

Choices
2004-2005 Exit Cohort
3-Year Longitudinal Study

Methodology

The Labor Market and Career Information (LMCI) department of the Texas Workforce Commission (TWC) used 65,664 archived, unique seed records. This was comprised of Choices participants who exited the program between July 1, 2004 and June 30, 2005.¹

The seed records were originally linked to TWC Unemployment Insurance (UI) wage records for the 4th quarter of 2005 to determine employment and earnings to determine the baseline measure. For the longitudinal snapshot, the seed records were linked to the UI wage records for the fourth quarter of 2007 to determine delayed or long-term program results. Additional employment and earnings linkages were performed with the U.S. Department of Defense (DOD), the U.S. Office of Personnel Management (OPM), and the U.S. Postal Service (USPS). Participants with quarterly earnings in excess of \$25,000 in either target quarter were excluded from further analysis. Supplemental linkages were conducted with the Texas Bureau of Vital Statistics (TBVS) to determine deaths, as well as the Texas Department of Criminal Justice (TDCJ) to determine incarcerations. Cohort members who were found to be either deceased or incarcerated during the target quarters were excluded from this study. Exclusions from supplemental linkages resulted in 65,303 usable records.

For this report, only post-exit labor market outcomes were compared from the two study periods to ensure that comparable data are being used. For example, the baseline measure for this cohort did not include earnings data from the federal agencies to which the records were linked because the earnings data received were not compatible with state measures. For the longitudinal measure, the earnings data received from federal databases were compatible; however, these data will not be included in this report.

There are two distinct groups of Choices participants, Adults and Teens. Adults are participants who were 20 and above in Program Year 2005 (PY 2005). Teens are below 20 years of age and have less than a high school education. Participants less than 20 years old who possess a high school education or greater are counted as Adults. Table 1 shows a breakdown of the seed records by type of participant unduplicated by SSN. The majority of Choices participants served were Adults, comprising 96.3 percent of those receiving allowable services.

¹ Please reference the *Choices* chapter of the [ASALFS Final Report 2004-2005](#) for more information regarding the seed records used for this report.

Table 1. Usable Records by Type of Participant

Type of Participant	N	% of Cohort
Adult	62,861	96.3
Teen	2,442	3.7
Total Participants	65,303	100.0

In both study periods, earnings were summed across unique Social Security Numbers (SSN). The industry sector by 4-digit North American Industry Classification System (NAICS) of the employer that paid the most wages during the target quarter was retained for analysis.

Results

A. Cohort Analysis

Cohort analysis looks at the results of the group during the two study periods as two distinct sets of data. In cohort analysis it is possible, even likely, that the same persons identified as working in the baseline study period will not be identical to those found working in the terminal time period. Section B of this report presents data on participants working in both study periods.

Services under allowable activities for Adults are classified in order of priority. Employment is the top priority. Training is the second priority and Education is the third priority. Teen activities also are classified in priority order with Education being the top priority. Employment is the second priority followed by Training. If a person received multiple allowable services, the record considered the highest priority is kept for analysis. Table 2 shows a breakdown of activities by participant type.

Table 2. Seed Records by Activity by Type of Participant

Type of Activity	% of Adults		% of Teens		% of Total	
	Adults	Adults	Teens	Teens	Total	Total
Employment	62,078	98.8	1,438	58.9	63,516	97.3
Training	394	0.6	8	0.3	402	0.6
Education	389	0.6	996	40.8	1,385	2.1
Total	62,861	100.0	2,442	100.0	65,303	100.0

Adults

Table 3 shows that in the 4th quarter of 2005 (4Q2005), females had the highest employment rate with 55.0 percent. However, male exiters had median earnings of \$3,364 in the same time period. There was a slight drop in employment for males during the study period, as Males only had 52.0 percent employed in the 4th Quarter of 2007 (4Q2007), as we see in Table 3a. Females had higher employment in 4Q2007 with 56.0 percent. Males had the highest median earnings in 4Q2007 with \$4,682. Overall employment for the cohort in 4Q2005 was 54.9 percent, with median quarterly earnings of \$2,333. Overall employment for the cohort in 4Q2007 was 55.5 percent with median quarterly earnings of \$3,160.

Table 3. Employment and Earnings by Gender in 4Q2005

Gender	N	N Working	% Working	Median Earnings
Unknown	23	10	43.5	\$3,592
Male	7,800	4,178	53.6	\$3,364
Female	55,038	30,289	55.0	\$2,228
Total	62,861	34,477	54.9	\$2,333

Table 3a. Employment and Earnings by Gender in 4Q2007

Gender	N	N Working	% Working	Median Earnings
Unknown	23	14	60.9	\$4,368
Male	7,800	4,056	52.0	\$4,682
Female	55,038	30,837	56.0	\$3,006
Total	62,861	34,907	55.5	\$3,160

Participants of unknown ethnicity had the highest employment in 4Q2005 with 59.2 percent (Table 4), followed by Blacks with 58.8 percent employed. Hawaiian Native or Pacific Islanders posted the highest median quarterly earnings in 4Q2005 at \$2,874. Asians showed the second highest median earnings at \$2,748. Table 4a shows that at the three-year snapshot, participants of unknown ethnicity had the highest employment with 65.3 percent employed, while Hawaiian Native or Pacific Islanders had the highest median quarterly earnings with \$4,256.

Table 4. Employment and Earnings by Ethnicity in 4Q2005

Ethnicity	N	N Working	% Working	Median Earnings
Unknown	49	29	59.2	\$2,164
Hawaiian Native or Pacific Islander	115	66	57.4	\$2,874
Asian	464	210	45.3	\$2,748
Native American	515	266	51.7	\$2,026
White	13,269	6,609	49.8	\$2,392
Black	20,964	12,331	58.8	\$2,311
Hispanic	27,485	14,966	54.5	\$2,325
Total	62,861	34,477	54.9	\$2,333

Table 4a. Employment and Earnings by Ethnicity in 4Q2007

Ethnicity	N	N Working	% Working	Median Earnings
Unknown	49	32	65.3	\$3,575
Hawaiian Native or Pacific Islander	115	61	53.0	\$4,256
Asian	464	199	42.9	\$3,770
Native American	515	248	48.2	\$3,248
White	13,269	6,494	48.9	\$3,346
Black	20,964	12,637	60.3	\$3,097
Hispanic	27,485	15,236	55.4	\$3,118
Total	62,861	34,907	55.5	\$3,160

Adults in the Employment activity had the highest employment percentage and the highest median quarterly earnings in 4Q2005 with 54.9 percent employed and median earnings of \$2,338 (Table 5). Adults in the Education activity had the highest employment in 4Q2007, with employment of 62.7 percent, while those in the Employment activity had the highest median quarterly earnings with \$3,168 (Table 5a). Participants in all activities experienced gains in earnings over the study period.

Table 5. Employment and Earnings by Activity in 4Q2005

Type of Activity	N	N Working	% Working	Median Earnings
Education	389	202	51.9	\$1,527
Training	394	195	49.5	\$2,146
Employment	62,078	34,080	54.9	\$2,338
Total	62,861	34,477	54.9	\$2,333

Table 5a. Employment and Earnings by Activity in 4Q2007

Type of Activity	N	N Working	% Working	Median Earnings
Education	389	244	62.7	\$2,310
Training	394	206	52.3	\$3,125
Employment	62,078	34,457	55.5	\$3,168
Total	62,861	34,907	55.5	\$3,160

Table 6 shows the number of Adult Choices participants involved in Core, Non-Core, and Core (with Limit) activities. The majority of Adult Choices participants were involved in Core (with Limit) activities. Choices Core activities include job-search assistance, unsubsidized and subsidized employment, on-the-job training, and work experience. Non-core activities are limited. They include job-skills training, educational services leading toward a GED certificate, and parental skills training (Texas Administrative Code §811.25). Those participating in Core activities had the highest employment and earnings in the 4th quarter of 2005, with 63.0 percent working and median quarterly earnings of \$2,753. In Table 6a we see employment and earnings figures for the same groups for 4Q2007. Participants receiving Non-Core services had the highest employment with 62.0 percent, although participants receiving Core services had the highest median quarterly earnings in 4Q2007 with \$3,612.

Table 6. Employment and Earnings by Service Type in 4Q2005

Type of Service	N	N Working	% Working	Median Earnings
Non-Core	368	190	51.6	\$1,508
Core	8,230	5,186	63.0	\$2,753
Core (with Limit)	54,263	29,101	53.6	\$2,268
Total	62,861	34,477	54.9	\$2,333

Table 6a. Employment and Earnings by Service Type in 4Q2007

Type of Service	N	N Working	% Working	Median Earnings
Non-Core	368	228	62.0	\$2,256
Core	8,230	4,977	60.5	\$3,612
Core (with Limit)	54,263	29,702	54.7	\$3,088
Total	62,861	34,907	55.5	\$3,160

Table 7 shows employment and earnings by Local Workforce Development Area (LWDA). Permian Basin LWDA showed the highest employment in 4Q2005 with 63.2 percent employed, while Heart of Texas LWDA had the highest employment in 4Q2007 with 60.2 percent employed. Rural Capital LWDA had the highest median quarterly earnings in 4Q2005 with \$2,817, and Tarrant County LWDA had the highest median quarterly earnings in 4Q2007 with \$3,802.

Table 7. Employment and Earnings by LWDA

LWDA	N	All Working in 4Q2005			All Working in 4Q2007			
		N Working	% Working	Median Earnings	N	N Working	% Working	Median Earnings
Alamo	4,889	2,732	55.9	\$2,318	4,889	2,799	57.3	\$3,046
Brazos Valley	588	300	51.0	\$2,144	588	349	59.4	\$2,669
Cameron County	1,752	956	54.6	\$2,316	1,752	988	56.4	\$3,023
Capital Area	1,911	1,141	59.7	\$2,625	1,911	1,123	58.8	\$3,495
Central Texas	1,105	621	56.2	\$2,205	1,105	592	53.6	\$2,842
Coastal Bend	2,025	1,120	55.3	\$1,843	2,025	1,148	56.7	\$2,619
Concho Valley	364	218	59.9	\$1,856	364	214	58.8	\$2,736
Dallas	6,238	3,571	57.3	\$2,748	6,238	3,630	58.2	\$3,608
Deep East Texas	1,273	636	50.0	\$2,215	1,273	686	53.9	\$2,930
East Texas	1,876	1,058	56.4	\$2,280	1,876	1,027	54.7	\$2,874
Golden Crescent	508	295	58.1	\$2,117	508	292	57.5	\$2,588
Gulf Coast	15,318	8,103	52.9	\$2,422	15,318	8,517	55.6	\$3,446
Heart of Texas	973	552	56.7	\$2,051	973	586	60.2	\$2,702
Lower Rio Grande	4,897	2,351	48.0	\$2,285	4,897	2,431	49.6	\$2,979
Middle Rio Grande	774	390	50.4	\$1,691	774	407	52.6	\$2,670
North Central	2,225	1,258	56.5	\$2,721	2,225	1,213	54.5	\$3,489
North East Texas	785	407	51.9	\$1,913	785	406	51.7	\$2,796
North Texas	603	332	55.1	\$1,950	603	323	53.6	\$2,938
Panhandle	976	580	59.4	\$2,194	976	564	57.8	\$2,772
Permian Basin	1,175	743	63.2	\$2,275	1,175	694	59.1	\$3,010
Rural Capital	905	518	57.2	\$2,817	905	509	56.2	\$3,507
Southeast Texas	1,183	656	55.5	\$1,454	1,183	664	56.1	\$2,470
South Plains	1,334	770	57.7	\$2,137	1,334	782	58.6	\$2,843
South Texas	845	512	60.6	\$2,296	845	455	53.9	\$2,756
Tarrant County	3,843	2,226	57.9	\$2,720	3,843	2,118	55.1	\$3,802
Texoma	218	115	52.8	\$2,306	218	119	54.6	\$3,042
Upper Rio Grande	3,231	1,727	53.5	\$2,259	3,231	1,685	52.2	\$3,138
West Central	1,047	589	56.3	\$2,077	1,047	586	56.0	\$2,565
Total	62,861	34,477	54.9	\$2,333	62,861	34,907	55.5	\$3,160

Table 8 shows the top ten industries of employment in 4Q2005 by 4-digit NAICS code. We see that Employment Services was the most common industry sector of employment in the first snapshot. Those participants working in the Business Support Services sector earned the highest median quarterly earnings in 4Q2005 at \$2,701.

Table 8. Top 10 Industries of Employment for Adults Working in 4Q2005

Industry of Employment	N Working	Median Earnings	NAICS Code
Employment Services	3,962	\$1,841	5613
Limited-Service Eating Places	3,304	\$1,577	7222
Home Health Care Services	2,064	\$1,298	6216
Other General Merchandise Stores	1,614	\$2,422	4529
Full-Service Restaurants	1,396	\$1,723	7221
Nursing Care Facilities	1,264	\$2,652	6231
Elementary and Secondary Schools	1,129	\$2,424	6111
Business Support Services	1,038	\$2,701	5614
Grocery Stores	900	\$2,102	4451
Child Day Care Services	892	\$2,263	6244

Table 9 shows the top ten industries of employment for Adults working in 4Q2007. Employment Services topped the list again, with the second most common industry sector for those employed in 4Q2007 being Limited-Service Eating Places. Elementary and Secondary Schools had the highest median quarterly earnings in 4Q2007 at \$3,632.

Table 9. Top 10 Industries of Employment for Adults Working in 4Q2007

Industry of Employment	N Working	Median Earnings	NAICS Code
Employment Services	3,362	\$2,186	5613
Limited-Service Eating Places	3,077	\$1,979	7222
Home Health Care Services	2,163	\$1,708	6216
Other General Merchandise Stores	1,421	\$3,178	4529
Full-Service Restaurants	1,405	\$2,039	7221
Elementary and Secondary Schools	1,264	\$3,632	6111
Nursing Care Facilities	1,238	\$3,263	6231
Business Support Services	956	\$3,412	5614
Gasoline Stations	818	\$2,721	4471
Grocery Stores	809	\$2,467	4451

Teens

In the Choices program, adults and teens are counted separately. Far fewer teen participants exited the Choices program in PY 2005 than did adults (Table 1). Table 10 shows employment and earnings by gender for teen Choices participants during 4Q2005. Females make up almost 95 percent of the sample. Females had the highest employment percentages in 4Q2005 and 4Q2007, and both groups showed a positive change in employment percentage between 4Q2005 and 4Q2007 (Table 10a). Males had higher median earnings in the 4th quarter of 2005 at \$1,732 and showed higher earnings gains over the study period. Overall, teens had 48.4 percent employment with median quarterly earnings of \$1,326 in 4Q2005, and 55.8 percent employment with median earnings of \$2,076 in 4Q2007.

Table 10. Employment and Earnings for Teens by Gender in 4Q2005

Gender	N	N Working	% Working	Median Earnings
Unknown	n/a	n/a	75.0	\$3,632
Male	120	54	45.0	\$1,732
Female	2,318	1,124	48.5	\$1,316
Total	2,442	1,181	48.4	\$1,326
Note: Cells with values smaller than 5 are marked "n/a" to protect the privacy of cohort members.				

Table 10a. Employment and Earnings for Teens by Gender in 4Q2007

Gender	N	N Working	% Working	Median Earnings
Unknown	n/a	n/a	50.0	\$9,816
Male	120	64	53.3	\$3,865
Female	2,318	1,296	55.9	\$2,022
Total	2,442	1,362	55.8	\$2,076
Note: Cells with values smaller than 5 are marked "n/a" to protect the privacy of cohort members.				

Table 11 shows employment and earnings by ethnicity. Excluding unknowns and groups with small cell sizes, Native Americans had the highest employment in 4Q2005 at 58.8 percent. They also had the highest median quarterly earnings in 4Q2005 at \$1,789. Native Americans had the highest employment in 4Q2007 (Table 11a) with 58.8 percent. Whites had the highest median quarterly earnings in 4Q2007 with \$2,444. Care must be taken in generalizing from these results because the numbers in some cells are too small to yield statistically significant inferences about the groups from which they come.

Table 11. Employment and Earnings for Teens by Ethnicity in 4Q2005

Ethnicity	N	N Working	% Working	Median Earnings
Hawaiian Native or Pacific Islander	n/a	n/a	100.0	\$1,165
Unknown	6	n/a	50.0	\$3,632
Asian	8	n/a	50.0	\$338
Native American	17	10	58.8	\$1,789
White	323	153	47.4	\$1,282
Black	815	419	51.4	\$1,231
Hispanic	1,272	591	46.5	\$1,393
Total	2,442	1,181	48.4	\$1,326
Note: Cells with values smaller than 5 are marked "n/a" to protect the privacy of cohort members.				

Table 11a. Employment and Earnings for Teens by Ethnicity in 4Q2007

Ethnicity	N	N Working	% Working	Median Earnings
Hawaiian Native or Pacific Islander	n/a	n/a	n/a	n/a
Unknown	6	n/a	33.3	\$9,816
Asian	8	n/a	50.0	\$3,077
Native American	17	10	58.8	\$1,433
White	323	165	51.1	\$2,444
Black	815	482	59.1	\$1,859
Hispanic	1,272	699	55.0	\$2,175
Total	2,442	1,362	55.8	\$2,076
Note: Cells with values smaller than 5 are marked "n/a" to protect the privacy of cohort members.				

Teens in the Training activity had the highest employment percentage at 75.0 percent and the highest median quarterly earnings in 4Q2005 at \$1,190 (Table 12). At the 3-year snapshot, Teens in the Training activity still had the highest employment with 62.5 percent and Teens in the Employment activity had the highest earnings with \$2,259 (Table 12a).

Table 12. Employment and Earnings for Teens by Activity in 4Q2005

Type of Activity	N	N Working	% Working	Median Earnings
Training	8	6	75.0	\$1,190
Education	996	405	40.7	\$1,116
Employment	1,438	770	53.6	\$1,446
Total	2,442	1,181	48.4	\$1,326
Note: Cells with values smaller than 5 are marked "n/a" to protect the privacy of cohort members.				

Table 12a. Employment and Earnings for Teens by Activity in 4Q2007

Type of Activity	N	N Working	% Working	Median Earnings
Training	8	5	62.5	\$1,736
Education	996	528	53.0	\$1,959
Employment	1,438	829	57.7	\$2,259
Total	2,442	1,362	55.8	\$2,076

Table 13 shows the number of Teen Choices participants involved in Core, Non-Core, and Core (with Limit) activities. The majority of teen Choices participants were involved in Core (with Limit) activities. Those participating in Core activities had the highest employment and earnings in 4Q2005, with 65.1 percent working and median quarterly earnings of \$1,506. Table 13a shows that Teens in the Core activity once again had the highest employment and earnings in 4Q2007, with 68.6 percent working and median quarterly earnings of \$2,853. All activities experienced increases in median quarterly earnings between the two snapshots.

Table 13. Employment and Earnings for Teens by Service Type in 4Q2005

Type of Service	N	N Working	% Working	Median Earnings
Core	172	112	65.1	\$1,506
Non-Core	996	405	40.7	\$1,116
Core (with Limit)	1,274	664	52.1	\$1,436
Total	2,442	1,181	48.4	\$1,326

Table 13a. Employment and Earnings for Teens by Service Type in 4Q2007

Type of Service	N	N Working	% Working	Median Earnings
Core	172	118	68.6	\$2,853
Non-Core	996	528	53.0	\$1,959
Core (with Limit)	1,274	716	56.2	\$2,191
Total	2,442	1,362	55.8	\$2,076

Table 14 shows employment and earnings for Teens by LWDA. Texoma LWDA showed the highest employment in 4Q2005 at 90.0 percent. Tarrant County LWDA had the highest median earnings in 4Q2005 with \$2,217. Texoma LWDA again had the highest employment in 4Q2007 with 72.7 percent employed while North Texas LWDA had the highest median quarterly earnings in 4Q2007 at \$2,997, followed by Rural Capital LWDA at \$2,806.

Table 14. Employment and Earnings for Teens by LWDA

LWDA	N	All Working in 4Q2005			All Working in 4 th Quarter 2007			
		N Working	% Working	Median Earnings	N	N Working	% Working	Median Earnings
Alamo	223	89	39.9	\$1,234	223	112	50.2	\$1,527
Brazos Valley	31	16	51.6	\$528	31	19	61.3	\$1,982
Cameron County	94	45	47.9	\$1,345	94	52	55.3	\$1,820
Capital Area	77	39	50.7	\$1,433	77	44	57.1	\$2,199
Central Texas	30	15	50.0	\$1,312	30	18	60.0	\$2,110
Coastal Bend	88	34	38.6	\$1,202	88	49	55.7	\$1,733
Concho Valley	15	10	66.7	\$1,583	15	10	66.7	\$2,539
Dallas	225	119	52.9	\$1,538	225	137	60.9	\$2,559
Deep East Texas	46	28	60.9	\$1,375	46	26	56.5	\$1,747
East Texas	66	33	50.0	\$998	66	36	54.6	\$2,730
Golden Crescent	28	17	60.7	\$642	28	16	57.1	\$1,732
Gulf Coast	492	242	49.2	\$1,095	492	271	55.1	\$2,170
Heart of Texas	42	19	45.2	\$815	42	23	54.8	\$1,677
Lower Rio Grande Valley	230	90	39.1	\$1,551	230	117	50.9	\$2,453
Middle Rio Grande	58	19	32.8	\$1,224	58	32	55.2	\$1,932
North Central	63	28	44.4	\$1,474	63	34	54.0	\$1,991
North East Texas	30	7	23.3	\$1,366	30	16	53.3	\$1,775
North Texas	21	14	66.7	\$1,386	21	13	61.9	\$2,997
Panhandle	40	22	55.0	\$1,265	40	19	47.5	\$1,963
Permian Basin	62	32	51.6	\$1,321	62	36	58.1	\$1,450
Rural Capital	31	16	51.6	\$1,263	31	17	54.8	\$2,806
South East Texas	55	31	56.4	\$1,406	55	31	56.4	\$2,506
South Plains	46	28	60.9	\$1,988	46	27	58.7	\$2,344
South Texas	31	15	48.4	\$1,885	31	14	45.2	\$2,197
Tarrant County	116	65	56.0	\$2,217	116	82	70.7	\$2,161
Texoma	11	10	90.9	\$999	11	8	72.7	\$1,968
Upper Rio Grande	149	77	51.7	\$1,153	149	79	53.0	\$2,233
West Central	42	21	50.0	\$1,527	42	24	57.1	\$1,894
Total	2,442	1,181	48.4	\$1,326	2,442	1,362	55.8	\$2,076

Table 15 shows the top ten industries of employment in 4Q2005. Limited-Service Eating Places was the most common industry sector of employment with median earnings of \$1,131. Those working in the Gasoline Stations sector posted the highest median quarterly earnings at \$2,237.

Table 15. Top 10 Industries of Employment for Teens Working in 4Q2005

Industry of Employment	N Working	Median Earnings	NAICS Code
Limited-Service Eating Places	295	\$1,131	7222
Employment Services	90	\$711	5613
Full-Service Restaurants	86	\$1,295	7221
Other General Merchandise Stores	77	\$1,825	4529
Grocery Stores	58	\$1,311	4451
Gasoline Stations	40	\$2,237	4471
Clothing Stores	38	\$1,038	4481
Nursing Care Facilities	34	\$1,426	6231
Department Stores	33	\$1,011	4521
Business Support Services	33	\$1,936	5614

Limited-Service Eating Places remained the top industry sector at the longitudinal snapshot, with median earnings of \$1,429 (Table 16). Those working in the Gasoline Stations sector again had the highest median quarterly earnings in 4Q2007 at \$2,390.

Table 16. Top 10 Industries of Employment for Teens Working in 4Q2007

Industry of Employment	N Working	Median Earnings	NAICS Code
Limited-Service Eating Places	203	\$1,429	7222
Employment Services	134	\$1,459	5613
Other General Merchandise Stores	102	\$1,971	4529
Business Support Services	80	\$2,376	5614
Full-Service Restaurants	78	\$1,196	7221
Gasoline Stations	58	\$2,390	4471
Grocery Stores	51	\$2,213	4451
Home Health Care Services	40	\$1,100	6216
Department Stores	34	\$1,202	4521
Nursing Care Facilities	27	\$2,011	6231

B. Individuals Found Working in Both Study Periods

The first part of this study looked at a snapshot of labor market outcomes for Choices participants who exited in PY 2005. This part of the study is designed to more closely examine the outcomes associated with continued employment. Labor market data for participants who were found working in 4Q2005 and also found working in the 4th quarter of 2007 were analyzed. The data have been grouped into Adults and Teens.

Adults

Table 17 shows that males had slightly higher employment retention at 71.4 percent during the study period. Males had higher median quarterly wages in 4Q2007 at \$5,054 and posted higher earnings gains over the study period at \$1,690. Overall employment retention for Adults was 71.0 percent with earnings gains of \$1,246.

Table 17. Employment Retention and Earnings Gains by Gender

Gender	N	Working in 2005			Working in 2005 and 2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Unknown	23	10	43.5	\$3,592	9	90.0	\$4,091	\$499
Male	7,800	4,178	53.6	\$3,364	2,983	71.4	\$5,054	\$1,690
Female	55,038	30,289	55.0	\$2,228	21,474	70.9	\$3,411	\$1,183
Total	62,861	34,477	54.9	\$2,333	24,466	71.0	\$3,579	\$1,246

Table 18 shows that, excluding the unknown category, Hawaiian Native or Pacific Islanders had the highest employment retention for Adults from 4Q2005 to 4Q2007 at 77.3 percent. They also had the highest median quarterly earnings in 4Q2007 at \$5,432 and the largest earnings gains over the period at \$2,558.

Table 18. Employment Retention and Earnings Gains by Ethnicity

Ethnicity	N	Working in 2005			Working in 2005 and 2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Unknown	49	29	59.2	\$2,164	25	86.2	\$3,380	\$1,216
Hawaiian Native or Pacific Islander	115	66	57.4	\$2,874	51	77.3	\$5,432	\$2,558
Asian	464	210	45.3	\$2,748	138	65.7	\$4,045	\$1,297
Native American	515	266	51.7	\$2,026	175	65.8	\$3,655	\$1,629
White	13,269	6,609	49.8	\$2,392	4,273	64.7	\$3,860	\$1,468
Black	20,964	12,331	58.8	\$2,311	9,103	73.8	\$3,541	\$1,230
Hispanic	27,485	14,966	54.5	\$2,325	10,701	71.5	\$3,506	\$1,181
Total	62,861	34,477	54.9	\$2,333	24,466	71.0	\$3,579	\$1,246

Adults in the Employment activity had the highest employment retention over the period at 71.0 percent, as well as the highest median quarterly earnings in 4Q2007 at \$3,587 (Table 19). The Education group experienced the largest earnings gains over the period, \$1,511.

Table 19. Employment Retention and Earnings Gains by Activity

Type of Activity	N	Working in 2005			Working in 2005 and 2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Education	389	202	51.9	\$1,527	141	69.8	\$3,038	\$1,511
Training	394	195	49.5	\$2,146	130	66.7	\$3,308	\$1,162
Employment	62,078	34,080	54.9	\$2,338	24,195	71.0	\$3,587	\$1,249
Total	62,861	34,477	54.9	\$2,333	24,466	71.0	\$3,579	\$1,246

Those Adults participating in Core activities had 73.5 percent employment retention, the highest over the period (Table 20), while also posting the highest median earnings in 4Q2007 with \$3,934. Participants receiving Non-Core services had the largest earnings gains, \$1,530.

Table 20. Employment Retention and Earnings Gains by Service Type

Type of Service	N	Working in 2005			Working in 2005 and 2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Non-Core	368	190	51.6	\$1,508	135	71.1	\$3,038	\$1,530
Core	8,230	5,186	63.0	\$2,753	3,813	73.5	\$3,934	\$1,181
Core (with Limit)	54,263	29,101	53.6	\$2,268	20,518	70.5	\$3,522	\$1,254
Total	62,861	34,477	54.9	\$2,333	24,466	71.0	\$3,579	\$1,246

Table 21 shows employment retention and earnings gains for Adults, by LWDA. Heart of Texas LWDA had the highest employment retention over the period at 76.6 percent, followed by Brazos Valley LWDA with 75.3 percent retention. The Tarrant County LWDA experienced the highest median quarterly earnings in 4Q2007 at \$4,230. Participants from Gulf Coast LWDA experienced the highest median quarterly earnings gains at \$1,590. All LWDAs experienced earnings gains between 4Q2005 and the 4th quarter of 2007.

Table 21. Employment Retention and Earnings Gains by LWDA

LWDA	N	Working in 2005			Working in 2005 and 2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Alamo	4,889	2,732	55.9	\$2,318	1,969	72.1	\$3,519	\$1,201
Brazos Valley	588	300	51.0	\$2,144	226	75.3	\$3,040	\$896
Cameron County	1,752	956	54.6	\$2,316	712	74.5	\$3,271	\$955
Capital Area	1,911	1,141	59.7	\$2,625	822	72.0	\$3,890	\$1,265
Central Texas	1,105	621	56.2	\$2,205	433	69.7	\$3,143	\$938
Coastal Bend	2,025	1,120	55.3	\$1,843	808	72.1	\$2,883	\$1,040
Concho Valley	364	218	59.9	\$1,856	153	70.2	\$3,263	\$1,407
Dallas	6,238	3,571	57.3	\$2,748	2,632	73.7	\$4,114	\$1,366
Deep East Texas	1,273	636	50.0	\$2,215	449	70.6	\$3,545	\$1,330
East Texas	1,876	1,058	56.4	\$2,280	731	69.1	\$3,182	\$902
Golden Crescent	508	295	58.1	\$2,117	219	74.2	\$2,958	\$841
Gulf Coast	15,318	8,103	52.9	\$2,422	5,701	70.4	\$4,012	\$1,590
Heart of Texas	973	552	56.7	\$2,051	423	76.6	\$3,069	\$1,018
Lower Rio Grande	4,897	2,351	48.0	\$2,285	1,674	71.2	\$3,307	\$1,022
Middle Rio Grande	774	390	50.4	\$1,691	271	69.5	\$3,001	\$1,310
North Central	2,225	1,258	56.5	\$2,721	860	68.4	\$3,872	\$1,151
North East Texas	785	407	51.9	\$1,913	260	63.9	\$3,088	\$1,175
North Texas	603	332	55.1	\$1,950	236	71.1	\$3,128	\$1,178
Panhandle	976	580	59.4	\$2,194	398	68.6	\$3,096	\$902
Permian Basin	1,175	743	63.2	\$2,275	517	69.6	\$3,421	\$1,146
Rural Capital	905	518	57.2	\$2,817	374	72.2	\$3,943	\$1,126
Southeast Texas	1,183	656	55.5	\$1,454	459	70.0	\$2,968	\$1,514
South Plains	1,334	770	57.7	\$2,137	557	72.3	\$3,051	\$914
South Texas	845	512	60.6	\$2,296	346	67.6	\$3,013	\$717
Tarrant County	3,843	2,226	57.9	\$2,720	1,558	70.0	\$4,230	\$1,510
Texoma	218	115	52.8	\$2,306	74	64.3	\$3,682	\$1,376
Upper Rio Grande	3,231	1,727	53.5	\$2,259	1,205	69.8	\$3,370	\$1,111
West Central	1,047	589	56.3	\$2,077	399	67.7	\$3,035	\$958
Total	62,861	34,477	54.9	\$2,333	24,466	71.0	\$3,579	\$1,246

Table 22 shows employment and earnings for Adult Choices exiters who were employed in the same industry during the two target quarters. Employment Services was the most common industry of employment. Individuals employed in the Elementary and Secondary Schools industry sector experienced the highest median quarterly earnings at \$3,888.

**Table 22. Top 10 Industries of Employment for Adults
Working in 4Q2005 and 4th Quarter 2007**

Industry of Employment	N Working	Median Earnings	NAICS Code
Employment Services	2,244	\$2,679	5613
Limited-Service Eating Places	1,957	\$2,199	7222
Home Health Care Services	1,405	\$1,931	6216
Other General Merchandise Stores	1,015	\$3,604	4529
Elementary and Secondary Schools	979	\$3,888	6111
Nursing Care Facilities	944	\$3,407	6231
Full-Service Restaurants	906	\$2,362	7221
Business Support Services	683	\$3,722	5614
Child Day Care Services	553	\$2,872	6244
Grocery Stores	540	\$2,851	4451

Teens

Male teen Choices participants showed the highest employment retention over the study period at 72.2 percent (Table 23). Males also experienced the biggest earnings gains over the period at \$2,514. Overall employment retention for Teens was 69.7 percent, with earnings gains of \$1,160.

Table 23. Employment Retention and Earnings Gains by Gender

Gender	N	Working in 2005			Working in 2005 and 2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Unknown	n/a	n/a	75	\$3,632	n/a	66.7	\$9,816	\$6,184
Male	120	54	45	\$1,732	39	72.2	\$4,246	\$2,514
Female	2,318	1,124	48.5	\$1,316	782	69.6	\$2,426	\$1,110
Total	2,442	1,181	48.4	\$1,326	823	69.7	\$2,486	\$1,160

Note: Cells with values smaller than 5 are marked "n/a" to protect the privacy of cohort members.

Blacks had the highest employment retention among Teens with appreciable group sizes at 72.8 percent (Table 24). Native Americans had the highest median quarterly earnings in 4Q2007 with \$3,428, as well as the largest earnings gains at \$1,639.

Table 24. Employment Retention and Earnings Gains by Ethnicity

Ethnicity	N	Working in 2005			Working in 2005 and 2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Hawaiian Native or Pacific Islander	n/a	n/a	100	\$1,165	n/a	n/a	n/a	n/a
Unknown	6	n/a	50	\$3,632	n/a	66.7	\$9,816	\$6,184
Asian	8	n/a	50	\$338	n/a	75.0	\$3,483	\$3,145
Native American	17	10	58.8	\$1,789	7	70.0	\$3,428	\$1,639
White	323	153	47.4	\$1,282	96	62.7	\$2,702	\$1,420
Black	815	419	51.4	\$1,231	305	72.8	\$2,453	\$1,222
Hispanic	1,272	591	46.5	\$1,393	410	69.4	\$2,469	\$1,076
Total	2,442	1,181	48.4	\$1,326	823	69.7	\$2,486	\$1,160

Note: Cells with values smaller than 5 are marked "n/a" to protect the privacy of cohort members.

Teens in the Employment activity had the highest employment retention over the period at 70.5 percent, and teens in the Training group had the highest median quarterly earnings in 4Q2007 at \$3,919 (Table 25). Teens in the Training activity had the largest earnings gains at \$2,729.

Table 25. Employment Retention and Earnings Gains by Activity

Type of Activity	N	Working in 2005			Working in 2005 and 2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Training	8	6	75	\$1,190	n/a	50.0	\$3,919	\$2,729
Education	996	405	40.7	\$1,116	277	68.4	\$2,169	\$1,053
Employment	1,438	770	53.6	\$1,446	543	70.5	\$2,821	\$1,375
Total	2,442	1,181	48.4	\$1,326	823	69.7	\$2,486	\$1,160

Note: Cells with values smaller than 5 are marked "n/a" to protect the privacy of cohort members.

Teens in Core activities had 76.8 percent employment retention, the highest over the period (Table 26), as well as the highest median earnings in 4Q2007 with \$3,178. Teens receiving Core services also had the highest earnings gains over the period with \$1,672.

Table 26. Employment Retention and Earnings Gains by Service Type

Type of Service	N	Working in 2005			Working in 2005 and 2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Core	172	112	65.1	\$1,506	86	76.8	\$3,178	\$1,672
Non-Core	996	405	40.7	\$1,116	277	68.4	\$2,169	\$1,053
Core (with Limit)	1,274	664	52.1	\$1,436	460	69.3	\$2,654	\$1,218
Total	2,442	1,181	48.4	\$1,326	823	69.7	\$2,486	\$1,160

Table 27 shows employment retention and earnings gains for Teens by LWDA. West Central LWDA had the highest retention at 81.0 percent. Participants from North Texas LWDA had the highest median quarterly earnings in 4Q2007 at \$3,612. Rural Capital LWDA had the highest earnings gains, \$2,318.

Table 27. Employment Retention and Earnings Gains by LWDA

LWDA	N	Working in 2005			Working in 2005 and 2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Alamo	223	89	39.9	\$1,234	60	67.4	\$1,895	\$661
Brazos Valley	31	16	51.6	\$528	11	68.8	\$2,515	\$1,987
Cameron County	94	45	47.9	\$1,345	35	77.8	\$2,033	\$688
Capital Area	77	39	50.7	\$1,433	30	76.9	\$2,114	\$681
Central Texas	30	15	50	\$1,312	11	73.3	\$1,832	\$520
Coastal Bend	88	34	38.6	\$1,202	24	70.6	\$1,954	\$752
Concho Valley	15	10	66.7	\$1,583	7	70.0	\$2,639	\$1,056
Dallas	225	119	52.9	\$1,538	87	73.1	\$2,872	\$1,334
Deep East Texas	46	28	60.9	\$1,375	18	64.3	\$1,449	\$74
East Texas	66	33	50	\$998	21	63.6	\$3,037	\$2,039
Golden Crescent	28	17	60.7	\$642	11	64.7	\$2,573	\$1,931
Gulf Coast	492	242	49.2	\$1,095	160	66.1	\$2,929	\$1,834
Heart of Texas	42	19	45.2	\$815	13	68.4	\$2,391	\$1,576
Lower Rio Grande Valley	230	90	39.1	\$1,551	62	68.9	\$3,114	\$1,563
Middle Rio Grande	58	19	32.8	\$1,224	15	78.9	\$1,668	\$444
North Central	63	28	44.4	\$1,474	19	67.9	\$2,985	\$1,511
North East Texas	30	7	23.3	\$1,366	n/a	57.1	\$2,063	\$697
North Texas	21	14	66.7	\$1,386	11	78.6	\$3,612	\$2,226
Panhandle	40	22	55	\$1,265	15	68.2	\$2,321	\$1,056
Permian Basin	62	32	51.6	\$1,321	23	71.9	\$1,671	\$350
Rural Capital	31	16	51.6	\$1,263	8	50.0	\$3,581	\$2,318
South East Texas	55	31	56.4	\$1,406	22	71.0	\$2,553	\$1,147
South Plains	46	28	60.9	\$1,988	19	67.9	\$2,344	\$356
South Texas	31	15	48.4	\$1,885	7	46.7	\$1,597	(\$288)
Tarrant County	116	65	56	\$2,217	52	80.0	\$3,030	\$813
Texoma	11	10	90.9	\$999	8	80.0	\$1,968	\$969
Upper Rio Grande	149	77	51.7	\$1,153	53	68.8	\$2,556	\$1,403
West Central	42	21	50	\$1,527	17	81.0	\$1,760	\$233
Total	2,442	1,181	48.4	\$1,326	823	69.7	\$2,486	\$1,160

Note: Cells with values smaller than 5 are marked "n/a" to protect the privacy of cohort members.

Limited-Service Eating Places was the top industry sector of employment for Teen Choices participants working in both 4Q2005 and 4Q2007 (Table 28). Teen exiters working in the Business Support Services sector enjoyed the highest median quarterly earnings at \$2,810, followed by Gasoline Stations with \$2,665.

Table 28. Top 10 Industries of Employment for Teens Working in 4Q2005 and 4th Quarter 2007

Industry of Employment	N Working	Median Earnings	NAICS Code
Limited-Service Eating Places	115	\$1,597	7222
Employment Services	84	\$1,873	5613
Other General Merchandise Stores	49	\$2,509	4529
Business Support Services	48	\$2,810	5614
Full-Service Restaurants	44	\$1,388	7221
Gasoline Stations	42	\$2,665	4471
Grocery Stores	33	\$1,924	4451
Department Stores	20	\$1,744	4521
Home Health Care Services	19	\$1,841	6216
Nursing Care Facilities	17	\$1,212	6231

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