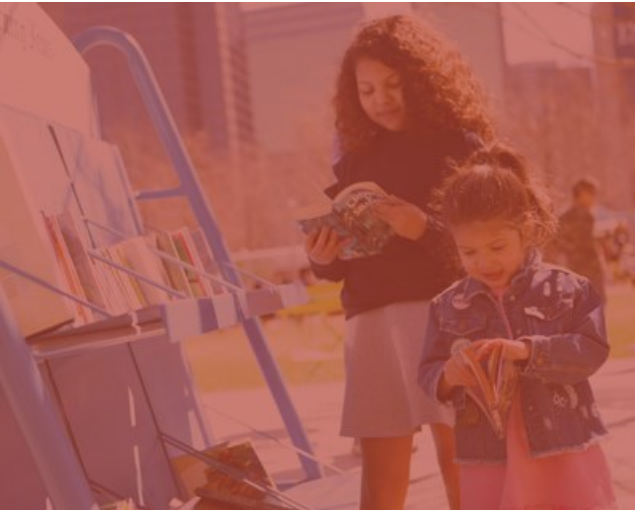


# City of Dallas Economic Profile 2019

## EMPLOYMENT IN DALLAS



# ABOUT THE ECONOMIC PROFILE

Welcome to **The City of Dallas Economic Profile 2019**. This Profile introduces Dallas to prospective investors, developers, businesses, and residents. Its purpose is to support the development process by informing the private sector so that both public and private returns are maximized.

The Profile's individual pages are designed so that they can be combined in ways to support each client's specific needs. All components are available on The City of Dallas Office of Economic Development (ECO) website at [DallasEcoDev.org](http://DallasEcoDev.org), where you can also stay up-to-date on the latest news, events, and more.



# CAREER OPPORTUNITIES

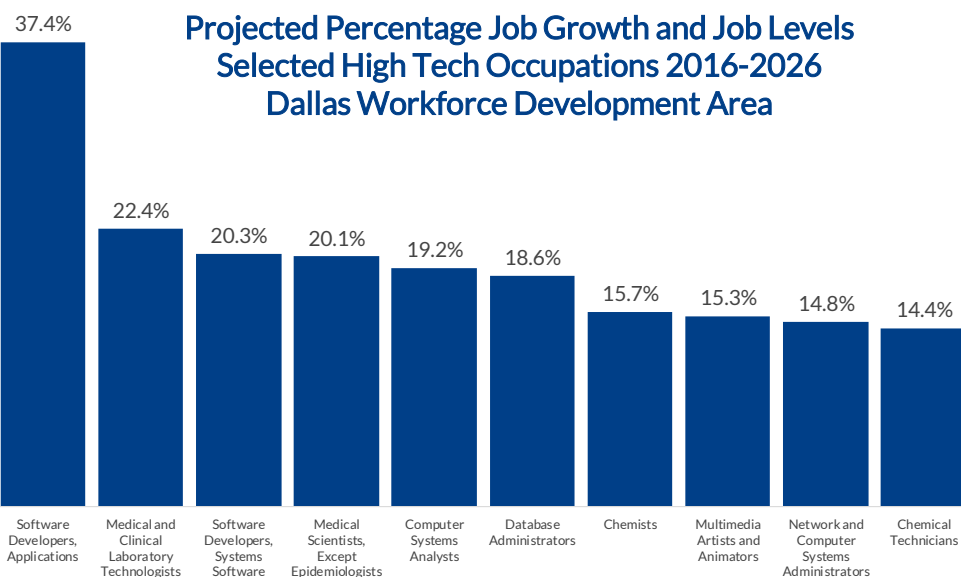
Dallas' diverse business environment offers almost any career the opportunity to grow. Over 75,000 businesses call the city of Dallas home, including global leaders such as Texas Instruments, AT&T, Comerica and Southwest Airlines. Dallas' nearly 72,800 small businesses offer numerous employment opportunities.

- 22 Fortune 500 companies are based in the Dallas area.
- Dallas' job growth rate has exceeded the nation since 2003 and is forecasted to grow faster than the nation through 2024.
- Dallas' unemployment rate has been below the nation's for over nine years.
- City of Dallas has 169,290 high tech jobs, or 17.2% of high technology jobs in Texas. With the 11th largest concentration of jobs in the U.S., the region is the state's deepest technology labor pool (CBRE Scoring Tech Talent Report 2019)).

## City of Dallas Payroll

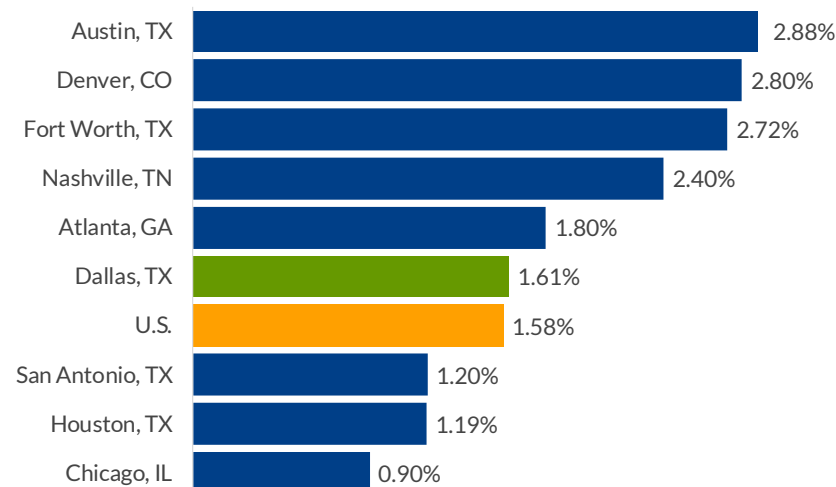
Industry	Share
Trade, Transportation, and Utilities	18.8%
Education and Health Services	18.0%
Professional and Business Services	16.5%
Leisure and Hospitality	10.6%
Financial Activities	9.2%
Manufacturing	7.5%
Government	7.0%
Mining, Logistics, and Construction	5.2%
Other Services	4.6%
Information	2.4%

Source: Analysis of ReferenceUSA data by Office of Economic Development, City of Dallas, 2018.



Source: Texas Workforce Commission, 2018.

## Percentage Change in Employment for Peer Cities 2017 to 2018



Source: U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics (LAUS).

## Local Area Unemployment (Annual 2018)

Category	City of Dallas	DFW
Total Labor Force	692,285	3,900,458
Total Employed	666,621	3,763,972
Unemployment Rate	3.7%	3.5%

Source: Texas Workforce Commission, Labor Market & Career Information Department.

## City of Dallas Educational Attainment (Highest Level Achieved, Population between 25+, 2017)

Level	Number	Percent
With Postgraduate Degree	79,447	11.7%
With Bachelor's Degree	143,104	19.9%
With Some College or an Associates Degree	161,881	22.8%
With High School Diploma	152,450	21.4%

Source: U.S. Census Bureau - 2017 American Community Survey 5-Year Estimates; JobsEQ, 2019.

## Training and Hiring Assistance:

- The Texas Workforce Commission can facilitate customized training through state-funded skills grants.
- Texas workforce development boards offer monetary assistance to businesses that hire unemployed Texans.



**16.7%**  
increase  
in jobs  
forecast  
for 2026

Source: Texas Labor Market Information for Dallas WDA.

## City of Dallas-Labor Market by Major Occupations (2018)

Occupation	Workers	Annual Wages
Architecture and Engineering	18,014	\$95,200
Arts, Design, Entertainment, Sports, and Media	18,157	\$57,000
Building and Grounds Cleaning and Maintenance	32,439	\$27,700
Business and Financial Operations	62,408	\$84,000
Community and Social Service	10,368	\$54,500
Computer and Mathematical	35,690	\$94,100
Construction and Extraction	41,651	\$43,700
Education, Training, and Library	39,837	\$56,800
Farming, Fishing, and Forestry	1,236	\$27,900
Food Preparation and Serving Related	76,954	\$25,700
Healthcare Practitioners and Technical	60,001	\$85,100
Healthcare Support	26,246	\$32,500
Installation, Maintenance, and Repair	39,115	\$48,800
Legal	12,808	\$118,600
Life, Physical, and Social Science	4,992	\$78,500
Management	50,494	\$135,400
Office and Administrative Support	170,096	\$40,300
Personal Care and Service	32,029	\$26,000
Production	43,191	\$37,500
Protective Service	21,422	\$44,900
Sales and Related	97,912	\$49,100
Transportation and Material Moving	75,196	\$41,300

Source: U.S. Bureau of Labor Statistics, 2018; JobsEQ, 2019.

# WORKFORCE TRAINING

A skilled and talented workforce is critical for the development and sustainability of growing industries and a vibrant and diversified Dallas economy. Various resources are available, at no cost, to address your business' workforce development needs.

## The Texas Workforce Commission

The Texas Workforce Commission (TWC) is a state agency that provides workforce development services to employers and job seekers. TWC provides grants for customized training:

The **Skills Development Fund (SDF)** is Texas' premier job-training program. The program assists businesses and trade unions by financing the design and implementation of customized job-training projects. This fund merges business needs and local customized training opportunities to increase the skills levels and wages of the Texas workforce. Visit <https://twc.texas.gov/partners/skills-development-fund> for more information. Recruit Texas is funded under the SDF but can streamline the approval process for qualified projects.

The **Skills for Small Businesses** program supports companies with fewer than 100 employees, emphasizing training for new workers, but also serves qualified incumbents. In partnership with a public training provider, the program pays up to \$1,800 for each new employee or \$900 for existing employees using existing curriculum. Visit <https://twc.texas.gov/businesses/skills-small-business-employers> for more information.

All TWC programs require employers to pay no less than the prevailing wages in their local market for the trained occupation. Program parameters are subject to change at any time. For more information on training programs and services visit <http://www.twc.state.tx.us/businesses/train-your-workforce> or call (877) 463-1777.

Federal support is also available through the **Work Opportunity Tax Credit**. Visit <http://www.doleta.gov/wotc> for more information.

## Workforce Solutions Greater Dallas

Workforce Solutions Greater Dallas is the local organization mandated to implement a system of services that complement economic development - as a resource for employers to access the quality employees they need, and training individuals to be successfully employed. WFS Dallas services include:

- Applicant screening and recruiting, including specialized recruiting services;
- Hiring events for individual employers and groups of employers;
- Job postings and applicant screening through the WorkInTexas.com;
- Assessment services;
- Customized training for new and current employees;
- Outplacement services during downsizing;
- Information regarding labor market, applicant pool, and hiring climate.

For more information visit: <http://employer.wfsdallas.com/employers> or call (214) 302-5555.

## Dallas County Community College District

Dallas County Community College District (DCCCD) is one of the largest undergraduate institutions in the state of Texas with seven colleges offering customized training to meet employers' needs for training, re-training, industry-specific certifications. Needs assessment / skills training / professional development can be offered at the job site with flexible scheduling for employees and assistance in client-targeted job placement. Visit <http://www.dcccd.edu/workforcepartners> for more program information.

## Unions

Texas is a right to work state:

- Mandatory union membership is prohibited.
- No person can be denied employment or otherwise discriminated against in employment decisions based on the status of his or her membership in a union.

2017	Union Members	% of Workforce	Covered Workers	% of Covered Workforce
DFW Total Workforce Organized	153,694	4.6%	199,034	5.8%
DFW Private Workforce Organized	98,191	3.3%	128,288	4.3%
DFW Public Workforce Organized	55,503	13.2%	70,745	16.9%
State of Texas Total Workforce Organized	511,944	4.3%	653,595	5.5%

Source: [www.unionstats.com](http://www.unionstats.com), 2018.

## Workers' Compensation

- In most cases, workers' compensation is voluntary.
- Rates that companies pay for coverage vary based on the company and that company's past history.

Source: Texas Department of Insurance, Workers' Compensation Division.  
<http://www.tdi.texas.gov/wc/employee/maxminbens.html>

## Unemployment Insurance

2018 taxable base is up to \$9,000 per employee per year.

Unemployment	2018 Rate
Existing Employers (after 6 quarters of existence)	0.36% to 6.36%
New Employers (for first 6 quarters)	2.7%
Maximum Weekly Benefit	\$68 to \$507

Source: Texas Workforce Commission, 2018.