

**Trade Adjustment Assistance Program  
2003-2004 Exit Cohort  
5-Year Longitudinal Study**

**Methodology**

The Labor Market and Career Information (LMCI) department of the Texas Workforce Commission (TWC) used 14,786 archived seed records for this study. The seed records were comprised of Trade Adjustment Assistance participants who exited the program between July 1, 2003 and June 30, 2004.<sup>1</sup>

The seed records were linked to TWC Unemployment Insurance (UI) wage records for the 4<sup>th</sup> 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. 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). 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 Bureau of Vital Statistics (TBVS) to determine deaths. Cohort members who were found to be deceased were excluded from this study.

This report will only analyze the group of participants that received training. We are only analyzing the Training Group because the data we received for the TAA group referred to Employment Services did not contain enough information about services received to be useful for analysis, and these individuals are part of the broader Employment Services cohort and are included in data we received for ES and the analysis associated with that data. Table 1 shows the final, usable seed record count by TAA Group.

**Table 1. 2003-2004 TAA Seed Records**

<b>Group</b>	<b>N</b>
Training	10,457
No Training	3,936
<b>Total</b>	<b>14,393</b>

<sup>1</sup> Please reference the *TAA* chapter of the [ASALFS Final Report 2005](#) for more information regarding the seed records used for this report.

**Results**

Table 2 shows that male members of the training group had the highest employment by gender in 4Q2004, as well as 4Q2008. They also had the highest median quarterly earnings in 4Q2004 at \$4,718 and in 4Q2008 with \$6,689. Overall, the Training group had 4Q2004 employment of 69.8 percent with median earnings of \$3,829 and 4Q2008 employment of 67.8 percent with median quarterly earnings of \$5,178.

**Table 2. Employment and Earnings in 4Q2004 and 4Q2008 for Training Group by Gender**

<b>All Working in 4Q2004</b>				
<b>Gender</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Female	2,520	1,743	69.2	\$3,498
Male	1,416	1,003	70.8	\$4,718
<b>Total</b>	<b>3,936</b>	<b>2,746</b>	<b>69.8</b>	<b>\$3,829</b>
<b>All Working in 4Q2008</b>				
<b>Gender</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Female	2,520	1,672	66.4	\$4,579
Male	1,416	995	70.3	\$6,689
<b>Total</b>	<b>3,936</b>	<b>2,667</b>	<b>67.8</b>	<b>\$5,178</b>

When looking at employment and earnings numbers by ethnicity, we see that, of groups of appreciable size, Asians had the highest employment in 4Q2004 at 75.1 percent (Table 3). Blacks had the second-highest employment at 4Q2004 with 73.0 percent, while Whites had the highest median quarterly earnings with \$6,720.

Blacks had the highest employment in 4Q2008 at 70.3 percent, and Whites had the highest median quarterly earnings at \$9,043. Hispanics were the largest ethnic group and they had employment of 67.7 percent with earnings of \$4,707 in 4Q2008.

**Table 3. Employment and Earnings for Training Group by Ethnicity**

<b>All Working in 4Q2004</b>				
<b>Ethnicity</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Unknown	n/a	n/a	50.0	\$6,328
Hawaiian Native or Pacific Islander	6	5	83.3	\$5,806
American Indian	14	9	64.3	\$4,721
Black	148	108	73.0	\$5,870
Asian	269	202	75.1	\$5,783
White	387	263	68.0	\$6,720
Hispanic	3,110	2,158	69.4	\$3,528
<b>Total</b>	<b>3,936</b>	<b>2,746</b>	<b>69.8</b>	<b>\$3,829</b>
<b>All Working in 4Q2008</b>				
<b>Ethnicity</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Unknown	n/a	n/a	50.0	\$7,334
Hawaiian Native or Pacific Islander	6	5	83.3	\$5,936
American Indian	14	7	50.0	\$8,804
Black	148	104	70.3	\$8,723
Asian	269	188	69.9	\$6,774
White	387	257	66.4	\$9,043
Hispanic	3,110	2,105	67.7	\$4,707
<b>Total</b>	<b>3,936</b>	<b>2,667</b>	<b>67.8</b>	<b>\$5,178</b>
Note: Cells with values smaller than 5 are marked "n/a" to protect the privacy of cohort members.				

Training participants receiving Occupational/Vocational training had the highest employment in 4Q2004 at 70.7 percent, according to Table 4. Participants in the Job Search category had the highest median quarterly earnings in 4Q2004 at \$8,597. Occupational/Vocational training recipients had median quarterly earnings of \$3,922.

At the five-year mark in 4Q2008, participants in the Occupational category had the highest rate of employment at 69.8 percent, and Job Search recipients had the highest median quarterly earnings in 4Q2008 at \$14,159.

**Table 4. Employment and Earnings for Training Group by Service Type**

<b>All Working in 4Q2004</b>				
<b>Service Type</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Job Search	19	9	47.4	\$8,597
Basic Education Skills ABE	151	96	63.6	\$3,531
ESL	387	269	69.5	\$4,467
GED	611	415	67.9	\$3,332
Occupational/Vocational	2,768	1,957	70.7	\$3,922
<b>Total</b>	<b>3,936</b>	<b>2,746</b>	<b>69.8</b>	<b>\$3,829</b>
<b>All Working in 4Q2008</b>				
<b>Service Type</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Job Search	19	8	42.1	\$14,159
Basic Education Skills ABE	151	88	58.3	\$4,775
ESL	387	253	65.4	\$5,147
GED	611	386	63.2	\$4,388
Occupational/Vocational	2,768	1,932	69.8	\$5,479
<b>Total</b>	<b>3,936</b>	<b>2,667</b>	<b>67.8</b>	<b>\$5,178</b>

Table 5 shows the top ten industries of employment in 4Q2004 by 4-digit NAICS code. We see that Employment Services was the most common industry sector of employment in 4Q2004. Those participants working in the General Freight Trucking sector posted the highest median quarterly earnings in 4Q2004 at \$5,944.

**Table 5. Top 10 Industries of Employment for AI Working in 4Q2004**

Industry Sector	N Working	Median Earnings	NAICS Code
Employment Services	332	\$3,667	5613
Vocational Rehabilitation Services	292	\$3,716	6243
Home Health Care Services	249	\$2,237	6216
Elementary and Secondary Schools	127	\$3,067	6111
Nursing Care Facilities	100	\$3,261	6231
Offices of Physicians	90	\$3,927	6211
General Freight Trucking	67	\$5,944	4841
General Medical and Surgical Hospitals	67	\$5,306	6221
Other General Merchandise Stores	66	\$3,742	4529
Cut and Sew Apparel Manufacturing	64	\$4,202	3152

Table 6 shows the top ten industries of employment for participants found working in 4Q2008. Home Health Care Services was the most common industry of employment, while Elementary and Secondary Schools was the second most common industry sector between 4Q2004 and 4Q2008. General Freight Trucking had the highest median quarterly earnings in 4Q2008 at \$8,658.

**Table 6. Top 10 Industries of Employment for All Working in 4Q2008**

Industry Sector	N Working	Median Earnings	NAICS Code
Home Health Care Services	234	\$3,317	6216
Elementary and Secondary Schools	182	\$4,830	6111
Employment Services	157	\$4,290	5613
Vocational Rehabilitation Services	115	\$3,951	6243
General Medical and Surgical Hospitals	93	\$6,394	6221
Other General Merchandise Stores	89	\$4,920	4529
Nursing Care Facilities	89	\$4,299	6231
Offices of Physicians	76	\$5,757	6211
General Freight Trucking	62	\$8,658	4841
Warehousing and Storage	61	\$5,398	4931

### References

Texas Workforce Commission Annual Report 2008. <http://www.twc.state.tx.us/news/ar08.pdf>

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<http://www.twc.state.tx.us/svcs/taa/taarpt08.pdf>

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