



Career Browsing: 1 in 2 Texans Say They're Actively Job Searching

AUSTIN, TX, UNITED STATES, August 13, 2026 /EINPresswire.com/ -- New insights from Austin-based global talent solutions partner [Robert Walters](#) reveal that 56% of Texan professionals are actively looking for new job roles, while a further 31% remain open to new opportunities.

Mae Mendoza DiFronzo, Head of Austin, TX – Robert Walters says, “After years of economic and geopolitical instability, many professionals feel they’ve fallen behind in their careers. While there is still some uncertainty in pockets of the market, Texas’ resilient economy is encouraging the local workforce to take action to improve their pay, progression, or work-life balance.”

Despite the number of Texans open to new positions, with 65% feeling confident enough to switch roles for better opportunities, nearly 29% cite broader uncertainty as a reason for caution – though only 6% say it would stop them from making a move entirely.

“We are in an employer-led labor market, yet, on the flip side, uncertainty has become the ‘new normal’ for employers and employees alike. With that, workers are less prepared to sit tight and wait for things to improve, as this could lead to generations of stalled careers.” Mae continues.

What is behind the increased job mobility?

When Texan professionals were asked about the top factors causing them to seek out new roles, 46% said better compensation.

[Total private average hourly earnings](#) in Texas (\$35.07) sit below the likes of New York (\$39.69) and California (\$42.35). This means that professionals may see strategic job moves as their best chance of boosting their earnings.

“Many companies are currently operating with tighter budgets and professionals may find it easier to negotiate higher pay when moving roles rather than waiting for internal salary reviews, which, according to our [salary survey](#), only 44% expect this year,” notes Mae.

Beyond pay checks, other factors like company culture (20%) and work-life balance (20%) are increasingly influencing career decisions outweighing even career advancement (15%).

“Professionals are placing greater emphasis on holistic benefits like flexibility and workplace culture,” Mae adds. “For leaders navigating reduced hiring budgets, developing these lower cost

but impactful perks can help optimize their offerings to attract top talent when large salaries are off the table.”

These findings come as Texas continues to demonstrate economic resilience, data shows that Texas added 43,400 jobs in June, bringing the state’s annual job growth to 177,900 between June 2025 and June 2026 - ahead of the US national growth rate.

“Employers must remain agile in their compensation packages, so they continue to attract the specialist professional talent they require to remain competitive both at a state-level and within the broader US market,” Mae concludes.

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About Robert Walters

With more than 2,900 people in 29 countries, Robert Walters delivers recruitment, recruitment process outsourcing, talent advisory and consultancy across the globe. From traditional recruitment and staffing to end-to-end talent management, our consultants are experts at matching highly skilled people to permanent, contract and interim roles across all professional disciplines. <https://www.robertwalters.us/>

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