

**Workforce Investment Act  
2002-2003 Exit Cohort  
5-Year Longitudinal Study**

**Methodology**

There were 53,828 archived seed records of WIA exiters from Program Year 2003 (PY2003).<sup>1</sup> The seed records were linked to TWC Unemployment Insurance (UI) wage records for the 4<sup>th</sup> quarter of 2003 (4Q2003) to determine initial employment and earnings (baseline measure) and again in the 4<sup>th</sup> quarter of 2007 (4Q2007) to determine long-term labor market outcomes. In the case where participants who were found working had earnings greater than or equal to \$25,000 in any target quarter were identified, these records were excluded from analysis based on the likelihood of inaccurate wage record data and to reduce the possibility of inappropriately skewing the data. Supplemental linkages were conducted with the Texas Department of Criminal Justice (TDCJ) and Texas Bureau of Vital Statistics (TBVS) to determine incarcerations and deaths, as well as the United States Office of Personnel Management (OPM), the United States Postal Service (USPS), and the Department of Defense (DoD). Cohort members who were found incarcerated or deceased during the study years were excluded from analysis. After all exclusions, there were 52,059 usable records retained for analysis.

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.

A supplemental linkage with the Wage Record Interchange System (WRIS) allowed us to determine if any participants were working out of state, as well as capture compatible earnings for them.

It is important to note that many participants received multiple services during their time in the WIA program, explaining the fact that there are more seed records than there are participants in the file that was analyzed for this report. It was not possible to identify which services, individually or in tandem, can most be attributed to any post-exit gains or losses in employment or earnings over the longitudinal period. To provide credit to each service provider, these trainees will be counted separately in our analysis of total exiters, but will only be counted once in computing quarterly earnings.

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<sup>1</sup> Program Year 2003 begins on July 1, 2002 and ends on June 30<sup>th</sup>, 2003.

**Results**

Table 1 shows female participants having the highest employment in 4Q2003 at 68.2 percent employed. Excluding Unknowns, Males had the highest median quarterly earnings in 4Q2003 at \$5,247. Overall employment for the cohort was 66.8 percent in 4Q2003 with median quarterly earnings of \$4,402.

Males and Females both experienced a higher percentage of individuals employed in 4Q2007 than they had in 4Q2003. Female participants still had the highest employment percentage overall with 70.4 percent employed, and males again posted the highest median quarterly earnings in 4Q2007 with \$6,018. The cohort had an employment rate of 69.2 percent with median quarterly earnings of \$5,002 at the five-year mark.

**Table 1. Employment and Earnings by Gender**

<b>All Working in 4Q2003</b>				
<b>Gender</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Female	29,086	19,831	68.2	\$3,918
Male	22,824	14,826	65.0	\$5,247
Unknown	149	124	83.2	\$7,901
<b>Total</b>	<b>52,059</b>	<b>34,781</b>	<b>66.8</b>	<b>\$4,402</b>
<b>All Working in 4Q2007</b>				
<b>Gender</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Female	29,086	20,477	70.4	\$4,430
Male	22,824	15,420	67.6	\$6,018
Unknown	149	103	69.1	\$8,869
<b>Total</b>	<b>52,059</b>	<b>36,000</b>	<b>69.2</b>	<b>\$5,002</b>

Table 2 shows employment and earnings across both target quarters by ethnicity. Excluding the unknown group, Asians had the highest employment in 2003 with 79.7 percent of participants employed, followed by Hawaiian Native or Pacific Islanders with 79.1 percent employment. Asians had the highest median quarterly earnings in 4Q2003 with \$9,284.

Asians had the highest employment rate in 4Q2007 at 75.0 percent, as well as the highest median quarterly earnings in 4Q2007 at \$10,702. Whites had the second-highest median quarterly earnings with \$7,499.

**Table 2. Employment and Earnings by Ethnicity**

<b>All Working in 4Q2003</b>				
<b>Ethnicity</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Hawaiian Native or Pacific Islander	67	53	79.1	\$6,483
Native American	136	103	75.7	\$5,874
Asian	918	732	79.7	\$9,284
Unknown	1,955	1,611	82.4	\$8,169
Black	13,696	8,475	61.9	\$3,755
White	14,011	10,513	75.0	\$6,543
Hispanic	21,276	13,294	62.5	\$3,332
<b>Total</b>	<b>52,059</b>	<b>34,781</b>	<b>66.8</b>	<b>\$4,402</b>
<b>All Working in 4Q2007</b>				
<b>Ethnicity</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Hawaiian Native or Pacific Islander	67	46	68.7	\$7,028
Native American	136	95	69.9	\$7,093
Asian	918	688	75.0	\$10,702
Unknown	1,955	1,417	72.5	\$9,000
Black	13,696	9,089	66.4	\$4,205
White	14,011	9,976	71.2	\$7,499
Hispanic	21,276	14,689	69.0	\$4,013
<b>Total</b>	<b>52,059</b>	<b>36,000</b>	<b>69.2</b>	<b>\$5,002</b>

Table 3 shows that WIA participants receiving Dislocated grants had the highest employment in 4Q2003 at 77.3 percent, followed by Adult grant recipients at 72.8 percent employed. Dislocated grant recipients also had the highest median quarterly earnings in 4Q2003 with \$5,637.

Dislocated grant recipients also had the highest employment in 4Q2007 with 75.3 percent employed, followed by Adult grant recipients with 69.7 percent employment. Dislocated grant recipients also had the highest median quarterly earnings in 4Q2007 with \$6,701.

**Table 3. Employment and Earnings by Grant Type**

<b>All Working in 4Q2003</b>				
<b>Grant Type</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Adult	18,548	13,494	72.8	\$4,247
Dislocated	12,041	9,304	77.3	\$5,637
Youth	15,203	6,529	43.0	\$1,656
Unknown	6,267	5,454	87.0	\$10,560
<b>Total</b>	<b>52,059</b>	<b>34,781</b>	<b>66.8</b>	<b>\$4,402</b>
<b>All Working in 4Q2007</b>				
<b>Grant Type</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Adult	18,548	12,936	69.7	\$5,146
Dislocated	12,041	9,063	75.3	\$6,701
Youth	15,203	9,079	59.7	\$2,412
Unknown	6,267	4,922	78.5	\$11,143
<b>Total</b>	<b>52,059</b>	<b>36,000</b>	<b>69.2</b>	<b>\$5,002</b>

Table 4 shows employment and earnings by local workforce development area (LWDA). The Tarrant County LWDA had the highest employment in 4Q2003 at 81.4 percent, followed most closely by the East Texas LWDA with 81.2 percent employed in 2003. Tarrant County LWDA also had the highest median quarterly earnings in 4Q2003 at \$7,345 followed by the Texoma LWDA with earnings of \$6,430. Texoma LWDA had the highest employment in 4Q2007 with 79.7 percent employed and Tarrant County LWDA again had the highest median quarterly earnings with \$8,028.

**Table 4. Employment and Earnings by LWDA**

LWDA	N	All Working in 4Q2003			All Working in 4Q2007			
		N Working	% Working	Median Earnings	N	N Working	% Working	Median Earnings
Alamo	1,158	742	64.1	\$3,962	1,158	786	67.9	\$4,354
Brazos Valley	194	134	69.1	\$2,970	194	130	67.0	\$4,229
Cameron County	1,981	1,220	61.6	\$2,742	1,981	1,430	72.2	\$3,371
Capital Area	395	256	64.8	\$4,973	395	293	74.2	\$5,309
Central Texas	274	165	60.2	\$3,772	274	181	66.1	\$3,980
Coastal Bend	1,062	713	67.1	\$3,910	1,062	714	67.2	\$4,696
Concho Valley	178	117	65.7	\$3,786	178	117	65.7	\$4,202
Dallas	2,025	1,175	58.0	\$4,320	2,025	1,230	60.7	\$5,118
Deep East Texas	543	338	62.3	\$3,273	543	340	62.6	\$3,974
East Texas	1,551	1,259	81.2	\$5,965	1,551	1,207	77.8	\$7,137
Golden Crescent	567	378	66.7	\$3,461	567	390	68.8	\$4,378
Gulf Coast	21,545	15,482	71.9	\$5,633	21,545	15,136	70.3	\$6,438
Heart of Texas	262	176	67.2	\$4,576	262	183	69.9	\$5,468
Lower Rio Grande Valley	4,353	2,257	51.9	\$2,505	4,353	2,786	64.0	\$3,221
Middle Rio Grande	1,442	810	56.2	\$2,761	1,442	956	66.3	\$3,237
North Central	657	409	62.3	\$4,343	657	431	65.6	\$5,523
North East Texas	1,534	1,001	65.3	\$3,469	1,534	987	64.3	\$4,075
North Texas	385	264	68.6	\$3,950	385	277	72.0	\$4,847
Panhandle	161	127	78.9	\$4,754	161	117	72.7	\$6,304
Permian Basin	560	441	78.8	\$4,704	560	430	76.8	\$5,525
Rural Capital	196	136	69.4	\$4,478	196	137	69.9	\$4,823
South East Texas	734	336	45.8	\$2,308	734	487	66.4	\$1,875
South Plains	467	337	72.2	\$3,857	467	347	74.3	\$4,539
South Texas	1,273	704	55.3	\$2,508	1,273	854	67.1	\$3,428
Tarrant County	2,957	2,408	81.4	\$7,345	2,957	2,326	78.7	\$8,028
Texoma	187	141	75.4	\$6,430	187	149	79.7	\$7,700
Unknown	1,328	885	66.6	\$3,385	1,328	908	68.4	\$4,122
Upper Rio Grande	3,608	2,055	57.0	\$2,700	3,608	2,348	65.1	\$3,392
West Central	482	315	65.4	\$2,624	482	323	67.0	\$3,892
<b>Total</b>	<b>52,059</b>	<b>34,781</b>	<b>66.8</b>	<b>\$4,402</b>	<b>52,059</b>	<b>36,000</b>	<b>69.2</b>	<b>\$5,002</b>

For exit cohort members employed in 4Q2003, the Employment Services sector was the largest industry of employment (Table 5). Employment Services usually include temporary employment agencies that many employers use to find workers to try out first before hiring permanently. Employers also use Temporary Employment Agencies to augment staff during high demand periods without being saddled with paying benefits for permanent staff. Participants working in the Aerospace Product and Parts Manufacturing industry had the highest median quarterly earnings at \$14,836.

**Table 5. Top 10 Industries of Employment by 4-Digit NAICS at 4Q2003**

Industry Sector	N Working	Median Earnings	NAICS Code
Employment Services	2,413	\$3,204	5613
Limited-Service Eating Places	1,869	\$1,343	7222
Elementary and Secondary Schools	1,798	\$6,443	6111
General Medical and Surgical Hospitals	1,738	\$7,372	6221
Other General Merchandise Stores	924	\$3,273	4529
Architectural, Engineering, and Related Services	883	\$13,661	5413
Home Health Care Services	862	\$2,102	6216
Aerospace Product and Parts Manufacturing	755	\$14,836	3364
Grocery Stores	724	\$2,206	4451
Nursing Care Facilities	721	\$3,546	6231

Employment Services was again the most common industry of employment for WIA exiters employed in 4Q2007 (see Table 6). The composition of the top ten industries for those employed in 4Q2005 is similar to Table 6 above. Participants working in the Architectural, Engineering, and Related Services industry had the highest median quarterly earnings, this time at \$14,542.

**Table 6. Top 10 Industries of Employment by 4-Digit NAICS at 4Q2007**

Industry Sector	N Working	Median Earnings	NAICS Code
Employment Services	2,679	\$3,708	5613
Elementary and Secondary Schools	1,935	\$6,677	6111
Limited-Service Eating Places	1,531	\$1,854	7222
General Medical and Surgical Hospitals	1,511	\$8,635	6221
Home Health Care Services	1,121	\$2,582	6216
Other General Merchandise Stores	1,050	\$3,526	4529
Architectural, Engineering, and Related Services	814	\$14,542	5413
Executive, Legislative, and Other General Government Support	741	\$6,541	9211
Offices of Physicians	739	\$5,321	6211
Aerospace Product and Parts Manufacturing	732	\$15,195	3364

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