

THE ECONOMY AT A GLANCE

HOUSTON



GREATER HOUSTON
PARTNERSHIP

Making Houston Greater.

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HOW WE'VE CHANGED

Each fall, the U.S. Census Bureau releases the American Community Survey (ACS), its annual snapshot of the nation's economic, demographic, housing and social characteristics. By examining ACS data over time, one can see shifts in the population. This issue of *Glance* examines what the '21 ACS data revealed about Houston.

Race and Ethnicity

Houston's Black, Asian and Hispanic populations have grown substantially over the past 10 years. Houston's White population, however, has stagnated. Those trends accelerated over the past two years. There were 88,000 fewer Whites in metro Houston in '21 than in '19. Hispanics more than made up for those losses, adding 89,000 residents. The Black population jumped by 24,000, the Asian population by 25,000 over the two years.

METRO HOUSTON RACE AND ETHNICITY

Race/ Ethnicity	'21	'11	Change, '11 – '21 Estimate	%
Hispanic	2,774,634	2,185,195	589,438	27.0
White	2,392,671	2,386,063	6,608	0.3
Black	1,210,749	1,022,598	188,151	18.4
Asian	576,547	395,648	180,899	45.7
Multiple ¹	216,205	73,043	143,162	196.0
Other ²	36,034	24,348	11,687	48.0
Total	7,206,841	6,086,895	1,119,946	18.4

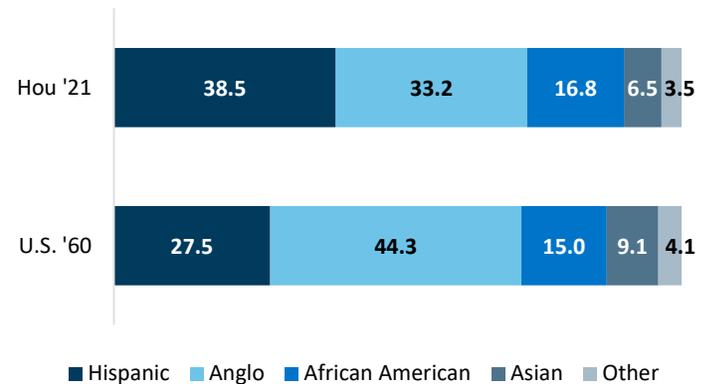
1 Includes residents who self-identify as of two or more races.

2 Includes American Indians, Alaska Natives, Native Hawaiians, and Other Pacific Islanders

Source: U.S. Census Bureau, American Community Survey 1-Yr Estimates

Hispanics are the largest ethnic group in Houston. No single group comprises a majority of the population, however. That's been the case for over a decade. Houston today resembles what the U.S. will look like 40 years from now.

RACE/ETHNICITY, % OF POPULATION Houston in '21 v. U.S. in '60



Source: U.S. Census Bureau

Foreign Born

Individuals born outside the U.S. represent a larger share of the region's population than a decade ago, 24.1 percent in '21 versus 21.9 percent in '11. By comparison, the foreign-born population for the nation was 13.6 percent in '21, up marginally from 13.0 percent in '11.

Since '11, Houston has added over 400,000 foreign-born residents. They account for 36.1 percent of the region's population gains since '11. Two thirds (1.1 million) of Houston's foreign-born population, arrived in the U.S. prior to '10.

COMPOSITION OF METRO HOUSTON POPULATION

Origin	'21		'11	
	Count	%	Count	%
Native Born	5,469,992	75.9	4,753,865	78.1
Foreign Born	1,736,849	24.1	1,333,030	21.9
Total	7,206,841	100.0	6,086,895	100.0

Source: U.S. Census Bureau, American Community Survey

Less than half (42.9 percent) of our foreign-born are naturalized citizens. That is up from 35.2 percent 10 years ago. For the nation, 53.1 percent of foreign-born residents are citizens, up from 44.9 percent in '11.

Place of Origin

The majority of our foreign-born came from Latin America (61.2 percent), followed by Asia (25.9 percent), Africa (6.8 percent), Europe (4.9 percent), North America (0.9 percent) and Oceania (0.2 percent). Twenty countries account for 85.5 percent of Houston's foreign-born residents.

ORIGIN OF HOUSTON'S FOREIGN-BORN POPULATION

Country	Residents	Origin	Residents
Mexico	598,758	Philippines	35,642
El Salvador	118,984	Pakistan	35,325
Vietnam	95,480	Cuba	34,146
India	94,163	United Kingdom‡	28,046
Honduras	91,650	Canada	16,440
Nigeria	62,864	Iran	16,283
Venezuela	54,333	Taiwan	15,172
China	53,253	Nicaragua	12,027
Colombia	39,887	Germany	11,812
Guatemala	39,813	Iraq	10,738
Total Top 10	1,267,800	Total 11 - 20	215,631

‡ Includes England and Scotland

Source: U.S. Census Bureau, 2021 American Community Survey

Age

Houston's population continues to mature. In '11, the region's median age was 33.4 years. In '21, the median was 35.3. The median for the U.S. is 38.8 years.

Seniors (residents over 65) accounted for 12.1 percent of our population in '21, up from 8.9 percent in '11. Minors (residents under 18) were 26.2 percent of the region's population, down from 27.7 percent in '11.

AGE COMPOSITION OF METRO HOUSTON

Years	'21		'11	
	Count	%	Count	%
Under 20	2,068,363	28.7	1,856,503	30.5
20 - 34	1,506,230	20.9	1,326,943	21.8
35 - 54	1,974,674	27.4	1,710,417	28.1
55 - 64	799,959	11.1	651,298	10.7
65+	872,028	12.1	541,734	8.9
Total	7,206,841	100.0	6,086,895	100.0

Note: Columns do not sum due evenly due to rounding errors

Source: U.S. Census Bureau, American Community Survey

Disability Status

One in 10 Houstonians, 743,425 residents, suffer from one or more disabilities (behavioral, emotional, sensory, mobility, or developmental). That's up from 573,540 residents ten years ago. Typically, this cohort grows by 17,000 to 20,000 residents each year. From '19 to '21, the population jumped by nearly 85,000. One in 24 Houstonians under the age of 18 has at least one disability. The rate is one in 12 for ages 18 to 64 and one in three for residents 65 and older.

School Enrollment

Just over 1.9 million Houston residents were enrolled in school in '21, up from 1.7 million in '11. Nearly one in four (22.6 percent) were in college or a graduate school, compared to 21.1 percent in '11.

POPULATION 3 YRS AND OVER ENROLLED IN SCHOOL, '21

Grade Level	Students	%
Nursery school, preschool	99,396	5.2
Kindergarten	97,484	5.1
Elementary school (grades 1-8)	846,775	44.3
High school (grades 9-12)	437,723	22.9
College or graduate school	431,989	22.6
Total	1,932,292	100.0

Note: Columns may not sum due evenly due to rounding errors.

Source: U.S. Census Bureau, 2021 American Community Survey

Educational Attainment

Houstonians are better educated. One in three adults (35.8 percent) hold a bachelor's degree or higher. Ten years ago, 28.9 percent did. Increased enrollment in higher education and the passing on of older Houstonians who tended to be less educated has contributed to the improvement.

EDUCATIONAL ATTAINMENT, METRO HOUSTON POPULATION 25 YEARS OLD AND OLDER

Highest Education Level Attained	'21	'11
No High School Diploma	15.5	18.9
Less Than 9th Grade	9.1	9.7
9th to 12th Grade	6.4	9.2
High School Grad or Higher	84.4	81.1
High School/ GED only	22.9	24.1
Some College, No Degree	18.7	21.6
Associate Degree	7.0	6.5
Bachelor's Degree or Higher	35.9	28.8
Bachelor's Degree	22.4	19.0
Graduate or Professional Degree	13.5	9.8

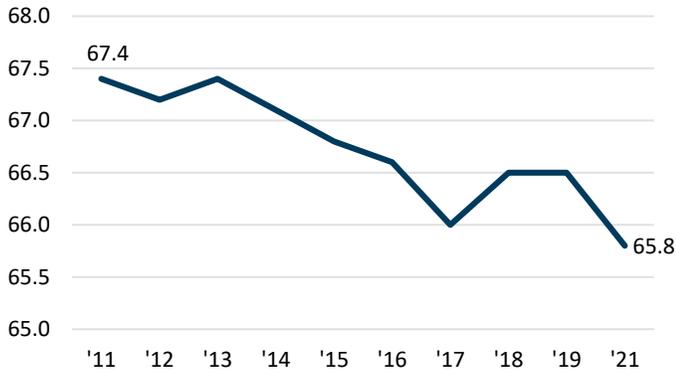
Note: Columns do not sum due evenly due to rounding errors.

Source: U.S. Census Bureau, American Community Survey

Labor Force Participation Rate

The labor force participation rate is the percentage of population over 16 that is employed or unemployed and actively seeking work. Houston's rate has trended down since the '00s. The decline accelerated in the pandemic.

LABOR FORCE PARTICIPATION RATE, METRO HOUSTON



At 65.8 percent, Houston's rate is still well above that of the U.S., which averaged 62.5 percent in '21.

Travel to Work

Houstonians are spending more time in traffic. According to the ACS, the average travel time to work was 28.9 minutes in '21, up from 27.7 minutes in '11.

- Most commuters (70.6 percent) drive to work alone, down from 80.4 percent in '11.
- Only 8.9 percent of commuters carpool, down from 10.8 percent 10 years ago.
- Only 1.3 percent of all commutes involved public transit in '21, down from 2.3 percent in '11.

One in six Houston workers worked from home (WFH) in '21, up from one in 19 prior to the pandemic and one in 30 a decade ago. While significant, Houston lags the nation in share of population working from home.

EMPLOYED POPULATION, 16 AND OLDER, WORKING FROM HOME

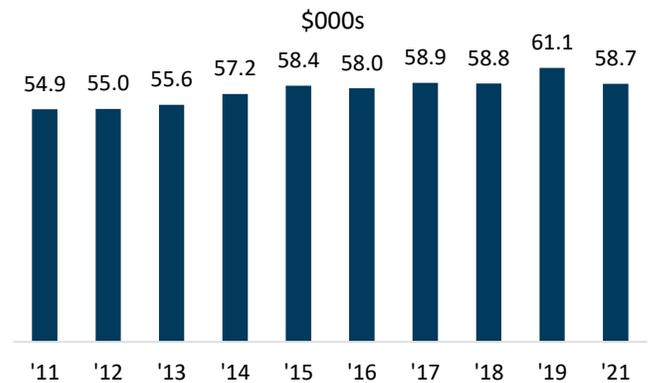
	'21	'19	'11
HOU Workforce	3.295 M	3.371 M	2.774 M
% WFH	15.5	5.1	3.3
# WFH	510,853	171,970	91,557
U.S. Workforce	154.3 M	156.9 M	138.2 M
% WFH	17.9%	5.7%	4.3%
# WFH	27.622 M	8.945 M	5.945 M

Source: U.S. Census Bureau and Partnership calculations

Income

Median household income trended up in recent years, growing 11.3 percent, adjusted for inflation, from '11 to '19. Incomes took a hit in the pandemic. Median household income for Houston was \$70,893 in '21, which is \$58,707 in '11 constant dollars, a 3.9 percent drop from '19.

MEDIAN HOUSEHOLD INCOME, METRO HOUSTON



* '11 constant dollars

Source: U.S. Census Bureau American Community Survey

Poverty

In '11, one in seven Houston families (14.1 percent) lived in poverty. That improved to one in ten (10.2 percent) by '19. But the pandemic hit those at the lower income levels the hardest. By '21, one in nine families (11.2 percent) lived in poverty.

- In families with children under the age of 18, the rate jumped from 14.8 percent to 16.3 percent.
- In single-mother households with children under 18, the rate was 37.9 percent in '21, a marginal improvement from 41.9 percent in '11.
- For residents 65 and older, the rate was 11.5 percent in '21, up from 10.7 percent 10 years ago.

Veteran Status

One in 20, or 5.0 percent of the adult population (265,780 residents) served in the U.S. military. That's down from '11, when 294,643 veterans, 6.5 percent, called Houston home.

Health Insurance Coverage

More Houstonians carry health insurance now than a decade ago, but the improvement has been marginal. When the Census Bureau first asked about coverage in '13 (prior to passage of the Affordable Care Act), only 77.2 percent of the metro population had insurance. In '21, 80.7 percent had health insurance.

Health Insurance Coverage in Metro Houston

	% Population	
	'21	'11
With health insurance	80.7	75.9
With private health insurance	60.3	56.9
With public coverage	28.1	25.2
No health insurance	19.3	24.1

Source: U.S. Census Bureau American Community Survey

Marital Status

Half the region's population over the age of 15, nearly 2.9 million residents, is currently married. One-third of the population has never married. The remaining population is either widowed, separated, or divorced.

MARITAL STATUS, POPULATION 15 AND OLDER, '21

	#	%
Currently married	2,856,487	50.6
Never married	1,927,022	34.1
Divorced	500,610	8.9
Widowed	241,505	4.3
Separated	124,438	2.2
Total	5,647,206	100.0

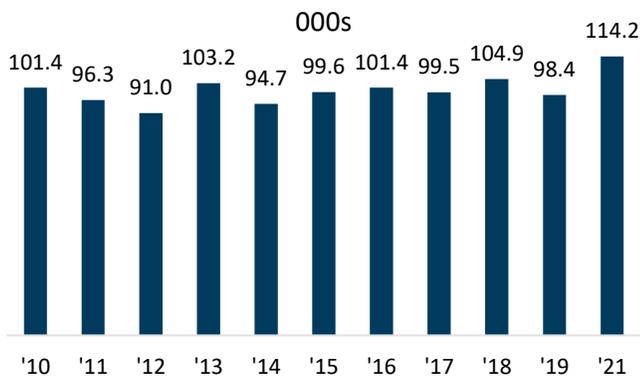
Note: Columns may not sum due evenly due to rounding errors.

Source: U.S. Census Bureau, 2021 American Community Survey

Fertility

The fertility rate trended down in recent years but jumped post-pandemic, setting a record for births in '21.

NUMBER OF WOMEN 15 - 50 YEARS OLD WHO HAD A BIRTH IN THE PAST 12 MONTHS



Source: U.S. Census Bureau, American Community Survey (2010-2021)

Of the 114,161 births in Houston last year, 32.1 percent were to unmarried women (widowed, divorced, or never married). Over the past 10 years, the fertility rate for women under 20 has plummeted while the rate for women 35 to 50 has climbed.

HOUSTON FERTILITY RATES, BIRTHS PER 1,000 WOMEN

Mother's Age	'21	'11
15 to 50 years old	40	40
15 to 19 years old	16	43
20 to 34 years old	107	104
35 to 50 years old	37	27

Source: U.S. Census Bureau, 2021 American Community Survey

Households

Houston added nearly 535,000 households over the past decade. In '21, roughly one-third (36.2 percent) of the 2.6 million households included someone under 18; one-fourth (25.0 percent) included someone over the age of 65.

HOUSEHOLD COMPOSITION, METRO HOUSTON – '21

Household Type	#	%
Married-couple household	1,311,106	50.4
With children under 18	595,721	22.9
Cohabiting couple household	171,692	6.6
With children under 18 years	70,238	2.7
Male householder, no spouse/partner	452,644	17.4
With children under 18 years	33,818	1.3
Female householder, no spouse/partner	665,959	25.6
With children under 18 years	150,881	5.8
Males living alone	304,364	11.7
Females living alone	332,979	12.8
Total	2,601,401	100.0

Source: U.S. Census Bureau, 2021 American Community Survey

Mobility

One million Houstonians—14.0 percent of residents one year and older—moved year. The majority simply changed apartments or houses within the metro area, but a substantial number moved here from outside the region.

PLACE OF RESIDENCE, ONE YEAR AGO*, '21

Location	Residents	%
Same house	6,118,192	86.0
Different house	995,985	14.0
Different house in the U.S.	946,186	13.3
Same county	583,363	8.2
Different county	355,709	5.0
Same state	234,768	3.3
Different state	128,055	1.8
Abroad	49,799	0.7
Total	7,114,177	100.0

* For population 1 year old and older

Source: U.S. Census Bureau, 2021 American Community Survey

Note: The Census Bureau did not release ACS data for '20.

Source: U.S. Census Bureau American Community Survey ('11-'21)

EMPLOYMENT UPDATE

Metro Houston added 5,400 jobs in August '22. This falls below expectations for the month. In a normal year, the region creates 7,000 to 10,000 jobs in August. In a boom year, which has been the case up to this point, the region creates 10,000 to 18,000 jobs. It's too soon to determine whether the August report is the first sign of an economic slowdown.

- Restaurants and bars added 7,500 jobs in August. The sector normally creates 800 to 1,200 jobs in the month. August's job growth is likely an anomaly that will be revised downward in future reports.
- Administrative and support services added 5,500 jobs. Employers are relying on contractors to meet their workforce needs in the current tight labor market.
- Durable goods manufacturing added 1,500 jobs in August and 7,700 since the first of the year. It's not clear from the available data in which sub sectors those jobs were created. Manufacturing overall remains well below pre-pandemic employment levels.
- Real estate/equipment rentals added 800 jobs in August bringing employment to 100 jobs shy of where it stood in February '20. In a sector with over 64,000 jobs, this is essentially a rounding error. The sector should be considered as fully recovered.
- Employment in hotels, information, and other services—all laggards in the COVID recovery— was flat in August. The energy sector, also a laggard, shed 700 jobs.

Fourteen of the 19 major sectors tracked by TWC have fully recovered their pandemic losses. Those sectors are:

- Administrative support and waste management
- Arts, entertainment, and recreation
- Construction
- Educational services
- Finance and insurance
- Food services and drinking places
- Health care and social assistance
- Professional, scientific and tech services
- Retail trade
- Transportation, warehousing, and utilities
- Wholesale trade.

Information, hotels, and personal services should recover by the end of the year. The path to full recovery for energy and manufacturing remains uncertain, especially as U.S. economic growth has begun to slow.

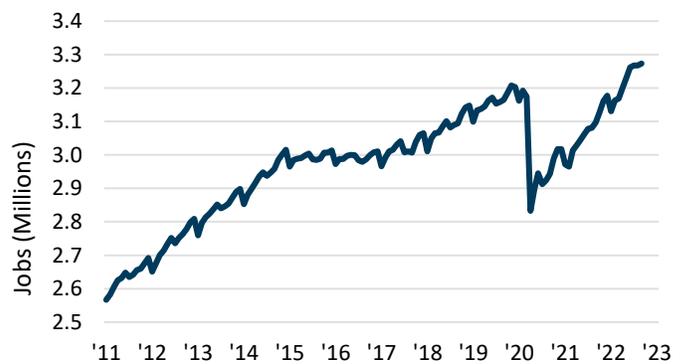
SECTORS STILL IN RECOVERY, METRO HOUSTON

Sectors	Job Still to Recoup
Real estate and equipment rentals	100
Information	500
Hotels	2,300
Other Services	4,300
Manufacturing	5,700
Energy (exploration, oil field services)	10,200

Source: Texas Workforce Commission and Partnership calculations

Nonfarm payroll employment now tops 3,273,100, well above Houston's previous peak of 3,207,900 reached in November '19.

NONFARM PAYROLL EMPLOYMENT METRO HOUSTON



Source: Texas Workforce Commission

RECESSION IN 2023?

Will the U.S. slip into a recession next year? If so, will Houston follow? And if so, how bad will it be for Houston and how long will it last? The Partnership's [Houston Region Economic Outlook](#) event scheduled for Thursday, December 8 at the Royal Sonesta Hotel aims to answer those questions and more.



During lunch, a of Partnership Board Members will share their insights for Houston's future. Following the discussion, **Patrick Jankowski**, the Partnership's Chief Economist, will present the Houston the employment forecast for next year. Register for the event at the [Partnership's website](#).

KEY ECONOMIC INDICATORS



Aviation — The Houston Airport System (HAS) handled 52.2 million passengers in the 12 months ending August '22, up 44.5 percent from the comparable period in '21. This marks the highest 12-month passenger count since April '20.



Building Permits — City of Houston building permits totaled \$7.7 billion for the 12 months ending August '22, up from \$6.1 billion over the same period in '21, according to the city's Public Works Department. Commercial permit values rose 28.6 percent to \$4.3 billion and residential permit values increased 21.9 percent to \$3.4 billion.



Construction — Metro Houston construction starts totaled \$14.8 billion through July of this year, up from \$12.1 billion over the comparable period in '21, according to the latest data from Dodge Data & Analytics. Nonresidential activity increased from \$4.4 billion, to \$6.0 billion and residential activity from \$7.7 billion to \$8.8 billion.



Crude Oil — The closing spot price for West Texas Intermediate (WTI), the U.S. benchmark for light, sweet crude, averaged \$93.67 per barrel in August '22, up from \$67.73 for the same period in '21. WTI has consistently traded above \$90 per barrel since early February '21. The U.S. Energy Information Administration forecasts WTI to average \$98.07 per barrel this year and \$90.91 in '23.



Home Sales — In the 12 months ending August, Houston area realtors closed on 128,869 homes, compared to 130,767 for the 12 months in July, and 132,887 for the 12 months ending in June. In August '22, active listings of all property types (single-family, townhomes, condos, duplexes) were up 25.1 percent over August of '21. They are still 17.7 percent below where they stood five years ago.



Inflation — Inflation, as measured by the Consumer Price Index for all Urban Consumers (CPI-U), rose 8.3 percent nationwide in the 12 months ending August '22. This has come down from a peak in June '22 of 9.1 percent. The peak of the last 50 years was in March '80 when the annual rate topped 14.6 percent.



Purchasing Managers Index — Economic activity in Houston expanded in August at a slightly slower rate than July, according to the most recent Houston Purchasing Managers Index (PMI). The August '22 PMI registered 54.2, down from 55.6 in July. Readings over 50 generally indicate expansion in the economy, below 50, contraction.



Rig Count — The Baker Hughes count of active domestic rotary rigs hit 765 the last week of September, up 237 rigs from the same week the year before, according to data recently released by the company. The rig count is 28 shy of where it stood in mid-March '20 prior to the pandemic. However, the rig count peaked at 1,083 the last week of December '18. The pandemic only accelerated the decline.



Unemployment — The unemployment rate for metro Houston was 4.6 percent in August '22, down from 4.8 percent in July '22 and from 6.3 percent in August '21. The Texas rate was 4.2 percent, down from 4.3 percent in July and 5.5 percent in August of last year. The rates are not seasonally adjusted.



Vehicle Sales — New car, truck, and SUV sales are up 9.7 percent through August of this year compared to the same period in '21. Truck and SUV sales continue to dominate the market, accounting for one in four (77.6 percent) of all vehicles sold to date.

Clara Richardson and Patrick Jankowski contributed to this issue of Houston: The Economy at a Glance.

STAY UP TO DATE

For past issues of **Economy at a Glance**, click [here](#).

The Partnership posts updates to the region's key economic indicators throughout the month. If you would like to receive updates by e-mail, click [here](#).

If you would like to receive updates via Twitter, follow the Partnership's Chief Economist, Patrick Jankowski, at @PNJankowski.

If you are not a member of the Greater Houston Partnership and would like to subscribe to **Economy at a Glance**, please click [here](#). For information about joining the Partnership, call Member Engagement at 713-844-3683.

HOUSTON MSA NONFARM PAYROLL EMPLOYMENT (000)

	August 22	July 22	August 21	Change from		% Change from	
				July 22	August 21	July 22	August 21
Total Nonfarm Payroll Jobs	3,273.1	3,267.7	3,081.2	5.4	191.9	0.2	6.2
<i>Total Private</i>	<i>2,868.2</i>	<i>2,853.1</i>	<i>2,674.5</i>	<i>15.1</i>	<i>193.7</i>	<i>0.5</i>	<i>7.2</i>
<i>Goods Producing</i>	<i>540.2</i>	<i>539.7</i>	<i>482.8</i>	<i>0.5</i>	<i>57.4</i>	<i>0.1</i>	<i>11.9</i>
<i>Service Providing</i>	<i>2,732.9</i>	<i>2,728.0</i>	<i>2,598.4</i>	<i>4.9</i>	<i>134.5</i>	<i>0.2</i>	<i>5.2</i>
<i>Private Service Providing</i>	<i>2,328.0</i>	<i>2,313.4</i>	<i>2,191.7</i>	<i>14.6</i>	<i>136.3</i>	<i>0.6</i>	<i>6.2</i>
Mining and Logging	68.2	68.9	59.2	-0.7	9.0	-1.0	15.2
Oil & Gas Extraction	33.1	33.3	29.0	-0.2	4.1	-0.6	14.1
Support Activities for Mining	33.3	33.7	28.7	-0.4	4.6	-1.2	16.0
Construction	243.2	242.5	209.7	0.7	33.5	0.3	16.0
Manufacturing	228.8	228.3	213.9	0.5	14.9	0.2	7.0
Durable Goods Manufacturing	142.6	141.1	131.2	1.5	11.4	1.1	8.7
Nondurable Goods Manufacturing	86.2	87.2	82.7	-1.0	3.5	-1.1	4.2
Wholesale Trade	175.9	175.7	162.9	0.2	13.0	0.1	8.0
Retail Trade	321.6	321.6	306.6	0.0	15.0	0.0	4.9
Transportation, Warehousing and Utilities	173.6	176.0	163.8	-2.4	9.8	-1.4	6.0
Utilities	17.8	17.8	17.4	0.0	0.4	0.0	2.3
Air Transportation	19.4	19.5	17.9	-0.1	1.5	-0.5	8.4
Truck Transportation	29.5	29.5	27.5	0.0	2.0	0.0	7.3
Pipeline Transportation	12.8	12.8	12.2	0.0	0.6	0.0	4.9
Information	32.2	32.3	30.8	-0.1	1.4	-0.3	4.5
Telecommunications	12.4	12.4	12.2	0.0	0.2	0.0	1.6
Finance & Insurance	111.1	109.9	109.2	1.2	1.9	1.1	1.7
Real Estate & Rental and Leasing	64.4	63.6	61.9	0.8	2.5	1.3	4.0
Professional & Business Services	535.1	529.8	511.4	5.3	23.7	1.0	4.6
Professional, Scientific & Technical Services	253.8	254.0	243.7	-0.2	10.1	-0.1	4.1
<i>Legal Services</i>	<i>30.4</i>	<i>30.9</i>	<i>29.2</i>	<i>-0.5</i>	<i>1.2</i>	<i>-1.6</i>	<i>4.1</i>
<i>Accounting, Tax Preparation, Bookkeeping</i>	<i>26.5</i>	<i>26.8</i>	<i>25.3</i>	<i>-0.3</i>	<i>1.2</i>	<i>-1.1</i>	<i>4.7</i>
<i>Architectural, Engineering & Related Services</i>	<i>73.3</i>	<i>72.4</i>	<i>66.5</i>	<i>0.9</i>	<i>6.8</i>	<i>1.2</i>	<i>10.2</i>
<i>Computer Systems Design & Related Services</i>	<i>39.4</i>	<i>39.6</i>	<i>38.4</i>	<i>-0.2</i>	<i>1.0</i>	<i>-0.5</i>	<i>2.6</i>
Admin & Support/Waste Mgt & Remediation	236.2	230.6	224.4	5.6	11.8	2.4	5.3
<i>Administrative & Support Services</i>	<i>225.5</i>	<i>220.0</i>	<i>212.8</i>	<i>5.5</i>	<i>12.7</i>	<i>2.5</i>	<i>6.0</i>
<i>Employment Services</i>	<i>88.3</i>	<i>86.4</i>	<i>83.2</i>	<i>1.9</i>	<i>5.1</i>	<i>2.2</i>	<i>6.1</i>
Educational Services	73.2	70.9	64.5	2.3	8.7	3.2	13.5
Health Care & Social Assistance	365.4	364.0	348.3	1.4	17.1	0.4	4.9
Arts, Entertainment & Recreation	39.0	40.6	35.3	-1.6	3.7	-3.9	10.5
Accommodation & Food Services	321.7	314.1	286.4	7.6	35.3	2.4	12.3
Other Services	114.8	114.9	110.6	-0.1	4.2	-0.1	3.8
Government	404.9	414.6	406.7	-9.7	-1.8	-2.3	-0.4
Federal Government	31.9	32.1	31.2	-0.2	0.7	-0.6	2.2
State Government	94.5	94.2	92.7	0.3	1.8	0.3	1.9
<i>State Government Educational Services</i>	<i>53.8</i>	<i>53.5</i>	<i>52.9</i>	<i>0.3</i>	<i>0.9</i>	<i>0.6</i>	<i>1.7</i>
Local Government	278.5	288.3	282.8	-9.8	-4.3	-3.4	-1.5
<i>Local Government Educational Services</i>	<i>187.5</i>	<i>194.1</i>	<i>188.3</i>	<i>-6.6</i>	<i>-0.8</i>	<i>-3.4</i>	<i>-0.4</i>

SOURCE: Texas Workforce Commission