

**Supplemental Nutrition Assistance Program Employment and Training
2003-2004 Exit Cohort
5-Year Longitudinal Study**

Methodology

The Labor Market and Career Information (LMCI) division of the Texas Workforce Commission (TWC) used 22,707 archived seed records. This was comprised of Food Stamp Employment and Training (now known as the Supplemental Nutrition Assistance Program Employment and Training, or SNAP E&T) participants who exited the program between October 1, 2003 and September 30, 2004.¹ The seed records were linked to TWC Unemployment Insurance (UI) wage records in the 4th quarter of 2004 to determine employment and earnings (baseline measure, 4Q2004). For the longitudinal snapshot, the seed records were linked to the UI wage records for the 4th quarter of 2008 (4Q2008) to determine delayed or long-term program results. 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. The archived seed records were sent to the Texas Higher Education Coordinating Board (THECB) to be linked to Fall 2008 public postsecondary master enrollment records to determine if the former participants are now enrolled in a public postsecondary college or university in Texas. 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).

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 22,188 records retained for analysis in this report.

During the 2003-2004 SNAP E&T program year services were provided to mandatory work registrants. Mandatory work registrants are food stamp recipients who do not meet any of the federal exemption criteria, examples of which are caring for a child less than six years of age, participation in a drug rehabilitation program, or physical disability. Mandatory work registrants consist of two groups: *Able-Bodied Adults Without Dependents (ABAWD)*, and *SNAP E&T General Population*. ABAWD are at least 18 but less than 50 years of age. The receipt of food stamp benefits for ABAWD can be limited for three months out of 36 months if the individuals do not work or participate in SNAP E&T or similar services. SNAP E&T General Population participants are at least 16 but less than 60 years of age and are not classified as an ABAWD.²

Results

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

² [ASALFS Final Report 2005](#)

Table 1 shows employment and earnings by class in 4Q2004 and 4Q2008. SNAP ABAWD participants had the highest employment in 4Q2004 with 49.3 percent employed, and they also had the highest median quarterly earnings with \$2,529. Overall employment for the cohort in 4Q2004 was 48.8 percent with median quarterly earnings of \$2,458.

Five years after exit in 4Q2008, SNAP E&T General Population had the highest employment with 49.0 percent employed, while ABAWD again had the highest median quarterly earnings with \$4,114. Overall employment for the cohort in 4Q2008 was 47.1 percent with median quarterly earnings of \$3,912.

Table 1. Employment and Earnings by Ethnicity

All Working in 4Q2004				
Class	N	N Working	% Working	Median Earnings
ABAWD	10,655	5,253	49.3	\$2,529
E&T General Population	11,533	5,571	48.3	\$2,413
Total	22,188	10,824	48.8	\$2,458
All Working in 4Q2008				
Class	N	N Working	% Working	Median Earnings
ABAWD	10,655	4,802	45.1	\$4,114
E&T General Population	11,533	5,653	49.0	\$3,775
Total	22,188	10,455	47.1	\$3,912

When the results are analyzed by gender, one can see the majority of the cohort is Female (Table 2). Females had the highest employment at 4Q2004 with 49.6 percent, though Males had the highest median quarterly earnings with \$2,809. At the longitudinal snapshot in 2008, 49.5 percent of females were found employed. Male exiters had median quarterly earnings of \$4,732 in 4Q2008.

Table 2. Employment and Earnings by Gender

All Working in 4Q2004				
Gender	N	N Working	% Working	Median Earnings
Male	9,380	4,468	47.6	\$2,809
Female	12,808	6,356	49.6	\$2,287
Total	22,188	10,824	48.8	\$2,458
All Working in 4Q2008				
Gender	N	N Working	% Working	Median Earnings
Male	9,380	4,120	43.9	\$4,732
Female	12,808	6,335	49.5	\$3,515
Total	22,188	10,455	47.1	\$3,912

Excluding those whose ethnicity was unknown, Hawaiian Native or Pacific Islanders had the highest employment percentage in 4Q2004 with 52.0 percent employed (Table 3). Asians had the highest earnings in 4Q2004 with median earnings of \$3,131. In 2008 Hispanics had the largest percentage of participants employed, 50.1 percent, and Hawaiian Native or Pacific Islanders posted the highest median earnings with \$5,426.

Table 3. Employment and Earnings by Ethnicity

All Working in 4Q2004				
Ethnicity	N	N Working	% Working	Median Earnings
Other/Unknown	20	13	65.0	\$1,169
Hawaiian Native or Pacific Islander	25	13	52.0	\$3,086
Asian	93	40	43.0	\$3,131
American Indian	192	85	44.3	\$2,475
White	5,323	2,480	46.6	\$2,669
Black	6,644	3,247	48.9	\$2,462
Hispanic	9,891	4,946	50.0	\$2,359
Total	22,188	10,824	48.8	\$2,458
All Working in 4Q2008				
Ethnicity	N	N Working	% Working	Median Earnings
Other/Unknown	20	10	50.0	\$7,158
Hawaiian Native or Pacific Islander	25	12	48.0	\$5,426
Asian	93	39	41.9	\$4,446
American Indian	192	84	43.8	\$3,892
White	5,323	2,240	42.1	\$4,176
Black	6,644	3,115	46.9	\$3,972
Hispanic	9,891	4,955	50.1	\$3,774
Total	22,188	10,455	47.1	\$3,912

Table 4 shows employment and earnings by service received in 4Q2004 and 4Q2008. The largest number of participants had received the Job Search Assistance service, and that group had the median quarterly earnings in 4Q2004 with \$2,464. Participants receiving the Work Experience / Skill Training service had the highest employment in 4Q2004, with 54.2 percent employed. Participants receiving the Job Search Assistance service had the highest median quarterly earnings for the period with \$2,464.

In 4Q2008, Job Search Assistance recipients had the highest employment with 47.1 percent and median quarterly earnings of \$3,912. Occupational/Vocational Training recipients had the highest median quarterly earnings in 4Q2008 with \$4,284.

Table 4. Employment and Earnings by Service Received

All Working in 4Q2004				
Service Received	N	N Working	% Working	Median Earnings
Non-Vocational Training	21	7	33.3	\$1,618
Work Experience / Skill Training	24	13	54.2	\$2,018
Occupational / Vocational Training	32	13	40.6	\$2,420
Workfare	56	25	44.6	\$1,943
Job Search Assistance	22,055	10,766	48.8	\$2,464
Total	22,188	10,824	48.8	\$2,458
All Working in 4Q2008				
Service Received	N	N Working	% Working	Median Earnings
Non-Vocational Training	21	8	38.1	\$2,877
Work Experience / Skill Training	24	11	45.8	\$3,056
Occupational / Vocational Training	32	13	40.6	\$4,284
Workfare	56	26	46.4	\$3,767
Job Search Assistance	22,055	10,397	47.1	\$3,912
Total	22,188	10,455	47.1	\$3,912

Table 5 shows employment and earnings by Local Workforce Development Area (LWDA). Concho Valley LWDA had the highest percentage of program exiters employed at 4Q2004, with 61.2 percent employed. Rural Capital LWDA had the highest median quarterly earnings, \$3,152. In 4Q2008, Concho Valley LWDA again had the highest employment rate with 57.4 percent employed. Brazos Valley LWDA posted the highest median earnings in 4Q2008 with \$4,535.

Table 5. Employment and Earnings by LWDA

LWDA	N	All Working in 4Q2004			All Working in 4Q2008			
		N Working	% Working	Median Earnings	N	N Working	% Working	Median Earnings
Rural Capital	73	41	56.2	\$3,152	73	32	43.8	\$3,705
North Central	96	42	43.8	\$2,921	96	41	42.7	\$4,220
Capital Area	155	87	56.1	\$2,682	155	85	54.8	\$4,380
Brazos Valley	168	92	54.8	\$2,701	168	88	52.4	\$4,535
Texoma	179	87	48.6	\$2,689	179	75	41.9	\$3,689
Concho Valley	183	112	61.2	\$2,752	183	105	57.4	\$3,745
Central Texas	208	103	49.5	\$1,878	208	77	37.0	\$3,517
South Plains	215	115	53.5	\$2,301	215	111	51.6	\$3,732
Cameron County	216	104	48.2	\$2,240	216	103	47.7	\$3,317
Panhandle	298	156	52.4	\$2,196	298	134	45.0	\$3,824
South East Texas	373	147	39.4	\$2,236	373	150	40.2	\$3,185
North Texas	437	195	44.6	\$2,088	437	175	40.1	\$3,810
Golden Crescent	442	230	52.0	\$2,392	442	224	50.7	\$3,799
West Central	484	258	53.3	\$2,176	484	249	51.5	\$3,343
North East Texas	490	222	45.3	\$2,041	490	194	39.6	\$3,509
Middle Rio Grande	500	247	49.4	\$1,870	500	246	49.2	\$3,019
South Texas	541	297	54.9	\$2,242	541	277	51.2	\$3,447
East Texas	559	272	48.7	\$2,028	559	254	45.4	\$3,774
Heart of Texas	584	275	47.1	\$2,414	584	272	46.6	\$4,049
Permian Basin	958	527	55.0	\$2,544	958	504	52.6	\$4,127
Deep East Texas	1,074	465	43.3	\$2,201	1,074	449	41.8	\$3,429
Coastal Bend	1,090	582	53.4	\$2,196	1,090	568	52.1	\$3,622
Tarrant County	1,093	549	50.2	\$2,933	1,093	481	44.0	\$4,180
Alamo	1,351	806	59.7	\$2,861	1,351	757	56.0	\$4,212
Lower Rio Grande Valley	1,860	809	43.5	\$2,122	1,860	891	47.9	\$3,554
Upper Rio Grande	2,095	875	41.8	\$2,349	2,095	924	44.1	\$3,546
Dallas	2,599	1,305	50.2	\$2,888	2,599	1,203	46.3	\$4,531
Gulf Coast	3,867	1,824	47.2	\$2,794	3,867	1,786	46.2	\$4,518
Total	22,188	10,824	48.8	\$2,458	22,188	10,455	47.1	\$3,912

Employment Services was the most common industry of employment for program exiters working at 4Q2004 (Table 6). Home Health Care Services and Limited-Service Eating Places were the second and third most common industries of employment. Participants employed in the Other General Merchandise Stores sector had the highest median earnings in 4Q2004 with \$2,890.

Table 6. Top 10 Industries of Employment for All Working in 4Q2004

Industry Sector	N Working	Median Earnings	NAICS Code
Employment Services	1,412	\$1,694	5613
Home Health Care Services	882	\$1,346	6216
Limited-Service Eating Places	820	\$1,871	7222
Elementary and Secondary Schools	483	\$2,250	6111
Other General Merchandise Stores	406	\$2,890	4529
Full-Service Restaurants	380	\$1,967	7221
Nursing Care Facilities	252	\$2,723	6231
Gasoline Stations	219	\$2,466	4471
Grocery Stores	216	\$2,125	4451
Traveler Accommodation	207	\$2,148	7211

Table 7 shows the top ten industries of employment for all working in the 4th quarter of 2008. Employment Services was the most common industry sector of employment, followed by Home Health Care Services. Participants employed in the Other General Merchandise Stores sector had the highest median earnings, \$4,269.

Table 7. Top 10 Industries of Employment for All Working in 4Q2008

Industry Sector	N Working	Median Earnings	NAICS Code
Employment Services	880	\$2,754	5613
Home Health Care Services	861	\$2,021	6216
Limited-Service Eating Places	615	\$2,658	7222
Elementary and Secondary Schools	523	\$3,856	6111
Other General Merchandise Stores	381	\$4,269	4529
Full-Service Restaurants	364	\$2,491	7221
Nursing Care Facilities	269	\$3,664	6231
Grocery Stores	220	\$3,447	4451
Traveler Accommodation	210	\$2,893	7211
Gasoline Stations	206	\$3,698	4471

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>

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