TEXAS
LABOR MARKET REVIEW

TEXAS WORKFORCE COMMISSION

DECEMBER 2021

The monthly 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 on our website: TexasLMI.com.

For additional information, please contact:

1-866-938-4444
lmci@twc.state.tx.us

NOVEMBER 2021 MONTHLY INDICATORS

INDUSTRY EMPLOYMENT SEASONALLY ADJUSTED (OTM) ↑ 75,100 CES program — Page 2	**UNEMPLOYMENT RATE** SEASONALLY ADJUSTED ↓ 5.2% LAUS program — Page 5
HWOL INDEX (OTM) ↑ 17.6% HWOL — Page 8	**INITIAL CLAIMS (CHG)** FOUR-WEEK MOVING AVERAGE ↓ 2,062 More Indicators — Page 10

CURRENT EMPLOYMENT STATISTICS

## Statewide Industry Employment (Seasonally Adjusted)

Total Nonagricultural Wage and Salary employment increased by 75,100 in November to reach a new high 12,998,200 jobs. This marked the first time total nonfarm employment surpassed the pre-pandemic level of 12,970,000 jobs set in February 2020. In November all 11 major industries achieved positive monthly growth. For the eighth consecutive period, employment expanded annually, with 698,700 positions gained since November 2020. Annual employment growth accelerated 0.2 percentage points to 5.7 percent, while private sector employment increased by the same amount to 6.6 percent. Every major industry expanded over the year.

Industry	Nov 2021	Monthly Change	Annual Change	Annual % Change
Total Nonagricultural	12,998,200	75,100	698,700	5.7
Private	11,016,700	73,400	677,300	6.6
Goods-Producing	1,828,400	9,000	76,000	4.3
Mining & Logging	203,400	3,700	30,200	17.4
Construction	738,100	3,600	14,300	2.0
Manufacturing	886,900	1,700	31,500	3.7
Service-Providing	11,169,800	66,100	622,700	5.9
Trade, Transportation & Utilities	2,624,700	6,200	120,000	4.8
Information	208,400	1,200	13,000	6.7
Financial Activities	848,300	9,300	37,000	4.6
Professional & Business Services	1,979,900	22,900	200,800	11.3
Education & Health Services	1,761,200	9,000	64,800	3.8
Leisure & Hospitality	1,336,400	12,500	133,100	11.1
Other Services	429,400	3,300	32,600	8.2
Government	1,981,500	1,700	21,400	1.1

Highlights

- The Mining and Logging industry added 3,700 positions over the month which marked the 13th increase in 14 months. This was the largest monthly gain since March 2021.

- Professional and Business Services added 22,900 jobs over the month in November and grew by 146,200 positions since the pre-COVID February 2020 employment level.

- The Leisure and Hospitality industry added 12,500 jobs over the month in November. Accommodation and Food Services accounted for 7,800 positions while Arts, Entertainment, and Recreation expanded by 4,700.

Total Nonagricultural Jobs
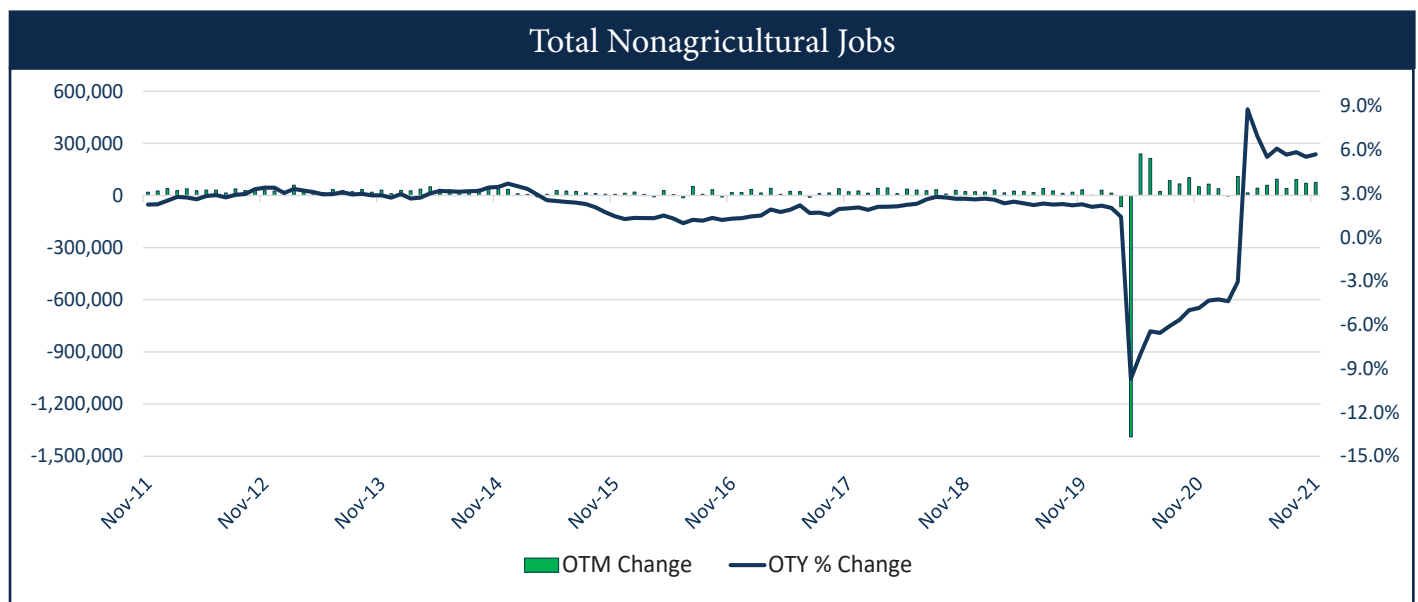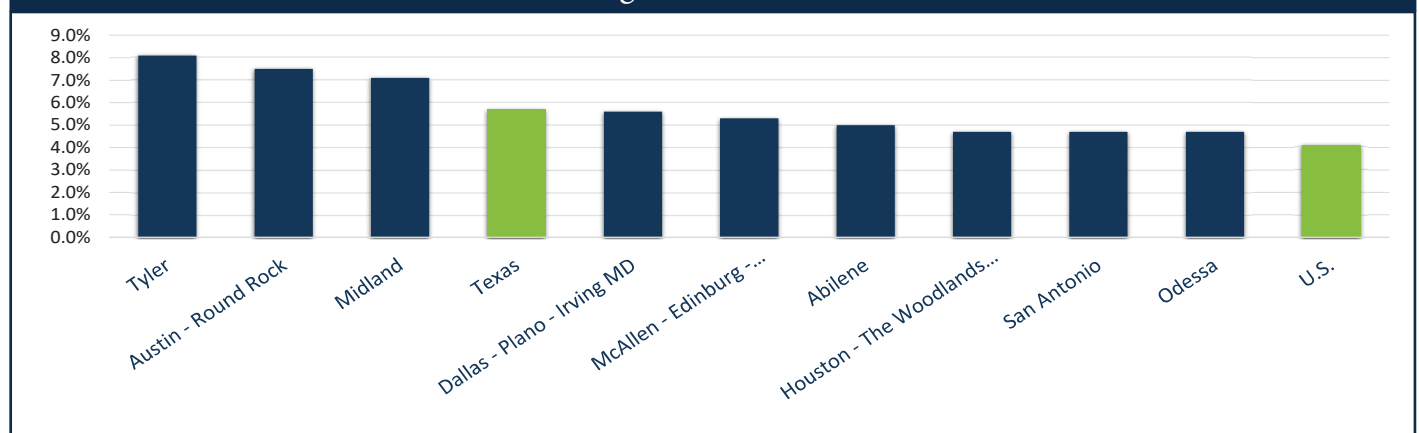
CURRENT EMPLOYMENT STATISTICS

Metro Areas (Seasonally Adjusted)

Metro Areas	Nov 2021	Monthly Change	Annual Change	Annual % Change
Abilene MSA	73,500	0	3,500	5.0
Amarillo MSA	123,000	400	4,100	3.4
Austin-Round Rock MSA	1,182,400	9,800	82,900	7.5
Beaumont-Port Arthur MSA	160,500	600	7,100	4.6
Brownsville-Harlingen MSA	143,400	0	3,400	2.4
College Station-Bryan MSA	119,500	500	1,900	1.6
Corpus Christi MSA	186,400	600	8,200	4.6
Dallas-FW-Arlington MSA	3,905,800	42,700	196,500	5.3
Dallas-Plano-Irving MD	2,789,500	23,600	149,000	5.6
Fort Worth-Arlington MD	1,116,500	12,600	49,100	4.6
El Paso MSA	321,500	300	7,400	2.4
Houston MSA	3,102,200	18,700	138,800	4.7
Killeen-Temple MSA	146,700	-100	4,600	3.2
Laredo MSA	103,300	400	3,800	3.8
Longview MSA	94,500	0	3,600	4.0
Lubbock MSA	150,500	300	4,100	2.8
McAllen MSA	276,800	500	14,000	5.3
Midland MSA	99,400	500	6,600	7.1
Odessa MSA	70,800	900	3,200	4.7
San Angelo MSA	48,200	200	900	1.9
San Antonio MSA	1,091,200	4,400	48,800	4.7
Sherman-Denison MSA	49,600	-100	1,500	3.1
Texarkana MSA	58,400	200	1,000	1.7
Tyler MSA	113,600	200	8,500	8.1
Victoria MSA	38,300	200	600	1.6
Waco MSA	127,200	500	4,400	3.6
Wichita Falls MSA	57,500	-300	1,400	2.5

Highlights

- Twenty of 26 metro areas added jobs over the month in November for a combined employment increase of 75,400. Employment in three MSAs held flat, while three MSAs declined. For the fifth consecutive month, every metro area achieved positive annual growth, with nine areas exceeding pre-COVID employment levels set in February 2020.

- The Fort Worth-Arlington Metropolitan Division added 12,600 jobs over the month, bringing the area's annual employment growth to 49,100 positions for a 4.6 percent annual growth rate. The area surpassed its pre-COVID employment level for the first time.

- The Dallas-Plano-Irving Metropolitan Division led all metro areas for the second consecutive month with 23,600 monthly jobs added.

- The Houston-The Woodlands-Sugar Land MSA's employment expanded by 18,700 positions over the month, growing annually by 138,800 positions.

- The Austin-Round Rock MSA's employment expanded by 9,800 positions on a monthly basis, totaling 82,900 positions added annually for a growth rate of 7.5 percent.
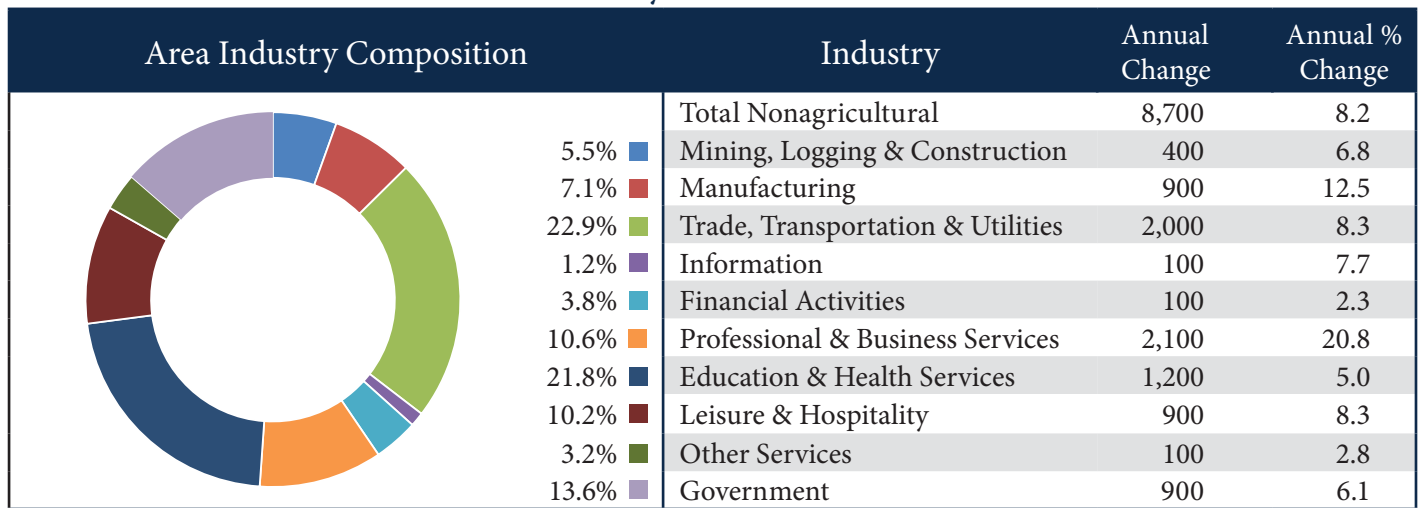
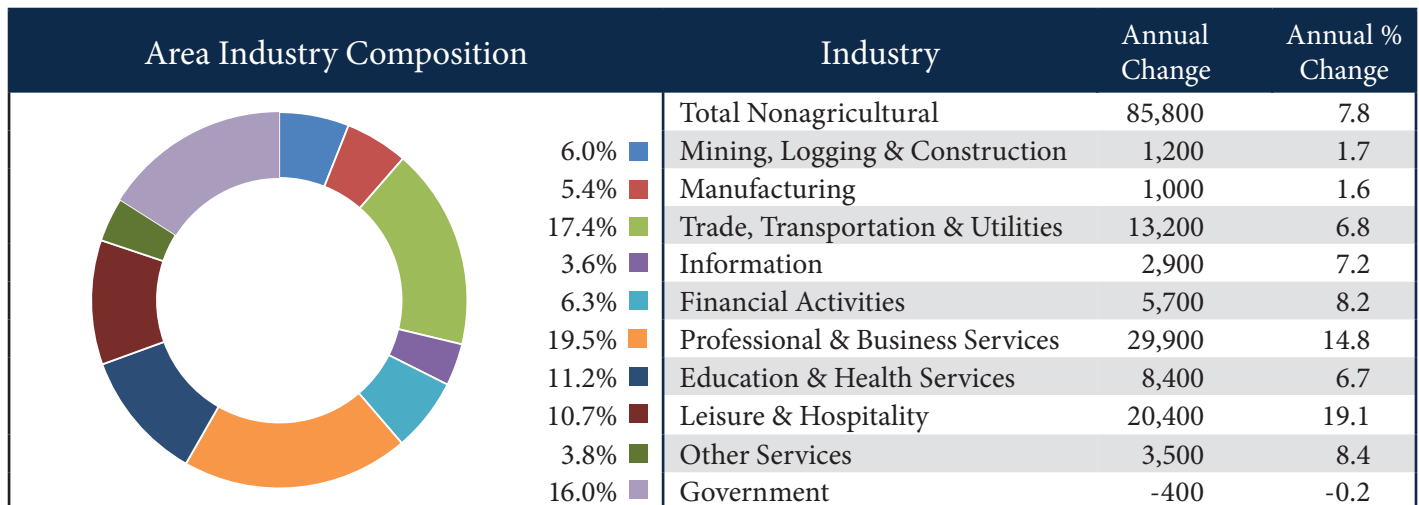## Fastest Growing Metro Areas Over the Year

CURRENT EMPLOYMENT STATISTICS

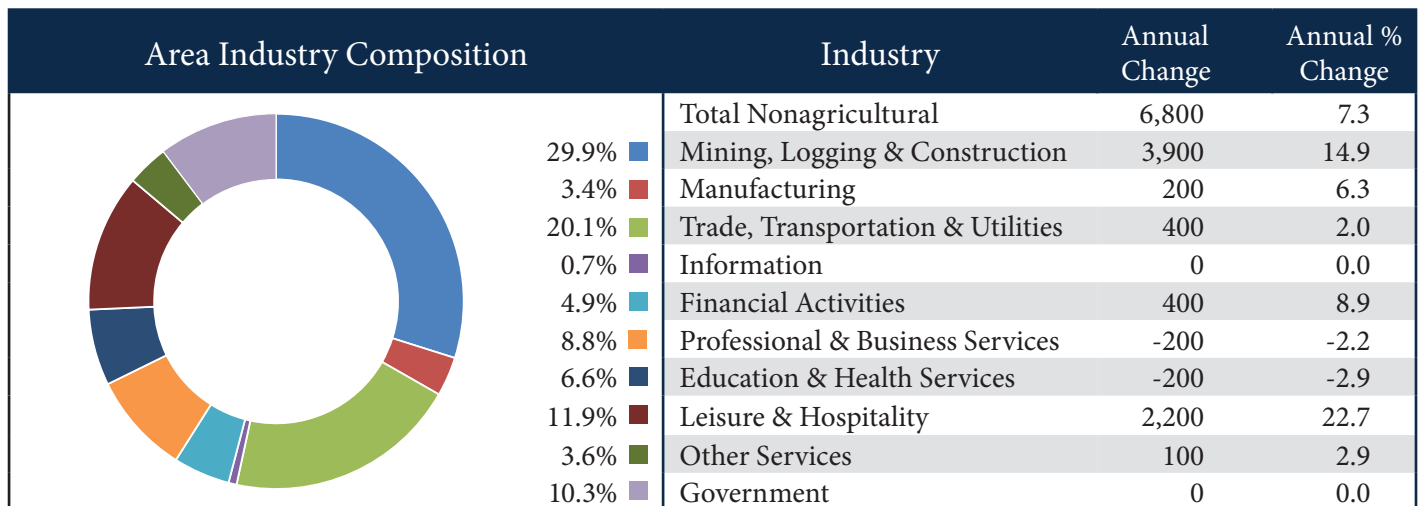### Fastest Growing Metro Areas Over-the-Year (Not Seasonally Adjusted)

Tyler MSA

Area Industry Composition	Industry	Annual Change	Annual % Change
Total Nonagricultural		8,700	8.2
5.5% ■ Mining, Logging & Construction		400	6.8
7.1% ■ Manufacturing		900	12.5
22.9% ■ Trade, Transportation & Utilities		2,000	8.3
1.2% ■ Information		100	7.7
3.8% ■ Financial Activities		100	2.3
10.6% ■ Professional & Business Services		2,100	20.8
21.8% ■ Education & Health Services		1,200	5.0
10.2% ■ Leisure & Hospitality		900	8.3
3.2% ■ Other Services		100	2.8
13.6% ■ Government		900	6.1

Austin-Round Rock MSA

Area Industry Composition	Industry	Annual Change	Annual % Change
Total Nonagricultural		85,800	7.8
6.0% ■ Mining, Logging & Construction		1,200	1.7
5.4% ■ Manufacturing		1,000	1.6
17.4% ■ Trade, Transportation & Utilities		13,200	6.8
3.6% ■ Information		2,900	7.2
6.3% ■ Financial Activities		5,700	8.2
19.5% ■ Professional & Business Services		29,900	14.8
11.2% ■ Education & Health Services		8,400	6.7
10.7% ■ Leisure & Hospitality		20,400	19.1
3.8% ■ Other Services		3,500	8.4
16.0% ■ Government		-400	-0.2

Midland MSA

| Area Industry Composition	Industry	Annual Change	Annual % Change
Total Nonagricultural		6,800	7.3
29.9% ■ Mining, Logging & Construction		3,900	14.9
3.4% ■ Manufacturing		200	6.3
20.1% ■ Trade, Transportation & Utilities		400	2.0
0.7% ■ Information		0	0.0
4.9% ■ Financial Activities		400	8.9
8.8% ■ Professional & Business Services		-200	-2.2
6.6% ■ Education & Health Services		-200	-2.9
11.9% ■ Leisure & Hospitality		2,200	22.7
3.6% ■ Other Services		100	2.9
10.3% ■ Government		0	0.0

Download CES excel data sheets (include industry-level data)

LOCAL AREA UNEMPLOYMENT STATISTICS

Texas & the U.S. (Seasonally Adjusted)

Texas Nov 2021

- **Employed** 13,511,600
- **Unemployed** 742,200

5.2%
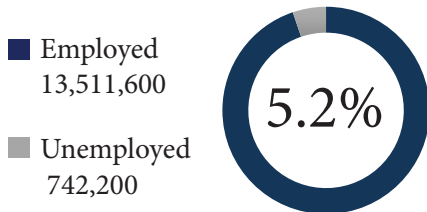
Date	CLF	Employment	Unemployment	Rate
Nov 2021	14,253,800	13,511,600	742,200	5.2
Oct 2021	14,204,200	13,434,200	770,000	5.4
Nov 2020	13,992,100	12,989,800	1,002,300	7.2

U.S. Nov 2021

- **Employed** 155,175,000
- **Unemployed** 6,877,000

4.2%
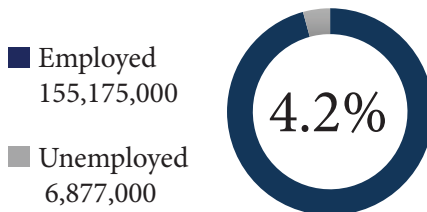
Date	CLF	Employment	Unemployment	Rate
Nov 2021	162,052,000	155,175,000	6,877,000	4.2
Oct 2021	161,458,000	154,039,000	7,419,000	4.6
Nov 2020	160,536,000	149,809,000	10,728,000	6.7

Highlights

- Over the month the Texas seasonally adjusted unemployment rate dropped to 5.2 percent, one percentage point higher than the U.S. rate of 4.2 percent.

- The state's seasonally adjusted labor force participation rate was 62.6 percent in November.

- Texas' seasonally adjusted LAUS employment was up 77,400 from last month.

- Summarizing the not seasonally adjusted estimates, the Texas unemployment rate decreased to 4.5 percent in November. This was 2.4 percentage points lower than the unemployment rate in November 2020.

### 10 Largest States' Unemployment Rates

Legend: OTM Increase, OTM Decline, Current Rate

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

Axis: 2.5% 3.0% 3.5% 4.0% 4.5% 5.0% 5.5% 6.0% 6.5% 7.0% 7.5%
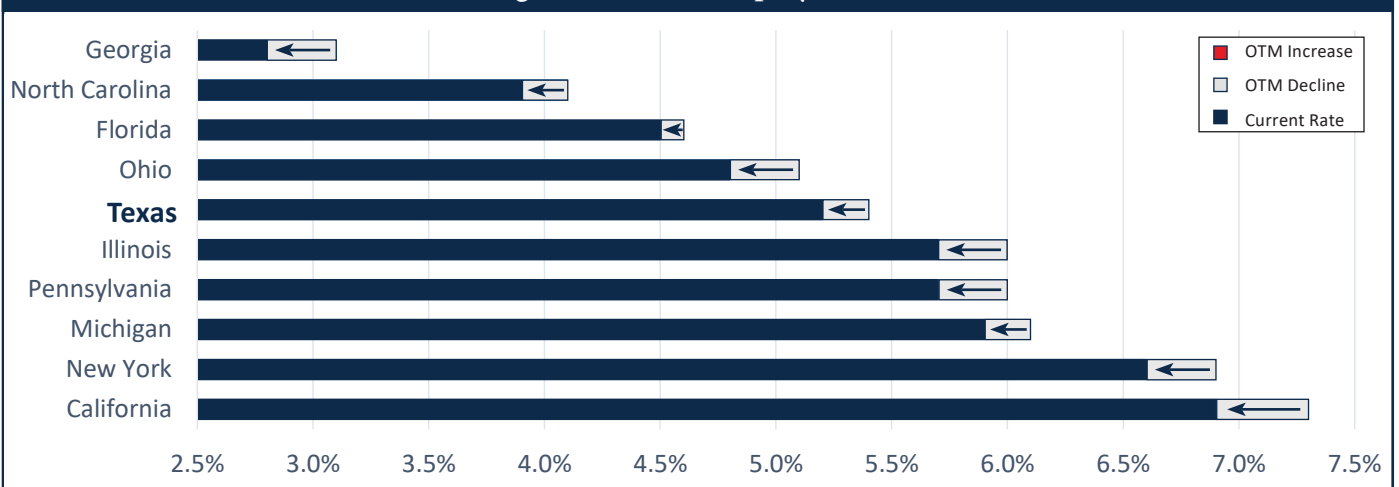
LOCAL AREA UNEMPLOYMENT STATISTICS

Substate Areas (Not Seasonally Adjusted)

County Highlights

- Unemployment rates varied considerably across counties, ranging from a low of 1.0 percent in King County and Loving County to a high of 14.1 percent in Starr County.

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

- Crane County experienced the largest unemployment rate decrease of 7.0 percentage points over the year.

- In November 2021, 27 counties experienced an increase in their unemployment rates over the month, while 203 counties experienced a decrease and 24 experienced no change.

- Over the year, the civilian labor force increased in 109 counties, while 145 counties in the state experienced a decline.

County Unemployment Rates

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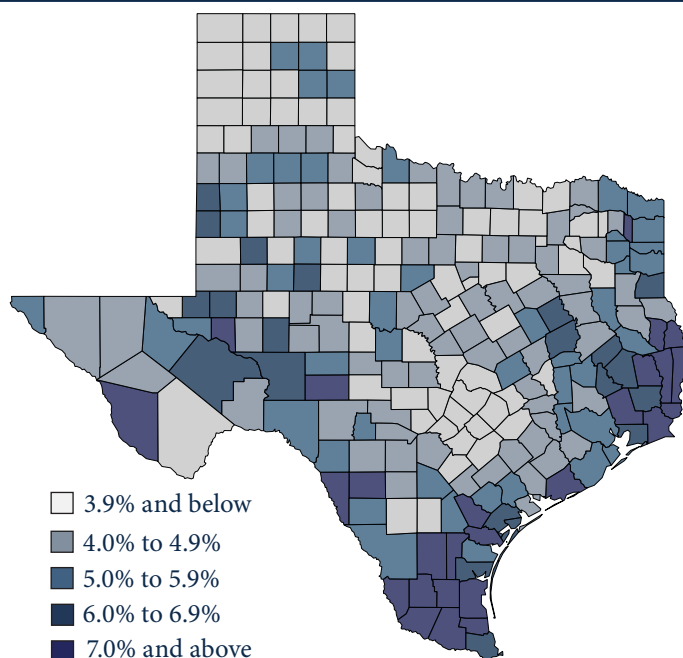
Texas Metro Areas Ranked by Unemployment Rate

Rank	Area	Rate	Rank	Area	Rate
1	Amarillo	3.1	14	Midland	4.5
2	Austin-Round Rock	3.2	0	Texas	4.5
3	College Station-Bryan	3.5	15	Killeen-Temple	4.8
4	Lubbock	3.6	16	El Paso	5.0
5	Abilene	3.7	16	Laredo	5.0
6	Sherman-Denison	3.8	18	Houston-The Woodlands-Sugar Land	5.1
0	United States	3.9	18	Longview	5.1
7	Dallas-Fort Worth-Arlington	3.9	20	Victoria	5.3
7	Tyler	3.9	21	Corpus Christi	6.0
7	Waco	3.9	22	Odessa	6.3
10	San Angelo	4.0	23	Brownsville-Harlingen	6.9
11	San Antonio-New Braunfels	4.1	24	Beaumont-Port Arthur	7.4
12	Texarkana	4.2	25	McAllen-Edinburg-Mission	7.7
12	Wichita Falls	4.2			

Metro Area Highlights

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

- Over the year, all Texas metropolitan areas experienced a decrease in their unemployment rates.

- The Odessa MSA experienced the largest over the year change, falling 5.9 percentage points.

CURRENT POPULATION SURVEY

12-Month Moving Average Unemployment Rates

Texas Unemployment Rates by Demographic

Gender (age 16+)	Nov 2021	Oct 2021	Nov 2020
Female	5.8%	5.9%	7.6%
Male	6.0%	6.4%	7.0%

Age (16+)	Nov 2021	Oct 2021	Nov 2020
Age 16-19	13.1%	13.1%	17.9%
Age 20-24	10.3%	10.7%	11.7%
Age 25-34	6.1%	6.5%	8.0%
Age 35-44	5.2%	5.4%	5.6%
Age 45-54	4.7%	5.0%	5.5%
Age 55-64	4.3%	4.5%	6.3%
Age 65+	4.4%	4.6%	5.9%

Race (age 16+)	Nov 2021	Oct 2021	Nov 2020
White	5.5%	5.7%	6.8%
Black	9.3%	9.8%	10.8%
Hispanic	7.2%	7.4%	8.6%

Other Categories (age 18+)	Nov 2021	Oct 2021	Nov 2020
Veterans	5.2%	5.3%	5.3%

Education (age 25+)	Nov 2021	Oct 2021	Nov 2020
Less than High School	8.3%	8.5%	9.9%
High School Diploma	6.7%	7.0%	8.1%
Some College or Associate Degree	5.6%	5.9%	6.8%
Bachelor's Degree or Higher	3.1%	3.3%	4.1%

Highlights

- The unemployment rate for males decreased by 1.0 percentage points over the year to a rate of 6.0 percent, while the rate for women decreased by 1.8 percentage points to 5.8 percent.

- The veteran unemployment rate decreased over the month by 0.1 percentage points to 5.2 percent in November.

- Individuals with some college education or associate degree had an unemployment rate of 5.6 percent. Those with a bachelor's degree and higher had an unemployment rate of 3.1 percent and those with a high school diploma had a rate of 6.7 percent.

- Of the new entrants into Texas' labor force in November, more were men (30,300) than women (24,600).

- The number of people not in the labor force because they are discouraged over job prospects in Texas decreased to 44,100, down from a level of 55,400 a year ago.

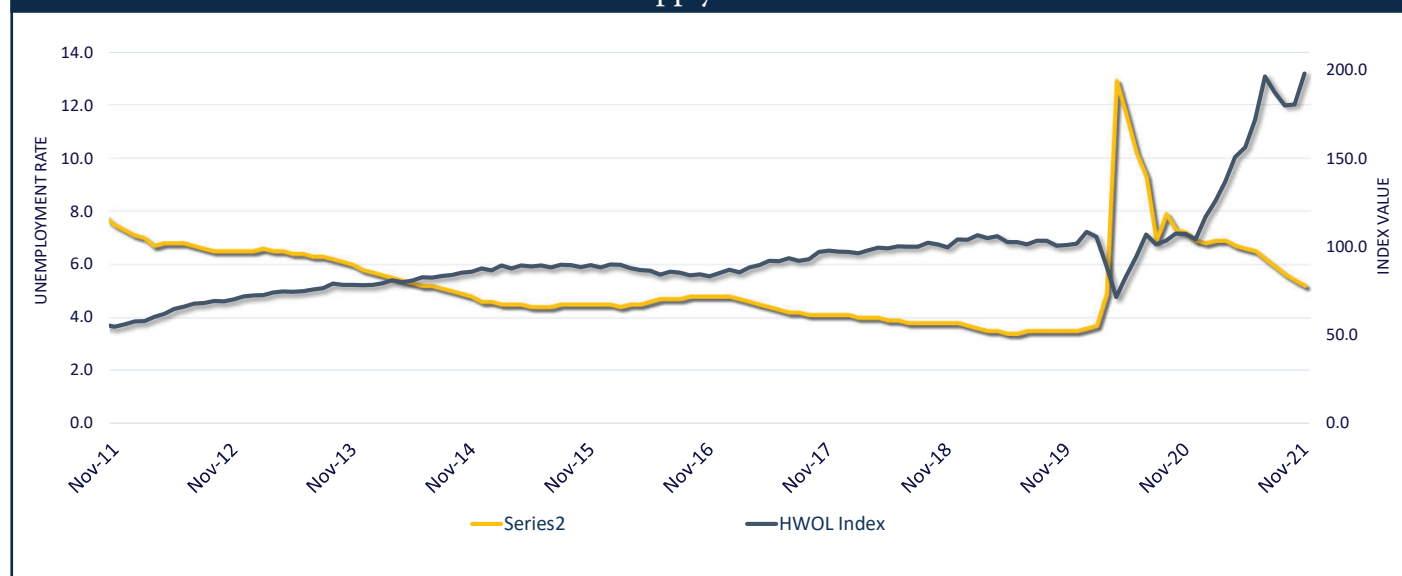### Unemployment Rates by Race
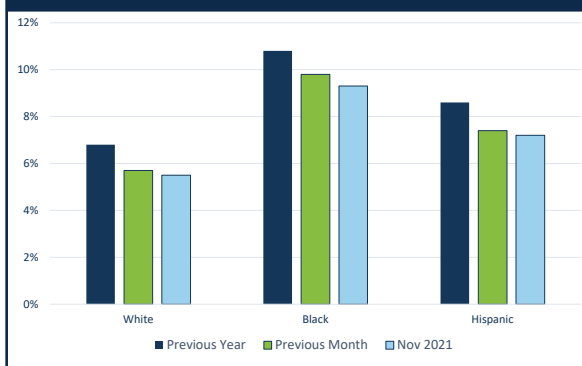
Unemployment Rates by Education
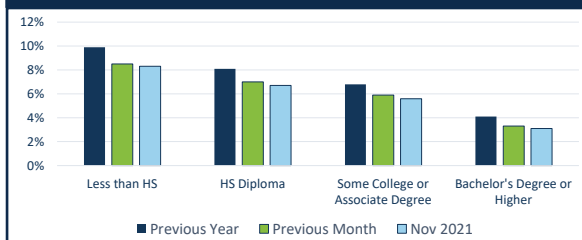
Download all LAUS excel data sheets

HELL WANTED ONLINE

Statewide Online Job Postings Data (Seasonally Adjusted)

Texas Labor Supply vs. Labor Demand

Highlights

- The Conference Board®-Burning Glass® Help Wanted OnLine™ (HWOL) Index increased over the month to 198.1 in November, a change of 17.6 points or 9.7 percent.

- The seasonally adjusted November Supply/Demand rate was 1.0 unemployed for each advertised vacancy with a total of 23,981 more unemployed workers than advertised vacancies.

Top Employers by Postings

Employer	Nov 2021
Baylor Scott & White Health	6,573
Hospital Corporation of America	5,202
Deloitte	5,037
Houston Methodist	4,324
Anthem Blue Cross	3,604
UnitedHealth Group	3,420
Texas Health Resources	3,374
Microsoft Corporation	2,833
HEB	2,794
Wells Fargo	2,607

Top Occupations by Postings

Occupation	Nov 2021
Registered Nurses	31,865
Retail Salespersons	21,017
Customer Service Representatives	19,344
Software Developers and Software Quality Assurance Analysts and Testers	18,238
Sales Representatives, Wholesale and Manuf., Except Technical and Scientific Products	18,001
Computer Occupations, All Other	17,144
Personal Service Managers, All Other	16,952
Heavy and Tractor-Trailer Truck Drivers	16,908
Fast Food and Counter Workers	14,431
First-Line Supervisors of Retail Sales Workers	14,106

EMPLOYMENT NEWS

Media Update

Job Gains

Samsung to Choose Taylor, Texas, for $17 Billion Chip-Making Factory
Wall Street Journal

TAYLOR, Texas — Samsung Electronics Co. plans to build a roughly $17 billion chip-making plant in Taylor, Texas, according to people familiar with the matter, a mega investment by the South Korean tech giant, as the Biden administration pushes for an expansion of U.S. semiconductor production.

The Taylor facility, located in central Texas, plans to create around 1,800 jobs, though chip production isn't expected to start until the end of 2024, according to documents Samsung had previously filed with Texas authorities. To woo Samsung, Taylor had offered incentives that include the equivalent of property-tax breaks of up to 92.5% for the first 10 years, with the write-offs gradually declining over the next several decades.

Evolve Biologics breaks ground on new facility
The Sachse News

SACHSE, Texas — Evolve Biologics, Inc., a Canadian-based biotechnology company specializing in protein extraction from blood plasma, held a groundbreaking ceremony at its manufacturing location Wednesday, Dec.8. Once completed, the new facility, located at 5001 President George Bush Highway, Sachse, Texas 75048, will be the company's first U.S.-based manufacturing facility.

Guests from Governor Greg Abbott's office, BioNTX, a trade industry organization for biotechnology and life science companies, and DPR Construction also participated in the groundbreaking. Once it opens in 2024, the 200,000 square foot facility will process one million liters of plasma each year, and create around 300 new jobs.

Job Losses

El Metro management company provides notice of layoffs
KGNS

LAREDO, Texas — Some employees with First Transit, the company that manages the city's El Metro bus service received a notice saying they will be losing their jobs. The notice says the current management contract with the city ends on January 31 of next year and they would not be submitting a proposal to stay on as the management company.

What is not certain is just how many employees will be affected and if positions such as bus drivers or mechanics are part of the notice. Representatives with First Transit released a statement saying, "All impacted employees are encouraged to apply to the new transit management company selected by the City of Laredo. First transit is proud to have delivered safe, reliable, and efficient public transportation services for the citizens of Laredo."

Cypress Creek Emergency Medical Services Files For Bankruptcy Amidst Layoffs and Lawsuits
Spring Happenings

CYPRESS, Texas — On Thursday, November 18, 2021, Cypress Creek Emergency Medical Services (CCEMS) filed for Chapter 11 bankruptcy in the Houston Division of the United States Bankruptcy Court for the Southern District of Texas. The filing came on a payday less than a week after the company laid off over 60 employees. The emergency services provider has been in turmoil since it lost its contract with Emergency Services District No. 11 in September 2020 after 16 years of partnership.
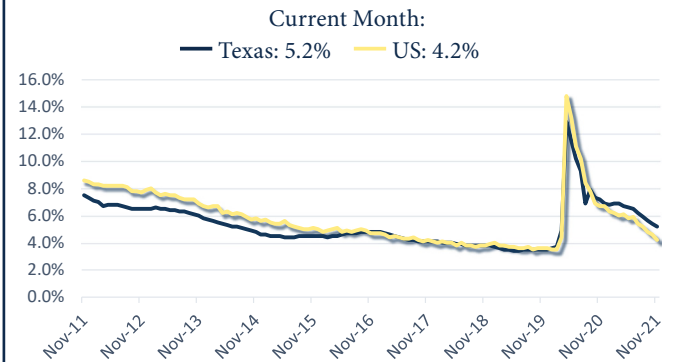
KEY INDICATORS

Total Nonag Annual Employment Growth
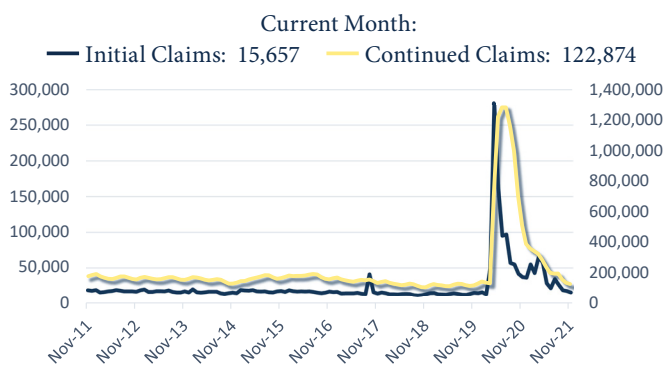### (Seasonally Adjusted)

Current Month:
— Texas: 5.7% — US: 4.1%
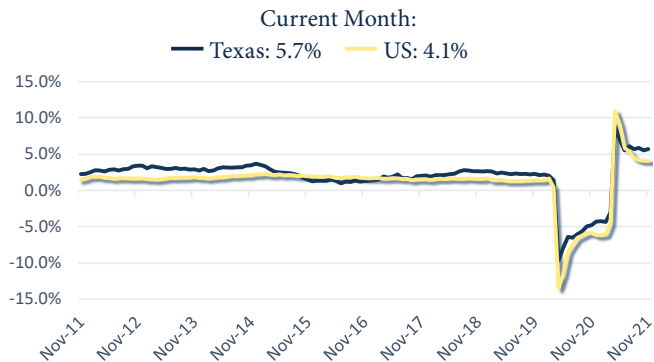
Source: TWC/Bureau of Labor Statistics

Unemployment Rates
(Seasonally Adjusted)

Current Month:
— Texas: 5.2% — US: 4.2%

Source: TWC/Bureau of Labor Statistics

Initial and Continued Claims
(Four-Week Moving Average)

Current Month:
— Initial Claims: 15,657 — Continued Claims: 122,874

Source: TWC

West Texas Intermediate Crude Oil vs. Texas Rig Count

Current Month:
— WTI: $79.15 — Texas Rig Count: 266
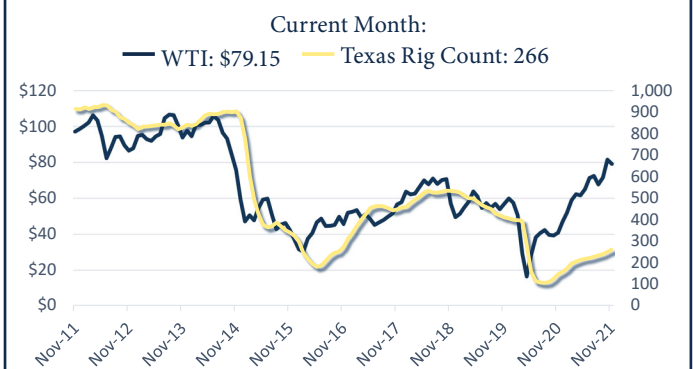
Source: US Energy Information Administration (EIA) & Baker Hughes

Consumer Price Index Annual Growth
(Not Seasonally Adjusted)

Current Month:
— Dallas-Fort Worth: 7.5% — Houston: 6.1%
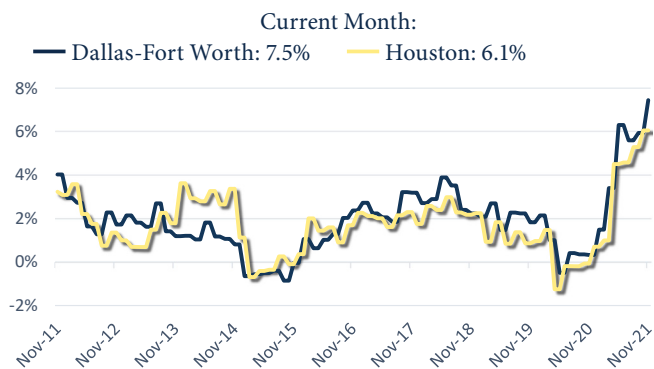
Source: Bureau of Labor Statistics

Average Hourly Earnings
(Total Private, Not Seasonally Adjusted)

Current Month:
— Texas: $29.33 — US: $30.98
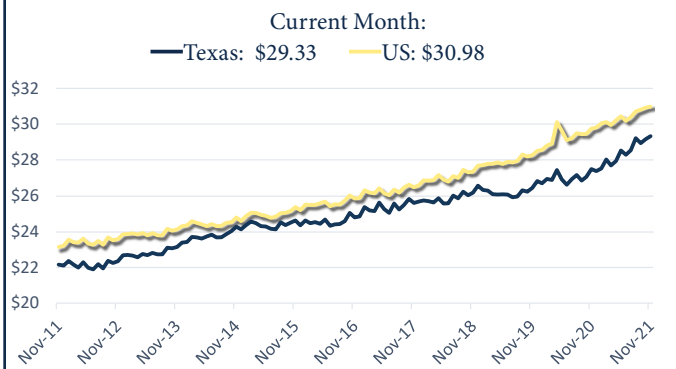
Source: Bureau of Labor Statistics

Download Key Indicators data in excel

GLOSSARY

CURRENT EMPLOYMENT STATISTICS

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

Nonagricultural Jobs - The total number of persons on establishment payrolls employed full or part time. Persons on the payroll of more than one establishment are counted in each. 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.

HELP WANTED ONLINE

The Conference Board Help Wanted OnLine® (HWOL) data series and index (July 2018=100) provides monthly measures of labor demand (advertised vacancies) at the national, regional, state, and metropolitan area levels.

Supply-Demand rate - A ratio measuring the number of unemployed persons per Help Wanted Online job openings.

INDICATORS

Initial Claims - A count of notices of unemployment received requesting a determination of eligibility for UI benefits. A person can file multiple claims.

Continued Claims - A count of claimants who have qualified for and are receiving UI benefits.

Consumer Price Index - An index of the variation in prices paid by typical consumers for retail goods and other items.

LOCAL AREA UNEMPLOYMENT STATISTICS

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

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.

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.

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

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

MISCELLANEOUS

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

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

Metro Area - Can refer either to a Metropolitan Statisical Area or a Metropolitan Division. Texas has 25 MSAs, including the Dallas-Fort Worth-Arlington MSA which is subdivided into two MDs.

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