

**Supplemental Nutrition Assistance Program Employment and Training
2007-2008 Exit Cohort**

The Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T), formerly the Food Stamp Employment and Training Program, assists food stamp recipients by improving their ability to obtain regular employment, increase earnings, and reduce their dependency on public assistance. The Texas Health and Human Services Commission (HHSC) is the administering agency for the SNAP program in Texas. HHSC determines eligibility and mandatory or exempt status, and electronically transmits this information to the Texas Workforce Commission (TWC). TWC is the administering agency for integrated workforce services, and is part of a local/state network dedicated to developing the workforce system in Texas. The network is composed of the statewide efforts of TWC coupled with planning and service provision on a regional level by 28 Local Workforce Development Boards (Boards). Appendix A shows a map of the Boards and the counties that are designated as full and minimum service. Additionally, the map also includes counties approved for a waiver (i.e., counties with unemployment rates of 10 percent or higher) by the U.S. Department of Agriculture. Boards provide oversight and planning for integrated workforce services, which are delivered through contracted one-stop providers. One-stop providers operate a variety of SNAP E&T components. Comprehensive services—including job search, training, workfare (i.e., community service), work experience, vocational and basic education components, and support services—are provided to SNAP recipients, who are classified in Texas as:

- Able-Bodied Adults Without Dependents (ABAWDs); or
- General Population (i.e., non-ABAWDs, or those SNAP recipients with families).

Currently, HHSC disqualifies the entire household if the primary wage earner (i.e., head of household) does not comply with SNAP E&T work requirements. Until HHSC automates changes to implement SNAP sanction policies that mirror TANF policies, the noncompliance periods for the primary wage earner and the disqualified household member are as follows:

- One month for the first noncompliance or until the individual agrees to comply, whichever is longer
- Three months for the second noncompliance or until the individual agrees to comply, whichever is longer
- Six months for a third or subsequent noncompliance or until the individual agrees to comply, whichever is longer

Good Cause Exemptions are available for mandatory work registrants who are unable to participate and are shown in Appendix B.

Seed Records

The Labor Market and Career Information (LMCI) department of TWC received 92,256 SNAP E&T seed records comprising the 2007-2008 exit cohort from The Workforce Information System of Texas (TWIST). Records showing participants 60 years of age or greater were deleted, as were records with service codes 30 and 68 (those service codes are invalid). The records were unduplicated by social security number (SSN), revealing 29,387 useable, unique participants. 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. Those records were linked to the unemployment insurance (UI) wage record database, to determine 4th Quarter 2008 employment and earnings, and to the Texas Bureau of Vital Statistics, to determine if any participants are deceased. The total quarterly earnings of each participant found employed were retained for analysis, along with the 4-digit North American Industry Classification System (NAICS) code of the employer paying the most wages. 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. 20 participants were identified as earning \$25,000 or more and were removed from the final analysis to keep from skewing measures of central tendency. Records were then linked to the Federal Employment Data Exchange System (FEDES) to identify those employed by the federal government. After all exclusions, 29,277 records were retained for analysis.

Results

We see in Table 1 that more than half (59.2 percent) of the SNAP E&T exit cohort is female. 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. Females had a slightly higher employment percentage during the snapshot quarter than their male counterparts with 49.4 percent employed. Men had the highest median earnings in the 4th quarter of 2008 at \$3,231. Overall, 48.1 percent of the cohort was employed in 4th Quarter 2008 with median earnings of \$2,850.

Table 1. Employment and Earnings by Gender

% Working	N	Gender		N	Median Earnings
		Female	Male		
49.4	17,327	Female	Male	11,950	\$3,231
48.1	29,277	Total	Total	29,277	\$2,850
46.2	11,950	Male	Female	17,327	\$2,650

Blacks had the highest employment of any racial sub-group regardless of ethnicity in the 4th quarter of 2008 with 50.0 percent employed (Table 2). Whites followed with 47.0 percent employment. Hawaiian Native or Pacific Islanders had the highest median earnings with \$4,284, followed by American Indians and Asians with median quarterly earnings of \$3,698 and \$3,695 respectively.

Table 2. Employment and Earnings by Race (without Regard to Ethnicity)

% Working	N	Race		N	Median Earnings	
50.0	10,435	Black		Hawaiian Native or Pacific Islander	63	\$4,284
48.1	29,277	Total		American Indian	366	\$3,698
47.5	5,893	Other/Unknown		Asian	240	\$3,695
47.0	12,280	White		Other/Unknown	5,893	\$2,866
44.6	240	Asian		Black	10,435	\$2,861
44.5	366	American Indian		Total	29,277	\$2,850
36.5	63	Hawaiian Native or Pacific Islander		White	12,280	\$2,801

Table 3 shows employment and earnings by service received. Excluding cell sizes too small to analyze, participants receiving the Unsubsidized Employment service had the highest employment percentage at 63.7 percent, while participants receiving Occupational/Vocational Training had the highest median quarterly earnings with \$4,251.

Table 3. Employment and Earnings by Service Received

% Working	N	Service		N	Median Earnings	
100.0	n/a	Family/Child Care		Occupational/Vocational Training	52	\$4,251
100.0	n/a	Other		Other	n/a	\$3,639
100.0	n/a	Work Related Expense		Family/Child Care	n/a	\$3,424
63.7	476	Unsubsidized Employment		Work Related Expense	n/a	\$3,377
62.5	8	Basic Educational Skills/ABE		Workfare	12	\$3,369
61.5	52	Occupational/Vocational Training		Unsubsidized Employment	476	\$3,352
55.0	313	Work Experience/Skills Training		TxDOT Transportation	119	\$2,982
48.1	29,277	Total		Work Experience/Skills Training	313	\$2,856
47.8	28,245	Job Search Assistance/Job Search		Total	29,277	\$2,850
42.9	119	TxDOT Transportation		Job Search Assistance/Job Search	28,245	\$2,830
33.3	12	Workfare		Basic Educational Skills/ABE	8	\$2,746
33.3	45	Transportation		Transportation	45	\$2,618
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.

SNAP E&T participants receiving Workfare services had the highest employment with 62.9 percent employed in the 4th quarter of 2008 (Table 4), while participants in the Job Search Assistance category had the highest median earnings at \$4,251. The Support Service group had the largest number of program participants and had employment of 47.8 percent with median quarterly earnings of \$2,830.

Table 4. Employment and Earnings by Service Group

% Working	N	Service Group		N	Median Earnings	
62.9	488	Workfare		Job Search Assistance	52	\$4,251
61.5	52	Job Search Assistance		Workfare	488	\$3,352
55.6	9	Occupational / Vocational Training		Unsubsidized Employment	170	\$2,971
55.0	313	Unknown		Unknown	313	\$2,856
48.1	29,277	Total		Total	29,277	\$2,850
47.8	28,245	Support Service		Support Service	28,245	\$2,830
42.4	170	Unsubsidized Employment		Occupational / Vocational Training	9	\$2,746

Heart of Texas Local Workforce Development Area (LWDA) had the highest employment in the 4th quarter of 2008 with 60.8 percent of program exiters employed (Table 5). South Plains LWDA had the second-highest employment during the study period with 59.9 percent of their exiters employed at the end of 2008. Gulf Coast LWDA, which had the largest number of program exiters, had 47.9 percent employment. Participants from Capital Area LWDA had the highest median earnings with \$3,555. North Central LWDA and Golden Crescent LWDA followed with \$3,376 and \$3,322, respectively. Gulf Coast LWDA participants had median quarterly earnings of \$3,130.

Table 5. Employment by LWDA

% Working	N	LWDA		N	Median Earnings
60.8	120	Heart of Texas	Capital Area	315	\$3,555
59.9	389	South Plains	North Central	1,271	\$3,376
59.7	129	Permian Basin	Golden Crescent	245	\$3,322
56.7	476	West Central	Permian Basin	129	\$3,211
56.1	529	Panhandle	Gulf Coast	8,300	\$3,130
55.8	373	Concho Valley	Southeast Texas	423	\$3,118
54.1	242	Brazos Valley	Tarrant County	1,843	\$3,106
54.0	315	Capital Area	Rural Capital	211	\$3,102
53.9	423	Southeast Texas	Central Texas	180	\$3,032
53.9	245	Golden Crescent	Dallas	2,922	\$2,962
51.6	355	North Texas	Concho Valley	373	\$2,955
50.7	211	Rural Capital	Total	29,277	\$2,850
50.5	1,201	Coastal Bend	South Texas	571	\$2,848
49.9	359	Middle Rio Grande	East Texas	518	\$2,794
49.6	250	Cameron County	West Central	476	\$2,778
49.2	1,271	North Central	South Plains	389	\$2,738
48.1	29,277	Total	Alamo	3,835	\$2,688
			Lower Rio Grande Valley	1,710	\$2,653
47.9	1,843	Tarrant County	Coastal Bend	1,201	\$2,531
47.9	8,300	Gulf Coast	Brazos Valley	242	\$2,522
47.0	3,835	Alamo	Heart of Texas	120	\$2,494
		Lower Rio Grande Valley	Texoma	140	\$2,477
46.6	1,710	Central Texas	Panhandle	529	\$2,471
46.1	180	East Texas	Upper Rio Grande	1,406	\$2,448
45.6	518	Upper Rio Grande	Deep East Texas	714	\$2,414
45.0	1,406	South Texas	North East Texas	250	\$2,372
44.8	250	North East Texas	Cameron County	250	\$2,294
44.3	714	Deep East Texas	Dallas	355	\$2,244
43.9	2,922	Dallas	North Texas	355	\$2,244
40.0	140	Texoma	Middle Rio Grande	359	\$2,190

Table 6 shows the top ten industries of employment for all employed during the 4th quarter of 2008. We see that the most prominent industry of employment was the Employment Services industry. This industry typically includes temporary agencies and other “temp-to-hire” types of jobs. The Limited-Service Eating Places industry employed the next largest group of exiters, followed by Home Health Care Services. Program participants employed in the Business Support Services industry had the highest median earnings at \$3,556.

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

Industry of Employment	N Working	Median Earnings	NAICS Code
Employment Services	1,927	\$1,965	5613
Limited-Service Eating Places	1,137	\$1,912	7222
Home Health Care Services	877	\$1,582	6216
Full-Service Restaurants	546	\$2,080	7221
Other General Merchandise Stores	533	\$2,760	4529
Elementary and Secondary Schools	520	\$2,707	6111
Grocery Stores	339	\$2,695	4451
Nursing Care Facilities	319	\$3,011	6231
Business Support Services	305	\$3,556	5614
Services to Buildings and Dwellings	263	\$2,625	5617

Table 7 shows the Classification of Instructional Program (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 largest number of participants enrolled. Liberal Arts and Sciences/Liberal Studies was second, followed by Nursing - Registered Nurse Training (RN, ASN, BSN, MSN).

Table 7. Top 10 Areas of Enrollment, by 6-digit CIP Code, for All Participants Enrolled in Postsecondary Education in the Fall Semester 2008

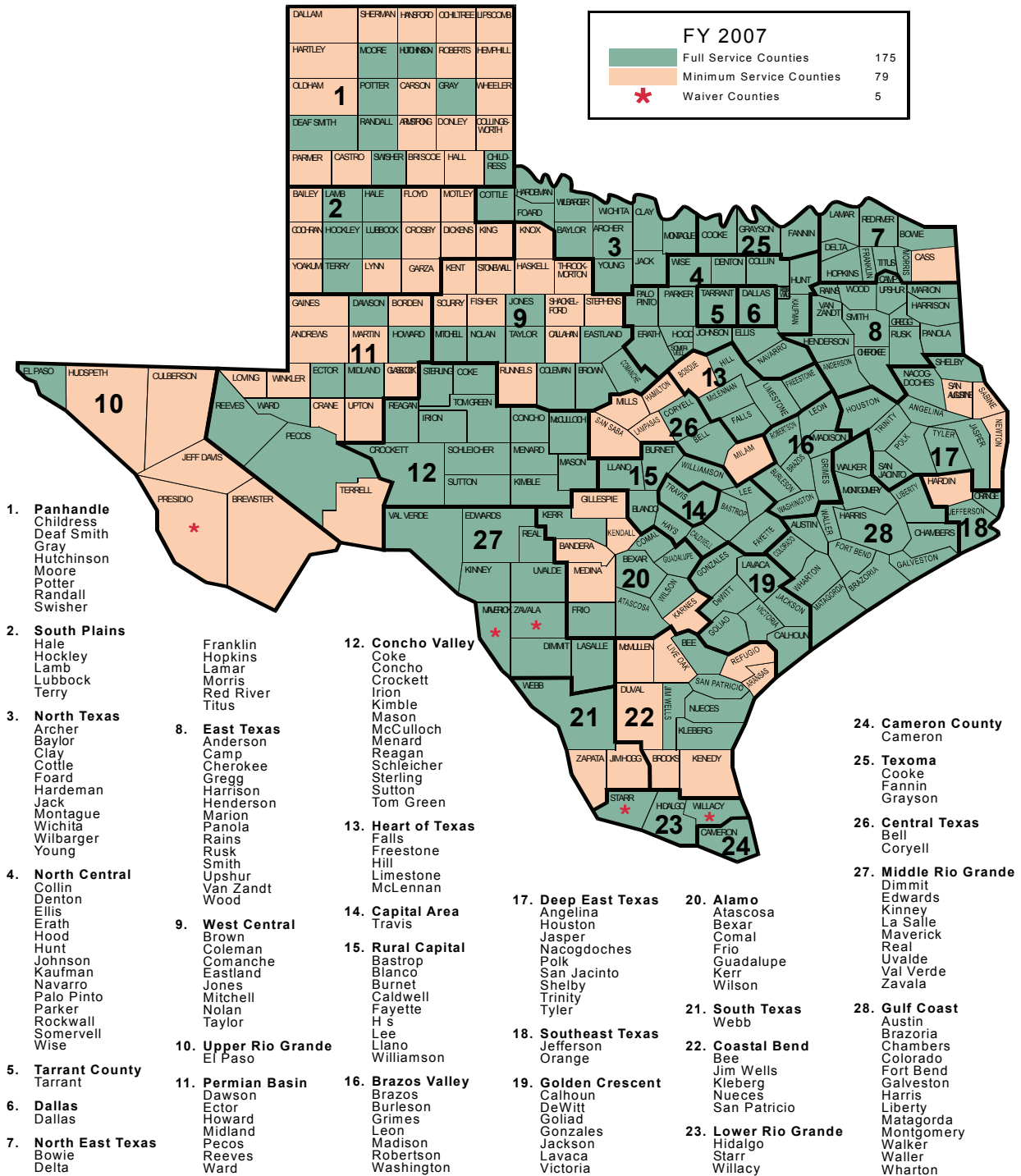
CIP Title	N
General Studies	89
Liberal Arts and Sciences/Liberal Studies	55
Nursing - Registered Nurse Training (RN, ASN, BSN, MSN)	44
Undeclared	33
Administrative Assistant and Secretarial Science, General	30
Multi-/Interdisciplinary Studies, Other	26
Psychology, General	23
Business/Commerce, General	18
Business Administration and Management, General	17
Criminal Justice/Safety Studies	14

Table 8 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. St. Philip's College was the third.

Table 8. Top 10 Postsecondary Institutions with the Highest Number of Participants Enrolled in the Fall Semester 2008

Institution	N
Houston Community College	66
South Texas College	46
St. Philip's College	32
San Antonio College	31
El Paso Community College District	27
Texas Southern University	24
DCCCD El Centro College	23
Tarrant County South Campus	19
University of Texas - Pan American	17
Amarillo College	16

Appendix A SNAP Participation by County



Appendix B

Description of Full-Service Counties, Minimum Service Counties, and Exemption Criteria

Full-Service Counties

- Boards are required to outreach all ABAWDs in full-service counties within 10 days of receipt of an automated referral from the Texas Health and Human Services Commission (HHSC).
- Boards may, as funding allows, outreach SNAP E&T General Population work registrants.
- All mandatory work registrants (i.e., ABAWDs and General Population) have access to all services and support services.
- Mandatory work registrants are sanctioned (i.e., SNAP benefits will be denied) for failure to comply with SNAP E&T program requirements.
- Exempt recipients may volunteer to participate in SNAP E&T.
- Exempt recipients have access to all services and support services.
- Exempt recipients are not sanctioned for failure to comply with SNAP E&T program requirements.
- Exempt recipients' hours of participation will not exceed the hours required of mandatory work registrants.

Minimum-Service Counties

- All SNAP recipients may volunteer to participate in SNAP E&T and will have access to all services and support services, at Board discretion.
- Outreach is not conducted in these counties.
- SNAP recipients are not sanctioned for failure to comply with SNAP E&T program requirements.
- Hours of participation for recipients residing in these counties will not exceed the hours required of mandatory work registrants residing in full-service counties.

In the 80 minimum-service counties, Boards will not be required to serve ABAWDs, as Texas will utilize the state's 15 percent ABAWD exemption allowance (see page 27). Boards may serve all SNAP recipients (mandatory work registrants and exempt recipients) who reside in one of the 80 minimum service counties if the recipients volunteer to participate in SNAP E&T.

Appendix B

Good Cause Exemption Criteria

In accordance with 7 C.F.R. 273.7(i)(1), Texas will authorize good cause in FFY'05 for mandatory work registrants who are unable to participate and may include the following:

- Temporary illness or incapacitation
- Court appearance
- Caring for a physically or mentally disabled household member who requires the recipient's presence in the home
- No available transportation (customer must provide documentation that there is no available public transportation service) and the distance prohibits walking; or no available job within reasonable commuting distance, as defined by the Board
- The distance from registrant's home to the workforce center or employment service provider requires commuting time of more than two hours a day (not including taking a child to and from a child care facility), the distance prohibits walking and there is no available transportation.
- Farm workers who are away from their permanent residence or home base who travel to work in agriculture or a related industry during part of the year and are under contract or similar agreement with an employer to begin work within 30 days of the date the individual notified the Board.
- An inability to obtain needed child care, as defined by the Board
- An absence of other support services necessary for participation
- Receipt of a job referral that results in an offer below the federal minimum wage, except when a lower wage is permissible under federal minimum wage law
- An individual or family crisis or a family circumstance that may preclude participation, including substance abuse, and mental health and disability-related issues
- The individual is a victim of family violence

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>

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