, or to leave jobs altogether.

The combination of an increased influence of youth on the unemployment rate, higher unemployment rates for young people in general, and a further rise in youth unemployment in the summer all contribute to a sharp rise in the overall national unemployment rate during these months. Noting that both Texas and the U.S. experience the same summer unemployment rate bump, it's plausible that these observations are also reflected at the state level. We hope this sheds light on this typical pattern as the upcoming months are expected to bring about the usual increase in unemployment rates.

KEY INDICATORS

Consumer Price Index Annual Growth
(Not Seasonally Adjusted)

Dallas-Fort Worth: 0.6% — **Houston: 1.2%**
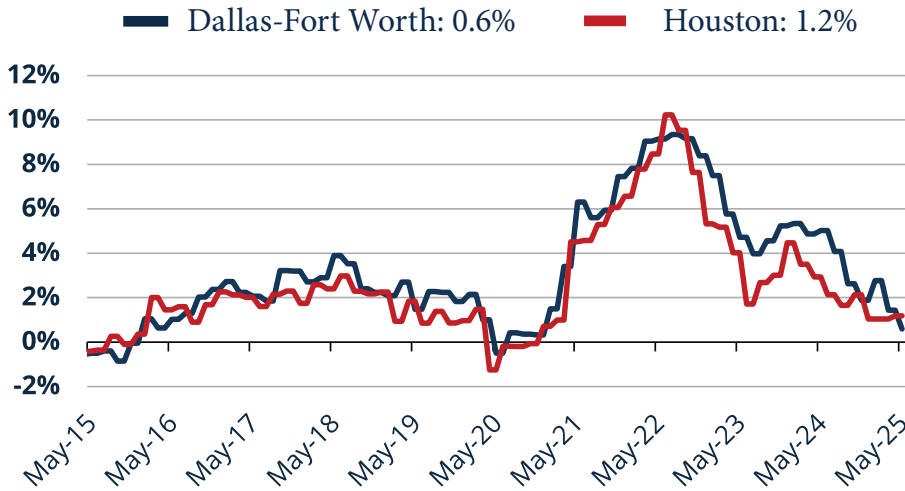
Source: Bureau of Labor Statistics

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 0.8 percentage points from the previous reading to 0.6 percent in May, 1.8 percentage point lower than the U.S. city average of 2.4 percent.

- Since May 2024, Food increased by 2.4 percent while Motor fuel decreased by 11.6 percent.

Highlights

- AHE for Texas employees on private nonfarm payrolls increased by $1.56 over the year to $34.16, an increase of 4.8 percent.

- Over the year, Texas AHE increased by 3.9 percent in the Goods Producing Sector and increased by 5.1 percent in the Private Service Providing sector.

- U.S. AHE increased by $1.35 over the year to $36.16, an increase of 3.9 percent.

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

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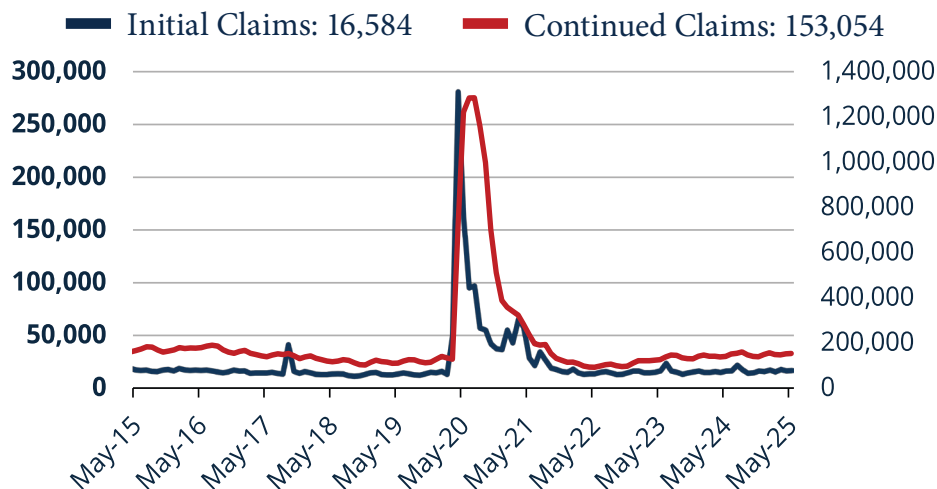### (Total Private, Not Seasonally Adjusted)

Texas: $34.16 — **US: $36.16**
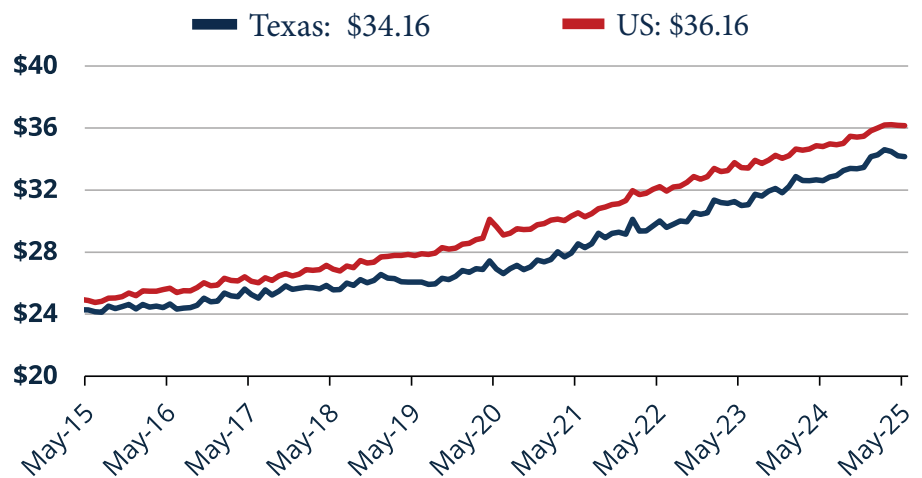
Source: Bureau of Labor Statistics

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KEY INDICATORS

Initial and Continued Claims
(Four-Week Moving Average)

Initial Claims: 16,584 — Continued Claims: 153,054

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 77 claims to 16,584 for initial claims and increased by 1,441 claims to 153,054 for continued claims.

- Over the year, the four-week moving average increased by 2.7 percent for initial claims and increased by 8.8 percent for continued claims.

Highlights

- In May, the West Texas Intermediate Spot Price averaged $62.17, a decrease of $1.37 over the month and $17.85 over the year.

- Rig count in Texas decreased by 6 rigs over the month and by 20 rigs over the year, averaging 269 rigs in May.

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: $62.17 — Texas Rig Count: 269
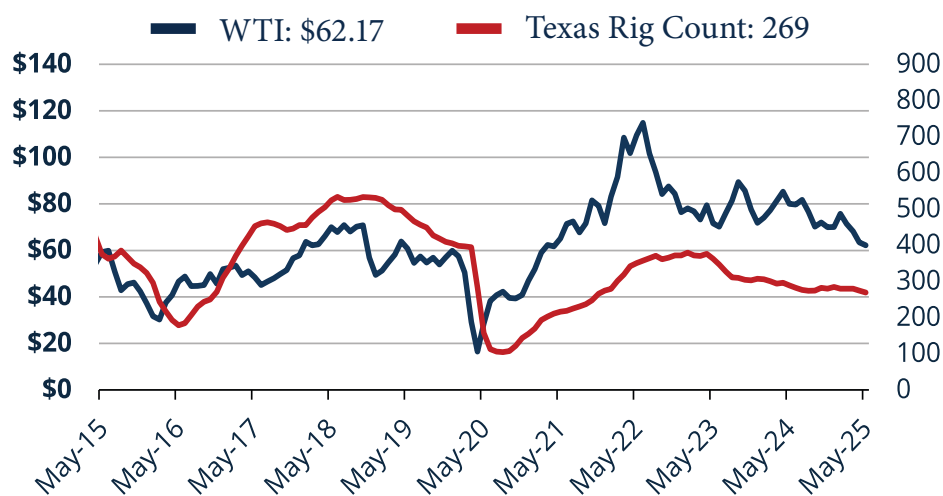
Source: US Energy Information Administration (EIA) & Baker Hughes

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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 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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