

**Workforce Investment Act
2003-2004 Exit Cohort
5-Year Longitudinal Study**

Methodology

There were 39,114 archived seed records of WIA exiters from Program Year 2004 (PY2004).¹ The seed records were linked to TWC Unemployment Insurance (UI) wage records for the 4th quarter of 2004 (4Q2004) to determine initial employment and earnings (baseline measure) and again in the 4th quarter of 2008 (4Q2008) 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 Bureau of Vital Statistics (TBVS) to determine 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 deceased during the study years were excluded from analysis. After all exclusions, there were 38,273 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.

¹ Program Year 2004 begins on July 1, 2003 and ends on June 30th, 2004.

Results

Excluding Unknowns, Table 1 shows female participants having the highest employment in 4Q2004 at 70.1 percent. Males had the highest median quarterly earnings in 4Q2004 at \$5,338. Overall employment for the cohort was 68.4 percent in 4Q2004 with median quarterly earnings of \$4,656.

Males and Females both experienced a higher percentage of individuals employed in 4Q2008 than they had in 4Q2004. Female participants still had the highest employment percentage overall with 72.0 percent, and males again posted the highest median quarterly earnings in 4Q2008 with \$7,342. The cohort had an employment rate of 71.4 percent with median quarterly earnings of \$6,230 at the five-year mark.

Table 1. Employment and Earnings by Gender

All Working in 4Q2004				
Gender	N	N Working	% Working	Median Earnings
Unknown	127	110	86.6	\$4,840
Male	15,593	10,244	65.7	\$5,338
Female	22,553	15,809	70.1	\$4,285
Total	38,273	26,163	68.4	\$4,656
All Working in 4Q2008				
Gender	N	N Working	% Working	Median Earnings
Unknown	127	105	82.7	\$6,252
Male	15,593	10,983	70.4	\$7,342
Female	22,553	16,240	72.0	\$5,654
Total	38,273	27,328	71.4	\$6,230

Table 2 shows employment and earnings across both target quarters by ethnicity. Hawaiian Native or Pacific Islanders had the highest employment in 2004 with 87.2 percent of participants employed, followed by Unknowns with 83.5 percent employment. Whites had the highest median quarterly earnings in 4Q2004 excluding unknowns with \$6,247.

Hawaiian Native or Pacific Islanders, excluding unknowns, had the highest employment rate in 4Q2008 at 76.9 percent, while Asians the highest median quarterly earnings in 4Q2008 at \$8,732. Whites had the second-highest median quarterly earnings with \$8,530.

Table 2. Employment and Earnings by Ethnicity

All Working in 4Q2004				
Ethnicity	N	N Working	% Working	Median Earnings
Hawaiian Native or Pacific Islander	39	34	87.2	\$5,770
American Indian	126	85	67.5	\$4,805
Asian	388	289	74.5	\$6,091
Unknown	2,074	1,731	83.5	\$7,471
Black	9,454	5,620	59.5	\$3,812
White	10,286	7,678	74.7	\$6,247
Hispanic	15,906	10,726	67.4	\$3,862
Total	38,273	26,163	68.4	\$4,656
All Working in 4Q2008				
Ethnicity	N	N Working	% Working	Median Earnings
Hawaiian Native or Pacific Islander	39	30	76.9	\$7,717
American Indian	126	77	61.1	\$6,623
Asian	388	278	71.7	\$8,732
Unknown	2,074	1,660	80.0	\$8,750
Black	9,454	6,529	69.1	\$5,256
White	10,286	7,346	71.4	\$8,530
Hispanic	15,906	11,408	71.7	\$5,353
Total	38,273	27,328	71.4	\$6,230

Table 3 shows that WIA participants receiving Adult grants had the highest employment in 4Q2004 at 77.9 percent, followed by Dislocated grant recipients at 77.2 percent employed. Dislocated grant recipients also had the highest median quarterly earnings in 4Q2004 with \$5,392, excluding unknowns.

Excluding unknowns, Dislocated grant recipients also had the highest employment in 4Q2008 with 73.3 percent employed, followed by Adult grant recipients with 72.6 percent employment. Dislocated grant recipients also had the highest median quarterly earnings in 4Q2008 with \$7,284.

Table 3. Employment and Earnings by Grant Type

All Working in 4Q2004				
Grant Type	N	N Working	% Working	Median Earnings
Unknown	2,184	1,554	71.2	\$7,991
Dislocated	9,758	7,529	77.2	\$5,392
Youth	10,563	4,794	45.4	\$1,892
Adult	15,768	12,286	77.9	\$5,065
Total	38,273	26,163	68.4	\$4,656
All Working in 4Q2008				
Grant Type	N	N Working	% Working	Median Earnings
Unknown	2,184	1,819	83.3	\$9,231
Dislocated	9,758	7,157	73.3	\$7,284
Youth	10,563	6,902	65.3	\$3,860
Adult	15,768	11,450	72.6	\$6,991
Total	38,273	27,328	71.4	\$6,230

Table 4 shows employment and earnings by local workforce development area (LWDA). The Texoma LWDA had the highest employment in 4Q2004 at 91.4 percent, followed most closely by Golden Crescent LWDA with 86.6 percent employed in 2004. Texoma LWDA also had the highest median quarterly earnings in 4Q2004 at \$9,024 followed by Golden Crescent LWDA with earnings of \$7,680. Texoma LWDA had the highest employment in 4Q2008 with 85.4 percent employed and the highest median quarterly earnings with \$10,947.

Table 4. 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
Alamo	2,717	1,745	64.2	\$4,518	2,717	1,835	67.5	\$5,803
Brazos Valley	221	137	62.0	\$2,951	221	147	66.5	\$5,157
Cameron County	1,362	875	64.2	\$3,310	1,362	996	73.1	\$4,661
Capital Area	460	329	71.5	\$5,499	460	306	66.5	\$6,743
Central Texas	417	251	60.2	\$3,812	417	287	68.8	\$5,087
Coastal Bend	1,309	972	74.3	\$4,964	1,309	950	72.6	\$7,181
Concho Valley	79	55	69.6	\$3,383	79	58	73.4	\$5,611
Dallas	3,288	1,845	56.1	\$5,627	3,288	2,180	66.3	\$6,199
Deep East Texas	935	676	72.3	\$4,796	935	665	71.1	\$6,471
East Texas	1,750	1,105	63.1	\$6,000	1,750	1,349	77.1	\$7,284
Golden Crescent	500	433	86.6	\$7,680	500	421	84.2	\$10,519
Gulf Coast	9,229	6,700	72.6	\$5,225	9,229	6,619	71.7	\$7,479
Heart of Texas	387	249	64.3	\$4,986	387	285	73.6	\$6,667
Lower Rio Grande Valley	2,391	1,563	65.4	\$3,098	2,391	1,697	71.0	\$4,591
Middle Rio Grande	891	410	46.0	\$2,437	891	671	75.3	\$4,319
North Central	1,075	844	78.5	\$5,428	1,075	806	75.0	\$7,256
North East Texas	1,152	880	76.4	\$6,254	1,152	852	74.0	\$7,498
North Texas	380	262	69.0	\$4,792	380	272	71.6	\$6,521
Panhandle	157	129	82.2	\$6,093	157	118	75.2	\$8,781
Permian Basin	345	274	79.4	\$4,697	345	268	77.7	\$7,480
Rural Capital	271	214	79.0	\$6,825	271	198	73.1	\$8,371
South East Texas	751	385	51.3	\$4,024	751	498	66.3	\$4,808
South Plains	970	807	83.2	\$5,640	970	797	82.2	\$7,470
South Texas	774	627	81.0	\$4,252	774	621	80.2	\$5,385
Tarrant County	1,009	686	68.0	\$4,258	1,009	711	70.5	\$6,189
Texoma	451	412	91.4	\$9,024	451	385	85.4	\$10,947
Unknown	1,804	1,191	66.0	\$4,043	1,804	1,209	67.0	\$5,504
Upper Rio Grande	2,762	1,837	66.5	\$3,398	2,762	1,830	66.3	\$4,488
West Central	436	270	61.9	\$3,645	436	297	68.1	\$5,188
Total	38,273	26,163	68.4	\$4,656	38,273	27,328	71.4	\$6,230

For exit cohort members employed in 4Q2004, 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 General Medical and Surgical Hospitals industry had the highest median quarterly earnings at \$8,454.

Table 5. Top 10 Industries of Employment by 4-Digit NAICS at 4Q2004

Industry Sector	N Working	Median Earnings	NAICS Code
Employment Services	1,867	\$3,601	5613
General Medical and Surgical Hospitals	1,696	\$8,454	6221
Elementary and Secondary Schools	1,686	\$4,449	6111
Limited-Service Eating Places	1,249	\$1,450	7222
Home Health Care Services	754	\$2,520	6216
Nursing Care Facilities	679	\$3,909	6231
Offices of Physicians	588	\$5,225	6211
Other General Merchandise Stores	587	\$3,327	4529
Executive, Legislative, and Other General Government Support	575	\$6,245	9211
Grocery Stores	485	\$2,147	4451

Elementary and Secondary Schools was the most common industry of employment for WIA exiters employed in 4Q2008 (see Table 6). Participants working in the General Medical and Surgical Hospitals industry had the highest median quarterly earnings, this time at \$10,358.

Table 6. Top 10 Industries of Employment by 4-Digit NAICS at 4Q2008

Industry Sector	N Working	Median Earnings	NAICS Code
Elementary and Secondary Schools	1,843	\$5,689	6111
Employment Services	1,555	\$4,284	5613
General Medical and Surgical Hospitals	1,462	\$10,358	6221
Home Health Care Services	888	\$3,535	6216
Limited-Service Eating Places	776	\$2,488	7222
Executive, Legislative, and Other General Government Support	724	\$7,899	9211
Other General Merchandise Stores	683	\$4,220	4529
Nursing Care Facilities	650	\$5,346	6231
Offices of Physicians	626	\$6,674	6211
Business Support Services	462	\$4,507	5614

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