

# 2016 Labor Market Profile

Prepared by  
The Tyler Economic Development Council



Tyler Area Sponsor



June 2016

A composite image featuring two men. On the left, a man in a dark suit and blue shirt is seen from the chest up, looking out a glass door. On the right, a man in a plaid shirt and jeans is standing on a concrete floor, reaching up to work on a door frame. The background shows an industrial area with a building and a chimney under a cloudy sky.

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## 2016 Tyler Labor Market Profile

The ability to demonstrate a regions availability of talented workers has become a vital tool for successful economic development programs. The purpose of this Labor Market Profile is to provide labor market information to businesses considering expansion or relocation projects within the Tyler/Smith County area.

The 2016 Tyler Labor Market Profile was compiled by the Tyler Economic Development Council and is based on data gathered from U.S. Census Bureau, American Community Survey, Texas Workforce Commission, Quarterly Workforce Indicators, and Local Employment Dynamics. This report includes information about Smith County employees, and employees from the area defined as the Smith County Labor Shed. The Smith County Labor Shed is the Nine-County region emphasized in Exhibit 1. (Anderson, Cherokee, Gregg, Henderson, Rusk, Smith, Upshur, Van Zandt and Wood).

### About Local Employment Dynamics (LED)

The Census Bureau compiles time series data created under the federal-state Local Employment Dynamics (LED) Partnership to provide unprecedented details about America's jobs, workers, and local economies and communities. LED creatively integrates existing data from state-supplied administrative records on workers and employers with existing censuses, surveys, and other administrative records. This data can be used to produce commuting patters of workers for any given geography, and to provide crucial demographic data on individuals in the labor force, such as, earnings, educational attainment, age, race, ethnicity, and gender.

Exhibit 1. Smith County Labor Shed



U.S. Census Bureau, Local Employment Dynamics (LED), On The Map 2014

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## Executive Summary

### Labor Force

The nine-county labor shed contains 324,434 full time and part time workers. The two largest contributors to the regions civilian labor force are Smith County with 101,876 workers and Gregg County with 62,194. The 2015 Smith County unemployment rate of 4.5% is below national rate and is the regions second lowest rate after Anderson County (4.2%). The Labor Force participation rate for Smith County is 62%.

### Commuting Patterns

Of the 46,851 non-Smith County residents working in Smith County, approximately 41.7% commute from the eight neighboring counties that make up the Labor Shed.

**Driving Distance-** 42% of Smith County workers drive less than 10 miles for work, 19% commute 10 to 24 miles, 13% commute 25 to 50 miles, and 26% commute over 50 miles.

**Travel Time-** Smith County workers travel an average of 22.4 minutes one way to work.

### Distribution of Smith County Jobs

The number of workers that do not live in Smith County has increased steadily at a rate of 5.1%, while the amount of Smith County residents leaving the County for work has increased at a rate of 4.1%. Despite this, the share of jobs held by Smith County residents has remained steady over the past 6 years.

### Inflow/ Outflow of Workers

The majority of the 46,851 individuals who commute into Smith County for work are between age 30 and 54 (52.6%), earn more than \$3,333 per month (35.3%), and work in the Service Industry (58.5%).

Of the 32,173 Smith County residents who leave the county for work, 53% are between age 30 and 54, 34.5% earn more than \$3,333 per month, and 49.6% work in the Service Industry.

### Worker Age

The age distribution for Smith County indicates that 53.1% of its workers are between age 30 and 54, 24.9% are age 29 or younger, and 22% are age 55 or older. Similarly, the Labor Shed has 53.5%, 23.6%, and 22.8% in the respective age groups.

### Worker Earnings

Smith County has 36.8% of its workers earning between \$1,251 and \$3,333 per month, 35.9% earning more than \$3,333 per month, and 27.3% earning \$1,250 per month or less. The Labor Shed closely mimics this with 37.8%, 36.3%, and 25.9% in the respective categories.

### Worker Educational Attainment

Approximately 25.5% of Smith County workers have attended college or have an Associates degree, and 16.9% have received a Bachelor's degree or advanced degree. The Labor Shed follows this distribution, with .1% higher employees who have attended college, and .9% fewer employees having a Bachelor's degree or higher.

### **Worker Race**

The racial background of the Smith County workers consists of 78.7% White, 17.8% Black, 0.7% American Indian of Alaska Native, 1.8% Asian, 0.1% Native Hawaiian or Other Pacific Islander, and 1% of two or more race groups. The Labor Shed has 80.4% White, 16.3% Black, and 1.6% Asian, the remaining categories do not change.

### **Worker Ethnicity**

As defined by the U.S. Census Bureau- 13.3% of the Smith County workers are Hispanic or Latino, and 13.1% of the Labor Shed workers are Hispanic or Latino.

### **Worker Gender**

The Smith County workforce is composed of 47.1% Males and 52.9% Females, while the Labor Shed has 49.4% Males and 50.6% Females in the workforce.

### **Industry**

The top five industries in Smith County are:

Health Care & Social Assistance- Employs 24.5% of workers

Retail Trade- Employs 12.2% of workers

Accommodation and Food Services- Employs 9.1 % of workers

Educational Services- Employs 8.8% of workers

Manufacturing- Employs 5.7% of workers

### **Occupation**

The top five occupations for Smith County workers are:

Office and Administrative Support- 16.2% of workers

Sales and Related- 10.8% of workers

Food Preparation and Serving Related- 9.8% of workers

Healthcare Practitioners and Technical- 9.5% of workers

Transportation and Material Moving- 7.6% of workers

## Labor Force

Data from the Texas Workforce Commission indicates that the Nine-County Labor Shed contains 324,434 workers, of which approximately 95% are employed.

In 2014, the Census Bureau estimated that 62% of the Smith County population over 16 participated in the labor force, down 1% from the previous year's estimate. The estimate for Texas as a whole remained steady at 65%.

Exhibit 2. Nine-County Labor Shed Population and Labor Force Data

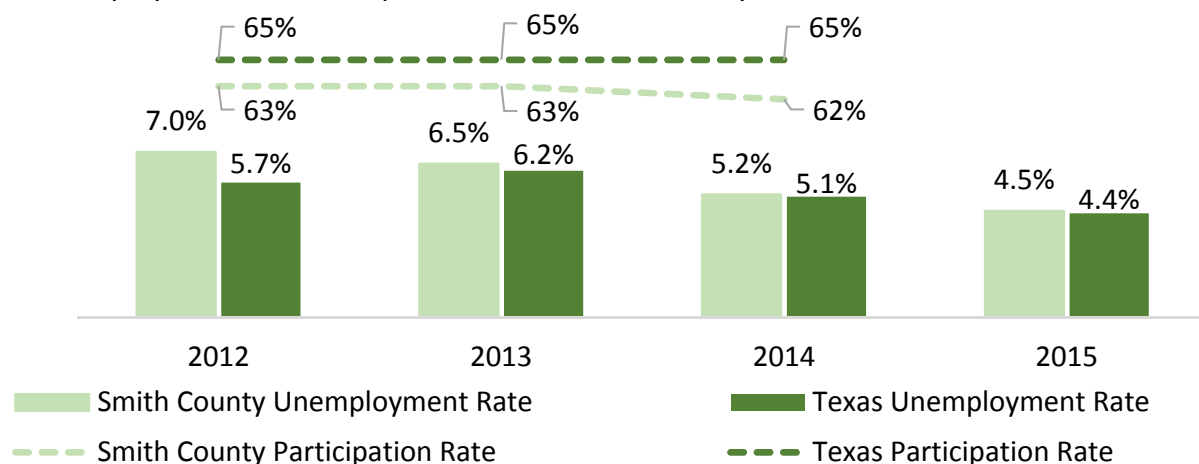
County	Population Estimates <sup>1</sup>	Population Ages 18-64 <sup>2</sup>	Labor Force <sup>3</sup>	Employment <sup>3</sup>	Rate <sup>3</sup>
Anderson	57,580	39,102	21,450	20,546	4.2%
Cherokee	51,542	29,986	20,730	19,667	5.1%
Gregg	123,204	74,395	62,194	59,293	4.7%
Henderson	79,545	45,479	34,561	32,908	4.8%
Rusk	53,070	33,968	24,407	23,318	4.5%
<b>Smith</b>	<b>222,936</b>	<b>128,631</b>	<b>101,876</b>	<b>97,331</b>	<b>4.5%</b>
Upshur	40,603	23,602	18,675	17,746	5.0%
Van Zandt	53,547	30,268	23,987	22,918	4.5%
Wood	43,356	23,114	16,554	15,684	5.3%
<b>Total</b>	<b>725,383</b>	<b>428,545</b>	<b>324,434</b>	<b>309,411</b>	<b>4.6%</b>

<sup>1</sup> U.S. Census Bureau, American Fact Finder, Annual Population Estimates 2015

<sup>2</sup> U.S. Census Bureau, American Fact Finder, ACS Demographic and Housing Estimates

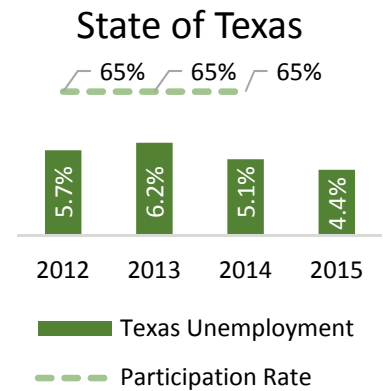
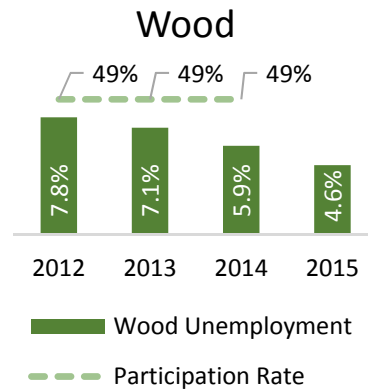
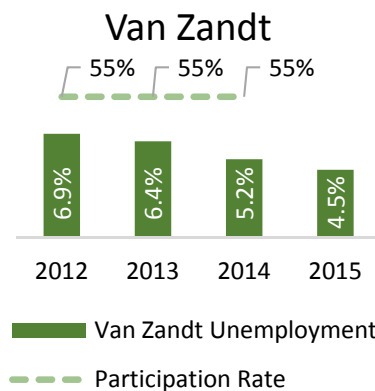
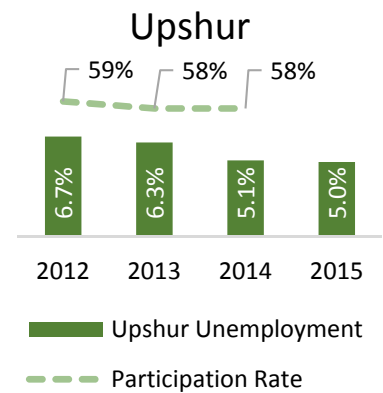
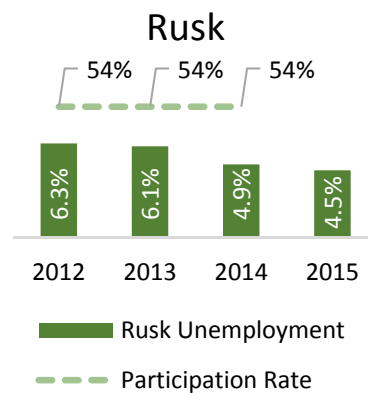
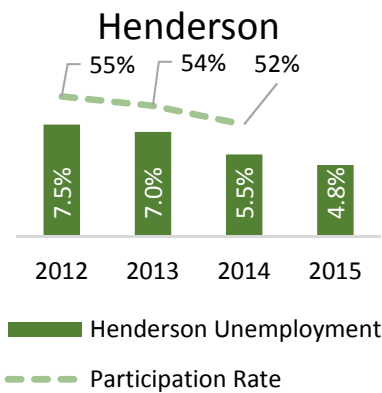
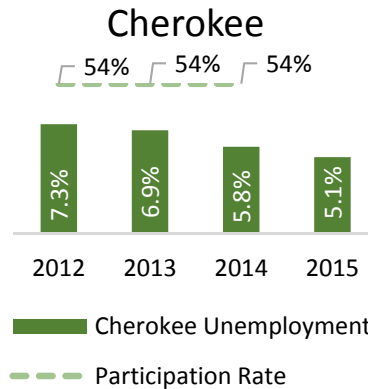
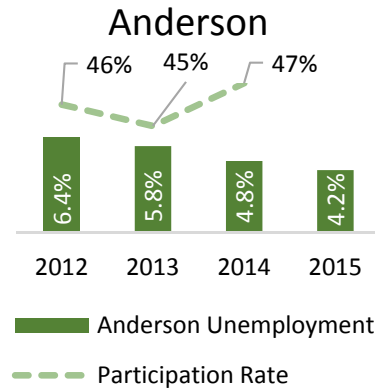
<sup>3</sup> Texas Workforce Commission, Labor Market Information Department

Exhibit 3. Unemployment and Participation Rates – Smith County and Texas



Unemployment Rates- Texas Workforce Commission, LMI Department  
 Participation Rates- American Community Survey, Narrative Profiles

Exhibit 4. Unemployment and Participation Rates – Nine-County Labor Shed and Texas



Unemployment Rates- Texas Workforce Commission, LMI Department  
 Participation Rates- American Community Survey, Narrative Profiles

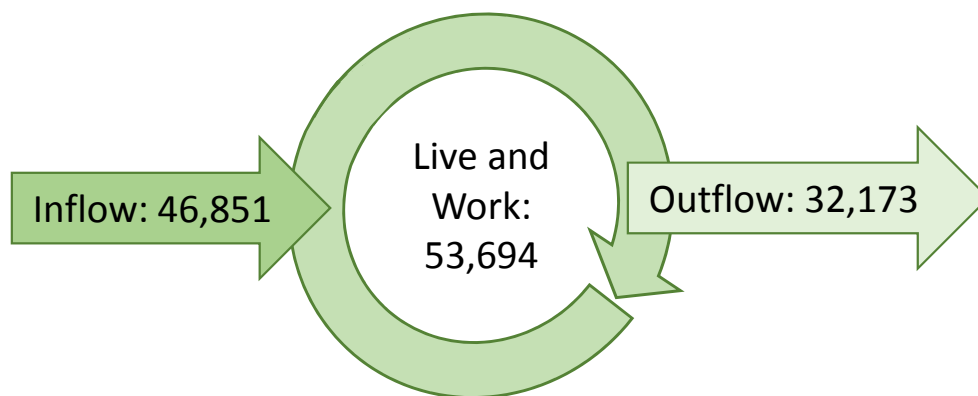


## Commuting Patterns

Similar to many areas of Texas and the United States, individuals commute in and out of the County for work, while others live and work within the County itself.

The most current data on commuting patterns for Smith County (2014) indicates that 46,851 individuals commute into Smith County for work, 53,694 residents live and work in Smith County, and 32,173 travel out of Smith County for work. The data suggests that there are 100,545 individuals employed in Smith County.

Exhibit 5. Smith County Workers Inflow/ Outflow Analysis



U.S. Census Bureau, Local Employment Dynamics (LED), On The Map 2014.  
 Note: Arrows do not indicate direction of worker flow.

Exhibit 6 provides a 10 year summary of the share of jobs between individuals that live and work in Smith County, and individuals who commute from outside of Smith County for work. The data demonstrates that the percentage of jobs held by Smith County in-commuters has remained steady for the past 6 years.

Exhibit 6.1 Illustrates workers that travel to Smith County for work, the number of in-commuters has increased over time, at a Compound Annual Growth Rate (CAGR) of 5.1%. In 2011, the amount of inflow workers peaked near 48,000. Similarly, the amount of outflow workers has also increased over time at a CAGR of 4.1%.

Exhibit 6. Distribution of Smith County Jobs

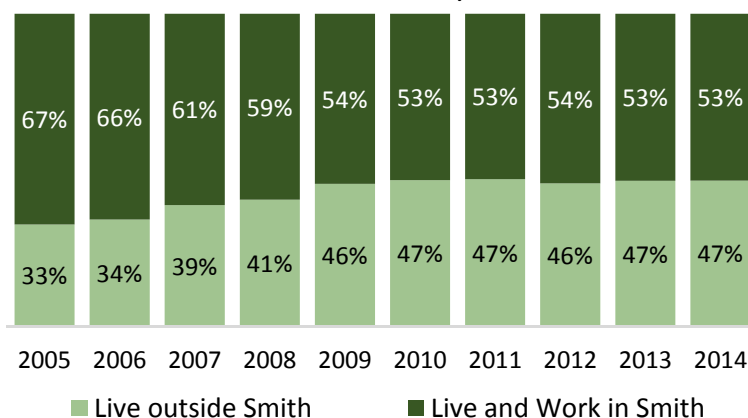
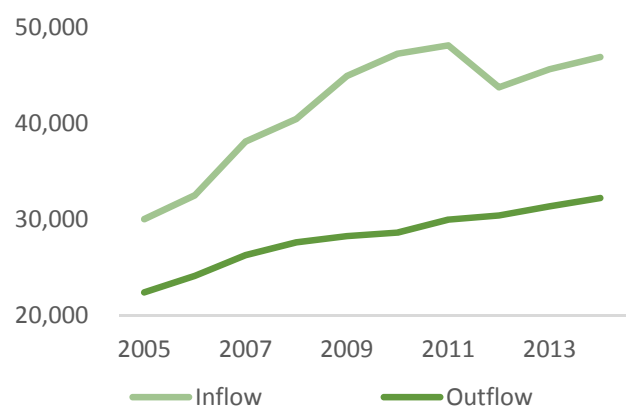


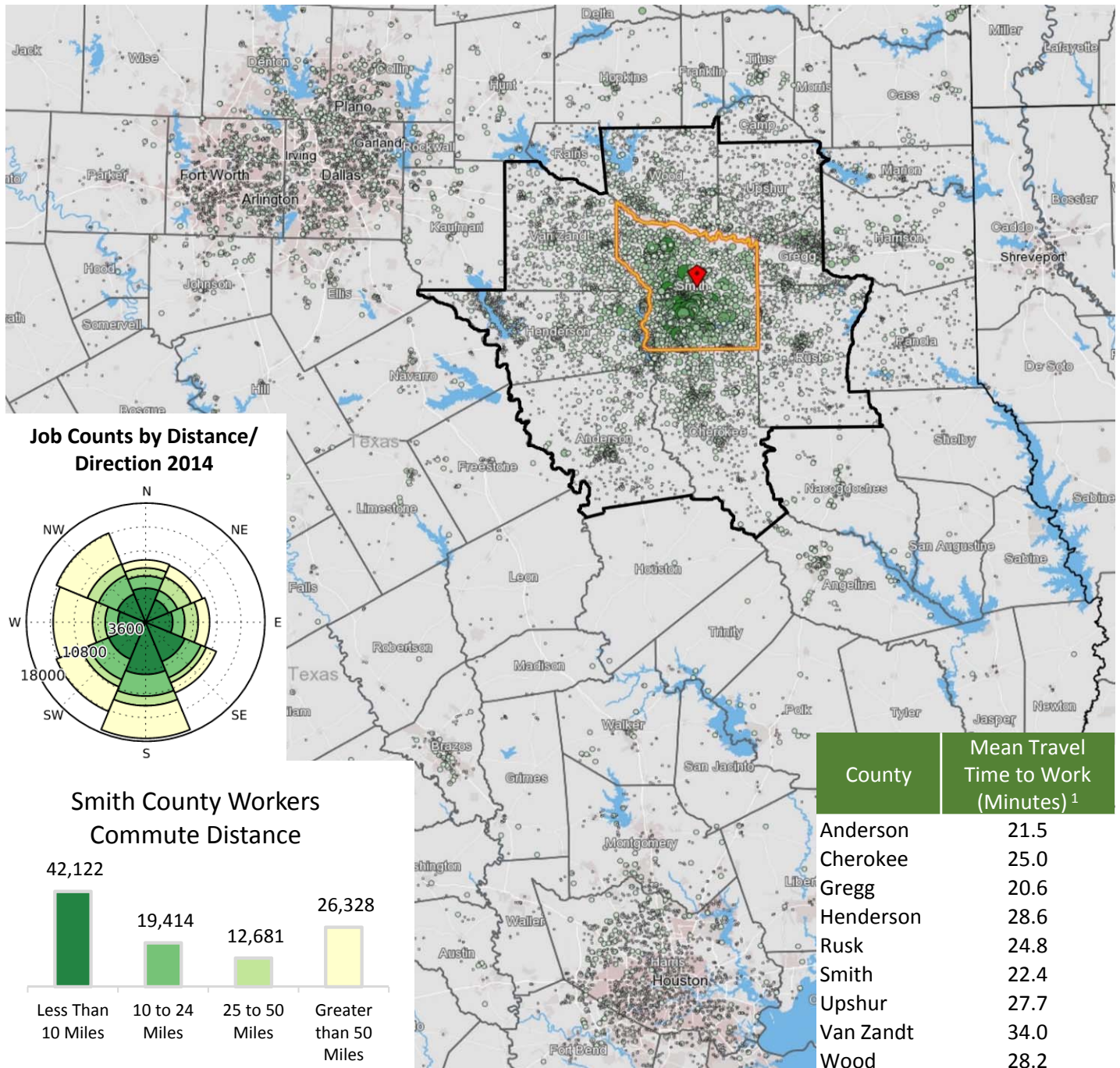
Exhibit 6.1 Smith County Inflow/Outflow 2005-2014



U.S. Census Bureau, Local Employment Dynamics (LED), On The Map 2014

Smith County draws the majority of its workers from within the Nine-County Labor Shed, with 61,536 (61.2%) workers driving less than 25 miles, and 74,217 (73.8%) commuting from within the 50 mile radius that covers the entire labor shed. The remaining 26,328 workers travel over 50 miles to work in Smith County, the majority of them travel from the NW, W, SW, and S. The average Smith County resident travels just over 22 minutes to arrive at work.

Exhibit 7. Smith County Worker Home Distance/ Direction



U.S. Census Bureau, Local Employment Dynamics (LED), On The Map 2014. Groupings represent worker home density.

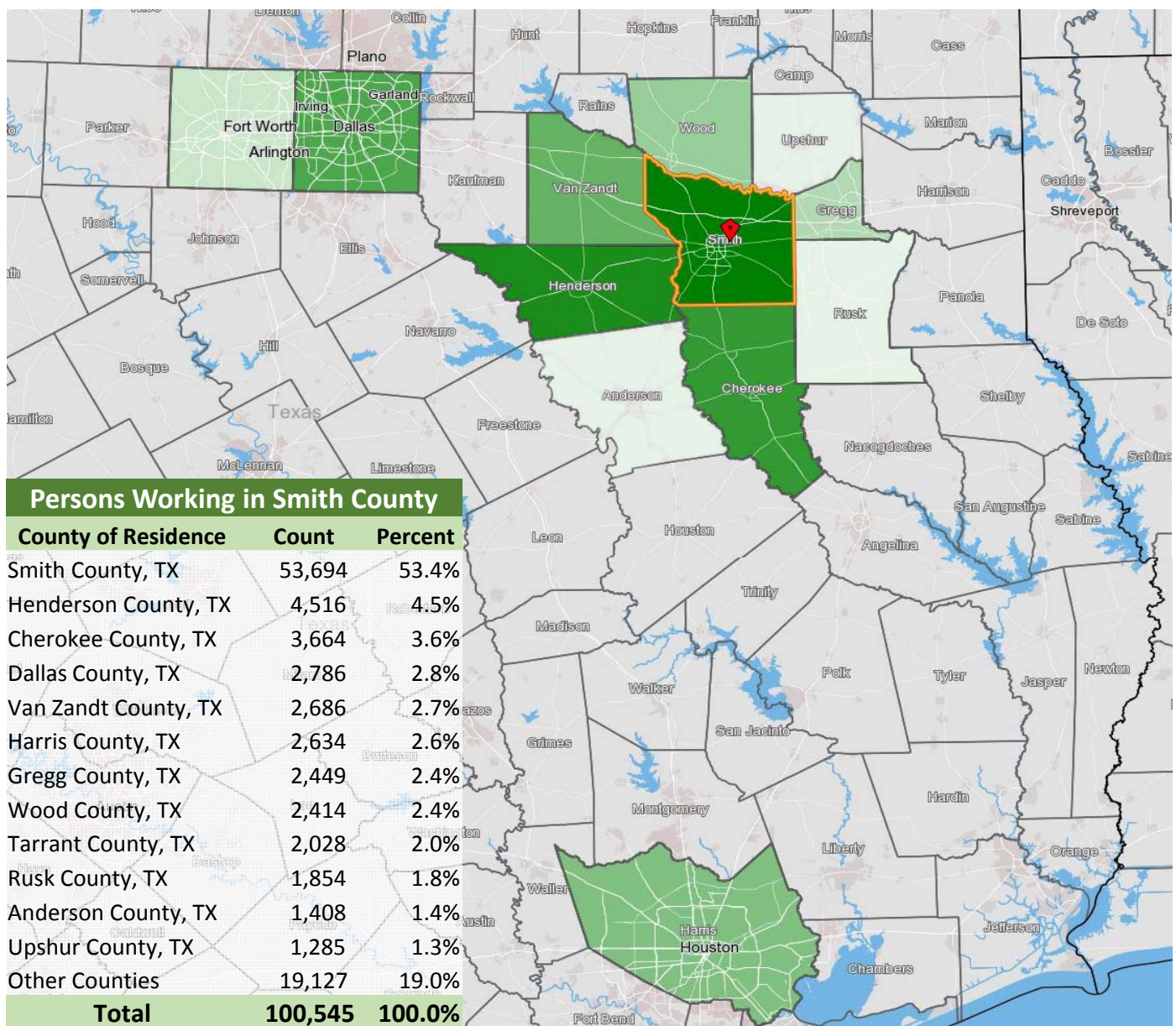
<sup>1</sup> U.S. Census Bureau, American Fact Finder, Community Facts, 2014



The majority of Smith County’s working population lives within the County itself. There are 53,694 residents living and working in Smith County. Of the 100,545 individuals employed in Smith County, approximately 73,228 (72.8%) come from the Nine-county Labor Shed.

Smith County also draws employees from beyond its Labor Shed. The majority of in-commuters that travel greater than 50 miles come from Dallas County, Harris County, and Tarrant County. Together these three counties are home to 7,448 of the workers who commute into Smith County for work, or 7.4% of the total Smith County workers.

Exhibit 8. Smith County Workers Place of Residence



U.S. Census Bureau, Local Employment Dynamics (LED), On the Map 2014

## Smith County Inflow/ Outflow Workers

The most recent data indicates a net worker flow of 14,678 in favor of Smith County. The most popular county that Smith residents travel to for work is Dallas County, which is over 50 miles away. The second highest is within the Labor Shed, Gregg County.

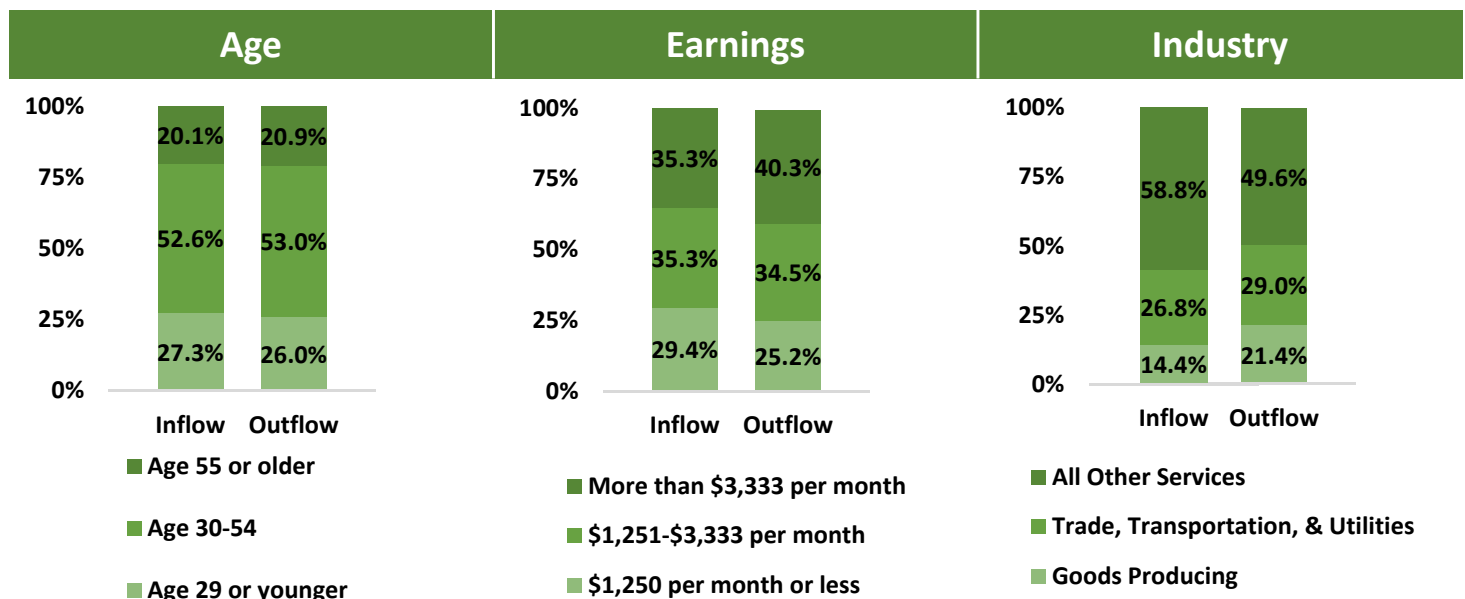
Exhibit 9. Smith County workers Inflow/ Outflow Analysis

Inflow of Workers			Outflow of Workers		
County of Residence	Count	Percent	County of Work	Count	Percent
Henderson County, TX	4,516	9.6%	Dallas County, TX	4,954	15.4%
Cherokee County, TX	3,664	7.8%	Gregg County, TX	4,915	15.3%
Dallas County, TX	2,786	5.9%	Harris County, TX	2,998	9.3%
Van Zandt County, TX	2,686	5.7%	Tarrant County, TX	1,893	5.9%
Harris County, TX	2,634	5.6%	Cherokee County, TX	1,528	4.7%
Gregg County, TX	2,449	5.2%	Collin County, TX	1,076	3.3%
Wood County, TX	2,414	5.2%	Rusk County, TX	866	2.7%
Tarrant County, TX	2,028	4.3%	Henderson County, TX	863	2.7%
Rusk County, TX	1,854	4.0%	Wood County, TX	718	2.2%
Anderson County, TX	1,408	3.0%	Anderson County, TX	607	1.9%
Other Counties	20,412	43.6%	Other Counties	11,755	36.5%
<b>Total</b>	<b>46,851</b>	<b>100.0%</b>	<b>Total</b>	<b>32,173</b>	<b>100.0%</b>

U.S. Census Bureau, Local Employment Dynamics (LED), On the Map 2014

Exhibit 10 presents select economic and demographic characteristic distribution of the people who commute into Smith County for work (inflow workers), and those who leave Smith County to work elsewhere (outflow workers).

Exhibit 10. Smith County Inflow/ Outflow Worker Characteristics



U.S. Census Bureau, Local Employment Dynamics (LED), On the Map 2014

## Workers Characteristics

When comparing the Smith County worker’s age distribution to that of the entire Labor Shed, the largest difference is only 1.3%, which can be attributed to Smith County having a greater percentage of workers age 29 or younger. The age distribution of individuals working in Smith County was similar to the state wide distribution for each group. With the largest difference belonging to the age group 30 to 54 (3.4% greater for the state).

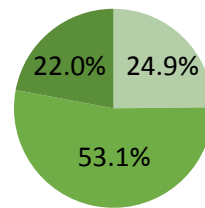
Compared to the State, the Labor Shed has a smaller percentage of the workers between age 30 to 54, and a larger percentage of workers age 55 or older. Smith County also emulates this pattern.

The majority age group for Smith County, the Labor Shed, and the State was workers age 30 to 54. Smith County had 53.1%, the Labor Shed 53.5%, and Texas 56.5% of their workers in this group.

Exhibit 11. Worker Age Distribution by Age Group

### Smith County Workers by Age

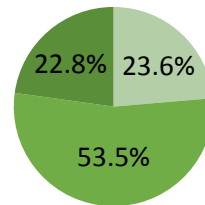
Worker Age	Count
Age 29 or younger	24,998
Age 30 to 54	53,385
Age 55 or older	22,162
<b>Total Workers</b>	<b>100,545</b>



■ Age 29 or younger ■ Age 30 to 54 ■ Age 55 or older

### Nine-County Labor Shed Workers by Age

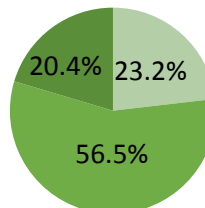
Worker Age	Count
Age 29 or younger	62,628
Age 30 to 54	141,804
Age 55 or older	60,401
<b>Total Workers</b>	<b>264,833</b>



■ Age 29 or younger ■ Age 30 to 54 ■ Age 55 or older

### Texas Workers by Age

Worker Age	Count
Age 29 or younger	2,614,494
Age 30 to 54	6,372,411
Age 55 or older	2,299,612
<b>Total Workers</b>	<b>11,286,517</b>



■ Age 29 or younger ■ Age 30 to 54 ■ Age 55 or older



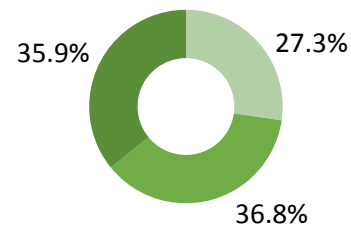
The wages for Smith County workers show very little difference when compared to the earnings of the workers for the entire Labor Shed. With the largest variance attributed to the group earning \$1,250 per month or less, Smith County had 1.4% more workers in this category. When compared to Texas as a whole, Smith County and the Labor Shed have a greater percentage of workers who earn \$1,250 per month or less, and a greater percentage of workers who earn \$1,251 to \$3,333 per month.

The percent difference of workers who earn more than \$3,333 per month in Smith County, as compared to the State, is lower by 7% for Smith County, and 6.6% lower for the entire Labor Shed.

Exhibit 12. Worker Monthly Wage Distribution

### Smith County Workers by Earnings

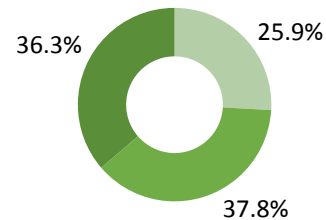
Worker Earnings	Count
\$1,250 per month or less	27,433
\$1,251 to \$3,333 per month	37,010
More than \$3,333 per month	36,102
<b>Total Workers</b>	<b>100,545</b>



■ \$1,250 per month or less ■ \$1,251 to \$3,333 per month ■ More than \$3,333 per month

### Nine-County Labor Shed Workers by Earnings

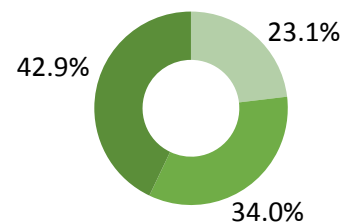
Worker Earnings	Count
\$1,250 per month or less	68,606
\$1,251 to \$3,333 per month	100,072
More than \$3,333 per month	96,155
<b>Total Workers</b>	<b>264,833</b>



■ \$1,250 per month or less ■ \$1,251 to \$3,333 per month ■ More than \$3,333 per month

### Texas Workers by Earnings

Worker Earnings	Count
\$1,250 per month or less	2,605,560
\$1,251 to \$3,333 per month	3,836,604
More than \$3,333 per month	4,844,353
<b>Total Workers</b>	<b>11,286,517</b>



■ \$1,250 per month or less ■ \$1,251 to \$3,333 per month ■ More than \$3,333 per month

U.S. Census Bureau, Local Employment Dynamics (LED), On The Map 2014

Smith County workers earn a higher mean annual/hourly wage than the East Texas workers. The per capita income for Smith County is higher than the Labor Shed average, but lower than the State. Smith County's median household income is greater than the Labor Shed average, but lower than the State.

Exhibit 13. Worker Income Level by Region

Region	Employment	Median Hourly Wage	Mean Hourly Wage	Mean Annual Wage
All Occupations—Tyler MSA Smith County <sup>1</sup>	98,340	\$14.86	\$19.94	\$41,471
All Occupations—East Texas (14-County) <sup>1</sup>	305,490	\$15.05	\$19.17	\$39,869
Income	Tyler	Smith County	Labor Shed Average	Texas
Per capita income <sup>2</sup>	\$26,132	\$24,924	\$22,288	\$26,513
Median household income <sup>2</sup>	\$42,752	\$46,669	\$43,948	\$52,576

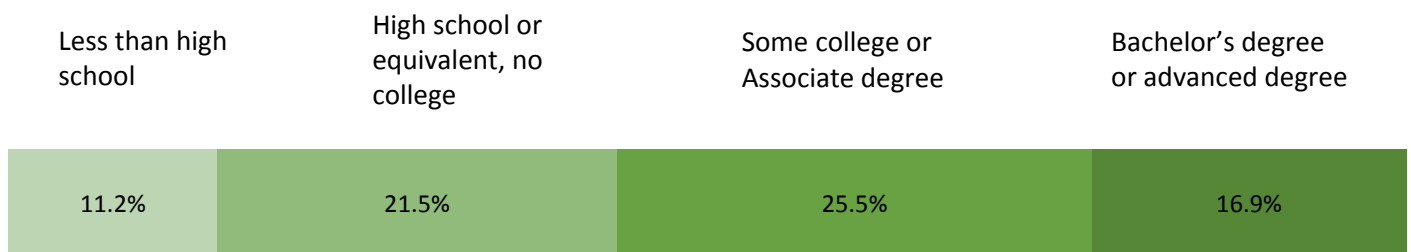
<sup>1</sup> Labor Market & Career Information Department, TWC, Tyler MSA and East Texas WDA, 2015

<sup>2</sup> U.S. Census Bureau, American Fact Finder, Community Facts, 2014

An estimated 16.9% of Smith County workers age 25 or higher had a bachelor's degree or advanced degree, which is 1.6% lower than the Texas workforce average, but .9% higher than the workers for the entire Labor Shed.

Exhibit 14. Worker Educational Attainment

### Smith County Workers by Educational Attainment



### Nine-County Labor Shed Workers by Educational Attainment



### Texas Workers by Educational Attainment



U.S. Census Bureau, Local Employment Dynamics (LED), On The Map 2014

There is a greater percentage of African American workers (17.8%) in Smith County compared to the State (13.2%), but the percentage of Asian workers for Smith County (1.8%) is less than that of the State (4.3%). The remaining categories deviate by less than 2%. The Labor Shed follows this pattern.

#### Exhibit 15. Worker Race

	Worker Race					
	Smith County		9-County Labor Shed		Texas	
	Workers	Percent	Workers	Percent	Workers	Percent
White	79,110	78.7%	212,802	80.4%	9,057,175	80.2%
African American	17,868	17.8%	43,233	16.3%	1,490,406	13.2%
American Indian or Alaska Native	659	0.7%	1,756	0.7%	90,859	0.8%
Asian	1,791	1.8%	4,191	1.6%	487,785	4.3%
Native Hawaiian or Other Pacific Islander	91	0.1%	256	0.1%	17,494	0.2%
Two or More Race Groups	1,023	1.0%	2,595	1.0%	142,798	1.3%
<b>Total</b>	<b>100,542</b>	<b>100.0%</b>	<b>264,833</b>	<b>100.0%</b>	<b>11,286,517</b>	<b>100.0%</b>

U.S. Census Bureau, Local Employment Dynamics (LED), On The Map 2014

In Smith County, approximately 13% of workers are Hispanic or Latino, while the State has a much larger percentage of Hispanic or Latino workers (30%). The Labor Shed experiences a similar distribution.

#### Exhibit 16. Worker Ethnicity

	Worker Ethnicity					
	Smith County		9-County Labor Shed		Texas	
	Workers	Percent	Workers	Percent	Workers	Percent
Not Hispanic or Latino	87,136	86.7%	230,049	86.9%	7,905,355	70.0%
Hispanic or Latino	13,409	13.3%	34,784	13.1%	3,381,162	30.0%
<b>Total</b>	<b>100,545</b>	<b>100.0%</b>	<b>264,833</b>	<b>100.0%</b>	<b>11,286,517</b>	<b>100.0%</b>

U.S. Census Bureau, Local Employment Dynamics (LED), On The Map 2014

The majority of Smith County workers are females who account for approximately 53% of the jobs in the County. We found that for the entire State of Texas females only account for 48.4% of jobs.

#### Exhibit 17. Worker Gender

	Worker Gender					
	Smith County		9-County Labor Shed		Texas	
	Workers	Percent	Workers	Percent	Workers	Percent
Male	47,376	47.1%	130,849	49.4%	5,825,497	51.6%
Female	53,169	52.9%	133,984	50.6%	5,461,020	48.4%
<b>Total</b>	<b>100,545</b>	<b>100.0%</b>	<b>264,833</b>	<b>100.0%</b>	<b>11,286,517</b>	<b>100.0%</b>

U.S. Census Bureau, Local Employment Dynamics (LED), On The Map 2014

## Industry Composition

Smith County is a regional hub for Healthcare with over 20,000 direct jobs accounting for almost a fifth of the jobs in the county. This sector also creates about 9,000 indirect jobs for the county. The Smith County Healthcare and Social Assistance industry sector is 11.4% greater compared to the State. The remaining industry sectors deviate by less than 3% when comparing Smith County to Texas.

Exhibit 18. Distribution of employment by industry sector

Industry Sector	Smith County (Only)	9-County Labor Shed	Texas
Health Care and Social Assistance	24.5%	18.3%	13.1%
Retail Trade	12.2%	12.0%	11.1%
Accommodation and Food Services	9.1%	8.7%	9.2%
Educational Services	8.8%	10.0%	10.5%
Manufacturing	5.7%	9.3%	8.0%
Administration & Support, Waste Management	5.2%	4.8%	6.7%
Wholesale Trade	4.7%	4.5%	5.1%
Construction	3.9%	6.0%	6.0%
Transportation and Warehousing	3.8%	3.9%	3.8%
Professional, Scientific, and Technical Services	3.8%	3.8%	6.1%
Other Services (Excludes Public Administration)	3.0%	2.5%	2.8%
Finance and Insurance	2.9%	2.7%	4.4%
Mining, Quarrying, and Oil and Gas Extraction	2.9%	4.4%	2.7%
Public Administration	2.6%	3.2%	3.5%
Information	2.4%	1.7%	1.9%
Agriculture, Forestry, Fishing and Hunting	1.3%	1.1%	0.5%
Real Estate and Rental and Leasing	1.2%	1.2%	1.8%
Arts, Entertainment, and Recreation	1.0%	0.8%	1.2%
Management of Companies and Enterprises	0.6%	0.5%	1.0%
Utilities	0.4%	0.8%	0.7%

U.S. Census Bureau, Local Employment Dynamics (LED), On The Map 2014

## Industry Wage Levels

### Wages in East Texas

Exhibit 19. East Texas Region Industry Wages

Industry	Employment	Mean Wage	Entry Wage	Experienced Wage	PCT25 Wage	Median Wage	PCT75 Wage
Agriculture, forestry, fishing and hunting	660	\$18.78	\$11.56	\$22.39	\$13.31	\$17.06	\$21.83
Mining, quarrying, and oil and gas extraction	13,990	\$25.49	\$14.68	\$30.89	\$16.14	\$19.79	\$29.44
Utilities	2,490	\$26.42	\$14.10	\$32.58	\$16.69	\$23.93	\$33.60
Construction	21,130	\$20.20	\$12.02	\$24.29	\$13.35	\$16.99	\$23.64
Manufacturing	29,490	\$19.84	\$10.19	\$24.67	\$11.52	\$16.05	\$23.00
Wholesale trade	12,650	\$21.62	\$10.62	\$27.12	\$12.20	\$16.89	\$25.74
Retail Trade	36,540	\$14.15	\$8.21	\$17.11	\$8.79	\$10.80	\$14.91
Transportation and Warehousing	13,970	\$20.08	\$12.21	\$24.01	\$14.18	\$18.22	\$23.77
Information	4,130	\$25.42	\$10.67	\$32.79	\$12.90	\$21.48	\$33.23
Finance and insurance	8,790	\$21.50	\$10.93	\$26.78	\$12.15	\$16.08	\$23.69
Real estate and rental and leasing	3,820	\$20.17	\$9.30	\$25.61	\$10.43	\$14.53	\$22.72
Professional and technical services	9,990	\$28.40	\$11.37	\$36.92	\$13.43	\$20.61	\$34.87
Administrative and waste services	12,340	\$16.10	\$9.22	\$19.54	\$9.98	\$12.33	\$17.45
Educational services	31,640	\$20.45	\$10.03	\$25.66	\$11.62	\$19.04	\$24.42
Health care and social assistance	50,080	\$21.08	\$8.88	\$27.18	\$9.67	\$14.48	\$25.47
Arts, entertainment, and recreation	1,990	\$13.01	\$8.22	\$15.41	\$8.57	\$9.91	\$14.47
Accommodation and food services	25,350	\$10.05	\$8.21	\$10.97	\$8.18	\$8.90	\$10.13
Other services (except public administration)	7,110	\$16.28	\$8.46	\$20.19	\$9.17	\$13.02	\$19.82
Public administration	17,970	\$19.61	\$12.41	\$23.21	\$14.30	\$17.63	\$21.85
<b>Total</b>	<b>304,130</b>						

Labor Market & Career Information Department, TWC, East Texas WDA 2015 (14-County East Texas Region)

Exhibit 20. East Texas Region, as defined by the Council of Governments





## Wages in the Tyler Metropolitan Statistical Area

### Exhibit 21. Tyler MSA Industry Wages

Industry	Employment	Mean Wage	Entry Wage	Experienced Wage	PCT25 Wage	Median Wage	PCT75 Wage
Agriculture, forestry, fishing and hunting	170	*	*	*	*	*	*
Mining, quarrying, and oil and gas extraction	2,430	\$29.33	\$14.69	\$36.64	\$17.01	\$22.61	\$32.80
Utilities	300	\$25.63	\$10.80	\$33.04	\$12.82	\$19.09	\$33.36
Construction	4,010	\$20.37	\$11.68	\$24.72	\$12.95	\$16.51	\$22.07
Manufacturing	5,500	\$20.75	\$11.16	\$25.54	\$12.89	\$17.30	\$23.23
Wholesale trade	3,100	\$21.17	\$10.32	\$26.59	\$11.76	\$16.24	\$25.24
Retail Trade	12,790	\$14.47	\$8.20	\$17.60	\$8.66	\$10.50	\$15.03
Transportation and Warehousing	4,190	\$20.94	\$13.44	\$24.69	\$15.68	\$20.11	\$23.82
Information	2,180	\$30.26	\$15.12	\$37.83	\$17.95	\$27.75	\$36.26
Finance and insurance	3,520	\$23.65	\$10.92	\$30.01	\$12.11	\$17.07	\$27.12
Real estate and rental and leasing	1,130	\$18.42	\$9.06	\$23.10	\$9.87	\$13.11	\$20.48
Professional and technical services	3,640	\$27.14	\$11.27	\$35.08	\$13.46	\$20.59	\$34.39
Management of companies and enterprises	820	*	*	*	*	*	*
Administrative and waste services	4,820	\$15.71	\$8.65	\$19.25	\$9.33	\$11.96	\$16.47
Educational services	9,420	\$22.51	\$10.77	\$28.38	\$12.86	\$20.04	\$24.64
Health care and social assistance	23,150	\$22.81	\$8.74	\$29.84	\$9.46	\$15.66	\$27.07
Arts, entertainment, and recreation	1,020	\$13.71	\$8.22	\$16.45	\$8.67	\$10.52	\$15.25
Accommodation and food services	9,700	\$9.98	\$8.20	\$10.86	\$8.16	\$8.86	\$9.96
Other services (except public administration)	2,860	\$16.48	\$8.59	\$20.43	\$9.27	\$13.05	\$19.23
Public administration	3,590	\$22.60	\$13.32	\$27.25	\$15.05	\$19.30	\$27.66
<b>Total</b>	<b>98,340</b>						

Labor Market & Career Information Department, TWC, Tyler MSA 2015 (Smith County)

An \* indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.

## Occupational Wage Levels

### Wages in East Texas

#### Exhibit 22. East Texas Region Occupation Wages

Occupational Title	Employment	Mean Wage	Entry Wage	Experienced Wage	PCT25 Wage	Median Wage	PCT75 Wage
Management Occupations	10,020	\$47.00	\$23.30	\$58.85	\$28.79	\$39.74	\$56.86
Business and Financial Operations Occupations	8,400	\$31.53	\$16.30	\$39.14	\$19.61	\$27.46	\$37.25
Computer and Mathematical Occupations	2,850	\$31.18	\$16.92	\$38.30	\$19.98	\$28.25	\$36.96
Architecture and Engineering Occupations	3,930	\$36.04	\$17.95	\$45.08	\$21.15	\$31.52	\$45.08
Life, Physical, and Social Science Occupations	1,380	\$28.66	\$15.95	\$35.02	\$18.45	\$25.07	\$33.50
Community and Social Services Occupations	3,720	\$19.99	\$12.52	\$23.73	\$14.98	\$18.71	\$24.51
Legal Occupations	1,750	\$33.51	\$14.18	\$43.17	\$17.20	\$23.57	\$42.16
Education, Training, and Library Occupations	20,190	\$21.79	\$11.27	\$27.04	\$14.04	\$20.51	\$24.84
Arts, Design, Entertainment, Sports, and Media Occupations	2,130	\$20.64	\$10.01	\$25.96	\$11.42	\$16.57	\$23.66
Healthcare Practitioners and Technical Occupations	20,760	\$32.43	\$16.21	\$40.54	\$19.22	\$25.98	\$34.43
Healthcare Support Occupations	11,060	\$13.36	\$8.30	\$15.89	\$8.98	\$10.91	\$13.47
Protective Service Occupations	8,770	\$18.09	\$11.38	\$21.45	\$13.56	\$17.25	\$19.82
Food Preparation and Serving Related Occupations	25,510	\$9.75	\$8.17	\$10.54	\$8.14	\$8.86	\$10.04
Building and Grounds Cleaning and Maintenance Occupations	8,390	\$10.78	\$8.17	\$12.09	\$8.53	\$9.77	\$11.86
Personal Care and Service Occupations	10,140	\$10.06	\$8.16	\$11.02	\$8.13	\$8.88	\$10.37
Sales and Related Occupations	31,060	\$17.11	\$8.22	\$21.55	\$8.87	\$11.60	\$19.22
Office and Administrative Support Occupations	47,850	\$15.27	\$9.63	\$18.08	\$10.77	\$13.83	\$17.95
Farming, Fishing, and Forestry Occupations	770	\$14.74	\$8.77	\$17.72	\$9.49	\$14.11	\$18.13
Construction and Extraction Occupations	22,250	\$18.83	\$12.23	\$22.13	\$13.55	\$16.85	\$21.81
Installation, Maintenance, and Repair Occupations	14,000	\$20.31	\$12.04	\$24.45	\$13.90	\$18.53	\$24.93
Production Occupations	24,200	\$17.07	\$9.65	\$20.77	\$10.93	\$14.99	\$20.89
Transportation and Material Moving Occupations	26,360	\$15.99	\$9.40	\$19.29	\$10.67	\$14.74	\$19.18
<b>Total</b>	<b>305,490</b>						

Labor Market & Career Information Department, TWC, East Texas WDA 2015 (14-County East Texas Region)

## Wages in the Tyler Metropolitan Statistical Area

### Exhibit 23. Tyler MSA Occupation Wages

Occupational Title	Employment	Mean Wage	Entry Wage	Experienced Wage	PCT25 Wage	Median Wage	PCT75 Wage
Management Occupations	2,970	\$52.95	\$25.29	\$66.78	\$30.59	\$42.23	\$63.88
Business and Financial Operations Occupations	3,160	\$31.65	\$16.30	\$39.33	\$19.33	\$27.89	\$38.26
Computer and Mathematical Occupations	1,350	\$30.22	\$17.91	\$36.38	\$20.92	\$29.74	\$36.08
Architecture and Engineering Occupations	1,260	\$37.21	\$18.50	\$46.57	\$22.17	\$31.87	\$48.54
Life, Physical, and Social Science Occupations	460	\$28.37	\$14.08	\$35.52	\$16.57	\$23.47	\$29.36
Community and Social Services Occupations	1,380	\$20.37	\$12.68	\$24.22	\$15.32	\$19.22	\$24.75
Legal Occupations	790	\$31.55	\$15.56	\$39.55	\$18.10	\$24.59	\$41.87
Education, Training, and Library Occupations	6,110	\$24.76	\$12.55	\$30.86	\$16.06	\$21.28	\$25.26
Arts, Design, Entertainment, Sports, and Media Occupations	850	\$21.57	\$10.96	\$26.88	\$12.64	\$17.74	\$25.63
Healthcare Practitioners and Technical Occupations	9,340	\$34.23	\$16.99	\$42.85	\$20.15	\$26.84	\$34.95
Healthcare Support Occupations	4,420	\$15.15	\$8.08	\$18.68	\$8.42	\$9.99	\$14.03
Protective Service Occupations	2,070	\$18.83	\$9.45	\$23.52	\$10.69	\$15.68	\$24.86
Food Preparation and Serving Related Occupations	9,650	\$9.69	\$8.17	\$10.45	\$8.12	\$8.82	\$9.88
Building and Grounds Cleaning and Maintenance Occupations	3,230	\$10.35	\$8.17	\$11.43	\$8.38	\$9.36	\$11.41
Personal Care and Service Occupations	4,580	\$10.48	\$8.19	\$11.63	\$8.17	\$8.92	\$10.57
Sales and Related Occupations	10,660	\$17.06	\$8.18	\$21.50	\$8.72	\$11.29	\$19.17
Office and Administrative Support Occupations	15,890	\$15.49	\$9.50	\$18.48	\$10.65	\$13.80	\$18.05
Farming, Fishing, and Forestry Occupations	50	\$10.75	\$8.11	\$12.07	\$8.02	\$8.73	\$10.06
Construction and Extraction Occupations	4,280	\$18.74	\$11.69	\$22.27	\$13.06	\$16.79	\$21.78
Installation, Maintenance, and Repair Occupations	3,660	\$19.59	\$11.43	\$23.66	\$13.27	\$18.11	\$23.89
Production Occupations	4,710	\$16.57	\$9.54	\$20.08	\$10.83	\$14.91	\$20.32
Transportation and Material Moving Occupations	7,470	\$16.11	\$9.54	\$19.40	\$10.85	\$14.95	\$20.21
<b>Total</b>	<b>98,340</b>						

Labor Market & Career Information Department, TWC, Tyler MSA 2015 (Smith County)