



# MATURE WORKERS IN TEXAS: A DEMOGRAPHIC STUDY

Texas Workforce Investment Council  
September 2012

### **The Mission of the Texas Workforce Investment Council**

Assisting the Governor and the Legislature with strategic planning for and evaluation of the Texas workforce development system to promote the development of a well-educated, highly skilled workforce for Texas.

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## Introduction

Mature (age 55 and older) labor force participants comprised 21 percent of the national workforce in the first quarter of 2012. In 2008, individuals born in the earliest year of the Baby Boom cohort, between 1946 and 1964, turned 62 and were eligible to receive retirement benefits. Phrases such as the “silver tsunami” and “Baby Boom brain drain” are becoming more frequent in describing the impending transition of this large segment into retirement and the resulting effects on the workforce. This departure of the Baby Boom cohort could cause both worker and skill shortages. However, recent trends indicate that many mature workers will need or simply want to remain in the workforce. Many of these individuals will require help identifying transferable skills that lead to new career opportunities as well as education and training to upgrade their skills.

Of particular concern are the lack of awareness and action by some employers to address this trend. The 2008 Employer Survey commissioned by the Texas Workforce Investment Council (Council) indicates that many employers in Texas have not fully considered or prepared for Baby Boomer retirement. With such a large segment of the labor force approaching retirement over the next two decades, government leaders, policy makers, employers and other workforce stakeholders, must develop strategies to attract, retain and retrain mature workers, while also addressing gaps in skills and knowledge of younger workers.

## The Texas Workforce Investment Council

The Texas Workforce Investment Council was created in 1993 by the 73rd Texas Legislature. As an advisory body to the Governor and the Legislature, the Council assists with strategic planning for and evaluation of Texas’ workforce system. The Council promotes the development of a well-educated, highly skilled workforce for Texas and advocates for a workforce system that provides quality workforce education and training opportunities. The 19-member Council includes representatives from business, labor, education, community-based organizations and the Council’s five member state agencies.

### *Statutory Directive*

Under Title 10 Texas Government Code (TGC) Section 2308.101, the Council is responsible for promoting the development of a well-educated, highly skilled workforce and advocating the development of an integrated workforce development system to provide quality services addressing the needs of business and workers in Texas.

### *The State Strategic Plan*

The development of an integrated strategic plan for the workforce system is one of the Council’s primary responsibilities. *Advancing Texas: Strategic Plan for the Texas Workforce System FY2010-FY2015 (Advancing Texas)* does not specifically mention mature labor force participants. A Critical Business Issue in the plan states that everyone, especially targeted populations, must be part of the critical pool of potential employees that is and will be required by Texas employers. Mature labor force

participants are also part of this critical pool of current and future workers who can achieve enhanced employment outcomes.

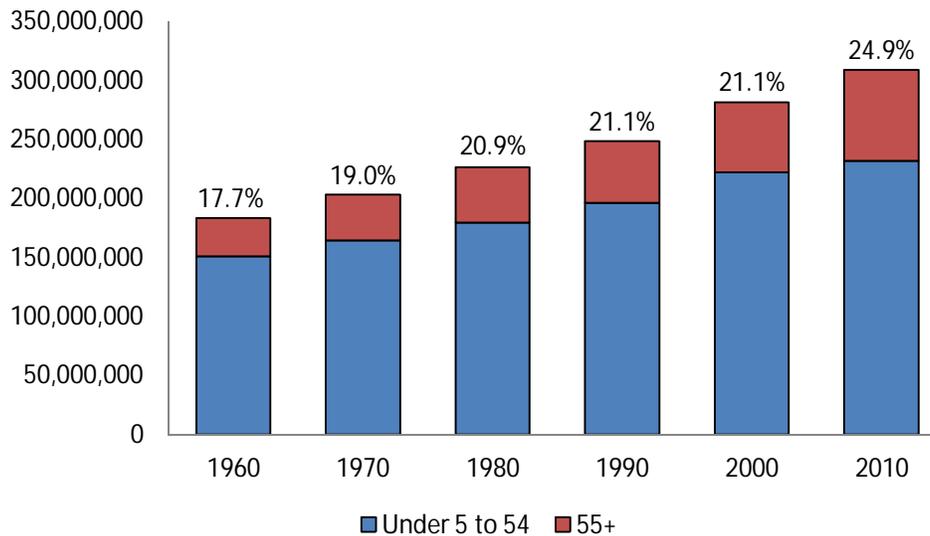
## Scope of Report

This report provides information about mature labor force participants in Texas, specifically those 55 years and older. The research can be utilized as a primer to understand the significant issues related to mature labor force participants and as a reference for data about this specific segment of the population. The first section utilizes national data to detail the possible affect that the Baby Boom generation will have on the workforce as more individuals in this large cohort approach the traditional age of retirement. In the second section, a general overview of Texas population trends is provided with a specific focus on issues related to aging. The third section offers a detailed demographic analysis of the mature labor force in Texas using data from 2010.

## Context of the Study

The percentage of the population comprised of individuals who are 55 and older is increasing as the Baby Boom generation (born between 1946 and 1964) ages. Figure 1 illustrates the percentage of the U.S. population 55 years and older in 1960 through 2010. This demographic trend has the potential to affect the workforce and the overall economy in numerous ways as the individuals in this large cohort approach the traditional age of retirement. This section details the association between this demographic trend and the workforce at the national level to provide a context to frame the description of the mature labor force in Texas.

**Figure 1: Percentage of U.S. Population 55 Years and Older, 1960-2010**



Source: Census data.

## Possible Worker and Skill Shortages

In the first quarter of 2012, mature labor force participants represented 21 percent of the national workforce. If a large portion of these mature workers retire, the workforce could be substantially reduced. This reduction in the workforce could be even more pronounced for specific industries since data from 2007 indicate that over 30 percent of the workforce in the agriculture, textile manufacturing, equipment manufacturing, health care service, educational services, and utilities sectors were 50 years old or older (Pitt-Catouphes, et al., 2008). These sectors will also lose all of the specific skills, experiences, and institutional knowledge that these retirees developed over the course of their careers. To compound this issue further, many employers in these sectors are already facing skilled labor shortages (e.g. Morrison et al., 2011).

The retirement of a large portion of the mature labor force is a valid concern, but the labor force participation rate for mature individuals has actually been increasing since the early 1990s, as illustrated in Figure 2. A recent survey found that three-quarters of workers over 50 wanted to remain in their

current job because they enjoyed working and 27 percent said that their present situation is the happiest time in their working career (Charles Schwab & Company, 2012). Some mature workers have positive motivations to keep working whereas others choose to delay full time retirement because of financial considerations. Recent explanations for the increased labor force participation of mature individuals have included greater financial savings required to provide for longer periods of retirement due to longer life spans and losses in retirement accounts during the recession of 2007 to 2009. However, the labor force participation rates for mature individuals have been increasing since before the beginning of the recession.

**Figure 2: National Labor Force Participation Rates of Mature Individuals, 1970-2012**

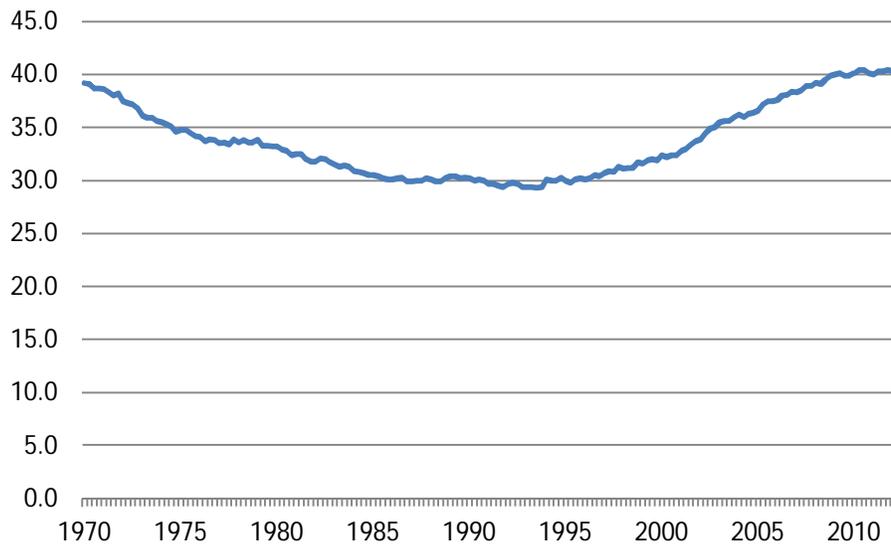


Figure notes: Seasonally adjusted quarterly labor force participation rates for individuals 55 years old and older are illustrated. Data are from the Bureau of Labor Statistics (BLS).

### Upgrading Mature Workers' Skills

Whatever the reason, more mature workers are remaining in the workforce. Although many of these mature workers have specific skills that are essential to their career fields, technological innovations may necessitate skills upgrading. Focus groups conducted by the Government Accountability Office identified out of date skills as an important reemployment barrier for mature individuals (U.S. Government Accountability Office, 2012). However, even though some employers assume that mature individuals are resistant to change and learning about new technology, a 2005 American Association of Retired Persons (AARP) survey indicated that mature workers consider opportunities for work related training, being able to learn new skills, and new experiences as important issues (Feinsod, Davenport, & Arthurs, 2005), although access to training and skills retraining programs may be limited (Heidkamp & Van Horn, 2008).

## Recent Labor Force Trends for Mature Individuals

The unemployment rate for mature individuals has been lower than for prime-age workers (age 25 to 54), as illustrated in Figure 3. However, mature individuals have consistently experienced longer durations of unemployment than younger workers since the recession of 2007 to 2009. Before 2007, the median duration of unemployment for mature individuals was 10 weeks compared to 9 weeks for prime-age workers. By 2011, the median duration of unemployment for mature individuals increased to 35 weeks compared to 26 weeks for prime-age workers (U.S. Government Accountability Office, 2012). Therefore, although mature individuals were less likely to lose their jobs than prime-age workers, mature individuals who did lose their jobs had more difficulty finding employment.

**Figure 3: National Unemployment Rates for Prime-Age and Mature Individuals, 1970-2012**

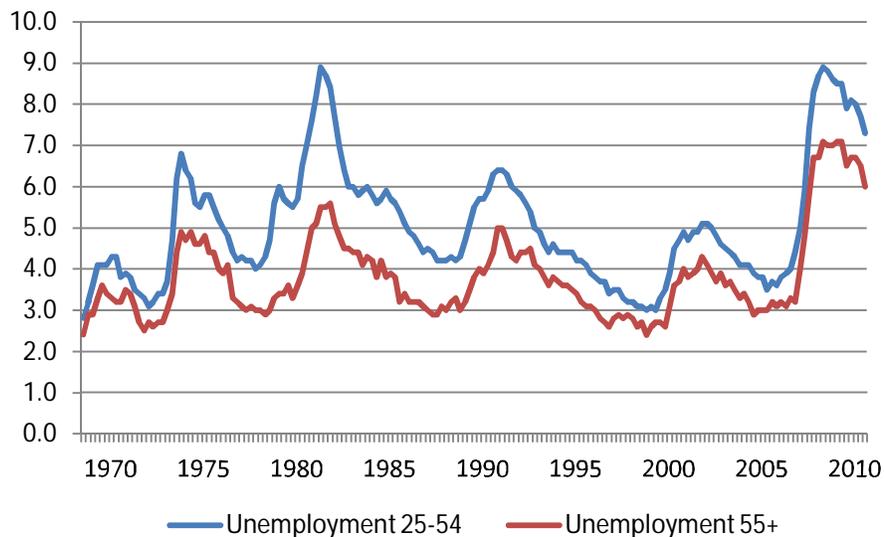


Figure notes: Seasonally adjusted quarterly unemployment rates are illustrated. Data are from BLS.

Many workforce development programs focus on prime-age workers. But since mature labor force participants represent a growing percentage of the workforce and labor force participation rates for mature individuals have been increasing, the development of the entire workforce must be considered. With the exception of the Senior Community Service Employment Program (SCSEP), few programs and services are designed specifically to address the education and training needs of mature labor force participants. The Aging Worker Initiative (AWI) is a recent attempt to increase the workforce system's understanding of relevant programs and services for mature labor force participants. Grants were awarded to organizations in 10 states, including Goodwill Industries of Houston, to provide training to mature individuals in high growth sectors.

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## **Demographic Analysis of the Texas Population**

The population of Texas is growing, diverse, and relatively young. These attributes provide for a large workforce and place the state in an advantageous position to compete in the global market. Despite the fact that the population in Texas is younger compared to the national average, the Texas population is aging and the percentage of the Texas population age 55 and older is increasing. In this section, data from the 2010 Census, 2010 American Community Survey (ACS), and the Texas State Data Center is utilized to provide a general overview of the Texas population with a focus on issues and trends related to aging. Past population trends, current demographic characteristics of the state, and future population projections are discussed.

### **The Changing Texas Population: 1960 to 2010**

A review of how the Texas population has been changing during the past decades provides the background to better understand the composition of the current state population. Figure 4 utilizes multiple population pyramids to illustrate the age and gender distribution of the Texas population from 1960 to 2010. In these graphs, the horizontal bars represent the numbers of females (in red) and males (in blue) for the age categories on the left side. The vertical Y axis is the age in years of the individuals and the horizontal black line represents the beginning of the mature population (55 years and older) in Texas. By comparing the pyramids for each decade, three relevant trends are evidenced: the growth of the state's population, the greater number of individuals in the older age categories, and the progression of the Baby Boom cohort from the younger age categories into the older age categories.

**Figure 4: Texas Population Pyramids, 1960-2010**

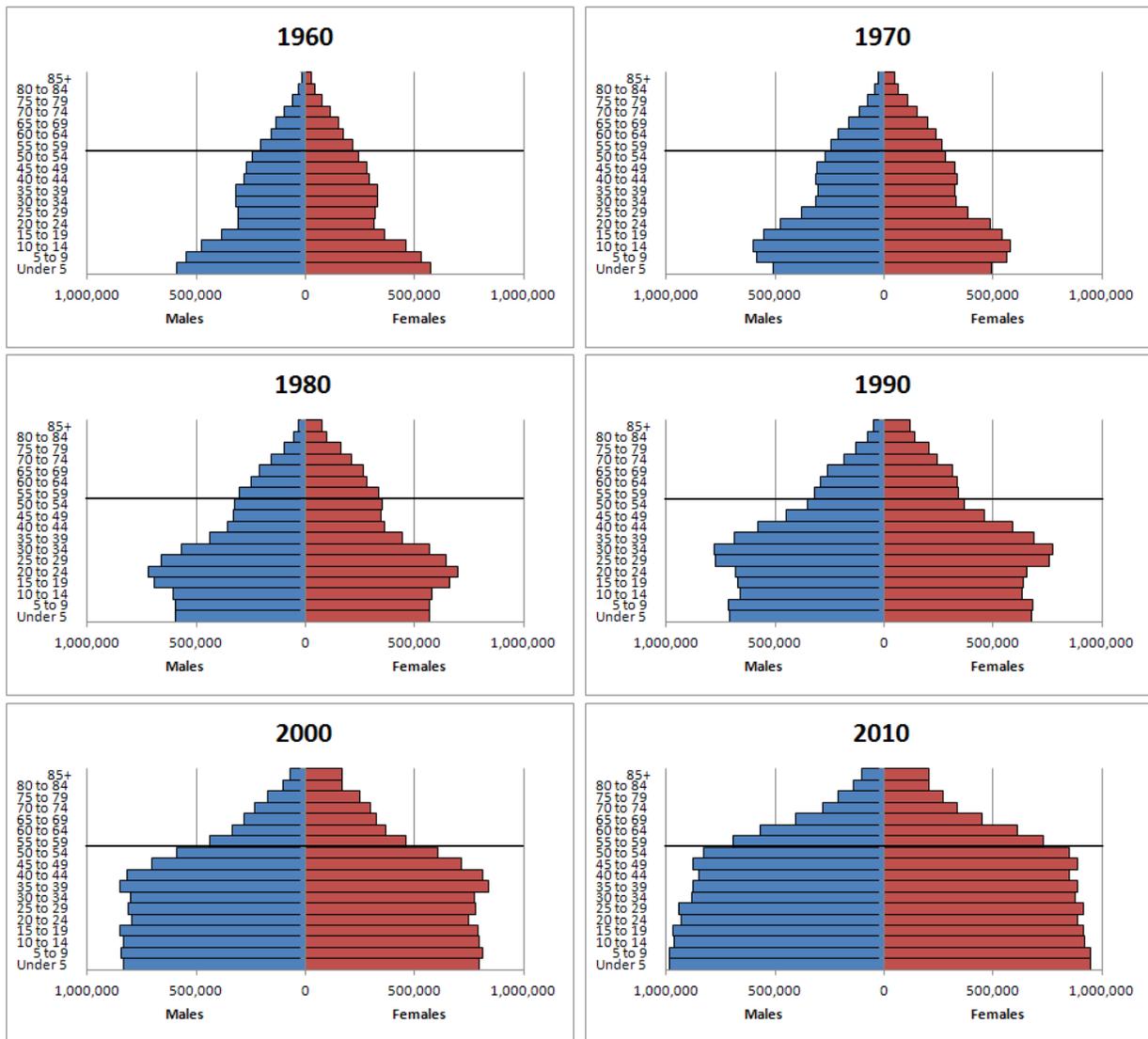


Figure notes: Data are from Census. Horizontal lines demarcate 55 and older.

The growth of the Texas population is illustrated by the pyramids becoming considerably wider. The population of Texas grew from 9,579,677 in 1960 to 25,145,561 in 2010. This is a gain of 15,565,884 people or a 163 percent increase in 50 years. In just the last decade (between 2000 and 2010), Texas added more people than any other state: 4,293,741 individuals, constituting an increase of 20.6 percent. In-migration to Texas from other states and other countries accounted for approximately half of the state's population growth.

The population pyramids in Figure 4 also illustrate an increase in the number of individuals in the older age categories (at the top of the pyramids). The number of individuals 55 or older increased from 1,497,120 in 1960 to 5,199,577 in 2010, an increase from 15.6 percent of the total population in 1960 to 20.7 percent in 2010. This increase in the number of older individuals influences the median age of the

population. Table 1 illustrates even though the median age in Texas is younger than that of the U.S., the median age in Texas has been rising since 1970.

**Table 1: Median Ages, 1960-2010**

<b>Year</b>	<b>U.S.</b>	<b>Texas</b>
1960	29.5	27.0
1970	28.1	26.4
1980	30.0	28.2
1990	32.9	30.8
2000	35.3	32.3
2010	37.2	33.6

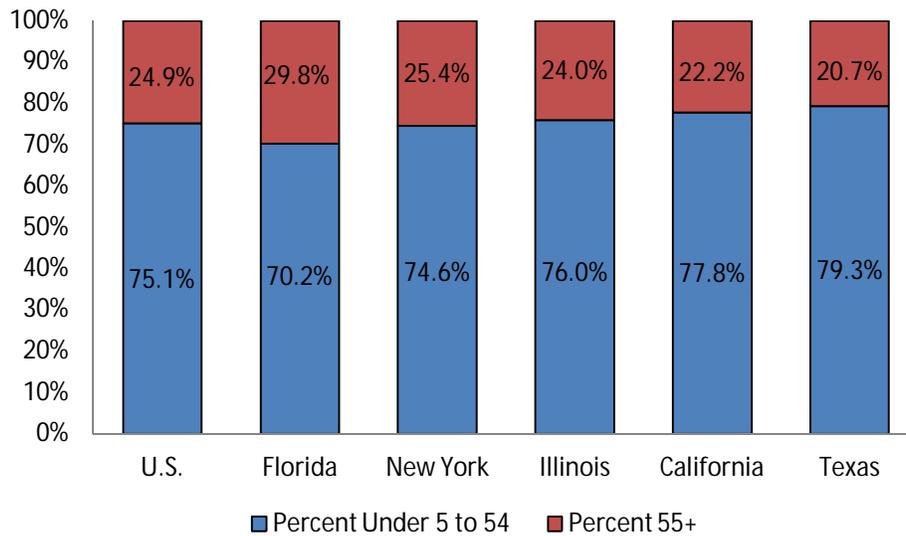
Source: Census data.

The final trend evidenced by the population pyramids in Figure 4 is the progression of the Baby Boom cohort (born between 1946 and 1964) towards retirement age. The expanded base of the 1960 population pyramid clearly indicates the Baby Boom cohort with the greatest number of individuals in the five and under age category. In 1970, the approximate midpoint of this cohort was at the 10 to 14 age category. In 1980, the midpoint of the cohort was at the 20 to 24 age category and at the 30 to 34 age category in 1990. In 2000, the greatest number of the cohort was in the 35 to 39 age category. By 2010, the Baby Boom cohort is difficult to distinguish in Texas since the younger cohorts contained a greater number of individuals.

### The Texas Population in 2010

In many ways, the current composition of the state's population is a snapshot of the ongoing demographic trends evidenced by the population pyramids in Figure 4. Males accounted for 49.6 percent of the Texas population (12,472,280) whereas females accounted for 50.4 percent (12,673,281). The growth witnessed throughout the previous decades in Texas culminated with a population of 25,145,561 in 2010. Individuals age 55 and older comprised 20.7 percent of the total Texas population. Figure 5 illustrates that a relatively lower percentage of the Texas population is age 55 and older compared to the U.S. and the four other largest states.

**Figure 5: Percentage of Population 55 Years and Older in U.S. and Five Largest States, 2010**

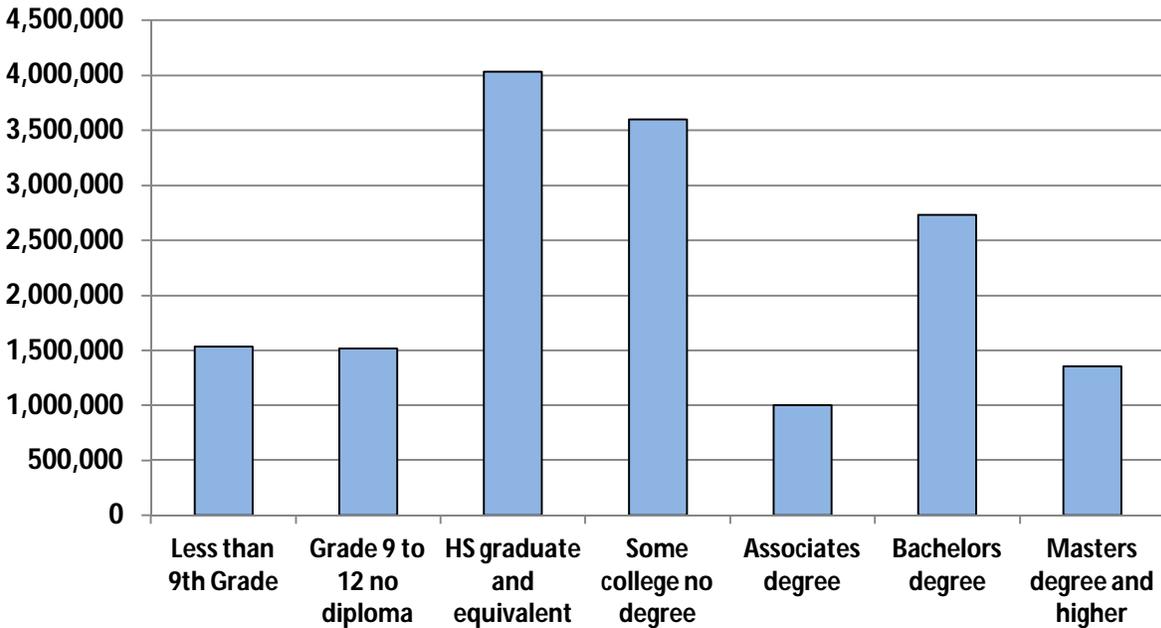


Source: Census data.

Regarding both land area and population size, Texas is the second largest state in the U.S. However, growth in Texas has not been uniform and the population is not evenly distributed throughout the state. A majority of the growth has occurred in metropolitan areas whereas many rural counties have either grown at a much slower rate or declined in population (Texas Comptroller, 2012). According to Census population estimates, Texas had four of the 15 most populous cities in the nation in 2011 and eight of the 15 most rapidly growing large cities between April 1, 2010 and July 1, 2011 (U.S. Census Bureau, 2012).

In 2010, Texas had the second largest civilian labor force of all the states: 12,363,612 individuals. Education is a key aspect of a competitive workforce. Approximately 81 percent of the population over age 25 in Texas (12,723,801 individuals) had at least a high school diploma in 2010 and approximately 26 percent (4,091,770 individuals) had at least a bachelors degree. Figure 6 illustrates the educational attainment of Texans over the age of 25 in 2010.

**Figure 6: Educational Attainment of the Texas Population Age 25 and Older, 2010**



Source: 2010 ACS.

Texas has a relatively young population. In 2010, the median age in Texas was 33.6 compared to 37.2 for the U.S. According to 2010 Census data, 27 percent of the Texas population was under 18 and 10 percent was older than 65 in 2010. The population of Texas is aging as evidenced previously in Table 1. Approximately 21 percent of the overall population (5,199,577 individuals) in 2010 was 55 or older. Table 2 illustrates the number of individuals over age 55 by age groups. Of the population over 55 in Texas, approximately half are between the ages of 55 and 64.

**Table 2: Population Older than 55 in Texas by Age Group, 2010**

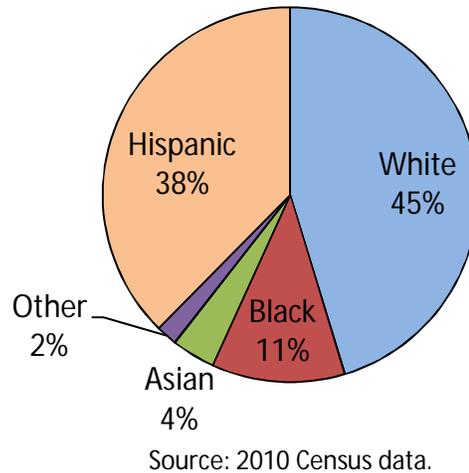
Age Group	Count	Percent (of 55+)
55 to 59	1,422,924	27.37%
60 to 64	1,174,767	22.59%
65 to 69	853,100	16.41%
70 to 74	619,156	11.91%
75 to 79	477,245	9.18%
80 to 84	347,206	6.68%
85+	305,179	5.87%
Total	5,199,577	100%

Source: Census data.

An ongoing trend not indicated by the population pyramids is the increase in the state's racial and ethnic diversity. In 1980, approximately 66 percent of the Texas population was white, 21 percent was Hispanic, and 12 percent was African American. The Texas population had become more diverse by

2010 with the proportion of whites in the population decreasing and the proportion of Hispanics increasing. As illustrated in Figure 7, approximately 45 percent of the Texas population was white, 38 percent was Hispanic, 11 percent was African American, four percent was Asian, and two percent was in the 'other' category that includes American Indians, Alaska natives, native Hawaiians, Pacific Islanders, and individuals who specified two or more race groups on the Census.

**Figure 7: Racial and Ethnic Composition of Texas, 2010**

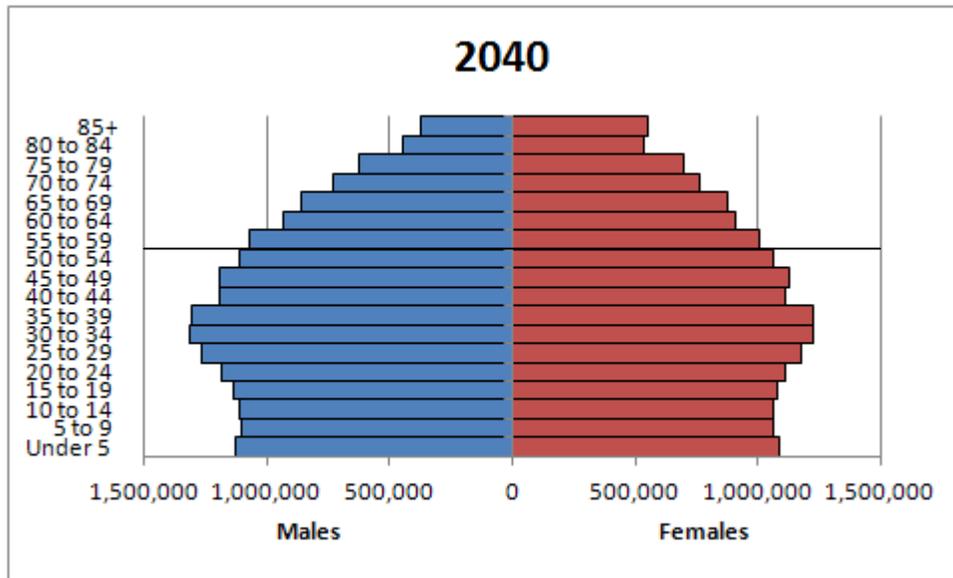


Differences in median age exist between the racial and ethnic groups. Whites are the oldest racial group in the state and Hispanics are the youngest. According to the 2010 ACS, the median age was 41 for whites, 34 for Asians, 31 for African Americans, and 26 for Hispanics. A further age difference can be observed for Hispanics based on nativity: the median age for native born Hispanics was 19 and 38 for foreign born Hispanics.

### The Future Texas Population

The previously discussed demographic trends will continue to shape the state's population. The Texas population is projected to keep growing, aging, and will become increasingly diverse due to increases in the Hispanic population. Figure 8 illustrates the projected population pyramid for Texas in 2040.

**Figure 8: Texas Population Pyramid, 2040**

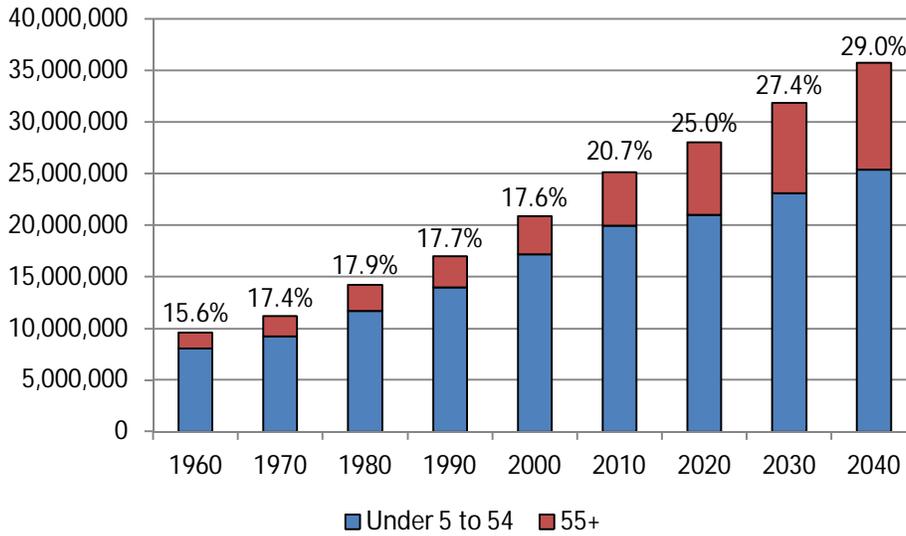


Source: Texas State Data Center 2008 population projections. The horizontal line demarcates 55 and older.

Projections indicate that the population of Texas will be 35,761,165 in 2040: an increase of approximately 42 percent since 2010. The substantial width of the 2040 pyramid illustrates this growth. Readers must note that the 2040 population pyramid does not utilize the same scale as the 1960 through 2010 pyramids presented in Figure 4, so care must be used when making comparisons. The maximum numbers of individuals represented by each horizontal line in the 1960 through 2010 pyramids in Figure 4 are 1,000,000 whereas the maximum limit is 1,500,000 for the 2040 pyramid.

By 2040, a greater percentage of the population will be 55 or older. Projections indicate that 10,373,954 Texans will be 55 or older in 2040 and comprise 29 percent of the total population. Figure 9 illustrates the percentages of the population 55 and older from 1960 to 2040.

**Figure 9: Percentage of Population 55 Years and Older in Texas, 1960-2040**



Source: Census data.

The 2040 Texas population will be even more racially and ethnically diverse. Projections indicate that 32 percent of the 2040 Texas population will be white, 53 percent will be Hispanic, nine percent will be African American, and six percent will be in the “other” category. Figure 10 illustrates the race and ethnicity of the Texas population from 1980 through 2040. The most noticeable trend is the increasing percentages of Hispanics relative to the other categories.

**Figure 10: Race and Ethnicity of Texas Population, 1980-2040**

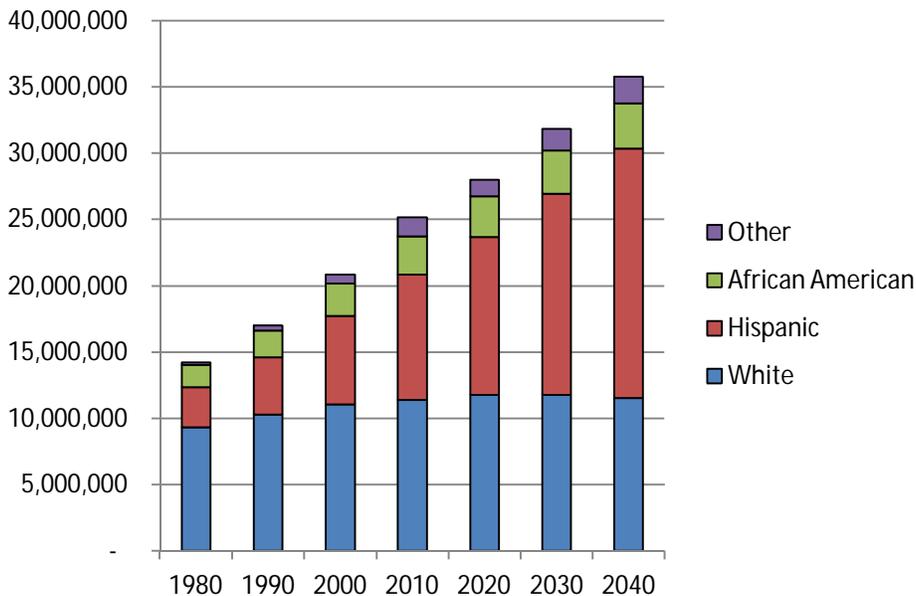


Figure notes: Census data is used for 1980 through 2010. Projections for 2020 through 2040 use data from the state demographer and assume the 0.5 migration scenario (one-half of the net migration rates of the 1990s).

## Demographic Analysis of the Mature Labor Force in Texas

The trends presented in the previous section indicate that the proportion of the Texas population age 55 and older is increasing and will account for a greater percent of the population. This section utilizes weighted data from the 2010 ACS to provide detailed demographic analyses of mature labor force participants in Texas so that this specific segment of the workforce can be better understood. Labor force participation, various characteristics of the population, and the average salaries of mature workers will be discussed.

### ACS Versus Census Data and Labor Force Concepts

The estimates of individuals age 55 and older in Texas from the 2010 ACS do not match the counts provided by the 2010 Census presented in the last section for several reasons. The ACS is based on a much smaller sample and therefore, sampling error is greater for the ACS. Additionally, ACS data is collected on a continual basis and then combined to represent the characteristics of the population over a specific period of time unlike the Census, which is collected during a fixed period of time to represent the count of individuals on a specific date. The ACS is intended to provide estimates about characteristics so that trends can be gauged over time. The percentages produced by ACS data are accurate and are appropriately utilized to compare characteristics such as individuals in racial categories or in specified age groups; however, if precise counts are required, information from the 2010 Census should be used.

To remain consistent with accepted concepts and measures related to the labor force (such as the labor force participation and unemployment rates), all analyses in this section are based on the civilian labor force. The civilian labor force is comprised of all noninstitutionalized individuals 16 years old and older who are either employed or unemployed and does not include members of the armed forces, students in school, homemakers, retirees, people who cannot work because of health problems, or discouraged job seekers (individuals who want jobs and looked for work in the past year, but abandoned their search believing that no suitable jobs are available). Approximately 0.01 percent of the population 55 and older in Texas (414 individuals) were employed by the armed forces in 2010. These individuals are not considered to be in the civilian labor force in the following analyses.

### Employment Status and Labor Force Participation of the Population 55 and Older in Texas

The employment status and labor force participation of individuals 55 and older in Texas were analyzed using data from the 2010 ACS. Table 3 illustrates that 38 percent of the Texas population 55 and older were employed in civilian occupations. Approximately three percent were unemployed and 59 percent were not in the labor force. Since the labor force is comprised of employed and unemployed individuals, 40.8 percent of Texans 55 and older (an estimated 2,137,725 individuals) were labor force participants in 2010.

**Table 3: Employment Status of the Population 55 and Older in Texas, 2010**

Employment Status	Number	Percent
Employed	1,997,453	38.13%
Unemployed	140,272	2.68%
Not in Labor Force	3,101,110	59.19%
Total	5,238,835	100%

Source: 2010 ACS.

Employment status can also be categorized by full and part time employment. The Bureau of Labor Statistics defines full time employment as working 35 hours or more per week. Part time employment is defined as working 1 to 34 hours per week. Of the 1,997,453 employed individuals 55 and older in 2010, 79.42 percent (1,586,291 individuals) worked full time whereas 20.58 percent (411,162 individuals) worked part time.

Labor force participation for individuals 55 years and older differed between various groups. Approximately 48 percent of Texas males 55 and older and 34 percent of Texas females 55 and older were labor force participants in 2010. Labor force participation also varied between the different racial and ethnic groups with 46.3 percent of Asians, 45.7 percent of the 'other' category, 41.3 percent of whites, 39.2 percent of Hispanics, and 39.0 percent of African Americans participating in the labor force. The most detailed differences between groups can be observed when both race and gender are considered. Table 4 illustrates that a greater percent of Asian males participate in the labor force. The category with the lowest percentage of individuals in the labor force in 2010 was Hispanic females.

**Table 4: Labor Force Participation of the Population 55 and Older in Texas by Race / Gender, 2010**

Race /Gender	Labor Force Participant	Percent	Not in Labor Force	Percent	Total
Asian Male	43,334	60.4%	28,418	39.6%	71,752
'Other' Male	13,950	51.5%	13,128	48.5%	27,078
Hispanic Male	264,392	49.1%	273,812	50.9%	538,204
White Male	756,752	48.5%	802,495	51.5%	1,559,247
African American Male	88,006	41.1%	126,223	58.9%	214,229
'Other' Female	12,196	40.5%	17,946	59.5%	30,142
African American Female	105,966	37.5%	176,868	62.5%	282,834
White Female	625,611	35.0%	1,163,114	65.0%	1,788,725
Asian Female	30,369	34.7%	57,119	65.3%	87,488
Hispanic Female	197,149	30.8%	441,987	69.2%	639,136
Total	2,137,725	40.8%	3,101,110	59.2%	5,238,835

Table notes: Data are from 2010 ACS. Percentages are for each row and indicate the percentage of individuals in each race / gender category participating in the labor force.

As previously stated, labor force participation includes both employed and unemployed individuals. Table 5 disaggregates labor force participants to illustrate differences in the numbers of employed and unemployed individuals.

**Table 5: Employment Status of the Population 55 and Older in Texas by Race / Gender, 2010**

<b>Race / Gender</b>	<b>Employed</b>	<b>Percent</b>	<b>Unemployed</b>	<b>Percent</b>	<b>Not in Labor Force</b>	<b>Percent</b>	<b>Total</b>
Asian Male	38,713	53.95%	4,621	6.44%	28,418	39.61%	71,752
'Other' Male	12,846	47.44%	1,104	4.08%	13,128	48.48%	27,078
White Male	711,938	45.66%	44,814	2.87%	802,495	51.47%	1,559,247
Hispanic Male	243,097	45.17%	21,295	3.96%	273,812	50.88%	538,204
'Other' Female	11,218	37.22%	978	3.24%	17,946	59.54%	30,142
African American Male	79,727	37.22%	8,279	3.86%	126,223	58.92%	214,229
African American Female	98,556	34.85%	7,410	2.62%	176,868	62.53%	282,834
White Female	588,937	32.92%	36,674	2.05%	1,163,114	65.02%	1,788,725
Asian Female	28,365	32.42%	2,004	2.29%	57,119	65.29%	87,488
Hispanic Female	184,056	28.80%	13,093	2.05%	441,987	69.15%	639,136
<b>Total</b>	<b>1,997,453</b>	<b>38.13%</b>	<b>140,272</b>	<b>2.68%</b>	<b>3,101,110</b>	<b>59.19%</b>	<b>5,238,835</b>

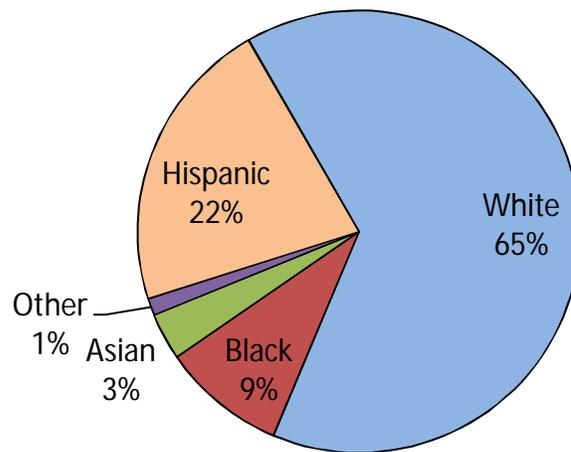
Table notes: Data are from 2010 ACS. Percentages are for each row and indicate the percentage of individuals in each race / gender category participating in the labor force.

### Characteristics of the Mature Labor Force in Texas

In 2010, the estimated size of the mature labor force was 2,137,725 individuals: 40.8 percent of Texans 55 and older. Mature labor force participants accounted for 17.3 percent of the state's total workforce. Detailed demographic analyses highlight this group's unique characteristics and provide a greater understanding of this specific labor force segment.

Approximately 55 percent of the state's mature labor force (employed and unemployed) was male and 45 percent was female in 2010. Veterans (an estimated 362,781 individuals) accounted for 17 percent of the mature labor force. Approximately 84 percent of mature labor force participants were native born and 16 percent were foreign born. Figure 11 illustrates that 65 percent of the mature labor force was white, 22 percent was Hispanic, nine percent was African American, and three percent was Asian.

**Figure 11: Racial and Ethnic Composition of the Mature Labor Force in Texas, 2010**



Source: 2010 ACS.

In 2010, the average age of a mature labor force participant in Texas was 61. As illustrated in Table 6, approximately 48 percent of mature labor force participants were between the ages of 55 to 59 and almost 79 percent were between the ages of 55 to 64. Twenty one percent of the mature labor force participants in Texas were 65 or older.

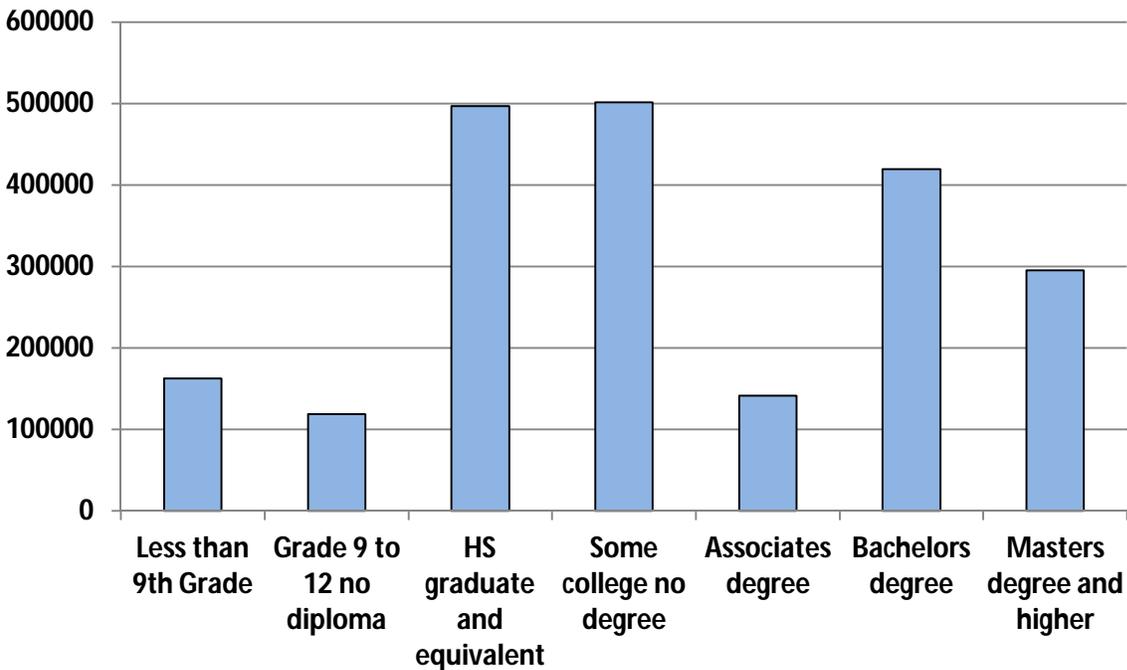
**Table 6: Age Distribution of the Mature Labor Force in Texas, 2010**

Age Group	Number	Percent
55 to 59	1,024,367	47.92%
60 to 64	665,044	31.11%
65 to 69	267,161	12.50%
70 to 74	114,000	5.33%
75 to 79	45,145	2.11%
80 to 84	15,969	0.75%
85+	6,039	0.28%
Total	2,137,725	100%

Source: 2010 ACS.

Approximately 87 percent of mature labor force participants in Texas had at least a high school diploma or GED in 2010. Thirty three percent had a bachelors degree or higher. Figure 12 illustrates the educational attainment levels of the 2010 mature labor force in Texas.

**Figure 12: Educational Attainment of the Mature Labor Force in Texas, 2010**



Source: 2010 ACS.

Members of the mature labor force held various jobs in numerous industries throughout Texas. Table 7 illustrates the percentages of mature labor force participants by type of work normally done or “class of worker.” Approximately 58 percent of mature labor force participants in Texas were employees of private, for-profit companies in 2010. Approximately 18 percent were federal, state, or local government employees and 16 percent were self employed.

**Table 7: Class of Worker for Population 55 and Older in Texas, 2010**

Class of Worker	Number	Percent
Employee of a private for-profit company	1,232,587	57.66%
Employee of a private not-for-profit organization	159,843	7.48%
Employee of federal, state, or local government	391,906	18.33%
Self-employed in own business, professional practice, or farm	340,483	15.93%
Working without pay in family business or farm	3,377	0.16%
Unemployed or never worked	9,529	0.45%
Total	2,137,725	100%

Source: 2010 ACS.

Table 8 illustrates the 20 Texas industries in which the highest percentages of mature labor force participants were employed in 2010. These 20 industries employed 47 percent of the mature labor force in the state. The industry that employed the greatest percentage of mature labor force participants was elementary and secondary school education. Approximately six percent of the mature

labor force worked in the construction industry in 2010. The medical-hospitals industry employed four percent of the mature labor force.

**Table 8: Top 20 Industries Employing Mature Labor Force Participants in Texas, 2010**

Industry	Number	Percent
Education- elementary and secondary schools	194,986	9.12%
Construction	135,709	6.35%
Medical- hospitals	86,000	4.02%
Education- colleges and universities	56,760	2.66%
Finance- real estate	47,140	2.21%
Entertainment- restaurants and food services	42,421	1.98%
Finance- insurance carriers and related	40,599	1.90%
Administration- justice, public order, and safety activities	38,800	1.82%
Retail- department and discount stores	38,501	1.80%
Service- religious organizations	37,292	1.74%
Extraction- support activities for mining	35,267	1.65%
Transportation- truck transportation	34,975	1.64%
Retail- grocery stores	32,640	1.53%
Professional- architectural, engineering, and related	32,540	1.52%
Medical- home health care services	29,211	1.37%
Professional- legal services	27,873	1.30%
Professional- management, scientific, and technical consulting	26,280	1.23%
Medical- nursing care facilities	24,508	1.15%
Medical- offices of physicians	22,632	1.06%
Finance- banking and related	21,793	1.02%
Table total	1,005,927	47.06%

Table notes: Data are from ACS 2010. Only the top 20 industries are included in this table.

Since the likelihood of developing a disability increases with age, the issue of disabilities is particularly relevant for mature labor force participants. Approximately 13 percent of the mature labor force participants in Texas (an estimated 280,654 individuals) had some type of disability in 2010 and 44.5 percent (1,380,741 individuals) of the population 55 and older not participating in the labor force has some disability. Table 9 details the specific types of disabilities reported by mature labor force participants and the mature population not participating in the labor force. The reported disability categories are not mutually exclusive and one individual could have reported multiple disabilities. As seen, ambulatory difficulty was the most frequently reported by 6.5 percent of the mature labor force. Hearing and vision difficulties were the second and third most frequently reported disabilities. These data underscore the need for any services that address the needs of mature labor force participants to include support for disabilities.

**Table 9: Percent of Mature Labor Force Participants and Non-Participants Reporting a Disability in Texas, 2010**

Reported Disability	Mature Labor Force Participants		Mature Population not in Labor Force	
	Number	Percent	Number	Percent
Ambulatory difficulty	138,853	6.5%	990,906	32.0%
Hearing difficulty	116,290	5.4%	493,011	15.9%
Vision difficulty	51,253	2.4%	296,080	9.5%
Cognitive difficulty	43,196	2.0%	435,242	14.0%
Independent living difficulty	35,009	1.6%	677,129	21.8%
Self-care difficulty	26,340	1.2%	423,773	13.7%
Total	2,137,725		3,101,110	

Table notes: Data are from 2010 ACS. Reported disability categories are not mutually exclusive.

### Average Salaries of Mature Workers

Whereas some mature workers choose to postpone retirement because they enjoy working, others work because they expect to live longer, retirement plans and resources have changed, or retiree health benefits were reduced. In 2010, mature workers earned an average salary of \$44,545.05 (inflation adjusted for 2010). Numerous differences exist between different demographic categories. On average, male mature workers earned \$54,217.08 whereas females earned \$32,929.81. Salaries also varied depending on levels of educational attainment. Table 10 illustrates that mature workers with an education level below the 9<sup>th</sup> grade earned an average yearly salary of \$17,848.62. Average salary increases with higher levels of educational attainment. The highest average yearly salary is earned by mature workers with a masters degree or higher.

**Table 10: Average Yearly Salary for Mature Workers in Texas by Educational Attainment, 2010**

Educational Attainment	Percent of Mature Labor Force Participants	Average Yearly Salary
Less than 9th Grade	7.61%	\$17,848.62
Grade 9 thru 12 no diploma	5.58%	\$23,041.46
HS graduate and equivalent	23.24%	\$30,158.98
Some college no degree	23.48%	\$37,734.91
Associates degree	6.64%	\$43,992.74
Bachelors degree	19.62%	\$63,018.51
Masters degree and higher	13.81%	\$77,759.96

Table notes: Data are from 2010 ACS.

Average yearly salary also varied between racial and ethnic groups. Table 11 illustrates the differences in mature workers' average salaries in 2010.

**Table 11: Average Yearly Salary for Mature Workers in Texas by Race, 2010**

<b>Racial Category</b>	<b>Average Yearly Salary</b>
White	\$51,254.17
Asian	\$47,989.29
Other	\$38,281.36
African American	\$34,335.91
Hispanic	\$28,545.97

Source: 2010 ACS.

Additional differences in yearly salaries can be observed by considering gender and race together as noted in Table 12.

**Table 12: Average Yearly Salary for Mature Workers in Texas by Race / Gender, 2010**

<b>Race/Gender Category</b>	<b>Average Yearly Salary</b>
White male	\$63,578.32
Asian male	\$58,232.96
'Other' male	\$43,659.13
African American male	\$39,229.44
White female	\$36,346.63
Asian female	\$33,372.42
Hispanic male	\$32,310.68
'Other' female	\$32,130.17
African American female	\$30,271.77
Hispanic female	\$23,497.21

Source: 2010 ACS.

## Concluding Comments

This study has provided a demographic overview of mature labor force participants in Texas. National data illustrate the possible worker and skill shortages associated with the retirement of a large number of individuals in the Baby Boom generation. A general overview of Texas population trends was provided with a focus on issues related to aging. Finally, a demographic analysis of the mature labor force in Texas was detailed.

Analyses of the Texas population yield four relevant trends: the growth of the state's population, the increase in the state's racial and ethnic diversity, the greater number of individuals in the older age categories, and the progression of the Baby Boomers from the younger age categories into the older age categories. Demographic analyses of mature labor force participants in Texas illustrate that 38 percent of the Texas population 55 and older were employed in civilian occupations in 2010. A majority of mature labor force participants (79.42 percent) worked full time. Additionally, mature workers earned an average salary of \$44,545. However, numerous differences in labor force participation and income were observed between various demographic groups.

Mature labor force participants comprise 17.3 percent of the labor force in Texas and make important contributions to the state's economy. The proportion of the Texas population age 55 and older is increasing and will account for a greater percent of the workforce in the future. This may have a significant impact on workplaces and organizations. Employers must understand the implications for worker and skill shortages that could be associated with the impending retirement of the Baby Boomers as well as the benefits of hiring and retaining mature labor force participants.

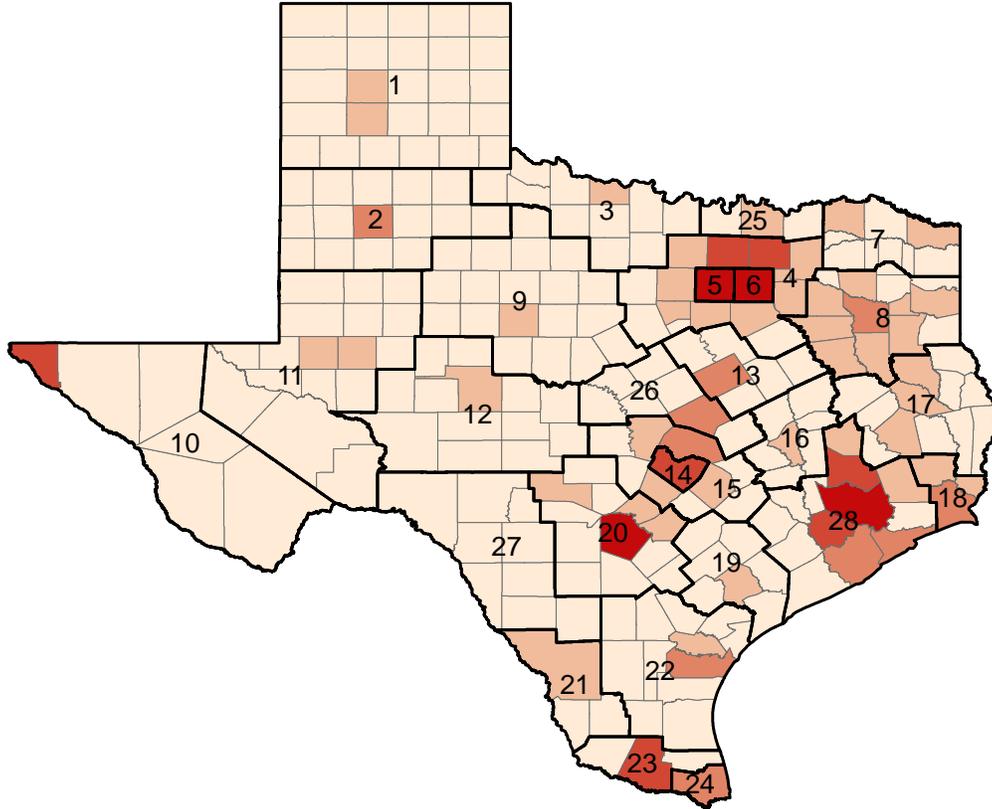
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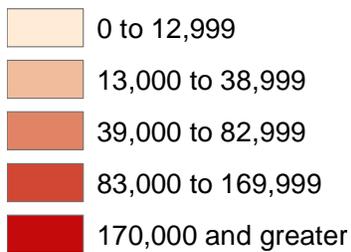
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## Appendix A: Texas Population 55 and Older by County (Map)



### Legend



### Local Workforce Development Areas

- |                        |                             |
|------------------------|-----------------------------|
| 1. Panhandle           | 15. Rural Capital           |
| 2. South Plains        | 16. Brazos Valley           |
| 3. North Texas         | 17. Deep East Texas         |
| 4. North Central Texas | 18. Southeast Texas         |
| 5. Tarrant County      | 19. Golden Crescent         |
| 6. Greater Dallas      | 20. Alamo                   |
| 7. Northeast Texas     | 21. South Texas             |
| 8. East Texas          | 22. Coastal Bend            |
| 9. West Central Texas  | 23. Lower Rio Grande Valley |
| 10. Upper Rio Grande   | 24. Cameron                 |
| 11. Permian Basin      | 25. Texoma                  |
| 12. Concho Valley      | 26. Central Texas           |
| 13. Heart of Texas     | 27. Middle Rio Grande       |
| 14. Capital Area       | 28. Gulf Coast              |

Source: 2010 Census Data

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## Appendix B: Texas Population 55 and Older by County (Table)

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Anderson County	58,458	14,148	7,239	6,909	24.20%
Andrews County	14,786	3,162	1,469	1,693	21.39%
Angelina County	86,771	21,832	10,138	11,694	25.16%
Aransas County	23,158	9,437	4,583	4,854	40.75%
Archer County	9,054	2,631	1,285	1,346	29.06%
Armstrong County	1,901	693	325	368	36.45%
Atascosa County	44,911	11,177	5,325	5,852	24.89%
Austin County	28,417	8,300	3,913	4,387	29.21%
Bailey County	7,165	1,718	825	893	23.98%
Bandera County	20,485	7,806	3,889	3,917	38.11%
Bastrop County	74,171	18,310	8,908	9,402	24.69%
Baylor County	3,726	1,414	649	765	37.95%
Bee County	31,861	6,730	3,286	3,444	21.12%
Bell County	310,235	53,895	24,620	29,275	17.37%
Bexar County	1,714,773	349,010	155,453	193,557	20.35%
Blanco County	10,497	3,784	1,837	1,947	36.05%
Borden County	641	225	115	110	35.10%
Bosque County	18,212	6,486	3,119	3,367	35.61%
Bowie County	92,565	24,243	10,914	13,329	26.19%
Brazoria County	313,166	63,025	30,562	32,463	20.13%
Brazos County	194,851	27,706	12,737	14,969	14.22%
Brewster County	9,232	2,963	1,466	1,497	32.09%
Briscoe County	1,637	601	288	313	36.71%
Brooks County	7,223	2,141	979	1,162	29.64%
Brown County	38,106	11,580	5,387	6,193	30.39%
Burleson County	17,187	5,452	2,595	2,857	31.72%
Burnet County	42,750	14,123	6,671	7,452	33.04%
Caldwell County	38,066	8,802	4,095	4,707	23.12%
Calhoun County	21,381	5,863	2,941	2,922	27.42%
Callahan County	13,544	4,382	2,077	2,305	32.35%
Cameron County	406,220	82,468	37,056	45,412	20.30%
Camp County	12,401	3,623	1,722	1,901	29.22%
Carson County	6,182	1,921	923	998	31.07%
Cass County	30,464	10,063	4,655	5,408	33.03%
Castro County	8,062	1,981	967	1,014	24.57%
Chambers County	35,096	7,480	3,679	3,801	21.31%

<b>County</b>	<b>Total Population</b>	<b>Mature Population</b>	<b>Mature Population, Males</b>	<b>Mature Population, Females</b>	<b>Mature Population as Percent of Total Population</b>
Cherokee County	50,845	13,885	6,481	7,404	27.31%
Childress County	7,041	1,775	808	967	25.21%
Clay County	10,752	3,550	1,704	1,846	33.02%
Cochran County	3,127	813	392	421	26.00%
Coke County	3,320	1,341	635	706	40.39%
Coleman County	8,895	3,270	1,555	1,715	36.76%
Collin County	782,341	136,212	62,579	73,633	17.41%
Collingsworth County	3,057	907	410	497	29.67%
Colorado County	20,874	7,008	3,301	3,707	33.57%
Comal County	108,472	32,979	15,604	17,375	30.40%
Comanche County	13,974	4,768	2,247	2,521	34.12%
Concho County	4,087	1,063	587	476	26.01%
Cooke County	38,437	11,162	5,236	5,926	29.04%
Coryell County	75,388	11,427	5,186	6,241	15.16%
Cottle County	1,505	583	252	331	38.74%
Crane County	4,375	959	449	510	21.92%
Crockett County	3,719	1,032	493	539	27.75%
Crosby County	6,059	1,758	815	943	29.01%
Culberson County	2,398	660	308	352	27.52%
Dallam County	6,703	1,328	667	661	19.81%
Dallas County	2,368,139	431,702	192,920	238,782	18.23%
Dawson County	13,833	3,288	1,491	1,797	23.77%
Deaf Smith County	19,372	4,094	1,891	2,203	21.13%
Delta County	5,231	1,768	839	929	33.80%
Denton County	662,614	106,471	49,211	57,260	16.07%
DeWitt County	20,097	6,394	2,971	3,423	31.82%
Dickens County	2,444	784	371	413	32.08%
Dimmit County	9,996	2,672	1,202	1,470	26.73%
Donley County	3,677	1,256	590	666	34.16%
Duval County	11,782	3,198	1,506	1,692	27.14%
Eastland County	18,583	6,173	2,818	3,355	33.22%
Ector County	137,130	27,640	12,753	14,887	20.16%
Edwards County	2,002	781	405	376	39.01%
Ellis County	149,610	31,558	14,700	16,858	21.09%
El Paso County	800,647	157,048	69,086	87,962	19.62%
Erath County	37,890	8,683	4,036	4,647	22.92%
Falls County	17,866	5,051	2,381	2,670	28.27%

<b>County</b>	<b>Total Population</b>	<b>Mature Population</b>	<b>Mature Population, Males</b>	<b>Mature Population, Females</b>	<b>Mature Population as Percent of Total Population</b>
Fannin County	33,915	10,073	4,942	5,131	29.70%
Fayette County	24,554	8,970	4,217	4,753	36.53%
Fisher County	3,974	1,435	665	770	36.11%
Floyd County	6,446	1,885	872	1,013	29.24%
Foard County	1,336	493	218	275	36.90%
Fort Bend County	585,375	107,104	50,658	56,446	18.30%
Franklin County	10,605	3,456	1,618	1,838	32.59%
Freestone County	19,816	5,906	2,827	3,079	29.80%
Frio County	17,217	3,631	1,722	1,909	21.09%
Gaines County	17,526	3,016	1,455	1,561	17.21%
Galveston County	291,309	68,551	32,311	36,240	23.53%
Garza County	6,461	1,380	735	645	21.36%
Gillespie County	24,837	10,467	4,796	5,671	42.14%
Glasscock County	1,226	315	170	145	25.69%
Goliad County	7,210	2,542	1,237	1,305	35.26%
Gonzales County	19,807	5,319	2,540	2,779	26.85%
Gray County	22,535	6,209	2,884	3,325	27.55%
Grayson County	120,877	34,036	15,487	18,549	28.16%
Gregg County	121,730	29,998	13,223	16,775	24.64%
Grimes County	26,604	7,254	3,713	3,541	27.27%
Guadalupe County	131,533	29,828	13,957	15,871	22.68%
Hale County	36,273	7,871	3,716	4,155	21.70%
Hall County	3,353	1,184	559	625	35.31%
Hamilton County	8,517	3,248	1,471	1,777	38.14%
Hansford County	5,613	1,381	650	731	24.60%
Hardeman County	4,139	1,387	641	746	33.51%
Hardin County	54,635	14,080	6,553	7,527	25.77%
Harris County	4,092,459	732,653	337,482	395,171	17.90%
Harrison County	65,631	16,988	7,799	9,189	25.88%
Hartley County	6,062	1,365	675	690	22.52%
Haskell County	5,899	2,069	990	1,079	35.07%
Hays County	157,107	29,218	13,859	15,359	18.60%
Hemphill County	3,807	952	455	497	25.01%
Henderson County	78,532	25,970	12,097	13,873	33.07%
Hidalgo County	774,769	132,664	60,299	72,365	17.12%
Hill County	35,089	11,101	5,266	5,835	31.64%
Hockley County	22,935	5,474	2,542	2,932	23.87%
Hood County	51,182	18,673	8,820	9,853	36.48%

<b>County</b>	<b>Total Population</b>	<b>Mature Population</b>	<b>Mature Population, Males</b>	<b>Mature Population, Females</b>	<b>Mature Population as Percent of Total Population</b>
Hopkins County	35,161	9,800	4,544	5,256	27.87%
Houston County	23,732	7,708	3,679	4,029	32.48%
Howard County	35,012	8,558	4,288	4,270	24.44%
Hudspeth County	3,476	894	466	428	25.72%
Hunt County	86,129	22,350	10,517	11,833	25.95%
Hutchinson County	22,150	6,103	2,937	3,166	27.55%
Irion County	1,599	505	243	262	31.58%
Jack County	9,044	2,418	1,162	1,256	26.74%
Jackson County	14,075	4,125	1,934	2,191	29.31%
Jasper County	35,710	10,658	4,944	5,714	29.85%
Jeff Davis County	2,342	1,045	531	514	44.62%
Jefferson County	252,273	60,607	27,956	32,651	24.02%
Jim Hogg County	5,300	1,434	642	792	27.06%
Jim Wells County	40,838	10,009	4,656	5,353	24.51%
Johnson County	150,934	34,678	16,323	18,355	22.98%
Jones County	20,202	5,084	2,501	2,583	25.17%
Karnes County	14,824	3,721	1,777	1,944	25.10%
Kaufman County	103,350	22,046	10,295	11,751	21.33%
Kendall County	33,410	10,697	5,033	5,664	32.02%
Kenedy County	416	119	58	61	28.61%
Kent County	808	319	135	184	39.48%
Kerr County	49,625	19,457	8,971	10,486	39.21%
Kimble County	4,607	1,865	884	981	40.48%
King County	286	73	40	33	25.52%
Kinney County	3,598	1,361	662	699	37.83%
Kleberg County	32,061	6,806	3,169	3,637	21.23%
Knox County	3,719	1,215	564	651	32.67%
Lamar County	49,793	14,412	6,525	7,887	28.94%
Lamb County	13,977	3,724	1,717	2,007	26.64%
Lampasas County	19,677	5,681	2,652	3,029	28.87%
La Salle County	6,886	1,549	740	809	22.49%
Lavaca County	19,263	6,906	3,152	3,754	35.85%
Lee County	16,612	4,673	2,268	2,405	28.13%
Leon County	16,801	6,036	2,947	3,089	35.93%
Liberty County	75,643	17,472	8,315	9,157	23.10%
Limestone County	23,384	6,769	3,169	3,600	28.95%
Lipscomb County	3,302	877	422	455	26.56%
Live Oak County	11,531	3,808	1,892	1,916	33.02%

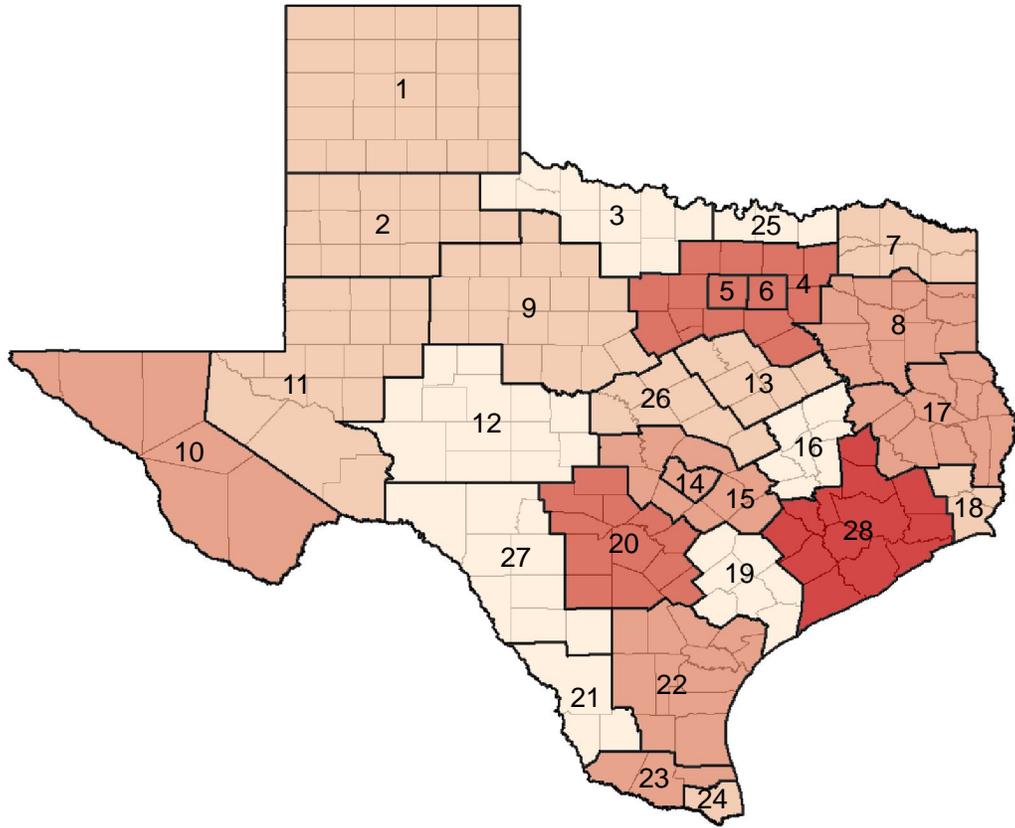
<b>County</b>	<b>Total Population</b>	<b>Mature Population</b>	<b>Mature Population, Males</b>	<b>Mature Population, Females</b>	<b>Mature Population as Percent of Total Population</b>
Llano County	19,301	9,649	4,523	5,126	49.99%
Loving County	82	35	22	13	42.68%
Lubbock County	278,831	57,960	26,062	31,898	20.79%
Lynn County	5,915	1,638	784	854	27.69%
McCulloch County	8,283	2,856	1,338	1,518	34.48%
McLennan County	234,906	54,280	24,385	29,895	23.11%
McMullen County	707	284	151	133	40.17%
Madison County	13,664	3,370	1,586	1,784	24.66%
Marion County	10,546	4,069	1,914	2,155	38.58%
Martin County	4,799	1,103	539	564	22.98%
Mason County	4,012	1,654	785	869	41.23%
Matagorda County	36,702	9,947	4,801	5,146	27.10%
Maverick County	54,258	10,879	4,859	6,020	20.05%
Medina County	46,006	12,007	5,778	6,229	26.10%
Menard County	2,242	953	473	480	42.51%
Midland County	136,872	29,940	13,722	16,218	21.87%
Milam County	24,757	7,566	3,539	4,027	30.56%
Mills County	4,936	1,868	886	982	37.84%
Mitchell County	9,403	2,268	1,060	1,208	24.12%
Montague County	19,719	6,617	3,091	3,526	33.56%
Montgomery County	455,746	100,101	46,849	53,252	21.96%
Moore County	21,904	4,139	1,983	2,156	18.90%
Morris County	12,934	4,243	1,938	2,305	32.81%
Motley County	1,210	509	243	266	42.07%
Nacogdoches County	64,524	14,350	6,513	7,837	22.24%
Navarro County	47,735	12,574	5,792	6,782	26.34%
Newton County	14,445	4,291	2,061	2,230	29.71%
Nolan County	15,216	4,499	2,096	2,403	29.57%
Nueces County	340,223	80,645	37,053	43,592	23.70%
Ochiltree County	10,223	2,025	962	1,063	19.81%
Oldham County	2,052	507	229	278	24.71%
Orange County	81,837	21,548	10,039	11,509	26.33%
Palo Pinto County	28,111	8,280	3,901	4,379	29.45%
Panola County	23,796	6,886	3,222	3,664	28.94%
Parker County	116,927	29,109	14,064	15,045	24.90%
Parmer County	10,269	2,199	1,058	1,141	21.41%

<b>County</b>	<b>Total Population</b>	<b>Mature Population</b>	<b>Mature Population, Males</b>	<b>Mature Population, Females</b>	<b>Mature Population as Percent of Total Population</b>
Pecos County	15,507	3,541	1,842	1,699	22.83%
Polk County	45,413	14,838	7,271	7,567	32.67%
Potter County	121,073	25,289	11,751	13,538	20.89%
Presidio County	7,818	2,336	1,123	1,213	29.88%
Rains County	10,914	3,922	1,919	2,003	35.94%
Randall County	120,725	29,201	13,281	15,920	24.19%
Reagan County	3,367	714	367	347	21.21%
Real County	3,309	1,435	697	738	43.37%
Red River County	12,860	4,599	2,145	2,454	35.76%
Reeves County	13,783	2,968	1,418	1,550	21.53%
Refugio County	7,383	2,430	1,149	1,281	32.91%
Roberts County	929	278	137	141	29.92%
Robertson County	16,622	4,995	2,336	2,659	30.05%
Rockwall County	78,337	15,705	7,299	8,406	20.05%
Runnels County	10,501	3,448	1,620	1,828	32.83%
Rusk County	53,330	14,128	6,701	7,427	26.49%
Sabine County	10,834	4,659	2,271	2,388	43.00%
San Augustine County	8,865	3,363	1,571	1,792	37.94%
San Jacinto County	26,384	8,503	4,173	4,330	32.23%
San Patricio County	64,804	16,012	7,571	8,441	24.71%
San Saba County	6,131	2,043	982	1,061	33.32%
Schleicher County	3,461	872	429	443	25.20%
Scurry County	16,921	4,352	2,055	2,297	25.72%
Shackelford County	3,378	1,057	485	572	31.29%
Shelby County	25,448	6,979	3,275	3,704	27.42%
Sherman County	3,034	713	343	370	23.50%
Smith County	209,714	53,509	24,081	29,428	25.52%
Somervell County	8,490	2,410	1,151	1,259	28.39%
Starr County	60,968	11,390	5,090	6,300	18.68%
Stephens County	9,630	2,987	1,401	1,586	31.02%
Sterling County	1,143	337	160	177	29.48%
Stonewall County	1,490	555	249	306	37.25%
Sutton County	4,128	1,117	540	577	27.06%
Swisher County	7,854	2,208	1,038	1,170	28.11%
Tarrant County	1,809,034	341,069	154,762	186,307	18.85%
Taylor County	131,506	31,003	13,737	17,266	23.58%
Terrell County	984	357	178	179	36.28%

<b>County</b>	<b>Total Population</b>	<b>Mature Population</b>	<b>Mature Population, Males</b>	<b>Mature Population, Females</b>	<b>Mature Population as Percent of Total Population</b>
Terry County	12,651	3,156	1,473	1,683	24.95%
Throckmorton County	1,641	619	288	331	37.72%
Titus County	32,334	7,012	3,264	3,748	21.69%
Tom Green County	110,224	27,760	12,572	15,188	25.19%
Travis County	1,024,266	169,619	78,890	90,729	16.56%
Trinity County	14,585	5,586	2,687	2,899	38.30%
Tyler County	21,766	7,037	3,334	3,703	32.33%
Upshur County	39,309	11,442	5,384	6,058	29.11%
Upton County	3,355	891	438	453	26.56%
Uvalde County	26,405	6,902	3,202	3,700	26.14%
Val Verde County	48,879	10,883	5,023	5,860	22.27%
Van Zandt County	52,579	16,677	7,817	8,860	31.72%
Victoria County	86,793	22,124	10,131	11,993	25.49%
Walker County	67,861	14,179	7,589	6,590	20.89%
Waller County	43,205	9,253	4,455	4,798	21.42%
Ward County	10,658	2,821	1,296	1,525	26.47%
Washington County	33,718	10,766	4,883	5,883	31.93%
Webb County	250,304	38,148	16,626	21,522	15.24%
Wharton County	41,280	10,986	5,023	5,963	26.61%
Wheeler County	5,410	1,694	800	894	31.31%
Wichita County	131,500	31,068	14,075	16,993	23.63%
Wilbarger County	13,535	3,777	1,736	2,041	27.91%
Willacy County	22,134	4,729	2,161	2,568	21.37%
Williamson County	422,679	77,604	35,306	42,298	18.36%
Wilson County	42,918	11,171	5,456	5,715	26.03%
Winkler County	7,110	1,631	767	864	22.94%
Wise County	59,127	14,450	7,032	7,418	24.44%
Wood County	41,964	16,613	7,781	8,832	39.59%
Yoakum County	7,879	1,694	812	882	21.50%
Young County	18,550	5,827	2,670	3,157	31.41%
Zapata County	14,018	2,701	1,287	1,414	19.27%
Zavala County	11,677	2,663	1,199	1,464	22.81%

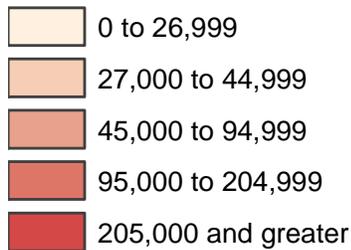
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## Appendix C: Estimated Labor Force Participants 55 and Older by Local Workforce Development Board Area (Map)



### Local Workforce Development Areas

#### Legend



- |                        |                             |
|------------------------|-----------------------------|
| 1. Panhandle           | 15. Rural Capital           |
| 2. South Plains        | 16. Brazos Valley           |
| 3. North Texas         | 17. Deep East Texas         |
| 4. North Central Texas | 18. Southeast Texas         |
| 5. Tarrant County      | 19. Golden Crescent         |
| 6. Greater Dallas      | 20. Alamo                   |
| 7. Northeast Texas     | 21. South Texas             |
| 8. East Texas          | 22. Coastal Bend            |
| 9. West Central Texas  | 23. Lower Rio Grande Valley |
| 10. Upper Rio Grande   | 24. Cameron                 |
| 11. Permian Basin      | 25. Texoma                  |
| 12. Concho Valley      | 26. Central Texas           |
| 13. Heart of Texas     | 27. Middle Rio Grande       |
| 14. Capital Area       | 28. Gulf Coast              |

Source: 2010 ACS rates applied to 2010 Census population data.

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## **Appendix D: Estimated Labor Force Participants 55 and Older by County in Each LWDA (Table)**

This appendix illustrates the numbers of labor force participants 55 and older by each county in the local workforce development areas. In the following tables, the total 2010 population of each county is presented. Additionally, the total mature population, male mature population, and female mature population are illustrated. Finally, the estimated number of total, male, and female mature labor force participants are presented. The estimated number of mature labor force participants was calculated by applying Texas' gender specific rates to the mature population of each county. Rounding may affect totals.

**Table 13: LWDA 1 Panhandle–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Armstrong	1,901	693	325	368	284	157	126
Briscoe	1,637	601	288	313	247	139	107
Carson	6,182	1,921	923	998	789	447	343
Castro	8,062	1,981	967	1,014	816	468	348
Childress	7,041	1,775	808	967	723	391	332
Collingsworth	3,057	907	410	497	369	198	171
Dallam	6,703	1,328	667	661	550	323	227
Deaf Smith	19,372	4,094	1,891	2,203	1,672	915	757
Donley	3,677	1,256	590	666	514	286	229
Gray	22,535	6,209	2,884	3,325	2,537	1,396	1,142
Hall	3,353	1,184	559	625	485	271	215
Hansford	5,613	1,381	650	731	566	315	251
Hartley	6,062	1,365	675	690	564	327	237
Hemphill	3,807	952	455	497	391	220	171
Hutchinson	22,150	6,103	2,937	3,166	2,508	1,421	1,087
Lipscomb	3,302	877	422	455	360	204	156
Moore	21,904	4,139	1,983	2,156	1,700	960	740
Ochiltree	10,223	2,025	962	1,063	831	466	365
Oldham	2,052	507	229	278	206	111	95
Parmer	10,269	2,199	1,058	1,141	904	512	392
Potter	121,073	25,289	11,751	13,538	10,336	5,686	4,649
Randall	120,725	29,201	13,281	15,920	11,894	6,427	5,467
Roberts	929	278	137	141	115	66	48
Sherman	3,034	713	343	370	293	166	127
Swisher	7,854	2,208	1,038	1,170	904	502	402
Wheeler	5,410	1,694	800	894	694	387	307
<b>Panhandle Total</b>	<b>427,927</b>	<b>100,880</b>	<b>47,033</b>	<b>53,847</b>	<b>41,251</b>	<b>22,759</b>	<b>18,491</b>

**Table 14: LWDA 2 South Plains--Mature Labor Force Participants by County, 2010**

County	Total Population, 2010	Mature Population, 2010	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bailey	7,165	1,718	825	893	706	399	307
Cochran	3,127	813	392	421	334	190	145
Crosby	6,059	1,758	815	943	718	394	324
Dickens	2,444	784	371	413	321	180	142
Floyd	6,446	1,885	872	1,013	770	422	348
Garza	6,461	1,380	735	645	577	356	221
Hale	36,273	7,871	3,716	4,155	3,225	1,798	1,427
Hockley	22,935	5,474	2,542	2,932	2,237	1,230	1,007
King	286	73	40	33	31	19	11
Lamb	13,977	3,724	1,717	2,007	1,520	831	689
Lubbock	278,831	57,960	26,062	31,898	23,566	12,611	10,954
Lynn	5,915	1,638	784	854	673	379	293
Motley	1,210	509	243	266	209	118	91
Terry	12,651	3,156	1,473	1,683	1,291	713	578
Yoakum	7,879	1,694	812	882	696	393	303
<b>South Plains Total</b>	<b>411,659</b>	<b>90,437</b>	<b>41,399</b>	<b>49,038</b>	<b>36,874</b>	<b>20,033</b>	<b>16,840</b>

**Table 15: LWDA 3 North Texas--Mature Labor Force Participants by County, 2010**

County	Total Population, 2010	Mature Population, 2010	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Archer	9,054	2,631	1,285	1,346	1,084	622	462
Baylor	3,726	1,414	649	765	577	314	263
Clay	10,752	3,550	1,704	1,846	1,459	825	634
Cottle	1,505	583	252	331	236	122	114
Foard	1,336	493	218	275	200	105	94
Hardeman	4,139	1,387	641	746	566	310	256
Jack	9,044	2,418	1,162	1,256	994	562	431
Montague	19,719	6,617	3,091	3,526	2,707	1,496	1,211
Wichita	131,500	31,068	14,075	16,993	12,647	6,811	5,835
Wilbarger	13,535	3,777	1,736	2,041	1,541	840	701
Young	18,550	5,827	2,670	3,157	2,376	1,292	1,084
<b>North Texas Total</b>	<b>222,860</b>	<b>59,765</b>	<b>27,483</b>	<b>32,282</b>	<b>24,385</b>	<b>13,299</b>	<b>11,086</b>

**Table 16: LWDA 4 North Central–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Collin	782,341	136,212	62,579	73,633	55,569	30,282	25,286
Denton	662,614	106,471	49,211	57,260	43,477	23,813	19,663
Ellis	149,610	31,558	14,700	16,858	12,903	7,113	5,789
Erath	37,890	8,683	4,036	4,647	3,549	1,953	1,596
Hood	51,182	18,673	8,820	9,853	7,652	4,268	3,384
Hunt	86,129	22,350	10,517	11,833	9,153	5,089	4,063
Johnson	150,934	34,678	16,323	18,355	14,202	7,899	6,303
Kaufman	103,350	22,046	10,295	11,751	9,017	4,982	4,035
Navarro	47,735	12,574	5,792	6,782	5,132	2,803	2,329
Palo Pinto	28,111	8,280	3,901	4,379	3,392	1,888	1,504
Parker	116,927	29,109	14,064	15,045	11,972	6,806	5,166
Rockwall	78,337	15,705	7,299	8,406	6,419	3,532	2,887
Somervell	8,490	2,410	1,151	1,259	989	557	432
Wise	59,127	14,450	7,032	7,418	5,950	3,403	2,547
<b>North Central Total</b>	<b>2,362,777</b>	<b>463,199</b>	<b>215,720</b>	<b>247,479</b>	<b>189,376</b>	<b>104,387</b>	<b>84,984</b>

**Table 17: LWDA 5 Tarrant County–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Tarrant	1,809,034	341,069	154,762	186,307	138,871	74,889	63,978
<b>Tarrant County Total</b>	<b>1,809,034</b>	<b>341,069</b>	<b>154,762</b>	<b>186,307</b>	<b>138,871</b>	<b>74,889</b>	<b>63,978</b>

**Table 18: LWDA 6 Dallas–Mature Labor Force Participants by County, 2010**

County	Total Population, 2010	Mature Population, 2010	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Dallas	2,368,139	431,702	192,920	238,782	175,357	93,354	81,998
<b>Dallas Total</b>	<b>2,368,139</b>	<b>431,702</b>	<b>192,920</b>	<b>238,782</b>	<b>175,357</b>	<b>93,354</b>	<b>81,998</b>

**Table 19: LWDA 7 North East–Mature Labor Force Participants by County, 2010**

County	Total Population, 2010	Mature Population, 2010	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bowie	92,565	24,243	10,914	13,329	9,859	5,281	4,577
Cass	30,464	10,063	4,655	5,408	4,110	2,253	1,857
Delta	5,231	1,768	839	929	725	406	319
Franklin	10,605	3,456	1,618	1,838	1,414	783	631
Hopkins	35,161	9,800	4,544	5,256	4,004	2,199	1,805
Lamar	49,793	14,412	6,525	7,887	5,866	3,157	2,708
Morris	12,934	4,243	1,938	2,305	1,729	938	792
Red River	12,860	4,599	2,145	2,454	1,881	1,038	843
Titus	32,334	7,012	3,264	3,748	2,867	1,579	1,287
<b>North East Total</b>	<b>281,947</b>	<b>79,596</b>	<b>36,442</b>	<b>43,154</b>	<b>32,454</b>	<b>17,634</b>	<b>14,819</b>

**Table 20: LWDA 8 East Texas–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Anderson	58,458	14,148	7,239	6,909	5,876	3,503	2,373
Camp	12,401	3,623	1,722	1,901	1,486	833	653
Cherokee	50,845	13,885	6,481	7,404	5,679	3,136	2,543
Gregg	121,730	29,998	13,223	16,775	12,159	6,399	5,761
Harrison	65,631	16,988	7,799	9,189	6,930	3,774	3,156
Henderson	78,532	25,970	12,097	13,873	10,618	5,854	4,764
Marion	10,546	4,069	1,914	2,155	1,666	926	740
Panola	23,796	6,886	3,222	3,664	2,817	1,559	1,258
Rains	10,914	3,922	1,919	2,003	1,616	929	688
Rusk	53,330	14,128	6,701	7,427	5,793	3,243	2,550
Smith	209,714	53,509	24,081	29,428	21,759	11,653	10,106
Upshur	39,309	11,442	5,384	6,058	4,686	2,605	2,080
Van Zandt	52,579	16,677	7,817	8,860	6,825	3,783	3,043
Wood	41,964	16,613	7,781	8,832	6,798	3,765	3,033
<b>East Texas Total</b>	<b>829,749</b>	<b>231,858</b>	<b>107,380</b>	<b>124,478</b>	<b>94,709</b>	<b>51,961</b>	<b>42,746</b>

**Table 21: LWDA 9 West Central–Mature Labor Force Participants by County, 2010**

County	Total Population, 2010	Mature Population, 2010	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Brown	38,106	11,580	5,387	6,193	4,734	2,607	2,127
Callahan	13,544	4,382	2,077	2,305	1,797	1,005	792
Coleman	8,895	3,270	1,555	1,715	1,341	752	589
Comanche	13,974	4,768	2,247	2,521	1,953	1,087	866
Eastland	18,583	6,173	2,818	3,355	2,516	1,364	1,152
Fisher	3,974	1,435	665	770	586	322	264
Haskell	5,899	2,069	990	1,079	850	479	371
Jones	20,202	5,084	2,501	2,583	2,097	1,210	887
Kent	808	319	135	184	129	65	63
Knox	3,719	1,215	564	651	496	273	224
Mitchell	9,403	2,268	1,060	1,208	928	513	415
Nolan	15,216	4,499	2,096	2,403	1,839	1,014	825
Runnels	10,501	3,448	1,620	1,828	1,412	784	628
Scurry	16,921	4,352	2,055	2,297	1,783	994	789
Shackelford	3,378	1,057	485	572	431	235	196
Stephens	9,630	2,987	1,401	1,586	1,223	678	545
Stonewall	1,490	555	249	306	226	120	105
Taylor	131,506	31,003	13,737	17,266	12,577	6,647	5,929
Throckmorton	1,641	619	288	331	253	139	114
<b>West Central Total</b>	<b>327,390</b>	<b>91,083</b>	<b>41,930</b>	<b>49,153</b>	<b>37,170</b>	<b>20,290</b>	<b>16,879</b>

**Table 22: LWDA 10 Upper Rio Grande–Mature Labor Force Participants by County, 2010**

County	Total Population, 2010	Mature Population, 2010	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Brewster	9,232	2,963	1,466	1,497	1,223	709	514
Culberson	2,398	660	308	352	270	149	121
El Paso	800,647	157,048	69,086	87,962	63,639	33,431	30,206
Hudspeth	3,476	894	466	428	372	225	147
Jeff Davis	2,342	1,045	531	514	433	257	177
Presidio	7,818	2,336	1,123	1,213	960	543	417
<b>Upper Rio Grande Total</b>	<b>825,913</b>	<b>164,946</b>	<b>72,980</b>	<b>91,966</b>	<b>66,898</b>	<b>35,315</b>	<b>31,581</b>

**Table 23: LWDA 11 Permian Basin–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Andrews	14,786	3,162	1,469	1,693	1,292	711	581
Borden	641	225	115	110	93	56	38
Crane	4,375	959	449	510	392	217	175
Dawson	13,833	3,288	1,491	1,797	1,339	721	617
Ector	137,130	27,640	12,753	14,887	11,284	6,171	5,112
Gaines	17,526	3,016	1,455	1,561	1,240	704	536
Glasscock	1,226	315	170	145	132	82	50
Howard	35,012	8,558	4,288	4,270	3,541	2,075	1,466
Loving	82	35	22	13	15	11	4
Martin	4,799	1,103	539	564	455	261	194
Midland	136,872	29,940	13,722	16,218	12,210	6,640	5,569
Pecos	15,507	3,541	1,842	1,699	1,475	891	583
Reeves	13,783	2,968	1,418	1,550	1,218	686	532
Terrell	984	357	178	179	148	86	61
Upton	3,355	891	438	453	368	212	156
Ward	10,658	2,821	1,296	1,525	1,151	627	524
Winkler	7,110	1,631	767	864	668	371	297
<b>Permian Basin Total</b>	<b>417,679</b>	<b>90,450</b>	<b>42,412</b>	<b>48,038</b>	<b>37,020</b>	<b>20,523</b>	<b>16,496</b>

**Table 24: LWDA 12 Concho Valley–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Coke	3,320	1,341	635	706	550	307	242
Concho	4,087	1,063	587	476	448	284	163
Crockett	3,719	1,032	493	539	424	239	185
Irion	1,599	505	243	262	208	118	90
Kimble	4,607	1,865	884	981	765	428	337
Mason	4,012	1,654	785	869	678	380	298
McCulloch	8,283	2,856	1,338	1,518	1,169	647	521
Menard	2,242	953	473	480	394	229	165
Reagan	3,367	714	367	347	297	178	119
Schleicher	3,461	872	429	443	360	208	152
Sterling	1,143	337	160	177	138	77	61
Sutton	4,128	1,117	540	577	459	261	198
Tom Green	110,224	27,760	12,572	15,188	11,299	6,084	5,216
<b>Concho Valley Total</b>	<b>154,192</b>	<b>42,069</b>	<b>19,506</b>	<b>22,563</b>	<b>17,188</b>	<b>9,439</b>	<b>7,748</b>

**Table 25: LWDA 13 Heart of Texas–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Bosque	18,212	6,486	3,119	3,367	2,666	1,509	1,156
Falls	17,866	5,051	2,381	2,670	2,069	1,152	917
Freestone	19,816	5,906	2,827	3,079	2,425	1,368	1,057
Hill	35,089	11,101	5,266	5,835	4,552	2,548	2,004
Limestone	23,384	6,769	3,169	3,600	2,770	1,533	1,236
McLennan	234,906	54,280	24,385	29,895	22,066	11,800	10,266
<b>Heart of Texas Total</b>	<b>349,273</b>	<b>89,593</b>	<b>41,147</b>	<b>48,446</b>	<b>36,548</b>	<b>19,911</b>	<b>16,636</b>

**Table 26: LWDA 14 Capital Area–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Travis	1,024,266	169,619	78,890	90,729	69,333	38,175	31,156
<b>Capital Area Total</b>	<b>1,024,266</b>	<b>169,619</b>	<b>78,890</b>	<b>90,729</b>	<b>69,333</b>	<b>38,175</b>	<b>31,156</b>

**Table 27: LWDA 15 Rural Capital–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Bastrop	74,171	18,310	8,908	9,402	7,539	4,311	3,229
Blanco	10,497	3,784	1,837	1,947	1,558	889	669
Burnet	42,750	14,123	6,671	7,452	5,787	3,228	2,559
Caldwell	38,066	8,802	4,095	4,707	3,598	1,982	1,616
Fayette	24,554	8,970	4,217	4,753	3,673	2,041	1,632
Hays	157,107	29,218	13,859	15,359	11,981	6,706	5,274
Lee	16,612	4,673	2,268	2,405	1,923	1,097	826
Llano	19,301	9,649	4,523	5,126	3,949	2,189	1,760
Williamson	422,679	77,604	35,306	42,298	31,611	17,085	14,525
<b>Rural Capital Total</b>	<b>805,737</b>	<b>175,133</b>	<b>81,684</b>	<b>93,449</b>	<b>71,619</b>	<b>39,527</b>	<b>32,090</b>

**Table 28: LWDA 16 Brazos Valley–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Brazos	194,851	27,706	12,737	14,969	11,304	6,163	5,140
Burleson	17,187	5,452	2,595	2,857	2,237	1,256	981
Grimes	26,604	7,254	3,713	3,541	3,013	1,797	1,216
Leon	16,801	6,036	2,947	3,089	2,487	1,426	1,061
Madison	13,664	3,370	1,586	1,784	1,380	767	613
Robertson	16,622	4,995	2,336	2,659	2,044	1,130	913
Washington	33,718	10,766	4,883	5,883	4,383	2,363	2,020
<b>Brazos Valley Total</b>	<b>319,447</b>	<b>65,579</b>	<b>30,797</b>	<b>34,782</b>	<b>26,848</b>	<b>14,903</b>	<b>11,944</b>

**Table 29: LWDA 17 Deep East Texas–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Angelina	86,771	21,832	10,138	11,694	8,922	4,906	4,016
Houston	23,732	7,708	3,679	4,029	3,164	1,780	1,384
Jasper	35,710	10,658	4,944	5,714	4,355	2,392	1,962
Nacogdoches	64,524	14,350	6,513	7,837	5,843	3,152	2,691
Newton	14,445	4,291	2,061	2,230	1,763	997	766
Polk	45,413	14,838	7,271	7,567	6,117	3,518	2,599
Sabine	10,834	4,659	2,271	2,388	1,919	1,099	820
San Augustine	8,865	3,363	1,571	1,792	1,376	760	615
San Jacinto	26,384	8,503	4,173	4,330	3,506	2,019	1,487
Shelby	25,448	6,979	3,275	3,704	2,857	1,585	1,272
Trinity	14,585	5,586	2,687	2,899	2,296	1,300	996
Tyler	21,766	7,037	3,334	3,703	2,885	1,613	1,272
<b>Deep East Texas Total</b>	<b>378,477</b>	<b>109,804</b>	<b>51,917</b>	<b>57,887</b>	<b>45,002</b>	<b>25,123</b>	<b>19,878</b>

**Table 30: LWDA 18 South East Texas–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Hardin	54,635	14,080	6,553	7,527	5,756	3,171	2,585
Jefferson	252,273	60,607	27,956	32,651	24,741	13,528	11,212
Orange	81,837	21,548	10,039	11,509	8,810	4,858	3,952
<b>South East Texas Total</b>	<b>388,745</b>	<b>96,235</b>	<b>44,548</b>	<b>51,687</b>	<b>39,307</b>	<b>21,557</b>	<b>17,749</b>

**Table 31: LWDA 19 Golden Crescent–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Calhoun	21,381	5,863	2,941	2,922	2,427	1,423	1,003
DeWitt	20,097	6,394	2,971	3,423	2,613	1,438	1,175
Goliad	7,210	2,542	1,237	1,305	1,047	599	448
Gonzales	19,807	5,319	2,540	2,779	2,183	1,229	954
Jackson	14,075	4,125	1,934	2,191	1,688	936	752
Lavaca	19,263	6,906	3,152	3,754	2,814	1,525	1,289
Victoria	86,793	22,124	10,131	11,993	9,021	4,902	4,118
<b>Golden Crescent Total</b>	<b>188,626</b>	<b>53,273</b>	<b>24,906</b>	<b>28,367</b>	<b>21,794</b>	<b>12,052</b>	<b>9,741</b>

**Table 32: LWDA 20 Alamo–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Atascosa	44,911	11,177	5,325	5,852	4,586	2,577	2,010
Bandera	20,485	7,806	3,889	3,917	3,227	1,882	1,345
Bexar	1,714,773	349,010	155,453	193,557	141,695	75,224	66,467
Comal	108,472	32,979	15,604	17,375	13,518	7,551	5,967
Frio	17,217	3,631	1,722	1,909	1,489	833	656
Gillespie	24,837	10,467	4,796	5,671	4,268	2,321	1,947
Guadalupe	131,533	29,828	13,957	15,871	12,204	6,754	5,450
Karnes	14,824	3,721	1,777	1,944	1,527	860	668
Kendall	33,410	10,697	5,033	5,664	4,381	2,435	1,945
Kerr	49,625	19,457	8,971	10,486	7,942	4,341	3,601
Medina	46,006	12,007	5,778	6,229	4,935	2,796	2,139
Wilson	42,918	11,171	5,456	5,715	4,603	2,640	1,963
<b>Alamo Total</b>	<b>2,249,011</b>	<b>501,951</b>	<b>227,761</b>	<b>274,190</b>	<b>204,376</b>	<b>110,214</b>	<b>94,157</b>

**Table 33: LWDA 21 South Texas–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Jim Hogg	5,300	1,434	642	792	583	311	272
Webb	250,304	38,148	16,626	21,522	15,436	8,045	7,391
Zapata	14,018	2,701	1,287	1,414	1,108	623	486
<b>South Texas Total</b>	<b>269,622</b>	<b>42,283</b>	<b>18,555</b>	<b>23,728</b>	<b>17,127</b>	<b>8,979</b>	<b>8,148</b>

**Table 34: LWDA 22 Coastal Bend–Mature Labor Force Participants by County, 2010**

County	Total Population, 2010	Mature Population, 2010	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Aransas	23,158	9,437	4,583	4,854	3,885	2,218	1,667
Bee	31,861	6,730	3,286	3,444	2,773	1,590	1,183
Brooks	7,223	2,141	979	1,162	873	474	399
Duval	11,782	3,198	1,506	1,692	1,310	729	581
Jim Wells	40,838	10,009	4,656	5,353	4,091	2,253	1,838
Kenedy	416	119	58	61	49	28	21
Kleberg	32,061	6,806	3,169	3,637	2,782	1,533	1,249
Live Oak	11,531	3,808	1,892	1,916	1,574	916	658
McMullen	707	284	151	133	119	73	46
Nueces	340,223	80,645	37,053	43,592	32,900	17,930	14,969
Refugio	7,383	2,430	1,149	1,281	996	556	440
San Patricio	64,804	16,012	7,571	8,441	6,562	3,664	2,899
<b>Coastal Bend Total</b>	<b>571,987</b>	<b>141,619</b>	<b>66,053</b>	<b>75,566</b>	<b>57,914</b>	<b>31,963</b>	<b>25,949</b>

**Table 35: LWDA 23 Lower Rio Grande–Mature Labor Force Participants by County, 2010**

County	Total Population, 2010	Mature Population, 2010	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Hidalgo	774,769	132,664	60,299	72,365	54,030	29,179	24,850
Starr	60,968	11,390	5,090	6,300	4,627	2,463	2,163
Willacy	22,134	4,729	2,161	2,568	1,928	1,046	882
<b>Lower Rio Grande Valley Total</b>	<b>857,871</b>	<b>148,783</b>	<b>67,550</b>	<b>81,233</b>	<b>60,584</b>	<b>32,687</b>	<b>27,895</b>

**Table 36: LWDA 24 Cameron County–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Cameron	406,220	82,468	37,056	45,412	33,527	17,931	15,594
<b>Cameron County Total</b>	<b>406,220</b>	<b>82,468</b>	<b>37,056</b>	<b>45,412</b>	<b>33,527</b>	<b>17,931</b>	<b>15,594</b>

**Table 37: LWDA 25 Texoma–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Cooke	38,437	11,162	5,236	5,926	4,569	2,534	2,035
Fannin	33,915	10,073	4,942	5,131	4,154	2,391	1,762
Grayson	120,877	34,036	15,487	18,549	13,864	7,494	6,370
<b>Texoma Total</b>	<b>193,229</b>	<b>55,271</b>	<b>25,665</b>	<b>29,606</b>	<b>22,587</b>	<b>12,419</b>	<b>10,167</b>

**Table 38: LWDA 26 Central Texas–Mature Labor Force Participants by County, 2010**

<b>County</b>	<b>Total Population, 2010</b>	<b>Mature Population, 2010</b>	<b>Male Mature Population</b>	<b>Female Mature Population</b>	<b>Estimated Mature Labor Force Participants (LFPs)</b>	<b>Estimated Mature LFPs, Males</b>	<b>Estimated Mature LFPs, Females</b>
Bell	310,235	53,895	24,620	29,275	21,967	11,914	10,053
Coryell	75,388	11,427	5,186	6,241	4,653	2,510	2,143
Hamilton	8,517	3,248	1,471	1,777	1,322	712	610
Lampasas	19,677	5,681	2,652	3,029	2,324	1,283	1,040
Milam	24,757	7,566	3,539	4,027	3,095	1,713	1,383
Mills	4,936	1,868	886	982	766	429	337
San Saba	6,131	2,043	982	1,061	840	475	364
<b>Central Texas Total</b>	<b>449,641</b>	<b>85,728</b>	<b>39,336</b>	<b>46,392</b>	<b>34,967</b>	<b>19,035</b>	<b>15,931</b>

**Table 39: LWDA 27 Middle Rio Grande–Mature Labor Force Participants by County, 2010**

County	Total Population, 2010	Mature Population, 2010	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Dimmit	9,996	2,672	1,202	1,470	1,086	582	505
Edwards	2,002	781	405	376	325	196	129
Kinney	3,598	1,361	662	699	560	320	240
La Salle	6,886	1,549	740	809	636	358	278
Maverick	54,258	10,879	4,859	6,020	4,419	2,351	2,067
Real	3,309	1,435	697	738	591	337	253
Uvalde	26,405	6,902	3,202	3,700	2,820	1,549	1,271
Val Verde	48,879	10,883	5,023	5,860	4,443	2,431	2,012
Zavala	11,677	2,663	1,199	1,464	1,083	580	503
<b>Middle Rio Grande Total</b>	<b>167,010</b>	<b>39,125</b>	<b>17,989</b>	<b>21,136</b>	<b>15,963</b>	<b>8,705</b>	<b>7,258</b>

**Table 40: LWDA 28 Gulf Coast–Mature Labor Force Participants by County, 2010**

County	Total Population, 2010	Mature Population, 2010	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Austin	28,417	8,300	3,913	4,387	3,400	1,894	1,506
Brazoria	313,166	63,025	30,562	32,463	25,937	14,789	11,148
Chambers	35,096	7,480	3,679	3,801	3,086	1,780	1,305
Colorado	20,874	7,008	3,301	3,707	2,870	1,597	1,273
Fort Bend	585,375	107,104	50,658	56,446	43,898	24,513	19,384
Galveston	291,309	68,551	32,311	36,240	28,081	15,635	12,445
Harris	4,092,459	732,653	337,482	395,171	299,017	163,308	135,702
Liberty	75,643	17,472	8,315	9,157	7,168	4,024	3,145
Matagorda	36,702	9,947	4,801	5,146	4,090	2,323	1,767
Montgomery	455,746	100,101	46,849	53,252	40,958	22,670	18,287
Walker	67,861	14,179	7,589	6,590	5,935	3,672	2,263
Waller	43,205	9,253	4,455	4,798	3,804	2,156	1,648
Wharton	41,280	10,986	5,023	5,963	4,478	2,431	2,048
<b>Gulf Coast Total</b>	<b>6,087,133</b>	<b>1,156,059</b>	<b>538,938</b>	<b>617,121</b>	<b>472,724</b>	<b>260,792</b>	<b>211,919</b>

# Texas Workforce Investment Council

## System Partners

*Economic Development and Tourism*  
*Texas Department of Criminal Justice*  
*Texas Education Agency*  
*Texas Health and Human Services Commission*

*Texas Higher Education Coordinating Board*  
*Texas Juvenile Justice Department*  
*Texas Veterans Commission*  
*Texas Workforce Commission*

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Sharla Hotchkiss, Consultant and Trainer (Vice Chair)

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