

**Trade Adjustment Assistance Program  
2007-2008 Exit Cohort**

The federally funded Trade Adjustment Assistance (TAA) program provides reemployment services to individuals who lose their manufacturing jobs because of foreign imports or shifts in production to foreign countries with which the United States has a free trade agreement. The Texas Workforce Commission (TWC) administers a program of services for Trade-certified individuals that is fully integrated with the Texas workforce system.

TWC keeps a consistent focus on early intervention by integrating the TAA program with WIA dislocated worker services in order to achieve the following outcomes for Texans:

- Successful reattachment to suitable employment; and
- Training in new skills for high-growth, high-demand occupations when suitable employment is not available.

Trade-certified workers are eligible for core services including job search assistance, skills assessments, and advanced vocational skills training to meet the needs of Texas employers as well as other assistance, such as transportation reimbursements and child care while in training provided through Texas Workforce Centers. A description of Program Year 2008 Trade services, benefits, and service delivery for Trade-certified workers is provided in Appendix A.

**Seed Records**

The Labor Market and Career Information (LMCI) department of TWC received 9,321 duplicate seed records for the 2007-2008 TAA program 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 codes, deleted records with registration and exit dates outside the period studied for this report, and were left with 7,449 usable duplicate seed records.

Many TAA participants receive several services while utilizing the program. We unduplicated the records by SSN to get an accurate count of the individuals served. Records with erroneous SSNs were removed, leaving 7,342 usable, unique records for the TAA exit cohort.

The seed records were then linked to the UI Wage Records database for the 4<sup>th</sup> 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 highest wages was retained for analysis. 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.

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 TAA 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. There were 7,317 records retained for analysis after all exclusions.

**Results**

Table 1 shows employment for all TAA participants by TAA Group for the 4<sup>th</sup> quarter of 2008 (4Q2008). Not all TAA participants received occupational/vocational training. Participants with less education and non-transferable skills are most frequently designated as candidates for training. Participants in the training group had the highest employment with 68.9 percent employed, while overall employment of the cohort was 58.9 percent. The majority of participants do not receive training. They commonly find jobs without assistance because of existing knowledge, skills and abilities that readily transfer to occupations currently in demand. This group of participants receives assistance through TWC’s Employment Services program. Participants assigned to the Employment Services (ES) group, who are also part of the Employment Services cohort, had employment of 57.1 percent. We see that participants in the ES category had the highest median quarterly earnings with \$5,932. This is most likely because trade-affected workers who are deemed to possess knowledge, skills, and abilities sufficient for finding suitable replacement employment are assigned to the ES group. Median earnings for the entire TAA cohort were \$5,833 in 4Q2008, while participants in the Training group earned \$5,401.

**Table 1. Employment and Earnings for All TAA Participants by TAA Group**

% Working	N	TAA Group		N	Median Earnings	
68.9	1,107	Training Group		ES Group	6,210	\$5,932
<b>58.9</b>	<b>7,317</b>	<b>Total</b>		<b>Total</b>	<b>7,317</b>	<b>\$5,833</b>
57.1	6,210	ES Group		Training Group	1,107	\$5,401

Table 2 shows employment and earnings for all TAA participants by gender. There were more males than females in the overall cohort. Male participants had employment of 61.5 percent during the 4<sup>th</sup> quarter of 2008 (4Q2008). There were 56.8 percent of female participants found working during the same period. Males had a median quarterly earnings figure of \$6,783.

**Table 2. Employment and Earnings by Gender**

% Working	N	Gender		N	Median Earnings
61.5	3,916	Male	Unknown	721	\$7,429
<b>58.9</b>	<b>7,317</b>	<b>Total</b>	Male	3,916	\$6,783
56.8	2,680	Female	<b>Total</b>	<b>7,317</b>	<b>\$5,833</b>
52.6	721	Unknown	Female	2,680	\$4,683

When examining the racial sub-groups without regard to ethnicity, American Indians had the highest employment with 71.2 percent employment in 4Q2008 (Table 3), although they had one of the smallest sub-groups. Blacks had the second-highest employment with 64.3 percent. American Indians also had the highest median wage among racial sub-groups at \$7,719 in 4Q2008. Whites were the largest sub-group and had the lowest employment at 56.5 percent and the second highest median quarterly earnings with \$6,076.

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

% Working	N	Race		N	Median Earnings
71.2	59	American Indian	American Indian	59	\$7,719
64.3	1,071	Black	White	3,304	\$6,076
60.0	2,291	Other/Unknown	Black	1,071	\$5,918
<b>58.9</b>	<b>7,317</b>	<b>Total</b>	Hawaiian Native or Pacific Islander	60	\$5,907
58.3	60	Hawaiian Native or Pacific Islander	Asian	532	\$5,835
56.6	532	Asian	<b>Total</b>	<b>7,317</b>	<b>\$5,833</b>
56.5	3,304	White	Other/Unknown	2,291	\$5,401

Individuals entering the program with More than High School (HS) education at entry had the highest employment in the snapshot quarter with 63.1 percent working. Possessing a BA or above upon program entry seems to be the most important demographic characteristic in terms of income for the TAA cohort, as those participants had median earnings of \$12,515 in the target quarter, which was the highest median earnings mark of any demographic category.

**Table 4. Employment and Earnings by Education at Entry**

% Working	N	Education at Entry		N	Median Earnings
63.1	1,289	More than HS	BA and Above	420	\$12,515
59.9	4,193	High School/GED	More than HS	1,289	\$7,912
59.3	420	BA and Above	No grade	849	\$6,556
<b>58.9</b>	<b>7,317</b>	<b>Total</b>	<b>Total</b>	<b>7,317</b>	<b>\$5,833</b>
52.8	566	Elementary/ESL	High School/GED	4,193	\$5,401
51.6	849	No grade	Elementary/ESL	566	\$4,340

TAA participants receiving services from the Occupational/Vocational training category had the highest employment with 71.3 percent employed in 4Q2008 (Table 5). Participants receiving services in the Job Search category had employment of 59.1 percent. Participants receiving services in the Job Search category had the highest median quarterly earnings in 4Q2008 with \$13,565, although they were a relatively small group. Participants receiving services in the Basic Educational Skill category had the second highest median earnings with \$6,934.

**Table 5. Employment and Earnings by Service Category**

% Working	N	Service Category		N	Median Earnings
71.3	993	Occupational/Vocational	Job Search	22	\$13,565
59.1	22	Job Search	Basic Education Skill	11	\$6,934
<b>58.9</b>	<b>7,317</b>	<b>Total</b>	ES Participants	6,210	\$5,932
57.1	6,210	ES Participants	<b>Total</b>	<b>7,317</b>	<b>\$5,833</b>
54.6	11	Basic Education Skill	Occupational/Vocational	993	\$5,445
44.4	81	ESL	ESL	81	\$4,899

Table 6 shows employment and earnings for TAA participants by Local Workforce Development Area (LWDA). None of the three LWDAs with 100% employment had enough participants to be able to be displayed. Texoma LWDA had the second-highest employment for the period with 84.6 percent employed. The largest number of participants came from the East Texas LWDA, and they had employment of 61.9 percent. Rural Capital LWDA had the highest median quarterly earnings in 4Q2008 with \$9,166. The East Texas LWDA had median quarterly earnings of \$6,855.

**Table 6. Employment and Earnings by LWDA**

% Working	N	LWDA		N	Median Earnings
100.0	n/a	Southeast Texas		n/a	\$12,054
100.0	n/a	Panhandle		97	\$9,166
100.0	n/a	North East Texas		94	\$9,006
84.6	13	Texoma		n/a	\$8,518
81.4	97	Rural Capital		119	\$8,301
77.1	401	Gulf Coast		7	\$7,412
72.6	124	Deep East Texas		729	\$7,286
71.7	46	Heart of Texas		73	\$6,947
69.3	127	Central Texas		677	\$6,889
67.0	179	Brazos Valley		1,358	\$6,855
66.9	480	Capital Area		46	\$6,760
64.7	119	North Central		179	\$6,583
61.9	1,358	East Texas		401	\$6,563
60.7	677	Tarrant County		127	\$6,391
58.9	73	Middle Rio Grande		36	\$6,234
<b>58.9</b>	<b>7,317</b>	<b>Total</b>		<b>7,317</b>	<b>\$5,833</b>
57.1	7	Cameron County		480	\$5,992
55.6	36	West Central		<b>Total</b>	<b>\$5,833</b>
55.2	641	Lower Rio Grande Valley		13	\$5,650
52.9	1,148	Upper Rio Grande		124	\$5,613
52.8	729	Dallas		335	\$5,546
51.2	449	Alamo		449	\$5,145
50.0	8	Golden Crescent		8	\$4,981
50.0	n/a	South Plains		1,148	\$4,551
49.9	335	North Texas		164	\$4,334
42.6	94	Unknown		641	\$4,045
42.1	164	Concho Valley		n/a	\$2,112
25.0	n/a	Coastal Bend		n/a	\$910
n/a	n/a	South Texas		n/a	n/a

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

Table 7 shows the top 10 industries of employment for all participants employed in the target quarter. Employment Services was the most common industry sector of employment, followed by Rubber Product Manufacturing, and then Semiconductor and Other Electronic Component Manufacturing. 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. We expect individuals who are continuously employed over the study period to move out of temporary employment and into an industry sector with longer term employment. Individuals working in the Semiconductor and Other Electronic Component Manufacturing industry sector posted the highest median earnings at \$16,154. The Aerospace Product and Parts Manufacturing industry sector had the second highest median earnings at \$13,665.

**Table 7. Top 10 Industries of Employment by 4-Digit NAICS Code**

<b>Industry of Employment</b>	<b>N Working</b>	<b>Median Earnings</b>	<b>NAICS Code</b>
Employment Services	555	\$4,252	5613
Rubber Product Manufacturing	168	\$7,500	3262
Semiconductor and Other Electronic Component Manufacturing	159	\$16,154	3344
Elementary and Secondary Schools	142	\$3,816	6111
Support Activities for Mining	104	\$12,891	2131
Aerospace Product and Parts Manufacturing	91	\$13,665	3364
Other General Merchandise Stores	89	\$3,852	4529
Executive, Legislative, and Other General Government Support	88	\$6,681	9211
Business Support Services	73	\$4,550	5614
Building Equipment Contractors	67	\$7,033	2382

Table 8 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. The largest number of participants was found enrolled in General Studies. Undeclared was the second most common CIP area, with Drafting and Design Technology/Technician, General third.

**Table 8. 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	36
Undeclared	27
Drafting and Design Technology/Technician, General	25
Heating, Air Conditioning, Ventilation and Refrigeration Maintenance	23
Computer and Information Sciences, General	20
Truck and Bus Driver/Commercial Vehicle Operation	18
Nursing - Registered Nurse Training (RN, ASN, BSN, MSN)	18
Liberal Arts and Sciences/Liberal Studies	17
Electrician	16
Licensed Practical /Vocational Nurse Training (LPN, LVN, Cert, Diploma, AAS)	16

Table 9 shows the ten postsecondary institutions with the largest number of program participants found enrolled in the fall semester of 2008. Tyler Junior College had the largest number of exiters enrolled, followed by El Paso Community College District.

**Table 9. Top 10 Postsecondary Institutions with the Highest Number of Participants Enrolled in the Fall Semester 2008**

Institution	N
Tyler Junior College	109
El Paso Community College District	67
Vernon College	50
Austin Community College	31
Kilgore College	24
St. Philip's College	18
Texas State Technical College Marshall	17
South Texas College	16
McLennan Community College	14
Southwest Texas Junior College	14

**ES Group**

Table 10 shows employment and earnings for ES Group participants by gender. Male participants had employment of 59.9 percent during 4Q2008. There were 54.0 percent of female participants found working during the same period. Males had a median quarterly earnings figure of \$6,753 and female participants had median quarterly earnings of \$4,614. Overall employment for the ES Group was 57.1 percent, with median quarterly earnings of \$5,932.

**Table 10. Employment and Earnings for ES Group by Gender**

% Working	N	Gender		N	Median Earnings
59.9	3,419	Male	Unknown	720	\$7,429
<b>57.1</b>	<b>6,210</b>	<b>Total</b>	Male	3,419	\$6,753
54.0	2,071	Female	<b>Total</b>	<b>6,210</b>	<b>\$5,932</b>
52.6	720	Unknown	Female	2,071	\$4,614

We see in Table 11 that of the ES Group racial sub-groups, American Indians had the highest employment with 68.1 percent employment in 4Q2008, although again they had one of the smallest sub-groups. Blacks had the second-highest employment with 63.3 percent. American Indians also had the highest median wage among racial sub-groups at \$6,700 in 4Q2008. Whites were the largest sub-group and again had the lowest employment at 52.8 percent with median quarterly earnings of \$6,546.

**Table 11. Employment and Earnings for ES Group by Race (without Regard to Ethnicity)**

% Working	N	Race		N	Median Earnings
68.1	47	American Indian	American Indian	47	\$6,700
63.3	956	Black	White	2,597	\$6,546
59.5	2,198	Other/Unknown	Asian	359	\$6,405
58.5	53	Hawaiian Native or Pacific Islander	<b>Total</b>	<b>6,210</b>	<b>\$5,932</b>
<b>57.1</b>	<b>6,210</b>	<b>Total</b>	Black	956	\$5,860
55.7	359	Asian	Other/Unknown	2,198	\$5,366
52.8	2,597	White	Hawaiian Native or Pacific Islander	53	\$5,194



ES Group participants entering the program with More than High School (HS) education at entry had the highest employment in the snapshot quarter with 61.4 percent working (Table 12). Those possessing a BA or above upon program entry had median earnings of \$13,250 in the target quarter, which was the highest median earnings mark of any demographic category in both the ES and Training groups. Participants with More than HS had the second highest median earnings of the ES Group with \$8,011.

**Table 12. Employment and Earnings for ES Group by Education at Entry**

<b>% Working</b>	<b>N</b>	<b>Education at Entry</b>		<b>N</b>	<b>Median Earnings</b>
61.4	1,088	More than HS	BA and Above	391	\$13,250
57.6	3,485	High School/GED	More than HS	1,088	\$8,011
<b>57.1</b>	<b>6,210</b>	<b>Total</b>	No grade	836	\$6,612
57.0	391	BA and Above	<b>Total</b>	<b>6,210</b>	<b>\$5,932</b>
52.7	410	Elementary/ESL	High School/GED	3,485	\$5,425
51.6	836	No grade	Elementary/ESL	410	\$4,508

Table 13 shows employment and earnings for ES Group participants by LWDA. The two LWDA's with 100 percent employment did not have enough participants to be displayed. Rural Capital LWDA had the second-highest employment with 85.5 percent employed. The largest number of participants again came from the East Texas LWDA, and they had employment of 61.3 percent. Of LWDA's with more than 5 participants, Rural Capital LWDA had the highest median quarterly earnings in 4Q2008 with \$9,188. The East Texas LWDA had median quarterly earnings of \$6,816.

**Table 13. Employment and Earnings for ES Group by LWDA**

% Working	N	LWDA		N	Median Earnings	
100.0	n/a	Panhandle		Cameron County	n/a	\$11,550
100.0	n/a	South Plains		Rural Capital	76	\$9,188
85.5	76	Rural Capital		Tarrant County	400	\$8,034
77.8	9	Texoma		North Central	83	\$7,749
77.0	383	Gulf Coast		Dallas	714	\$7,248
72.3	119	Deep East Texas		Middle Rio Grande	73	\$6,947
69.1	126	Central Texas		East Texas	1,308	\$6,816
66.2	461	Capital Area		Gulf Coast	383	\$6,551
65.9	173	Brazos Valley		Brazos Valley	173	\$6,426
61.3	1,308	East Texas		Central Texas	126	\$6,378
58.9	73	Middle Rio Grande		Heart of Texas	26	\$6,335
<b>57.1</b>	<b>6,210</b>	<b>Total</b>		West Central	35	\$5,994
57.0	400	Tarrant County		<b>Total</b>	<b>6,210</b>	<b>\$5,932</b>
55.4	83	North Central		Unknown	69	\$5,911
54.4	623	Lower Rio Grande Valley		Capital Area	461	\$5,833
54.3	35	West Central		Texoma	9	\$5,560
53.9	26	Heart of Texas		Deep East Texas	119	\$5,511
52.5	714	Dallas		North Texas	329	\$5,401
50.2	430	Alamo		Alamo	430	\$5,102
49.5	329	North Texas		Upper Rio Grande	620	\$4,507
42.1	620	Upper Rio Grande		Lower Rio Grande Valley	623	\$4,026
40.0	5	Golden Crescent		Golden Crescent	5	\$3,786
39.1	69	Unknown		Concho Valley	140	\$3,044
35.0	140	Concho Valley		Panhandle	n/a	\$2,112
33.3	n/a	Cameron County		South Plains	n/a	\$910
n/a	n/a	Coastal Bend		Coastal Bend	n/a	n/a

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

Table 14 shows the top 10 industries of employment for ES Group participants employed in the target quarter. Employment Services was the most common industry sector of employment, followed by Rubber Product Manufacturing, and then Semiconductor and Other Electronic Component Manufacturing, just like the overall TAA cohort. This is not surprising, since the overall TAA cohort is overwhelmingly made up of ES Group participants. Individuals working in the Semiconductor and Other Electronic Component Manufacturing industry sector posted the highest median earnings at \$16,287. The Support Activities for Mining industry sector had the second highest median earnings at \$13,118.

**Table 14. Top 10 Industries of Employment for ES Group by 4-Digit NAICS Code**

Industry of Employment	N Working	Median Earnings	NAICS Code
Employment Services	476	\$4,370	5613
Rubber Product Manufacturing	166	\$7,500	3262
Semiconductor and Other Electronic Component Manufacturing	155	\$16,287	3344
Elementary and Secondary Schools	103	\$4,187	6111
Support Activities for Mining	92	\$13,118	2131
Executive, Legislative, and Other General Government Support	66	\$6,231	9211
Other General Merchandise Stores	64	\$3,998	4529
Limited-Service Eating Places	58	\$2,380	7222
Plastics Product Manufacturing	55	\$7,883	3261
Architectural, Engineering, and Related Services	54	\$7,785	5413

Table 15 shows the CIP titles of the top 10 areas of enrollment for ES Group program participants who were found enrolled in postsecondary education during the fall semester of 2008. The largest number of participants was found enrolled in General Studies. Undeclared was the second most common CIP area, with Drafting and Design Technology/Technician, General third.

**Table 15. Top 10 Areas of Enrollment, by 6-digit CIP Code, for ES Group Enrolled in Postsecondary Education in the Fall Semester 2008**

CIP Title	N
General Studies	34
Undeclared	26
Drafting and Design Technology/Technician, General	25
Heating, Air Conditioning, Ventilation and Refrigeration Maintenance	23
Computer and Information Sciences, General	19
Truck and Bus Driver/Commercial Vehicle Operation	18
Electrician	16
Nursing - Registered Nurse Training (RN, ASN, BSN, MSN)	16
Licensed Practical /Vocational Nurse Training (LPN, LVN, Cert, Diploma, AAS)	16
Welding Technology/Welder	14

Table 16 shows the ten postsecondary institutions with the largest number of ES Group program participants found enrolled in the fall semester of 2008. Tyler Junior College had the largest number of exiters enrolled, followed by El Paso Community College District, and then Vernon College.

**Table 16. Top 10 Postsecondary Institutions with the Highest Number of ES Group Enrolled in the Fall Semester 2008**

Institution	N
Tyler Junior College	109
El Paso Community College District	56
Vernon College	50
Austin Community College	25
Kilgore College	24
St. Philip's College	18
Texas State Technical College Marshall	17
Southwest Texas Junior College	14
South Texas College	14
McLennan Community College	11

**Training Group**

Table 17 shows employment and earnings for TAA Training group participants by gender. There were slightly more females than males in the Training group. Male participants had employment of 72.2 percent during 4Q2008. There were 66.3 percent of female participants found working during the same period. Males had a median quarterly earnings figure of \$6,948. Overall employment for the TAA Training Group cohort was 68.9 percent, with median quarterly earnings of \$5,401.

**Table 17. Employment and Earnings for TAA Training Group by Gender**

% Working	N	Gender		N	Median Earnings
72.2	497	Male		497	\$6,948
<b>68.9</b>	<b>1,107</b>	<b>Total</b>		<b>1,107</b>	<b>\$5,401</b>
66.3	609	Female		609	\$4,803
n/a	n/a	Unknown		n/a	n/a

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

When examining the racial sub-groups without regard to ethnicity of the TAA Training group, American Indians had the highest employment with 83.3 percent employment in 4Q2008 (Table 18). Blacks had the second-highest employment with 73.0 percent. Hawaiian Native or Pacific Islanders had the highest median wage among racial sub-groups at \$8,578 in 4Q2008.

**Table 18. Employment and Earnings for TAA Training Group by Race (without Regard to Ethnicity)**

% Working	N	Race		N	Median Earnings
83.3	12	American Indian		7	\$8,578
73.1	93	Other/Unknown		12	\$8,408
73.0	115	Black		93	\$7,354
70.2	707	White		115	\$7,128
<b>68.9</b>	<b>1,107</b>	<b>Total</b>		<b>1,107</b>	<b>\$5,401</b>
58.4	173	Asian		707	\$5,310
57.1	7	Hawaiian Native or Pacific Islander		173	\$5,180

Over 80 percent of the Training group had at least a high school diploma or the equivalent upon entering the TAA program (Table 19). Individuals entering the program with a baccalaureate degree and above had the highest employment in the snapshot quarter with 89.7 percent working. Possessing a BA or above upon program entry seems to be the most important demographic characteristic in terms of income for the Training group, as those participants had median earnings of \$9,784 in the target quarter.

**Table 19. Employment and Earnings for TAA Training Group by Education at Entry**

% Working	N	Education at Entry		N	Median Earnings
89.7	29	BA and Above	BA and Above	29	\$9,784
72.1	201	More than HS	More than HS	201	\$7,452
70.9	708	High School/GED	<b>Total</b>	<b>1,107</b>	<b>\$5,401</b>
<b>68.9</b>	<b>1,107</b>	<b>Total</b>	High School/GED	708	\$5,379
53.9	13	No grade	Elementary/ESL	156	\$3,795
53.2	156	Elementary/ESL	No grade	13	\$3,614

Participants receiving Occupational/Vocational training had the highest employment among Training Group participants receiving a TAA service in statistically significant numbers, with 71.3 percent employed in 4Q2008 (Table 20). That was the only service group with employment higher than the Training Group total of 68.9 percent employed. Training Group participants receiving Occupational/Vocational training had median quarterly earnings of \$5,445 in 4Q2008. Participants receiving the Job Search service had the highest median earnings with \$13,565.

**Table 20. Employment and Earnings for TAA Training Group by Service Category**

% Working	N	Service Category		N	Median Earnings
71.3	993	Occupational/Vocational	Job Search	22	\$13,565
<b>68.9</b>	<b>1,107</b>	<b>Total</b>	Basic Education Skill	11	\$6,934
59.1	22	Job Search	Occupational/Vocational	993	\$5,445
54.6	11	Basic Education Skill	<b>Total</b>	<b>1,107</b>	<b>\$5,401</b>
44.4	81	ESL	ESL	81	\$4,899
71.3	993	Occupational/Vocational	Job Search	22	\$13,565

Table 21 shows employment for Training Group participants by LWDA. Six of the seven LWDA's with 100% employment did not have enough participants to be able to be displayed. Heart of Texas LWDA had the second-highest employment for the period with 95.0 percent employed. The largest number of participants came from the Upper Rio Grande LWDA, and they had employment of 65.5 percent. Excluding unknown LWDA's and those with less than 10 participants, participants from the Dallas LWDA had the highest median quarterly earnings in 4Q2008 with \$9,183 (Table 8). They were followed by Rural Capital LWDA with median quarterly earnings of \$9,135. The Upper Rio Grande LWDA had median quarterly earnings of \$4,553.

**Table 21. Employment and Earnings for Training Group by LWDA**

% Working	N	LWDA		N	Median Earnings	
100.0	6	Brazos Valley		Unknown	25	\$13,565
100.0	n/a	Texoma		Deep East Texas	5	\$12,073
100.0	n/a	Southeast Texas		Southeast Texas	n/a	\$12,054
100.0	n/a	North East Texas		North Texas	6	\$11,582
100.0	n/a	West Central		Central Texas	n/a	\$11,434
100.0	n/a	Coastal Bend		West Central	n/a	\$11,068
100.0	n/a	Central Texas		Brazos Valley	6	\$10,490
95.0	20	Heart of Texas		Texoma	n/a	\$9,546
86.1	36	North Central		Dallas	15	\$9,183
84.2	19	Capital Area		Rural Capital	21	\$9,135
83.3	24	Concho Valley		North Central	36	\$9,029
83.3	18	Lower Rio Grande Valley		North East Texas	n/a	\$8,518
80.0	5	Deep East Texas		East Texas	50	\$7,718
77.8	18	Gulf Coast		Capital Area	19	\$7,709
76.0	50	East Texas		Gulf Coast	18	\$7,637
75.0	n/a	Cameron County		Heart of Texas	20	\$6,797
73.7	19	Alamo		Golden Crescent	n/a	\$6,751
<b>68.9</b>	<b>1,107</b>	<b>Total</b>		Alamo	19	\$6,417
66.7	21	Rural Capital		Coastal Bend	n/a	\$6,161
66.7	15	Dallas		Tarrant County	277	\$6,049
66.7	6	North Texas	<b>Total</b>	<b>1,107</b>	<b>\$5,401</b>	
66.7	n/a	Golden Crescent	Cameron County	n/a	\$5,345	
66.1	277	Tarrant County	Concho Valley	24	\$5,081	
65.5	528	Upper Rio Grande	Lower Rio Grande Valley	18	\$5,052	
52.0	25	Unknown	Upper Rio Grande	528	\$4,553	
n/a	n/a	South Plains	South Plains	n/a	n/a	
n/a	n/a	South Texas	South Texas	n/a	n/a	

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

Table 22 shows the top 10 industries of employment for all training participants employed in the target quarter. Employment Services was the most common industry sector of employment, followed by Aerospace Product and Parts Manufacturing, and Elementary and Secondary Schools. Individuals working in the Aerospace Product and Parts Manufacturing industry sector posted the highest median earnings at \$14,422. The General Medical and Surgical Hospitals industry sector had the second highest median earnings at \$7,996.

**Table 22. Top 10 Industries of Employment for Training Group by 4-Digit NAICS Code**

Industry of Employment	N Working	Median Earnings	NAICS Code
Employment Services	79	\$3,865	5613
Aerospace Product and Parts Manufacturing	41	\$14,422	3364
Elementary and Secondary Schools	39	\$3,357	6111
Warehousing and Storage	34	\$5,041	4931
Electrical and Electronic Goods Merchant Wholesalers	33	\$5,118	4236
Business Support Services	32	\$4,740	5614
General Medical and Surgical Hospitals	27	\$7,996	6221
Other General Merchandise Stores	25	\$3,611	4529
Executive, Legislative, and Other General Government Support	22	\$7,200	9211
Building Equipment Contractors	20	\$6,383	2382



Table 23 shows the CIP titles of the top 10 areas of enrollment for Training Group participants who were found enrolled in postsecondary education during the fall semester of 2008. The largest number of participants was found enrolled in Liberal Arts and Sciences/Liberal Studies, although there are almost too few enrollees to mention.

**Table 23. Top 10 Areas of Enrollment, by 6-digit CIP Code, for Training Group Enrolled in Postsecondary Education in the Fall Semester 2008**

CIP Title	N
Liberal Arts and Sciences/Liberal Studies	5
Multi-/Interdisciplinary Studies, Other	5
Emergency Medical Technology/Technician (EMT Paramedic)	n/a
Business/Commerce, General	n/a
Health Information/Medical Records Technology/Technician	n/a
General Studies	n/a
Nursing - Registered Nurse Training (RN, ASN, BSN, MSN)	n/a
Communication Studies/Speech Communication and Rhetoric	n/a
Journalism	n/a
Computer and Information Sciences, General	n/a

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

Table 24 shows the ten postsecondary institutions with the largest number of Training Group participants found enrolled in the fall semester of 2008. El Paso Community College District had the largest number of exiters enrolled.

**Table 24. Top 10 Postsecondary Institutions with the Highest Number of Training Group Enrolled in the Fall Semester 2008**

Institution	N
El Paso Community College District	11
Austin Community College	6
McLennan Community College	n/a
Tarrant County South Campus	n/a
Tarrant County Northwest Campus	n/a
University Of North Texas	n/a
University Of Texas at El Paso	n/a
Tarrant County Northeast Campus	n/a
South Texas College	n/a
Tarrant County Southeast Campus	n/a

**Note:** Cells with values less than 5 are marked "n/a" to protect the privacy

**Appendix A**  
**Description of Trade Services and Benefits for Trade-certified Workers**  
**For the 2008 Program Year**

**Training assistance** was provided to Trade-certified workers when no suitable work was available within their local commuting area. Training opportunities included on-the-job training (OJT), vocational or technical training, customized training, and remedial education as part of an occupational training program. Generally, participants had to complete training programs within 104 weeks. Up to 26 weeks of training could be added if remedial education was necessary to complete occupational training. The training provided job skills that participants needed to obtain employment in high-growth, high-demand occupations, such as computer-related occupations, accounting clerk positions, nursing and other health and dental service occupations, computer-assisted drafting, general clerical positions, heating and air conditioning repair, electronics, pharmacy technology, various machine repair positions, and truck driving.

**Job search allowances** covered the expenses participants incurred in seeking employment outside their normal commuting area. Participants could have potentially received up to 90 percent of necessary transportation and living expenses (with a maximum of \$1,250) while searching for such employment.

**Relocation allowances** paid 90 percent of the reasonable and necessary expenses of moving participants, their families, and their household goods to a new location, if participants obtained employment outside their normal commuting area. As part of their relocation allowance, participants could have received a lump sum payment equal to three times their former average weekly wage (with a maximum of \$1,250) to pay deposits and help them get settled.

**Weekly income support benefits** (Trade Readjustment Allowances) could have been paid to eligible participants after they exhausted their state UI benefits. The income provided financial support to participants and their families while the participants were in a TAA-approved training program. (Although TRA payments are intended to help assist individuals enrolled in approved training programs, in some cases the training requirement can be waived (e.g., where training is not feasible).) The amount of the income support payments was typically the same as the participant's UI payments; however, these benefits were not UI, were not charged against the employer's accounts, and did not affect the employer's UI tax rates. The total length of time a participant received weekly benefits, including UI and TRA, generally could not exceed two years. In cases where a participant needed remedial training to enroll in occupational training or become job ready, benefits could have been extended.

**Health Coverage Tax Credit (HCTC)** paid 65 percent of the cost of health insurance premiums for health coverage under the Consolidated Omnibus Budget Reconciliation Act—COBRA—of 1985 or other qualified health insurance plans. An individual must have been eligible for TRA payments to be eligible for HCTC.

**Alternative Trade Adjustment Assistance (ATAA)** paid a 50 percent pay differential, based on the worker's prior and current wages, to older Trade-certified workers who found employment within 26 weeks of being laid off.

### **Description of Service Delivery for Trade-certified Workers**

Service delivery began when an employer provided notice of an impending layoff or plant closure, when TWC staff received notification of an event by other means, or when a Trade petition was filed. The Board in the affected area provided Rapid Response services by meeting with the employer to arrange early intervention reemployment services for affected workers. The Board and Texas Workforce Center staff members provided the employer and employees with information about workforce services, including Trade services.

Rapid Response early intervention services provided immediate aid to potentially dislocated workers affected by plant closings and large layoffs. The objective was to help these workers find reemployment as quickly as possible, often before their last day of work. Trade-certified workers also may have been notified of possible eligibility for services by individual mail-outs in English and Spanish, press releases, or notices published in newspapers announcing Trade certifications.

During the Rapid Response effort, Texas Workforce Center staff conducted employee orientations and seminars concerning job search skills, stress management, financial management, and local labor market information. Activities such as local job fairs and job referrals also occurred. If workers had been certified under a Trade petition by DOL, or if a certification was likely to occur, orientations and assistance included information about Trade services and benefits. Providing this information to employees during Rapid Response activities helped to ensure that Trade-certified workers applied for services and filed for benefits as early as possible to meet the TRA benefit eligibility timelines. Following job separation, Trade-certified workers could access WorkInTexas.com to find jobs that matched their skills and experience, or they could have received staff-assisted job search services through a Texas Workforce Center.

Through co-enrollment in WIA Dislocated Worker services, Trade-certified workers could have received thorough assessment services. If a Trade-certified worker lacked the job skills required to secure suitable employment, he or she could receive occupational training to prepare for a high-growth, high-demand occupation. Board-approved vendors could provide occupational training, or occupational training could be provided through customized training or OJT with an employer. Texas Workforce Center staff continued to work with participants while they were in training. TWC continuously stressed the need for training that integrated occupational job skills with the necessary basic education and language skills required for the occupation. While in training, the participant could file claims for weekly support payments through TWC's UI system.

Not all workers covered under a Trade certification requested services. Many workers who were potentially eligible for Trade services and benefits found reemployment quickly, took advantage of retirement options or transfers within a company, or became self-employed.

### References

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