



TEXAS

LABOR MARKET REVIEW

MARCH 2024

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.

February 2024 Monthly Indicators

INDUSTRY EMPLOYMENT



49,800 jobs

Page 2

UNEMPLOYMENT RATE



0.0 points

Page 5

JOB ADS INDEX



4.2%

Page 8

INITIAL UI CLAIMS



127 claims

Page 13

CURRENT EMPLOYMENT STATISTICS

Statewide Industry Employment (Seasonally Adjusted)

Total Nonfarm employment increased by 49,800 jobs in February which marked the strongest monthly gain since January 2023. With this increase the job count reached a series high in 28 of the last 29 months including 14,103,700 positions for the month. Since February 2023, employment expanded by 291,400 positions, with the

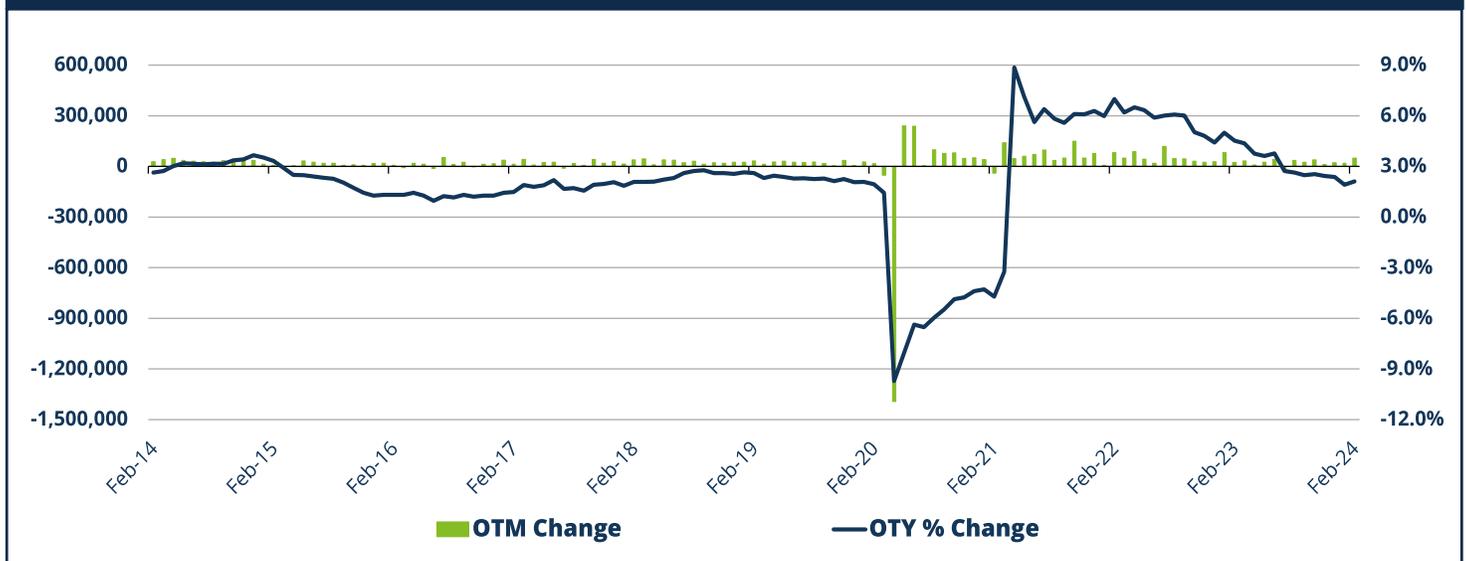
private sector contributing 225,900. The Total Nonfarm annual growth rate ticked up two-tenths of a point from January, reaching 2.1 percent in February. Nine of 11 major industries grew over the year, while seven achieved series employment highs.

Industry	Feb 2024	Monthly Change	Annual Change	Annual % Change
Total Nonagricultural	14,103,700	49,800	291,400	2.1
Total Private	12,016,000	45,700	225,900	1.9
Goods Producing	2,025,400	13,300	50,500	2.6
Mining and Logging	209,100	200	-4,600	-2.2
Construction	844,800	7,800	32,200	4.0
Manufacturing	971,500	5,300	22,900	2.4
Service Providing	12,078,300	36,500	240,900	2.0
Trade, Transportation, and Utilities	2,766,700	-2,900	18,600	0.7
Information	233,200	800	-4,200	-1.8
Financial Activities	916,400	4,300	16,500	1.8
Professional and Business Services	2,144,100	11,900	24,900	1.2
Private Education & Health Services	1,935,600	9,300	64,900	3.5
Leisure and Hospitality	1,505,900	7,700	33,200	2.3
Other Services	488,700	1,300	21,500	4.6
Government	2,087,700	4,100	65,500	3.2

Highlights

- Following a revised increase of 4,600 in January 2024, Private Education and Health Services employment grew by 9,300 jobs over the month of February.
- Construction employment rebounded from a revised January decline, with 7,800 positions added in February to reach a new series high level of 844,800 jobs.
- Professional and Business Services employment experienced a third series high in four months, with 11,900 positions added in February.

Total Nonagricultural Jobs



CURRENT EMPLOYMENT STATISTICS

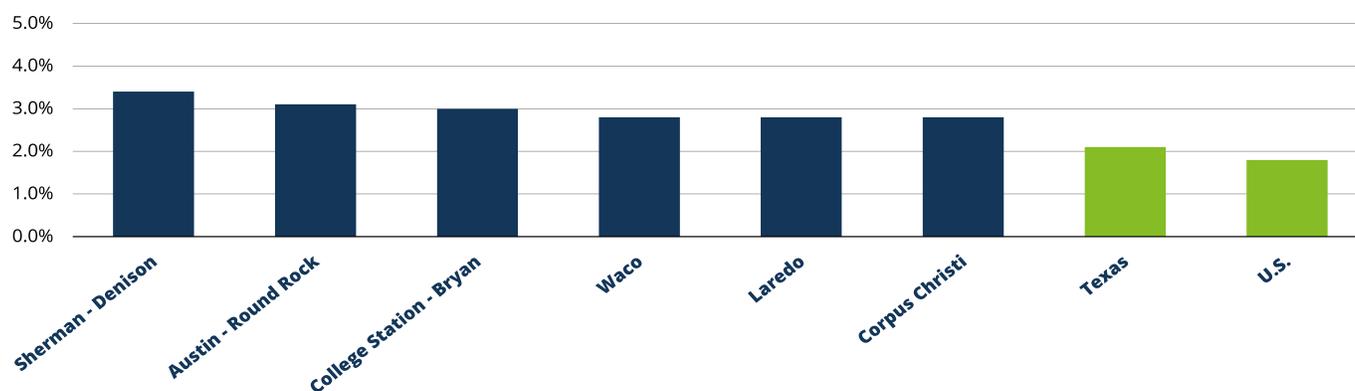
Metro Areas (Seasonally Adjusted)

Metro Areas	Feb 2024	Monthly Change	Annual Change	Annual % Change
Abilene MSA	77,200	0	900	1.2
Amarillo MSA	128,800	100	2,100	1.7
Austin-Round Rock MSA	1,357,100	11,400	41,000	3.1
Beaumont-Port Arthur MSA	164,500	-200	3,400	2.1
Brownsville-Harlingen MSA	162,900	-100	3,300	2.1
College Station-Bryan MSA	142,100	800	4,200	3.0
Corpus Christi MSA	200,400	200	5,400	2.8
Dallas-FW-Arlington MSA	4,269,200	7,800	80,400	1.9
Dallas-Plano-Irving MD	3,057,600	8,800	51,200	1.7
Fort Worth-Arlington MD	1,210,200	2,500	24,100	2.0
El Paso MSA	346,800	700	7,600	2.2
Houston MSA	3,432,600	6,900	88,000	2.6
Killeen-Temple MSA	155,300	500	3,300	2.2
Laredo MSA	112,800	-100	3,100	2.8
Longview MSA	100,900	200	200	0.2
Lubbock MSA	161,300	200	3,400	2.2
McAllen MSA	300,200	500	4,200	1.4
Midland MSA	121,700	500	2,600	2.2
Odessa MSA	81,200	400	600	0.7
San Angelo MSA	52,600	0	700	1.3
San Antonio MSA	1,177,600	800	25,700	2.2
Sherman-Denison MSA	54,000	100	1,800	3.4
Texarkana MSA	59,700	200	200	0.3
Tyler MSA	116,600	100	600	0.5
Victoria MSA	40,300	0	0	0.0
Waco MSA	137,700	100	3,800	2.8
Wichita Falls MSA	59,600	200	400	0.7

Highlights

- Twenty of 26 metro areas added jobs over the month of February for a combined employment increase of 35,200. Employment held flat in three areas and declined in three areas. Twenty-five areas achieved positive annual employment growth, while one area was unchanged. Twenty-two metro areas met or exceeded pre-COVID employment in February 2020.
- The Austin-Round Rock MSA rebounded from a January decline with 11,400 positions added, reaching a 31st series employment high in 34 months. The MSA added 41,000 positions over the year.
- Employment in the College Station-Bryan MSA grew by 800 positions and achieved a series high job count. The area added 4,200 jobs year over year.
- Odessa MSA employment offset a January monthly decline with 400 jobs added. Annual growth slowed to 0.7 percent from 7.0 percent a year ago.

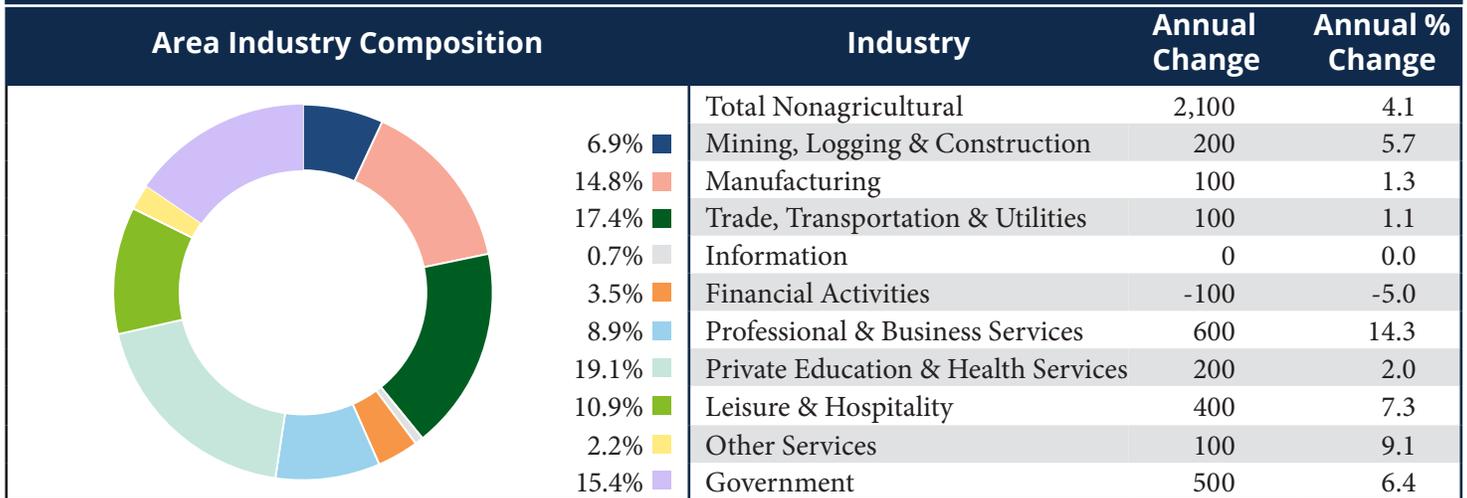
Fastest Growing Metro Areas Over the Year



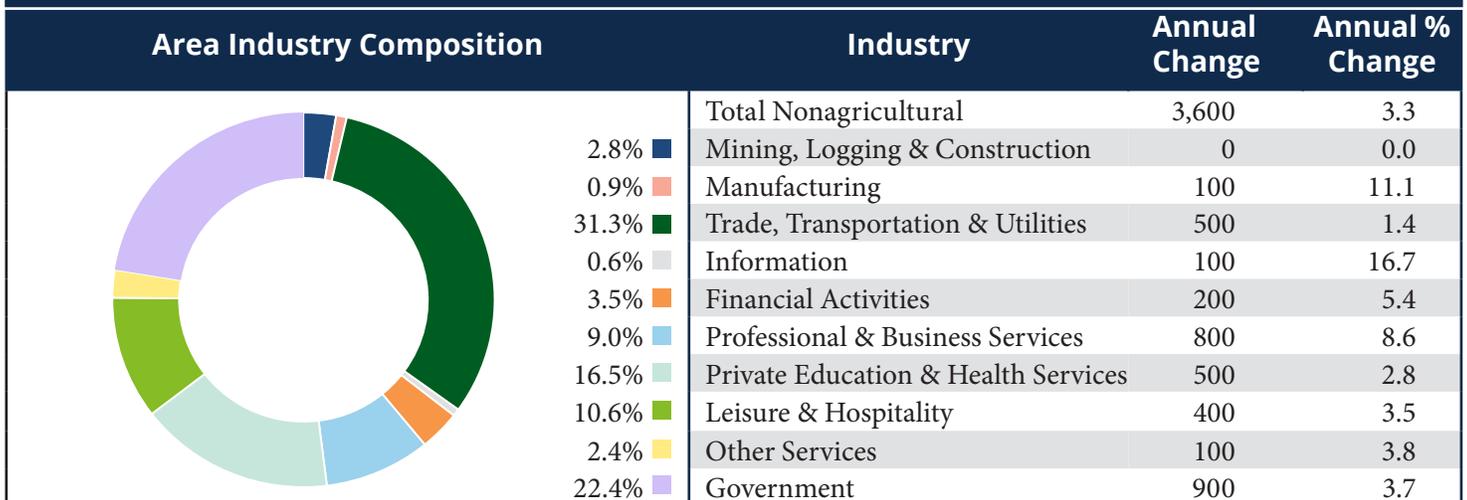
CURRENT EMPLOYMENT STATISTICS

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

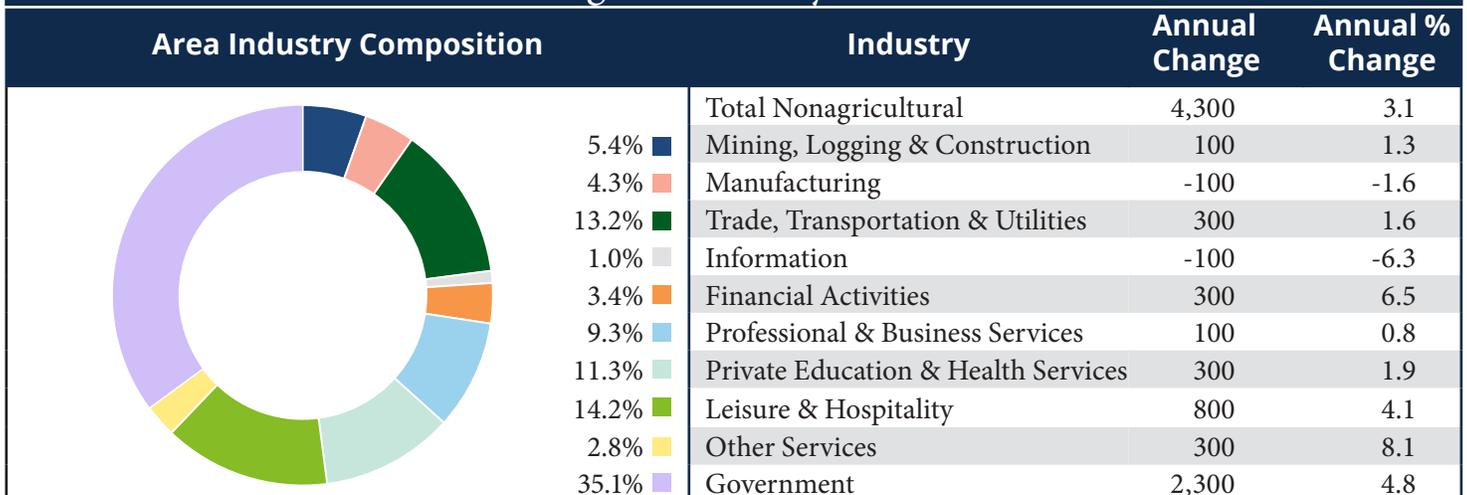
Sherman-Denison MSA



Laredo MSA



College Station-Bryan MSA



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

LOCAL AREA UNEMPLOYMENT STATISTICS

Texas & the U.S. (Seasonally Adjusted)

Texas February 2024

■ **Employed**
14,578,700

■ **Unemployed**
590,500



Date	CLF	Employment	Unemployment	Rate
February 2024	15,169,200	14,578,700	590,500	3.9
January 2024	15,143,400	14,558,900	584,600	3.9
February 2023	14,950,900	14,346,700	604,200	4.0

U.S. February 2024

■ **Employed**
160,968,000

■ **Unemployed**
6,458,000

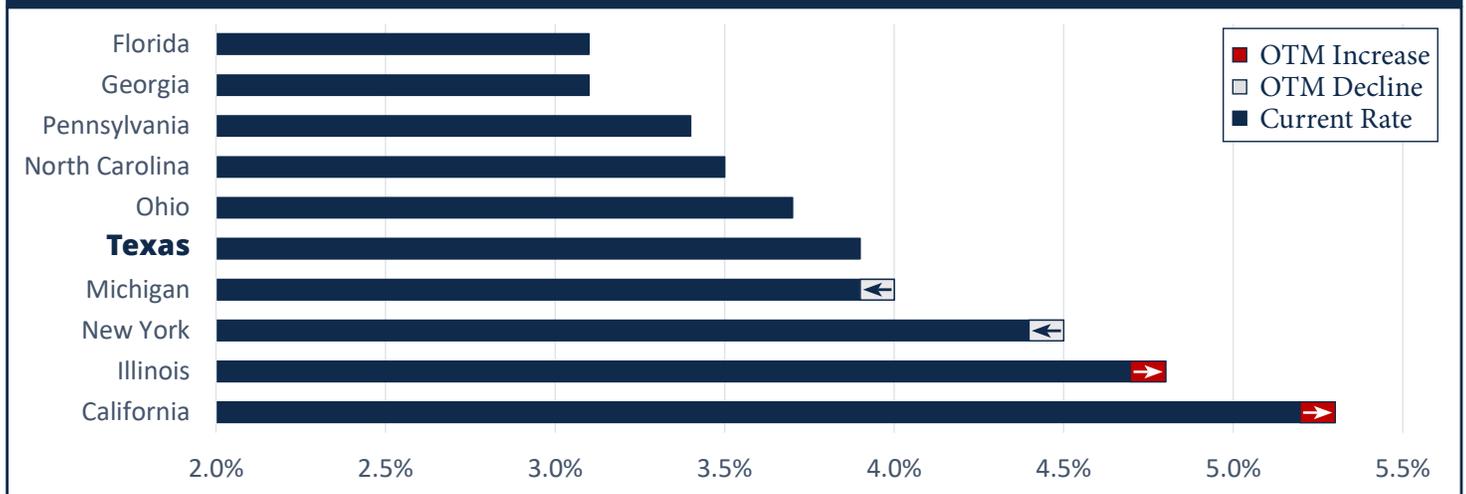


Date	CLF	Employment	Unemployment	Rate
February 2024	167,426,000	160,968,000	6,458,000	3.9
January 2024	167,276,000	161,152,000	6,124,000	3.7
February 2023	166,263,000	160,301,000	5,962,000	3.6

Highlights

- Over the month, the Texas seasonally adjusted unemployment rate remained at 3.9 percent, equal to the U.S. rate.
- The state's seasonally adjusted labor force participation rate was 64.1 percent in February.
- Texas' seasonally adjusted LAUS employment was up 19,800 from last month.
- Summarizing the not seasonally adjusted estimates, the Texas unemployment rate increased to 4.4 percent in February. This was equal to the unemployment rate in February 2023.

10 Largest States' Unemployment Rates



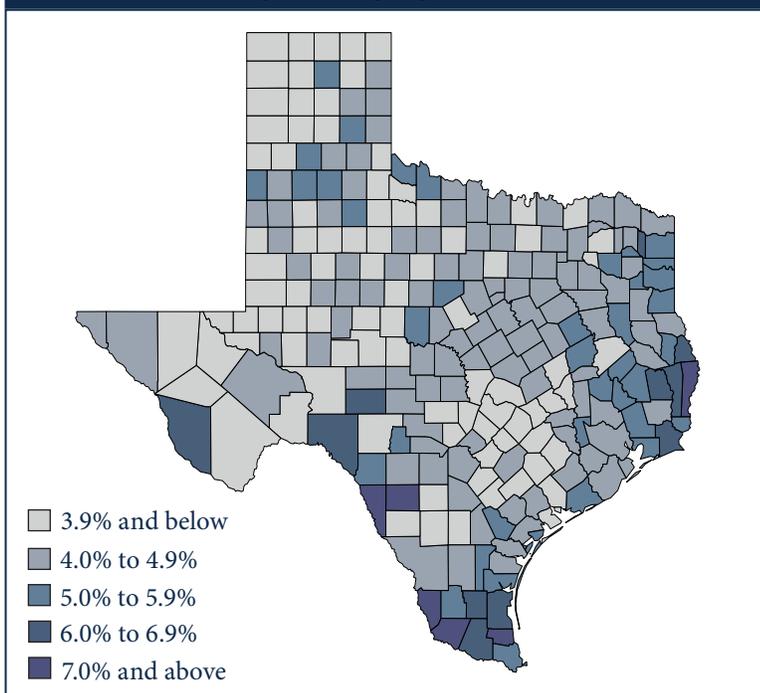
LOCAL AREA UNEMPLOYMENT STATISTICS

Substate Areas (Not Seasonally Adjusted)

County Highlights

- Unemployment rates varied considerably across counties, ranging from a low of 0.3 percent in Loving County to a high of 10.1 percent in Starr County.
- 19 counties had an unemployment rate of 3.0 percent or less.
- Kenedy County experienced the largest unemployment rate decrease of 1.9 percentage points over the year.
- In February 2024, 227 counties experienced an increase in their unemployment rates over the month, while 16 counties experienced a decrease and 11 experienced no change.
- Over the year, the civilian labor force increased in 183 counties, while 69 counties in the state experienced a decline and two experienced no change.

County Unemployment Rates



Texas Metro Areas Ranked by Unemployment Rate

Rank	Area	Rate	Rank	Area	Rate
1	Midland	2.9	14	Texarkana	4.4
2	Amarillo	3.4	0	Texas	4.4
3	College Station-Bryan	3.5	14	Wichita Falls	4.4
4	Austin-Round Rock	3.7	16	Victoria	4.5
4	Lubbock	3.7	17	Corpus Christi	4.6
6	Odessa	3.8	17	Houston-The Woodlands-Sugar Land	4.6
7	Abilene	3.9	19	El Paso	4.8
7	San Angelo	3.9	19	Laredo	4.8
9	San Antonio-New Braunfels	4.1	21	Killeen-Temple	4.9
9	Sherman-Denison	4.1	21	Longview	4.9
9	Waco	4.1	23	Brownsville-Harlingen	5.8
12	Dallas-Fort Worth-Arlington	4.2	24	Beaumont-Port Arthur	5.9
12	Tyler	4.2	25	McAllen-Edinburg-Mission	6.2
0	United States	4.2			

Metro Area Highlights

- Over the month, one MA experienced a decrease in unemployment rate, while 24 experienced an increase.
- Over the year, 13 MAs saw a decrease in their unemployment rates, while five experienced an increase and seven experienced no change. Beaumont-Port Arthur MSA had the largest change, falling 0.5 percentage points.

[Download LAUS data in Excel](#)

CURRENT POPULATION SURVEY

12-Month Moving Average State Unemployment Rates

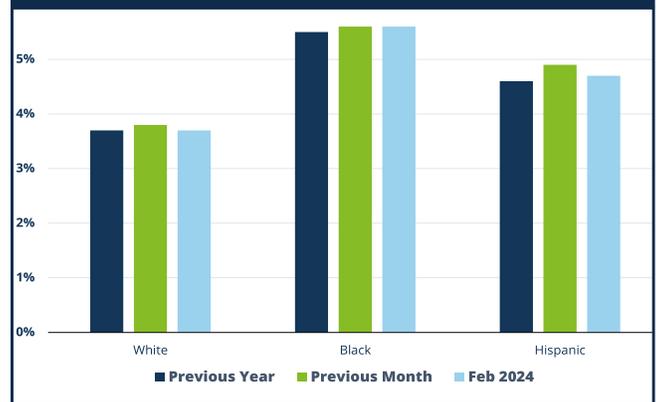
Unemployment Rates by Demographic

Gender (age 16+)	Feb 2024	Jan 2024	Feb 2023
Female	4.1%	4.1%	3.8%
Male	3.8%	3.9%	3.9%
Age (16+)	Feb 2024	Jan 2024	Feb 2023
Age 16-19	11.2%	11.4%	11.3%
Age 20-24	7.2%	7.6%	6.9%
Age 25-34	4.5%	4.4%	3.6%
Age 35-44	2.7%	2.7%	2.8%
Age 45-54	2.5%	2.6%	3.0%
Age 55-64	2.7%	2.7%	2.9%
Age 65+	3.8%	3.7%	3.9%
Race (age 16+)	Feb 2024	Jan 2024	Feb 2023
White	3.7%	3.8%	3.7%
Black	5.6%	5.6%	5.5%
Hispanic	4.7%	4.9%	4.6%
Education (age 25+)	Feb 2024	Jan 2024	Feb 2023
Less than High School	5.4%	5.3%	5.0%
High School Diploma	3.8%	3.7%	3.6%
Some College/Associate Degree	3.5%	3.4%	3.3%
Bachelor's Degree or Higher	2.1%	2.3%	2.4%
Other Categories (age 18+)	Feb 2024	Jan 2024	Feb 2023
Veterans	3.1%	3.2%	3.8%

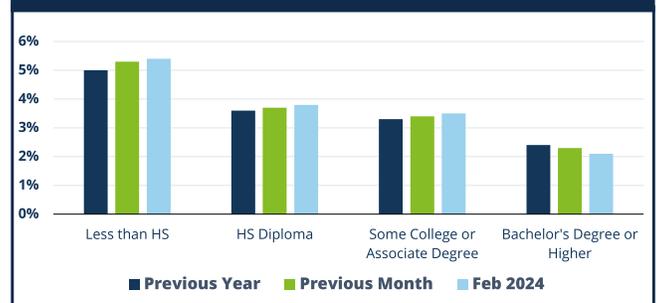
Highlights

- The unemployment rate for males decreased by 0.1 percentage points over the year to a rate of 3.8 percent, while the rate for women increased by 0.3 percentage points to 4.1 percent.
- The veteran unemployment rate decreased over the month by 0.1 percentage points to 3.1 percent in February.
- Individuals with some college education or associate degree had an unemployment rate of 3.5 percent. Those with a bachelor's degree and higher had an unemployment rate of 2.1 percent and those with a high school diploma had a rate of 3.8 percent.
- Of the new entrants into Texas' labor force in February, more were men (32,300) than women (23,900).

Unemployment Rates by Race



Unemployment Rates by Education

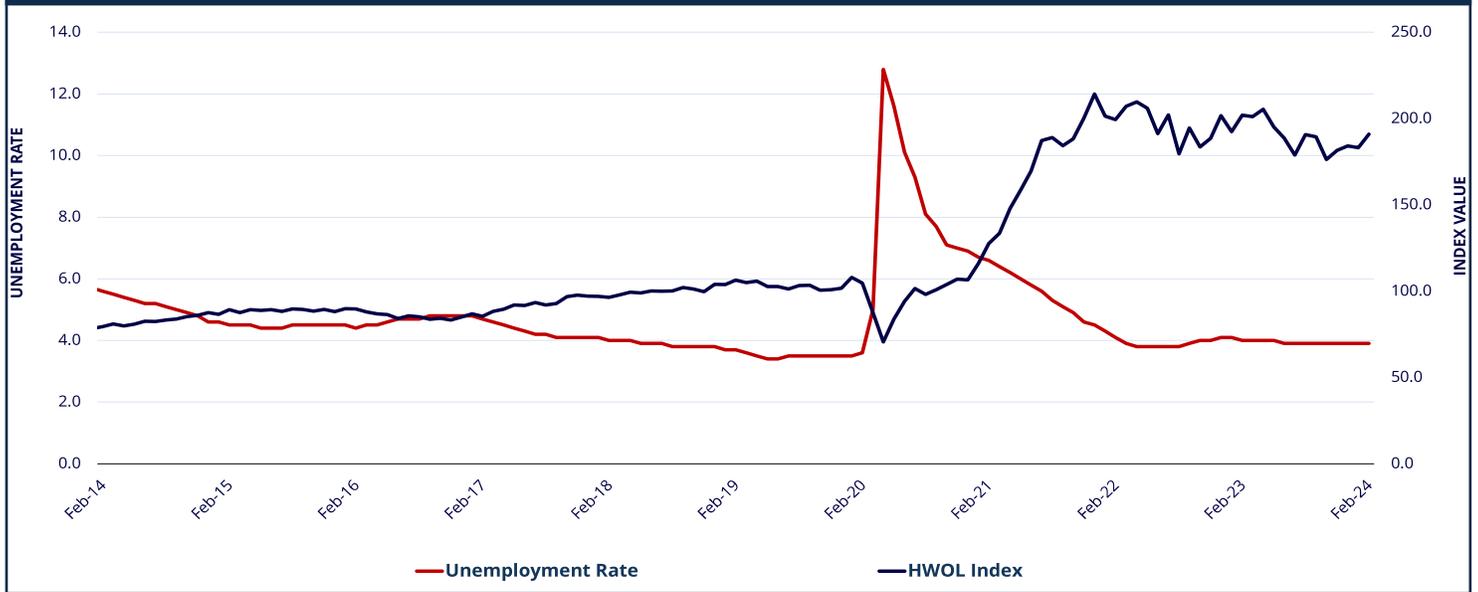


[View notes on CPS data](#)

HELP WANTED ONLINE

Statewide Online Job Ads Data (Seasonally Adjusted)

Texas Labor Supply vs. Labor Demand



Highlights

- The Conference Board–Lightcast Help Wanted OnLine® (HWOL) Index increased over the month to 191.0 in February, a change of 7.8 points.
- The February Supply/Demand rate was 1.1 unemployed for each advertised vacancy, with a total of 61,126 more unemployed workers than advertised vacancies.

Top Employers by Postings

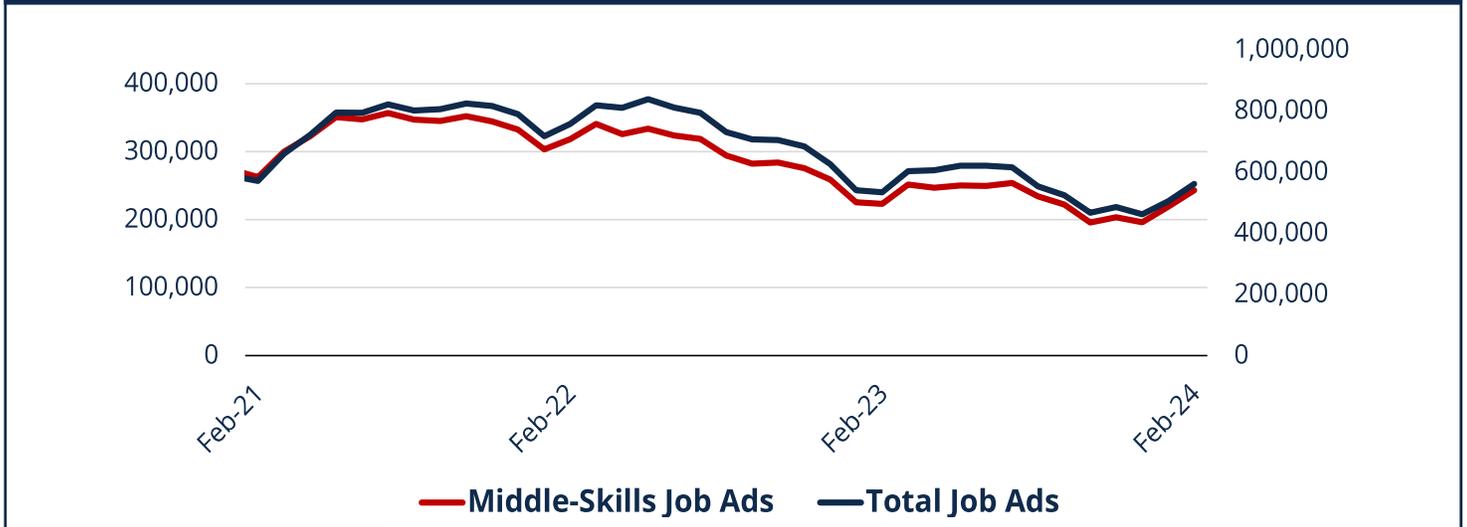
Employer	Feb 2024
HCA Healthcare	3,489
Houston Methodist	3,405
The University of Texas System	3,271
Walmart	3,144
CHRISTUS Health	2,620
State Of Texas	2,551
Baylor Scott & White Health	2,270
H-E-B	2,080
Medical City Healthcare	1,899
Texas Health Resources	1,830

Top Occupations by Postings

Occupation	Feb 2024
Registered Nurses	24,104
Retail Salespersons	16,381
Sales Representatives (except Technical and Scientific Products)	15,515
First-Line Supervisors of Retail Sales Workers	12,598
Fast Food and Counter Workers	11,272
Customer Service Representatives	10,073
Maintenance and Repair Workers, General	8,202
Managers, All Other	8,008
Software Developers	7,375
Medical and Health Services Managers	6,969

DEMAND FOR MIDDLE-SKILLS JOBS

Total Middle-Skills Job Ads in Texas



Source: Lightcast®

Highlights

- Middle-Skill occupations require more education than a high school diploma but less than a four-year degree.
- February Help Wanted OnLine® Middle-Skills Job Ads increased 9.1 percent over the year to 243,433.
- Job ads for Middle-Skill occupations represented 43.4 percent of all live postings in February.

Top Middle-Skills Employers by Postings

Employer	Feb 2024
HCA Healthcare	2,552
Houston Methodist	2,035
CHRISTUS Health	1,842
Baylor Scott & White Health	1,560
Medical City Healthcare	1,498
Texas Health Resources	1,291
Memorial Hermann	1,279
St. David's Healthcare Partnership	1,214
The University of Texas System	1,163
State Of Texas	1,074

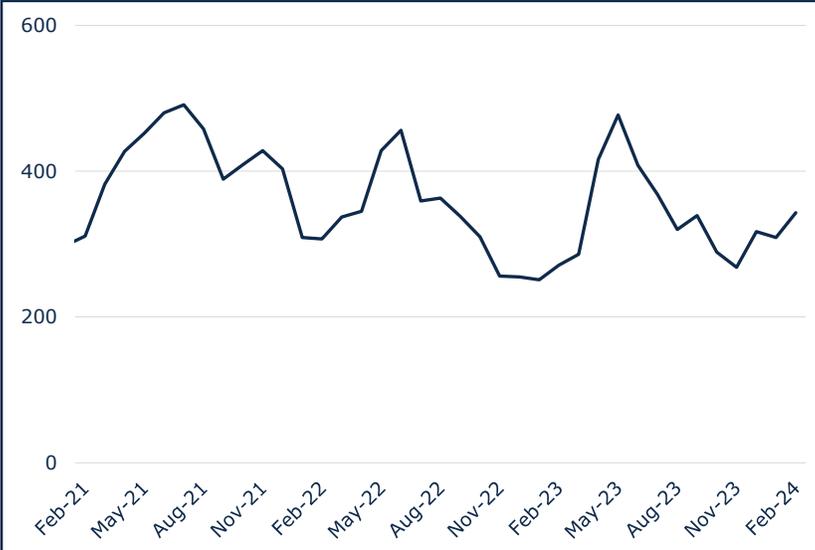
Top Middle-Skills Occupations by Postings

Occupation	Feb 2024
Registered Nurses	24,104
Sales Representatives (except Technical and Scientific Products)	15,515
Customer Service Representatives	10,073
Maintenance and Repair Workers, General	8,202
Home Health and Personal Care Aides	6,527
Heavy and Tractor-Trailer Truck Drivers	6,149
Licensed Practical and Vocational Nurses	5,860
Secretaries and Administrative Assistants (except Legal, Medical, and Executive)	5,483
Health Technologists and Technicians, Other	5,023
Automotive Service Techs and Mechanics	4,786

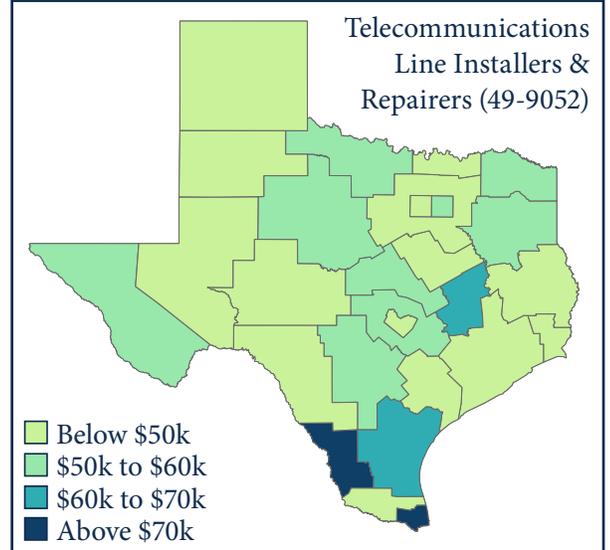
OCCUPATIONAL PROFILE

Standard Occupational Classification: Telecom. Line Installers & Repairers (49-9052)

Monthly Job Ads for SOC 49-9052



Annual Median Wages by WDA



Job Description

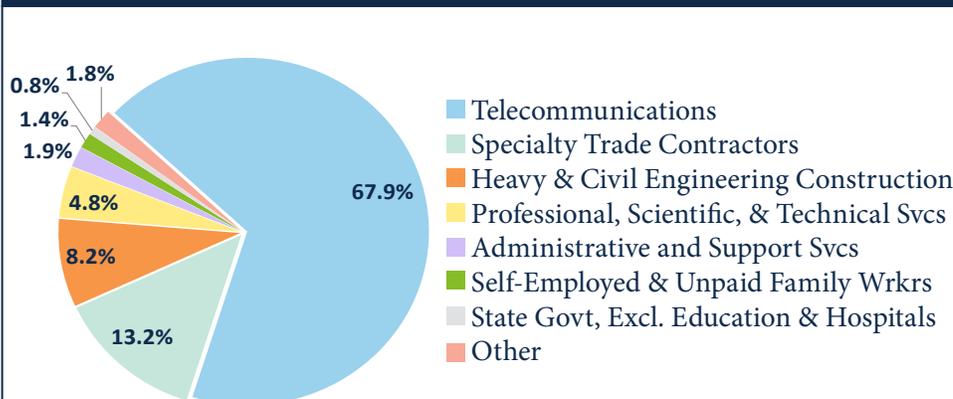
Install and repair telecommunications cable, including fiber optics. Perform a combination of the following duties:

- Inspect or test lines or cables, recording and analyzing test results, to assess transmission characteristics and locate faults or malfunctions.
- Set up service for customers, installing, connecting, testing, or adjusting equipment.
- Participate in the construction or removal of telecommunication towers or associated support structures.

Education, Experience & Training for SOC 49-9052

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 49-9052



Occupational Outlook

- The 2022 median annual wage for Telecom. Line Installers and Repairers in Texas was \$49,182, ranging from \$41,587 to \$73,828 among WDAs.
- Wages in the 90th percentile averaged \$90,555 in Texas and reached \$98,969 in Rural Capital WDA.
- 2020-2030 Projections estimate this occupation will grow 14.9 percent in Texas.
- Job ads for SOC 49-9052 have increased 26.6 percent since February 2023.
- Learn more: TexasLMI.com.

UNDERSTANDING THE ECONOMY

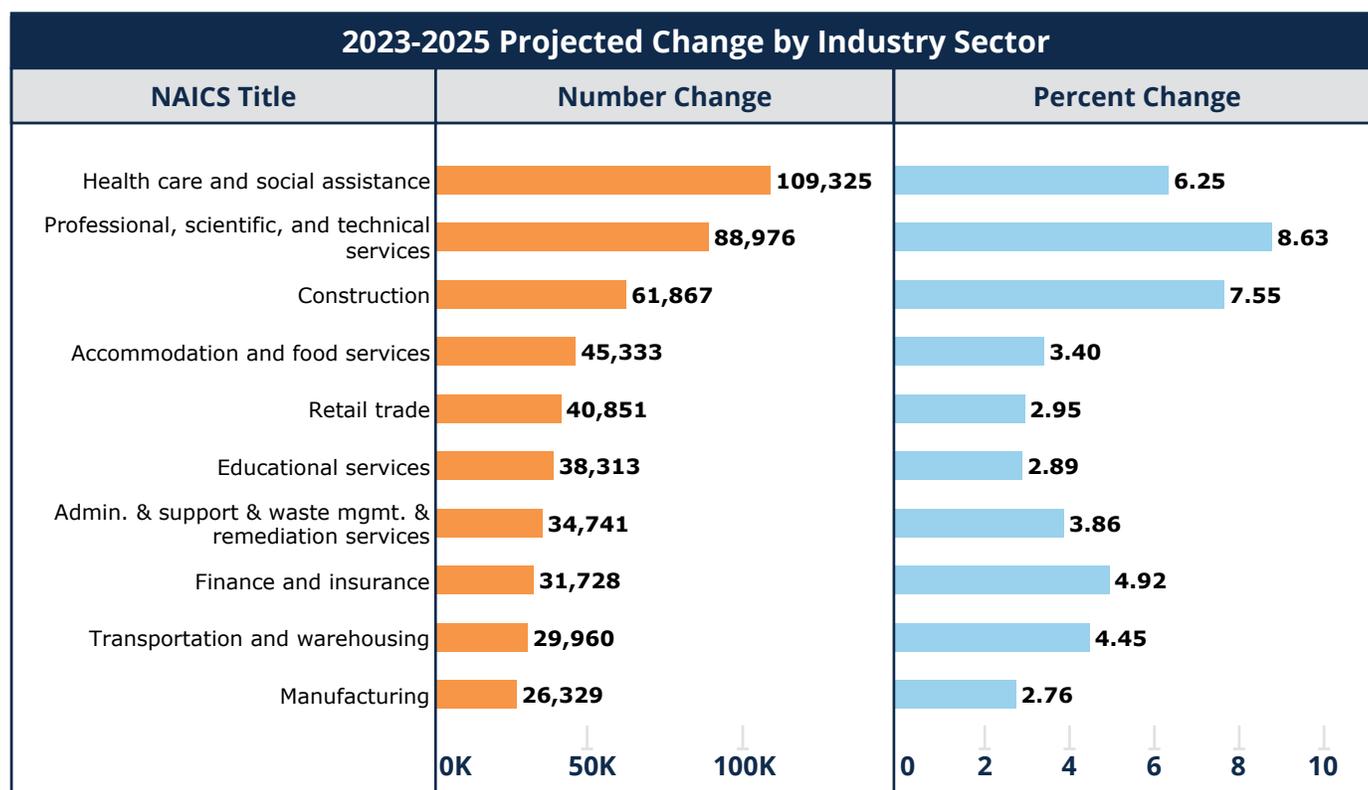
Data in Context

Short Term Projections: 2023-2025 Release

by Robert Sparkman and Chase Winters

Texas is projected to add over 688,000 jobs from 2023 to 2025, according to the latest Short-Term Projections released on TexasLMI.com. Total statewide employment is expected to grow over 4.5 percent during this time period. The industry sector that will add the most jobs from 2023 to 2025 is Health Care and Social Assistance, with an estimated growth of over 109,000 jobs. The chart below shows the top ten industry sectors by 2-digit NAICS code projected to add the most jobs by 2025 alongside each sector's projected percentage change.

"The industry sector that will add the most jobs . . . is Health Care and Social Assistance, with an estimated growth of over 109,000 jobs."

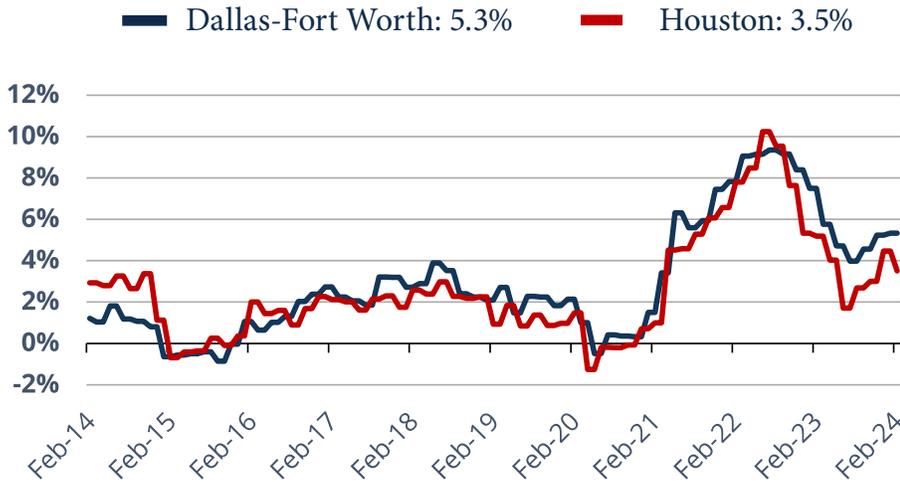


Projected two-year number and percent change are just some of the statistics that the Projections team in the Labor Market Information department produces for the Short-Term Projections annual release. The published numbers contain Industry and Occupational data for the state of Texas as well as all 28 Workforce Development Areas. Occupational data includes percent change, number change, annual openings, and education data. The team also releases the occupational components of any given industry, referred to as "Staffing Patterns," illustrating what percentage various occupations make up in an industry as well as how those occupations are expected to grow. The Short-Term Projections are released and updated annually.

For more information, contact lmci.users@twc.texas.gov or visit www.TexasLMI.com.

KEY INDICATORS

Consumer Price Index Annual Growth (Not Seasonally Adjusted)



Source: Bureau of Labor Statistics

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

Highlights

- Houston-The Woodlands-Sugar Land CPI annual growth rate decreased 1.0 percentage point over the month from the previous reading to 3.5 percent in February, 0.3 percentage points higher than the U.S. city average of 3.2 percent.
- Since February 2023, Food increased 4.6 percent while Motor fuel decreased 4.5 percent.

Highlights

- In February, AHE for Texas employees on private nonfarm payrolls increased by \$1.41 over the year to \$32.60, an increase of 4.5 percent.
- Over the year, Texas AHE increased 8.6 percent in the Goods Producing Sector and 3.4 percent in the Private Service Providing sector.
- U.S. AHE increased by \$1.41 over the year to \$34.61, an increase of 4.2 percent.

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

Average Hourly Earnings (Total Private, Not Seasonally Adjusted)

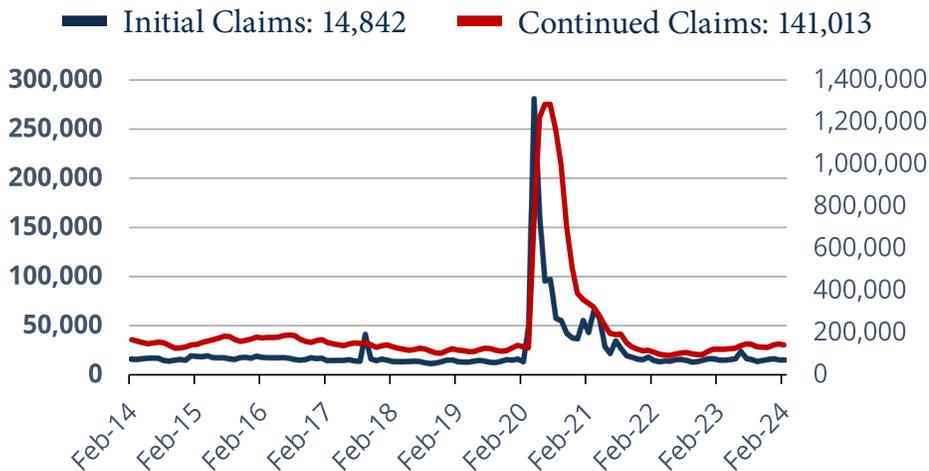


Source: Bureau of Labor Statistics

[Download Key Indicators data in Excel](#)

KEY INDICATORS

Initial and Continued Claims (Four-Week Moving Average)



Source: Texas Workforce Commission

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

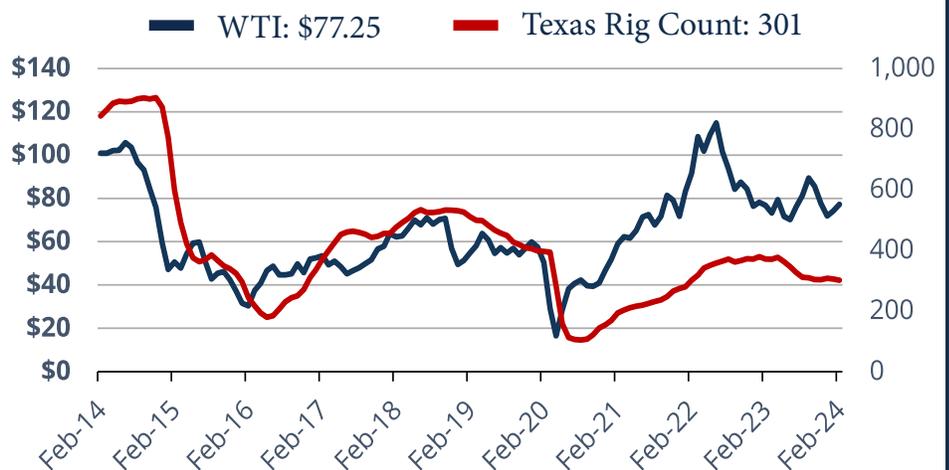
Highlights

- The four-week moving average increased by 1.9 percent over the year for initial claims and 16.2 percent for continued claims.
- The monthly four-week moving average decreased by 127 claims to 14,842 for initial claims and 5,547 claims to 141,013 for continued claims.

Highlights

- In February, the West Texas Intermediate Spot Price averaged \$77.25, increasing \$3.10 over the month and \$0.42 over the year.
- Rig count in Texas decreased by 71 rigs over the year and 5 rigs over the month, averaging 301 rigs in February. Rig count has decreased in 10 of the last 12 months.

West Texas Intermediate Crude Oil vs. Texas Rig Count



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

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.

[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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