



Mature Workers in Texas: A Demographic Study

June 2021 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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COVID-19

This study was prepared using data encompassing a period prior to the COVID-19 pandemic and represents a snapshot in time. The authors are aware that the significant impacts of COVID-19 on the economy, workforce, etc., will not be reflected in this report. The data used to develop this report is regularly updated every two years in odd-numbered years. Longitudinal analysis is planned for the coming years, and subsequent updates to this report may demonstrate the impacts of COVID-19 on the workforce in Texas.

Introduction

By 2024, the U.S. Bureau Labor Statistics projects that the labor force will grow to about 164 million people. This includes 41 million people who will be age 55 and older, and 13 million who are expected to be age 65 and older. Although mature workers make up a smaller number of workers overall, the 65- to 74-year-old and 75-and-older age groups are projected to have faster rates of labor force growth annually than any other age groups. This increase is being fueled by the aging Baby Boom generation, a large group of people born between 1946 and 1964. By 2024, Baby Boomers will have reached ages 60 to 78.

The working behavior and participation rates of older workers in the labor force have shifted substantially in recent decades (Brookings Institute, 2019). Some of these workers are expected to continue working even after they qualify for retirement benefits. With such a large segment of the mature population remaining in the labor force over the next two decades, government leaders, policy makers, employers, and other workforce stakeholders must develop strategies to continue 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 2019.

Concepts, Data Limitations, and Issues

Data Sources

The main data sources used for this report include: the 2019 American Community Survey (ACS) (summary table), 2019 ACS PUMS (microdata), labor force data from the Bureau of Labor Statistics (BLS), and population projections produced by the Texas Demographic Center. 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 relies on 2019 ACS PUMS (microdata) files. In this report, 2019 ACS (summary table) data support analyses at the national level and 2019 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 2019 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).

Data Issues and Limitations

The specific analyses that can be conducted are limited to the variables that are included in the datasets. Analyses are also limited because estimates are not always available for certain geographies. For example, even though the ACS microdata provide rich demographic data with variables assessing various individual characteristics, data are not available at the county level. Therefore, analyses cannot be conducted for counties using only the ACS microdata.

Unlike the decennial census, which is administered to the total population in order to determine accurate counts, the ACS and CPS are based on samples and produce estimates. Since the two data sources utilize different samples and methodologies, the estimates from each source will be similar but will not exactly match. When possible, the ACS estimates will be referenced since a majority of the analyses in this report are based on that dataset.

Concepts

Some analyses in this report reference the civilian noninstitutional population. The civilian noninstitutional population is composed of all individuals 16 years of age and older in the U.S. who are not on active duty in the military and who are not inmates of institutions such as prisons, mental health facilities, or homes for the aged (U.S Department of Labor, 2021).

To remain consistent with accepted terminology and measures related to the labor force (such as the unemployment rate), several analyses in this report depend upon or reference the civilian labor force. The civilian labor force comprises all noninstitutionalized individuals 16 years old and older who are either employed or unemployed and are not 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) (U.S. Bureau of Labor Statistics, 2019). In this report, the individuals who constitute the civilian labor force are also referred to as labor force participants. Several analyses will also reference the 18 and older civilian labor force.

Context of the Study

Older workers are transforming the American labor force in unprecedented ways. Figure 1 indicates that the mature population in the U.S. has grown by nearly five percent from 2010 to 2019, outpacing any previous decade. The U.S. Senate Special Committee on Aging reported that, “the number of older workers is growing at a rate that outpaces the overall growth of the labor force.” 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, 1960-2019

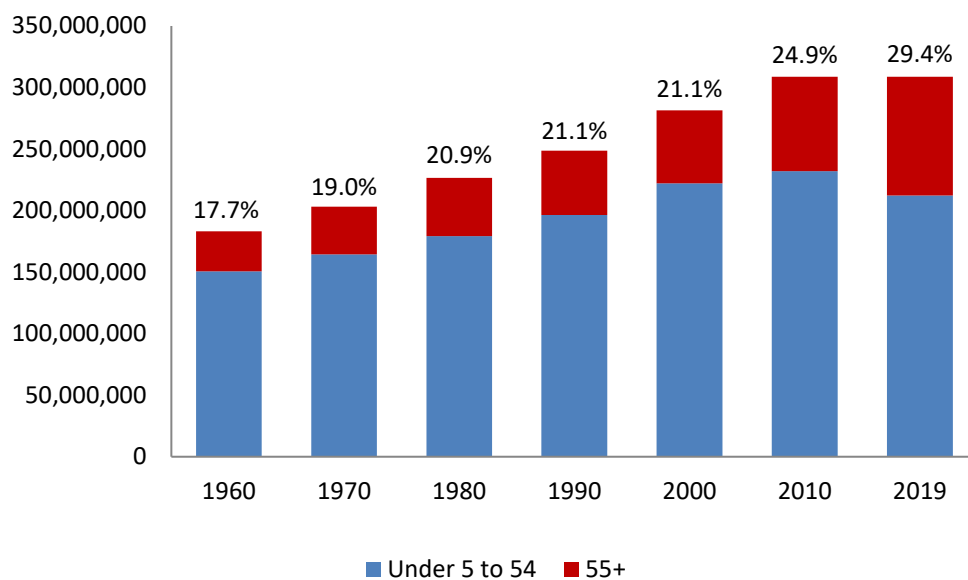


Figure note: 1980 through 2000 data are from the Census; 2010 and 2019 data are from ACS summary tables as Census data are not available. 1980 and 1990 percentages represent the portion of the 16 and older civilian population that are mature workers. 2000, 2010, and 2019 percentages represent the portion of the 18 and older civilian population that are mature workers.

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 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 also working longer (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; Szinovacs, 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, 1970-2019

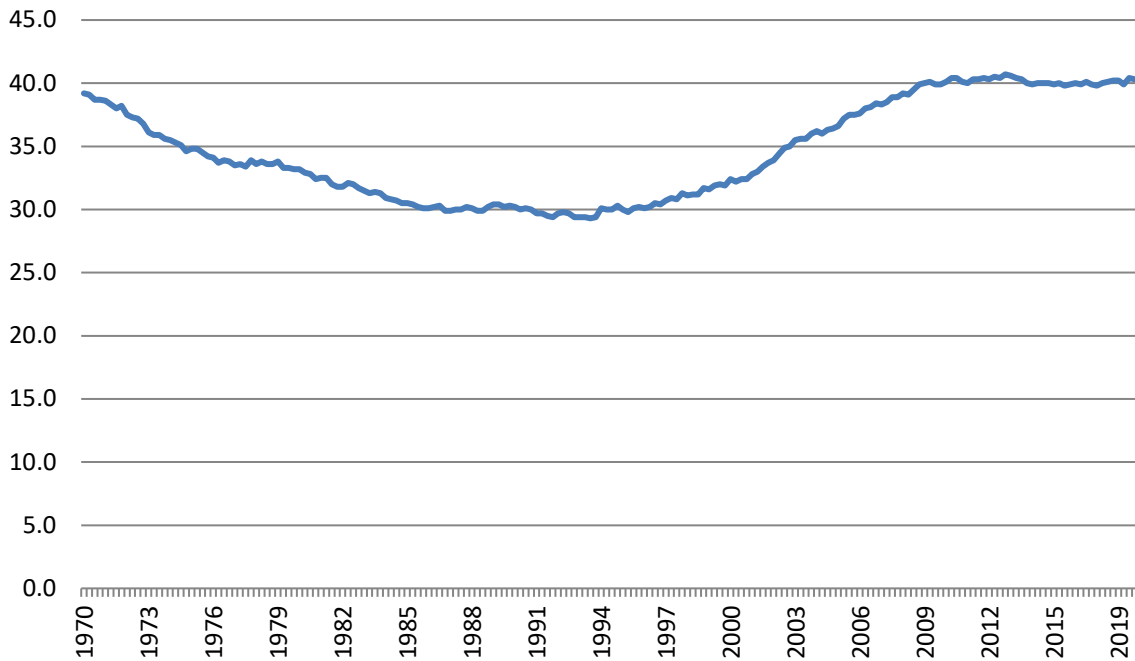


Figure note: Seasonally adjusted quarterly labor force participation rates for individuals 55 years old and older are illustrated. Data are from the Bureau of Labor Statistics.

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' value through experience and competence are among the benefits to hiring and retaining older workers. Scientific evidence shows that knowledge and expertise—the main predictors of job performance—keep increasing even beyond the age of 80. (Bersin, J., & Chamorro-Premuzic, 2019). 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 U.S. Government Accountability Office 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 2019 Harvard Business Review study indicated that, contrary to popular belief, mature workers are more successful entrepreneurs. Older workers are three times more likely to create successful companies as a result of their patient, collaborative natures.

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 nine 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. (U.S. Government Accountability Office, 2019). Additionally, economists at the Bureau of Labor Statistics pay close attention to long-term unemployment rates among mature workers, who are more likely to be unemployed for extended periods and will have a more challenging time rejoining the labor market if they drop out. When long-term unemployment is widespread, especially among job seekers age 55 and older, the effects on the labor force can be long-lasting and influence economic recovery more broadly (American Association of Retired Persons, 2021).

Figure 3: National Unemployment Rates for Prime-Age Workers and Mature Workers, 1970-2019

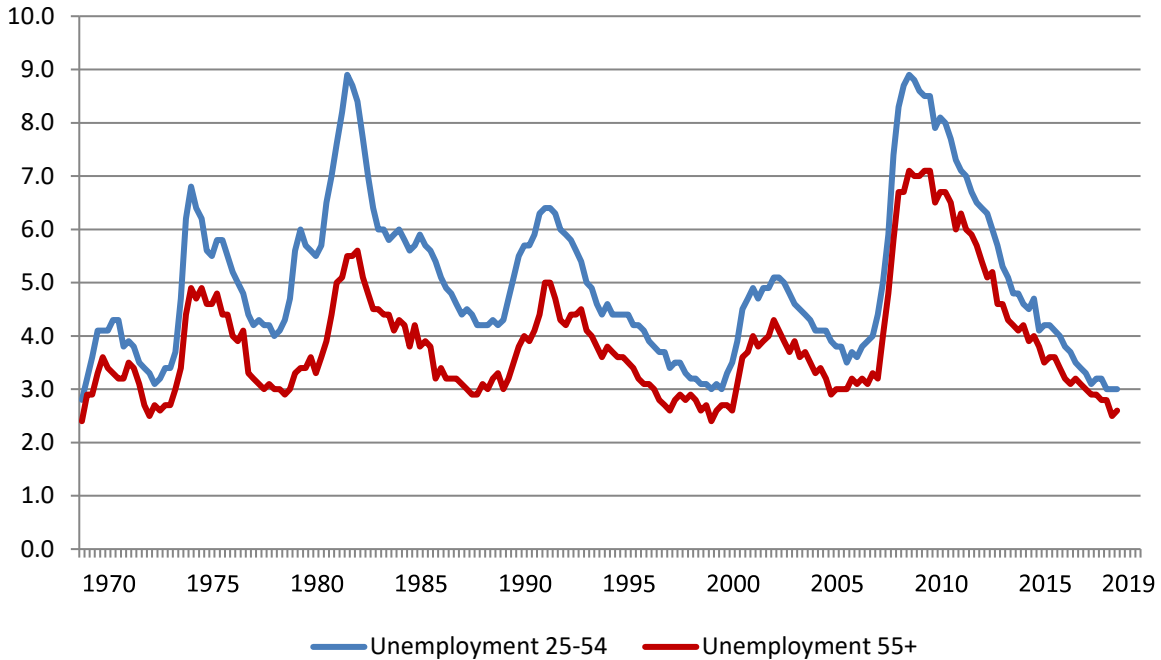


Figure note: Seasonally adjusted quarterly unemployment rates are illustrated. Data are from BLS.

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 2019 ACS (summary tables), ACS PUMS (microdata), and population projections produced by the Texas Demographic Center 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 2019

The population of Texas grew from 9,579,677 in 1960 to 28,995,881 in 2019. This is a gain of approximately 19.4 million individuals in 59 years. Figure 4 utilizes multiple population pyramids to illustrate the age and gender distribution of the Texas population from 1960 to 2019. 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, 1960-2019

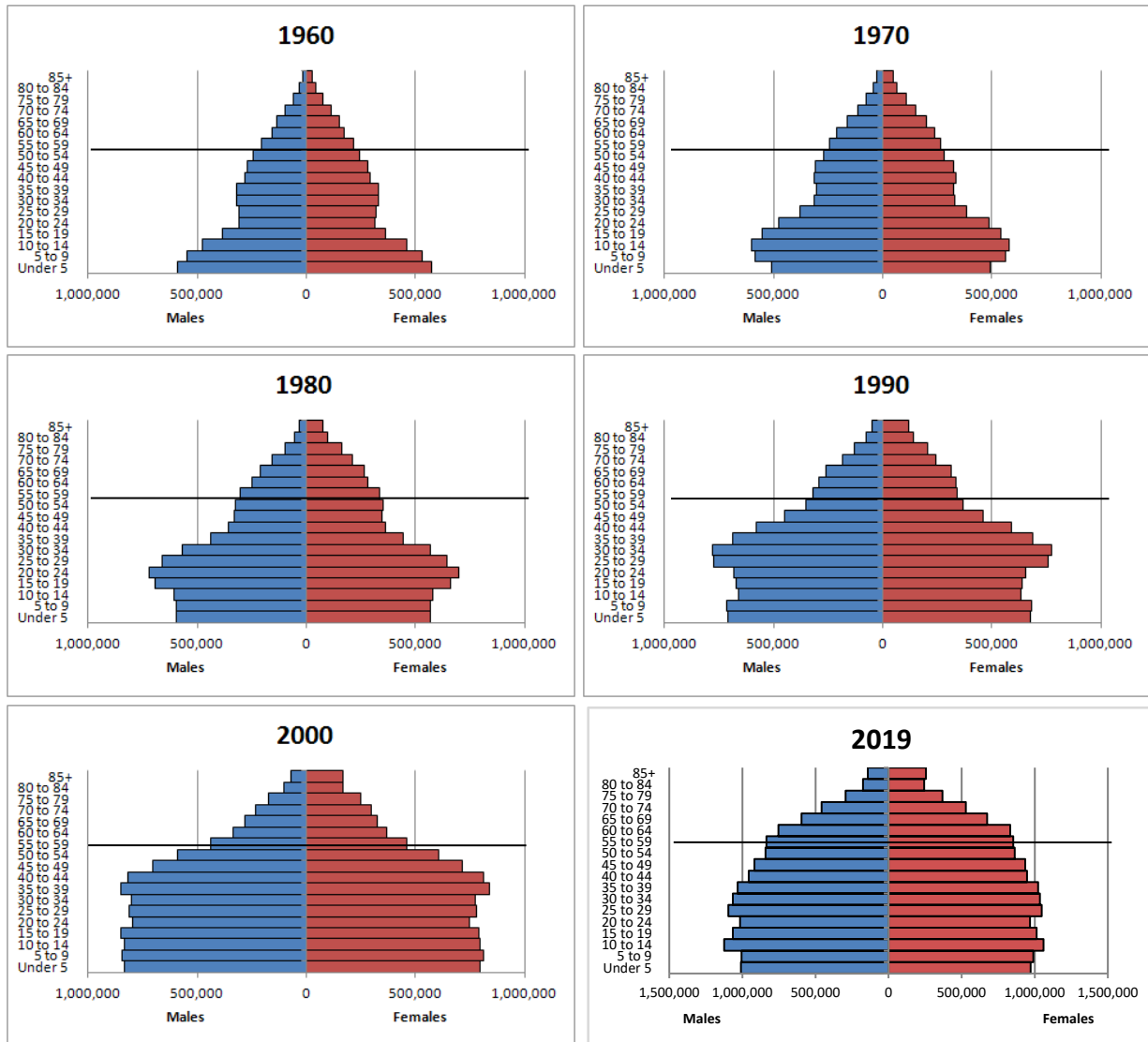


Figure note: Data for 1960-2000 are from the U.S. decennial census. Data for 2019 are from 2019 ACS (summary table). Dark horizontal lines demarcate 55 and older.

In Figure 4, a 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 7,013,286 in 2019, an increase from 15.6 percent of the total population in 1960 to 24.2 percent in 2019. 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, 1960-2019

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
2019	38.5	35.1

Table note: Data for 1960-2010 are from the U.S. decennial census. Data for 2019 are from 2019 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 2019, the Baby Boom cohort is difficult to distinguish in Texas since the younger cohorts contain a greater number of individuals.

The Texas Population in 2019

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 2019, males accounted for 49.6 percent of the Texas population (14,389,011) and females accounted for 50.4 percent (14,606,870). Individuals age 55 and older made up 24.2 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, 2019

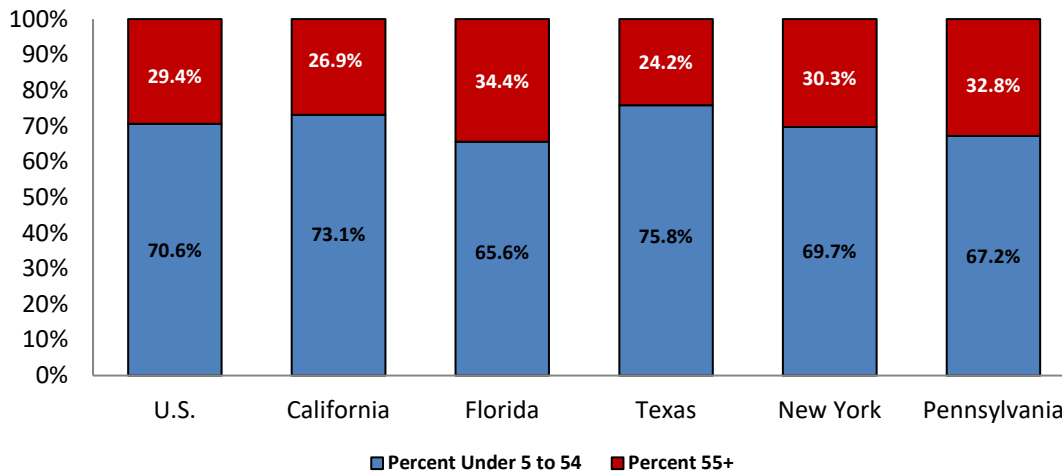


Figure note: 2019 ACS (summary table).

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, 2020). 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 2019, the median age in Texas was 35.1, compared to 38.5 for the U.S. Individuals age 18 to 65 are considered working-age. According to 2019 ACS (summary table) data, 25.5 percent of the Texas population was under 18 years old, and 12.9 percent was older than 65 in 2019. 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, 2019

Age Group	Count	Percent (of 55+)
55 to 59	1,691,658	24.1%
60 to 64	1,582,666	22.6%
65 to 69	1,270,817	18.1%
70 to 74	989,716	14.1%
75 to 79	666,432	9.5%
80 to 84	419,190	6.0%
85+	393,647	5.6%
Total	7,013,286	100.0%

Table note: 2019 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 2019, with the proportion of Whites in the population decreasing and the proportion of Hispanics increasing. As illustrated in Figure 6, approximately 41 percent of the entire Texas population was White, 40 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, 2019

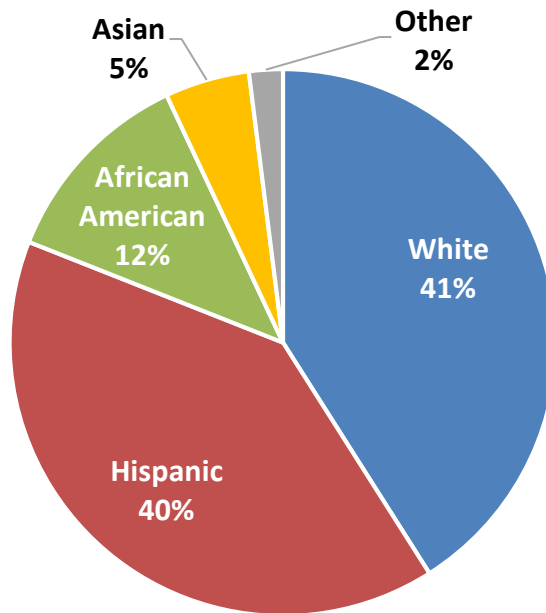


Figure note: 2019 ACS PUMS (microdata).

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 2019 ACS PUMS (microdata), the median age was 35.9 for Whites, 35.7 for Asians, 33.1 for African Americans, and 28.8 for Hispanics.

Figure 7 illustrates the educational attainment of Texans over the age of 25 in 2019. In 2019, Texas had the second largest civilian labor force of all the states: 14,045,000 individuals. Education is a key aspect of a competitive workforce (Murdock, Cline, Zey, Jeanty, & Perez, 2014). Approximately 84.6 percent of the population over age 25 in Texas (15,890,162 individuals) had at least a high school diploma in 2019 and approximately 30.8 percent (5,776,533 individuals) had at least a bachelor’s degree.

Figure 7: Educational Attainment of the Texas Population Age 25 and Older, 2019

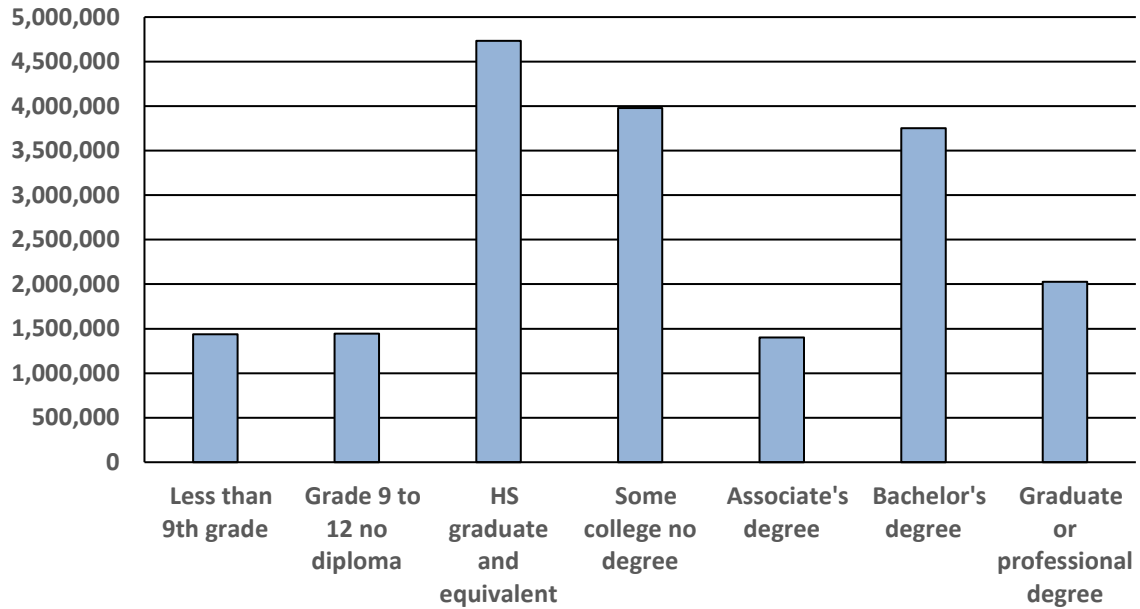


Figure note: 2019 ACS PUMS (microdata).

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

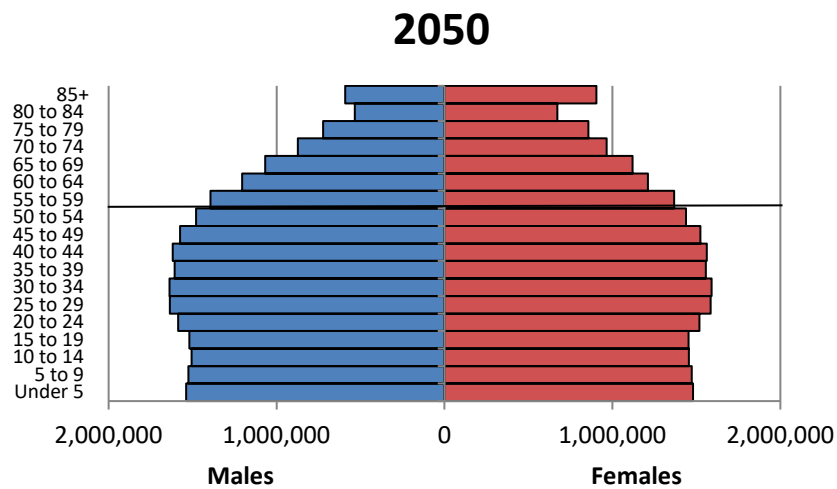


Figure note: Texas Demographic Center population projections. Dark horizontal line demarcates 55 and older.

Projections indicate that the population of Texas will be 47,342,417 in 2050—an increase of approximately 63 percent from 2019. Additionally, 13,484,322 Texans will be 55 or older in 2050, or over 28.1 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

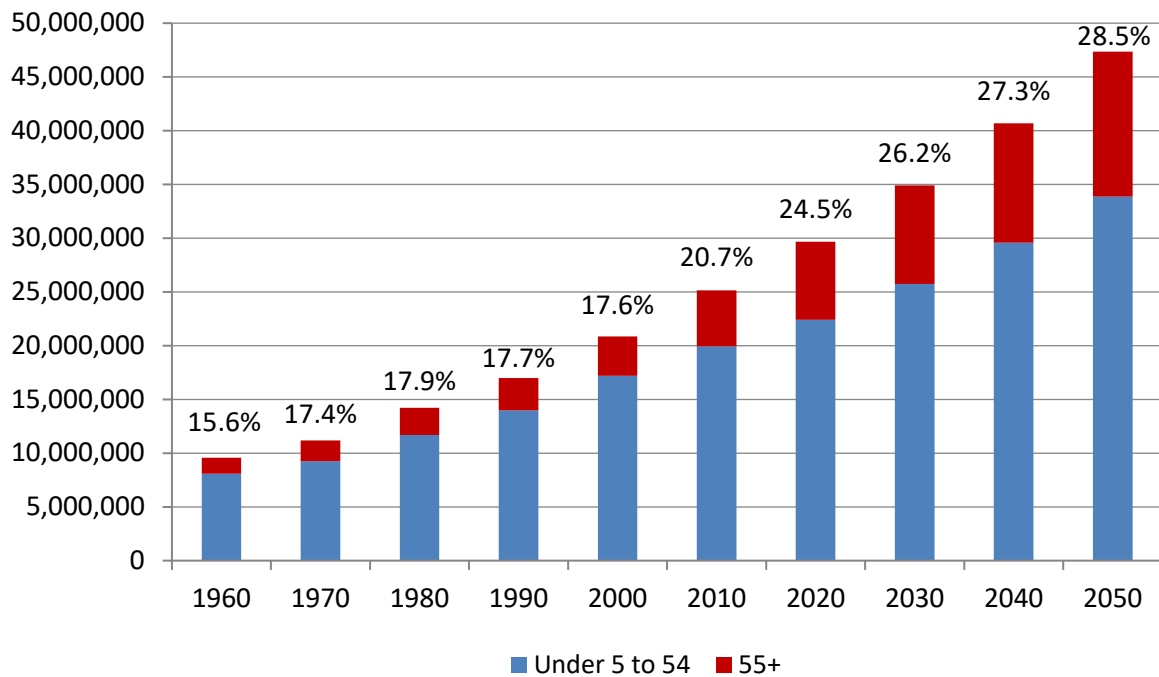


Figure note: 1980 through 2000 data are from the Census; 2010 data are from 2019 ACS (summary table). 1980 and 1990 percentages represent the portion of the 16 and older civilian population that are mature workers. 2000 and 2010 percentages represent the portion of the 18 and older civilian population that are mature workers.

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

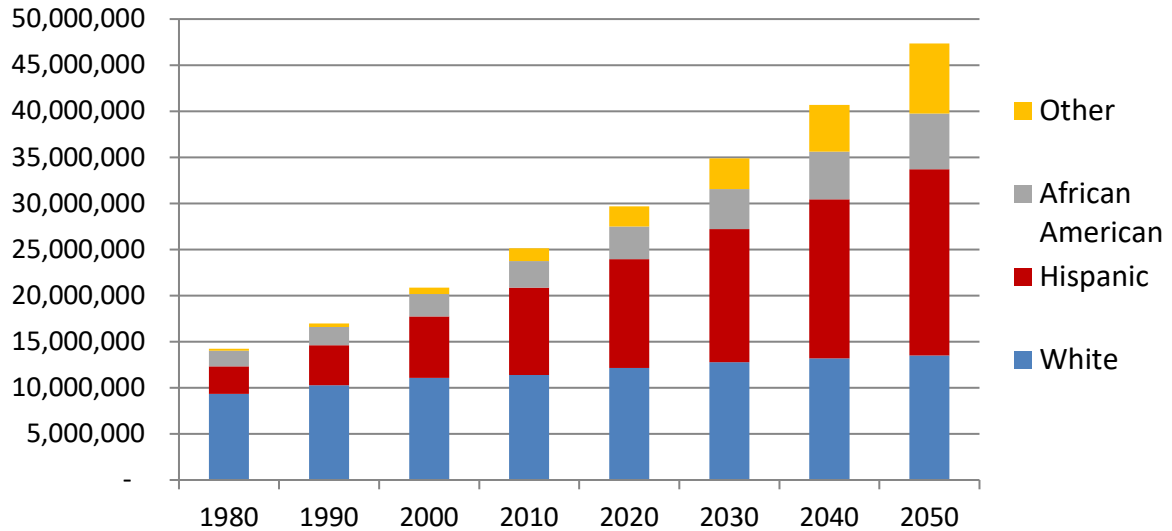


Figure note: Census data are used for 1980 through 2010. Projections for 2020 through 2050 use data from Texas Demographic Center's projections.

Demographic Analysis of the Mature Labor Force in Texas

This section utilizes weighted data from the 2019 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 2019 ACS PUMS (microdata). Table 3 illustrates that 40.7 percent of the Texas population 55 and older were employed in civilian occupations. Just over one percent were unemployed and 58.1 percent were not in the labor force. Since the labor force is composed of employed and unemployed individuals, 41.9 percent of Texans 55 and older (an estimated 2,940,415 individuals) were labor force participants in 2019.

Table 3: Labor Force Participation and Employment Status of the Population 55 and Older in Texas, 2019

Employment Status	Number	Percent
Employed (civilian)	2,853,119	40.7%
Unemployed	87,296	1.2%
Not in Civilian Labor Force	4,072,871	58.1%
Total	7,013,286	100.0%

Table note: 2019 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 2,853,119 employed individuals 55 and older in 2019, 79.4 percent (2,264,063 individuals) worked full time whereas 20.6 percent (589,056 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 2019. 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 2019 was White female.

Table 4: Labor Force Participation of the Population 55 and Older in Texas by Race/Gender, 2019

Race/Gender	Labor Force Participant	Percent	Not in Labor Force	Percent	Total
White Male	915,602	48.1%	988,131	51.9%	1,903,733
White Female	742,309	34.5%	1,408,715	65.5%	2,151,024
African American Male	144,634	44.2%	182,581	55.8%	327,215
African American Female	176,818	41.9%	244,758	58.1%	421,576
Hispanic Male	448,055	52.7%	402,040	47.3%	850,095
Hispanic Female	343,397	35.1%	635,149	64.9%	978,546
Asian Male	70,209	52.8%	62,796	47.2%	133,005
Asian Female	61,197	38.5%	97,697	61.5%	158,894
Other Male	20,124	49.3%	20,658	50.7%	40,782
Other Female	18,070	37.3%	30,346	62.7%	48,416
Total	2,940,415	41.9%	4,072,871	58.1%	7,013,286

Table note: 2019 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 Participant Breakout of the Population 55 and Older in Texas by Race/Gender, 2019

Race/Gender	Employed	Percent	Unemployed	Percent	Not in Labor Force	Percent	Total
White Male	889,449	46.7%	26,153	1.4%	988,131	51.9%	1,903,733
White Female	723,200	33.6%	19,109	0.9%	1,408,715	65.5%	2,151,024
African American Male	139,455	42.6%	5,179	1.6%	182,581	55.8%	327,215
African American Female	169,535	40.2%	7,283	1.7%	244,758	58.1%	421,576
Hispanic Male	434,777	51.1%	13,278	1.6%	402,040	47.3%	850,095
Hispanic Female	332,271	34.0%	11,126	1.1%	635,149	64.9%	978,546
Asian Male	67,846	51.0%	2,363	1.8%	62,796	47.2%	133,005
Asian Female	59,571	37.5%	1,626	1.0%	97,697	61.5%	158,894
Other Male	19,456	47.7%	668	1.6%	20,658	50.7%	40,782
Other Female	17,559	36.3%	511	1.1%	30,346	62.7%	48,416
Total	2,853,119	40.7%	87,296	1.2%	4,072,871	58.1%	7,013,286

Table note: 2019 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 in Texas. According to 2019 ACS PUMS (microdata), the mature labor force in 2019 was 56 percent White, 27 percent Hispanic, 11 percent African American, 4 percent Asian, and 1 percent Other.

Figure 11: Race and Ethnicity Composition of Mature Labor Force Participants in Texas, 2019

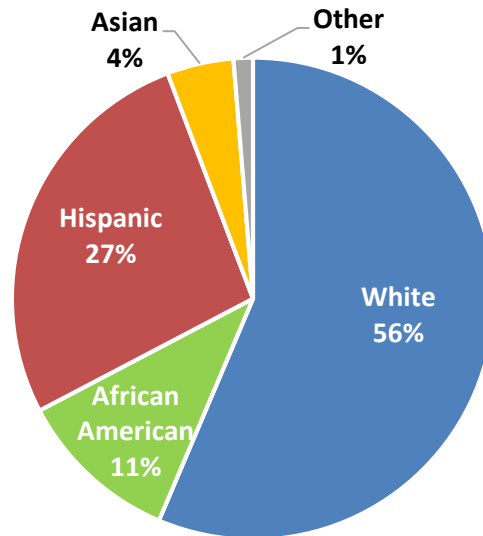


Figure note: 2019 ACS PUMS (microdata).

In 2019, the average age of a mature labor force participant in Texas was 61.8. As illustrated in Table 6, approximately 42 percent of mature labor force participants were between the ages of 55 to 59, and 73.9 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, 2019

Age Group	Number	Percent
55 to 59	1,227,620	41.7%
60 to 64	948,086	32.2%
65 to 69	458,151	15.6%
70 to 74	194,561	6.6%
75 to 79	76,358	2.6%
80 to 84	25,491	0.9%
85+	10,148	0.3%
Total	2,940,415	100.0%

Table note: 2019 ACS PUMS (microdata).

Of the mature labor force participants in Texas, nearly 87 percent had at least a high school diploma or equivalent in 2019. 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 2019.

Figure 12: Educational Attainment of the Mature Labor Force in Texas, 2019

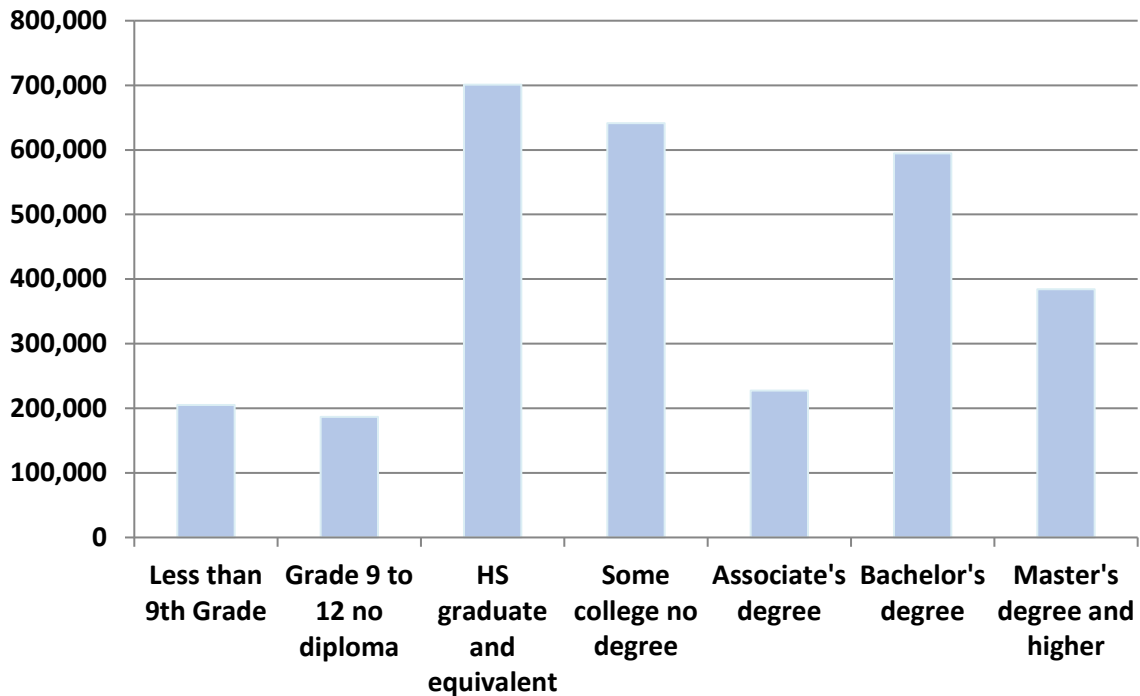


Figure note: 2019 ACS PUMS (microdata).

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 63 percent of mature labor force participants in Texas were employees of private, for-profit companies in 2019. Aggregate data shows that approximately 15 percent of workers 55 and older were federal, state, or local government employees, and approximately 15 percent were self-employed.

Table 7: Class of Worker for Population 55 and Older in Texas, 2019

Class of Worker*	Count	Percent
Employee of a private for-profit company	1,837,154	62.5%
Employee of federal, state, or local government	447,536	15.2%
Self-employed in own business, professional practice, or farm	438,568	14.9%
Employee of a private not-for-profit organization	194,359	6.6%
Unemployed or never worked†	11,608	0.4%
Working without pay in family business or farm	11,190	0.4%
Total	2,940,415	100%

Table note: 2019 ACS PUMS (microdata). *Class of worker categorizes people 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.

†Refers to individuals with or without a disability that are "Unemployed and last worked 5 years ago or earlier or never worked" (U.S. Census Bureau, 2018).

Table 8 illustrates the 20 Texas industries employing the highest percentages of mature labor force participants in 2019. These 20 industries employed nearly 46 percent of the mature labor force in the state. The industries employing the greatest percentage of total labor force participants were in construction, followed by elementary and secondary school education, and hospitals.

Table 8: Top 20 Industries Employing Mature Labor Force Participants in Texas, 2019

Industry	Count	Percent of Total LFPs
Construction	234,520	8.0%
Elementary And Secondary Schools	223,702	7.6%
General Medical And Surgical Hospitals, And Specialty	97,802	3.3%
Restaurants And Other Food Services	77,139	2.6%
Colleges, Universities, And Professional Schools, including Junior Colleges	71,407	2.4%
Lessors Of Real Estate, And Offices Of Real Estate Agents And Brokers	60,118	2.0%
Truck Transportation	52,306	1.8%
Home Health Care Services	51,927	1.8%
Support Activities For Mining	46,114	1.6%
Religious Organizations	43,926	1.5%
General Merchandise Stores, Including Warehouse Clubs and Supercenters	43,903	1.5%
Justice, Public Order, And Safety Activities	43,459	1.5%
Computer Systems Design And Related Services	42,190	1.4%
Architectural, Engineering, And Related Services	40,499	1.4%
Legal Services	40,404	1.4%
Insurance Carriers	39,393	1.3%
Supermarkets And Other Grocery (Except Convenience) Stores	39,180	1.3%
Management, Scientific, And Technical Consulting Services	35,629	1.2%
Outpatient Care Centers	33,756	1.1%
Automobile Dealers	31,587	1.1%
Top 20 Total	1,348,961	45.9%
Total labor force participants	2,940,415	100.00%

Table note: 2019 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 5.5 percent of the mature labor force. Hearing and vision difficulties were the second and third most frequently reported disabilities. These data underscore the need for any services that address the needs of mature labor force participants to include support for disabilities.

Table 9: Mature Labor Force Participants and Non-Participants Reporting a Disability in Texas, 2019

Reported Disability	Mature Workers		Mature Population not in Labor Force	
	Number	Percent	Number	Percent
Ambulatory difficulty	162,570	5.5%	1,142,122	16.3%
Hearing difficulty	135,903	4.6%	574,243	8.2%
Vision difficulty	70,471	2.4%	339,542	4.8%
Cognitive difficulty	50,062	1.7%	507,175	7.2%
Independent living difficulty	46,635	1.6%	768,302	11.0%
Self-care difficulty	30,954	1.1%	462,243	6.6%
Total mature workers with a disability	496,595	16.9%	3,793,627	54.1%
Total mature labor force participants	2,940,415		4,072,871	

Table note: 2019 ACS PUMS (microdata). Reported disability categories are not mutually exclusive and one individual can report having several disabilities.

Average Salaries of Mature Workers

In 2019, mature workers earned an average salary of \$60,615 (inflation adjusted for 2019). Numerous differences exist between different demographic categories. On average, male mature workers earned \$73,519, whereas female mature workers earned \$47,712. 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 \$25,095.50. 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, 2019

Educational Attainment	Percent of Mature Labor Force Participants	Average Annual Salary
Less than 9th Grade	7.0%	\$ 25,095.50
Grade 9 to 12 no diploma	6.3%	\$ 30,325.31
HS graduate and equivalent	23.8%	\$ 39,851.23
Some college no degree	21.8%	\$ 50,683.46
Associate's degree	7.7%	\$ 50,134.02
Bachelor's degree	20.2%	\$ 77,966.86
Master's degree and higher	13.1%	\$ 101,849.47

Table note: 2019 ACS PUMS (microdata). Inflation adjusted for 2019.

Table 11 illustrates the differences in mature workers’ average salaries in 2019 between racial and ethnic groups.

Table 11: Average Yearly Salary for Mature Workers in Texas by Race/Ethnicity, 2019

Racial Category	Average Annual Salary
White	\$ 77,967.47
African American	\$ 45,744.94
Hispanic	\$ 43,058.16
Asian	\$ 71,171.18
Other	\$ 65,064.51

Table note: 2019 ACS PUMS (microdata). Inflation adjusted for 2019.

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, 2019

Race/Gender Category	Average Annual Salary
White male	\$ 98,149.37
White female	\$ 54,011.63
African American male	\$ 54,050.62
African American female	\$ 39,222.43
Hispanic male	\$ 50,501.51
Hispanic female	\$ 33,536.90
Asian male	\$ 77,742.99
Asian female	\$ 63,952.12
Other male	\$ 83,458.05
Other female	\$ 45,438.62

Table note: 2019 ACS PUMS (microdata). Inflation adjusted for 2019.

Concluding Comments

This study has provided a demographic overview of mature labor force participants in Texas. National data illustrate 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 that an aging population poses for employees and employers. Trends highlighted in this report will continue into the future, and some will change in the coming years as the data that reflects the effects of the coronavirus pandemic are released.

Current 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 40.7 percent of Texas labor force participants 55 and older were employed in civilian occupations in 2019. A majority of mature labor force participants (79.4 percent) worked full time. Additionally, mature workers earned an average salary of \$60,615. 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 go 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, 2019

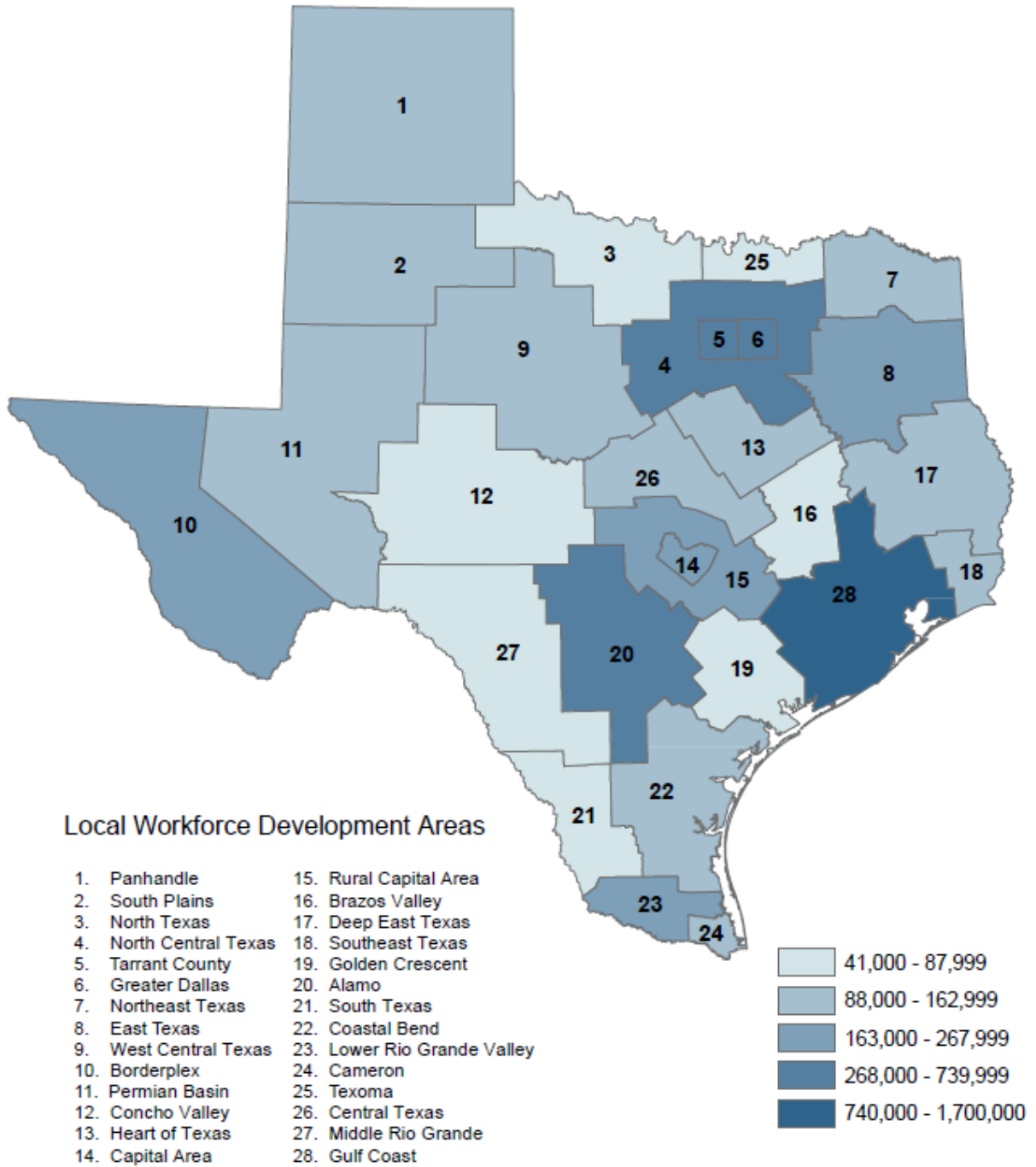


Figure note: 2019 ACS PUMS (microdata).

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 2019 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	59,900	20,126	9,642	10,484	33.6%
Andrews	16,417	4,128	2,034	2,094	25.1%
Angelina	87,070	24,192	11,184	13,009	27.8%
Aransas	23,518	6,951	3,406	3,544	29.6%
Archer	9,571	3,142	1,514	1,628	32.8%
Armstrong	1,837	487	240	247	26.5%
Atascosa	50,785	15,111	7,035	8,077	29.8%
Austin	30,894	9,443	4,438	5,005	30.6%
Bailey	6,614	1,910	946	964	28.9%
Bandera	23,137	6,885	3,205	3,680	29.8%
Bastrop	84,828	26,333	12,574	13,759	31.0%
Baylor	3,988	1,309	631	678	32.8%
Bee	32,305	9,548	4,679	4,869	29.6%
Bell	363,825	76,496	35,230	41,266	21.0%
Bexar	2,003,548	460,228	206,823	253,405	23.0%
Blanco	12,238	4,911	2,262	2,649	40.1%
Borden	631	171	83	88	27.1%
Bosque	18,526	6,530	3,185	3,345	35.2%
Bowie	92,806	28,937	12,563	16,374	31.2%
Brazoria	373,953	89,036	42,686	46,350	23.8%
Brazos	228,860	41,688	19,672	22,016	18.2%
Brewster	10,291	2,588	1,275	1,313	25.1%
Briscoe	1,653	438	216	222	26.5%
Brooks	6,895	1,736	795	941	25.2%
Brown	36,470	12,660	5,929	6,731	34.7%
Burleson	18,314	6,215	2,926	3,289	33.9%
Burnet	45,403	15,003	7,000	8,002	33.0%
Caldwell	43,466	13,493	6,443	7,050	31.0%
Calhoun	22,486	6,645	3,097	3,548	29.6%
Callahan	12,905	4,480	2,098	2,382	34.7%
Cameron	423,321	100,078	44,764	55,314	23.6%
Camp	12,843	4,959	2,347	2,613	38.6%
Carson	6,062	1,606	792	814	26.5%
Cass	30,606	9,543	4,143	5,400	31.2%
Castro	7,899	2,093	1,032	1,061	26.5%
Chambers	41,768	9,960	4,707	5,253	23.8%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Cherokee	51,654	15,494	7,409	8,085	30.0%
Childress	6,981	1,850	912	938	26.5%
Clay	11,325	3,718	1,792	1,927	32.8%
Cochran	2,939	849	421	428	28.9%
Coke	3,367	914	443	471	27.1%
Coleman	8,416	2,921	1,368	1,553	34.7%
Collin	1,035,881	233,599	108,174	125,425	22.6%
Collingsworth	2,939	779	384	395	26.5%
Colorado	22,569	6,899	3,242	3,657	30.6%
Comal	156,240	51,138	23,893	27,245	32.7%
Comanche	13,279	4,609	2,159	2,451	34.7%
Concho	4,209	1,143	554	589	27.1%
Cooke	42,314	13,629	6,273	7,356	32.2%
Coryell	80,112	26,471	12,352	14,120	33.0%
Cottle	1,595	524	252	271	32.8%
Crane	4,900	1,232	607	625	25.1%
Crockett	3,788	1,028	499	530	27.1%
Crosby	5,634	1,627	806	821	28.9%
Culberson	2,695	678	334	344	25.1%
Dallam	6,613	1,752	864	888	26.5%
Dallas	2,635,106	582,648	267,356	315,292	22.1%
Dawson	14,206	3,857	1,870	1,986	27.1%
Deaf Smith	19,105	5,062	2,496	2,566	26.5%
Delta	5,407	1,696	792	904	31.4%
Denton	887,437	195,521	91,223	104,298	22.0%
DeWitt	21,659	7,058	3,417	3,641	32.6%
Dickens	2,205	637	315	321	28.9%
Dimmit	10,416	2,579	1,236	1,343	24.8%
Donley	3,674	974	480	494	26.5%
Duval	12,593	2,932	1,388	1,544	23.3%
Eastland	17,767	6,167	2,888	3,279	34.7%
Ector	166,271	32,105	15,403	16,702	19.3%
Edwards	2,083	516	247	269	24.8%
El Paso	839,354	192,511	85,083	107,428	22.9%
Ellis	184,559	46,810	22,006	24,804	25.4%
Erath	42,779	14,613	6,748	7,865	34.2%
Falls	18,195	6,413	3,128	3,285	35.2%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Fannin	37,424	12,054	5,548	6,506	32.2%
Fayette	28,042	8,705	4,157	4,548	31.0%
Fisher	3,741	1,298	608	690	34.7%
Floyd	6,001	1,733	859	874	28.9%
Foard	1,436	471	227	244	32.8%
Fort Bend	811,574	189,013	89,045	99,968	23.3%
Franklin	10,978	3,444	1,609	1,835	31.4%
Freestone	20,180	7,113	3,469	3,644	35.2%
Frio	19,499	5,802	2,701	3,101	29.8%
Gaines	19,479	4,898	2,413	2,485	25.1%
Galveston	342,058	96,507	45,456	51,051	28.2%
Garza	6,001	1,733	859	874	28.9%
Gillespie	28,876	11,587	5,336	6,251	40.1%
Glasscock	1,263	343	166	177	27.1%
Goliad	7,767	2,531	1,225	1,306	32.6%
Gonzales	21,360	6,960	3,370	3,590	32.6%
Gray	22,228	5,890	2,904	2,986	26.5%
Grayson	133,109	42,874	19,733	23,141	32.2%
Gregg	123,805	34,342	15,230	19,112	27.7%
Grimes	28,347	9,619	4,529	5,090	33.9%
Guadalupe	166,681	43,358	20,426	22,932	26.0%
Hale	33,436	9,655	4,784	4,871	28.9%
Hall	3,307	876	432	444	26.5%
Hamilton	9,006	2,976	1,388	1,587	33.0%
Hansford	5,511	1,460	720	740	26.5%
Hardeman	4,466	1,466	707	760	32.8%
Hardin	56,335	16,939	8,044	8,895	30.1%
Harris	4,713,628	1,021,653	474,708	546,945	21.7%
Harrison	66,922	22,276	10,119	12,157	33.3%
Hartley	6,062	1,606	792	814	26.5%
Haskell	5,611	1,948	912	1,036	34.7%
Hays	229,714	49,596	23,222	26,374	21.6%
Hemphill	3,674	974	480	494	26.5%
Henderson	80,380	27,007	12,938	14,069	33.6%
Hidalgo	869,111	172,157	77,750	94,407	19.8%
Hill	35,728	12,593	6,142	6,451	35.2%
Hockley	21,189	6,118	3,031	3,087	28.9%
Hood	57,844	19,759	9,124	10,635	34.2%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Hopkins	36,212	11,359	5,306	6,053	31.4%
Houston	25,538	8,428	4,340	4,088	33.0%
Howard	35,778	9,713	4,711	5,002	27.1%
Hudspeth	3,920	986	486	500	25.1%
Hunt	106,741	29,438	13,620	15,818	27.6%
Hutchinson	21,860	5,792	2,856	2,937	26.5%
Irion	1,684	457	222	235	27.1%
Jack	9,571	3,142	1,514	1,628	32.8%
Jackson	15,236	4,965	2,404	2,561	32.6%
Jasper	34,980	12,131	5,579	6,552	34.7%
Jeff Davis	2,573	647	319	328	25.1%
Jefferson	252,510	70,437	32,941	37,496	27.9%
Jim Hogg	5,684	1,323	626	697	23.3%
Jim Wells	39,203	9,868	4,519	5,349	25.2%
Johnson	175,675	47,040	22,187	24,853	26.8%
Jones	19,264	6,687	3,132	3,555	34.7%
Karnes	15,983	5,208	2,522	2,686	32.6%
Kaufman	136,188	31,593	15,033	16,560	23.2%
Kendall	38,777	15,560	7,166	8,394	40.1%
Kenedy	394	99	45	54	25.2%
Kent	748	260	122	138	34.7%
Kerr	57,615	23,119	10,647	12,472	40.1%
Kimble	4,735	1,286	623	662	27.1%
King	245	71	35	36	28.9%
Kinney	3,819	945	453	492	24.8%
Kleberg	30,732	7,736	3,543	4,193	25.2%
Knox	3,553	1,233	578	656	34.7%
La Salle	7,118	1,762	845	917	24.8%
Lamar	51,286	16,088	7,515	8,573	31.4%
Lamb	12,860	3,714	1,840	1,874	28.9%
Lampasas	20,825	6,881	3,211	3,670	33.0%
Lavaca	20,763	6,766	3,276	3,490	32.6%
Lee	18,929	5,876	2,806	3,070	31.0%
Leon	17,836	6,053	2,850	3,203	33.9%
Liberty	89,991	21,460	10,142	11,318	23.8%
Limestone	23,819	8,395	4,094	4,301	35.2%
Lipscomb	3,307	876	432	444	26.5%
Live Oak	12,370	2,880	1,363	1,517	23.3%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Llano	20,450	6,757	3,153	3,604	33.0%
Loving	123	31	15	16	25.1%
Lubbock	310,604	71,657	32,480	39,177	23.1%
Lynn	5,511	1,592	789	803	28.9%
Madison	14,492	4,918	2,316	2,602	33.9%
Marion	10,722	3,569	1,621	1,948	33.3%
Martin	4,946	1,343	651	692	27.1%
Mason	4,104	1,114	540	574	27.1%
Matagorda	39,773	12,158	5,714	6,444	30.6%
Maverick	56,423	13,967	6,695	7,272	24.8%
McCulloch	8,524	2,314	1,122	1,192	27.1%
McLennan	256,231	66,666	30,123	36,543	26.0%
McMullen	780	182	86	96	23.3%
Medina	52,094	15,501	7,216	8,285	29.8%
Menard	2,315	628	305	324	27.1%
Midland	176,959	37,085	17,117	19,968	21.0%
Milam	26,436	8,971	4,224	4,747	33.9%
Mills	5,253	1,736	810	926	33.0%
Mitchell	8,977	3,116	1,459	1,657	34.7%
Montague	20,896	6,861	3,306	3,555	32.8%
Montgomery	607,103	155,605	73,400	82,205	25.6%
Moore	21,677	5,744	2,832	2,912	26.5%
Morris	13,272	4,163	1,945	2,219	31.4%
Motley	1,102	318	158	161	28.9%
Nacogdoches	64,620	17,955	8,300	9,654	27.8%
Navarro	48,630	17,140	8,360	8,781	35.2%
Newton	14,107	4,892	2,250	2,642	34.7%
Nolan	14,588	5,064	2,372	2,692	34.7%
Nueces	362,505	98,465	45,633	52,832	27.2%
Ochiltree	10,104	2,677	1,320	1,357	26.5%
Oldham	2,021	535	264	271	26.5%
Orange	84,503	25,409	12,066	13,343	30.1%
Palo Pinto	31,836	10,875	5,022	5,853	34.2%
Panola	24,201	7,259	3,471	3,788	30.0%
Parker	142,882	41,900	20,293	21,607	29.3%
Parmer	10,104	2,677	1,320	1,357	26.5%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Pecos	17,274	4,344	2,140	2,204	25.1%
Polk	48,964	16,159	8,321	7,838	33.0%
Potter	117,383	28,180	13,042	15,138	24.0%
Presidio	8,698	2,187	1,078	1,110	25.1%
Rains	11,375	4,393	2,078	2,314	38.6%
Randall	137,830	36,769	16,962	19,807	26.7%
Reagan	3,473	943	457	486	27.1%
Real	3,472	860	412	448	24.8%
Red River	13,272	4,163	1,945	2,219	31.4%
Reeves	15,314	3,851	1,897	1,954	25.1%
Refugio	7,495	2,215	1,086	1,129	29.6%
Roberts	919	243	120	123	26.5%
Robertson	17,677	5,999	2,825	3,174	33.9%
Rockwall	96,963	26,742	12,373	14,369	27.6%
Runnels	10,099	3,506	1,642	1,864	34.7%
Rusk	54,256	16,274	7,782	8,492	30.0%
Sabine	10,666	3,699	1,701	1,998	34.7%
San Augustine	8,716	3,023	1,390	1,633	34.7%
San Jacinto	28,418	9,378	4,830	4,549	33.0%
San Patricio	65,772	19,439	9,526	9,912	29.6%
San Saba	6,567	2,170	1,012	1,157	33.0%
Schleicher	3,578	971	471	500	27.1%
Scurry	16,084	5,583	2,615	2,968	34.7%
Shackelford	3,179	1,104	517	587	34.7%
Shelby	24,888	8,631	3,969	4,662	34.7%
Sherman	2,939	779	384	395	26.5%
Smith	232,678	67,407	30,729	36,678	29.0%
Somervell	9,664	3,301	1,524	1,777	34.2%
Starr	65,195	15,177	7,183	7,994	23.3%
Stephens	9,164	3,181	1,490	1,691	34.7%
Sterling	1,158	314	152	162	27.1%
Stonewall	1,496	519	243	276	34.7%
Sutton	4,209	1,143	554	589	27.1%
Swisher	7,715	2,044	1,008	1,036	26.5%
Tarrant	2,102,056	486,916	225,586	261,330	23.2%
Taylor	138,845	35,708	15,619	20,089	25.7%
Terrell	1,103	277	137	141	25.1%

County	Total Population	Mature Population	Mature Population, Males	Mature Population, Females	Mature Population as Percent of Total Population
Terry	11,635	3,360	1,665	1,695	28.9%
Throckmorton	1,496	519	243	276	34.7%
Titus	33,262	10,434	4,874	5,560	31.4%
Tom Green	118,353	32,088	14,761	17,327	27.1%
Travis	1,274,781	262,982	123,930	139,052	20.6%
Trinity	15,745	5,196	2,676	2,520	33.0%
Tyler	21,332	7,398	3,402	3,996	34.7%
Upshur	40,059	13,334	6,057	7,277	33.3%
Upton	3,473	943	457	486	27.1%
Uvalde	27,430	6,790	3,255	3,535	24.8%
Val Verde	50,867	12,592	6,036	6,556	24.8%
Van Zandt	54,550	21,066	9,967	11,099	38.6%
Victoria	91,078	26,916	12,543	14,373	29.6%
Walker	73,157	24,143	12,433	11,710	33.0%
Waller	46,803	14,306	6,723	7,583	30.6%
Ward	11,884	2,988	1,472	1,516	25.1%
Washington	35,991	12,213	5,751	6,463	33.9%
Webb	276,866	50,986	22,575	28,411	18.4%
Wharton	44,768	13,684	6,431	7,253	30.6%
Wheeler	5,327	1,412	696	716	26.5%
Wichita	131,752	35,595	16,139	19,456	27.0%
Wilbarger	14,356	4,713	2,271	2,442	32.8%
Willacy	21,276	5,356	2,453	2,903	25.2%
Williamson	590,797	135,183	62,065	73,118	22.9%
Wilson	46,455	15,138	7,329	7,808	32.6%
Winkler	7,963	2,003	987	1,016	25.1%
Wise	62,689	20,582	9,917	10,665	32.8%
Wood	43,542	16,815	7,956	8,859	38.6%
Yoakum	7,226	2,087	1,034	1,053	28.9%
Young	19,620	6,442	3,104	3,338	32.8%
Zapata	14,934	3,476	1,645	1,831	23.3%
Zavala	12,153	3,008	1,442	1,566	24.8%

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

This appendix illustrates the numbers of labor force participants 55 and older by each county in the local workforce development areas in Texas. The estimated numbers of mature workers are from the 2019 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, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Armstrong	1,837	487	240	247	196	112	84
Briscoe	1,653	438	216	222	177	101	75
Carson	6,062	1,606	792	814	648	371	277
Castro	7,899	2,093	1,032	1,061	844	484	360
Childress	6,981	1,850	912	938	746	427	318
Collingsworth	2,939	779	384	395	314	180	134
Dallam	6,613	1,752	864	888	706	405	302
Deaf Smith	19,105	5,062	2,496	2,566	2,041	1,169	871
Donley	3,674	974	480	494	392	225	168
Gray	22,228	5,890	2,904	2,986	2,375	1,361	1,014
Hall	3,307	876	432	444	353	202	151
Hansford	5,511	1,460	720	740	589	337	251
Hartley	6,062	1,606	792	814	648	371	277
Hemphill	3,674	974	480	494	392	225	168
Hutchinson	21,860	5,792	2,856	2,937	2,335	1,338	997
Lipscomb	3,307	876	432	444	353	202	151
Moore	21,677	5,744	2,832	2,912	2,316	1,327	989
Ochiltree	10,104	2,677	1,320	1,357	1,079	618	461
Oldham	2,021	535	264	271	216	124	92
Parmer	10,104	2,677	1,320	1,357	1,079	618	461
Potter	117,383	28,180	13,042	15,138	8,588	4,508	4,080
Randall	137,830	36,769	16,962	19,807	15,036	9,121	5,915
Roberts	919	243	120	123	98	56	42
Sherman	2,939	779	384	395	314	180	134
Swisher	7,715	2,044	1,008	1,036	824	472	352
Wheeler	5,327	1,412	696	716	569	326	243
Panhandle Total	438,729	113,576	53,979	59,597	43,228	24,863	18,366

Table 14: LWDA 2 South Plains–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bailey	6,614	1,910	946	964	716	409	306
Cochran	2,939	849	421	428	318	182	136
Crosby	5,634	1,627	806	821	610	349	261
Dickens	2,205	637	315	321	239	136	102
Floyd	6,001	1,733	859	874	649	371	278
Garza	6,001	1,733	859	874	649	371	278
Hale	33,436	9,655	4,784	4,871	3,617	2,070	1,548
Hockley	21,189	6,118	3,031	3,087	2,292	1,312	981
King	245	71	35	36	27	15	11
Lamb	12,860	3,714	1,840	1,874	1,391	796	595
Lubbock	310,604	71,657	32,480	39,177	30,882	16,707	14,175
Lynn	5,511	1,592	789	803	596	341	255
Motley	1,102	318	158	161	119	68	51
Terry	11,635	3,360	1,665	1,695	1,259	720	539
Yoakum	7,226	2,087	1,034	1,053	782	447	334
South Plains Total	433,203	107,059	50,021	57,039	44,145	24,296	19,850

Table 15: LWDA 3 North Texas–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Archer	9,571	3,142	1,514	1,628	1,270	682	587
Baylor	3,988	1,309	631	678	529	284	245
Clay	11,325	3,718	1,792	1,927	1,503	808	695
Cottle	1,595	524	252	271	212	114	98
Foard	1,436	471	227	244	190	102	88
Hardeman	4,466	1,466	707	760	593	318	274
Jack	9,571	3,142	1,514	1,628	1,270	682	587
Montague	20,896	6,861	3,306	3,555	2,772	1,490	1,282
Wichita	131,752	35,595	16,139	19,456	15,298	7,893	7,405
Wilbarger	14,356	4,713	2,271	2,442	1,905	1,024	881
Young	19,620	6,442	3,104	3,338	2,603	1,399	1,204
North Texas Total	228,577	67,384	31,455	35,929	28,144	14,797	13,347

Table 16: LWDA 4 North Central–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Collin	1,035,881	233,599	108,174	125,425	116,893	64,045	52,848
Denton	887,437	195,521	91,223	104,298	98,156	54,033	44,123
Ellis	184,559	46,810	22,006	24,804	21,278	11,605	9,673
Erath	42,779	14,613	6,748	7,865	5,643	3,200	2,443
Hood	57,844	19,759	9,124	10,635	7,630	4,327	3,303
Hunt	106,741	29,438	13,620	15,818	12,187	6,488	5,699
Johnson	175,675	47,040	22,187	24,853	20,647	12,599	8,048
Kaufman	136,188	31,593	15,033	16,560	13,718	7,356	6,362
Navarro	48,630	17,140	8,360	8,781	5,861	3,167	2,694
Palo Pinto	31,836	10,875	5,022	5,853	4,199	2,382	1,818
Parker	142,882	41,900	20,293	21,607	17,789	10,353	7,436
Rockwall	96,963	26,742	12,373	14,369	11,070	5,893	5,177
Somervell	9,664	3,301	1,524	1,777	1,275	723	552
Wise	62,689	20,582	9,917	10,665	8,317	4,470	3,847
North Central Total	3,019,768	738,912	345,603	393,309	344,663	190,641	154,022

Table 17: LWDA 5 Tarrant County–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Tarrant	2,102,056	486,916	225,586	261,330	219,945	123,367	96,578
Tarrant County Total	2,102,056	486,916	225,586	261,330	219,945	123,367	96,578

Table 18: LWDA 6 Greater Dallas–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Dallas	2,635,106	582,648	267,356	315,292	269,415	147,577	121,838
Greater Dallas Total	2,635,106	582,648	267,356	315,292	269,415	147,577	121,838

Table 19: LWDA 7 Northeast–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bowie	92,806	28,937	12,563	16,374	8,515	3,834	4,680
Cass	30,606	9,543	4,143	5,400	2,808	1,265	1,544
Delta	5,407	1,696	792	904	594	324	270
Franklin	10,978	3,444	1,609	1,835	1,206	659	547
Hopkins	36,212	11,359	5,306	6,053	3,978	2,173	1,805
Lamar	51,286	16,088	7,515	8,573	5,634	3,077	2,557
Morris	13,272	4,163	1,945	2,219	1,458	796	662
Red River	13,272	4,163	1,945	2,219	1,458	796	662
Titus	33,262	10,434	4,874	5,560	3,654	1,996	1,658
Northeast Total	287,102	89,829	40,692	49,137	29,304	14,920	14,384

Table 20: LWDA 8 East Texas—Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	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, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Brown	36,470	12,660	5,929	6,731	4,471	2,609	1,862
Callahan	12,905	4,480	2,098	2,382	1,582	923	659
Coleman	8,416	2,921	1,368	1,553	1,032	602	430
Comanche	13,279	4,609	2,159	2,451	1,628	950	678
Eastland	17,767	6,167	2,888	3,279	2,178	1,271	907
Fisher	3,741	1,298	608	690	459	268	191
Haskell	5,611	1,948	912	1,036	688	401	287
Jones	19,264	6,687	3,132	3,555	2,362	1,378	984
Kent	748	260	122	138	92	54	38
Knox	3,553	1,233	578	656	436	254	181
Mitchell	8,977	3,116	1,459	1,657	1,101	642	458
Nolan	14,588	5,064	2,372	2,692	1,789	1,044	745
Runnels	10,099	3,506	1,642	1,864	1,238	723	516
Scurry	16,084	5,583	2,615	2,968	1,972	1,151	821
Shackelford	3,179	1,104	517	587	390	227	162
Stephens	9,164	3,181	1,490	1,691	1,124	656	468
Stonewall	1,496	519	243	276	183	107	76
Taylor	138,845	35,708	15,619	20,089	13,265	6,639	6,626
Throckmorton	1,496	519	243	276	183	107	76
West Central Total	325,684	100,564	45,993	54,571	36,172	20,006	16,166

Table 22: LWDA 10 Borderplex–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Brewster	10,291	2,588	1,275	1,313	1,063	601	462
Culberson	2,695	678	334	344	278	157	121
El Paso	839,354	192,511	85,083	107,428	68,919	38,597	30,322
Hudspeth	3,920	986	486	500	405	229	176
Jeff Davis	2,573	647	319	328	266	150	116
Presidio	8,698	2,187	1,078	1,110	899	508	391
Borderplex Total	867,532	199,597	88,574	111,023	71,830	40,242	31,588

Table 23: LWDA 11 Permian Basin–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Andrews	16,417	4,128	2,034	2,094	1,696	958	738
Borden	631	171	83	88	70	39	31
Crane	4,900	1,232	607	625	506	286	220
Dawson	14,206	3,857	1,870	1,986	1,567	878	690
Ector	166,271	32,105	15,403	16,702	14,214	9,291	4,923
Gaines	19,479	4,898	2,413	2,485	2,012	1,137	875
Glasscock	1,263	343	166	177	139	78	61
Howard	35,778	9,713	4,711	5,002	3,948	2,210	1,737
Loving	123	31	15	16	13	7	6
Martin	4,946	1,343	651	692	546	306	240
Midland	176,959	37,085	17,117	19,968	19,604	11,225	8,379
Pecos	17,274	4,344	2,140	2,204	1,785	1,008	776
Reeves	15,314	3,851	1,897	1,954	1,582	894	688
Terrell	1,103	277	137	141	114	64	50
Upton	3,473	943	457	486	383	215	169
Ward	11,884	2,988	1,472	1,516	1,228	694	534
Winkler	7,963	2,003	987	1,016	823	465	358
Permian Basin Total	497,983	109,312	52,161	57,151	50,230	29,755	20,474

Table 24: LWDA 12 Concho Valley–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Coke	3,367	914	443	471	372	208	164
Concho	4,209	1,143	554	589	464	260	204
Crockett	3,788	1,028	499	530	418	234	184
Irion	1,684	457	222	235	186	104	82
Kimble	4,735	1,286	623	662	522	293	230
Mason	4,104	1,114	540	574	453	254	199
McCulloch	8,524	2,314	1,122	1,192	940	527	414
Menard	2,315	628	305	324	255	143	112
Reagan	3,473	943	457	486	383	215	169
Schleicher	3,578	971	471	500	395	221	174
Sterling	1,158	314	152	162	128	72	56
Sutton	4,209	1,143	554	589	464	260	204
Tom Green	118,353	32,088	14,761	17,327	13,181	6,958	6,223
Concho Valley Total	163,496	44,344	20,705	23,639	18,162	9,747	8,415

Table 25: LWDA 13 Heart of Texas–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bosque	18,526	6,530	3,185	3,345	2,233	1,207	1,026
Falls	18,195	6,413	3,128	3,285	2,193	1,185	1,008
Freestone	20,180	7,113	3,469	3,644	2,432	1,314	1,118
Hill	35,728	12,593	6,142	6,451	4,306	2,327	1,979
Limestone	23,819	8,395	4,094	4,301	2,871	1,551	1,319
McLennan	256,231	66,666	30,123	36,543	27,086	13,467	13,619
Heart of Texas Total	372,678	107,710	50,141	57,569	41,120	21,051	20,069

Table 26: LWDA 14 Capital Area–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Travis	1,274,781	262,982	123,930	139,052	127,412	66,954	60,458
Capital Area Total	1,274,781	262,982	123,930	139,052	127,412	66,954	60,458

Table 27: LWDA 15 Rural Capital Area–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bastrop	84,828	26,333	12,574	13,759	10,154	5,650	4,504
Blanco	12,238	4,911	2,262	2,649	1,708	907	801
Burnet	45,403	15,003	7,000	8,002	4,824	2,698	2,126
Caldwell	43,466	13,493	6,443	7,050	5,203	2,895	2,308
Fayette	28,042	8,705	4,157	4,548	3,357	1,868	1,489
Hays	229,714	49,596	23,222	26,374	22,705	12,361	10,344
Lee	18,929	5,876	2,806	3,070	2,266	1,261	1,005
Llano	20,450	6,757	3,153	3,604	2,173	1,215	958
Williamson	590,797	135,183	62,065	73,118	57,409	30,155	27,254
Rural Capital Area Total	1,073,867	265,856	123,681	142,175	109,799	59,010	50,789

Table 28: LWDA 16 Brazos Valley–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Brazos	228,860	41,688	19,672	22,016	16,895	9,555	7,340
Burleson	18,314	6,215	2,926	3,289	1,970	1,033	938
Grimes	28,347	9,619	4,529	5,090	3,050	1,598	1,451
Leon	17,836	6,053	2,850	3,203	1,919	1,006	913
Madison	14,492	4,918	2,316	2,602	1,559	817	742
Robertson	17,677	5,999	2,825	3,174	1,902	997	905
Washington	35,991	12,213	5,751	6,463	3,872	2,029	1,843
Brazos Valley Total	361,517	86,705	40,869	45,836	31,167	17,035	14,132

Table 29: LWDA 17 Deep East Texas–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Angelina	87,070	24,192	11,184	13,009	8,780	4,370	4,411
Houston	25,538	8,428	4,340	4,088	2,615	1,310	1,305
Jasper	34,980	12,131	5,579	6,552	3,519	2,044	1,475
Nacogdoches	64,620	17,955	8,300	9,654	6,517	3,243	3,273
Newton	14,107	4,892	2,250	2,642	1,419	824	595
Polk	48,964	16,159	8,321	7,838	5,013	2,511	2,502
Sabine	10,666	3,699	1,701	1,998	1,073	623	450
San Augustine	8,716	3,023	1,390	1,633	877	509	368
San Jacinto	28,418	9,378	4,830	4,549	2,910	1,457	1,452
Shelby	24,888	8,631	3,969	4,662	2,504	1,454	1,049
Trinity	15,745	5,196	2,676	2,520	1,612	807	805
Tyler	21,332	7,398	3,402	3,996	2,146	1,246	899
Deep East Texas Total	385,044	121,081	57,942	63,140	38,983	20,399	18,584

Table 30: LWDA 18 Southeast Texas–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Hardin	56,335	16,939	8,044	8,895	7,034	4,061	2,973
Jefferson	252,510	70,437	32,941	37,496	24,856	12,997	11,859
Orange	84,503	25,409	12,066	13,343	10,550	6,091	4,459
Southeast Texas Total	393,348	112,785	53,051	59,734	42,440	23,149	19,291

Table 31: LWDA 19 Golden Crescent–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Calhoun	22,486	6,645	3,097	3,548	2,213	1,202	1,012
DeWitt	21,659	7,058	3,417	3,641	2,534	1,447	1,087
Goliad	7,767	2,531	1,225	1,306	909	519	390
Gonzales	21,360	6,960	3,370	3,590	2,499	1,427	1,072
Jackson	15,236	4,965	2,404	2,561	1,782	1,018	764
Lavaca	20,763	6,766	3,276	3,490	2,429	1,387	1,042
Victoria	91,078	26,916	12,543	14,373	8,966	4,867	4,098
Golden Crescent Total	200,349	61,841	29,332	32,508	21,332	11,867	9,465

Table 32: LWDA 20 Alamo–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Atascosa	50,785	15,111	7,035	8,077	5,075	2,917	2,158
Bandera	23,137	6,885	3,205	3,680	2,312	1,329	983
Bexar	2,003,548	460,228	206,823	253,405	183,141	94,902	88,239
Comal	156,240	51,138	23,893	27,245	18,089	9,837	8,252
Frio	19,499	5,802	2,701	3,101	1,949	1,120	829
Gillespie	28,876	11,587	5,336	6,251	4,030	2,140	1,890
Guadalupe	166,681	43,358	20,426	22,932	17,644	9,680	7,964
Karnes	15,983	5,208	2,522	2,686	1,870	1,068	802
Kendall	38,777	15,560	7,166	8,394	5,412	2,874	2,538
Kerr	57,615	23,119	10,647	12,472	8,041	4,270	3,771
McMullen	52,094	15,501	7,216	8,285	5,206	2,993	2,214
Medina	780	182	86	96	61	35	27
Wilson	46,455	15,138	7,329	7,808	5,435	3,104	2,331
Alamo Total	2,660,470	668,817	304,385	364,431	258,265	136,269	121,996

Table 33: LWDA 21 South Texas–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Jim Hogg	5,684	1,323	626	697	448	255	193
Webb	276,866	50,986	22,575	28,411	21,091	11,304	9,787
Zapata	14,934	3,476	1,645	1,831	1,177	670	507
South Texas Total	297,483	55,786	24,847	30,939	22,716	12,228	10,487

Table 34: LWDA 22 Coastal Bend–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Aransas	23,518	6,951	3,406	3,544	2,317	1,329	988
Bee	32,305	9,548	4,679	4,869	3,183	1,826	1,357
Brooks	6,895	1,736	795	941	542	289	254
Duval	12,593	2,932	1,388	1,544	992	565	428
Jim Wells	39,203	9,868	4,519	5,349	3,083	1,641	1,442
Kenedy	394	99	45	54	31	16	14
Kleberg	30,732	7,736	3,543	4,193	2,417	1,286	1,130
Live Oak	12,370	2,880	1,363	1,517	975	555	420
Nueces	362,505	98,465	45,633	52,832	39,115	22,318	16,797
Refugio	7,495	2,215	1,086	1,129	738	424	315
San Patricio	65,772	19,439	9,526	9,912	6,480	3,717	2,763
Coastal Bend Total	593,782	161,868	75,983	85,884	59,874	33,965	25,908

Table 35: LWDA 23 Lower Rio Grande Valley–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Hidalgo	869,111	172,157	77,750	94,407	61,294	31,822	29,472
Starr	65,195	15,177	7,183	7,994	5,138	2,923	2,215
Willacy	21,276	5,356	2,453	2,903	1,673	891	783
Lower Rio Grande Valley Total	955,583	192,690	87,386	105,304	68,105	35,636	32,469

Table 36: LWDA 24 Cameron–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Cameron	423,321	100,078	44,764	55,314	34,062	17,043	17,019
Cameron Total	423,321	100,078	44,764	55,314	34,062	17,043	17,019

Table 37: LWDA 25 Texoma–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Cooke	42,314	13,629	6,273	7,356	5,595	2,760	2,835
Fannin	37,424	12,054	5,548	6,506	4,949	2,441	2,507
Grayson	133,109	42,874	19,733	23,141	17,601	8,683	8,919
Texoma Total	212,847	68,557	31,555	37,003	28,145	13,884	14,261

Table 38: LWDA 26 Central Texas–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Bell	363,825	76,496	35,230	41,266	30,084	16,704	13,380
Coryell	80,112	26,471	12,352	14,120	8,512	4,760	3,752
Hamilton	9,006	2,976	1,388	1,587	957	535	422
Lampasas	20,825	6,881	3,211	3,670	2,213	1,237	975
Milam	26,436	8,971	4,224	4,747	2,844	1,491	1,354
Mills	5,253	1,736	810	926	558	312	246
San Saba	6,567	2,170	1,012	1,157	698	390	308
Central Texas Total	512,024	125,701	58,228	67,473	45,865	25,430	20,436

Table 39: LWDA 27 Middle Rio Grande–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Dimmit	10,416	2,579	1,236	1,343	743	362	381
Edwards	2,083	516	247	269	149	72	76
Kinney	3,819	945	453	492	272	133	140
La Salle	7,118	1,762	845	917	507	247	260
Maverick	56,423	13,967	6,695	7,272	4,022	1,959	2,063
Real	3,472	860	412	448	248	121	127
Uvalde	27,430	6,790	3,255	3,535	1,955	953	1,003
Val Verde	50,867	12,592	6,036	6,556	3,626	1,766	1,860
Zavala	12,153	3,008	1,442	1,566	866	422	444
Middle Rio Grande Total	173,782	43,019	20,622	22,397	12,388	6,035	6,353

Table 40: LWDA 28 Gulf Coast–Mature Labor Force Participants by County, 2019

County	Total Population, 2019	Mature Population, 2019	Male Mature Population	Female Mature Population	Estimated Mature Labor Force Participants (LFPs)	Estimated Mature LFPs, Males	Estimated Mature LFPs, Females
Austin	30,894	9,443	4,438	5,005	3,683	1,896	1,787
Brazoria	373,953	89,036	42,686	46,350	38,378	20,708	17,670
Chambers	41,768	9,960	4,707	5,253	3,222	1,969	1,253
Colorado	22,569	6,899	3,242	3,657	2,691	1,385	1,305
Fort Bend	811,574	189,013	89,045	99,968	87,309	48,204	39,105
Galveston	342,058	96,507	45,456	51,051	42,310	23,218	19,092
Harris	4,713,628	1,021,653	474,708	546,945	467,836	254,454	213,382
Liberty	89,991	21,460	10,142	11,318	6,941	4,241	2,700
Matagorda	39,773	12,158	5,714	6,444	4,742	2,441	2,301
Montgomery	607,103	155,605	73,400	82,205	71,200	39,587	31,613
Walker	73,157	24,143	12,433	11,710	7,490	3,751	3,739
Waller	46,803	14,306	6,723	7,583	5,580	2,873	2,707
Wharton	44,768	13,684	6,431	7,253	5,337	2,748	2,589
Gulf Coast Total	7,238,039	1,663,868	779,125	884,742	746,719	407,476	339,243

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