TEXAS
LABOR MARKET REVIEW

Texas Workforce Commission

The Texas Labor Market Review brings you the most current labor market highlights and happenings across the Lone Star State. The information that follows is produced and published on a monthly basis and includes data on nonagricultural job trends, the labor force, job postings, and other relevant indicators for both the state and sub-state areas. Additional data and historical information is available at TexasLMI.com.

May 2022 Monthly Indicators

INDUSTRY EMPLOYMENT

⬆ **74,200 jobs**
Page 2

UNEMPLOYMENT RATE

⬇ **0.1 point**
Page 5

JOB ADS INDEX

⬆ **4.7%**
Page 8

INITIAL UI CLAIMS

⬇ **40 claims**
Page 13

CURRENT EMPLOYMENT STATISTICS
Statewide Industry Employment (Seasonally Adjusted)

Following a May over-the-month increase of 74,200 jobs, Total Nonagricultural Wage and Salary employment reached a new high for the seventh consecutive month by reaching 13,357,100 positions. Eight of 11 major industries exceeded pre-COVID employment levels, including Construction, Manufacturing, and Leisure and Hospitality in May. On an annual basis, Total Nonfarm employment expanded by 762,400 jobs, accelerating to an annual rate of 6.1 percent.

Industry	May 2022	Monthly Change	Annual Change	Annual % Change
Total Nonagricultural	13,357,100	74,200	762,400	6.1
Private	11,377,100	74,800	733,900	6.9
Goods-Producing	1,907,300	16,200	131,100	7.4
Mining & Logging	208,200	-600	29,600	16.6
Construction	783,800	10,600	54,600	7.5
Manufacturing	915,300	6,200	46,900	5.4
Service-Providing	11,449,800	58,000	631,300	5.8
Trade, Transportation & Utilities	2,687,600	11,700	136,900	5.4
Information	225,200	1,600	20,400	10.0
Financial Activities	888,500	2,100	64,200	7.8
Professional & Business Services	2,006,100	15,300	128,300	6.8
Education & Health Services	1,778,900	-3,200	57,600	3.3
Leisure & Hospitality	1,439,800	27,600	164,100	12.9
Other Services	443,700	3,500	31,300	7.6
Government	1,980,000	-600	28,500	1.5

Highlights

- Trade, Transportation, and Utilities employment expanded by 11,700 jobs in May, which contributed to a series-high 40,300 positions added since January 2022.

- Construction added a series-high 54,600 jobs during the 12 months ending in May 2022, for an annual growth rate of 7.5 percent.

- Professional and Business Services led all industries in recovery as employment reached 109.1 percent of the Feb. 2020 pre-COVID level.

Total Nonagricultural Jobs

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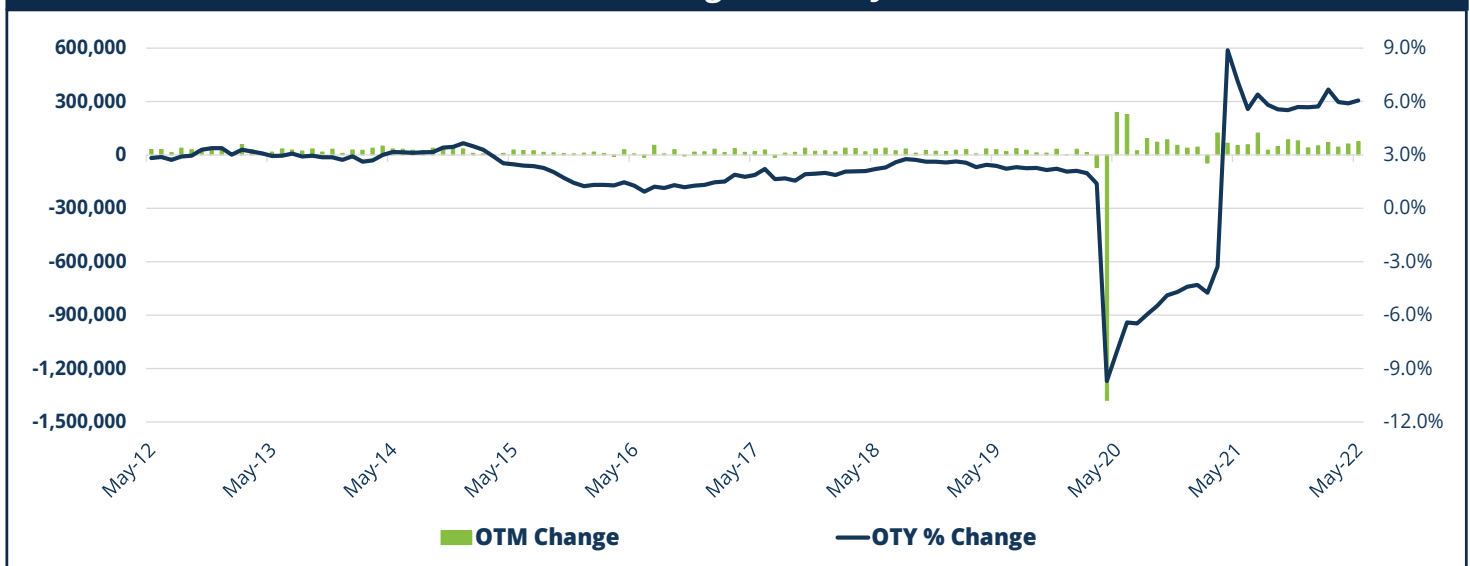
CURRENT EMPLOYMENT STATISTICS
Metro Areas (Seasonally Adjusted)

Metro Areas	May 2022	Monthly Change	Annual Change	Annual % Change
Abilene MSA	73,200	0	2,100	3.0
Amarillo MSA	123,900	-400	3,200	2.7
Austin-Round Rock MSA	1,227,000	1,800	73,200	6.3
Beaumont-Port Arthur MSA	156,600	-100	5,700	3.8
Brownsville-Harlingen MSA	152,700	100	4,700	3.2
College Station-Bryan MSA	126,700	0	3,900	3.2
Corpus Christi MSA	189,900	1,400	6,900	3.8
Dallas-FW-Arlington MSA	4,100,700	32,700	303,300	8.0
Dallas-Plano-Irving MD	2,945,200	21,400	219,000	8.0
Fort Worth-Arlington MD	1,145,300	5,900	64,800	6.0
El Paso MSA	321,400	-900	5,900	1.9
Houston MSA	3,218,900	15,600	183,000	6.0
Killeen-Temple MSA	150,200	100	4,700	3.2
Laredo MSA	107,100	100	5,100	5.0
Longview MSA	97,300	600	4,400	4.7
Lubbock MSA	155,100	-100	5,700	3.8
McAllen MSA	283,500	900	13,600	5.0
Midland MSA	106,600	1,000	6,100	6.1
Odessa MSA	75,200	500	5,000	7.1
San Angelo MSA	49,300	0	900	1.9
San Antonio MSA	1,101,300	4,600	48,400	4.6
Sherman-Denison MSA	50,600	200	1,900	3.9
Texarkana MSA	60,000	-100	1,400	2.4
Tyler MSA	109,500	-900	2,300	2.1
Victoria MSA	39,300	100	1,300	3.4
Waco MSA	129,700	400	7,500	6.1
Wichita Falls MSA	58,600	100	1,500	2.6

Highlights

- Seventeen of 26 metro areas added jobs for a combined increase of 54,800. For the 13th consecutive month, every metro area achieved positive annual growth, with 15 areas meeting or exceeding February 2020 pre-COVID levels.

- Midland MSA employment grew in 20 of the last 22 months, with an increase of 1,000 jobs in May. On an annual basis, the area added 6,100 positions.

- The Corpus Christi MSA added 1,400 positions, marking the largest increase since March 2021. Area employment grew by 6,900 over the year, as the annual growth rate accelerated to 3.8 percent.

- Dallas-Plano-Irving MD employment increased by 21,400 positions, achieving growth in 24 of the last 25 periods.

- Odessa MSA employment grew for the 18th time in the last 20 months, adding 500 positions.

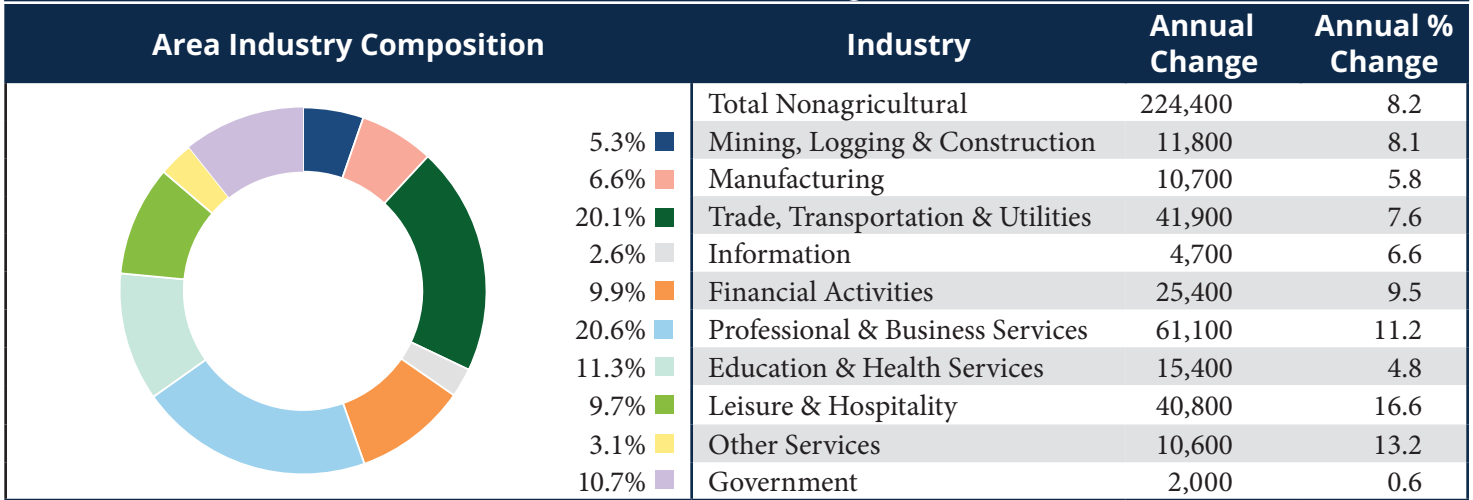- The Fort Worth-Arlington MD added 5,900 jobs for an annual gain of 64,800 positions.

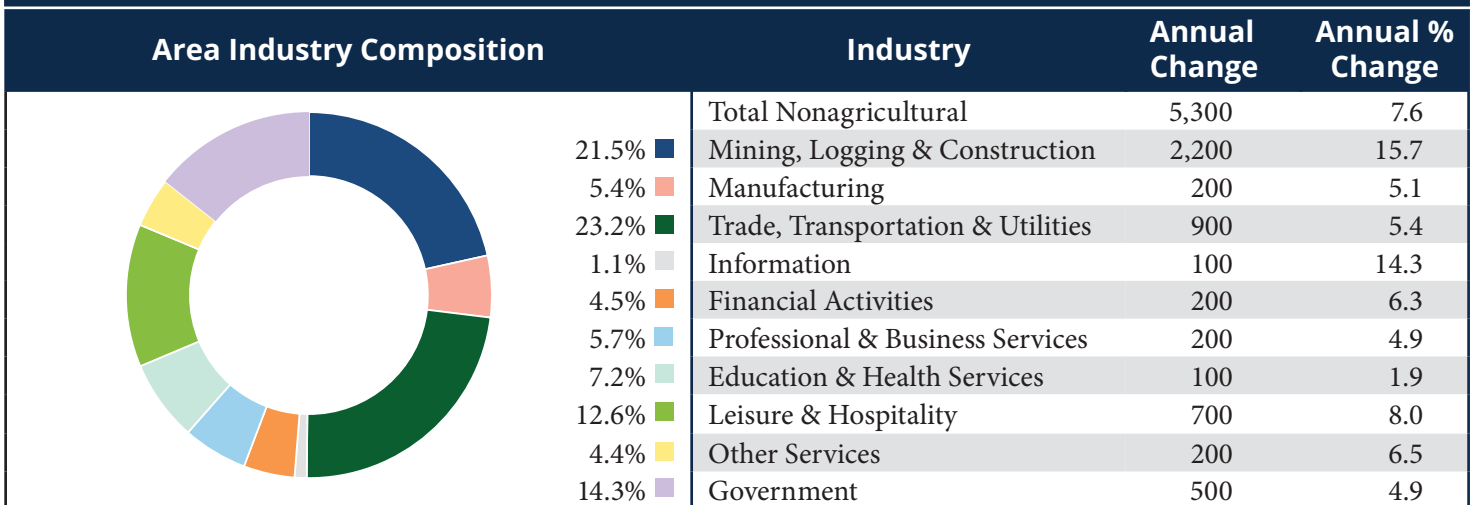## Fastest Growing Metro Areas Over the Year
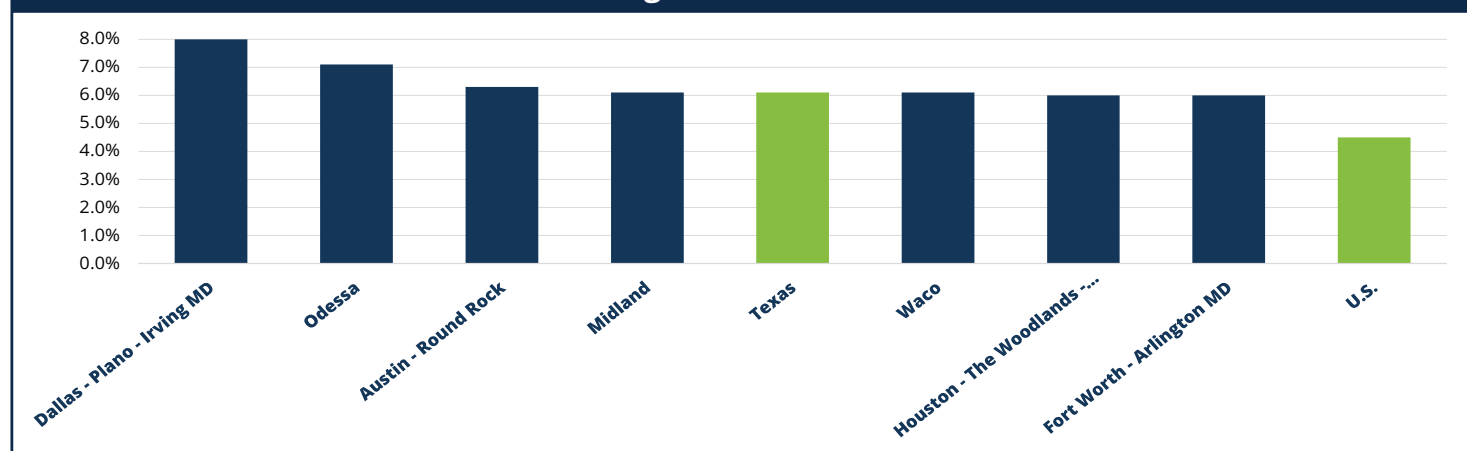
CURRENT EMPLOYMENT STATISTICS
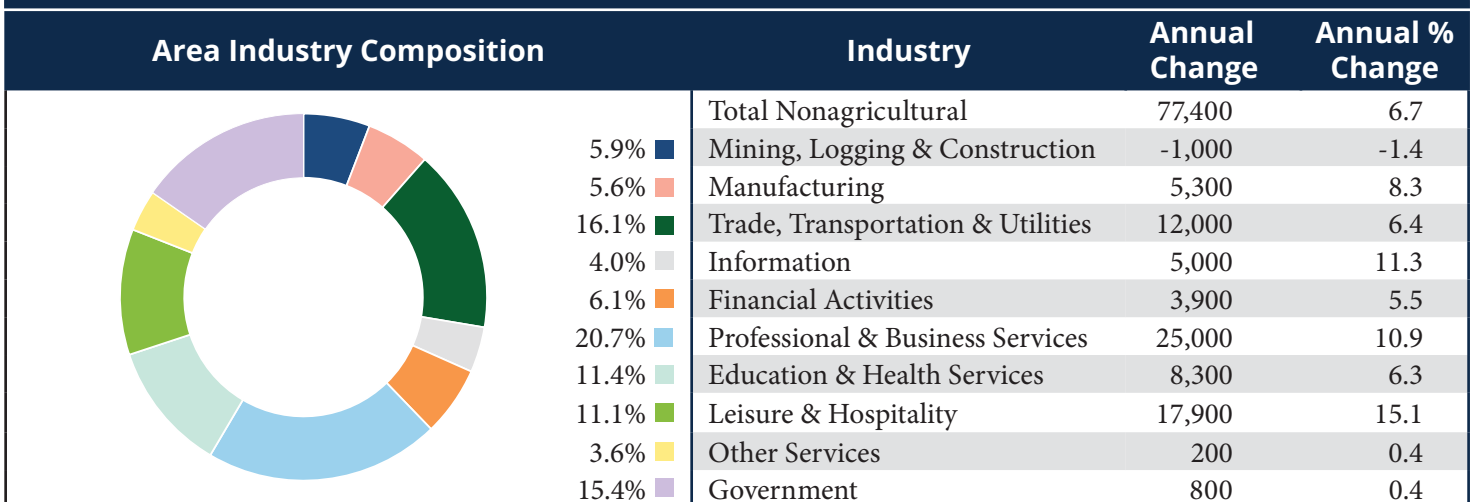## Fastest Growing Metro Areas Over-the-Year (Not Seasonally Adjusted)

Dallas-Plano-Irving MD

Area Industry Composition

Industry	Annual Change	Annual % Change
Total Nonagricultural	224,400	8.2
5.3% ■ Mining, Logging & Construction	11,800	8.1
6.6% ■ Manufacturing	10,700	5.8
20.1% ■ Trade, Transportation & Utilities	41,900	7.6
2.6% ■ Information	4,700	6.6
9.9% ■ Financial Activities	25,400	9.5
20.6% ■ Professional & Business Services	61,100	11.2
11.3% ■ Education & Health Services	15,400	4.8
9.7% ■ Leisure & Hospitality	40,800	16.6
3.1% ■ Other Services	10,600	13.2
10.7% ■ Government	2,000	0.6

Odessa MSA

Area Industry Composition

Industry	Annual Change	Annual % Change
Total Nonagricultural	5,300	7.6
21.5% ■ Mining, Logging & Construction	2,200	15.7
5.4% ■ Manufacturing	200	5.1
23.2% ■ Trade, Transportation & Utilities	900	5.4
1.1% ■ Information	100	14.3
4.5% ■ Financial Activities	200	6.3
5.7% ■ Professional & Business Services	200	4.9
7.2% ■ Education & Health Services	100	1.9
12.6% ■ Leisure & Hospitality	700	8.0
4.4% ■ Other Services	200	6.5
14.3% ■ Government	500	4.9

Austin-Round Rock MSA

Area Industry Composition

Industry	Annual Change	Annual % Change
Total Nonagricultural	77,400	6.7
5.9% ■ Mining, Logging & Construction	-1,000	-1.4
5.6% ■ Manufacturing	5,300	8.3
16.1% ■ Trade, Transportation & Utilities	12,000	6.4
4.0% ■ Information	5,000	11.3
6.1% ■ Financial Activities	3,900	5.5
20.7% ■ Professional & Business Services	25,000	10.9
11.4% ■ Education & Health Services	8,300	6.3
11.1% ■ Leisure & Hospitality	17,900	15.1
3.6% ■ Other Services	200	0.4
15.4% ■ Government	800	0.4

Download CES data (including industry-level data) in Excel
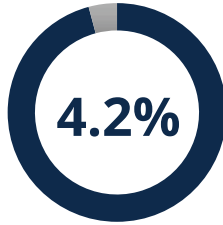
LOCAL AREA UNEMPLOYMENT STATISTICS

Texas & the U.S. (Seasonally Adjusted)

Texas May 2022

■ **Employed**
13,907,800
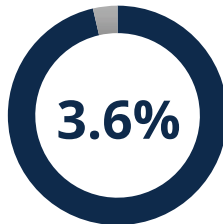
4.2%

■ **Unemployed**
608,200

Date	CLF	Employment	Unemployment	Rate
May 2022	14,516,100	13,907,800	608,200	4.2
Apr 2022	14,459,400	13,838,700	620,700	4.3
May 2021	14,194,300	13,353,800	840,500	5.9

U.S. May 2022

■ **Employed**
158,426,000

3.6%

■ **Unemployed**
5,950,000

Date	CLF	Employment	Unemployment	Rate
May 2022	164,376,000	158,426,000	5,950,000	3.6
Apr 2022	164,046,000	158,105,000	5,941,000	3.6
May 2021	160,801,000	151,550,000	9,251,000	5.8

Highlights

- Over the month the Texas seasonally adjusted unemployment rate dropped to 4.2 percent, six-tenths of a percentage point higher than the U.S. rate of 3.6 percent.
- The state's seasonally adjusted labor force participation rate was 63.7 percent in May.
- Texas' seasonally adjusted LAUS employment was up 69,100 from last month.
- Summarizing the not seasonally adjusted estimates, the Texas unemployment rate increased to 3.8 percent in May. This was 1.9 percentage points lower than the unemployment rate in May 2021.

10 Largest States' Unemployment Rates

Florida
Georgia
North Carolina
Ohio
Texas
California
Michigan
New York
Illinois
Pennsylvania

■ OTM Increase
□ OTM Decline
■ Current Rate

2.5% 3.0% 3.5% 4.0% 4.5% 5.0%
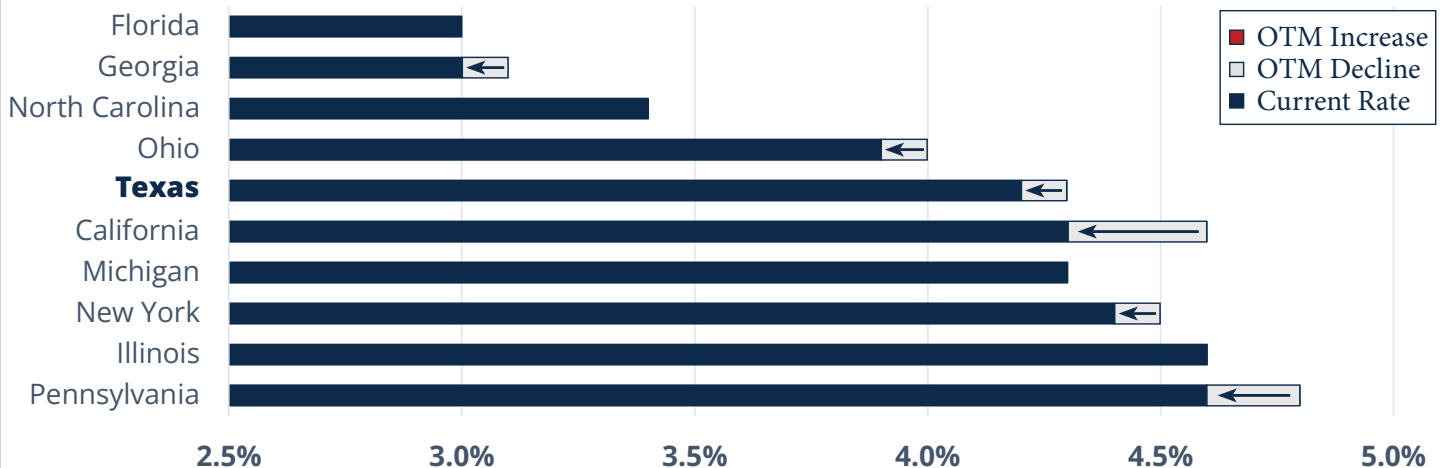
LOCAL AREA UNEMPLOYMENT STATISTICS
Substate Areas (Not Seasonally Adjusted)

County Highlights

- Unemployment rates varied considerably across counties, ranging from a low of 0.6 percent in King County to a high of 12.5 percent in Starr County.

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

- Zapata County experienced the largest unemployment rate decrease of 4.7 percentage points over the year.

- In May 2022, 231 counties experienced an increase in their unemployment rates over the month, while ten counties experienced a decrease and 13 experienced no change.

- Over the year, the civilian labor force increased in 173 counties, while 80 counties in the state experienced a decline and one experienced no change.

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
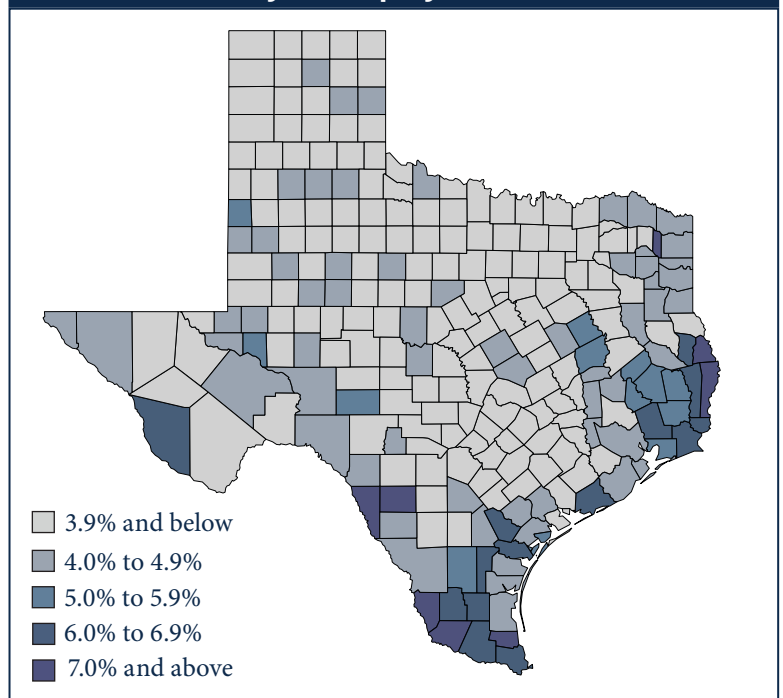
Texas Metro Areas Ranked by Unemployment Rate

Rank	Area	Rate	Rank	Area	Rate
1	Amarillo	2.7	0	Texas	3.8
1	Austin-Round Rock	2.7	14	Killeen-Temple	4.1
3	College Station-Bryan	2.9	14	Texarkana	4.1
4	Lubbock	3.0	16	El Paso	4.3
5	Abilene	3.2	16	Houston-The Woodlands-Sugar Land	4.3
5	San Angelo	3.2	16	Laredo	4.3
7	Dallas-Fort Worth-Arlington	3.3	16	Longview	4.3
7	Midland	3.3	16	Victoria	4.3
7	Sherman-Denison	3.3	21	Odessa	4.8
0	United States	3.4	22	Corpus Christi	5.1
10	Waco	3.4	23	Brownsville-Harlingen	6.1
11	San Antonio-New Braunfels	3.5	24	Beaumont-Port Arthur	6.5
11	Tyler	3.5	25	McAllen-Edinburg-Mission	6.9
13	Wichita Falls	3.6			

Metro Area Highlights

- Over the month, 23 areas experienced an increase in their unemployment rates, while two experienced no change.
- Over the year, all Texas metropolitan areas experienced a decrease in their unemployment rates.
- The Odessa MSA experienced the largest over the year change, falling 3.7 percentage points.

[Download LAUS data in Excel](#)

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

Unemployment Rates by Demographic

Gender (age 16+)	May 2022	Apr 2022	May 2021
Female	4.4%	4.5%	7.4%
Male	4.6%	4.7%	7.4%

Age (16+)	May 2022	Apr 2022	May 2021
Age 16-19	12.4%	11.9%	15.2%
Age 20-24	6.8%	7.4%	12.4%
Age 25-34	4.6%	4.7%	8.2%
Age 35-44	3.7%	3.8%	6.3%
Age 45-54	3.1%	3.2%	5.9%
Age 55-64	3.8%	4.0%	5.9%
Age 65+	4.3%	4.3%	4.9%

Race (age 16+)	May 2022	Apr 2022	May 2021
White	4.2%	4.3%	6.9%
Black	6.3%	6.5%	11.3%
Hispanic	5.3%	5.5%	8.9%

Education (age 25+)	May 2022	Apr 2022	May 2021
Less than High School	6.9%	6.8%	9.7%
High School Diploma	4.6%	4.9%	8.3%
Some College/Associate Degree	4.1%	4.2%	7.3%
Bachelor's Degree or Higher	2.5%	2.6%	4.3%

Other Categories (age 18+)	May 2022	Apr 2022	May 2021
Veterans	5.3%	5.2%	5.8%

Highlights

- The unemployment rate for males decreased by 2.8 percentage points over the year to a rate of 4.6 percent, while the rate for women decreased by 3.0 percentage points to 4.4 percent.

- The veteran unemployment rate increased over the month by 0.1 percentage points to 5.3 percent in May.

- Individuals with some college education or associate degree had an unemployment rate of 4.1 percent. Those with a bachelor's degree and higher had an unemployment rate of 2.5 percent and those with a high school diploma had a rate of 4.6 percent.

- Of the new entrants into Texas' labor force in May, more were men (34,900) than women (19,400).

Unemployment Rates by Race

Legend: Previous Year, Previous Month, May 2022
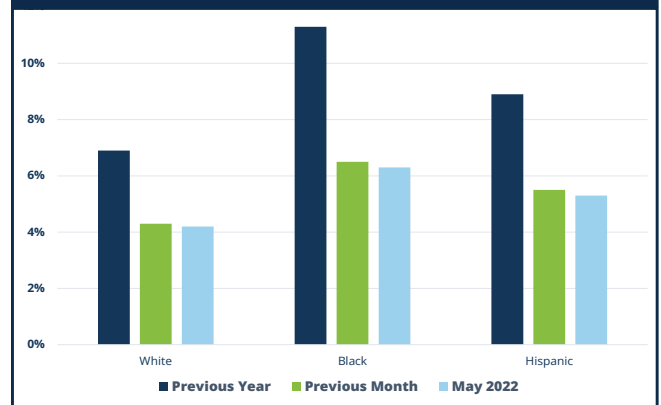
Unemployment Rates by Education

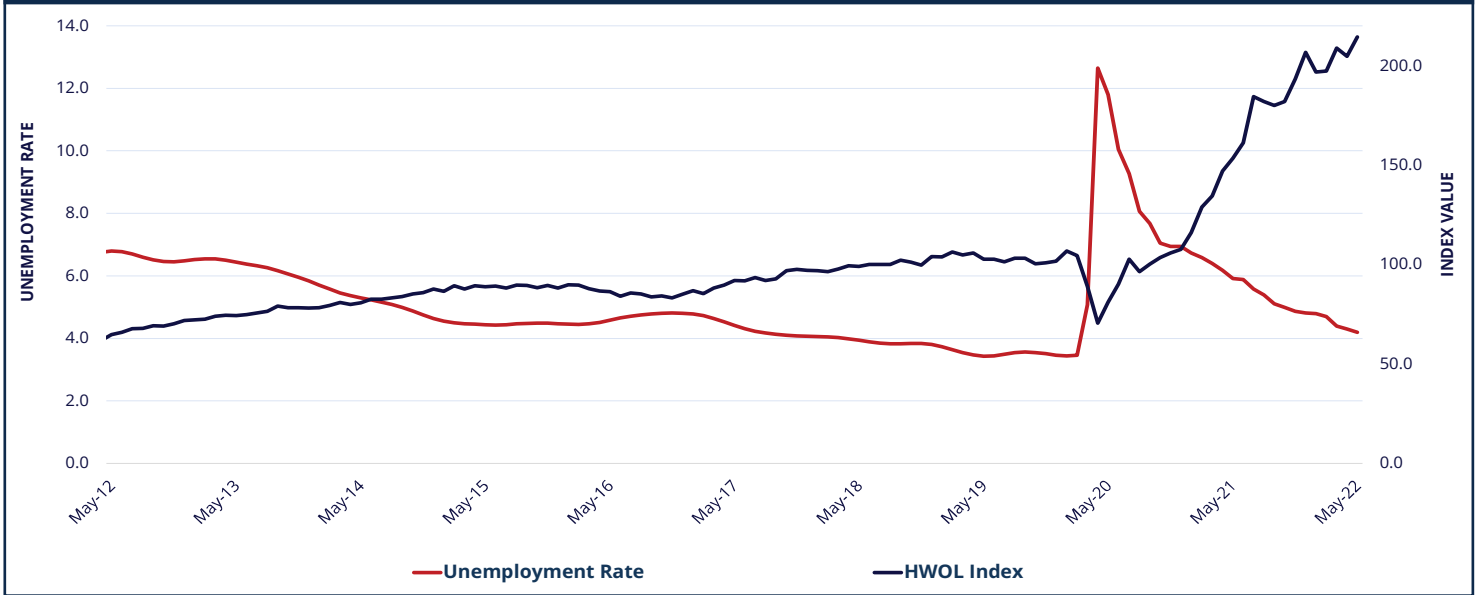Legend: Previous Year, Previous Month, May 2022
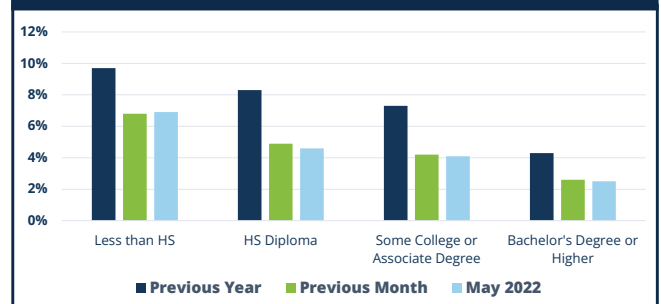
[View notes on CPS data]

HELL WANTED ONLINE

Statewide Online Job Ads Data (Seasonally Adjusted)

Texas Labor Supply vs. Labor Demand

Highlights

- The Conference Board®-Burning Glass® Help Wanted OnLine™ (HWOL) Index increased over the month to 214.5 in May, a change of 9.6 points.
- The May Supply/Demand rate was 0.9 unemployed for each advertised vacancy, with a total of 59,603 more advertised vacancies than unemployed workers.

Top Employers by Postings

Employer	May 2022
Dell	6,342
USAA	6,194
Baylor Scott & White Health	5,940
Hospital Corporation of America	5,778
State of Texas	5,373
Capital One	5,318
Walmart / Sam's	4,519
Anthem Blue Cross	3,361
The Boeing Company	3,300
UnitedHealth Group	3,131

Top Occupations by Postings

Occupation	May 2022
Registered Nurses	31,171
Software Developers, Applications	26,096
Computer Occupations, All Other	20,342
Sales Representatives (except Technical and Scientific Products)	17,728
Managers, All Other	17,403
Customer Service Representatives	16,804
Retail Salespersons	16,398
Heavy and Tractor-Trailer Truck Drivers	15,752
Combined Food Preparation and Serving Workers, Including Fast Food	13,377
First-Line Supervisors of Retail Sales Workers	13,222

DEMAND FOR MIDDLE-SKILLS JOBS

Total Middle-Skills Job Ads in Texas
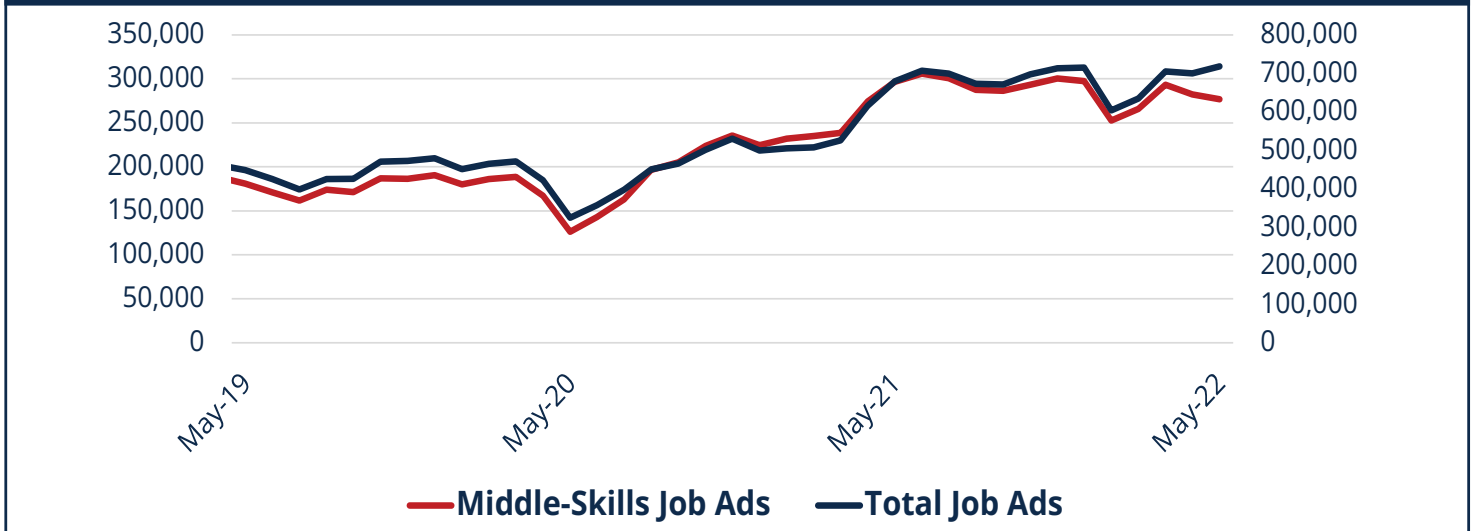
Source: Labor Insight (Burning Glass Technologies)

Highlights

- May Help Wanted OnLine® Middle-Skills Job Ads decreased 6.7 percent over the year to 276,633.
- Job ads for occupations that require more education than a high school diploma and less than a four-year degree represented 38.5 percent of all live postings in May.

Top Middle-Skills Employers by Postings

Employer	May 2022
Baylor Scott & White Health	4,546
Hospital Corporation of America	4,261
State of Texas	2,572
Houston Methodist	2,057
Christus Health	1,876
UnitedHealth Group	1,635
Allied Universal	1,597
Walmart / Sam's	1,389
Memorial Hermann	1,374
Texas Health Resources	1,363

Top Middle-Skills Occupations by Postings

| Occupation	May 2022
Registered Nurses	30,141
Sales Representatives (except Technical and Scientific Products)	17,487
Customer Service Representatives	16,537
Heavy and Tractor-Trailer Truck Drivers	15,613
Maintenance and Repair Workers, General	9,341
Secretaries and Administrative Assistants (except Legal, Medical, and Executive)	6,819
Licensed Practical and Licensed Vocational Nurses	6,181
Stock Clerks and Order Fillers	5,972
Nursing Assistants	5,394
Medical Assistants	5,198

OCCUPATIONAL PROFILE

Standard Occupational Classfication: Bookkeeping, Accounting, Auditing Clerks (43-3031)

Monthly Job Ads for SOC 43-3031
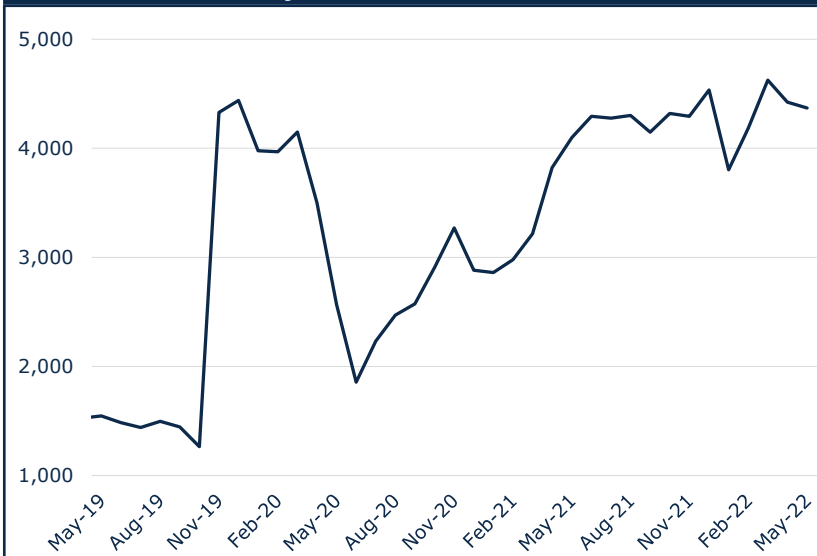
Annual Median Wages by WDA

Bookkeeping, Accounting, Auditing Clerks (43-3031)

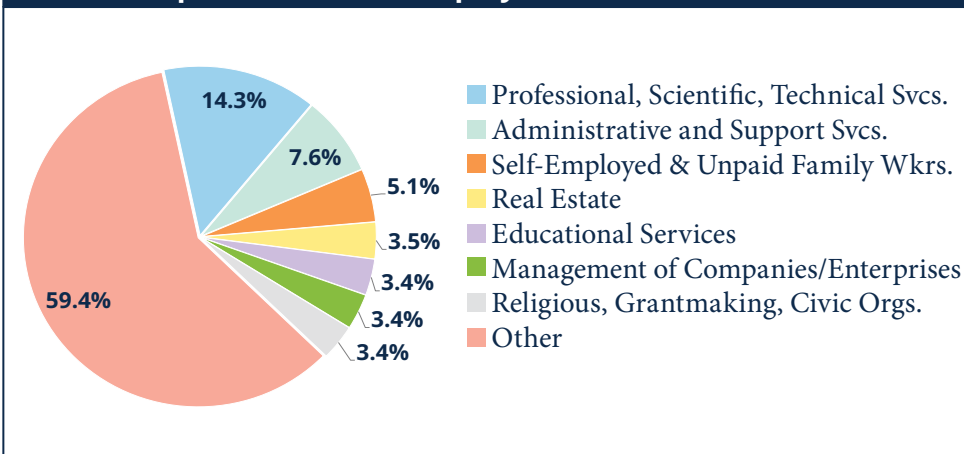- below $30K
- $30k to $35k
- $35k to $40k
- above $40k
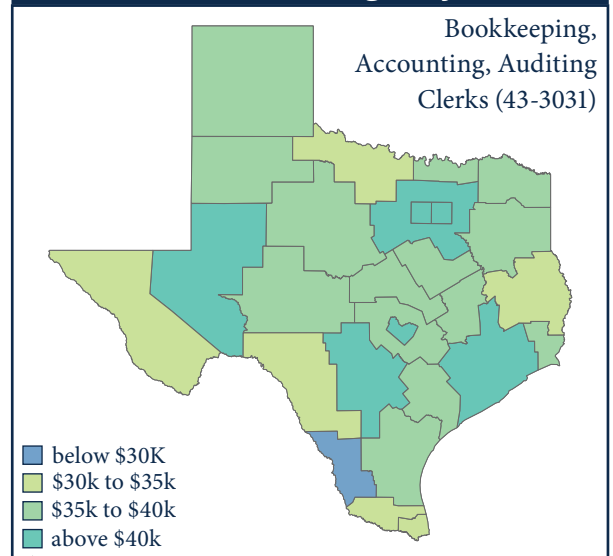
Job Description

- Compute, classify, and record numerical data to keep financial records complete.
- Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records.
- May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.

Education, Experience & Training for SOC 43-3031

Typical education needed for entry:	Some college, no degree
Work experience in a related occupation:	None
Typical training needed:	Moderate-term on-the-job training

Top Industries for Employment for SOC 43-3031

- 14.3% Professional, Scientific, Technical Svcs.
- 7.6% Administrative and Support Svcs.
- 5.1% Self-Employed & Unpaid Family Wkrs.
- 3.5% Real Estate
- 3.4% Educational Services
- 3.4% Management of Companies/Enterprises
- 3.4% Religious, Grantmaking, Civic Orgs.
- 59.4% Other

Occupational Outlook

- In 2020, there were an estimated 131,120 Bookkeeping, Accounting, and Auditing Clerks in Texas representing close to one percent of employment in each WDA.
- Gulf Coast WDA had the highest employment of 33,890 and highest median wage of $44,076.
- Occupational Projections estimate this occupation will grow 5.9 percent statewide from 2018 to 2028 with highest growth expected in Rural Capital (27.9 percent).
- Learn more: TexasLMI.com.

EMPLOYMENT NEWS
Media Update

Job Gains

Continental Automotive to Hire 100 People for $110M facility • *San Antonio Express-News*

NEW BRAUNFELS, TX — With construction on Continental Automotive's new facility underway in New Braunfels, job seekers can start looking for employment opportunities. The state-of-the-art 215,000-square-foot, $110 million manufacturing facility is expected to open in the fall, the company said to the New Braunfels Herald-Zeitung.

The new location, the second facility in Texas, will offer 580 well-paying jobs with "excellent benefits" over the next four years in New Braunfels, with plans to hire 100 people this summer. The facility will be located off I-35 and Kohlenberg Road and will create products for Advanced Driver Assistance Systems, the foundation of assisted and automated driving, the report says.

Hiring event set for new Gap distribution center in Longview • *Longview News-Journal*

LONGVIEW, TX — In February 2021, Gap Inc., parent company for retail brands Gap and Old Navy, announced it would build an e-commerce fulfillment and distribution center in Longview's North Business Park. The 850,000-square-foot facility is under construction on 142 acres, with plans to begin operations later this year.

More than 200 people are expected to work at the center upon its opening. As part of a package of incentives offered to Gap in exchange for expanding into Longview, the company will create more than 500 full-time jobs by the end of 2023, and it will eventually add more than 1,200 full-time jobs.

Toyota Tundra Bed Supplier Celebrates Opening of New Plant • *Seguin Gazette*

SEGUIN, TX — On Tuesday, with the snip of a very long ribbon, Teijin Automotive Technologies officially celebrated the opening of the 200,000-square-foot Seguin facility that will churn out pickup truck beds for San Antonio's Toyota plant.

Teijin is headquartered in Auburn Hills, Michigan. The company broke ground in Seguin on Oct. 1, 2019, in an empty field next to the Rio Nogales Power Plant visible from Interstate 10. Construction was completed in the summer of 2020, and production began in the fall of 2021.

"Along with the parent company, Teijin, we have invested more than $65 million on this state of the art facility," said Bruno Santillan, Teijin Automotive Technologies plant manager of the Seguin facility. "Today, we have over 200 employees working on a three shift pattern."

The new state-of-the-art facility manufactures compression molding, and it sports a 5,200 ton compression molding press—the largest of its kind west of the Mississippi River in the United States.

Job Losses

TaskUs Planning Layoffs as it Focuses on International Growth • *San Antonio Express-News*

NEW BRAUNFELS, TX — TaskUs Inc., the New Braunfels-based provider of technology services, said it's planning layoffs in the U.S. as it focuses on international growth. Word of job cuts came as the company's first-quarter revenue jumped nearly 57 percent and it added thousands of employees globally.

TaskUs provides companies such as Facebook (recently renamed Meta), Netflix, Zoom and Uber with customer support, content security, consulting and artificial intelligence operations.

TaskUs stated it has more than 4,000 employees in the U.S., with most in New Braunfels, San Antonio and Harlingen in the Rio Grande Valley. It declined to specify the number of employees in each location.

Consumer Price Index Annual Growth
(Not Seasonally Adjusted)

Dallas-Fort Worth: 9.1% — Houston: 8.5%
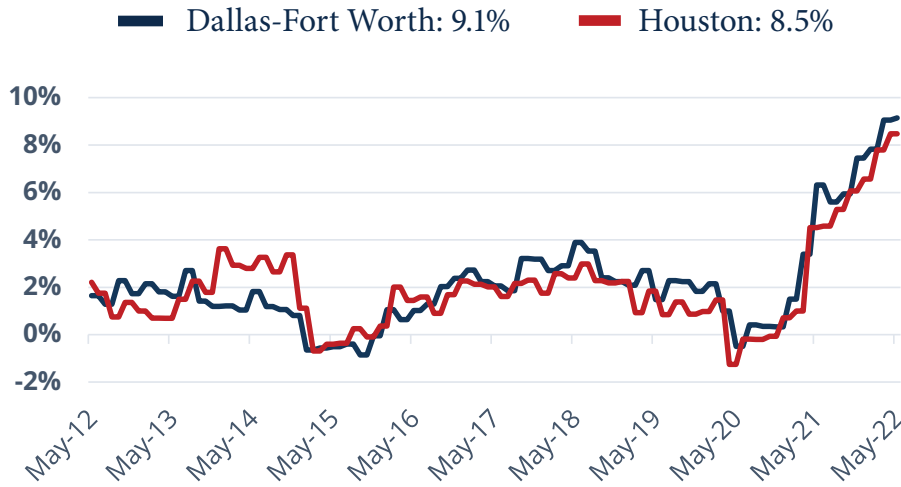
Source: Bureau of Labor Statistics

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

Highlights

- The Dallas-Fort Worth-Arlington CPI increased 1.8 percent over the two month period ending in May. Prices overall increased 9.1 percent over the year, the largest rise since December 1981.

- Since May 2021, the food component of the DFW index increased 11.6 percent while Motor fuel increased 51.3 percent.

Highlights

- In May, the Average Hourly Earnings (AHE) for all Texas employees on private nonfarm payrolls increased $1.45 or 5.1 percent over the year, to $29.98 in May.

- Texas stood at 0.1 percent below the U.S. annual growth rate in May, following two months outpacing the U.S.

- AHE in the U.S. increased $1.60 or 5.2 percent to $32.12.

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

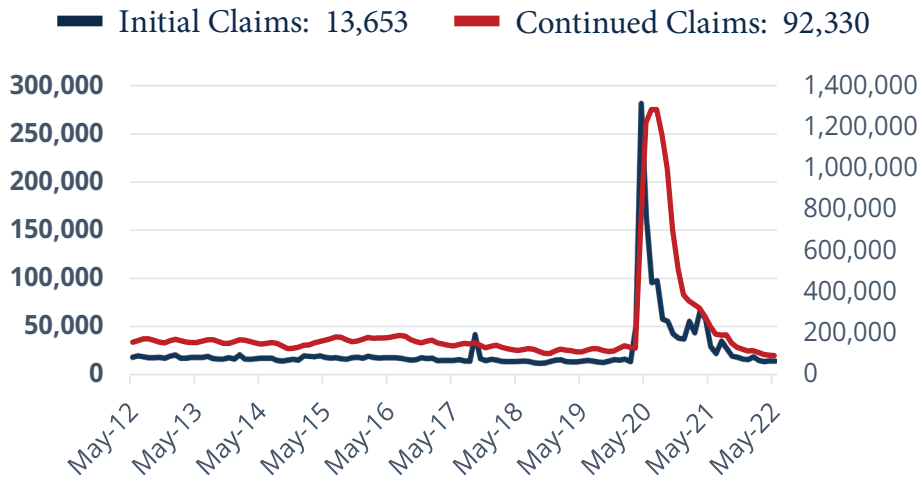## Average Hourly Earnings
(Total Private, Not Seasonally Adjusted)

Texas: $29.98 — US: $32.12
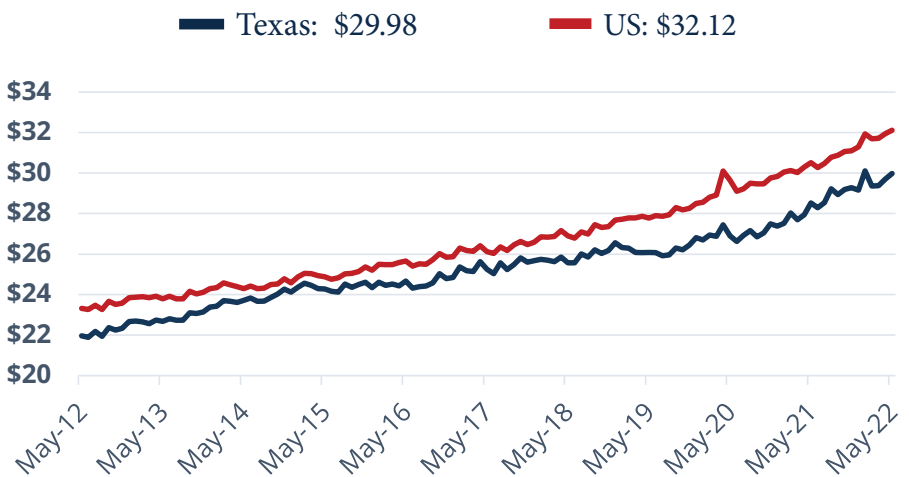
Source: Bureau of Labor Statistics

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KEY INDICATORS

Initial and Continued Claims
(Four-Week Moving Average)

— Initial Claims: 13,653   — Continued Claims: 92,330

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

- In May, the initial claims four-week rolling average decreased 52.2 percent over the year and the continued claims rolling average decreased 61.0 percent.

- The May 2022 four-week rolling average for continued claims remained below the February 2020 pre-COVID level for the eighth consecutive month.

Highlights

- The West Texas Intermediate Spot Price averaged $109.55, increasing $7.77 over the month, and increasing $44.38 over the year in May.

- Texas added 135 rigs over the year and 9 rigs over the month in May to 351 rigs, the highest rig count within the last 26 months.

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, and which is traded in the domestic spot market at Cushing, Oklahoma. 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: $109.55   — Texas Rig Count: 351
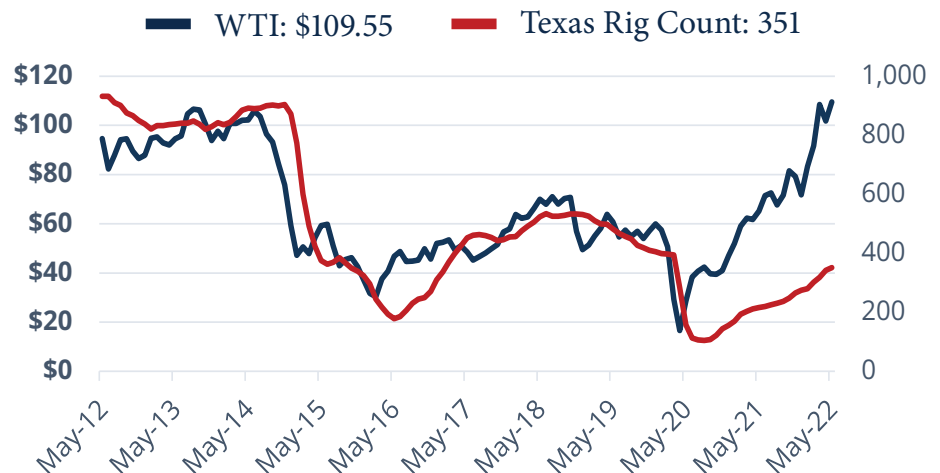
Source: US Energy Information Administration (EIA) & Baker Hughes

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GLOSSARY

CURRENT EMPLOYMENT STATISTICS (CES)

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

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

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

HELP WANTED ONLINE (HWOL)

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

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

LOCAL AREA UNEMPLOYMENT STATISTICS

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

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

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

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

OCCUPATIONAL EMPLOYMENT & WAGE STATISTICS (OEWS)

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

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

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

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

MISCELLANEOUS

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

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

- **Metro Area:** 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

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