



Texas Workforce Report

2016-2017



**Texas Workforce Commission's
Labor Market & Career Information**

I. Introduction

The 2016 Texas Annual Economic Report provides a detailed analysis of the state's demographics, labor market, job market, and occupational employment trends.

The Labor Market and Career Information Department of the Texas Workforce Commission (TWC) has produced this report to fulfill its commitment to providing the past year's statistical information to the Employment and Training Administration (ETA).

II. Executive Summary – State of the Workforce

If Texas were a nation, it would rank as the 10th largest economy in the world based on GDP, ahead of Russia, Australia, Mexico and many others. Also, Texas remains the nation's top exporter for the 14th consecutive year. With more than 205,500 new businesses created in Texas in 2016, the strong economy continues to lead the nation in population growth after attracting more than 430,000 new residents from July 2016 to July 2017. One would expect much of the Texas population boom to loosen the tight labor market, but the state unemployment rate has trended down over the year currently standing at a seasonally adjusted rate of 4.3 percent. This means a lot of the in-migration is absorbed into job growth because the unemployment rate hasn't increased, while the over the year job growth rate has accelerated. Texas led all states in terms of seasonally adjusted annual job growth adding 295,500 jobs from July 2016 to July 2017 which is a strong 2.5 percent annual growth rate.

Texas has an economy that is diverse in industry, occupations and workers. That diversity positioned the state to deal with slumps in any one particular sector, notably one as large as the Oil and Gas industry. Today, the state's economic diversity has led to oil-related revenues standing at 11 percent of all state revenues in contrast to 21 percent in the 1980s.

The Lone Star State's diversity also allowed the state to recover robustly after the national recession of 2008-2009, taking only 39 months while the nation took 76. As of June 2017, Texas has experienced 86 consecutive months of annualized employment growth. The state has expanded employment 15.2 percent beyond its pre-recession peak, whereas national employment has expanded by 5.8 percent.

Texas remains driven by a continued economic shift towards high-skilled jobs in the Business and Professional Services sector, while the state's rapid population growth and aging baby-boomer population increases demand for service sector jobs, primarily Leisure and Hospitality and Education and Health Services. These three industries in addition to Trade, Transportation, and Utilities account for over 55 percent of the jobs in Texas.

The occupations showing the highest current demand according to the Conference Board's Help Wanted Online data are typical of the Professional, Scientific, and Technical Services, Health Care, and Transportation and Warehousing. These industries also currently are showing the highest employment growth rates.

III. Demographics

General population trends

Between 2015 and 2016, the Texas population grew at a faster rate than the national population, increasing by 1.6 percent as compared to 0.7 percent, respectively. Texas ranked 10th in percentage growth over the year. The state ranked first in absolute population over the year, growing by 432,957 people, more than any other state as shown in the table below.

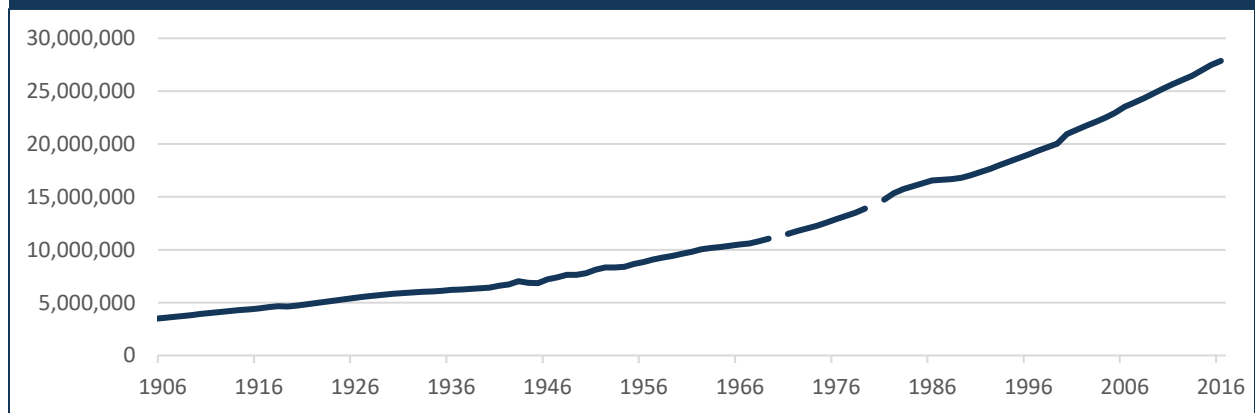
Table 1: Population Growth in Texas and the United States, 2015-2016

Area	2015	2016	OTY Change	OTY % Change
United States	320,896,618	323,127,513	2,230,895	0.7%
Texas	27,429,639	27,862,596	432,957	1.6%
Florida	20,244,914	20,612,439	367,525	1.8%
California	38,993,940	39,250,017	256,077	0.7%
Washington	7,160,290	7,288,000	127,710	1.8%
Arizona	6,817,565	6,931,071	113,506	1.7%

Data Source: U.S. Census Bureau, Annual Estimates of Resident Population, July 1, 2015 to July 1, 2016

Figure 1 shows the historical population trends in Texas since 1906. While other states have seen plateaus or gradual declines in population, Texas has had exponential growth. The 2016 American Community Survey (ACS) 1-year estimates showed Texas currently stands at 27,862,596 persons in 2016. That represents an increase of 4.4 million persons or 18.5 percent over the last decade.

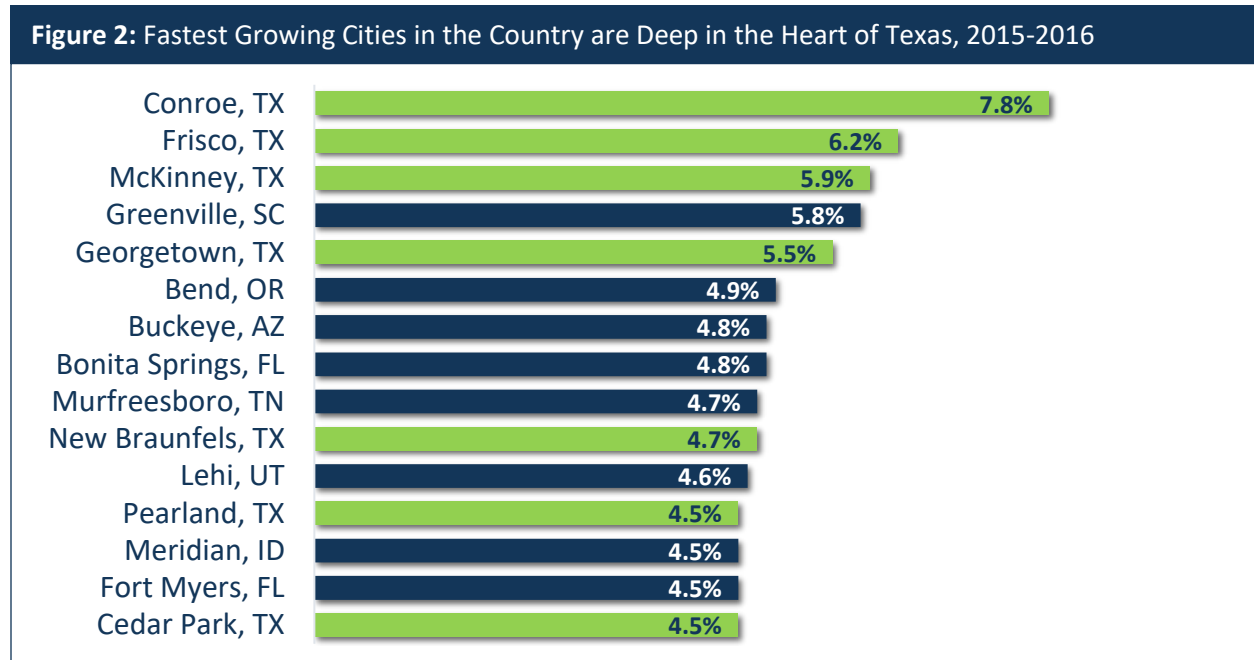
Figure 1: Texas Historical Population Trend, 1906-2016



Data Source: Texas State Library and Archives Commission

Texas has become notorious in its ability to attract population growth in the United States. This trend could be attributed to many perks such as the climate and low taxes. According to the Census Bureau,

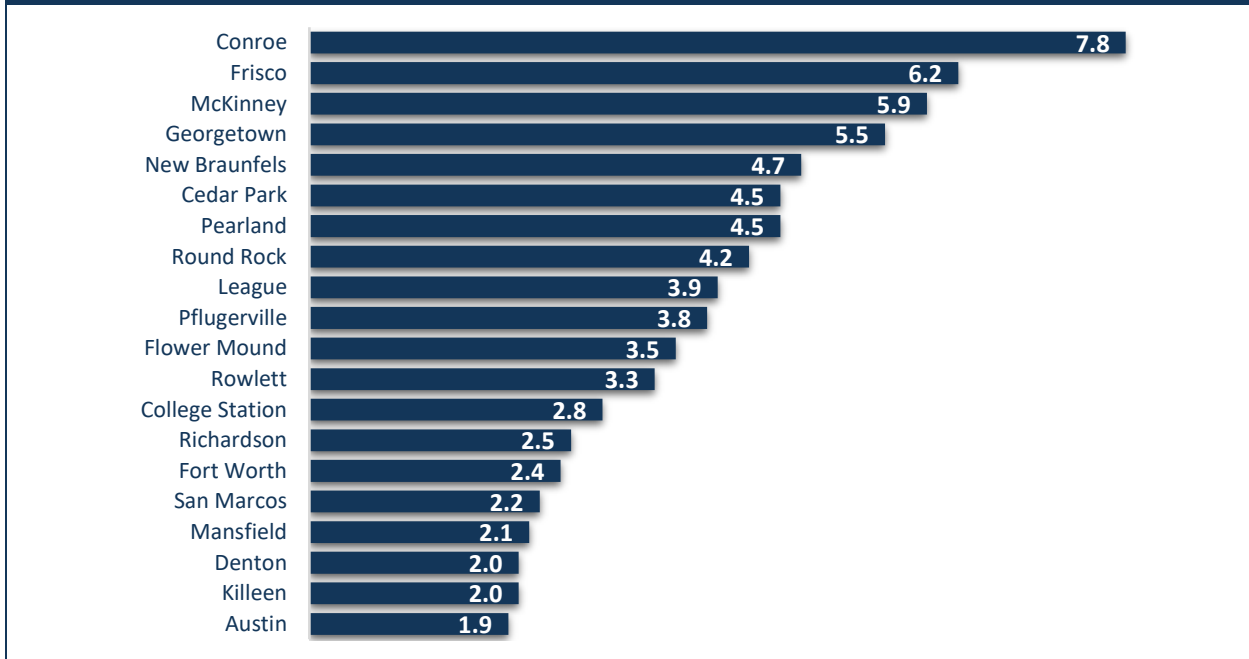
seven of the top 15 fastest growing cities are in Texas with Conroe and Frisco topping the list as shown in Figure 2.



Data Source: U.S. Census Bureau, Annual Estimates of Resident Population, July 1, 2015 to July 1, 2016

Figure 3 is just showing the fastest growing Texas cities and 18 of those 20 cities are in the Houston-The Woodlands-Sugar Land, Dallas-Fort Worth-Arlington, Austin-Round Rock, and San Antonio-New Braunfels MSAs. It is not easy for large cities to rank amongst the fastest growing without significant population increases, yet cities as large as Fort Worth and Austin also rank amongst the fastest growing. This rapid population growth puts mounting pressure on housing availability and urban planning to address regional traffic problems. Adequate transportation and real estate is important to companies considering expanding or relocating to Texas and not fully addressing these key issues will ultimately limit potential economic growth.

Figure 3: Fastest Growing Cities in Texas, 2015-2016



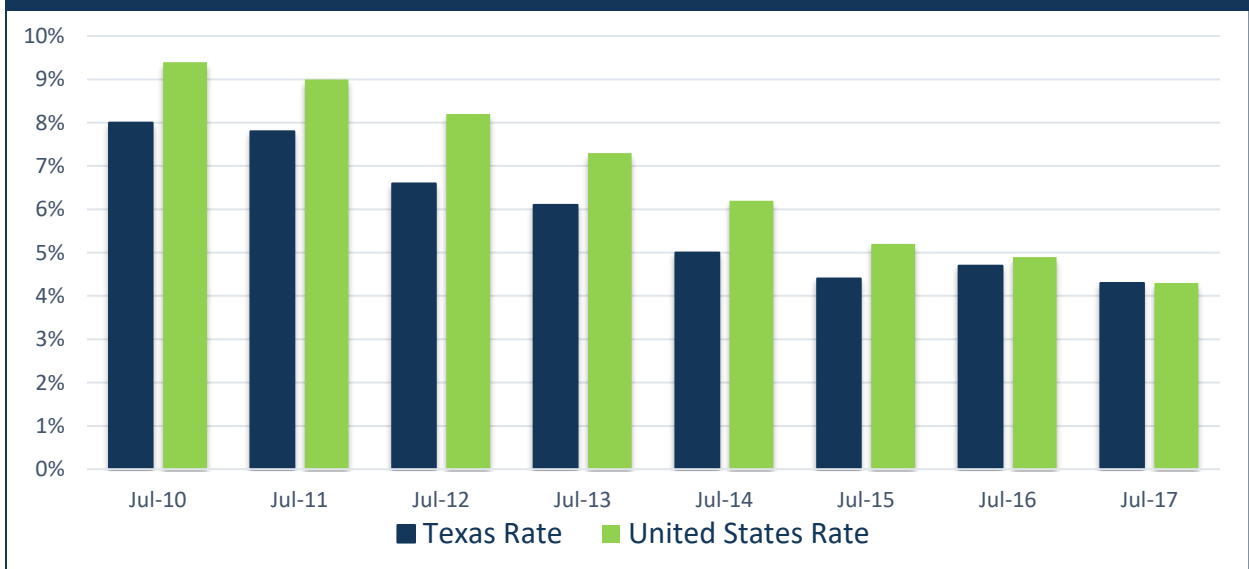
Data Source: U.S. Census Bureau, Annual Estimates of Resident Population, July 1, 2015 to July 1, 2016

IV. Local Area Unemployment Statistics

Unemployment & Labor Force Participation Rates

Since peaking during the great recession in late 2009 (at 8.4 percent), the unemployment rate for Texas has dropped considerably. Texas, for a variety of economic and demographic reasons, weathered the worst of the recession better than many other states. More recently, the unemployment rate in July 2017 stood at 4.3 percent, matching the figure for the United States as is shown in Figure 4.

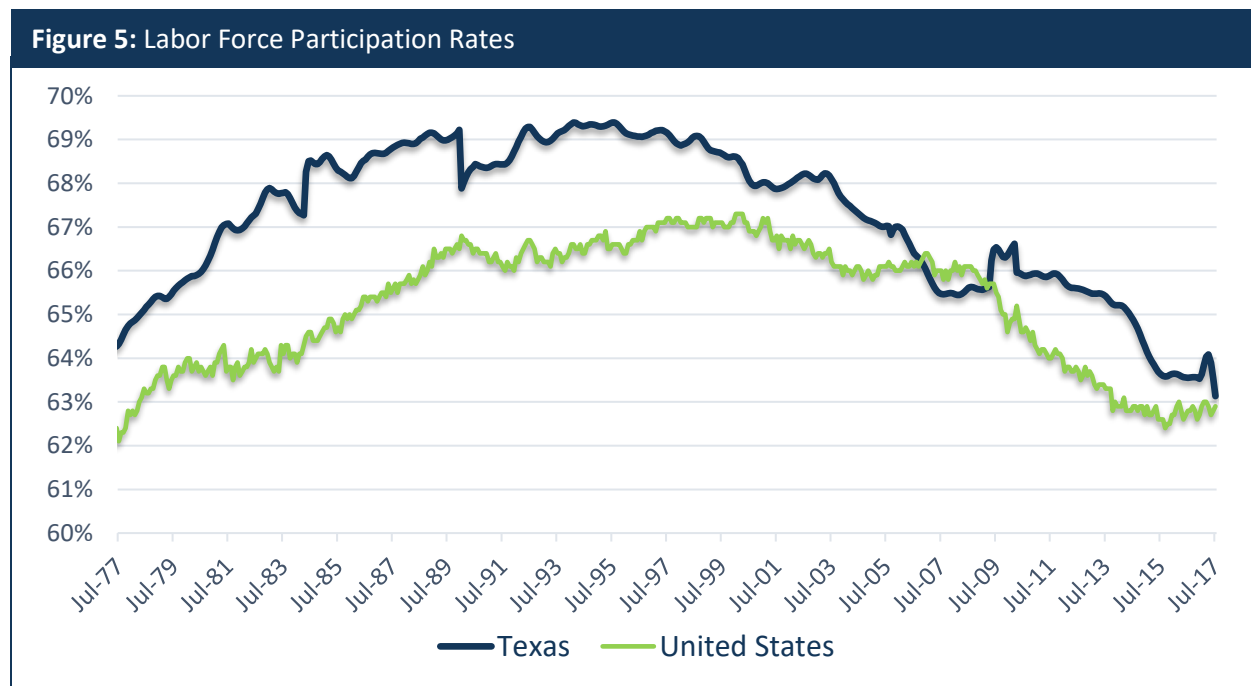
Figure 4: Unemployment Rates, Seasonally Adjusted



Data Source: Local Area Unemployment Statistics

The unemployment rate is a relatively simple measure of labor surplus, representing the fraction of the total labor force that is not employed, but looking for work. Because of this, many experts consider the labor force participation rate (LFPR) a better gauge of labor market conditions. The LFPR is the percentage of the total civilian population that is either employed or unemployed (that is, either working or actively seeking work).

Figure 5 shows LFPR for both Texas and the United States since 1976. In July 2017, 63.1 percent of Texas’ civilian non-institutional population participated in the labor force. The United States had a 62.9 percent participation rate during the same period. As can be seen in figure 4, participation rates have been declining over time for both Texas and the United States. This decline can be attributed to a variety of factors including: an aging population, an increase in disability, and an increase in young people delaying work to pursue higher education.

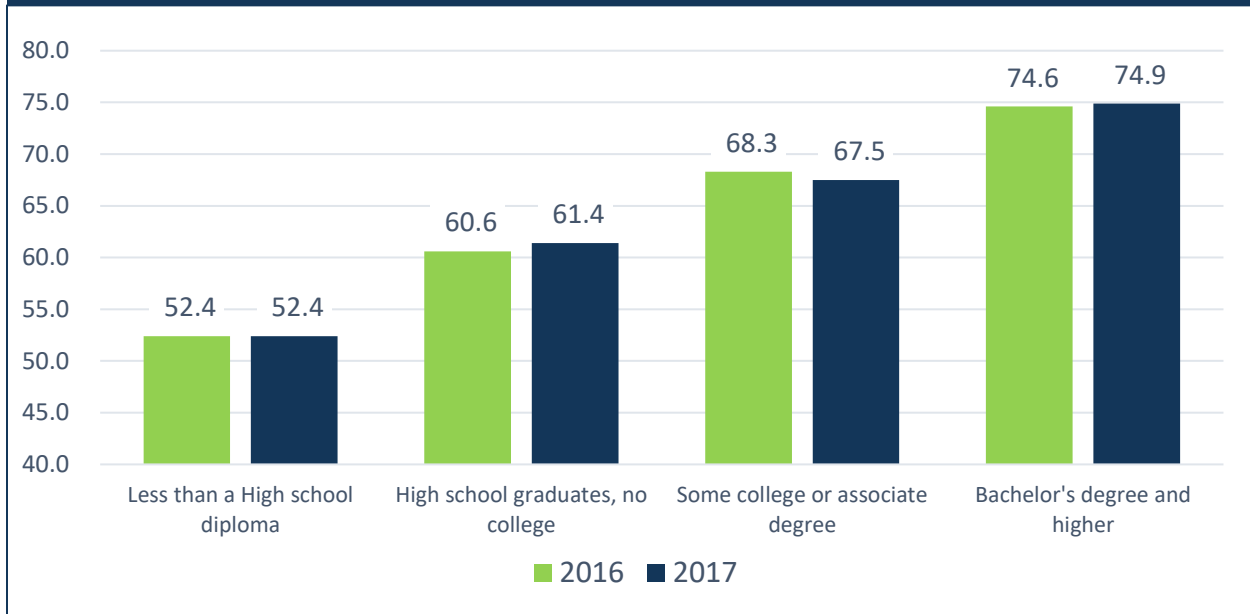


Data Source: Local Area Unemployment Statistics

Educational Attainment

Figure 6 displays the average Labor Force Participation rate by educational attainment as of July 2016 and 2017. A clear trend is displayed, showing that those with more education have a higher likelihood of participating in the labor force. The fact that the estimates do not change severely from year to year indicates they accurately depict the behavior of the state’s population.

Figure 6: Texas' Labor Force Participation Rate by Educational Attainment



Data Source: Local Area Unemployment Statistics & Current Population Survey

Table 2 lists the July 2017 Labor Force Participation Ratio (LFPR), Employment to Population Ratio (EP), and Unemployment Rate (U Rate), including a comparison to what the estimate was a year ago. As evidenced in the table, those with more education have a higher tendency to be both employed and participating in the labor force. Those with some college or an associate degree have an unemployment rate of less than four percent, while those with less than a high school diploma have an unemployment rate well above five percent.

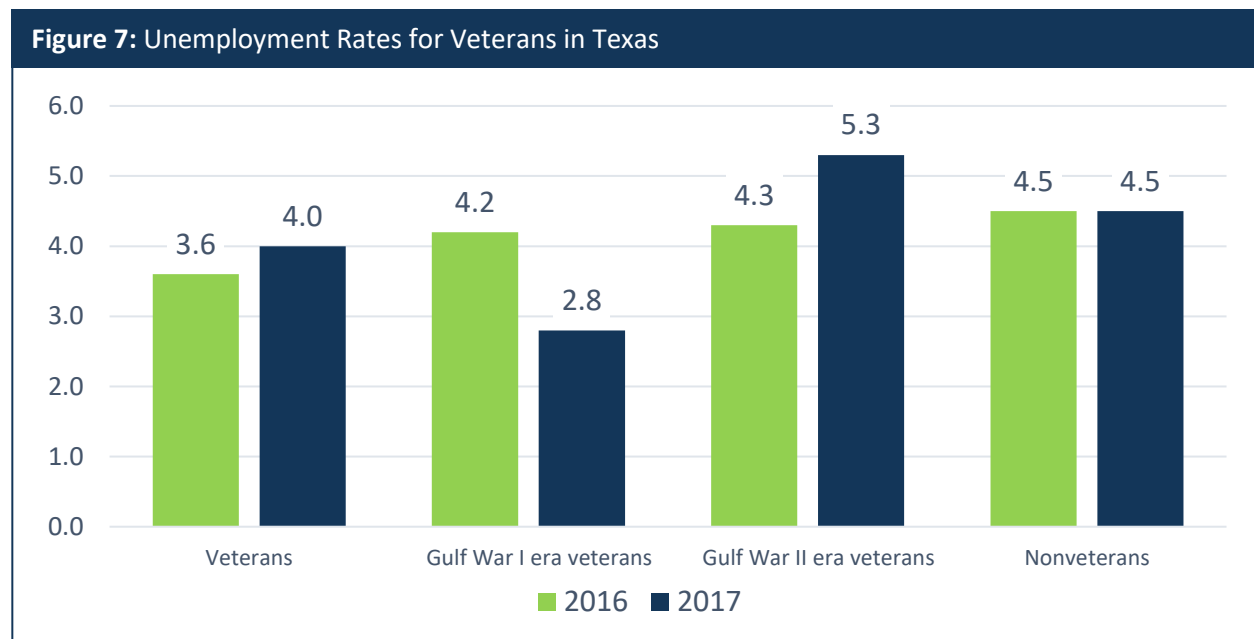
Table 2: Educational Attainment by Labor Force Statistics

<i>Education Level</i>	<i>LFPR</i>	<i>Annual Change</i>	<i>EP Ratio</i>	<i>Annual Change</i>	<i>U Rate</i>	<i>Annual Change</i>
<i>Less than a High school diploma</i>	52.4%	0.0	49.5%	-0.7%	5.6%	1.4%
<i>High school graduates, no college</i>	61.4%	0.8%	58.4%	1.0%	4.9%	-0.3%
<i>Some college or associate degree</i>	67.5%	-0.8%	64.9%	-1.0%	3.9%	0.4%
<i>Bachelor's degree and higher</i>	74.9%	0.3%	72.9%	0.1%	2.7%	0.3%

Data Source: Local Area Unemployment Statistics & Current Population Survey

Veterans

Figure 7 compares unemployment rates for veterans and nonveterans, including the rates for veterans of Gulf War I and II. The comparison shows that over the last two years veterans in Texas have consistently had a lower unemployment rate than that of nonveterans. There is also a notable contrast between the unemployment rate for Gulf War I veterans when compared to the more recent war in the gulf. A likely cause is the longer time frame that Gulf War I veterans have had to work and gain experience, when compared to that of their Gulf War II counterparts.

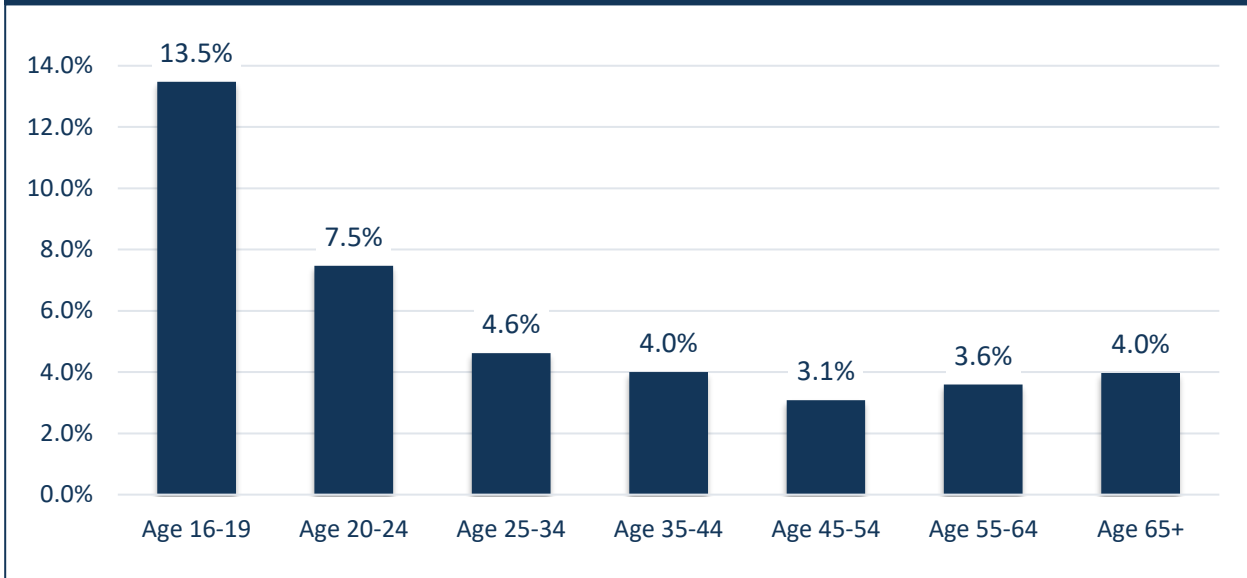


Data Source: Local Area Unemployment Statistics & Current Population Survey

Age Groups

Unemployment rates in Texas vary noticeably by age group. Figure 8 below shows higher unemployment rates among younger age groups. A significant decrease is experienced by those age 25 or above, with all age groups having a rate of 4.6 percent or below.

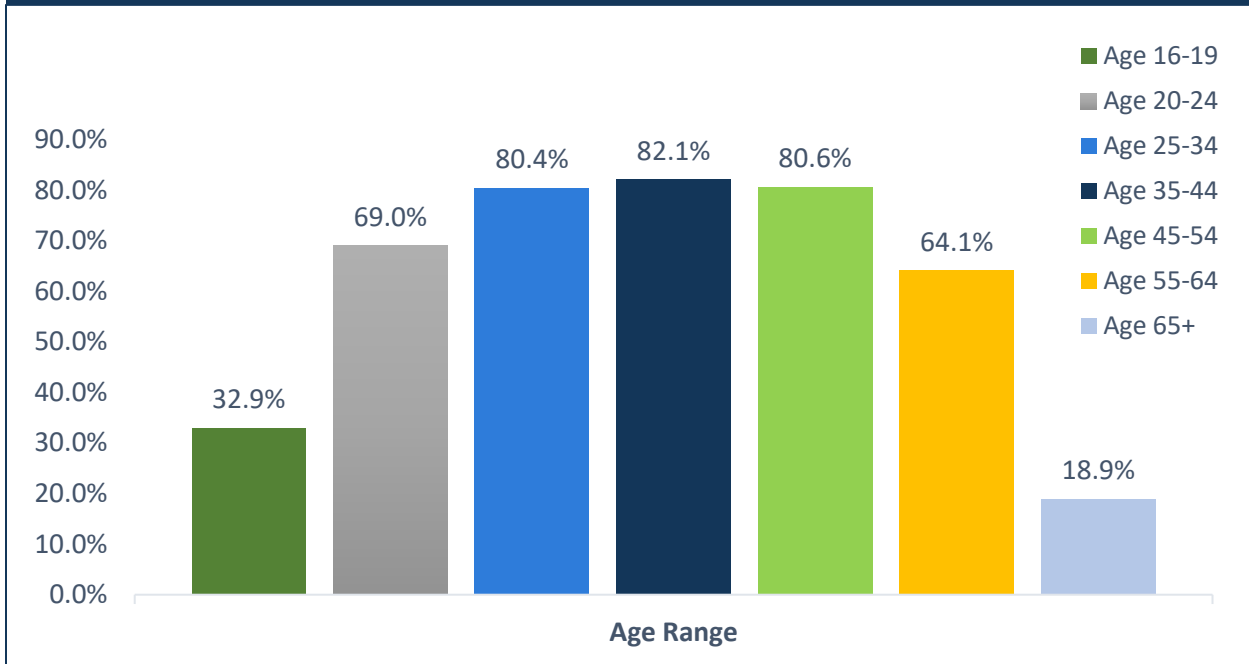
Figure 8: Unemployment Rates by Age Group in Texas



Data Source: Local Area Unemployment Statistics & Current Population Survey

Figure 9 lists both the LFPR and Unemployment Rate for all available age groups 16 and above. LFPRs are on the lower ends for both the younger and older age ranges. This is to be expected, as those on the lower end of the age spectrum often forgo working to pursue education, and those on the upper end have a higher likelihood of being retired. The age ranges from 25-54 have the highest LFPRs, all of which are above 80 percent.

Figure 9: Labor Force Participation Rate by Age Group

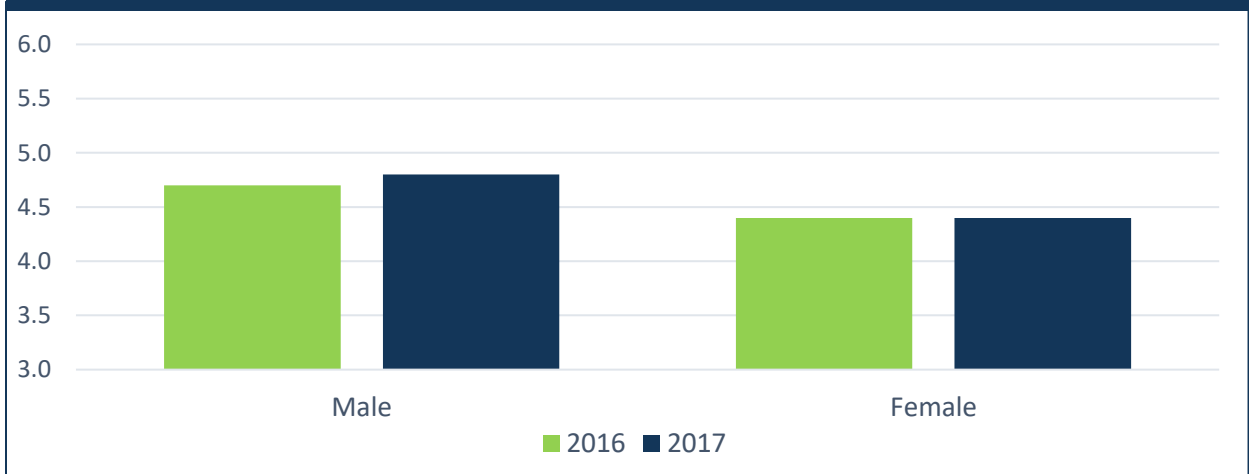


Data Source: Local Area Unemployment Statistics & Current Population Survey

Gender

Figure 10 illustrates the unemployment rates for Males and Females age 16 and up for both 2016 and 2017 in Texas. Over this two-year period, Females tended to have a lower unemployment rate than Males.

Figure 10: Unemployment Rate by Gender



Data Source: Local Area Unemployment Statistics & Current Population Survey

V. Current Employment Statistics

Statewide Payroll Employment

Texas Total Nonagricultural Employment grew at a 12.9 percent rate from July 2012 to July 2017. This represented a substantially faster growth rate than the whole United States, which expanded at a 9.2 percent rate over the same time frame. Leisure and Hospitality and Construction led all other major industries in Texas with 22.3 percent growth each over the five-year period. Texas Mining and Logging employment declined by 11.2 percent, primarily the result of declining oil prices. Information was the only other major industry in Texas to contract over the five-year period. Private Sector employment expanded at a 14.1 percent rate, more than doubling the rate of Government employment growth, which expanded by 7.0 percent over five years.

Table 3: Industry Employment, 2012-2017

<i>Industry</i>	<i>July 2012</i>	<i>July 2017</i>	<i>Change</i>	<i>% Change</i>
<i>Total Nonagricultural</i>	10,921,200	12,328,400	1,407,200	12.9%
<i>Total Private</i>	9,090,600	10,370,300	1,279,700	14.1%
<i>Goods-Producing</i>	1,728,900	1,830,300	101,400	5.9%
<i>Service-Providing</i>	9,192,300	10,498,100	1,305,800	14.2%
<i>Mining & Logging</i>	273,400	242,900	-30,500	-11.2%
<i>Construction</i>	582,400	712,200	129,800	22.3%
<i>Manufacturing</i>	873,100	875,200	2,100	0.2%
<i>Retail Trade</i>	1,184,600	1,317,800	133,200	11.2%
<i>Wholesale Trade</i>	533,800	586,800	53,000	9.9%
<i>Transportation, Warehousing, & Utilities</i>	452,100	538,800	86,700	19.2%
<i>Information</i>	196,900	193,300	-3,600	-1.8%
<i>Financial Activities</i>	661,600	758,200	96,600	14.6%
<i>Professional & Business Services</i>	1,418,300	1,680,300	262,000	18.5%
<i>Education & Health Services</i>	1,442,900	1,688,800	245,900	17.0%
<i>Leisure & Hospitality</i>	1,084,900	1,327,300	242,400	22.3%
<i>Other Services</i>	386,600	448,700	62,100	16.1%
<i>Government</i>	1,830,600	1,958,100	127,500	7.0%

Data Source: Current Employment Statistics

The Mining and Logging and Construction industries each comprise a larger share of Texas employment than they do at the national level. Combined, the two industries account for 7.7 percent of Texas employment, while they account for 5.2 percent of all jobs at the national level. Texas has a significantly lower share of Education and Health Services jobs compared to the United States (13.7 percent vs 15.8 percent). Manufacturing and Information represent the only industries that are growing faster at a

national level than in Texas. While Mining and Logging employment has declined at both the state and national level, the industry has contracted at a slower rate in Texas than across the entire United States.

Table 4: Comparing Texas to. U.S. Industry Percent Share & Growth Rates, 2012-2017

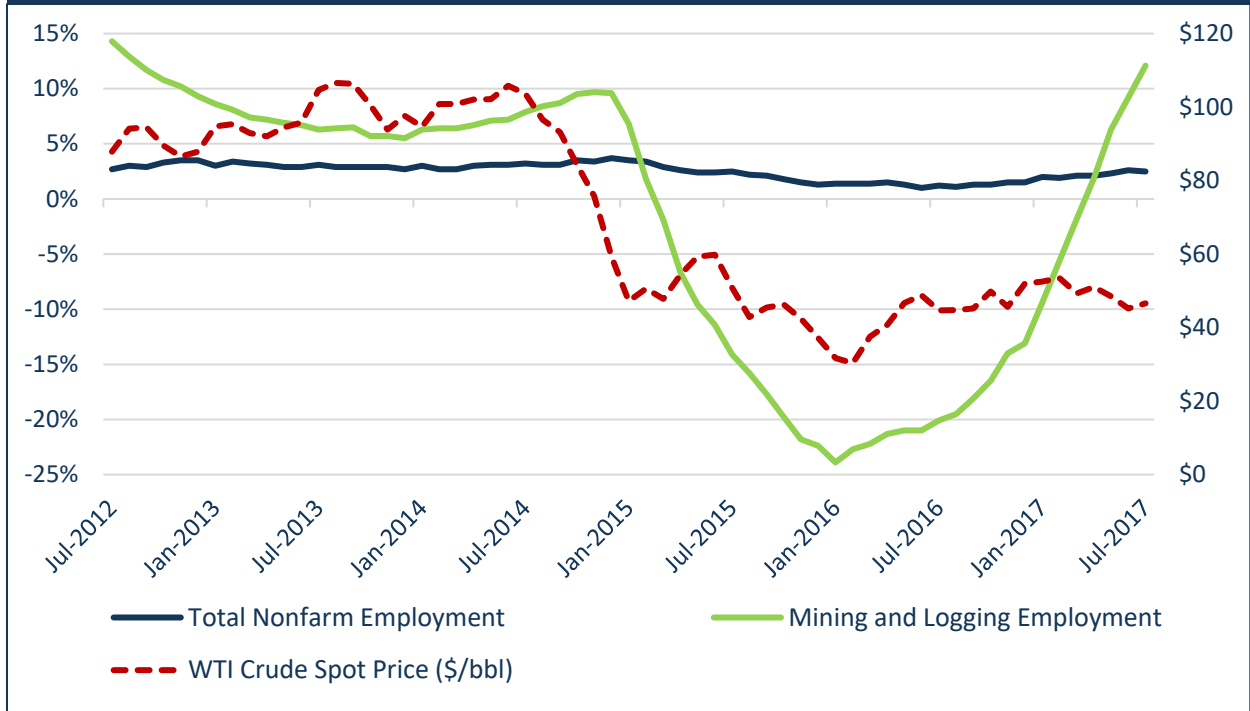
<i>Industry</i>	<i>Texas % Share</i>	<i>U.S. % Share</i>	<i>Texas Growth Rate</i>	<i>U.S. Growth Rate</i>
<i>Total Nonagricultural</i>	100.0%	100.0%	12.9%	9.2%
<i>Total Private</i>	84.1%	84.8%	14.1%	10.7%
<i>Goods-Producing</i>	14.8%	13.7%	5.9%	8.7%
<i>Service-Providing</i>	85.2%	86.3%	14.2%	9.3%
<i>Mining & Logging</i>	2.0%	0.5%	-11.2%	-16.2%
<i>Construction</i>	5.8%	4.7%	22.3%	22.3%
<i>Manufacturing</i>	7.1%	8.5%	0.2%	4.0%
<i>Retail Trade</i>	10.7%	10.8%	11.2%	7.0%
<i>Wholesale Trade</i>	4.8%	4.0%	9.9%	4.3%
<i>Transportation, Warehousing, & Utilities</i>	4.4%	3.8%	19.2%	13.3%
<i>Information</i>	1.6%	1.9%	-1.8%	1.5%
<i>Financial Activities</i>	6.2%	5.8%	14.6%	8.7%
<i>Professional & Business Services</i>	13.6%	14.2%	18.5%	15.6%
<i>Education & Health Services</i>	13.7%	15.8%	17.0%	11.4%
<i>Leisure & Hospitality</i>	10.8%	10.9%	22.3%	16.4%
<i>Other Services</i>	3.6%	3.9%	16.1%	6.1%
<i>Government</i>	15.9%	15.2%	7.0%	1.8%

Data Source: Current Employment Statistics

Statewide Payroll Employment Growth & the Price of Oil

As the nation's top oil-producing state, the Texas economy depends more than most on the price of oil. As Figure 11 below indicates, Mining & Logging industry employment is highly sensitive to the price of oil. The industry reached peak contraction in January 2016 as the price of West Texas Intermediate crude bottomed out at \$30.32/bbl in February 2016. Following 25 months of contraction, the Mining & Logging industry reached positive annualized growth in April 2017 when the price of WTI crude neared the \$50/bbl mark. Coinciding with both upstream and downstream effects of the industry, the Texas nonfarm employment growth rate bottomed out at 1.0 percent in June 2016, but statewide employment has been trending upward to reach 2.5 percent annualized growth as of July 2017.

Figure 11: Annual Employment Growth (Actual) vs. West Texas Intermediate Crude Spot Price



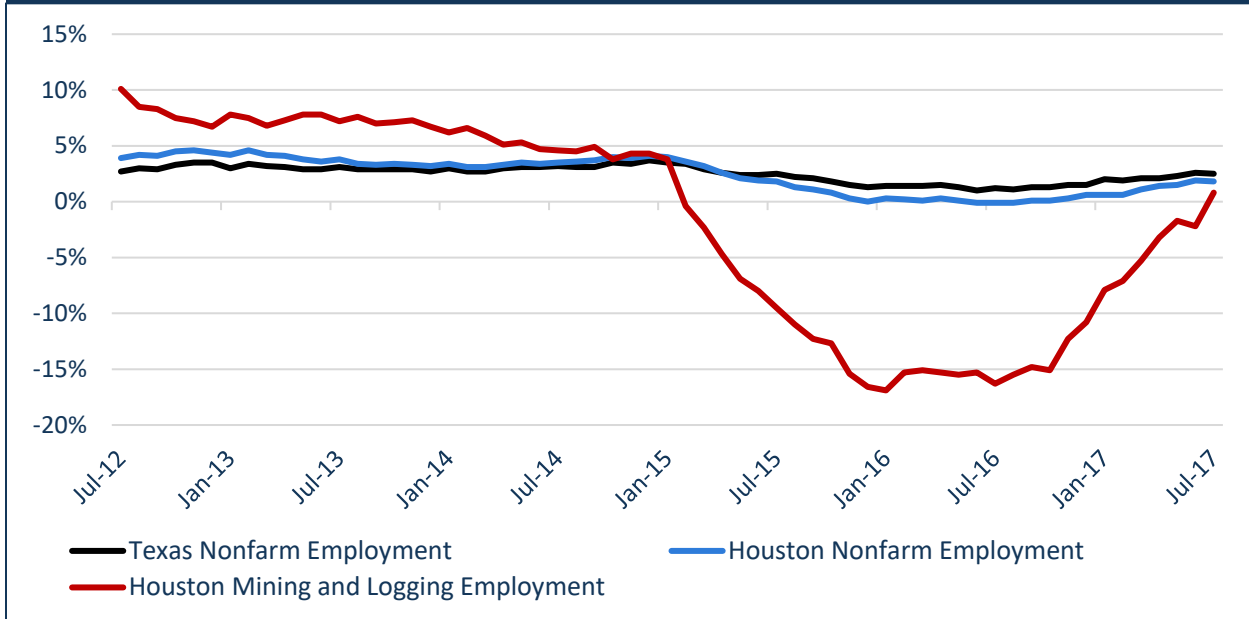
Data Source: Current Employment Statistics

Payroll Employment Growth in Largest Metro Areas

Houston-The Woodlands-Sugarland MSA

The Houston-The Woodlands-Sugarland MSA experienced a large slowdown in job growth starting January 2014. The drop in worldwide oil prices caused widespread job losses in the Mining & Logging industry, suppressing overall employment growth. Houston area job growth dropped from a recent high of 4.0 percent to a brief contraction during the summer of 2016. Employment growth accelerated thereafter to reach a two-year high annual growth rate of 1.9 percent in June 2017.

Figure 12: Houston-The Woodlands-Sugarland MSA Annual Employment Growth Rate

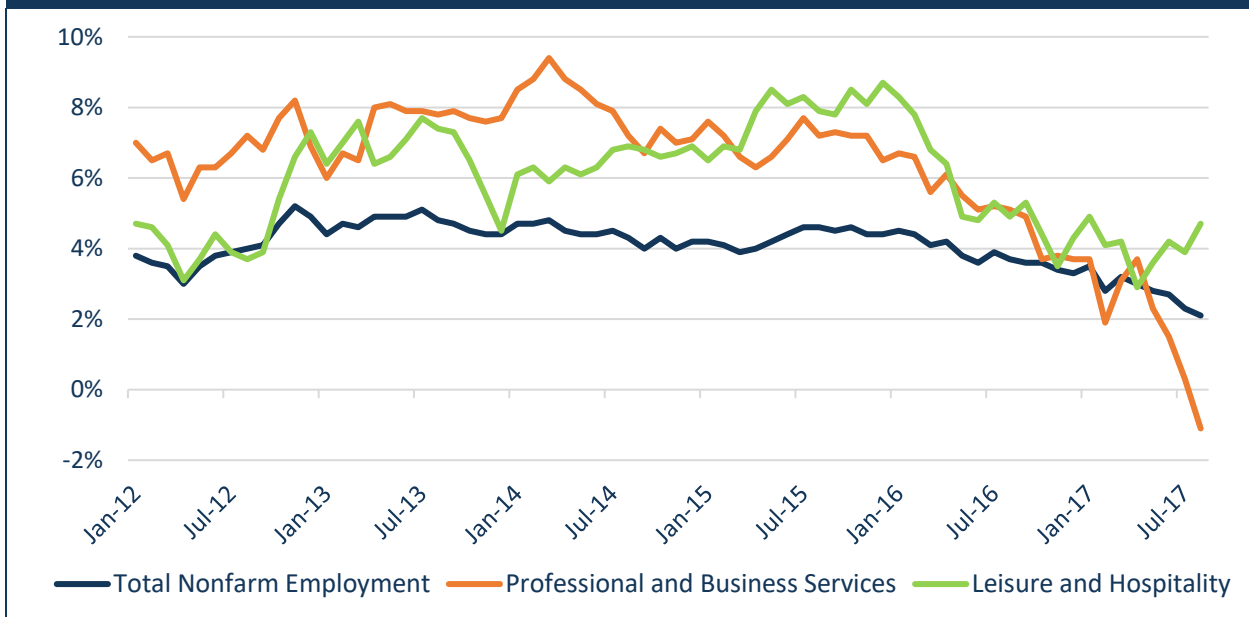


Data Source: Current Employment Statistics

Austin-Round Rock MSA

Austin-Round Rock MSA enjoyed the highest annual growth rate among largest metro areas in the state over the past five years. The Professional and Business Services and Leisure and Hospitality industries contributed the largest share of area employment growth over the past five years, accounting for over 40 percent of the job gains. The Austin area mostly maintained annual job growth in excess of 4.0 percent from late 2012 through early 2016. Employment growth has slowed recently but remains greater than 2.0 percent in 2017.

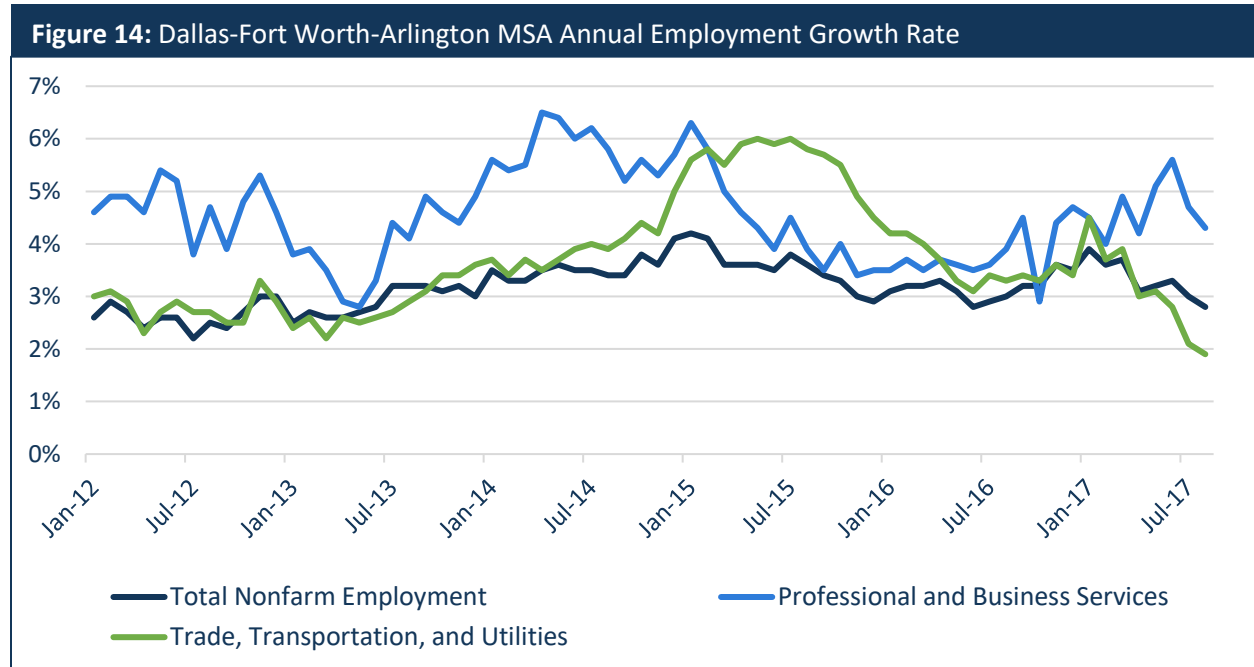
Figure 13: Austin-Round Rock MSA Annual Employment Growth Rate



Data Source: Current Employment Statistics

Dallas-Fort Worth-Arlington MSA

The Dallas-Fort Worth-Arlington MSA has grown at the fastest rate among Texas' large MSAs since November 2016, reaching 3.6 percent in July 2017. Over the prior five years, the DFW MSA added the 583,300 positions, and annual growth never dipped below 2.2 percent. Trade, Transportation and Utilities added the most jobs over the past five years with 125,200 jobs added followed closely by Professional and Business Services with 124,800 positions. Many corporations have moved or expanded to North Texas recently including Toyota of America Corporation, State Farm, and Liberty Mutual.

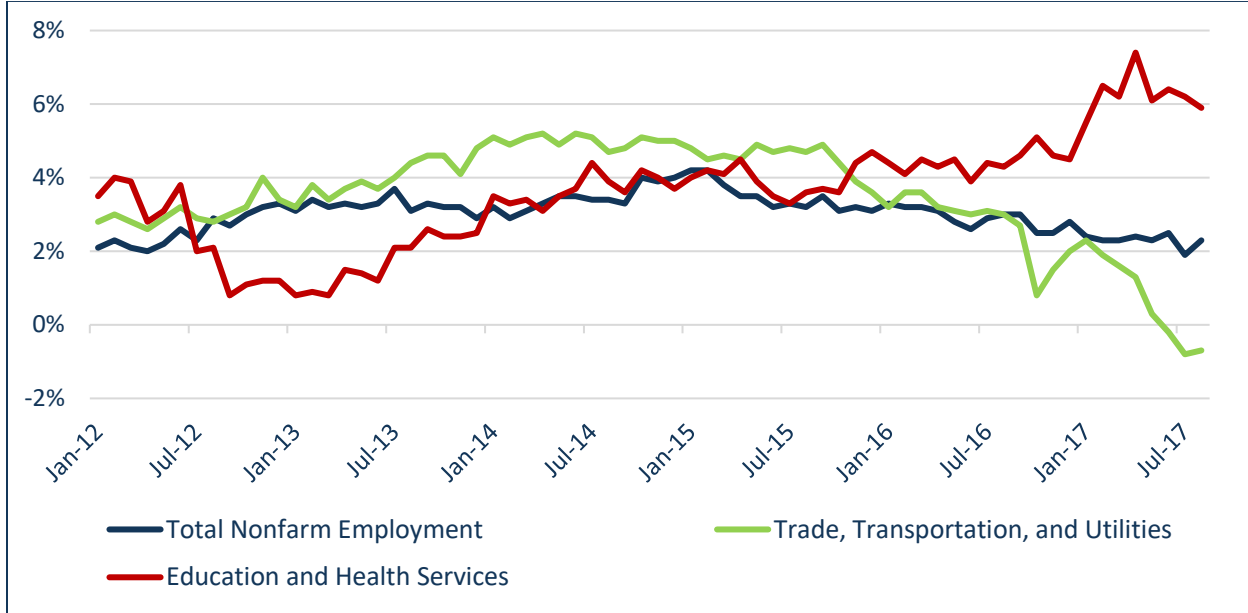


Data Source: Current Employment Statistics

San Antonio-New Braunfels MSA

The San Antonio-New Braunfels MSA added 144,200 jobs over a five-year timeframe ending in July 2017. The Education and Health Services and Trade, Transportation, and Utilities industries combined for almost 40 percent of the area's employment growth. San Antonio lies near the Eagle Ford Shale oil and gas play and has experienced related employment growth and declines related to oil prices. Mining and Logging industry growth peaked at over 50 percent annual growth in 2014 but then declined at double digit rates throughout 2016. Total nonfarm employment growth in San Antonio peaked at 4.2 percent annually in early 2015 and has slowed to around 2.3 percent in 2017.

Figure 15: San Antonio-New Braunfels MSA Annual Employment Growth Rate



Data Source: Current Employment Statistics

VI. Quarterly Census of Employment and Wages

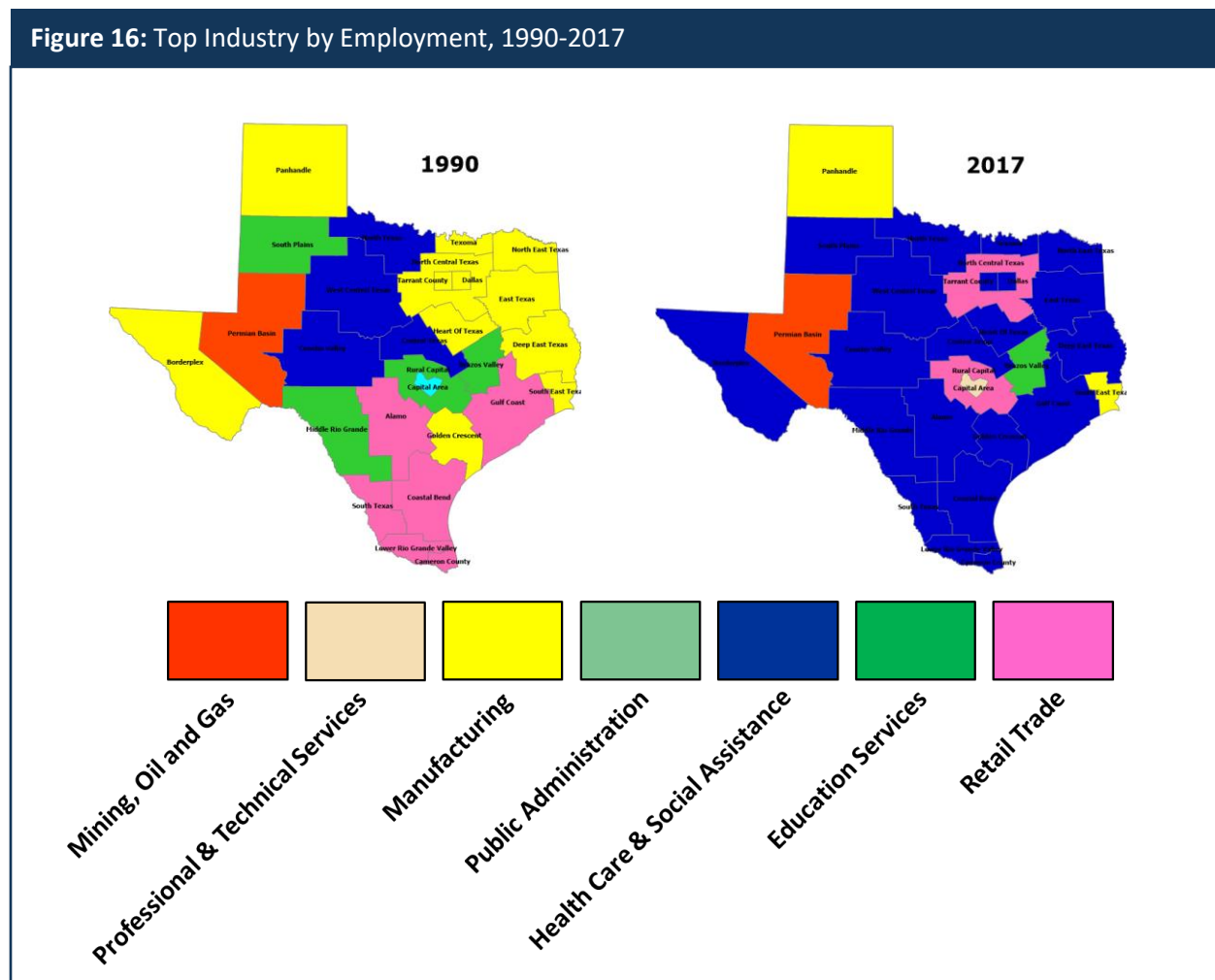
Industry Composition

The Texas industrial composition has significantly changed over time. Cotton, cattle and petroleum-all dependent on land resources-dominated Texas economic development until the 1950s. Since, manufacturing, retail, wholesale, financial services, and construction grew rapidly mirroring and serving the urbanization process. Despite the diversification of the state's economy, Texas remained heavily dependent on oil and gas and any fluctuations in oil prices had a major impact on the state particularly in the 1970s and 1980s. Since the mid-1980s, the state's economy diversified considerably with the Dallas Fed Board stating in a study "The Texas economy has become less sensitive to oil price fluctuations, but still responds favorably to higher energy prices".¹ The developments in the Barnett and Eagle Ford shale areas as well as the high oil prices from 2007 to 2009 insulated Texas from the full force of the economic downturn.

Texas' industry composition continued changing away from the largest employers being Manufacturing and Retail towards Health Care as shown in Figure 16. The dominant industry in Texas is now Health Care and Social Assistance because of the need created by an aging population. As of 2017, oil and gas continue to dominate the Permian Basin area. Food manufacturing and petrochemical manufacturing continue to dominate the Panhandle and South East Texas, respectively. Retail dominates North Central Texas and Rural Capital, each of which surround large metro areas. Because of Texas A&M University, Education Services continues to dominate Brazos Valley. Finally, Capital Area saw a recent change to

¹ Stephen P.A. Brown and Mike Yücel, "Do Higher Oil Prices Still Benefit Texas?" The Face of Texas, Federal Reserve Bank of Dallas, October 2005, p 36.

Professional and Technical Services being the dominant industry since the area has been attracting more and more tech companies over the last few years.



Data Source: Quarterly Census of Employment and Wages

Total Wages

The Quarterly Census of Employment and Wages (QCEW) provides insight into wages paid by industry as well as ownership-private versus government for example. From first quarter 2016 to first quarter 2017, 14.4 percent of all wages were paid to government employees while 85.6 percent of wages were paid to private sector employees. The nation, on the other hand, paid a slightly larger share of wages to government employees: 15.1 percent vs. 84.9 percent.

In the private sector, most of Texas wages in the year ending with first quarter 2017 were paid to Trade, Transportation and Utilities (18.3 percent), Professional and Business Services (17.6 percent), Education and Health Services (11.3 percent), Manufacturing (9.6 percent) and Financial Activities (8.7 percent). Furthermore, Trade, Transportation and Utilities and Natural Resources and Mining were the two private sector industries that paid a significantly higher percent of wages in Texas than they do nationwide (18.3 percent and 4.7 percent for the respective industries in Texas vs. 15.9 percent and 1.4 percent in the U.S.).

Table 5: Total Wages by Major Industry, Q2-2016 to Q1-2017

<i>Industry</i>	<i>Texas Total Wages</i>	<i>Texas Total Wages % Share</i>	<i>U.S. Total Wages % Share</i>
Total, All Industries	\$653,209,061,456	100.0%	100.0%
Government	\$93,926,456,663	14.4%	15.1%
<i>Federal</i>	\$14,998,762,736	2.3%	2.8%
<i>State</i>	\$20,418,500,578	3.1%	3.4%
<i>Local</i>	\$58,509,193,349	9.0%	8.9%
Total Private	\$559,282,604,793	85.6%	84.9%
<i>Natural Resources and Mining</i>	\$30,429,468,591	4.7%	1.4%
<i>Construction</i>	\$44,081,666,343	6.7%	5.2%
<i>Manufacturing</i>	\$62,978,472,410	9.6%	10.5%
<i>Trade, Transportation and Utilities</i>	\$119,648,695,711	18.3%	15.9%
<i>Information</i>	\$16,888,978,894	2.6%	3.7%
<i>Financial Activities</i>	\$56,996,002,001	8.7%	9.4%
<i>Professional and Business Services</i>	\$115,006,510,788	17.6%	18.4%
<i>Education and Health Services</i>	\$73,671,104,443	11.3%	13.7%
<i>Leisure and Hospitality</i>	\$27,067,126,380	4.1%	4.6%
<i>Other Services</i>	\$12,091,470,535	1.9%	2.1%
<i>Unclassified</i>	\$423,108,697	0.1%	0.2%

Data Source: Quarterly Census of Employment and Wages

Average Weekly Wages

Table 6 compares the average weekly wages by major industry in Texas and the United States. The table shows Texas' private sector weekly earnings in certain industries are above the national average, while others are below. For example, in the Information and Financial Services industries, Texas workers receive 17.4 percent and 13.5 percent less than employees of the same industries in the nation as a whole. It is important to note here though that Texas is a state with no income taxes and the wages from the QCEW are pre-tax wages.

In all private sector industries, the wages in Texas were \$28.01 or 2.7 percent higher than those in the nation as a whole. The wage gap was particularly significant in Natural Resources and Mining, where Texas' employees earned 97.1 percent more than their national counterparts (\$2,137 versus \$1,084).

Table 6: Average Weekly Wages by Major Industry, Q2-2016 to Q1-2017

Industry	Texas	U.S.	Difference	% Difference
Total, All Industries	\$1,059.64	\$1,048.46	\$11.18	1.1%
Government	\$975.25	\$1,055.25	-\$80.01	-7.6%
<i>Federal</i>	\$1,452.27	\$1,515.93	-\$63.66	-4.2%
<i>State</i>	\$1,107.46	\$1,115.75	-\$8.29	-0.7%
<i>Local</i>	\$866.22	\$943.50	-\$77.29	-8.2%
Total Private	\$1,075.27	1,047.25	\$28.01	2.7%
<i>Natural Resources and Mining</i>	\$2,137.47	\$1,084.33	\$1,053.14	97.1%
<i>Construction</i>	\$1,205.78	\$1,146.02	\$59.76	5.2%
<i>Manufacturing</i>	\$1,438.40	\$1,270.94	\$167.47	13.2%
<i>Trade, Transportation and Utilities</i>	\$955.17	\$875.36	\$79.81	9.1%
<i>Information</i>	\$1,604.86	\$1,943.77	-\$338.91	-17.4%
<i>Financial Activities</i>	\$1,515.15	\$1,751.75	-\$236.60	-13.5%
<i>Professional and Business Services</i>	\$1,352.06	\$1,369.45	-\$17.39	-1.3%
<i>Education and Health Services</i>	\$896.07	\$938.04	-\$41.98	-4.5%
<i>Leisure and Hospitality</i>	\$401.59	\$437.56	-\$35.97	-8.2%
<i>Other Services</i>	\$712.63	\$702.15	\$10.48	1.5%

Data Source: Quarterly Census of Employment and Wages

VII. Industry and Occupational Projections

Positive growth continues to drive demand for workers in Texas and across the nation. In some key occupations, local supply has at times struggled to keep up with demand. Texas remains driven by a continued economic shift towards high-skilled jobs in the Business and Professional Services sector, while the state’s rapid population growth and aging baby-boomer population increases demand for service sector jobs, primarily Leisure and Hospitality and Education and Health Services. These three industries in addition to Trade, Transportation, and Utilities account for over 55 percent of the jobs in Texas.

The Projections program examines more than 800 occupations, segmenting them for specific industries. Employment in Texas is projected to grow by 20.7 percent from 2014 to 2024, which represents approximately 2.6 million jobs added due to growth and replacements. In this section, we will examine more closely projected growth in key industries and in-demand occupations in Texas over the 10-year period.

Health Care and Social Assistance

The Health Care and Social Assistance industry grew to 1,530,608 positions in first quarter 2017. The industry has averaged 3.1 percent annual growth over the past 5 years, resulting in 219,818 jobs added. According to long term industry projections, Health Care and Social Assistance employment is expected to grow to approximately 1,892,000 jobs by 2024, posting the strongest growth of the 11 industries in this report at 32.2 percent.

Ambulatory Health Care Services, which consists of doctors' and dentists' offices, outpatient care centers and medical and diagnostic laboratories, comprises about 47 percent of the Health Care and Social Assistance industry. Ambulatory Health Care Services has averaged 3.1 percent annual growth over the past five years, slightly faster than Health Care and Social Assistance overall.

A consistent need for nurses drives occupational demand within the Health Care and Social Assistance industry. According to Help Wanted Online, the industry job postings are down 14.5 percent over-the-year perhaps largely due to Registered Nurses (RNs) postings being down 20 percent over the year. RNs account for one in four job postings in the industry. Licensed Practical and Licensed Vocational Nurses (LVNs), Nursing Assistants and Medical Assistants are also among the top 5 most listed positions. This historically strong demand is reflected in long term occupational projections with RNs and LVNs projected to add the most positions over the coming years.

Table 7: Health Care and Social Assistance Industry Long-Term Occupational Projections

<i>Occupational Title</i>	<i>Employment 2014</i>	<i>Employment 2024</i>	<i>Change</i>	<i>% Growth</i>	<i>Annual Wage 2016</i>
<i>Registered Nurses</i>	168,960	225,170	56,210	33.3%	\$70,361
<i>Licensed Practical and Licensed Vocational Nurses</i>	58,430	75,000	16,570	28.4%	\$46,357
<i>Office Clerks, General</i>	37,670	47,550	9,880	26.2%	\$38,816
<i>Dental Assistants</i>	23,620	30,090	6,470	27.4%	\$35,534
<i>Medical and Health Services Managers</i>	15,990	21,030	5,040	31.5%	\$102,340
<i>Physical Therapists</i>	11,380	15,580	4,200	36.9%	\$96,858
<i>Medical Records and Health Information Technicians</i>	12,700	16,750	4,050	31.9%	\$38,867
<i>General & Operations Managers</i>	11,770	15,700	3,930	33.4%	\$102,874
<i>Radiologic Technologists</i>	14,340	18,020	3,680	25.7%	\$55,675
<i>Nurse Practitioners</i>	6,850	10,460	3,610	52.7%	\$110,504

Data Source: Projections 2014-2024

Educational Services

Demand for Educational Services will continue to grow in Texas due to an ever-expanding population. From 2010 to 2016, Texas added 2,716,496 people--more than any other state in the nation. During this

span, school enrollment for persons three years of age and older jumped by 405,370 students, a 5.6 percent increase. Enrollment growth was even more drastic over 10 years with 1,036,409 students added since 2006, a 15.8 percent increase.

Quarterly Census of Employment and Wage data shows Educational Services employment added 95,530 jobs over five years beginning first quarter 2012, an 8.6 percent gain that puts industry employment at 1,210,629 jobs for first quarter 2017. The industry is expected to expand by another 21.7 percent from 2014 to 2024 according to the Texas Workforce Commission’s long-term industry projections. Help Wanted Online has shown strong industry demand by adding 10.4 percent more postings over the year.

TWC’s Occupational projections data estimate that Elementary, Secondary, and Middle School Teachers as well as Educational Administrators for both public and private Texas schools will all increase by 24.6 percent by 2024. Educational Services occupations projected to add the most jobs in the long term are listed below.

Table 8: Educational Services Industry Long-Term Occupational Projections

<i>Occupational Title</i>	<i>Employment 2014</i>	<i>Employment 2024</i>	<i>Change</i>	<i>% Growth</i>	<i>Annual Wage 2016</i>
<i>Elementary School Teachers</i>	137,720	171,550	33,830	24.6%	\$54,801
<i>Secondary School Teachers</i>	100,550	125,250	24,700	24.6%	\$55,488
<i>Middle School Teachers</i>	69,040	86,050	17,010	24.6%	\$55,000
<i>Education Administrators, Elementary and Secondary School Educational, Guidance, School, and Vocational Counselors</i>	23,140	28,840	5,700	24.6%	\$82,432
<i>Kindergarten Teachers</i>	14,090	17,580	3,490	24.8%	\$55,075
<i>Health Specialties Teachers, Postsecondary</i>	11,840	15,250	3,410	28.8%	\$108,816
<i>Self-Enrichment Education Teachers</i>	9,350	12,300	2,950	31.6%	\$40,237
<i>Special Education Teachers, Kindergarten and Elementary School</i>	11,720	14,590	2,870	24.5%	\$55,853
<i>Instructional Coordinators</i>	11,260	13,810	2,550	22.6%	\$68,589

Data Source: Projections 2014-2024

Retail Trade

Retail Trade is a large, important and growing industry in Texas, where an expanding economy and population have increased demand for retail goods. In the first quarter of 2017 alone, gross sales in Texas’ Retail Trade industry reached \$99 billion. Eight of the top 100 U.S. retail companies are headquarter in Texas.

The industry is projected to add nearly 250,000 jobs by 2024, growing to 1,494,870 jobs total. From the first quarter of 2012 to the first quarter of 2017, Texas’ Retail Trade industry grew by more than 13

percent which represents an annualized growth rate of 2.5 percent and an addition of 153,752 jobs over the ten-year time-frame. However, it is important to note that in the recent year, growth in the Retail Trade has slowed to an annual growth rate of 1.2 percent mostly due to a transition phase the industry is experiencing. The industry is evolving at a rapid rate due to the competition between brick and mortar retail and ecommerce. Technology is immersing itself into the industry and becoming a requirement for companies who want to continue being successful in the retail world by personalizing the shopper experience by gathering analytics on customers, inventory and conversions.

Retail Trade industry jobs projected to add the most positions over the long-term are listed below. Typical Retail Trade industry jobs such as retail sales people, cashiers and stock clerks and order fillers are projected to grow by the largest number, however these occupations make below the state median wage and therefore do not appear below. In the coming years, given the increase in the use of technology in the industry, perhaps we will see changes in the in-demand occupations we typically associate with Retail.

Table 9: Retail Trade Industry Long-Term Occupational Projections

<i>Occupational Title</i>	<i>Employment 2014</i>	<i>Employment 2024</i>	<i>Change</i>	<i>% Growth</i>	<i>Annual Wage 2016</i>
<i>Supervisors of Retail Sales Workers</i>	90,110	107,420	17,310	19.2%	\$45,883
<i>Automotive Service Technicians and Mechanics</i>	23,550	28,110	4,560	19.4%	\$41,453
<i>General & Operations Managers</i>	16,670	20,220	3,550	21.3%	\$104,354
<i>Supervisors of Office and Administrative Support Workers</i>	13,580	16,430	2,850	21.0%	\$44,426
<i>Pharmacists</i>	12,040	13,690	1,650	13.7%	\$122,151
<i>Supervisors of Mechanics, Installers, and Repairers</i>	4,480	5,570	1,090	24.3%	\$65,579
<i>Automotive Body and Related Repairers</i>	3,530	4,480	950	26.9%	\$43,752
<i>Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products</i>	4,250	5,150	900	21.2%	\$104,411
<i>Heavy and Tractor-Trailer Truck Drivers</i>	3,820	4,590	770	20.2%	\$35,462
<i>Sales Managers</i>	3,470	4,190	720	20.7%	\$122,291

Data Source: Projections 2014-2024

Construction

The construction industry is projected to grow by 27.8 percent from 2014 to 2024, creating the need for 177,390 workers over 10 years. Occupational projections also indicate that the highest demand will be

for supervisors and for specialty trade workers to fill positions such as Electricians, Plumbers, and Carpenters.

In the first quarter 2017, employment with Construction companies reached 698,844 workers. The industry has grown 23.8 percent over the last five years according to QCEW data and demand for construction workers continues to rise. Texas second quarter 2017 home sales rose significantly, while housing inventory remains limited at 4.1 months, driving average home prices up 6.8 percent from last year. These trends indicate strong demand for residential, commercial and industrial building projects.

Construction occupations projected to add the most jobs in the long term and pay above the Texas median wage of \$35,484 are listed below in Table 10.

Table 10: Construction Industry Long-Term Occupational Projections

<i>Occupational Title</i>	<i>Employment 2014</i>	<i>Employment 2024</i>	<i>Change</i>	<i>% Growth</i>	<i>Annual Wage 2016</i>
<i>Electricians</i>	39,740	53,490	13,750	34.6%	\$45,064
<i>Supervisors of Construction Trades and Extraction Workers</i>	43,440	55,330	11,890	27.4%	\$64,518
<i>Plumbers, Pipefitters, and Steamfitters</i>	27,290	35,160	7,870	28.8%	\$45,765
<i>Carpenters</i>	27,930	34,970	7,040	25.2%	\$38,164
<i>Operating Engineers and Other Construction Equipment Operators</i>	23,650	29,650	6,000	25.4%	\$40,437
<i>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</i>	14,680	19,910	5,230	35.6%	\$43,211
<i>Office Clerks, General</i>	24,000	29,200	5,200	21.7%	\$38,046
<i>General & Operations Managers</i>	17,280	22,160	4,880	28.2%	\$126,436
<i>Construction Managers</i>	21,080	25,160	4,080	19.4%	\$94,737
<i>Welders, Cutters, Solderers, and Brazers</i>	13,450	16,460	3,010	22.4%	\$54,478

Data Source: Projections 2014-2024

Professional, Scientific, and Technical Services

From 2014 to 2024, the Professional and Technical Services industry is projected to grow by 26.2 percent, resulting in 168,040 jobs added. Establishments in this industry employ workers in many different occupations. Projections indicate most jobs will be available in highly skilled positions such as Software Developers, Accountants, and Lawyers.

According to the QCEW, in the first quarter of 2017 there were a total of 737,459 jobs in this industry. Also, for the first time in the QCEW series history, Professional, Scientific, and Technical Services is the industry with the largest employment in a Workforce Development Area (WDA) in Texas: The Capital

Area WDA, which consists of Austin’s Travis county. This aligns with the trend we have observed since 2014 with at least two dozen Silicon Valley tech companies relocating to or opening offices in Texas. Google, Apple, Facebook, Amazon, Dropbox, and Oracle recently built or expanded major campuses in Austin.

This large industry is expected to continue to grow at a rapid pace through 2024. Demand for highly skilled technology workers will likely drive growth in this industry group. This bodes well for Texas since many of these occupations command higher than average salaries.

Professional, Scientific, and Technical Services occupations projected to add the most jobs in the long term are listed below.

Table 11: Professional, Scientific, & Technical Services Industry Long-Term Occupational Projections

<i>Occupational Title</i>	<i>Employment 2014</i>	<i>Employment 2024</i>	<i>Change</i>	<i>% Growth</i>	<i>Annual Wage 2016</i>
<i>Accountants and Auditors</i>	37,380	51,580	14,200	38.0%	\$80,642
<i>Computer Systems Analysts</i>	24,240	34,350	10,110	41.7%	\$97,003
<i>Software Developers, Applications</i>	19,170	26,470	7,300	38.1%	\$99,599
<i>Lawyers</i>	25,570	32,360	6,790	26.6%	\$150,114
<i>Computer User Support Specialists</i>	14,100	19,490	5,390	38.2%	\$56,163
<i>Office Clerks, General</i>	28,940	34,250	5,310	18.3%	\$37,603
<i>Paralegals and Legal Assistants</i>	17,290	22,220	4,930	28.5%	\$51,216
<i>Software Developers, Systems Software</i>	12,990	17,750	4,760	36.6%	\$108,497
<i>General & Operations Managers</i>	16,330	20,790	4,460	27.3%	\$164,736
<i>Management Analysts</i>	13,020	17,130	4,110	31.6%	\$106,122

Data Source: Projections 2014-2024

Transportation and Warehousing

The Transportation and Warehousing industry grew to an estimated 501,546 positions in first quarter 2017. The industry has averaged 3.8 percent annual growth over the past five years, adding 84,361 jobs. According to long term industry projections, Transportation and Warehousing employment is expected to grow to approximately 561,000 positions by 2024.

Truck Transportation makes up about 27 percent of the overall Transportation and Warehousing industry, and has averaged 2.3 percent annual growth over the past five years. According to Help Wanted Online, Transportation and Warehousing postings are down 17 percent over the year largely due to local general freight trucking being down 45 percent over the year. However, job postings for long-distance general freight trucking, specialized freight, and general warehousing and storage are up over the year. Long-term occupational projections reflect this demand, as Heavy & Tractor-Trailer Drivers and Light Truck or Delivery Services Drivers are expected to add the most positions in the overall Transportation and Warehousing industry over 10 years.

Warehousing and Storage employment grew at an 11.8 percent annualized rate over the past five years, representing the addition of 34,891 jobs. This accounts for about 41 percent of the overall employment gains in Transportation and Warehousing over the past five years. This trend is expected to continue as Amazon and other online retailers expand their distribution infrastructure in Texas.

Transportation and Warehousing occupations projected to add the most jobs in the long term are listed in Table 12.

Table 12: Transportation and Warehousing Industry Long-Term Occupational Projections

<i>Occupational Title</i>	<i>Employment 2014</i>	<i>Employment 2024</i>	<i>Change</i>	<i>% Growth</i>	<i>Annual Wage 2016</i>
<i>Heavy and Tractor-Trailer Truck Drivers</i>	90,830	114,730	23,900	26.3%	\$45,136
<i>Light Truck or Delivery Services Drivers</i>	17,810	23,010	5,200	29.2%	\$41,037
<i>Flight Attendants</i>	12,550	16,090	3,540	28.2%	\$55,952
<i>Postal Service Mail Carriers</i>	21,440	23,770	2,330	10.9%	\$50,379
<i>Airline Pilots, Copilots, and Flight Engineers</i>	8,070	10,340	2,270	28.1%	\$203,524
<i>Cargo and Freight Agents</i>	8,740	10,980	2,240	25.6%	\$47,718
<i>Dispatchers, Except Police, Fire, and Ambulance</i>	8,800	10,900	2,100	23.9%	\$39,945
<i>Customer Service Representatives</i>	8,210	10,150	1,940	23.6%	\$37,051
<i>Aircraft Mechanics and Service Technicians</i>	8,930	10,820	1,890	21.2%	\$64,831
<i>Supervisors of Transportation and Material-Moving Machine and Vehicle Operators</i>	7,900	9,660	1,760	22.3%	\$64,357

Data Source: Projections 2014-2024

Manufacturing

Texas produces more than 11 percent of the total manufactured goods in the United States. It also exports more goods by dollar value to Mexico and Canada than to any other country. Despite a strong dollar, which typically reduces demand for exports, the Dallas Fed's manufacturing production index posted 15 consecutive positive readings in September, suggesting manufacturing output continues to expand in Texas.

The Manufacturing industry has changed in recent years with increased automation, driving up manufacturing wages for 94 consecutive months according to the Dallas Fed's monthly Manufacturing Outlook survey. This is likely due to an increase in demand for higher-skilled employees. These ongoing changes may have fed the contraction of 11,000 manufacturing jobs from first quarter 2012 to first quarter 2017. The industry began showing positive growth starting in November 2016.

Manufacturing industry employment is expected to increase by 7.2 percent by 2024. This increase spans a broad range of skill sets including Industrial Machinery Mechanics; Computer Controlled Machine Tool Operators; and Welders, Cutters, Solderers, and Brazers, among others as shown in Table 13 below.

Table 13: Manufacturing Industry Long-Term Occupational Projections

<i>Occupational Title</i>	<i>Employment 2014</i>	<i>Employment 2024</i>	<i>Change</i>	<i>% Growth</i>	<i>Annual Wage 2016</i>
<i>Industrial Machinery Mechanics</i>	10,990	14,090	3,100	28.2%	\$54,224
<i>Supervisors of Production and Operating Workers</i>	32,130	34,910	2,780	8.7%	\$68,371
<i>Computer-Controlled Machine Tool Operators, Metal and Plastic</i>	12,180	14,580	2,400	19.7%	\$40,446
<i>Welders, Cutters, Solderers, and Brazers</i>	25,550	27,730	2,180	8.5%	\$40,281
<i>Heavy and Tractor-Trailer Truck Drivers</i>	12,890	15,000	2,110	16.4%	\$38,872
<i>Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products</i>	20,250	22,070	1,820	9.0%	\$69,338
<i>Chemical Equipment Operators and Tenders</i>	11,420	13,220	1,800	15.8%	\$62,746
<i>Maintenance Workers, Machinery</i>	7,110	8,660	1,550	21.8%	\$44,713
<i>General & Operations Managers</i>	16,750	17,990	1,240	7.4%	\$143,065
<i>Inspectors, Testers, Sorters, Samplers, and Weighers</i>	25,340	26,560	1,220	4.8%	\$41,330

Data Source: Projections 2014-2024

Agriculture and Forestry

Though Texas' Agriculture and Forestry industry is one of the smallest in terms of employment, it leads the nation in many ways. The industry produces the most cattle, cotton, hay, sheep, goats and mohair of any state in the nation. Texas also has the most farms and ranches in the country: 248,800 covering 130.2 million acres.

In Texas and across the nation, this industry has been using fewer and fewer workers in recent decades as farming methods have become more efficient. Farms now tend to be fewer in number, larger and more expensive to operate, but also much more productive.

From the first quarter of 2012 to the first quarter of 2017 the Agriculture and Forestry industry in Texas grew by 6.5 percent, adding 3,617 jobs. This trend is also supported by the Conference Board's Help Wanted Online data which has shown a 64 percent increase in job postings over the year. The industry is projected to add nearly 6,700 jobs by 2024, growing to 64,850 jobs total.

Agriculture and Forestry industry jobs projected to be the most in-demand over the long term are listed below.

Table 14: Agriculture and Forestry Industry Long-Term Occupational Projections

<i>Occupational Title</i>	<i>Employment 2014</i>	<i>Employment 2024</i>	<i>Change</i>	<i>% Growth</i>	<i>Annual Wage 2016</i>
<i>Farmers, Ranchers, and Other Agricultural Managers</i>	5,300	5,640	340	6.4%	\$94,086
<i>Heavy and Tractor-Trailer Truck Drivers</i>	1680	2010	330	19.6%	\$36,358
<i>Logging Equipment Operators</i>	640	770	130	20.3%	\$37,895
<i>Supervisors of Farming, Fishing, and Forestry Workers</i>	2200	2270	70	3.2%	\$52,112
<i>Food Scientists and Technologists</i>	190	220	30	15.8%	\$58,669
<i>Commercial Pilots</i>	120	140	20	16.7%	\$56,053
<i>Supervisors of Production and Operating Workers</i>	70	80	10	14.3%	\$49,581

Data Source: Projections 2014-2024

Mining, Quarrying, and Oil and Gas Extraction

The Mining, Quarrying, and Oil and Gas Extraction industry projections do not capture the industry's recent upswing over the last few months. Most of the industry's contraction projected for the long term has already occurred. Help Wanted Online data from July 2017 shows industry job postings growing 135.8 percent annually in Texas, representing a 1,183 increase in job postings over the year.

Automation has changed the amount of oil workers needed on rigs. As oil prices continue to rise, recovery in the Mining, Quarrying, and Oil and Gas Extraction industry is expected to continue.

Mining, Quarrying, and Oil and Gas Extractions occupations projected to add the most jobs in the long term are in Table 15.

Table 15: Mining, Quarrying, and Oil and Gas Extraction Industry Long-Term Occupational Projections

<i>Occupational Title</i>	<i>Employment 2014</i>	<i>Employment 2024</i>	<i>Change</i>	<i>% Growth</i>	<i>Annual Wage 2016</i>
<i>Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders</i>	440	480	40	9.1%	\$36,161
<i>Lawyers</i>	1780	1800	20	1.1%	\$189,338
<i>Paralegals and Legal Assistants</i>	340	350	10	2.9%	\$65,059
<i>Cartographers and Photogrammetrists</i>	130	140	10	7.7%	\$77,468
<i>Excavating and Loading Machine and Dragline Operators</i>	1,390	1,390	0	0.0%	\$40,797
<i>Loading Machine Operators, Underground Mining</i>	80	80	0	0.0%	-
<i>Operations Research Analysts</i>	50	50	0	0.0%	\$91,522
<i>Economists</i>	50	50	0	0.0%	\$129,697
<i>Legal Secretaries</i>	30	30	0	0.0%	\$57,152
<i>Civil Engineering Technicians</i>	30	30	0	0.0%	\$68,623

Data Source: Projections 2014-2024

VIII. Glossary

Local Area Unemployment Statistics

This Federal/State cooperative program produces employment and unemployment estimates by place of residence.

Civilian Labor Force (CLF) - All persons classified as employed or unemployed.

Employed - All persons 16 years and over who, during the reference week, (a) did any work at all (at least 1 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.

Employment Population Ratio - The proportion of the civilian non-institutional population who are employed over the age of 16. Used in conjunction with the unemployment rate to evaluate the status of the labor force, it provides a measure of change in employment.

Labor Force Participation Rate - Represents the proportion of the non-institutional population that is in the labor force. In the Current Population Survey (CPS), the participation rates are usually published for sex-age groups, often cross classified

by other demographic characteristics.

Unemployed - All persons aged 16 years and over who had no employment, 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.

Unemployment Rate - The unemployed number divided by the civilian labor force number.

Current Employment Statistics

This Federal/State cooperative program produces estimates drawn from a monthly survey of nonfarm business establishments used to collect wage and salary employment, worker hours and payroll by industry and area. It counts the number of jobs, not of people.

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 establishment. 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 the 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 - The 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.

Quarterly Census of Employment and Wages

A Federal/State cooperative program which collects and compiles employment and wage data for workers covered by State unemployment insurance laws, and Federal civilian workers covered by unemployment compensation for federal employees. State employment security agencies collect and compile quarterly Unemployment Insurance (UI) contribution reports which are submitted by all employees. These data are maintained in the State in macro and microdata forms, and also sent to the Bureau of Labor Statistics (BLS). Any data from this program may be generically referred to as QCEW data.

Average Weekly Wages (AWW) - Average weekly wage values are calculated by dividing quarterly total wages by the average of the three-monthly employment levels (all employees) and dividing the result by 13, for the 13 weeks in the quarter.

Occupational Employment Statistics

The Federal/State cooperative program which produces current estimates of industry staffing patterns through periodic surveys of the nonfarm wage and salary sector of the economy. Occupational wages are also made through the survey

Industry Staffing Patterns - The occupational make-up of an industry collected by the Occupational Employment Statistics (OES) survey

Standard Occupational Classification (SOC) - The SOC is a system for classifying all occupations in the economy. The 2010 SOC classifies workers at four levels of aggregation: major group, minor group, broad occupation, and detailed occupation. All occupations are clustered into one of the 23 major groups.

Projections

The Texas Workforce Commission's Labor Market and Career Information Department produces industry and occupation employment projections. The program is funded by the Employment and Training Administration, U. S. Department of Labor. Projections are generated every two years for a ten-year period. The process of making employment projections depends on two main ingredients: industry employment and occupation employment within each industry (staffing patterns).

Employment Projections - Estimates of projected 10-year industrial and occupational employment for Texas and the 28 Workforce Development Areas.

Long-Term Projection System (LTPS) - Long-Term Industry Projection System (LTPS) was developed through the ALMIS Long-Term Industry Consortium. It is a PC-based system used to produce industry employment projections for Texas and the 28 Workforce Development Areas (WDAs) for a ten-year period. Texas and the WDA historical employment trends and U.S. relationships are used in conjunction with the forecast of Texas unemployment rates, gross state product, population, personal income, and labor force. The projections were developed through various types of regression and shift-share analysis.

Miscellaneous

Help Wanted Online - The Conference Board's data series provides monthly measures of labor demand (advertised vacancies) at the national, regional, state, and metropolitan area levels.

Current Population Survey (CPS) - Monthly household survey of sample households approximately 60,000 of the non-institutional population 16 years of age and older, employment and unemployment, demographic data and related subjects which are analyzed and published by Bureau of Labor Statistics (BLS). Each month, labor force information from this survey is published by Department of Labor in Employment and Earnings, and in the Employment Situation press release. Annual demographic data are published in the Geographic Profile of Employment and Unemployment. Although the CPS is best known as the source for the monthly National unemployment rate, annual average CPS data for states are used in the Local Area of Unemployment Statistics (LAUS) program as benchmarks and monthly data are used either in the extrapolation procedures or directly where the estimates meet BLS reliability standards. The Consumer Price Index (CPI) is produced by BLS.

Texas Geography

Metropolitan Division (MD) - A Metropolitan Statistical Area with a population of 2.5 million which is subdivided into smaller groupings is referred to as Metropolitan Divisions (MDs).

Metropolitan Statistical Area (MSA) - A geographic area that contains at least one urbanized center of 50,000 or more population plus adjacent territory that has a high degree of social and economic integration with the core urban location. An MSA in Texas is made up of one or more counties.

Metro Area - Can refer either to a Metropolitan Statistical Area or a Metropolitan Division. 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 twenty-eight (28) local workforce development areas.