



HOUSTON LABOR MARKET 2024 REVIEW AND 2025 OUTLOOK

JANUARY 2025

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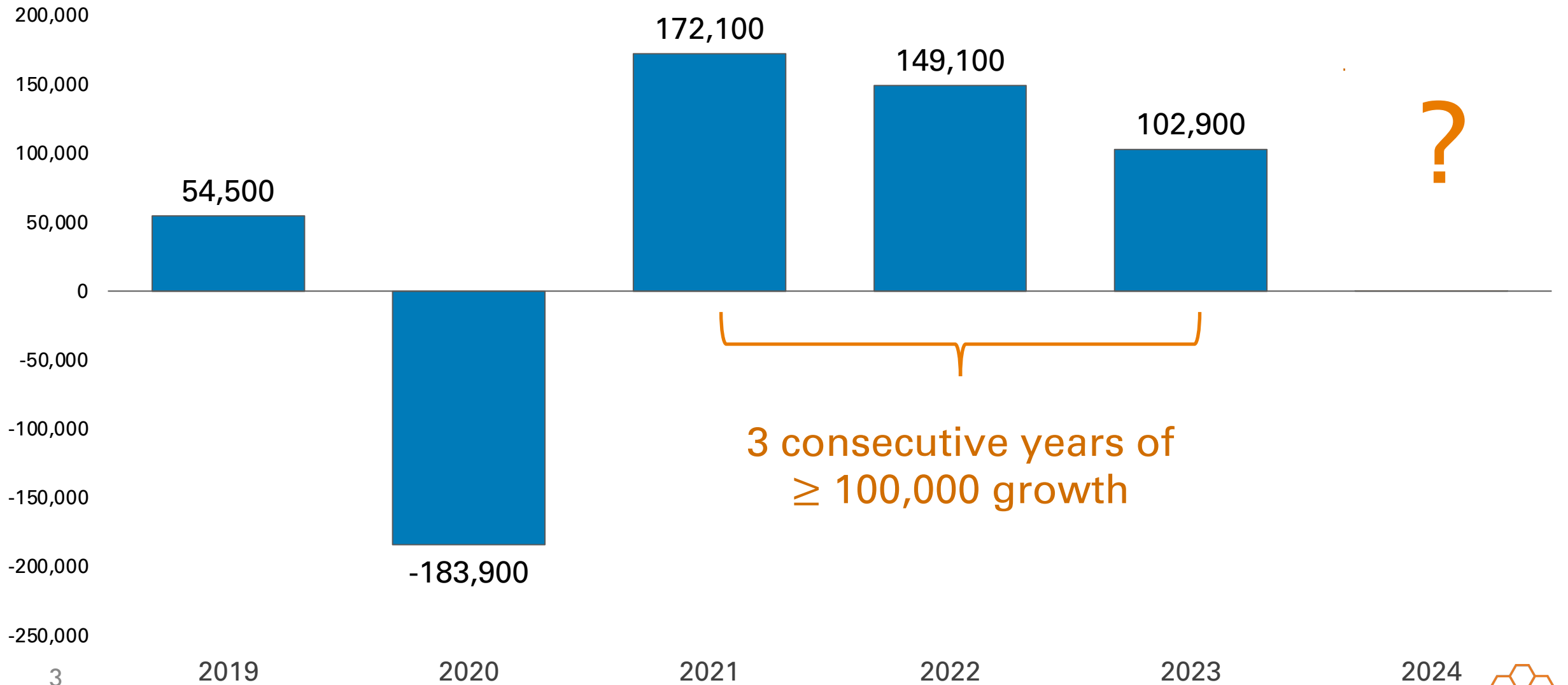
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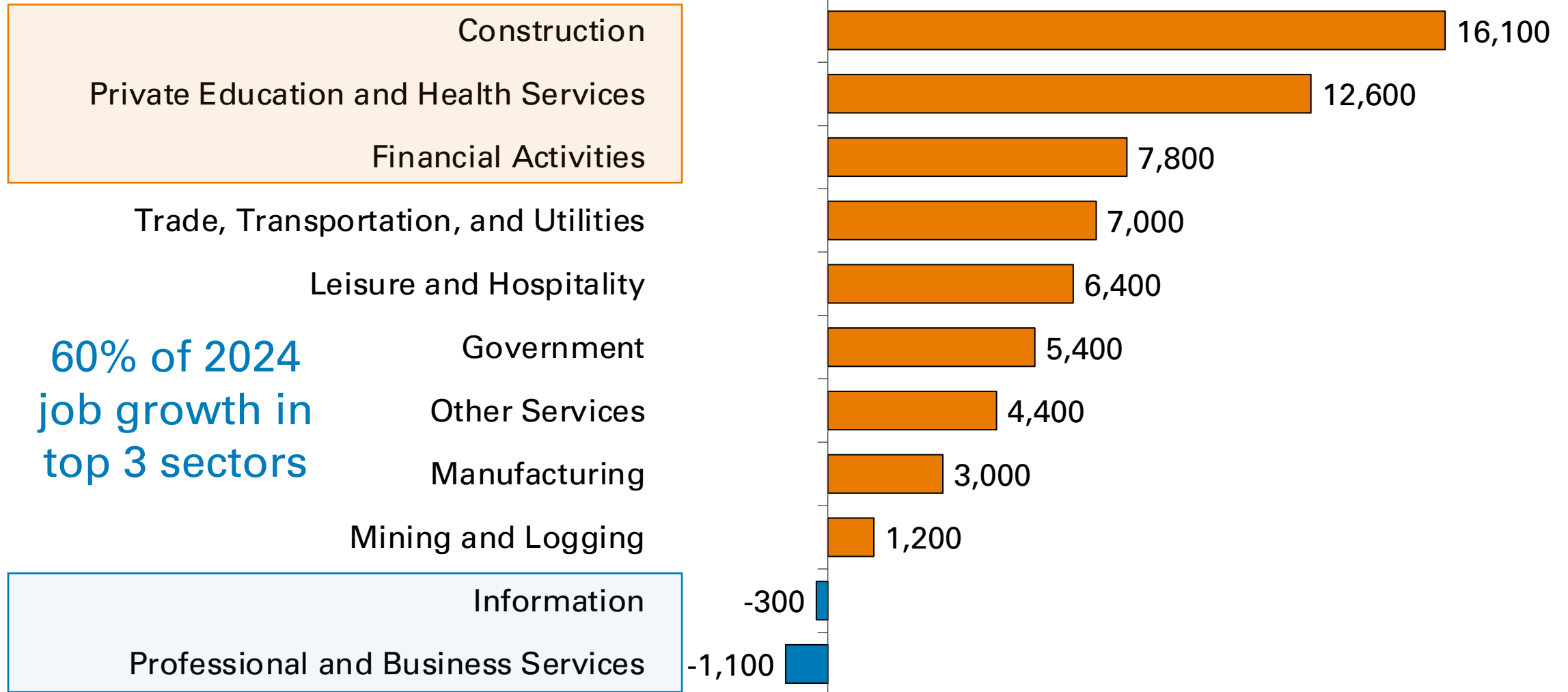
Hope Opportunity
Promise Growth
Abundance Elevate
Potential Success

Houston Labor Market Performance 2024

Houston MSA Total Nonfarm (NSA) Full Year Job Growth 2019 - 2024

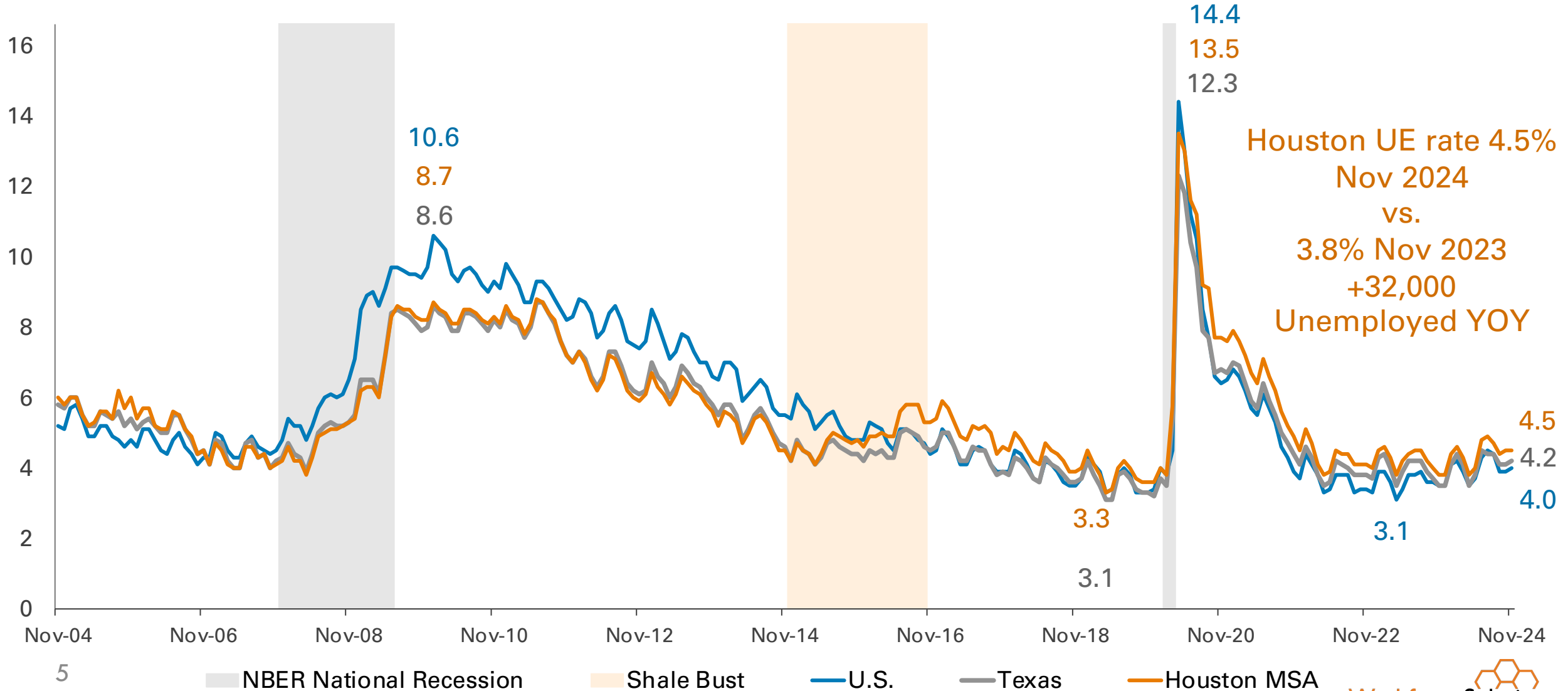


Houston MSA Industry Sector OTY Job Growth – November 2024 (NSA)



60% of 2024 job growth in top 3 sectors

U.S. Texas Houston Unemployment Rates (NSA) - November 2024



Houston Labor Market Outlook 2025

Houston MSA December 2025 OTY Job Growth Forecast by Industry Sector

2/3s of job growth in 2025

Industry Sector	Forecasted OTY Net Change Dec 2024 - Dec 2025	Current OTY Net Change as of Nov 2024
Health Care and Social Assistance	15,100	11,700
Government	12,200	5,400
Professional and Business Services	10,100	(-1,100)
Transportation Warehousing and Utilities	7,400	(-1,400)
Leisure and Hospitality	6,200	6,400
Other Services	5,800	4,400
Wholesale Trade	3,500	6,800
Financial Activities	2,000	7,800
Private Educational Services	1,800	900
Non-durable Goods Manufacturing	1,600	800
Mining and Logging	1,200	1,200
Information	0	(-300)
Retail Trade	(-1,700)	1,600
Durable Goods Manufacturing	(-2,400)	2,200
Construction	(-7,400)	16,100
Total	55,400	62,500

Job Ads and Occupational Demand in 2024

Gulf Coast Region Job Ad Statistics 2024

Avg. # Active
Unique Job Ads
Any Given Month
2024

136,000

Avg. # Newly
Posted Job Ads
Any Given Month
2024

55,000

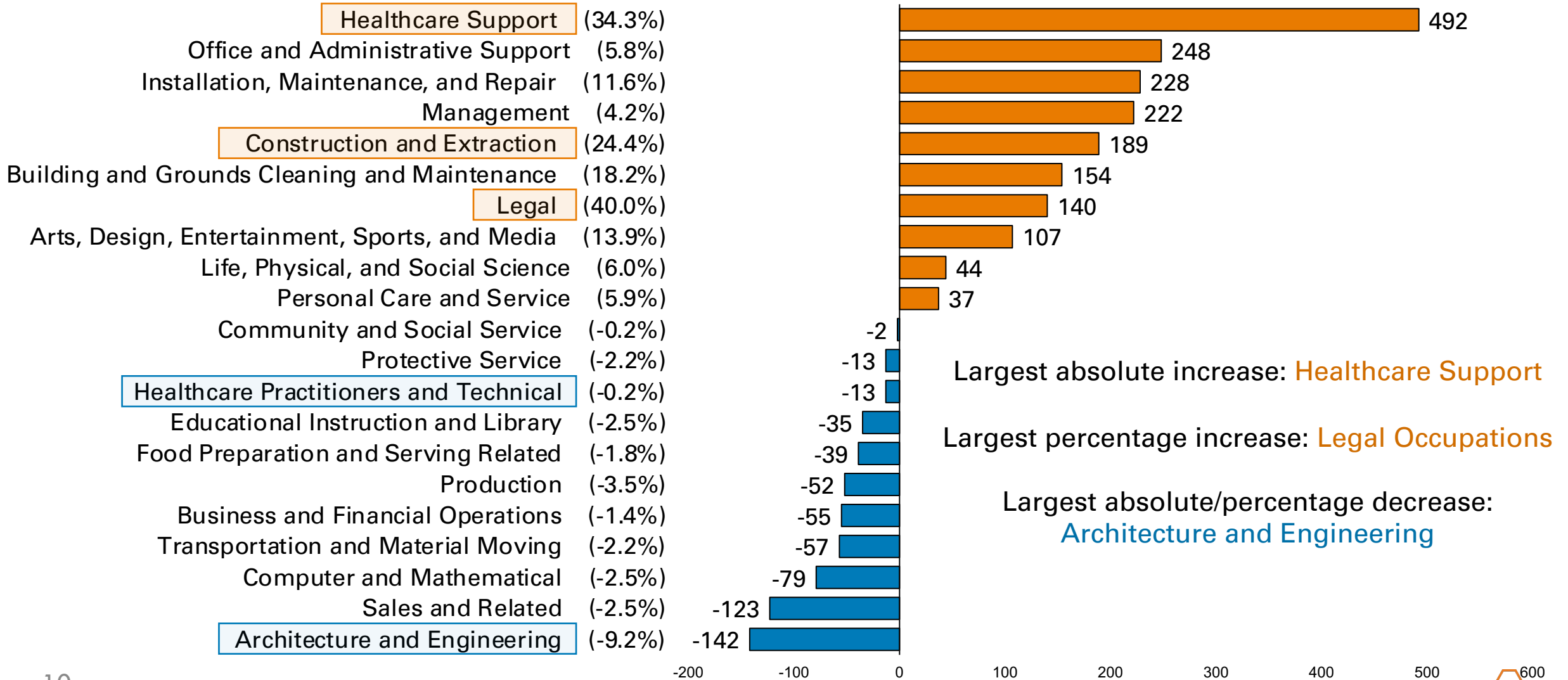
Change in Newly
Posted Jobs 12
Months Ended
Nov 2024

+1,200
+3.0%

New job ads as a proxy for change in demand for workers in specific occupations in 2024

Gulf Coast Region YOY Change in New Job Ads by Occupation Family

November 2023 – November 2024



Gulf Coast Region Top-20 Occupations by YOY Increase in New Job Ads November 2023 – November 2024

Occupation Title	YOY Net Chg.	YOY Pct Chg.	Avg # New Ads 2024	Typical Education
Cardiovascular Technologists and Technicians	248	182%	172	Associate's degree
Clinical Laboratory Technologists and Technicians	167	93%	256	Bachelor's degree
Medical Assistants	155	44%	537	Postsecondary non-degree
Sales Reps, Wholesale and Mfg., Ex. Technical Products	102	14%	848	High school diploma
Electricians	82	109%	114	High school diploma
Sales Reps of Svcs., Ex. Advert., Insurance, Fin., & Travel	79	22%	477	High school diploma
Construction Managers	78	29%	354	Bachelor's degree
Surgical Technologists	65	59%	111	Postsecondary non-degree
Magnetic Resonance Imaging Technologists	62	34%	239	Associate's degree
General and Operations Managers	60	11%	661	Bachelor's degree
Sales Reps, Wholesale and Mfg., Incl. Technical Products	57	17%	423	Bachelor's degree
Automotive Service Technicians and Mechanics	53	22%	350	Postsecondary non-degree
Paralegals and Legal Assistants	46	37%	173	Associate's degree
Dental Assistants	46	34%	192	Postsecondary non-degree
Financial Managers	46	10%	541	Bachelor's degree
Physical Therapist Assistants	45	73%	99	Associate's degree
Occupational Health and Safety Specialists	39	47%	112	Bachelor's degree
Human Resources Managers	36	29%	155	Bachelor's degree
Tax Preparers	36	26%	109	High school diploma
Production, Planning, and Expediting Clerks	36	15%	272	High school diploma



Gulf Coast Region Top-20 Occupations by YOY Decrease in New Job Ads November 2023 – November 2024

Occupation Title	YOY Net Chg.	YOY Pct Chg.	Avg # New Ads 2024	Typical Education
Registered Nurses	-484	-16%	2,580	Bachelor's degree
Accountants and Auditors	-192	-39%	449	Bachelor's degree
Dental Hygienists	-103	-86%	61	Associate's degree
Detectives and Criminal Investigators	-77	-65%	53	High school diploma
Police and Sheriff's Patrol Officers	-66	-71%	49	High school diploma
Inspectors, Testers, Sorters, Samplers, and Weighers	-66	-26%	257	High school diploma
Software Developers	-58	-9%	730	Bachelor's degree
Secondary School Teachers, Ex. Special and CTE	-55	-22%	362	Bachelor's degree
Radiologic Technologists and Technicians	-55	-21%	195	Associate's degree
Civil Engineers	-52	-19%	303	Bachelor's degree
Hairdressers, Hairstylists, and Cosmetologists	-51	-31%	126	Postsecondary non-degree
Training and Development Specialists	-50	-31%	157	Bachelor's degree
Licensed Practical and Licensed Vocational Nurses	-50	-20%	207	Postsecondary non-degree
Data Scientists	-49	-11%	454	Bachelor's degree
Chemical Engineers	-38	-41%	97	Bachelor's degree
Industrial Production Managers	-37	-21%	168	Bachelor's degree
Fundraising Managers	-36	-59%	39	Bachelor's degree
Network and Computer Systems Administrators	-32	-33%	93	Bachelor's degree
Heavy and Tractor-Trailer Truck Drivers	-32	-4%	832	Postsecondary non-degree
Sales Managers	-31	-5%	575	Bachelor's degree



Hope Opportunity

Promise Growth

“Emerging Skills”

Abundance Elevate

Potential Success

Gulf Coast Region 50 “Emerging Skills” in Job Ads November 2024 Not Present 12 Months Prior

Generative Artificial Intelligence	Leica	New Relic	DaVinci Resolve	Semantic Search
SonarQube	SoftPro	Edge Computing	Appium	D3.js
Large Language Models (LLM)	Prompt Engineering	Amazon SageMaker	RingCentral	CompuLaw
Generative Pre-Trained Transformer (GPT)	Neural Networks	Amazon Elastic Compute Cloud	Quantum Computing	Sheet Metal Brakes
Asana	Timberline	Xero	GE Centricity	AWS Cloud Development Kit (CDK)
Machine Learning Operations (MLOps)	Tekla	DALL-E	Hyperion Enterprise	Kubeflow
IaaS	Okta	Wind River Systems VxWorks	Notion	Reinforcement Learning
Fivetran	React Native	SAP SuccessFactors	Industry 4.0	Gurobi
Amazon CloudWatch	Keras	Adobe AIR	UiPath	BMC Control-M
ScriptPro	MLflow	Adobe Workfront	Eplan	VMware ESX

Gulf Coast Region 50 “Emerging Skills” in Job Ads November 2024 Not Present 12 Months Prior

Generative Artificial Intelligence	Leica	New Relic	DaVinci Resolve	Semantic Search
SonarQube	SoftPro	Edge Computing	Appium	D3.js
Large Language Models (LLM)	Prompt Engineering	Amazon SageMaker	RingCentral	CompuLaw
Generative Pre-Trained Transformer (GPT)	Neural Networks	Amazon Elastic Compute Cloud	Quantum Computing	Sheet Metal Brakes
Asana	Timberline	Xero	GE Centricity	AWS Cloud Development Kit (CDK)
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IaaS	Okta	Wind River Systems VxWorks	Notion	Reinforcement Learning
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Amazon CloudWatch	Keras	Adobe AIR	UiPath	BMC Control-M
ScriptPro	MLflow	Adobe Workfront	Eplan	VMware ESX



GULF COAST WORKFORCE BOARD

THANK YOU!



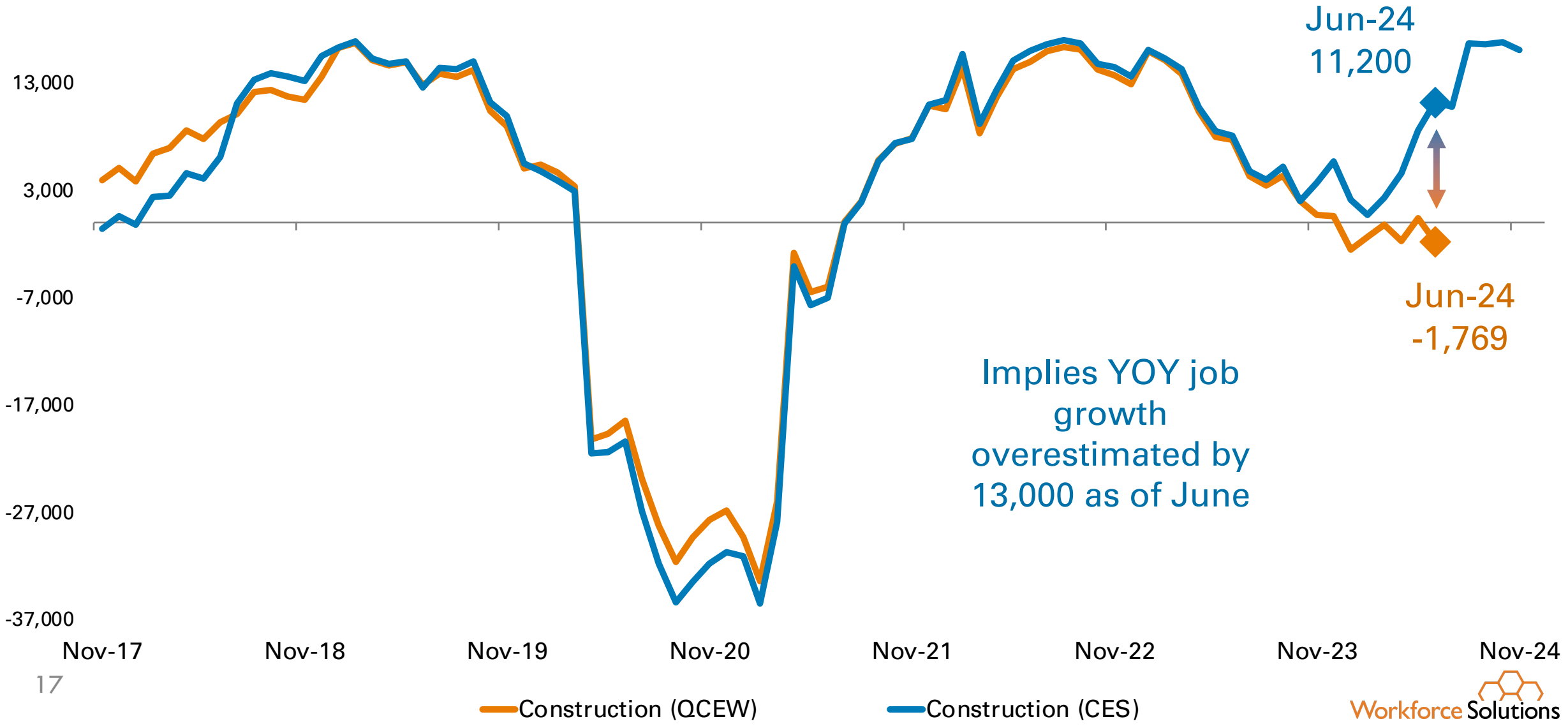
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Houston MSA Construction OTY Net Change 2017 – 2024

QCEW vs. CES



Houston MSA Current Employment Levels as of October 2024 Relative to February 2020 by Sector (NSA)

