



Mature Workers in Texas:

A Demographic Study

September 2019 Update
Texas Workforce Investment Council

The Mission of the Texas Workforce Investment Council

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

MATURE WORKERS IN TEXAS: A DEMOGRAPHIC STUDY

Texas Workforce Investment Council
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Introduction

Mature (age 55 and older) labor force participants made up 28.5 percent of the national workforce in 2017. In 2008, individuals born in the earliest year of the Baby Boom cohort, which refers to those individuals born between mid-1946 and mid-1964, turned 62 and were eligible to receive early retirement benefits. This departure of the Baby Boom cohort from the workforce 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.

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.

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 Texas Government Code, 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. To sustain and increase economic growth, a well-trained labor supply must be available for employers seeking to establish, conduct, or expand business operations in Texas. The mission articulated in the Texas workforce system strategic plan (FY 2016–FY 2023) is to position Texas as a global economic leader by growing and sustaining a competitive workforce. For this to become reality, all Texans—including mature workers—must be part of the critical pool of potential employees.

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 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 effect 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 2017.

Concepts, Data Limitations, and Issues

Data Sources

The main data sources used for this report include: the 2017 American Community Survey (ACS) (summary table), 2017 ACS PUMS (microdata), labor force data from the Bureau of Labor Statistics (BLS), and population projections produced by the Texas State Demographic Center (TDC). The ACS is an ongoing, yearly survey that samples a small percentage of the population. The sample respondents are weighted to approximate the demographic characteristics of the entire population. ACS data are available as summary tables and PUMS (public use microdata sample) files. The creation of custom analyses rely on 2017 ACS PUMS (microdata) files. In this report, 2017 ACS (summary table) data support analyses at the national level and 2017 ACS PUMS (microdata) data support analyses at the state level, unless otherwise specified. Differences exist between the information derived from the ACS (summary tables) and ACS PUMS (microdata) because of sampling differences. Based on techniques applied during analysis, data source totals may differ across analyses and sections.

BLS derives annual and monthly labor force statistics from the Current Population Survey (CPS). The CPS is an ongoing monthly survey administered to a sample of households. Economic statistics such as the national unemployment rate and measures related to employment and income use CPS data.

The baseline population for each county and the county specific estimates for mature workers were extracted from the 2017 ACS PUMS (microdata) one-year estimates—the most current estimates available. The one-year estimates are generally used for analyzing smaller populations and geographies (U.S. Census Bureau, 2019). For the counties not represented on the survey, allocation factors developed by the Missouri Census Data Center (2018) were used to align the respondents in the ACS geographic segments (called public use microdata areas) with Texas counties. Rounding may affect totals.

The Texas Demographic Center produces population projections for 2010 to 2050. These projections provide statewide population totals utilizing recent migration trends, race/ethnicity categories, and age distribution. This most recent set of projections utilize a single projection scenario of migration patterns observed in Texas between 2010 and 2015 that are assumed throughout the years available in the

projections. An emphasis on migration patterns for this latest set of projections emphasizes strong domestic migration and a smaller share of international migration. This trend could mitigate the aging effect of the Baby Boom generation on the Texas population over time (Texas Demographic Center, 2019).

Context of the Study

Older workers are transforming the American labor force in unprecedented ways. According to a report published by the Special Committee on Aging (2017), “the number of older workers is growing at a rate that outpaces the overall growth of the labor force,” increasing from 12.5 percent in 2000 to 18.6 percent in 2016. 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. The terms “older worker” and “mature worker” are interchangeable in the following discussion.

Figure 1: Percentage of U.S. Population 55 Years and Older, 1960-2017

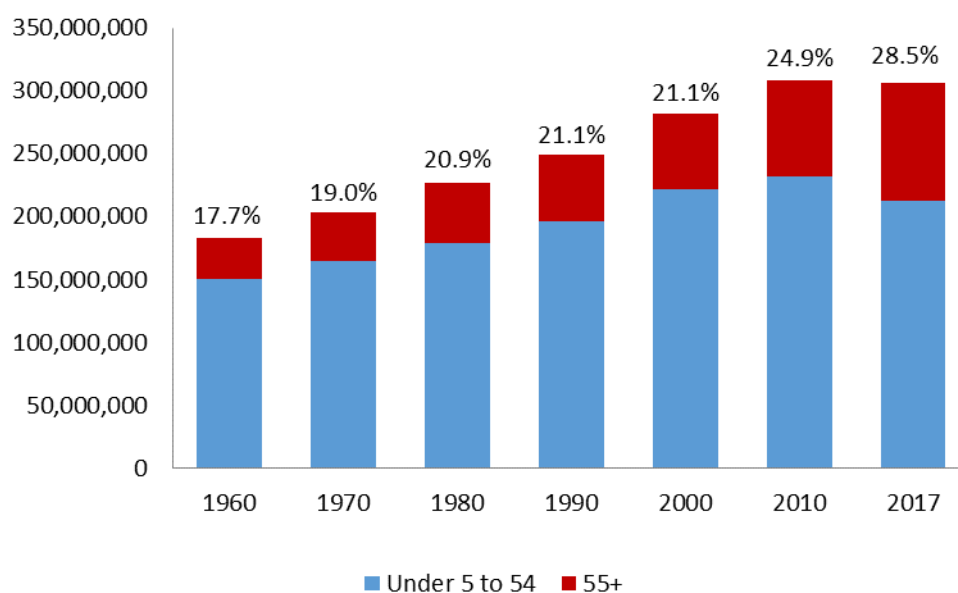


Figure notes: Data for 1960-2010 are from U.S. decennial census. Data for 2017 are from 2017 ACS (summary table).

Implications of an Aging Workforce

For over 30 years, research initiatives to understand the aging American workforce have examined the labor force participation and retirement patterns of older workers. During this time, the labor force participation of older adults declined from 1970 to the mid-1980s but has been increasing ever since. U.S. Census Bureau data presented in Figure 2 are consistent with these observations. According to analysis of economic projections produced by the Bureau of Labor Statistics (2019), the number of

workers age 55 and older is projected to grow from 35.7 million in 2016 to 42.1 million in 2026. By 2026, approximately one quarter of the labor force will be composed of mature workers.

Attention by researchers and policymakers has expanded to understand the varied ways in which older Americans are choosing to remain in the workforce. Improvement in health-related outcomes at older ages means that Americans are not only living longer, but they are working longer too (Society for Human Resource Management, 2015; Special Committee on Aging, 2017). According to the Special Committee on Aging (2017), fewer older workers are transitioning directly from full-time employment to full-time retirement than at any other point in history. Additionally, many aging workers have not saved enough for retirement, with many choosing to work longer in order to prepare financially for this transition. The impact of the Great Recession of 2007 to 2009 had many negative implications for older Americans' decisions concerning retirement. For example, the Great Recession challenged the security of retirement plans of many Americans as the housing and stock market crashed (Gustman, Steinmeier, & Tabatabai, 2010). In many cases, this resulted in a drop in asset prices and cuts in employer contributions for current workers (Health and Retirement Study, 2015). In times of economic volatility, the economic environment along with personal factors, such as personal income, health status, and the availability of pension plans to employees, influence retirement plans and decisions about remaining in the labor force (Cahill, Giandrea, & Quinn, 2012; Szinoivacs, Davey, & Martin, 2015). While the trend toward an aging workforce that remains employed has been tracked since the mid-1980s (Texas Workforce Investment Council, 2017), the Great Recession intensified public concerns regarding employers' abilities to adapt to the changing demographics of the labor force.

Figure 2: National Labor Force Participation Rate of Mature Individuals, 1970-2017

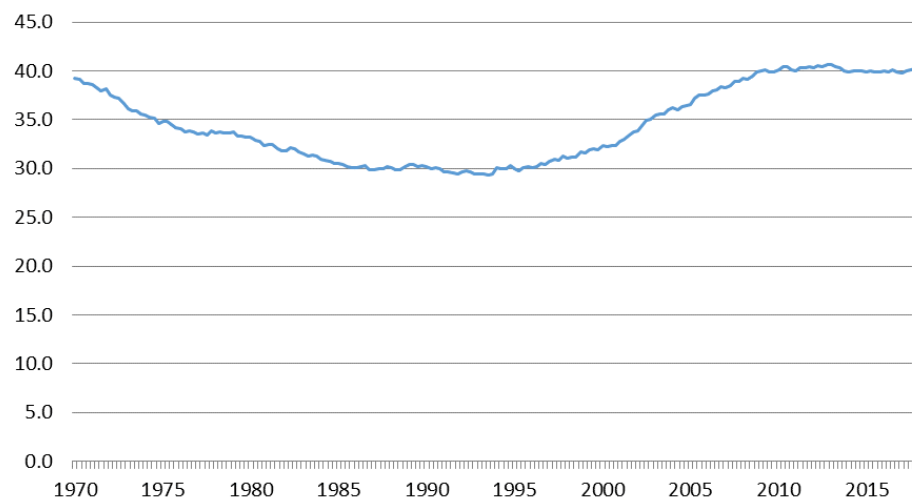


Figure notes: Seasonally adjusted quarterly labor force participation rates for individuals 55 years old and older are illustrated. Data are from the Bureau of Labor Statistics (BLS).

Upgrading Mature Workers' Skills

As the American workforce continues to age, projections show that the size of the younger workforce will stay the same (Pew Research Center, 2016). These trends create a variety of opportunities and challenges for employers. However, compounding these challenges is a growing skills gap. Many organizations are taking steps to address the skills gap and maintain a high-quality workforce. Consistent recommendations made to employers to help meet these challenges include hiring, retaining, and training older employees (Special Committee on Aging, 2017). Older workers' experience, productivity, and engagement are among the benefits to hiring and retaining older workers (Society for Human Resource Management, 2015; Special Committee on Aging, 2017). Among other advantages cited in a study on basic and applied skills of the aging workforce conducted by the Society for Human Resource Management (SHRM) was the value of mentorship and knowledge-sharing skills that older employees bring to organizations. "Mentoring and sharing of knowledge and skills between employees," the SHRM report states, "can help organizations meet current demands and better prepare for the future by reducing the amount of institutional knowledge that is lost when older workers retire." The loss of older workers provides an opportunity for employers to prepare for potential skills gaps by increasing training or cross-training efforts across industries.

Although many mature workers have specific skills that are essential to their career fields, technological innovations may necessitate the need to acquire additional skills. Focus groups conducted by the Government Accountability Office (2012) identified out-of-date skills as an important reemployment barrier for older individuals. However, some employers assume that mature individuals are resistant to change and learning about new technology (Van Horn, Krepcio, & Heidkamp, 2015). A 2017 American Association of Retired Persons survey indicated that mature workers are among the most engaged and bring advantages to the workplace, including their experience, professionalism, work ethic, lower turnover, and knowledge—although access to training and skills retraining programs may be limited (Heidkamp & Heldrich, 2012).

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 have 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. A long-term unemployment study conducted in 2015 by Monge-Naranjo & Sohail for the Federal Reserve Bank of St. Louis concluded that the recession was difficult for two age groups of unemployed workers: those age 25-44 and those

age 55 and older. For younger workers who are in the early stages of their careers, the scars from long-term unemployment may have a long-lasting impact on their lifetime earnings. For older workers, long-term unemployment would have a smaller impact on lifetime earnings, but the consequences could be much worse for those with low assets and those who were counting on the last years of work to save for retirement. (Monge-Naranjo, Sohail, 2017).

Figure 3: National Unemployment Rates for Prime-Age Workers and Mature Workers, 1970-2017

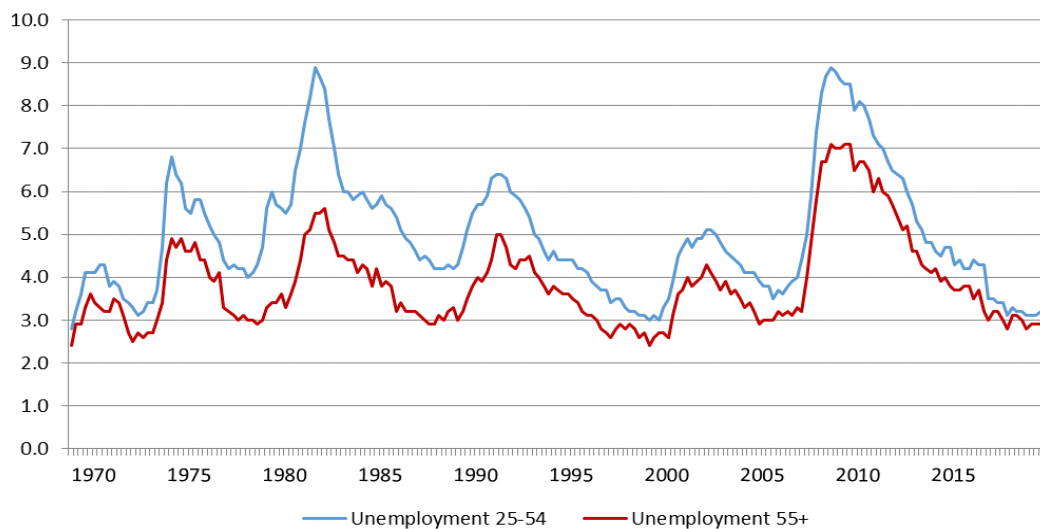


Figure notes: Seasonally adjusted quarterly unemployment rates are illustrated. Data are from BLS.

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. The Texas population is younger than the national average. However, the Texas population is also aging and the percentage of the Texas population age 55 and older is increasing. In this section, data from the decennial census 1960-2000, the 2017 ACS (summary tables), ACS PUMS (microdata), and population projections produced by TDC provide a general overview of the characteristics of the Texas population with a focus on issues and trends related to aging. Discussion includes past population trends, current demographic characteristics of the state, and future population projections.

The Changing Texas Population: 1960 to 2017

The population of Texas grew from 9,579,677 in 1960 to 28,304,596 in 2017. This is a gain of approximately 18.7 million individuals in 57 years. Figure 4 utilizes multiple population pyramids to illustrate the age and gender distribution of the Texas population from 1960 to 2017. 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).

Figure 4: Texas Population Pyramids, 1960-2017

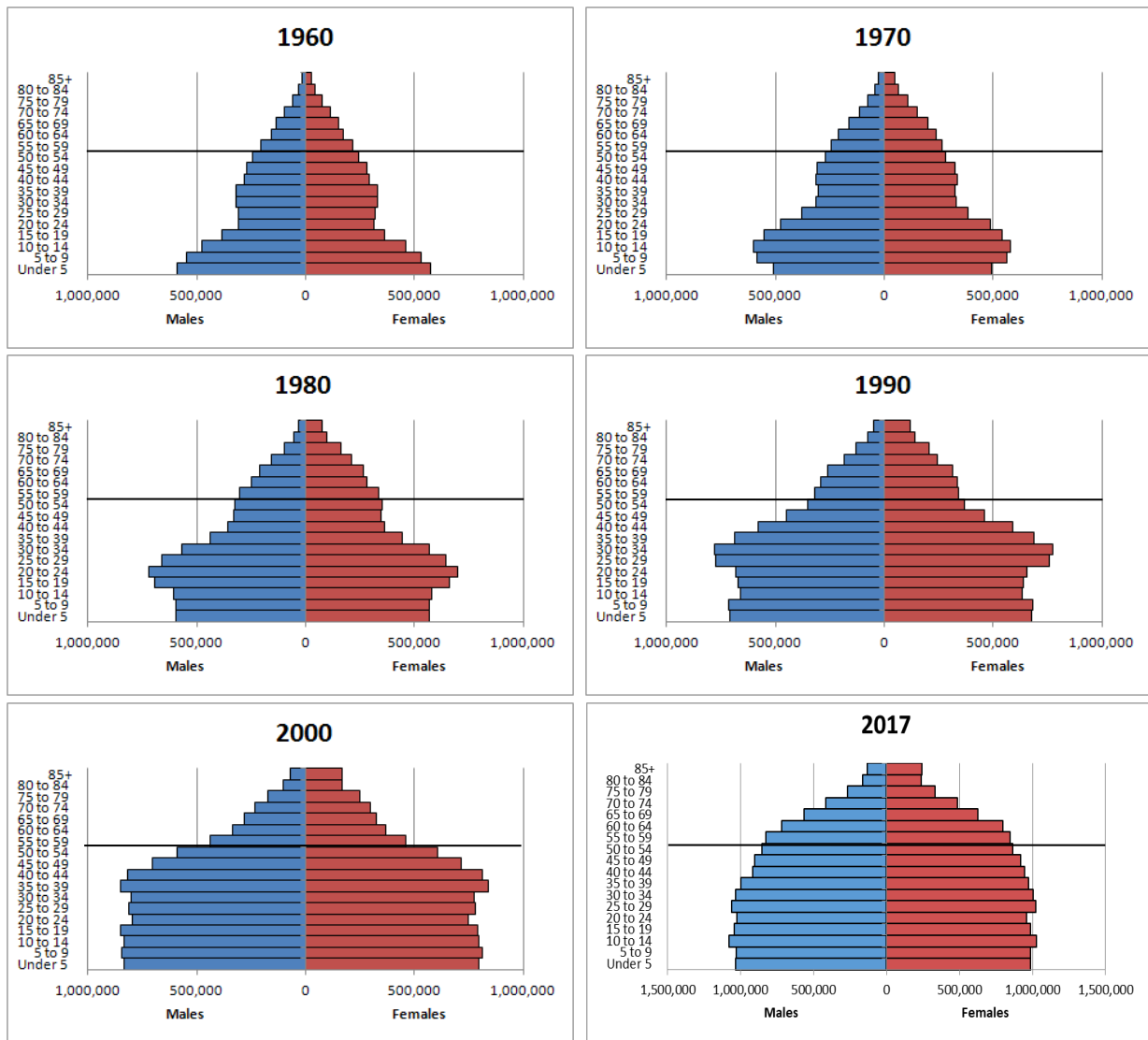


Figure notes: Data for 1960-2000 are from the U.S. decennial census. Data for 2017 are from 2017 ACS (summary table). Dark horizontal lines demarcate 55 and older.

In Figure 4, comparison of each decade reveals three relevant trends: 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.

The number of individuals 55 or older increased from 1,497,120 in 1960 to 6,654,179 in 2017, an increase from 15.6 percent of the total population in 1960 to 23.5 percent in 2017. This increase in the number of older individuals influences the median age of the population. Median age is a reliable method to summarize a population's age distribution across decades. The median age in Texas is traditionally younger than that of the U.S., as illustrated in Table 1. Additionally, the median age in Texas has risen steadily since 1970.

Table 1: Median Ages, 1960-2017

Year	U.S.	Texas
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
2017	38.1	34.7

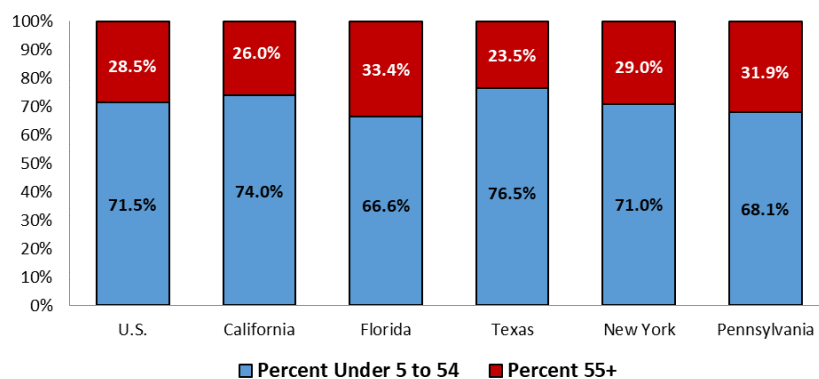
Table Notes: Data for 1960-2010 are from the U.S. decennial census. Data for 2017 are from 2017 ACS (summary table).

The final trend evidenced by the population pyramids in Figure 4 is the progression of the Baby Boom cohort towards retirement age. The expanded base of the 1960 population pyramid 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. The midpoint of the cohort was at the 20 to 24 age category in 1980 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 2017, the Baby Boom cohort is difficult to distinguish in Texas since the younger cohorts contain a greater number of individuals.

The Texas Population in 2017

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. In 2017, males accounted for 49.7 percent of the Texas population (14,062,701) and females accounted for 50.3 percent (14,241,895). Individuals age 55 and older made up 23.5 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, 2017



Source: 2017 ACS (summary table).

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 distributed evenly 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, 2016). This affects the size and distribution of the state's mature workforce. Appendix A contains a thematic map that illustrates the population of mature workers in each local workforce development area (LWDA). Appendices B and C contain detailed tables for each county and LWDA, respectively.

In 2017, the median age in Texas was 34.7 compared to 38.1 for the U.S. Individuals age 18 to 65 are considered working-age. According to 2017 ACS (summary table) data, 26 percent of the Texas population was under 18 years old and 12 percent was older than 65 in 2017. Table 2 illustrates the number of individuals age 55 and older in Texas by age groups. Of the population over 55 in Texas, nearly half are between the ages of 55 and 64.

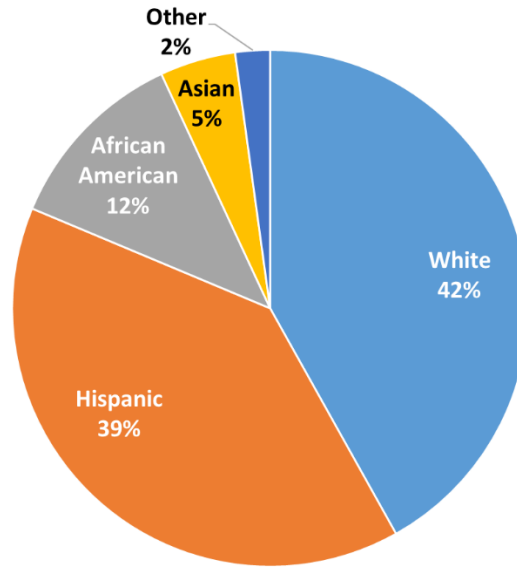
Table 2: Population Age 55 and Older in Texas by Age Group, 2017

Age Group	Count	Percent (of 55+)
55 to 59	1,673,649	25.2%
60 to 64	1,515,038	22.8%
65 to 69	1,188,268	17.9%
70 to 74	902,080	13.6%
75 to 79	597,625	9.0%
80 to 84	403,104	6.1%
85+	374,415	5.6%
Total	6,654,179	100.0%

Source: 2017 ACS (summary table).

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 2017, with the proportion of whites in the population decreasing and the proportion of Hispanics increasing. As illustrated in Figure 6, approximately 42 percent of the entire Texas population was white, 39 percent was Hispanic, 12 percent was African American, five percent was Asian, and two percent was Other (this category includes American Indian, Alaskan Native, and Hawaiian Pacific Islander).

Figure 6: Racial and Ethnic Composition of Texas, All Ages, 2017

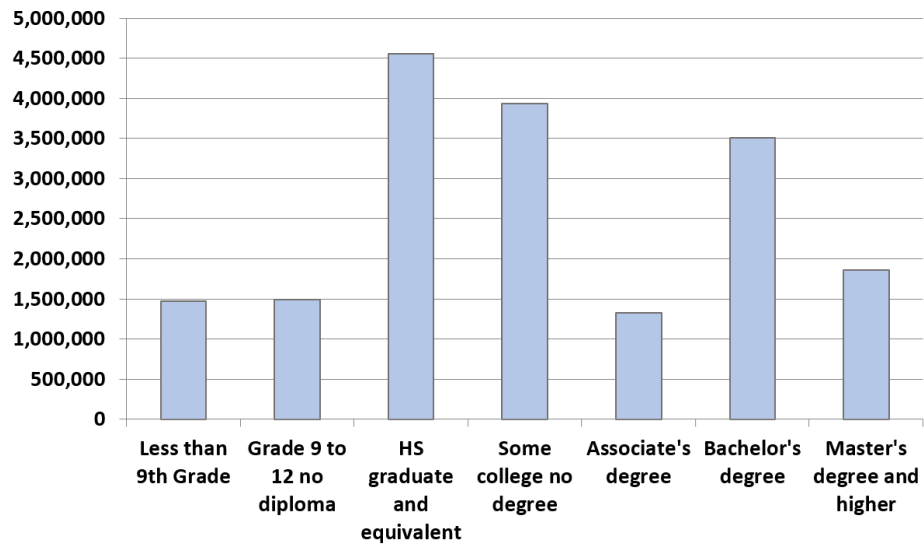


Source: 2017 ACS PUMS (microdata).

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 2017 ACS PUMS (microdata), the median age was 35.8 for whites, 35.5 for Asians, 33.2 for African Americans, and 28.7 for Hispanics.

Figure 7 illustrates the educational attainment of Texans over the age of 25 in 2017. In January 2016, Texas had the second largest civilian labor force of all the states: 13,112,957 individuals. Education is a key aspect of a competitive workforce (Murdock, Cline, Zey, Jeanty, & Perez, 2014). Approximately 83.6 percent of the population over age 25 in Texas (15,180,323 individuals) had at least a high school diploma in 2017 and approximately 29.6 percent (5,371,489 individuals) had at least a bachelor's degree.

Figure 7: Educational Attainment of the Texas Population Age 25 and Older, 2017



Source: 2017 ACS PUMS (microdata).

The Future Texas Population

The Texas population will keep growing, aging, and become increasingly diverse, due in part to increases in the Hispanic population. Figure 8 illustrates the projected population pyramid for Texas in 2050.

Figure 8: Texas Population Pyramid, 2050

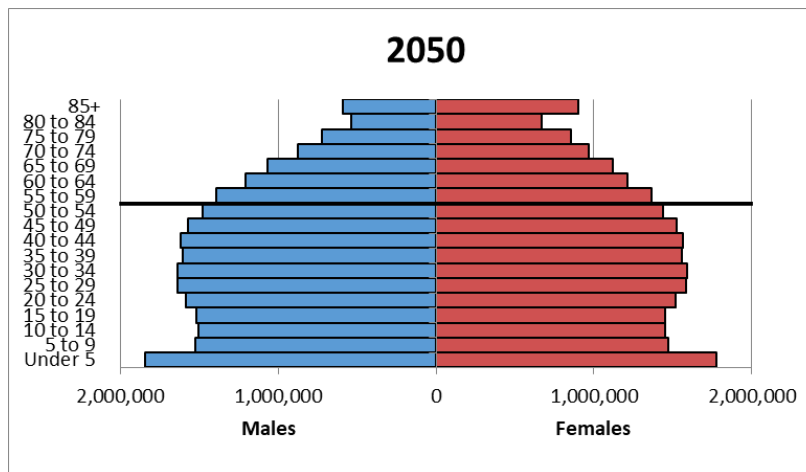


Figure notes: Texas Demographic Center population projections. Dark horizontal line demarcates 55 and older.

Projections indicate that the population of Texas will be 47,342,417 in 2050—an increase of approximately 68 percent from 2017. Additionally, 13,175,691 Texans will be 55 or older in 2050, or over 28 percent of the total population. Figure 9 illustrates the percentages of the population 55 and older from 1960 to 2050.

Figure 9: Percentage of Population 55 Years and Older in Texas, 1960-2050

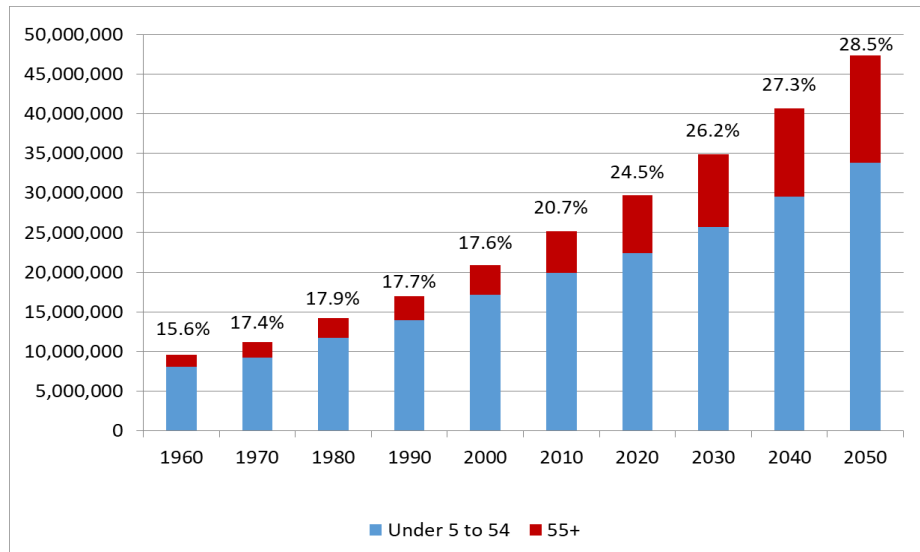


Figure notes: Data for 1960-2010 are from U.S. decennial census. Projections for 2020 through 2050 use data from Texas Demographic Center's 2018 projections and utilize rates produced using the migration trends observed in Texas in 2010-2015.

The 2050 Texas population will be even more racially and ethnically diverse. Projections indicate that approximately 29 percent of the 2050 Texas population will be white, 43 percent will be Hispanic, 13 percent will be African American, and 16 percent will belong to the Other category. Figure 10 illustrates the race and ethnicity of the Texas population from 1980 through 2050. The most noticeable trend is the increasing percentages of Hispanics relative to the other categories.

Figure 10: Race and Ethnicity of Texas Population, 1980-2050

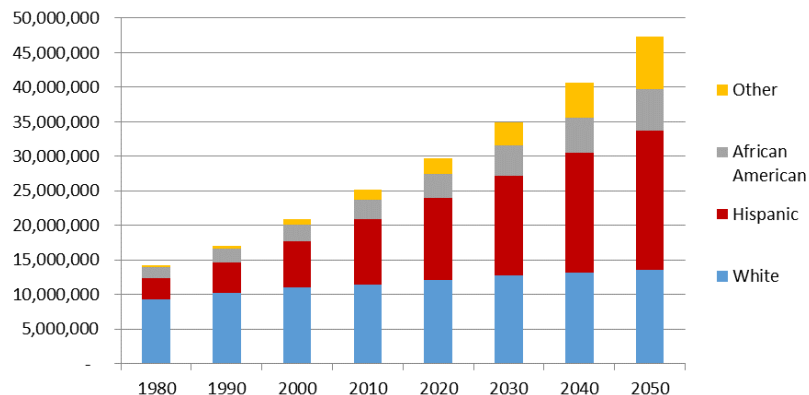


Figure notes: Census data is for 1980 through 2010. Projections for 2020 through 2050 use data from Texas Demographic Center's 2018 projections and utilize rates produced using the migration trends observed in Texas 2010-2015.

Demographic Analysis of the Mature Labor Force in Texas

This section utilizes weighted data from the 2017 ACS PUMS (microdata) to provide detailed demographic analyses of mature labor force participants in Texas so that this specific segment of the workforce can be better understood. Discussion includes labor force participation, various characteristics of the population, and the average salaries of mature workers. Due to the sampling differences discussed in the Data Sources section of this report, statewide totals will differ from those provided in the previous section.

Labor Force Concepts

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 refer to only the civilian labor force. The civilian labor force is composed of all noninstitutionalized individuals 16 years old and older who are either employed or unemployed. This definition excludes those individuals residing in institutional group quarters facilities such as correctional institutions, juvenile facilities, skilled nursing facilities, and other long-term care living arrangements. For comparative analyses, the number and percentages of individuals not in the labor force are also provided.

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 2017 ACS PUMS (microdata). Table 3 illustrates that 39.9 percent of the Texas population 55 and older were employed in civilian occupations. Nearly one and a half percent were unemployed and 58.7 percent were not in the labor force. Since the labor force is composed of employed and unemployed individuals, 41.3 percent of Texans 55 and older (an estimated 2,747,532 individuals) were labor force participants in 2017.

Table 3: Labor Force Participation and Employment Status of the Population 55 and Older in Texas, 2017

Employment Status	Number	Percent
Employed (civilian)	2,652,731	39.9%
Unemployed	94,801	1.4%
Not in Civilian Labor Force	3,904,142	58.7%
Total	6,651,674	100.0%

Source: 2017 ACS PUMS (microdata).

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 2,747,532 employed individuals 55 and older in 2017,

81.6 percent (2,165,764 individuals) worked full time whereas 20.4 percent (540,652 individuals) worked part time.

Labor force participation for individuals 55 years and older differed between various groups. Approximately 54 percent of Texas males 55 and older and 46 percent of Texas females 55 and older were labor force participants in 2017. Analysis of race and gender reveal detailed differences between groups. Table 4 illustrates that the largest numbers of labor force participants are Hispanic, White, and African American. Asian and Hispanic males participate in the workforce at higher rates than all individual race categories. The category with the lowest percentage of individuals in the labor force in 2017 was Hispanic female.

Table 4: Labor Force Participation of the Population 55 and Older in Texas by Race/Gender, 2017

Race/Gender	Labor Force Participant	Percent	Not in Labor Force	Percent	Total
White Male	880,870	47.7%	966,537	52.3%	1,847,407
White Female	722,030	34.6%	1,363,717	65.4%	2,085,747
African American Male	131,724	43.6%	170,699	56.4%	302,423
African American Female	148,201	38.1%	240,590	61.9%	388,791
Hispanic Male	405,911	51.9%	376,485	48.1%	782,396
Hispanic Female	310,824	34.5%	590,785	65.5%	901,609
Asian Male	60,141	51.4%	56,783	48.6%	116,924
Asian Female	53,782	37.5%	89,778	62.5%	143,560
Other Male	18,564	47.7%	20,335	52.3%	38,899
Other Female	15,485	35.3%	28,433	64.7%	43,918
Total	2,747,532	41.3%	3,904,142	58.7%	6,651,674

Table notes: Data are from 2017 ACS PUMS (microdata). 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.

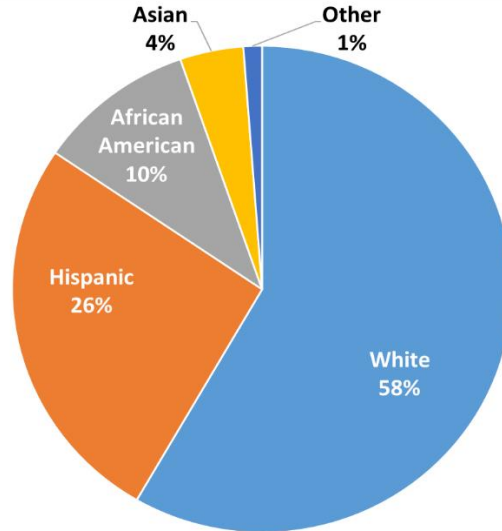
Table 5: Labor Force Participation of the Population 55 and Older in Texas by Race/Ethnicity and Gender, 2017

Race/Gender	Employed	Percent	Unemployed	Percent	Not in Labor Force	Percent	Total
White Male	851,871	46.1%	28,999	1.6%	966,537	52.3%	1,847,407
White Female	702,943	33.7%	19,087	0.9%	1,363,717	65.4%	2,085,747
African American Male	126,281	41.8%	5,443	1.8%	170,699	56.4%	302,423
African American Female	140,132	36.0%	8,069	2.1%	240,590	61.9%	388,791
Hispanic Male	388,475	49.7%	17,436	2.2%	376,485	48.1%	782,396
Hispanic Female	302,213	33.5%	8,611	1.0%	590,785	65.5%	901,609
Asian Male	57,684	49.3%	2,457	2.1%	56,783	48.6%	116,924
Asian Female	51,043	35.6%	2,739	1.9%	89,778	62.5%	143,560
Other Male	17,599	45.2%	965	2.5%	20,335	52.3%	38,899
Other Female	14,490	33.0%	995	2.3%	28,433	64.7%	43,918
Total	2,652,731	39.9%	94,801	1.4%	3,904,142	58.7%	6,651,674

Table notes: 2017 ACS PUMS (microdata). Percentages are for each row and indicate the percentage of individuals in each race/gender category participating in the labor force.

Figure 11 provides the race and ethnicity composition of mature labor force participants.

Figure 11: Race and Ethnicity Composition of Mature Labor Force Participants in Texas, 2017



Source: 2017 ACS PUMS (microdata).

In 2017, the average age of a mature labor force participant in Texas was 67. As illustrated in Table 6, approximately 44 percent of mature labor force participants were between the ages of 55 to 59 and 75 percent were between the ages of 55 to 64. Approximately 25 percent of the mature labor force participants in Texas were 65 or older.

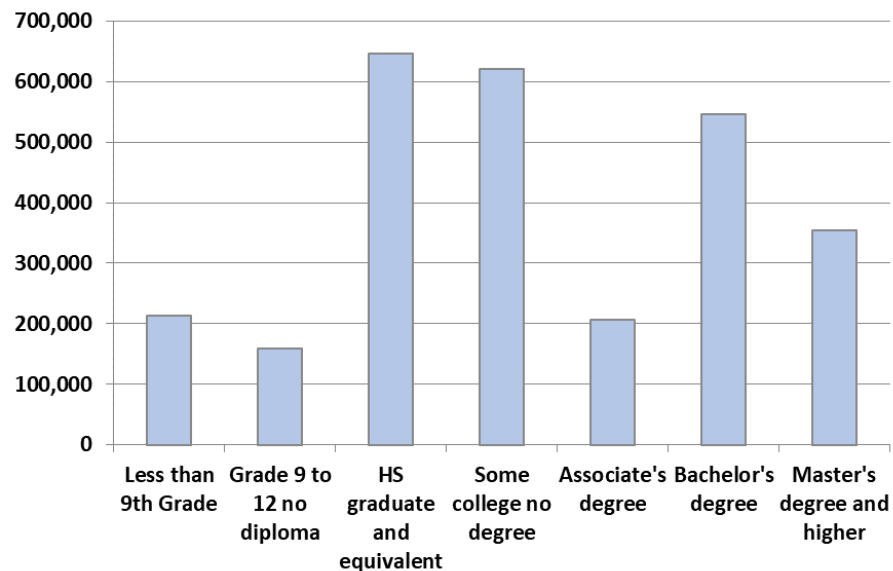
Table 6: Age Distribution of the Mature Labor Force in Texas by Age Group, 2017

Age Group	Number	Percent
55 to 59	1,199,807	43.7%
60 to 64	867,320	31.6%
65 to 69	409,067	14.9%
70 to 74	173,014	6.3%
75 to 79	66,003	2.4%
80 to 84	23,418	0.9%
85+	8,903	0.3%
Total	2,747,532	100.0%

Source: 2017 ACS PUMS (microdata).

Of the mature labor force participants in Texas, over 86 percent had at least a high school diploma or equivalent in 2017. Approximately 33 percent had a bachelor's degree or higher. Figure 12 illustrates the educational attainment levels of mature labor force participants in Texas for 2017.

Figure 12: Educational Attainment of the Mature Labor Force in Texas, 2017



Source: 2017 ACS PUMS (microdata).

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 general category of work, also referred to as class of worker. Approximately 62 percent of mature labor force participants in Texas were employees of private, for-profit companies in 2017. Aggregate data shows that approximately 15 percent of workers 55 and older were federal, state, or local government employees, and approximately 16 percent were self-employed.

Table 7: Class of Worker for Population 55 and Older in Texas, 2017

Class of Worker*	Count	Percent
Employee of a private for-profit company	1,695,241	61.7%
Employee of federal, state, or local government	404,543	14.7%
Self-employed in own business, professional practice, or farm	437,075	15.9%
Employee of a private not-for-profit organization	191,302	7.0%
Unemployed or never worked	12,405	0.5%
Working without pay in family business or farm	6,966	0.3%
Total	2,747,532	100%

Table notes: 2017 ACS PUMS (microdata).

*Class of worker categorizes individuals according to the type of ownership of the employing organization. Assigning class of worker categories is, in most cases, independent of industry and occupation. Additionally, class of worker refers to the type of work normally done or the work performed most regularly.

Table 8 illustrates the 20 Texas industries employing the highest percentages of mature labor force participants in 2017. These 20 industries employed nearly 47 and a half percent of the mature labor force in the state. The industries employing the greatest percentage of total labor force participants

Table 8: Top 20 Industries Employing Mature Labor Force Participants in Texas, 2017

Industry	Count	Percent of Total LFPs
Elementary and Secondary Schools	213,196	7.8%
Construction	208,623	7.6%
Hospitals	116,652	4.2%
Real Estate	69,848	2.5%
Restaurants and Other Food Services	67,440	2.5%
Colleges, Universities, and Professional Schools, including Junior Colleges	63,213	2.3%
Insurance Carriers and Related Activities	51,912	1.9%
Home Health Care Services	51,627	1.9%
Truck Transportation	47,156	1.7%
Religious Organizations	43,291	1.6%
Architectural, Engineering, and Related Services	42,496	1.5%
Grocery Stores	41,629	1.5%
Justice, Public Order, and Safety Activities	40,668	1.5%
Department and Discount Stores	40,653	1.5%
Support Activities for Mining	40,192	1.5%
Management, Scientific, and Technical Consulting Services	38,007	1.4%
Computer Systems Design and Related Services	34,010	1.2%
Legal Services	32,755	1.2%
Banking and Related Activities	29,517	1.1%
Offices of Physicians	29,078	1.1%
Top 20 Total	1,301,963	47.4%
Total labor force participants	2,747,532	100.00%

Table notes: Data are from 2017 ACS PUMS (microdata). Only the top 20 industries are included in this table.

Since the likelihood of developing a disability increases with age, the issue of disability is particularly relevant for mature labor force participants. 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. Ambulatory difficulty was the most frequently reported by 5.7 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: Mature Labor Force Participants and Non-Participants Reporting a Disability in Texas, 2017

Reported Disability	Mature Workers		Mature Population not in Labor Force	
	Number	Percent	Number	Percent
Ambulatory difficulty	155,991	5.7%	1,140,145	18.4%
Hearing difficulty	132,003	4.8%	564,731	9.1%
Vision difficulty	67,626	2.5%	342,311	5.5%
Cognitive difficulty	44,463	1.6%	506,893	8.2%
Independent living difficulty	39,887	1.5%	759,670	12.2%
Self-care difficulty	26,905	1.0%	463,247	7.5%
Total mature workers with a disability	466,875	17.0%	3,776,997	58.8%
Total mature labor force participants	2,747,532		3,904,142	

Table notes: 2017 ACS PUMS (microdata). Reported disability categories are not mutually exclusive and one individual can report having several disabilities.

Average Salaries of Mature Workers

In 2017, mature workers earned an average salary of \$56,124 (inflation adjusted for 2017). Numerous differences exist between different demographic categories. On average, male mature workers earned \$69,274, whereas females earned \$42,974. Salaries also varied depending on levels of educational attainment. Table 10 illustrates that mature workers with an education level below the ninth grade earned an average yearly salary of \$26,330.94. Average salary increases with higher levels of educational attainment. The highest average yearly salary is earned by mature workers with a master's degree or higher.

Table 10: Average Yearly Salary for Mature Workers in Texas by Educational Attainment, 2017

Educational Attainment	Percent of Mature Labor Force Participants	Average Annual Salary
Less than 9th Grade	7.7%	\$ 26,330.94
Grade 9 to 12 no diploma	5.8%	\$ 33,335.62
HS graduate and equivalent	23.5%	\$ 42,327.83
Some college no degree	22.6%	\$ 53,640.10
Associate's degree	7.5%	\$ 55,543.88
Bachelor's degree	19.9%	\$ 86,598.45
Master's degree and higher	12.9%	\$ 108,692.15

Source: 2017 ACS PUMS (microdata).

Table 11 illustrates the differences in mature workers' average salaries in 2017 between racial and ethnic groups.

Table 11: Average Yearly Salary for Mature Workers in Texas by Race/Ethnicity, 2017

Racial Category	Average Annual Salary
White	\$ 74,283.49
African American	\$ 45,804.84
Hispanic	\$ 39,485.78
Asian	\$ 64,933.39
Other	\$ 57,288.78

Source: 2017 ACS PUMS (microdata).

Additional differences in yearly salaries are present when considering gender and race, as noted in Table 12.

Table 12: Average Yearly Salary for Mature Workers in Texas by Race/Gender, 2017

Race/Gender Category	Average Annual Salary
White male	\$ 94,055.89
White female	\$ 51,295.39
African American male	\$ 53,845.02
African American female	\$ 38,967.55
Hispanic male	\$ 45,755.32
Hispanic female	\$ 31,499.65
Asian male	\$ 80,037.87
Asian female	\$ 47,946.18
Other male	\$ 68,840.91
Other female	\$ 42,784.30

Source: 2017 ACS PUMS (microdata).

Concluding Comments

This study has provided a demographic overview of mature labor force participants in Texas. National data illustrates how older workers' labor force participation has increased in recent decades, the circumstances affecting older workers' decisions to either retire or remain in the workforce, and the challenges an aging population pose for employees and employers. Trends highlighted in this report will continue into the future.

Analysis of the Texas population yields 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 percentage growth of mature workers' continued participation in the labor market. Demographic analysis illustrates that 39.9 percent of Texas labor force participants 55 and older were employed in civilian occupations in 2017. A majority of mature labor force participants (81.6 percent) worked full time. Additionally, mature workers earned an average salary of \$56,124. Finally, differences in labor force participation and income were observed between various demographic groups.

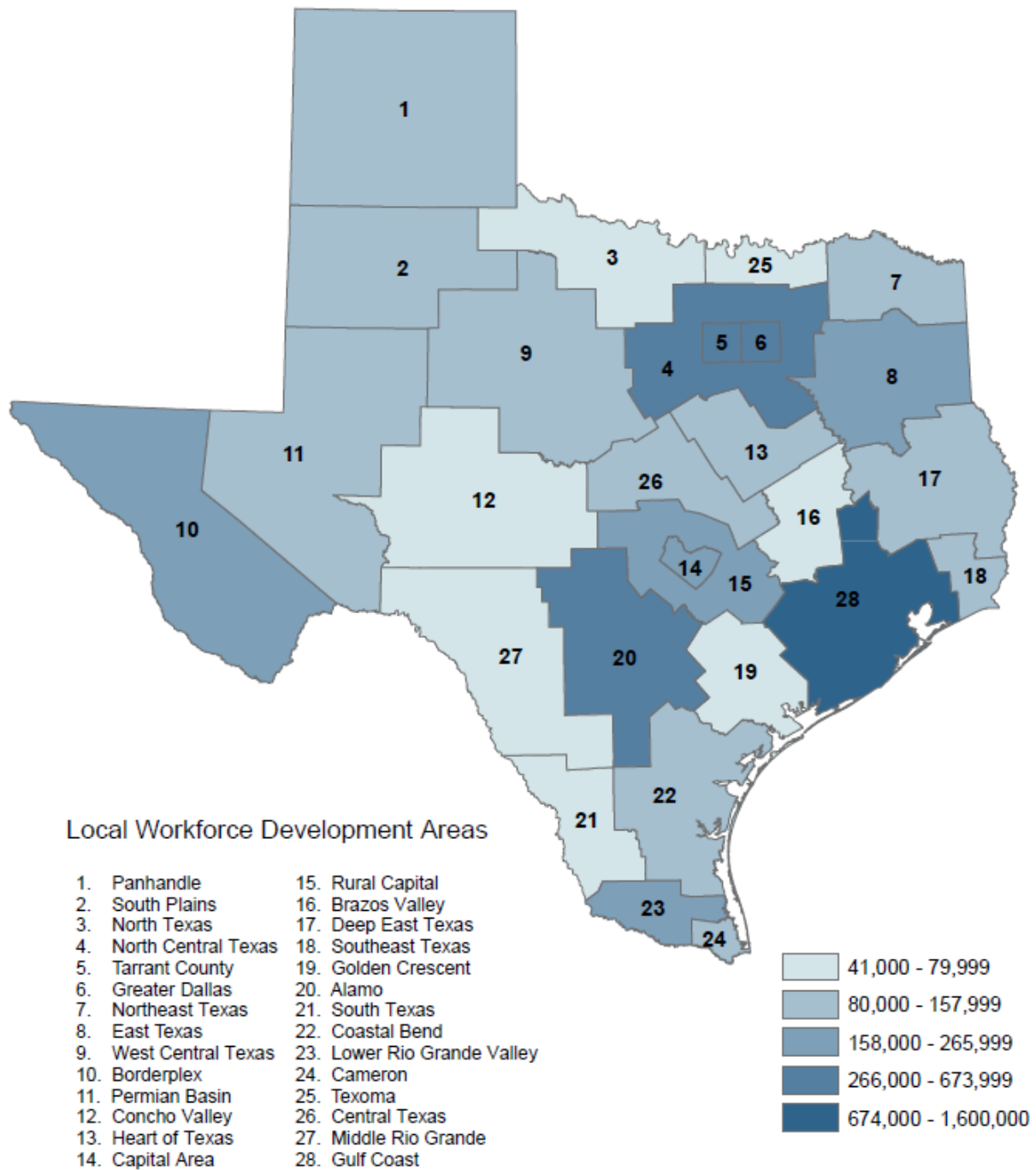
The proportion of the Texas population age 55 and older is increasing. The impact of this transformation on the labor force presents unique challenges and opportunities for employees and employers navigating an increasingly competitive global economy. Employers must understand the implications for worker and skill shortages that are associated with the aging of the American workforce propelled by the retirement of the Baby Boomers. Conversely, older workers choosing to remain in the workforce will be met with opportunities for training and skill development that goes beyond their already desirable skills. Employers, government, non-profits and other organizations play a critical role in helping older employees to acquire new skills to remain up-to-date with the demands of the modern labor force.

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Appendix A: Mature Workers in Texas by LWDA, 2017



Source: U.S. Census Bureau, 2017

Appendix B: Texas Population 55 and Older by County

This appendix illustrates the numbers of mature workers by each county in Texas. In the following tables, the total, male, and female mature worker population of each county is illustrated. The estimated numbers of mature workers are from the 2017 ACS PUMS (microdata). For more information on how county estimates were calculated, see the explanation in the Data Sources section of this report.

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Anderson	59,289	19,302	9,353	9,949	32.6%
Andrews	15,988	3,905	1,901	2,004	24.4%
Angelina	88,004	23,929	11,110	12,819	27.2%
Aransas	22,620	7,079	3,459	3,619	31.3%
Archer	9,432	2,982	1,462	1,519	31.6%
Armstrong	1,808	494	240	254	27.3%
Atascosa	49,139	14,845	7,373	7,472	30.2%
Austin	30,208	8,913	4,111	4,802	29.5%
Bailey	7,202	1,824	887	937	25.3%
Bandera	22,387	6,763	3,359	3,404	30.2%
Bastrop	82,499	26,045	12,979	13,066	31.6%
Baylor	3,930	1,242	609	633	31.6%
Bee	31,072	9,723	4,752	4,972	31.3%
Bell	347,497	70,394	31,874	38,520	20.3%
Bexar	1,958,296	438,932	197,700	241,232	22.4%
Blanco	11,995	4,758	2,230	2,528	39.7%
Borden	612	188	92	97	30.7%
Bosque	17,938	5,785	2,746	3,039	32.3%
Bowie	93,480	27,936	12,815	15,121	29.9%
Brazoria	362,929	84,058	40,562	43,496	23.2%
Brazos	223,018	38,168	17,745	20,423	17.1%
Brewster	10,022	2,448	1,191	1,256	24.4%
Briscoe	1,627	444	216	228	27.3%
Brooks	7,327	1,800	821	979	24.6%
Brown	36,938	12,438	6,100	6,339	33.7%
Burleson	17,945	5,805	2,736	3,069	32.3%
Burnet	43,929	13,163	6,300	6,863	30.0%
Caldwell	42,272	13,346	6,651	6,695	31.6%
Calhoun	22,474	6,250	2,881	3,369	27.8%
Callahan	13,070	4,401	2,158	2,243	33.7%
Cameron	423,421	97,967	44,064	53,903	23.1%
Camp	13,400	4,934	2,284	2,650	36.8%
Carson	5,966	1,630	792	838	27.3%
Cass	30,828	9,213	4,226	4,987	29.9%
Castro	7,774	2,123	1,032	1,092	27.3%
Chambers	39,620	9,771	4,890	4,880	24.7%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Cherokee	50,845	15,327	7,189	8,138	30.1%
Childress	6,870	1,876	912	965	27.3%
Clay	11,161	3,528	1,731	1,798	31.6%
Cochran	3,201	811	394	416	25.3%
Coke	3,266	1,004	488	516	30.7%
Coleman	8,524	2,870	1,408	1,463	33.7%
Collin	969,936	211,971	97,636	114,335	21.9%
Collingsworth	2,893	790	384	406	27.3%
Colorado	22,068	6,511	3,004	3,508	29.5%
Comal	141,024	46,109	22,018	24,091	32.7%
Comanche	13,449	4,529	2,221	2,308	33.7%
Concho	4,083	1,255	610	645	30.7%
Cooke	40,834	12,803	6,023	6,781	31.4%
Coryell	77,510	23,226	11,116	12,110	30.0%
Cottle	1,572	497	244	253	31.6%
Crane	4,772	1,166	567	598	24.4%
Crockett	3,675	1,130	549	580	30.7%
Crosby	6,135	1,554	756	798	25.3%
Culberson	2,625	641	312	329	24.4%
Dallam	6,509	1,778	864	914	27.3%
Dallas	2,617,835	557,932	254,072	303,860	21.3%
Dawson	13,781	4,236	2,060	2,176	30.7%
Deaf Smith	18,803	5,136	2,495	2,640	27.3%
Delta	5,230	1,628	753	875	31.1%
Denton	836,550	174,087	80,959	93,128	20.8%
DeWitt	22,634	6,884	3,334	3,550	30.4%
Dickens	2,401	608	296	312	25.3%
Dimmit	10,236	2,496	1,126	1,370	24.4%
Donley	3,616	988	480	508	27.3%
Duval	12,060	2,659	1,244	1,415	22.0%
Eastland	17,995	6,060	2,972	3,088	33.7%
Ector	157,015	30,283	14,557	15,726	19.3%
Edwards	2,047	499	225	274	24.4%
El Paso	840,566	187,844	82,785	105,059	22.3%
Ellis	173,859	43,290	20,316	22,974	24.9%
Erath	41,586	14,270	6,679	7,591	34.3%
Falls	17,617	5,682	2,697	2,985	32.3%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Fannin	36,114	11,324	5,327	5,997	31.4%
Fayette	27,272	8,610	4,291	4,319	31.6%
Fisher	3,789	1,276	626	650	33.7%
Floyd	6,535	1,655	805	850	25.3%
Foard	1,415	447	219	228	31.6%
Fort Bend	764,816	172,252	81,538	90,714	22.5%
Franklin	10,619	3,306	1,530	1,776	31.1%
Freestone	19,539	6,301	2,991	3,310	32.3%
Frio	18,867	5,700	2,831	2,869	30.2%
Gaines	18,970	4,634	2,255	2,378	24.4%
Galveston	335,148	92,159	43,650	48,509	27.5%
Garza	6,535	1,655	805	850	25.3%
Gillespie	28,303	11,226	5,261	5,965	39.7%
Glasscock	1,225	377	183	193	30.7%
Goliad	8,117	2,469	1,196	1,273	30.4%
Gonzales	22,322	6,789	3,288	3,501	30.4%
Gray	21,877	5,975	2,903	3,072	27.3%
Grayson	128,453	40,276	18,947	21,330	31.4%
Gregg	123,000	33,923	15,407	18,516	27.6%
Grimes	27,776	8,984	4,234	4,750	32.3%
Guadalupe	159,590	39,702	18,418	21,284	24.9%
Hale	36,409	9,220	4,485	4,735	25.3%
Hall	3,254	889	432	457	27.3%
Hamilton	8,713	2,611	1,250	1,361	30.0%
Hansford	5,424	1,481	720	762	27.3%
Hardeman	4,402	1,391	682	709	31.6%
Hardin	56,924	16,393	7,809	8,584	28.8%
Harris	4,654,217	973,604	451,213	522,391	20.9%
Harrison	66,180	21,089	9,833	11,255	31.9%
Hartley	5,966	1,630	792	838	27.3%
Haskell	5,683	1,914	938	975	33.7%
Hays	214,242	44,072	20,962	23,110	20.6%
Hemphill	3,616	988	480	508	27.3%
Henderson	79,561	25,901	12,550	13,351	32.6%
Hidalgo	860,572	164,533	74,563	89,970	19.1%
Hill	34,594	11,157	5,296	5,861	32.3%
Hockley	23,073	5,843	2,842	3,001	25.3%
Hood	56,232	19,295	9,032	10,264	34.3%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Hopkins	35,028	10,904	5,045	5,859	31.1%
Houston	24,800	7,838	3,945	3,893	31.6%
Howard	34,707	10,669	5,189	5,480	30.7%
Hudspeth	3,818	933	454	479	24.4%
Hunt	100,157	26,553	12,394	14,158	26.5%
Hutchinson	21,515	5,876	2,855	3,021	27.3%
Irion	1,633	502	244	258	30.7%
Jack	9,432	2,982	1,462	1,519	31.6%
Jackson	15,922	4,843	2,345	2,498	30.4%
Jasper	35,148	12,507	6,012	6,496	35.6%
Jeff Davis	2,506	612	298	314	24.4%
Jefferson	256,453	68,409	32,134	36,275	26.7%
Jim Hogg	5,443	1,200	561	639	22.0%
Jim Wells	41,662	10,234	4,669	5,565	24.6%
Johnson	167,585	43,928	20,762	23,166	26.2%
Jones	19,511	6,570	3,222	3,348	33.7%
Karnes	16,702	5,080	2,460	2,620	30.4%
Kaufman	123,016	29,201	13,642	15,559	23.7%
Kendall	38,007	15,075	7,065	8,011	39.7%
Kenedy	419	103	47	56	24.6%
Kent	758	255	125	130	33.7%
Kerr	56,472	22,399	10,497	11,903	39.7%
Kimble	4,594	1,412	687	725	30.7%
King	267	68	33	35	25.3%
Kinney	3,753	915	413	502	24.4%
Kleberg	32,660	8,022	3,660	4,362	24.6%
Knox	3,599	1,212	594	618	33.7%
La Salle	6,995	1,706	769	936	24.4%
Lamar	49,610	15,443	7,146	8,298	31.1%
Lamb	14,004	3,546	1,725	1,821	25.3%
Lampasas	20,149	6,038	2,890	3,148	30.0%
Lavaca	21,698	6,599	3,196	3,404	30.4%
Lee	18,409	5,812	2,896	2,916	31.6%
Leon	17,477	5,653	2,664	2,989	32.3%
Liberty	85,364	21,051	10,537	10,515	24.7%
Limestone	23,063	7,438	3,531	3,907	32.3%
Lipscomb	3,254	889	432	457	27.3%
Live Oak	11,847	2,612	1,222	1,390	22.0%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Llano	19,786	5,929	2,838	3,091	30.0%
Loving	119	29	14	15	24.4%
Lubbock	304,848	68,614	31,001	37,613	22.5%
Lynn	6,002	1,520	739	781	25.3%
Madison	14,200	4,593	2,165	2,428	32.3%
Marion	10,603	3,379	1,575	1,803	31.9%
Martin	4,798	1,475	717	757	30.7%
Mason	3,981	1,224	595	629	30.7%
Matagorda	38,890	11,475	5,293	6,182	29.5%
Maverick	55,447	13,520	6,097	7,423	24.4%
McCulloch	8,268	2,542	1,236	1,305	30.7%
McLennan	251,540	64,425	29,476	34,949	25.6%
McMullen	747	165	77	88	22.0%
Medina	50,406	15,228	7,563	7,665	30.2%
Menard	2,246	690	336	355	30.7%
Midland	165,101	35,628	16,395	19,233	21.6%
Milam	25,904	8,379	3,949	4,430	32.3%
Mills	5,083	1,523	729	794	30.0%
Mitchell	9,092	3,062	1,501	1,560	33.7%
Montague	20,594	6,510	3,193	3,317	31.6%
Montgomery	571,079	144,382	68,760	75,622	25.3%
Moore	21,334	5,827	2,831	2,996	27.3%
Morris	12,838	3,997	1,849	2,147	31.1%
Motley	1,200	304	148	156	25.3%
Nacogdoches	65,313	17,759	8,245	9,514	27.2%
Navarro	47,086	15,185	7,209	7,977	32.3%
Newton	14,174	5,044	2,424	2,620	35.6%
Nolan	14,775	4,975	2,440	2,536	33.7%
Nueces	361,653	94,585	43,774	50,811	26.2%
Ochiltree	9,944	2,716	1,320	1,396	27.3%
Oldham	1,989	543	264	279	27.3%
Orange	85,386	24,589	11,713	12,876	28.8%
Palo Pinto	30,948	10,620	4,971	5,649	34.3%
Panola	23,822	7,181	3,368	3,813	30.1%
Parker	133,355	39,664	19,583	20,081	29.7%
Parmer	9,944	2,716	1,320	1,396	27.3%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Pecos	16,823	4,109	2,000	2,109	24.4%
Polk	47,548	15,029	7,564	7,464	31.6%
Potter	120,432	28,041	13,186	14,855	23.3%
Presidio	8,471	2,069	1,007	1,062	24.4%
Rains	11,869	4,370	2,023	2,347	36.8%
Randall	134,222	36,183	16,258	19,925	27.0%
Reagan	3,369	1,035	504	532	30.7%
Real	3,412	832	375	457	24.4%
Red River	12,838	3,997	1,849	2,147	31.1%
Reeves	14,914	3,643	1,773	1,870	24.4%
Refugio	7,209	2,256	1,102	1,153	31.3%
Roberts	904	247	120	127	27.3%
Robertson	17,321	5,603	2,640	2,962	32.3%
Rockwall	90,982	24,120	11,259	12,862	26.5%
Runnels	10,229	3,444	1,689	1,755	33.7%
Rusk	53,407	16,099	7,551	8,548	30.1%
Sabine	10,717	3,814	1,833	1,981	35.6%
San Augustine	8,758	3,117	1,498	1,619	35.6%
San Jacinto	27,597	8,723	4,390	4,332	31.6%
San Patricio	63,262	19,797	9,674	10,122	31.3%
San Saba	6,353	1,904	911	993	30.0%
Schleicher	3,471	1,067	519	548	30.7%
Scurry	16,291	5,486	2,690	2,796	33.7%
Shackelford	3,220	1,084	532	553	33.7%
Shelby	25,007	8,899	4,277	4,621	35.6%
Sherman	2,893	790	384	406	27.3%
Smith	228,067	64,742	28,738	36,004	28.4%
Somervell	9,395	3,224	1,509	1,715	34.3%
Starr	62,435	13,765	6,440	7,325	22.0%
Stephens	9,282	3,126	1,533	1,593	33.7%
Sterling	1,123	345	168	177	30.7%
Stonewall	1,515	510	250	260	33.7%
Sutton	4,083	1,255	610	645	30.7%
Swisher	7,594	2,074	1,008	1,066	27.3%
Tarrant	2,052,945	459,395	211,773	247,622	22.4%
Taylor	136,598	34,275	15,281	18,994	25.1%
Terrell	1,074	262	128	135	24.4%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Terry	12,670	3,209	1,561	1,648	25.3%
Throckmorton	1,515	510	250	260	33.7%
Titus	32,175	10,016	4,634	5,382	31.1%
Tom Green	118,042	31,794	14,562	17,232	26.9%
Travis	1,227,473	245,051	114,902	130,149	20.0%
Trinity	15,290	4,833	2,432	2,400	31.6%
Tyler	21,434	7,627	3,666	3,961	35.6%
Upshur	39,615	12,624	5,886	6,737	31.9%
Upton	3,369	1,035	504	532	30.7%
Uvalde	26,956	6,573	2,964	3,609	24.4%
Val Verde	49,987	12,189	5,497	6,692	24.4%
Van Zandt	56,919	20,956	9,701	11,255	36.8%
Victoria	91,031	25,314	11,668	13,646	27.8%
Walker	71,043	22,455	11,302	11,153	31.6%
Waller	45,764	13,503	6,229	7,274	29.5%
Ward	11,573	2,827	1,376	1,451	24.4%
Washington	35,266	11,407	5,376	6,031	32.3%
Webb	274,728	49,013	21,672	27,341	17.8%
Wharton	43,774	12,916	5,958	6,958	29.5%
Wheeler	5,243	1,432	696	736	27.3%
Wichita	132,575	35,095	16,119	18,976	26.5%
Wilbarger	14,148	4,472	2,194	2,279	31.6%
Willacy	22,610	5,554	2,534	3,020	24.6%
Williamson	547,953	122,444	56,043	66,401	22.3%
Wilson	48,546	14,766	7,151	7,615	30.4%
Winkler	7,755	1,894	922	972	24.4%
Wise	61,781	19,530	9,579	9,951	31.6%
Wood	45,433	16,727	7,743	8,984	36.8%
Yoakum	7,869	1,993	969	1,023	25.3%
Young	19,336	6,112	2,998	3,114	31.6%
Zapata	14,301	3,153	1,475	1,678	22.0%
Zavala	11,942	2,912	1,313	1,599	24.4%

Appendix C: Estimated Labor Force Participants 55 and Older by County in Each LWDA

The estimated numbers of mature workers are from the 2017 ACS PUMS (microdata). For more information on how county estimates were calculated, see the explanation in the Data Sources section of this report.

Table 13: LWDA 1 Panhandle—Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Armstrong	1,808	494	240	254	231	125	106
Briscoe	1,627	444	216	228	208	112	95
Carson	5,966	1,630	792	838	761	411	350
Castro	7,774	2,123	1,032	1,092	992	536	456
Childress	6,870	1,876	912	965	877	474	403
Collingsworth	2,893	790	384	406	369	199	170
Dallam	6,509	1,778	864	914	831	449	382
Deaf Smith	18,803	5,136	2,495	2,640	2,399	1,296	1,103
Donley	3,616	988	480	508	461	249	212
Gray	21,877	5,975	2,903	3,072	2,791	1,508	1,283
Hall	3,254	889	432	457	415	224	191
Hansford	5,424	1,481	720	762	692	374	318
Hartley	5,966	1,630	792	838	761	411	350
Hemphill	3,616	988	480	508	461	249	212
Hutchinson	21,515	5,876	2,855	3,021	2,745	1,483	1,262
Lipscomb	3,254	889	432	457	415	224	191
Moore	21,334	5,827	2,831	2,996	2,722	1,471	1,252
Ochiltree	9,944	2,716	1,320	1,396	1,269	685	583
Oldham	1,989	543	264	279	254	137	117
Parmer	9,944	2,716	1,320	1,396	1,269	685	583
Potter	120,432	28,041	13,186	14,855	10,046	5,267	4,779
Randall	134,222	36,183	16,258	19,925	16,773	8,737	8,036
Roberts	904	247	120	127	115	62	53
Sherman	2,893	790	384	406	369	199	170
Swisher	7,594	2,074	1,008	1,066	969	523	445
Wheeler	5,243	1,432	696	736	669	361	308
Panhandle Total	435,273	113,556	53,413	60,143	49,866	26,455	23,411

Table 14: LWDA 2 South Plains–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bailey	7,202	1,824	887	937	763	492	271
Cochran	3,201	811	394	416	339	218	120
Crosby	6,135	1,554	756	798	650	419	231
Dickens	2,401	608	296	312	254	164	90
Floyd	6,535	1,655	805	850	692	446	246
Garza	6,535	1,655	805	850	692	446	246
Hale	36,409	9,220	4,485	4,735	3,855	2,485	1,370
Hockley	23,073	5,843	2,842	3,001	2,443	1,575	868
King	267	68	33	35	28	18	10
Lamb	14,004	3,546	1,725	1,821	1,483	956	527
Lubbock	304,848	68,614	31,001	37,613	31,619	17,378	14,241
Lynn	6,002	1,520	739	781	635	410	226
Motley	1,200	304	148	156	127	82	45
Terry	12,670	3,209	1,561	1,648	1,341	865	477
Yoakum	7,869	1,993	969	1,023	833	537	296
South Plains Total	438,349	102,422	47,445	54,976	45,754	26,489	19,265

Table 15: LWDA 3 North Texas–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Archer	9,432	2,982	1,462	1,519	1,100	689	412
Baylor	3,930	1,242	609	633	459	287	172
Clay	11,161	3,528	1,731	1,798	1,302	815	487
Cottle	1,572	497	244	253	183	115	69
Foard	1,415	447	219	228	165	103	62
Hardeman	4,402	1,391	682	709	514	321	192
Jack	9,432	2,982	1,462	1,519	1,100	689	412
Montague	20,594	6,510	3,193	3,317	2,403	1,503	899
Wichita	132,575	35,095	16,119	18,976	12,160	6,088	6,072
Wilbarger	14,148	4,472	2,194	2,279	1,651	1,033	618
Young	19,336	6,112	2,998	3,114	2,256	1,412	844
North Texas Total	227,998	65,259	30,914	34,345	23,292	13,054	10,238

Table 16: LWDA 4 North Central–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Collin	969,936	211,971	97,636	114,335	104,197	57,340	46,857
Denton	836,550	174,087	80,959	93,128	83,729	44,957	38,772
Ellis	173,859	43,290	20,316	22,974	19,029	10,503	8,526
Erath	41,586	14,270	6,679	7,591	4,563	2,655	1,908
Hood	56,232	19,295	9,032	10,264	6,169	3,590	2,580
Hunt	100,157	26,553	12,394	14,158	10,487	5,642	4,845
Johnson	167,585	43,928	20,762	23,166	16,044	8,853	7,191
Kaufman	123,016	29,201	13,642	15,559	11,824	6,863	4,961
Navarro	47,086	15,185	7,209	7,977	4,826	2,839	1,987
Palo Pinto	30,948	10,620	4,971	5,649	3,395	1,976	1,420
Parker	133,355	39,664	19,583	20,081	14,775	8,749	6,026
Rockwall	90,982	24,120	11,259	12,862	9,527	5,125	4,402
Somervell	9,395	3,224	1,509	1,715	1,031	600	431
Wise	61,781	19,530	9,579	9,951	7,208	4,510	2,698
North Central Total	2,842,469	674,938	315,530	359,409	296,804	164,202	132,602

Table 17: LWDA 5 Tarrant County–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Tarrant	2,052,945	459,395	211,773	247,622	205,912	111,247	94,665
Tarrant County Total	2,052,945	459,395	211,773	247,622	205,912	111,247	94,665

Table 18: LWDA 6 Greater Dallas–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Dallas	2,617,835	557,932	254,072	303,860	261,872	139,854	122,018
Greater Dallas Total	2,617,835	557,932	254,072	303,860	261,872	139,854	122,018

Table 19: LWDA 7 Northeast–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bowie	93,480	27,936	12,815	15,121	9,031	4,392	4,638
Cass	30,828	9,213	4,226	4,987	2,978	1,449	1,530
Delta	5,230	1,628	753	875	586	314	273
Franklin	10,619	3,306	1,530	1,776	1,190	637	554
Hopkins	35,028	10,904	5,045	5,859	3,926	2,100	1,827
Lamar	49,610	15,443	7,146	8,298	5,561	2,974	2,587
Morris	12,838	3,997	1,849	2,147	1,439	770	669
Red River	12,838	3,997	1,849	2,147	1,439	770	669
Titus	32,175	10,016	4,634	5,382	3,606	1,929	1,678
Northeast Total	282,647	86,440	39,848	46,591	29,757	15,332	14,425

Table 20: LWDA 8 East Texas—Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Anderson	59,289	19,302	9,353	9,949	4,906	2,436	2,470
Camp	13,400	4,934	2,284	2,650	1,429	749	680
Cherokee	50,845	15,327	7,189	8,138	5,525	2,507	3,018
Gregg	123,000	33,923	15,407	18,516	14,579	7,722	6,857
Harrison	66,180	21,089	9,833	11,255	7,725	4,469	3,256
Henderson	79,561	25,901	12,550	13,351	6,584	3,270	3,314
Marion	10,603	3,379	1,575	1,803	1,238	716	522
Panola	23,822	7,181	3,368	3,813	2,588	1,175	1,414
Rains	11,869	4,370	2,023	2,347	1,266	664	602
Rusk	53,407	16,099	7,551	8,548	5,803	2,633	3,170
Smith	228,067	64,742	28,738	36,004	25,720	13,128	12,592
Upshur	39,615	12,624	5,886	6,737	4,624	2,675	1,949
Van Zandt	56,919	20,956	9,701	11,255	6,071	3,183	2,889
Wood	45,433	16,727	7,743	8,984	4,846	2,540	2,306
East Texas Total	862,009	266,553	123,202	143,351	92,905	47,867	45,038

Table 21: LWDA 9 West Central–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Brown	36,938	12,438	6,100	6,339	4,038	2,302	1,736
Callahan	13,070	4,401	2,158	2,243	1,429	815	614
Coleman	8,524	2,870	1,408	1,463	932	531	401
Comanche	13,449	4,529	2,221	2,308	1,470	838	632
Eastland	17,995	6,060	2,972	3,088	1,967	1,121	846
Fisher	3,789	1,276	626	650	414	236	178
Haskell	5,683	1,914	938	975	621	354	267
Jones	19,511	6,570	3,222	3,348	2,133	1,216	917
Kent	758	255	125	130	83	47	36
Knox	3,599	1,212	594	618	393	224	169
Mitchell	9,092	3,062	1,501	1,560	994	567	427
Nolan	14,775	4,975	2,440	2,536	1,615	921	695
Runnels	10,229	3,444	1,689	1,755	1,118	637	481
Scurry	16,291	5,486	2,690	2,796	1,781	1,015	766
Shackelford	3,220	1,084	532	553	352	201	151
Stephens	9,282	3,126	1,533	1,593	1,015	578	436
Stonewall	1,515	510	250	260	166	94	71
Taylor	136,598	34,275	15,281	18,994	14,465	7,697	6,768
Throckmorton	1,515	510	250	260	166	94	71
West Central Total	325,835	97,998	46,530	51,468	35,154	19,490	15,664

Table 22: LWDA 10 Borderplex–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Brewster	10,022	2,448	1,191	1,256	755	467	288
Culberson	2,625	641	312	329	198	122	76
El Paso	840,566	187,844	82,785	105,059	68,229	36,761	31,468
Hudspeth	3,818	933	454	479	288	178	110
Jeff Davis	2,506	612	298	314	189	117	72
Presidio	8,471	2,069	1,007	1,062	638	394	244
Borderplex Total	868,007	194,547	86,047	108,499	70,296	38,038	32,258

Table 23: LWDA 11 Permian Basin—Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Andrews	15,988	3,905	1,901	2,004	1,204	744	460
Borden	612	188	92	97	74	47	27
Crane	4,772	1,166	567	598	360	222	137
Dawson	13,781	4,236	2,060	2,176	1,664	1,060	604
Ector	157,015	30,283	14,557	15,726	13,871	8,878	4,993
Gaines	18,970	4,634	2,255	2,378	1,429	883	546
Glasscock	1,225	377	183	193	148	94	54
Howard	34,707	10,669	5,189	5,480	4,192	2,670	1,522
Loving	119	29	14	15	9	6	3
Martin	4,798	1,475	717	757	579	369	210
Midland	165,101	35,628	16,395	19,233	16,622	9,813	6,809
Pecos	16,823	4,109	2,000	2,109	1,267	783	484
Reeves	14,914	3,643	1,773	1,870	1,124	694	429
Terrell	1,074	262	128	135	81	50	31
Upton	3,369	1,035	504	532	407	259	148
Ward	11,573	2,827	1,376	1,451	872	539	333
Winkler	7,755	1,894	922	972	584	361	223
Permian Basin Total	472,595	106,359	50,632	55,727	44,487	27,472	17,014

Table 24: LWDA 12 Concho Valley–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Coke	3,266	1,004	488	516	394	251	143
Concho	4,083	1,255	610	645	493	314	179
Crockett	3,675	1,130	549	580	444	283	161
Irion	1,633	502	244	258	197	126	72
Kimble	4,594	1,412	687	725	555	353	201
Mason	3,981	1,224	595	629	481	306	175
McCulloch	8,268	2,542	1,236	1,305	999	636	363
Menard	2,246	690	336	355	271	173	98
Reagan	3,369	1,035	504	532	407	259	148
Schleicher	3,471	1,067	519	548	419	267	152
Sterling	1,123	345	168	177	136	86	49
Sutton	4,083	1,255	610	645	493	314	179
Tom Green	118,042	31,794	14,562	17,232	13,029	6,502	6,527
Concho Valley Total	161,833	45,255	21,109	24,146	18,318	9,871	8,447

Table 25: LWDA 13 Heart of Texas–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bosque	17,938	5,785	2,746	3,039	1,839	1,082	757
Falls	17,617	5,682	2,697	2,985	1,806	1,062	743
Freestone	19,539	6,301	2,991	3,310	2,003	1,178	824
Hill	34,594	11,157	5,296	5,861	3,546	2,086	1,460
Limestone	23,063	7,438	3,531	3,907	2,364	1,391	973
McLennan	251,540	64,425	29,476	34,949	25,687	14,109	11,578
Heart of Texas Total	364,291	100,787	46,737	54,050	37,244	20,908	16,336

Table 26: LWDA 14 Capital Area–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Travis	1,227,473	245,051	114,902	130,149	120,247	65,684	54,563
Capital Area Total	1,227,473	245,051	114,902	130,149	120,247	65,684	54,563

Table 27: LWDA 15 Rural Capital–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bastrop	82,499	26,045	12,979	13,066	10,808	6,044	4,764
Blanco	11,995	4,758	2,230	2,528	1,802	983	819
Burnet	43,929	13,163	6,300	6,863	3,946	2,135	1,811
Caldwell	42,272	13,346	6,651	6,695	5,538	3,097	2,441
Fayette	27,272	8,610	4,291	4,319	3,573	1,998	1,575
Hays	214,242	44,072	20,962	23,110	19,502	11,072	8,430
Lee	18,409	5,812	2,896	2,916	2,412	1,349	1,063
Llano	19,786	5,929	2,838	3,091	1,777	962	816
Williamson	547,953	122,444	56,043	66,401	50,086	27,707	22,379
Rural Capital Total	1,008,357	244,179	115,189	128,990	99,443	55,347	44,097

Table 28: LWDA 16 Brazos Valley–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Brazos	223,018	38,168	17,745	20,423	16,223	9,073	7,150
Burleson	17,945	5,805	2,736	3,069	1,860	979	881
Grimes	27,776	8,984	4,234	4,750	2,880	1,516	1,364
Leon	17,477	5,653	2,664	2,989	1,812	954	858
Madison	14,200	4,593	2,165	2,428	1,472	775	697
Robertson	17,321	5,603	2,640	2,962	1,796	945	850
Washington	35,266	11,407	5,376	6,031	3,656	1,924	1,732
Brazos Valley Total	353,004	80,213	37,560	42,652	29,698	16,166	13,532

Table 29: LWDA 17 Deep East Texas–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Angelina	88,004	23,929	11,110	12,819	8,475	4,721	3,754
Houston	24,800	7,838	3,945	3,893	1,890	848	1,042
Jasper	35,148	12,507	6,012	6,496	3,733	2,154	1,579
Nacogdoches	65,313	17,759	8,245	9,514	6,290	3,504	2,786
Newton	14,174	5,044	2,424	2,620	1,505	869	637
Polk	47,548	15,029	7,564	7,464	3,624	1,626	1,998
Sabine	10,717	3,814	1,833	1,981	1,138	657	481
San Augustine	8,758	3,117	1,498	1,619	930	537	393
San Jacinto	27,597	8,723	4,390	4,332	2,103	944	1,160
Shelby	25,007	8,899	4,277	4,621	2,656	1,533	1,123
Trinity	15,290	4,833	2,432	2,400	1,165	523	642
Tyler	21,434	7,627	3,666	3,961	2,276	1,314	963
Deep East Texas Total	383,791	119,117	57,397	61,720	35,786	19,228	16,558

Table 30: LWDA 18 Southeast Texas–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Hardin	56,924	16,393	7,809	8,584	5,700	2,949	2,751
Jefferson	256,453	68,409	32,134	36,275	22,943	12,487	10,456
Orange	85,386	24,589	11,713	12,876	8,550	4,424	4,126
Southeast Texas Total	398,763	109,391	51,656	57,735	37,193	19,860	17,333

Table 31: LWDA 19 Golden Crescent–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Calhoun	22,474	6,250	2,881	3,369	2,381	1,367	1,013
DeWitt	22,634	6,884	3,334	3,550	2,430	1,453	977
Goliad	8,117	2,469	1,196	1,273	871	521	350
Gonzales	22,322	6,789	3,288	3,501	2,396	1,433	964
Jackson	15,922	4,843	2,345	2,498	1,709	1,022	687
Lavaca	21,698	6,599	3,196	3,404	2,329	1,393	937
Victoria	91,031	25,314	11,668	13,646	9,643	5,539	4,105
Golden Crescent Total	204,198	59,149	27,907	31,241	21,760	12,727	9,033

Table 32: LWDA 20 Alamo–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Atascosa	49,139	14,845	7,373	7,472	5,016	2,967	2,049
Bandera	22,387	6,763	3,359	3,404	2,285	1,352	933
Bexar	1,958,296	438,932	197,700	241,232	168,620	88,497	80,123
Comal	141,024	46,109	22,018	24,091	18,573	11,087	7,486
Frio	18,867	5,700	2,831	2,869	1,926	1,139	787
Gillespie	28,303	11,226	5,261	5,965	4,251	2,319	1,932
Guadalupe	159,590	39,702	18,418	21,284	16,163	8,282	7,881
Karnes	16,702	5,080	2,460	2,620	1,793	1,072	721
Kendall	38,007	15,075	7,065	8,011	5,709	3,115	2,594
Kerr	56,472	22,399	10,497	11,903	8,483	4,628	3,855
McMullen	747	165	77	88	59	32	28
Medina	50,406	15,228	7,563	7,665	5,145	3,044	2,101
Wilson	48,546	14,766	7,151	7,615	5,211	3,116	2,096
Alamo Total	2,588,488	635,992	291,772	344,220	243,235	130,650	112,585

Table 33: LWDA 21 South Texas–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Jim Hogg	5,443	1,200	561	639	433	232	201
Webb	274,728	49,013	21,672	27,341	21,656	10,300	11,356
Zapata	14,301	3,153	1,475	1,678	1,137	610	528
South Texas Total	294,472	53,366	23,708	29,658	23,226	11,142	12,084

Table 34: LWDA 22 Coastal Bend—Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Aransas	22,620	7,079	3,459	3,619	2,854	1,509	1,345
Bee	31,072	9,723	4,752	4,972	3,921	2,073	1,848
Brooks	7,327	1,800	821	979	659	353	306
Duval	12,060	2,659	1,244	1,415	959	514	445
Jim Wells	41,662	10,234	4,669	5,565	3,749	2,007	1,742
Kenedy	419	103	47	56	38	20	18
Kleberg	32,660	8,022	3,660	4,362	2,939	1,573	1,366
Live Oak	11,847	2,612	1,222	1,390	942	505	437
Nueces	361,653	94,585	43,774	50,811	36,923	19,613	17,310
Refugio	7,209	2,256	1,102	1,153	910	481	429
San Patricio	63,262	19,797	9,674	10,122	7,982	4,221	3,762
Coastal Bend Total	591,790	158,869	74,424	84,445	61,875	32,869	29,006

Table 35: LWDA 23 Lower Rio Grande Valley—Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Hidalgo	860,572	164,533	74,563	89,970	56,801	29,334	27,467
Starr	62,435	13,765	6,440	7,325	4,964	2,661	2,303
Willacy	22,610	5,554	2,534	3,020	2,035	1,089	945
Lower Rio Grande Valley Total	945,617	183,852	83,537	100,315	63,800	33,084	30,716

Table 36: LWDA 24 Cameron County–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Cameron	423,421	97,967	44,064	53,903	33,167	15,517	17,650
Cameron County Total	423,421	97,967	44,064	53,903	33,167	15,517	17,650

Table 37: LWDA 25 Texoma–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Cooke	40,834	12,803	6,023	6,781	5,176	2,688	2,488
Fannin	36,114	11,324	5,327	5,997	4,578	2,377	2,201
Grayson	128,453	40,276	18,947	21,330	16,283	8,456	7,827
Texoma Total	205,401	64,403	30,296	34,107	26,037	13,522	12,516

Table 38: LWDA 26 Central Texas–Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bell	347,497	70,394	31,874	38,520	27,270	14,578	12,692
Coryell	77,510	23,226	11,116	12,110	6,963	3,767	3,196
Hamilton	8,713	2,611	1,250	1,361	783	423	359
Lampasas	20,149	6,038	2,890	3,148	1,810	979	831
Milam	25,904	8,379	3,949	4,430	2,685	1,413	1,272
Mills	5,083	1,523	729	794	457	247	210
San Saba	6,353	1,904	911	993	571	309	262
Central Texas Total	491,209	114,074	52,718	61,356	40,538	21,717	18,821

Table 39: LWDA 27 Middle Rio Grande—Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Dimmit	10,236	2,496	1,126	1,370	807	424	383
Edwards	2,047	499	225	274	161	85	77
Kinney	3,753	915	413	502	296	155	140
La Salle	6,995	1,706	769	936	551	290	262
Maverick	55,447	13,520	6,097	7,423	4,371	2,297	2,074
Real	3,412	832	375	457	269	141	128
Uvalde	26,956	6,573	2,964	3,609	2,125	1,117	1,008
Val Verde	49,987	12,189	5,497	6,692	3,940	2,071	1,870
Zavala	11,942	2,912	1,313	1,599	941	495	447
Middle Rio Grande Total	170,776	41,643	18,780	22,863	13,461	7,074	6,387

Table 40: LWDA 28 Gulf Coast—Mature Labor Force Participants by County, 2017

County	Total Population, 2017	Mature Population, 2017	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Austin	30,208	8,913	4,111	4,802	3,549	2,072	1,476
Brazoria	362,929	84,058	40,562	43,496	34,120	20,024	14,096
Chambers	39,620	9,771	4,890	4,880	3,432	2,256	1,176
Colorado	22,068	6,511	3,004	3,508	2,593	1,514	1,079
Fort Bend	764,816	172,252	81,538	90,714	78,803	45,313	33,490
Galveston	335,148	92,159	43,650	48,509	35,592	19,483	16,109
Harris	4,654,217	973,604	451,213	522,391	437,267	239,630	197,637
Liberty	85,364	21,051	10,537	10,515	7,396	4,862	2,534
Matagorda	38,890	11,475	5,293	6,182	4,569	2,668	1,901
Montgomery	571,079	144,382	68,760	75,622	63,053	35,899	27,154
Walker	71,043	22,455	11,302	11,153	5,414	2,429	2,985
Waller	45,764	13,503	6,229	7,274	5,376	3,139	2,237
Wharton	43,774	12,916	5,958	6,958	5,143	3,003	2,140
Gulf Coast Total	7,064,920	1,573,049	737,046	836,003	686,306	382,293	304,013

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