LaborIQ® Index

The proprietary LaborIQ Market Ranking Index identifies and tracks 10 key performance indicators that best measure and rank a local economy's performance. These indicators or variables are present in every market and represent the greatest drivers of a market's economic progress or decline and labor market recovery from the pandemic.

The ranking index provides a strong evaluation of which U.S. cities and metro areas are attracting talent, recouping jobs and those primed for recruiting and hiring.

Texas Metro Areas

Austin-Round Rock, TX

Dallas-Fort Worth-Arlington, TX

Houston-The Woodlands-Sugar Land, TX

San Antonio-New Braunfels, TX

U.S. Labor Market Conditions & Outlook

- Historic-level job openings (10.9 million) and voluntary quits (~4 million)

- The Delta variant will slow near-term hiring, despite business demand

- Early-recovering metros and industries will see more moderate job gains

- The limited availability of talent will be a significant hiring challenge

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U.S. Labor Market Highlights

- Monthly job gains likely to remain slower due to COVID-19 impact

- People transitioning between companies will remain high with record number of open jobs

- Return to full employment by early 2023

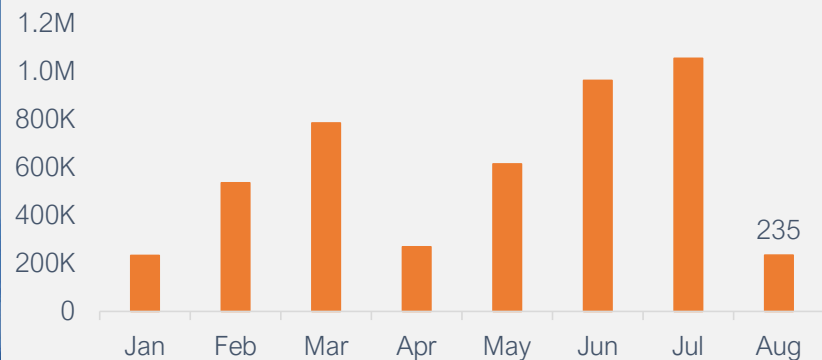## Jobs to Recover

5.3M

3.5% below pre-pandemic total employment

Unemployment Rate

5.2%

Down from peak of 14.8% in April 2020

2021 Monthly Job Gain (Thousands)

1.2M	
1.0M	
800K	
600K	
400K	
200K	235
0	

Jan · Feb · Mar · Apr · May · Jun · Jul · Aug

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Year of U.S. Job Recovery by Industry

Financial Activities

Construction

Education & Healthcare

Information

Professional & Business Services

Manufacturing

Government

Leisure & Hospitality

Trade, Transportation & Utilities

Mining & Logging

| 2021 | 2022 | 2023 | 2024+ |

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Are you trying to fill open jobs? So is everybody else!

Open Jobs in U.S.

10.9M

Y-axis: 12M, 10M, 8M, 6M, 4M, 2M

X-axis: 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021
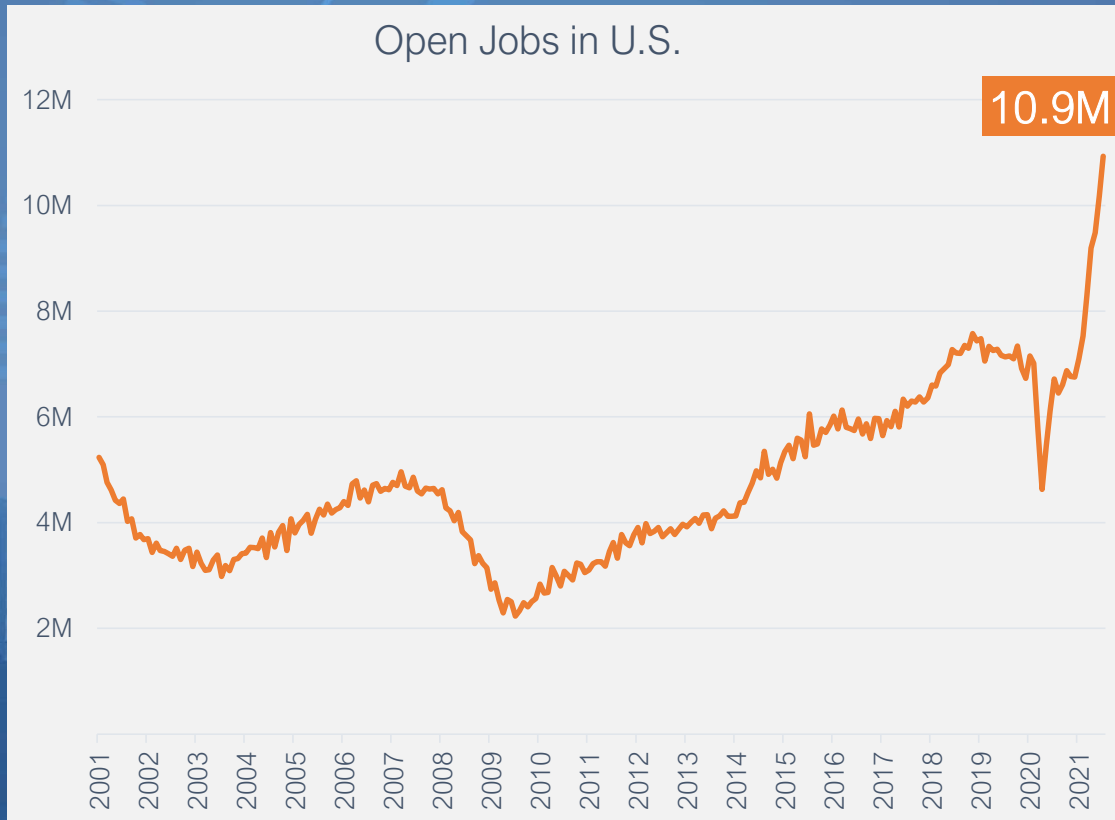
JOB OPENINGS BY INDUSTRY

1.8M Professional & Business

1.8M Healthcare

1.6M Restaurants & Hotels

1.1M Retail Trade

889K Manufacturing

321K Construction
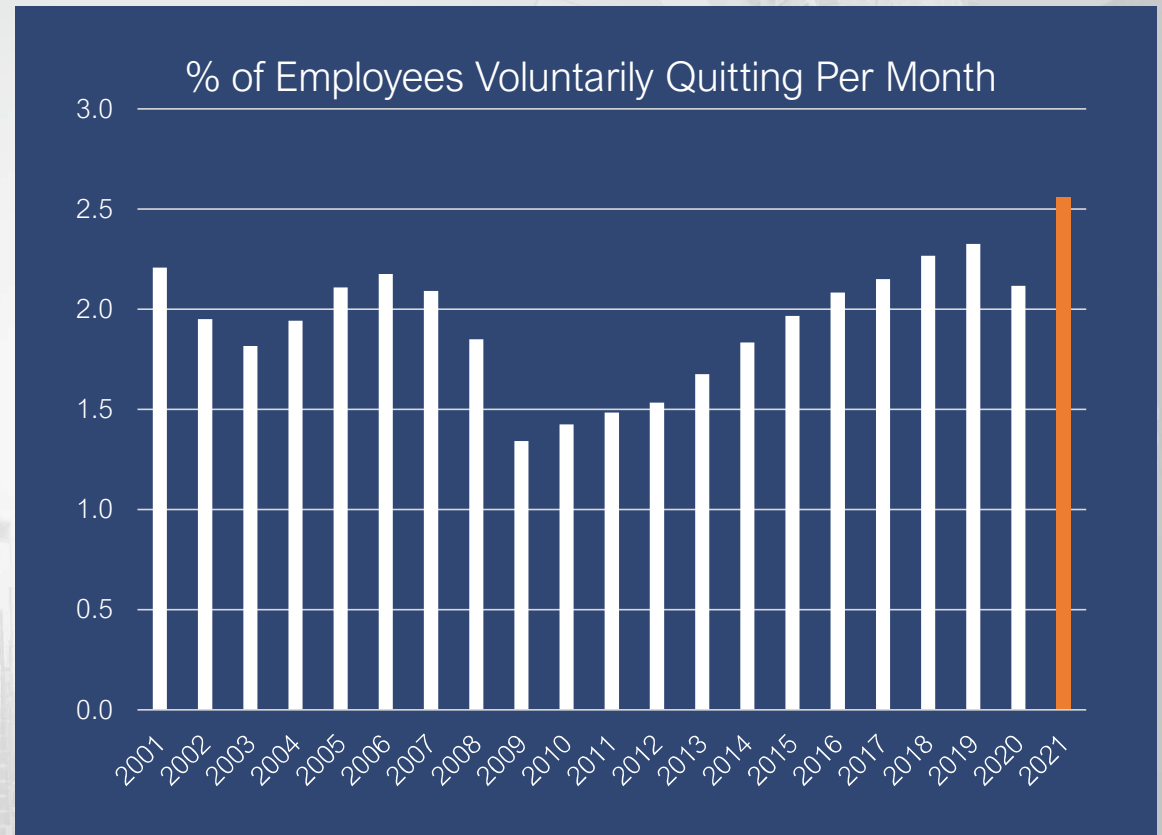
Sources: LaborIQ®; Bureau of Labor Statistics

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Transition of Talent Continues; Voluntary Quits Skyrocket

4.0 million people quit in July
(2.7% of employment base)

11.5 million quits from May - July
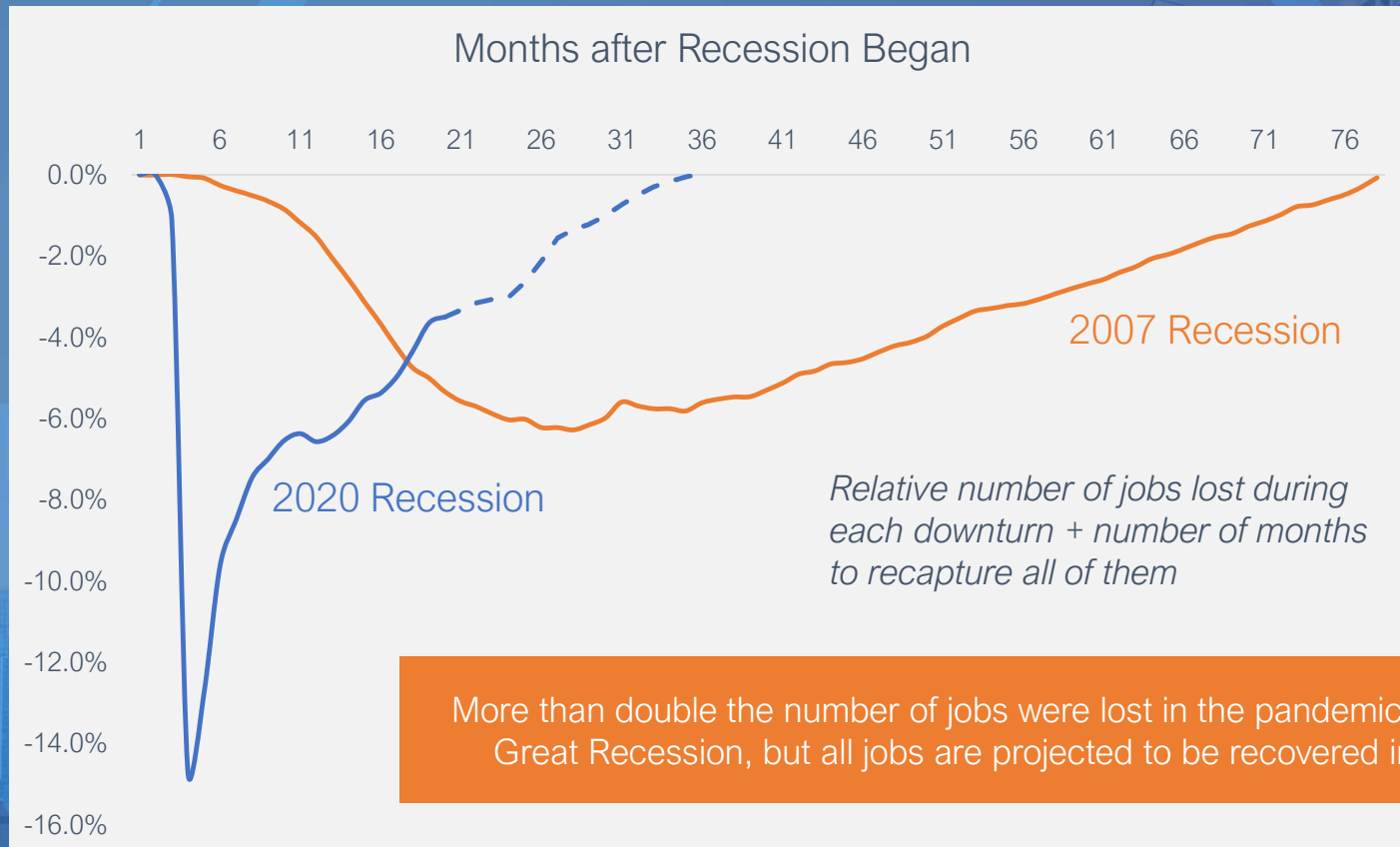
Pace nearly double the rate after
2009 recession

% of Employees Voluntarily Quitting Per Month

Sources: LaborIQ®; Bureau of Labor Statistics; *2021 data is average through July

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Job Loss & Recovery vs Great Recession

Months after Recession Began

2007 Recession

2020 Recession

Relative number of jobs lost during each downturn + number of months to recapture all of them

More than double the number of jobs were lost in the pandemic compared to the Great Recession, but all jobs are projected to be recovered in half the time.

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National Labor Market
Job Gains
BY INDUSTRY | AUGUST 2021

LaborIQ by ThinkWhy

GOODS-PRODUCING SECTORS

MANUFACTURING	MINING & LOGGING	CONSTRUCTION
37,000	6,000	-3,000

SERVICE-PROVIDING SECTORS

PROFESSIONAL & BUSINESS SERVICES	EDUCATION & HEALTH	TRADE, TRANSPORTATION & UTILITIES
74,000	35,000	24,000

INFORMATION	FINANCIAL ACTIVITIES	LEISURE & HOSPITALITY
17,000	16,000	0

GOVERNMENT
-8,000

Despite overall disappointing job gains in August, these industries still made significant progress recouping jobs.

LaborIQ by ThinkWhy

Sources: LaborIQ®; Bureau of Labor Statistics

Unemployment Rate by Race/Ethnicity & Age

Race/Ethnicity	Unemployment Rate	
	Overall	Ages 20-24
White	4.5%	7.2%
Asian	4.6%	8.4%
Hispanic	6.4%	9.4%
Black or African American	8.8%	17.0%

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Source: Bureau of Labor Statistics, Non-seasonally adjusted Unemployment Rates

Unemployment Rate by Occupation

| Occupation	Unemployment Rate
Legal	1.4%
Tech	1.5%
Healthcare	2.0%
Service	7.5%
Transportation & Material Moving	8.2%

Source: Bureau of Labor Statistics, Non-seasonally adjusted Unemployment Rates

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Texas Labor Market Highlights

- ✓ Key Trends
- ✓ LaborIQ® Index
- ✓ Jobs to Recover
- ✓ Recent Job Gains
- ✓ Outlook by Industry

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Texas Jobs Recovery Outpacing U.S. Average

Current Employment Levels vs. Pre-Pandemic
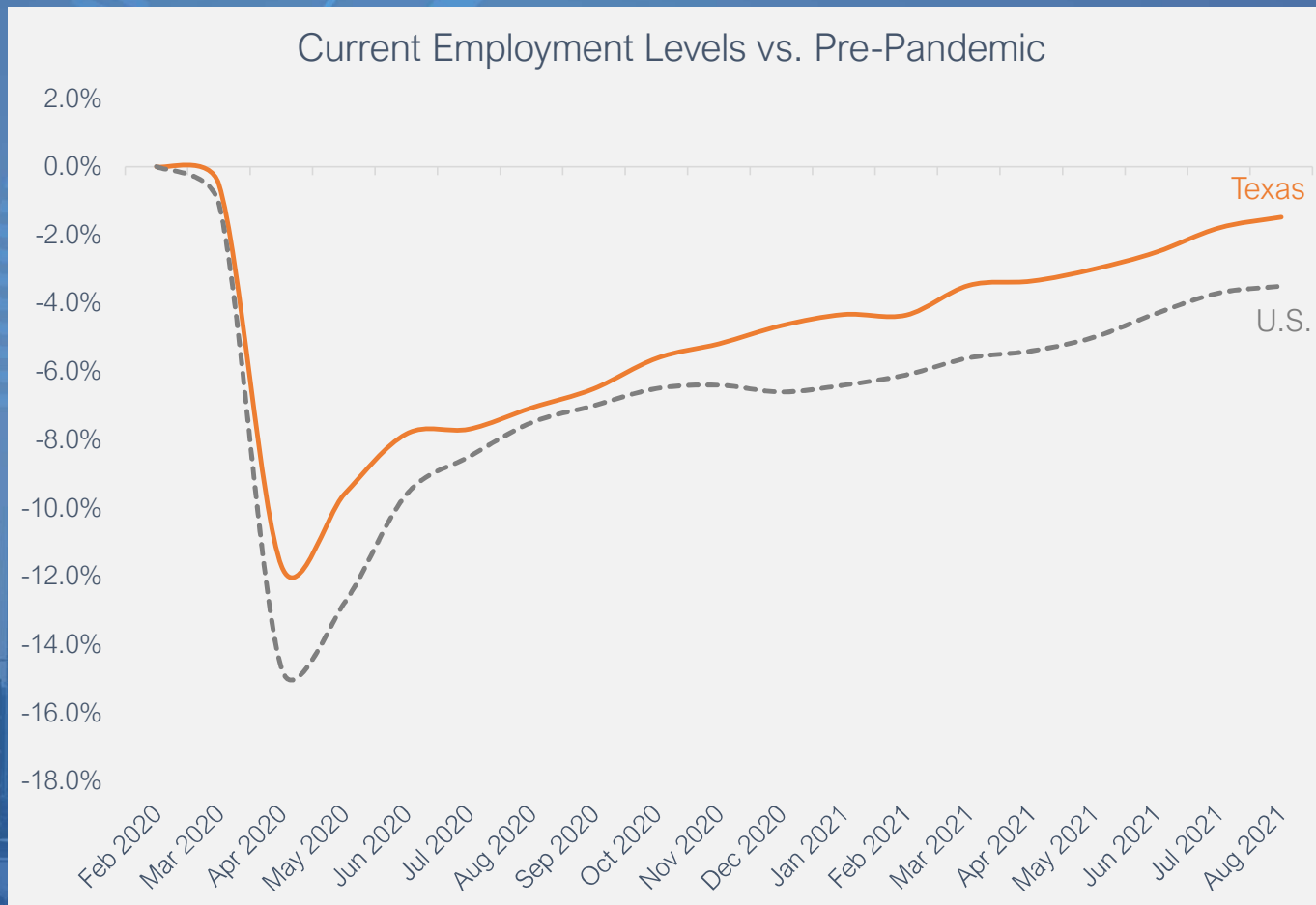
- Texas is one of the leading states for jobs recovery

- Texas employment declined 11.7% and is now within 2% of pre-pandemic levels

- National employment declined 14.7% and is now within 4% of pre-pandemic levels

Sources: LaborIQ®; Bureau of Labor Statistics

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Recovery Timeline | U.S. & Key State Metros

2021	2022	2023	2024	2025+
Austin ♦	Atlanta	Chicago	Boston	New Orleans
Phoenix	Charlotte	Denver	Corpus Christi	
Salt Lake City	Dallas ♦	Houston ♦	Las Vegas	
	El Paso	Minneapolis	Los Angeles	
	Nashville	U.S.	New York	
	San Antonio ♦	Washington, D.C.	Orlando	
			San Francisco	

♦ Metro is featured in LaborIQ® *Texas Metro Highlights*

Texas metros are on the front-end of the recovery, relative to many other U.S. locations

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The Return to Pre-Pandemic Employment Levels

2022 or Earlier

2023

2024+

Source: LaborIQ®

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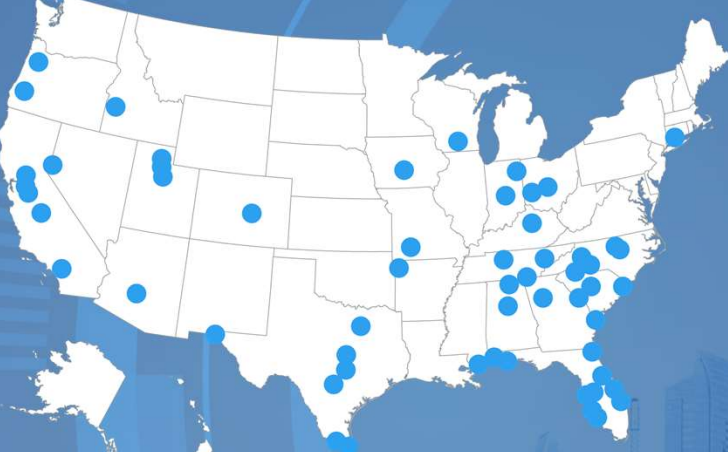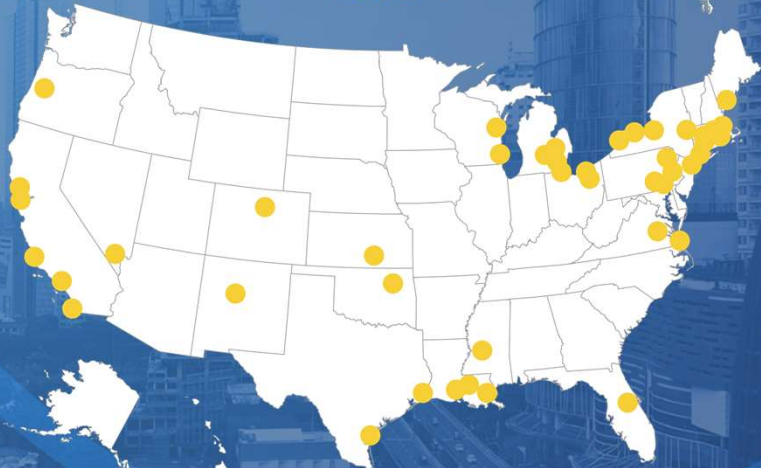
Labor Market Highlights | Austin, Texas

- Of the 50 largest metros, Austin is 1 of 3 that has already recovered all jobs

- Highest working-age population growth suggests the supply of talent will grow at a faster pace in Austin than anywhere in the U.S. the next five years

- Some industries recovered before the end of 2020 – rare for anywhere in the U.S. – which shows the strength of Austin's labor market
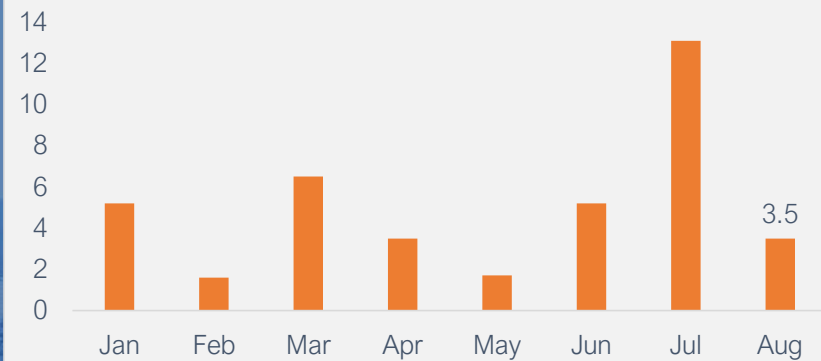
Index Ranking

3

Out of 150 metros;
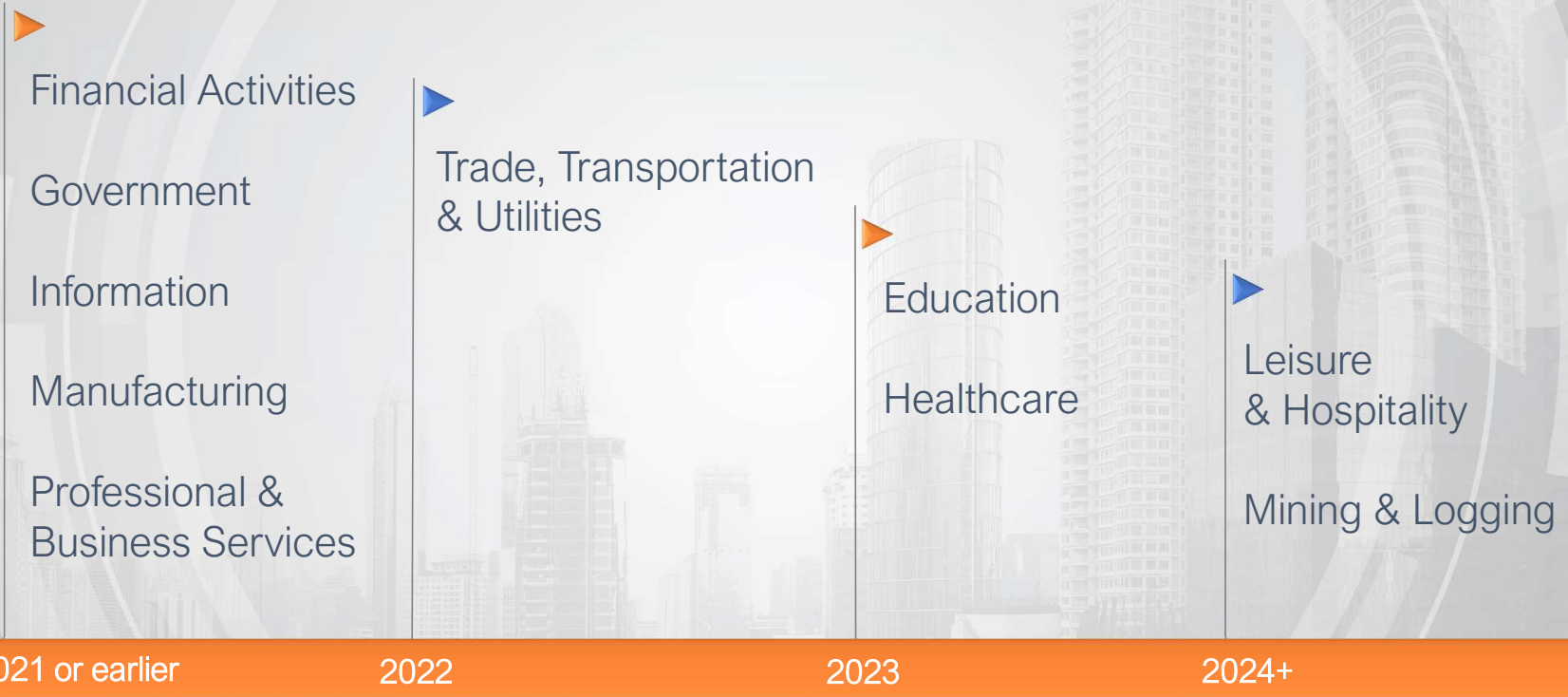Ranked 9 a year ago

All Jobs Recovered!

+0.6K

0.1% above pre-pandemic
total employment

Monthly Job Gain
(Thousands)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug

Aug: 3.5

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Year of Job Recovery by Industry | Austin, Texas

Financial Activities

Government

Information

Manufacturing

Professional &
Business Services

Trade, Transportation
& Utilities

Education

Healthcare

Leisure
& Hospitality

Mining & Logging

| 2021 or earlier | 2022 | 2023 | 2024+ |

LaborIQ®
by ThinkWhy

Labor Market Highlights | Dallas, Texas

- Top ranked in LaborIQ® Index

- Many subsectors have fully recovered and are now expanding which suggests business revenues are healthy and they will continue hiring; sll jobs projected to be recovered by 2022, but that could put a squeeze on talent supply

- Population growth through 2025 is 3x the national average, making it easier to source talent locally
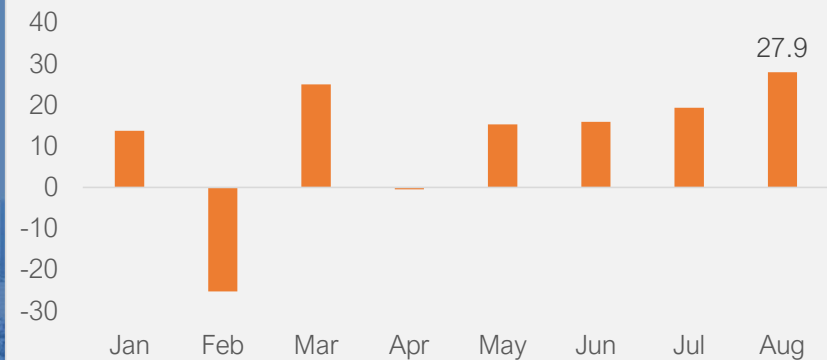
Index Ranking

1

Out of 150 metros;
Ranked 7 a year ago

Jobs to Recover

61.6K

1.6% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)

27.9

| | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug |

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Year of Job Recovery by Industry | Dallas, Texas

2021
- Financial Activities
- Government
- Professional & Business Services

2022
- Manufacturing
- Healthcare

2023
- Construction
- Education
- Information
- Leisure & Hospitality

2024+
- Mining & Logging

LaborIQ®
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Labor Market Highlights | Houston, Texas

- Major jump in LaborIQ® Index due to job gains

- Almost 200K jobs projected to be added from 2022-2025, meaning there will be a big focus on hiring and attracting talent

- Oil and gas extraction companies remain near employment lows, but consumer demand is increasing
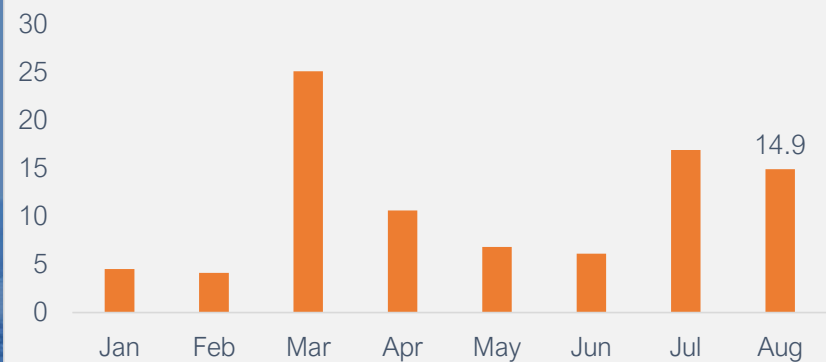
Index Ranking

8

Out of 150 metros;
Ranked 49 a year ago

Jobs to Recover

136.9K

4.3% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
								14.9

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Year of Job Recovery by Industry | Houston, Texas

Trade, Transportation & Utilities

Educational Services

Financial Activities

Healthcare

Leisure & Hospitality

Mining & Logging

Professional & Business Services

| 2021 | 2022 | 2023 | 2024+ |

LaborIQ
by ThinkWhy

Labor Market Highlights | San Antonio, Texas

- 9th-highest net migration in U.S. means a lot of people will be moving to San Antonio looking for jobs and making it easier to source talent locally

- Professional & Business industry is one of nation's strongest for job creation

- Large population and relatively low salaries compared to other major Texas metros make it a prime candidate for remote work
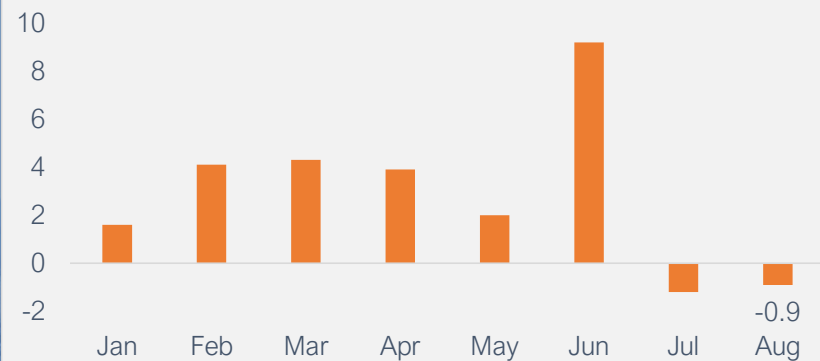
Index Ranking

24

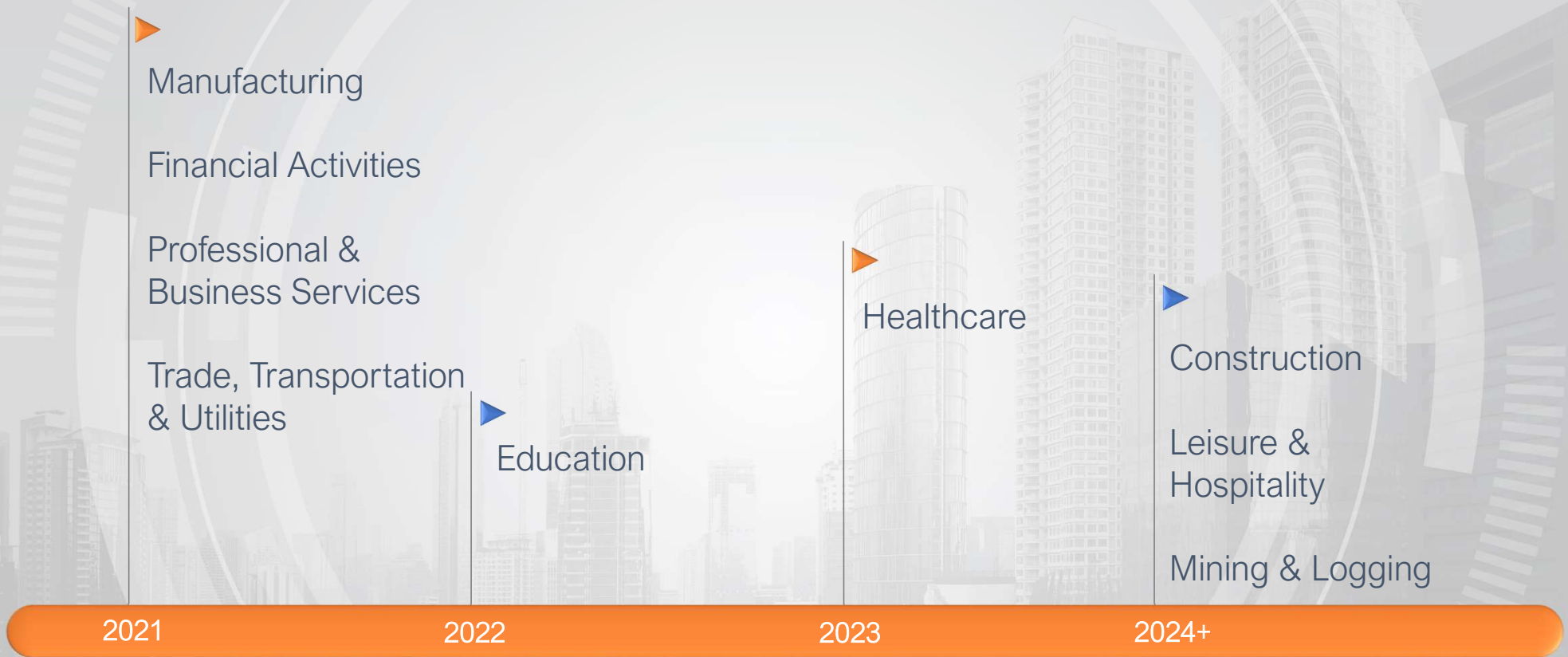Out of 150 metros;
Ranked 68 a year ago

Jobs to Recover

28.3K

2.6% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)

Bar chart showing monthly job gain (thousands): Jan, Feb, Mar, Apr, May, Jun, Jul, Aug. Aug value labeled -0.9.

Year of Job Recovery by Industry | San Antonio, Texas

Manufacturing

Financial Activities

Professional &
Business Services

Trade, Transportation
& Utilities

Healthcare

Construction

Leisure &
Hospitality

Education

Mining & Logging

2021

2022

2023

2024+

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Recommended Salaries by Job Title & Location

	Customer Support Rep	Registered Nurse	Digital Marketing Manager	Senior Accountant	Software Engineer
Austin	$43	$80	$98	$98	$118
Dallas	$44	$83	$90	$109	$122
Houston	$46	$84	$100	$113	$117
San Antonio	$41	$77	$97	$97	$122
Los Angeles	$49	$116	$98	$115	$132
New York	$53	$100	$121	$129	$135

Annual Salary (000s) Based on Bachelor's Degree and 4-6 Years of Experience
■ Salary is lowest across metros listed

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