The Determinants of Income Across Texas Counties

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12 May 2024

I. Introduction

Household income plays a vital role in shaping living standards and satisfaction with the achieved standard of living (Yu et al., 2020). Income inequality has remained one of the most well-known issues in the United States (Danziger, 1976). Various studies have been conducted to identify the factors determining income in the United States at the regional, state, and metropolitan levels (Castells-Quintana et al., 2015). However, very few studies have been undertaken to identify the determinants of income in Texas at the county level.

Understanding these factors is important because they can help reveal why some areas thrive while others struggle economically. Given Texas's diverse economy and population, examining how different aspects, such as education, employment, and local resources, affect income is essential. This paper aims to fill this existing gap by analyzing and identifying the determinants of income in Texas at the county level.

II. Literature Review

Household income varies widely across state counties in the United States (US Census Bureau, 2023). The distribution of income among individuals is influenced by numerous social and economic factors. Aigner and Hines (1967) included key factors such as education level, age, race, and urban population in their analysis. Education is particularly significant because higher qualifications and knowledge generally lead to higher incomes. Considering both the highest level of education attained and household members' occupations is essential (Yu et al., 2020).

Age also plays a role in income variation. Younger individuals often earn more due to career advancement opportunities, while income typically declines with age, which can

negatively affect median income levels within counties. This age-related income dynamic suggests the importance of considering demographic profiles when analyzing income data.

Additionally, race and unemployment rates are crucial factors in understanding income disparities. Minority groups often face systemic barriers that result in lower income levels and higher unemployment rates (Andolfatto et al., 2017). This highlights the need for policies aimed at addressing racial inequalities in employment and income.

The literature also identifies other significant factors affecting household income across counties, including the types of occupations held by household members. Occupations such as management, sales, construction, and production sectors play a vital role in determining income levels. For instance, managerial and sales roles are generally associated with higher incomes compared to production-oriented positions (Hovhannisyan, 2019). Therefore, understanding the distribution of these occupations within counties is vital for a comprehensive analysis of income determinants.

This multifaceted approach to examining income determinants not only sheds light on the complexities of income inequality but also provides insights that can inform policymakers seeking to improve economic opportunities across different regions. Moreover, addressing educational disparities and enhancing access to quality jobs are critical steps towards fostering a more equitable income distribution within and across counties (Wang et al., 2014).

III. Model Specification

Dependent Variables:

LNMEDINC_i = The natural log of Median Household Income, in thousands of dollars, in county i in the year 2020.

MEDINC_i = Median Household Income, in thousands of dollars, in county i in the year 2020.

<u>Independent Variables:</u>

 $BACHELORS_i = Percentage$ of the population in county i with a bachelor's degree or more.

GRAD_i = Percentage of the population in county i with a graduate degree or more.

UNEMPRATE_i = Percentage of the labor force that is unemployed in county i.

 $UNEMPRATESQ_i = Percentage of the labor force that is unemployed in county i squared.$

FORBORN_i = Percentage of the population that is foreign-born in county i.

AGE65OVER_i = Percentage of the population aged 65 and over in county i.

WHITE_i = Percentage of workers who are white in county i. (Not included in the final model)

MALE_i = Percentage of the population that is male in county i. (Not included in the final model)

 $MGMTOCC_i$ = Percentage of the employed population working in management, business, and financial operations occupations in county i.

 $LNSALES_i$ = The natural log of the percentage of workers who are employed in sales and related occupations in county i.

 $SALES_i$ = Percentage of workers who are employed in sales and related occupations in county i. (Not included in the final model)

 $CONSTRUCTION_i$ = Percentage of workers who are employed in construction, extraction, and maintenance occupations in county i.

 $LNPRODUCTION_i$ = The natural log of the percentage of workers who are employed in production, transportation, or material moving occupations in county i.

 $PRODUCTION_i$ = Percentage of workers who are employed in production, transportation, or material moving occupations in county i. (Not included in the final model)

TABLE 1: Summary Statistics

Variable	Obs	Mean	Std. dev.	Min	Max
lnmedinc medinc bachelors grad unemprate	253 253 253 253 253	10.87589 54348.11 19.8246 6.120206 2.929379	.2328108 13140.66 8.040362 3.238975 1.38235	10.03082 22716 0 0	11.57078 105956 53.2282 19.44651 9.205209
unemprate_sq forborn age65over white male	253 253 253 253 253	10.4846 9.16392 18.15853 80.82398 50.9135	9.807125 6.890105 5.771574 10.00002 3.523103	0 0 8.986098 42.79399 44.87398	84.73587 39.27732 45.29914 100 70.94017
mgmtocc lnsales sales construction lnproduction	253 252 253 253 253	13.53391 2.187888 9.353368 12.74169 2.660968	5.373258 .3626833 2.643126 3.902819 .3723162	2.80975 .0818301 0 0 0099503	64.78873 2.804108 16.51235 28.18713 3.443079
production	253	15.15565	4.710879	.990099	31.28312

IV. Expected Signs of Coefficients

BACHELORS_i and **GRAD**_i: With an increase in education levels, people tend to have higher incomes. For this reason, the coefficient on **BACHELORS**_i and **GRAD**_i should be positive.

UNEMPRATE_i: This should be negative. Higher unemployment rates indicate fewer jobs and lower income.

FORBORN_i: Immigrants often have different skill sets or motivations that influence their income positively. So, the coefficient should be positive.

AGE65OVER_i: The sign of the **AGE65OVER**_i should be negative since people retire by the age of 65 and their income falls as they get older after this point.

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WHITE_i: Historical trends suggest that white individuals may have higher incomes compared to

other racial groups due to systemic factors. So, the coefficient should be positive.

MALE_i: It has been found that males have higher income often, so the coefficient on MALE_i

should be positive.

MGMTOCC_i, SALES_i, CONSTRUCTION_i, and PRODUCTION_i: Depending on the specific

industries and occupations, the coefficients could be positive or negative, reflecting the

relationship between employment in these sectors and household income. So, the signs of these

coefficients are ambiguous.

The null and alternative hypotheses for each of these variables are:

Positive expected coefficient signs: BACHELORS, GRAD, FORBORN, WHITE, MALE

$$H_0$$
: $\beta \leq 0$

$$H_A$$
: $\beta > 0$

Negative expected coefficient signs: UNEMPRATE, AGE65OVER

$$H_0$$
: $\beta \geq 0$

$$H_A$$
: $\beta < 0$

Ambiguous expected coefficient signs: MGMTOCC, SALES, CONSTRUCTION,

PRODUCTION

$$H_0$$
: $\beta = 0$

$$H_A$$
: $\beta \neq 0$

V. Data Collection

Data was collected from Social Explorer 2024, a platform known for providing easy access to demographic information about the United States. The dataset comprises observations from over 250 counties across Texas, providing a broad representation of geographic regions within the state. Social Explorer serves as a valuable resource for accessing and analyzing demographic, social, and economic data sourced from the U.S. Census Bureau and other reliable sources.

VI. Estimating the Equation

Model 1:

Estimated Regression Equation:

$$\begin{split} \textit{MEDINC}_i = \ \beta_0 + \beta_1 \textit{BACHELORS}_i + \beta_2 \textit{GRAD}_i + \beta_3 \textit{UNEMPRATE}_i + \beta_4 \textit{FORBORN}_i \\ + \beta_5 \textit{AGE65OVER}_i + \beta_6 \textit{WHITE}_i + \beta_7 \textit{MALE}_i + \beta_8 \textit{MGMTOCC}_i + \beta_9 \textit{SALES}_i \\ + \beta_{10} \textit{CONSTRUCTION}_i + \beta_{11} \textit{PRODUCTION}_i + \varepsilon_i \end{split}$$

This model is an original model that includes all the independent variables and dependent variable MEDINCi as mentioned above. In terms of goodness of fit, Model 1 has an adjusted R² of .6429, which means around 64.29% of the variation of the income around its mean is explained by the model, adjusted for degrees of freedom.

This is a quite good model since most of the variables are significant, with BACHELORS and occupation variables being highly significant. This suggests that BACHELORS could potentially have a significant influence on determining median household income within the model. Specifically, a one percentage point increase in the percentage of the population in county i with a graduate degree or more is associated with an increase in median household income of 689.67 dollars, all else equal. While this indicates a reasonably good fit, however only 8 out of 11

independent variables are statistically significant. Given these factors, it suggests that the model might need adjustment for a better fit.

TABLE 2: Model 1 Regression

Source	SS	df	MS	Number of obs		253
Model			2.6048e+09	F(11, 241) Prob > F		0.0000
Residual	1.4862e+10	241	61667571.9	R-squared		0.0000
Total	4.3515e+10	252	172677021	Adj R-squared Root MSE	=	0.6429 7852.9
medinc	Coefficient	Std. err.	t P>	· t [95% co	onf.	interval]
bachelors		172.3123	4.00***0.			
grad		410.9249	1.61 0.			1471.039
unemprate	-873.1748	378.6167	-2.31 **0.	022 -1618.99	95	-127.3543
forborn	-189.4522	85.69004	-2.21 0.	028 -358.249	93	-20.65517
age65over	-927.5093	109.1473	-8.50***0.	000 -1142.53	L 4	-712.5047
white	60.56914	58.65869	1.03 0.	303 -54.9800	06	176.1183
male	-189.7199	163.6646	-1.16 0.	248 -512.115	55	132.6758
mgmtocc	1182.441	123.7237	9.56***0.	000 938.723	32	1426.159
sales	891.5541	224.5132	3.97***0.	000 449.295	55	1333.813
construction	969.4084	148.3778	6.53***0.	000 677.125	55	1261.691
production	641.0497	125.3117	5.12***0.	000 394.203	37	887.8957
_cons	16117.41	12168.92	1.32 0.	187 -7853.63	L9	40088.44
Akaike's infor	mation criter	ion and Ba	yesian inform	nation criterion	·	
Model	N	ll(null)	ll(model)	df A	 [C	BIC

Note:

Model 2:

Estimated Regression Equation:

$$\begin{split} LNMEDINC_i = \ \beta_0 + \beta_1 BACHELORS_i + \beta_2 GRAD_i + \beta_3 UNEMPRATE_i + \beta_4 FORBORN_i \\ + \ \beta_5 AGE65OVER_i + \beta_6 WHITE_i + \beta_7 MALE_i + \beta_8 MGMTOCC_i + \beta_9 SALES_i \\ + \ \beta_{10} CONSTRUCTION_i + \beta_{11} PRODUCTION_i + \varepsilon_i \end{split}$$

253 -2757.808 -2621.909 12 5267.818 5310.219

^{* =} significant at the 10% level

^{** =} significant at the 5% level

^{*** =} significant at the 1% level

In Model 2, the dependent variable MEDINC is transformed into the natural log of MEDINC, as suggested by the literature review. This seemed to be a better model, considering two out of three main goodness of fit measures are leaning towards the model as the better fit. The AIC and BIC in Model 2 are much lower than in Model 1. The adjusted R², however, has dropped from .6429 to .6310. The theory in econometrics says the higher the R², the better the model. As for AIC and BIC, the lower the better the model. Additionally, several variables such as GRAD which was not statistically significant in Model 1 are now significant at the 10% level. UNEMPRATE, which was previously statistically significant at the 5% level, is now highly significant at the 1% level. This indicates that UNEMPRATE now has a more substantial impact on determining median household income within the model compared to the previous model. Specifically, if the percentage of the labor force that is unemployed increases by 1 percentage point, the median household income is expected to decrease by 2.01%, all else equal.

TABLE 3: Model 2 Regression

Source	l SS	df	MS		er of obs	=	253
Model Residual				Prob R-sq	, 241) > F lared	= = =	40.71 0.0000 0.6501 0.6341
Total	13.658618	252	.054200865	Root	R-squared MSE	=	.14082
lnmedinc	Coefficient	Std. err.	t P	'> t	[95% con:	f.	interval]
bachelors grad unemprate forborn age65over white male mgmtocc sales construction productioncons	.0129451 0201217 0051612 017097 .0012847 0029686 .021574 .0180326 .0201008	.00309 .0073689 .0067895 .0015366 .0019573 .0010519 .0029349 .0022187 .0040261 .0026608 .0022471 .2182177	3.62***0 1.76 *0 -2.96***0 -3.36 0 -8.74***0 1.22 0 -1.01 0 9.72***0 4.48***0 7.55***0 6.27***0 46.32 0	0.080 0.003 0.001 0.000 0.223 0.313 0.000 0.000	.00510600157050334960081882020952600078740087499 .0172036 .0101018 .0148595 .0096565 9.678711		.0172796 .0274607 0067473 00213435 .0033567 .0028128 .0259433 .0259633 .0253421 .018509 10.53843
Akaike's info	rmation criter	ion and Ba	yesian infor	mation	criterion		
Model	N	11 (null)	ll(model)	df	AIC		BIC
	253	10.26443	143.1034	12	-262.2067		219.8061

In TABLE 3, since the value of adjusted R² is still lower, it is beneficial to revise the specification of certain independent variables to ensure a more precise depiction of their association with LNMEDINC.

Model 3:

$$\begin{split} LNMEDINC_i = \ \beta_0 + \beta_1 BACHELORS_i + \beta_2 GRAD_i + \beta_3 UNEMPRATE_i + \beta_4 FORBORN_i \\ \\ + \ \beta_5 AGE65OVER_i + \beta_6 WHITE_i + \beta_7 MALE_i + \beta_8 MGMTOCC_i + \beta_9 LNSALES_i \\ \\ + \ \beta_{10} CONSTRUCTION_i + \beta_{11} LNPRODUCTION_i + \varepsilon_i \end{split}$$

In Model 3, the natural logarithm of the dependent variable MEDINC was taken, along with the natural logarithm of the independent variables SALES and PRODUCTION. Model 3 shows a significant improvement in fit compared to previous models, with an adjusted R-squared value of 0.6631, meaning that about 66.31% of the variation in median household income is accounted for by the model, adjusted for degrees of freedom. Additionally, both the AIC and BIC values are lower, indicating even a better model. This signifies that LNSALES now has a more substantial impact on determining median household income within the Model 3 compared to Model 2. This can be interpreted as follows: if the percentage of workers who are employed in sales and related occupations in county i increases by 1%, the median household income will increase by 0.15 %, all else equal.

TABLE 4: Model 3 Regression

Source 	SS 9.23671497 4.38856896 13.6252839	df 11 240 251	MS .839701361 .018285704 .054284	F(11, Prob R-squ	> F ared -squared	= 252 = 45.92 = 0.0000 = 0.6779 = 0.6631 = .13522
lnmedinc	Coefficient	Std. err.	t P>	 > t	[95% con:	f. interval]
bachelors grad unemprate forborn age65over white male mgmtocc lnsales construction lnproduction cons	.0080603 .01557 0185175 0025233 013452 .0010922 0006085 .0298205 .148694 .0187984 .2124704 9.355573	.003168 .0072406 .0065279 .0015235 .0019774 .0010163 .0028761 .002857 .0028457 .00282457 .0025845 .0282861 .2524594	2.54 **0. 2.15 **02.84***01.66 *06.80***0. 1.07 00.21 0. 10.44***0. 7.26***0. 7.51***0. 37.06 0.	033 005 099 000 284 833 000 000 000	.0018198 .0013067 0313768 0055244 0173473 0009098 0062741 .0241926 .0930529 .0137072 .1567497 8.858254	.0143009 .0298332 0056582 .0004779 0095567 .0030943 .0050571 .0354484 .2043351 .0238897 .268191 9.852892
Akaike's infor	rmation criter	ion and Ba	yesian inform	nation	criterion	
Model	N	ll(null)	ll(model)	df	AIC	BIC
.	252	10.03273	152.7812	12	-281.5623	-239.2092

Model 4:

$$\begin{split} LNMEDINC_{i} = \ \beta_{0} + \beta_{1}BACHELORS_{i} + \beta_{2}GRAD_{i} + \beta_{3}UNEMPRATE_{i} \\ \\ + \ \beta_{4}UNEMPRATE_sq_{i} + \beta_{5}FORBORN_{i} + \beta_{6}AGE65OVER_{i} + \beta_{7}WHITE_{i} \\ \\ + \beta_{8}MALE_{i} + \beta_{9}MGMTOCC_{i} + \beta_{10}LNSALES_{i} + \beta_{11}CONSTRUCTION_{i} \\ \\ + \beta_{12}LNPRODUCTION_{i} + \varepsilon_{i} \end{split}$$

In Model 4, a polynomial of the independent variable (UNEMPRATESQ) was introduced. A two-way scatterplot was generated to assess whether UNEMPRATE exhibits a linear or polynomial relationship, leading to its transformation accordingly. With this modification, the adjusted R-squared value has improved, and the AIC and BIC values have decreased, signifying an improved model.

TABLE 5: Model 4 Regression

Source 	9.33092778 4.29435615	df 12 239 251	MS .777577315 .017968017 .054284	F(12, Prob > R-squa	F ared -squared	= = = =	252 43.28 0.0000 0.6848 0.6690 .13404
lnmedinc	Coefficient	Std. err.	t P>	 t	[95% con	 f. i	interval]
bachelors grad unemprate unemprate_sq forborn age65over white male mgmtocc lnsales construction lnproduction cons	.0081559 .0134367 .0221163 0060812 0019842 0126564 .0009936 .0001156 .0304317 .1462079 .0187185 .206764 9.276606	.0031406 .0072376 .0188883 .0026557 .0015285 .0019907 .0010084 .0028685 .0028446 .0280203 .0025622 .0281498 .2526216	2.60 **0. 1.86 *0. 1.17 0. -2.29 **0. -1.30 0. -6.36***0. 0.99 0. 0.04 0. 10.70***0. 5.22***0. 7.31***0. 36.72 0.	065 243 023 195 000 325 968 000 000 000	.0019692 000821 0150925 0113128 0049951 016578 0009929 0055351 .024828 .0910096 .0136711 .1513106 8.778957	-	.0143427 .0276944 .0593251 -0008496 .0010268 -0087348 .00298 .0057663 .0360353 .2014062 .023766 .2622174 9.774255
Akaike's infor	rmation criter	ion and Bay	yesian inform	ation o	criterion		
Model	N	ll(null)	ll(model)	df	AIC		BIC
.	252	10.03273	155.5155	13	-285.0311		239.1485

Even after the modification of the specification, certain variables continue to raise concerns. Notably, the significance of GRAD at the 10% level, alongside the persistent insignificance of WHITE and MALE, suggests the potential presence of multicollinearity within the model. To evaluate this potential concern, STATA was used to find the Variance Inflation Factors (VIFs), which provide insight into the degree of correlation among the predictors:

Variable	Į.	VIF	1/VIF
unemprate_sq unemprate bachelors grad mgmtocc age65over forborn lnproduction lnsales white construction male		9.47 9.39 8.73 7.60 2.09 1.69 1.54 1.52 1.44 1.41 1.34	0.105592 0.106492 0.114597 0.131617 0.478754 0.592308 0.647462 0.656514 0.693148 0.711639 0.744656 0.801303
Mean VIF	-+ 	3.96	

It appears that both BACHELORS and GRAD exhibit higher VIFs (8.73 and 7.60, respectively) compared to the threshold of 5.0, suggesting a significant degree of correlation between these two variables, as anticipated. However, when the regression was run by removing one of those two variables, the adjusted R² dropped with the AIC and BIC being increased. So, both BACHELORS and GRAD were kept. Furthermore, as WHITE and MALE are highly insignificant, they are excluded from another model. Doing so gave us an even higher adjusted R² and lower AIC and BIC.

After determining that Model 4 represented the best specification model for the data, testing multicollinearity, and removing irrelevant variables, further testing for heteroskedasticity was carried out to ensure it followed the assumptions and prevented from making errors. First, the residuals were plotted against the LNMEDINC. The presence of heteroskedasticity was indicated

by a displayed pattern and the unequal deviation between the residuals which can be observed in the figure below.

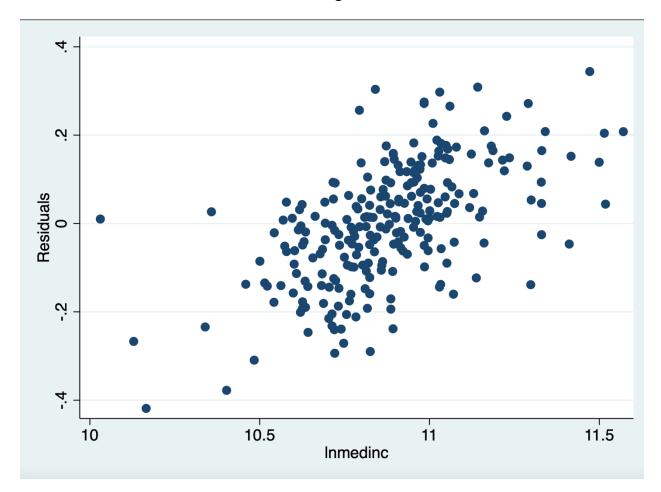


FIGURE 1: Residuals Against the LNMEDINC

To further support the claim, the White Test was conducted. With the p-value of 0.0003, we rejected the null hypothesis at the 1% level. Thus, it was confirmed that there was heteroskedasticity.

White's test

HO: Homoskedasticity

Ha: Unrestricted heteroskedasticity

chi2(64) = 110.81Prob > chi2 = 0.0003

Cameron & Trivedi's decomposition of IM-test

Source	chi2	df	p
Heteroskedasticity Skewness Kurtosis	110.81 7.93 0.69	64 10 1	0.0003 0.6362 0.4075
Total	119.42	75	0.0008

Heteroskedasticity was corrected using the robust standard errors. The R-squared improved the overall model, indicating a better fit.

TABLE 6: Final Model Regression

Linear regress	sion		Numbe F(10, Prob R-squ Root	> F ared	= = = =	252 53.90 0.0000 0.6835 .13376
lnmedinc	Coefficient	Robust std. err.	t P> t	[95%	conf.	interval]
bachelors grad unemprate unemprate_sq forborn age65over mgmtocc lnsales construction lnproductioncons	.0122038 .0217456 0061811 0023071 0122377 .0307288 .1497755	.0036271 .0088227 .016775 .0021416 .0016837 .0022075 .0028924 .0232327 .0028832 .0262503 .1653429	2.30 **0.022 1.38 0.168 1.30 0.196 -2.89***0.004 -1.37 0.172 -5.54***0.000 10.62***0.000 6.45***0.000 7.75***0.000 56.63 0.000	005: 011: 010: 005: 016: .025: .1044: .01:	2988 3998 6237 5862 0312 0105 2868	.0154962 .0295831 .0547901 0019624 .0010096 0078892 .0364265 .1955406 .0242271 .255278 9.688568

With its improved goodness-of-fit, alignment with theory, and appropriate t-scores, the regression equation presented in TABLE 6, which accounts for heteroskedasticity, stands as the final model:

$$\begin{split} LNMEDINC_i = \ \beta_0 + \beta_1 BACHELORS_i + \beta_2 GRAD_i + \beta_3 UNEMPRATE_i \\ + \ \beta_4 UNEMPRATE_sq_i \ + \beta_5 FORBORN_i + \beta_6 AGE65OVER_i + \beta_7 MGMTOCC_i \\ + \beta_8 LNSALES_i + \beta_9 CONSTRUCTION_i + \beta_{10} LNPRODUCTION_i + \varepsilon_i \end{split}$$

VII. Evaluation

Omitted Variables

To prevent omitted variable bias, different measures were taken to ensure that all relevant independent variables were included in the estimated equation. This involved performing regression analysis with several variables and conducting a thorough literature review to identify and incorporate key variables into the analysis. However, there were some variables that were not found in the Social Explorer dataset. For instance, marriage could be a factor determining income.

Irrelevant Variables

When the irrelevant independent variables are included in the model, it reduces the precision of standard errors, subsequently impacting the t-scores and confidence intervals of the model. There are several ways to identify if the variables are irrelevant including but not limited to t-tests, examining multicollinearity, considering adjusted R², and others. There were two irrelevant variables identified in this paper: WHITE, and MALE. All of these were identified as irrelevant variables through t-tests, adjusted R² analysis, and consideration of their impact on other coefficients.

Incorrect Functional Form

When the functional form of the model does not precisely represent the relationship between the variables, it leads to incorrect estimates and biased results. To address this, various functional forms such as linear, semi-log, log-log, and polynomial were tested to find the best fit. Additionally, a thorough literature review guided the selection of the appropriate functional form. For instance, based on multiple studies, taking the logarithm of MEDINC was recommended, which ultimately resulted in the best-fitting model.

Multicollinearity

Multicollinearity means when two or more independent variables are highly correlated and can affect the goodness of fit of the model. In this paper, multicollinearity was identified using the Variance Inflation Factor (VIF) in STATA. According to the VIF, the general rule is that multicollinearity exists when the value of VIF is more than the threshold of 5.0. In our model, since two variables' BACHELORS and GRAD had high VIFs and had a value greater than 5.0. However, since their coefficients were statistically significant, those variables were not removed in the final model.

Serial Correlation

Serial correlation exists in time series dataset, which is the correlation of observations of the error term. It does not apply to this study because it focuses on cross-sectional data.

Heteroskedasticity

Heteroskedasticity occurs when there is a pattern in the plot of residuals against the dependent variable or when the deviation between the residuals is not equal. As previously mentioned, heteroskedasticity existed in the data. It was identified through two different methods: the White Test and residual plot against the LNMEDINC. However, it was corrected using the robust standard errors.

VIII. Conclusion

In this study, income determinants across Texas counties were explored through regression models, with adjustments such as variable transformations enhancing model fit and explanatory power. Despite encountering challenges like multicollinearity and heteroskedasticity, the final model successfully addressed these issues, providing a comprehensive understanding of income determinants. The final model offers a reasonable explanation of income determinants, with identified variables providing valuable insights into income levels. However, further research is needed to delve deeper into the insignificant variables such as GRAD, FORBORN, and UNEMPRATE, which were included in the final model. Notably, the coefficient on FORBORN was anticipated to be positive, reflecting assumed skilled manpower and a diverse skillset contribution. However, the negative estimation suggests the prevalence of low-skilled labor in Texas, shedding light on the complexity of regional labor dynamics. Overall, this study contributes to the understanding of income determinants in Texas counties, highlighting the need for continued research to refine models and capture the nuanced factors influencing income levels accurately.

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