



Mature Workers in Texas:

A Demographic Study

June 2017 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

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Table of Contents

Introduction	1
The Texas Workforce Investment Council	1
Statutory Directive	1
The State Strategic Plan	1
Scope of Report.....	2
Data Sources and Methodology.....	2
Context of the Study.....	3
Possible Worker and Skill Shortages.....	3
Upgrading Mature Workers’ Skills	4
Recent Labor Force Trends for Mature Individuals	5
Demographic Analysis of the Texas Population	7
The Changing Texas Population: 1960 to 2015.....	7
The Texas Population in 2015	9
The Future Texas Population	12
Demographic Analysis of the Mature Labor Force in Texas	15
ACS Versus Census Data and Labor Force Concepts.....	15
Employment Status and Labor Force Participation of the Population 55 and Older in Texas	15
Characteristics of the Mature Labor Force in Texas	17
Average Salaries of Mature Workers	21
Concluding Comments.....	23
References	25
Appendix A: Texas Population 55 and Older by County (Table).....	27
Appendix B: Estimated Labor Force Participants 55 and Older by County in Each LWDA (Table)	35

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List of Tables

Table 1: Median Ages, 1960-2015	9
Table 2: Population Older than 55 in Texas by Age Group, 2015	11
Table 3: Employment Status of the Population 55 and Older in Texas, 2015	16
Table 4: Labor Force Participation of the Population 55 and Older in Texas by Race / Gender, 2015	16
Table 5: Employment Status of the Population 55 and Older in Texas by Race / Gender, 2015	17
Table 6: Age Distribution of the Mature Labor Force in Texas, 2015	18
Table 7: Class of Worker for Population 55 and Older in Texas, 2015	19
Table 8: Top 20 Industries Employing Mature Labor Force Participants in Texas, 2015	20
Table 9: Percent of Mature Labor Force Participants and Non-Participants Reporting a Disability in Texas, 2015	21
Table 10: Average Yearly Salary for Mature Workers in Texas by Educational Attainment, 2015	21
Table 11: Average Yearly Salary for Mature Workers in Texas by Race, 2015	22
Table 12: Average Yearly Salary for Mature Workers in Texas by Race / Gender, 2015	22
Table 13: LWDA 1 Panhandle—Mature Labor Force Participants by County, 2015	36
Table 14: LWDA 2 South Plains—Mature Labor Force Participants by County, 2015	37
Table 15: LWDA 3 North Texas—Mature Labor Force Participants by County, 2015	37
Table 16: LWDA 4 North Central—Mature Labor Force Participants by County, 2015	38
Table 17: LWDA 5 Tarrant County—Mature Labor Force Participants by County, 2015	38
Table 18: LWDA 6 Dallas—Mature Labor Force Participants by County, 2015	39
Table 19: LWDA 7 North East—Mature Labor Force Participants by County, 2015	39
Table 20: LWDA 8 East Texas—Mature Labor Force Participants by County, 2015	40
Table 21: LWDA 9 West Central—Mature Labor Force Participants by County, 2015	41
Table 22: LWDA 10 Borderplex—Mature Labor Force Participants by County, 2015	41
Table 23: LWDA 11 Permian Basin—Mature Labor Force Participants by County, 2015	42
Table 24: LWDA 12 Concho Valley—Mature Labor Force Participants by County, 2015	43
Table 25: LWDA 13 Heart of Texas—Mature Labor Force Participants by County, 2015	43
Table 26: LWDA 14 Capital Area—Mature Labor Force Participants by County, 2015	44
Table 27: LWDA 15 Rural Capital—Mature Labor Force Participants by County, 2015	44
Table 28: LWDA 16 Brazos Valley—Mature Labor Force Participants by County, 2015	45
Table 29: LWDA 17 Deep East Texas—Mature Labor Force Participants by County, 2015	45
Table 30: LWDA 18 South East Texas—Mature Labor Force Participants by County, 2015	46

Table 31: LWDA 19 Golden Crescent—Mature Labor Force Participants by County, 2015.....	46
Table 32: LWDA 20 Alamo—Mature Labor Force Participants by County, 2015	47
Table 33: LWDA 21 South Texas—Mature Labor Force Participants by County, 2015	47
Table 34: LWDA 22 Coastal Bend—Mature Labor Force Participants by County, 2015	48
Table 35: LWDA 23 Lower Rio Grande—Mature Labor Force Participants by County, 2015	48
Table 36: LWDA 24 Cameron County—Mature Labor Force Participants by County, 2015	49
Table 37: LWDA 25 Texoma—Mature Labor Force Participants by County, 2015.....	49
Table 38: LWDA 26 Central Texas—Mature Labor Force Participants by County, 2015.....	49
Table 39: LWDA 27 Middle Rio Grande—Mature Labor Force Participants by County, 2015	50
Table 40: LWDA 28 Gulf Coast—Mature Labor Force Participants by County, 2015.....	50

List of Figures

Figure 1: Percentage of U.S. Population 55 Years and Older, 1960-2015	3
Figure 2: National Labor Force Participation Rates of Mature Individuals, 1970-2015.....	4
Figure 3: National Unemployment Rates for Prime-Age and Mature Individuals, 1970-2015.....	5
Figure 4: Texas Population Pyramids, 1960-2015.....	8
Figure 5: Percentage of Population 55 Years and Older in U.S. and Five Largest States, 2015.....	10
Figure 6: Educational Attainment of the Texas Population Age 25 and Older, 2015	11
Figure 7: Racial and Ethnic Composition of Texas, 2015	12
Figure 8: Texas Population Pyramid, 2040.....	13
Figure 9: Percentage of Population 55 Years and Older in Texas, 1960-2040.....	14
Figure 10: Race and Ethnicity of Texas Population, 1980-2040.....	14
Figure 11: Racial and Ethnic Composition of the Mature Labor Force in Texas, 2015	18
Figure 12: Educational Attainment of the Mature Labor Force in Texas, 2015.....	19

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Introduction

Mature (age 55 and older) labor force participants made up 21.7 percent of the national workforce in 2014, and this segment is projected to grow to 24.8 percent in 2024. 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” have become 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 is 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.

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 must be part of the critical pool of potential employees, including mature workers.

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 2015.

Data Sources and Methodology

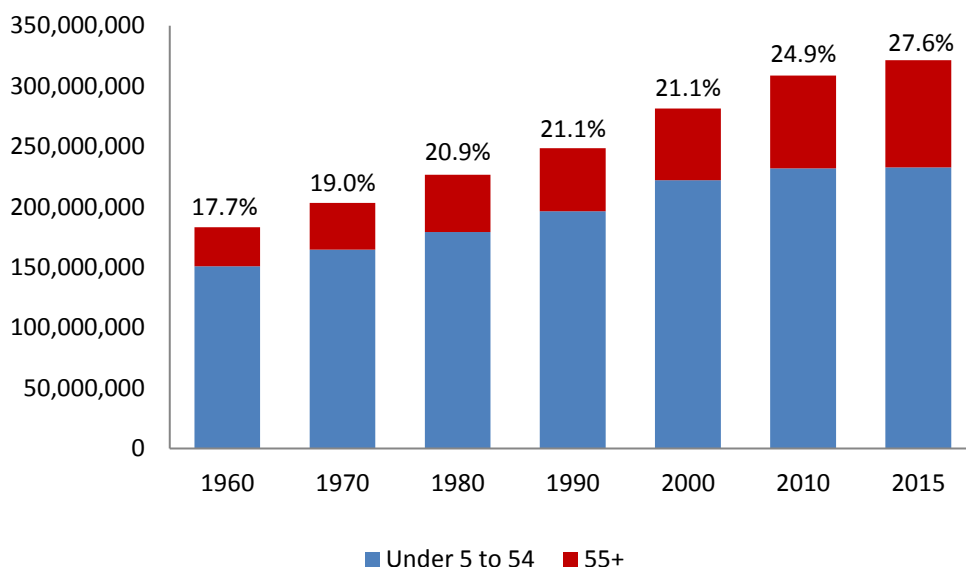
The three main data sources used for this research are the U.S. Census Bureau's 2015 American Community Survey (ACS), the Texas Demographic Center, and the Bureau of Labor Statistics. The ACS is an ongoing, yearly survey that samples a small percentage of the population. The sample respondents are weighted to approximate the demographic characteristics of the entire population. ACS data are available as summary tables (also referred to as pre-tabulated data) and Public Use Microdata Sample files. The microdata files utilize a smaller sample than the summary tables, but can be used to calculate custom estimates. In this report, summary table data are used for analyses at the national level and microdata are used for analyses at the state level. Allocation factors developed by the Missouri Census Data Center were used to align the respondents in the ACS geographic segments (called public use microdata areas) with Texas counties.

The Texas Workforce Investment Council would like to acknowledge and thank Texas State Demographer Dr. Lloyd Potter and his research staff Dr. Helen You at the Institute for Demographic and Socioeconomic Research, Texas Demographic Center, at the University of Texas at San Antonio for their review and input into the methodology behind the data analysis in this report.

Context of the Study

The percentage of the population composed 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 2015. 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, 1960-2015



Source: Census data.

Possible Worker and Skill Shortages

A skills gap can threaten America's competitiveness today and in the future. An estimated 600,000 manufacturing jobs went unfilled in the United States in 2011, even as the nation was emerging from the economic downturn. Manufacturers could not find enough workers literate in the science, technology, engineering, and math (STEM) disciplines to effectively function in advanced manufacturing environments (Giffi et al., 2015). In 2014, mature labor force participants represented 21.7 percent of the national workforce. If a large portion of these mature workers retire, the workforce could be substantially reduced. Manufacturing, healthcare, education, and the utilities sectors, as well as others with large mature worker populations, could lose all of the specific skills, experiences, and institutional knowledge that these Baby Boom retirees developed over the course of their careers. To compound this issue further, many employers in these sectors are already facing skilled labor shortages.

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. Older workers are not retiring at an increasing rate. The decline in labor force participation, instead, occurred in much younger age brackets (Munnell, 2014). 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. The labor force participation rate for mature individuals has increased steadily since before the beginning of the recession and levelled off at approximately 40 percent from 2010 to 2015. This trend is expected to continue as more workers enter the mature worker category and as existing mature workers remain in the labor force longer.

Figure 2: National Labor Force Participation Rate of Mature Individuals, 1970-2015

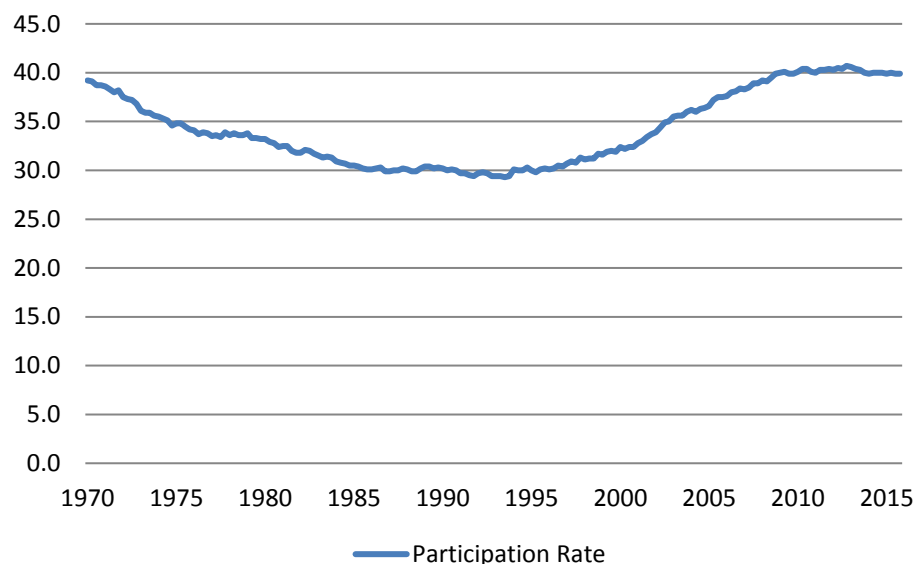


Figure notes: Seasonally adjusted quarterly labor force participation rates for individuals 55 years old and older are illustrated. Data are from the Bureau of Labor Statistics (BLS).

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 2015 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 and 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 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 done by the Federal Reserve Bank of St. Louis concluded that the recession was particularly harsh 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 and Sohail, 2015).

Figure 3: National Unemployment Rates for Prime-Age and Mature Individuals, 1970-2015

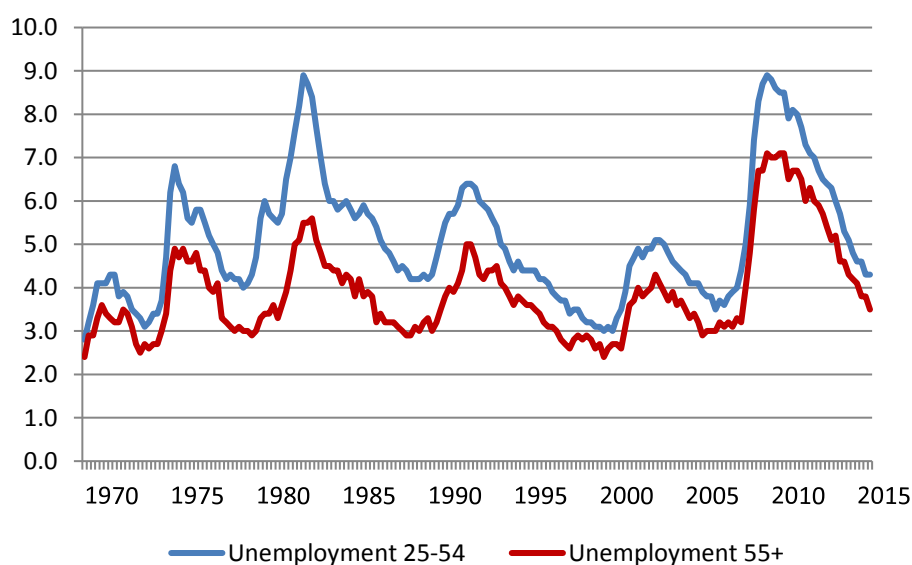


Figure notes: Seasonally adjusted quarterly unemployment rates are illustrated. Data are from BLS.

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.

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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 U.S. Census 2015 American Community Survey and the Texas Demographic 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 2015

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 2015. 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, 1960-2015

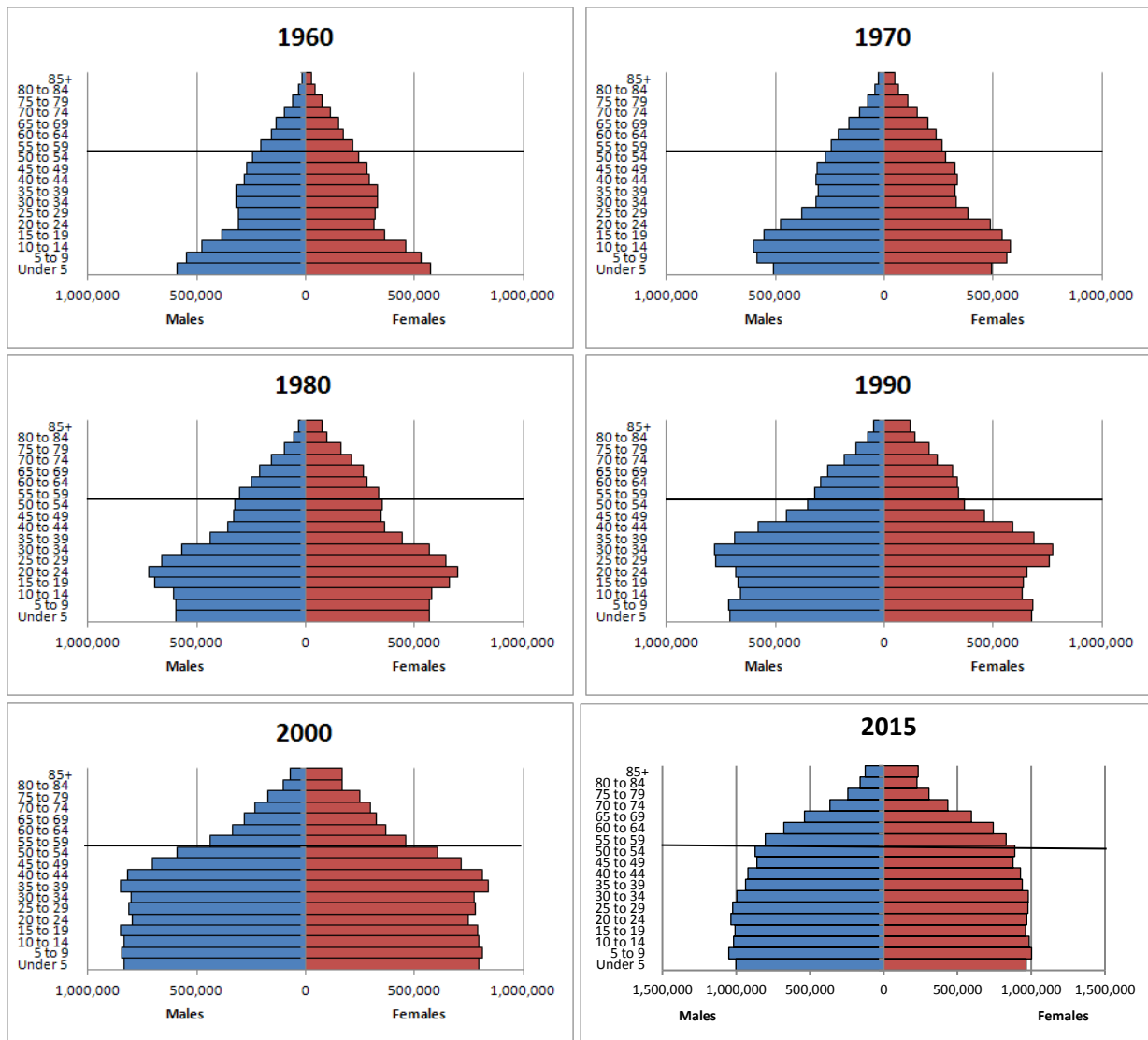


Figure notes: Data are from Census. Horizontal lines demarcate 55 and older.

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 27,469,114 in 2015. This is a gain of 17,889,437 people or a 187 percent increase in 55 years. In recent years, people moving to Texas from other states have played a key role in the state's population growth. According to analysis by the Office of the State Demographer, from 2005 to 2013 an estimated 5.9 million people moved to Texas, and 4.8 million of those came from one of the other 49 states. In that time period, Texas grew by an average of 345 people per day.

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 6,273,036 in 2015, an increase from 15.6 percent of the total population in 1960 to 22.8 percent in 2015. This increase in the number of older individuals influences the median age of the

population. Table 1 illustrates that 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, 1960-2015

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
2015	37.8	34.3

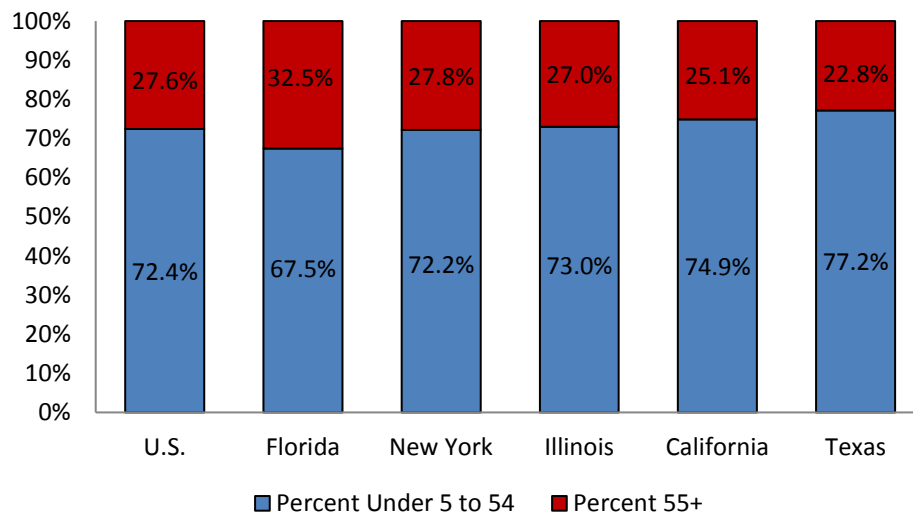
Source: Census data.

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. 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 2015, the Baby Boom cohort is difficult to distinguish in Texas since the younger cohorts contain a greater number of individuals.

The Texas Population in 2015

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 2015, Males accounted for 49.6 percent of the Texas population (13,625,413) whereas females accounted for 50.4 percent (13,843,701). The growth witnessed throughout the previous decades in Texas culminated with a population of 27,469,114 in 2015. Individuals age 55 and older made up 22.8 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, 2015

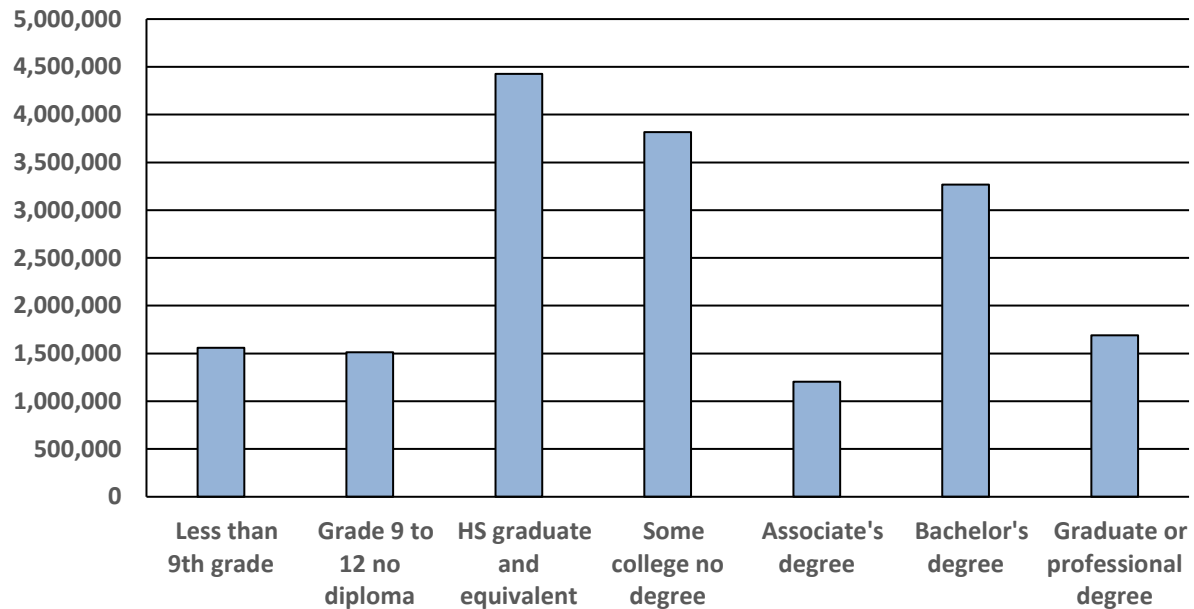


Source: Census data.

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 where many rural counties have either grown at a much slower rate or declined in population (Texas Comptroller, 2016). According to the U.S. Census, Texas had five of the 20 most populous cities in the nation in 2016 and five of the nation's 11 fastest growing cities between July 1, 2014, and July 1, 2015, (U.S. Census Bureau, 2016).

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. Approximately 82.4 percent of the population over age 25 in Texas (14,401,719 individuals) had at least a high school diploma in 2015 and approximately 28.4 percent (4,955,374 individuals) had at least a bachelor's degree. Figure 6 illustrates the educational attainment of Texans over the age of 25 in 2015.

Figure 6: Educational Attainment of the Texas Population Age 25 and Older, 2015



Source: 2015 ACS.

Texas has a relatively young population. In 2015, the median age in Texas was 34.3 compared to 37.8 for the U.S. According to 2015 Census data, 26.3 percent of the Texas population was under 18 and 12 percent was older than 65 in 2015. The population of Texas is aging as evidenced previously in Table 1. Approximately 22.8 percent of the overall population (6,273,036 individuals) in 2015 was 55 or older. Table 2 illustrates the number of individuals over age 55 by age groups. Of the population over 55 in Texas, nearly half are between the ages of 55 and 64.

Table 2: Population Older than 55 in Texas by Age Group, 2015

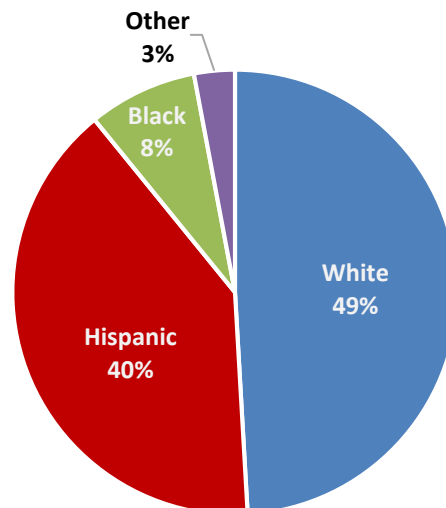
Age Group	Count	Percent (of 55+)
55 to 59	1,631,946	26.02%
60 to 64	1,419,583	22.63%
65 to 69	1,130,772	18.03%
70 to 74	797,937	12.72%
75 to 79	550,000	8.77%
80 to 84	385,127	6.14%
85+	357,671	5.70%
Total	6,273,036	100.00%

Source: 2015 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 became more diverse by 2015, with the proportion of whites in the population decreasing and the proportion of Hispanics increasing.

As illustrated in Figure 7, approximately 49 percent of the Texas population was white, 40 percent was Hispanic, eight percent was African American, and three percent was other (that includes Asian, American Indian, Alaskan Native, and Hawaiian Pacific Islander).

Figure 7: Racial and Ethnic Composition of Texas, 2015



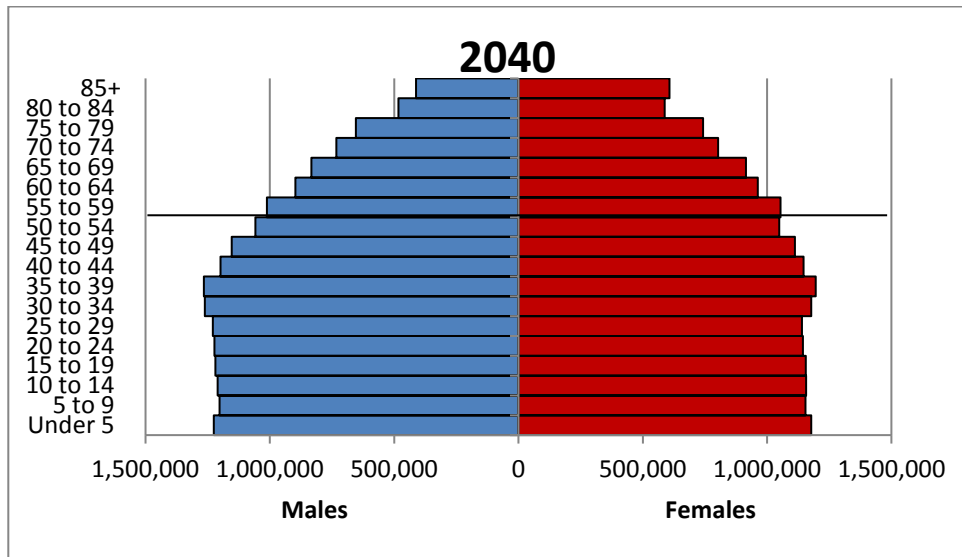
Source: 2015 Census data.

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 2015 ACS, the median age was 42.1 for whites, 35.1 for Asians, 32.9 for African Americans, and 28.2 for Hispanics. A further age difference can be observed for Hispanics based on nativity: the median age was 20 for native born Hispanics and 41 for foreign born Hispanics (Pew Research Center, 2014).

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

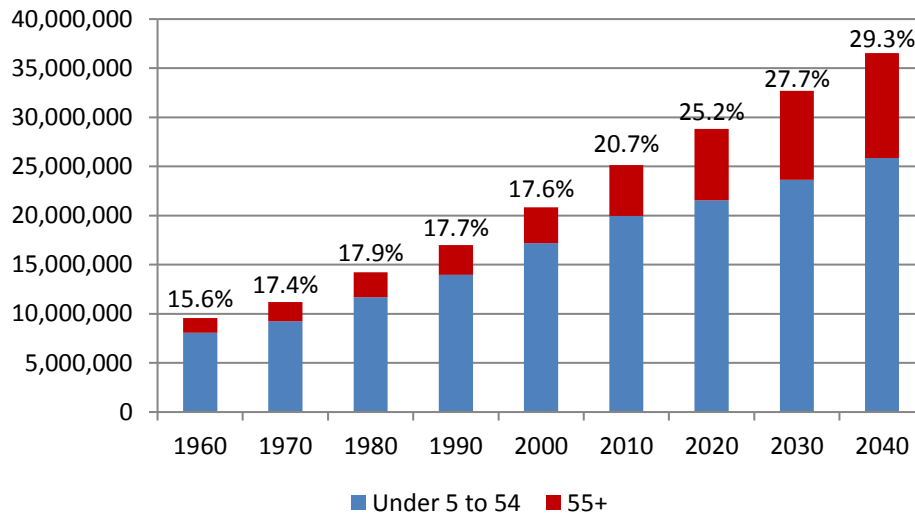


Source: Texas Demographic Center 2014 population projections. The horizontal line demarcates 55 and older.

Projections indicate that the population of Texas will be 36,550,595 in 2040—an increase of approximately 33 percent from 2015. The substantial width of the 2040 pyramid illustrates this growth. It is important to note that the 2040 population pyramid does not utilize the same scale as the 1960 through 2015 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 2000 pyramids in Figure 4 are 1,000,000, whereas the maximum limit is 1,500,000 for the 2015 and 2040 pyramids.

By 2040, a greater percentage of the population will be 55 or older. Projections indicate that 10,693,423 Texans will be 55 or older in 2040 and constitute 29.3 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 31.7 percent of the 2040 Texas population will be white, 49.5 percent will be Hispanic, 10.6 percent will be African American, and 8.2 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

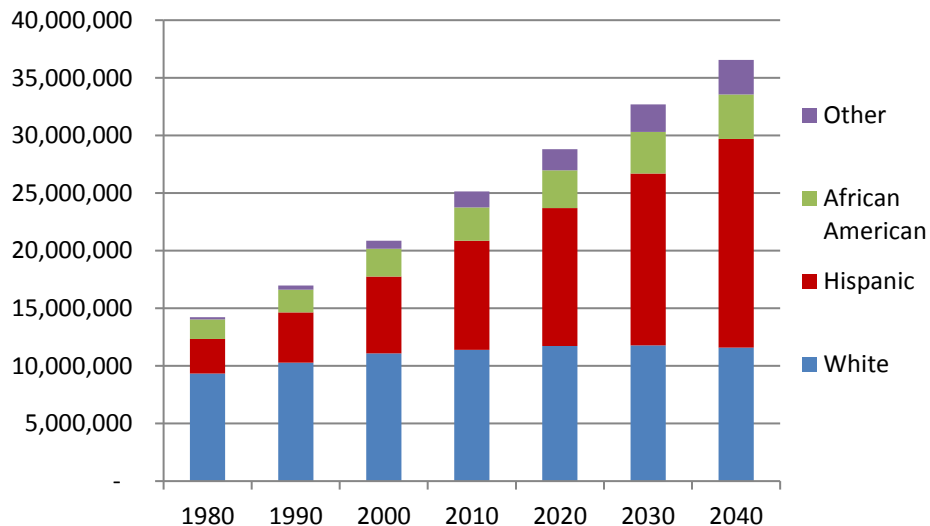


Figure notes: Census data is used for 1980 through 2010. Projections for 2020 through 2040 use data from the state demographer and assume the 0.5 migration scenario (one-half of the net migration rates of the 1990s).

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 2015 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 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 data, 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 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 comprises 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 (204 individuals) were employed by the armed forces in 2015. 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 2015 ACS. Table 3 illustrates that 38.8 percent of the Texas population 55 and older were employed in civilian occupations. Nearly one and a half percent were unemployed and 59.8 percent were not in the labor force. Since the labor force is composed of employed and unemployed individuals, 40.2 percent of Texans 55 and older (an estimated 2,499,692 individuals) were labor force participants in 2015.

Table 3: Employment Status of the Population 55 and Older in Texas, 2015

Employment Status	Number	Percent
Employed	2,411,694	38.82%
Unemployed	87,998	1.42%
Not in Labor Force	3,712,393	59.76%
Total	6,212,085	100%

Source: 2015 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 2,411,694 employed individuals 55 and older in 2015, 80.6 percent (1,943,589 individuals) worked full time whereas 19.4 percent (468,105 individuals) worked part time.

Labor force participation for individuals 55 years and older differed between various groups. Approximately 55 percent of Texas males 55 and older and 45 percent of Texas females 55 and older were labor force participants in 2015. Labor force participation also varied between the different racial and ethnic groups, with 45.8 percent of the 'other' category, 43.3 percent of Asians, 40.2 percent of whites, 39.9 percent of Hispanics, and 39.6 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 2015 was Hispanic female.

Table 4: Labor Force Participation of the Population 55 and Older in Texas by Race / Gender, 2015

Race/Gender	Labor Force Participant	Percent	Not in Labor Force	Percent	Total
Asian Male	57,579	56.3%	44,625	43.7%	102,204
Other Male	17,581	52.3%	16,040	47.7%	33,621
Hispanic Male	342,756	49.0%	356,545	51.0%	699,301
White Male	842,069	47.7%	921,661	52.3%	1,763,730
African American Male	116,270	42.0%	160,600	58.0%	276,870
Other Female	15,468	40.1%	23,114	59.9%	38,582
African American Female	134,971	37.8%	221,930	62.2%	356,901
White Female	669,869	33.5%	1,328,966	66.5%	1,998,835
Asian Female	41,675	32.9%	85,169	67.1%	126,844
Hispanic Female	261,454	32.1%	553,743	67.9%	815,197
Total	2,499,692	40.2%	3,712,393	59.8%	6,212,085

Table notes: Data are from 2015 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, 2015

Race/Gender	Employed	Percent	Unemployed	Percent	Not in Labor Force	Percent	Total
Asian Male	54,332	53.2%	3,242	3.2%	44,625	43.7%	102,199
Other Male	16,904	50.3%	682	2.0%	16,040	47.7%	33,626
Hispanic Male	331,332	47.4%	11,424	1.6%	356,545	51.0%	699,301
White Male	815,139	46.2%	26,930	1.5%	921,661	52.3%	1,763,730
African American Male	109,074	39.4%	7,196	2.6%	160,600	58.0%	276,870
Other Female	14,822	38.4%	646	1.7%	23,114	59.9%	38,582
African American Female	129,586	36.3%	5,385	1.5%	221,930	62.2%	356,901
White Female	649,920	32.5%	19,949	1.0%	1,328,966	66.5%	1,998,835
Asian Female	39,690	31.3%	1,985	1.6%	85,169	67.1%	126,844
Hispanic Female	250,895	30.8%	10,559	1.3%	553,743	67.9%	815,197
Total	2,411,694	38.8%	87,998	1.4%	3,712,393	59.8%	6,212,085

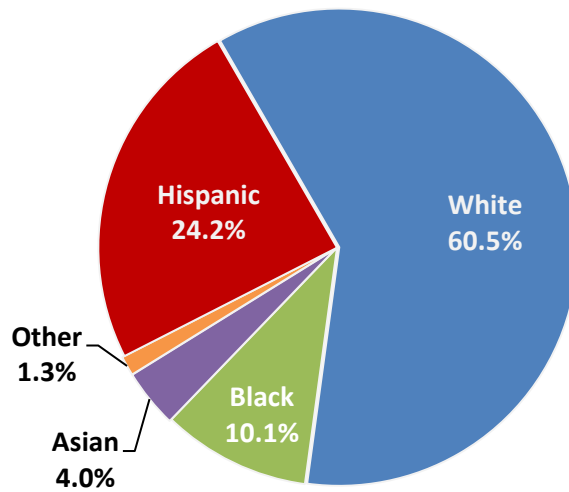
Table notes: Data are from 2015 ACS. Percentages are for each row and indicate the percentage of individuals in each race / gender category participating in the labor force.

Characteristics of the Mature Labor Force in Texas

In 2015, the estimated size of the mature labor force was 2,499,692 individuals, composed of 40.2 percent of Texans 55 and older. Mature labor force participants accounted for 18.6 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 2015. Veterans (an estimated 281,014 individuals) accounted for 11.2 percent of the mature labor force. Approximately 82 percent of mature labor force participants were native born and 18 percent were foreign born. Figure 11 illustrates that 60.5 percent of the mature labor force was white, 24.2 percent was Hispanic, 10.1 percent was African American, and four percent was Asian.

Figure 11: Racial and Ethnic Composition of the Mature Labor Force in Texas, 2015



Source: 2015 ACS.

In 2015, the average age of a mature labor force participant in Texas was 61.4. As illustrated in Table 6, approximately 45 percent of mature labor force participants were between the ages of 55 to 59 and almost 76 percent were between the ages of 55 to 64. Twenty-four percent of the mature labor force participants in Texas were 65 or older.

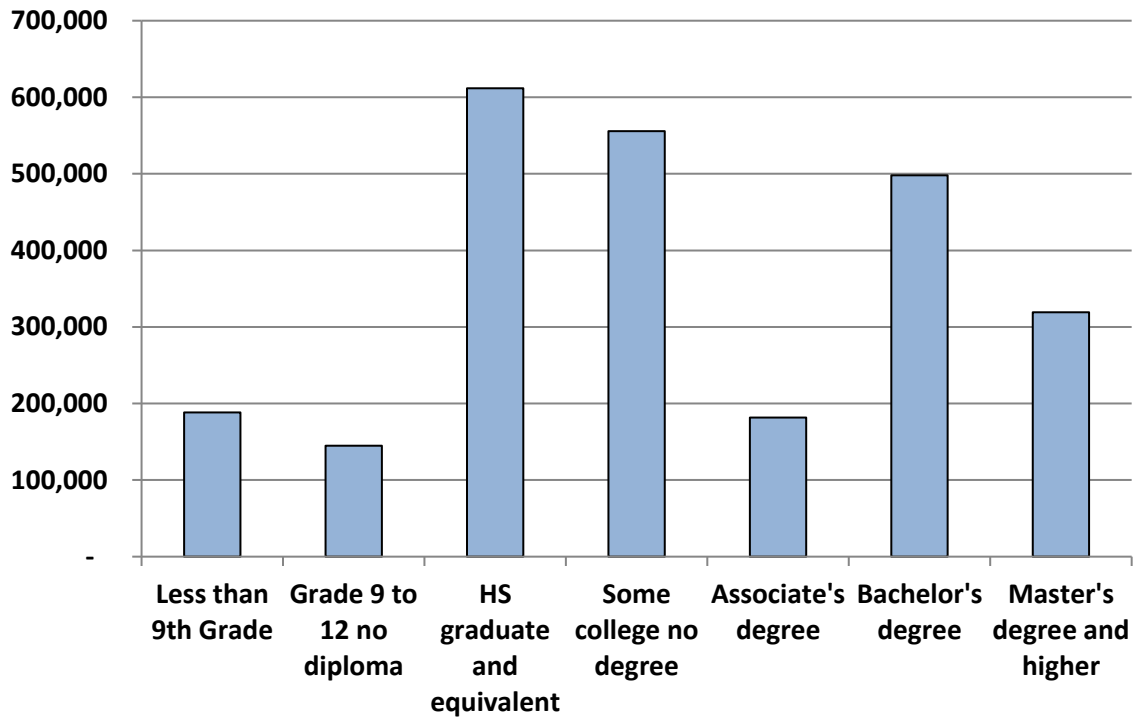
Table 6: Age Distribution of the Mature Labor Force in Texas, 2015

Age Group	Number	Percent
55 to 59	1,131,689	45.27%
60 to 64	771,661	30.87%
65 to 69	362,728	14.51%
70 to 74	144,737	5.79%
75 to 79	58,681	2.35%
80 to 84	20,931	0.84%
85+	9,265	0.37%
Total	2,499,692	100%

Source: 2015 ACS.

A total of 86.7 percent of mature labor force participants in Texas had at least a high school diploma or equivalent in 2015. Thirty three percent had a bachelor's degree or higher. Figure 12 illustrates the educational attainment levels of the 2015 mature labor force in Texas.

Figure 12: Educational Attainment of the Mature Labor Force in Texas, 2015



Source: 2015 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 62 percent of mature labor force participants in Texas were employees of private, for-profit companies in 2015. Approximately 15 percent were federal, state, or local government employees, and 15 percent were self-employed.

Table 7: Class of Worker for Population 55 and Older in Texas, 2015

Class of Worker	Number	Percent
Employee of a private for-profit company	1,544,174	61.77%
Employee of a private not-for-profit organization	180,365	7.22%
Employee of federal, state, or local government	377,003	15.08%
Self-employed in own business, professional practice, or farm	381,350	15.26%
Working without pay in family business or farm	6,832	0.27%
Unemployed or never worked	9,968	0.40%
Total	2,499,692	100%

Source: 2015 ACS.

Table 8 illustrates the 20 Texas industries in which the highest percentages of mature labor force participants were employed in 2015. 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, totaling 7.6 percent. The construction industry accounted for 6.9 percent of the mature labor force 2015. The medical-hospitals industry employed 4.1 percent of the mature labor force.

Table 8: Top 20 Industries Employing Mature Labor Force Participants (LFPs) in Texas, 2015

Industry	Count	Percent of Total LFPs
Education - elementary and secondary schools	190,203	7.61%
Construction	171,524	6.86%
Medical - hospitals	102,495	4.10%
Finance - real estate	66,428	2.66%
Education - colleges and universities	56,746	2.27%
Entertainment - restaurants and food services	51,521	2.06%
Finance - insurance carriers and related	49,547	1.98%
Medical - home health care services	43,458	1.74%
Extraction - support activities for mining	43,400	1.74%
Professional - architectural, engineering, and related	43,017	1.72%
Transportation- truck transportation	42,968	1.72%
Retail - department and discount stores	42,953	1.72%
Service - religious organizations	41,888	1.68%
Administration - justice, public order, and safety activities	39,620	1.58%
Retail- grocery stores	38,570	1.54%
Professional - legal services	35,643	1.43%
Professional - management, scientific, and technical	33,467	1.34%
Finance- banking and related	29,346	1.17%
Medical - offices of physicians	28,495	1.14%
Medical - nursing care facilities	27,063	1.08%
Top 20 Total	1,178,352	47.14%
Total labor force participants	2,499,692	100.00%

Table notes: Data are from ACS 2015. 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 16.4 percent of the mature labor force participants in Texas (an estimated 410,941 individuals) had some type of disability in 2015 and 58.8 percent (3,654,173 individuals) of the population 55 and older are not participating in the labor force and had 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. Ambulatory difficulty was the most frequently reported by 5.6 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, 2015

Reported Disability	Mature Workers		Mature Population not in Labor Force	
	Number	Percent	Number	Percent
Ambulatory difficulty	138,853	5.6%	1,108,583	17.8%
Hearing difficulty	116,290	4.7%	557,687	9.0%
Vision difficulty	51,253	2.1%	333,588	5.4%
Cognitive difficulty	43,196	1.7%	484,000	7.8%
Independent living difficulty	35,009	1.4%	723,077	11.6%
Self-care difficulty	26,340	1.1%	447,238	7.2%
Total mature workers with a disability	410,941	16.4%	3,654,173	58.8%
Total mature labor force participants	2,499,692		3,712,393	

Table notes: Data are from 2015 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 2015, mature workers earned an average salary of \$47,323.40 (inflation adjusted for 2015). Numerous differences exist between different demographic categories. On average, male mature workers earned \$58,515.11 whereas females earned \$36,131.69. 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 \$25,928.07. 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, 2015

Educational Attainment	Percent of Mature Labor Force Participants	Average Annual Salary
Less than 9th Grade	7.5%	\$ 25,928.07
Grade 9 to 12 no diploma	5.8%	\$ 34,997.41
HS graduate and equivalent	24.5%	\$ 41,313.21
Some college no degree	22.2%	\$ 50,957.42
Associate's degree	7.3%	\$ 54,981.22
Bachelor's degree	19.9%	\$ 85,010.21
Master's degree and higher	12.8%	\$ 110,327.12

Table notes: Data are from 2015 ACS.

Average yearly salary also varied between racial and ethnic groups. Table 11 illustrates the differences in mature workers' average salaries in 2015.

Table 11: Average Yearly Salary for Mature Workers in Texas by Race, 2015

Racial Category	Average Annual Salary
White	\$ 64,153.29
Asian	\$ 59,058.38
African American	\$ 43,863.02
Other	\$ 41,224.74
Hispanic	\$ 33,825.83

Source: 2015 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, 2015

Race/Gender Category	Average Annual Salary
White male	\$ 80,749.59
Asian male	\$ 70,999.91
African American male	\$ 50,775.80
Other male	\$ 50,236.19
White female	\$ 44,017.45
Asian female	\$ 42,838.77
Hispanic male	\$ 39,444.73
African American female	\$ 38,048.21
Other female	\$ 29,066.31
Hispanic female	\$ 26,459.68

Source: 2015 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 illustrate that 38.8 percent of the Texas labor force participants 55 and older were employed in civilian occupations in 2015. A majority of mature labor force participants (80.6 percent) worked full time. Additionally, mature workers earned an average salary of \$47,323.40. However, numerous differences in labor force participation and income were observed between various demographic groups.

Mature labor force participants constitute 18.6 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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Appendix A: 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	58,417	18,545	8,956	9,589	31.75%
Andrews County	15,772	3,924	1,925	2,000	24.88%
Angelina County	88,406	22,850	10,500	12,350	25.85%
Aransas County	24,021	6,560	3,223	3,337	27.31%
Archer County	9,537	2,912	1,406	1,506	30.54%
Armstrong County	1,878	473	226	247	25.20%
Atascosa County	47,190	13,896	6,826	7,070	29.45%
Austin County	29,639	8,439	3,955	4,484	28.47%
Bailey County	7,108	1,829	880	949	25.73%
Bandera County	21,499	6,331	3,110	3,221	29.45%
Bastrop County	78,360	23,154	10,838	12,315	29.55%
Baylor County	3,974	1,213	586	627	30.54%
Bee County	32,996	9,011	4,427	4,584	27.31%
Bell County	334,771	66,512	30,707	35,805	19.87%
Bexar County	1,895,998	417,107	188,068	229,039	22.00%
Blanco County	11,379	4,464	2,009	2,455	39.23%
Borden County	635	182	92	90	28.65%
Bosque County	18,080	5,847	2,843	3,004	32.34%
Bowie County	92,712	27,474	12,769	14,705	29.63%
Brazoria County	346,219	78,875	37,911	40,964	22.78%
Brazos County	215,141	35,808	16,437	19,371	16.64%
Brewster County	9,887	2,460	1,206	1,254	24.88%
Briscoe County	1,690	426	204	222	25.20%
Brooks County	7,239	1,810	837	973	25.00%
Brown County	36,224	12,345	5,832	6,513	34.08%
Burleson County	17,356	5,582	2,655	2,928	32.16%
Burnet County	43,767	13,215	6,235	6,980	30.20%
Caldwell County	40,151	11,864	5,553	6,310	29.55%
Calhoun County	22,577	6,356	2,975	3,381	28.15%
Callahan County	12,818	4,368	2,064	2,305	34.08%
Cameron County	422,224	94,953	42,472	52,481	22.49%
Camp County	12,705	4,767	2,214	2,552	37.52%
Carson County	6,198	1,562	746	815	25.20%
Cass County	30,575	9,060	4,211	4,849	29.63%
Castro County	8,076	2,035	973	1,063	25.20%
Chambers County	37,590	9,254	4,686	4,569	24.62%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Cherokee County	50,803	14,983	7,102	7,880	29.49%
Childress County	7,137	1,799	860	939	25.20%
Clay County	11,285	3,446	1,664	1,782	30.54%
Cochran County	3,159	813	391	422	25.73%
Coke County	3,386	970	491	479	28.65%
Coleman County	8,359	2,849	1,346	1,503	34.08%
Collin County	913,891	190,018	87,838	102,180	20.79%
Collingsworth	3,005	757	362	395	25.20%
Colorado County	21,653	6,165	2,889	3,276	28.47%
Comal County	128,869	41,558	19,589	21,969	32.25%
Comanche County	13,189	4,495	2,123	2,372	34.08%
Concho County	4,232	1,212	614	598	28.65%
Cooke County	39,521	12,317	5,904	6,413	31.16%
Coryell County	77,225	23,318	11,002	12,316	30.20%
Cottle County	1,589	485	234	251	30.54%
Crane County	4,708	1,171	574	597	24.88%
Crockett County	3,809	1,091	553	538	28.65%
Crosby County	6,055	1,558	749	809	25.73%
Culberson County	2,590	644	316	328	24.88%
Dallam County	6,761	1,704	814	890	25.20%
Dallas County	2,552,097	523,617	238,119	285,498	20.52%
Dawson County	14,284	4,092	2,073	2,019	28.65%
Deaf Smith County	19,532	4,922	2,353	2,570	25.20%
Delta County	5,235	1,587	743	844	30.32%
Denton County	780,362	152,495	70,532	81,963	19.54%
DeWitt County	21,232	6,621	3,226	3,395	31.18%
Dickens County	2,369	610	293	316	25.73%
Dimmit County	10,436	2,506	1,144	1,363	24.01%
Donley County	3,756	947	452	494	25.20%
Duval County	12,270	2,639	1,215	1,424	21.51%
Eastland County	17,648	6,014	2,841	3,173	34.08%
Ector County	159,611	30,783	14,244	16,539	19.29%
Edwards County	2,087	501	229	273	24.01%
Ellis County	835,217	183,715	81,067	102,648	22.00%
El Paso County	163,362	39,704	18,621	21,083	24.30%
Erath County	39,940	13,289	6,172	7,118	33.27%
Falls County	17,757	5,742	2,792	2,950	32.34%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Fannin County	34,954	10,893	5,221	5,672	31.16%
Fayette County	25,904	7,654	3,583	4,071	29.55%
Fisher County	3,715	1,266	598	668	34.08%
Floyd County	6,384	1,643	790	853	25.73%
Foard County	1,430	437	211	226	30.54%
Fort Bend County	716,140	156,215	73,858	82,357	21.81%
Franklin County	10,628	3,222	1,508	1,714	30.32%
Freestone County	19,694	6,369	3,097	3,272	32.34%
Frio County	18,119	5,335	2,621	2,715	29.45%
Gaines County	18,715	4,656	2,284	2,373	24.88%
Galveston County	322,868	84,947	39,868	45,079	26.31%
Garza County	6,397	1,646	792	854	25.73%
Gillespie County	26,849	10,532	4,741	5,792	39.23%
Glasscock County	1,270	364	184	179	28.65%
Goliad County	7,614	2,374	1,157	1,217	31.18%
Gonzales County	20,939	6,530	3,182	3,348	31.18%
Gray County	22,725	5,727	2,737	2,990	25.20%
Grayson County	124,324	38,745	18,572	20,173	31.16%
Gregg County	124,135	33,083	14,809	18,274	26.65%
Grimes County	26,863	8,640	4,109	4,532	32.16%
Guadalupe County	151,081	37,012	16,948	20,064	24.50%
Hale County	35,934	9,247	4,447	4,800	25.73%
Hall County	3,381	852	407	445	25.20%
Hamilton County	8,681	2,621	1,237	1,384	30.20%
Hansford County	5,634	1,420	679	741	25.20%
Hardeman County	4,450	1,359	656	703	30.54%
Hardin County	56,037	16,352	7,476	8,876	29.18%
Harris County	4,537,878	913,150	423,257	489,893	20.12%
Harrison County	67,113	20,984	9,591	11,393	31.27%
Hartley County	6,198	1,562	746	815	25.20%
Haskell County	5,573	1,899	897	1,002	34.08%
Hays County	194,955	40,490	19,187	21,303	20.77%
Hemphill County	3,756	947	452	494	25.20%
Henderson County	78,390	24,886	12,019	12,867	31.75%
Hidalgo County	842,623	159,956	71,722	88,234	18.98%
Hill County	34,868	11,276	5,483	5,793	32.34%
Hockley County	22,771	5,860	2,818	3,042	25.73%
Hood County	54,006	17,969	8,345	9,624	33.27%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Hopkins County	35,055	10,629	4,974	5,655	30.32%
Houston County	24,644	7,675	3,966	3,710	31.14%
Howard County	35,975	10,306	5,220	5,085	28.65%
Hudspeth County	3,767	937	460	478	24.88%
Hunt County	94,675	24,910	11,270	13,640	26.31%
Hutchinson County	22,350	5,632	2,692	2,940	25.20%
Irion County	1,693	485	246	239	28.65%
Jack County	9,537	2,912	1,406	1,506	30.54%
Jackson County	14,936	4,658	2,270	2,388	31.18%
Jasper County	35,129	11,554	5,450	6,105	32.89%
Jeff Davis County	2,472	615	302	313	24.88%
Jefferson County	255,009	66,260	30,877	35,383	25.98%
Jim Hogg County	5,538	1,191	548	643	21.51%
Jim Wells County	41,158	10,291	4,760	5,531	25.00%
Johnson County	160,100	41,314	19,671	21,643	25.81%
Jones County	19,134	6,521	3,080	3,440	34.08%
Karnes County	15,668	4,886	2,381	2,505	31.18%
Kaufman County	114,604	26,980	12,755	14,225	23.54%
Kendall County	36,055	14,143	6,366	7,778	39.23%
Kenedy County	414	103	48	56	25.00%
Kent County	743	253	120	134	34.08%
Kerr County	53,570	21,015	9,459	11,556	39.23%
Kimble County	4,761	1,364	691	673	28.65%
King County	263	68	33	35	25.73%
Kinney County	3,827	919	419	500	24.01%
Kleberg County	32,265	8,067	3,732	4,336	25.00%
Knox County	3,530	1,203	568	635	34.08%
Lamar County	49,649	15,054	7,045	8,008	30.32%
Lamb County	13,821	3,556	1,710	1,846	25.73%
Lampasas County	20,075	6,062	2,860	3,202	30.20%
La Salle County	7,131	1,713	782	931	24.01%
Lavaca County	20,354	6,347	3,093	3,254	31.18%
Lee County	17,485	5,167	2,418	2,748	29.55%
Leon County	16,903	5,437	2,585	2,851	32.16%
Liberty County	80,990	19,940	10,096	9,843	24.62%
Limestone County	23,245	7,517	3,655	3,862	32.34%
Lipscomb County	3,381	852	407	445	25.20%
Live Oak County	12,053	2,592	1,193	1,399	21.51%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Llano County	19,713	5,952	2,808	3,144	30.20%
Loving County	118	29	14	15	24.88%
Lubbock County	299,853	23,289	30,375	36,610	7.77%
Lynn County	5,923	1,524	733	791	25.73%
McCulloch County	13,734	4,417	2,101	2,317	32.16%
McLennan County	10,752	3,362	1,537	1,825	31.27%
McMullen County	4,973	1,425	722	703	28.65%
Madison County	4,127	1,182	599	583	28.65%
Marion County	38,158	10,865	5,092	5,773	28.47%
Martin County	56,530	13,575	6,195	7,380	24.01%
Mason County	8,571	2,455	1,244	1,212	28.65%
Matagorda County	246,098	61,339	27,630	33,709	24.92%
Maverick County	760	163	75	88	21.51%
Medina County	48,407	14,254	7,002	7,252	29.45%
Menard County	2,328	667	338	329	28.65%
Midland County	161,029	33,859	15,676	18,183	21.03%
Milam County	25,052	8,058	3,832	4,226	32.16%
Mills County	5,064	1,529	721	808	30.20%
Mitchell County	8,917	3,039	1,436	1,603	34.08%
Montague County	20,822	6,358	3,071	3,288	30.54%
Montgomery County	537,671	131,597	62,360	69,237	24.48%
Moore County	22,162	5,585	2,669	2,916	25.20%
Morris County	12,910	3,914	1,832	2,082	30.32%
Motley County	1,185	305	147	158	25.73%
Nacogdoches	65,612	16,958	7,792	9,166	25.85%
Navarro County	47,459	15,348	7,463	7,885	32.34%
Newton County	14,167	4,660	2,198	2,462	32.89%
Nolan County	14,490	4,938	2,333	2,605	34.08%
Nueces County	359,093	90,627	41,652	48,975	25.24%
Ochiltree County	10,330	2,603	1,244	1,359	25.20%
Oldham County	2,066	521	249	272	25.20%
Orange County	84,055	24,527	11,214	13,313	29.18%
Palo Pinto County	29,723	9,890	4,593	5,297	33.27%
Panola County	23,802	7,020	3,328	3,692	29.49%
Parker County	125,986	36,297	17,579	18,718	28.81%
Parmer County	10,330	2,603	1,244	1,359	25.20%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Pecos County	16,596	4,129	2,025	2,104	24.88%
Polk County	47,250	14,716	7,603	7,113	31.14%
Potter County	121,532	27,661	13,073	14,588	22.76%
Presidio County	8,357	2,079	1,020	1,060	24.88%
Rains County	11,253	4,222	1,961	2,261	37.52%
Randall County	130,318	33,757	15,448	18,309	25.90%
Reagan County	3,492	1,000	507	494	28.65%
Real County	3,479	835	381	454	24.01%
Red River County	12,836	3,892	1,821	2,070	30.32%
Reeves County	14,713	3,661	1,795	1,865	24.88%
Refugio County	7,655	2,091	1,027	1,064	27.31%
Roberts County	939	237	113	124	25.20%
Robertson County	16,752	5,388	2,562	2,826	32.16%
Rockwall County	86,003	22,628	10,237	12,391	26.31%
Runnels County	10,031	3,419	1,615	1,804	34.08%
Rusk County	53,363	15,738	7,460	8,277	29.49%
Sabine County	10,712	3,523	1,662	1,861	32.89%
San Augustine County	8,754	2,879	1,358	1,521	32.89%
San Jacinto County	27,424	8,541	4,413	4,128	31.14%
San Patricio County	67,180	18,347	9,013	9,334	27.31%
San Saba County	6,330	1,911	902	1,010	30.20%
Schleicher County	3,598	1,031	522	509	28.65%
Scurry County	15,976	5,445	2,572	2,873	34.08%
Shackelford County	3,158	1,076	508	568	34.08%
Shelby County	24,994	8,221	3,877	4,343	32.89%
Sherman County	3,005	757	362	395	25.20%
Smith County	222,951	60,361	27,001	33,360	27.07%
Somervell County	9,023	3,002	1,394	1,608	33.27%
Starr County	63,521	13,660	6,288	7,372	21.51%
Stephens County	9,102	3,102	1,465	1,637	34.08%
Sterling County	1,164	333	169	165	28.65%
Stonewall County	1,486	506	239	267	34.08%
Sutton County	4,232	1,212	614	598	28.65%
Swisher County	7,888	1,988	950	1,038	25.20%
Tarrant County	1,982,622	426,583	195,492	231,091	21.52%
Taylor County	135,683	33,680	15,216	18,464	24.82%
Terrell County	1,059	264	129	134	24.88%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Terry County	12,504	3,218	1,547	1,670	25.73%
Throckmorton County	1,486	506	239	267	34.08%
Titus County	32,200	9,763	4,569	5,194	30.32%
Tom Green County	117,751	30,687	14,034	16,653	26.06%
Travis County	1,177,894	224,357	104,319	120,038	19.05%
Trinity County	15,194	4,732	2,445	2,287	31.14%
Tyler County	21,423	7,046	3,323	3,723	32.89%
Upshur County	40,173	12,561	5,741	6,820	31.27%
Upton County	3,492	1,000	507	494	28.65%
Uvalde County	27,482	6,600	3,012	3,588	24.01%
Val Verde County	50,964	12,239	5,585	6,654	24.01%
Van Zandt County	53,968	20,247	9,406	10,841	37.52%
Victoria County	91,448	25,746	12,051	13,695	28.15%
Walker County	70,597	21,987	11,360	10,627	31.14%
Waller County	44,902	12,785	5,992	6,793	28.47%
Ward County	11,417	2,841	1,393	1,448	24.88%
Washington County	34,107	10,970	5,217	5,754	32.16%
Webb County	269,521	46,550	20,737	25,813	17.27%
Wharton County	42,950	12,229	5,731	6,498	28.47%
Wheeler County	5,447	1,373	656	717	25.20%
Wichita County	132,840	34,561	16,204	18,357	26.02%
Wilbarger County	14,305	4,368	2,110	2,259	30.54%
Willacy County	22,337	5,585	2,583	3,002	25.00%
Williamson County	508,464	109,150	50,020	59,130	21.47%
Wilson County	45,539	14,201	6,920	7,281	31.18%
Winkler County	7,651	1,904	934	970	24.88%
Wise County	62,465	19,074	9,212	9,863	30.54%
Wood County	43,077	16,161	7,508	8,653	37.52%
Yoakum County	7,766	1,998	961	1,037	25.73%
Young County	19,550	5,970	2,883	3,087	30.54%
Zapata County	14,550	3,129	1,440	1,689	21.51%
Zavala County	12,176	2,924	1,334	1,590	24.01%

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Appendix B: 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 2015 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, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Armstrong	1,878	473	226	247	190	113	77
Briscoe	1,690	426	204	222	171	101	69
Carson	6,198	1,562	746	815	625	372	254
Castro	8,076	2,035	973	1,063	815	484	330
Childress	7,137	1,799	860	939	720	428	292
Collingsworth	3,005	757	362	395	303	180	123
Dallam	6,761	1,704	814	890	682	406	277
Deaf Smith	19,532	4,922	2,353	2,570	1,971	1,171	799
Donley	3,756	947	452	494	379	225	154
Gray	22,725	5,727	2,737	2,990	2,293	1,363	930
Hall	3,381	852	407	445	341	203	138
Hansford	5,634	1,420	679	741	569	338	231
Hartley	6,198	1,562	746	815	625	372	254
Hemphill	3,756	947	452	494	379	225	154
Hutchinson	22,350	5,632	2,692	2,940	2,255	1,340	915
Lipscomb	3,381	852	407	445	341	203	138
Moore	22,162	5,585	2,669	2,916	2,236	1,329	907
Ochiltree	10,330	2,603	1,244	1,359	1,042	620	423
Oldham	2,066	521	249	272	208	124	85
Parmer	10,330	2,603	1,244	1,359	1,042	620	423
Potter	121,532	27,661	13,073	14,588	10,950	5,829	5,121
Randall	130,318	33,757	15,448	18,309	15,142	8,947	6,195
Roberts	939	237	113	124	95	56	38
Sherman	3,005	757	362	395	303	180	123
Swisher	7,888	1,988	950	1,038	796	473	323
Wheeler	5,447	1,373	656	717	550	327	223
Panhandle Total	439,473	108,702	51,119	57,582	45,023	26,029	18,994

Table 14: LWDA 2 South Plains–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bailey	7,108	1,829	880	949	662	380	282
Cochran	3,159	813	391	422	294	169	125
Crosby	6,055	1,558	749	809	564	323	240
Dickens	2,369	610	293	316	221	127	94
Floyd	6,384	1,643	790	853	594	341	253
Garza	6,397	1,646	792	854	596	342	254
Hale	35,934	9,247	4,447	4,800	3,346	1,919	1,427
Hockley	22,771	5,860	2,818	3,042	2,120	1,216	904
King	263	68	33	35	25	14	10
Lamb	13,821	3,556	1,710	1,846	1,287	738	549
Lubbock	299,853	23,289	30,375	36,610	30,067	15,975	14,092
Lynn	5,923	1,524	733	791	551	316	235
Motley	1,185	305	147	158	110	63	47
Terry	12,504	3,218	1,547	1,670	1,164	668	496
Yoakum	7,766	1,998	961	1,037	723	415	308
South Plains Total	431,492	57,162	46,665	54,194	42,323	23,005	19,319

Table 15: LWDA 3 North Texas–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	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
North Texas Total	222,860	59,765	27,483	32,282	24,385	13,299	11,086

Table 16: LWDA 4 North Central–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Collin	913,891	190,018	87,838	102,180	91,194	49,371	41,823
Denton	780,362	152,495	70,532	81,963	73,718	38,327	35,391
Ellis	163,362	39,704	18,621	21,083	15,939	9,406	6,533
Erath	39,940	13,289	6,172	7,118	4,524	2,362	2,163
Hood	54,006	17,969	8,345	9,624	6,118	3,193	2,924
Hunt	94,675	24,910	11,270	13,640	10,105	5,357	4,747
Johnson	160,100	41,314	19,671	21,643	15,630	8,906	6,724
Kaufman	114,604	26,980	12,755	14,225	10,856	4,978	5,878
Navarro	47,459	15,348	7,463	7,885	4,979	2,535	2,445
Palo Pinto	29,723	9,890	4,593	5,297	3,367	1,758	1,609
Parker	125,986	36,297	17,579	18,718	15,111	9,227	5,884
Rockwall	86,003	22,628	10,237	12,391	9,179	4,867	4,313
Somervell	9,023	3,002	1,394	1,608	1,022	534	489
Wise	62,465	19,074	9,212	9,863	6,805	3,882	2,923
North Central Total	2,681,599	612,919	285,681	327,238	268,547	144,702	123,845

Table 17: LWDA 5 Tarrant County–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Tarrant	1,982,622	426,583	195,492	231,091	194,050	105,498	88,552
Tarrant County Total	1,982,622	426,583	195,492	231,091	194,050	105,498	88,552

Table 18: LWDA 6 Dallas–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Dallas	2,552,097	523,617	238,119	285,498	241,545	130,635	110,910
Dallas Total	2,552,097	523,617	238,119	285,498	241,545	130,635	110,910

Table 19: LWDA 7 North East–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bowie	92,712	27,474	12,769	14,705	8,389	4,833	3,555
Cass	30,575	9,060	4,211	4,849	2,766	1,594	1,173
Delta	5,235	1,587	743	844	494	277	217
Franklin	10,628	3,222	1,508	1,714	1,003	563	441
Hopkins	35,055	10,629	4,974	5,655	3,309	1,856	1,453
Lamar	49,649	15,054	7,045	8,008	4,686	2,628	2,058
Morris	12,910	3,914	1,832	2,082	1,218	683	535
Red River	12,836	3,892	1,821	2,070	1,211	679	532
Titus	32,200	9,763	4,569	5,194	3,039	1,704	1,335
North East Total	281,800	84,596	39,473	45,122	26,116	14,817	11,298

Table 20: LWDA 8 East Texas–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Anderson	58,417	18,545	8,956	9,589	5,562	3,197	2,366
Camp	12,705	4,767	2,214	2,552	1,402	704	697
Cherokee	50,803	14,983	7,102	7,880	4,358	2,212	2,146
Gregg	124,135	33,083	14,809	18,274	12,568	5,558	7,010
Harrison	67,113	20,984	9,591	11,393	7,724	4,505	3,219
Henderson	78,390	24,886	12,019	12,867	7,464	4,289	3,174
Marion	10,752	3,362	1,537	1,825	1,238	722	516
Panola	23,802	7,020	3,328	3,692	2,042	1,036	1,006
Rains	11,253	4,222	1,961	2,261	1,241	624	618
Rusk	53,363	15,738	7,460	8,277	4,578	2,324	2,254
Smith	222,951	60,361	27,001	33,360	23,421	11,913	11,508
Upshur	40,173	12,561	5,741	6,820	4,624	2,697	1,927
Van Zandt	53,968	20,247	9,406	10,841	5,953	2,991	2,962
Wood	43,077	16,161	7,508	8,653	4,752	2,388	2,364
East Texas Total	850,904	256,917	118,632	138,285	86,926	45,159	41,767

Table 21: LWDA 9 West Central–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Brown	36,224	12,345	5,832	6,513	4,213	2,407	1,806
Callahan	12,818	4,368	2,064	2,305	1,491	852	639
Coleman	8,359	2,849	1,346	1,503	972	555	417
Comanche	13,189	4,495	2,123	2,372	1,534	876	657
Eastland	17,648	6,014	2,841	3,173	2,052	1,173	880
Fisher	3,715	1,266	598	668	432	247	185
Haskell	5,573	1,899	897	1,002	648	370	278
Jones	19,134	6,521	3,080	3,440	2,225	1,271	954
Kent	743	253	120	134	86	49	37
Knox	3,530	1,203	568	635	410	235	176
Mitchell	8,917	3,039	1,436	1,603	1,037	593	444
Nolan	14,490	4,938	2,333	2,605	1,685	963	722
Runnels	10,031	3,419	1,615	1,804	1,167	667	500
Scurry	15,976	5,445	2,572	2,873	1,858	1,062	796
Shackelford	3,158	1,076	508	568	367	210	157
Stephens	9,102	3,102	1,465	1,637	1,059	605	454
Stonewall	1,486	506	239	267	173	99	74
Taylor	135,683	33,680	15,216	18,464	14,045	7,520	6,525
Throckmorton	1,486	506	239	267	173	99	74
West Central Total	321,262	96,926	45,093	51,833	35,627	19,852	15,776

Table 22: LWDA 10 Borderplex–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Brewster	9,887	2,460	1,206	1,254	920	587	333
Culberson	2,590	644	316	328	241	154	87
El Paso	835,217	183,715	81,067	102,648	65,559	36,288	29,271
Hudspeth	3,767	937	460	478	350	224	127
Jeff Davis	2,472	615	302	313	230	147	83
Presidio	8,357	2,079	1,020	1,060	778	496	282
Borderplex Total	862,289	190,451	84,370	106,080	68,078	37,895	30,183

Table 23: LWDA 11 Permian Basin—Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Andrews	15,772	3,924	1,925	2,000	1,468	936	531
Borden	635	182	92	90	66	39	27
Crane	4,708	1,171	574	597	438	279	159
Dawson	14,284	4,092	2,073	2,019	1,487	870	617
Ector	159,611	30,783	14,244	16,539	14,460	8,132	6,328
Gaines	18,715	4,656	2,284	2,373	1,742	1,111	631
Glasscock	1,270	364	184	179	132	77	55
Howard	35,975	10,306	5,220	5,085	3,744	2,191	1,553
Loving	118	29	14	15	11	7	4
Martin	4,973	1,425	722	703	518	303	215
Midland	161,029	33,859	15,676	18,183	16,659	10,508	6,151
Pecos	16,596	4,129	2,025	2,104	1,544	985	559
Reeves	14,713	3,661	1,795	1,865	1,369	873	496
Terrell	1,059	264	129	134	99	63	36
Upton	3,492	1,000	507	494	363	213	151
Ward	11,417	2,841	1,393	1,448	1,062	678	385
Winkler	7,651	1,904	934	970	712	454	258
Permian Basin Total	472,019	104,589	49,791	54,798	45,874	27,719	18,155

Table 24: LWDA 12 Concho Valley–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Coke	3,386	970	491	479	352	206	146
Concho	4,232	1,212	614	598	440	258	183
Crockett	3,809	1,091	553	538	396	232	164
Irion	1,693	485	246	239	176	103	73
Kimble	4,761	1,364	691	673	496	290	206
Mason	4,127	1,182	599	583	429	251	178
McCulloch	8,571	2,455	1,244	1,212	892	522	370
Menard	2,328	667	338	329	242	142	101
Reagan	3,492	1,000	507	494	363	213	151
Schleicher	3,598	1,031	522	509	374	219	155
Sterling	1,164	333	169	165	121	71	50
Sutton	4,232	1,212	614	598	440	258	183
Tom Green	117,751	30,687	14,034	16,653	11,903	6,359	5,544
Concho Valley Total	163,143	43,690	20,621	23,070	16,627	9,123	7,504

Table 25: LWDA 13 Heart of Texas–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bosque	18,080	5,847	2,843	3,004	1,897	966	931
Falls	17,757	5,742	2,792	2,950	1,863	948	915
Freestone	19,694	6,369	3,097	3,272	2,066	1,052	1,014
Hill	34,868	11,276	5,483	5,793	3,658	1,862	1,796
Limestone	23,245	7,517	3,655	3,862	2,439	1,242	1,197
McLennan	246,098	61,339	27,630	33,709	24,506	12,306	12,200
Heart of Texas Total	359,742	98,091	45,500	52,591	36,430	18,376	18,054

Table 26: LWDA 14 Capital Area–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Travis	1,177,894	224,357	104,319	120,038	103,790	55,895	47,895
Capital Area Total	1,177,894	224,357	104,319	120,038	103,790	55,895	47,895

Table 27: LWDA 15 Rural Capital–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bastrop	78,360	23,154	10,838	12,315	8,103	4,455	3,647
Blanco	11,379	4,464	2,009	2,455	1,431	659	773
Burnet	43,767	13,215	6,235	6,980	4,323	2,533	1,790
Caldwell	40,151	11,864	5,553	6,310	4,152	2,283	1,869
Fayette	25,904	7,654	3,583	4,071	2,679	1,473	1,206
Hays	194,955	40,490	19,187	21,303	16,343	8,721	7,622
Lee	17,485	5,167	2,418	2,748	1,808	994	814
Llano	19,713	5,952	2,808	3,144	1,947	1,141	806
Williamson	508,464	109,150	50,020	59,130	44,014	24,406	19,608
Rural Capital Total	940,178	221,109	102,653	118,457	84,799	46,665	38,135

Table 28: LWDA 16 Brazos Valley–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Brazos	215,141	35,808	16,437	19,371	13,765	7,844	5,921
Burleson	17,356	5,582	2,655	2,928	1,822	1,029	793
Grimes	26,863	8,640	4,109	4,532	2,821	1,593	1,228
Leon	16,903	5,437	2,585	2,851	1,775	1,002	772
Madison	13,734	4,417	2,101	2,317	1,442	814	628
Robertson	16,752	5,388	2,562	2,826	1,759	993	766
Washington	34,107	10,970	5,217	5,754	3,581	2,022	1,559
Brazos Valley Total	340,856	76,243	35,666	40,578	26,965	15,299	11,666

Table 29: LWDA 17 Deep East Texas–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Angelina	88,406	22,850	10,500	12,350	6,929	3,910	3,020
Houston	24,644	7,675	3,966	3,710	2,113	1,125	988
Jasper	35,129	11,554	5,450	6,105	3,450	1,918	1,532
Nacogdoches	65,612	16,958	7,792	9,166	5,143	2,901	2,241
Newton	14,167	4,660	2,198	2,462	1,391	774	618
Polk	47,250	14,716	7,603	7,113	4,052	2,157	1,894
Sabine	10,712	3,523	1,662	1,861	1,052	585	467
San Augustine	8,754	2,879	1,358	1,521	860	478	382
San Jacinto	27,424	8,541	4,413	4,128	2,352	1,252	1,099
Shelby	24,994	8,221	3,877	4,343	2,455	1,365	1,090
Trinity	15,194	4,732	2,445	2,287	1,303	694	609
Tyler	21,423	7,046	3,323	3,723	2,104	1,170	934
Deep East Texas Total	383,708	113,355	54,586	58,769	33,204	18,329	14,875

Table 30: LWDA 18 South East Texas—Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Hardin	56,037	16,352	7,476	8,876	5,428	3,020	2,408
Jefferson	255,009	66,260	30,877	35,383	23,007	12,634	10,373
Orange	84,055	24,527	11,214	13,313	8,142	4,530	3,612
South East Texas Total	395,101	107,139	49,567	57,572	36,577	20,184	16,393

Table 31: LWDA 19 Golden Crescent—Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Calhoun	22,577	6,356	2,975	3,381	2,524	1,512	1,013
DeWitt	21,232	6,621	3,226	3,395	2,426	1,347	1,079
Goliad	7,614	2,374	1,157	1,217	870	483	387
Gonzales	20,939	6,530	3,182	3,348	2,393	1,329	1,064
Jackson	14,936	4,658	2,270	2,388	1,707	948	759
Lavaca	20,354	6,347	3,093	3,254	2,326	1,292	1,034
Victoria	91,448	25,746	12,051	13,695	10,225	6,122	4,102
Golden Crescent Total	199,100	58,632	27,954	30,678	22,470	13,033	9,438

Table 32: LWDA 20 Alamo–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Atascosa	47,190	13,896	6,826	7,070	4,423	2,436	1,987
Bandera	21,499	6,331	3,110	3,221	2,015	1,110	905
Bexar	1,895,998	417,107	188,068	229,039	149,896	77,219	72,677
Comal	128,869	41,558	19,589	21,969	15,135	8,560	6,575
Frio	18,119	5,335	2,621	2,715	1,698	935	763
Gillespie	26,849	10,532	4,741	5,792	3,377	1,554	1,823
Guadalupe	151,081	37,012	16,948	20,064	14,119	7,739	6,380
Karnes	15,668	4,886	2,381	2,505	1,790	994	796
Kendall	36,055	14,143	6,366	7,778	4,535	2,087	2,448
Kerr	53,570	21,015	9,459	11,556	6,738	3,101	3,637
McMullen	760	163	75	88	55	30	25
Medina	48,407	14,254	7,002	7,252	4,537	2,499	2,038
Wilson	45,539	14,201	6,920	7,281	5,204	2,890	2,314
Alamo Total	2,489,603	600,435	274,105	326,330	213,521	111,153	102,368

Table 33: LWDA 21 South Texas–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Jim Hogg	5,538	1,191	548	643	400	216	185
Webb	269,521	46,550	20,737	25,813	18,169	10,882	7,287
Zapata	14,550	3,129	1,440	1,689	1,052	567	485
South Texas Total	289,609	50,870	22,726	28,144	19,621	11,664	7,957

Table 34: LWDA 22 Coastal Bend–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Aransas	24,021	6,560	3,223	3,337	2,196	1,317	879
Bee	32,996	9,011	4,427	4,584	3,017	1,809	1,208
Brooks	7,239	1,810	837	973	453	261	192
Duval	12,270	2,639	1,215	1,424	887	478	409
Jim Wells	41,158	10,291	4,760	5,531	2,577	1,484	1,093
Kenedy	414	103	48	56	26	15	11
Kleberg	32,265	8,067	3,732	4,336	2,020	1,163	856
Live Oak	12,053	2,592	1,193	1,399	871	469	402
Nueces	359,093	90,627	41,652	48,975	38,211	20,611	17,600
Refugio	7,655	2,091	1,027	1,064	700	420	280
San Patricio	67,180	18,347	9,013	9,334	6,142	3,682	2,459
Coastal Bend Total	596,344	152,138	71,127	81,011	57,099	31,709	25,390

Table 35: LWDA 23 Borderplex–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Hidalgo	842,623	159,956	71,722	88,234	51,076	26,896	24,180
Starr	63,521	13,660	6,288	7,372	4,592	2,474	2,118
Willacy	22,337	5,585	2,583	3,002	1,398	805	593
Lower Rio Grande Valley Total	928,481	179,201	80,594	98,608	57,067	30,175	26,891

Table 36: LWDA 24 Cameron County–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Cameron	422,224	94,953	42,472	52,481	30,610	16,033	14,577
Cameron County Total	422,224	94,953	42,472	52,481	30,610	16,033	14,577

Table 37: LWDA 25 Texoma–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Cooke	39,521	12,317	5,904	6,413	4,679	2,645	2,034
Fannin	34,954	10,893	5,221	5,672	4,138	2,340	1,799
Grayson	124,324	38,745	18,572	20,173	14,720	8,321	6,398
Texoma Total	198,799	61,955	29,697	32,258	23,538	13,306	10,231

Table 38: LWDA 26 Central Texas–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bell	334,771	66,512	30,707	35,805	24,008	12,527	11,481
Coryell	77,225	23,318	11,002	12,316	7,628	4,469	3,158
Hamilton	8,681	2,621	1,237	1,384	857	502	355
Lampasas	20,075	6,062	2,860	3,202	1,983	1,162	821
Milam	25,052	8,058	3,832	4,226	2,630	1,486	1,145
Mills	5,064	1,529	721	808	500	293	207
San Saba	6,330	1,911	902	1,010	625	366	259
Central Texas Total	477,198	110,011	51,261	58,750	38,232	20,806	17,426

Table 39: LWDA 27 Middle Rio Grande–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Dimmit	10,436	2,506	1,144	1,363	820	499	321
Edwards	2,087	501	229	273	164	100	64
Kinney	3,827	919	419	500	301	183	118
La Salle	7,131	1,713	782	931	561	341	220
Maverick	56,530	13,575	6,195	7,380	4,443	2,702	1,741
Real	3,479	835	381	454	273	166	107
Uvalde	27,482	6,600	3,012	3,588	2,160	1,314	846
Val Verde	50,964	12,239	5,585	6,654	4,006	2,436	1,570
Zavala	12,176	2,924	1,334	1,590	957	582	375
Middle Rio Grande Total	174,111	41,812	19,080	22,732	13,686	8,323	5,362

Table 40: LWDA 28 Gulf Coast–Mature Labor Force Participants by County, 2015

County	Total Population, 2015	Mature Population, 2015	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Austin	29,639	8,439	3,955	4,484	3,470	1,961	1,509
Brazoria	346,219	78,875	37,911	40,964	34,441	19,465	14,976
Chambers	37,590	9,254	4,686	4,569	3,243	2,028	1,214
Colorado	21,653	6,165	2,889	3,276	2,535	1,432	1,102
Fort Bend	716,140	156,215	73,858	82,357	73,051	40,839	32,212
Galveston	322,868	84,947	39,868	45,079	37,154	21,159	15,995
Harris	4,537,878	913,150	423,257	489,893	423,971	237,033	186,938
Liberty	80,990	19,940	10,096	9,843	6,986	4,370	2,617
Matagorda	38,158	10,865	5,092	5,773	4,467	2,524	1,943
Montgomery	537,671	131,597	62,360	69,237	61,399	35,984	25,415
Walker	70,597	21,987	11,360	10,627	6,054	3,223	2,830
Waller	44,902	12,785	5,992	6,793	5,257	2,970	2,286
Wharton	42,950	12,229	5,731	6,498	5,028	2,841	2,187
Gulf Coast Total	6,827,256	1,466,449	687,055	779,393	667,055	375,831	291,224

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