

**Supplemental Nutrition Assistance Program Employment and Training
2006-2007 Exit Cohort**

The Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T), formerly the Food Stamp Employment and Training Program, assists food stamp recipients by improving their ability to obtain regular employment, increase earnings, and reduce their dependency on public assistance. The Texas Health and Human Services Commission (HHSC) is the administering agency for the SNAP program in Texas. HHSC determines eligibility and mandatory or exempt status, and electronically transmits this information to the Texas Workforce Commission (TWC). TWC is the administering agency for integrated workforce services, and is part of a local/state network dedicated to developing the workforce system in Texas. The network is composed of the statewide efforts of TWC coupled with planning and service provision on a regional level by 28 Local Workforce Development Boards (Boards). Boards provide oversight and planning for integrated workforce services, which are delivered through contracted one-stop providers. One-stop providers operate a variety of SNAP E&T components. Comprehensive services—including job search, training, workfare (i.e., community service), work experience, vocational and basic education components, and support services—are provided to SNAP recipients, who are classified in Texas as:

- Able-Bodied Adults Without Dependents (ABAWDs); or
- General Population (i.e., non-ABAWDs, or those SNAP recipients with families).

Currently, HHSC disqualifies the entire household if the primary wage earner (i.e., head of household) does not comply with SNAP E&T work requirements. Until HHSC automates changes to implement SNAP sanction policies that mirror TANF policies, the noncompliance periods for the primary wage earner and the disqualified household member are as follows:

- One month for the first noncompliance or until the individual agrees to comply, whichever is longer
- Three months for the second noncompliance or until the individual agrees to comply, whichever is longer
- Six months for a third or subsequent noncompliance or until the individual agrees to comply, whichever is longer

Seed Records

LMCI received 130,063 SNAP E&T seed records from The Workforce Information System of Texas (TWIST). Records showing participants 60 years of age or greater were deleted, as were records with service codes 30 and 68 (those service codes are invalid). After deleting, there were 83,589 duplicate records. The records were unduplicated by social security number (SSN), revealing 41,028 unique participants. Each seed record represents a unique combination of a client Social Security Number (SSN) and a program service they received. Because many clients received more than one service, the input file included the same SSN multiple times. Those records were linked to the unemployment insurance (UI) wage record database, to determine employment and quarterly earnings, and to the Texas Bureau of Vital Statistics, to determine if any participants are deceased. 16 participants were identified as earning \$25,000 or more. Records were then linked to the Texas Department of Criminal Justice (TDCJ) to identify any incarcerated participants, and the Federal Employment Data Exchange System (FEDES) to identify those employed by the federal government. After all exclusions, 40,892 records were retained for analysis.

Results

The results for this report have been ranked in descending order *with the cohort total included*. This was done so one can see where labor market outcomes for various participant groups lie in relation to the labor market outcomes for the entire cohort.

We see in Table 1 that more than half (63.9 percent) of the SNAP E&T exit cohort is female. Females had a slightly higher employment percentage during the snapshot quarter than their male counterparts with 50.7 percent employed. Men had the highest median earnings in the 4th quarter of 2007 at \$3,086 (Table 2). Overall, 50.4 percent of the cohort was employed in 4th Quarter 2007 with median earnings of \$2,655.

Table 1. Employment by Gender

Gender	N	N Working	% Working
Unknown	n/a	n/a	100.0
Female	26,125	13,240	50.7
Total	40,892	20,610	50.4
Male	14,766	7,369	49.9
Note: Cells with values less than 5 are marked "n/a" to protect the privacy of cohort members.			

Table 2. Median Quarterly Earnings by Gender

Gender	N	N Working	Median Earnings
Unknown	n/a	n/a	\$5,896
Male	14,766	7,369	\$3,086
Total	40,892	20,610	\$2,655
Female	26,125	13,240	\$2,475
Note: Cells with values less than 5 are marked "n/a" to protect the privacy of cohort members.			

Hawaiian Native or Pacific Islanders had the highest employment of any racial sub-group regardless of ethnicity in the 4th quarter of 2007 with 54.4 percent employed (Table 3). Blacks followed with 53.3 percent employment. Asians ethnicity had the highest median earnings with \$3,663 (Table 4), followed by Hawaiian Native or Pacific Islanders with median quarterly earnings of \$3,106..

Table 3. Employment by Race without Respect to Ethnicity

Race	N	N Working	% Working
Hawaiian Native or Pacific Islander	79	43	54.4
Black	15,839	8,436	53.3
Total	40,892	20,610	50.4
Unknown	8,568	4,207	49.1
White	15,588	7,574	48.6
Native American	443	207	46.7
Asian	375	143	38.1

Table 4. Median Quarterly Earnings by Race without Respect to Ethnicity

Race	N	N Working	Median Earnings
Asian	375	143	\$3,663
Hawaiian Native or Pacific Islander	79	43	\$3,106
Native American	443	207	\$2,844
Unknown	8,568	4,207	\$2,794
Black	15,839	8,436	\$2,655
Total	40,892	20,610	\$2,655
White	15,588	7,574	\$2,539

Tables 5 and 6 show employment and earnings by service received. Excluding cell sizes too small to analyze, participants receiving the Work Related Expense service had the highest employment percentage at 70.5 (Table 5), while participants receiving Occupational/Vocational Training had the highest median quarterly earnings with \$3,398 (Table 6).

Table 5. Employment by Service Received

Service Received	N	N Working	% Working
GED Test Payment	n/a	n/a	100.0
Work Related Expense	691	487	70.5
Other	490	344	70.2
Occupational/Vocational Training	102	65	63.7
Family/Child Care	95	55	57.9
Transportation	14,202	7,516	52.9
Workfare	404	205	50.7
Total	40,892	20,610	50.4
Job Search Assistance/Job Search	24,677	11,840	48.0
Training - Non-TWC	15	7	46.7
Basic Educational Skills/ABE	182	79	43.4
GED	16	6	37.5
TxDOT Transportation	13	n/a	23.1
English as a Second Language	n/a	n/a	n/a

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

Table 6. Median Quarterly Earnings by Service Received

Service Received	N	N Working	Median Earnings
TxDOT Transportation	13	n/a	\$3,633
Occupational/Vocational Training	102	65	\$3,398
Other	490	344	\$3,293
GED	16	6	\$2,831
Job Search Assistance/Job Search	24,677	11,840	\$2,800
Work Related Expense	691	487	\$2,769
Total	40,892	20,610	\$2,655
Transportation	14,202	7,516	\$2,416
Workfare	404	205	\$2,363
Basic Educational Skills/ABE	182	79	\$2,328
Family/Child Care	95	55	\$2,152
Training - Non-TWC	15	7	\$1,957
GED Test Payment	n/a	n/a	\$1,071
English as a Second Language	n/a	n/a	n/a

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

SNAP E&T participants receiving services from the Occupational/Vocational Training service group had the highest employment with 63.7 percent employed in the 4th quarter of 2007 (Table 7), as well as the highest median earnings at \$3,398 (Table 8). The Job Search Assistance service group had the largest number of program participants and had employment of 48.0 percent with median quarterly earnings of \$2,800.

Table 7. Employment by Service Group

Service Group	N	N Working	% Working
Occupational / Vocational Training	102	65	63.7
Support Service	15,494	8,408	54.3
Workfare	404	205	50.7
Total	40,892	20,610	50.4
Job Search Assistance	24,677	11,840	48.0
Unknown	15	7	46.7
Basic Education	200	85	42.5

Table 8. Median Quarterly Earnings by Service Group

Service Group	N	N Working	Median Earnings
Occupational / Vocational Training	102	65	\$3,398
Job Search Assistance	24,677	11,840	\$2,800
Total	40,892	20,610	\$2,655
Support Service	15,494	8,408	\$2,482
Basic Education	200	85	\$2,444
Workfare	404	205	\$2,363
Unknown	15	7	\$1,957

Permian Basin LWDA had the highest employment in the 4th quarter of 2007 with 61.9 percent of program exiters employed (Table 9). Heart of Texas LWDA had the second-highest employment during the study period with 61.3 percent of their exiters employed at the end of 2007. Gulf Coast LWDA, which had the largest number of program exiters, had 48.7 percent employment.

Table 9. Employment by LWDA

LWDA	N	N Working	% Working
Permian Basin	189	117	61.9
Heart of Texas	191	117	61.3
Capital Area	460	278	60.4
Panhandle	457	267	58.4
North Texas	414	241	58.2
Concho Valley	379	218	57.5
South Plains	400	229	57.3
Unknown	42	24	57.1
West Central	400	228	57.0
Cameron County	218	123	56.4
Rural Capital	177	98	55.4
East Texas	367	203	55.3
Middle Rio Grande	424	232	54.7
Brazos Valley	236	129	54.7
Central Texas	208	111	53.4
Alamo	3,408	1,804	52.9
Deep East Texas	822	430	52.3
North Central	815	424	52.0
Upper Rio Grande	2,127	1,103	51.9
Coastal Bend	1,525	790	51.8
Dallas	2,747	1,419	51.7
Total	40,892	20,610	50.4
Golden Crescent	296	149	50.3
Tarrant County	1,591	800	50.3
Texoma	109	54	49.5
South East Texas	445	220	49.4
Gulf Coast	18,507	9,012	48.7
South Texas	438	213	48.6
Lower Rio Grande Valley	3,237	1,466	45.3
North East Texas	263	111	42.2

Participants from Rural Capital LWDA had the highest median earnings with \$4,014. Capital Area LWDA and Gulf Coast LWDA followed with \$3,242 and \$2,980, respectively.

Table 10. Median Quarterly Earnings by LWDA

LWDA	N	N Working	Median Earnings
Rural Capital	177	98	\$4,014
Capital Area	460	278	\$3,242
Gulf Coast	18,507	9,012	\$2,980
Permian Basin	189	117	\$2,975
South Plains	400	229	\$2,973
Tarrant County	1,591	800	\$2,906
North Central	815	424	\$2,892
Central Texas	208	111	\$2,769
Texoma	109	54	\$2,733
Total	40,892	20,610	\$2,655
Alamo	3,408	1,804	\$2,583
West Central	400	228	\$2,549
Dallas	2,747	1,419	\$2,538
Golden Crescent	296	149	\$2,491
South East Texas	445	220	\$2,482
East Texas	367	203	\$2,466
Unknown	42	24	\$2,375
Heart of Texas	191	117	\$2,369
Cameron County	218	123	\$2,368
North Texas	414	241	\$2,332
Deep East Texas	822	430	\$2,314
South Texas	438	213	\$2,311
Concho Valley	379	218	\$2,304
Panhandle	457	267	\$2,299
Brazos Valley	236	129	\$2,294
Lower Rio Grande Valley	3,237	1,466	\$2,266
North East Texas	263	111	\$2,214
Coastal Bend	1,525	790	\$2,212
Upper Rio Grande	2,127	1,103	\$2,169
Middle Rio Grande	424	232	\$1,829

Table 11 shows the top ten industries of employment for all employed during the 4th quarter of 2007. We see that the most prominent industry of employment was the Employment Services industry. This industry typically includes temporary agencies and other “temp-to-hire” types of jobs. The Limited-Service Eating Places industry employed the next largest group of exiters, followed by Home Health Care Services. Program participants employed in the Business Support Services industry had the highest median earnings at \$3,175.

Table 11. Top 10 Industries of Employment by 4-Digit NAICS Code

Industry of Employment	N Working	Median Earnings	NAICS Code
Employment Services	3,073	\$2,051	5613
Limited-Service Eating Places	1,530	\$1,877	7222
Home Health Care Services	1,439	\$1,404	6216
Elementary and Secondary Schools	913	\$2,490	6111
Other General Merchandise Stores	739	\$2,639	4529
Full-Service Restaurants	699	\$1,890	7221
Grocery Stores	497	\$2,443	4451
Nursing Care Facilities	428	\$3,034	6231
Business Support Services	404	\$3,175	5614
Services to Buildings and Dwellings	402	\$2,044	5617

Table 12 shows the ten higher education institutions with the most SNAP E&T participants enrolled in the Fall of 2008. Houston Community College had the largest number of program participants enrolled. Overall, only 1.4 percent of the SNAP E&T cohort was found enrolled in higher education in 2008.

**Table 12. Top 10 Higher Education Institutions,
All SNAP E&T Participants Enrolled in Fall 2008**

Institution	N	% of All Enrolled	% of Cohort
Houston Community College	168	13.9	0.4
South Texas College	72	5.9	0.2
Texas Southern University	54	4.5	0.1
El Paso Community College District	52	4.3	0.1
San Antonio College	30	2.5	0.1
University of Houston - Downtown	29	2.4	0.1
Lee College	27	2.2	0.1
Lone Star College – North Harris	26	2.1	0.1
DCCCD El Centro College	26	2.1	0.1
Galveston College	25	2.1	0.1

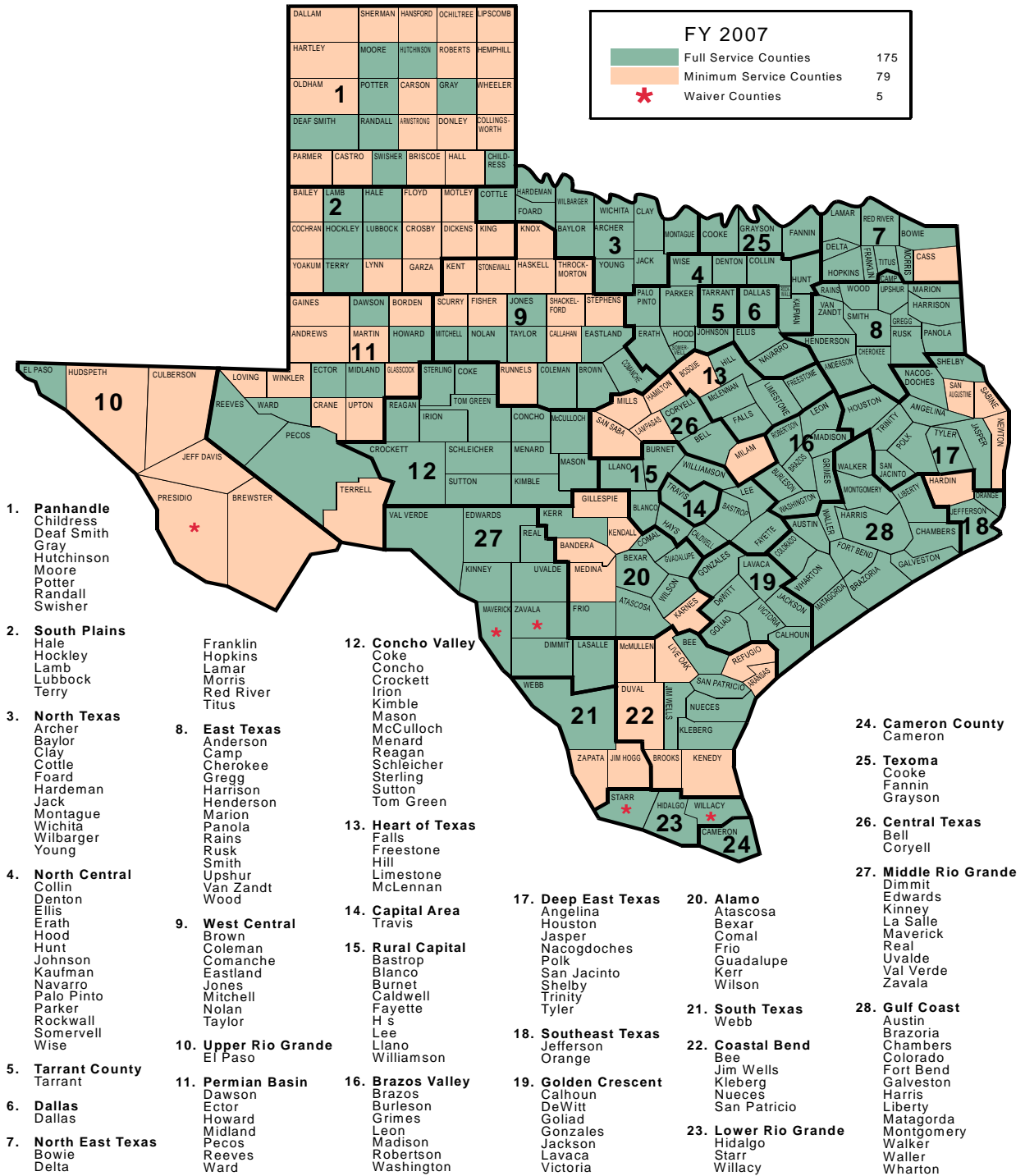
Table 13 shows the ten programs of instruction with the most SNAP E&T participants enrolled in Fall 2008, by Classification of Instructional Program (CIP) title. We see the majority of enrollees were found enrolled in General Studies. This really is not indicative of anything, and that CIP title is generally used as a “catch-all” for people who have not decided on a specific liberal arts major.

**Table 13. Top 10 CIP Titles for All SNAP E&T Participants
Enrolled in Fall 2008**

CIP Title	N	% of All Enrolled	% of Cohort
General Studies	170	14.4	0.4
Liberal Arts and Sciences/Liberal Studies	90	7.6	0.2
Nursing - Registered Nurse Training (RN, ASN, BSN, MSN)	65	5.5	0.2
Undeclared	64	5.4	0.2
Multi-/Interdisciplinary Studies, Other	39	3.3	0.1
Business Administration and Management, General	39	3.3	0.1
Licensed Practical /Vocational Nurse Training (LPN, LVN, Cert, Dipl, AAS)	27	2.3	0.1
Business/Commerce, General	24	2.0	0.1
Administrative Assistant and Secretarial Science, General	22	1.9	0.1
Business/Office Automation/Technology/Data Entry	20	1.7	0.1

Appendix A. SNAP Participation by County

Food Stamp Employment and Training Program



Appendix B

Full-Service Counties

- Boards are required to outreach all ABAWDs in full-service counties within 10 days of receipt of an automated referral from the Texas Health and Human Services Commission (HHSC).
- Boards may, as funding allows, outreach SNAP E&T General Population work registrants.
- All mandatory work registrants (i.e., ABAWDs and General Population) have access to all services and support services.
- Mandatory work registrants are sanctioned (i.e., SNAP benefits will be denied) for failure to comply with SNAP E&T program requirements.
- Exempt recipients may volunteer to participate in SNAP E&T.
- Exempt recipients have access to all services and support services.
- Exempt recipients are not sanctioned for failure to comply with SNAP E&T program requirements.
- Exempt recipients' hours of participation will not exceed the hours required of mandatory work registrants.

Minimum-Service Counties

- All SNAP recipients may volunteer to participate in SNAP E&T and will have access to all services and support services, at Board discretion.
- Outreach is not conducted in these counties.
- SNAP recipients are not sanctioned for failure to comply with SNAP E&T program requirements.
- Hours of participation for recipients residing in these counties will not exceed the hours required of mandatory work registrants residing in full-service counties.

In the 80 minimum-service counties, Boards will not be required to serve ABAWDs, as Texas will utilize the state's 15 percent ABAWD exemption allowance (see page 27). Boards may serve all SNAP recipients (mandatory work registrants and exempt recipients) who reside in one of the 80 minimum service counties if the recipients volunteer to participate in SNAP E&T.

Appendix B

Good Cause Exemption Criteria

In accordance with 7 C.F.R. 273.7(i)(1), Texas will authorize good cause in FFY'05 for mandatory work registrants who are unable to participate and may include the following:

- Temporary illness or incapacitation
- Court appearance
- Caring for a physically or mentally disabled household member who requires the recipient's presence in the home
- No available transportation (customer must provide documentation that there is no available public transportation service) and the distance prohibits walking; or no available job within reasonable commuting distance, as defined by the Board
- The distance from registrant's home to the workforce center or employment service provider requires commuting time of more than two hours a day (not including taking a child to and from a child care facility), the distance prohibits walking and there is no available transportation.
- Farm workers who are away from their permanent residence or home base who travel to work in agriculture or a related industry during part of the year and are under contract or similar agreement with an employer to begin work within 30 days of the date the individual notified the Board.
- An inability to obtain needed child care, as defined by the Board
- An absence of other support services necessary for participation
- Receipt of a job referral that results in an offer below the federal minimum wage, except when a lower wage is permissible under federal minimum wage law
- An individual or family crisis or a family circumstance that may preclude participation, including substance abuse, and mental health and disability-related issues
- The individual is a victim of family violence

References

SNAP E&T Rules. <http://www.twc.state.tx.us/twcinfo/rules/ch813.pdf>

Supplemental Nutrition Assistance Program Employment and Training.
<http://www.fns.usda.gov/snap/rules/Memo/Support/employment-training.htm>

Supplemental Nutrition Assistance Program Employment and Training.
<http://www.twc.state.tx.us/welref/wrfset.html>

Texas Workforce Commission Annual Report 2007. <http://www.twc.state.tx.us/news/ar07.pdf>