

SNAP Employment & Training: 2008-2009 Exit Cohort



SNAP Employment and Training is one of the only federal programs designed solely to provide targeted employment and training resources to help extremely low-skilled, low-income adults achieve economic self-sufficiency.

—National Skills Coalition Report, 2011

The Supplemental Nutrition Assistance Program Employment & Training (SNAP E&T) program promotes long-term self-sufficiency and independence by preparing SNAP recipients for employment through work-related education and training activities.

The goal of SNAP E&T is to assist SNAP recipients in obtaining employment, including provision of work opportunities for 18- to 50-year-old Able-Bodied Adults Without Dependents (ABAWDs) through participation in work programs and education and training activities.

The SNAP population comprises many individuals with severe barriers to employment including a lack of education, skills and employment history (National Skills Coalition 2011). In the Texas PY 2009 SNAP E&T cohort population, for example, one-third of the cohort had less than a high school degree or GED while only one in five had any postsecondary education. Fully 44 percent were males with no postsecondary education.

Employment and training services are often otherwise unavailable to SNAP recipients who do not receive Temporary Assistance for Needy Families/TANF). Thus, SNAP E&T plays a vital role in the Texas workforce delivery system for individuals facing high barriers to employment.

SNAP E&T is currently under discussion at the national level as Congress considers the program as part of deliberations surrounding the 2012 “Farm Bill.”

For a description of SNAP E&T in Texas including eligibility and services, visit <http://www.twc.state.tx.us/welref/supplemental-nutrition-assistance-program-overview.html>

Methodology

The Labor Market and Career Information (LMCI) division of TWC received the original program year 2009 (PY2009) file containing 274,606 seed records for the Choices program. Each seed record represents a unique program service event associated with a participant Social Security Number (SSN). Because many participants received more than one service, the input file included many duplicates of the same SSN. The records were grouped by SSN and service code in order to eliminate as much duplication as possible, and records with service codes not used by the Choices program were deleted. We then deleted records with invalid registration dates. 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. This left 25,900 unique seed records for analysis.

Purpose of the Report

Senate Bill 281 (2003) requires the Texas Workforce Commission (TWC) to, at least annually, issue an analysis of the job placement performance of each workforce development program by occupation and by training provider (possibly including other relevant data), for the previous one-year, three-year, and five-year periods. TWC's Labor Market and Career Information (LMCI) department fulfills this mandate. We provide these data in the spirit of continuous improvement and do not seek to single out or punish any program, provider or geography. LMCI's mission is to improve the way Texans make career and educational decisions by providing useful and reliable information about careers, educational training options and jobs. For more information, visit www.lmci.state.tx.us.

Structure of the Report

This report addresses the set of individuals (cohort) that exited SNAP E&T in 2008-2009. The report examines a snapshot of the cohort's outcomes, i.e. their employment and median earnings, in the fourth quarter of 2009 (Q42009). Three-year and five-year snapshots of this cohort's outcomes in Q42012 and Q42014 will be added to the report as the data become available. The report's body provides a high-level overview and analysis of the data. Detailed tables of all measures discussed can be found in appendix A. All data are from LMCI's follow-up analysis unless otherwise noted.

Methodology

If the linkage to the Q42009 UI Wage Record database records resulted in a match for any program participant, that participant's earnings and the North American Industry Classification System (NAICS) code for the employer of record were both retained for analysis. If a participant was found employed by more than one employer, the sum of the participant's earnings and the NAICS code of the employer paying the most wages were retained for analysis.

Caveats About the Data and Analysis

To our knowledge, there is no better source of data on labor market outcomes than UI wage records, but these data have some limitations. UI wage records do not cover

individuals engaged in certain types of employment ranging from domestic workers to railroads. The collection of UI wage data involves editing to clean incoming data, but inaccurate records may remain in the system unless and until a claim for UI benefits is filed. SSNs are not validated against a national database: fraudulent SSNs may be present in the data as well as multiple individuals using one SSN (leading to outlandishly high earnings in some cases). Neither occupational title nor hours worked per quarter are reported, preventing us from calculating hourly wage and determining relatedness of training to employment or part-time/full-time status. This characteristic of the data sometimes leads to very low earnings in the case of individuals who worked for only part of a quarter we sampled. Despite these limitations, data from UI wage records provide an invaluable glimpse of post-exit achievements of workforce training participants.

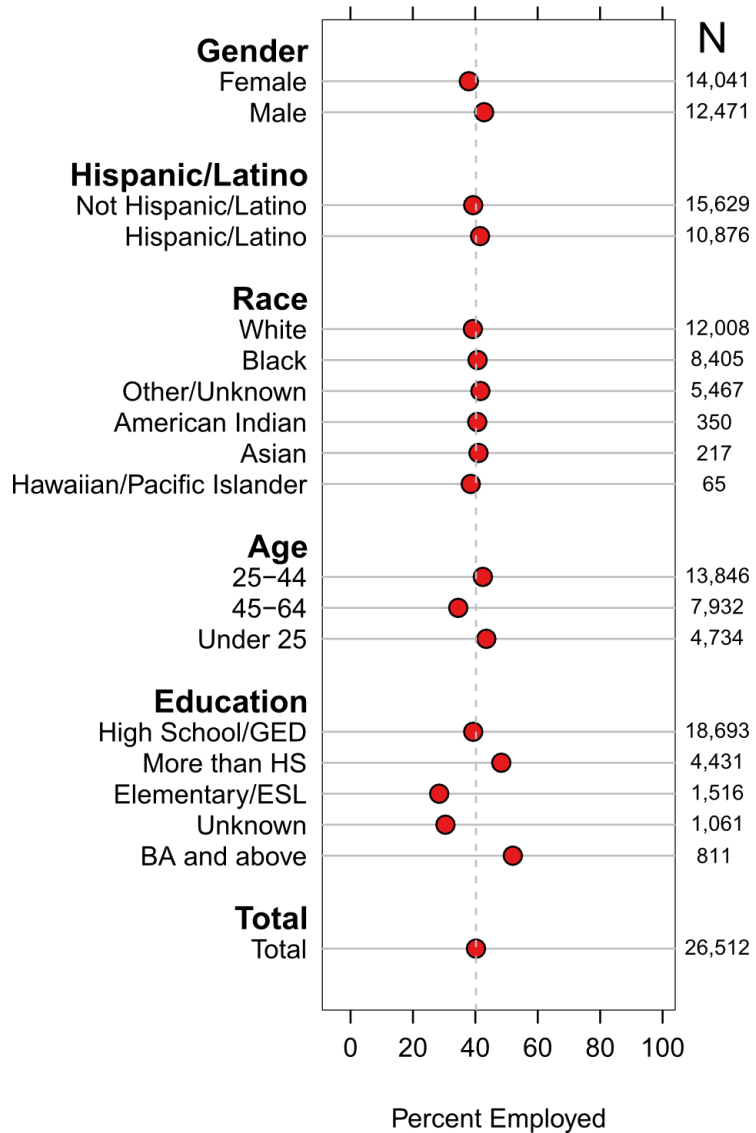
In the fourth quarter of 2009 (Q42009), the period examined in this report, the Texas economy continued to fare better than that of most other states. According to the National Bureau of Economic Research, the U.S. economy peaked in December 2007 and entered the “Great Recession,” which officially ended in July 2009 (although subsequent growth has been anemic, with the remaining effects of the Great Recession strongest in the labor market).

Results

Figure 1 displays the percent employed of SNAP E&T participants by selected characteristics.

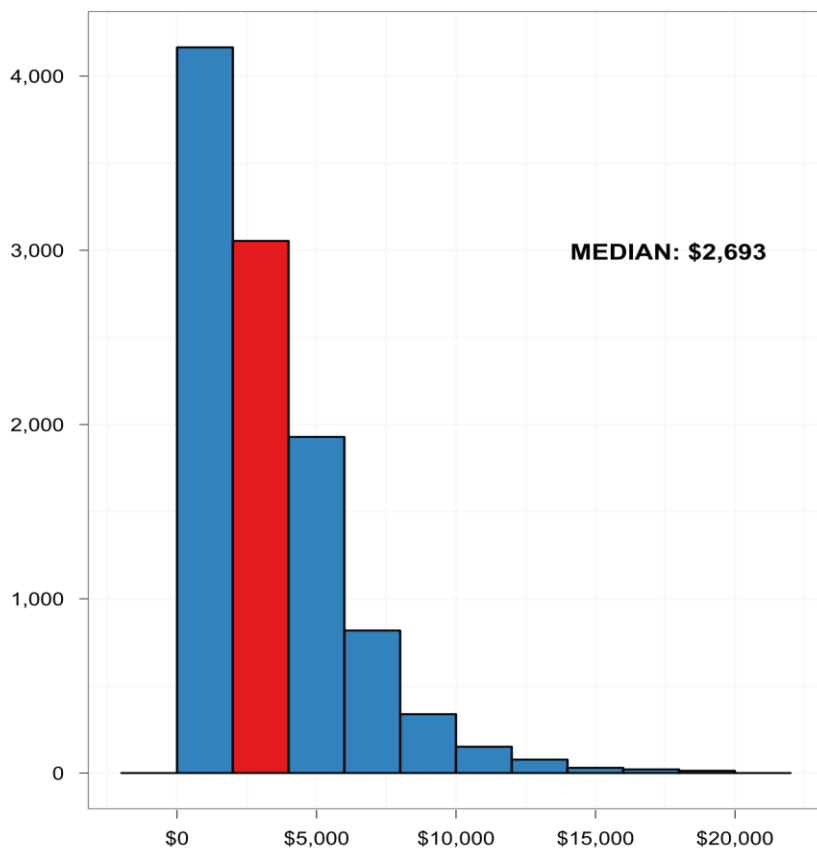
Females had a slightly higher employment percentage during the snapshot quarter than their male counterparts with 42.8 percent employed (Table 1). Men had the highest median earnings in the 4th quarter of 2009 with \$2,878. Overall, 40.2 percent of the cohort was employed in 4Q2009 with median earnings of \$2,679. Participants of Hispanic or Latino ethnicity had the highest employment in 4Q2009 with 41.5 percent employed. Upon entering SNAP E&T the highest education level attained by most participants was a high school diploma or its equivalent. Those participants who had obtained a bachelor's degree prior to entering the SNAP E&T program had the highest employment percentage in 4Q2009 with 52.0 percent employed. Participants who had completed more than high school but less than a bachelor's degree had the second highest employment and earnings with 48.3 percent

Figure 1: Employment by Selected Characteristics



The median quarterly earnings of SNAP E&T customers were \$2,693, 40 percent of Texas median quarterly earnings in 2009 (Figure 2). As customers persist in employment or gain new skills, we hope to see this distribution improve, particularly in terms of moving customers out of the lowest income “bin” (the tallest bar in Figure 2), meaning those who make less than \$2,500 per quarter.

Figure 2: Distribution of Median Quarterly Earnings



Capital Area LWDA had the highest employment in 4Q2009 with 56.0 percent of program exiters employed (Figure 2). Panhandle LWDA had the second-highest employment during the study period with 46.9 percent employed during the period. Gulf Coast LWDA had the largest number of program participants and had 40.1 percent employment. Participants from Golden Crescent LWDA had the highest median earnings with \$3,701. Capital Area LWDA followed with \$3,540. Gulf Coast LWDA participants had median quarterly earnings of \$2,784.

Figure 3: Employment and Median Quarterly Earnings by LWDA

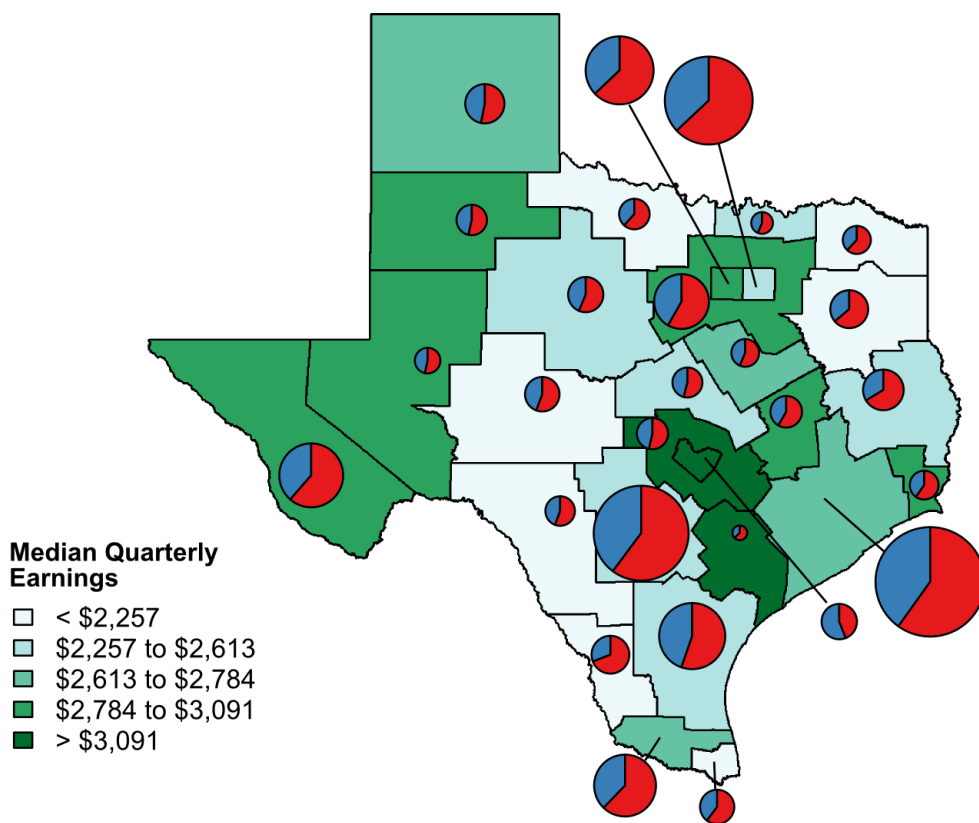


Table 1 shows the top ten industries of employment for all employed during the 4th quarter of 2009. We see that the most prominent industry of employment was the Employment Services industry. This industry typically includes temporary agencies and other “temp-to-hire” types of jobs. The Limited-Service 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 \$3,316.

Industry of Employment	N Working	Median Earnings	NAICS Code
Employment Services	1,535	\$1,772	5613
Limited-Service Eating Places	901	\$2,012	7222
Home Health Care Services	700	\$1,644	6216
Full-Service Restaurants	493	\$2,269	7221
Other General Merchandise Stores	395	\$2,936	4529
Elementary and Secondary Schools	322	\$2,642	6111
Business Support Services	291	\$3,316	5614
Nursing Care Facilities	213	\$3,262	6231
Services to Buildings and Dwellings	212	\$2,612	5617
Grocery Stores	207	\$3,024	4451

Appendix A

Table 2. Employment and Earnings by Gender				
Gender	N	N Working	% Working	Median Earnings
Male	14,041	5,317	37.9	\$2,878
Female	12,471	5,342	42.8	\$2,547
Total	26,512	10,659	40.2	\$2,697

Table 3. Employment and Earnings by Hispanic/Latino				
Ethnicity	N	N Working	% Working	Median Earnings
Not Hispanic or Latino	15,629	6,145	39.3	\$2,662
Hispanic or Latino	10,876	4,512	41.5	\$2,755
Other/Unknown	7	n/a	28.6	\$2,753
Total	26,512	10,659	40.2	\$2,697

Table 4. Employment and Earnings by Race, Regardless of Hispanic/Latino				
Race	N	N Working	% Working	Median Earnings
White	12,008	4,711	39.2	\$2,738
Black	8,405	3,418	40.7	\$2,492
Other/Unknown	5,467	2,274	41.6	\$2,835
American Indian or Alaska Native	350	142	40.6	\$3,149
Asian	217	89	41.0	\$3,469
Native Hawaiian or Other Pacific Islander	65	25	38.5	\$2,624
Total	26,512	10,659	40.2	\$2,697

Table 5. Employment and Earnings by Education Level				
Education Level	N	N Working	% Working	Median Earnings
High School/GED	18,693	7,343	39.3	\$2,538
More than HS	4,431	2,142	48.3	\$3,194
Elementary/ESL	1,516	430	28.4	\$2,394
Unknown	1,061	322	30.4	\$2,488
BA and Above	811	422	52.0	\$4,118
Total	26,512	10,659	40.2	\$2,697

Table 6. Employment and Earnings by Age Group				
Age	N	N Working	% Working	Median Earnings
25-44	13,846	5,867	42.4	\$2,864
45-64	7,932	2,734	34.5	\$2,880
Under 25	4,734	2,058	43.5	\$2,140
Total	26,512	10,659	40.2	\$2,697

Table 7. Employment and Earnings by LWDA

LWDA	N	N Working	% Working	Median Earnings
Gulf Coast	4,611	1,848	40.1	\$2,784
Alamo	3,468	1,379	39.8	\$2,580
Dallas	2,974	1,100	37.0	\$2,549
Tarrant County	1,782	661	37.1	\$2,957
Coastal Bend	1,682	752	44.7	\$2,613
Upper Rio Grande	1,571	607	38.6	\$2,897
Lower Rio Grande Valley	1,473	557	37.8	\$2,778
North Central	1,157	484	41.8	\$3,013
Deep East Texas	636	214	33.7	\$2,613
Panhandle	593	278	46.9	\$2,654
East Texas	553	200	36.2	\$2,229
South Texas	550	170	30.9	\$2,196
Capital Area	482	270	56.0	\$3,540
West Central	478	209	43.7	\$2,516
Concho Valley	459	204	44.4	\$2,257
Cameron County	452	180	39.8	\$2,196
Brazos Valley	384	160	41.7	\$2,922
Rural Capital	375	174	46.4	\$3,420
North Texas	359	138	38.4	\$2,144
South Plains	357	166	46.5	\$2,909
Central Texas	346	159	46.0	\$2,513
Middle Rio Grande	336	149	44.4	\$2,228
South East Texas	320	129	40.3	\$2,923
North East Texas	303	115	38.0	\$1,981
Heart of Texas	296	129	43.6	\$2,712
Permian Basin	251	117	46.6	\$3,091
Texoma	181	79	43.7	\$2,454
Golden Crescent	83	31	37.4	\$3,701
Total	26,512	10,659	40.2	\$2,697

Table 8. Higher Education Dashboard

Summary of Linkage	N	% of Cohort	Median Earnings
Working Only	10,228	38.6	\$2,706
Pursuing Higher Education Only	484	1.8	0
Working & Pursuing High Ed.	431	1.6	\$2,063
Subtotal for All Working	10,659	40.2	\$2,683
All Enrolled	915	3.5	0
Not Verified	14,252	53.8	0
Subtotal	26,512	100.0	0
TX Vital Statistics	81	0.3	0
Total	26,593	.	\$2,706

N	%	Higher Education Enrollment by Institution Type
758	82.8	Community/Technical Colleges & Career Schools/Colleges
157	17.2	Public or Private Universities & Health Science Centers
915	100.0	Total Found Enrolled

Top 10 LWDAs by Enrollment	N	Number Enrolled	% of All Enrolled
Gulf Coast	4,611	91	2.0
Alamo	3,468	63	1.8
Dallas	2,974	43	1.5
Lower Rio Grande Valley	1,473	36	2.4
Tarrant County	1,782	33	1.9
Coastal Bend	1,682	31	1.8
Upper Rio Grande	1,571	26	1.7
South Texas	550	23	4.2
North Central	1,157	20	1.7
Heart of Texas	296	15	5.1

Top 10 Public Postsecondary Institutions	N	% of All Enrolled	Top 10 Majors (6-digit Classification of Instructional Programs Code)	N	% of All Enrolled
Houston CC	70	7.7	Liberal Arts & Sciences	173	19.5
El Paso CCD	43	4.7	Nursing	74	8.3
South Texas College	40	4.4	Criminal Justice & Corrections	44	5.0
San Antonio College	35	3.8	Undeclared	42	4.7
Laredo CC	30	3.3	Vehicle Maintenance and Repair Technologies	26	2.9
St. Philip's College	29	3.2	Business Admin, Mgmt & Operations	26	2.9
Del Mar College	25	2.7	Allied Health	24	2.7
Tarrant Co South Campus	21	2.3	Business Operations Support	22	2.5
Austin CC	21	2.3	Business/Commerce, General	21	2.4
Coastal Bend College	20	2.2	Multi-/Interdisciplinary Studies, Other	20	2.3

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