



Click on each item for more detail

DECEMBER 2025 LABOR MARKET REVIEW

DECEMBER 2025



4.1%
Unemployment Rate

422,619
Labor Force

14
Avg. Weeks Return to
Work (Last 12 Mos.)

926
Active
UI Claimants

900
Jobs Added

500
Jobs Lost

53 Hot Jobs
FY 2026



1,705
Current Job
Openings

Click on each item for more detail

QUARTER

415
Number of Grads
2025Q2

\$969
Avg. Weekly Wage
2025Q2

87.8
Cost of Living Index
2025Q3

Click on each item for more detail

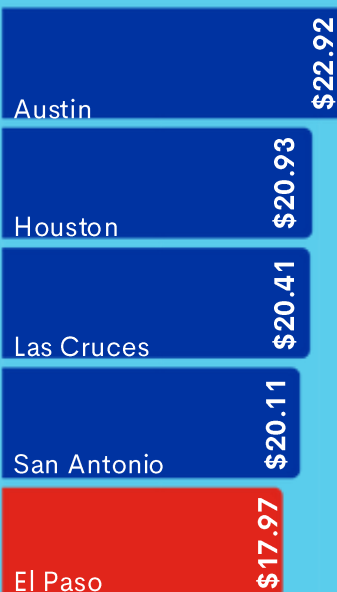
ANNUAL

\$17.97
Living Wage

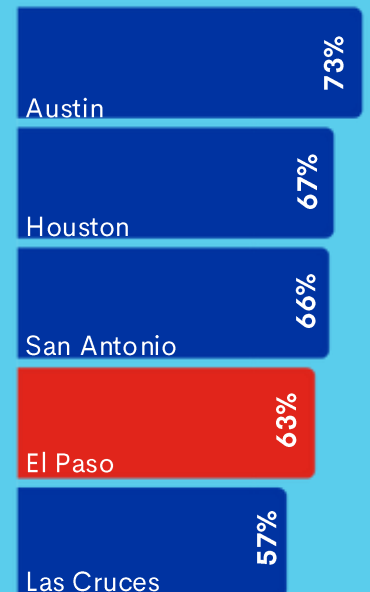
\$17.04
Median Wage

Median vs WSB
Living Wage

Click on each item for more detail



Living Wage FY26
Comparison



Labor Force
Participation 2023

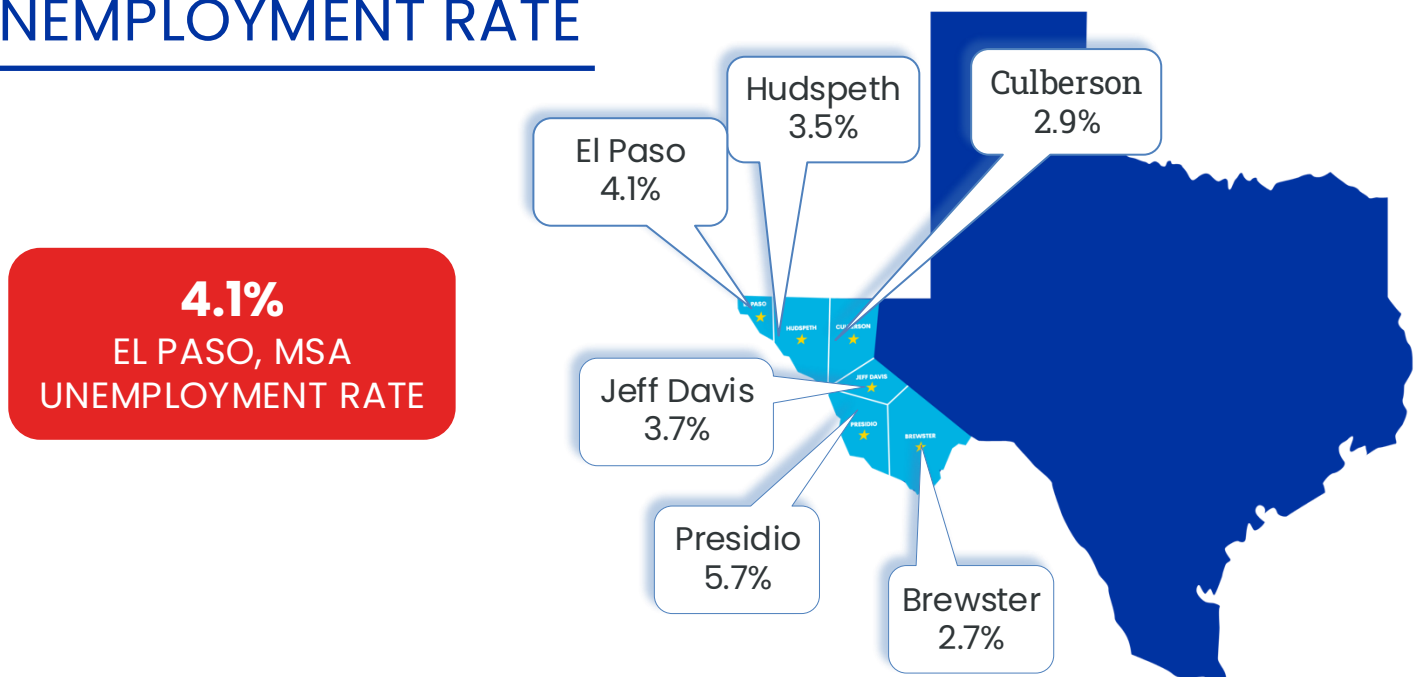


DECEMBER 2025 LABOR MARKET REVIEW

LABOR FORCE, EMPLOYMENT & UNEMPLOYMENT

		December 2025				November 2025				December 2024			
		Labor Force	Employment	Unemployment	Rate	Labor Force	Employment	Unemployment	Rate	Labor Force	Employment	Unemployment	Rate
Texas	State	15,931,415	15,307,152	624,263	3.9	16,040,844	15,363,268	677,576	4.2	15,737,596	15,153,794	583,802	3.7
El Paso	MSA	422,619	405,340	17,279	4.1	425,224	406,234	18,990	4.5	419,954	404,242	15,712	3.7
Borderplex	WDA	432,763	415,123	17,640	4.1	435,528	416,125	19,403	4.5	429,710	413,655	16,055	3.7
Brewster	County	5,709	5,556	153	2.7	5,767	5,596	171	3.0	5,492	5,352	140	2.5
Culberson	County	1,156	1,122	34	2.9	1,167	1,129	38	3.3	1,077	1,050	27	2.5
El Paso	County	421,551	404,309	17,242	4.1	424,127	405,183	18,944	4.5	418,926	403,250	15,676	3.7
Hudspeth	County	1,068	1,031	37	3.5	1,097	1,051	46	4.2	1,028	992	36	3.5
Jeff Davis	County	671	646	25	3.7	678	648	30	4.4	641	614	27	4.2
Presidio	County	2,608	2,459	149	5.7	2,692	2,518	174	6.5	2,546	2,397	149	5.9
El Paso	City	335,656	322,374	13,282	4.0	337,708	323,071	14,637	4.3	333,622	321,530	12,092	3.6
Socorro	City	19,047	18,240	807	4.2	19,174	18,279	895	4.7	18,900	18,192	708	3.7

UNEMPLOYMENT RATE

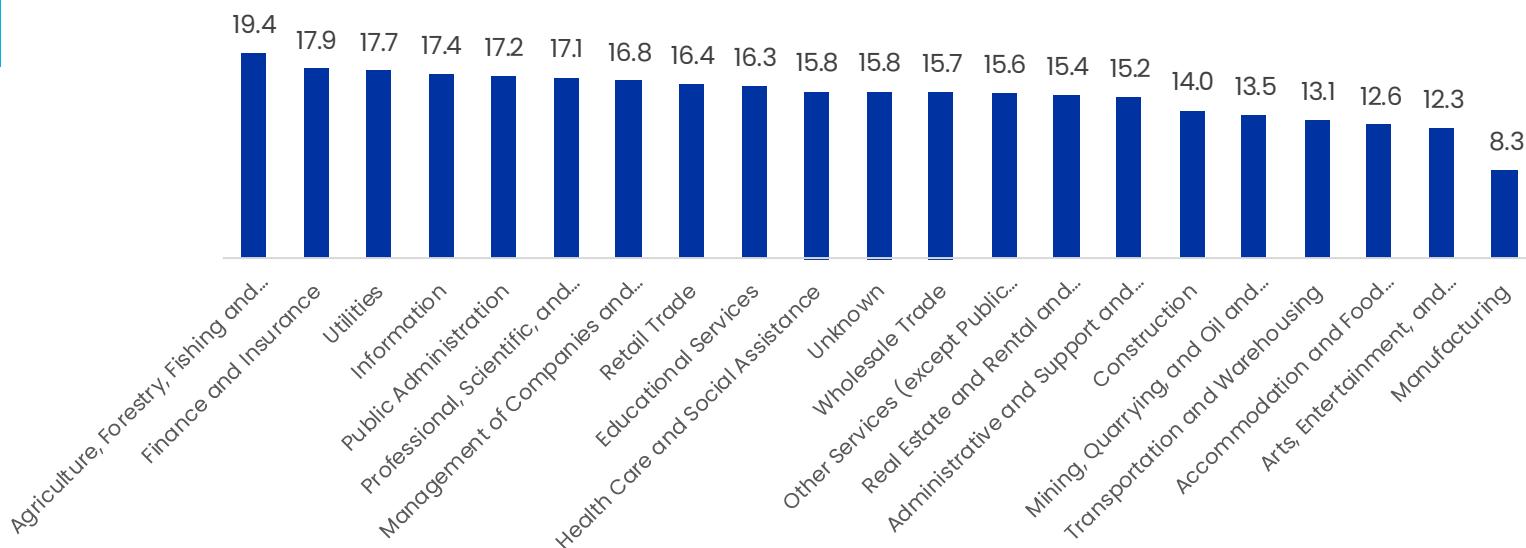




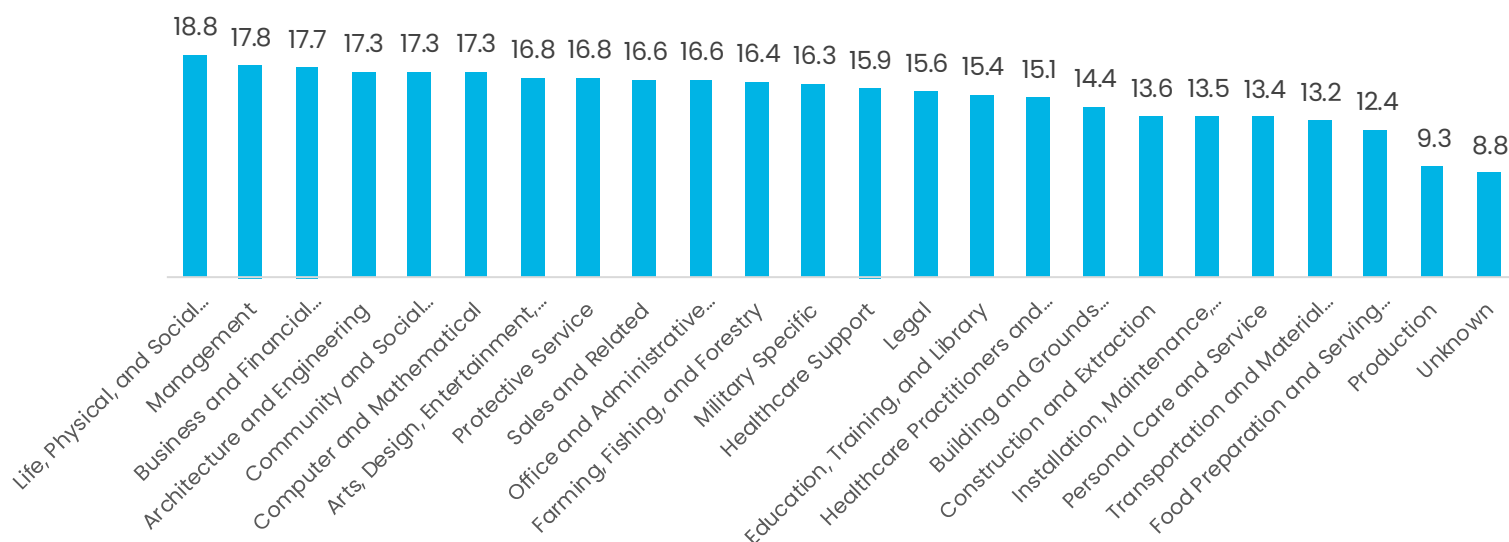
DECEMBER 2025 LABOR MARKET REVIEW

RETURN TO WORK (LAST 12 MOS.)

By Industry



By Occupation





DECEMBER 2025 LABOR MARKET REVIEW

UNEMPLOYMENT INSURANCE CLAIMANT DATA

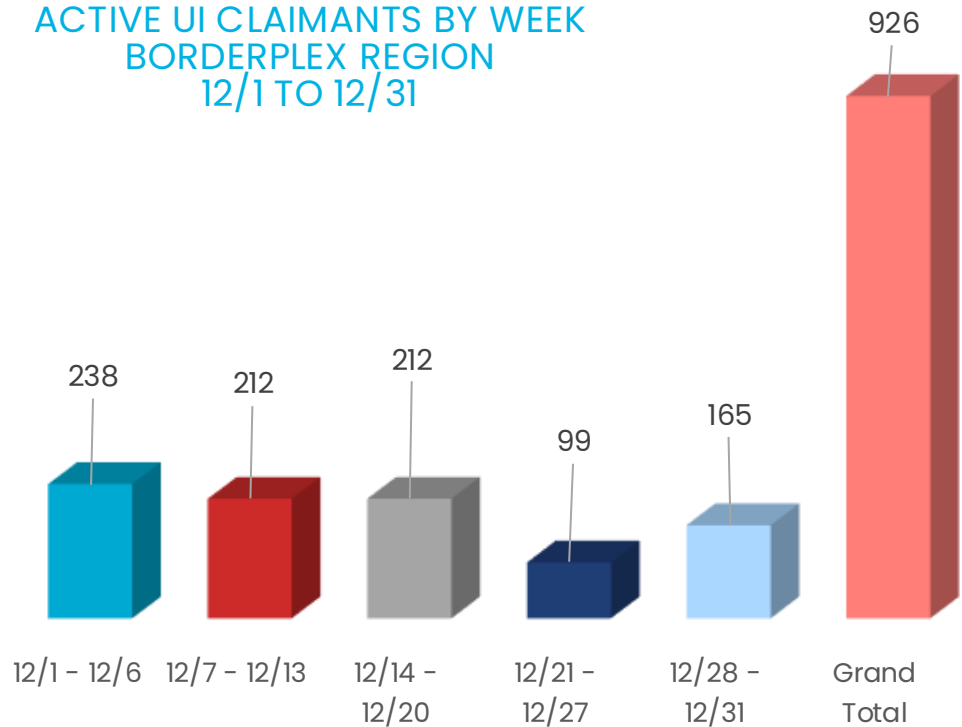
This report reflects the
Borderplex Region.
Including these 6 counties:

- Brewster
- Culberson
- El Paso
- Hudspeth
- Jeff Davis
- Presidio

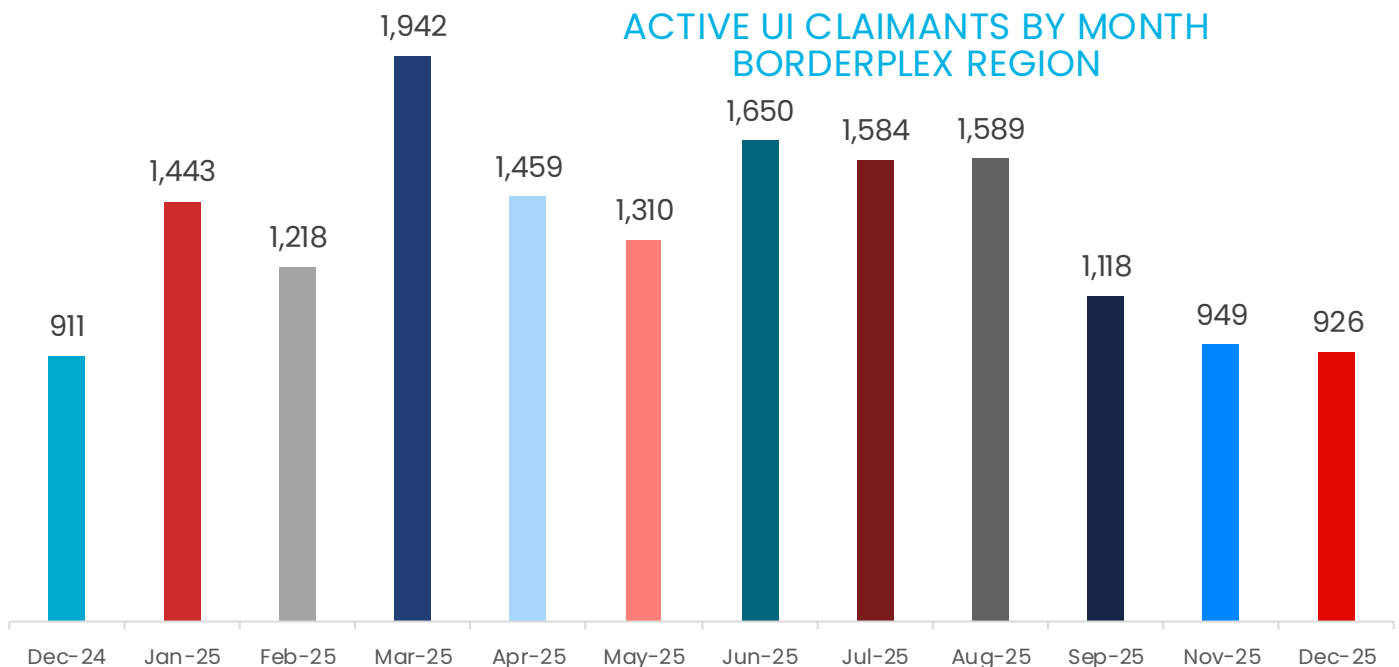
An Active Claimant is
someone who meets any
of these conditions:

- Claimant had to have
a payment within 21
days
- The most recent
Claimant certified date
is within 21 days
- The claim status date is
within 28 days

ACTIVE UI CLAIMANTS BY WEEK
BORDERPLEX REGION
12/1 TO 12/31



ACTIVE UI CLAIMANTS BY MONTH
BORDERPLEX REGION



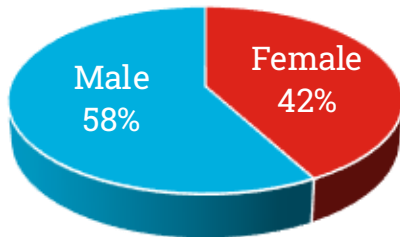
DECEMBER 2025 LABOR MARKET REVIEW



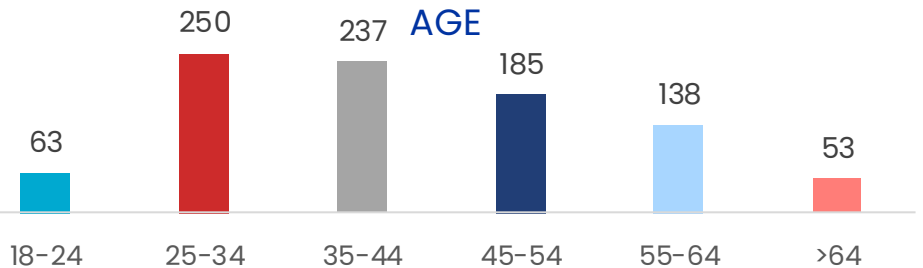
UNEMPLOYMENT INSURANCE CLAIMANT DATA

ACTIVE UI CLAIMANTS BY WEEK BORDERPLEX REGION 12/1 TO 12/31

GENDER



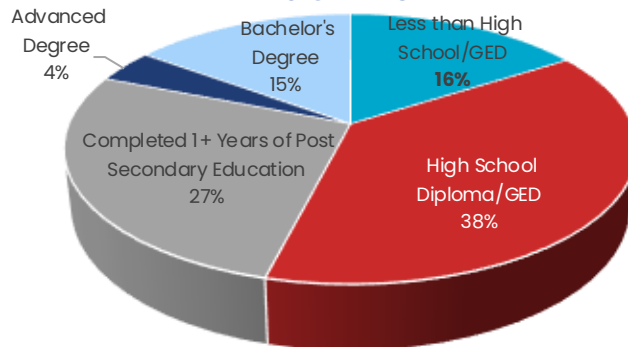
AGE



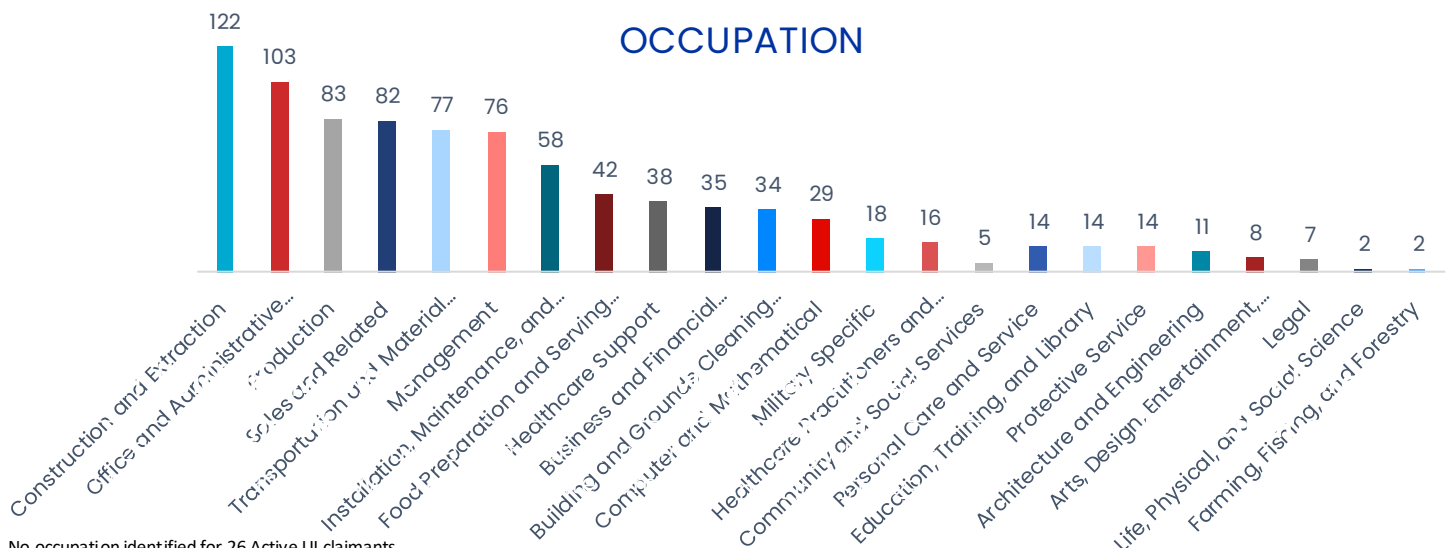
An Active Claimant is someone who meets any of these conditions:

- Claimant had to have a payment within 21 days
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EDUCATION



OCCUPATION

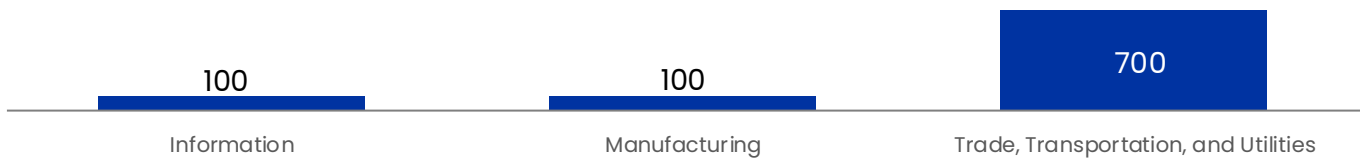




DECEMBER 2025 LABOR MARKET REVIEW

JOBS ADDED

INDUSTRIES SECTORS THAT ADDED JOBS



TOP 5 JOB POSTINGS IN THE EL PASO, TX MSA

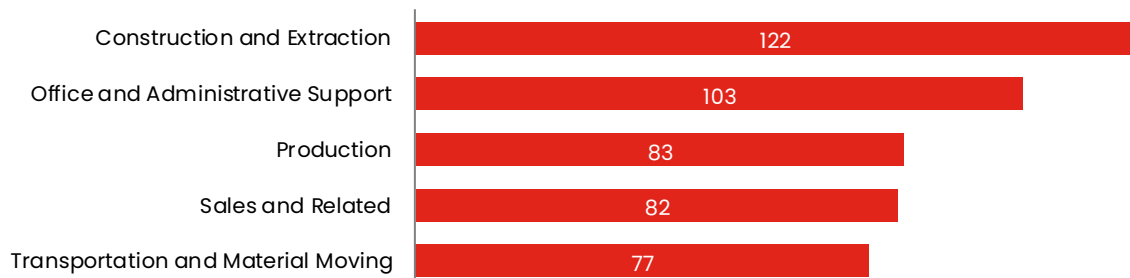
Occupation	Vacancies	Median Hourly Earnings BLS 2024
Retail Salespersons	590	\$13.43
Registered Nurses	464	\$39.13
Fast Food and Counter Workers	336	\$10.82
First-Line Supervisors of Retail Sales Workers	334	\$17.42
Medical and Health Services Managers	305	\$48.62

JOBS LOST

INDUSTRIES SECTORS THAT LOST JOBS



TOP 5 UNEMPLOYMENT CLAIMANTS OCCUPATIONS

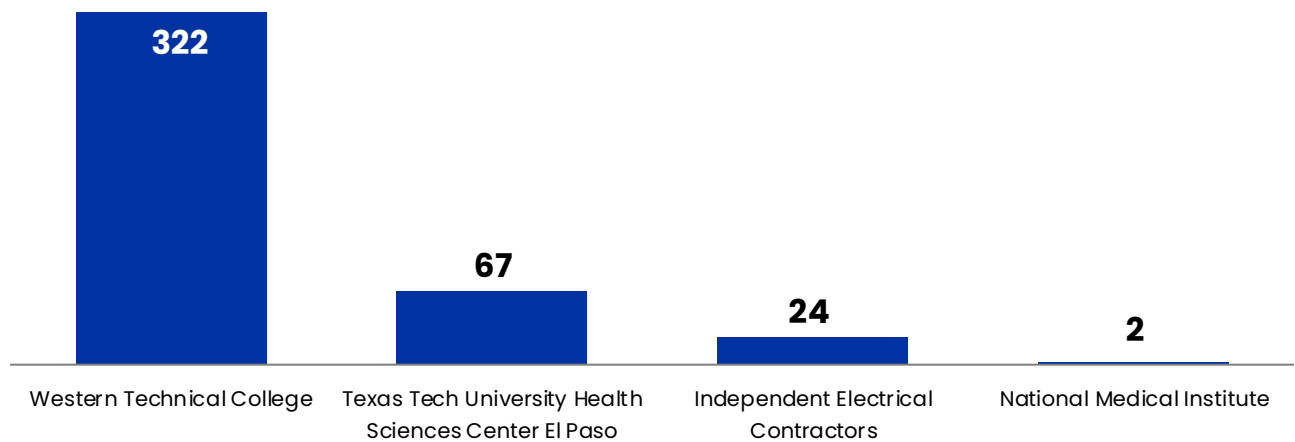


No occupation identified for 26 Active UI claimants



DECEMBER 2025 LABOR MARKET REVIEW

NUMBER OF GRADUATES (Apr – Jun 2025, Q2)



THANK YOU TO OUR SURVEY PARTICIPANTS!

- WESTERN TECHNICAL COLLEGE
- TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER EL PASO
- INDEPENDENT ELECTRICAL CONTRACTORS
- NATIONAL MEDICAL INSTITUTE

DECEMBER 2025 LABOR MARKET REVIEW



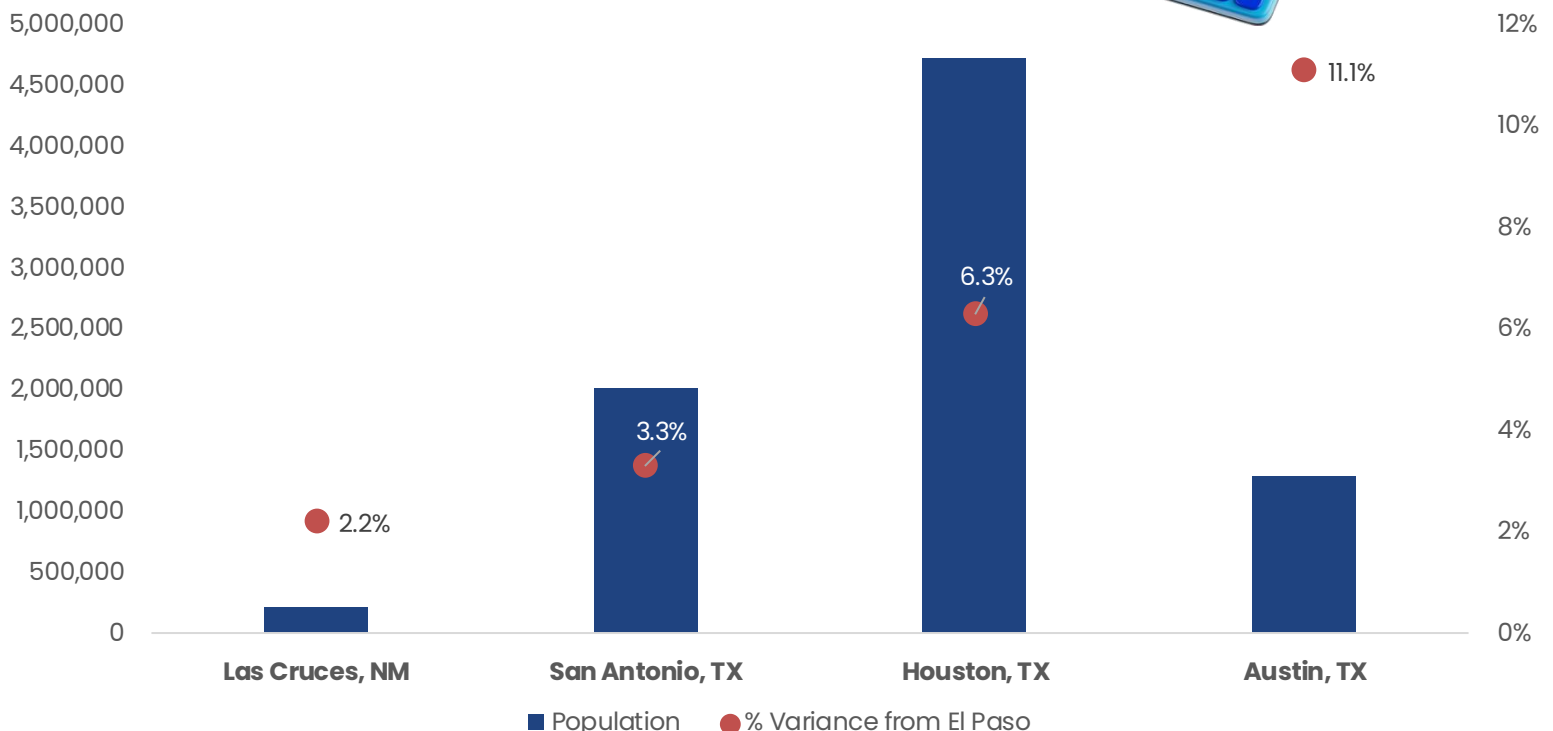
AVERAGE WEEKLY WAGES (Q2 2025)

Average Weekly Wage (2 ND Quarter 2025)					
	Q2 2025	Q1 2025	Q2 2024	Quarterly Change	Yearly Change
Borderplex	\$ 969	\$1,002	\$956	(\$33)	\$13
Texas	\$1,422	\$1,586	\$1,380	(\$164)	\$42
USA	\$1,436	\$1,589	\$1,389	(\$153)	\$47

COST OF LIVING COMPARISON (2024)



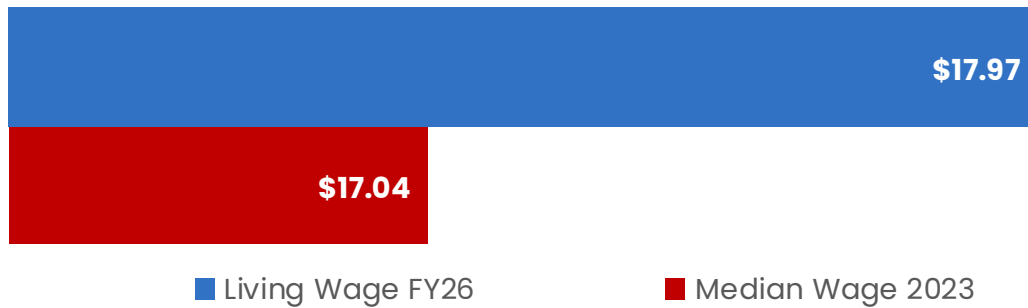
88.3
El Paso, MSA
[Cost of Living
Calculator](#)



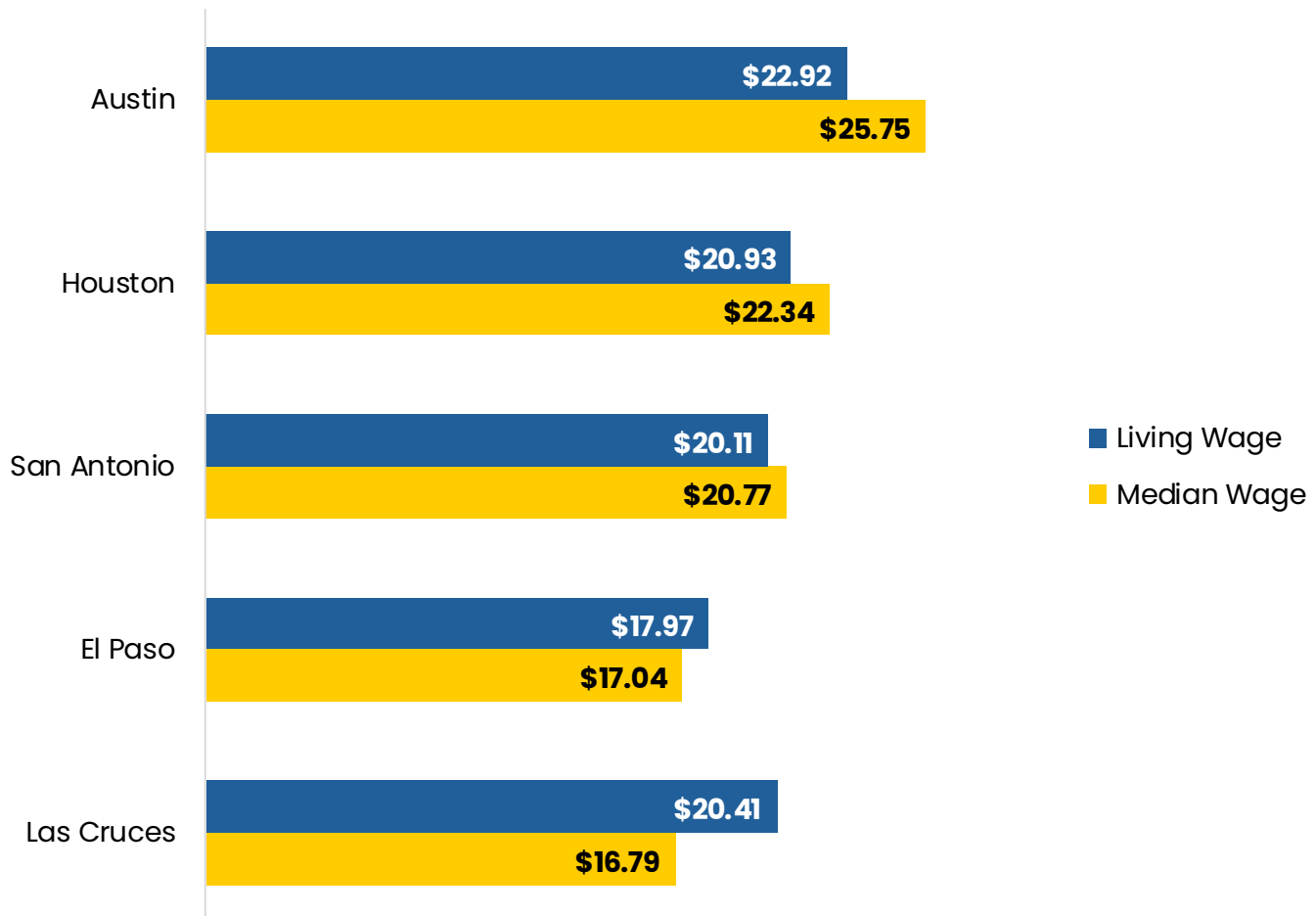
DECEMBER 2025 LABOR MARKET REVIEW



MEDIAN VS LIVING WAGE (FY26 VS 2023)



LIVING WAGE COMPARISON (FY26)

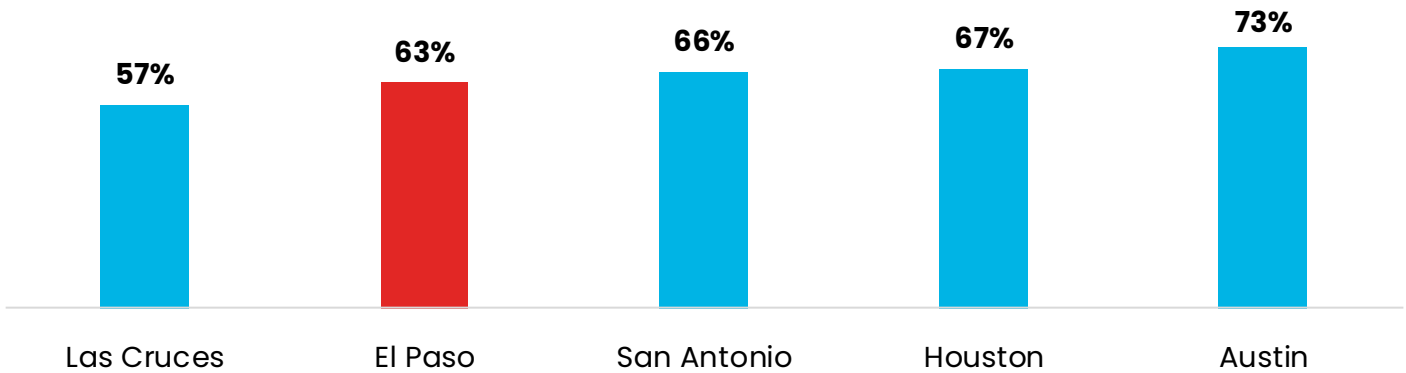




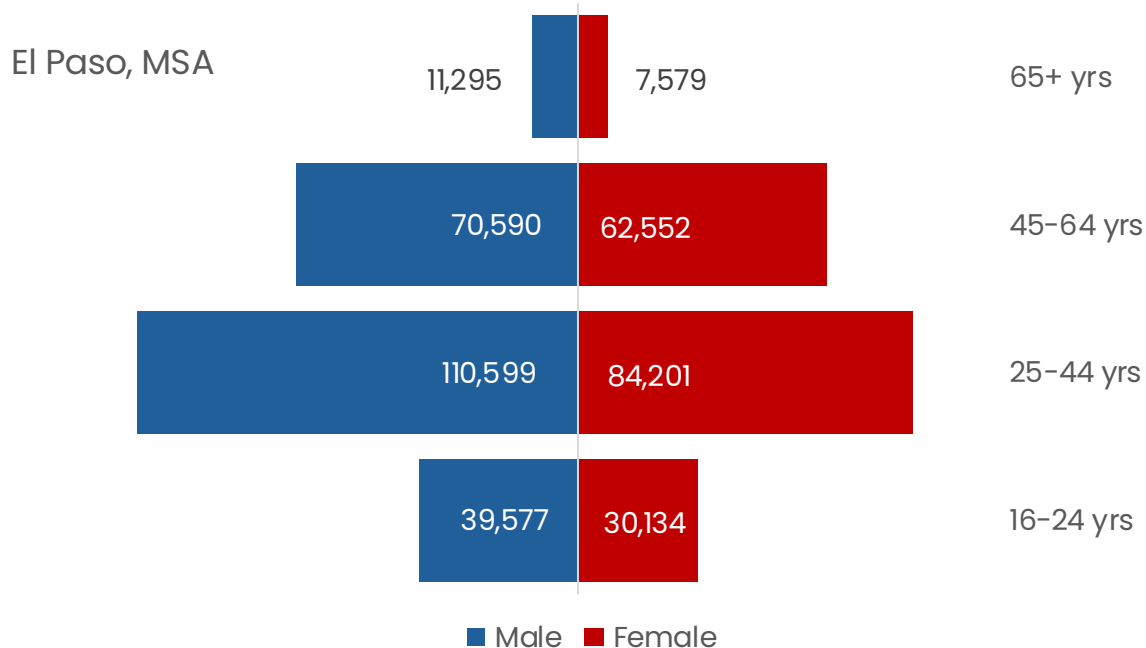
DECEMBER 2025 LABOR MARKET REVIEW

LABOR FORCE PARTICIPATION RATE (2023)

POPULATION OVER 16 YEARS, BY
COUNTY



LABOR FORCE DEMOGRAPHICS (2023)



NOVEMBER 2025 LABOR MARKET REVIEW



WSB HOT JOBS (FY 2026)

A HOT JOB HAS:

- AN ENTRY WAGE OF **\$17.97 OR MORE**
- **10% OR MORE** GROWTH IN THE NEXT 10 YEARS
- **20 OR MORE** ANNUAL JOB OPENINGS

[WSB HOT JOBS LINK](#) 



WSB DIRECTS TRAINING FUNDS TOWARDS THESE OCCUPATIONS



UPDATED ANNUALLY



CURRENTLY 53 HOT JOBS



WSB CAN MAKE EXCEPTIONS AS NEEDED (LOCAL WISDOM)

2026 HOT JOBS

YOUR *GUIDE* TO JOBS, PATHWAYS,
AND TALENT IN THE BORDERPLEX

Inside the 2026 Hot Jobs
You'll Discover:



What Makes These Jobs So Hot:
Wages, Growth, and Opportunity



Where You Fit In: Pathways for
Students, Jobseekers and Employers



Your First Look at AI-Enhanced
Careers in the Borderplex region.



DECEMBER 2025 LABOR MARKET REVIEW

SOURCES

Labor Market & Career Information, Texas Workforce Commission
December 2025, JobsEQ December 2025, Bureau of Labor Statistics May
2024, US Census 2023.

To access previous reports, please visit the Workforce Trends and Data
section of our website: [Industries Sectors that added jobs](#)

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