

The Verdict Is In Legal Industry Key to Texas Office Markets

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The legal industry has been growing slowly across the country, but much faster in Texas. The industry is a substantial employer in the state, with over 104,000 jobs by spring of 2024. Job growth in the legal services industry, which includes a few small sectors beyond law firms, has accelerated. Both before and after COVID, legal services grew faster in Texas than they did nationally. The industry also grew faster than Texas' overall payroll employment (Figure 1).

The number of Texas law firms also increased. In the last decade the number of firms grew 13.3 percent (about 1.3 percent annually). Firms with payroll employees now total almost 14,600 statewide. Despite this growth, the industry is less concentrated in Texas than it is nationally. Legal service employment is only 97 percent as prevalent in the state as it is nationally. This growth means positive demand for office markets.

Beyond raw growth, the structure of the industry also impacts office demand.

Key Takeaways

- Texas law firms lease over 14 million square feet of office space, mainly in downtown areas, making them pivotal tenants in the state's office markets.
- Unlike many businesses, law firms have favored conservative office setups with private offices, reflecting their emphasis on prestige and confidentiality.
- Texas' legal services sector is growing faster than the national average, boosting demand for office space, especially in larger cities.
- Law firms are adopting hybrid work policies and rethinking office layouts to optimize space and attract talent, despite traditionally conservative practices.

Mid-size and large firms are prime tenants taking down large blocks of downtown office space, but these firms are few in number. Most law firms are small (Figure 2), and they play an important role in many submarkets. Of the 41,000 Texas firms, 64 percent are single-person firms (that is, self-employed attorneys). Two-thirds of the 15,000 remaining establishments have fewer than five employees. Law firm size has increased slightly since COVID, and law firm employment has grown faster than the number of firms (Table 1).

Small firms with employees are likely to lease at least some office space. Self-employed attorneys have more options. They may work from home or at client locations, or they may pay for coworking or old-fashioned executive suites. Virtual offices are common. These arrangements provide a mailing address in a conventional building with on-demand access to conference and meeting room space. Some self-employed attorneys sublet a desk at larger firms. Cumulatively, small firms likely account for many millions of square feet of office space use, but in small increments.

The mix of employees in law firms represents ongoing changes in legal work and the adoption of technology. These occupational trends also impact the layout of offices and the total market demand for office space. In Texas, the industry has seen some changes in the mix of job types.

The top six occupations in legal services remained the same in 2019 and 2023 (Table 2), but all six made up a smaller share of total legal services employment in 2023. Legal secretaries had the largest percent decrease in their share of total legal jobs at 2.6. This was followed by a 2 percent share fall for attorneys (even though the total number of attorneys increased). General clerks' and paralegals' shares fell by 1.6 and 1.4 percent, respectively. Bookkeepers, administrative supervisors, and general managers saw their shares of total employment grow. (See appendix for a comparison of the Texas and U.S. legal workforce.)

The legal industry has, on the whole, grown in Texas, but the situation differs from market to market (Figure 3).

Figure 1. Texas' legal services jobs outgrow the nation's and Texas' overall job growth

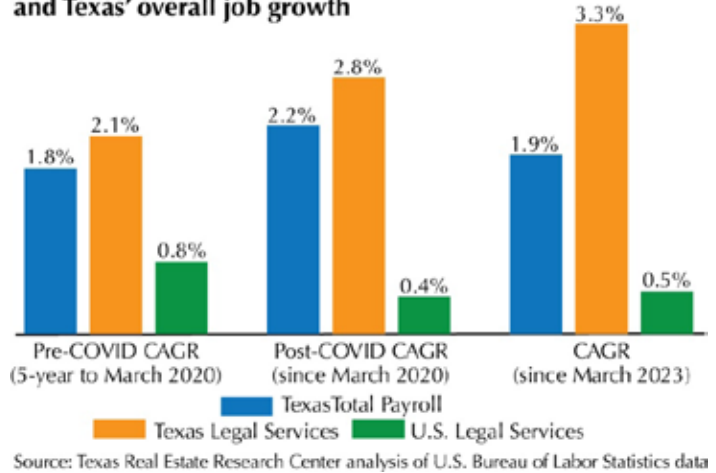
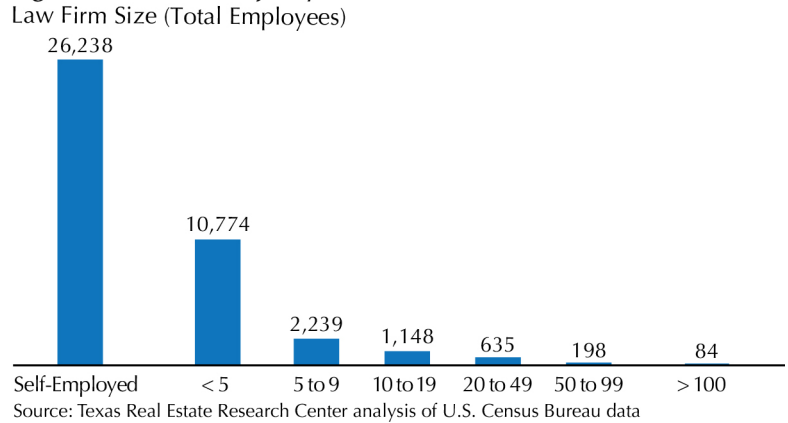


Figure 2. The vast majority of law firms are small



Legal industry employment growth is associated with overall Metropolitan Statistical Area (MSA) job growth, as exhibited by the upward-sloping pattern. The largest metropolitan areas have the largest legal employment, and they tend to have faster-growing legal employment than smaller MSAs. Many smaller MSAs have lost legal services jobs.

While the industry in Texas overall is less concentrated than it is nationally, three Texas metros have a higher-than-national-average concentration: Corpus Christi, Houston, and Austin. These MSAs have location quotients (LQ) of 1.44, 1.23, and 1.04, respectively. All other Texas metro

Table 1. Texas Law firm employment has grown faster than number of firms

	4Q2019	2023	Change	% Change
Number of employees	82,754	90,941	8,187	9.9%
Number of firms	13,578	14,586	1,008	7.4%
Average firm size	6.09	6.23	0.14	2.0%

Source: Texas Real Estate Research Center analysis of Texas Workforce Commission data

Table 2. Core legal occupations account for a smaller share of legal services talent after COVID

2019 Top Ten	Employment	Percent	2023 Top Ten	Employment	Percent
Total legal services	89,240	100.0%	Total legal services	100,790	100.0%
Lawyers	27,910	31.3%	Lawyers	29,550	29.3%
Paralegals	21,840	24.5%	Paralegals	23,310	23.1%
Legal secretaries	9,830	11.0%	Legal secretaries	8,470	8.4%
General clerks	4,770	5.3%	General clerks	3,680	3.7%
Other secretaries	2,890	3.2%	Other secretaries	3,010	3.0%
Title examiners	2,540	2.8%	Title examiners	2,740	2.7%
Receptionists	2,410	2.7%	General managers	2,680	2.7%
Bookkeepers	2,180	2.4%	Receptionists	2,620	2.6%
File clerks	1,180	1.3%	Bookkeepers	2,460	2.4%
Admin. supervisors	1,000	1.1%	Admin. supervisors	2,200	2.2%
General managers	720	0.8%	File clerks	1,790	1.8%

Note: Red indicates a smaller share in 2023 than in 2019, while green indicates a larger share.
Source: Texas Real Estate Research Center analysis of U.S. Bureau of Labor Statistics data

areas have a lower-than-average concentration. (See appendix for more details about each metro’s legal industry.)

A generally growing legal industry is a bright spot for office markets, but how these macro trends translate into net new demand will depend on law firms’ workplace and workspace policies.

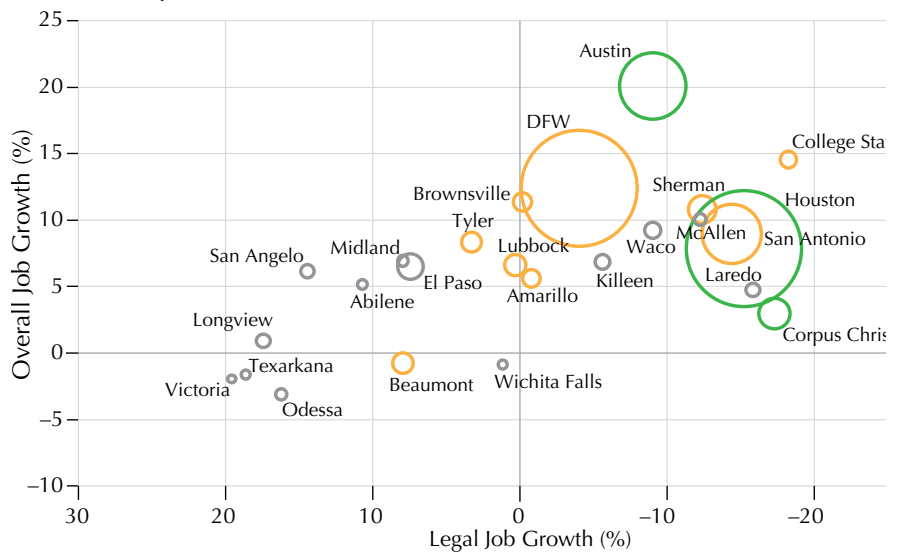
Workplace and Workspace Trends

Firm business models, technology choices, staffing strategies, and client location and activity ultimately determine demand for space. These influence factors like the location, amount, and quality of space leased.

Before COVID, law firms were slowly rethinking their real estate policies. Firms realized they were underusing their space. Employee travel and early, limited work-from-home policies meant vacant offices many days of the week. For a generation at least, new technology had also been changing legal work. Personal computers and new habits by younger associates allowed firms to reduce the ratio of support staff.

Figure 3. Legal industry is more concentrated and growing faster in the larger metro areas

4Q2019 to 4Q2023



Bubble Size = Total Legal Jobs. Color = Concentration

- Green = LQ > 1.0 (higher than average)
- Orange = LQ 0.75 to 0.99 (average/low)
- Grey = LQ < 0.75 (very low)

Source: Texas Real Estate Research Center analysis of U.S. Bureau of Labor Statistics and Texas Workforce Commission data

More recently, e-discovery tools lowered the demand for associates. Support staff per attorney has fallen nationally to one per five, with reports of as few as one per seven on-site support staff in some firms, according to international construction firm Stantec. With fewer staff and a different

mix of occupations within the firm, workspace impacts were inevitable. The amount of space allotted per attorney began falling across major markets long before COVID (Table 3). The high-end range estimate fell by 39 percent, while the low end saw a less dramatic drop of only 11 percent. This implies firms across markets are adopting similar, smaller space-use policies.

COVID had a major impact on law firms' real estate choices, as it did with all office users. As a conservative workspace policy industry, law offices across the country tended to use space the way their peers did. Major brokerages and architecture firm's post-COVID experience shows law firms are now more likely to adopt a custom real estate strategy. Still, a few major themes have emerged.

Location and lease decisions are similar pre- and post-COVID. The largest law offices in Texas are overwhelmingly concentrated in downtown areas (for quick access to

Table 3. Law firms used less space per attorney long before COVID

2005-09	2010-14	2015-19
695 to 1536 sf	675 to 1200 sf	619 to 935 sf

Note: Numbers represent the low and high values in Atlanta, Boston, Chicago, Dallas, Los Angeles, Miami, New York, Philadelphia, San Francisco, and Washington D.C.
Source: Newmark

courthouses). Of the 53 offices with at least 50 attorneys, only three are outside of a downtown-area ZIP code. Lease renewals before and after COVID remain less likely than relocations, and relocation leases are becoming more common, according to Cresa and CoStar. With much underused office space—and with many new trophy buildings delivered—firms can redefine workspace policies, improve efficiency, and rebrand for better talent attraction and retention.

Legal workplace policies mean better use of office space than by other industries. In early 2024, law firms' space usage was 25 percent higher than the overall office sector at nearly 80 percent of pre-COVID levels, according to Kastle

Workplace Policies and Workspace Policies: What's the Difference?

Workplace decisions apply to people, and workspace decisions apply to the physical environment where work happens. However, workplace policies generally influence workspace decisions, meaning they can impact demand for space in the market.

For example, a firm may adopt a hybrid workplace policy allowing employees to work remotely some days each week. In response, the firm may adjust its workspace by reducing the number of dedicated offices and adding “drop-in” or coworking spaces.

Another common example with large firms is to convert underused space or add new space to create more common-area amenities to improve its talent attraction and retention.

Evolving Law Firm Workplace and Workspace Models

Traditional Workplace (maintained by many local firms, especially small ones)	Emerging Workplace (common among large firms, even pre-COVID)	“Extreme” Workplace (still rare)
In-office policy.	Hybrid work policy. Some desk-sharing for attorneys and staff; dedicated back-of-office hybrid/collaborative workspaces.	Fully flexible work-from-home (WFH) policies.
Many private offices for attorneys and senior staff. Senior attorneys along perimeter with windows.	Standard-size offices.	Open floor plans, “hoteling,” and desk-sharing for most attorneys.
Staff members occupy open cubicles/desks.	More physical transparency and natural light across floorplate.	Minimum on-site support staff (off-site in lower-cost location or WFH).
Desk-sharing is uncommon.	Technology enabled throughout the workplace.	Many small collaboration spaces accommodating changing in-office teams and remote collaboration with clients and colleagues anywhere.
Technology (e.g., AV, data) enabled only in board or conference rooms.	Multi-purpose training rooms for mock trials and case strategy; virtual courtrooms.	
Front-of-office spaces double for clients and teamwork.	Modern furniture and fixtures with more attention to function and ergonomics.	
“Conservative” finishes (hardwoods, brass fixtures, overstuffed furniture, etc.).		

Sources: Cresa, CBRE, Colliers International, Cushman Wakefield, Gensler, JLL, and Newmark

Systems. CBRE’s recent national survey of law firms found a spectrum of remote work policies in place. The most common policy was “primarily in-office” (3+ days a week in-office), a policy held by 47 percent of firms. This was followed by 28 percent with a “balanced” policy (equal days in- and out-of-office.) Fourteen percent were “fully/ primarily remote” (3+ days out-of-office). Eleven percent are fully in-office. Larger firms have more flexible policies than mid-size and small firms. Hybrid work policies seem entrenched.

Firms are adopting new workspace models, and the trend of ever-falling space per attorney seems to be leveling off. Nationally, the evidence is mixed, but JLL reports that slightly more firms have taken less space in their new leases. This has been especially true of larger firms. Smaller firms have been as likely to add space as reduce it. Other space policies are notable. Law libraries and physical filing rooms are frequently converted to common amenity spaces like lounges or cafes or collaborative workspace.

Nationally, universal office sizes for attorneys and senior professional staff are more common than not. This tactic increases flexibility to accommodate firm growth and attorney career progression. Refits or new finish-outs can demise floors in ways that allow easier subleases. Some large firms have bifurcated their portfolio. They may have showcase offices in major markets and maintain simpler, working offices in low-cost cities for associates and administrative pools.

Law firms are in the driver’s seat and can take a more aggressive stance with landlords. Office over-supply in recent years makes this a tenant’s market. Firms are seeking and winning more flexible lease terms, significant free rent, and ample tenant improvements. Results vary by market, but one rent-free month per lease year and tenant improvements of between \$90 and \$150 per square foot are typical, according to Colliers. Owners of older buildings have accepted shorter leases than they preferred.

Texas Leasing Trends

Leasing behavior of Texas law firms has changed according to an analysis of 478 large law firm leases. Large leases are defined as those for more than 10,000 square feet and for tenants with at least 25 employees. These leases totaled almost 14.2 million square feet of office space spread across 14 of the state’s 25 metropolitan areas.

DFW accounted for the most space at 5.9 million square feet, followed by Houston with 5.4 million, Austin with 1.6 million, and San Antonio with 700,000. The remaining 500,000 square feet were spread among ten smaller metro areas.

An analysis limited to a subset of large leases signed five years before and in the 51 months since April 2020 gives a pre- and post-COVID snapshot (Table 4.) Since COVID, there have been 49 fewer large leases than there were in the years before. There have been fewer leases per year since, and this likely reflects many firms still holding long pre-COVID leases. Post-COVID leases totaled 2.7 million square feet compared with 3.7 million square feet before. This resulted in larger average leases in recent years. Leased space per employee (not just attorneys) has, however, fallen by almost 100 square feet to 223.

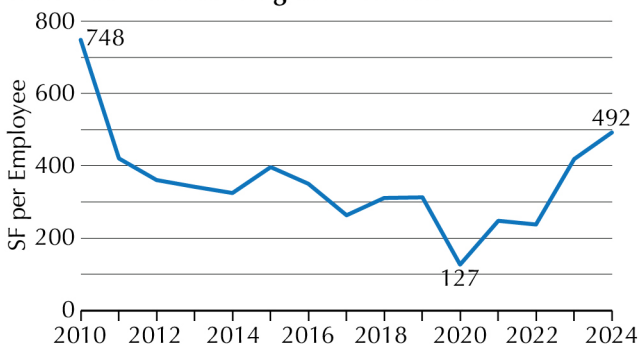
When evaluated year by year, however, more details emerge. The declining pre-COVID space-use trend is reversing. Average space per employee has risen again in recent years (Figure 4). It is not clear whether this represents a new normal for law firms or is simply opportunistic behavior by firms while landlords are eager to close deals. Meanwhile, rents are higher and reflect moves to

Table 4. Fewer, larger, higher-rent leases after COVID

	Five Years Prior to April 2020	Since April 2020
Lease transactions	131	82
Transactions per year	26.2	19.3
Total sf committed	3,656,458	2,675,084
Average lease sf	27,912	32,623
Firms total employment	11,505	12,004
SF per employee	318	223
Average rent	\$30.70	\$42.55

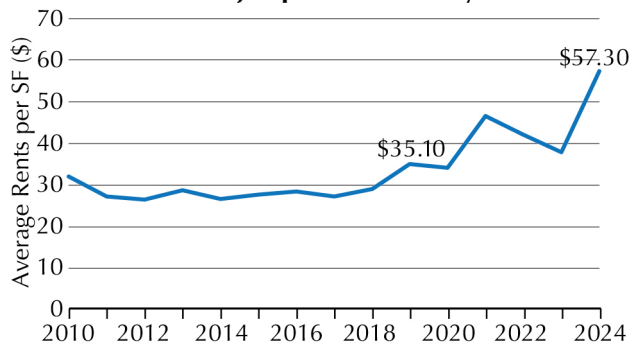
Source: Texas Real Estate Research Center analysis of CoStar data

Figure 4. Texas’ leased space per employee has increased after long-term decreases



Source: Texas Real Estate Research Center analysis of CoStar data

Figure 5. Law average rents increased slightly before COVID and jumped dramatically since



Source: Texas Real Estate Center Research Center analysis of CoStar data

new, high-amenity, Class A spaces rather than general rent increases (Figure 5).

The flight to quality began before COVID. After the Financial Crisis, as office construction resumed in most markets, law firms began moving to newer buildings. Nationally, these shifts led to firms paying over 20 percent more rent per square foot from 2015 to 2019 than in the prior five

years. In Texas, the increase was not so dramatic, but, starting in 2018, law firm leases’ average rent rates began increasing after years of flat rents.

Anchoring Texas Office Markets

Law firms remain anchors for Texas office markets. In coming years it should be a net positive for office demand.

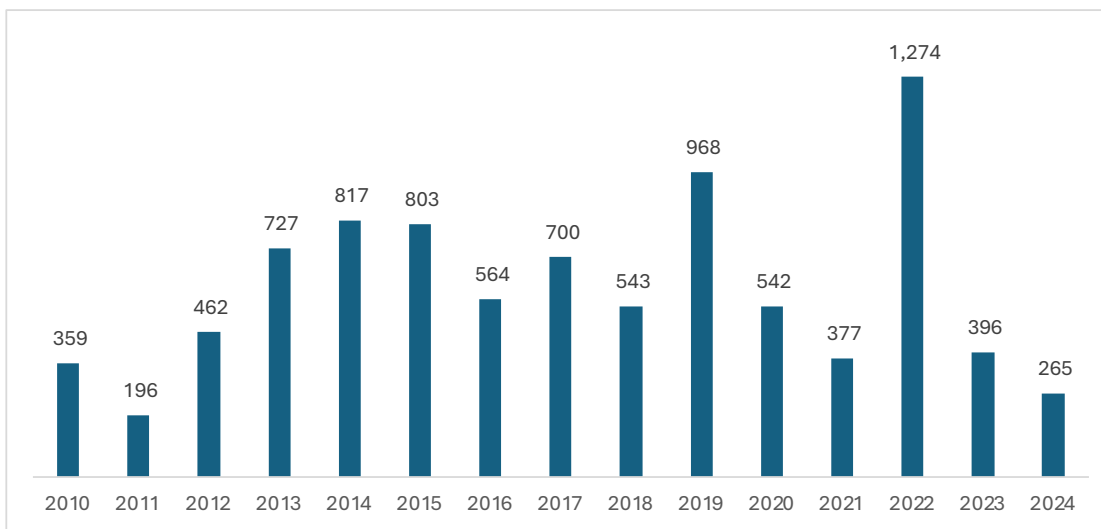
Overall industry growth will offset the tendency for some firms to economize space. The distinctives of legal work—its hierarchical culture, its confidential content, and its dependence on downtown—means it will long maintain more “traditional” workplace and workspace practices than other office users.

The industry cannot revive anemic office markets alone, but, for some landlords, law firms will remain essential tenants on their rent rolls. 📌

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Data Appendix

Figure A1. Total Law Firm Leases (1,000 Square Feet)



Source: Texas Real Estate Research Center analysis of Costar data

Table A1. Change in Space Demanded

	Typical Floor Space Category (SF)		
	Less Than 10,000	10,000 to 30,000	More Than 30,000
2022	13,191	1,605	268
2019	12,961	1,553	237
Change in Tenants	1.8%	3.3%	13.1%

Source: Texas Real Estate Research Center analysis of U.S. Census Bureau and Costar data

Table A2. Comparison of Key Occupations in Texas and U.S. Legal Services Industry

Texas Title	Texas Jobs	Percent of Total	Texas Occupation Rank	U.S. Title	U.S. Jobs	Percent of Total	U.S. Occupation Rank
All Occupations	100,790	100.0%	NA	All Occupations	1,187,410	100.0%	NA
Lawyers	29,550	29.3%	1	Lawyers	445,110	37.5%	1
Paralegals	23,310	23.1%	2	Paralegals	273,590	23.0%	2
Legal Secretaries	8,470	8.4%	3	Legal Secretaries	124,060	10.4%	3
General Clerks	3,680	3.7%	4	General Clerks	28,470	2.4%	4
Other Secretaries	3,010	3.0%	5	Other Secretaries	21,200	1.8%	8
Title Examiners	2,740	2.7%	6	Title Examiners	21,330	1.8%	7
General Managers	2,680	2.7%	7	General Managers	15,360	1.3%	10
Receptionists	2,620	2.6%	8	Receptionists	25,530	2.2%	5
Bookkeepers	2,460	2.4%	9	Bookkeepers	25,040	2.1%	6
Admin. Supervisors	2,200	2.2%	10	Admin. Supervisors	19,790	1.7%	9
File Clerks	1,790	1.8%	11	File Clerks	10,490	0.9%	12
Admin. Managers	1,630	1.6%	12	Admin. Managers	5,330	0.4%	21
Loan Officers	900	0.9%	13	Loan Officers	2,840	0.2%	29
Bill Collectors	860	0.9%	14	Bill Collectors	4,800	0.4%	23
Accountants	800	0.8%	15	Accountants	9,910	0.8%	14
All Other	14,090	14.0%	NA	All Other	154,560	13.0%	NA

Source: Texas Real Estate Research Center analysis of U.S. Bureau of Labor Statistics data

Table A3. Legal Workforce Characteristics Texas Metropolitan Areas

Employment (1,000s)
 Location Quotient
 Annual Wage (\$1,000s)

	U.S.	Texas	Abilene	Amarillo	Austin	Beaumont	Brownsville	College Station	Corpus Christi	DFW
All Occupations	151,853.9	13,558.0	72.8	120.3	1,235.4	155.5	154.6	128.8	187.4	3,966.5
	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
	\$65	\$61	\$50	\$53	\$69	\$57	\$44	\$56	\$54	\$66
General Managers	3,507.8	448.5	2.3	4.0	44.3	4.9	3.5	3.2	5.6	132.6
	1.00	1.43	1.36	1.42	1.55	1.36	0.99	1.09	1.29	1.45
	\$129	\$123	\$98	\$102	\$132	\$110	\$90	\$109	\$106	\$133
Lawyers	731.3	46.0	0.1	0.3	7.0	0.3	0.2	0.3	0.7	14.7
	1.00	0.70	0.29	0.52	1.17	0.41	0.32	0.55	0.82	0.77
	\$176	\$178	\$137	\$165	\$172	\$164	\$132	\$163	\$213	\$188
Paralegals	354.9	28.1	0.1	0.2	3.5	0.3	0.3	0.2	0.6	8.2
	1.00	0.89	0.41	0.71	1.20	0.72	0.83	0.73	1.26	0.88
	\$66	\$64	\$59	\$60	\$73	\$60	\$46	\$60	\$56	\$67
Title Examiners	49.8	6.6	0.0	-	0.6	-	-	0.2	0.1	-
	1.00	1.49	1.68	-	1.38	-	-	5.45	1.14	-
	\$59	\$59	\$51	\$-	\$60	\$-	\$-	\$43	\$51	\$59
Admin. Supervisors	1,504.6	170.2	1.0	1.3	16.6	1.5	1.7	2.0	2.0	53.8
	1.00	1.27	1.44	1.07	1.35	1.00	1.09	1.54	1.09	1.37
	\$69	\$67	\$58	\$60	\$73	\$62	\$52	\$58	\$61	\$71
Bookkeepers	1,501.9	140.6	0.7	1.3	14.3	1.6	1.2	1.0	1.8	38.7
	1.00	1.05	1.03	1.11	1.17	1.03	0.75	0.80	0.97	0.99
	\$50	\$47	\$43	\$43	\$48	\$45	\$39	\$44	\$44	\$50
Receptionists	1,003.8	93.0	0.6	0.9	8.7	1.2	1.3	0.9	1.4	25.2
	1.00	1.04	1.18	1.12	1.07	1.16	1.23	1.10	1.13	0.96
	\$37	\$33	\$30	\$31	\$36	\$31	\$27	\$31	\$31	\$35
Legal Secretaries	152.8	10.4	0.0	0.1	1.0	0.1	0.1	0.1	0.2	2.7
	1.00	0.76	0.55	0.50	0.84	0.38	0.51	0.54	1.11	0.69
	\$56	\$51	\$37	\$48	\$56	\$44	\$38	\$49	\$49	\$55
Other Secretaries	1,785.4	158.3	1.0	1.6	16.7	2.0	1.7	1.7	2.3	39.1
	1.00	0.99	1.17	1.15	1.15	1.12	0.93	1.10	1.05	0.84
	\$45	\$42	\$38	\$37	\$47	\$42	\$35	\$39	\$40	\$45
General Clerks	2,496.4	187.5	1.0	1.9	15.0	2.2	2.6	2.7	2.6	54.1
	1.00	0.84	0.83	0.98	0.74	0.86	1.02	1.29	0.85	0.83
	\$44	\$40	\$36	\$37	\$43	\$39	\$32	\$34	\$38	\$42

SOC Codes included: All Occupations (00-0000), General Managers (11-1021), Lawyers (23-1011), Paralegals (23-2011), Title Examiners (23-2093), Admin. Supervisors (43-1011), Bookkeepers (43-3031), Receptionists (43-4171), Legal Secretaries (43-6012), Other Secretaries (43-6014), General Clerks (43-9061).

Source: Texas Real Estate Research Center analysis of U.S. Bureau of Labor Statistics data

Table A3. Legal Workforce Characteristics Texas Metropolitan Areas (continued)

Employment (1,000s)
 Location Quotient
 Annual Wage (\$1,000s)

	U.S.	Texas	El Paso	Houston	Killeen	Laredo	Longview	Lubbock	McAllen	Midland
All Occupations	151,853.9	13,558.0	323.3	3,179.5	147.0	104.6	97.2	150.7	285.9	114.8
	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
	\$65	\$61	\$47	\$64	\$57	\$45	\$52	\$49	\$44	\$67
General Managers	3,507.8	448.5	9.0	104.9	4.1	3.2	3.2	4.7	6.7	4.8
	1.00	1.43	1.20	1.43	1.21	1.30	1.42	1.35	1.01	1.80
	\$129	\$123	\$89	\$129	\$97	\$87	\$106	\$97	\$87	\$141
Lawyers	731.3	46.0	0.5	13.1	0.2	0.2	0.1	0.4	0.5	0.2
	1.00	0.70	0.35	0.86	0.31	0.36	0.28	0.51	0.33	0.38
	\$176	\$178	\$141	\$189	\$151	\$136	\$166	\$137	\$129	\$204
Paralegals	354.9	28.1	0.6	7.8	0.2	0.1	0.1	0.3	0.8	0.1
	1.00	0.89	0.85	1.05	0.55	0.45	0.44	0.85	1.14	0.37
	\$66	\$64	\$50	\$64	\$56	\$64	\$59	\$52	\$40	\$69
Title Examiners	49.8	6.6	0.1	1.4	0.1	-	-	0.1	0.1	0.1
	1.00	1.49	0.47	1.37	1.66	-	-	1.21	0.96	2.39
	\$59	\$59	\$49	\$68	\$57	\$-	\$-	\$52	\$51	\$84
Admin. Supervisors	1,504.6	170.2	3.8	38.3	1.4	1.4	1.0	2.1	3.3	1.1
	1.00	1.27	1.19	1.22	0.95	1.38	1.06	1.43	1.15	0.94
	\$69	\$67	\$55	\$69	\$58	\$57	\$59	\$59	\$55	\$74
Bookkeepers	1,501.9	140.6	3.1	31.9	1.4	1.3	1.1	1.5	2.5	1.5
	1.00	1.05	0.96	1.01	0.98	1.24	1.14	0.99	0.87	1.29
	\$50	\$47	\$39	\$48	\$42	\$38	\$43	\$43	\$39	\$51
Receptionists	1,003.8	93.0	2.4	22.7	0.9	0.8	0.8	1.2	2.0	0.7
	1.00	1.04	1.14	1.08	0.96	1.13	1.23	1.15	1.04	0.88
	\$37	\$33	\$27	\$34	\$30	\$28	\$31	\$30	\$27	\$36
Legal Secretaries	152.8	10.4	0.2	3.5	0.1	0.0	-	0.1	0.3	-
	1.00	0.76	0.52	1.09	0.41	0.38	-	0.66	1.04	-
	\$56	\$51	\$41	\$53	\$41	\$-	\$-	\$45	\$-	\$-
Other Secretaries	1,785.4	158.3	3.7	35.8	1.9	1.4	1.3	1.6	3.4	1.4
	1.00	0.99	0.97	0.96	1.09	1.16	1.14	0.92	1.01	1.04
	\$45	\$42	\$36	\$44	\$37	\$35	\$39	\$39	\$37	\$45
General Clerks	2,496.4	187.5	5.5	38.9	2.3	1.8	1.4	4.1	4.5	1.7
	1.00	0.84	1.04	0.74	0.96	1.04	0.85	1.64	0.97	0.91
	\$44	\$40	\$34	\$41	\$38	\$32	\$38	\$34	\$32	\$47

SOC Codes included: All Occupations (00-0000), General Managers (11-1021), Lawyers (23-1011), Paralegals (23-2011), Title Examiners (23-2093), Admin. Supervisors (43-1011), Bookkeepers (43-3031), Receptionists (43-4171), Legal Secretaries (43-6012), Other Secretaries (43-6014), General Clerks (43-9061).

Source: Texas Real Estate Research Center analysis of U.S. Bureau of Labor Statistics data

Table A3. Legal Workforce Characteristics Texas Metropolitan Areas (continued)

Employment (1,000s)
 Location Quotient
 Annual Wage (\$1,000s)

	U.S.	Texas	Odessa	San Angelo	San Antonio	Sherman	Texarkana	Tyler	Victoria	Waco	Wichita Falls
All Occupations	151,853.9	13,558.0	76.4	49.4	1,091.5	50.5	56.6	111.5	38.8	125.6	56.9
	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
	\$65	\$61	\$57	\$50	\$58	\$51	\$49	\$52	\$52	\$53	\$48
General Managers	3,507.8	448.5	2.8	1.6	32.0	1.4	1.6	3.6	1.3	3.6	1.7
	1.00	1.43	1.59	1.40	1.27	1.21	1.21	1.38	1.43	1.25	1.29
	\$129	\$123	\$118	\$99	\$114	\$101	\$89	\$103	\$103	\$105	\$93
Lawyers	731.3	46.0	0.1	0.1	3.7	0.1	0.1	0.3	0.1	0.2	0.1
	1.00	0.70	0.30	0.38	0.71	0.33	0.37	0.52	0.27	0.36	0.29
	\$176	\$178	\$189	\$157	\$147	\$-	\$106	\$136	\$135	\$153	\$126
Paralegals	354.9	28.1	0.1	0.1	2.1	0.1	0.1	0.3	-	0.2	0.1
	1.00	0.89	0.50	0.52	0.81	0.76	0.53	1.04	-	0.54	0.45
	\$66	\$64	\$63	\$56	\$61	\$53	\$54	\$50	\$-	\$59	\$56
Title Examiners	49.8	6.6	-	-	0.4	0.0	-	0.1	-	0.0	-
	1.00	1.49	-	-	1.06	1.81	-	3.01	-	0.97	-
	\$59	\$59	\$-	\$-	\$59	\$52	\$-	\$54	\$-	\$51	\$-
Admin. Supervisors	1,504.6	170.2	0.7	0.6	13.2	0.5	0.6	1.2	0.5	1.7	0.7
	1.00	1.27	0.94	1.21	1.22	1.06	1.07	1.10	1.20	1.33	1.21
	\$69	\$67	\$64	\$57	\$67	\$60	\$56	\$61	\$60	\$61	\$57
Bookkeepers	1,501.9	140.6	0.9	0.6	9.6	0.5	0.5	1.0	0.4	1.2	0.6
	1.00	1.05	1.18	1.13	0.89	0.94	0.95	0.92	1.15	0.94	1.03
	\$50	\$47	\$48	\$42	\$46	\$43	\$42	\$44	\$43	\$43	\$42
Receptionists	1,003.8	93.0	0.4	0.4	8.0	0.4	0.4	1.0	0.4	0.8	0.5
	1.00	1.04	0.81	1.07	1.11	1.26	1.07	1.30	1.36	0.94	1.28
	\$37	\$33	\$33	\$29	\$34	\$32	\$31	\$31	\$31	\$31	\$29
Legal Secretaries	152.8	10.4	0.0	0.0	1.0	-	0.1	0.0	-	0.1	0.0
	1.00	0.76	0.39	0.80	0.94	-	0.88	0.36	-	0.79	0.70
	\$56	\$51	\$42	\$39	\$47	\$-	\$40	\$46	\$-	\$45	\$41
Other Secretaries	1,785.4	158.3	1.1	0.7	11.5	0.6	0.7	1.3	0.5	1.5	0.8
	1.00	0.99	1.26	1.19	0.89	1.01	1.02	0.97	1.14	0.99	1.18
	\$45	\$42	\$43	\$38	\$41	\$38	\$37	\$39	\$38	\$39	\$36
General Clerks	2,496.4	187.5	1.2	0.8	13.0	0.6	0.9	1.6	0.6	1.8	0.9
	1.00	0.84	0.93	0.97	0.73	0.76	0.92	0.88	0.99	0.87	1.01
	\$44	\$40	\$42	\$38	\$40	\$37	\$35	\$37	\$37	\$37	\$35

SOC Codes included: All Occupations (00-0000), General Managers (11-1021), Lawyers (23-1011), Paralegals (23-2011), Title Examiners (23-2093), Admin. Supervisors (43-1011), Bookkeepers (43-3031), Receptionists (43-4171), Legal Secretaries (43-6012), Other Secretaries (43-6014), General Clerks (43-9061).

Source: Texas Real Estate Research Center analysis of U.S. Bureau of Labor Statistics data

Table A4. Texas and MSA Legal Establishments by Establishment Employment Size (2021)

	Size of Establishment						
	Self Employed	Less Than 5	5 to 9	10 to 19	20 to 49	50 to 99	100+
Abilene	110	62	8	5	3	0	0
Amarillo	172	100	15	6	7	3	0
Austin	2,761	1,140	221	149	77	31	6
Beaumont	216	141	27	13	6	3	0
Brownsville	300	137	24	11	8	0	0
College Station	144	57	20	14	0	0	0
Corpus Christi	417	154	47	22	12	0	0
DFW	7,357	3,059	626	323	202	81	32
El Paso	499	231	50	19	7	4	0
Houston	8,156	2,921	576	301	185	58	34
Killeen	187	49	17	15	4	0	0
Laredo	150	73	14	6	0	0	0
Longview	131	131	27	5	5	0	0
Lubbock	186	124	27	24	6	0	0
McAllen	580	254	63	28	14	0	0
Midland	118	60	16	4	3	0	0
Odessa	63	29	8	7	4	0	0
San Angelo	61	42	10	8	0	0	0
San Antonio	2,326	893	202	77	64	8	5
Sherman	97	63	4	4	0	0	0
Texarkana	91	55	7	5	0	0	0
Tyler	200	144	28	17	4	0	0
Victoria	49	34	7	0	0	0	0
Waco	217	72	20	10	6	0	0
Wichita Falls	88	46	6	6	0	0	0
Texas	26,238	10,774	2,239	1,148	635	198	84

Source: Census Bureau Nonemployer Statistics and County Business Patterns data

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