

**Choices
2007-2008 Exit Cohort**

In Texas the Temporary Assistance for Needy Families (TANF) employment and training program is named “Choices.” It includes a wide range of provisions designed to encourage and help individuals make the transition from welfare to work. The goal of Choices is to end the dependence of needy parents on public assistance by promoting job preparation, work, and marriage.

Texas has been a leader in welfare reform with a strong work first message and the full family sanction of all TANF cash benefits for noncompliance with work requirements has motivated many TANF applicants and recipients to seek employment. The full-family sanction terminates the entire family’s TANF grant and is not restored until the adult recipient becomes compliant. Welfare reform in Texas enforces the importance of working, the temporary nature of public assistance, and the belief that parents are responsible for the care and well being of their families.

The results of the stricter sanctions have been dramatic. The percentage of adults under sanctions every month has dropped dramatically, while the percentage of adults participating in work activities has climbed. The stronger sanctions have created an incentive for more responsible behavior, driving greater compliance with work requirements to ensure clients earn the full benefit for their family. As a result of welfare reform and the emphasis on work, Texas has been a leader among the states for moving people off welfare and into the workplace.

Since fiscal year (FY) 2002, states have been required to have 50 percent of all families engaged in a work activity for at least 30 hours per week, and 90 percent of two-parent families engaged in a work activity for at least 35 hours per week. The participation rate requirement is reduced by the caseload reduction in the prior year, excluding reductions due to the Federal law or States changes in eligibility. The Deficit Reduction Act of 2005 (DRA) replaced the caseload reduction credit base year from FY 1995 to FY 2005. Without the benefit of a built-up credit, states must place half of all cases with adults and 90 percent of two-parent families in work activities. To the extent that states succeed in reducing caseloads, they will receive credit for reductions after FY 2005. Families receiving assistance in separate state programs funded with qualified State maintenance-of-effort expenditures that were previously excluded from the participation rates, are also now included in the work participation rate.

States are required to establish and maintain work participation verification procedures, which must be reviewed by the U.S. Department of Health and Human Services (HHS) and are subject to a new penalty of one to five percent for failure to establish or comply with these procedures. The DRA also increased the levels of support for child care through the Child Care and Development Fund from \$4.8 billion to \$5 billion per year for five years, totaling \$1 billion.

Methodology

The Labor Market and Career Information (LMCI) department of TWC received 290,674 duplicate seed records for the 2008 Choices program year (October 1, 2007 to September 30, 2008) from The Workforce Information System of Texas (TWIST). 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. We grouped the records by SSN and service code and then deleted the records with service codes not used by the Choices program. This left us with 34,064 usable duplicate seed records. The seed records were then separated into “Core,” “Non-Core,” or “Core (with Limit)” depending on the services provided. The seed records were also separated into three activities: Employment, Education, and Training. Once that was complete, the records were unduplicated by SSN and by activity. If a participant appeared in more than one activity, the record for the activity of priority was retained and other record was deleted. The Choices program serves two populations, Adults and Teens, and activities are prioritized differently for each group. The priority activity for Adults is Employment, followed by Training, and then Education. The priority activity for Teens is Education, followed by Employment, and then Training.

After removing the duplicate records by activity, we were left with 31,353 records. Individuals found earning more than \$25,000 in the snapshot quarter were identified and these records were removed from analysis, based on the likelihood of inaccurate wage record data and to reduce the possibility of inappropriately skewing statistical measures of central tendency. This left 31,301 usable, unique records for the Choices exit cohort.

The seed records were then linked to the UI Wage Records database for the 4th quarter of 2008 to determine employment and earnings. Earnings were summed across unique SSN and the 4-digit North American Industry Classification System (NAICS) code of the employer that paid the most wages was retained for analysis.

Supplemental employment linkages were performed with the Federal Employment Data Exchange System (FEDES), which includes the U.S. Department of Defense (DOD), the U.S. Office of Personnel Management (OPM), and the U.S. Postal Service (USPS).

The seed records were also sent to the Texas Higher Education Coordinating Board (THECB) for linkage to the postsecondary master enrollment records for the fall semester of 2008. This linkage is used to locate any former Choices program participants who are pursuing higher education at a postsecondary institution in Texas and therefore may not be found working.

Finally, the seed records were linked to the Texas Bureau of Vital Statistics (TBVS) in order to determine if any former program participants were deceased. All records with positive matches have been excluded from subsequent analysis. The remaining 37,403 records were used for analysis in this report.

Results

We can see in Table 1 employment and earnings for the entire Choices cohort by group. Each side of the table has been sorted independently of the other, with the overall cohort total included in the sort. This allows for the ranked display of two different pieces of information in the same table, and it also allows us to see how the groups compared to the total employment and earnings. As in previous years, the Choices cohort is overwhelmingly comprised of adults, which is why the percentage of employed adults (55.3%) is a close approximation of the overall cohort employment, 55.1 percent. The earnings data are also quite similar. Overall median earnings for the cohort were \$2,693 in 4th Qtr. 2008.

Table 1. Employment and Earnings by Choices Group

% Working	N	Choices Group		N	Median Earnings
55.3	30,282	Adult		Adult	\$2,736
55.1	31,301	Total		Total	\$2,693
49.3	1,019	Teen		Teen	\$1,549

Just as the Choices cohort is overwhelmingly adult, it is also overwhelmingly female in composition (Table 2). Females had the highest overall employment percentage for the quarter at 55.5 percent. Excluding unknowns, males had the highest median quarterly earnings during the study period with \$4,031.

Table 2. Employment and Earnings by Gender

% Working	N	Gender		N	Median Earnings
55.5	28,191	Female		Unknown	n/a
55.1	31,301	Total		Male	\$4,031
51.4	3,108	Male		Total	\$2,693
50.0	n/a	Unknown		Female	\$2,598

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

Black program participants, with employment of 56.3 percent, had the highest employment of any racial sub-group and also had a higher working percentage than the overall cohort (Table 3). Whites, the largest racial sub-group, had employment of 54.2 percent. Asians had the highest median quarterly earnings in 4th Qtr. 2008 with \$3,850. All racial sub-groups except the two largest had earnings greater than the overall cohort earnings.

Table 3. Employment and Earnings by Race (without Regard to Ethnicity)

% Working	N	Race		N	Median Earnings	
56.3	12,039	Black		Asian	247	\$3,850
55.3	5,544	Other/Unknown		Hawaiian Native or Pacific Islander	96	\$3,178
55.1	31,301	Total		Other/Unknown	5,544	\$2,885
54.8	383	American Indian		American Indian	383	\$2,842
54.2	12,992	White		Total	31,301	\$2,693
49.0	96	Hawaiian Native or Pacific Islander		White	12,992	\$2,647
43.7	247	Asian		Black	12,039	\$2,622

Table 4 displays employment and earnings by education level at entrance into the Choices program for the entire cohort. A majority of participants entered the program with a high school diploma or the equivalent (23,780, or 76.0% of the cohort). Participants entering with a baccalaureate degree or above had the best labor market outcomes during the target quarter, with employment at 62.7 percent, median earnings of \$5,395.

Table 4. Employment and Earnings by Education at Entry

% Working	N	Education at Entry		N	Median Earnings	
62.7	442	BA and above		BA and above	442	\$5,395
61.9	5,339	More than HS		More than HS	5,339	\$3,483
55.1	31,301	Total		No grade	108	\$2,850
54.1	23,780	High School/GED		Total	31,301	\$2,693
49.1	108	No grade		High School/GED	23,780	\$2,525
46.5	1,632	Elementary/ESL		Elementary/ESL	1,632	\$2,275

Table 5 shows employment and earnings for Choices participants involved in Core, Non-Core, and Core (with Limit) activities. The majority of Choices participants were involved in Core (with Limit) activities. Some activities included in the Core (with Limit) category are: Occupational/Vocational Training; Job Search Assistance/Job Search; and Job Readiness/Pre-Employment Skills. Participants in the Core category had the highest employment, 63.7 percent, and the highest median earnings with \$3,083.

Table 5. Employment and Earnings by Core Category

% Working	N	Core Category		N	Median Earnings
63.7	4,986	Core		4,986	\$3,083
55.1	31,301	Total		31,301	\$2,693
53.8	25,718	Core (with Limit)		25,718	\$2,622
39.9	597	Non Core		597	\$1,499

As we would expect to see, the majority of Choices participants were involved in an Employment activity (Table 6). Employment is the top priority for adult participants, who make up 96.7% of the Choices cohort (Table 1). Employment activity participants had the highest employment at 55.6 percent, and the highest median quarterly earnings with \$2,718.

Table 6. Employment and Earnings by Activity

% Working	N	Activity		N	Median Earnings
55.6	30,334	Employment		30,334	\$2,718
55.1	31,301	Total		31,301	\$2,693
44.0	377	Training		377	\$2,008
39.7	590	Education		590	\$1,499

Table 7 shows employment and earnings for the Choices cohort by Local Workforce Development Area (LWDA). Concho Valley LWDA showed the highest employment in 4th Qtr. 2008 with 67.1 percent employed. Capital Area LWDA had the highest median quarterly earnings in 4th Qtr. 2008 at \$3,160. The Gulf Coast LWDA had the largest percentage of participants (26.9%), with 52.8 percent employment and median earnings of \$2,751.

Table 7. Employment and Earnings by LWDA

% Working	N	LWDA		N	Median Earnings	
67.1	146	Concho Valley		Capital Area	1,167	\$3,160
66.3	753	South Plains		Tarrant County	1,799	\$3,068
64.1	234	North Texas		Permian Basin	347	\$3,035
64.0	347	Permian Basin		Dallas	2,957	\$2,972
63.8	365	Heart of Texas		Rural Capital	650	\$2,938
62.0	200	Golden Crescent		North Central	1,079	\$2,880
59.9	650	Rural Capital		Texoma	86	\$2,847
59.2	404	West Central		Gulf Coast	8,429	\$2,751
59.1	1,167	Capital Area		South Texas	551	\$2,736
58.6	551	South Texas		Cameron County	949	\$2,710
58.5	453	Panhandle		Lower Rio Grande Valley	1,968	\$2,700
58.2	727	East Texas		Total	31,301	\$2,693
56.8	271	Brazos Valley		Panhandle	453	\$2,686
56.8	900	Coastal Bend		Central Texas	709	\$2,661
56.5	1,799	Tarrant County		Alamo	2,619	\$2,642
55.3	570	Southeast Texas		Upper Rio Grande	1,663	\$2,601
55.1	31,301	Total		Middle Rio Grande	459	\$2,581
54.6	949	Cameron County		East Texas	727	\$2,570
54.5	470	Deep East Texas		Brazos Valley	271	\$2,508
54.3	1,079	North Central		Coastal Bend	900	\$2,454
54.3	709	Central Texas		North East Texas	376	\$2,418
54.0	2,619	Alamo		Golden Crescent	200	\$2,414
53.8	459	Middle Rio Grande		Heart of Texas	365	\$2,374
53.7	1,663	Upper Rio Grande		North Texas	234	\$2,366
53.3	2,957	Dallas		Southeast Texas	570	\$2,274
52.9	376	North East Texas		Concho Valley	146	\$2,258
52.8	8,429	Gulf Coast		West Central	404	\$2,258
52.6	1,968	Lower Rio Grande Valley		South Plains	753	\$2,207
48.8	86	Texoma		Deep East Texas	470	\$2,170

The Status-in-Group (SIG) code is used to identify two-parent households. Two-parent households are comprised of the caretaker and the second parent. Both adults in the two-parent household are responsible for meeting the work requirements. One or both adults may contribute hours to meet the total two-parent household work requirement. If the household does not meet the two-parent household work requirements, both adults will be penalized, with the following exceptions: (1) exempt adults or (2) adults with good cause status shall not be penalized.¹

Persons coded as Caretaker had the highest employment percentage by SIG code, with 55.8 percent employed (Table 8). As would be expected, Caretakers are the largest SIG code subset. Second Parents had the highest median earnings over the study period with \$3,907.

Table 8. Employment and Earnings by Status-in-Group (SIG)

% Working	N	Status in Group (SIG)		N	Median Earnings	
55.8	24,446	Caretaker		Second Parent	1,398	\$3,907
55.1	31,301	Total		Total	31,301	\$2,693
53.6	5,285	Other		Caretaker	24,446	\$2,669
50.5	1,398	Second Parent		Other	5,285	\$2,607
44.8	172	Certified Child		Certified Child	172	\$1,974

¹ Texas Workforce Commission, Workforce Development Letter WD 35-01, September 17, 2001.

Job Search Assistance/Job Search was the service most frequently provided to Choices program participants, and employment for participants in that category was 54.1 percent (Table 9). Unsubsidized Employment was the only service group containing more than 100 participants to have employment greater than the total, with employment of 65.8 percent for the quarter. Participants receiving Unsubsidized Employment had the highest median quarterly earnings in 4th Qtr. 2008 with \$3,163. Participants receiving Job Search Assistance/Job Search had median earnings of \$2,624.

Table 9. Employment by Service Received

% Working	N	Service		N	Median Earnings	
100.0	n/a	On-the-Job Training		Unsubsidized Employment	4,611	\$3,163
69.2	13	Job Creation/ Subsidized Work		On-the-Job Training	n/a	\$3,042
65.8	4,611	Unsubsidized Employment		Occupational/Vocational Training	222	\$2,822
55.1	31,301	Total		Total	31,301	\$2,693
54.1	24,230	Job Search Assistance/ Job Search		Job Search Assistance/ Job Search	24,230	\$2,624
50.0	8	Non-Work-based Literacy		Job Readiness/ Pre-Employment Skills	1,266	\$2,558
49.8	1,266	Job Readiness/ Pre-Employment Skills		Job Creation/Subsidized Work	13	\$2,462
49.1	222	Occupational/Vocational Training		Basic Educational Skills/ABE	73	\$2,432
43.7	426	High School		Community Service	214	\$1,834
38.5	13	Job Skills/Training		High School	426	\$1,499
38.3	214	Community Service		Work Experience/ Skills Training	138	\$1,288
37.0	138	Work Experience/ Skills Training		GED	79	\$994
34.2	79	GED		Non-Work-based Literacy	8	\$809
23.3	73	Basic Educational Skills/ABE		Job Skills/Training	13	\$359
n/a	n/a	Life Skills		Life Skills	n/a	n/a
n/a	n/a	Middle School		Middle School	n/a	n/a
n/a	n/a	English as a Second Language		English as a Second Language	n/a	n/a
n/a	n/a	Work-based Literacy		Work-based Literacy	n/a	n/a
n/a	n/a	Education - Other		Education - Other	n/a	n/a

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

Limited-Service Eating Places was the most common industry of employment for program exiters in 4th Qtr. 2008, according to Table 10. Employment Services was the second most common sector, followed by Home Health Care Services. Program exiters working in the Business Support Services industry had the highest median quarterly earnings in the target quarter with \$3,325. Participants employed in the Elementary and Secondary Schools industry had the second highest median quarterly earnings with \$3,145.

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

Industry of Employment	N Working	Median Earnings	NAICS Code
Limited-Service Eating Places	1,823	\$1,780	7222
Employment Services	1,633	\$2,319	5613
Home Health Care Services	999	\$1,602	6216
Other General Merchandise Stores	802	\$2,523	4529
Full-Service Restaurants	696	\$1,947	7221
Nursing Care Facilities	642	\$3,047	6231
Business Support Services	594	\$3,325	5614
Elementary and Secondary Schools	545	\$3,145	6111
Child Day Care Services	482	\$2,560	6244
Grocery Stores	474	\$2,226	4451

Table 11 shows the Classification of Instructional Programming (CIP) titles of the top 10 areas of enrollment for program participants who were found enrolled in postsecondary education during the fall semester of 2008. A majority of participants who were found in school were receiving instruction in the Liberal Arts and Sciences, General Studies and Humanities instructional area. Nursing was a close second and Criminal Justice and Corrections was a distant third.

Table 11. Top 10 Areas of Enrollment, by 6-digit CIP Code, for All Participants Enrolled in Postsecondary Education in the Fall Semester 2008

CIP Title	N
Liberal Arts and Sciences, General Studies and Humanities	288
Nursing	237
Criminal Justice and Corrections	90
Undeclared	65
Multi-/Interdisciplinary Studies, Other	62
Business Administration, Management and Operations	56
Business Operations Support and Assistant Services	52
Human Development, Family Studies, and Related Services	46
Health and Medical Administrative Services	40
Allied Health Diagnostic, Intervention, and Treatment Professions	39

Table 12 shows the ten postsecondary institutions with the largest number of program participants found enrolled in the fall semester of 2008. Houston Community College had the largest number of exiters enrolled, followed by South Texas College. Austin Community College rounded out the top three.

Table 12. Top 10 Postsecondary Institutions with the Highest Number of Participants Enrolled in the Fall Semester 2008

Institution	N
Houston Community College	115
South Texas College	69
Austin Community College	61
St. Philip's College	46
El Paso Community College Dist	46
DCCCD El Centro College	43
San Antonio College	39
Tarrant Co South Campus	33
Laredo Community College	32
Texas Southern University	31

Adults

Table 13 shows that in 4th Qtr. 2008 adult Females had the highest employment rate at 55.8 percent, while Male participants had the highest median earnings with \$4,078. Overall employment for the Adult portion of the cohort in 4th Qtr. 2008 was 55.3 percent, with median quarterly earnings of \$2,736.

Table 13. Employment and Earnings by Gender

% Working	N	Gender		N	Median Earnings
55.8	27,207	Female	Unknown	n/a	\$5,471
55.3	30,282	Total	Male	3,073	\$4,078
51.3	3,073	Male	Female	27,207	\$2,641
50.0	n/a	Unknown	Total	30,282	\$2,736

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

Blacks had the highest employment in 4th Qtr. 2008 (Table 14) at 56.4 percent, followed by American Indians at 55.1 percent (excluding Other/Unknown). Asians posted the highest median quarterly earnings in 4th Qtr. 2008 at \$3,850. Whites, the largest adult ethnic subgroup, had median earnings of \$2,681. Blacks, the second largest group, had median earnings of \$2,666.

Table 14. Employment and Earnings by Race (without Regard to Ethnicity)

% Working	N	Race		N	Median Earnings	
56.4	11,638	Black		Asian	241	\$3,850
55.6	5,334	Other/Unknown		Hawaiian Native or Pacific Islander	95	\$3,178
55.3	30,282	Total		Other/Unknown	5,334	\$2,962
55.1	374	American Indian		American Indian	374	\$2,945
54.4	12,600	White		Total	30,282	\$2,736
49.5	95	Hawaiian Native or Pacific Islander		White	12,600	\$2,681
44.8	241	Asian		Black	11,638	\$2,666

Table 15 shows employment and earnings by education level at entrance into the Choices program for adults. Most adults entered the program with a high school diploma or the equivalent. Those participants entering with a baccalaureate degree or above fared best during the target quarter; that group had employment at 62.7 percent and median earnings of \$5,395. Participants with a high school diploma or the equivalent had median earnings of \$2,576.

Table 15. Employment and Earnings by Education at Entry

% Working	N	Education at Entry		N	Median Earnings	
62.7	442	BA and above		BA and above	442	\$5,395
61.9	5,326	More than HS		More than HS	5,326	\$3,489
55.3	30,282	Total		No grade	107	\$2,850
54.2	22,859	High School/GED		Total	30,282	\$2,736
49.5	107	No grade ²		High School/GED	22,859	\$2,576
47.4	1,548	Elementary/ESL		Elementary/ESL	1,548	\$2,309

² The term "No grade" reflects a lack of data in the seed record file.

Table 16 shows the number of Adult Choices participants involved in the Core, Core (with Limit), and Non-Core categories. The majority of 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 4th Qtr. 2008, with 63.9 percent working and median quarterly earnings of \$3,137.

Table 16. Employment and Earnings by Core Category

% Working	N	Core Category		N	Median Earnings
63.9	4,869	Core		4,869	\$3,137
55.3	30,282	Total		30,282	\$2,736
53.8	25,198	Core (with Limit)		25,198	\$2,646
42.3	215	Non Core		215	\$2,137

Adults in the Employment activity had the highest employment at 55.6 percent (Table 17), as well as the highest median quarterly earnings in 4th Qtr. 2008 with \$2,747. Most adult participants were in the Employment activity, which is the priority activity for adults.

Table 17. Employment and Earnings by Activity

% Working	N	Activity		N	Median Earnings
55.6	29,717	Employment		29,717	\$2,747
55.3	30,282	Total		30,282	\$2,736
43.4	357	Training		208	\$2,137
41.8	208	Education		357	\$2,039

Table 18 shows employment and earnings for adult Choices participants, by Local Workforce Development Area (LWDA). Adults in the South Plains LWDA showed the highest employment in 4th Qtr. 2008 with 66.7 percent employed. Capital Area LWDA had the highest median quarterly earnings in 4th Qtr. 2008 at \$3,179. As with the cohort overall, a majority of adult Choices exiters came from the Gulf Coast LWDA, which had 52.8 percent employment during the study period, with median earnings of \$2,826.

Table 18. Employment and Earnings by LWDA

% Working	N	LWDA		N	Median Earnings
66.7	729	South Plains	Capital Area	1,147	\$3,179
66.4	140	Concho Valley	Tarrant County	1,756	\$3,113
65.2	227	North Texas	Permian Basin	331	\$3,078
65.0	331	Permian Basin	Dallas	2,863	\$3,049
64.7	357	Heart of Texas	Rural Capital	630	\$2,984
62.3	191	Golden Crescent	North Central	1,049	\$2,922
59.4	630	Rural Capital	Texoma	85	\$2,847
59.4	1,147	Capital Area	Gulf Coast	8,162	\$2,826
59.2	397	West Central	South Texas	529	\$2,751
59.2	529	South Texas	Total	30,282	\$2,736
			Lower		
58.3	439	Panhandle	Rio Grande Valley	1,868	\$2,734
58.2	699	East Texas	Cameron County	911	\$2,721
56.9	870	Coastal Bend	Alamo	2,553	\$2,707
56.5	1,756	Tarrant County	Panhandle	439	\$2,695
55.9	261	Brazos Valley	Central Texas	692	\$2,688
55.7	911	Cameron County	Upper Rio Grande	1,595	\$2,633
55.3	30,282	Total	Golden Crescent	191	\$2,629
55.3	1,049	North Central	Middle Rio Grande	437	\$2,627
55.2	437	Middle Rio Grande	East Texas	699	\$2,619
54.8	553	Southeast Texas	North East Texas	357	\$2,546
54.6	357	North East Texas	Brazos Valley	261	\$2,532
54.4	454	Deep East Texas	Coastal Bend	870	\$2,460
54.4	2,553	Alamo	Heart of Texas	357	\$2,374
54.2	692	Central Texas	North Texas	227	\$2,366
53.7	1,595	Upper Rio Grande	Southeast Texas	553	\$2,311
53.3	2,863	Dallas	Concho Valley	140	\$2,264
		Lower			
53.1	1,868	Rio Grande Valley	West Central	397	\$2,258
52.8	8,162	Gulf Coast	South Plains	729	\$2,220
49.4	85	Texoma	Deep East Texas	454	\$2,180

A majority of adult Choices participants were classified as Caretakers (Table 19), with employment of 55.9 percent. Second Parents had the highest median quarterly earnings in 4th Qtr. 2008 with \$3,929. Caretakers had median quarterly earnings of \$2,699.

Table 19. Employment and Earnings by Status-in-Group (SIG)

% Working	N	Status in Group (SIG)		N	Median Earnings	
55.9	23,887	Caretaker		Second Parent	1,372	\$3,929
55.3	30,282	Total		Total	30,282	\$2,736
54.2	4,872	Other		Other	4,872	\$2,717
50.5	1,372	Second Parent		Caretaker	23,887	\$2,699
43.7	151	Certified Child		Certified Child	151	\$2,095

When reviewing post-exit labor market outcomes by service received, we see that, excluding groups with cell sizes too small to display, adults receiving the Job Creation/Subsidized Work service had the highest employment in 4th Qtr. 2008 with 75.0 percent employed (Table 20). The majority of Adult Choices participants received the Job Search Assistance/Job Search service, which we would expect to see since Employment is the top priority for Choices Adults. That group had 54.0 percent employment during 4th Qtr. 2008, with median earnings of \$2,646. Looking at groups with more than 100 participants, those receiving the Unsubsidized Employment service had the highest median earnings over the period at \$3,204.

Table 20. Employment and Earnings by Service Received

% Working	N	Service		N	Median Earnings	
100.0	n/a	On-the-Job Training		Unsubsidized Employment	4,508	\$3,204
100.0	n/a	Non-Work-based Literacy		On-the-Job Training	n/a	\$3,042
75.0	12	Job Creation/ Subsidized Work		Occupational/Vocational Training	208	\$2,946
65.9	4,508	Unsubsidized Employment		Total	30,282	\$2,736
55.3	30,282	Total		Job Search Assistance/ Job Search	23,749	\$2,646
54.0	23,749	Job Search Assistance/ Job Search		Job Readiness/ Pre-Employment Skills	1,241	\$2,566
51.9	129	High School		Job Creation/ Subsidized Work	12	\$2,462
49.7	1,241	Job Readiness/Pre- Employment Skills		Basic Educational Skills/ABE	56	\$2,257
48.1	208	Occupational/Vocational Training		High School	129	\$1,999
38.5	13	Job Skills/Training		Community Service	207	\$1,905
38.2	207	Community Service		Work Experience/ Skills Training	132	\$1,288
37.1	132	Work Experience/ Skills Training		GED	22	\$543
31.8	22	GED		Non-Work-based Literacy	n/a	\$499
21.4	56	Basic Educational Skills/ABE		Job Skills/Training	13	\$359
n/a	n/a	Life Skills		Life Skills	n/a	n/a
n/a	n/a	English as a Second Language		English as a Second Language	n/a	n/a

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

Table 21 shows the top ten industries of employment in 4th Qtr. 2008 by 4-digit NAICS code for adult Choices participants. Limited-Service Eating Places was the most common industry sector of employment among Adult Choices participants. Those participants working in Business Support Services earned the highest median quarterly earnings in 4th Qtr. 2008 at \$3,406.

Table 21. Top 10 Industries of Employment by 4-Digit NAICS Code

Industry of Employment	N Working	Median Earnings	NAICS Code
Limited-Service Eating Places	1,694	\$1,827	7222
Employment Services	1,597	\$2,383	5613
Home Health Care Services	985	\$1,602	6216
Other General Merchandise Stores	767	\$2,581	4529
Full-Service Restaurants	664	\$1,991	7221
Nursing Care Facilities	630	\$3,049	6231
Business Support Services	579	\$3,406	5614
Elementary and Secondary Schools	539	\$3,163	6111
Child Day Care Services	472	\$2,549	6244
Grocery Stores	455	\$2,283	4451

Table 22 shows the Classification of Instructional Programming (CIP) titles of the top 10 areas of enrollment for program participants who were found enrolled in postsecondary education during the fall semester of 2008. General Studies had the most participants, followed by Nursing - Registered Nurse Training (RN, ASN, BSN, MSN), with Liberal Arts and Sciences/Liberal Studies coming in third.

Table 22. Top 10 Areas of Enrollment, by 6-digit CIP Code, for All Participants Enrolled in Postsecondary Education in the Fall Semester 2008

CIP Title	N
General Studies	181
Nursing - Registered Nurse Training (RN, ASN, BSN, MSN)	155
Liberal Arts and Sciences/Liberal Studies	94
Undeclared	62
Multi-/Interdisciplinary Studies, Other	60
Business Administration and Management, General	53
Licensed Practical /Vocational Nurse Training (LPN, LVN, Cert, Dipl,	52
Criminal Justice/Safety Studies	37
Administrative Assistant and Secretarial Science, General	35
Business/Commerce, General	33

Table 23 shows the ten postsecondary institutions with the largest number of program participants found enrolled in the fall semester of 2008. Houston Community College had the largest number of Adult Choices participants enrolled, followed by South Texas College.

Table 23. Top 10 Postsecondary Institutions with the Highest Number of Participants Enrolled in the Fall Semester 2008

Institution	N
Houston Community College	114
South Texas College	64
Austin Community College	60
St. Philip's College	45
El Paso Community College District	44
DCCCD El Centro College	42
San Antonio College	37
Tarrant County South Campus	33
Texas Southern University	30
Laredo Community College	29

Teens

Table 24 shows employment and earnings by gender for teens in the Choices program. In 4th Qtr. 2008, Males had the highest employment rate at 57.1 percent. Male participants also had the highest median earnings at \$3,134. Overall employment for the teen cohort in 4th Qtr. 2008 was 49.3 percent, with median quarterly earnings of \$1,549.

Table 24. Employment and Earnings by Gender

% Working	N	Gender		N	Median Earnings
57.1	35	Male		35	\$3,134
49.3	1,019	Total		1,019	\$1,549
49.0	984	Female		984	\$1,493

When looking at racial subgroups with more than five participants working, Black teens had the highest employment in 4th Qtr. 2008 (Table 25) at 53.4 percent and Whites had the highest median quarterly earnings at \$1,672.

Table 25. Employment and Earnings by Race (without Regard to Ethnicity)

% Working	N	Race		N	Median Earnings
53.4	401	Black	White	392	\$1,672
49.5	210	Other/Unknown	Other/Unknown	210	\$1,572
49.3	1,019	Total	Total	1,019	\$1,549
45.9	392	White	Black	401	\$1,477
44.4	9	American Indian	American Indian	9	\$522
n/a	n/a	Hawaiian Native or Pacific Islander	Hawaiian Native or Pacific Islander	n/a	n/a
n/a	6	Asian	Asian	6	n/a

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

Table 26 shows employment and earnings by education level at entrance into the Choices program for teens. As with the adult portion of the cohort, most teen participants entered the program with a high school diploma or the equivalent (921, or 90.4% of the teen cohort). Participants classified as More than High School fared best during the target quarter, with employment at 61.5 percent and median earnings of \$1,784.

Table 26. Employment and Earnings by Education at Entry

% Working	N	Education at Entry		N	Median Earnings
61.5	13	More than HS	More than HS	13	\$1,784
50.8	921	High School/GED	High School/GED	921	\$1,557
49.3	1,019	Total	Total	1,019	\$1,549
31.0	84	Elementary/ESL	Elementary/ESL	84	\$1,176
n/a	n/a	No grade	No grade	n/a	n/a

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

The majority of teen Choices participants were involved in Core (with Limit) activities (Table 27). Those participating in Core activities had the highest employment and earnings in 4th Qtr. 2008, with 56.4 percent working and median quarterly earnings of \$2,120. Core activities seem to be correlated to higher employment and earnings in this exit cohort.

Table 27. Employment and Earnings by Core Category

% Working	N	Core Category		N	Median Earnings
56.4	117	Core		117	\$2,120
55.6	520	Core (with Limit)		Total	\$1,549
49.3	1,019	Total		Core (with Limit)	\$1,534
38.5	382	Non Core		382	\$1,421

Even though Education is the priority activity for Choices teens, we see the majority of teen participants in the Employment activity (Table 28). Teens in the Employment activity had the highest employment at 55.8 percent, and they also experienced the highest median and earnings over the study period with \$1,604.

Table 28. Employment and Earnings by Activity

% Working	N	Activity		N	Median Earnings
55.8	617	Employment		617	\$1,604
55.0	20	Training		Total	\$1,549
49.3	1,019	Total		Education	\$1,421
38.5	382	Education		20	\$959

Table 29 shows employment and earnings for teens by LWDA. Excluding LWDAs with participants too few to display, Concho Valley LWDA showed the highest employment in 4th Qtr. 2008 with 83.3 percent employed. Panhandle LWDA had the highest median quarterly earnings in 4th Qtr. 2008 at \$2,376. A majority of Choices Teen exiters came from the Gulf Coast LWDA (as with Adults), and had 52.8 percent employment in 4th Qtr. 2008 with median earnings of \$1,476.

Table 29. Employment and Earnings by LWDA

% Working	N	LWDA		N	Median Earnings
83.3	6	Concho Valley	Panhandle	14	\$2,376
80.0	10	Brazos Valley	Upper Rio Grande	68	\$1,924
75.0	20	Rural Capital	Coastal Bend	30	\$1,903
70.6	17	Southeast Texas	Dallas	94	\$1,849
64.3	14	Panhandle	Middle Rio Grande	22	\$1,728
58.8	17	Central Texas	North East Texas	19	\$1,705
57.1	7	West Central	East Texas	28	\$1,656
57.1	28	East Texas	Brazos Valley	10	\$1,648
56.3	16	Deep East Texas	Golden Crescent	9	\$1,645
55.8	43	Tarrant County	West Central	7	\$1,618
55.6	9	Golden Crescent	Heart of Texas	8	\$1,603
54.3	94	Dallas	Lower Rio Grande Valley	100	\$1,555
54.2	24	South Plains	North Central	30	\$1,549
53.3	30	Coastal Bend	Total	1,019	\$1,549
52.9	68	Upper Rio Grande	Capital Area	20	\$1,534
52.8	267	Gulf Coast	Rural Capital	20	\$1,477
49.3	1,019	Total	Gulf Coast	267	\$1,476
45.5	22	South Texas	Alamo	66	\$1,443
45.0	20	Capital Area	South Texas	22	\$1,442
45.0	100	Lower Rio Grande Valley	Tarrant County	43	\$1,440
43.8	16	Permian Basin	Southeast Texas	17	\$1,414
39.4	66	Alamo	Central Texas	17	\$1,381
29.0	38	Cameron County	North Texas	7	\$1,248
28.6	7	North Texas	South Plains	24	\$1,183
27.3	22	Middle Rio Grande	Deep East Texas	16	\$1,135
25.0	8	Heart of Texas	Permian Basin	16	\$1,099
21.1	19	North East Texas	Concho Valley	6	\$835
20.0	30	North Central	Cameron County	38	\$759
n/a	n/a	Texoma	Texoma	n/a	n/a

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

As with the adults, a majority of teen Choices participants were classified as Caretakers (Table 30), with employment of 51.3 percent. Teens classified as Certified Child had the highest employment during the study period at 52.4 percent. Second Parents had the highest median quarterly earnings in 4th Qtr. 2008 with \$2,203. Caretakers had median quarterly earnings of \$1,672.

Table 30. Employment and Earnings by Status-in-Group (SIG)

% Working	N	Status in Group (SIG)		N	Median Earnings	
52.4	21	Certified Child		Second Parent	26	\$2,203
51.3	559	Caretaker		Caretaker	559	\$1,672
50.0	26	Second Parent		Total	1,019	\$1,549
49.3	1,019	Total		Other	413	\$1,415
46.3	413	Other		Certified Child	21	\$1,048

As with adult Choices participants, the majority of teen Choices participants received the Job Search Assistance/Job Search service. That group had 55.3 percent employment during 4th Qtr. 2008 with median earnings of \$1,496 (Table 31). Amongst groups with substantial numbers, teen participants receiving the Unsubsidized Employment service had the highest employment at 59.2 percent, and the highest median earnings at \$2,207.

Table 31. Employment by Service Received

% Working	N	Service		N	Median Earnings	
64.3	14	Occupational/Vocational Training		Basic Educational Skills/ABE	17	\$2,950
59.2	103	Unsubsidized Employment		Unsubsidized Employment	103	\$2,207
56.0	25	Job Readiness/Pre-Employment Skills		Work Experience/Skills Training	6	\$2,114
55.3	481	Job Search Assistance/Job Search		Job Readiness/Pre-Employment Skills	25	\$1,867
49.3	1,019	Total		Total	1,019	\$1,549
42.9	7	Community Service		Job Search Assistance/Job Search	481	\$1,496
42.9	7	Non-Work-based Literacy		Community Service	7	\$1,459
40.1	297	High School		High School	297	\$1,312
35.1	57	GED		GED	57	\$1,208
33.3	6	Work Experience/Skills Training		Non-Work-based Literacy	7	\$1,085
29.4	17	Basic Educational Skills/ABE		Occupational/Vocational Training	14	\$959
n/a	n/a	Middle School		Middle School	n/a	n/a
n/a	n/a	Job Creation/Subsidized Work		Job Creation/Subsidized Work	n/a	n/a
n/a	n/a	Work-based Literacy		Work-based Literacy	n/a	n/a
n/a	n/a	Education - Other	Education - Other	n/a	n/a	

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

Table 32 shows the top ten industries of employment for teens found working in 4th Qtr. 2008. Limited-Service Eating Places was the most common industry sector of employment among teen Choices participants found employed during 4th Qtr. 2008. Those participants working in the Business Support Services sector earned the highest median quarterly earnings in 4th Qtr. 2008 at \$2,659.

Table 32. Top 10 Industries of Employment by 4-Digit NAICS Code

Industry of Employment	N Working	Median Earnings	NAICS Code
Limited-Service Eating Places	129	\$1,436	7222
Employment Services	36	\$828	5613
Other General Merchandise Stores	35	\$1,137	4529
Full-Service Restaurants	32	\$1,458	7221
Clothing Stores	23	\$499	4481
Gasoline Stations	21	\$1,616	4471
Grocery Stores	19	\$1,289	4451
Department Stores	18	\$1,512	4521
Business Support Services	15	\$2,659	5614
Home Health Care Services	14	\$1,715	6216

Table 33 shows the Classification of Instructional Programming (CIP) titles of the top 10 areas of enrollment for Teen Choices program participants who were found enrolled in postsecondary education during the fall semester of 2008. Just like Adult Choices participants, General Studies had the most participants, followed by Nursing - Registered Nurse Training (RN, ASN, BSN, MSN), with Liberal Arts and Sciences/Liberal Studies coming in third.

Table 33. Top 10 Areas of Enrollment, by 6-digit CIP Code, for All Participants Enrolled in Postsecondary Education in the Fall Semester 2008

CIP Title	N
General Studies	189
Nursing - Registered Nurse Training (RN, ASN, BSN, MSN)	167
Liberal Arts and Sciences/Liberal Studies	97
Undeclared	65
Multi-/Interdisciplinary Studies, Other	62
Licensed Practical /Vocational Nurse Training (LPN, LVN,	54
Business Administration and Management, General	54
Criminal Justice/Safety Studies	40
Administrative Assistant and Secretarial Science, General	35
Business/Commerce, General	33

Table 34 shows the ten postsecondary institutions with the largest number of program participants found enrolled in the fall semester of 2008. Houston Community College had the largest number of exiters enrolled, followed by South Texas College, with Austin Community College third on the list again.

Table 34. Top 10 Postsecondary Institutions with the Highest Number of Participants Enrolled in the Fall Semester 2008

Institution	N
Houston Community College	115
South Texas College	69
Austin Community College	61
St. Philip's College	46
El Paso Community College District	46
DCCCD El Centro College	43
San Antonio College	39
Tarrant County South Campus	33
Laredo Community College	32
Texas Southern University	31

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