

Monthly Review of the Texas Economy

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TECHNICAL REPORT

1862

NOVEMBER 2020

Monthly Review of the Texas Economy—November 2020 Post-COVID-19 Economic Recovery

By Ali Anari

The Texas economy lost 499,200 nonagricultural jobs from October 2019 to October 2020, an annual decline of 3.9 percent, smaller than the nation's employment decline of 6.1 percent (Table 1 and Figure 1). The nongovernment sector lost 459,200 jobs, an annual decline of 4.2 percent, also lower than the nation's employment decline of 6.3 percent in the private sector. Texas' seasonally adjusted unemployment rate in October 2020 was 6.9 percent, higher than the 3.5 percent in October 2019. The nation's rate increased from 3.6 to 6.9 percent.

Texas Employment Percentage Change by Industry

Table 2 shows Texas industries ranked by employment percentage change from October 2019 to October 2020. All Texas industries except financial activities, professional and business services, and transportation, warehousing, and utilities had fewer jobs in October 2020 than in October 2019. Annual job loss rates varied from 2.02 percent in the government sector to 20.52 percent in the state's mining and logging industry. Figures 2 to 13 show trends in employment percentage change by industry.

Texas Job Shares by Industry and the Government Sector

Table 3 shows Texas industries and the state's government sector ranked by their shares of Texas jobs in October 2020. Of the 12,390,700 nonagricultural jobs, the highest percentage was in the government sector followed by trade, professional and business services, education and health services, leisure and hospitality, and manufacturing. Since October 2019, the government sector; trade; professional and business services; manufacturing; financial activities; construction; and transportation, warehousing, and utilities have expanded their shares of Texas employment at the expense of education and health services, leisure and hospitality, other services, information, and mining and logging. Figures 14 to 25 show trends in shares of total Texas jobs by industry.

Contributions of Texas Industries to Texas Employment Percentage Change

The statewide employment percentage change from October 2019 to October 2020 is the weighted average of employment growth or decline rates of all Texas industries for the period. Weights are shares of jobs by industry. The positive or negative contribution of each industry to the statewide employment percentage change is equal to the employment growth or decline rate in that industry multiplied by its share of Texas jobs. Table 4 shows Texas industries and the state's government sector ranked by their contributions to Texas employment percentage change from October 2019 to October 2020. All the state's industries except professional and business services, financial activities, and transportation, warehousing, and utilities had negative contributions. Figures 26 to 37 show trends in contributions of Texas industries to Texas job growth or decline rates.

Employment Percentage Changes by Texas Metropolitan Areas

All Texas metros except Waco had fewer jobs in October 2020 than in October 2019 (Table 5). Texarkana had the smallest employment decline followed by Tyler, Austin-Round Rock, College Station-Bryan, Sherman-Denison, Dallas-Plano-Irving, Abilene, Killeen-Temple-Fort Hood, Fort Worth-Arlington, and Lubbock. Figures 38 to 63 show trends in annual employment growth or decline rates for the state's metropolitan areas.



Texas Job Shares by Metropolitan Area

Table 6 shows Texas metropolitan areas ranked by their shares of total Texas jobs in October 2020. Houston-The Woodlands-Sugar Land had the largest share of Texas jobs followed by Dallas-Plano-Irving, Austin-Round Rock, Fort Worth-Arlington, San Antonio-New Braunfels, El Paso, and McAllen-Edinburg-Mission. Figures 64 to 89 show trends in metropolitan shares of total Texas jobs.

Contributions of Texas Metropolitan Areas to Texas Employment Percentage Change

The statewide employment percentage change from October 2019 to October 2020 is the weighted average of employment growth or decline rates of all Texas metros for the period. Weights are shares of jobs by area. The positive or negative contribution of each metro to the statewide employment percentage change is equal to the employment growth or decline rate in that area multiplied by its share of Texas jobs. Table 7 shows Texas metros ranked by their contributions to Texas' employment decline from October 2019 to October 2020. Houston-The Woodlands-Sugar Land accounted for the largest percentage of the state's employment decline rate followed by Dallas-Plano-Irving, San Antonio-New Braunfels, Fort Worth-Arlington, Austin-Round Rock, McAllen-Edinburg-Mission, and El Paso. Figures 90 to 115 show trends in contributions of Texas metros to total Texas job growth rates.

Unemployment Rate by Metropolitan Area

The state's actual unemployment rate in October 2020 was 6.7 percent. Amarillo had the lowest unemployment rate followed by College Station-Bryan, Abilene, Austin-Round Rock, Lubbock, Sherman-Denison, and Waco (Table 8).

Employment Percentage Changes by Industry in Largest Texas Metropolitan Areas

Table 9 shows annual growth or decline rates of employment by industry in the six largest Texas metropolitan areas from October 2019 to October 2020. The state's leisure and hospitality industry is bearing the brunt of the COVID-19 pandemic in the major metro areas followed by the information industry and other services industry.



Table 1
Texas and U.S. Labor Markets

			Chang	ge
NonFarm Employment	Oct. 2020	Oct. 2019	Absolute	Percent
Texas	12,390,700	12,889,900	-499,200	-3.9
United States	142,373,000	151,553,000	-9,180,000	-6.1
Private Employment	Oct. 2020	Oct. 2019	Absolute	Percent
Texas	10,447,700	10,906,900	-459,200	-4.2
United States	120,844,000	128,908,000	-8,064,000	-6.3
	Oct. 2020		Unemployment l	Rate, Percent

 Labor Participation
 Labor Force
 Unemployed
 Oct. 2020
 Oct. 2019

 Texas
 14,090,912
 979,099
 6.9
 3.5

 United States
 160,867,000
 11,061,000
 6.9
 3.6

Sources: Texas Workforce Commission and U.S. Bureau of Labor Statistics

Table 2
Texas Industries and Government Sector Ranked by Employment Growth Rate
From October 2019 to October 2020

		October	October		
Rank	Industry	2020	2019	Change	%Change
1	Financial Activities	813,600	805,500	8,100	1.01
2	Professional and Business Services	1,827,800	1,810,100	17,700	0.98
3	Transportation, Warehousing, Utilities	595,000	594,000	1,000	0.17
4	Government	1,943,000	1,983,000	-40,000	-2.02
5	Manufacturing	883,500	904,200	-20,700	-2.29
6	Construction	755,500	784,400	-28,900	-3.68
7	Trade	1,863,000	1,935,900	-72,900	-3.77
8	Education and Health Services	1,686,300	1,757,200	-70,900	-4.03
9	Information	199,300	209,600	-10,300	-4.91
10	Other Services	424,000	448,900	-24,900	-5.55
11	Leisure and Hospitality	1,206,400	1,413,900	-207,500	-14.68
12	Mining and Logging	193,300	243,200	-49,900	-20.52

Table 3
Texas Industries' and Government's Shares of Employment

		October	October
		2020	2019
Rank	Industry	Percent	Percent
1	Government	15.68	15.38
2	Trade	15.04	15.02
3	Professional and Business Services	14.75	14.04
4	Education and Health Services	13.61	13.63
5	Leisure and Hospitality	9.74	10.97
6	Manufacturing	7.13	7.01
7	Financial Activities	6.57	6.25
8	Construction	6.10	6.09
9	Transportation, Warehousing, Utilities	4.80	4.61
10	Other Services	3.42	3.48
11	Information	1.61	1.63
12	Mining and Logging	1.56	1.89
	Total	100.00	100.00

Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Note: Components may not add up to totals due to rounding

Table 4
Contributions of Texas Industries and the Government Sector to Texas Employment Growth Rate

		October	October
		2020	2019
Rank	Industry	Percent	Percent
1	Professional and Business Services	0.1373	0.4066
2	Financial Activities	0.0628	0.1633
3	Transportation, Warehousing, Utilities	0.0078	0.2227
4	Information	-0.0799	0.0325
5	Manufacturing	-0.1606	0.0832
6	Other Services	-0.1932	0.0555
7	Construction	-0.2242	0.2853
8	Government	-0.3103	0.2520
9	Mining and Logging	-0.3871	-0.0872
10	Education and Health Services	-0.5500	0.3519
11	Trade	-0.5656	0.0586
12	Leisure and Hospitality	-1.6098	0.3360
	Total	-3.8728	2.1605

Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Note: Components may not add up to totals due to rounding



Table 5
Texas Metropolitan Areas Ranked by Employment Growth Rate
From October 2019 to October 2020

Rank	Metropolitan Area	Employment Growth Rate, %
1	Waco	0.6
2	Texarkana	-1.0
3	Tyler	-1.7
4	Austin-Round Rock	-1.8
5	College Station-Bryan	-2.0
6	Sherman-Denison	-2.1
6	Dallas-Plano-Irving	-2.1
8	Abilene	-3.1
8	Killeen-Temple-Fort Hood	-3.1
10	Fort Worth-Arlington	-3.2
11	Lubbock	-3.3
	Texas	-3.9
12	San Antonio-New Braunfels	-4.0
13	Wichita Falls	-4.3
14	El Paso	-4.7
15	Houston-The Woodlands-Sugar Land	-4.8
16	Amarillo	-5.2
17	McAllen-Edinburg-Mission	-6.0
18	Brownsville-Harlingen	-6.1
19	San Angelo	-6.3
20	Victoria	-6.5
20	Laredo	-6.5
22	Beaumont-Port Arthur	-7.0
22	Longview	-7.0
24	Corpus Christi	-7.9
25	Odessa	-10.9
26	Midland	-11.8
	Micropolitan Texas	-5.2

Table 6
Texas Metropolitan and Micropolitan Shares of Total Texas Jobs

	•	October	October
		2020	2019
Rank	Metropolitan Area	Percent	Percent
1	Houston-The Woodlands-Sugar Land	24.3586	24.5844
2	Dallas-Plano-Irving	21.4750	21.0902
3	Austin-Round Rock	8.9390	8.7510
4	Fort Worth-Arlington	8.5742	8.5113
5	San Antonio-New Braunfels	8.4491	8.4640
6	El Paso	2.5108	2.5330
7	McAllen-Edinburg-Mission	2.0749	2.1218
8	Corpus Christi	1.4454	1.5082
9	Beaumont-Port Arthur	1.2421	1.2840
10	Lubbock	1.1751	1.1684
11	Killeen-Temple-Fort Hood	1.1444	1.1358
12	Brownsville-Harlingen	1.1000	1.1257
13	Waco	0.9991	0.9550
14	College Station-Bryan	0.9822	0.9635
15	Amarillo	0.9289	0.9418
16	Tyler	0.8442	0.8255
17	Laredo	0.8175	0.8410
17	Midland	0.8175	0.8906
19	Longview	0.7489	0.7742
20	Odessa	0.5980	0.6455
21	Abilene	0.5722	0.5679
22	Texarkana	0.4867	0.4725
23	Wichita Falls	0.4624	0.4647
24	Sherman-Denison	0.3825	0.3755
25	San Angelo	0.3753	0.3848
26	Victoria	0.3148	0.3235
	Micropolitan Texas	8.1811	8.2964
	Total	100.0000	100.0000

Note: Components may not add up to totals due to rounding



Table 7
Contributions of Texas Metropolitan and Micropolitan Areas to Total Texas Employment Growth Rate

		October	October
Rank	Metropolitan Area	2020	2019
1	Waco	0.0054	0.0087
2	Texarkana	-0.0047	0.0063
3	Sherman-Denison	-0.0078	0.0008
4	Tyler	-0.0140	0.0040
5	Abilene	-0.0178	0.0198
6	College Station-Bryan	-0.0194	0.0238
7	Wichita Falls	-0.0202	0.0024
8	Victoria	-0.0209	0.0000
9	San Angelo	-0.0240	-0.0048
10	Killeen-Temple-Fort Hood	-0.0357	0.0206
11	Lubbock	-0.0388	0.0174
12	Amarillo	-0.0489	0.0127
13	Longview	-0.0543	0.0119
14	Laredo	-0.0551	0.0166
15	Brownsville-Harlingen	-0.0683	0.0166
16	Odessa	-0.0706	-0.0016
17	Beaumont-Port Arthur	-0.0900	0.0040
18	Midland	-0.1047	0.0166
19	Corpus Christi	-0.1187	0.0055
20	El Paso	-0.1195	0.0428
21	McAllen-Edinburg-Mission	-0.1272	0.0523
22	Austin-Round Rock	-0.1583	0.3091
23	Fort Worth-Arlington	-0.2692	0.1870
24	San Antonio-New Braunfels	-0.3421	0.2013
25	Dallas-Plano-Irving	-0.4469	0.6356
26	Houston-The Woodlands-Sugar Land	-1.1691	0.4256
	Micropolitan Texas	-0.4321	0.1252
	Total	-3.8728	2.1605

Note: Components may not add up to totals due to rounding



Table 8
Texas Metropolitan Areas Ranked by Unemployment Rate
October 2020

Rank	Metropolitan Area	Unemployment Rate, %
1	Amarillo	4.4
2	College Station-Bryan	4.6
3	Abilene	4.9
4	Austin-Round Rock	5.1
4	Lubbock	5.1
4	Sherman-Denison	5.1
7	Waco	5.4
8	San Angelo	5.9
9	Dallas-Plano-Irving	6.0
9	Texarkana	6.0
9	Tyler	6.0
9	Wichita Falls	6.0
13	Killeen-Temple-Fort Hood	6.1
14	Fort Worth-Arlington	6.2
15	San Antonio-New Braunfels	6.3
	Texas	6.7
16	El Paso	7.2
17	Victoria	7.4
18	Longview	7.5
19	Houston-The Woodlands-Sugar Land	7.7
20	Laredo	7.8
21	Midland	8.1
22	Corpus Christi	8.4
23	Brownsville-Harlingen	9.5
24	Beaumont-Port Arthur	10.0
25	McAllen-Edinburg-Mission	10.5
26	Odessa	11.4

Table 9
Employment Growth or Decline Rates by Industry in Largest Texas Metropolitan Areas
Annual Percentage Change from October 2019 to October 2020

Largest Texas Metropolitan Areas Houston Dallas San Antonio Fort Worth El Paso Industry: Austin Mining and Construction -11.07 4.62 -1.03 -6.69 -0.28 -2.31 -8.18 -1.12 -1.34 -2.36 5.31 -2.38 Manufacturing -2.38 -2.48 Trade, Transportation and Utilities 1.02 0.16 -1.470.80 Information -9.57 -1.53 -3.03 -9.43 -11.31 -4.17 Financial Activities -2.033.89 -2.634.18 10.90 -2.22 5.07 -3.95 **Professional and Business Services** 0.16 0.55 -5.77 4.06 **Education and Health Services** -2.56 -5.09 -6.09 -4.46 -2.06 -6.31 Leisure and Hospitality -13.65 -18.65 -10.38 -12.86 -22.17 -17.20Other Services -11.06 -3.89 -6.28 -10.66 -0.21-12.09 Government -1.73-0.61-2.39-0.71-1.35 -2.72

Figure 1

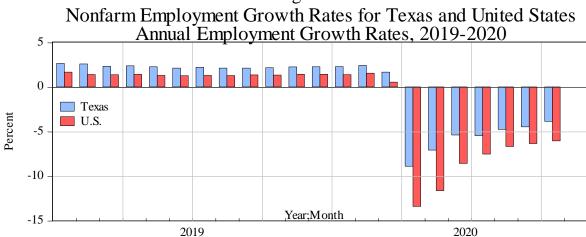
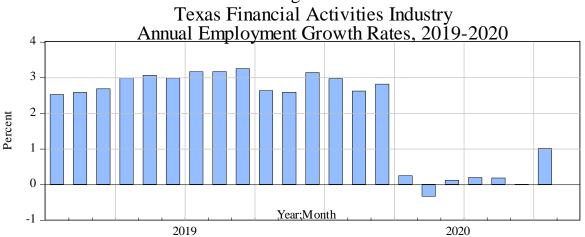


Figure 2



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 3

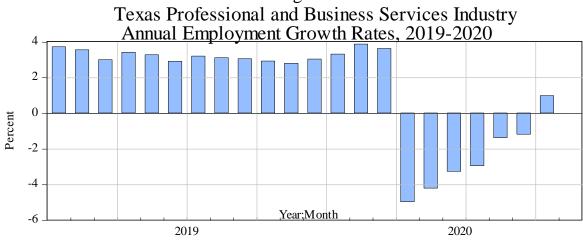
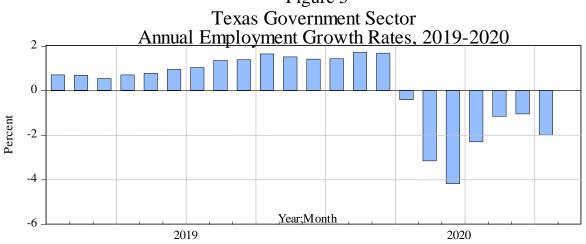




Figure 4

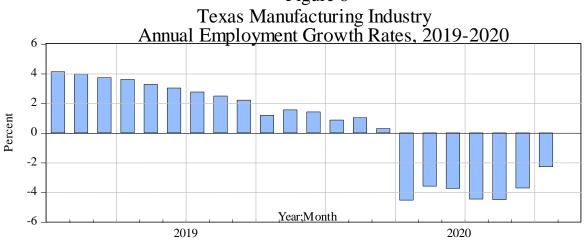


Figure 5



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 6



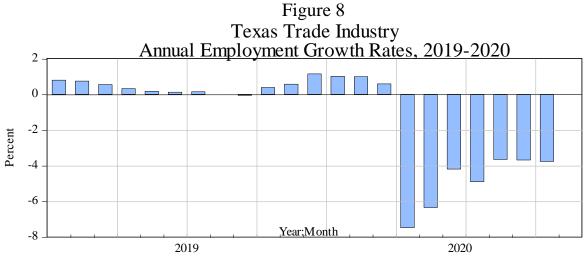


Texas Construction Industry
Annual Employment Growth Rates, 2019-2020

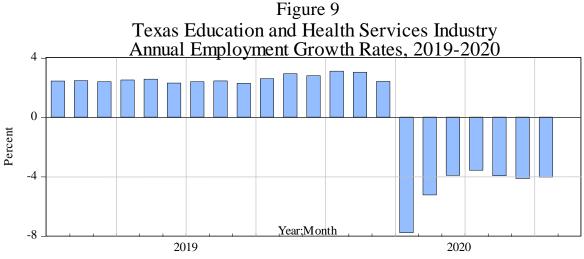
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9

Year;Month
2020



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University





Texas Information Industry
Annual Employment Growth Rates, 2019-2020

2020

Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

2019

Figure 11
Texas Other Services Industry
Annual Employment Growth Rates, 2019-2020

-5
-10
-15
-20

Year;Month
2020

Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

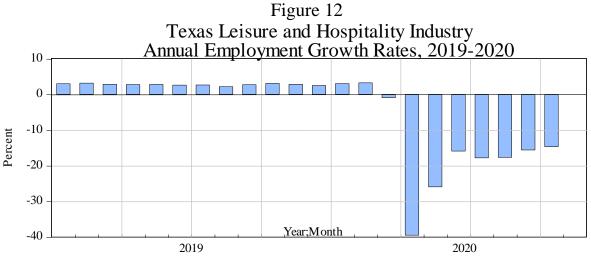




Figure 13

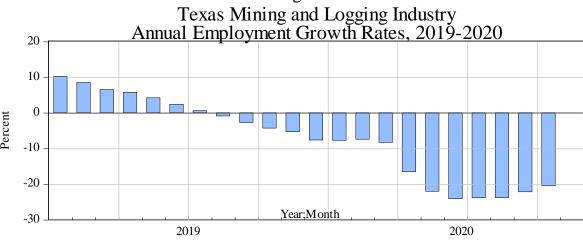
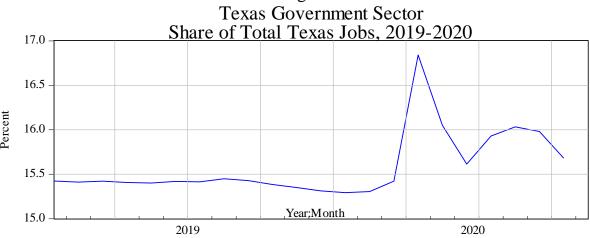


Figure 14



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 15





Figure 16
Texas Professional and Business Services Industry
Share of Total Texas Jobs, 2019-2020

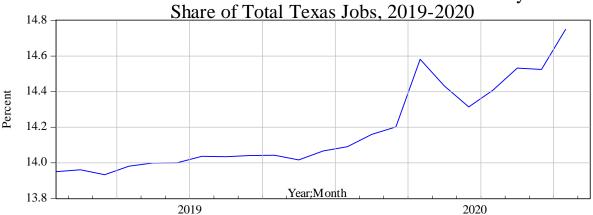


Figure 17
Texas Education and Health Services Industry



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 18
Texas Leisure and Hospitality Industry
Share of Total Texas Jobs, 2019-2020





Figure 19

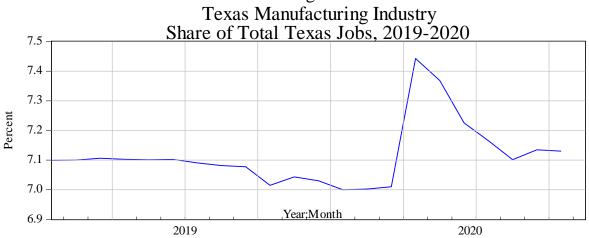
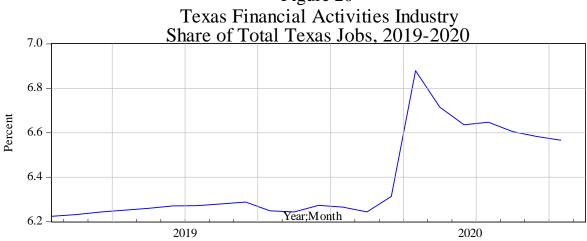


Figure 20



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 21

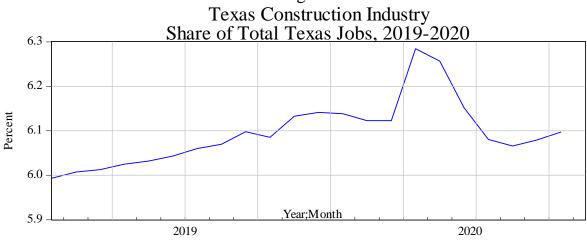




Figure 22 Texas Transportation, Utilities, Warehousing Industry Share of Total Texas Jobs, 2019-2020

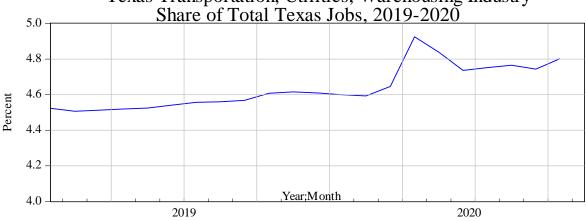
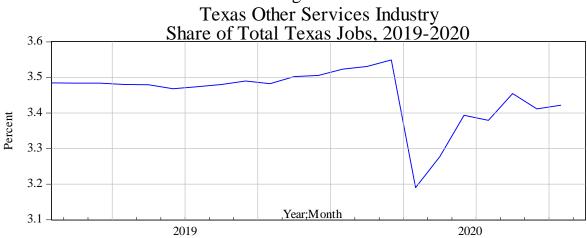


Figure 23



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 24

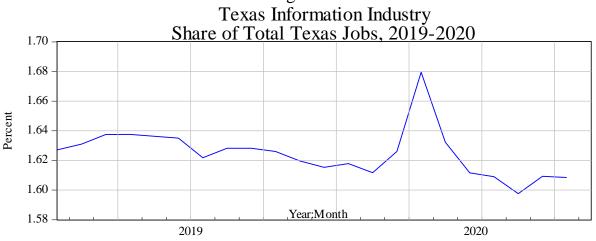




Figure 25

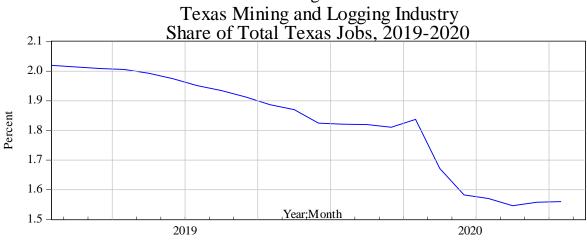


Figure 26



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 27

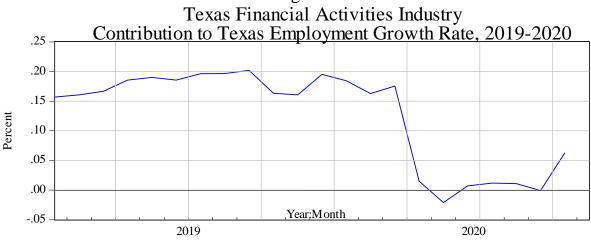
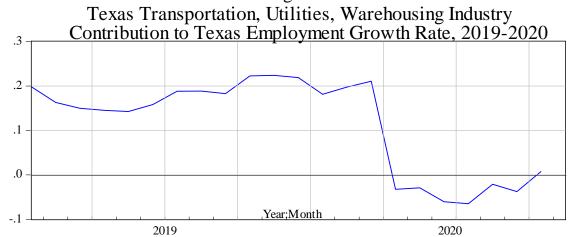




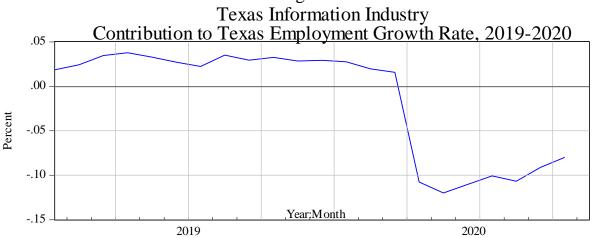
Figure 28

Percent



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 29



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 30

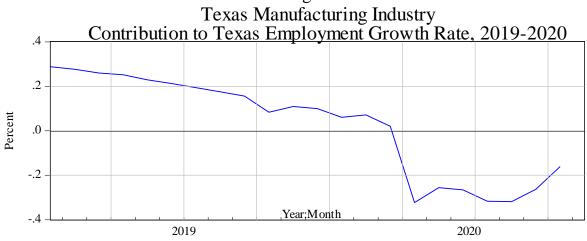




Figure 31

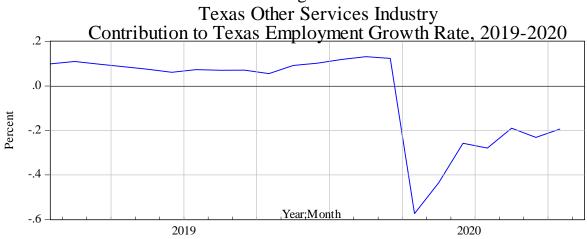


Figure 32



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 33

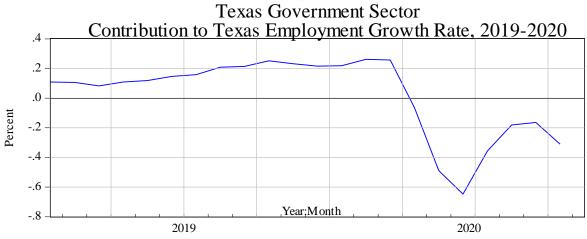




Figure 34

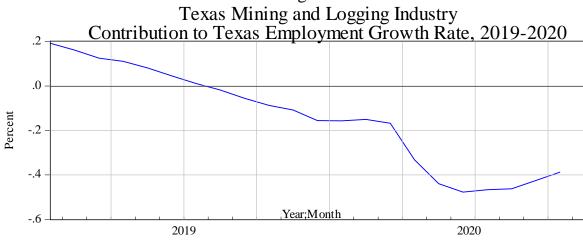
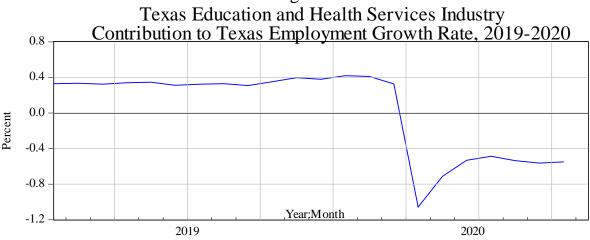


Figure 35



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 36
Texas Trade Industry

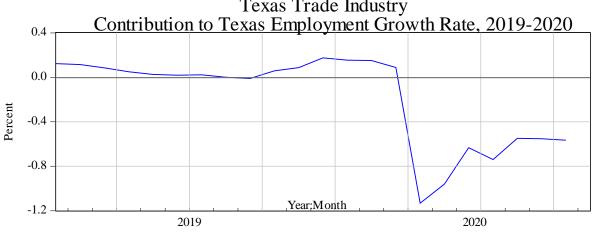
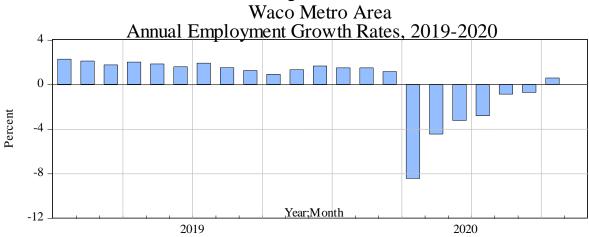




Figure 37

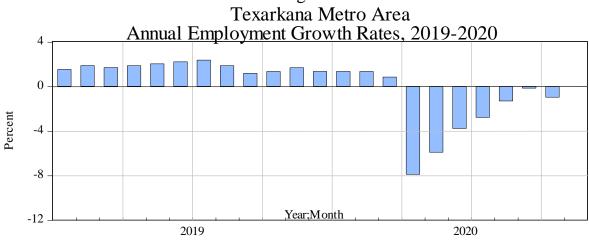


Figure 38

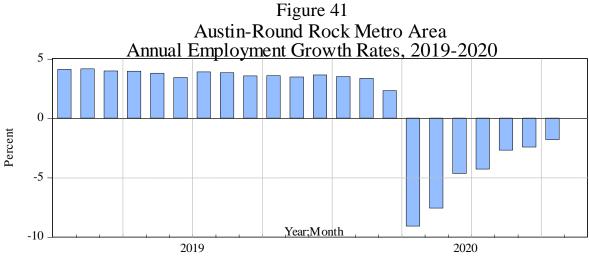


Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

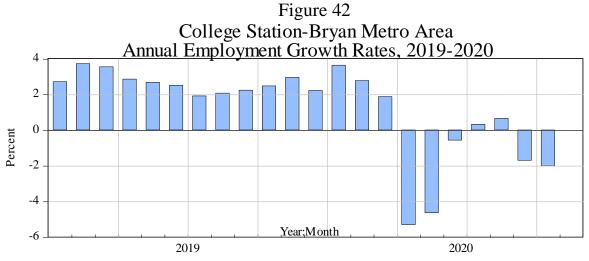
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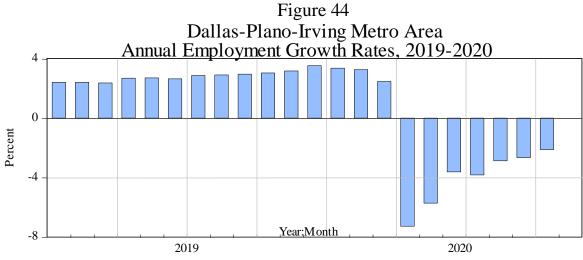
Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University





Sherman-Denison Metro Area
Annual Employment Growth Rates, 2019-2020

Year;Month
2019
2020



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

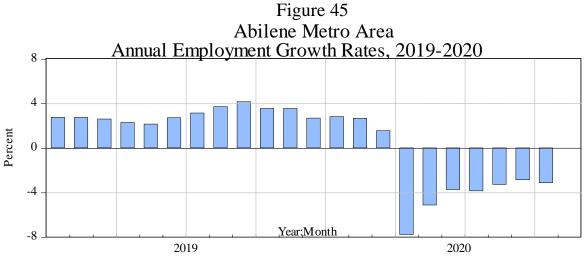




Figure 46
Killeen-Temple Metro Area
Annual Employment Growth Rates, 2019-2020

Year;Month
2019
2020

Figure 47
Fort Worth-Arlington Metro Area
Annual Employment Growth Rates, 2019-2020

4

-8

-12

Year;Month
2020

Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

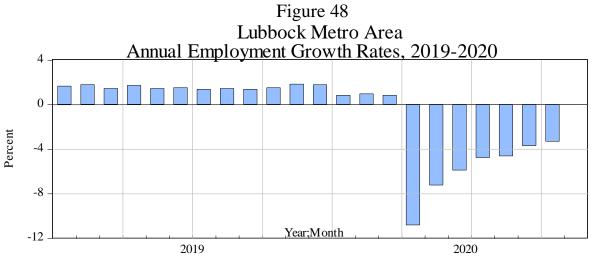




Figure 49
San Antonio-New Braunfels Metro Area
Annual Employment Growth Rates, 2019-2020

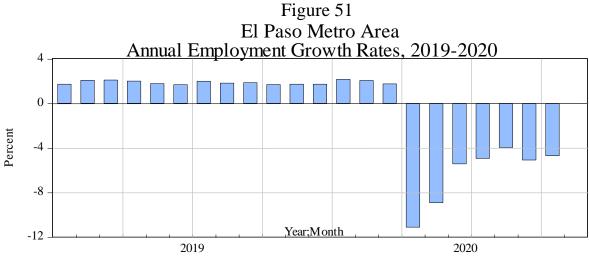
Year:Month

2020

Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

2019

Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University



Percent

-12

Figure 52

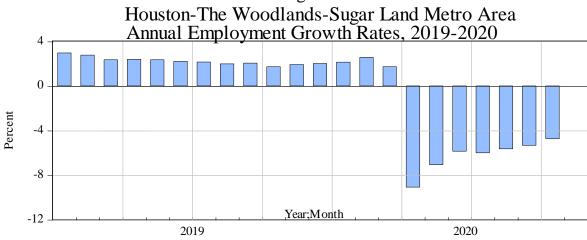
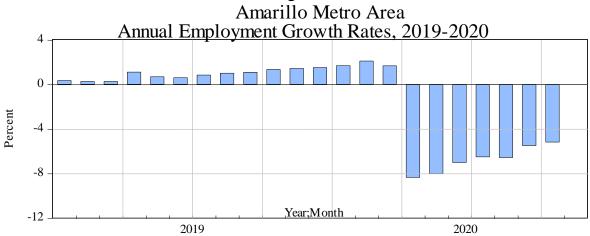
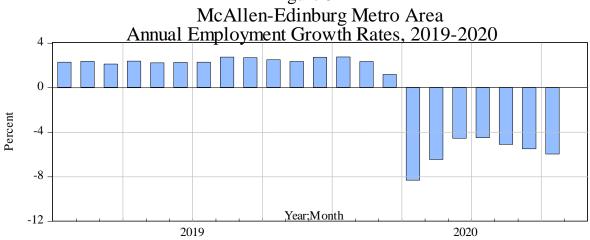


Figure 53



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 54





Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

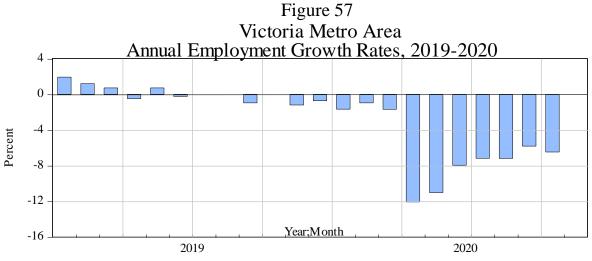




Figure 58
Laredo Metro Area
Annual Employment Growth Rates, 2019-2020

4
9
12
12
12
2019
2020

Beaumont-Port Arthur Metro Area
Annual Employment Growth Rates, 2019-2020

4

-8

-12

-16

Year; Month
2020

Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

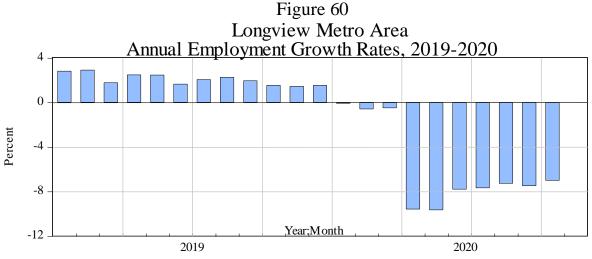
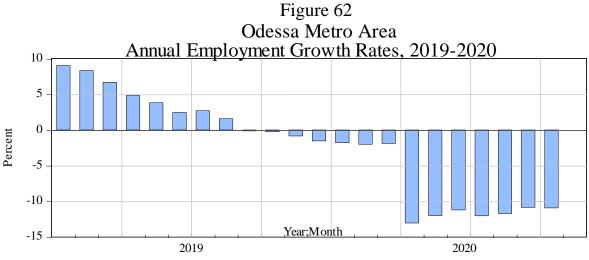




Figure 61
Corpus Christi Metro Area
Annual Employment Growth Rates, 2019-2020

-4
-8
-12
-16

Year;Month
2020



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

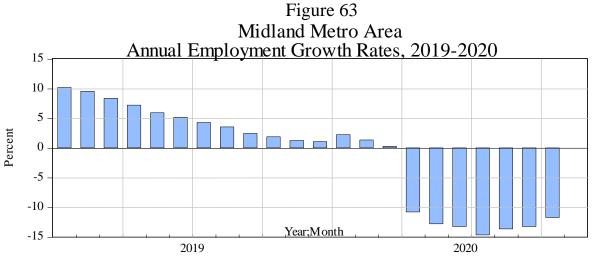




Figure 64 Houston-The Woodlands-Sugar Land Metro Area Share of Total Texas Jobs, 2019-2020

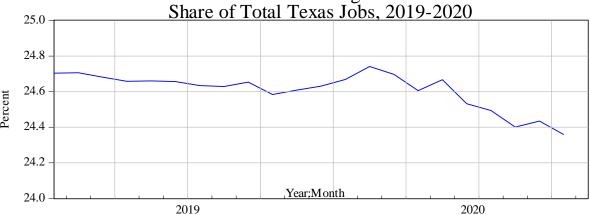
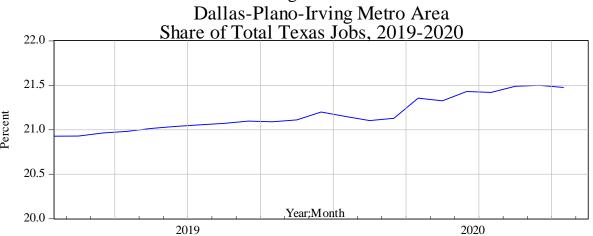


Figure 65



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 66 Austin-Round Rock Metro Area

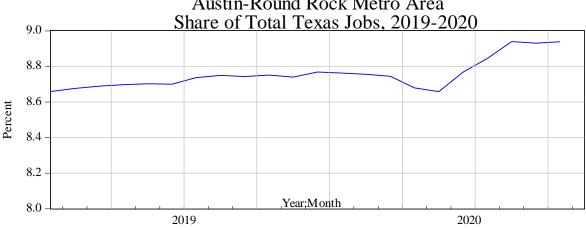
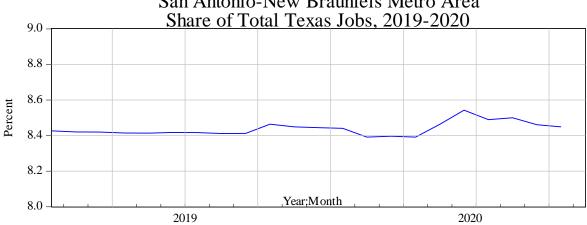




Figure 67
Fort Worth-Arlington Metro Area
Share of Total Texas Jobs, 2019-2020



Figure 68
San Antonio-New Braunfels Metro Area
Share of Total Toyag Jobs 2010, 2020



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 69 El Paso Metro Area

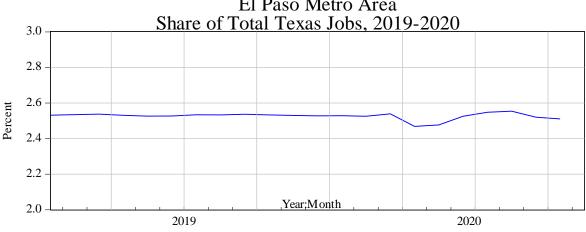
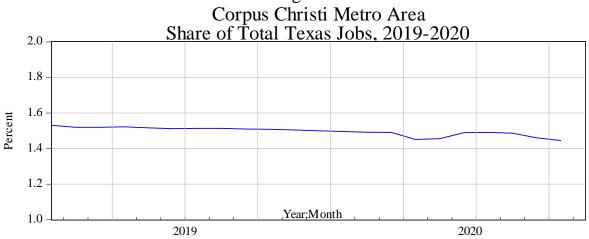




Figure 70 McAllen-Edinburg-Mission Metro Area Share of Total Texas Jobs, 2019-2020



Figure 71



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 72 Beaumont-Port Arthur Metro Area

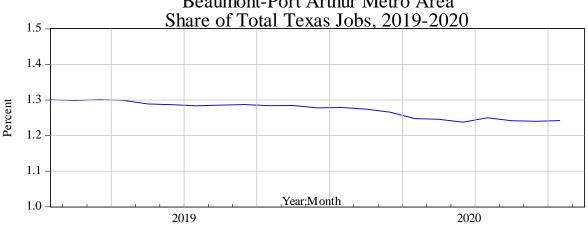




Figure 73 Lubbock Metro Area

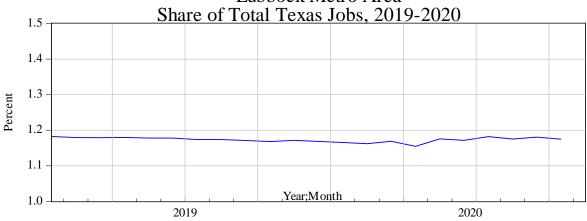
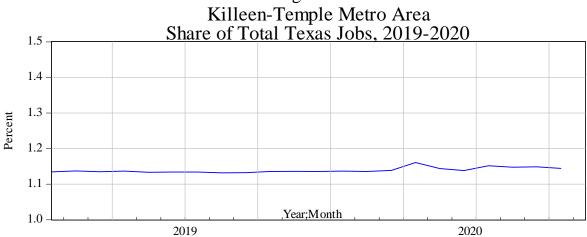


Figure 74



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 75

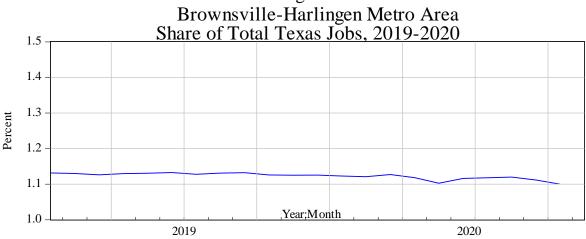




Figure 76 Waco Metro Area

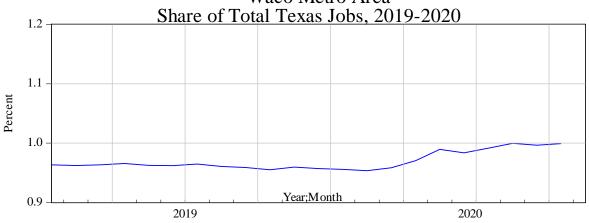
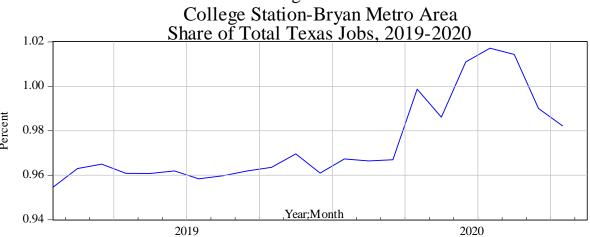


Figure 77



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 78 Amarillo Metro Area

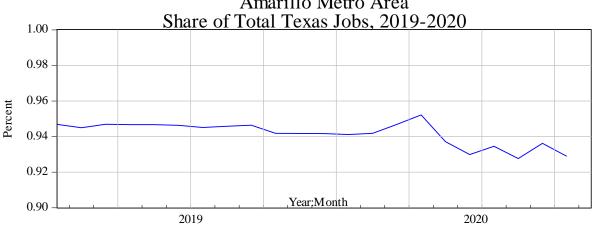




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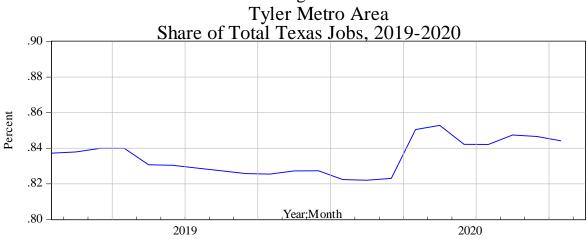


Figure 80 Laredo Metro Area



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 81 Midland Metro Area

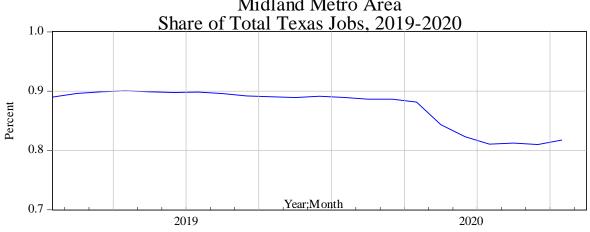




Figure 82

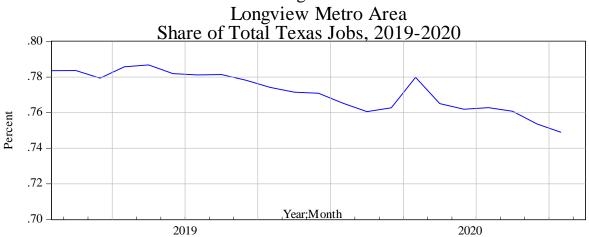
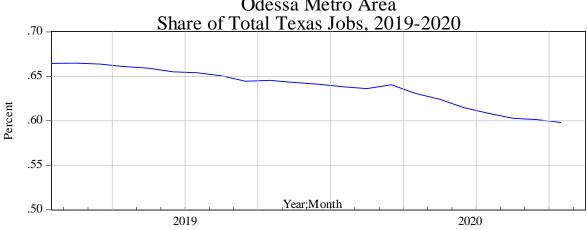


Figure 83 Odessa Metro Area



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 84 Abilene Metro Area

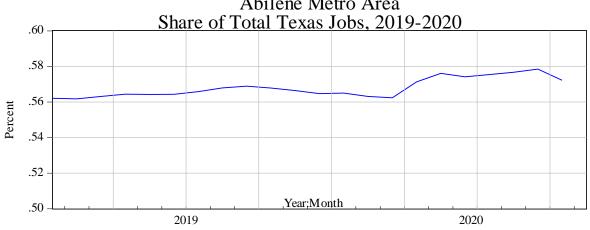
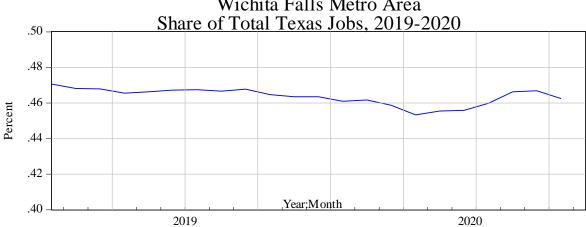




Figure 85 Texarkana Metro Area



Figure 86 Wichita Falls Metro Area



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 87

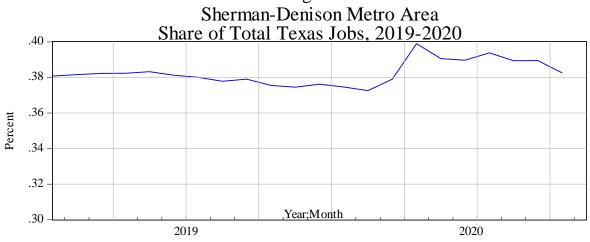




Figure 88

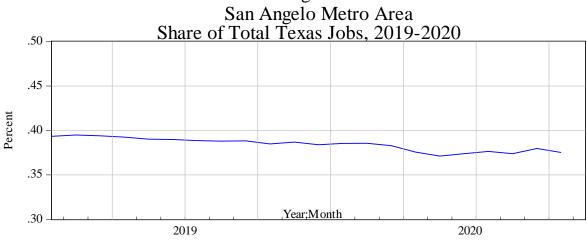


Figure 89 Victoria Metro Area



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 90

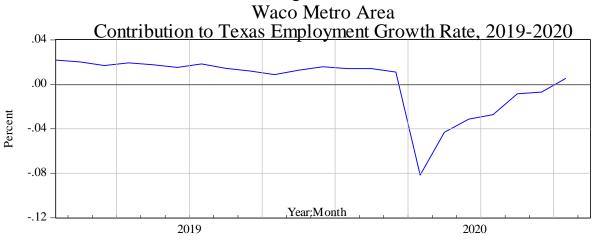




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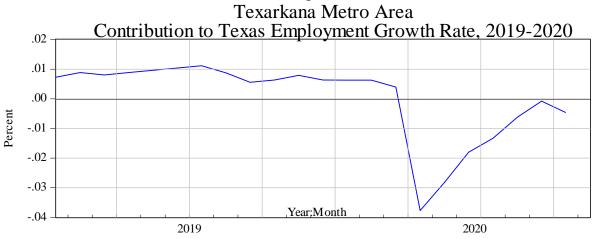


Figure 92



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 93

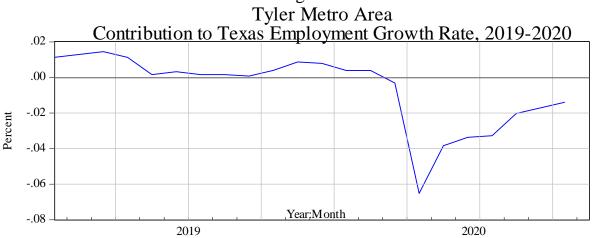




Figure 94
Abilene Metro

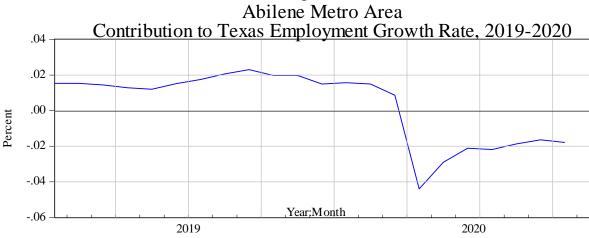
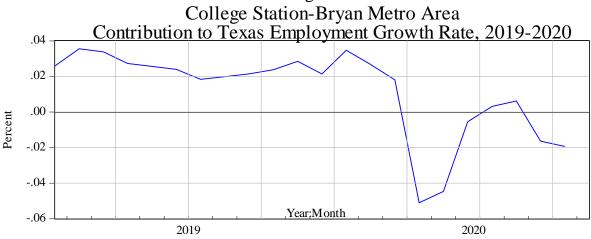


Figure 95



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 96

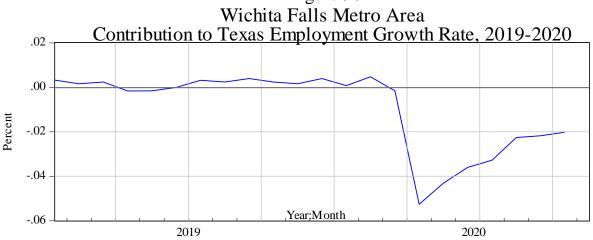




Figure 97 Victoria Metro Area

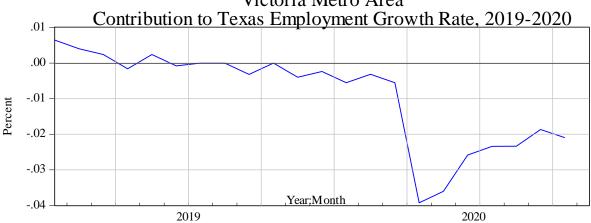
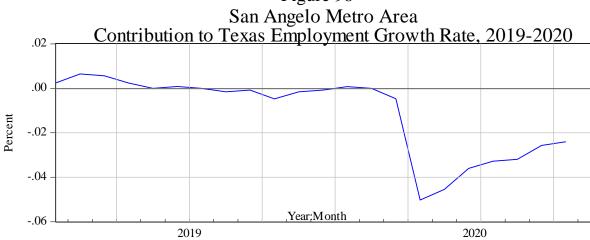


Figure 98



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 99

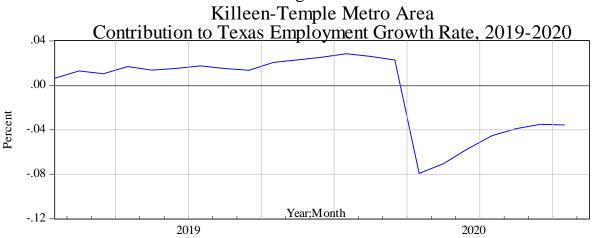




Figure 100 Lubbock Metro Area

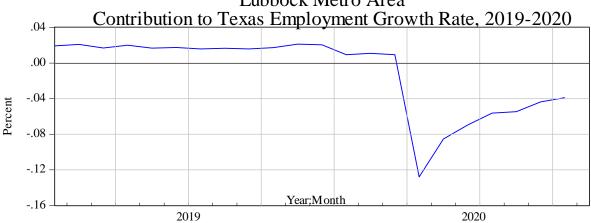
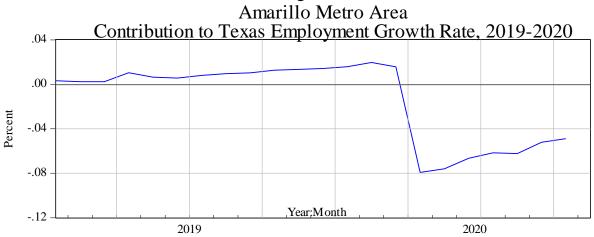


Figure 101



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 102

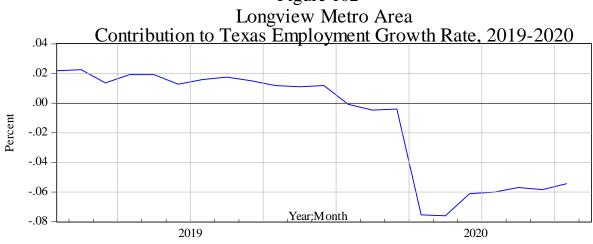




Figure 103 Laredo Metro Area

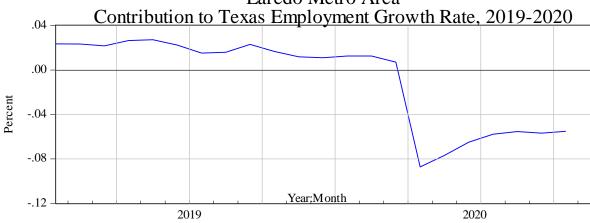
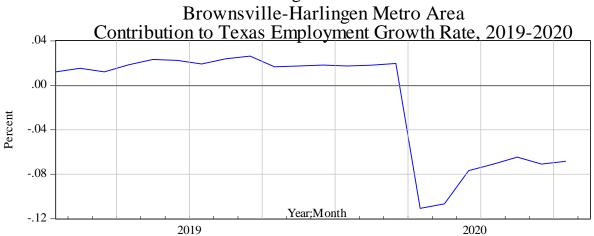


Figure 104



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 105

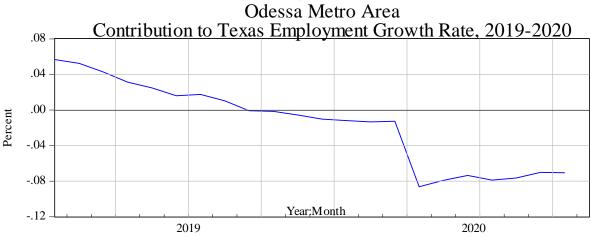




Figure 106 Beaumont-Port Arthur Metro Area

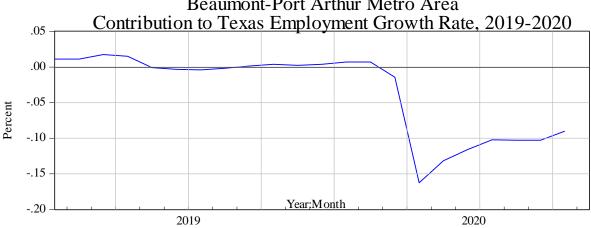
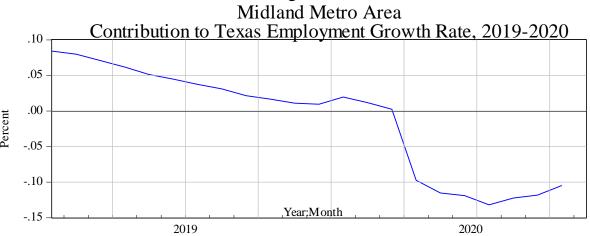


Figure 107



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 108

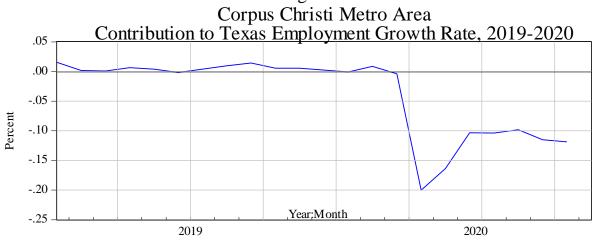




Figure 109 El Paso Metro Area

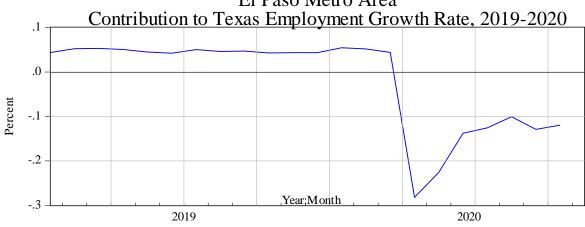
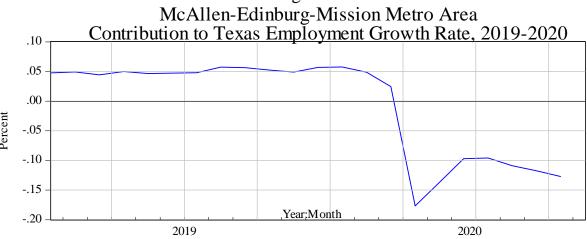


Figure 110



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 111

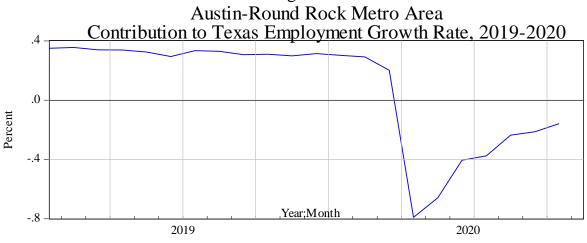




Figure 112 Fort Worth-Arlington Me

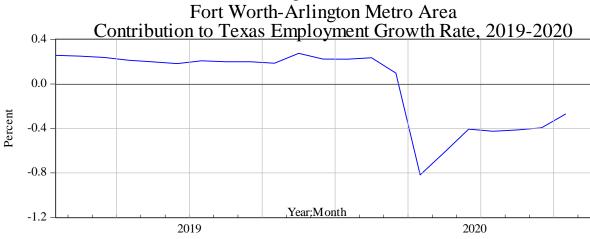
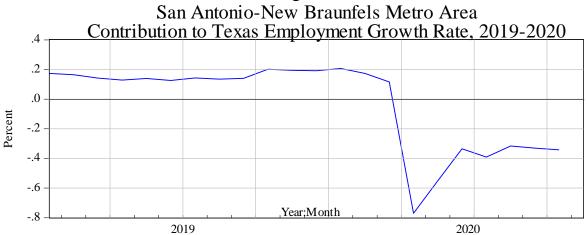
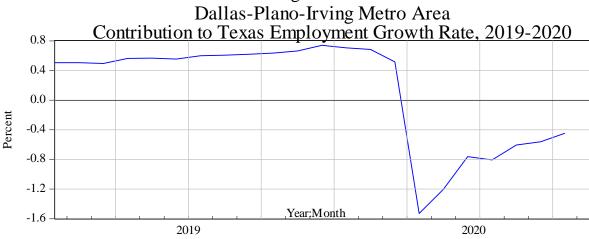


Figure 113



Sources: Texas Workforce Commission and Real Estate Center at Texas A&M University

Figure 114









MAYS BUSINESS SCHOOL

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