



Job-to-Job Flows in the Houston Metropolitan Area



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2026 Local Employment Dynamics (LED) Partnership Workshop



Houston-Galveston
Area Council

H-GAC serves:

- 13 counties
- 187 cities
- 78 school districts
- 8 million people
- MPO for 8 counties



Houston-Galveston
Area Council

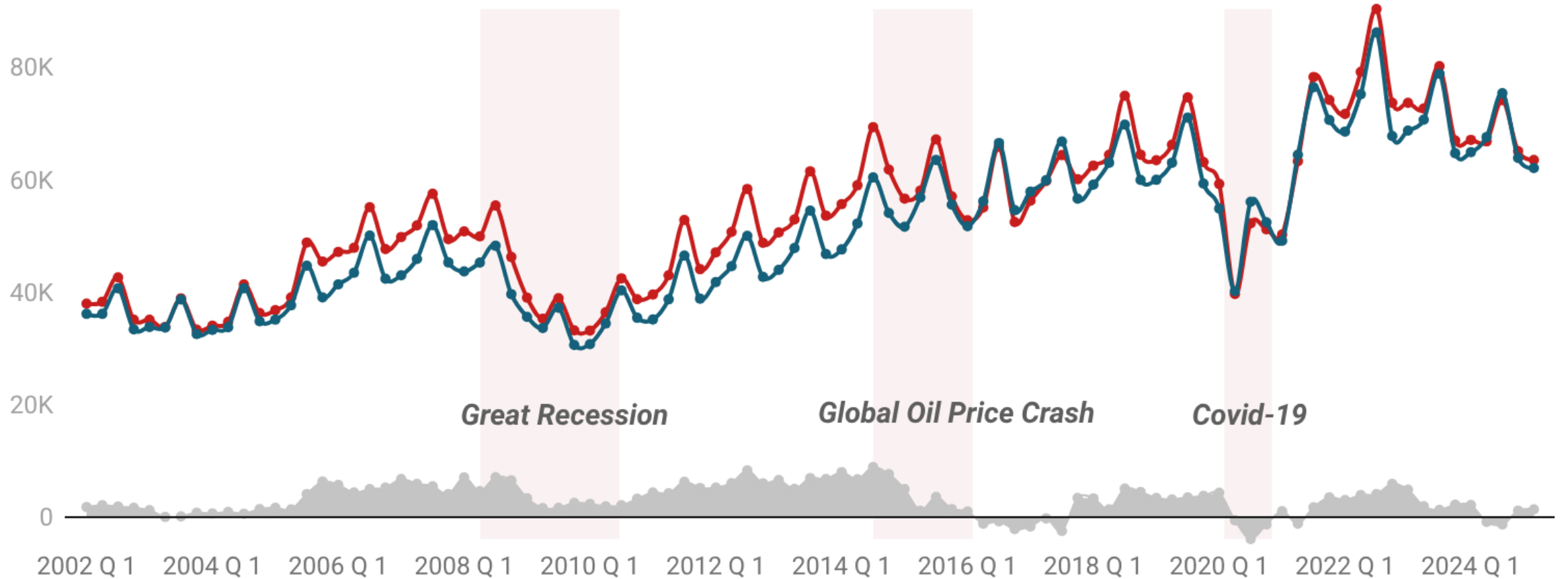
Study Purpose

- Analyze long-term workforce mobility trends in the Houston metropolitan area using LEHD Job-to-Job Flows data.
- Examine how the composition of labor inflows has changed by demographic factors and geographic origin.
- Assess Houston's ability to attract and retain highly educated workers over time.
- Evaluate industry-level job flow changes during major economic shocks and their implications for regional economic resilience.
- Analyze changes in Houston's industrial structure over time and assess how industry-level job flows reflect broader regional economic transformation.

Job Flow Trends in Houston MSA

2002-2025 Q1 Quarterly Job Inflows and Outflows to/from the Houston MSA

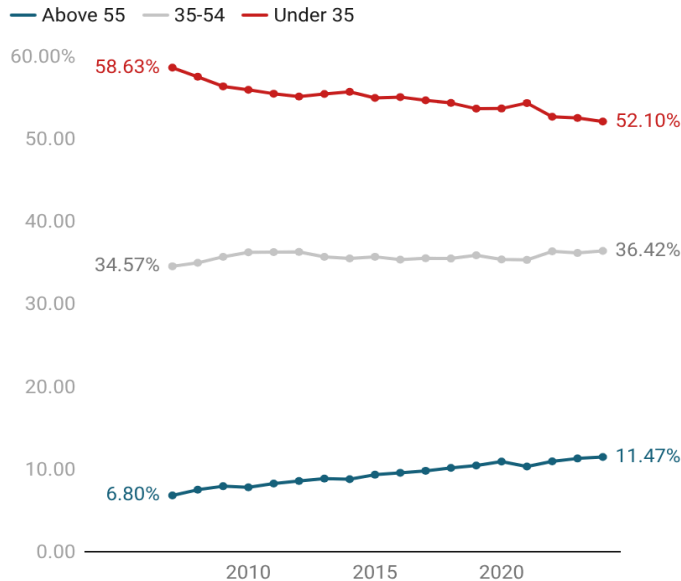
— Job Inflow — Job Outflow — Net Flow



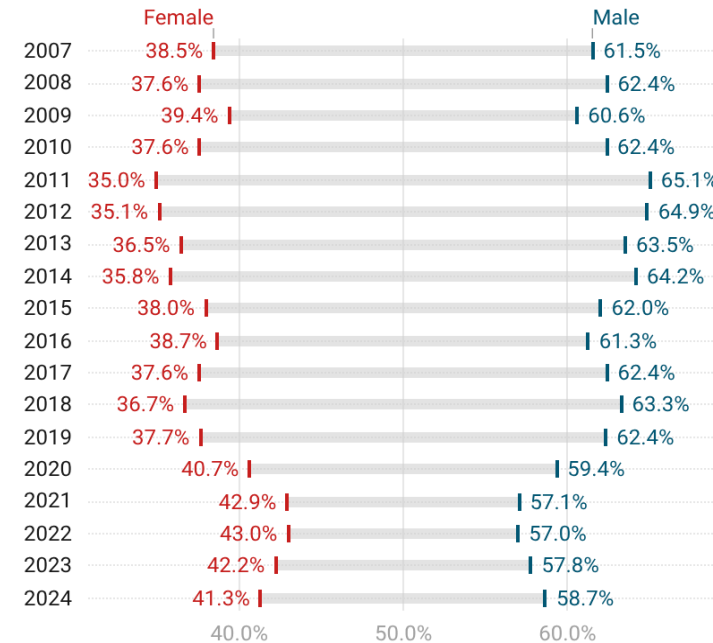
Demographic Trends of Job Inflows to Houston MSA

- The proportion of the young workforce under 35 in job inflows declined from around 58% in 2007 to approximately 52% in 2024, while the share of the workforce aged 55 and over increased from approximately 7% in 2007 to 11.5% in 2024.
- There is a higher-than-average imbalance among men and women of job inflows to Houston MSA, but the gap between male and female inflows gradually narrowed over time.
- The educational attainment distribution of job inflows to the Houston MSA has remained relatively stable over the years. In 2024, 17.2% hold a bachelor's degree.

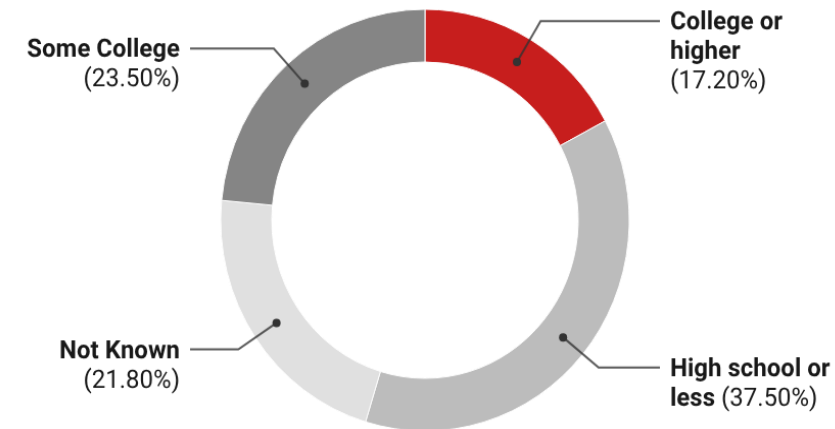
2007-2024 Houston MSA Job Inflows Age Distribution



2007-2024 Houston MSA Job Inflows Gender Distribution

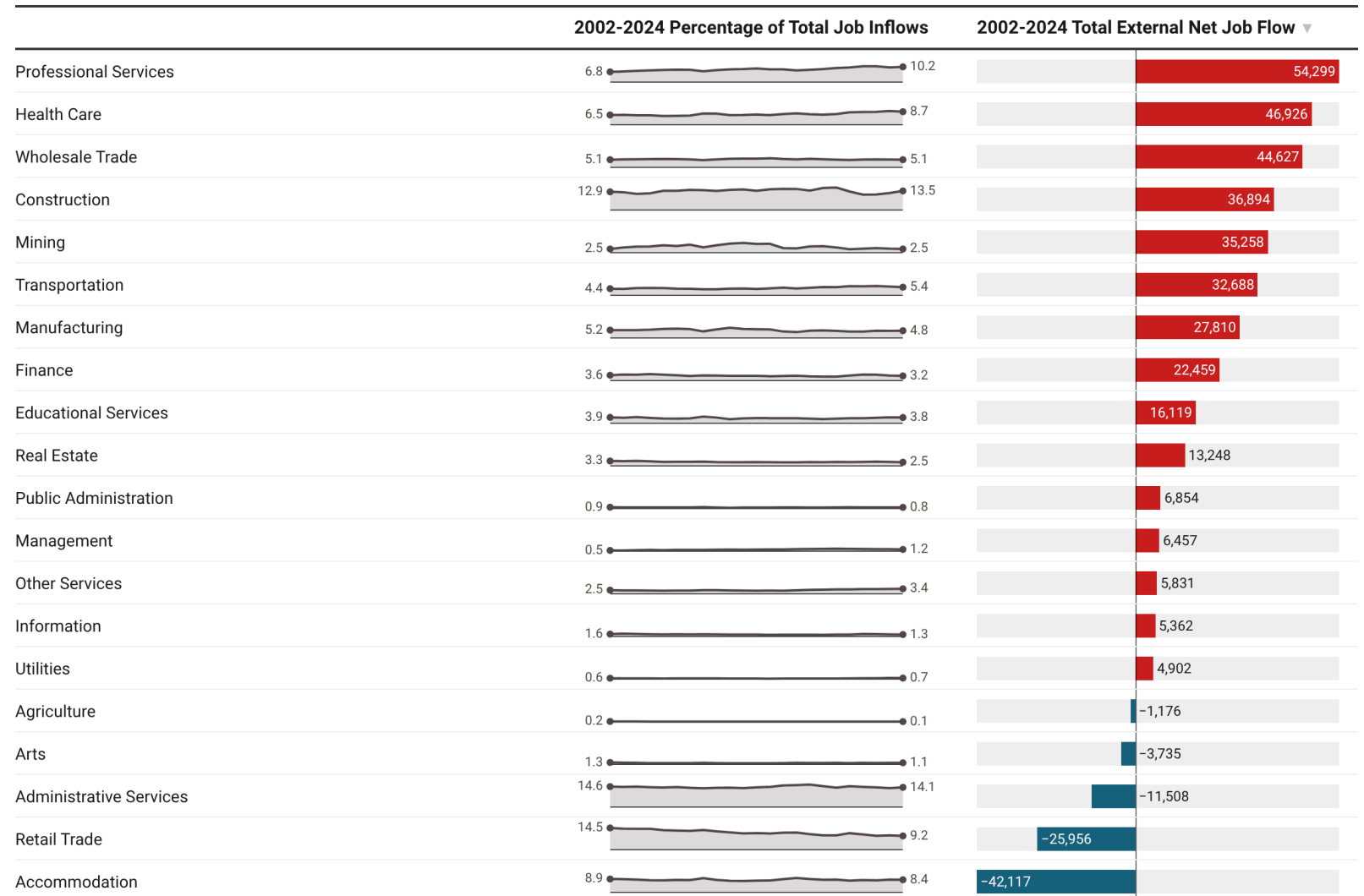


2024 Houston MSA Job Inflows Educational Attainments Distribution



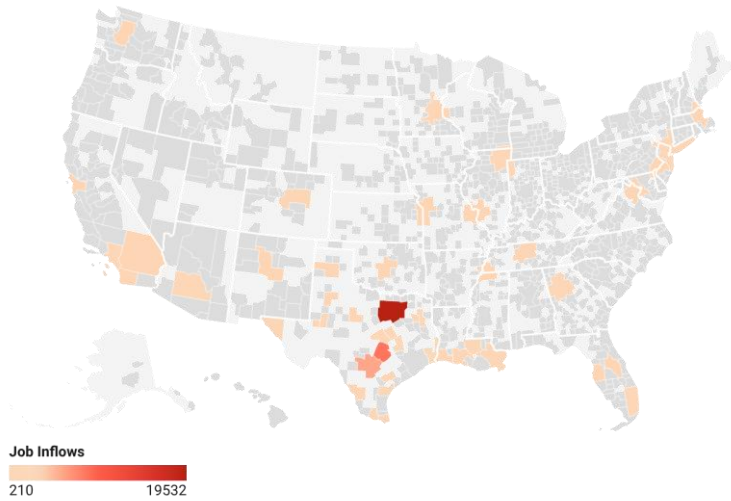
Industry Patterns of Job Inflows and Net Job Flows

- The share of total job inflows into the Houston MSA has gradually increased in Professional Services and Health Care.
- Though Accommodation, Retail Trade, and Administrative Services hold relatively large shares of job inflows, they have experienced substantial net job outflows.
- As one of the flagship industries in the Houston MSA, the Mining (Energy) industry attracts many people to relocate.

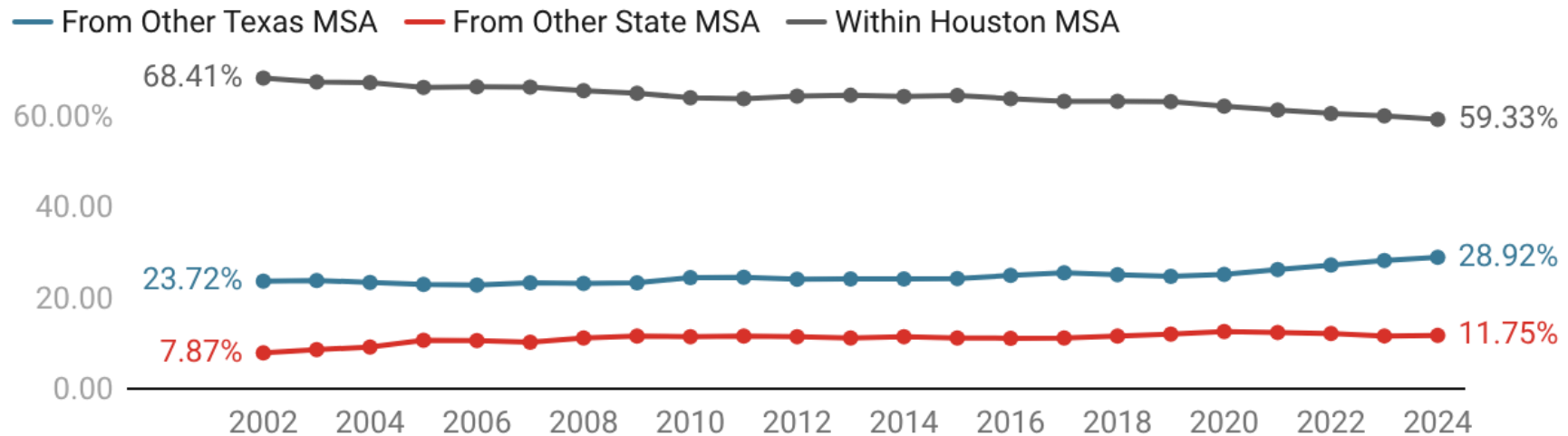


Job Inflow Origin

Top Origin Metropolitans of Job Inflows to the Houston MSA



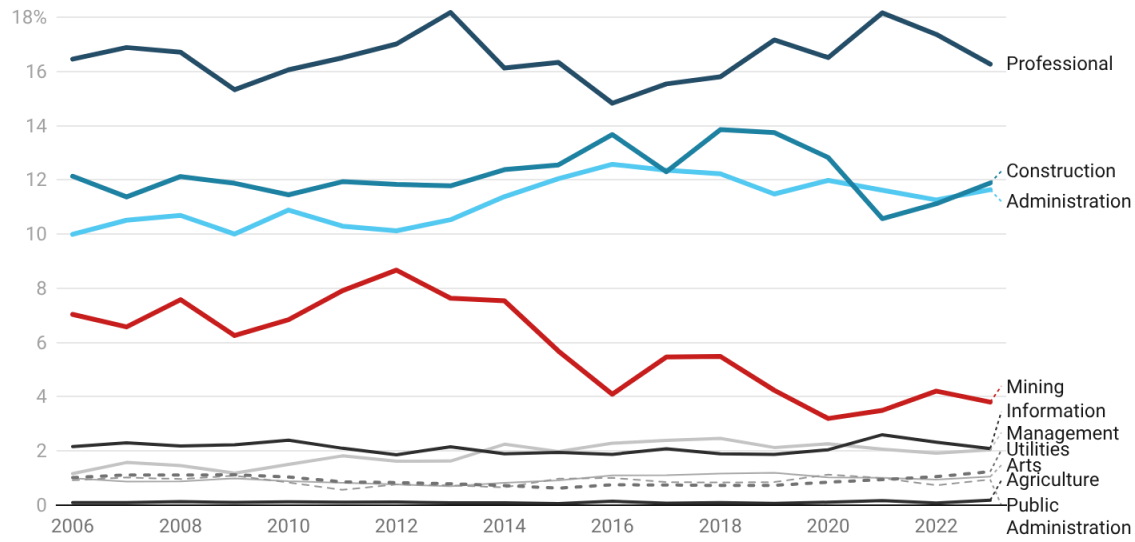
- The percentage of job inflows from other areas of Texas and other states has steadily increasing in recent years.
- Dallas-Fort Worth, Austin, and San Antonio metropolitan areas are the top three origin metros, making up more than 50% of job inflows to the Houston MSA.
- The most job inflows to the Houston MSA from non-Texas metros are from the Baton Rouge, New York, and Los Angeles metropolitan areas.



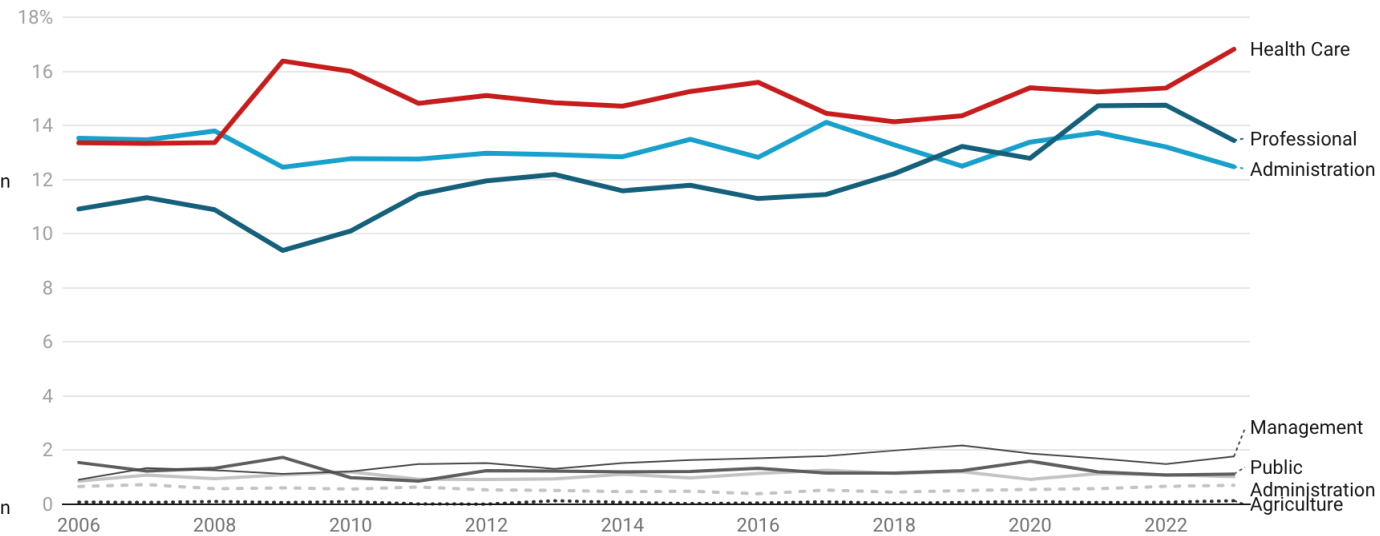
Cross Table Analysis: Industry Destinations of Highly Educated Workers

- Industries attracting the highest proportion of males with a bachelor's degree or higher into the Houston MSA included Professional Services, Construction, and Administrative Services.
- For highly educated females, the leading industries were Health Care, Professional Services, and Administrative Services.
- Notably, the proportion of highly educated male job inflows into the Mining industry has declined significantly since 2016.

Industry Distribution in Job Inflows of Highly Educated Males to the Houston MSA

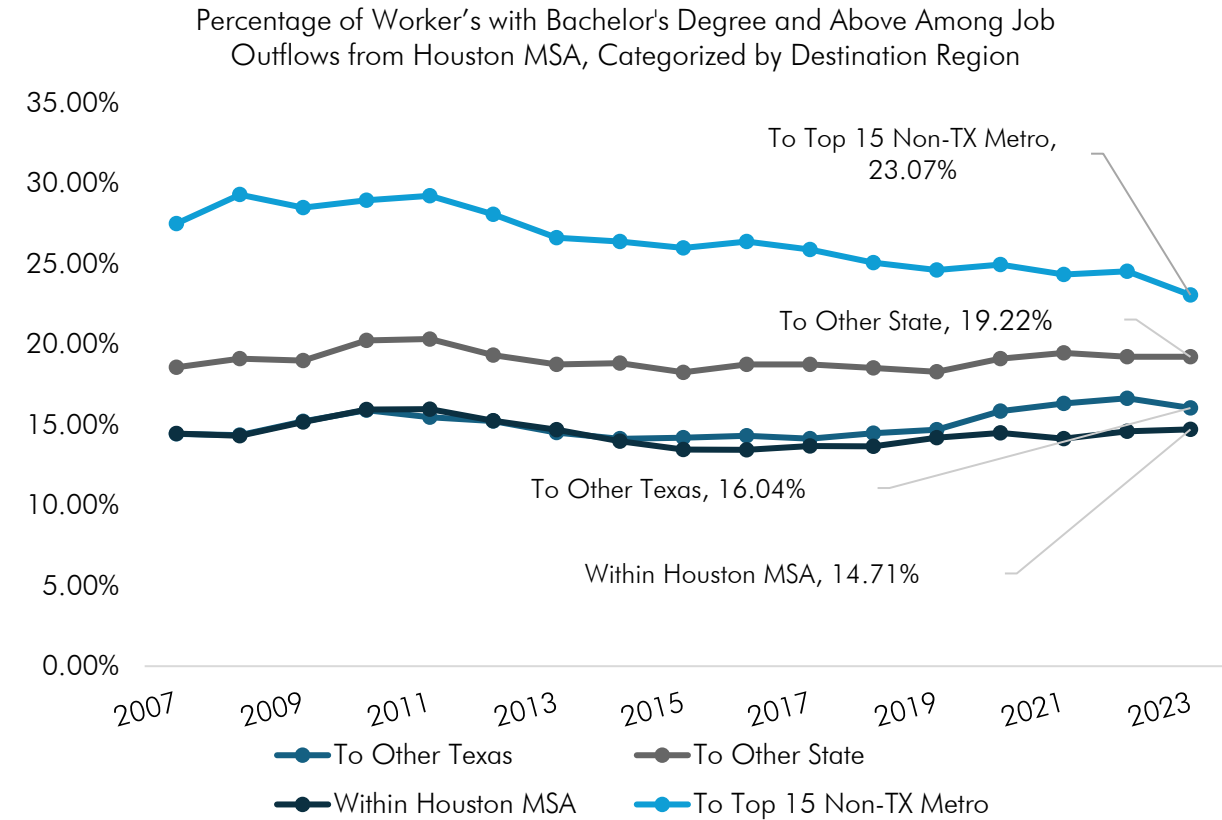
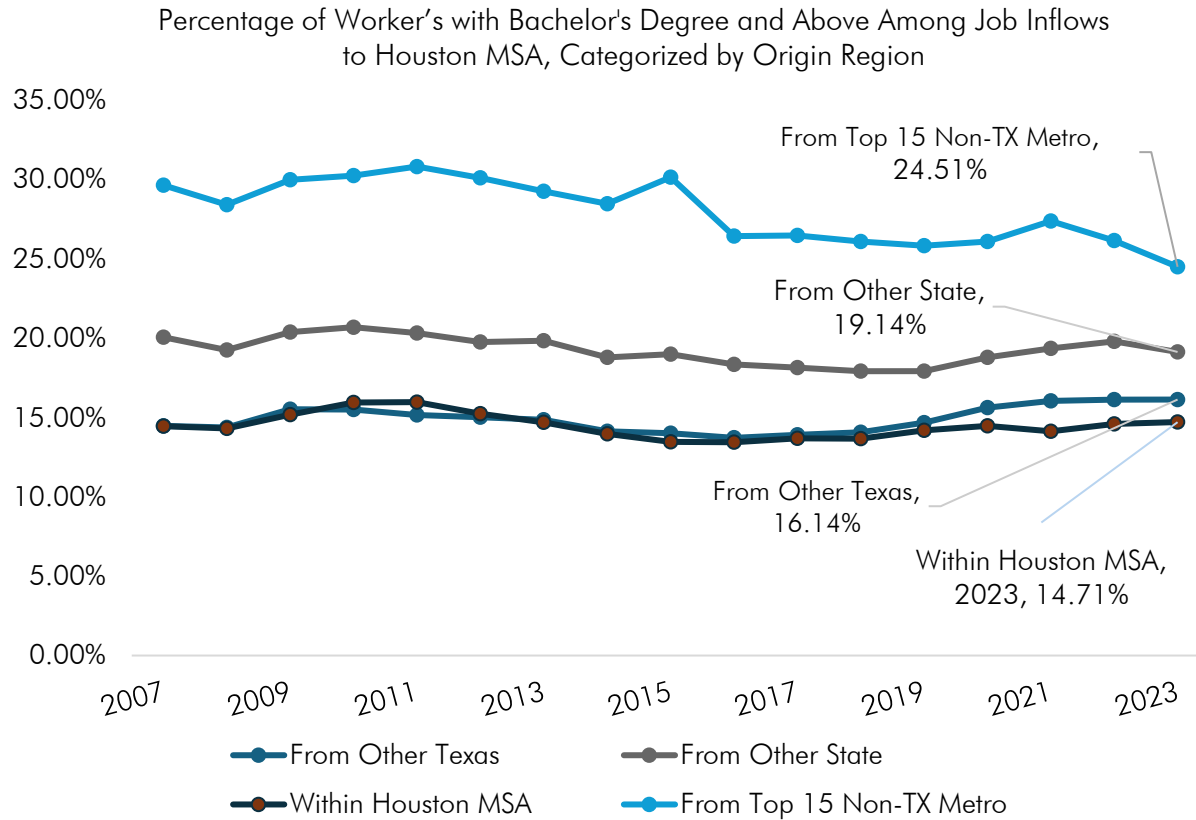


Industry Distribution in Job Inflows of Highly Educated Females to the Houston MSA



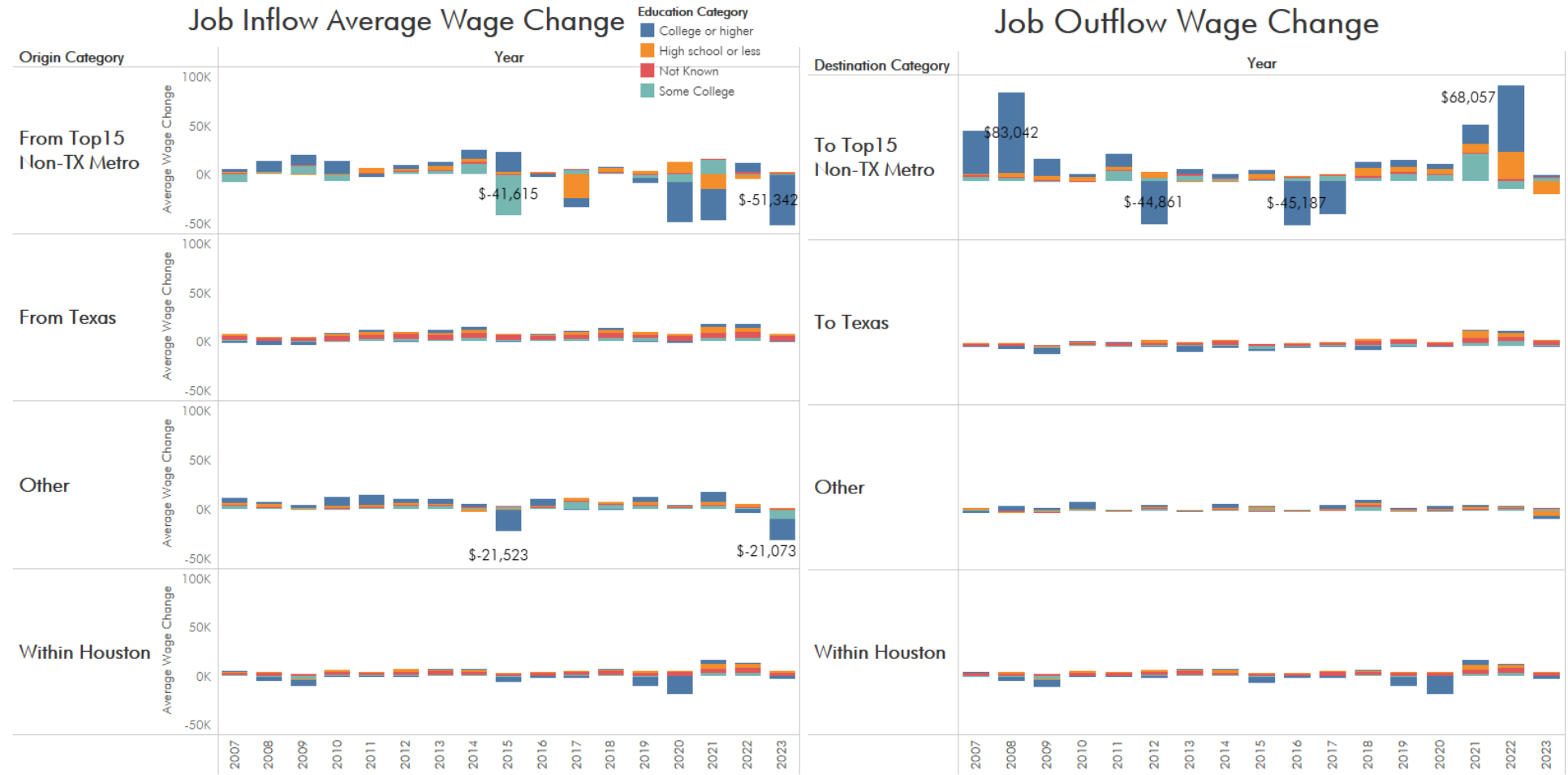
Job Inflows with Higher Education Origin and Outflow Destination Composition

- Job inflows from the top 15 non-TX metros have substantially higher education levels than other origins.
- A similar pattern was observed among the workforce leaving Houston.



Job Flows into/from the Houston MSA by Education Level and Wage Changes

- Among those leaving Houston for employment opportunities, workers relocating to the top 15 non-Texas metropolitan areas experience significantly larger salary fluctuations than those moving to other regions, with the effect being particularly pronounced among individuals holding college degrees or higher.
- A similar trend is observed among those relocating to Houston, though the overall range of salary shifts is narrower compared to individuals leaving Houston.



Economic Resilience in Oil Price Crash

- The 2014 oil price crash was triggered by multiple domestic and global economic factors and caused a major downturn in the Mining (Energy) and Manufacturing (in the Houston MSA, the Manufacturing industry mainly makes industrial products for oil/gas activities).
- The percentage of Mining net job flows dropped from +12,444 jobs to +548 jobs. The Manufacturing industry followed the pattern of job loss.

Industry	Before Oil Price Crash (2011-2013)	During Oil Price Crash(2014-2016)	After Oil Price Crash(2016-2018)
Agriculture	8	-111	-97
Mining	12,444	548	5,277
Utilities	465	442	234
Construction	8,536	9,464	9,385
Wholesale Trade	8,737	6,855	5,683
Information	859	429	618
Finance	3,389	3,437	2,393
Real Estate	1,838	2,013	1,950
Professional Services	9,266	5,415	9,365
Management	1,656	482	1,843
Administrative Services	-254	-1,885	-8,024
Educational Services	1,944	3,872	191
Health Care	8,126	8,533	4,875
Arts	-352	-153	-761
Accommodation	-3,233	-4,731	-9,844
Other Services	1,223	799	1,606
Public Administration	791	1,594	1,008
Manufacturing	9,581	-506	4,460
Retail Trade	-2,847	-4,182	-7,956
Transportation	4,287	5,681	6,605

Economic Resilience in Pandemic

- During the pandemic, these industries were further impacted, since they rely heavily on physical production and on-site operations. Lockdown forced many facilities to suspend operations.

Industry	Before Pandemic (2019)	During Pandemic (2020)	After Pandemic (2021)
Agriculture	-36	-48	35
Mining	39	-1807	594
Utilities	74	332	235
Construction	4716	-2707	-470
Wholesale Trade	1429	600	1998
Information	595	-34	1150
Finance	885	1361	2107
Real Estate	1043	-26	643
Professional Services	4637	2150	3817
Management	633	86	44
Administrative Services	-2447	640	-1899
Educational Services	255	344	-182
Health Care	2360	1450	1568
Arts	-184	-428	-11
Accommodation	-2923	-3972	-3309
Other Services	826	52	357
Public Administration	479	603	352
Manufacturing	1334	-713	91
Retail Trade	-1913	134	-2802
Transportation	1971	2479	2108

Conclusions

- More than 50% of job-to-job flows are made by people under 35. However, The educational attainment of the job flows is relatively low, as only 17.2% have graduated from college. The gender distribution among job flows is imbalanced, but the gap gradually narrowed.
- More people are relocating to start jobs in the Houston MSA as the share of out-of-region job inflows is on the rise.
- Houston remains strongly connected to the national high-skill labor market. A large share of highly educated job inflows comes from other major MSAs.
- Wage changes are more volatile when highly educated workers move between Houston and other large metropolitan areas, suggesting that retaining high-skill workers depends on career opportunities, industry strength, and broader regional competitiveness.
- The sector-specific impact of each crisis has gradually reduced the Houston MSA's dependence on physically intensive industries and lowered its vulnerability to global energy fluctuations.
- The Houston industrial structure is gradually moving away from its reliance on Mining (Energy) and Construction toward a more diversified economy led by Professional Services and Health Care, strengthening its long-term resilience in future crises.

Website and Contact Information

- Houston MSA Job-to-Job Flows Interactive Report:
<https://storymaps.arcgis.com/stories/4b34b9062529491aa334440d10308aaa>
- Houston MSA Job-to-Job Flows Explorer
<https://datalab.h-gac.com/j2jdata/>
- Email: forecast@h-gac.com
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