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.

November 2023 Monthly Indicators

INDUSTRY EMPLOYMENT

26,800 jobs
Page 2

UNEMPLOYMENT RATE

0.0 points
Page 5

JOB ADS INDEX

6.2%
Page 8

INITIAL UI CLAIMS

1,048 claims
Page 12

CURRENT EMPLOYMENT STATISTICS
Statewide Industry Employment (Seasonally Adjusted)

Total Nonfarm employment rose for the 33rd time in as many months with 26,800 jobs added in November, after a revised increase of 18,600 positions in October. Eight of 11 major industries grew, including six that achieved new series employment highs. Since November 2022, the job count rose by 407,100 as the annual growth rate held at 3.0 percent. Private sector employment rose by 353,300 positions over the same timeframe as all 11 major industries grew annually for the 26th consecutive period.

Industry	Nov 2023	Monthly Change	Annual Change	Annual % Change
Total Nonagricultural	14,094,900	26,800	407,100	3.0
Total Private	12,024,600	24,100	353,300	3.0
Goods Producing	2,019,600	7,100	78,200	4.0
Mining and Logging	224,200	-100	14,400	6.9
Construction	821,400	9,200	35,700	4.5
Manufacturing	974,000	-2,000	28,100	3.0
Service Providing	12,075,300	19,700	328,900	2.8
Trade, Transportation, and Utilities	2,799,700	-2,100	51,800	1.9
Information	243,100	1,800	7,900	3.4
Financial Activities	928,500	200	35,800	4.0
Professional and Business Services	2,160,900	9,900	50,400	2.4
Private Education & Health Services	1,924,600	5,100	91,500	5.0
Leisure and Hospitality	1,475,400	1,800	24,200	1.7
Other Services	472,800	300	13,500	2.9
Government	2,070,300	2,700	53,800	2.7

Highlights

- Following a revised increase of 7,700 jobs in October, Professional and Business Services employment rose again with 9,900 positions added in November.

- Following a revised increase of 5,200 jobs in October, Private Education and Health Services added another 5,100 in November, which marked an 18th series-high in 20 months.

- The Construction industry job count achieved a new series-high employment level of 821,400 positions with a November gain of 9,200 jobs as the annual growth rate surged to 4.5 percent.
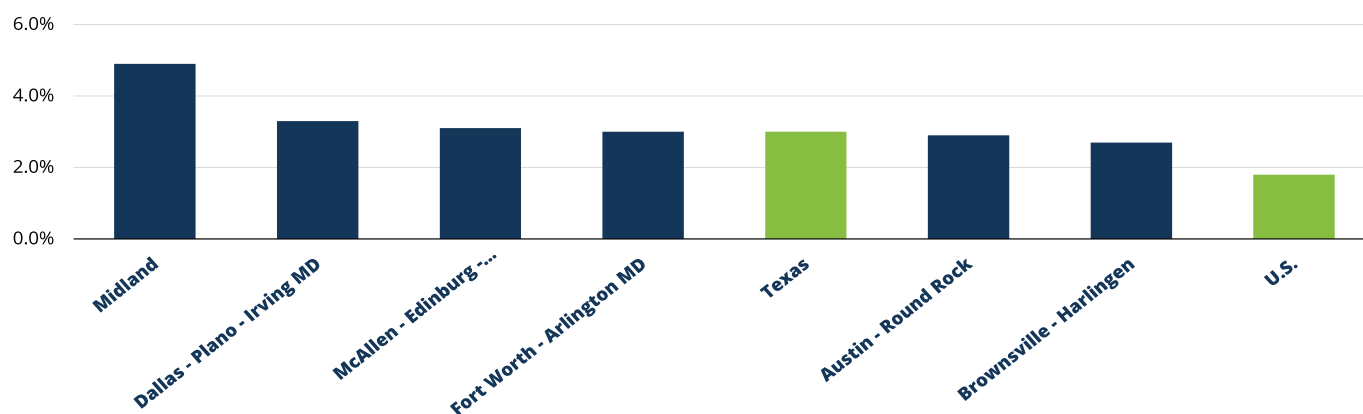
Total Nonagricultural Jobs

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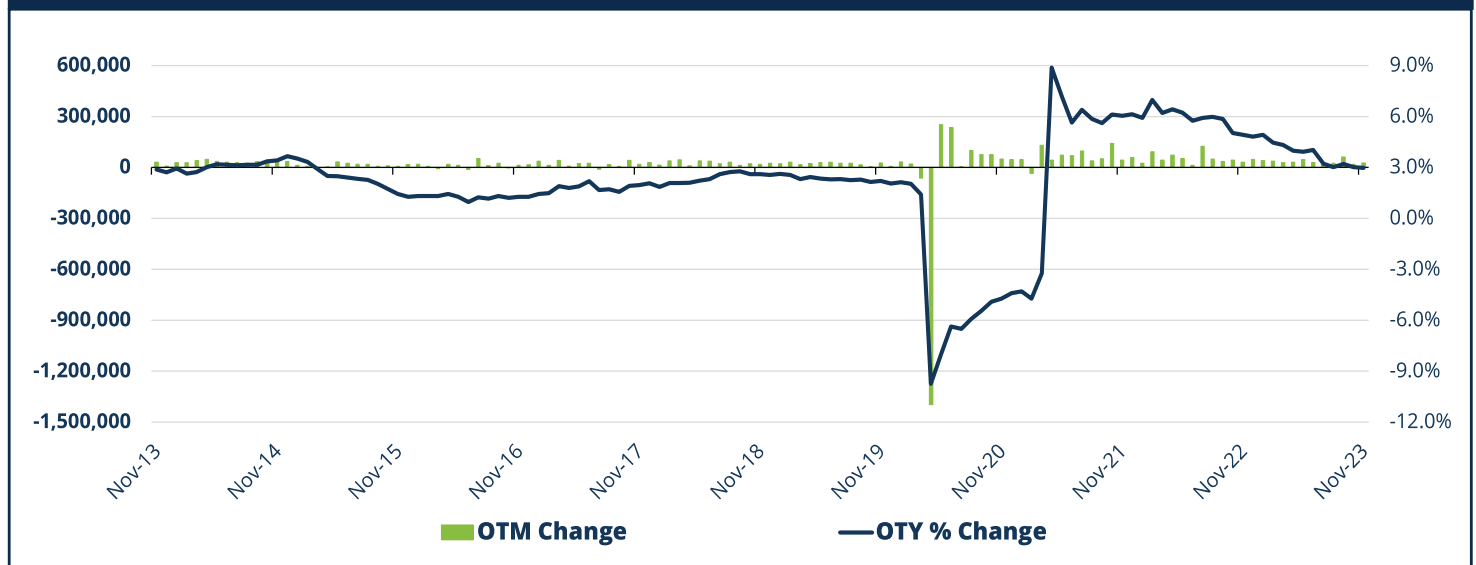
CURRENT EMPLOYMENT STATISTICS
Metro Areas (Seasonally Adjusted)

Metro Areas	Nov 2023	Monthly Change	Annual Change	Annual % Change
Abilene MSA	76,700	-100	1,000	1.3
Amarillo MSA	128,200	-100	900	0.7
Austin-Round Rock MSA	1,336,500	3,500	37,700	2.9
Beaumont-Port Arthur MSA	164,000	500	2,900	1.8
Brownsville-Harlingen MSA	162,500	200	4,200	2.7
College Station-Bryan MSA	140,100	400	3,000	2.2
Corpus Christi MSA	196,000	900	3,600	1.9
Dallas-FW-Arlington MSA	4,311,700	-1,900	132,400	3.2
Dallas-Plano-Irving MD	3,104,100	-4,700	100,000	3.3
Fort Worth-Arlington MD	1,219,600	-200	35,600	3.0
El Paso MSA	341,000	200	3,600	1.1
Houston MSA	3,378,400	3,800	76,600	2.3
Killeen-Temple MSA	155,700	600	2,800	1.8
Laredo MSA	110,500	100	2,200	2.0
Longview MSA	100,700	200	1,300	1.3
Lubbock MSA	160,800	300	2,900	1.8
McAllen MSA	305,000	1,000	9,300	3.1
Midland MSA	122,100	700	5,700	4.9
Odessa MSA	82,000	100	1,900	2.4
San Angelo MSA	52,600	100	700	1.3
San Antonio MSA	1,174,600	2,400	29,600	2.6
Sherman-Denison MSA	50,700	200	500	1.0
Texarkana MSA	60,500	-300	900	1.5
Tyler MSA	114,000	-300	700	0.6
Victoria MSA	40,900	-100	300	0.7
Waco MSA	137,100	600	2,900	2.2
Wichita Falls MSA	59,900	0	500	0.8

Highlights

- Eighteen of 26 metro areas added jobs over the month in November for a combined employment increase of 15,800. Employment in one MSA was unchanged and seven declined. For the 31st consecutive month, every metro area grew annually. Twenty-four areas met or exceeded February 2020 pre-COVID employment levels as of November 2023.

- Midland MSA employment grew by 700 jobs in November, which equaled a percentage increase of six-tenths of a point and marked the highest monthly growth rate among all metro areas. The area also led in percentage terms at 4.9 percent.

- The Corpus Christi MSA job count reached a new series-high employment level in November with the addition of 900 positions. The area added 3,600 positions annually.

- Waco MSA employment achieved a 25th series-high in 28 months with 600 positions gained in November. The metro added 2,900 positions on an annual basis.

Fastest Growing Metro Areas Over the Year

Metro Area	Annual % Change
Midland	~4.9%
Dallas - Plano - Irving MD	~3.3%
McAllen - Edinburg - ...	~3.1%
Fort Worth - Arlington MD	~3.0%
Texas	~3.0%
Austin - Round Rock	~2.9%
Brownsville - Harlingen	~2.7%
U.S.	~1.8%

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	5,500	4.7
33.9% ■	Mining, Logging & Construction	3,000	7.8
4.1% ■	Manufacturing	100	2.0
18.7% ■	Trade, Transportation & Utilities	800	3.6
1.0% ■	Information	0	0.0
4.4% ■	Financial Activities	100	1.9
9.3% ■	Professional & Business Services	-100	-0.9
6.6% ■	Private Education & Health Services	300	3.8
9.5% ■	Leisure & Hospitality	0	0.0
3.6% ■	Other Services	300	7.3
8.9% ■	Government	1,000	10.1

Dallas-Plano-Irving MD

Area Industry Composition	Industry	Annual Change	Annual % Change
	Total Nonagricultural	103,500	3.4
5.5% ■	Mining, Logging & Construction	12,500	7.8
6.5% ■	Manufacturing	7,100	3.6
20.1% ■	Trade, Transportation & Utilities	4,600	0.7
2.7% ■	Information	3,600	4.4
9.8% ■	Financial Activities	15,300	5.3
21.0% ■	Professional & Business Services	21,800	3.4
11.2% ■	Private Education & Health Services	9,400	2.8
9.2% ■	Leisure & Hospitality	7,200	2.6
3.3% ■	Other Services	13,100	14.5
10.8% ■	Government	8,900	2.7

McAllen-Edinburg-Mission MSA

Area Industry Composition	Industry	Annual Change	Annual % Change
	Total Nonagricultural	9,200	3.1
2.9% ■	Mining, Logging & Construction	-100	-1.1
2.4% ■	Manufacturing	200	2.8
19.3% ■	Trade, Transportation & Utilities	600	1.0
1.0% ■	Information	100	3.3
3.1% ■	Financial Activities	200	2.2
7.7% ■	Professional & Business Services	200	0.9
31.0% ■	Private Education & Health Services	5,200	5.8
9.6% ■	Leisure & Hospitality	600	2.1
2.1% ■	Other Services	300	4.8
21.0% ■	Government	1,900	3.0

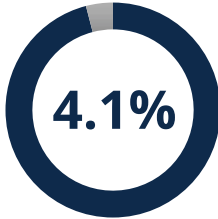[Download CES data (including industry-level data) in Excel](#)

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

Texas November 2023

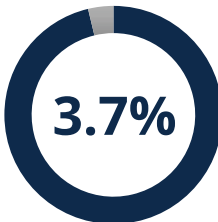**Employed**
14,576,500

4.1%

Unemployed
616,400

Date	CLF	Employment	Unemployment	Rate
November 2023	15,192,900	14,576,500	616,400	4.1
October 2023	15,162,100	14,536,800	625,300	4.1
November 2022	14,708,000	14,143,400	564,600	3.8

U.S. November 2023

Employed
161,969,000

3.7%

Unemployed
6,291,000

Date	CLF	Employment	Unemployment	Rate
November 2023	168,260,000	161,969,000	6,291,000	3.7
October 2023	167,728,000	161,222,000	6,506,000	3.9
November 2022	164,527,000	158,527,000	6,000,000	3.6

Highlights

- Over the month the Texas seasonally adjusted unemployment rate remained at 4.1 percent, four-tenths of a percentage point higher than the U.S. rate of 3.7 percent.
- The state's seasonally adjusted labor force participation rate was 64.2 percent in November.
- Texas' seasonally adjusted LAUS employment was up 39,700 from last month.
- Summarizing the not seasonally adjusted estimates, the Texas unemployment rate decreased to 3.5 percent in November. This was 0.2 percentage points lower than the unemployment rate in November 2022.
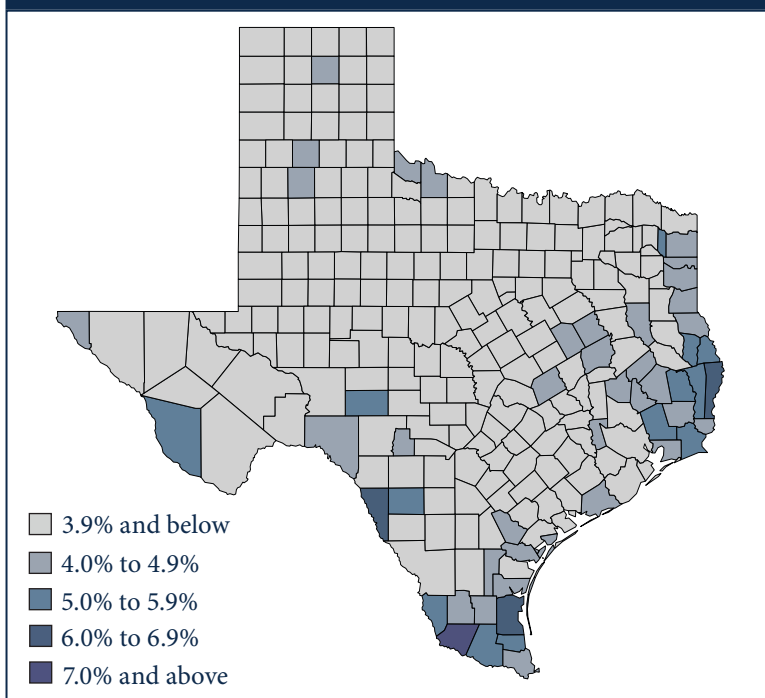
10 Largest States' Unemployment Rates

Legend:
- OTM Increase
- OTM Decline
- Current Rate

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

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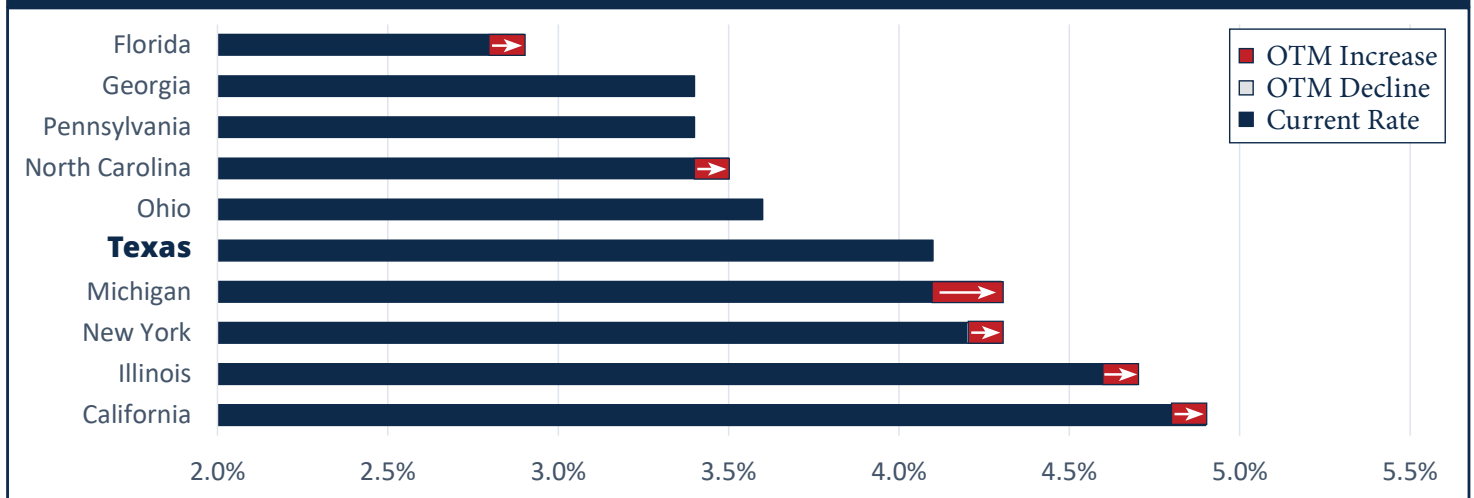
LOCAL AREA UNEMPLOYMENT STATISTICS
Substate Areas (Not Seasonally Adjusted)

County Highlights

- Unemployment rates varied considerably across counties, ranging from a low of 0.3 percent in Loving County to a high of 8.0 percent in Starr County.

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

- In November 2023, seven counties experienced an increase in their unemployment rates over the month, while 239 counties experienced a decrease and eight experienced no change.

- Zavala County experienced the largest unemployment rate decrease of 2.1 percentage points over the year.

- Over the year, the civilian labor force increased in 237 counties, while 16 counties in the state experienced a decline and one, Garza County, 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	Midland	2.2	15	Texarkana	3.4
2	Amarillo	2.6	16	Laredo	3.5
3	College Station-Bryan	2.7	16	Victoria	3.5
4	Lubbock	2.8	0	Texas	3.5
5	Abilene	2.9	0	United States	3.5
5	Odessa	2.9	18	Houston-The Woodlands-Sugar Land	3.8
7	Austin-Round Rock	3.0	18	Longview	3.8
7	San Angelo	3.0	20	Corpus Christi	3.9
9	Waco	3.1	20	Killeen-Temple	3.9
10	San Antonio-New Braunfels	3.2	22	El Paso	4.0
11	Dallas-Fort Worth-Arlington	3.3	23	Brownsville-Harlingen	4.7
11	Sherman-Denison	3.3	24	Beaumont-Port Arthur	5.1
11	Tyler	3.3	25	McAllen-Edinburg-Mission	5.3
11	Wichita Falls	3.3			

Metro Area Highlights

- Over the month, 24 metropolitan areas experienced a decrease in their unemployment rates while one, McAllen-Edinburg-Mission, experienced an increase.

- Over the year, 24 Texas metropolitan areas saw a decrease in their unemployment rates, while one metro area, Austin-Round Rock, experienced an increase.

Download LAUS data in Excel

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

Unemployment Rates by Demographic

| Gender (age 16+)	Nov 2023	Oct 2023	Nov 2022
Female	4.1%	4.2%	3.7%
Male	4.0%	3.9%	3.8%
Age (16+)	**Nov 2023**	**Oct 2023**	**Nov 2022**
Age 16-19	11.2%	11.9%	12.2%
Age 20-24	8.1%	8.3%	5.6%
Age 25-34	4.4%	4.5%	3.5%
Age 35-44	2.5%	2.5%	3.2%
Age 45-54	2.9%	2.9%	2.6%
Age 55-64	2.6%	2.6%	3.5%
Age 65+	3.3%	3.3%	4.2%
Race (age 16+)	**Nov 2023**	**Oct 2023**	**Nov 2022**
White	3.8%	3.8%	3.6%
Black	5.9%	6.0%	5.3%
Hispanic	4.9%	4.9%	4.4%
Education (age 25+)	**Nov 2023**	**Oct 2023**	**Nov 2022**
Less than High School	4.9%	4.6%	5.4%
High School Diploma	3.7%	3.7%	3.6%
Some College/Associate Degree	3.3%	3.4%	3.5%
Bachelor's Degree or Higher	2.4%	2.4%	2.3%
Other Categories (age 18+)	**Nov 2023**	**Oct 2023**	**Nov 2022**
Veterans	3.4%	3.5%	4.4%

Highlights

- The unemployment rate for males increased by 0.2 percentage points over the year to a rate of 4.0 percent, while the rate for women increased by 0.4 percentage points to 4.1 percent.

- The veteran unemployment rate decreased over the month by 0.1 percentage points to 3.4 percent in November.

- Individuals with some college education or associate degree had an unemployment rate of 3.3 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 November, more were men (37,000) than women (26,100).

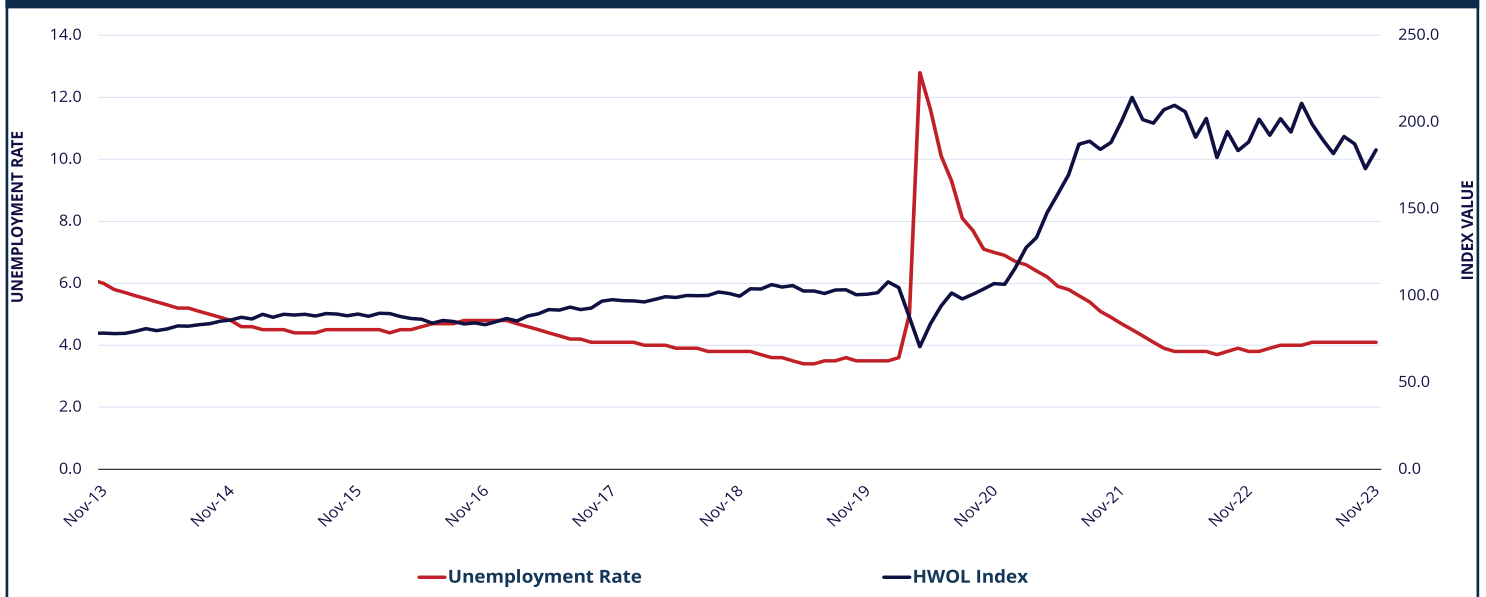### Unemployment Rates by Race
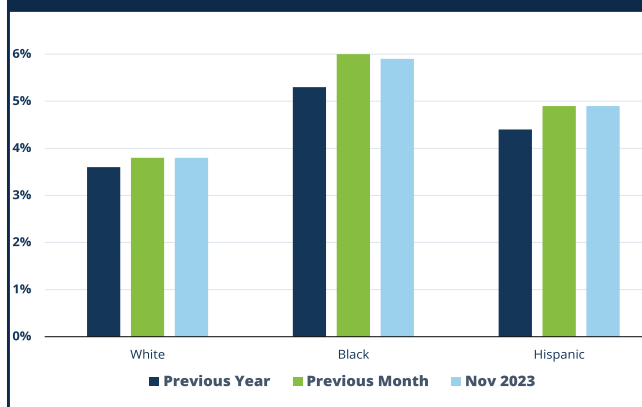
Unemployment Rates by Education
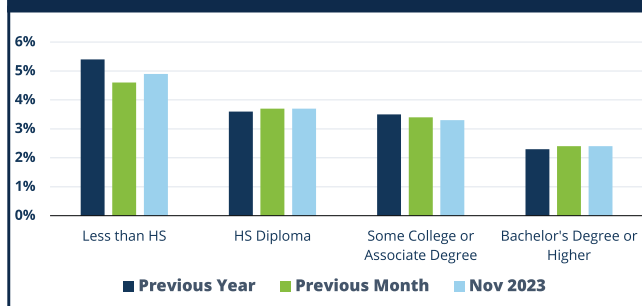
View notes on CPS data

HELL 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 increased over the month to 184.0 in November, a change of 10.8 points.
- The November Supply/Demand rate was 1.2 unemployed for each advertised vacancy, with a total of 116,676 more unemployed workers than advertised vacancies.

Top Employers by Postings

Employer	Nov 2023
Houston Methodist	4,000
Walmart	3,911
HCA Healthcare	3,508
The University of Texas System	3,435
State Of Texas	2,790
H-E-B	2,621
CHRISTUS Health	2,097
Medical City Healthcare	2,052
Pizza Hut	2,029
Baylor Scott & White Health	1,942

Top Occupations by Postings

Occupation	Nov 2023
Registered Nurses	21,268
Retail Salespersons	18,355
First-Line Supervisors of Retail Sales Workers	12,930
Sales Representatives (except Technical and Scientific Products)	12,885
Customer Service Representatives	10,080
Fast Food and Counter Workers	9,720
Software Developers	8,124
Maintenance and Repair Workers, General	7,919
Food Service Managers	7,601
Managers, All Other	7,361

DEMAND FOR MIDDLE-SKILLS JOBS

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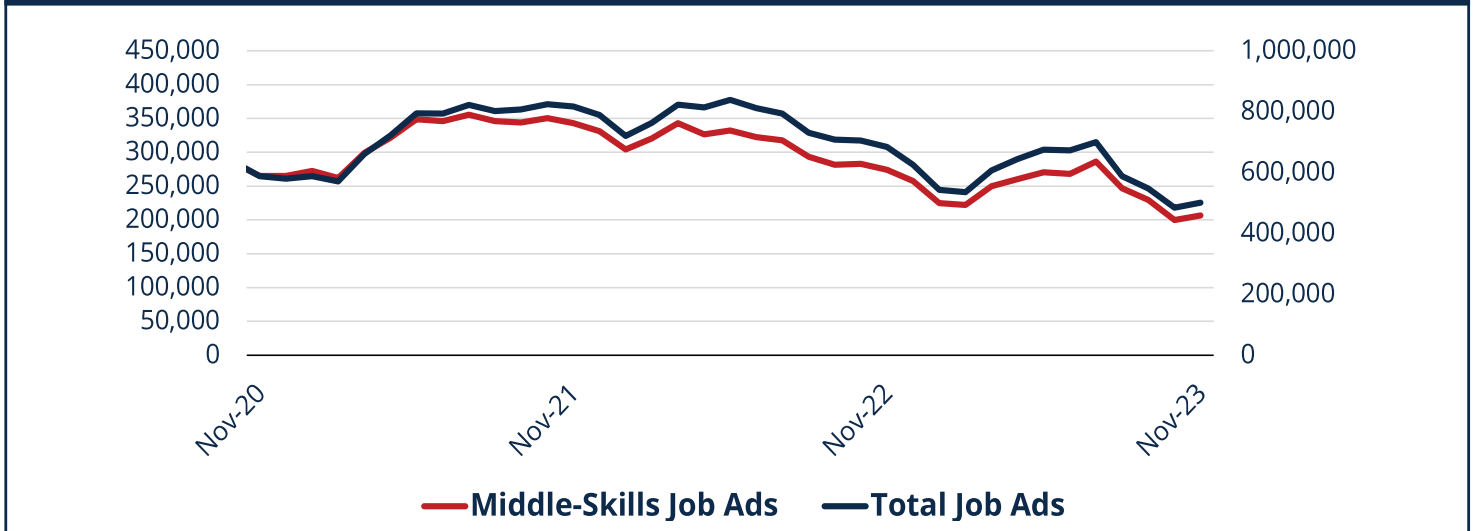
Source: Lightcast®

Highlights

- Middle-Skill occupations require more education than a high school diploma but less than a four-year degree.
- November Help Wanted OnLine® Middle-Skills Job Ads decreased 24.7 percent over the year to 206,552.
- Job ads for Middle-Skill occupations represented 41.2 percent of all live postings in November.

Top Middle-Skills Employers by Postings

Employer	Nov 2023
HCA Healthcare	2,550
Houston Methodist	2,344
Medical City Healthcare	1,622
CHRISTUS Health	1,475
St. David's Healthcare Partnership	1,365
Baylor Scott & White Health	1,346
State Of Texas	1,282
Texas Health Resources	1,249
H-E-B	1,106
Memorial Hermann	1,092

Top Middle-Skills Occupations by Postings

| Occupation	Nov 2023
Registered Nurses	21,268
Sales Representatives (except Technical and Scientific Products)	12,885
Customer Service Representatives	10,080
Maintenance and Repair Workers, General	7,919
Home Health and Personal Care Aides	5,660
Heavy and Tractor-Trailer Truck Drivers	5,389
Licensed Practical and Vocational Nurses	5,246
Secretaries and Administrative Assistants (except Legal, Medical, and Executive)	4,936
Stockers and Order Fillers	4,639
Automotive Service Technicians and Mechanics	4,592

OCCUPATIONAL PROFILE

Standard Occupational Classification: Mobile Heavy Equip. Mechanics, Exc. Engines (49-3042)

Monthly Job Ads for SOC 49-3042
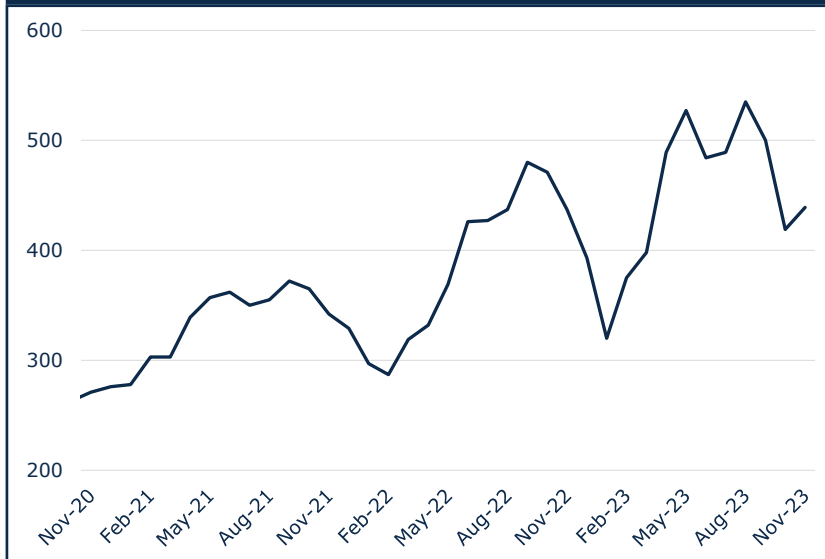
Annual Median Wages by WDA

Mobile Heavy Equipment Mechanics, Except Engines (49-3042)

Legend:
- Below $40k
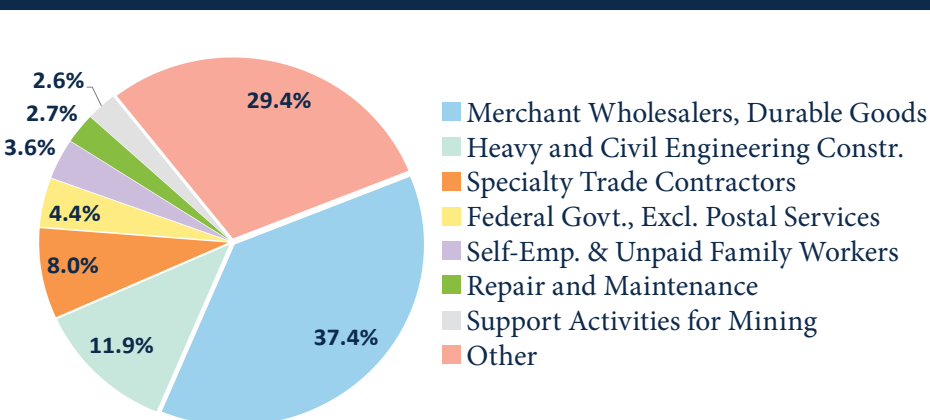- $40k to $50k
- $50K to $60k
- Above $60k
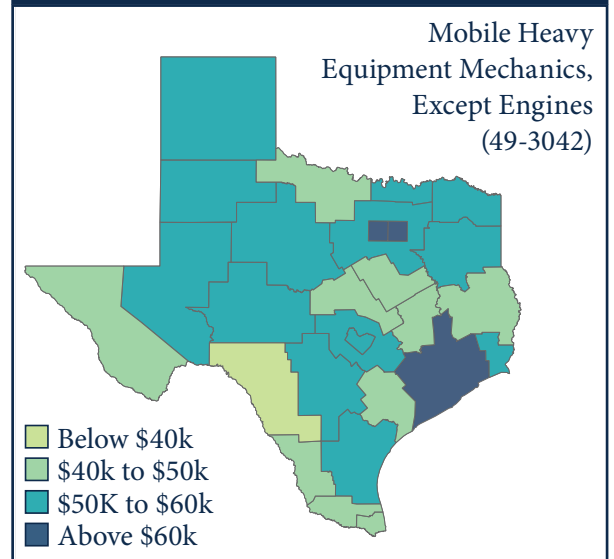
Job Description

Diagnose, adjust, repair, or overhaul mobile mechanical, hydraulic, and pneumatic equipment, such as cranes, bulldozers, graders, and conveyors, used in construction, logging, and mining. Perform a combination of the following duties:

- Dismantle and reassemble heavy equipment using hoists and hand tools.
- Read and understand operating manuals, blueprints, and technical drawings.
- Research, order, and maintain parts inventory for services and repairs.

Education, Experience & Training for SOC 49-3042

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

Top Industries for Employment for SOC 49-3042

- 37.4% Merchant Wholesalers, Durable Goods
- 11.9% Heavy and Civil Engineering Constr.
- 8.0% Specialty Trade Contractors
- 4.4% Federal Govt., Excl. Postal Services
- 3.6% Self-Emp. & Unpaid Family Workers
- 2.7% Repair and Maintenance
- 2.6% Support Activities for Mining
- 29.4% Other

## Occupational Outlook

- The 2022 median annual wage for Mobile Heavy Equipment Mechanics, Except Engines in Texas was $57,943.

- In 2022, Gulf Coast WDA had the highest employment for this occupation at 5,600 and Dallas WDA had the highest median wage of $61,527.

- 2020-2030 Projections estimate this occupation will grow 31.0 percent in Texas.

- Job ads have increased 28.4 percent since November 2021.

- Learn more: TexasLMI.com.

Consumer Price Index Annual Growth
(Not Seasonally Adjusted)
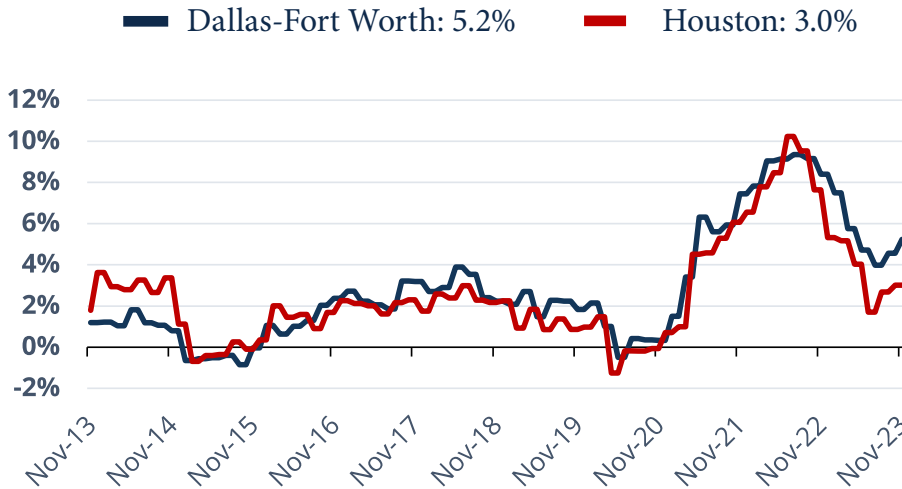
The Consumer Price Index (CPI) is an index of the variation in prices paid by typical consumers for retail goods and other items.

—— Dallas-Fort Worth: 5.2%   —— Houston: 3.0%
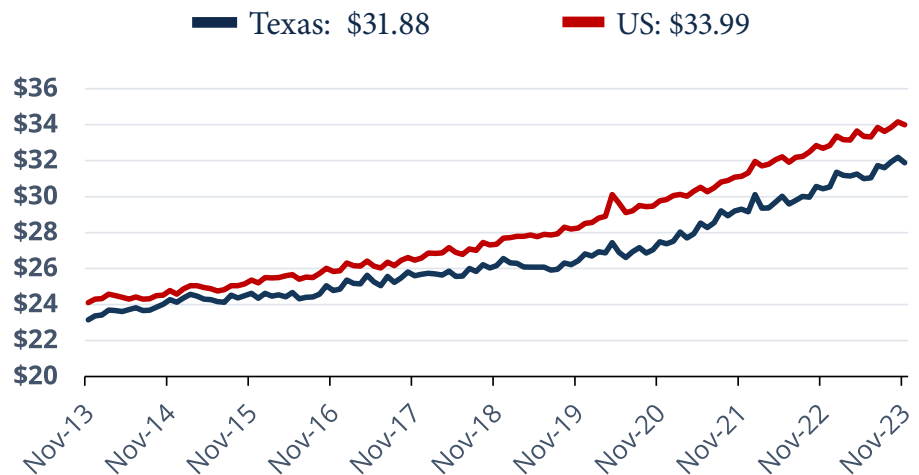
Source: Bureau of Labor Statistics

Highlights

- Dallas-Fort Worth-Arlington CPI annual growth rate increased 0.6 points from the previous reading to 5.2 percent over the year, marking the second consecutive period in which CPI annual growth rate increased from a previous reading.

- Since November 2022, Food increased 5.1 percent while Motor fuel decreased 7.6 percent.

Highlights

- In November, AHE for Texas employees on private nonfarm payrolls increased by $1.44 over the year to $31.88, an increase of 4.7 percent.

- Over the year, Texas AHE increased 7.3 percent in the Goods Producing Sector and 4.0 percent in the Private Service Providing sector.

- U.S. AHE increased by $1.30 over the year to $33.99, 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
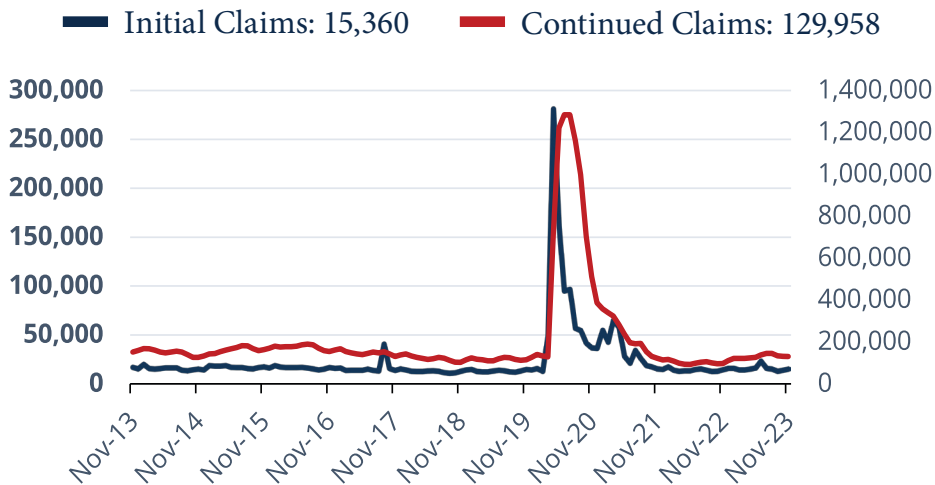### (Total Private, Not Seasonally Adjusted)

—— Texas: $31.88   —— US: $33.99

Source: Bureau of Labor Statistics

Download Key Indicators data in Excel

KEY INDICATORS

Initial and Continued Claims
(Four-Week Moving Average)

Initial Claims: 15,360 — Continued Claims: 129,958

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 moving average increased 4.5 percent for initial claims and 34.7 percent for continued claims, marking the eleventh over-the-year rate increase for both series in the past twelve months.

- The continued claims monthly moving average decreased by 952 claims over the month to 129,958.

Highlights

- In November, the West Texas Intermediate Spot Price averaged $77.69, decreasing $7.95 over the month and $6.68 over the year.

- Rig count in Texas declined by 70 rigs over the year and 2 rigs over the month, decreasing to 303 rigs. This marked the seventh 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: $77.69 — Texas Rig Count: 303
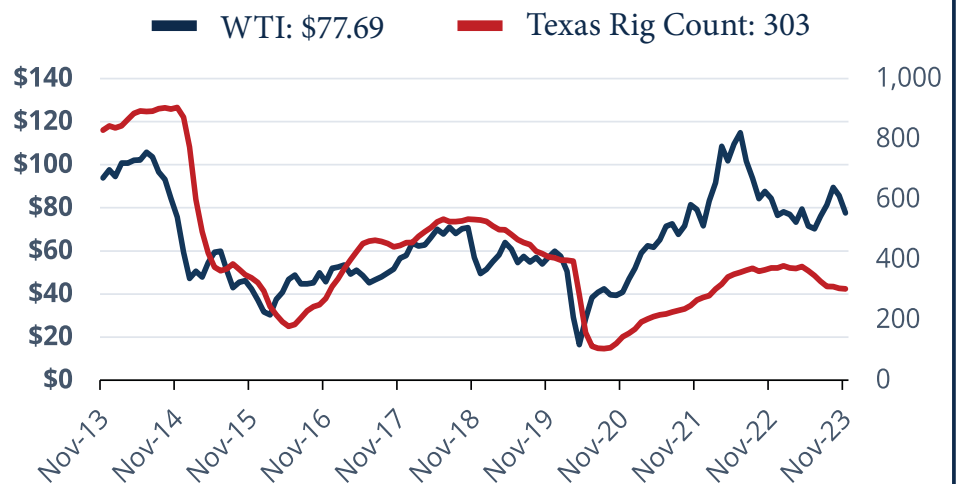
Source: US Energy Information Administration (EIA) & Baker Hughes

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.

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