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.

October 2023 Monthly Indicators

INDUSTRY EMPLOYMENT

1,300 jobs
Page 2

UNEMPLOYMENT RATE

0.0 points
Page 5

JOB ADS INDEX

4.1%
Page 8

INITIAL UI CLAIMS

1,126 claims
Page 13

CURRENT EMPLOYMENT STATISTICS
Statewide Industry Employment (Seasonally Adjusted)

Total Nonfarm employment fell for the first time in 32 months with 1,300 positions shed in October, which marked the smallest monthly decrease since a loss of 700 jobs was recorded for June 2010. Five of 10 private industries added jobs on a monthly basis in October.

Since October 2022, the job count rose by 391,500, while the annual growth rate slowed to 2.9 percent. Private sector employment increased by 339,400 positions over the last 12 months as all 11 major industries grew annually for the 25th consecutive period.

Industry	Oct 2023	Monthly Change	Annual Change	Annual % Change
Total Nonagricultural	14,048,200	-1,300	391,500	2.9
Total Private	11,979,900	-1,400	339,400	2.9
Goods Producing	2,009,700	-1,100	67,100	3.5
Mining and Logging	225,900	1,400	18,900	9.1
Construction	810,500	-1,900	17,000	2.1
Manufacturing	973,300	-600	31,200	3.3
Service Providing	12,038,500	-200	324,400	2.8
Trade, Transportation, and Utilities	2,804,300	5,300	58,000	2.1
Information	240,900	2,100	6,700	2.9
Financial Activities	925,200	-1,300	33,500	3.8
Professional and Business Services	2,144,800	1,500	39,000	1.9
Private Education & Health Services	1,914,400	100	85,300	4.7
Leisure and Hospitality	1,469,700	-5,000	35,800	2.5
Other Services	470,900	-3,000	14,000	3.1
Government	2,068,300	100	52,100	2.6

Highlights

- Trade, Transportation, and Utilities employment increased by 5,300 positions in October, which led all major industries and set a new series high.

- Information employment rose for the first time since June, with 2,100 jobs added in October, and led all major industries percentage-wise with a monthly expansion equaling nine-tenths of a point.

- Mining and Logging employment increased for the eighth time in 2023 with 1,400 positions added in October.

Total Nonagricultural Jobs
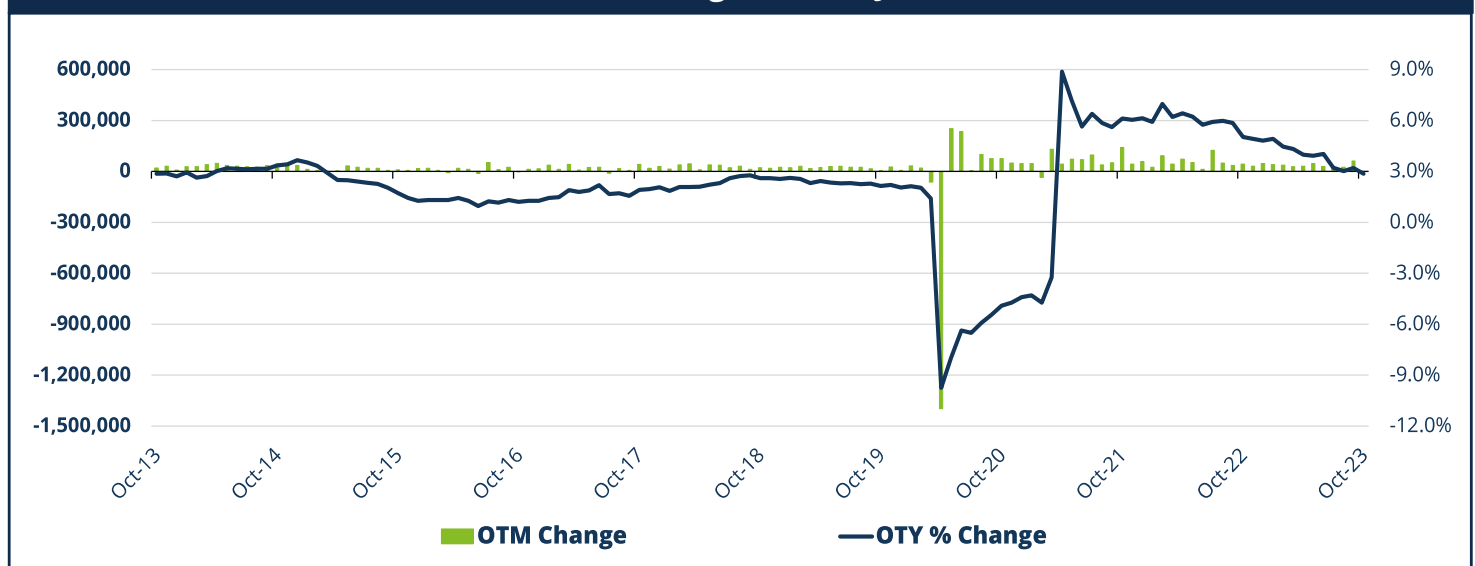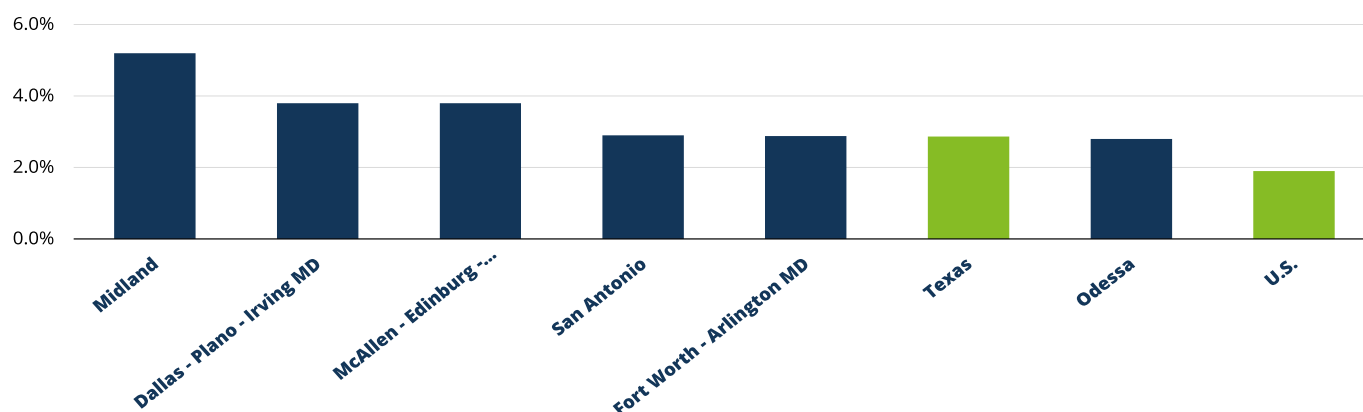
CURRENT EMPLOYMENT STATISTICS
Metro Areas (Seasonally Adjusted)

Metro Areas	Oct 2023	Monthly Change	Annual Change	Annual % Change
Abilene MSA	76,600	-100	1,000	1.3
Amarillo MSA	127,900	-100	1,100	0.9
Austin-Round Rock MSA	1,331,900	-3,200	35,400	2.7
Beaumont-Port Arthur MSA	163,300	0	2,400	1.5
Brownsville-Harlingen MSA	162,300	600	3,700	2.3
College Station-Bryan MSA	139,600	300	2,800	2.0
Corpus Christi MSA	195,000	0	3,000	1.6
Dallas-FW-Arlington MSA	4,314,000	-7,700	144,400	3.5
Dallas-Plano-Irving MD	3,103,200	7,600	113,600	3.8
Fort Worth-Arlington MD	1,218,200	-5,400	34,100	2.9
El Paso MSA	340,900	1,600	3,500	1.0
Houston MSA	3,374,300	-4,200	77,200	2.3
Killeen-Temple MSA	155,200	-100	2,400	1.6
Laredo MSA	110,300	300	2,400	2.2
Longview MSA	100,200	100	1,000	1.0
Lubbock MSA	160,800	1,000	3,600	2.3
McAllen MSA	303,300	2,000	11,100	3.8
Midland MSA	121,600	400	6,000	5.2
Odessa MSA	81,900	300	2,200	2.8
San Angelo MSA	52,300	200	600	1.2
San Antonio MSA	1,172,900	2,700	33,100	2.9
Sherman-Denison MSA	50,600	-100	600	1.2
Texarkana MSA	60,700	100	1,200	2.0
Tyler MSA	114,600	0	1,900	1.7
Victoria MSA	40,900	0	500	1.2
Waco MSA	136,500	0	2,600	1.9
Wichita Falls MSA	59,900	500	1,100	1.9

Highlights

- Fourteen of 26 metro areas added jobs over the month in October for a combined employment increase of 17,700. Employment in five MSAs was unchanged and seven declined. For the 30th consecutive month, every metro area grew annually. Twenty-five areas met or exceeded February 2020 pre-COVID employment levels as of October 2023.

- The Odessa MSA added 300 positions in October and thereby equaled the February 2020 pre-pandemic employment level for the first time. Employment rose by 2,200 jobs over the last 12 months for a 2.8 percent annual growth rate.

- Wichita Falls MSA employment added 500 jobs in October, which equaled a percentage increase of eight-tenths of a point, the highest monthly growth rate among 26 metro areas.

- The McAllen-Edinburg-Mission MSA job count reached a new series high with 2,000 positions added in October. The area added 11,100 positions annually.

Fastest Growing Metro Areas Over the Year

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

Midland MSA

Area Industry Composition	Industry	Annual Change	Annual % Change
	Total Nonagricultural	5,900	5.1
33.8%	Mining, Logging & Construction	3,000	7.9
4.2%	Manufacturing	200	4.1
18.5%	Trade, Transportation & Utilities	800	3.7
1.0%	Information	0	0.0
4.4%	Financial Activities	100	1.9
9.4%	Professional & Business Services	100	0.9
6.7%	Private Education & Health Services	400	5.2
9.6%	Leisure & Hospitality	100	0.9
3.5%	Other Services	200	4.9
8.9%	Government	1,000	10.2

Dallas-Plano-Irving MD

Area Industry Composition	Industry	Annual Change	Annual % Change
	Total Nonagricultural	115,700	3.9
5.5%	Mining, Logging & Construction	11,000	6.9
6.5%	Manufacturing	5,700	2.9
20.0%	Trade, Transportation & Utilities	13,200	2.2
2.7%	Information	3,800	4.7
9.8%	Financial Activities	16,200	5.6
20.9%	Professional & Business Services	17,000	2.7
11.3%	Private Education & Health Services	14,600	4.3
9.2%	Leisure & Hospitality	11,700	4.2
3.3%	Other Services	13,500	15.0
10.8%	Government	9,000	2.8

McAllen-Edinburg-Mission MSA

Area Industry Composition	Industry	Annual Change	Annual % Change
	Total Nonagricultural	11,100	3.8
2.9%	Mining, Logging & Construction	-100	-1.1
2.4%	Manufacturing	100	1.4
19.1%	Trade, Transportation & Utilities	1,100	1.9
1.0%	Information	200	6.9
3.1%	Financial Activities	200	2.2
7.8%	Professional & Business Services	200	0.9
31.1%	Private Education & Health Services	6,300	7.1
9.6%	Leisure & Hospitality	1,000	3.5
2.1%	Other Services	200	3.2
21.0%	Government	1,900	3.1

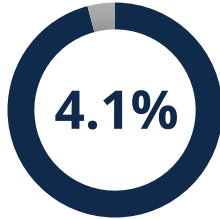Download CES data (including industry-level data) in Excel

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

Texas October 2023

Employed
14,536,800

Unemployed
625,400

4.1%

Date	CLF	Employment	Unemployment	Rate
October 2023	15,162,100	14,536,800	625,400	4.1
September 2023	15,141,200	14,515,700	625,500	4.1
October 2022	14,708,500	14,140,700	567,800	3.9

U.S. October 2023

Employed
161,222,000

Unemployed
6,506,000

3.9%

Date	CLF	Employment	Unemployment	Rate
October 2023	167,728,000	161,222,000	6,506,000	3.9
September 2023	167,929,000	161,570,000	6,360,000	3.8
October 2022	164,646,000	158,593,000	6,053,000	3.7

Highlights

- Over the month the Texas seasonally adjusted unemployment rate remained at 4.1 percent, two-tenths of a percentage point higher than the U.S. rate of 3.9 percent.
- The state's seasonally adjusted labor force participation rate was 64.2 percent in October.
- Texas' seasonally adjusted LAUS employment was up 21,100 from last month.
- Summarizing the not seasonally adjusted estimates, the Texas unemployment rate decreased to 3.8 percent in October. This was 0.1 percentage points higher than the unemployment rate in October 2022.

## 10 Largest States' Unemployment Rates

Legend:
- OTM Increase
- OTM Decline
- Current Rate

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

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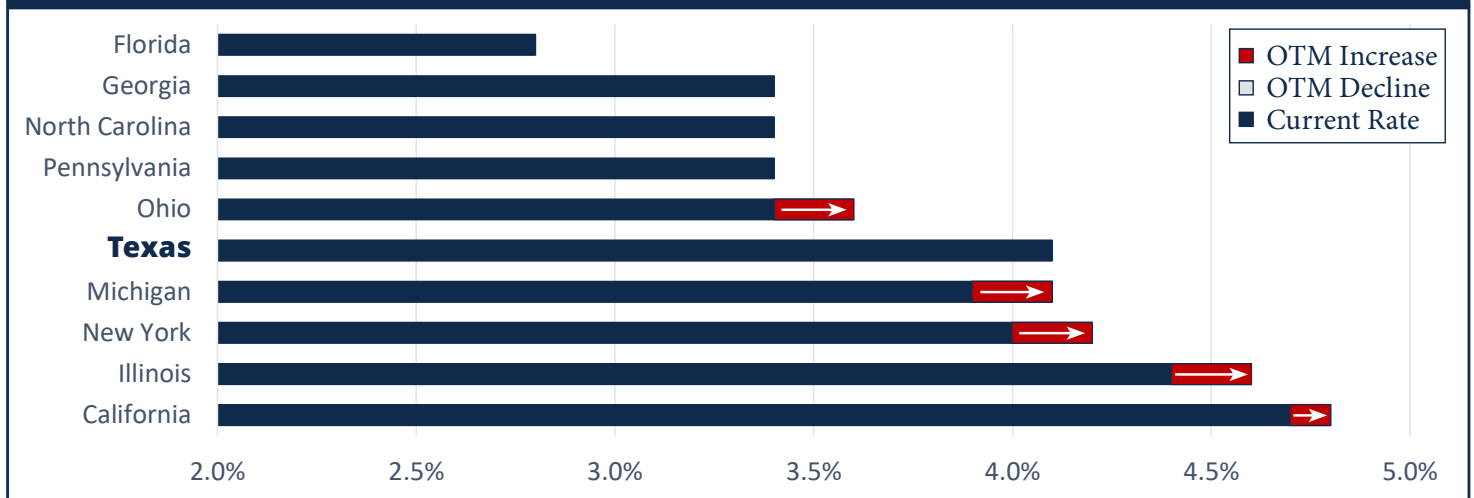
LOCAL AREA UNEMPLOYMENT STATISTICS
Substate Areas (Not Seasonally Adjusted)

County Highlights

- Unemployment rates varied considerably across counties, ranging from a low of 0.3 percent in Loving County to a high of 7.7 percent in Starr County.

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

- Kenedy County experienced the largest unemployment rate decrease of 2.4 percentage points over the year.

- In October 2023, 17 counties experienced an increase in their unemployment rates over the month, while 228 counties experienced a decrease and nine experienced no change.

- Over the year, the civilian labor force increased in 217 counties, while 37 counties in the state experienced a decline.

County Unemployment Rates

- ☐ 3.9% and below
- ☐ 4.0% to 4.9%
- ☐ 5.0% to 5.9%
- ☐ 6.0% to 6.9%
- ☐ 7.0% and above
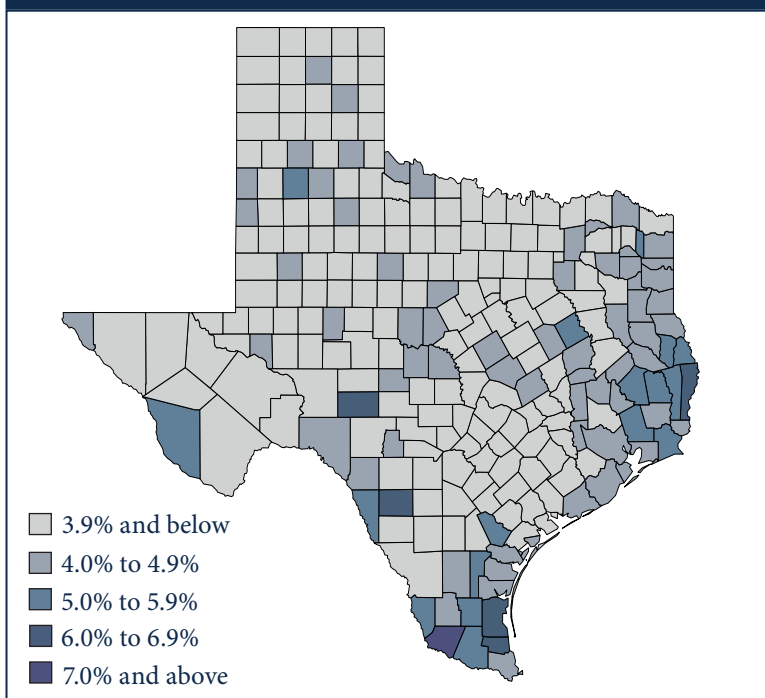
Texas Metro Areas Ranked by Unemployment Rate

Rank	Area	Rate	Rank	Area	Rate
1	Midland	2.4	14	Laredo	3.7
2	Amarillo	2.9	14	Sherman-Denison	3.7
3	College Station-Bryan	3.0	14	Wichita Falls	3.7
4	Lubbock	3.2	0	Texas	3.8
4	Odessa	3.2	17	Victoria	3.9
6	Abilene	3.3	18	Houston-The Woodlands-Sugar Land	4.1
6	Austin-Round Rock	3.3	18	Longview	4.1
8	San Angelo	3.4	20	Corpus Christi	4.2
9	Texarkana	3.5	21	Killeen-Temple	4.3
9	Waco	3.5	22	El Paso	4.4
11	Dallas-Fort Worth-Arlington	3.6	23	Brownsville-Harlingen	4.9
11	San Antonio-New Braunfels	3.6	24	Beaumont-Port Arthur	5.2
11	Tyler	3.6	24	McAllen-Edinburg-Mission	5.2
0	United States	3.6			

Metro Area Highlights

- Over the month, all 25 metropolitan areas experienced a decrease in their unemployment rates.

- Over the year, nine Texas metropolitan areas saw a decrease in their unemployment rates, while nine metro areas experienced an increase and seven experienced no change.

Download LAUS data in Excel

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

Unemployment Rates by Demographic

Gender (age 16+)	Oct 2023	Sep 2023	Oct 2022
Female	4.2%	4.3%	3.9%
Male	3.9%	3.9%	3.9%

Age (16+)	Oct 2023	Sep 2023	Oct 2022
Age 16-19	11.9%	12.1%	12.1%
Age 20-24	8.3%	8.3%	5.6%
Age 25-34	4.5%	4.3%	3.5%
Age 35-44	2.5%	2.6%	3.4%
Age 45-54	2.9%	3.0%	2.7%
Age 55-64	2.6%	2.7%	3.6%
Age 65+	3.3%	3.4%	4.2%

Race (age 16+)	Oct 2023	Sep 2023	Oct 2022
White	3.8%	3.8%	3.7%
Black	6.0%	6.1%	5.4%
Hispanic	4.9%	4.9%	4.5%

Education (age 25+)	Oct 2023	Sep 2023	Oct 2022
Less than High School	4.6%	4.5%	5.8%
High School Diploma	3.7%	3.7%	3.9%
Some College/Associate Degree	3.4%	3.4%	3.5%
Bachelor's Degree or Higher	2.4%	2.4%	2.4%

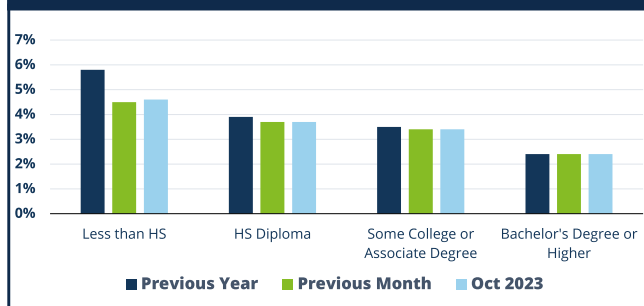| Other Categories (age 18+)	Oct 2023	Sep 2023	Oct 2022
Veterans	3.5%	3.6%	4.8%

Highlights

- The unemployment rate for males remained at 3.9 percent over the year, while the rate for women increased by 0.3 percentage points to 4.2 percent.

- The veteran unemployment rate decreased over the month by 0.1 percentage points to 3.5 percent in October.

- Individuals with some college education or associate degree had an unemployment rate of 3.4 percent. Those with a bachelor's degree and higher had an unemployment rate of 2.4 percent and those with a high school diploma had a rate of 3.7 percent.

- Of the new entrants into Texas' labor force in October, more were men (40,300) than women (27,500).

Unemployment Rates by Race

Legend: Previous Year, Previous Month, Oct 2023
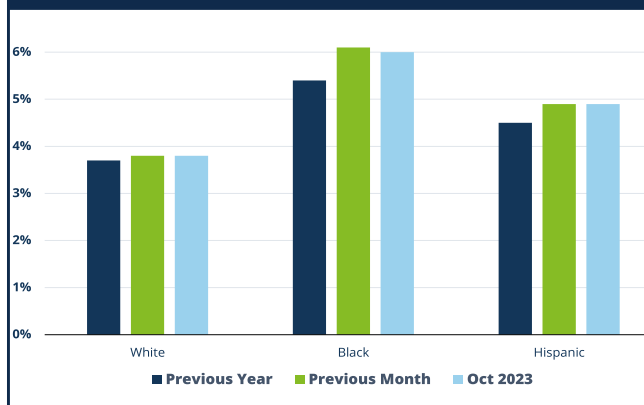
Unemployment Rates by Education
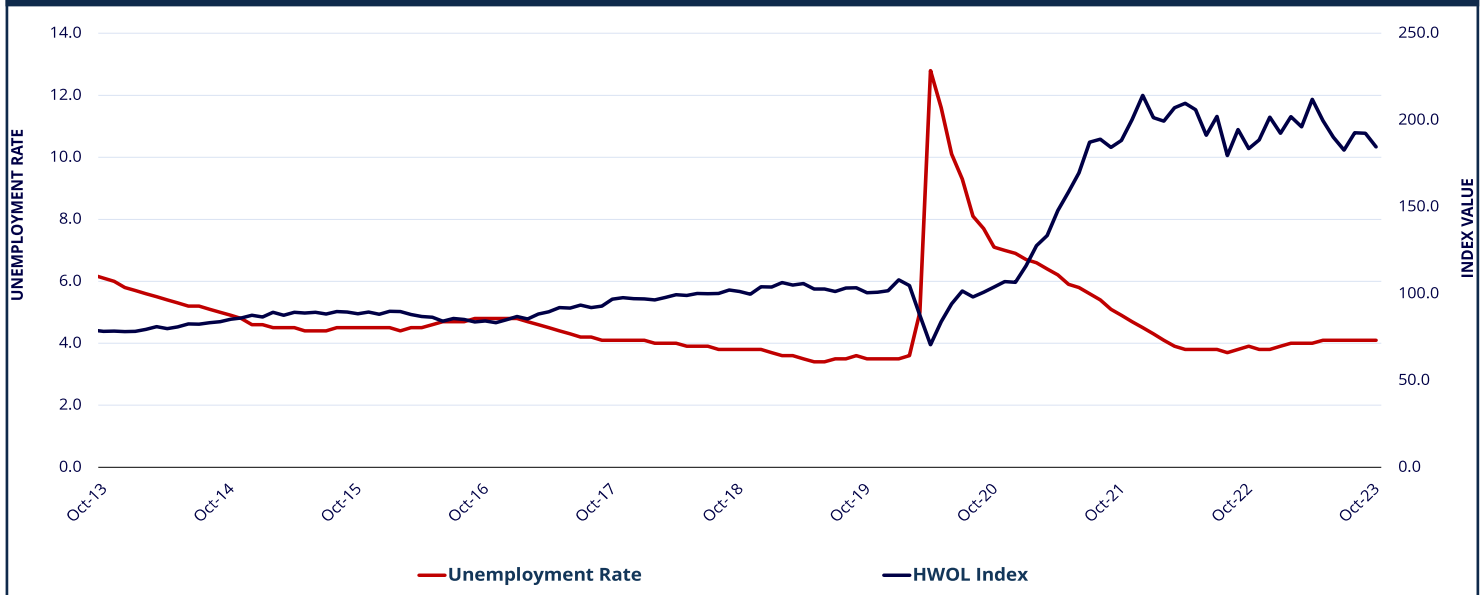

Legend: Previous Year, Previous Month, Oct 2023

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 184.6 in October, a change of 7.8 points.
- The October Supply/Demand rate was 1.3 unemployed for each advertised vacancy, with a total of 139,298 more unemployed workers than advertised vacancies.

Top Employers by Postings

Employer	Oct 2023
Walmart	5,530
Houston Methodist	4,013
HCA Healthcare	3,326
The University of Texas System	3,212
State Of Texas	3,175
H-E-B	2,411
Medical City Healthcare	2,021
CHRISTUS Health	1,926
Aramark	1,725
Baylor Scott & White Health	1,698

Top Occupations by Postings

Occupation	Oct 2023
Registered Nurses	20,902
Retail Salespersons	17,601
Sales Representatives (except Technical and Scientific Products)	12,605
First-Line Supervisors of Retail Sales Workers	12,439
Customer Service Representatives	9,943
Fast Food and Counter Workers	9,274
Software Developers	8,168
Maintenance and Repair Workers, General	8,001
Managers, All Other	7,237
Medical and Health Services Managers	6,619

DEMAND FOR MIDDLE-SKILLS JOBS

Total Middle-Skills Job Ads in Texas
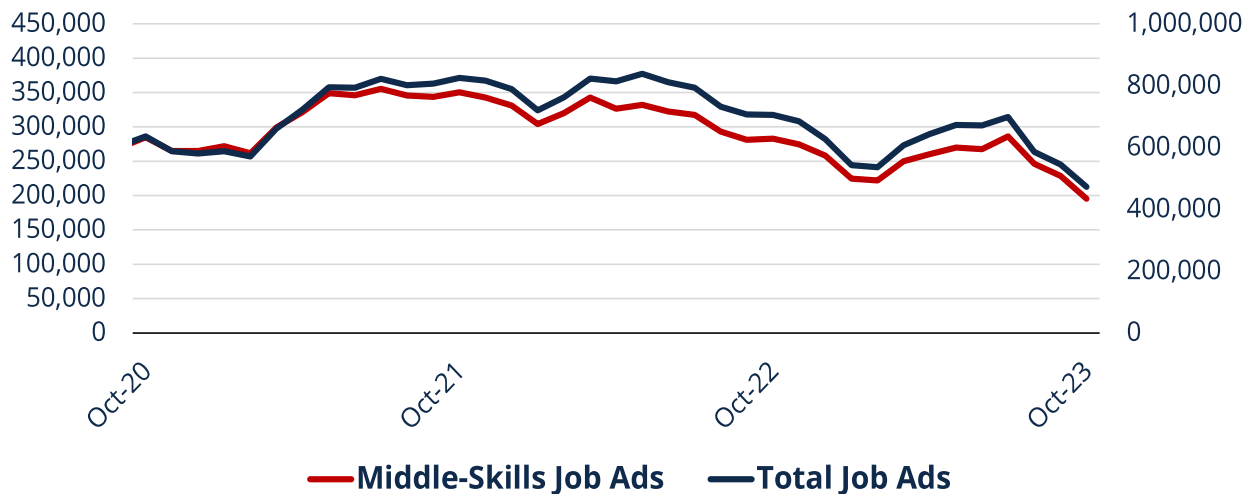
Source: Lightcast™

Highlights

- Middle-Skill occupations require more education than a high school diploma but less than a four-year degree.
- October Help Wanted OnLine® Middle-Skills Job Ads decreased 31.0 percent over the year to 195,098.
- Job ads for Middle-Skill occupations represented 41.3 percent of all live postings in October.

Top Middle-Skills Employers by Postings

Employer	Oct 2023
HCA Healthcare	2,335
Houston Methodist	2,324
Medical City Healthcare	1,564
CHRISTUS Health	1,357
State Of Texas	1,356
Walmart	1,191
Baylor Scott & White Health	1,168
St. David's Healthcare Partnership	1,080
Texas Health Resources	1,061
H-E-B	1,023

Top Middle-Skills Occupations by Postings

| Occupation	Oct 2023
Registered Nurses	20,902
Sales Representatives (except Technical and Scientific Products)	12,605
Customer Service Representatives	9,943
Maintenance and Repair Workers, General	8,001
Home Health and Personal Care Aides	5,288
Licensed Practical and Licensed Vocational Nurses	5,138
Heavy and Tractor-Trailer Truck Drivers	5,067
Stockers and Order Fillers	4,970
Secretaries and Administrative Assistants (except Legal, Medical, and Executive)	4,758
Automotive Service Technicians and Mechanics	4,642

OCCUPATIONAL PROFILE
Standard Occupational Classification: Machinists (51-4041)

Monthly Job Ads for SOC 51-4041
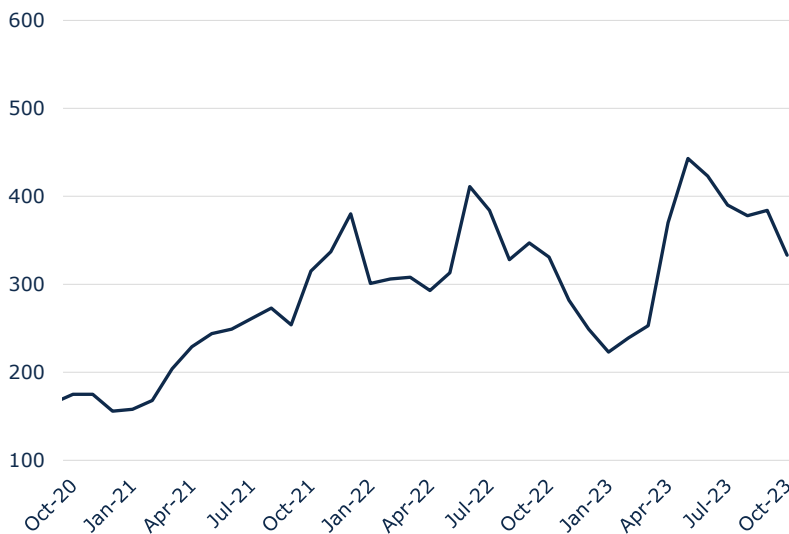
Annual Median Wages by WDA

Machinists (51-4041)

- N/A
- Below $40k
- $40k to $50k
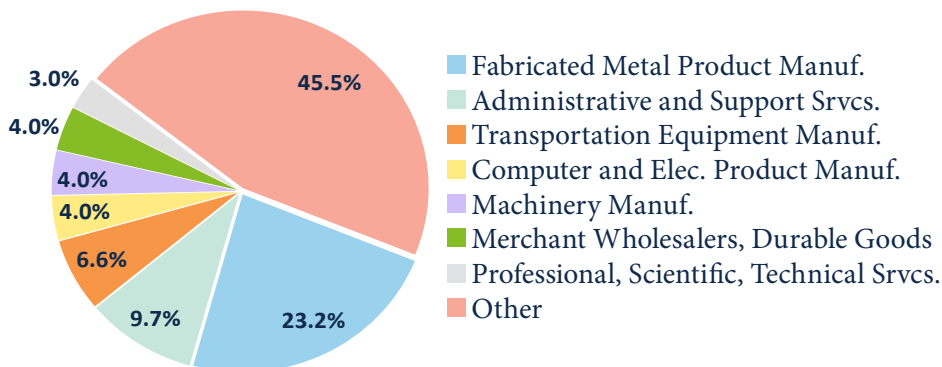- $50K to $60k
- above $60k
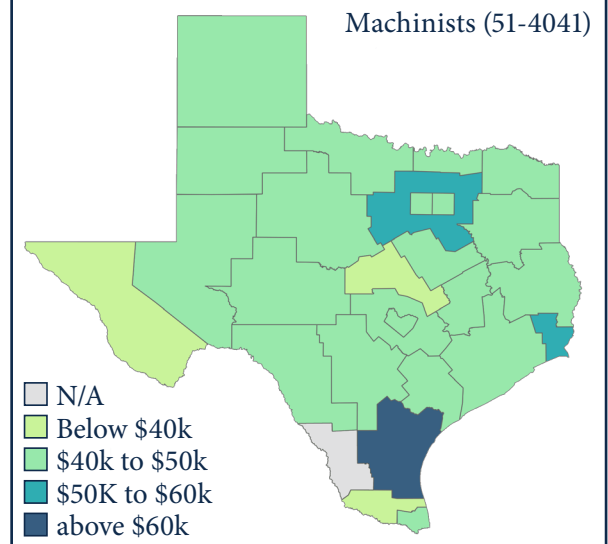
Job Description

Set up and operate a variety of machine tools to produce precision parts and instruments out of metal. Includes those who fabricate, modify, or repair mechanical instruments. Perform a combination of the following duties:

- Machine parts to specifications, using machine tools, such as lathes, milling machines, shapers, or grinders.
- Install experimental parts or assemblies, such as hydraulic systems, electrical wiring, lubricants, or batteries into machines or mechanisms.
- Calculate dimensions or tolerances, using instruments, such as micrometers or vernier calipers.

Education, Experience & Training for SOC 51-4041

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 51-4041

- Fabricated Metal Product Manuf.
- Administrative and Support Srvcs.
- Transportation Equipment Manuf.
- Computer and Elec. Product Manuf.
- Machinery Manuf.
- Merchant Wholesalers, Durable Goods
- Professional, Scientific, Technical Srvcs.
- Other

45.5%
3.0%
4.0%
4.0%
4.0%
6.6%
9.7%
23.2%

Occupational Outlook

- The 2022 median annual wage for Machinists in Texas was $48,732, ranging from $36,580 to $61,340 among WDAs.

- In 2022, Gulf Coast WDA had the highest employment for Machinists at 6,070. Coastal Bend WDA had the highest median wage of $61,340.

- 2020-2030 Projections estimate this occupation will grow 23.0 percent in Texas.

- Job ads for Machinists have increased 5.7 percent since October 2021.

- Learn more: TexasLMI.com.

Assessing Demand for Labor

by Nancy Moore and William Lutz

People are moving to Texas every day, and our labor force is experiencing rapid growth. But how can those new Texans get connected quickly to our dynamic job market and what industries have the most acute demand for labor?

...data published by the Labor Market Information Department can provide some insight into which parts of the Texas economy are experiencing the most rapid growth, and therefore may hire additional labor.

Demand is a powerful economic concept that can be challenging to measure directly, but data published by the Labor Market Information Department can provide some insight into which parts of the Texas economy are experiencing the most rapid growth, and therefore may hire additional labor. Here are some parts of the demand puzzle that our labor market data sources published in TLMR can help answer.

Potential Demand: Employment projections estimate future employment within an industry based on trends and current performance. Industry trends are then applied to staffing patterns to project the potential demand for detailed occupations, which provide not only a window into which occupations are likely to grow but also what occupations are hired by a given industry and vice-versa. Additionally, TWC occupational projections estimate average annual job openings and how much of employment change can be attributed to people exiting an occupation, people transferring between occupations, or growth in that occupation. Texas Workforce Commission (TWC) offers both 2-year and 10-year projections updated annually and biannually respectively. Using these projections, individuals can become further informed on training requirements, wages, career paths, and regional and industry demand.

Current Demand: Online job advertisements can be harvested from the Internet and offer real-time demand from employers. The Help Wanted OnLine™ (HWOL) program is not a product of TWC, but often a helpful resource for job counselors and current job seekers. TWC often uses these and other products to analyze counts of advertised job vacancies because they can be categorized by region, occupation, and industry, making this data set a complement to other job seeker resources.

Net Advertised Demand: Pages 8 and 9 of this publication offer insight to overall demand by observing the total count of HWOL job advertisements in Texas, observed as counter to the supply of individuals who are currently unemployed, as measured by the Local Area Unemployment Statistics (LAUS) program. The LAUS dataset provides counts of the number employed and unemployed residents throughout Texas. Because of its detailed geography, it can provide a window into where the labor supply in Texas lives.

Net Surveyed Demand: The Bureau of Labor Statistics surveys businesses and estimates the number of job openings, which can also be compared with unemployment figures. In addition to job openings, the Job Openings and Labor Turnover Survey (JOLTS) program also estimates hires, and job separations such as quits, and layoffs and discharges. All are offered at the state level. These same data elements are offered nationally at the industry level. Among uses, net surveyed demand is often compared to net supply and calculated in an unemployed persons per job opening ratio.

By combining the data sources listed above, job seekers and businesses can work to understand more fully the dynamic Texas labor market and where it is expanding. These data sources can assist employers to target better their search for labor, and job seekers who wish to ascertain what parts of the Texas labor market are expanding and what skills those growing industries and occupations require.

KEY INDICATORS

Consumer Price Index Annual Growth
(Not Seasonally Adjusted)

Dallas-Fort Worth: 4.6% Houston: 3.0%
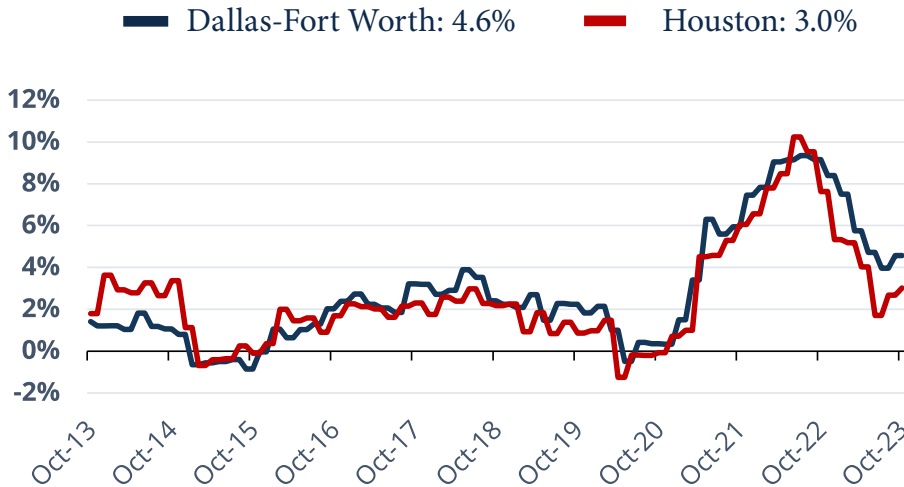
Source: Bureau of Labor Statistics

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

Highlights

- Houston-The Woodlands-Sugar Land CPI annual growth rate increased 0.3 points from the previous reading to 3.0 percent over the year, marking the second consecutive period in which CPI annual growth rate increased from the previous reading.

- Since October 2022, Food increased 4.9 percent while Motor Fuel decreased 2.7 percent.

Highlights

- October recorded the highest monthly AHE in Texas series history.

- In October, AHE for Texas employees on private non-farm payrolls increased by $1.60 over the year to $32.16.

- Over the year, Texas AHE increased 8.1 percent in the Goods Producing Sector and 4.4 percent in the Private Service Providing sector.

- U.S. AHE increased by $1.32 over the year to $34.17, an increase of 4.0 percent.

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

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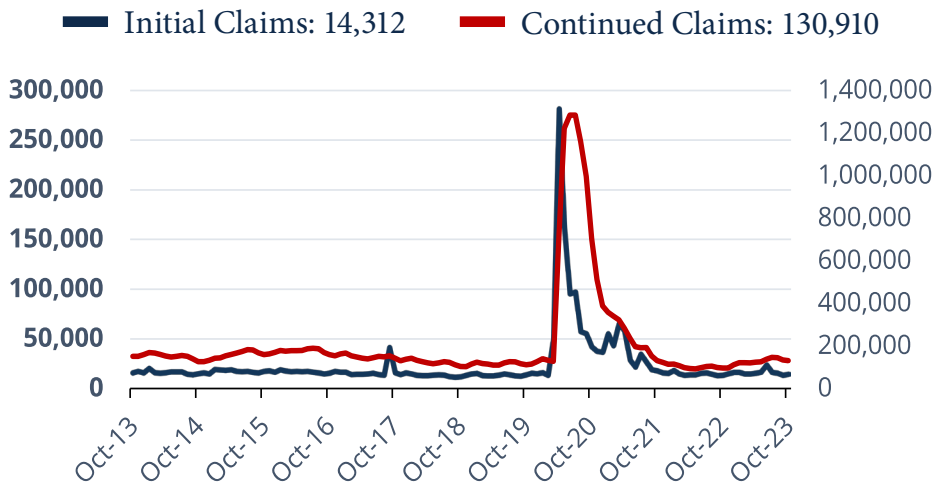### (Total Private, Not Seasonally Adjusted)

Texas: $32.16 US: $34.17
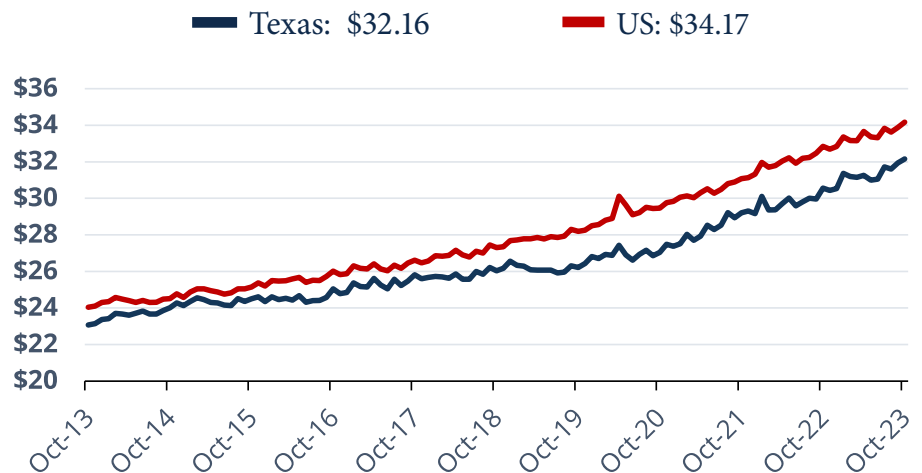
Source: Bureau of Labor Statistics

Download Key Indicators data in Excel

KEY INDICATORS

Initial and Continued Claims
(Four-Week Moving Average)

Initial Claims: 14,312 — **Continued Claims: 130,910**

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 over-the-year four-week rolling average increased 9.0 percent for initial claims and 36.6 percent for continued claims, marking the tenth over-the-year rate increase for both series in the past eleven months.

- The continued claims monthly rolling average decreased by 2,818 claims to 130,910 over the month.

Highlights

- In October, the West Texas Intermediate Spot Price averaged $85.64, decreasing $3.79 over the month and $1.91 over the year.

- Rig count in Texas declined by 62 rigs over the year and 6 rigs over the month, decreasing to 304 rigs. This marked the sixth consecutive month that rig count has declined.

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: $85.64 — **Texas Rig Count: 304**
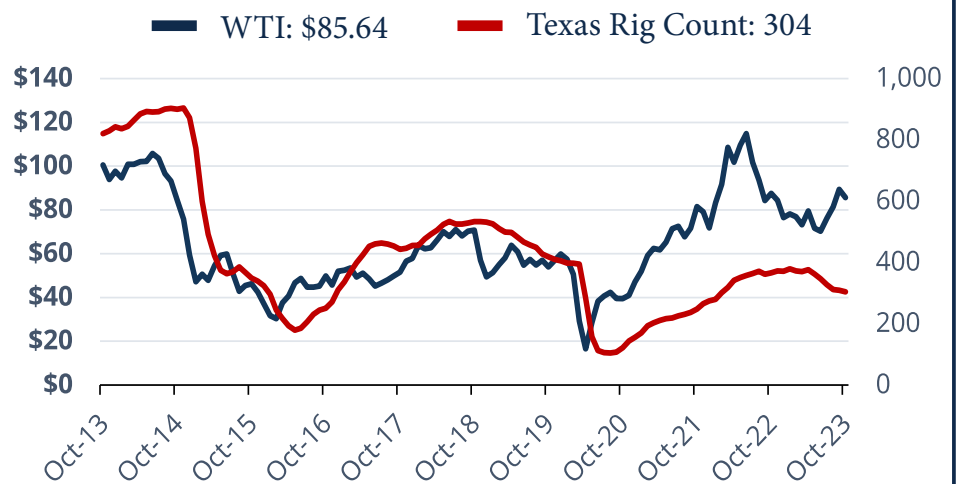
Source: US Energy Information Administration (EIA) & Baker Hughes

Download Key Indicators data in Excel

GLOSSARY

CURRENT EMPLOYMENT STATISTICS (CES)

- **Nonagricultural Jobs:** The total number of persons on establishment payrolls employed full or part time. Persons on the payroll of more than one establishment are counted in each. Data exclude proprietors, self-employed, unpaid family or volunteer workers, farm workers, and domestic workers. Government employment only covers civilian employees.

- **Actual** or **Not Seasonally Adjusted:** Describes data series not subject to the seasonal adjustment process. In other words, the effects of regular, or seasonal, patterns have not been removed from these series.

- **Seasonally Adjusted:** Effects of regular, or seasonal, patterns of hiring or layoffs (holidays, weather, etc.) have been removed from these series. These adjustments make it easier to observe the cyclical and other non-seasonal movements in a data series.

HELP WANTED ONLINE (HWOL)

- **Supply-Demand Rate:** Ratio measuring the number of unemployed persons per HWOL job openings.

- **Middle-Skills Jobs:** Jobs requiring more than a high school diploma but less than a four-year degree.

LOCAL AREA UNEMPLOYMENT STATISTICS

- **Employed:** All persons 16 years and over who, during the reference week, (a) did any work (at least one hour) as paid employees, worked on their own business, profession, or on their own farm, or worked 15 hours or more as unpaid family workers, or (b) were not working but who had jobs from which they were temporarily absent. Each employed person is counted only once, even if the person holds more than one job.

- **Unemployed:** All persons aged 16 years and over who had no employment, but were available for work and had made specific efforts to find employment. Includes persons who were waiting to be recalled to jobs from which they had been laid off.

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

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

OCCUPATIONAL EMPLOYMENT & WAGE STATISTICS (OEWS)

- **Mean Wage:** The average wage, calculated by summing the wages of all the employees in an occupation and dividing the sum by the number of employees.

- **Percentile Wage:** The wage below which a certain percentage of employees in an occupation earn. E.g., 25th Percentile Wage: 25 percent of employees in an occupation earn at or below this wage.

- **Median Wage:** A percentile wage boundary demarcating the 50th percentile; half of employees in an occupation earn more than the median wage, and half earn less than the median wage.

- **Standard Occupational Classification:** A hierarchical taxonomy that assigns a numeric code to an occupation according to tasks performed. This allows narrowly defined occupations to be grouped together at higher levels of aggregation reflecting common functions among similar occupations.

MISCELLANEOUS

- **Metropolitan Statistical Area (MSA):** Geographic area containing 1+ urban center with a population of 50,000+, plus adjacent territory with high social/economic integration with the urban center. In Texas, an MSA consists of 1+ counties.

- **Metropolitan Division (MD):** Smaller areas within a large MSA. The MSA must have a population of 2.5 million+ to be subdivided into Metropolitan Divisions (MDs).

- **Metro Area (MA):** Refers to either an MSA or MD. Texas has 25 MSAs, including the Dallas-Fort Worth-Arlington MSA, which is subdivided into two MDs.

- **Workforce Development Area (WDA):** The State of Texas is divided into 28 local workforce development areas.

Texas Workforce Commission
Labor Market Information

101 East 15th Street, Room 354
Austin, Texas 78778-0001

Toll Free: 1-866-938-4444
Phone: 512-936-3278
Fax: 512-961-4861
www.lmci.state.tx.us