

Choices
2005-2006 Exit Cohort
3-Year Longitudinal Study

Methodology

The Labor Market and Career Information (LMCI) department of the Texas Workforce Commission (TWC) used 45,640 archived, unique seed records. This was comprised of Choices participants who exited the program between October 1, 2005 and September 30, 2006.¹

The seed records were originally linked to TWC Unemployment Insurance (UI) wage records for the 4th quarter of 2006 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 4th quarter of 2008 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. Cohort members who were found to be deceased during the target quarters were excluded from this study. Exclusions from supplemental linkages resulted in 45,614 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 2006 (PY 2006). 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 92.5 percent of those receiving allowable services.

¹ Please reference the *Choices* chapter of the ASALFS Final Report 2005-2006 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	41,976	92.5
Teen	3,416	7.5
Total Participants	45,392	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	Adults	% of Adults	Teens	% of Teens	Total	% of Total
Employment	41,366	98.5	2,547	74.6	43,913	96.7
Training	290	0.7	18	0.5	308	0.7
Education	320	0.8	851	24.9	1,171	2.6
Total	41,976	100.0	3,416	100.0	45,392	100.0

Adults

Table 3 shows that in the 4th quarter of 2006 (4Q2006), females had the highest employment rate with 57.7 percent. However, male exiters had median earnings of \$3,587 in the same time period. There was a slight drop for males and females during the study period in percent employed in the 4th quarter of 2008 (4Q2008), as we see in Table 3a. Males had the highest median earnings in 4Q2008 with \$4,764. Overall employment for the cohort in 4Q2006 was 57.0 percent, with median quarterly earnings of \$2,510. Overall employment for the cohort in 4Q2008 was 53.8 percent with median quarterly earnings of \$3,378.

Table 3. Employment and Earnings by Gender in 4Q2006

Gender	N	N Working	% Working	Median Earnings
Unknown	249	132	53.0	\$2,926
Male	4,996	2,632	52.7	\$3,587
Female	36,731	21,174	57.7	\$2,407
Total	41,976	23,938	57.0	\$2,510

Table 3a. Employment and Earnings by Gender in 4Q2008

Gender	N	N Working	% Working	Median Earnings
Unknown	249	125	50.2	\$3,726
Male	4,996	2,415	48.3	\$4,764
Female	36,731	20,035	54.6	\$3,266
Total	41,976	22,575	53.8	\$3,378

Black participants had the highest employment in 4Q2006 with 60.5 percent (Table 4), followed by Hispanics with 57.6 percent employed. Participants of unknown ethnicity posted the highest median quarterly earnings in 4Q2006 at \$3,225. Asians showed the second highest median earnings at \$3,077. Table 4a shows that at the three-year snapshot, Black participants of again had the highest employment with 56.9 percent employed, while participants of unknown ethnicity again had the highest median quarterly earnings with \$4,429.

Table 4. Employment and Earnings by Ethnicity in 4Q2006

Ethnicity	N	N Working	% Working	Median Earnings
Hawaiian Native or Pacific Islander	105	54	51.4	\$2,672
Asian	332	165	49.7	\$3,077
American Indian	457	248	54.3	\$2,572
Unknown	590	302	51.2	\$3,225
White	9,196	4,737	51.5	\$2,637
Black	14,077	8,513	60.5	\$2,477
Hispanic	17,219	9,919	57.6	\$2,443
Total	41,976	23,938	57.0	\$2,510

Table 4a. Employment and Earnings by Ethnicity in 4Q2008

Ethnicity	N	N Working	% Working	Median Earnings
Hawaiian Native or Pacific Islander	105	53	50.5	\$3,437
Asian	332	144	43.4	\$4,320
American Indian	457	246	53.8	\$3,718
Unknown	590	288	48.8	\$4,429
White	9,196	4,362	47.4	\$3,588
Black	14,077	8,011	56.9	\$3,330
Hispanic	17,219	9,471	55.0	\$3,295
Total	41,976	22,575	53.8	\$3,378

Adults in the Education activity had the highest employment percentage in 4Q2006 with 63.1 percent employed, with median earnings of \$1,792 (Table 5). Adults in the Employment activity had the highest median quarterly earnings with \$2,518 in 4Q2006. Adults in the Education activity had the highest employment in 4Q2008, with employment of 60.0 percent, while those in the Training activity had the highest median quarterly earnings with \$4,313 (Table 5a). Participants in all activities experienced gains in earnings over the study period.

Table 5. Employment and Earnings by Activity in 4Q2006

Type of Activity	N	N Working	% Working	Median Earnings
Training	290	130	44.8	\$2,198
Education	320	202	63.1	\$1,792
Employment	41,366	23,606	57.1	\$2,518
Total	41,976	23,938	57.0	\$2,510

Table 5a. Employment and Earnings by Activity in 4Q2008

Type of Activity	N	N Working	% Working	Median Earnings
Training	290	151	52.1	\$4,313
Education	320	192	60.0	\$2,834
Employment	41,366	22,232	53.7	\$3,379
Total	41,976	22,575	53.8	\$3,378

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 2006, with 65.4 percent working and median quarterly earnings of \$2,806. In Table 6a we see employment and earnings figures for the same groups for 4Q2008. Participants receiving Core services again had the highest employment with 59.6 percent, as well as the highest median quarterly earnings in 4Q2008 with \$3,626.

Table 6. Employment and Earnings by Service Type in 4Q2006

Type of Service	N	N Working	% Working	Median Earnings
Non Core	338	205	60.7	\$1,832
Core	8,816	5,764	65.4	\$2,806
Core (with Limit)	32,822	17,969	54.8	\$2,433
Total	41,976	23,938	57.0	\$2,510

Table 6a. Employment and Earnings by Service Type in 4Q2008

Type of Service	N	N Working	% Working	Median Earnings
Non Core	338	194	57.4	\$2,874
Core	8,816	5,254	59.6	\$3,626
Core (with Limit)	32,822	17,127	52.2	\$3,317
Total	41,976	22,575	53.8	\$3,378

Table 7 shows employment and earnings by Local Workforce Development Area (LWDA). Golden Crescent LWDA showed the highest employment in 4Q2006 with 66.5 percent employed, while Golden Crescent and South Plains LWDA's both had the highest employment in 4Q2008 with 61.2 percent employed. Rural Capital LWDA had the highest median quarterly earnings in 4Q2006 with \$3,016, and Capital Area LWDA had the highest median quarterly earnings in 4Q2008 with \$4,192.

Table 7. Employment and Earnings by LWDA

LWDA	N	All Working in 4Q2006			All Working in 4Q2008			
		N Working	% Working	Median Earnings	N	N Working	% Working	Median Earnings
Texoma	107	62	57.9	\$2,795	107	62	57.9	\$3,634
Concho Valley	246	140	56.9	\$2,094	246	130	52.9	\$2,984
Golden Crescent	325	216	66.5	\$2,403	325	199	61.2	\$3,114
North Texas	357	210	58.8	\$2,282	357	180	50.4	\$2,791
Brazos Valley	386	226	58.6	\$2,532	386	206	53.4	\$3,285
North East Texas	454	242	53.3	\$2,278	454	234	51.5	\$2,705
South East Texas	521	293	56.2	\$2,075	521	278	53.4	\$2,617
Middle Rio Grande	536	294	54.9	\$2,137	536	268	50.0	\$2,836
Rural Capital	663	395	59.6	\$3,016	663	362	54.6	\$3,764
Panhandle	667	403	60.4	\$2,407	667	370	55.5	\$3,205
South Texas	677	406	60.0	\$2,406	677	359	53.0	\$3,179
Permian Basin	748	492	65.8	\$2,436	748	420	56.2	\$3,272
West Central	751	421	56.1	\$2,071	751	412	54.9	\$2,675
Heart of Texas	768	430	56.0	\$2,032	768	441	57.4	\$3,091
Deep East Texas	770	393	51.0	\$2,183	770	384	49.9	\$3,312
Central Texas	831	471	56.7	\$2,239	831	420	50.5	\$3,195
South Plains	1,009	610	60.5	\$2,285	1,009	617	61.2	\$3,055
Cameron County	1,183	670	56.6	\$2,210	1,183	648	54.8	\$3,071
East Texas	1,220	683	56.0	\$2,450	1,220	662	54.3	\$3,140
Capital Area	1,241	784	63.2	\$2,915	1,241	700	56.4	\$4,192
Coastal Bend	1,448	807	55.7	\$2,016	1,448	791	54.6	\$2,798
North Central	1,602	925	57.7	\$2,881	1,602	846	52.8	\$3,991
Upper Rio Grande	2,272	1,216	53.5	\$2,472	2,272	1,153	50.8	\$3,245
Tarrant County	2,651	1,539	58.1	\$2,663	2,651	1,414	53.3	\$3,904
Lower Rio Grande Valley	3,095	1,682	54.4	\$2,381	3,095	1,612	52.1	\$3,332
Alamo	3,631	2,132	58.7	\$2,634	3,631	2,060	56.7	\$3,460
Dallas	3,984	2,406	60.4	\$2,800	3,984	2,213	55.6	\$3,770
Gulf Coast	9,833	5,390	54.8	\$2,640	9,833	5,134	52.2	\$3,559
Total	41,976	23,938	57.0	\$2,510	41,976	22,575	53.8	\$3,378

Table 8 shows the top ten industries of employment in 4Q2006 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 Elementary and Secondary Schools sector earned the highest median quarterly earnings in 4Q2006 at \$2,977.

Table 8. Top 10 Industries of Employment for Adults Working in 4Q2006

Industry of Employment	N Working	Median Earnings	NAICS Code
Employment Services	2,811	\$2,062	5613
Limited-Service Eating Places	2,292	\$1,702	7222
Home Health Care Services	1,372	\$1,389	6216
Other General Merchandise Stores	935	\$2,595	4529
Full-Service Restaurants	923	\$1,819	7221
Elementary and Secondary Schools	845	\$2,977	6111
Nursing Care Facilities	821	\$2,755	6231
Business Support Services	746	\$2,838	5614
Child Day Care Services	649	\$2,285	6244
Gasoline Stations	613	\$2,669	4471

Table 9 shows the top ten industries of employment for Adults working in 4Q2008. Employment Services was the second most common industry sector for those employed in 4Q2008, surpassed by Limited-Service Eating Places. Elementary and Secondary Schools had the highest median quarterly earnings in 4Q2008 at \$3,774.

Table 9. Top 10 Industries of Employment for Adults Working in 4Q2008

Industry of Employment	N Working	Median Earnings	NAICS Code
Limited-Service Eating Places	2,025	\$2,139	7222
Employment Services	1,808	\$2,527	5613
Home Health Care Services	1,533	\$1,861	6216
Elementary and Secondary Schools	960	\$3,774	6111
Other General Merchandise Stores	885	\$3,325	4529
Nursing Care Facilities	883	\$3,575	6231
Full-Service Restaurants	852	\$2,210	7221
Business Support Services	658	\$3,753	5614
Child Day Care Services	580	\$3,035	6244
Grocery Stores	549	\$2,849	4451

Teens

In the Choices program, adults and teens are counted separately. Far fewer teen participants exited the Choices program in PY 2006 than did adults (Table 1). Table 10 shows employment and earnings by gender for teen Choices participants during 4Q2006. Females make up almost 94 percent of the sample. Males had the highest employment percentage in 4Q2006 while Females had the highest in 4Q2008, and both groups showed a negative change in employment percentage between 4Q2006 and 4Q2008 (Table 10a). Males had higher median earnings in the 4th quarter of 2006 at \$1,821 and showed higher earnings gains over the study period. Overall, teens had 55.1 percent employment with median quarterly earnings of \$1,564 in 4Q2006, and 54.2 percent employment with median earnings of \$2,304 in 4Q2008.

Table 10. Employment and Earnings for Teens by Gender in 4Q2006

Gender	N	N Working	% Working	Median Earnings
Unknown	33	14	42.4	\$1,443
Male	178	99	55.6	\$1,821
Female	3,205	1,769	55.2	\$1,560
Total	3,416	1,882	55.1	\$1,564
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 4Q2008

Gender	N	N Working	% Working	Median Earnings
Unknown	33	14	42.4	\$1,768
Male	178	95	53.4	\$2,982
Female	3,205	1,744	54.4	\$2,281
Total	3,416	1,853	54.2	\$2,304
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, Blacks had the highest employment in 4Q2006 at 58.5 percent. American Indians had the highest median quarterly earnings in 4Q2006 at \$2,053. Blacks had the highest employment in 4Q2008 (Table 11a) with 56.2 percent. American Indians had the highest median quarterly earnings in 4Q2008 with \$2,943. 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 4Q2006

Ethnicity	N	N Working	% Working	Median Earnings
Hawaiian Native or Pacific Islander	n/a	n/a	50.0	\$3,829
Asian	9	5	55.6	\$1,491
American Indian	37	18	48.7	\$2,053
Unknown	205	93	45.4	\$1,873
White	651	351	53.9	\$1,781
Black	1,198	701	58.5	\$1,378
Hispanic	1,314	713	54.3	\$1,591
Total	3,416	1,882	55.1	\$1,564
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 4Q2008

Ethnicity	N	N Working	% Working	Median Earnings
Hawaiian Native or Pacific Islander	n/a	n/a	50.0	\$1,184
Asian	9	3	33.3	\$549
American Indian	37	16	43.2	\$2,943
Unknown	205	102	49.8	\$2,551
White	651	341	52.4	\$2,719
Black	1,198	673	56.2	\$2,098
Hispanic	1,314	717	54.6	\$2,323
Total	3,416	1,853	54.2	\$2,304
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 72.2 percent and Teens in the Employment activity had the highest median quarterly earnings in 4Q2006 with \$1,652 (Table 12). At the 3-year snapshot, Teens in the Employment activity had the highest employment with 56.0 percent and Teens in the Training activity had the highest earnings with \$2,823 (Table 12a).

Table 12. Employment and Earnings for Teens by Activity in 4Q2006

Type of Activity	N	N Working	% Working	Median Earnings
Training	18	13	72.2	\$980
Education	851	413	48.5	\$1,323
Employment	2,547	1,456	57.2	\$1,652
Total	3,416	1,882	55.1	\$1,564

Table 12a. Employment and Earnings for Teens by Activity in 4Q2008

Type of Activity	N	N Working	% Working	Median Earnings
Training	18	8	44.4	\$2,823
Education	851	419	49.2	\$1,995
Employment	2,547	1,426	56.0	\$2,435
Total	3,416	1,853	54.2	\$2,304

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 4Q2006, with 69.3 percent working and median quarterly earnings of \$2,021. Table 13a shows that Teens in the Core activity once again had the highest employment and earnings in 4Q2008, with 63.5 percent working and median quarterly earnings of \$2,859. All activities experienced increases in median quarterly earnings between the two snapshots.

Table 13. Employment and Earnings for Teens by Service Type in 4Q2006

Type of Service	N	N Working	% Working	Median Earnings
Core	469	325	69.3	\$2,021
Non Core	851	413	48.5	\$1,323
Core (with Limit)	2,096	1,144	54.6	\$1,565
Total	3,416	1,882	55.1	\$1,564

Table 13a. Employment and Earnings for Teens by Service Type in 4Q2008

Type of Service	N	N Working	% Working	Median Earnings
Core	469	298	63.5	\$2,859
Non Core	851	419	49.2	\$1,995
Core (with Limit)	2,096	1,136	54.2	\$2,285
Total	3,416	1,853	54.2	\$2,304

Table 14 shows employment and earnings for Teens by LWDA. Southeast Texas LWDA showed the highest employment in 4Q2006 at 72.7 percent. Capital Area LWDA had the highest median earnings in 4Q2006 with \$2,423. Brazos Valley LWDA had the highest employment in 4Q2008 with 67.6 percent employed, as well as the highest median quarterly earnings with \$3,411, followed by South Texas LWDA with \$3,267.

Table 14. Employment and Earnings for Teens by LWDA

LWDA	N	All Working in 4Q2006			All Working in 4Q2008			
		N Working	% Working	Median Earnings	N	N Working	% Working	Median Earnings
Texoma	14	8	57.1	\$1,438	14	7	50.0	\$3,098
Golden Crescent	27	14	51.9	\$1,953	27	17	63.0	\$2,053
Concho Valley	30	18	60.0	\$2,147	30	16	53.3	\$2,283
Brazos Valley	37	18	48.7	\$1,743	37	25	67.6	\$3,411
Panhandle	39	25	64.1	\$640	39	21	53.9	\$1,680
North East Texas	39	20	51.3	\$1,123	39	16	41.0	\$2,852
North Texas	40	25	62.5	\$1,851	40	24	60.0	\$2,810
Southeast Texas	44	32	72.7	\$1,327	44	29	65.9	\$2,730
Rural Capital	46	23	50.0	\$2,304	46	24	52.2	\$2,589
Permian Basin	51	25	49.0	\$1,490	51	28	54.9	\$2,028
Central Texas	55	28	50.9	\$920	55	26	47.3	\$1,412
Deep East Texas	57	33	57.9	\$1,686	57	29	50.9	\$1,817
South Texas	58	36	62.1	\$2,134	58	34	58.6	\$3,267
West Central	60	35	58.3	\$891	60	36	60.0	\$1,571
Middle Rio Grande	73	37	50.7	\$1,407	73	47	64.4	\$2,685
Heart of Texas	80	46	57.5	\$985	80	51	63.8	\$1,536
South Plains	81	49	60.5	\$1,731	81	48	59.3	\$1,779
Capital Area	85	51	60.0	\$2,423	85	47	55.3	\$3,062
East Texas	109	71	65.1	\$1,614	109	63	57.8	\$2,038
Cameron County	109	62	56.9	\$1,531	109	56	51.4	\$2,147
North Central	116	71	61.2	\$2,086	116	67	57.8	\$2,893
Coastal Bend	140	66	47.1	\$1,508	140	76	54.3	\$2,368
Tarrant County	176	116	65.9	\$1,845	176	103	58.5	\$2,278
Upper Rio Grande	189	88	46.6	\$1,344	189	88	46.6	\$1,962
Lower Rio Grande Valley	282	135	47.9	\$1,705	282	145	51.4	\$2,411
Alamo	293	146	49.8	\$1,527	293	142	48.5	\$2,059
Dallas	366	201	54.9	\$1,390	366	190	51.9	\$2,886
Gulf Coast	720	403	56.0	\$1,412	720	398	55.3	\$2,151
Total	3,416	1,882	55.1	\$1,564	3,416	1,853	54.2	\$2,304

Table 15 shows the top ten industries of employment in 4Q2006. Limited-Service Eating Places was the most common industry sector of employment with median earnings of \$1,204. Those working in the Other General Merchandise Stores sector posted the highest median quarterly earnings at \$1,873.

Table 15. Top 10 Industries of Employment for Teens Working in 4Q2006

Industry of Employment	N Working	Median Earnings	NAICS Code
Limited-Service Eating Places	388	\$1,204	7222
Employment Services	182	\$982	5613
Other General Merchandise Stores	124	\$1,873	4529
Full-Service Restaurants	105	\$1,339	7221
Grocery Stores	70	\$1,556	4451
Business Support Services	66	\$1,622	5614
Gasoline Stations	64	\$1,580	4471
Department Stores	63	\$1,199	4521
Clothing Stores	62	\$1,014	4481
Nursing Care Facilities	55	\$1,904	6231

Limited-Service Eating Places remained the top industry sector at the longitudinal snapshot, with median earnings of \$1,686 (Table 16). Those working in the Business Support Services sector had the highest median quarterly earnings in 4Q2008 at \$3,179.

Table 16. Top 10 Industries of Employment for Teens Working in 4Q2008

Industry of Employment	N Working	Median Earnings	NAICS Code
Limited-Service Eating Places	278	\$1,686	7222
Employment Services	151	\$1,771	5613
Other General Merchandise Stores	114	\$2,520	4529
Home Health Care Services	101	\$1,246	6216
Full-Service Restaurants	83	\$1,607	7221
Business Support Services	77	\$3,179	5614
Grocery Stores	69	\$1,817	4451
Nursing Care Facilities	60	\$2,753	6231
Gasoline Stations	50	\$3,137	4471
Department Stores	46	\$1,418	4521

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 2006. 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 4Q2006 and also found working in the 4th quarter of 2008 were analyzed. The data have been grouped into Adults and Teens.

Adults

Table 17 shows that Females had slightly higher employment retention at 69.3 percent during the study period. Males had higher median quarterly wages in 4Q2008 at \$5,219 and posted higher earnings gains over the study period at \$1,632. Overall employment retention for Adults was 69.2 percent with earnings gains of \$1,227.

Table 17. Employment Retention and Earnings Gains by Gender

Gender	N	Working in 2006			Working in 2006 and 2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Unknown	249	132	53.0	\$2,926	84	63.6	\$4,450	\$1,524
Male	4,996	2,632	52.7	\$3,587	1,788	67.9	\$5,219	\$1,632
Female	36,731	21,174	57.7	\$2,407	14,684	69.3	\$3,589	\$1,182
Total	41,976	23,938	57.0	\$2,510	16,556	69.2	\$3,737	\$1,227

Table 18 shows that, excluding the unknown category, Hispanics had the highest employment retention for Adults from 4Q2006 to 4Q2008 at 70.6 percent, followed by Blacks with 70.5 percent. Asians had the highest median quarterly earnings in 4Q2008 at \$4,653 and the largest earnings gains over the period at \$1,576.

Table 18. Employment Retention and Earnings Gains by Ethnicity

Ethnicity	N	Working in 2006			Working in 2006 and 2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Hawaiian Native or Pacific Islander	105	54	51.4	\$2,672	37	68.5	\$3,565	\$893
Asian	332	165	49.7	\$3,077	111	67.3	\$4,653	\$1,576
American Indian	457	248	54.3	\$2,572	167	67.3	\$3,933	\$1,361
Unknown	590	302	51.2	\$3,225	209	69.2	\$4,609	\$1,384
White	9,196	4,737	51.5	\$2,637	3,029	63.9	\$4,041	\$1,404
Black	14,077	8,513	60.5	\$2,477	6,002	70.5	\$3,703	\$1,226
Hispanic	17,219	9,919	57.6	\$2,443	7,001	70.6	\$3,621	\$1,178
Total	41,976	23,938	57.0	\$2,510	16,556	69.2	\$3,737	\$1,227

Adults in the Employment activity had the highest employment retention over the period at 69.2 percent, while Adults in the Training activity had the highest median quarterly earnings in 4Q2008 at \$4,355 (Table 19). The Training group also experienced the largest earnings gains over the period, \$2,157.

Table 19. Employment Retention and Earnings Gains by Activity

Type of Activity	N	Working in 2006			Working in 2006 and 2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Training	290	130	44.8	\$2,198	89	68.5	\$4,355	\$2,157
Education	320	202	63.1	\$1,792	130	64.4	\$2,916	\$1,124
Employment	41,366	23,606	57.1	\$2,518	16,337	69.2	\$3,739	\$1,221
Total	41,976	23,938	57.0	\$2,510	16,556	69.2	\$3,737	\$1,227

Those Adults participating in Core activities had 72.3 percent employment retention, the highest over the period (Table 20), while also posting the highest median earnings in 4Q2008 with \$3,926. Participants receiving Core (with Limit) services had the largest earnings gains, \$1,262.

Table 20. Employment Retention and Earnings Gains by Service Type

Type of Service	N	Working in 2006			Working in 2006 and 2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Non Core	338	205	60.7	\$1,832	132	64.4	\$2,916	\$1,084
Core	8,816	5,764	65.4	\$2,806	4,169	72.3	\$3,926	\$1,120
Core (with Limit)	32,822	17,969	54.8	\$2,433	12,255	68.2	\$3,695	\$1,262
Total	41,976	23,938	57.0	\$2,510	16,556	69.2	\$3,737	\$1,227

Table 21 shows employment retention and earnings gains for Adults, by LWDA. South Plains LWDA had the highest employment retention over the period at 73.9 percent, followed by Golden Crescent LWDA with 73.6 percent retention. The Capital Area LWDA experienced the highest median quarterly earnings in 4Q2008 at \$4,529. Participants from Capital Area LWDA also experienced the highest median quarterly earnings gains at \$1,614. All LWDAs experienced earnings gains between 4Q2006 and the 4th quarter of 2008.

Table 21. Employment Retention and Earnings Gains by LWDA

LWDA	N	Working in 2006			Working in 2006 and 2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Texoma	107	62	57.9	\$2,795	42	67.7	\$4,193	\$1,398
Concho Valley	246	140	56.9	\$2,094	95	67.9	\$3,315	\$1,221
Golden Crescent	325	216	66.5	\$2,403	159	73.6	\$3,253	\$850
North Texas	357	210	58.8	\$2,282	136	64.8	\$3,313	\$1,031
Brazos Valley	386	226	58.6	\$2,532	163	72.1	\$3,434	\$902
North East Texas	454	242	53.3	\$2,278	171	70.7	\$3,080	\$802
South East Texas	521	293	56.2	\$2,075	199	67.9	\$2,664	\$589
Middle Rio Grande	536	294	54.9	\$2,137	196	66.7	\$3,097	\$960
Rural Capital	663	395	59.6	\$3,016	277	70.1	\$4,106	\$1,090
Panhandle	667	403	60.4	\$2,407	265	65.8	\$3,430	\$1,023
South Texas	677	406	60.0	\$2,406	284	70.0	\$3,490	\$1,084
Permian Basin	748	492	65.8	\$2,436	337	68.5	\$3,640	\$1,204
West Central	751	421	56.1	\$2,071	283	67.2	\$2,856	\$785
Heart of Texas	768	430	56.0	\$2,032	312	72.6	\$3,493	\$1,461
Deep East Texas	770	393	51.0	\$2,183	262	66.7	\$3,617	\$1,434
Central Texas	831	471	56.7	\$2,239	309	65.6	\$3,410	\$1,171
South Plains	1,009	610	60.5	\$2,285	451	73.9	\$3,301	\$1,016
Cameron County	1,183	670	56.6	\$2,210	480	71.6	\$3,337	\$1,127
East Texas	1,220	683	56.0	\$2,450	476	69.7	\$3,361	\$911
Capital Area	1,241	784	63.2	\$2,915	544	69.4	\$4,529	\$1,614
Coastal Bend	1,448	807	55.7	\$2,016	562	69.6	\$3,206	\$1,190
North Central	1,602	925	57.7	\$2,881	607	65.6	\$4,246	\$1,365
Upper Rio Grande	2,272	1,216	53.5	\$2,472	835	68.7	\$3,332	\$860
Tarrant County	2,651	1,539	58.1	\$2,663	1,035	67.3	\$4,222	\$1,559
Lower Rio Grande Valley	3,095	1,682	54.4	\$2,381	1,207	71.8	\$3,469	\$1,088
Alamo	3,631	2,132	58.7	\$2,634	1,526	71.6	\$3,897	\$1,263
Dallas	3,984	2,406	60.4	\$2,800	1,685	70.0	\$4,110	\$1,310
Gulf Coast	9,833	5,390	54.8	\$2,640	3,658	67.9	\$4,043	\$1,403
Total	41,976	23,938	57.0	\$2,510	16,556	69.2	\$3,737	\$1,227

Table 22 shows employment and earnings for Adult Choices exiters who were employed during both target quarters. Limited-Service Eating Places was the most common industry of employment. Individuals employed in the Business Support Services industry sector experienced the highest median quarterly earnings at \$3,910.

**Table 22. Top 10 Industries of Employment for Adults
Working in 4Q2006 and 4th Quarter 2008**

Industry of Employment	N Working	Median Earnings	NAICS Code
Limited-Service Eating Places	1,374	\$2,234	7222
Employment Services	1,285	\$2,939	5613
Home Health Care Services	1,053	\$2,104	6216
Elementary and Secondary Schools	757	\$3,898	6111
Nursing Care Facilities	675	\$3,780	6231
Other General Merchandise Stores	654	\$3,606	4529
Full-Service Restaurants	585	\$2,419	7221
Business Support Services	494	\$3,910	5614
Child Day Care Services	417	\$3,223	6244
Grocery Stores	397	\$3,127	4451

Teens

Male and Female teen Choices participants showed almost identical employment retention over the study period (Table 23). Males experienced the biggest earnings gains over the period at \$1,229. Overall employment retention for Teens was 66.6 percent, with earnings gains of \$1,080.

Table 23. Employment Retention and Earnings Gains by Gender

Gender	N	Working in 2006			Working in 2006 and 2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Unknown	33	14	42.4	\$1,443	8	57.1	\$1,768	\$325
Male	178	99	55.6	\$1,821	66	66.7	\$3,050	\$1,229
Female	3,205	1,769	55.2	\$1,560	1,179	66.6	\$2,627	\$1,067
Total	3,416	1,882	55.1	\$1,564	1,253	66.6	\$2,644	\$1,080

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

Participants of unknown ethnicity had the highest employment retention among Teens with appreciable group sizes at 67.7 percent (Table 24). American Indians had the highest median quarterly earnings in 4Q2008 with \$3,092, and Whites had the largest earnings gains at \$1,224.

Table 24. Employment Retention and Earnings Gains by Ethnicity

Ethnicity	N	Working in 2006			Working in 2006 and 2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Asian	9	5	55.6	\$1,491	n/a	40.0	\$1,333	(\$158)
American Indian	37	18	48.7	\$2,053	11	61.1	\$3,092	\$1,039
Unknown	205	93	45.4	\$1,873	63	67.7	\$2,850	\$977
White	651	351	53.9	\$1,781	225	64.1	\$3,005	\$1,224
Black	1,198	701	58.5	\$1,378	472	67.3	\$2,345	\$967
Hispanic	1,314	713	54.3	\$1,591	480	67.3	\$2,726	\$1,135
Total	3,416	1,882	55.1	\$1,564	1,253	66.6	\$2,644	\$1,080

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 68.0 percent, and the highest median quarterly earnings in 4Q2008 at \$2,850 (Table 25). Teens in the Training activity had the largest earnings gains at \$1,285.

Table 25. Employment Retention and Earnings Gains by Activity

Type of Activity	N	Working in 2006			Working in 2006 and 2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Training	18	13	72.2	\$980	6	46.2	\$2,265	\$1,285
Education	851	413	48.5	\$1,323	257	62.2	\$2,102	\$779
Employment	2,547	1,456	57.2	\$1,652	990	68.0	\$2,850	\$1,198
Total	3,416	1,882	55.1	\$1,564	1,253	66.6	\$2,644	\$1,080

Teens in Core activities had 71.1 percent employment retention, the highest over the period (Table 26), as well as the highest median earnings in 4Q2008 with \$3,018. Teens receiving Core (with Limit) services had the highest earnings gains over the period with \$1,213.

Table 26. Employment Retention and Earnings Gains by Service Type

Type of Service	N	Working in 2006			Working in 2006 and 2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Core	469	325	69.3	\$2,021	231	71.1	\$3,018	\$997
Non Core	851	413	48.5	\$1,323	257	62.2	\$2,102	\$779
Core (with Limit)	2,096	1,144	54.6	\$1,565	765	66.9	\$2,778	\$1,213
Total	3,416	1,882	55.1	\$1,564	1,253	66.6	\$2,644	\$1,080

Table 27 shows employment retention and earnings gains for Teens by LWDA. Brazos Valley LWDA had the highest retention at 94.4 percent. Participants from Texoma LWDA had the highest median quarterly earnings in 4Q2008 at \$4,147, and they also had the highest earnings gains, \$2,709.

Table 27. Employment Retention and Earnings Gains by LWDA

LWDA	N	Working in 2006			Working in 2006 and 2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Texoma	14	8	57.1	\$1,438	n/a	50.0	\$4,147	\$2,709
Golden Crescent	27	14	51.9	\$1,953	11	78.6	\$1,718	(\$235)
Concho Valley	30	18	60.0	\$2,147	12	66.7	\$2,866	\$719
Brazos Valley	37	18	48.7	\$1,743	17	94.4	\$3,525	\$1,782
Panhandle	39	25	64.1	\$640	17	68.0	\$1,741	\$1,101
North East Texas	39	20	51.3	\$1,123	10	50.0	\$2,880	\$1,757
North Texas	40	25	62.5	\$1,851	19	76.0	\$3,214	\$1,363
South East Texas	44	32	72.7	\$1,327	22	68.8	\$2,785	\$1,458
Rural Capital	46	23	50.0	\$2,304	13	56.5	\$2,880	\$576
Permian Basin	51	25	49.0	\$1,490	18	72.0	\$2,028	\$538
Central Texas	55	28	50.9	\$920	19	67.9	\$1,692	\$772
Deep East Texas	57	33	57.9	\$1,686	21	63.6	\$1,817	\$131
South Texas	58	36	62.1	\$2,134	26	72.2	\$3,601	\$1,467
West Central	60	35	58.3	\$891	28	80.0	\$1,665	\$774
Middle Rio Grande	73	37	50.7	\$1,407	26	70.3	\$3,371	\$1,964
Heart of Texas	80	46	57.5	\$985	30	65.2	\$1,426	\$441
South Plains	81	49	60.5	\$1,731	32	65.3	\$1,944	\$213
Capital Area	85	51	60.0	\$2,423	35	68.6	\$3,291	\$868
East Texas	109	71	65.1	\$1,614	47	66.2	\$1,967	\$353
Cameron County	109	62	56.9	\$1,531	39	62.9	\$3,102	\$1,571
North Central	116	71	61.2	\$2,086	47	66.2	\$3,245	\$1,159
Coastal Bend	140	66	47.1	\$1,508	48	72.7	\$2,437	\$929
Tarrant County	176	116	65.9	\$1,845	77	66.4	\$2,532	\$687
Upper Rio Grande	189	88	46.6	\$1,344	53	60.2	\$1,796	\$452
Lower Rio Grande Valley	282	135	47.9	\$1,705	94	69.6	\$3,078	\$1,373
Alamo	293	146	49.8	\$1,527	93	63.7	\$2,302	\$775
Dallas	366	201	54.9	\$1,390	131	65.2	\$3,334	\$1,944
Gulf Coast	720	403	56.0	\$1,412	264	65.5	\$2,624	\$1,212
Total	3,416	1,882	55.1	\$1,564	1,253	66.6	\$2,644	\$1,080

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 4Q2006 and 4Q2008 (Table 28). Teen exiters working in the Gasoline Stations sector enjoyed the highest median quarterly earnings at \$3,378, followed by Business Support Services with \$3,167.

Table 28. Top 10 Industries of Employment for Teens Working in 4Q2006 and 4th Quarter 2008

Industry of Employment	N Working	Median Earnings	NAICS Code
Limited-Service Eating Places	183	\$1,692	7222
Employment Services	100	\$1,843	5613
Other General Merchandise Stores	68	\$2,841	4529
Business Support Services	60	\$3,167	5614
Full-Service Restaurants	57	\$1,838	7221
Home Health Care Services	56	\$1,292	6216
Nursing Care Facilities	43	\$3,009	6231
Grocery Stores	36	\$1,800	4451
Gasoline Stations	29	\$3,378	4471
Child Day Care Services	29	\$2,962	6244

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