Texas Workforce Report

2024 to 2025

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

Table of Contents

I. Introduction

The 2024 Texas Annual Economic Report provides a detailed analysis of the state's demographics, labor market, job market, and occupational employment trends.

The Labor Market 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). This report provides an analysis of trends and challenges at both the state and sub-state levels. Included within this document is insight into the demographics of the Texas population including growth trends and labor force status detail such as labor force participation and unemployment rates by demographic groups. Concerning labor market data, consideration was given to prime indicators including job openings, hires, separations, and job counts. Long-term employment demand was addressed by expected growth for top occupations earning above Texas median wages. This data is of great value to provide direction on workforce investment activities, educational program planning, and to aid career explorers to a brighter future.

II. Executive Summary – State of the Workforce

The Texas labor market has continued to trend positively over the past few years as the state's population has continued to swell. From the latest available U.S. Census Bureau estimates, Texas added more than 562,000 persons to its population in 2024, more than any other state. The total population reached a level of over 31.1 million as the diverse Texas labor force continued to grow.

The seasonally adjusted civilian labor force (the number of non-institutionalized persons aged 16 and over participating in the labor market) reached a new series high in June 2025 of more than 15.85 million Texans. This was the 54th new series peak recorded during the previous 56 months. The number of employed Texans also reached a record level of over 15.21 million persons in June 2025, and this series has set new highs in 46 of the past 47 months.

In June 2025, the civilian labor force participation rate (the ratio of the civilian labor force to the population aged 16 and over) ticked down to 64.8 percent, down only slightly from a recent high of 65.1 percent in September 2024. The unemployment rate was down 0.1 points from the previous month in June 2025 at 4.0 percent, marking 41 straight months of seasonally adjusted rates at or below 4.2 percent in Texas. The reading of 4.0 percent for June matched the seventh-lowest value in series history dating back to 1976.

For the year ending June 2025, seasonally adjusted total nonfarm employment in Texas posted a 1.4 percent annual growth rate to reach a level of 14,325,100 jobs. This reflected a basically unchanged rate of job growth since the identical rate of 1.4 percent seen in June 2024 but was 0.7 points below the average annual growth rate over the series history back to 1990 of 2.1 percent.

As a further indicator of continued economic strength in Texas, the total nonfarm job count posted 40 new series-high employment levels in the last 45 months as of June 2025, while total private sector employment posted 39 new series high marks over that period. Positive annual job growth was recorded in 10 of the 11 major industries in Texas over the year (all but Manufacturing) and in all major industries over the past five years.

Private Education and Health Services employment expanded at a 2.4 percent annual rate in June 2025. This led all major industries in Texas, followed by Construction at 2.3 percent. Private Education and Health Services added the most positions over the year at 46,800, while Trade, Transportation, and Utilities employment grew by 40,300 jobs annually.

Long-term projections estimates that Texas employment will increase by more than 2.1 million jobs from 2022 to 2032, representing a growth of 14.7 percent. In comparison, national employment is projected to expand by 3.1 percent from 2024 to 2034.

As the Texas economy grows, so does the demand for a highly skilled workforce. Notably, nearly 71 percent of the expected job growth will require education or training beyond high school. This increase in demand highlights the need to ensure that employers have access to the skilled talent they require, and workers have the training and education needed to succeed.

The Tri-Agency Workforce Initiative, a partnership between the Texas Education Agency (TEA), Texas Higher Education Coordinating Board (THECB), and the Texas Workforce Commission (TWC), is an interagency collaboration that places emphasis on linking education with positive workforce outcomes.

The initiative focuses on key priorities that lay the foundation for addressing these workforce demands, reinforcing the state's commitment to developing a competitive workforce that drives economic prosperity.

Tri-Agency priorities include:

- Pathways - Support efficient and flexible pathways to earning degrees, certificates, and other credentials linked to high-wage, in-demand jobs.
- Support - Ensure students receive the supports necessary to succeed at all stages of their educations and in their transitions to the workforce.
- Infrastructure - Create a robust infrastructure for interagency collaboration around common goals, data, and processes to ensure improved student outcomes and meet employers' needs.

Efforts such as the 60x30TX higher education strategic plan support Texas' long-term economic success. Launched by the Texas Higher Education Coordinating Board in 2015, the 60x30TX plan sets goals for ensuring a competitive workforce. The plan aims for 60 percent of Texans aged 25-34 to have a certificate or degree by 2030, helping to align the educational attainment of the workforce with employer demands. The plan also focuses on marketable skills, aiming for all graduates from Texas public institutions to complete programs with clearly defined skills that translate into the job market.

The focus on postsecondary education and training is echoed by the Texas Workforce Commission's (TWC) Middle Skills Initiative, which aims to address the high demand for middle-skills jobs in Texas. Middle-skills jobs, those requiring more than a high school diploma but less than a four-year degree, represent a significant portion of the state's jobs. However, there is a noticeable disconnect between employer demand and the current educational attainment of the Texas workforce.

Currently, approximately 48 percent of middle skills jobs require those postsecondary skills training, but only 30 percent of workers have the necessary qualifications. To address this, TWC has dedicated resources that focus on key areas such as funding, credentialing support, upskilling programs, and apprenticeships. These efforts help Texans gain the qualifications and hands-on experience necessary to enter and succeed in in-demand occupations, thereby helping close the skills gap and ensuring Texas continues to meet the demands of its growing economy.

Policymakers can leverage labor market data to support workforce initiatives. The data provides critical insights into employment trends, wage data, and industry growth, enabling informed decision-making around workforce development and education policies. Using this data, policymakers can identify existing skills gaps and develop targeted training programs to address both immediate workforce needs and long-term goals. These efforts are essential to sustaining Texas' economic growth, ensuring that employers can find the skilled workers they need while providing Texans the opportunity to achieve prosperity in an evolving job market.

III. Demographics

General population trends

Between 2023 and 2024, the Texas population grew at a faster rate than the national population, increasing by 1.8 percent as compared to 1.0 percent, respectively. Of the five largest states in the U.S., Texas had the second-highest percentage growth in population, adding 562,941 (1.8 percent) people as noted in the table below.

Table 1: Population Growth in Top Five Most-Populous States and the U.S., 2023 to 2024

Area	2023	2024	OTY Percent Change
United States	336,806,231	340,110,988	1.0%
Florida	22,904,868	23,372,215	2.0%
Texas	30,727,890	31,290,831	1.8%
New York	19,737,367	19,867,248	0.7%
California	39,198,693	39,431,263	0.6%
Pennsylvania	13,017,721	13,078,751	0.5%

Data Source: U.S. Census Bureau, Annual Estimates of Resident Population, July 1, 2023, to July 1, 2024

Figure 1 shows the historical population trends in Texas since 1990, along with the forecasted population growth through 2032 provided by the Texas Comptroller of Public Accounts. Despite Texas having already surpassed the 2024 projected population of 31,090,700 persons, the state is expected to reach 33,891,000 residents by 2032.

Figure 1: Texas Historical and Projected Population Trend, 1990 to 2032
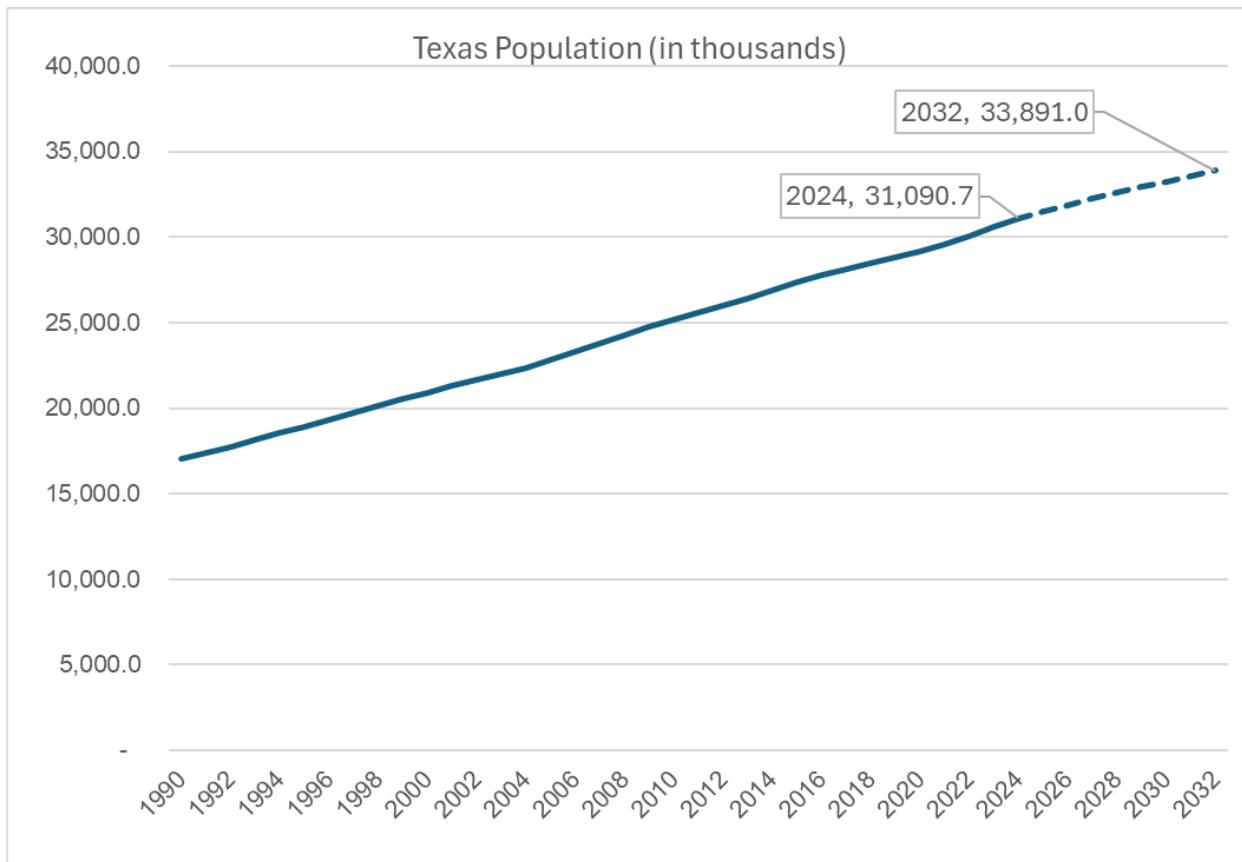
Data Source: Texas Comptroller of Public Accounts. Fall 2024 Economic Forecast, Calendar Years 1990-2050

Population growth among metropolitan areas in Texas continues to increase. Texas metro areas held the second and third rankings in actual growth among Metropolitan Statistical Areas in the United States and Puerto Rico from July 1, 2023 to July 1, 2024. The Houston-Pasadena-The Woodlands Metropolitan Statistical Area added the second most people of any MSA nationally from 2023 to 2024 and the Dallas-Fort Worth-Arlington MSA ranked third. All six of Texas' largest metropolitan areas experienced growth over the year as shown in Table 2.

The table below also contains percentages of population age 25 and older with a high school diploma or higher and a bachelor's degree or higher for the largest MSAs. Educational attainment is closely watched since it is highly correlated with high-wage jobs.

Table 2: Annual Growth Rates and Educational Attainment in Texas' Largest Metropolitan Statistical Areas, 2023-24

Texas Metropolitan Statistical Area	Population Estimate July 1, 2023	Population Estimate July 1, 2024	Number Change 2023-2024	Percent Change 2023-2024	Percent of Population with High School Diploma and Above	Percent of Population with Bachelor's Degree and Above
Dallas-Fort Worth-Arlington	8,166,110	8,344,032	177,922	2.2%	88.4%	41.0%
Houston-Pasadena-The Woodlands	7,598,011	7,796,182	198,171	2.6%	85.4%	37.3%
San Antonio-New Braunfels	2,715,709	2,763,006	47,297	1.7%	88.5%	32.8%
Austin-Round Rock-San Marcos	2,492,618	2,550,637	58,019	2.3%	91.8%	52.3%
McAllen-Edinburg-Mission	902,443	914,820	12,377	1.4%	72.3%	21.3%
El Paso	878,319	879,392	1,073	0.1%	82.6%	26.6%

Data Sources: U.S. Census Bureau, Annual Estimates of Resident Population, July 1, 2023 to July 1, 2024; U.S. Census Bureau, American Community Survey, 1-Year Estimates, 2024. Educational attainment Age 25 and older.

County Population Growth

Population growth rates varied considerably across counties from 2023 to 2024, ranging from a low of -6.0 percent in Kenedy County to a high of 6.0 percent in Kaufman County as shown in Figure 2 below. Twenty-four counties had a population growth rate of 3.0 percent or higher. Eighteen of the top 20 counties by percentage growth 2023 to 2024 were located within Metropolitan Statistical Areas. This suggests that in Texas, metropolitan areas continue to be a target for population growth. From 2023 to 2024, 188 counties experienced growth over the year, while 65 counties experienced a decline in population and one showed no change.

**Figure 2: Annual Population Growth Rates for Counties in Texas, 2023 to 2024**
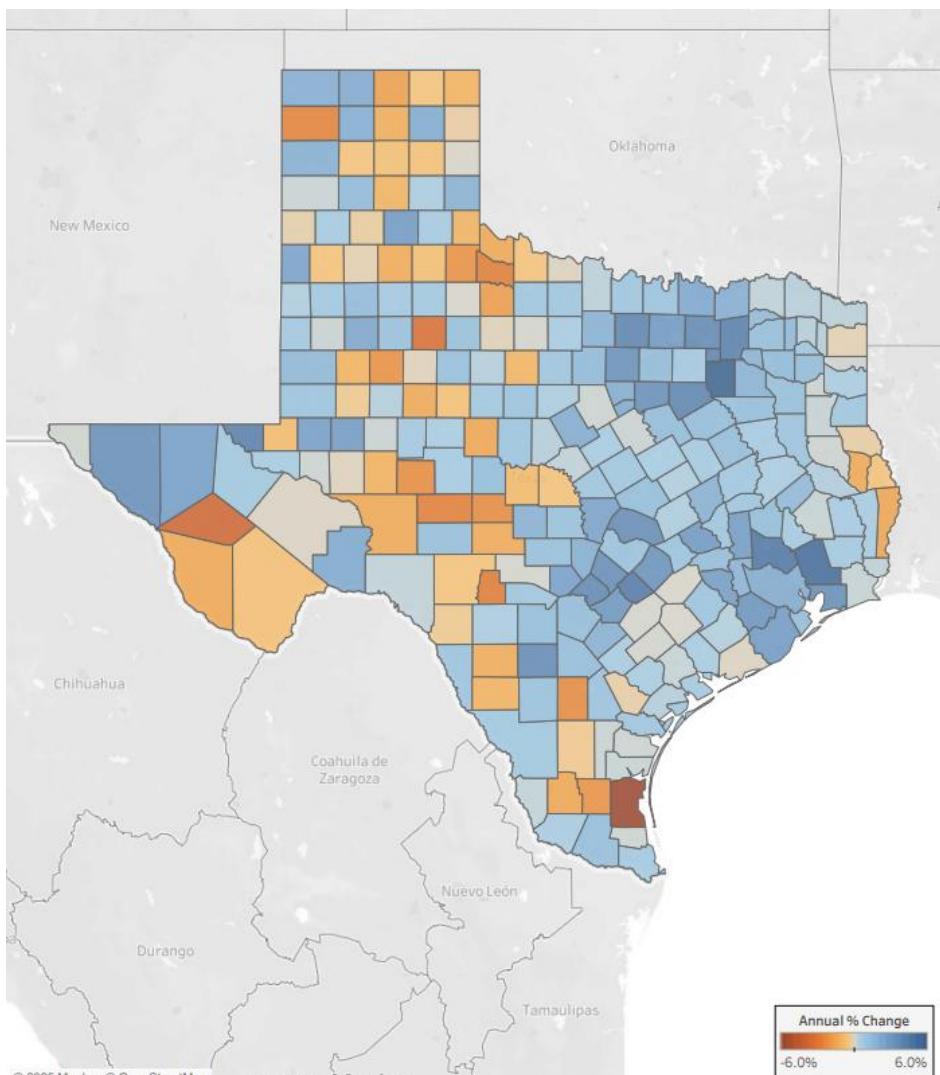
Data Sources: U.S. Census Bureau, Annual Estimates of Resident Population for Counties in Texas, July 1, 2023 to July 1, 2024

IV. Local Area Unemployment Statistics

Unemployment & Labor Force Participation Rates

As of June 2025, the Texas seasonally adjusted labor force boasts a record high of nearly 15.9 million people. The labor force participation rate (LFPR) has been orbiting around 64.8 percent this year and still exceeds the national average by over two percentage points. Texas' latest unemployment rate dropped below its June 2024 rate, which is also lower than the national unemployment rate. The unemployment rate for Texas of 4.0 percent is one-tenth of a percentage point below that of the United States rate of 4.1 percent as is shown in Figure 3.

Figure 3: June Unemployment Rates, Seasonally Adjusted
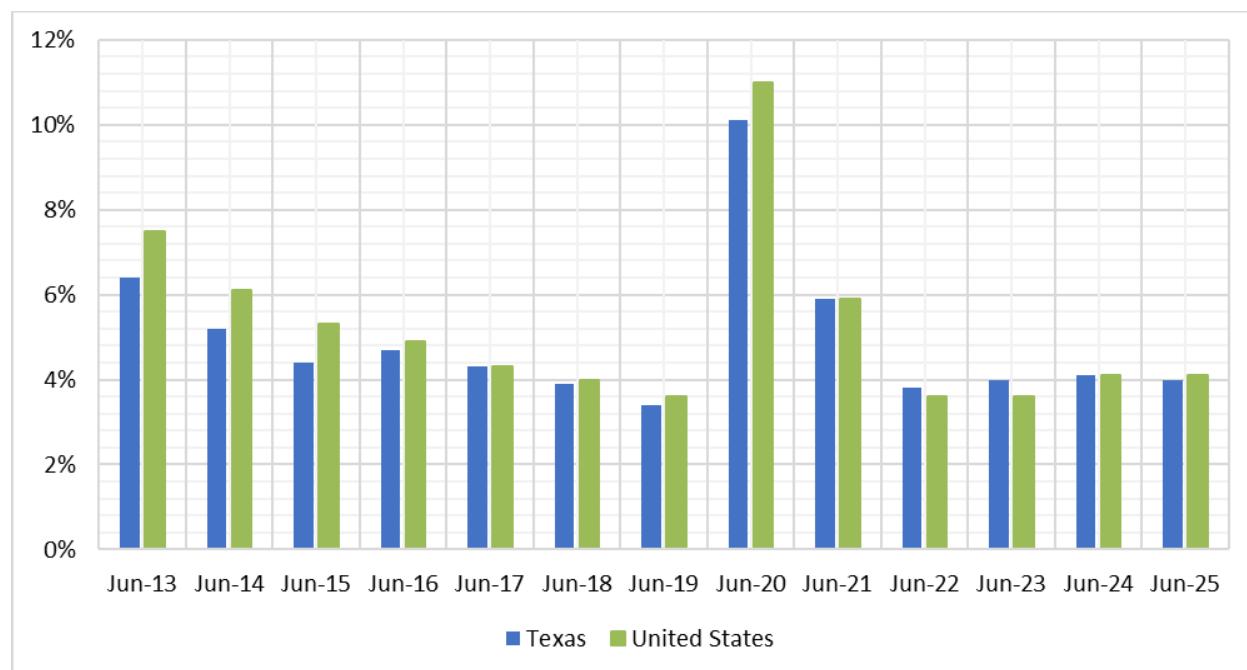
Data Source: Local Area Unemployment Statistics

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 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 4 shows seasonally adjusted LFPRs for both Texas and the United States since 1985. As shown in this figure, participation rates have been declining for both Texas and the United States since around the mid-1990s. This decline can be attributed to a variety of factors including: an aging population and an increase in folks delaying their entry into the workforce to pursue higher education. Since the drop in April 2020, LFPRs at both the state and national level have continued to rise in the past five years, each increasing by at least half a percentage point from June 2020 to June 2025.

Figure 4: Labor Force Participation Rates, June 1985 to June 2025
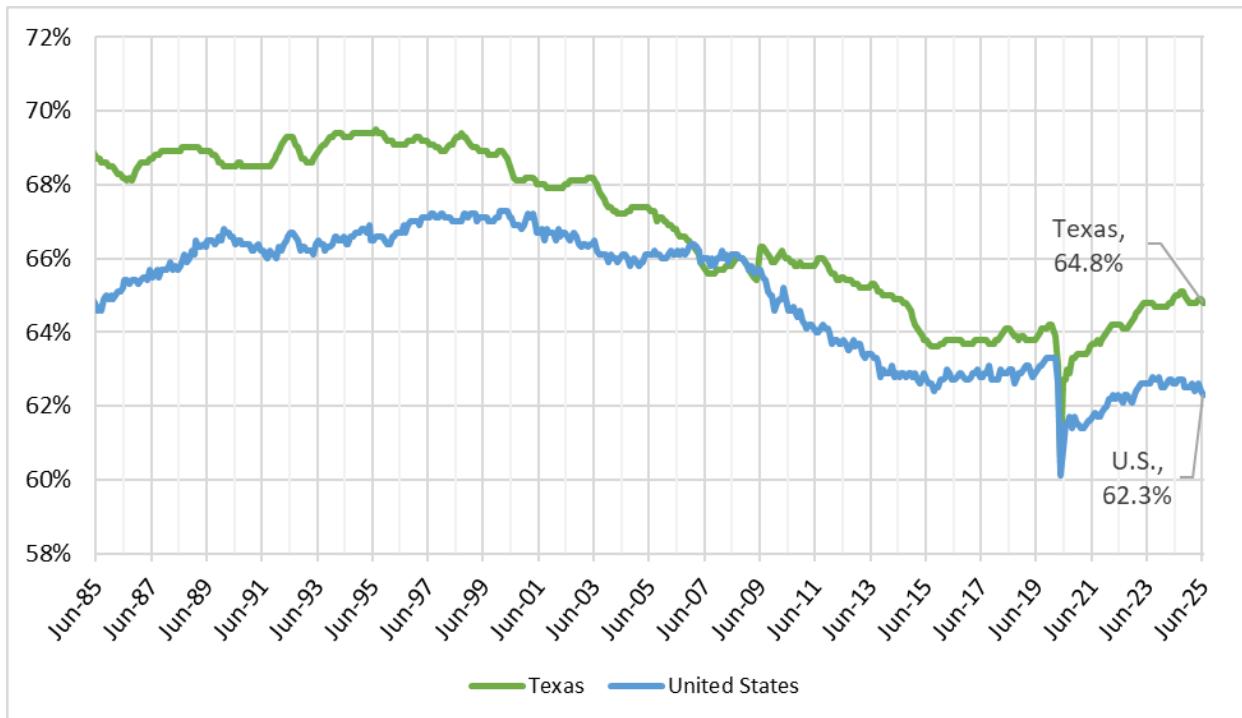
Data Source: Local Area Unemployment Statistics (Seasonally Adjusted)

Figure 5: **Labor Force Participation Rates, June 2020 to June 2025**
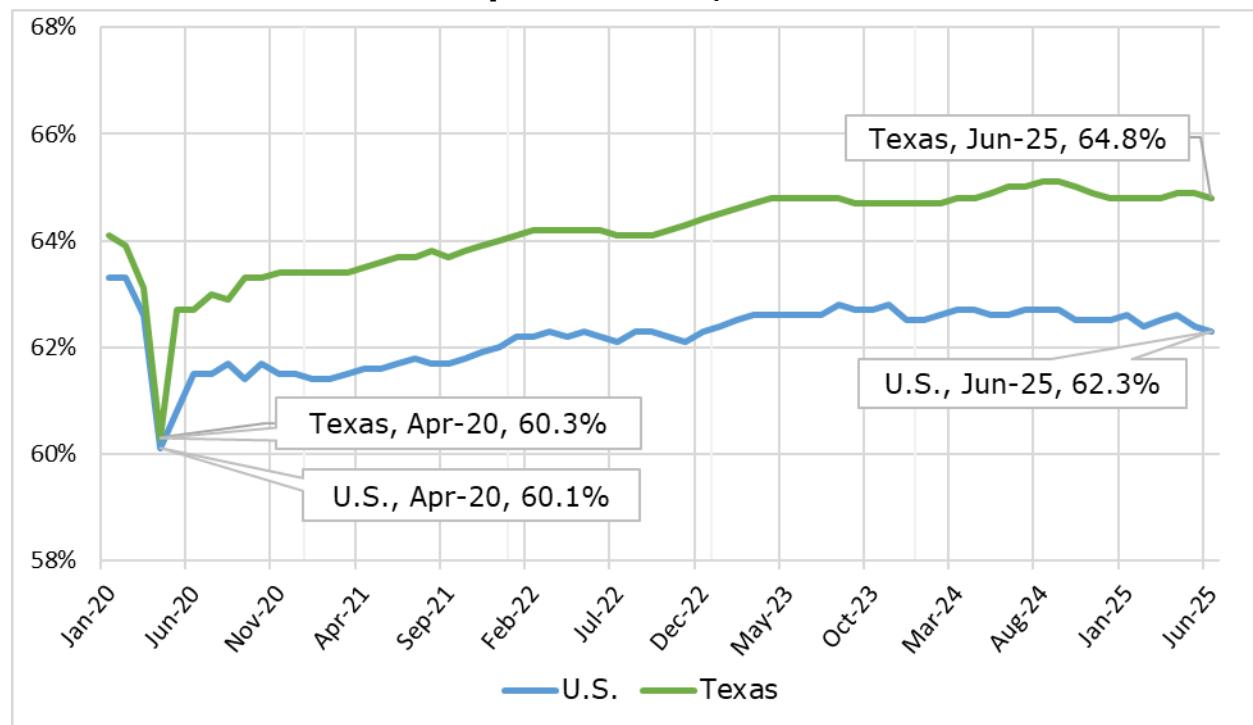
Data Source: Local Area Unemployment Statistics (Seasonally Adjusted)

Between February 2015 and February 2020, the seasonally adjusted labor force participation rate held nearly constant averaging a rounded 64.0 percent for Texas and a rounded 63.0 percent for the United States. As shown in the figure above, in April 2020, both Texas and the United States hit their lowest rates, at 60.3 percent for Texas and 60.1 percent for the nation. In June 2025, 64.8 percent of Texas' civilian non-institutional population participated in the labor force, two-tenths of a percentage point lower than its LFPR in June 2024. The United States had a 62.3 percent participation rate during the same period, three-tenths of a percentage point lower from the previous year's LFPR. The LFPRs for both Texas and the United States have been trending upward since April 2020.

Educational Attainment

Figure 6 displays the average LFPR by educational attainment for June 2024 and 2025. A trend of those with a higher level of education having a greater likelihood of participating in the labor force can be seen. Participation rates increased over the year for those with Less than a high school diploma, High school graduates with no college, and Some college or associate's degree. Those without a high school diploma experienced the largest OTY increase of one percentage point followed by those with Some college or associate's degree at an increase of eight-tenths, and high school graduates with no college at an increase of seven-tenths of a percentage point. Bachelor's degree and higher was the only educational attainment group to decrease over the year by four-tenths of a percentage point at 74.9 percent.

Figure 6: Texas' Labor Force Participation Rate by Educational Attainment
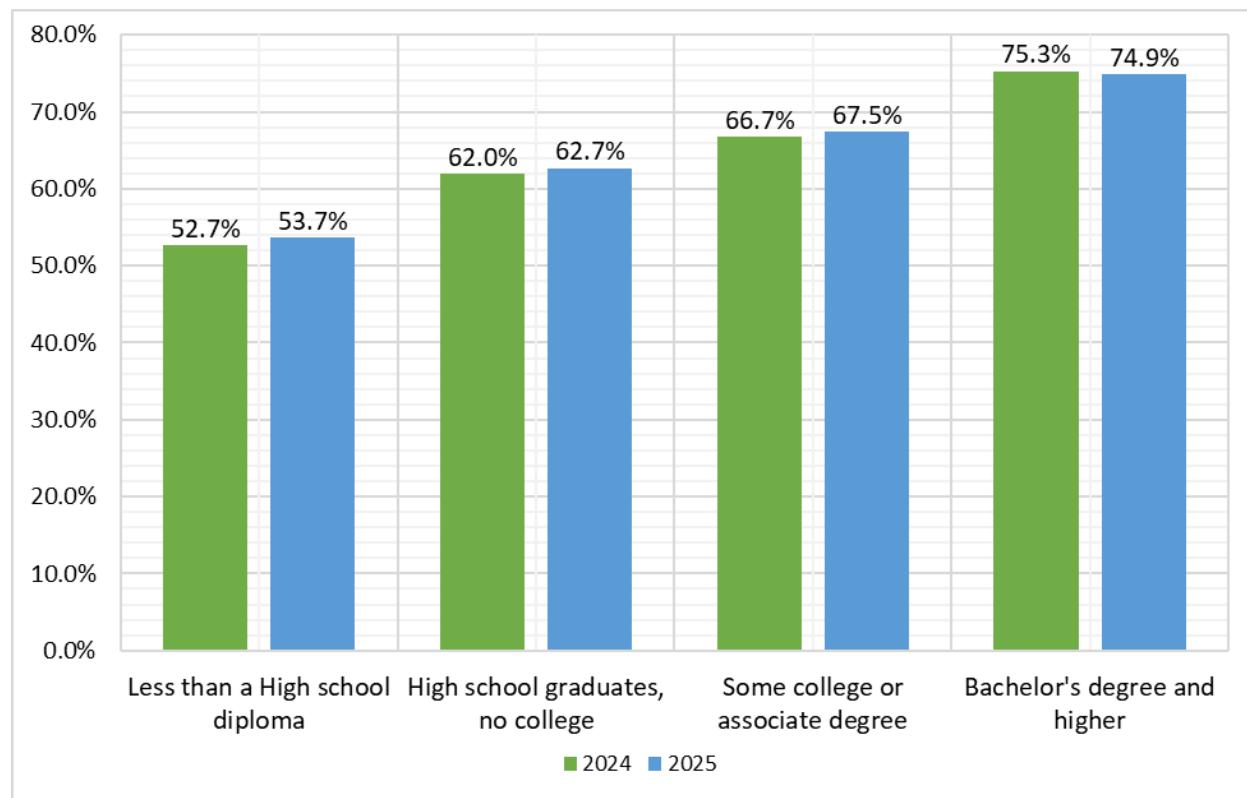
Data Source: Local Area Unemployment Statistics & Current Population Survey, 12-month rolling average, June 2024 and June 2025 (Based on CPS)

Table 3 lists the June 2025 LFPR, Employment to Population Ratio (EP Ratio), and Unemployment Rate (U Rate), including a comparison to what the estimate was a year ago. The table shows those with higher levels of education have a higher likelihood of both participating in the labor force and being employed. Those with some college or an associate degree have an unemployment rate of 3.6 percent, while the unemployment rate of those with less than a high school diploma is highest at 4.7 percent. The annual change in unemployment rate shows unemployment rates decreasing for all education levels except for those with a bachelor's degree or higher, which increased by four-tenths of a percentage point. Regardless of over-the-year changes, the data supports the idea that greater educational attainment helps insulate against economic hardships as those with a Bachelor's degree and higher still boasts the most favorable statistics of all four educational attainment groups.

Table 3: Educational Attainment by Labor Force Statistics

Education Level	LFPR	Annual Change	EP Ratio	Annual Change	U Rate	Annual Change
Less than a high school diploma	53.7%	1.0%	51.2%	1.2%	4.7%	-0.5%
High school graduates, no college	62.7%	0.7%	60.4%	0.9%	3.6%	-0.5%
Some college or associate degree	67.5%	0.8%	65.1%	0.9%	3.6%	-0.2%
Bachelor's degree and higher	74.9%	-0.4%	73.0%	-0.7%	2.5%	0.4%

Data Source: Local Area Unemployment Statistics & Current Population Survey, 12-month rolling average, June 2024 and June 2025 (Based on CPS)

Veterans

Figure 7 compares unemployment rates for veterans and nonveterans, including the rates for veterans of Gulf War I and II. Over the year, the unemployment rate for veterans dropped by seven-tenths of a percentage point. As the unemployment rate for Gulf War II era veterans experienced a large drop of 1.3 percentage points over the year, the difference in rates between Gulf War eras I and II became less pronounced as the rate for Gulf War II era veterans dropped one-tenth of a percentage point below that of Gulf War era I veterans in June 2025. No veteran statistical groups experienced an increase in unemployment rates over the year.

Figure 7: Unemployment Rates for Veterans in Texas
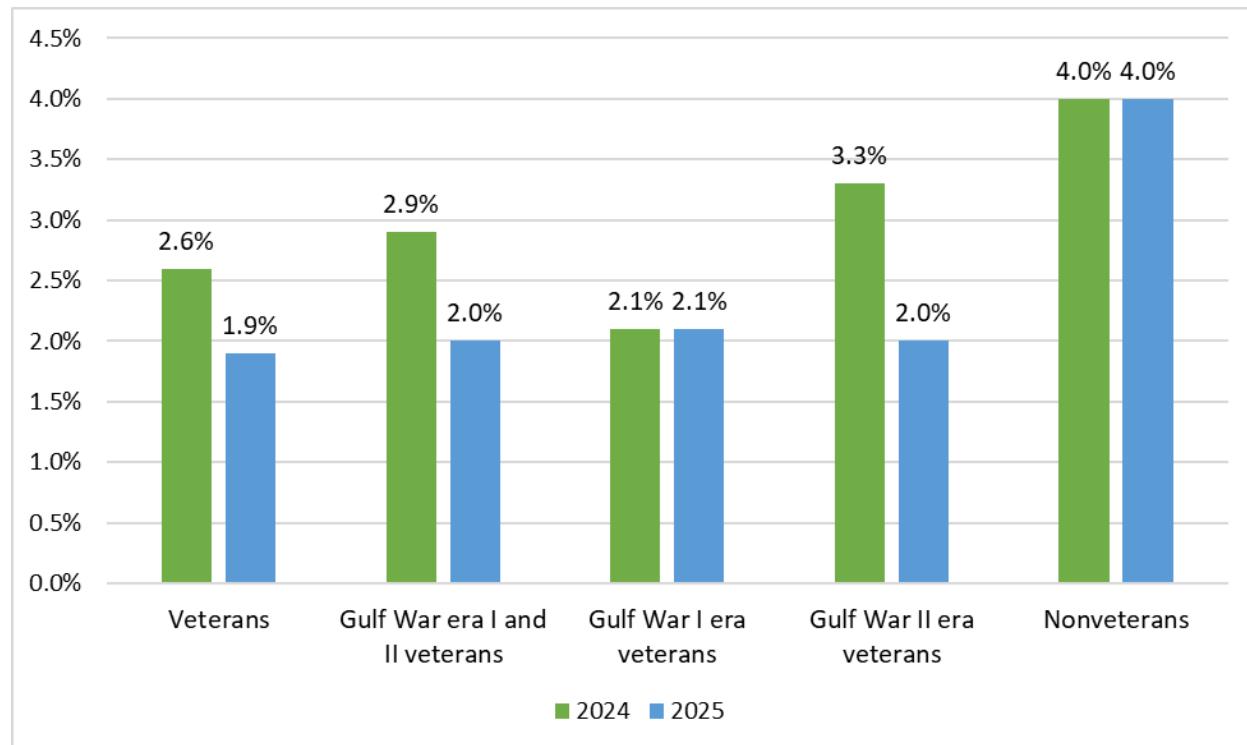
Data Source: Local Area Unemployment Statistics & Current Population Survey, 12-month rolling average, June 2024 and June 2025 (Based on CPS)

16

Age Groups

Unemployment rates in Texas vary noticeably by age group. Figure 8 below shows that the highest unemployment rate of 13.2 percent belongs to the youngest age group of 16 to 19. A significant decrease is experienced by those age 20 and above, with all these age groups having a rate of 7.2 percent or lower as of June 2025.

Figure 8: Unemployment Rates by Age Group in Texas
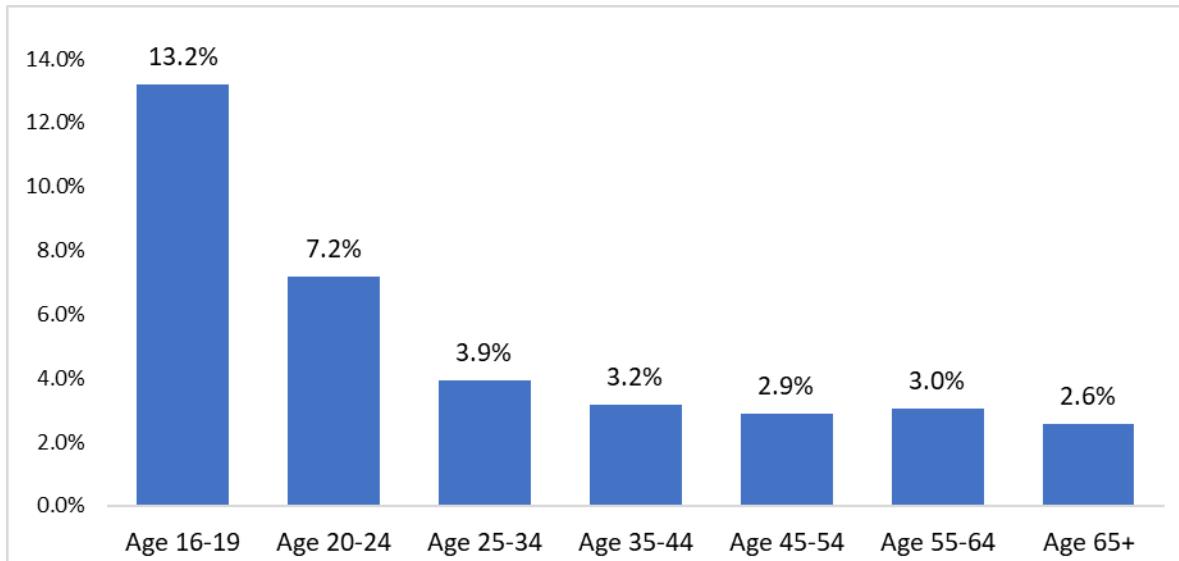
Data Source: Local Area Unemployment Statistics & Current Population Survey, 12-month rolling average, June 2025 (Based on CPS)

Figure 9 lists the LFPR for all available age groups 16 and above. LFPRs are on the lower end for both the youngest and oldest age groups. 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 to 54 have the highest LFPRs, all of which are above 82 percent and make up nearly 66 percent of the labor force.

Figure 9: Labor Force Participation Rate by Age Group
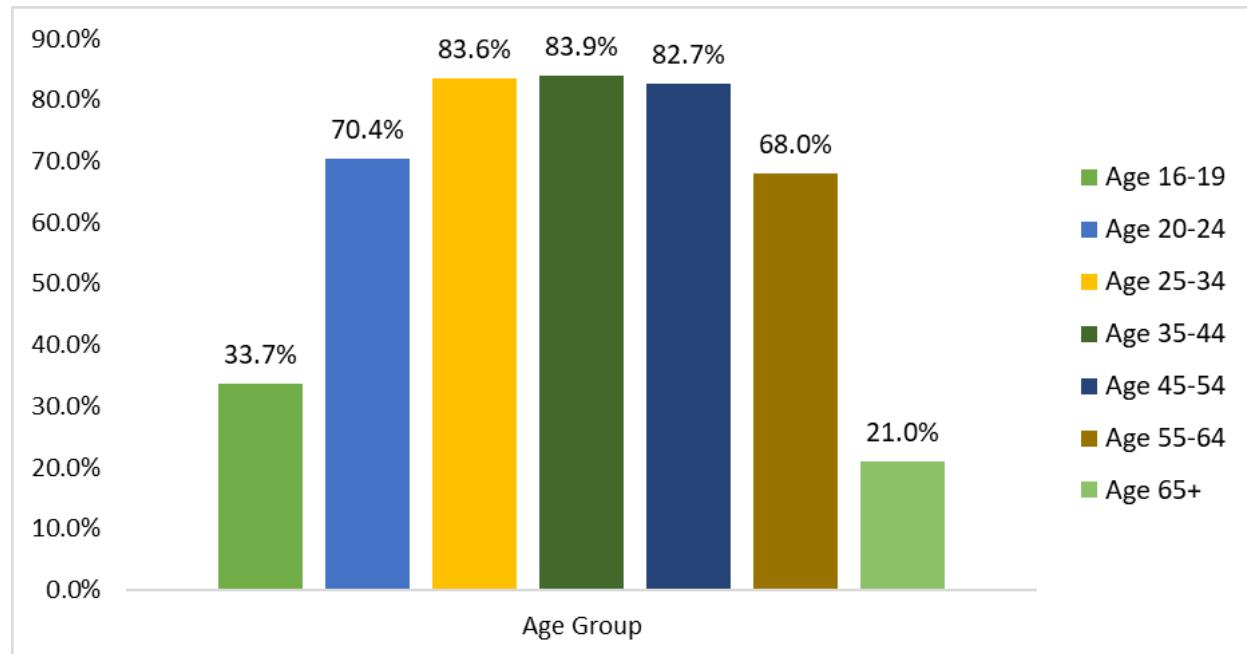
Data Source: Local Area Unemployment Statistics & Current Population Survey, 12-month rolling, June 2025 (Based on CPS)

Sex

In June 2019, the female unemployment rate was four-tenths of a percentage point higher than that of males. This dynamic shifted in June 2021 as males experienced a higher unemployment rate than females at 7.2 percent compared to 7.0 percent. Figure 10 illustrates the unemployment rates for males and females aged 16 and up for June 2024 and June 2025 in Texas. We can see the unemployment rate for males decreased over the last year by two-tenths of a percentage point, while females experienced an increase of four-tenths of a percentage point over the same period.

Figure 10: Unemployment Rate by Sex
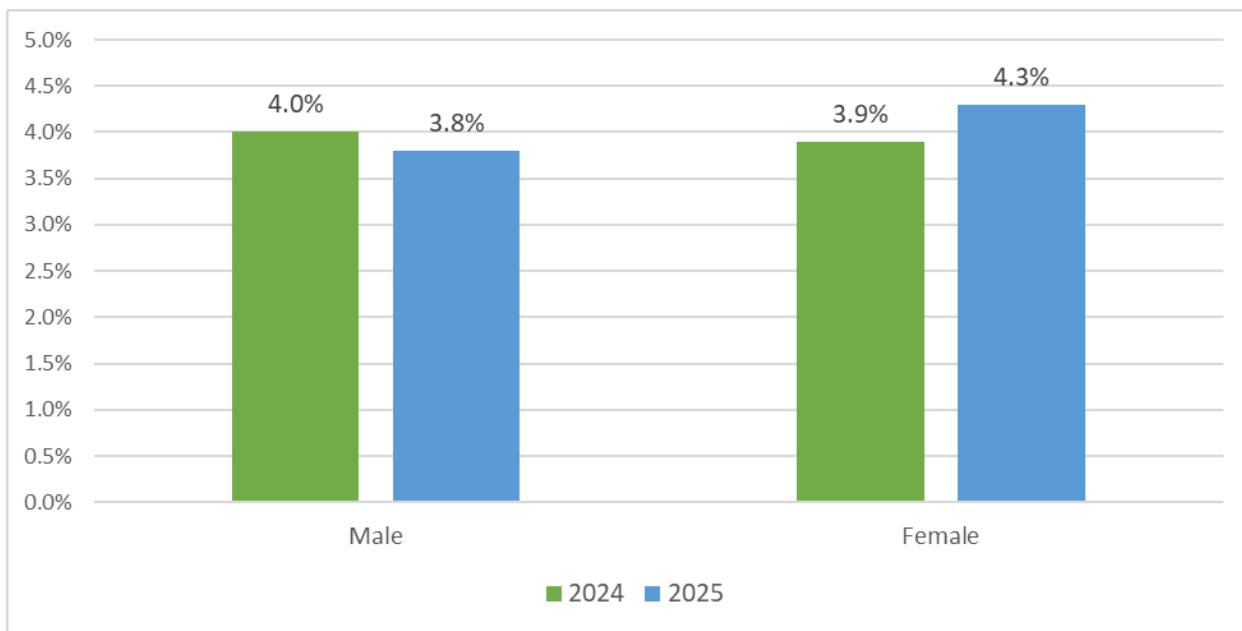
*Data Source: Local Area Unemployment Statistics & Current Population Survey, 12-month rolling average, June 2024 and June 2025 (Based on CPS)*

Unemployment Rates by Race

The unemployment rates in 2024 are lower for White, Hispanic, and Black workers than they were in 2013 despite the annual rise of unemployment rates in 2020 and 2023. Throughout this 12-year period, Black workers experienced the highest unemployment rates, followed by Hispanic workers. White and Asian workers had the lowest rates, with Asian workers having the lowest rates for a majority of the time frame. In 2024, some groups experienced an over the year rate increase with Asian workers having the largest increase of 2.2 percentage points while the increase in unemployment rate for Black workers was 0.5 percentage points. White and Hispanic workers experienced a drop in annual unemployment rates of two-tenths and four-tenths of a percentage point, respectively.

Figure 11: **Unemployment Rates by Race in Texas**
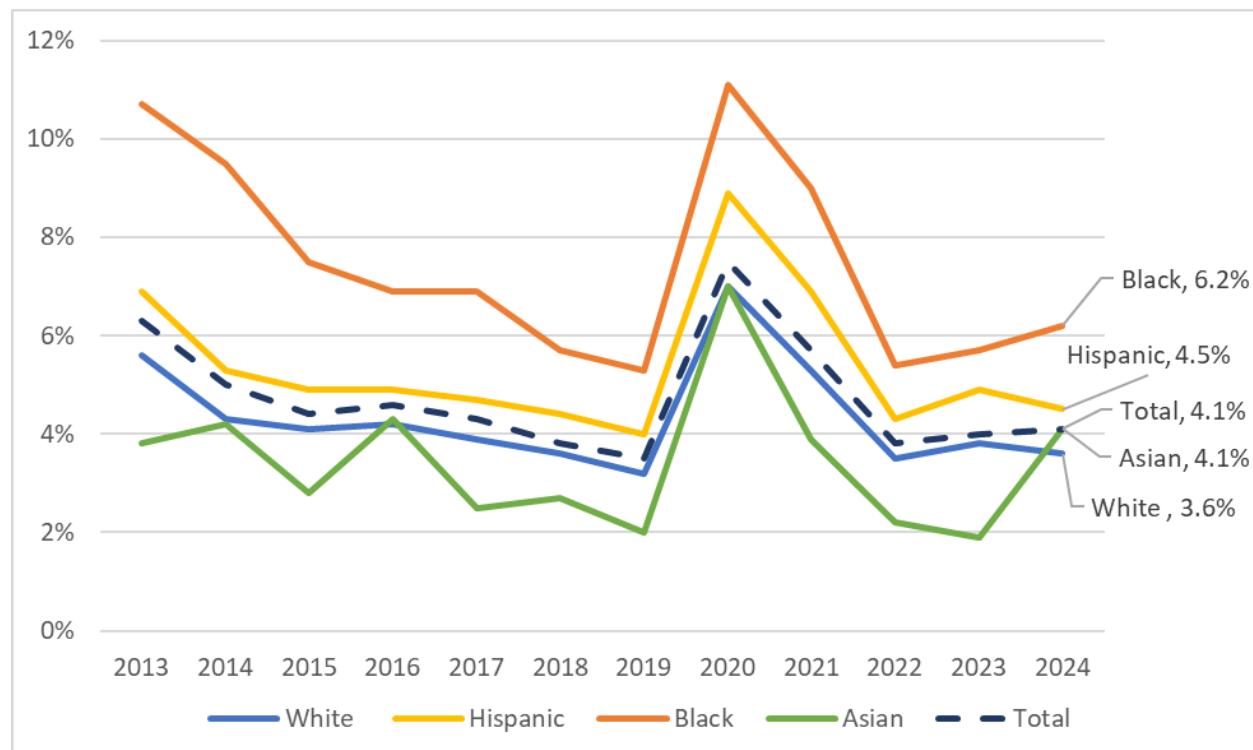
Data Source: BLS Geographic Profile, Table 14 (2013-2024)

Educational Attainment by Race

The graphs in this section look at educational attainment estimates for Texans ages 25 years and older. From 2012 to 2024, people identifying as Hispanic alone have trailed behind other races in terms of educational attainment as 2024 numbers indicate over 26 percent of the population does not have a high school (H.S.) diploma or equivalent. Hispanic people, however, have shown the most improvement since 2012 as the percentage of folks in this category fell by 11.9 percentage points from 38.7 percent in 2012 to 26.8 percent in 2024. The Asian population experienced the second-largest improvement with a 4.9 percentage point decrease over the same period. People identifying as White alone had the lowest percentage of folks without a H.S. diploma compared to other races at 4.5 percent in 2024. All groups have shown improvement over the 13-year period.

Figure 12: Educational Attainment by Race: Less than High School Diploma
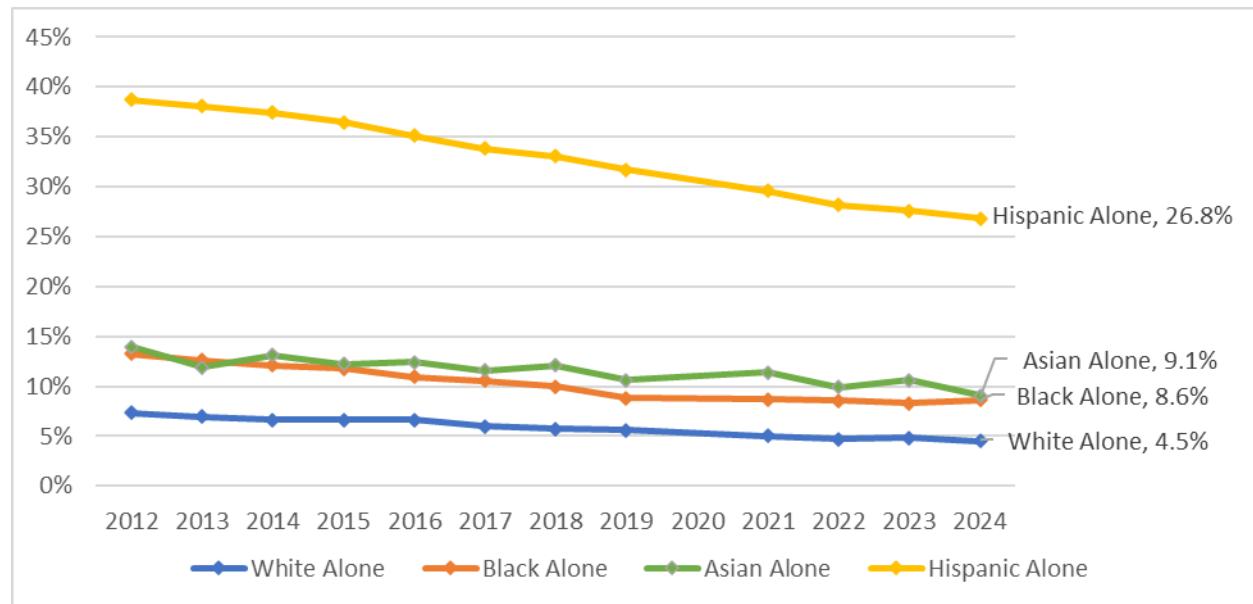
Data Source: American Community Survey 1-Year Estimates

Over the past thirteen years, people that identify as Asian alone have experienced a steady decline in the rate of folks that obtain a High School diploma and/or Associate's degree only. In 2014, the rate drops below 30 percent briefly before rising above 30 percent in 2015 and 2016. It is only after 2016 that the rate drops below 30 percent again where it has remained as the lowest of all races. A drop at this level of educational attainment over the period is also seen for White and Black populations. One reason for this change could be because these three groups are instead getting Bachelor's degrees or higher at an increasing rate as seen in Figure 14. The Hispanic population are the only group that experienced an increase from 2012 to 2024, a positive development alongside the decreasing percentage of Hispanic people without a High School degree. Another interesting trend in the past 13 years is the gradual convergence of White and Hispanic rates at this education level. In 2012, the educational attainment for White populations stood at 57.4 percent while Hispanic populations were at 49.2 percent, a difference of nearly 10 percentage points. In 2024, these two racial groups are separated by only 1.5 percentage points. Comparing 2024 educational attainment rates of the four groups, Black people have the highest percentage of folks with a High School and/or Associate's degree only.

Figure 13: Educational Attainment by Race: High School but less than Bachelor's Degree
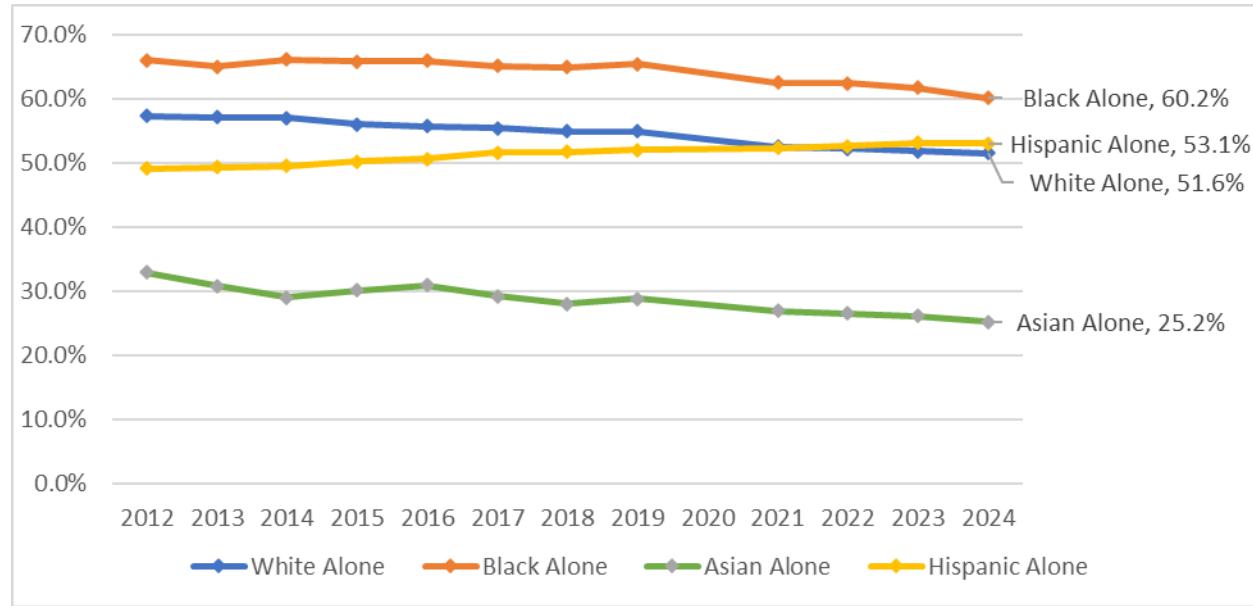
Data Source: American Community Survey 1-Year Estimates

In 2024, Hispanic people continued to trail other races in terms of attaining a Bachelor's Degree or higher with only 20.1 percent of those aged 25 years or older having achieved this level of education, although this has improved since 2012 by 8.0 percentage points. The Asian population continues to lead all races in this category with more than half of all people that identified as Asian alone receiving a Bachelor's Degree or higher. Over the 13-year period, all groups are trending towards higher levels of education, with Asian people showing the largest growth of 12.6 percent between 2012 and 2024.

Figure 14: Educational Attainment by Race: Bachelor's Degree or higher
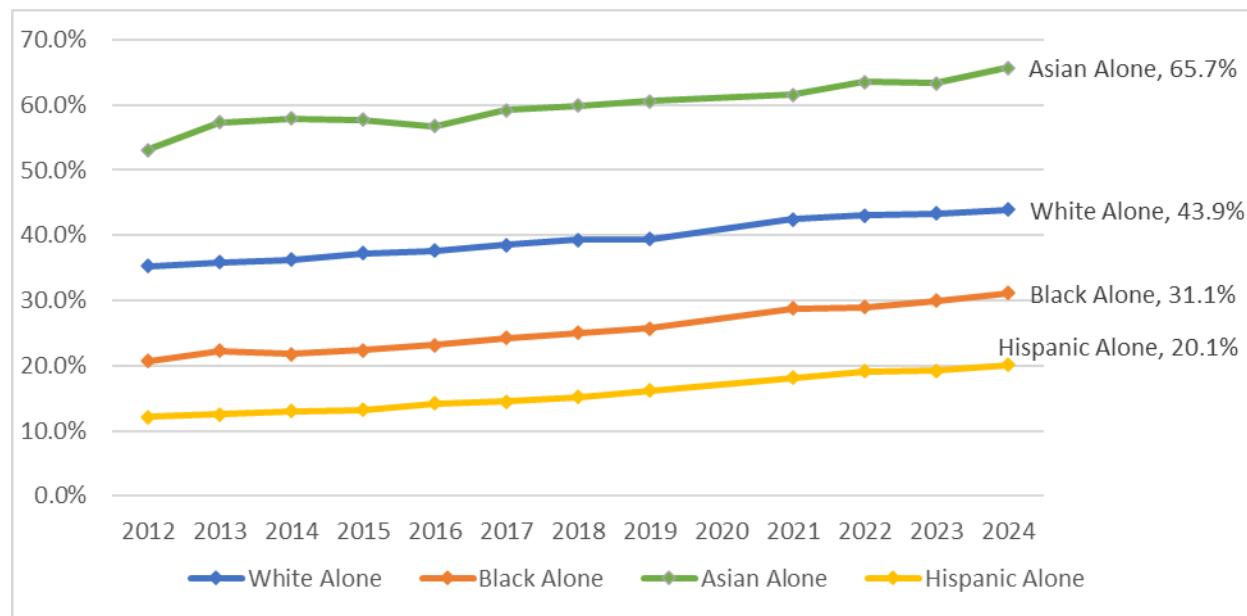
Data Source: American Community Survey 1-Year Estimates

Median Household Income by Race

Median household incomes have been steadily increasing for most racial groups over the past 12 years. In 2024, Asians had the highest median household annual income of $121,974 followed by non-Hispanic Whites at $94,881, both above the Texas median household income across all groups at $79,721 which has increased by 57.1 percent since 2012. From 2012 to 2024, Asian households experienced an annual income increase of $50,505, the greatest increase of the four racial groups. Over the same period, Black households observed the smallest rise in median annual income with an increase of only $24,734. Depicted in the graph, the disparities in median household income by race have grown over the 12-year period as the difference between the Asian and Black racial groups was $34,451 in 2012 but grew to $60,222 in 2024.

Figure 15: Median Household Income by Race
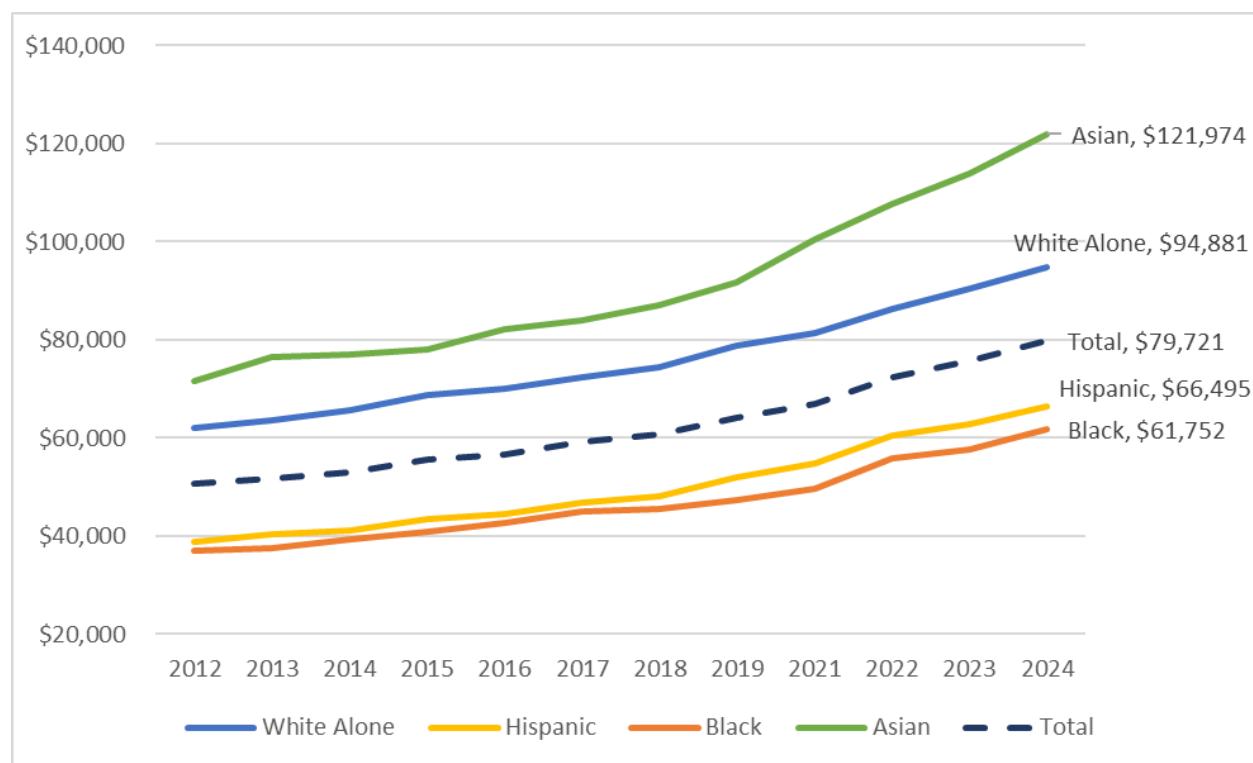
Data Source: American Community Survey 1-Year Estimates

V. Job Openings and Labor Turnover Survey (JOLTS)

As the Texas economy has continued to expand, employers have steadily required more workers to fill positions needed to meet that growth. Seasonally adjusted total nonfarm job openings reached a monthly series high of 1,096,000 in April 2022. Since then, labor demand has softened as the number of monthly job openings declined but remains elevated compared to historical levels. As of June 2025, job openings stood at 575,000, a decrease of 6,000 positions from June 2024 but an increase of 100,000 from ten years prior in June 2015. The job openings rate (job openings compared to employment) stood at 3.9 percent in June 2025 versus a peak value of 7.6 percent in April 2022. In June 2015, the job openings rate was 3.8 percent.

Even as tightness in the Texas labor market has eased, job openings still typically outnumber hires and have done so each month since September 2024. The difference between the two metrics dropped to 40,000 in June 2025 after having averaged about 103,000 more job openings than hires over the previous 12 months. The monthly average over the prior 10 years was 94,000 more hires than job openings per month.

In a look at the potential supply of available labor, the ratio of unemployed persons to job openings was 1.1 for June 2025. This was exactly in line with the average ratio over the five-year period directly preceding the COVID-19 pandemic of 1.1 unemployed person per job opening. Any value less than 1.0 implies that there are more job openings than unemployed persons. This ratio has been at or above 1.0 since April 2024 after having matched the series low of 0.5 as recently as July 2022.

Figure 16: Texas Job Openings versus Hires, Seasonally Adjusted
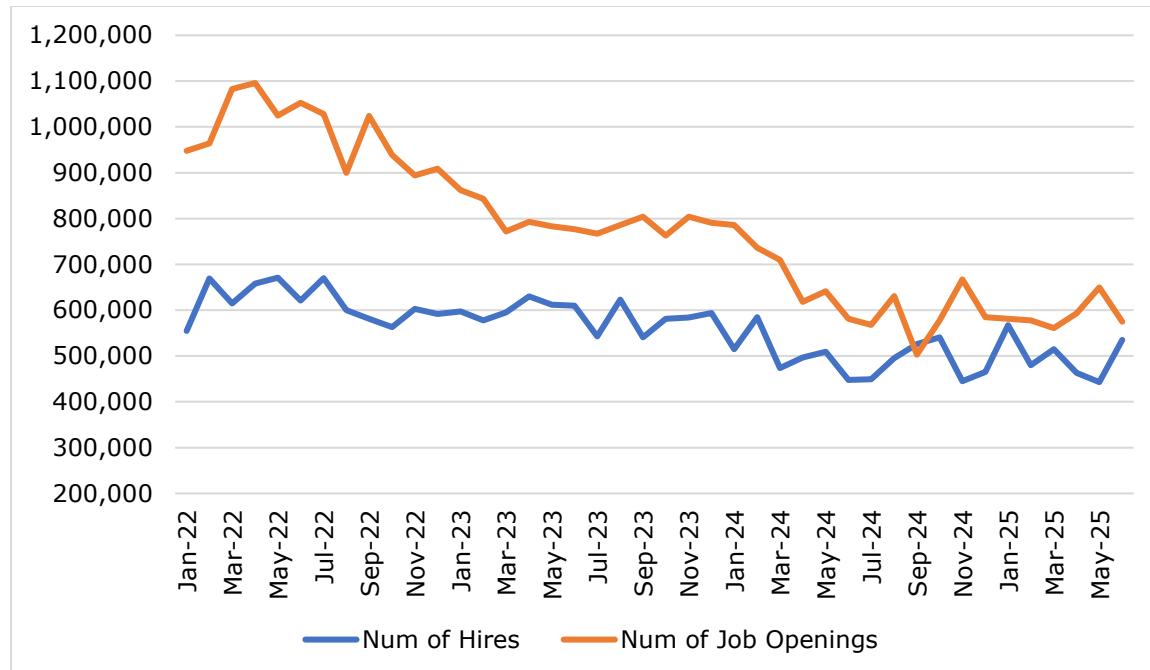
Data Source: U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS), Feb 2022 to June 2025

Figure 17: Number of Unemployed Persons per Job Opening, Seasonally Adjusted
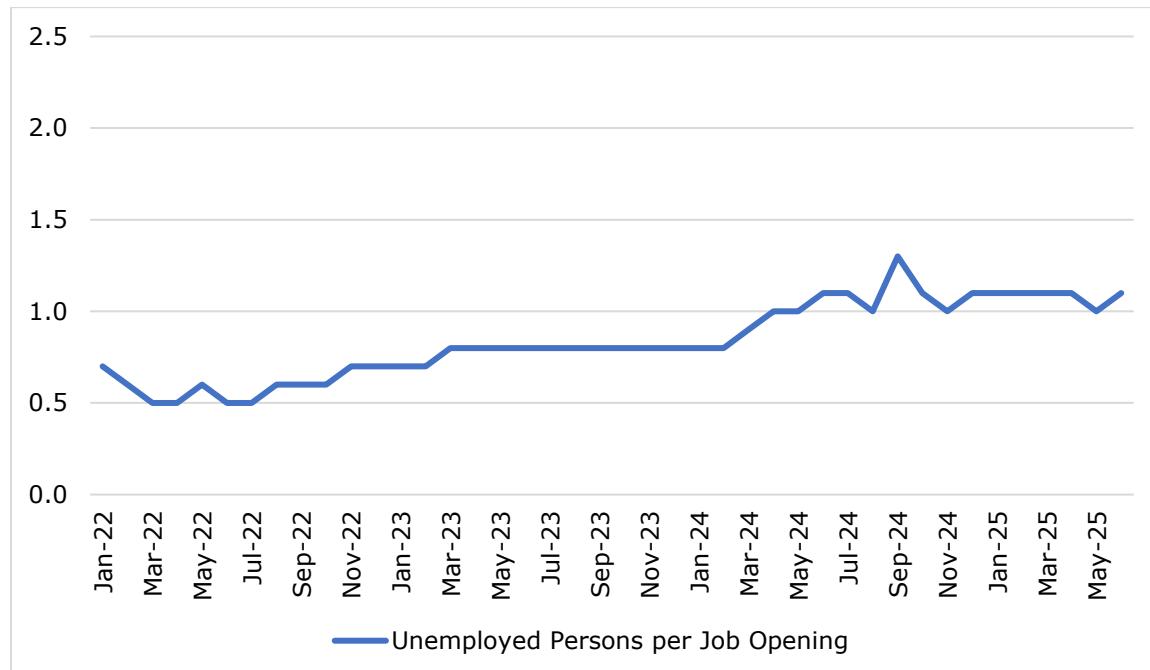
Data Source: U.S. Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS), Feb 2022 to June 2025

As relatively tight labor market conditions persisted, employers largely continued efforts to keep their existing workers in place. The layoffs and discharges level reached a series-low 77,000 in October 2021 and has stayed below the series average of 147,000 for most of the entire period since then. Monthly layoffs and discharges rose from a reading of 120,000 in June 2024 to 146,000 for June 2025. The layoffs and discharges rate (the number of layoffs and discharges compared to employment) stood at 1.0 percent for June 2025, down from series-high levels of 6.7 percent recorded in March and April of 2020 but up from a June 2024 value of 0.8 percent. The series average layoffs and discharges rate is 1.3 percent.

The quits level has declined and then remained relatively stable after having reached a series high of 472,000 for May 2023. Typically quits rise as workers find increased opportunities and may more likely leave their current employer to accept a job that offers higher pay or more flexibility, among other possible advantages. In June 2025, quits numbered 293,000, down from a June 2024 mark of 339,000. By comparison, June 2015 saw a slightly lower 272,000 monthly quits.

VI. Current Employment Statistics

Statewide Payroll Employment

Texas Total Nonfarm employment expanded by 20.7 percent from June 2015 to June 2025, with 2,460,500 jobs gained. Private sector employment increased by 2,199,700 jobs, which equaled 22.0 percent during that span. Both growth rates were just below the historical ten-year growth averages by two-tenths and four-tenths of a point, respectively. Also from a percentage standpoint, Texas' 10-year growth exceeded U.S. total nonfarm and private expansion by more than eight points in each series.

Ten of 11 major industries in Texas exceeded June 2015 job counts as of June 2025. Professional and Business Services employment grew by 31.9 percent with 514,200 jobs gained over 10 years, including 357,300 Professional, Scientific, and Technical Services subsector jobs. Financial Activities grew by 31.0 percent with 222,600 positions added, which included 157,900 in the Finance and Insurance subsector.

From June 2015 to June 2025 Mining and Logging employment declined by 18.0 percent, the only decline over that timespan among major industries. The industry maintained positive annual growth from June 2021 through June 2025 and led all major industries in annual growth rate from August 2022 to September 2023. West Texas Intermediate crude oil prices have hovered between approximately $60 and $90 per barrel since September 2022. In program year 2024 (July 2024 through June 2025) the price averaged $70.91.

Table 4: Industry Employment, June 2015 to June 2025

Industry	Jun 2015	Jun 2025	Change	Percent Change
Total Nonagricultural	11,864,600	14,325,100	2,460,500	20.7%
Total Private	9,976,400	12,176,100	2,199,700	22.0%
Goods-Producing	1,835,400	2,070,700	235,300	12.8%
Service-Providing	10,029,200	12,254,400	2,225,200	22.2%
Mining & Logging	271,600	222,600	-49,000	-18.0%
Construction	682,500	873,900	191,400	28.0%
Manufacturing	881,300	974,200	92,900	10.5%
Trade, Transportation, & Utilities	2,372,000	2,812,200	440,200	18.6%
Information	200,900	227,100	26,200	13.0%
Financial Activities	719,100	941,700	222,600	31.0%
Professional & Business Services	1,611,700	2,125,900	514,200	31.9%
Private Education & Health Services	1,575,700	1,977,800	402,100	25.5%
Leisure & Hospitality	1,240,500	1,529,000	288,500	23.3%
Other Services	421,100	491,700	70,600	16.8%
Government	1,888,200	2,149,000	260,800	13.8%

Data Source: Current Employment Statistics, Seasonally Adjusted

The Mining and Logging and the Construction industries each make up 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 totaling 5.6 percent of nonfarm jobs nationally. Texas has a lower share of Private Education and Health Services jobs compared to the United States (13.8 percent to 17.1 percent). From June 2015 to June 2025, the Professional and Business Services industry in Texas grew 31.9 percent, the highest percent growth among major industries in Texas during that time, and exceeded the nationwide industry employment growth rate by more than 17 points. Mining and Logging declined over 10 years at both the state (-18.0 percent) and national (-24.0 percent) levels.

Table 5: Comparing Texas to U.S. Industry Percent Share and Growth Rates, June 2015 to June 2025

Industry	Texas Percent Share	U.S. Percent Share	Texas Growth Rate	U.S. Growth Rate
Total Nonagricultural	100.0%	100.0%	20.7%	12.5%
Total Private	85.0%	85.2%	22.0%	13.5%
Goods-Producing	14.5%	13.6%	12.8%	10.7%
Service-Providing	85.5%	86.4%	22.2%	12.8%
Mining & Logging	1.6%	0.4%	-18.0%	-24.0%
Construction	6.1%	5.2%	28.0%	29.0%
Manufacturing	6.8%	8.0%	10.5%	3.5%
Trade, Transportation, & Utilities	19.6%	18.2%	18.6%	8.6%
Information	1.6%	1.8%	13.0%	7.0%
Financial Activities	6.6%	5.8%	31.0%	14.0%
Professional & Business Services	14.8%	14.2%	31.9%	14.2%
Private Education & Health Services	13.8%	17.1%	25.5%	24.2%
Leisure & Hospitality	10.7%	10.7%	23.3%	12.7%
Other Services	3.4%	3.8%	16.8%	7.5%
Government	15.0%	14.8%	13.8%	7.1%

Data Source: Current Employment Statistics, Seasonally Adjusted

Statewide Payroll Employment Growth and the Price of Oil

Figure 18 below shows the last 10 years of growth and decline for West Texas Intermediate (WTI) crude oil prices compared to Mining and Logging and Total Nonfarm annual employment growth rates. Mining and Logging annual growth were very hot or very cold during the years prior to the pandemic in 2020. Annual growth was positive from April 2017 through July 2019 - 28 consecutive months. Then geopolitics destabilized energy markets, and COVID hit in 2020. In the years since COVID, geopolitical factors have remained an issue. As of June 2025, annual growth in Mining and Logging employment stayed positive for 49 consecutive months. WTI averaged nearly $80 during that time. It averaged about $53 from June 2015 to December 2019. WTI has declined in recent years from over $100 from March to July 2022 to the $60s in 2025, and Mining and Logging employment annual growth slowed from 13.2 percent in September 2022 to 1.0 percent in June 2025.

Figure 18: Annual Employment Growth vs. West Texas Intermediate Crude Spot Price
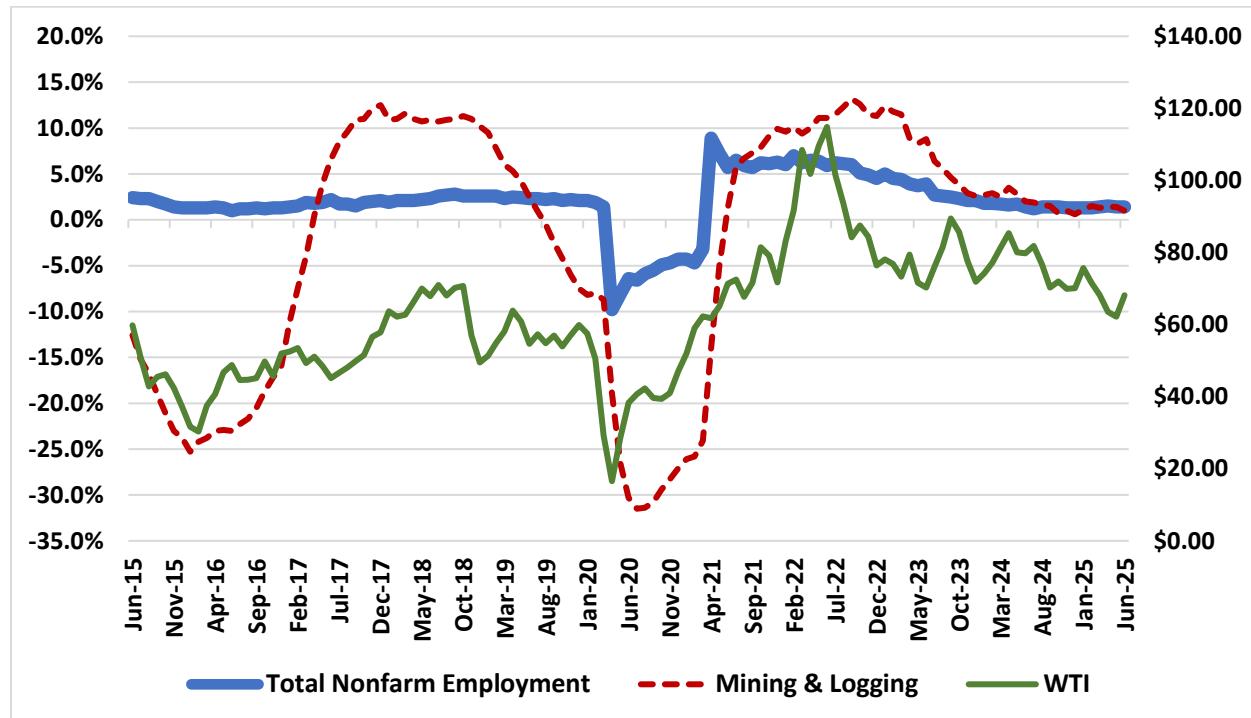
Data Source: Current Employment Statistics, Seasonally Adjusted; West Texas Intermediate Crude Oil Spot Price, monthly average.

Payroll Employment Change in Largest Metro Areas

Houston-Pasadena-The Woodlands MSA

Of Texas' largest Metropolitan Statistical Areas (MSAs), the Houston-Pasadena-the Woodlands MSA expanded the slowest with 15.8 percent employment growth over the 10-year period ending in June 2025, which slowed 1.1 points compared to the 10-year growth rate in June 2024. From June 2015 to June 2025 the Mining and Logging industry contracted more than any other industry, by 18.5 percent. Other industries in the Houston area offset those losses, however. The largest shares of overall Houston employment gain came in Private Education and Health Services (106,900 jobs added), Trade, Transportation, and Utilities (94,600 added), and Professional and Business Services (80,600 added). Total nonfarm annual employment growth slowed to 15.8 percent, compared to 16.9 percent in June 2024.

Figure 19: Houston-Pasadena-The Woodlands MSA Annual Employment Growth Rate
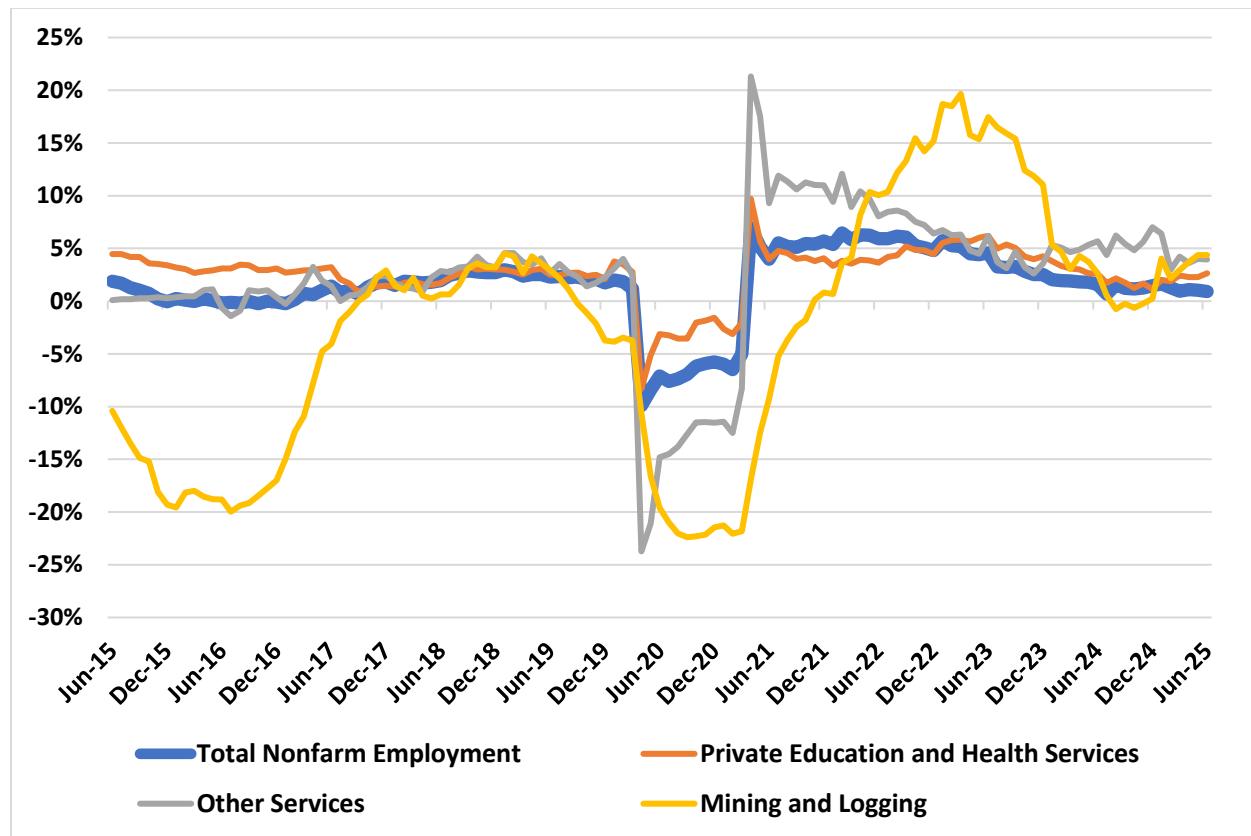
Data Source: Current Employment Statistics, Not Seasonally Adjusted

Austin-Round Rock-San Marcos MSA

The Austin-Round Rock MSA added 406,900 positions from June 2015 to June 2025, which equaled 41.9 percent growth, leading the four largest MSAs in Texas. Area employment reached a job count of 1,377,400 in June 2025, higher than any June prior. All of the area's 10 major industries exceeded June 2015 employment in June 2025, and all private sector industries grew by at least 24.0 percent over that period. Information led with 73.2 percent expansion based on 20,500 positions gained, although the industry has seen negative annual growth for the last two years, as shown below. Financial Activities expanded by 67.3 percent with 36,500 jobs added.

Other Services expanded more slowly than any other private industry over ten years, adding 10,500 positions, which equaled 24.0 percent. Government employment expanded by 19.7 percent over that period. Local Government employment drove nearly half of that increase as the sector expanded 19.3 percent. State Government employment increased 18.2 percent while Federal Government employment expanded 32.0 percent.

Figure 20: Austin-Round Rock-San Marcos MSA Annual Employment Growth Rate
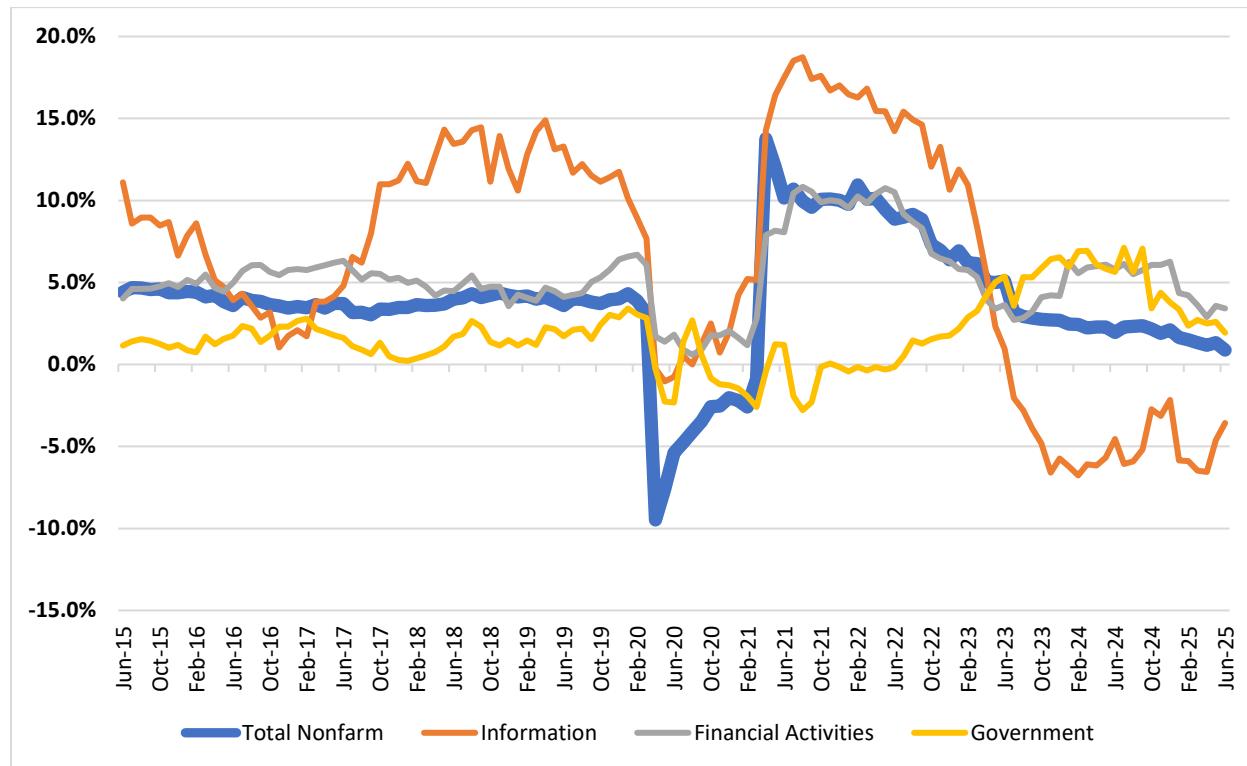
Data Source: Current Employment Statistics, Not Seasonally Adjusted

Dallas-Fort Worth-Arlington MSA

Dallas-Fort Worth-Arlington MSA total nonfarm employment expanded by 26.8 percent in the 10 years ending June 2025. The area added 909,900 jobs during that span, leading the large metros, including 111,900 in Financial Activities, which expanded by 41.0 percent. Professional and Business Services also expanded rapidly at 37.1 percent over 10 years, with 206,000 positions added.

Information saw the least growth in percentage terms among private industries in the metro with 10.9 percent expansion based on 8,800 positions over 10 years. Government employment expanded by 16.7 percent over that time frame.

Figure 21: Dallas-Fort Worth-Arlington MSA Annual Employment Growth Rate
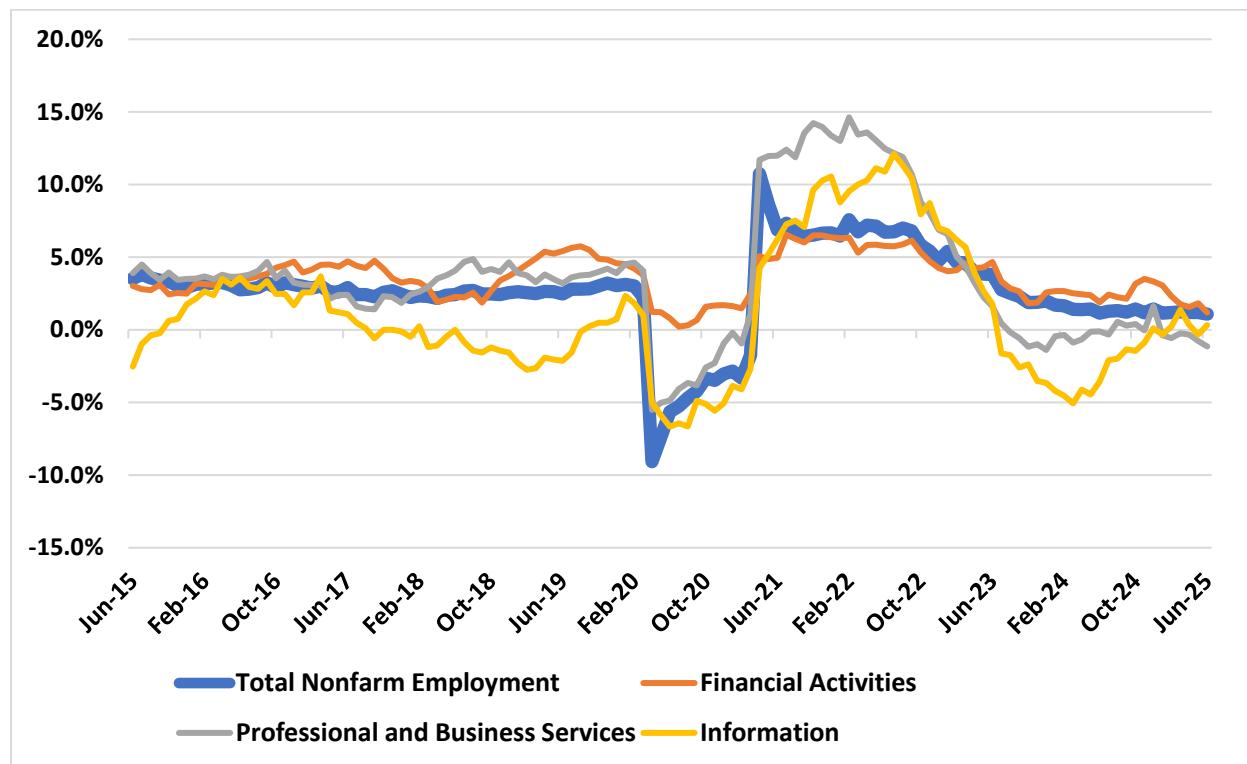
Data Source: Current Employment Statistics, Not Seasonally Adjusted

34

San Antonio-New Braunfels MSA

San Antonio-New Braunfels MSA total nonfarm employment expanded by 22.0 percent during the decade ending in June 2025, based on 218,300 positions added. Nine of 11 major industries achieved growth during that time, led by Construction which expanded by 42.3 percent with 21,300 jobs gained. Manufacturing employment expanded by 33.6 percent based on 15,900 jobs gained. Durable Goods drove most of the Manufacturing expansion, gaining 12,400 jobs over that period.

Mining and Logging was 1,300 positions down in June 2025 from its June 2015 mark, a 15.1 percent decline due to a highly pronounced COVID-related employment impact.

Figure 22: San Antonio-New Braunfels MSA Annual Employment Growth Rate
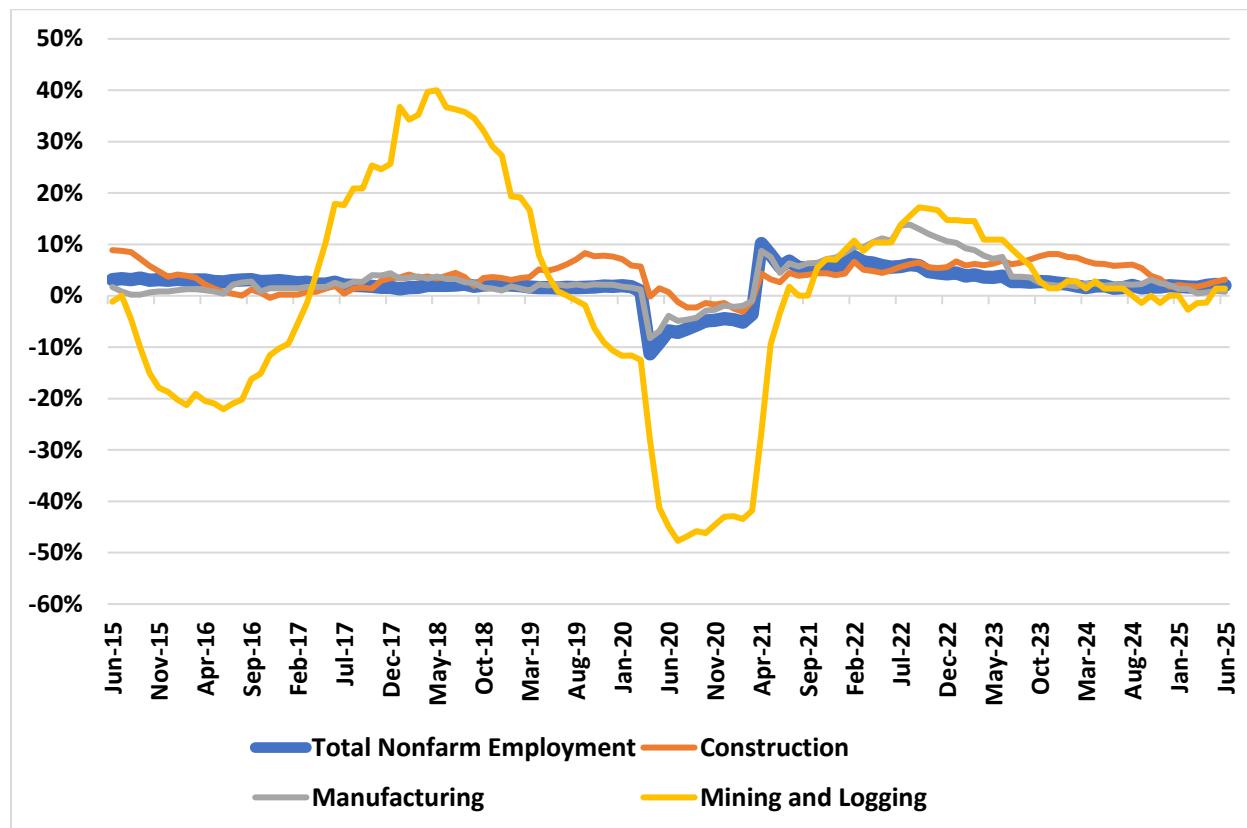
Data Source: Current Employment Statistics, Not Seasonally Adjusted

VII. Industry and Occupational Projections

Health Care and Social Assistance

The Health Care and Social Assistance industry employed roughly 1,916,682 persons in Texas during the first quarter of 2025. This average reflects a positive over-the-year (OTY) employment change of 51,108 (2.7 percent) compared to the first quarter of 2024, according to the Quarterly Census of Employment and Wages. Long-term industry projections indicate the Health Care and Social Assistance sector is expected to grow to approximately 1,948,957 jobs by 2032, a 17.8 percent growth rate from 1,654,799 positions in 2022. Current Employment Statistics (CES) indicate the industry—which reflects only private sector and not government-funded employment—reached an employment series high most recently in June 2025 with 1,732,200 jobs statewide, registering an OTY increase of 46,300 positions (2.7 percent).

Ambulatory Health Care Services, which consists of doctors' and dentists' offices, outpatient care centers, and medical and diagnostic laboratories, made up 46.6 percent of employment in the Health Care and Social Assistance industry during the first quarter of 2025. The number of positions in Ambulatory Health Care in Texas increased by 31,613 (3.7 percent) from first quarter of 2024 to the first quarter of 2025. Employment in Hospitals was second in line, comprising 27.6 percent of jobs in the industry, and growing by 2.3 percent (11,751 positions) during the same period.

Occupations within Health Care and Social Assistance continue to exhibit strong employment growth and robust wages. Of the top five occupations in the industry projected to add the most jobs by 2032 and paying above the statewide median salary, nursing occupies three of the spots. Help Wanted OnLine (HWOL) data from Lightcast supports these projections as the latest monthly job posting numbers indicate high demand for nurses. Registered Nurses rank first among occupations across all industries in the HWOL database for June 2025 with 28,521 unique listings in Texas.

The top 10 occupations in the Health Care and Social Assistance industry that paid more than the 2024 state median annual wage and are projected to add the most jobs in the long term can be found below.

Table 6: Health Care and Social Assistance Industry Long-Term Occupational Projections

Occupation Title	Employment 2022	Employment 2032	Change	Percent Growth	Median Wage 2024
Registered Nurses	197,925	227,261	29,336	14.8	$90,225
Medical and Health Services Managers	38,076	53,505	15,429	40.5	$104,134
Nurse Practitioners	16,620	27,689	11,069	66.6	$129,389
Licensed Practical and Licensed Vocational Nurses	52,545	59,367	6,822	13.0	$60,014
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	12,624	16,352	3,728	29.5	$58,388
Speech-Language Pathologists	9,303	12,719	3,416	36.7	$105,656
Radiologic Technologists and Technicians	17,107	20,494	3,387	19.8	$76,638
Physical Therapists	15,562	18,878	3,316	21.3	$104,292
Physician Assistants	7,593	10,784	3,191	42.0	$132,011
General and Operations Managers	15,609	18,591	2,982	19.1	$96,151

Data Sources: Texas Statewide Projections 2022 to 2032 and Occupational Employment and Wage Statistics 2024

Ranked by employment change for occupations with 2024 OEWS Health Care and Social Assistance industry median wages higher than Texas all industry median annual wage of $47,499.

Educational Services

Demand for Educational Services in Texas will continue to grow alongside an ever-expanding population. According to the U.S. Census Bureau's American Community Survey, from 2014 to 2024 Texas added 4,327,739 people – more than any other state in the nation. School enrollment for the Texas population three years of age and over increased by 674,080 from 2014 to 2024, a 9.0 percent increase.

The growth in this industry can be seen when looking at the CES data, which does not include government educational services. In June 2025 employment in Private Educational Services was reported at 245,600, a 20.2 percent increase from June 2020, but below the series high of 248,300 recorded in May 2023. Average annual employment in 2023 was a rounded 246,800 – the highest annual average in series history – and in 2024 it was a rounded 244,700.

When looking at Quarterly Census of Employment and Wages data, which includes both public and private educational data, the Educational Services industry added nearly 87,000 jobs over five years from first quarter 2020 to 2025, a 6.9 percent increase, placing the industry's employment at 1,347,974 in first quarter 2025. Average annual employment in this industry reached a series high in 2024 with nearly 1,317,000 employed. The industry is expected to expand by another 11.4 percent from 2022 to 2032 according to TWC's long-term industry projections.

TWC's occupational projections data estimates that primary and secondary school teaching occupations in the Educational Services industry – *Kindergarten Teachers, Except Special Education*; *Elementary School Teachers, Except Special Education*; *Middle School Teachers, Except Special and Career/Technical Education*; and *Secondary School Teachers, Except Special and Career/Technical Education* – will add nearly 40,000 positions from 2022 to 2032.

Educational Services occupations projected to add the most jobs in the long term that pay a wage above the state median are listed below.

Table 7: Educational Services Industry Long-Term Occupational Projections

Occupation Title	Employment 2022	Employment 2032	Change	Percent Growth	Median Wage 2024
Elementary School Teachers, Except Special Education	141,795	158,808	17,013	12.0	$61,383
Secondary School Teachers, Except Special and Career/Technical Education	106,399	119,549	13,150	12.4	$61,984
Health Specialties Teachers, Postsecondary	22,457	28,080	5,623	25.0	$120,938
Educational, Guidance, and Career Counselors and Advisors	28,816	32,968	4,152	14.4	$68,147
Education Administrators, Kindergarten through Secondary	31,901	35,955	4,054	12.7	$86,329
Instructional Coordinators	26,051	29,472	3,421	13.1	$73,459
Preschool Teachers, Except Special Education	12,156	13,970	1,814	14.9	$61,352

Occupation Title	Employment 2022	Employment 2032	Change	Percent Growth	Median Wage 2024
Special Education Teachers, Kindergarten and Elementary School	15,701	17,496	1,795	11.4	$60,269
Kindergarten Teachers, Except Special Education	14,105	15,839	1,734	12.3	$62,695
Nursing Instructors and Teachers, Postsecondary	6,436	7,982	1,546	24.0	$97,559

Data Sources: Texas Statewide Projections 2022 to 2032 and Occupational Employment and Wage Statistics 2024

Ranked by employment change for occupations with 2024 OEWS Educational Services industry median wages higher than Texas all industry median annual wage of $47,499.

Retail Trade

Retail Trade is a large and changing industry. Texas' expanding economy and population have increased demand for retail goods. Not seasonally adjusted Current Employment Statistics data for June 2025 indicates the industry represents 9.9 percent of Texas' Total Nonfarm employment of 14,342,100 jobs. According to industry projections, Retail Trade will add nearly 164,181 jobs by 2032, growing to 1,520,518 jobs total. Salaries of such employment growth contribute to the overall fiscal health of the state. According to QCEW, the Retail Trade industry surpassed $15.49 billion in Total Wages in the first quarter of 2025. Dating back to 1990, the Retail Trade sector has added on average, 14,885 jobs per year. With the exceptions of the Dot Com Bubble, The Great Recession, and The Pandemic, annual number of jobs in the Retail Trade sector have gained or lost within 47,282 jobs of the linear trend model.

Figure 23: Retail Trade Employment

Source: Current Employment Statistics

Retail Trade occupations projected to add the most jobs in the long term that pay a wage above the state median wage are listed below.

Table 8: Retail Trade Industry Long-Term Occupational Projections

| Occupation Title	Employment 2022	Employment 2032	Change	Percent Growth	Median Wage 2024
General and Operations Managers	48,168	54,212	6,044	12.5	$64,623
Automotive Service Technicians and Mechanics	27,243	32,121	4,878	17.9	$47,686
Pharmacists	13,131	14,619	1,488	11.3	$134,672
Sales Managers	11,179	12,149	970	8.7	$84,684
First-Line Supervisors of Office and Administrative Support Workers	11,566	12,371	805	7.0	$57,377
First-Line Supervisors of Mechanics, Installers, and Repairers	5,462	6,192	730	13.4	$62,173
Market Research Analysts and Marketing Specialists	2,422	2,870	448	18.5	$56,150
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,703	4,140	437	11.8	$59,317
Financial Managers	1,687	2,086	399	23.7	$147,233
Training and Development Specialists	2,887	3,282	395	13.7	$54,633

Data Sources: Texas Statewide Projections 2022 to 2032 and Occupational Employment and Wage Statistics 2024

Ranked by employment change for occupations with 2023 OEWS Retail Trade industry median wages higher than Texas all industry median annual wage of $47,499.

Construction

The Construction industry is projected to grow by 10.7 percent from 2022 to 2032, with an annual growth rate of 1.0 percent, creating the need for 81,976 more workers over 10 years. The occupations projected to grow the most include Electricians, First-Line Supervisors of Construction Trades and Extraction Workers and Heating, Air Conditioning, and Refrigeration Mechanics and Installers.

According to first quarter 2025 Quarterly Census of Employment and Wages (QCEW) report, employment in the Construction industry reached 912,923 jobs. This represents a 4.8 percent (41,791 jobs) increase since 2024 and a 13.4 percent (107,802) increase over the past five years. As of first quarter 2025, there were 60,876 construction firms operating in Texas, reflecting an increase of 9,211 since 2020. This expansion elevated the industry to the third largest in Texas, measured by the total number of firms.

Seasonally adjusted Current Employment Statistics (CES) data (includes private sector only) shows the construction industry added 19,900 jobs (2.3 percent increase) over the year in June 2025 with over four years (51 consecutive months) of positive annual growth. Additionally, there were 17,167 unique postings in June for the construction industry with over 5,000 unique postings in the Dallas-Fort Worth-Arlington Metropolitan Statistical Area (MSA) and almost 3,500 in the Houston-Pasadena-The Woodlands MSA.

According to the Federal Reserve Bank of St. Louis in 2025, the Producer Price Index for Lumber rose by 18.3 percent over the past five years and 35.5 percent since 2015. The average price of a home in Texas was $421,883 in 2024, an annual increase of 2.1 percent is observed since the year 2023 average price.

June 2025 saw Texas housing inventory reach its highest point in almost 13 years at 5.66 months, according to the Texas A&M Real Estate Center. While this is a significant increase, it remains below the 6.5 months considered a balanced market. The last time inventory levels were higher was in August 2012, at 5.81 months. Texas state monthly housing permits increased by 3.6 percent over the year in June 2025 reaching 18,712. According to the Federal Reserve Bank of St. Louis, the federal funds effective rate fell by one percentage point over the year, from 5.3 percent to 4.3 percent, potentially lowering borrowing costs for homebuyers. This, coupled with an increase in housing permits, suggests a period of robust growth in the construction industry. Construction occupations projected to add the most jobs long-term and pay above the Texas median wage of $47,499 are listed below in Table 9.

Table 9: Construction Industry Long-Term Occupational Projections

Occupation Title	Employment 2022	Employment 2032	Change	Percent Growth	Median Wage 2024
Electricians	47,821	57,543	9,722	20.3	$51,995
First-Line Supervisors of Construction Trades and Extraction Workers	60,706	68,091	7,385	12.2	$71,665
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	21,239	25,340	4,101	19.3	$50,083
Plumbers, Pipefitters, and Steamfitters	30,458	34,558	4,100	13.5	$59,155
Operating Engineers and Other Construction Equipment Operators	26,043	30,119	4,076	15.7	$50,147
Construction Managers	26,585	30,112	3,527	13.3	$96,883
General and Operations Managers	33,561	36,595	3,034	9.0	$100,200
Heavy and Tractor-Trailer Truck Drivers	13,162	15,148	1,986	15.1	$48,093
Carpenters	26,400	28,308	1,908	7.2	$48,524
Project Management Specialists	23,181	25,011	1,830	7.9	$89,181

Data Sources: Texas Statewide Projections 2022 to 2032 and Occupational Employment and Wage Statistics 2024

Ranked by employment change for occupations with 2024 OEWS Construction industry median wages higher than Texas all industry median annual wage of $47,499.

Professional, Scientific, and Technical Services

The Professional, Scientific, and Technical Services industry continues to grow in Texas, projected to increase by 32.2 percent from 2022 to 2032, resulting in 288,294 jobs being added to the workforce.

This growth is clear when looking at the CES data. In June 2025, the Professional, Scientific, and Technical Services industry reached an all-time high of 1,072,200 jobs and has maintained employment of over one million jobs since first achieving it in July 2022. In the 12 months ending June 2025, this industry grew by 28,700 positions for an annual growth rate of 2.8 percent. In addition to this, June marks the 55th consecutive month of positive annual growth for the industry.

Not seasonally adjusted CES data shows that all five subsectors of this industry have grown between 6,600 and 23,800 jobs since June 2022. Architectural, Engineering, and Related Services led this growth with a 13.5 percent or 23,800 increase in jobs, followed by Accounting, Tax Preparation, Bookkeeping, and Payroll Services with 15.2 percent, or 14,900 job increase. While these subsectors have shown the most growth since June 2022, Computer Systems Design and Related Services had the largest number of jobs, making up 31.0 percent of the total employment across these industries with 279,100 jobs in June 2025.

According to first quarter 2025 QCEW report, employment in the Professional, Scientific, and Technical Services reached an average 1,056,889 workers and has grown 1.8 percent over the last two years, slightly slower than the growth across all industries of 3.4 percent. The sector's average weekly wage was reported at $2,455, $225 higher than in 2023 and $868 higher than the average weekly wage across all industries in the same quarter. Additionally, the number of firms in this industry increased by 5,930, or 5.2 percent over the two-year period, totaling to 119,062 firms in the Professional, Scientific, and Technical Services industry in Texas.

In 2024, this industry produced 7.6 percent of the gross state product, or $206.6 billion, according to the Bureau of Economic Analysis. The BEA also reported that from fourth quarter 2024 to first quarter 2025, the personal income in Texas increased by 8.3 percent; 4.3 percentage points was due to an increase in net earnings of which for total earnings the Professional, Scientific, and Technical Services industry was one of the top five contributors. In this industry, Software Developers are projected to be the most in-demand through 2032 with an estimated employment of 75,319 jobs—a 10-year increase of 65.0 percent. Projections indicate other highly skilled jobs in high demand for this industry will be General and Operations Managers, Computer User Support Specialists, and Project Management Specialists.

The top ten Professional, Scientific, and Technical Services occupations projected to add the most jobs in the long term that pay a wage above the state median are listed below.

Table 10: Professional, Scientific, & Technical Services Industry Long-Term Occupational Projections

Occupation Title	Employment 2022	Employment 2032	Change	Percent Growth	Median Wage 2024
Software Developers	45,657	75,319	29,662	65.0	$127,598
General and Operations Managers	48,865	65,777	16,912	34.6	$134,832
Computer User Support Specialists	20,701	30,726	10,025	48.4	$57,270
Project Management Specialists	25,456	34,991	9,535	37.5	$97,178
Computer Occupations, All Other	22,553	31,979	9,426	41.8	$111,126
Computer Systems Analysts	19,170	28,449	9,279	48.4	$109,945
Accountants and Auditors	36,129	45,292	9,163	25.4	$79,416
Computer and Information Systems Managers	16,973	25,776	8,803	51.9	$166,269
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	19,953	27,817	7,864	39.4	$74,812

Occupation Title	Employment 2022	Employment 2032	Change	Percent Growth	Median Wage 2024
Market Research Analysts and Marketing Specialists	14,048	20,624	6,576	46.8	$62,523

Data Sources: Texas Statewide Projections 2022 to 2032 and Occupational Employment and Wage Statistics 2024

Ranked by employment change for occupations with 2024 OEWS Professional, Scientific, & Technical Services industry median wages higher than Texas all industry median annual wage of $47,499.

Transportation and Warehousing

According to long term industry projections, Transportation and Warehousing employment is expected to grow to approximately 833,562 positions by 2032. From 2022 to 2032 the Transportation and Warehousing industry is projected to grow by 25.2 percent resulting in 167,600 jobs added. This industry sector is projected to be the third fastest growing industry from 2022 to 2032 for the state of Texas. Heavy and Tractor-Trailer Truck Drivers is projected to be the most in-demand occupation through 2032 with an estimated employment of 143,802 jobs. For Heavy and Tractor-Trailer Truck Drivers 85.46 percent of the projected all-industry annual openings are due to the need to replace workers who are transferring or exiting the workforce.

According to CES non-seasonally adjusted data, Transportation and Warehousing employment grew 20.0 percent from June 2020 to June 2025. Over this period Transportation and Warehousing added 107,800 jobs and reached a June 2025 employment value of 648,100. According to first quarter 2025 QCEW data this industry totals 21,939 firms which is an increase of 3,048 firms compared to this same timeframe in 2020. This represents a 16.1 percent increase in firms over this period which also saw Average Weekly Wages increase from $1,280 in 2020 to $1,568 in the first quarter of 2025.

The top industry subsector by projected 2032 employment is Warehousing and Storage. This industry is projected to add over 80,600 jobs by 2032 while growing at a projected rate of 47.4 percent. This projected number change represents 48.1 percent of all projected growth for the Transportation and Warehousing industry sector. Transportation and Warehousing occupations projected to add the most jobs in the long term are listed in Table 11.

Table 11: Transportation and Warehousing Industry Long-Term Occupational Projections

Occupation Title	Employment 2022	Employment 2032	Change	Percent Growth	Median Wage 2024
Heavy and Tractor-Trailer Truck Drivers	115,607	143,802	28,195	24.4	$57,493
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	16,496	21,235	4,739	28.7	$63,840

Occupation Title	Employment 2022	Employment 2032	Change	Percent Growth	Median Wage 2024
General and Operations Managers	14,827	18,333	3,506	23.6	$102,503
Postal Service Mail Carriers	25,588	28,643	3,055	11.9	$58,386
Flight Attendants	12,198	15,039	2,841	23.3	$57,167
First-Line Supervisors of Office and Administrative Support Workers	13,036	15,597	2,561	19.6	$73,597
Maintenance and Repair Workers, General	5,062	7,207	2,145	42.4	$63,986
Aircraft Mechanics and Service Technicians	9,912	11,635	1,723	17.4	$80,734
Transportation, Storage, and Distribution Managers	4,621	6,313	1,692	36.6	$91,427
Production, Planning, and Expediting Clerks	3,739	5,205	1,466	39.2	$52,131

Data Sources: Texas Statewide Projections 2022 to 2032 and Occupational Employment and Wage Statistics 2024

Ranked by employment change for occupations with 2024 OEWS Transportation and Warehousing industry median wages higher than Texas all industry median annual wage of $47,499.

Manufacturing

According to the Federal Reserve Bank of Dallas, the seasonally adjusted production index, a key measure of state manufacturing conditions was at 1.3 in June 2025, suggesting flat to slight growth in Manufacturing. According to the Bureau of Economic Analysis, Texas Manufacturing accounted for 11.1 percent of the Texas gross state product (GSP) in 2024, contributing $300.3 billion to GSP. The Texas Comptroller of Public Accounts estimated Manufacturing's contribution to GSP at $312.3 billion in 2024, rising to $490.3 billion in 2034 — a 57.0 percent increase. The Comptroller further estimates a 2044 value of $794.3 billion. (All GSP values in current, or nominal dollars).

According to seasonally adjusted Current Employment Statistics data, the number of jobs in Manufacturing changed from 881,300 in June 2015 to 974,200 in June 2025. That equates to a 10.5 percent increase for the ten-year period June 2015-2025. The June 2025 Manufacturing employment number is 92,900 jobs above where it was in June 2015.

With increased automation and robotics, the Manufacturing industry has changed in recent years with increased computerization, driving up manufacturing wages. The average earnings for production workers in Manufacturing rose from $19.97 to $31.27 per hour from June 2015 to June 2025, according to the Current Employment Statistics Program (a 56.6 percent increase). Earnings for production workers in Durable Goods Manufacturing rose from $21.29 to $32.84 between June 2015 and June 2025, a 54.3 percent increase. Earnings for production workers in Non-Durable Goods Manufacturing rose from $17.58 to $28.89 between June 2015 and June 2025, a 64.3 percent increase.

In June 2025, Durable Goods comprised 63.7 percent of total employment in the industry, with Non-Durable Goods making up 36.3 percent of employment, according to not seasonally adjusted Current Employment Statistics data.

The three largest subsectors of Manufacturing by employment as measured by Current Employment Statistics are Fabricated Metal Product Manufacturing, Transportation Equipment Manufacturing, and Food Manufacturing. Fabricated Metal Product Manufacturing employment rose from 135,400 to 140,800, an increase of 4.0 percent from June 2015-2025. Transportation Equipment Manufacturing employment rose from 93,800 to 108,500, an increase of 15.7 percent from June 2015-2025. Food Manufacturing employment rose from 86,900 to 110,800, an increase of 27.5 percent from June 2015-2025. As measured by not seasonally adjusted Current Employment Statistics, overall employment in Manufacturing rose from 884,200 to 977,600, an increase of 10.6 percent from June 2015-2025.

Below is a chart of the occupations hired by manufacturing firms expected to grow the most jobs from 2022-2032 that pay above the state median wage.

Table 12: Manufacturing Industry Long-Term Occupational Projections

Occupation Title	Employment 2022	Employment 2032	Change	Percent Growth	Median Wage 2024
Industrial Machinery Mechanics	15,136	20,201	5,065	33.5	$63,088
First-Line Supervisors of Production and Operating Workers	39,617	42,798	3,181	8.0	$66,560
Software Developers	11,443	14,053	2,610	22.8	$130,164
Industrial Engineers	13,708	16,312	2,604	19.0	$102,170
General and Operations Managers	23,775	25,933	2,158	9.1	$126,102
Welders, Cutters, Solderers, and Brazers	25,300	27,330	2,030	8.0	$47,933
Machinists	13,749	15,312	1,563	11.4	$51,121
Mechanical Engineers	8,148	9,425	1,277	15.7	$105,121
Maintenance Workers, Machinery	6,720	7,898	1,178	17.5	$60,087
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	14,209	15,324	1,115	7.8	$71,477

Data Sources: Texas Statewide Projections 2022 to 2032 and Occupational Employment and Wage Statistics 2024

Ranked by employment change for occupations with 2024 OEWS Manufacturing industry median wages higher than Texas all industry median annual wage of $47,499

Agriculture, Forestry, Fishing and Hunting

Texas continues to be one of the most productive agricultural states in the country, though employment in this industry has been stagnant in recent years. In 2024 approximately 231,000 farms covered 125 million acres across the state, generating over $30.0 billion in agricultural cash receipts and accounting for 5.9 percent of farm revenue in the U.S., ranking fourth in the country among all states for agricultural cash receipts, per the Department of Agriculture.

Texas ranked first in the country in 2024 for cotton revenue, which includes cotton lint (upland and long staple) and cotton seed, and is third for cattle and calves, though cattle and calves generated the most agricultural revenue in the state, accounting for 45.0 percent of all agricultural cash receipts, while cotton was fifth in the state accounting for 3.9 percent of agricultural cash receipts, according to the Department of Agriculture.

Based on the portion of Agriculture, Forestry, Fishing and Hunting included in the Quarterly Census of Employment and Wages, employment in the industry has been nearly unchanged over the past ten years. In 2014 average annual employment was 58,967, while in 2024 average annual employment was slightly higher at 60,090; average employment during that 10-year period was 59,548. In first quarter 2025 employment stood at 59,394, a very slight increase of 0.9 percent from first quarter 2020. Overall, employment has declined from a peak of over 70,000 in the mid-1990s to a low of roughly 55,000 in 2010. The latest industry projections are forecasting a continued decline in employment with an estimated loss of nearly 3,000 jobs by 2032, dropping employment to a projected 54,800.

Listed below are the Agriculture, Forestry, Fishing and Hunting industry jobs that pay a wage above the state median and are projected to be the most in-demand over the long term. Note: Many agriculture workers are considered self-employed and are therefore not included in the table below.

Table 13:   Agriculture, Forestry, Fishing and Hunting Industry Long-Term Occupational Projections

Occupation Title	Employment 2022	Employment 2032	Change	Percent Growth	Median Wage 2024
Animal Breeders	559	618	59	10.6	$48,230
Industrial Production Managers	70	62	-8	-11.4	$79,745

Occupation Title	Employment 2022	Employment 2032	Change	Percent Growth	Median Wage 2024
First-Line Supervisors of Farming, Fishing, and Forestry Workers	1,769	1,758	-11	-0.6	$56,982
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	132	109	-23	-17.4	$60,552
Logging Equipment Operators	683	641	-42	-6.1	$60,532
General and Operations Managers	643	579	-64	-10.0	$56,588
Heavy and Tractor-Trailer Truck Drivers	1,447	1,347	-100	-6.9	$48,117

Data Sources: Texas Statewide Projections 2022 to 2032 and Occupational Employment and Wage Statistics 2024

Ranked by employment change for occupations with 2024 OEWS Agriculture, Forestry, Fishing and Hunting industry median wages higher than Texas all industry median annual wage of $47,499

Mining, Quarrying, and Oil and Gas Extraction

The Mining, Quarrying, and Oil and Gas Extraction industry sector made up 1.5 percent of the Texas average employment in the first quarter of 2025, according to the Quarterly Census of Employment and Wages (QCEW). During this quarter, this sector held 8,819 establishments and 6,844 firms. Despite its size, it is Texas' highest paying industry sector with an average weekly wage of $4,088. The sector consists of three subsectors: Oil and Gas Extraction, Mining (except Oil and Gas), and Support Activities for Mining. Oil and Gas Extraction was one of the highest paying subsectors of all industries with an average weekly wage of $7,188.

Based on seasonally adjusted Current Employment Statistics, the industry sector experienced series high employment in November 2014 with 321,200 jobs filled. The level of employment in June 2025 was considerably lower at 222,600. Despite the lower employment level, this sector has experienced employment growth in recent years. Over the past five years ending June 2025, employment in this industry sector had increased by 26.0 percent. This was higher growth than the total nonfarm industries at 19.5 percent. Job growth in the past year has been slight, but still positive, with an over the year increase of 2,100 jobs.

The industry is projected to grow by 12.2 percent from 2022 to 2032, resulting in 23,273 more jobs filled. By 2032 the industry is projected to have 214,686 employed. Wellhead Pumpers; General and Operations Managers; and First-Line Supervisors of Construction Trades and Extraction Workers are the top projected occupations for the industry, projected to add over 1,000 employed each.

Four of the ten occupations listed below experienced a higher 2024 median wage in Mining, Quarrying, and Oil and Gas Extraction compared to the same occupation's median wage for all industries. For example, General and Operations Managers made $159,595 working in this industry compared to the statewide median for General and Operations Managers of $100,284. Accountants and Auditors who worked in Mining, Quarrying, and Oil and Gas Extraction earned a median wage of $101,603 in 2024 which was $21,601 more than the statewide median for this occupation.

Mining, Quarrying, and Oil and Gas Extraction occupations projected to add the most jobs in the long term that pay an industry wage above the state median are listed below.

Table 14: Mining, Quarrying, and Oil and Gas Extraction Industry Long-Term Occupational Projections

Occupation Title	Employment 2022	Employment 2032	Change	Percent Growth	Median Wage 2024
Wellhead Pumpers	8,306	10,022	1,716	20.7	$75,456
General and Operations Managers	8,747	10,103	1,356	15.5	$159,595
First-Line Supervisors of Construction Trades and Extraction Workers	10,587	11,844	1,257	11.9	$81,043
Petroleum Engineers	5,433	6,549	1,116	20.5	$152,832
Service Unit Operators, Oil and Gas	13,008	13,849	841	6.5	$50,733
Accountants and Auditors	3,275	4,046	771	23.5	$101,603
Heavy and Tractor-Trailer Truck Drivers	8,636	9,340	704	8.2	$51,566
Derrick Operators, Oil and Gas	6,517	7,080	563	8.6	$61,610
Rotary Drill Operators, Oil and Gas	6,200	6,634	434	7.0	$65,579
Operating Engineers and Other Construction Equipment Operators	3,761	4,148	387	10.3	$49,874

Data Sources: Texas Statewide Projections 2022 to 2032 and Occupational Employment and Wage Statistics 2024

Ranked by employment change for occupations with 2024 OEWS Mining, Quarrying, and Oil and Gas Extraction industry median wages higher than Texas all industry median annual wage of $47,499.

VIII. Glossary

Local Area Unemployment Statistics (LAUS)

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 (LFPR) - 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 (CES)

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 (QCEW)

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 sent to the Bureau of Labor Statistics (BLS).

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 (OEWS)

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 2018 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 10-year period. The process of making employment projections depends on two main

components: 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) - The Projections Suite/Long Term Industry Projections (LTIP) system is supported by the Projections Management Partnership (PMP). The Projections Managing Partnership (PMP) operates an integrated, nationwide program of state and local projections and supports the development and maintenance of the Projections Suite software, including LTIP. The U.S. Department of Labor, Employment & Training Administration provides funding for the PMP, with technical support from the Bureau of Labor Statistics and other entities across the country. It is a PC-based system used to produce industry employment projections for Texas and the 28 Workforce Development Areas (WDAs) for a 10-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 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) – National 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 Summary 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 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.

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). An MD in Texas is made up of one or more counties.

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 26 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. A WDA in Texas is made up of one or more counties and every county resides in a WDA.