

Helpful Hint #19 – Wage Gain by Gender by Race (Black, Not Hispanic)

These instructions produce a wage gain report by gender for individuals that are Black, not Hispanic. MicroSoft Access was used for this exercise.

Prior to running queries on the workstation, ODBC (Open DataBase Connectivity) must be installed and properly configured to connect to the PRISM database (http://www.oregon.gov/PRISM/TechnicalInfo.shtml#Desk_Manual). Microsoft Access ODBC configuration is required only once for each workstation. The connection will enable you to connect to PRISM tables needed for completing data analysis.

Create Access tables by linking to the following PRISM tables through ODBC.

1. PRISM.POST_OUTCOME_PERF_RPTS
2. PRISM_GENDER
3. PRISM_WORKFORCE_REGIONS

Import the Excel ethnicity table from the PRISM website located in Helpful Hints

4. ethnic_codes_by_category

Select tables 1, 2, 3 and 4 for the query window

Link tables: (Figure 1)

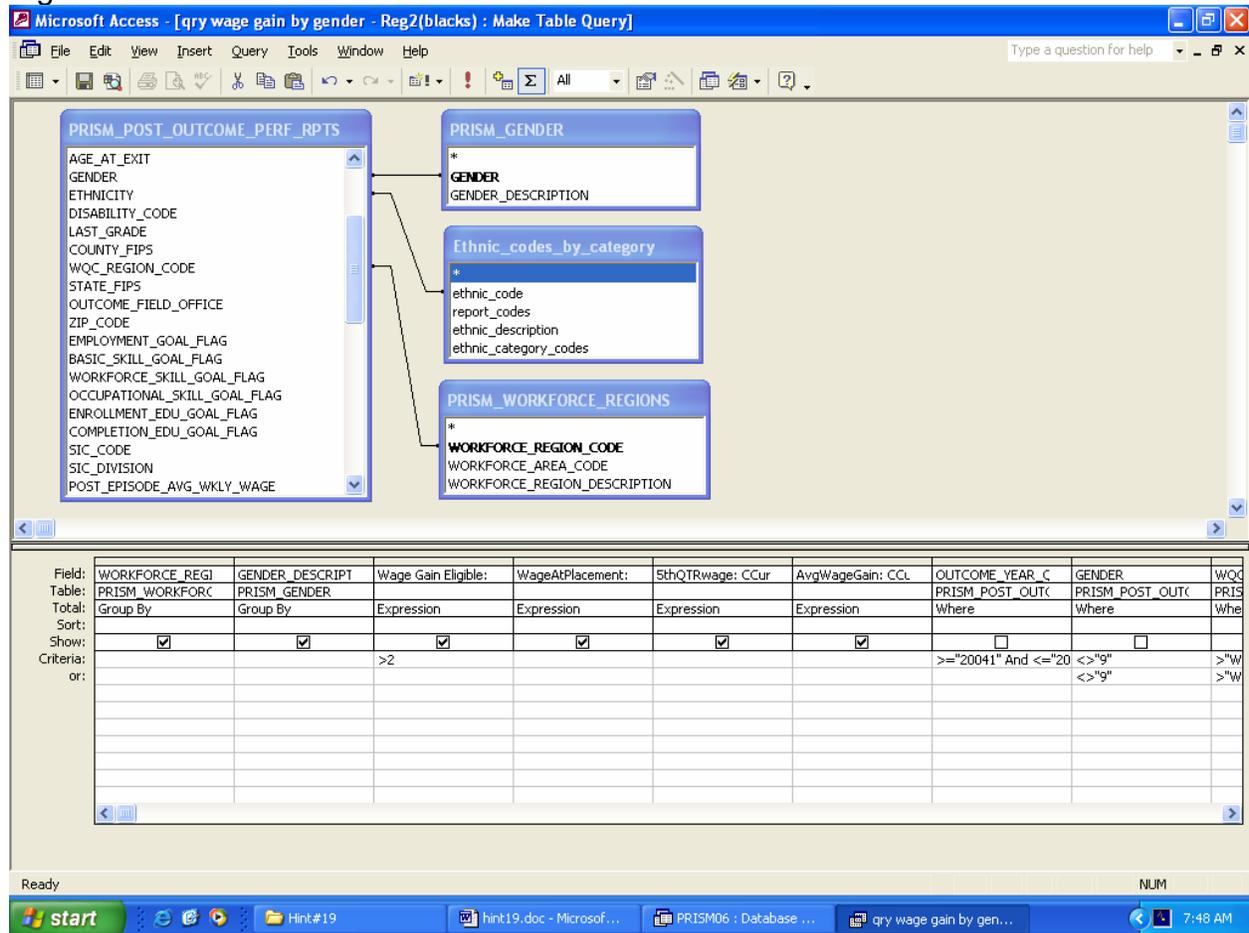
PRISM.POST_OUTCOME_PERF_RPTS.GENDER to
PRISM_GENDER

PRISM_POST_OUTCOME_PERF_RPTS.ETHNICITY to
ethnic_codes_by_category.ethnic_code

PRISM_POST_OUTCOME_PERF_RPTS.WQC_REGION_CODE to
PRISM_WORKFORCE_REGIONS

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Figure 1



In this exercise we'll be using expressions, so be sure to click on the “Σ” on the Toolbar.

From PRISM_WORKFORCE_REGIONS select WORKFORCE_REGION_DESCRIPTION and “Group by” next to Total.

From PRISM_GENDER select GENDER_DESCRIPTION and “Group by”.

Compute the wage gain eligible, wage at placement, 5th quarter wage using the following expressions:

Wage Gain Eligible: (FormatNumber(Sum(IIf((([WAGE_GAIN_CALC_FLAG]="1") And ([POST_EPISODE_AVG_HRLY_WAGE]>0) And ([WAGE_GAIN_AVG_HRLY_WAGE]>0),1,0)),0))

WageAtPlacement: CCur(Round(Avg(IIf((([WAGE_GAIN_CALC_FLAG]="1") And ([POST_EPISODE_AVG_HRLY_WAGE]>0) And ([WAGE_GAIN_AVG_HRLY_WAGE]>0),[POST_EPISODE_AVG_HRLY_WAGE])),2))

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5thQTRwage: CCur(Round(Avg(If([WAGE_GAIN_CALC_FLAG]="1") And ([POST_EPISODE_AVG_HRLY_WAGE]>0) And ([WAGE_GAIN_AVG_HRLY_WAGE]>0),[WAGE_GAIN_AVG_HRLY_WAGE])),2))

AvgWageGain: CCur(Round([5thQTRwage]-[WageAtPlacement],2.2))

The reporting period will be from January 1, 2004 through December 31, 2004 so under the OUTCOME_YEAR_QTR place >="20041" And <="20044". Be sure to select “where” in the total row.

We only want to display “males” and “females” on the report, so insert <>"9" under the gender field. Be sure to select “where” in the total row.

In this report we only want to include the 15 workforce regions, insert >"W00" under the WQC_REGION_CODE from the PRISM.POST_OUTCOME_PERF_RPTS table. Be sure to select “where” in the total row.

The report will include only counts of individuals who are declared Black, Not Hispanic, so insert "B" in the ethnic_category_codes from the Ethnic_codes_by_category table. Be sure to select “where” in the total row.

For CAF ONLY: Insert >="20041" And <="20044" from the UNSUB_PLACEMENT_YEAR_QTR field from the PRISM_POST_OUTCOME_PERF_RPTS table. Select “where” from the total row.

NOTE: One step left before we’re ready to run the query. Reports should show no less than 3 records, so we need to be sure that any cell with less than 3 records are suppressed. To suppress cells with less than 3 records, insert “>2” in the criteria under the Wage Gain Eligible expression.

Next, we want to make a table from the query so select “Make Table” from the menu bar and name the new table “tbl wage gain by gender – Blacks”. Run query to make the table (Figure 2).

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Figure 2

The screenshot shows a Microsoft Access window titled "tbl wage gain by gender - Blacks : Table". The table contains the following data:

WORKFORCE_REGION_DESCRIPTION	GENDER_DESCRIPTOR	Wage Gain Eligible	WageAtPlacement	5thQTRwage	AvgWageGain
Region 01 - Clatsop, Columbia, Tillamook	Male	16	\$13.55	\$11.47	(\$2.08)
Region 02 - Multnomah, Washington	Female	1,834	\$10.82	\$11.92	\$1.10
Region 02 - Multnomah, Washington	Male	1,827	\$11.19	\$12.33	\$1.14
Region 03 - Marion, Polk, Yamhill	Female	64	\$9.52	\$10.45	\$0.93
Region 03 - Marion, Polk, Yamhill	Male	88	\$11.19	\$12.94	\$1.75
Region 04 - Benton, Lincoln, Linn	Female	20	\$9.21	\$9.61	\$0.40
Region 04 - Benton, Lincoln, Linn	Male	44	\$11.39	\$12.12	\$0.73
Region 05 - Lane	Female	83	\$9.43	\$11.32	\$1.89
Region 05 - Lane	Male	141	\$11.79	\$12.03	\$0.24
Region 06 - Douglas	Male	17	\$8.72	\$8.71	(\$0.01)
Region 07 - Coos, Curry	Female	3	\$8.50	\$12.40	\$3.90
Region 07 - Coos, Curry	Male	4	\$7.62	\$9.53	\$1.91
Region 08 - Jackson, Josephine	Female	24	\$8.67	\$10.48	\$1.81
Region 08 - Jackson, Josephine	Male	69	\$9.75	\$10.84	\$1.09
Region 09 - Gilliam, Hood River, Sherman, Wasco, Wheeler	Male	4	\$9.84	\$12.07	\$2.23
Region 10 - Crook, Deschutes, Jefferson	Female	14	\$8.90	\$9.96	\$1.06
Region 10 - Crook, Deschutes, Jefferson	Male	14	\$9.60	\$10.05	\$0.45
Region 11 - Klamath, Lake	Female	17	\$8.58	\$9.62	\$1.04
Region 11 - Klamath, Lake	Male	29	\$10.15	\$11.37	\$1.22
Region 12 - Morrow, Umatilla	Female	17	\$8.29	\$9.60	\$1.31
Region 12 - Morrow, Umatilla	Male	21	\$10.46	\$13.00	\$2.54
Region 13 - Baker, Union, Wallowa	Female	8	\$8.53	\$9.24	\$0.71
Region 13 - Baker, Union, Wallowa	Male	6	\$10.32	\$12.73	\$2.41
Region 15 - Clackamas	Female	66	\$11.80	\$13.43	\$1.63
Region 15 - Clackamas	Male	99	\$12.57	\$15.09	\$2.52

Now we're ready to begin designing the report (Figure3).

The report header will include the following labels:

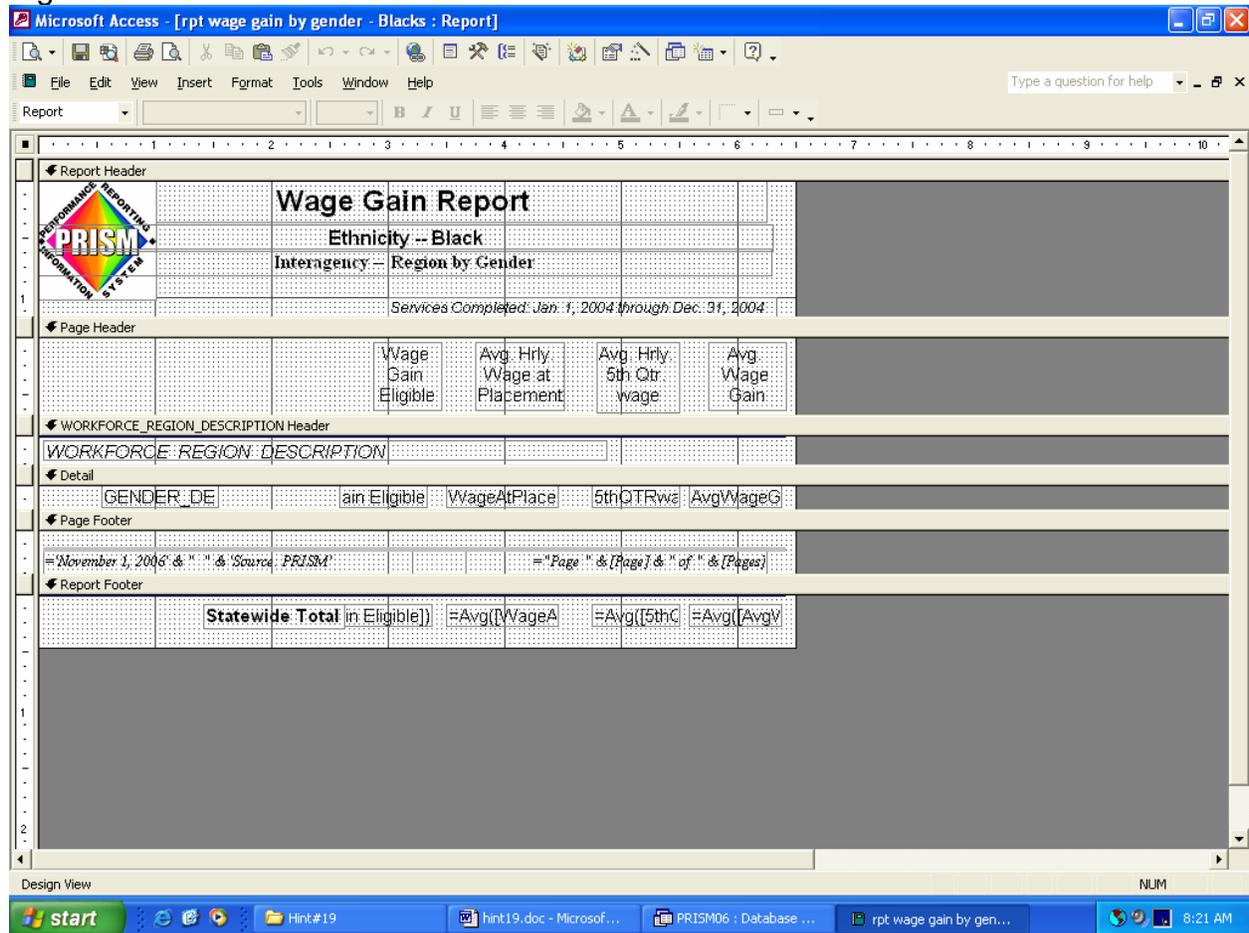
- “Wage Gain Report”,
- “Ethnicity – Black”
- “Region by Gender” and
- “Services Completed: Jan. 1, 2004 through Dec. 31, 2004”.

The page header will include the following labels:

- “Wage Gain Eligible”
- “Avg. Hrly. Wage at Placement”
- “Avg. Hrly. 5th Qtr. Wage” and
- “Avg. Wage Gain”.

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Figure 3



The data on the report is displayed by workforce region, so you'll need to insert the field WORKFORCE_REGION_DESCRIPTION below the WORKFORCE_REGION_DESCRIPTION header.

Under the detail place the following fields:

“GENDER_DESCRIPTION”

“Wage Gain Eligible”

“WageAtPlacement”

“5thQTRwage” and

“AvgWageGain”.

You may want to see totals at the bottom of the report, so under the report footer place the label “Statewide Total”.

To sum each of the columns on the report using a text boxes insert the following:

=Sum([Wage Gain Eligible])

=Avg([WageAtPlacement])

=Avg([5thQTRwage])

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=Avg([AvgWageGain])

On each page you may decide you want the date, source of information and the page number.

Insert a text box with “=Today’s date, 2006’ & ” ” & 'Source: PRISM' and another text box with for the page number =”Page ” & [Page] & ” of ” & [Pages].

Your ready to run the report! Click on the ‘Print Preview’ to view the report. If you’ve followed all the steps, the should be similar to Figure 4.

