

Houston Area Employment Situation

November 2025

CURRENT EMPLOYMENT AND LOCAL AREA UNEMPLOYMENT STATISTICS

"Low Hire Low Fire" Trend Continues Along Side Solid Holiday Season Momentum

Total Nonfarm

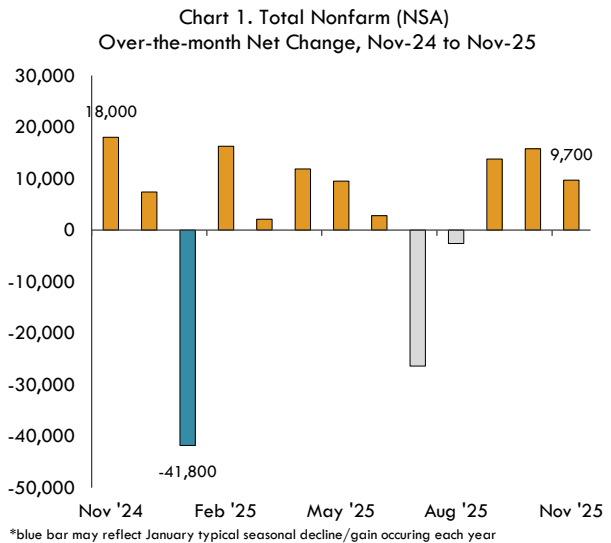
Over-the-month Change

Houston MSA Total Nonfarm employment stood at 3,490,300 in November, up 9,700 jobs over the month, or 0.3 percent on a not-seasonally-adjusted basis (see Chart 1). A year ago Houston registered an over-the-month increase of 18,000 jobs. Prior to the pandemic, historically in the month of November, Total Nonfarm has on average added 12,000 jobs over the month, which indicates that this month's gains are slightly below the long-term average.

The primary drivers of this November's growth were increases in Trade, Transportation, and Utilities; Government; and Construction. Gains were also recorded in Private Education and Health Services, and Financial Activities. The net increase in jobs over the month was partially offset by losses in Professional and Business Services; Leisure and Hospitality; and Mining and Logging. (see Chart 2). Houston MSA Total Nonfarm (seasonally adjusted) employment stood at 3,468,600, up 1,500 jobs over the month, or 0.0 percent vs. a historical average of 4,400. All analysis pertains to not-seasonally adjusted data unless otherwise noted. Source: BLS/TWC unless otherwise noted. NOTE: The Houston-Woodlands-Sugar Land, TX Metropolitan Statistical Area (MSA) consists of Austin, Brazoria, Chambers, Fort Bend, Galveston, Harris, Liberty, Montgomery, San Jacinto, and Waller Counties.

Over-the-year Change

Over the year, Total Nonfarm employment was up 18,500 or 0.5 percent on a not-seasonally-adjusted basis and up 19,100 or 0.6 percent on a seasonally-adjusted basis (see NSA Chart 3). To compare, November 2024 saw a year-over-year gain of 43,100 jobs (NSA) from November 2023. Currently 8 out of 11 sectors show growth year over year of which the top-three are Private Education and Health Services (12,700); Leisure and Hospitality (6,400); and Construction (5,700) (see Chart 4). Total Nonfarm employment not-seasonally-adjusted now exceeds

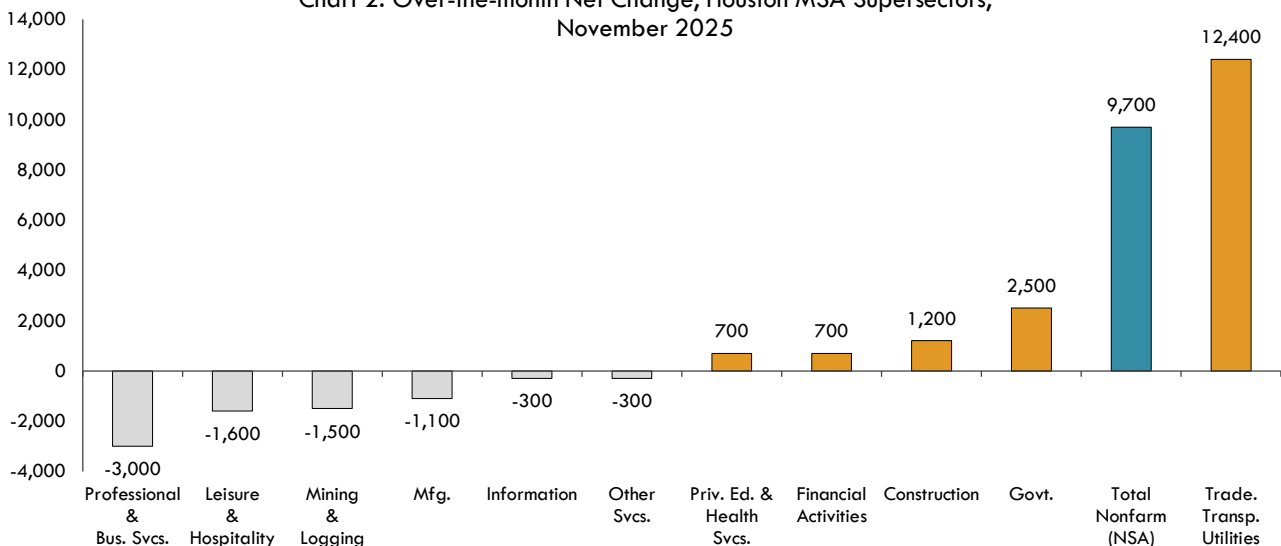


its February 2020 pre-pandemic level of 3,193,600 jobs by 296,700, or 9.3 percent (268,800 jobs, 8.4 percent above 3,199,800 seasonally adjusted).

Top-3 Drivers of Over-the-month Job Growth in November

- Trade, Transportation, and Utilities: 12,400
- Government: 2,500
- Construction: 1,200

Chart 2. Over-the-month Net Change, Houston MSA Supersectors, November 2025



Houston Area Employment Situation

November 2025

Previous Month's Revisions

As TWC has not released revised data for September 2025 and October 2025, there is currently no revision analysis available.

- Top-3 Drivers of Over-the-year Job Growth in November**
- Private Education and Health Services: 12,700
 - Leisure and Hospitality: 6,400
 - Construction: 5,700

Chart 3. Total Nonfarm (NSA)
Over-the-year Net Change, Nov-10 to Nov-25

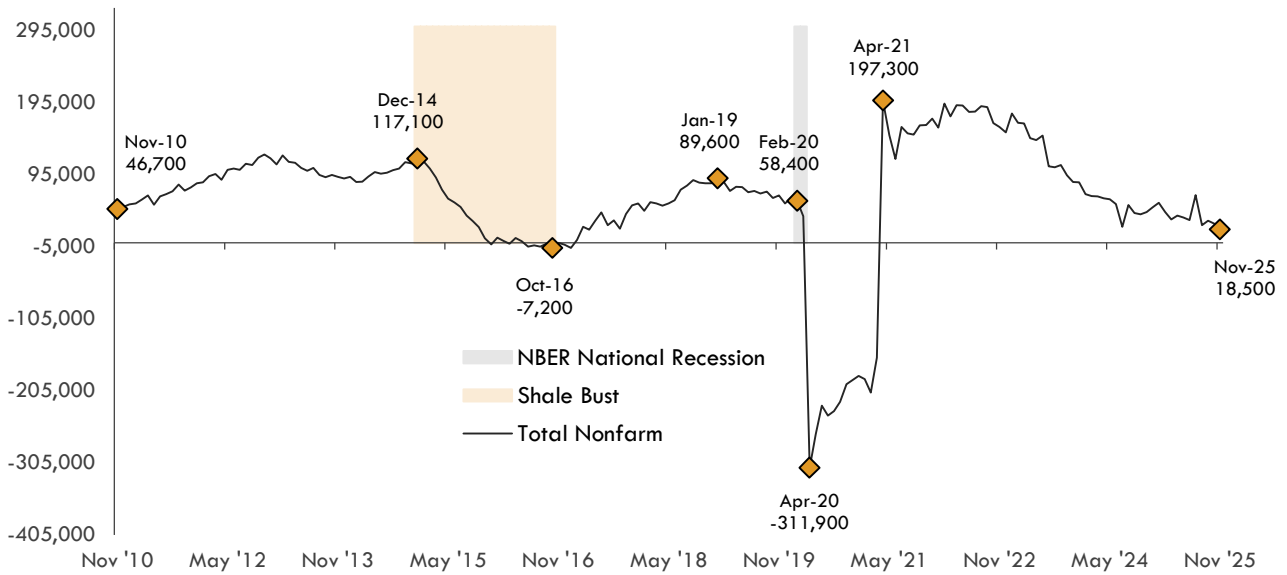
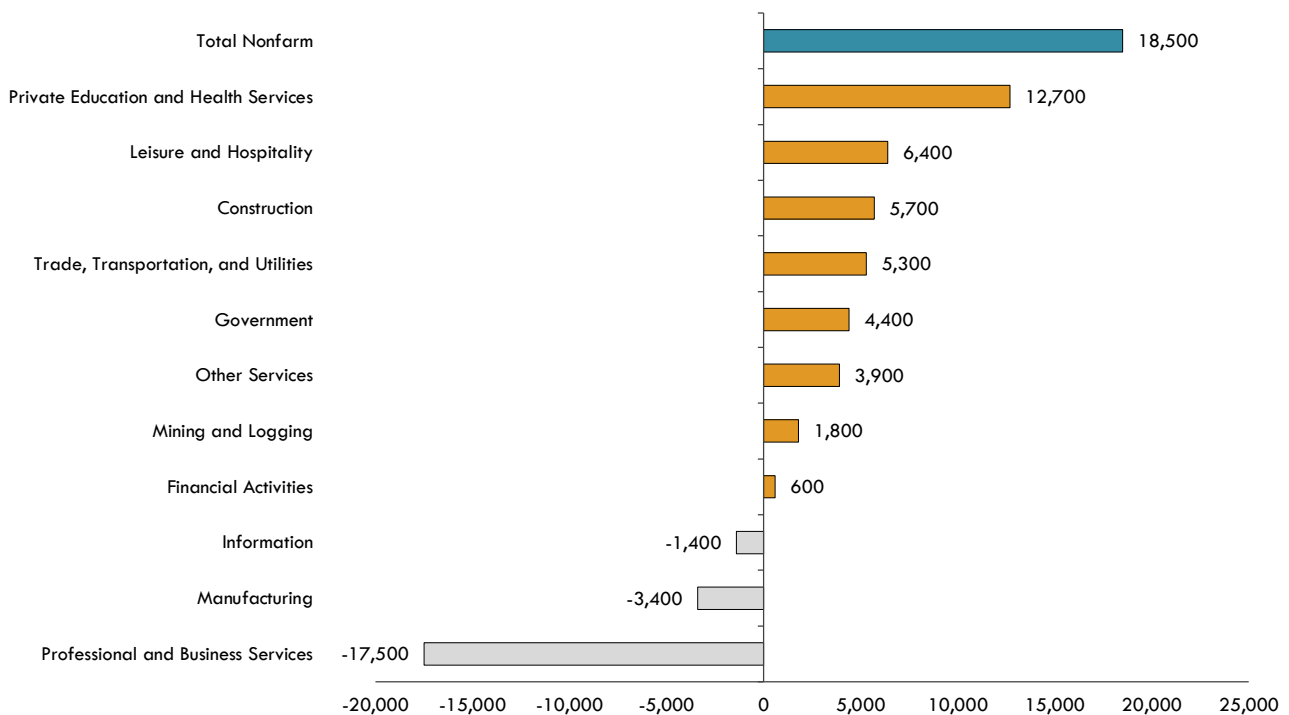


Chart 4. Over-the-year Net Change, Houston MSA Supersectors, November 2024 to November 2025



Supplemental Commentary

Houston's labor market showed modest forward momentum in November, adding 9,700 jobs on a not-seasonally-adjusted (NSA) basis. According to the Texas Workforce Commission's combined October–November release, Total Nonfarm employment rose by 15,800 jobs (+0.5% NSA) in October, reflecting a moderate but uneven expansion heading into late fall. Taken together, October and November added a combined 25,500 jobs, a solid gain by historical standards. Over the year, however, Houston added 18,500 jobs (+0.5% NSA) and 19,100 jobs (+0.6% SA) in November, well below the 43,100-job gain recorded in November 2024, reinforcing evidence that the region's labor market has cooled meaningfully in 2025 even as it continues to expand.

This deceleration closely mirrors developments at the national level. According to the U.S. Bureau of Labor Statistics, job growth slowed substantially after spring 2025, with payroll gains moderating through the second half of the year. In the latest report, Total nonfarm employment changed little in December (+50,000), and overall job growth in 2025 totaled 584,000 jobs, averaging 49,000 per month, sharply below the 2.0 million jobs added in 2024 (168,000 per month).

Despite slower momentum, Houston's labor market remains structurally healthy. Eight of eleven major sectors recorded year-over-year gains, and total employment now exceeds its February 2020 pre-pandemic level by nearly 297,000 jobs (+9.3% NSA). That said, most major industries posted month-to-month losses in November, marking a shift from broader-based growth in October.

The largest over-the-month gains in November came from Trade, Transportation, and Utilities, which added +12,400 jobs, making it the strongest contributor to monthly growth. This increase exceeded the long-term November average gain of roughly 9,300 jobs, pointing to above-trend seasonal strength. Entering the holiday season, Retail Trade led the sector, adding +6,600 jobs in November, on top of +2,000 jobs added in October. Transportation, Warehousing, and Utilities (+5,400) and Wholesale Trade (+400) also posted solid gains in November; together, these two subsectors had added 1,800 jobs in October. The breadth of growth across retail and logistics-related industries suggests a pickup in consumer-facing activity that carried through the supply chain. This pattern is broadly consistent with national economic conditions: the U.S. economy grew at an annual rate of 4.3 percent in the third quarter of 2025, driven largely by consumer spending, particularly on health care, recreational goods, vehicles, and other services.

Government employment increased by +2,500 jobs in November, largely concentrated in Local Government, while federal payrolls remained a drag. Over the year, Government employment is up 4,400 jobs (+0.9%). October government payrolls showed only a modest increase (+800 jobs), making November's increase the primary contributor to the sector's late-fall improvement.

Construction added +1,200 jobs in November, marking the second-largest November gain on record for the sector, despite the fact that construction typically loses jobs this time of year (average November loss of about -1,300 jobs). October posted even stronger growth, with construction adding 3,400 jobs, reinforcing the sector's late-year momentum. November's gains were led by Specialty Trade Contractors (+600), pointing to continued activity in project-based and infrastructure-related work. On a year-over-year basis, construction employment is up 5,700 jobs, supported by ongoing public infrastructure investment and industrial development, even as private real estate and other interest rate-sensitive segments remain under pressure from elevated borrowing costs. Looking ahead, our early forecast indicates that construction will remain a source of growth in 2026, with the sector expected to add approximately 3,200 jobs by year end.

Private Education and Health Services added +700 jobs, broadly in line with the sector's average November gain of about 1,000 jobs and moreover continued to play a strong role in Houston's labor market. Both subsectors contributed to the increase: Private Educational Services added +300 jobs, reflecting cyclical hiring patterns, while Health Care and Social Assistance added +400 jobs, building on the strong payroll growth observed throughout the year in Houston. This performance is consistent with national employment trends, where health care has remained a leading source of job gains amid sustained demand for medical services.

Offsetting these gains, several energy- and business-sensitive sectors showed renewed softness. In upstream oil and gas, Mining and Logging declined by -1,500 jobs in November, the second-largest November drop on record. Losses were concentrated in Support Activities for Mining (-1,000) and Oil and Gas Extraction (-500). Despite the monthly pullback, the sector remains +1,800 jobs (+2.3%) higher than a year ago.

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Professional and Business Services recorded another monthly decline in November, shedding 3,000 jobs, and is now down 17,500 jobs year over year, making it the weakest-performing major sector in 2025. Notably, the sector had added 3,600 jobs in October, marking its first monthly gain since April, but that improvement proved short-lived. The prolonged weakness reflects ongoing corporate headcount reductions following the hiring surge of 2022–2023, particularly among energy-related, engineering, and corporate support firms. Lower oil prices and delayed capital spending have reinforced a cautious, cost-focused stance among employers, limiting hiring even as broader economic conditions remain stable.

Manufacturing employment declined by 1,100 jobs in November, with losses split between Durable Goods (-600) and Nondurable Goods (-500). This pullback aligns with national indicators pointing to softer new orders and easing industrial activity. While nondurable goods manufacturers, particularly petrochemicals and refining, continue to benefit from lower feedstock prices, momentum has slowed as the summer driving season ended and production levels adjusted accordingly.

Other service-oriented sectors also experienced seasonal or cyclical declines. Leisure and Hospitality shed 1,600 jobs, reflecting a typical late-fall seasonal pullback following earlier gains. Other Services (-300) and Information (-300) posted modest losses, consistent with longer-term softness in these sectors.

Houston's unemployment rate (NSA) declined to 4.8 percent in November, down from 5.0 percent in August, in line with broader statewide improvement, though it remained slightly above the national rate (4.3 percent). Overall, November's data point to a labor market that is stable but slower, with job growth increasingly concentrated in trade, government, construction, and health care, while energy-linked and corporate service sectors continue to face pressure.

Although U.S. GDP growth has remained strong, employment growth has been notably weaker for much of 2025, reflecting shifts in labor market supply and demand and a widening disconnect between output growth and labor demand. This pattern is expected to persist into the coming months and into the first quarter of 2026, as employers continue to operate more efficiently and remain cautious about expanding payrolls.

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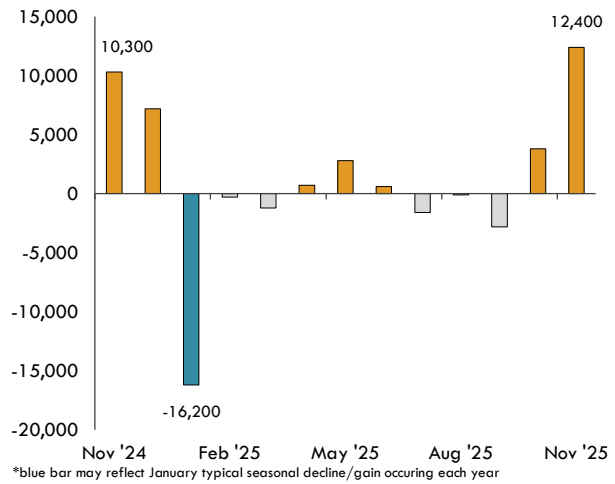
GAINING INDUSTRY HIGHLIGHTS

Trade, Transportation, and Utilities

Over-the-month Change

Trade, Transportation, and Utilities was the largest gaining sector over the month up 12,400 jobs, or 1.8 percent (see Chart 6). Historically in the month of November, Trade, Transportation, and Utilities has added an average of 9,300 jobs over the month, which indicates that this month's gains are moderately above the long-term average. Retail Trade was the largest contributor to the overall sector's increase, up 6,600 jobs over the month. The second-largest contributor was Transportation, Warehousing, and Utilities, which added 5,400 jobs from October to November. Lastly, Wholesale Trade contributed, 400 jobs. Note: No revision data is available for September and October 2025 and we anticipate resuming the revision analysis in the coming months.

Chart 6. Trade, Transportation, and Utilities (NSA)
Over-the-month Net Change, Nov-24 to Nov-25

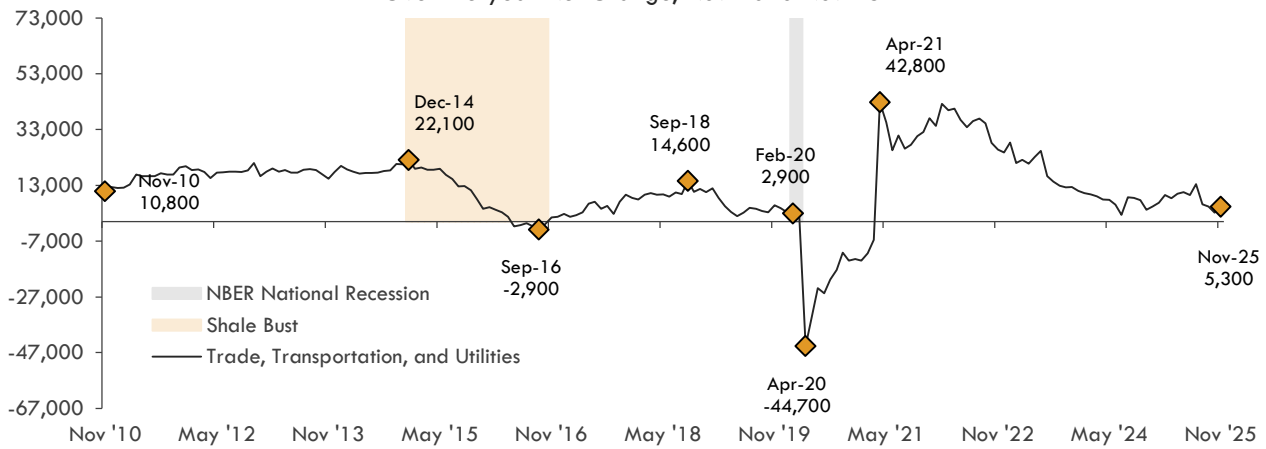


Over-the-year Change

Year over year, Trade, Transportation, and Utilities was up 5,300 jobs, or 0.7 percent (see Chart 7). Transportation, Warehousing, and Utilities was the largest contributor to the overall sector's increase, up 3,900 jobs over the year. The second-largest contributor was Wholesale Trade, which added 2,000 jobs from November a year ago. Lastly, Retail Trade offset a portion of the sector's gains with a loss of -600 jobs. Total Trade, Transportation, and Utilities employment (NSA) now exceeds its February 2020 pre-pandemic level of 628,700 jobs by 85,800, or 13.6 percent. At the same time, the sector's share of

Houston area Total Nonfarm Employment has remained constant at 20.4 percent over the past year.

Chart 7. Trade, Transportation, and Utilities (NSA)
Over-the-year Net Change, Nov-10 to Nov-25



About This Sector

This sector is composed of establishments wholesaling agriculture, mining, and manufactured goods; retailing goods in small quantities to the public incl. online; transporting passengers and cargo; warehousing and storage; and providing electricity, natural gas, water, and sewage removal. Of the three main component industries, Retail Trade accounts for a plurality of the sector's employment at 46 percent (see Chart 8).

Chart 8. Employment in Component Industries of
Trade, Transportation, and Utilities Sector -
November 2025

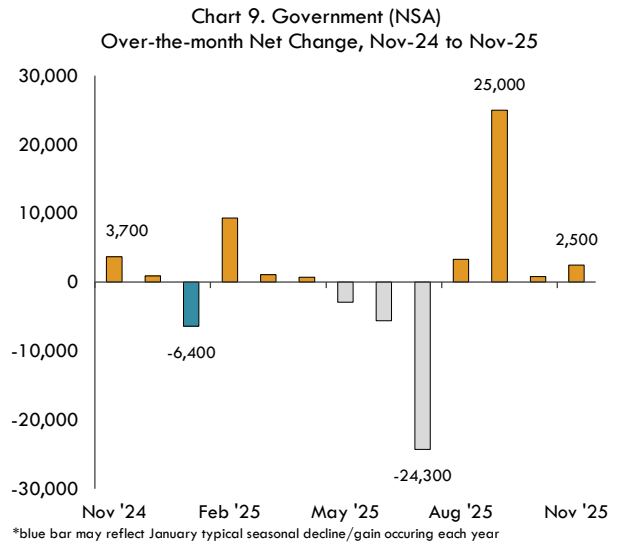


GAINING INDUSTRY HIGHLIGHTS

Government

Over-the-month Change

Government was the second-largest gaining sector over the month up 2,500 jobs, or 0.5 percent (see Chart 9). Historically in the month of November, Government has added an average of 2,300 jobs over the month, which indicates that this month's gains are on par with the long-term average. Local Government was the largest contributor to the overall sector's increase, up 1,500 jobs over the month. The second-largest contributor was Federal Government, which added 500 jobs from October to November. Lastly, State Government contributed, 500 jobs. Note: No revision data is available for September and October 2025 and we anticipate resuming the revision analysis in the coming months.

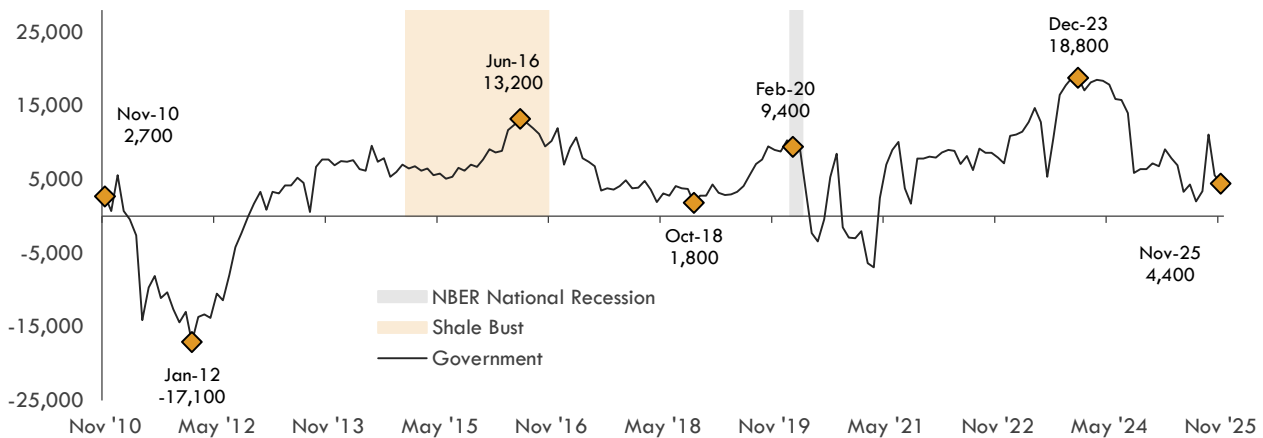


Over-the-year Change

Year over year, Government was up 4,400 jobs, or 0.9 percent (see Chart 10). State Government was the largest contributor to the overall sector's increase, up 3,600 jobs over the year. The second-largest contributor was Local Government, which added 2,600 jobs from November a year ago. Lastly, Federal Government offset a portion of the sector's gains with a loss of -1,800 jobs. Total Government employment (NSA) now exceeds its February 2020 pre-pandemic level of 429,300 jobs by 41,300, or 9.6 percent. At the same time, the sector's share of Houston area Total Nonfarm Employment has remained

constant at 13.4 percent over the past year.

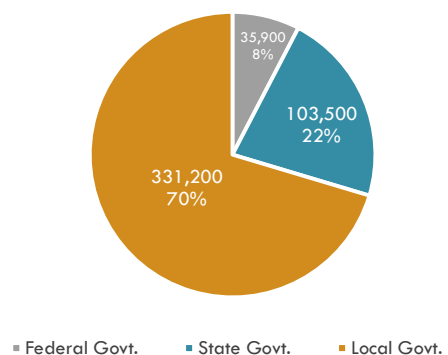
Chart 10. Government (NSA) Over-the-year Net Change, Nov-10 to Nov-25



About This Sector

This sector consists of establishments of federal, state, and local government agencies that administer, oversee, and manage public programs and have executive, legislative, or judicial authority over other institutions within a given area that are not performed by private establishments. For MSA data, this includes public education but excludes healthcare. Of the three main component industries, Local Government accounts for the majority of the sector's employment at 70 percent (see Chart 11).

Chart 11. Employment in Component Industries of Government Sector - November 2025

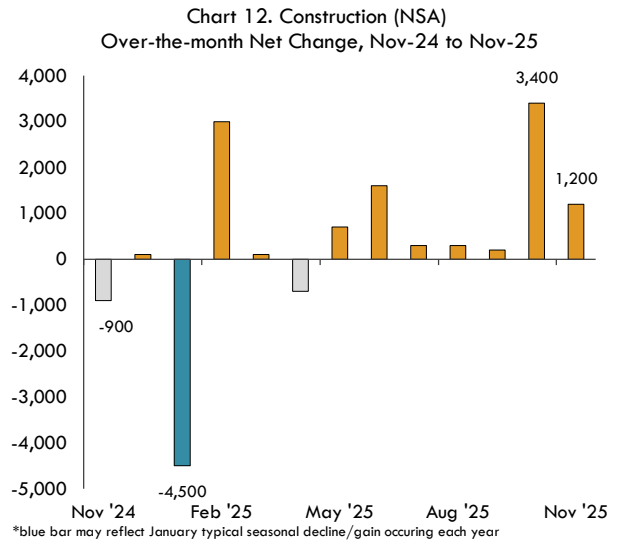


GAINING INDUSTRY HIGHLIGHTS

Construction

Over-the-month Change

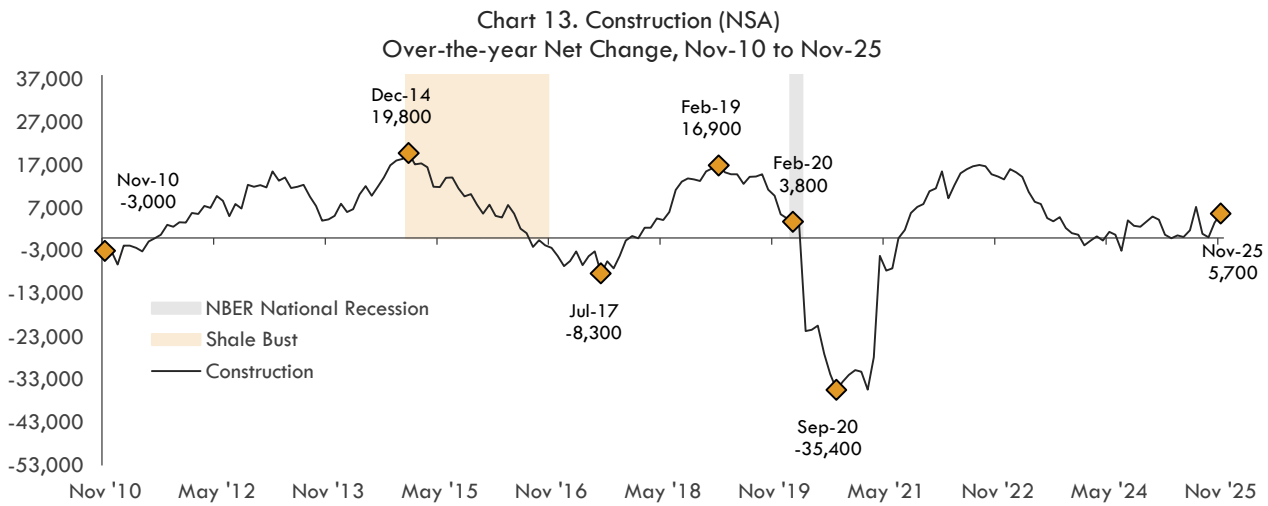
Construction was the third-largest gaining sector over the month up 1,200 jobs, or 0.5 percent (see Chart 12). This was the second-largest gain in the month of November since records began in 1990. Historically in the month of November, Construction has lost an average of -1,300 jobs over the month, which indicates that this month's gains are substantially in contrast to the long-term average decline. Specialty Trade Contractors was the largest contributor to the overall sector's increase, up 600 jobs over the month. The second-largest contributor was Heavy and Civil Engineering Construction, which added 300 jobs from October to November. Lastly, Construction of Buildings contributed, 300 jobs. Note: No revision data is available for September and October 2025 and we anticipate resuming the revision analysis in the coming months.



Over-the-year Change

Year over year, Construction was up 5,700 jobs, or 2.4 percent (see Chart 13). This was the largest over-the-year gain since July 2025's increase of 7,300 jobs. Among sectors currently showing growth, this sector is the third-fastest growing in percentage terms across the Houston area. Construction of Buildings was the largest contributor to the overall sector's increase, up 2,900 jobs over the year. The second-largest contributor was Heavy and Civil Engineering Construction, which added 1,900 jobs from November a year ago. Lastly, Specialty Trade Contractors contributed, 900 jobs. Total Construction

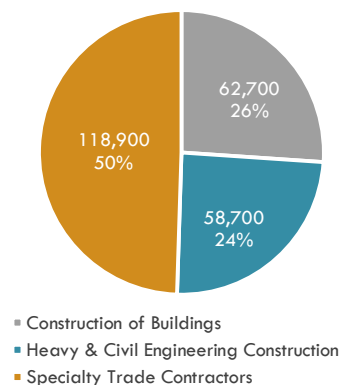
employment (NSA) now exceeds its February 2020 pre-pandemic level of 237,400 jobs by 2,900, or 1.2 percent. At the same time, the sector's share of Houston area Total Nonfarm Employment has risen from 6.8 percent to 6.9 percent over the past year.



About This Sector

This sector comprises establishments engaged in the construction of buildings, infrastructure, site preparation and subdivision, and specialty trades e.g. masonry, painting, and electrical work. Of the three main component industries, Specialty Trade Contractors accounts for a plurality of the sector's employment at 49 percent (see Chart 14).

Chart 14. Employment in Component Industries of Construction Sector - November 2025



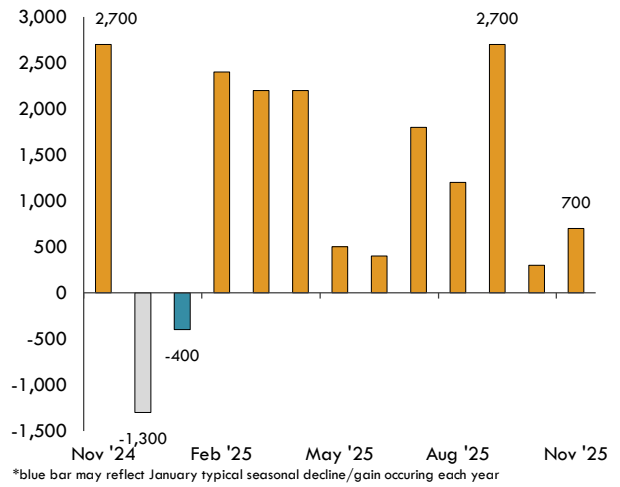
GAINING INDUSTRY HIGHLIGHTS

Private Education and Health Services

Over-the-month Change

Private Education and Health Services was the fourth-largest gaining sector over the month up 700 jobs, or 0.1 percent (see Chart 15). Historically in the month of November, Private Education and Health Services has added an average of 1,000 jobs over the month, which indicates that this month's gains are moderately below the long-term average. Health Care and Social Assistance was the largest contributor to the overall sector's increase, up 400 jobs over the month. The second-largest contributor was Private Educational Services, which added 300 jobs from October to November. Note: No revision data is available for September and October 2025 and we anticipate resuming the revision analysis in the coming months.

Chart 15. Private Education and Health Services (NSA)
Over-the-month Net Change, Nov-24 to Nov-25

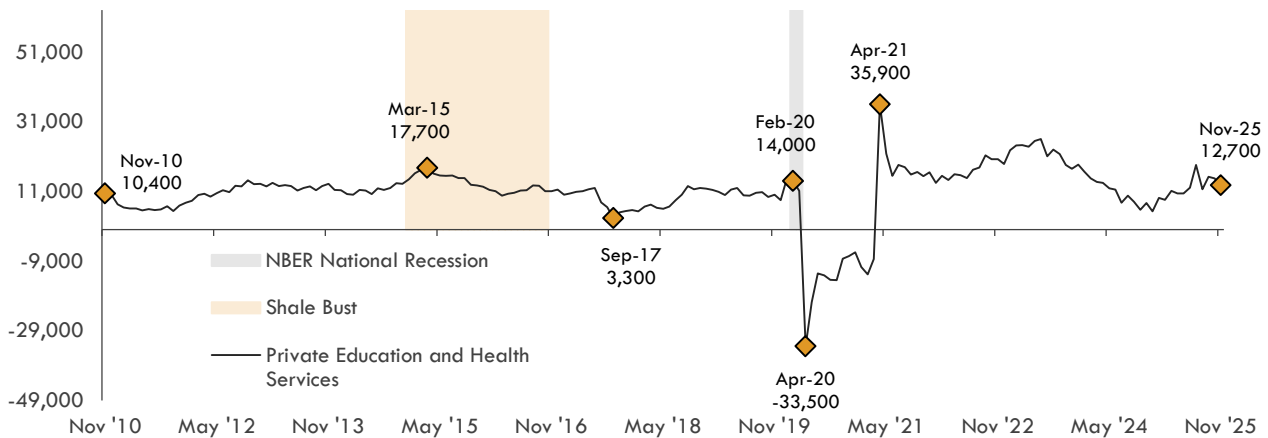


Over-the-year Change

Year over year, Private Education and Health Services was up 12,700 jobs, or 2.7 percent (see Chart 16). Among sectors currently showing growth, this sector is the second-fastest growing in percentage terms across the Houston area. Furthermore, 31.1 percent of total (gross) jobs added across the region over the past year can be attributed to Private Education and Health Services. Health Care and Social Assistance was the largest contributor to the overall sector's increase, up 10,400 jobs over the year. The second-largest contributor was Private Educational Services, which added 2,300 jobs from November a

Total Private Education and Health Services employment (NSA) now exceeds its February 2020 pre-pandemic level of 414,600 jobs by 62,000, or 15.0 percent. At the same time, the sector's share of Houston area Total Nonfarm Employment has risen from 13.4 percent to 13.7 percent over the past year.

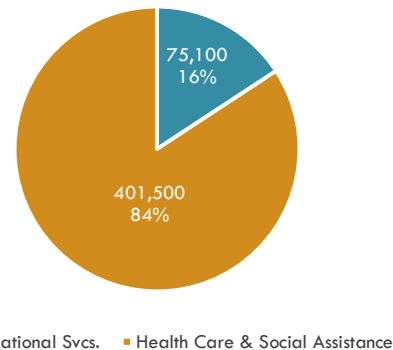
Chart 16. Private Education and Health Services (NSA)
Over-the-year Net Change, Nov-10 to Nov-25



About This Sector

This sector is composed of establishments that provide private education services (i.e. excluding publicly-funded primary, secondary, and postsecondary institutions) and establishments that provide healthcare and social assistance to individuals. Of the two main component industries, Health Care and Social Assistance accounts for the majority of the sector's employment at 84 percent (see Chart 17).

Chart 17. Employment in Component Industries of Private Education and Health Services Sector - November 2025

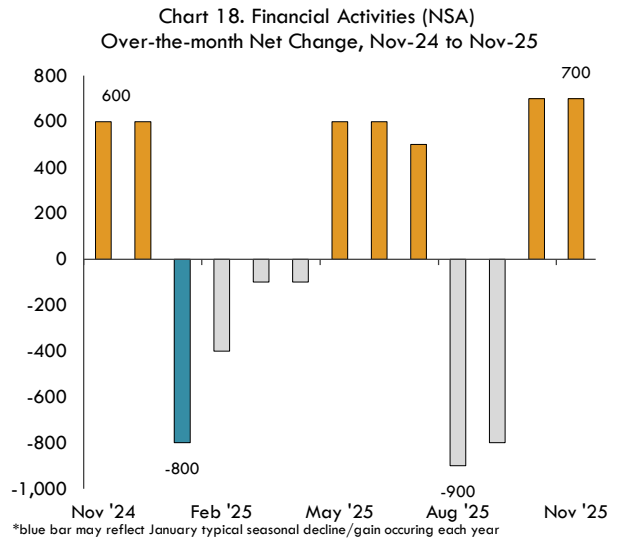


GAINING INDUSTRY HIGHLIGHTS

Financial Activities

Over-the-month Change

Financial Activities was the fifth-largest gaining sector over the month up 700 jobs, or 0.4 percent (see Chart 18). This was the largest-ever gain in the month of November since records began in 1990. Historically in the month of November, Financial Activities has lost an average of -100 jobs over the month, which indicates that this month's gains are substantially in contrast to the long-term average decline. Real Estate and Rental and Leasing was the largest contributor to the overall sector's increase, up 800 jobs over the month. One component industry that provided a partial offset was Finance and Insurance, which lost -100 jobs from October to November. Note: No revision data is available for September and October 2025 and we anticipate resuming the revision analysis in the coming months.

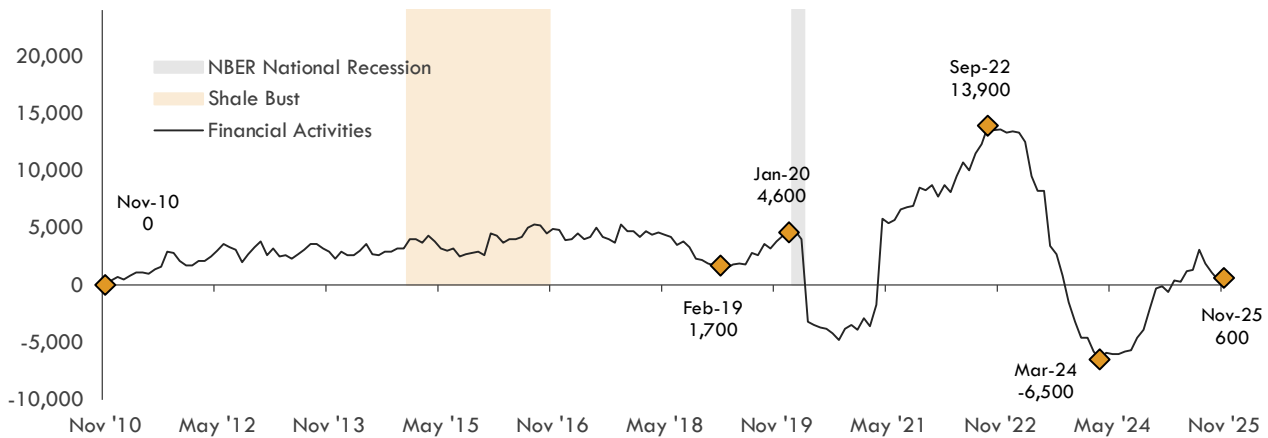


Over-the-year Change

Year over year, Financial Activities was up 600 jobs, or 0.3 percent (see Chart 19). Real Estate and Rental and Leasing was the largest contributor to the overall sector's increase, up 1,200 jobs over the year. One component industry that provided a partial offset was Finance and Insurance, which lost -600 jobs from November a year ago. Total Financial Activities employment (NSA) now exceeds its February 2020 pre-pandemic level of 169,200 jobs by 13,200, or 7.8 percent. At the same time, the sector's share of Houston area Total Nonfarm Employment has remained constant at 5.2 percent over the past

year.

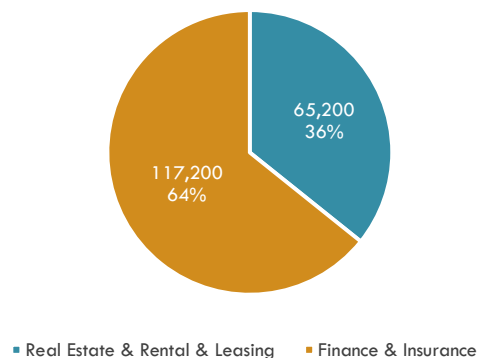
Chart 19. Financial Activities (NSA)
Over-the-year Net Change, Nov-10 to Nov-25



About This Sector

This sector is composed of establishments renting, leasing, or allowing use of assets, and financial transactions such as creation, liquidation, or change in ownership of financial assets, underwriting of insurance, and annuities. Of the two main component industries, Finance and Insurance accounts for the majority of the sector's employment at 64 percent (see Chart 20).

Chart 20. Employment in Component Industries of Financial Activities Sector - November 2025



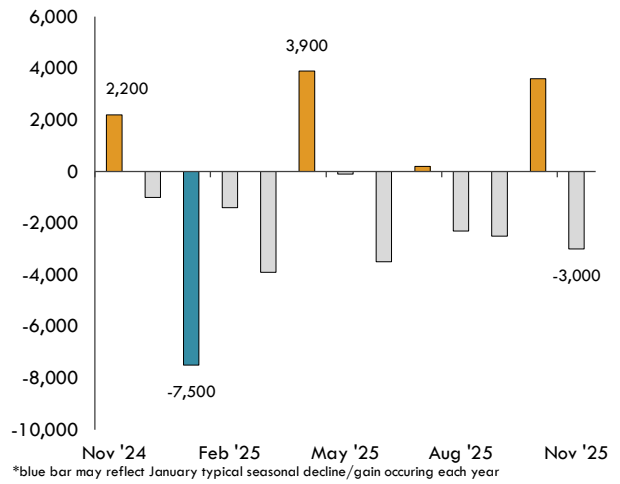
DECLINING INDUSTRY HIGHLIGHTS

Professional and Business Services

Over-the-month Change

Professional and Business Services was the largest declining sector over the month down -3,000 jobs, or -0.5 (see Chart 21). This was the largest-ever decline in the month of November since records began in 1990, beating the previous November record of -2,500 jobs lost in 2008. Historically in the month of November, Professional and Business Services has added an average of 600 jobs over the month, which indicates that this month's losses are substantially in contrast to the long-term average gain. Administrative and Support and Waste Management and Remediation Services was the largest contributor to the overall sector's decline, down -1,500 jobs over the month. The second-largest declining contributor was Professional, Scientific, and Technical Services, which lost -1,300 jobs from October to November. Lastly, Management of Companies and Enterprises subtracted, -200 jobs. Note: No revision data is available for September and October 2025 and we anticipate resuming the revision analysis in the coming months.

Chart 21. Professional and Business Services (NSA)
Over-the-month Net Change, Nov-24 to Nov-25

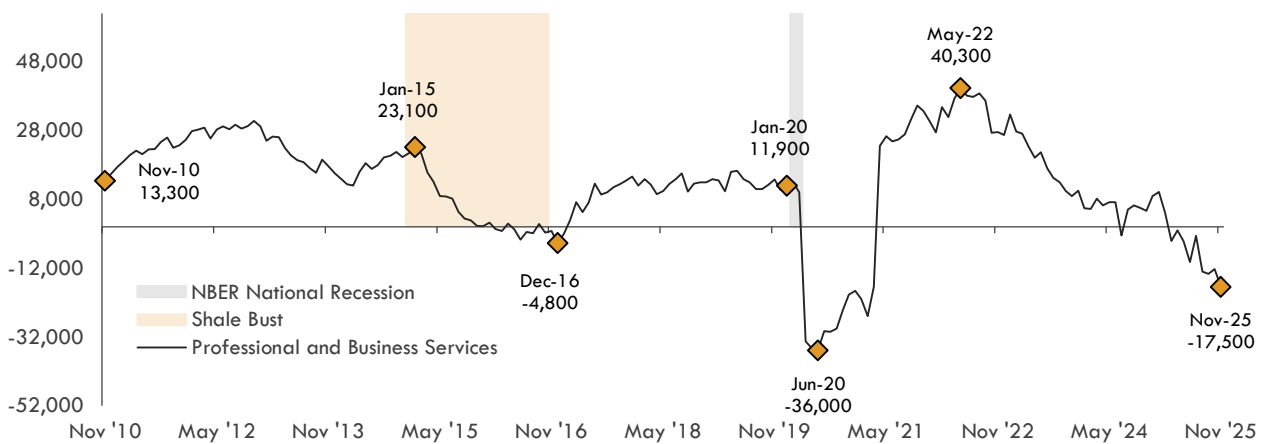


Over-the-year Change

Year over year, Professional and Business Services was down -17,500 jobs, or -3.1 percent (see Chart 22). This was the third-largest over-the-year decline in November since records began in 1990 and the largest over-the-year decline since March 2021's loss of -17,500 jobs. Among sectors currently showing contraction, this sector is the second-fastest declining in percentage terms across the Houston area. Furthermore, 78.5 percent of total (gross) jobs lost across the region over the past year can be attributed to Professional and Business Services. Professional, Scientific, and Technical Services was the largest

contributor to the overall sector's decline, down -9,000 jobs over the year. The second-largest declining contributor was Administrative and Support and Waste Management and Remediation Services, which lost -6,500 jobs from November a year ago. Lastly, Management of Companies and Enterprises subtracted, -2,000 jobs. Total Professional and Business Services employment (NSA) now exceeds its February 2020 pre-pandemic level of 514,800 jobs by 38,400, or 7.5 percent. At the same time, the sector's share of Houston area Total Nonfarm Employment has fallen from 16.4 percent to 15.8 percent over the past year.

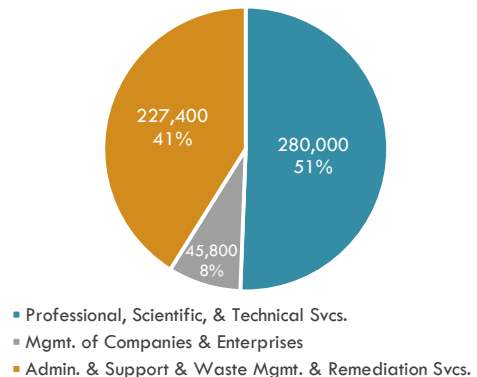
Chart 22. Professional and Business Services (NSA)
Over-the-year Net Change, Nov-10 to Nov-25



About This Sector

This sector is composed of establishments specializing in professional, scientific, and technical activities; management of establishments holding equity interests in order to influence management decisions; and office administration, hiring of personnel, security, cleaning, and waste disposal. Of the three main component industries, Professional, Scientific, and Technical Services accounts for a slight majority of the sector's employment at just over 51 percent (see Chart 23).

Chart 23. Employment in Component Industries of Professional and Business Services Sector - November 2025

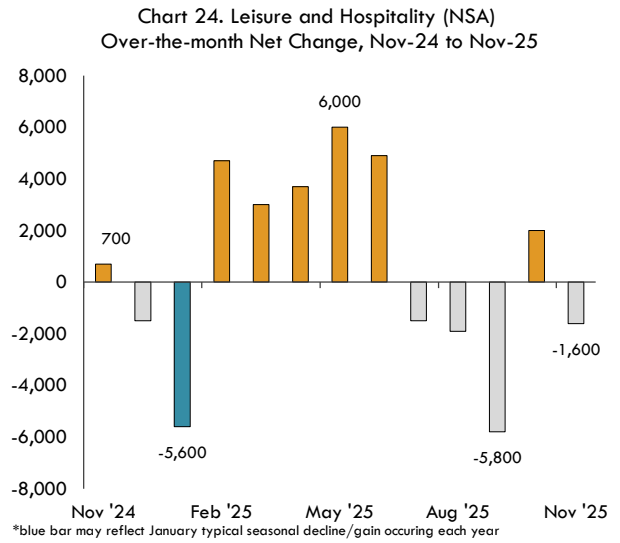


DECLINING INDUSTRY HIGHLIGHTS

Leisure and Hospitality

Over-the-month Change

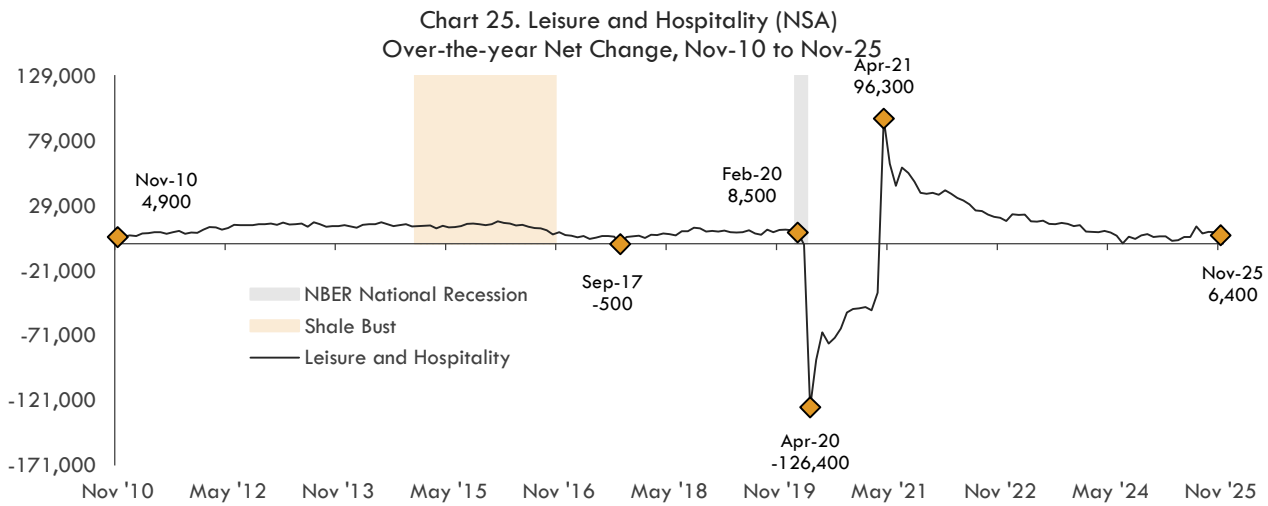
Leisure and Hospitality was the second-largest declining sector over the month down -1,600 jobs, or -0.4 (see Chart 24). This November tied with 2018 for the largest-ever decline in the month of November since records began in 1990. Historically in the month of November, Leisure and Hospitality has added an average of 200 jobs over the month, which indicates that this month's losses are substantially in contrast to the long-term average gain. Accommodation and Food Services was the largest contributor to the overall sector's decline, down -1,100 jobs over the month. The second-largest declining contributor was Arts, Entertainment, and Recreation, which lost -500 jobs from October to November. Note: No revision data is available for September and October 2025 and we anticipate resuming the revision analysis in the coming months.



Over-the-year Change

Year over year, Leisure and Hospitality was up 6,400 jobs, or 1.8 percent (see Chart 25). Furthermore, 15.7 percent of total (gross) jobs added across the region over the past year can be attributed to Leisure and Hospitality. Accommodation and Food Services was the largest contributor to the overall sector's increase, up 4,800 jobs over the year. The second-largest contributor was Arts, Entertainment, and Recreation, which added 1,600 jobs from November a year ago. Total Leisure and Hospitality employment (NSA) now exceeds its February 2020 pre-pandemic level of 334,600 jobs by 35,400, or 10.6

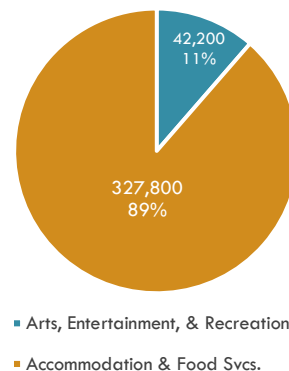
percent. At the same time, the sector's share of Houston area Total Nonfarm Employment has risen from 10.5 percent to 10.6 percent over the past year.



About This Sector

This sector is composed of establishments that produce and promote in live performances, events, or exhibits of historical, cultural, or educational interest or related to recreation or hobbies intended for public viewing; and provide customers with lodging and/or meals and beverages for immediate consumption. NOTE: movie theaters are classified under the Information sector rather than Leisure and Hospitality. Of the two main component industries, Accommodation and Food Services accounts for the majority of the sector's employment at 89 percent (see Chart 26).

Chart 26. Employment in Component Industries of Leisure and Hospitality Sector - November 2025

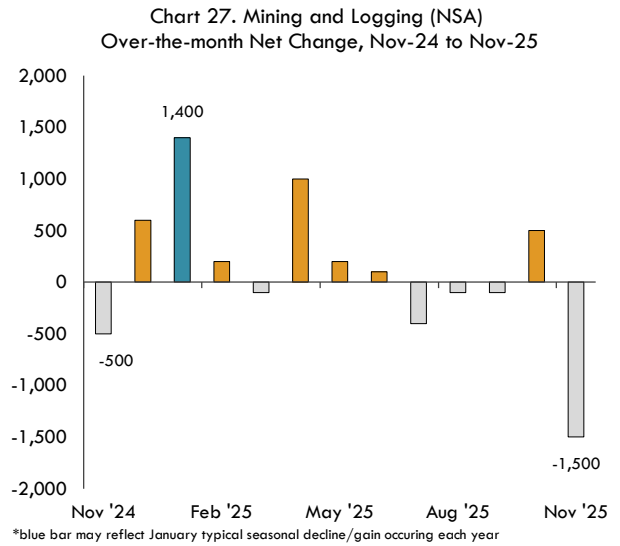


DECLINING INDUSTRY HIGHLIGHTS

Mining and Logging

Over-the-month Change

Mining and Logging was the third-largest declining sector over the month down -1,500 jobs, or -1.8 (see Chart 27). This was the second-largest decline in the month of November since records began in 1990. Historically in the month of November, Mining and Logging has lost an average of -100 jobs over the month, which indicates that this month's losses are substantially larger than the long-term average decline. Support Activities for Mining was the largest contributor to the overall sector's decline, down -1,000 jobs over the month. The second-largest declining contributor was Oil and Gas Extraction, which lost -500 jobs from October to November. Lastly, Other Mining and Logging Undefined saw no change over the month. Note: No revision data is available for September and October 2025 and we anticipate resuming the revision analysis in the coming months.

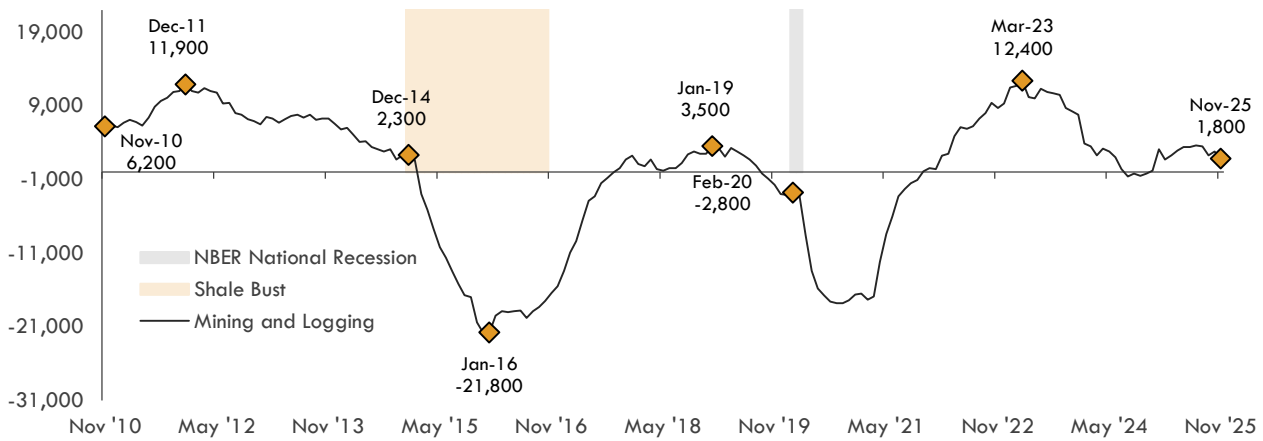


Over-the-year Change

Year over year, Mining and Logging was up 1,800 jobs, or 2.3 percent (see Chart 28). Oil and Gas Extraction was the largest contributor to the overall sector's increase, up 1,000 jobs over the year. The second-largest contributor was Support Activities for Mining, which added 600 jobs from November a year ago. Lastly, Other Mining and Logging Undefined contributed, 200 jobs. Total Mining and Logging employment (NSA) now exceeds its February 2020 pre-pandemic level of 78,400 jobs by 1,400, or 1.8 percent. At the same time, the sector's share of Houston area Total Nonfarm Employment has

remained constant at 2.2 percent over the past year.

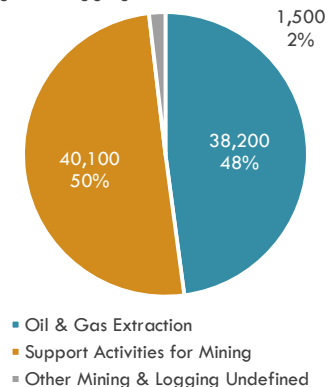
Chart 28. Mining and Logging (NSA) Over-the-year Net Change, Nov-10 to Nov-25



About This Sector

This sector comprises establishments extracting naturally occurring minerals such as coal and ores; liquid minerals, such as crude petroleum and natural gas; and timber. Of the three main component industries, Support Activities for Mining accounts for a slight majority of the sector's employment at just over 50 percent (see Chart 29).

Chart 29. Employment in Component Industries of Mining and Logging Sector - November 2025

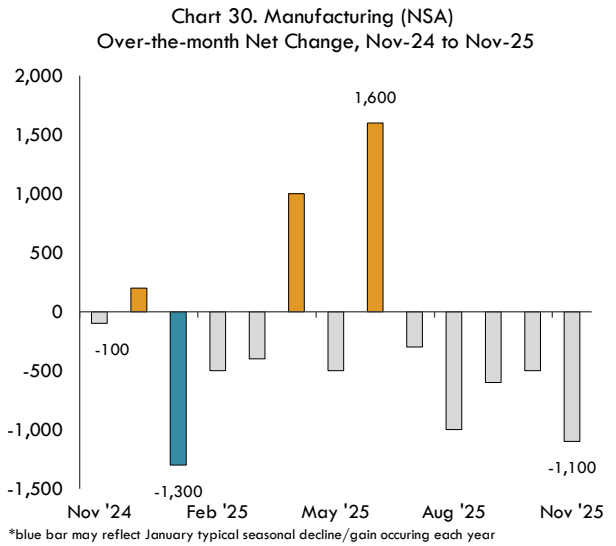


DECLINING INDUSTRY HIGHLIGHTS

Manufacturing

Over-the-month Change

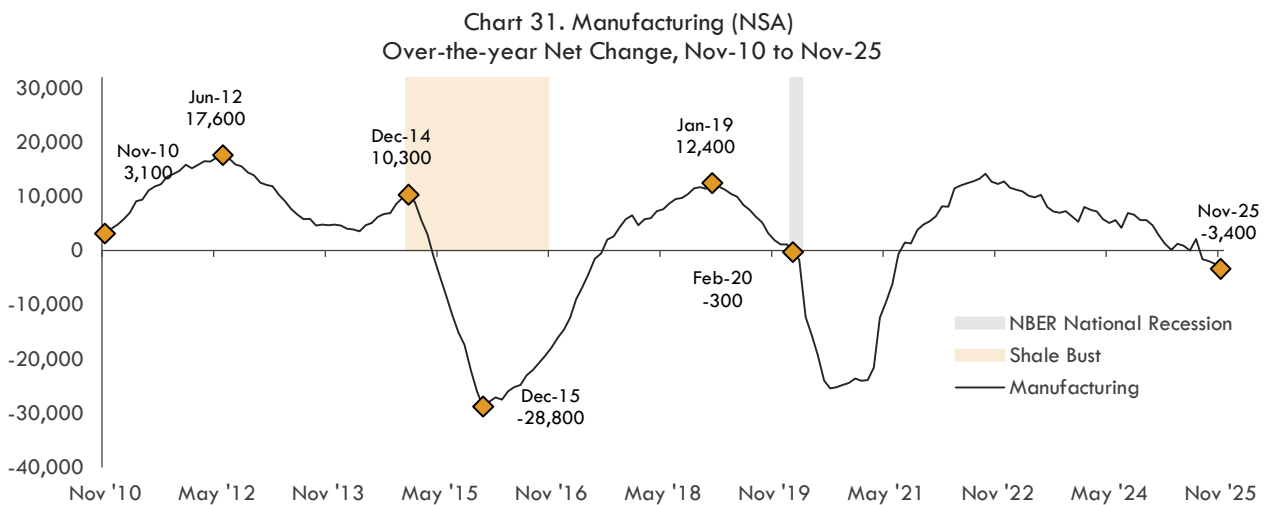
Manufacturing also saw a decrease over the month down -1,100 jobs, or -0.5 (see Chart 30). This November tied with 2002 for the third-largest decline in the month of November since records began in 1990. Historically in the month of November, Manufacturing has added an average of 500 jobs over the month, which indicates that this month's losses are substantially in contrast to the long-term average gain. Durable Goods was the largest contributor to the overall sector's decline, down -600 jobs over the month. The second-largest declining contributor was Non-Durable Goods, which lost -500 jobs from October to November. Note: No revision data is available for September and October 2025 and we anticipate resuming the revision analysis in the coming months.



Over-the-year Change

Year over year, Manufacturing was down -3,400 jobs, or -1.4 percent (see Chart 31). This was the largest over-the-year decline since June 2021's decrease of -6,200 jobs. Among sectors currently showing contraction, this sector is the third-fastest declining in percentage terms across the Houston area. Furthermore, 15.2 percent of total (gross) jobs lost across the region over the past year can be attributed to Manufacturing. Durable Goods was the largest contributor to the overall sector's decline, down -2,500 jobs over the year. The second-largest declining contributor was Non-Durable Goods, which lost -900

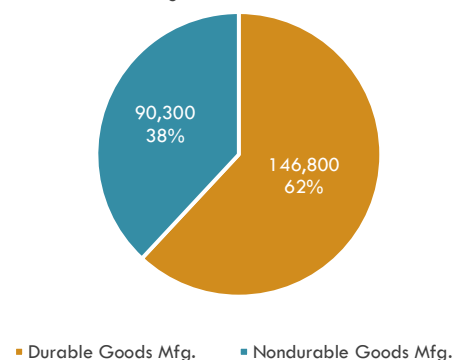
jobs from November a year ago. Total Manufacturing employment (NSA) now exceeds its February 2020 pre-pandemic level of 234,700 jobs by 2,400, or 1.0 percent. At the same time, the sector's share of Houston area Total Nonfarm Employment has fallen from 6.9 percent to 6.8 percent over the past year.



About This Sector

This sector comprises establishments engaged in the mechanical, physical, or chemical transformation of materials, substances, or components into new products. Of the two main component industries, Durable Goods accounts for the majority of the sector's employment at 62 percent (see Chart 32).

Chart 32. Employment in Component Industries of Manufacturing Sector - November 2025

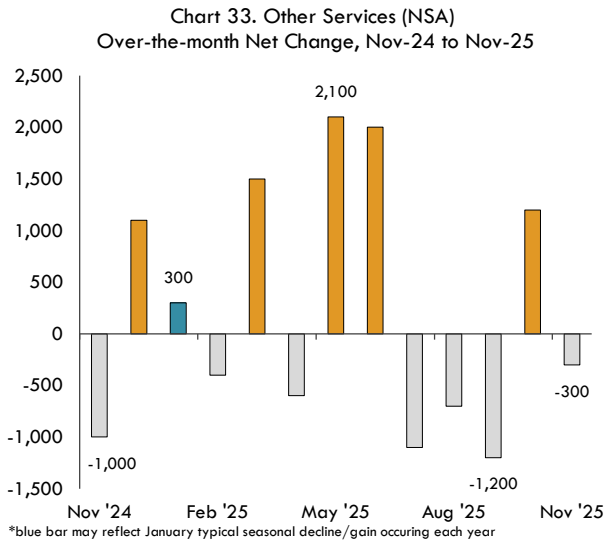


DECLINING INDUSTRY HIGHLIGHTS

Other Services

Over-the-month Change

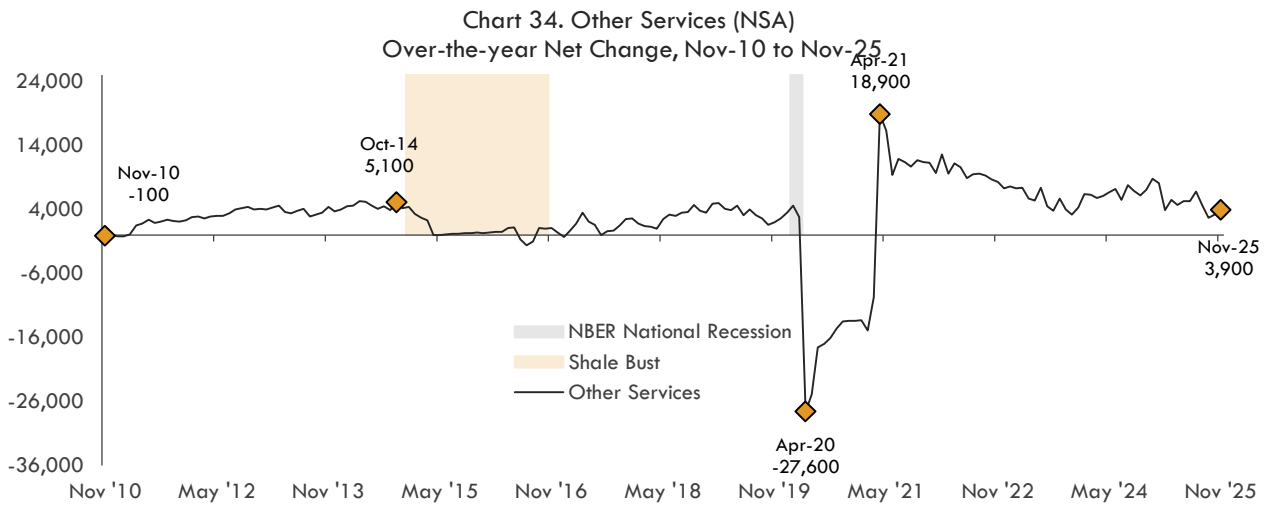
Other Services also saw a decrease over the month down -300 jobs, or -0.2 (see Chart 33). Historically in the month of November, Other Services has lost an average of -700 jobs over the month, which indicates that this month's losses are slightly smaller than the long-term average decline. NOTE: No subsector is published at the MSA level by the CES survey. See below for additional information. Note: No revision data is available for September and October 2025 and we anticipate resuming the revision analysis in the coming months.



Over-the-year Change

Year over year, Other Services was up 3,900 jobs, or 2.9 percent (see Chart 34). This was the largest over-the-year gain since August 2025's increase of 4,600 jobs. Among sectors currently showing growth, this sector is the fastest-growing in percentage terms across the Houston area. NOTE: No subsector is published at the MSA level by the CES survey. See below for additional information. Total Other Services employment (NSA) now exceeds its February 2020 pre-pandemic level of 119,200 jobs by 18,100, or 15.2 percent. At the same time, the sector's share of Houston area Total Nonfarm Employment has

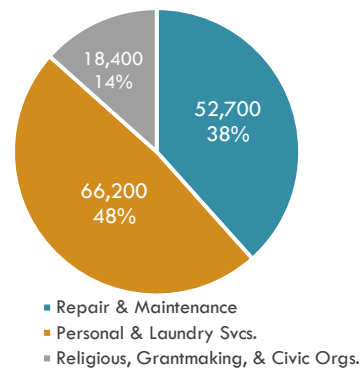
remained constant at 3.8 percent over the past year.



About This Sector

This sector comprises establishments engaged in services not classified elsewhere such as equipment and machinery repair, religious activities, grantmaking, advocacy, and providing dry-cleaning and laundry services, and personal care services. Of the three main component industries, Personal and Laundry Services accounts for a plurality of the sector's employment at 48 percent as a subsector where self-employment is prevalent (source: Census - Non Employer Statistics and BLS - Quarterly Census of Employment and Wages) (see Chart 35). Across the Houston MSA, the concentration of jobs in the overall Other Services sector is 5 percent higher than the national average.

Chart 35. Employment in Component Industries of Other Services Sector - November 2025



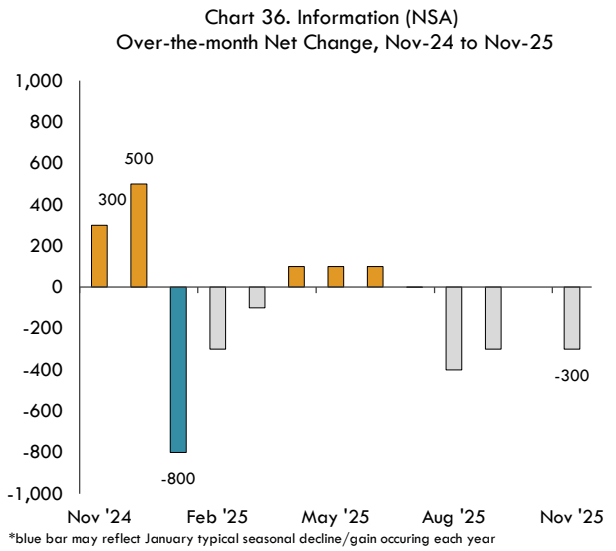
*estimated proportions based QCEW covered and NES self-employment

DECLINING INDUSTRY HIGHLIGHTS

Information

Over-the-month Change

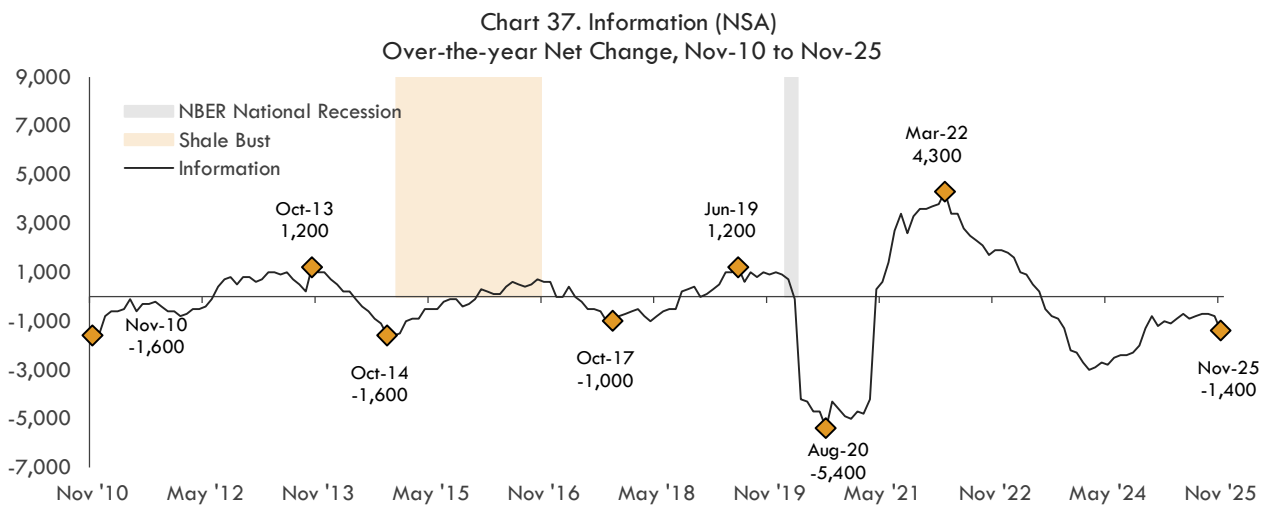
Information also saw a decrease over the month down -300 jobs, or -1.0 (see Chart 36). This November tied with 2002 for the second-largest decline in the month of November since records began in 1990. Historically in the month of November, Information has added an average of 200 jobs over the month, which indicates that this month's losses are on par with the long-term average. Other Information Undefined was the largest contributor to the overall sector's decline, down -300 jobs over the month. One component industry, Telecommunications, saw no change from October to November. Note: No revision data is available for September and October 2025 and we anticipate resuming the revision analysis in the coming months.



Over-the-year Change

Year over year, Information was down -1,400 jobs, or -4.7 percent (see Chart 37). Among sectors currently showing contraction, this sector is the fastest declining in percentage terms across the Houston area. Other Information Undefined was the largest contributor to the overall sector's decline, down -800 jobs over the year. The second-largest declining contributor was Telecommunications, which lost -600 jobs from November a year ago. Total Information employment (NSA) remains -4,200 jobs, or -12.8 percent below its February 2020 pre-pandemic level of 32,700. At the same time, the sector's share of Houston area

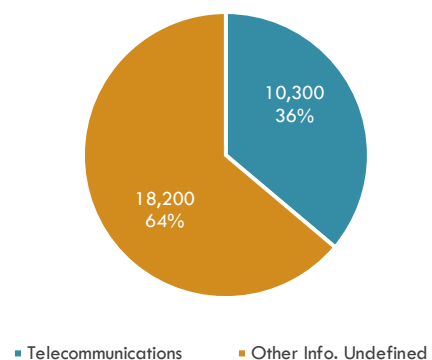
Total Nonfarm Employment has remained constant at 0.9 percent over the past year.



About This Sector

This sector comprises establishments producing and distributing information and cultural products, e.g. traditional and online news publishing; software publishing; the motion picture and sound recording; TV broadcasting; and telecommunications. Of the two main component industries, Other Information Undefined accounts for the majority of the sector's employment at 64 percent (see Chart 38).

Chart 38. Employment in Component Industries of Information Sector - November 2025



Local Area Unemployment Statistics

Not-Seasonally Adjusted

Houston Metro, Texas, and U.S. Unemployment

The Houston MSA (not-seasonally-adjusted) unemployment rate stood at 4.5 percent in November, down from October's 4.65 percent and up from 4.4 percent a year ago. This was above the statewide rate of 4.2 percent and above the national rate of 4.3 percent. An over-the-month increase in November is typical having occurred roughly 70 percent of the time over the past three decades. 177,787 individuals were unemployed in Houston in November, down from October's 182,329 and up from 169,284 in November 2024 (see Charts 39 and 40).

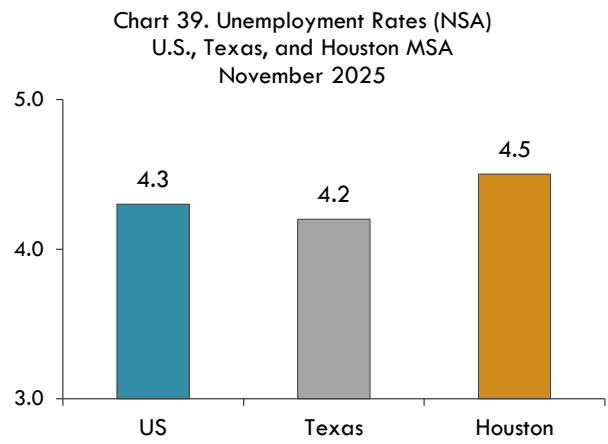
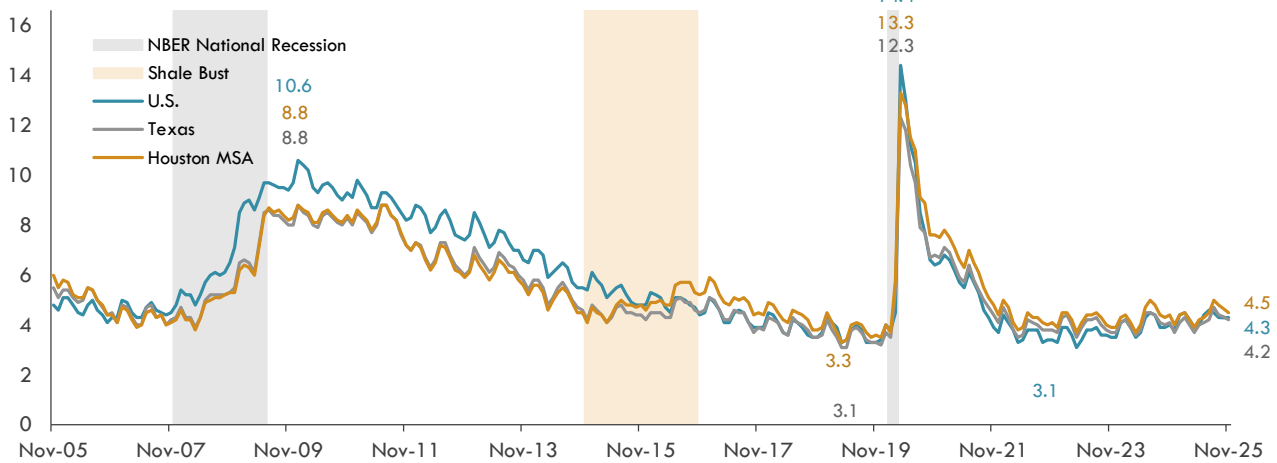


Chart 40. Unemployment Rates U.S., Texas, and Houston MSA (NSA) November 2005 to November 2025



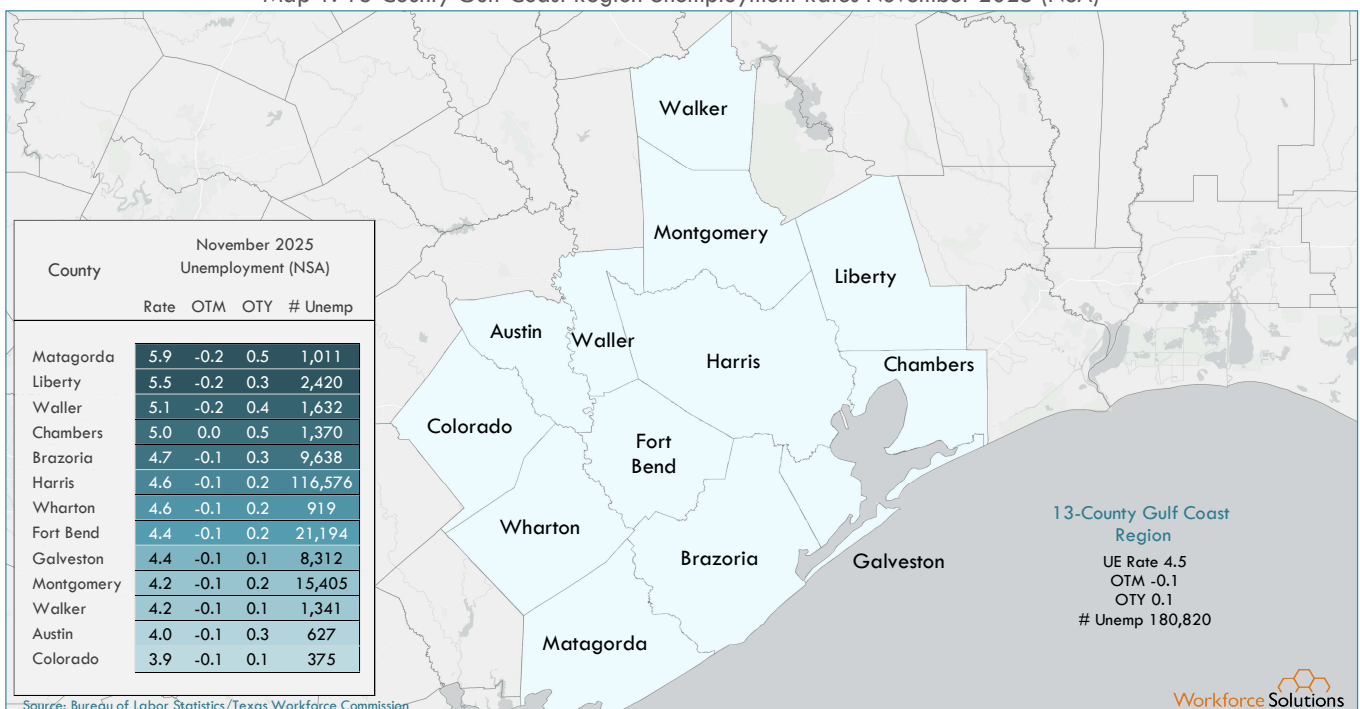
Note: Oct 2025's value is interpolated.

County-level Unemployment

Among the 13 counties that comprise the Gulf Coast Workforce Development Area, unemployment rates in November ranged from a high of 5.9 percent in Matagorda County to a low of 3.9 percent in Colorado. Over the month, 12 counties saw their unemployment rates decline in keeping with the region-wide decrease of -0.1 percentage points while one saw no change. Waller saw the largest percentage-point decrease in unemployment down -0.2 pp. representing -63 fewer unemployed workers compared to the previous month. This was followed by Matagorda (-0.2 pp, -23 workers) and Liberty

(-0.2 pp, -57 workers). Over the year unemployment rates rose with, Matagorda posting the largest increase, up 0.5 percentage points representing 118 more unemployed workers compared to a year ago followed by Chambers (0.5 pp, 154 workers) and Waller (0.4 pp, 161 workers). Since peaking at 448,855 in April 2020 due to the COVID-19 global pandemic, the number of unemployed workers in the Gulf Coast Region has fallen by -268,035 as of this November (see Map 1 legend).

Map 1. 13-County Gulf Coast Region Unemployment Rates November 2025 (NSA)



Local Area Unemployment Statistics (continued)

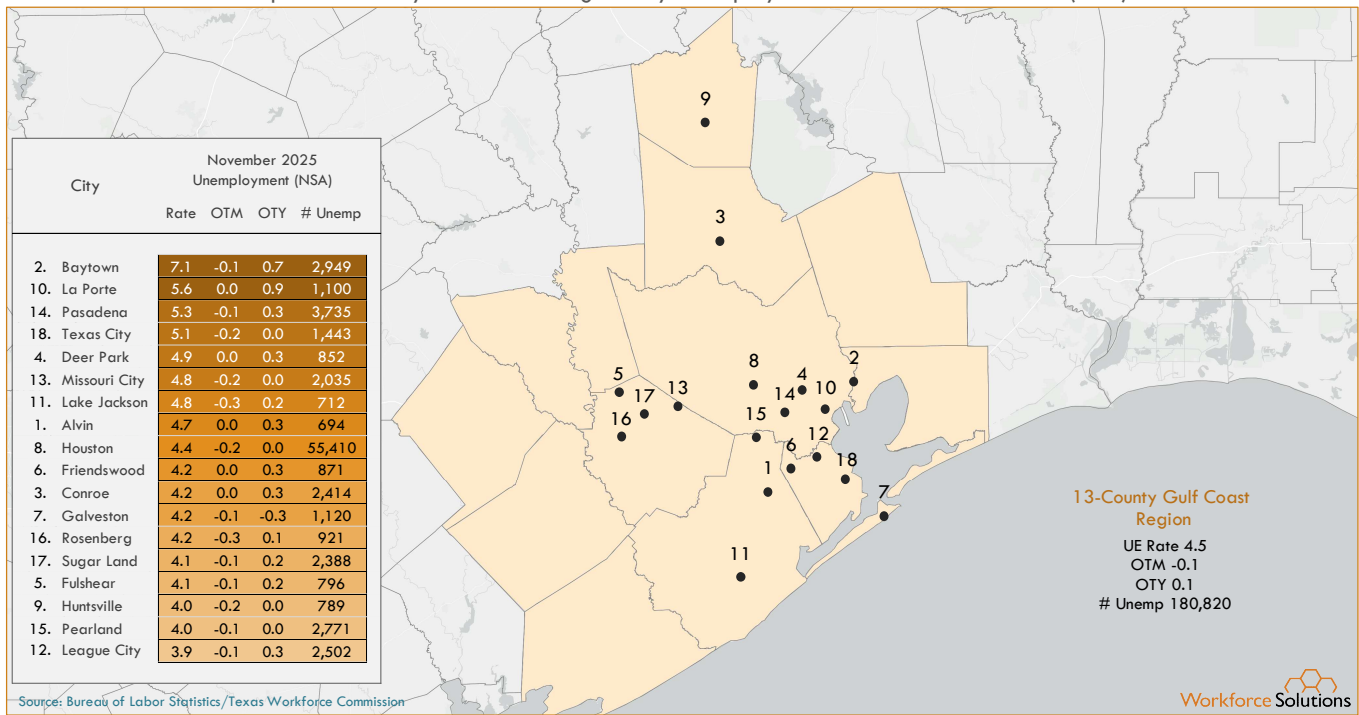
Not-Seasonally Adjusted

Unemployment Rates for Select Municipalities

Among the 18 cities in the Gulf Coast Workforce Development Area for which Local Area Unemployment Statistics are available, unemployment rates in November ranged from a high of 7.1 percent in Baytown to a low of 3.9 percent in League City (see Map 2 legend). Over the month, 13 cities saw their unemployment rates decline in keeping with the region-wide decrease of -0.1 percentage points while five saw no changes. Lake Jackson saw the largest percentage-point decrease

in unemployment down -0.3 pp. representing -36 fewer unemployed workers compared to the previous month. This was followed by Rosenberg (-0.3 pp, -47 workers) and Missouri City (-0.2 pp, -85 workers). Over the year unemployment rates rose with, La Porte posting the largest increase, up 0.9 percentage points representing 207 more unemployed workers compared to a year ago followed by Baytown (0.7 pp, 335 workers) and League City (0.3 pp, 238 workers). The 18 cities below accounted for 46 percent of the 180,820 unemployed workers across the Gulf Coast Region as of this November (see Map 2 legend).

Map 2. 13-County Gulf Coast Region City Unemployment Rates November 2025 (NSA)



Seasonally Adjusted

Houston Metro, Texas, and U.S. Unemployment

Due to the lapse in appropriations, Local Area Unemployment Statistics data is unavailable for the month of October.

Gulf Coast Workforce Solutions Index (WSI)



The Gulf Coast Workforce Solutions Index (WSI)

The WSI is an indicator designed to capture shifts in the local labor market, specifically the balance between available jobs and unemployed workers at a given point in time. Values above 4.0 signal a surplus of jobs while values less than 4.0 signal a surplus of jobseekers. The Gulf Coast Workforce Board monitors the WSI as part of its ongoing review of the region's unemployment insurance work search requirement and reserves the right to adjust the number of weekly job search contacts as labor market conditions warrant. In the event of change to the work search requirement, the Board will notify the Texas Workforce Commission who will in turn notify UI recipients.

Not Available

November reading is currently unavailable due to the lapse in appropriations affecting October unemployment statistics and that we anticipate resuming publication of the index in the coming months.

Workforce Solutions Index November 2025



Table 1. Houston MSA Sectors and Major Industry Subcomponents

NAICS Industry	Nov-25	Oct-25	Nov-24	Monthly	Monthly	Yearly	Yearly %
Total Nonfarm	3,490,300	3,480,600	3,471,800	9,700	0.3%	18,500	0.5%
Total Private	3,019,700	3,012,500	3,005,600	7,200	0.2%	14,100	0.5%
Goods Producing	557,200	558,600	553,100	-1,400	-0.3%	4,100	0.7%
..Mining and Logging	79,800	81,300	78,000	-1,500	-1.8%	1,800	2.3%
...Oil and Gas Extraction	38,200	38,700	37,200	-500	-1.3%	1,000	2.7%
...Support Activities for Mining	40,100	41,100	39,500	-1,000	-2.4%	600	1.5%
..Construction	240,300	239,100	234,600	1,200	0.5%	5,700	2.4%
..Construction of Buildings	62,700	62,400	59,800	300	0.5%	2,900	4.8%
..Heavy and Civil Engineering Construction	58,700	58,400	56,800	300	0.5%	1,900	3.3%
..Specialty Trade Contractors	118,900	118,300	118,000	600	0.5%	900	0.8%
..Manufacturing	237,100	238,200	240,500	-1,100	-0.5%	-3,400	-1.4%
..Durable Goods	146,800	147,400	149,300	-600	-0.4%	-2,500	-1.7%
...Fabricated Metal Product Manufacturing	54,400	54,400	54,200	0	0.0%	200	0.4%
...Machinery Manufacturing	39,800	40,000	40,400	-200	-0.5%	-600	-1.5%
....Agriculture, Construction, and Mining Machinery Mfg.	20,100	20,200	20,300	-100	-0.5%	-200	-1.0%
...Computer and Electronic Product Manufacturing	14,400	14,400	14,200	0	0.0%	200	1.4%
..Non-Durable Goods	90,300	90,800	91,200	-500	-0.6%	-900	-1.0%
...Petroleum and Coal Products Manufacturing	7,600	7,600	8,000	0	0.0%	-400	-5.0%
...Chemical Manufacturing	43,900	43,900	43,700	0	0.0%	200	0.5%
Service Providing	2,933,100	2,922,000	2,918,700	11,100	0.4%	14,400	0.5%
..Private Service Providing	2,462,500	2,453,900	2,452,500	8,600	0.4%	10,000	0.4%
..Trade, Transportation, and Utilities	714,500	702,100	709,200	12,400	1.8%	5,300	0.7%
...Wholesale Trade	182,000	181,600	180,000	400	0.2%	2,000	1.1%
....Merchant Wholesalers, Durable Goods	112,700	112,200	111,700	500	0.4%	1,000	0.9%
.....Prof. and Commercial Equip. Supplies Wholesalers	18,100	18,100	18,100	0	0.0%	0	0.0%
....Merchant Wholesalers, Nondurable Goods	56,000	56,100	56,100	-100	-0.2%	-100	-0.2%
...Retail Trade	328,800	322,200	329,400	6,600	2.0%	-600	-0.2%
....Motor Vehicle and Parts Dealers	45,700	45,800	46,100	-100	-0.2%	-400	-0.9%
....Bldg. Material and Garden Equip. and Supplies Dealers	22,500	22,500	24,100	0	0.0%	-1,600	-6.6%
....Food and Beverage Stores	80,000	79,300	79,100	700	0.9%	900	1.1%
....Health and Personal Care Stores	65,900	63,800	66,100	2,100	3.3%	-200	-0.3%
....Clothing and Clothing Accessories Stores	22,200	21,000	22,100	1,200	5.7%	100	0.5%
....General Merchandise Stores	43,700	42,800	44,000	900	2.1%	-300	-0.7%
.....Department Stores	22,300	22,300	22,500	0	0.0%	-200	-0.9%
.....Other General Merchandise Stores	26,800	25,100	27,100	1,700	6.8%	-300	-1.1%
...Transportation, Warehousing, and Utilities	203,700	198,300	199,800	5,400	2.7%	3,900	2.0%
....Utilities	25,400	25,100	24,600	300	1.2%	800	3.3%
.....Air Transportation	22,500	22,100	21,300	400	1.8%	1,200	5.6%
.....Truck Transportation	32,000	31,600	31,000	400	1.3%	1,000	3.2%
.....Pipeline Transportation	14,800	14,700	13,900	100	0.7%	900	6.5%
..Information	28,500	28,800	29,900	-300	-1.0%	-1,400	-4.7%
...Telecommunications	10,300	10,300	10,900	0	0.0%	-600	-5.5%
..Financial Activities	182,400	181,700	181,800	700	0.4%	600	0.3%
...Finance and Insurance	117,200	117,300	117,800	-100	-0.1%	-600	-0.5%
....Credit Intermediation and Related Activities	45,700	45,500	46,400	200	0.4%	-700	-1.5%
.....Depository Credit Intermediation	30,600	30,500	31,100	100	0.3%	-500	-1.6%
.....Securities, Commodity Contracts, and Fin. Investments	21,600	21,600	21,800	0	0.0%	-200	-0.9%
....Insurance Carriers and Related Activities	49,900	50,200	49,600	-300	-0.6%	300	0.6%
...Real Estate and Rental and Leasing	65,200	64,400	64,000	800	1.2%	1,200	1.9%
..Professional and Business Services	553,200	556,200	570,700	-3,000	-0.5%	-17,500	-3.1%
...Professional, Scientific, and Technical Services	280,000	281,300	289,000	-1,300	-0.5%	-9,000	-3.1%
....Legal Services	33,700	33,900	34,300	-200	-0.6%	-600	-1.7%
....Accounting, Tax Preparation, Bookkeeping, and Payroll	27,600	27,700	28,300	-100	-0.4%	-700	-2.5%
....Architectural, Engineering, and Related Services	78,200	78,500	79,600	-300	-0.4%	-1,400	-1.8%
....Computer Systems Design and Related Services	42,000	42,300	43,900	-300	-0.7%	-1,900	-4.3%
...Management of Companies and Enterprises	45,800	46,000	47,800	-200	-0.4%	-2,000	-4.2%
...Admin. and Support and Waste Mgmt. and Remediation	227,400	228,900	233,900	-1,500	-0.7%	-6,500	-2.8%
....Administrative and Support Services	214,400	215,800	221,200	-1,400	-0.6%	-6,800	-3.1%
.....Employment Services	75,200	75,400	80,200	-200	-0.3%	-5,000	-6.2%
.....Services to Buildings and Dwellings	56,900	57,700	56,100	-800	-1.4%	800	1.4%
..Educational and Health Services	476,600	475,900	463,900	700	0.1%	12,700	2.7%
...Educational Services	75,100	74,800	72,800	300	0.4%	2,300	3.2%
...Health Care and Social Assistance	401,500	401,100	391,100	400	0.1%	10,400	2.7%
....Ambulatory Health Care Services	202,600	202,600	197,800	0	0.0%	4,800	2.4%
....Hospitals	102,600	102,400	99,600	200	0.2%	3,000	3.0%
..Leisure and Hospitality	370,000	371,600	363,600	-1,600	-0.4%	6,400	1.8%
...Arts, Entertainment, and Recreation	42,200	42,700	40,600	-500	-1.2%	1,600	3.9%
...Accommodation and Food Services	327,800	328,900	323,000	-1,100	-0.3%	4,800	1.5%
....Accommodation	27,600	27,800	27,600	-200	-0.7%	0	0.0%
....Food Services and Drinking Places	300,200	301,100	295,400	-900	-0.3%	4,800	1.6%
..Other Services	137,300	137,600	133,400	-300	-0.2%	3,900	2.9%
Government	470,600	468,100	466,200	2,500	0.5%	4,400	0.9%
..Federal Government	35,900	35,400	37,700	500	1.4%	-1,800	-4.8%
..State Government	103,500	103,000	99,900	500	0.5%	3,600	3.6%
...State Government Educational Services	55,800	55,600	54,400	200	0.4%	1,400	2.6%
..Local Government	331,200	329,700	328,600	1,500	0.5%	2,600	0.8%
...Local Government Educational Services	226,700	225,200	224,900	1,500	0.7%	1,800	0.8%