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A VALIDITY STUDY OF
POLICE OFFICER SELECTION,
TRAINING AND PROMOTION

VOLUME II

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PREFACE

This report describes a comprehensive study of the City of Houston Police Department's selection, training, and promotional procedures. The report is divided into nine volumes as follows:

- Volume I Research Overview, Summary and Bibliography for the Validity Study of Selection, Training and Promotion within the Houston Police Department
- Volume II Analysis of the Labor Force Composition within the Recruiting Area of the Houston Police Department
- Volume III Adverse Impact Analyses of the Selection, Training, Assignment and Promotion Procedures of the Houston Police Department
- Volume IV Job Analysis of Positions within the Houston Police Department
- Volume V Evaluation of the Selection Requirements of the Houston Police Department
- Volume VI Validation of the Physical Requirements for the Selection of Police Officers
- Volume VII Validation of the Personal Background Requirements for the Selection of Police Officers
- Volume VIII Evaluation and Validation of the Houston Police Department Academy and Probationary Training Period
- Volume IX Validation of the Houston Police Department Promotional Process

While each volume is intended to stand alone as a unified component of the study, much of the data is referred to in several volumes, but presented in detail in only one volume. For example, the job analysis data reported in Volume IV

served as a foundation for the research described in Volumes V through IX. Consequently, at times the reader will need to refer to two or more volumes to obtain a comprehensive understanding of a specific component of the research.

It is expected that this report will be read by individuals who have a wide range of familiarity with the technical nature of the research study. Consequently, the authors have attempted to provide sufficient explanations of research methodology, statistical analyses, etc., to facilitate understanding by readers who do not have formal training or experience in the applied demographic and psychological research disciplines. At the same time, however, the authors have included appropriate technical information in the report, whereby professionals experienced in demographic and validation research can review the work of the research team.

Appendix A of Volume I is a comprehensive bibliography. The bibliography also contains detailed descriptions of reference materials cited or quoted (referred to by author and date) throughout all volumes of the report.

VOLUME II

ANALYSIS OF THE LABOR FORCE COMPOSITION
WITHIN THE RECRUITING AREA OF THE
HOUSTON POLICE DEPARTMENT

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CHAPTER 1

SUMMARY

A combination of existing data on population, population migration and labor force participation has been used to develop an estimate of the majority and minority components of the Houston Area labor force. Figure 1 graphically illustrates the general analytical method used to update and factor 1970 Census statistics to produce estimates for 1975.

Estimates have been prepared for several geographic areas, including the overall recruiting area of the Houston Police Department which includes all counties within 500 miles of Houston. Table 1 shows the percentages of the minority components in the full time labor force, aged 18 to 35, for the recruiting area and for the Houston Standard Metropolitan Statistical Area (SMSA). Later tables include population and labor force breakdowns for other geographic areas at the time of the 1970 Census and estimates for 1975.

FIGURE 1

LABOR FORCE DEVELOPMENT FLOW CHART

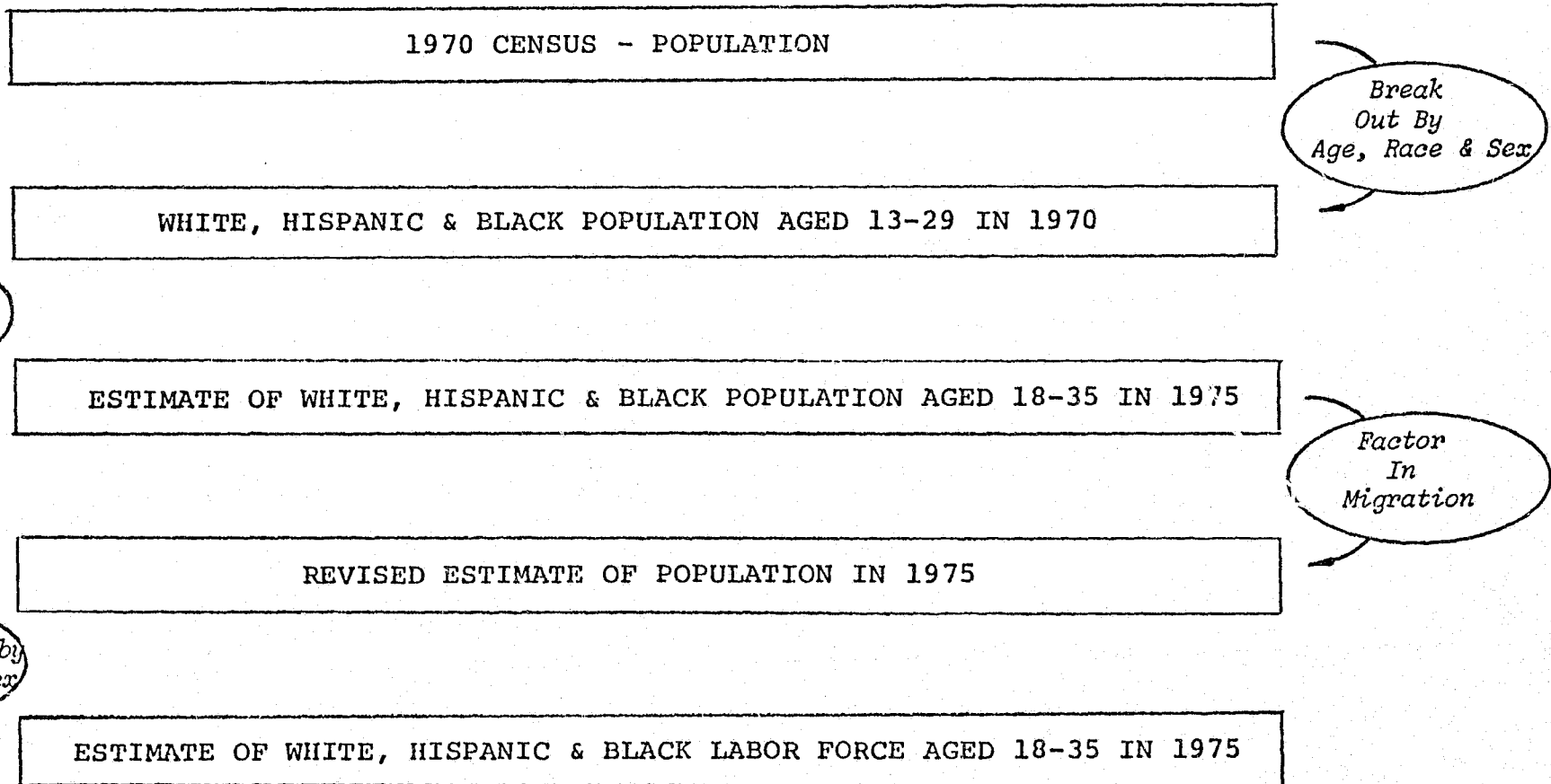


TABLE 1
 MINORITY LABOR FORCE SUMMARY DATA

	<u>FULL TIME LABOR FORCE</u>			<u>TOTAL LABOR FORCE</u>		
	<u>Black</u>	<u>Hispanic</u>	<u>Female</u>	<u>Black</u>	<u>Hispanic</u>	<u>Female</u>
Houston SMSA	16%	12%	28%	19%	12%	36%
500 Mile Area	16%	9%	28%	18%	9%	35%

CHAPTER 2

DEVELOPMENT OF THE ESTIMATES

Population by Group for 1971

The labor force statistics contained in this report are based upon estimates of the 1975 population and the participation of that population in the labor force within specific geographic areas. All estimates have been built upon base data provided by the 1970 Census. The selected portions of the labor force and the geographic areas chosen specifically focus on the groups that are of primary interest to the Houston Police Department in their recruiting activities. Estimates have been developed for the following groups of 18 to 35 year old males and females:

- Recruiting Area Group - All males and females residing within 500 miles of Houston, Tables 2 and 7.
- Texas Area Group - All males and females residing within 500 miles and within the State of Texas, Tables 3 and 8.
- Houston-Galveston/Texas City Area Group - All males and females residing within the Standard Metropolitan Statistical Areas (SMSA's) designated for Houston and Galveston/Texas City, Tables 4 and 9.
- Houston SMSA Area Group - All males and females residing within the Houston Standard Metropolitan Statistical Area, Tables 5 and 10.

- Houston City Area Group - All males and females residing within the city limits of Houston, Tables 6 and 11.

Individual county statistics were collected from the 1970 Census and aggregated for each geographic area, excepting the City of Houston area. The Recruiting Area and Texas Area were determined by plotting a 500 mile radius with Houston as a centerpoint on a standard map of the United States.¹ The Recruiting Area covers parts of ten states and includes all counties (or parishes in Louisiana) that were totally or partially included within the 500 mile limit. Appendix A of this report lists the counties included, and Appendix B lists specific Census references.

Cohort Movement - Updating 1970 Population to 1975

Determining estimates of 1975 population from 1970 data requires the use of an aging process so that proportional population differences by age over time are considered. The data aging process, normally called cohort movement, was used to identify the 1970 Census individuals who correspond to the 18 to 35 age group in 1975. The following diagram illustrates the process:

<u>1970 Census Population</u>	<u>1975 Population</u>
Ages 13-14	18-19
Ages 15-19	20-24
Ages 20-24	25-29
Ages 25-29	30-34

¹ Clear Type: County Town Map of the Southeastern Quarter of the U.S. Map #8208, American Map Co., Inc.

The population cohorts were grouped by ethnic origin and sex so that the process provided a tri-ethnic population base by age and sex for 1975.

Migration

An additional consideration in estimating population involves the movement of people into and out of specific geographic areas. While detailed data for in and out migration is not available for each specific study area, the Bureau of the Census does provide a net migration estimate for counties in its Current Population Report Series.

Net migration data for 1970-1974 for the counties within the Recruiting Area in each state were aggregated and then projected to 1975. The total net migration for the Recruiting Area was allocated to the ethnic origin, sex and age cohorts based upon the 1970-1975 state migration patterns.² Similar procedures

² Migration data from the 1970 census includes the total in and out migrants by age, sex and selected ethnic groups at the state level. Total population and Black population statistics are detailed. Consequently, the population group White and other races is determined by the difference between Black and the total population of migrants. The Hispanic net migration estimate is based on their percentage of the White and other population. Finally, the Hispanic estimates are subtracted from the White and other races to derive the White migration component. The percentage composition of the area migration for 1970 was applied to the estimated net migration between 1970-1975. The resulting migration by ethnic origin, sex and age cohorts was then added to the 1975 base population statistics developed by the cohort movement process to derive the 1975 population estimates.

were used to derive 1975 migration and population estimates for the other study areas. Net migration for the City of Houston is based upon Houston's portion of Harris County in-migrants between 1965-1970 and the Harris County net migration between 1970-1975.

Labor Force Participation

Two separate labor force statistics were determined to provide for an estimate of the size and composition of the labor force from which the Houston Police Department may recruit; the total labor force and the full time labor force.

The total labor force is the estimate of the number of all individuals who have an attachment to the labor market at a specific point in time. This estimate is based upon an analysis of the labor force participation rate of each population group with participation rate being defined as the percentage of the population group who were either employed or unemployed during an identified reference week. Since 1970 Census data provide participation rates for ethnic, sex and age groups at the county level, these rates were used to develop the 1970 and 1975 labor force estimates for the various geographic areas.³

³ Current data for labor force participation by ethnic origin, sex and age is available on a national basis from the Bureau of Census monthly household survey. However, the sample size is not large enough to provide detailed information at the state or county level.

A composite labor force participation rate for each of the population groups was constructed by aggregating the county data to develop a composite participation rate for the portion of each state within the Recruiting Area. The composite statewide participation rates then were combined for each population group and weighted appropriately to obtain a labor force participation rate for the entire Recruiting Area. A similar method was used to develop the statistics for the Texas Area. The labor force estimates for the entire 500-mile recruiting area and the Texas recruiting area within 500 miles are shown in Tables 12 and 13.

The 1975 labor force estimates for the Houston and the Houston-Galveston/Texas City SMSA's were projected based on the 1970 Houston SMSA labor force participation rates, Tables 14 and 15. (Houston SMSA data for 1975 include the estimated population and labor force participation rates for Waller County which has been added to the SMSA.) The 1975 City of Houston labor force estimate is the product of the 1975 population estimate and the 1970 labor force participation rates for the City, Table 16. Adjustments to compensate for annexation by the City were not attempted.

The full time labor force estimates which are given in this report represent a measure of that portion of the population that has the strongest attachment to the labor market. Again, 1970 Census data were used to calculate the percentage of each

population group that worked 50 or more weeks during that Census year and this percentage was applied to 1975 population estimates.⁴ Procedurally, calculations similar to those made to estimate the total labor force were made to produce the 1975 full time labor force estimate for each population group. The full time labor force estimates for the 500-mile recruiting area, the Texas 500-mile recruiting area and Houston SMSA are shown in Tables 17, 18 and 19.

⁴ Since Bureau of Census data on weeks worked are reported for a 16 to 24 age group, an adjustment was made by estimating and removing those individuals under 18 so that the full time labor force estimates would conform as closely as possible to the same age groups used in other estimates.

APPENDIX A
AREA DEFINITIONS

The following state-by-state decisions were made to develop population statistics for the Recruiting Area:

Alabama - Includes the following Counties:

Pickens	Monroe
Green	Conceh
Sumter	Escambia
Marento	Mobile
Chactaw	Baldwin
Clarke	Washington
Wilcox	

Arkansas - Includes all Counties except the following:

Randolph
Clay
Green
Mississippi

Florida - Includes the following Counties:

Excambia
Santa Rosa

Louisiana - Includes all Parishes

Mississippi - Includes all Counties except the following:

Tippah
Alcorn
Prentiss
Itawamba
Tishmingo

Missouri - Includes the following Counties:

Newton
McDonald
Barry
Stone
Ozark

New Mexico - Includes the following County:

Lea

Oklahoma - Includes all Counties except the following:

Cimmaron
Texas
Beaver
Harper
Woods

Tennessee - Includes the following County:

Shelby

Texas - Includes all Counties except the following:

Bailey	Hansford
Carson	Hartley
Castro	Hodspeth
Culberson	Hutchinson
Dallas	Lipscomb
Deaf Smith	Moore
El Paso	Ochiltree
Oldham	Randal
Parmer	Roberts
Potter	Sherman
Presidio	

APPENDIX B

DATA SOURCES

The following publication series provided the base data for 1970 population numbers and 1975 estimates:

1. U. S. Bureau of the Census, Census of Population: 1970, General Population Characteristics, Final Report, Series PC(1)-B. Statistics shown on age, sex, ethnic origin, marital status, and relationship to head of household and presented by State, County, SMSA and other subdivisions and places. Specific use of the following tables has been made:

Table 19: Single Years of Age by Race and Sex by the State: 1970

Table 20: Age by Race and Sex by the State and Size of Place: 1970

Table 24: Age by Race and Sex for Areas and Places, SMSA'S and Urbanized Areas of 50,000 or More: 1970

Table 35: Age by Race and Sex for Counties: 1970

2. U. S. Bureau of the Census, Census of Population: 1970, General Social and Economic Characteristics, Series PC (1)-C. Statistics shown on origin, employment and residence and presented by State, County, SMSA and other areas or places. Specific use of the following tables has been made:

- Table 48: General Characteristics by Race for Urban and Rural Residence: 1970
- Table 53: Employment Status by Race, Sex and Urban and Rural Residence: 1970
- Table 59: Place of Residence of the Population 5 Years Old or Over by Race and Sex: 1970
- Table 85: Employment Status by Sex for Areas and Places: 1970
- Table 92: Employment Characteristics of the Negro Population for Areas and Places: 1970
- Table 96: General Characteristics of Persons of Spanish Language for Areas and Places: 1970
- Table 98: Employment Characteristics of Persons of Spanish Language for Areas and Places: 1970
- Table 121: Employment Characteristics for Counties: 1970
- Table 126: Employment Characteristics of Negro Population for Counties: 1970
- Table 129: General Characteristics of Persons of Spanish Language for Counties: 1970
- Table 131: Employment Characteristics of Persons of Spanish Language for Counties: 1970

3. U. S. Bureau of the Census, Census of Population: 1970, Detailed Characteristics, Series PC(1)-D. Detailed statistics covering most population subjects cross-classified by age, ethnic origin and other characteristics.

Specific use of the following tables has been made:

Table 145: Residence in 1965 of the Population 5 Years
Old and Over by Race, Sex and Age: 1970

Table 164: Employment Status by Race, Sex and Age: 1970

Table 165: Labor Force Status by Sex, Marital Status,
Race and Age: 1970

Table 167: Weeks Worked by Age, Race and Sex: 1970

4. U. S. Bureau of the Census, Census of Population: 1970
Subject Report, Persons of Spanish Origin, Series PC(2)-IC.

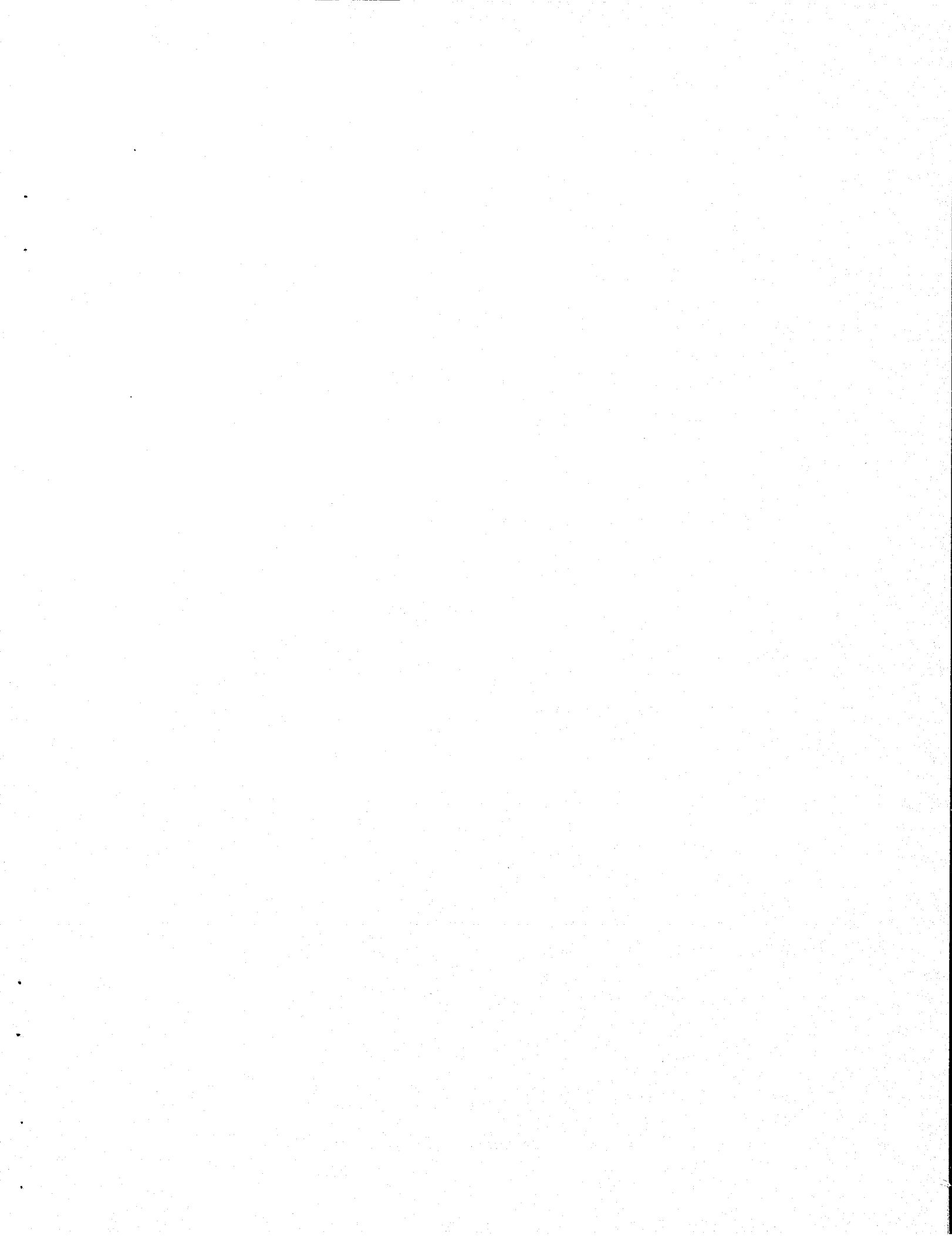


TABLE 2

POPULATION WITHIN 500 MILES OF HOUSTON
BY AGE, ETHNIC ORIGIN & SEX IN 1970

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	434,218	419,582	315,166	299,865	77,417	80,981	41,635	38,736
20-24	910,943	941,537	699,601	700,466	132,104	152,954	79,238	88,117
25-29	717,830	743,751	556,838	563,092	97,480	112,703	63,635	68,042
30-34	603,493	641,091	468,684	482,075	82,209	101,450	52,477	57,480
Total	2,666,484	2,745,961	2,040,289	2,045,498	389,210	448,088	236,985	252,375
%	49.3	50.7	37.7	37.7	7.2	8.3	4.4	4.7

TABLE 3

TEXAS POPULATION WITHIN 500 MILES OF HOUSTON
BY AGE, ETHNIC ORIGIN & SEX IN 1970

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	201,470	195,468	135,748	131,839	26,965	27,671	38,757	35,958
20-24	445,357	457,232	321,754	317,092	51,594	58,437	72,009	81,703
25-29	356,525	364,529	258,411	257,704	39,587	43,987	58,527	62,838
30-34	296,772	310,297	214,485	217,203	33,580	39,656	47,707	53,438
Total	1,300,124	1,327,526	930,398	923,838	151,726	169,751	218,000	233,937
%	49.6	50.6	35.3	35.2	5.8	6.5	8.3	8.9

TABLE 4

HOUSTON AND GALVESTON/TEXAS CITY SMSA POPULATION
BY AGE, ETHNIC ORIGIN & SEX IN 1970

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	34,590	36,450	22,420	23,660	7,650	8,380	4,520	4,410
20-24	80,140	96,400	54,380	66,010	15,870	19,300	9,890	11,100
25-29	84,750	86,800	60,920	61,940	13,990	15,470	9,830	9,390
30-34	70,690	70,920	51,540	49,700	11,710	13,440	7,440	7,770
Total	270,170	290,570	189,260	201,310	49,220	56,950	31,680	32,670
%	48.2	51.8	33.7	35.9	8.8	10.2	5.7	5.8

TABLE 5

HOUSTON SMSA POPULATION
BY AGE, ETHNIC ORIGIN & SEX IN 1970

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	31,874	33,747	20,639	21,917	7,071	7,742	4,164	4,088
20-24	74,747	89,875	50,617	61,603	14,885	18,043	9,245	10,229
25-29	79,250	80,712	56,869	57,602	13,257	14,418	9,124	8,692
30-34	65,931	65,873	48,079	46,230	10,994	12,494	6,858	7,149
Total	251,802	270,207	176,204	187,352	46,207	52,697	29,391	30,158
%	48.2	51.8	33.8	35.9	8.9	10.1	5.6	5.8

TABLE 6
HOUSTON POPULATION
BY AGE, ETHNIC ORIGIN & SEX IN 1970

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	20,229	22,467	12,022	12,847	5,586	6,550	2,621	3,070
20-24	50,213	61,514	31,605	37,918	11,936	15,808	6,672	7,788
25-29	49,103	49,880	31,707	31,110	10,977	12,656	6,419	6,114
30-34	38,869	39,587	24,854	23,650	9,251	10,867	4,764	5,070
Total	158,414	173,448	100,188	105,525	37,750	45,881	20,476	24,022
%	47.7	52.3	30.2	31.8	11.4	13.8	6.2	7.2

TABLE 7

ESTIMATED TOTAL POPULATION WITHIN 500 MILES OF HOUSTON
BY AGES, ETHNIC ORIGIN & SEX IN 1975

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	484,710	468,270	323,040	308,320	117,210	114,910	44,460	45,040
20-24	1,181,180	1,124,760	803,800	749,960	261,050	260,310	116,330	114,490
25-29	1,033,890	1,028,180	785,070	752,780	159,900	180,700	88,920	94,700
30-34	755,540	786,810	579,460	588,640	111,280	128,690	64,800	69,480
Total	3,455,320	3,408,020	2,491,370	2,399,700	649,440	684,610	314,510	323,710
%	50.3	49.7	36.3	35.0	9.5	10.0	4.6	4.7

TABLE 8

ESTIMATED TEXAS POPULATION WITHIN 500 MILES
BY AGE, ETHNIC ORIGIN & SEX IN 1975

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	224,400	215,585	149,597	140,262	33,227	33,349	41,576	41,974
20-24	541,138	517,542	355,644	334,926	77,934	76,077	107,560	106,539
25-29	508,167	492,172	367,394	343,192	58,544	60,557	82,229	88,423
30-34	370,195	381,699	270,431	272,184	38,517	43,127	61,247	66,388
Total	1,643,900	1,606,998	1,143,066	1,090,564	208,222	213,110	292,612	303,324
%	50.8	49.4	35.2	33.6	6.4	6.6	9.0	9.3

TABLE 9

ESTIMATED HOUSTON/GALVESTON/TEXAS CITY SMSA'S POPULATION
BY AGE, ETHNIC ORIGIN & SEX IN 1975

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	45,857	44,569	30,539	29,502	9,758	9,807	5,560	5,260
20-24	111,795	107,382	73,891	70,992	23,909	22,903	13,995	13,487
25-29	118,470	117,550	81,540	82,650	22,130	20,410	14,800	14,490
30-34	92,240	97,370	68,070	71,170	13,030	15,020	11,140	11,180
Total	368,362	366,871	254,040	254,314	68,827	68,140	45,495	44,417
%	50.1	49.9	34.6	34.6	9.4	9.3	6.2	6.0

TABLE 10

ESTIMATED HOUSTON SMSA POPULATION
BY AGE, ETHNIC ORIGIN & SEX IN 1975

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	42,170	41,089	28,342	27,162	8,928	9,027	4,900	4,900
20-24	103,388	99,208	68,453	65,871	22,077	20,994	12,858	12,343
25-29	111,967	110,495	76,987	77,753	20,965	19,223	14,015	13,519
30-34	86,530	90,972	63,819	66,562	12,317	13,978	10,394	10,432
Total	344,055	341,764	237,601	237,348	64,287	63,222	42,167	41,194
%	50.2	49.8	34.6	34.6	9.4	9.2	6.2	6.0

TABLE 11
ESTIMATED CITY OF HOUSTON POPULATION
BY AGE, ETHNIC ORIGIN & SEX IN 1975

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	24,890	24,650	14,490	13,490	7,220	7,410	3,180	3,750
20-24	60,050	60,340	35,460	35,290	16,450	16,860	8,140	8,190
25-29	63,680	68,600	40,220	43,190	14,930	16,340	8,530	9,070
30-34	51,420	56,430	33,980	37,190	10,520	12,440	6,920	6,800
Total	200,040	210,020	124,150	129,160	49,120	53,050	26,770	27,810
%	48.8	51.2	30.3	30.7	11.9	12.9	6.5	6.8

TABLE 12

ESTIMATED LABOR FORCE WITHIN 500 MILES OF HOUSTON
BY AGE, ETHNIC ORIGIN & SEX IN 1975

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	273,800	178,800	193,200	128,300	55,400	33,900	25,200	16,600
20-24	945,400	565,200	658,300	381,000	191,900	128,900	95,200	55,300
25-29	970,400	466,000	747,400	322,200	140,400	104,800	82,600	39,000
30-34	709,500	355,100	551,600	251,900	97,700	74,600	60,200	28,600
Total	2,899,100	1,565,100	2,150,500	1,083,400	485,400	342,200	263,200	139,500
%	65.0	35.0	48.2	24.3	10.9	7.7	5.9	3.0

TABLE 13

ESTIMATED TEXAS LABOR FORCE WITHIN 500 MILES OF HOUSTON
BY AGE, ETHNIC ORIGIN & SEX IN 1975

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	132,370	87,155	91,403	58,910	17,477	12,673	23,490	15,572
20-24	444,362	270,870	294,829	174,496	61,334	44,809	88,199	51,565
25-29	477,584	225,459	348,656	148,945	52,455	39,907	76,473	36,607
30-34	348,109	174,034	256,638	118,128	34,511	28,421	56,960	27,485
Total	1,402,425	757,518	991,526	500,479	165,777	125,810	245,122	131,229
%	64.9	35.1	45.9	23.2	7.7	5.8	11.4	6.0

TABLE 14

ESTIMATED HOUSTON SMSA LABOR FORCE
BY AGE, ETHNIC ORIGIN & SEX 1975

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	26,400	19,190	18,310	13,720	4,760	3,450	3,330	2,020
20-24	85,090	55,900	57,780	37,620	16,300	12,390	11,010	5,890
25-29	105,810	52,600	73,920	34,110	18,660	12,780	13,230	5,710
30-34	81,770	43,300	61,000	29,600	10,960	9,300	9,810	4,400
Total	299,070	170,990	211,010	115,050	50,680	37,920	37,380	18,020
%	63.6	36.4	44.9	24.5	10.8	8.1	8.0	3.8

TABLE 15

ESTIMATED HOUSTON/GALVESTON/TEXAS CITY SMSA'S LABOR FORCE
BY AGE, ETHNIC ORIGIN & SEX IN 1975

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	28,440	20,660	19,640	14,290	5,080	3,740	3,720	2,630
20-24	92,000	60,270	62,250	40,250	17,760	13,560	11,990	6,460
25-29	112,010	55,820	78,380	36,070	19,670	13,590	13,960	6,160
30-34	87,210	46,220	65,090	31,460	11,610	10,010	10,510	4,750
Total	319,660	182,970	225,360	122,070	54,120	40,900	40,180	20,000
%	63.6	36.4	44.8	24.3	10.8	8.1	8.0	4.0

TABLE 16

ESTIMATED CITY OF HOUSTON LABOR FORCE
BY AGE, ETHNIC ORIGIN & SEX IN 1975

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	15,880	12,080	9,610	7,530	4,080	2,960	2,190	1,590
20-24	50,050	36,990	29,260	22,710	13,650	10,150	7,140	4,130
25-29	60,620	36,630	38,390	21,440	14,020	11,070	8,210	4,120
30-34	48,950	30,130	32,410	18,620	9,880	8,420	6,660	3,090
Total	175,500	115,830	109,670	70,300	41,630	32,600	24,200	12,930
%	60.2	39.8	37.6	24.1	14.3	11.2	8.3	4.4

TABLE 17

ESTIMATED TOTAL FULL TIME LABOR FORCE WITHIN 500 MILES OF HOUSTON
BY AGE, ETHNIC ORIGIN & SEX IN 1975

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	118,300	71,500	79,100	53,600	26,700	11,000	12,500	6,900
20-24	409,400	224,000	269,600	159,300	92,500	41,800	47,300	22,900
25-29	745,000	237,700	591,000	168,700	93,400	47,900	60,600	21,100
30-34	585,600	186,500	469,600	134,200	67,800	37,400	48,200	14,900
Total	1,858,300	719,700	1,409,300	515,800	280,400	138,100	168,600	65,800
%	72.1	27.9	54.7	20.0	10.9	5.4	6.5	2.6

TABLE 18

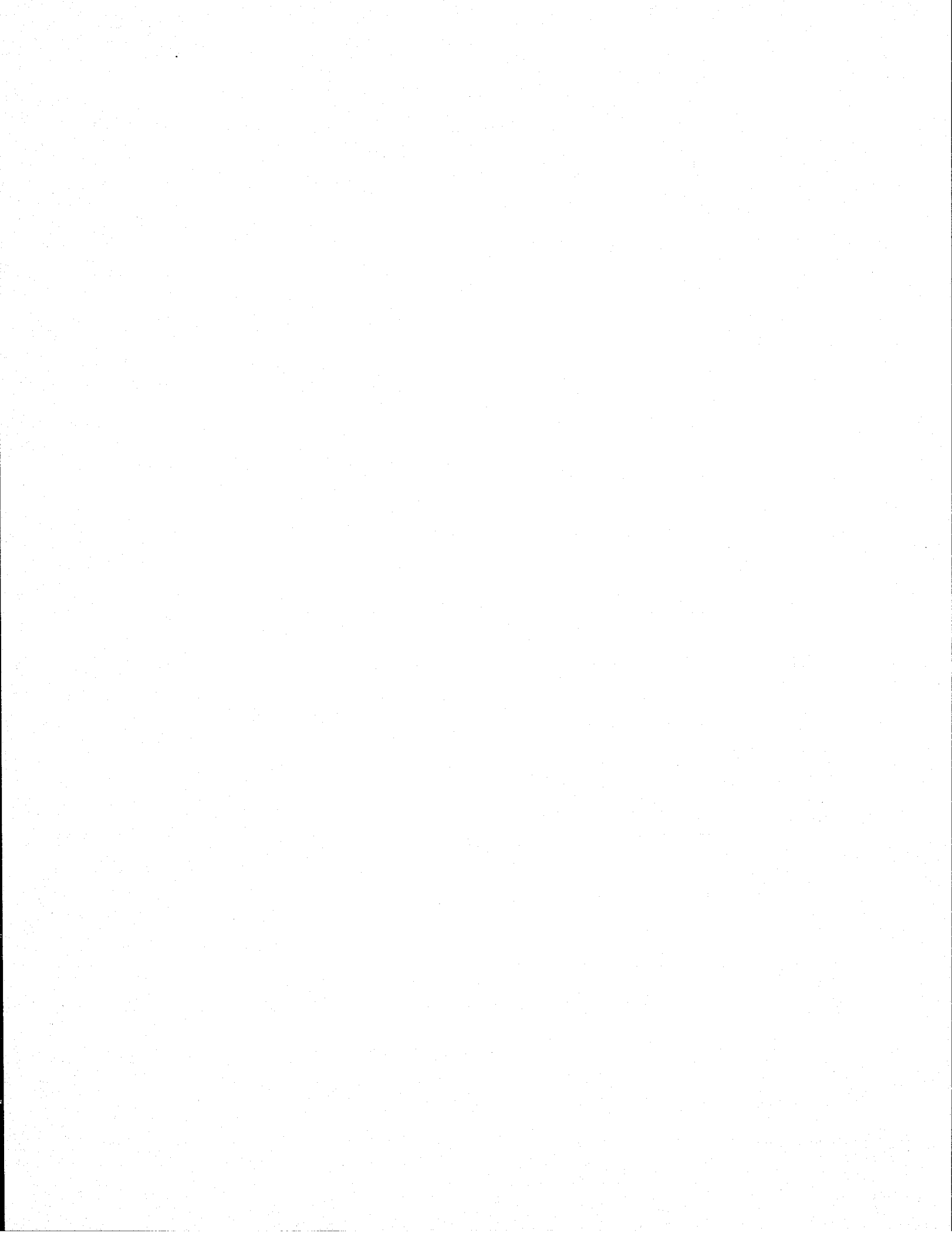
ESTIMATED TEXAS FULL TIME LABOR FORCE WITHIN 500 MILES OF HOUSTON
BY AGE, ETHNIC ORIGIN & SEX IN 1975

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	65,400	34,771	45,806	24,238	8,080	4,206	11,514	6,327
20-24	219,306	107,322	147,717	71,793	28,352	14,870	43,237	20,659
25-29	371,100	118,170	277,566	79,757	37,257	18,863	56,277	19,550
30-34	293,409	91,121	222,294	62,357	25,621	14,404	45,494	14,360
Total	949,215	351,384	693,383	238,145	99,310	52,343	156,522	60,896
%	73.0	27.0	53.3	18.3	7.6	4.0	12.0	4.7

TABLE 19

ESTIMATED HOUSTON SMSA FULL TIME LABOR FORCE
BY AGE, ETHNIC ORIGIN & SEX IN 1975

Age	TOTAL		WHITE		BLACK		HISPANIC	
	Male	Female	Male	Female	Male	Female	Male	Female
18-19	7,900	5,530	5,510	4,160	1,330	820	1,060	560
20-24	44,800	22,430	31,000	15,950	7,710	4,090	6,050	2,320
25-29	82,050	27,600	59,110	18,600	12,300	5,900	9,680	3,130
30-34	68,560	22,910	52,790	16,540	8,080	4,390	7,850	2,160
Total	203,310	78,470	148,410	55,250	29,420	15,200	24,640	8,170
%	72.2	27.9	52.7	19.6	10.4	5.4	8.7	2.9



END