

**TWC Apprenticeship Program
2004-2005 Exit Cohort
3-Year Longitudinal Study**

Methodology

There were 3,210 Apprenticeship exiters from Program Year 2004-2005. When this cohort was initially analyzed in the 2005 Automated Student and Adult Learner Follow-Up System (ASALFS) Final Report, labor market outcomes were determined by linking the seed records to the TWC Unemployment Insurance (UI) wage record database for the 4th quarter of 2005. These labor market outcomes form the baseline measure with which to compare the longitudinal results.

The longitudinal labor market outcomes were attained by linking the seed records to UI wage records for the 4th quarter of 2007, three years after exit. Participants who were found working and had earnings equal to or greater than \$25,000 in either target quarter were excluded from the analysis to reduce the possibility of skewing the data. Supplemental linkages were performed with the Texas Department of Criminal Justice (TDCJ) and Texas Bureau of Vital Statistics (TBVS), to determine incarcerations and deaths respectively, as well as the United States Office of Personnel Management (OPM) and the Department of Defense (DoD). Matches with TDCJ and TBVS databases were excluded from the analysis resulting in 3,159 records being retained for analysis.

Table 1 shows summary statistics for the seed records retained for analysis. In both study periods, earnings were summed across unique Social Security numbers (SSN).

Table 1. Summary Statistics

Participants Working in	N	N Working	% Working	Median Earnings
4Q2005	3,159	2,691	85.2	\$7,087
4Q2007	3,159	2,536	80.3	\$9,851
4Q2005 and 4Q2007	3,159	2,352	74.4	\$10,040

Results

A. Cohort Analysis

Cohort analysis looks at the results of the group during the two study periods as two distinct sets of data. Even though we analyzed the same exit cohort in both periods, it is likely that different individuals within the cohort are identified as working in the two time periods. The results should be considered as snapshots and do not take into account participants who may be working in both periods. Section B of this report will present data on participants working in both study periods.

Table 2 shows employment by occupation for Apprenticeship program completers in 4Q2005. Heating, Air Conditioning, and Refrigeration Mechanics and Installers had the highest employment in 4Q2005 at 96.6 percent. Electricians, the largest cohort at 1,935 members, had employment of 87.0 percent. In total, 85.2 percent of the cohort was employed at 4Q2005.

Table 2. Employment by Occupation in 4Q2005

Occupation	N	N Working	% Working
Tapers	n/a	n/a	33.3
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	n/a	n/a	50.0
Drywall Installers, Ceiling Tile Installers, and Tapers	6	n/a	66.7
Glaziers	7	n/a	57.1
Carpet, Floor, and Tile Installers and Finishers	11	10	90.9
Dredge, Excavating, and Loading Machine Operators	11	8	72.7
Electrical, Electronics, and Electromechanical Assemblers	11	8	72.7
Brickmasons and Blockmasons	16	13	81.3
Painters and Paperhangers	16	11	68.8
Cement Masons, Concrete Finishers, and Terrazzo Workers	17	13	76.5
Material Moving Workers	24	19	79.2
Insulation Workers	27	24	88.9
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	29	28	96.6
Media and Communication Equipment Workers	30	27	90.0
Model Makers and Patternmakers, Metal and Plastic	42	37	88.1
Machinists	57	43	75.4
Carpenters	109	83	76.2
Sheet Metal Workers	283	239	84.5
Pipelayers, Plumbers, Pipefitters, and Steamfitters	521	433	83.1
Electricians	1,935	1,684	87.0
Total	3,159	2,691	85.2

Note: Cells with fewer than 5 observations are assigned a value of "n/a" to protect the privacy of cohort members.

Heating, Air Conditioning, and Refrigeration Mechanics and Installers had the highest employment in 4Q2007 with 93.1 percent employed (Table 2a). 4Q2007 employment was down from 4Q2005 employment for the five occupations with the most participants. That contributed in bringing the overall cohort employment down from 85.2 percent in 4Q2005 to 80.3 percent three years later in 4Q2007. This is not surprising, however, nor should it necessarily be cause for alarm. These numbers are almost identical to the numbers from the last three years of 3-year longitudinal studies. As we explained then, a large number of tradesmen are self-employed, and the southwest region has some of the highest self-employment numbers in the nation with regard to construction trades. It is plausible that, after spending time with companies as apprentices, a portion of the exit cohort went into business for themselves.

Table 2a. Employment by Occupation in 4Q2007

Occupation	N	N Working	% Working
Tapers	n/a	n/a	33.3
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	n/a	n/a	75.0
Drywall Installers, Ceiling Tile Installers, and Tapers	6	n/a	50.0
Glaziers	7	n/a	57.1
Carpet, Floor, and Tile Installers and Finishers	11	9	81.8
Dredge, Excavating, and Loading Machine Operators	11	7	63.6
Electrical, Electronics, and Electromechanical Assemblers	11	8	72.7
Brickmasons and Blockmasons	16	13	81.3
Painters and Paperhangers	16	7	43.8
Cement Masons, Concrete Finishers, and Terrazzo Workers	17	10	58.8
Material Moving Workers	24	16	66.7
Insulation Workers	27	23	85.2
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	29	27	93.1
Media and Communication Equipment Workers	30	27	90.0
Model Makers and Patternmakers, Metal and Plastic	42	28	66.7
Machinists	57	37	64.9
Carpenters	109	81	74.3
Sheet Metal Workers	283	216	76.3
Pipelayers, Plumbers, Pipefitters, and Steamfitters	521	427	82.0
Electricians	1,935	1,589	82.1
Total	3,159	2,536	80.3
Note: Cells with fewer than 5 observations are assigned a value of "n/a" to protect the privacy of cohort members.			

Earnings by occupation for those found working in 4Q2005 are shown in Table 3. The overall median quarterly earnings for the cohort were \$7,087 in 4Q2005. Electrician apprentices posted median earnings of \$7,070 during the initial study period. Material Moving Workers apprentices posted the highest median earnings in 4Q2005 at \$10,382.

Table 3. Earnings by Occupation in 4Q2005

Occupation	N	N Working	Median Earnings
Tapers	n/a	n/a	\$6,333
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	n/a	n/a	\$6,948
Drywall Installers, Ceiling Tile Installers, and Tapers	6	n/a	\$4,270
Glaziers	7	n/a	\$5,077
Carpet, Floor, and Tile Installers and Finishers	11	10	\$5,298
Dredge, Excavating, and Loading Machine Operators	11	8	\$8,894
Electrical, Electronics, and Electromechanical Assemblers	11	8	\$7,029
Brickmasons and Blockmasons	16	13	\$6,244
Painters and Paperhangers	16	11	\$6,363
Cement Masons, Concrete Finishers, and Terrazzo Workers	17	13	\$5,373
Material Moving Workers	24	19	\$10,382
Insulation Workers	27	24	\$6,154
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	29	28	\$9,129
Media and Communication Equipment Workers	30	27	\$6,141
Model Makers and Patternmakers, Metal and Plastic	42	37	\$9,235
Machinists	57	43	\$9,061
Carpenters	109	83	\$6,524
Sheet Metal Workers	283	239	\$6,503
Pipelayers, Plumbers, Pipefitters, and Steamfitters	521	433	\$7,339
Electricians	1,935	1,684	\$7,070
Total	3,159	2,691	\$7,087
Note: Cells with fewer than 5 observations are assigned a value of "n/a" to protect the privacy of cohort members.			

Table 3a shows earnings by occupation for those found working in 4Q2007. The overall median quarterly earnings for the cohort were \$9,851 in 4Q2007, up from the 4Q2005 mark seen in Table 2. Electrician apprentices posted median earnings of \$9,926 at the three-year study period. Material Moving Workers apprentices again posted the highest median earnings, earning \$15,066 in 4Q2007.

Table 3a. Earnings by Occupation in 4Q2007

Occupation	N	N Working	Median Earnings
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	n/a	n/a	\$6,203
Brickmasons and Blockmasons	16	13	\$7,604
Carpenters	109	81	\$7,996
Carpet, Floor, and Tile Installers and Finishers	11	9	\$6,750
Cement Masons, Concrete Finishers, and Terrazzo Workers	17	10	\$6,516
Dredge, Excavating, and Loading Machine Operators	11	7	\$7,951
Drywall Installers, Ceiling Tile Installers, and Tapers	6	n/a	\$10,899
Electrical, Electronics, and Electromechanical Assemblers	11	8	\$10,295
Electricians	1,935	1,589	\$9,926
Glaziers	7	n/a	\$6,960
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	29	27	\$10,835
Insulation Workers	27	23	\$7,548
Machinists	57	37	\$12,397
Material Moving Workers	24	16	\$15,066
Media and Communication Equipment Workers	30	27	\$8,222
Model Makers and Patternmakers, Metal and Plastic	42	28	\$12,124
Painters and Paperhangers	16	7	\$9,718
Pipelayers, Plumbers, Pipefitters, and Steamfitters	521	427	\$10,551
Sheet Metal Workers	283	216	\$9,135
Tapers	n/a	n/a	\$9,055
Total	3,159	2,536	\$9,851
Note: Cells with fewer than 5 observations are assigned a value of "n/a" to protect the privacy of cohort members.			

Employment and earnings statistics for the ten apprenticeship training providers with the most apprentices are seen here in Tables 4 through 5a. Statistics for the entire list of training providers can be seen in the various tables located in Appendix A. Table 4 displays employment for 4Q2005. SSAISD apprentices had the highest employment at 91.9 percent, with Manor ISD close behind with 88.7 percent employed. Table 4a shows employment in 4Q2007. Overall cohort employment dropped between 2005 and 2007, and each one of the top ten training providers had fewer apprentices employed at the three-year mark. While this may seem alarming, it is not, nor is it worrisome.

Table 4. Employment for Top 10 Training Providers in 4Q2005

Training Provider	N	N Working	% Working
Northside ISD	500	433	86.6
Fort Worth ISD	411	346	84.2
Dallas ISD	344	301	87.5
Manor ISD	283	251	88.7
Beaumont ISD	266	221	83.1
El Paso Community College	221	178	80.5
TSTC Harlingen	192	156	81.3
Leander ISD	161	131	81.4
SSAISD	148	136	91.9
Amarillo College	135	115	85.2
Total	3,159	2,691	85.2

Table 4a. Employment for Top 10 Training Providers in 4Q2007

Training Provider	N	N Working	% Working
Northside ISD	500	428	85.6
Fort Worth ISD	411	337	82.0
Dallas ISD	344	263	76.5
Manor ISD	283	249	88.0
Beaumont ISD	266	213	80.1
El Paso Community College	221	150	67.9
TSTC Harlingen	192	152	79.2
Leander ISD	161	116	72.1
SSAISD	148	123	83.1
Amarillo College	135	111	82.2
Total	3,159	2,536	80.3

While the drop-off in “percent employed” between 2005 and 2007 might seem discouraging, the earnings figures in Tables 5 and 5a tell a different story. It is important to understand that a significant number of Apprenticeship Program participants transition from employment with a cooperative or organization to self-employment once they become journeymen in their field. Overall median quarterly earnings for the cohort rose from \$7,087 in 2005 (Table 5) to \$9,851 in 2007 (Table 5a). Manor ISD had the highest earnings in both snapshots, and every training provider experienced earnings gains between the one and three year target quarter.

Table 5. Median Quarterly Earnings for Top 10 Training Providers in 4Q2005

Training Provider	N	N Working	Median Earnings
Northside ISD	500	433	\$7,031
Fort Worth ISD	411	346	\$7,262
Dallas ISD	344	301	\$7,545
Manor ISD	283	251	\$8,312
Beaumont ISD	266	221	\$7,926
El Paso Community College	221	178	\$6,234
TSTC Harlingen	192	156	\$5,230
Leander ISD	161	131	\$7,266
SSAISD	148	136	\$6,924
Amarillo College	135	115	\$7,130
Total	3,159	2,691	\$7,087

Table 5a. Median Quarterly Earnings for Top 10 Training Providers in 4Q2007

Training Provider	N	N Working	Median Earnings
Northside ISD	500	428	\$10,430
Fort Worth ISD	411	337	\$10,316
Dallas ISD	344	263	\$10,037
Manor ISD	283	249	\$12,091
Beaumont ISD	266	213	\$11,650
El Paso Community College	221	150	\$8,345
TSTC Harlingen	192	152	\$6,327
Leander ISD	161	116	\$9,099
SSAISD	148	123	\$9,016
Amarillo College	135	111	\$10,063
Total	3,159	2,536	\$9,851

B. Individuals Found Working in Both Study Periods

The first part of this study looked at a snapshot of labor market outcomes for Apprenticeship program participants who exited in PY 2005. This part of the study is designed to more closely examine the outcomes associated with continued employment. Participants who were found working in both 4Q2005 and 4Q2007 were analyzed in this section of the report.

Table 8 shows employment retention and earnings gains by occupation for those found working in 4Q2005 and 4Q2007. Heating, Air Conditioning, and Refrigeration Mechanics and Installers had the highest employment retention with 96.4 percent of those employed in 4Q2005 also employed in 4Q2007. Media and Communication Equipment Workers also fared well with retention of 92.6 percent. Electricians, the largest cohort group, had employment retention of 88.0 percent. Overall, 87.4 percent of those working in 4Q2005 were also found working in 4Q2007. Material Moving Workers apprentices had the highest earnings gains over the study period at \$4,684. Pipelayers, Plumbers, Pipefitters, and Steamfitters posted the biggest earnings gains of the four largest cohorts, making \$3,585 more in 4Q2007 than in 4Q2005. Electricians showed earnings gains of \$3,017, which was more than the cohort total of \$2,953. Only one occupation showed earnings losses over the period.

**Table 8. Employment Retention and Earnings Gains
by Occupation for All Employed**

Occupation	N	Working in 2005			Working in 2005 and 2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	n/a	n/a	50.0	\$6,948	n/a	100.0	\$7,870	\$922
Brickmasons and Blockmasons	16	13	81.3	\$6,244	12	92.3	\$7,648	\$1,404
Carpenters	109	83	76.2	\$6,524	72	86.7	\$8,172	\$1,648
Carpet, Floor, and Tile Installers and Finishers	11	10	90.9	\$5,298	8	80.0	\$5,794	\$496
Cement Masons, Concrete Finishers, and Terrazzo Workers	17	13	76.5	\$5,373	10	76.9	\$6,516	\$1,143
Dredge, Excavating, and Loading Machine Operators	11	8	72.7	\$8,894	6	75.0	\$7,517	(\$1,377)
Drywall Installers, Ceiling Tile Installers, and Tapers	6	n/a	66.7	\$4,270	n/a	50.0	\$8,534	\$4,264
Electrical, Electronics, and Electromechanical Assemblers	11	8	72.7	\$7,029	7	87.5	\$10,902	\$3,873
Electricians	1,935	1,684	87.0	\$7,070	1,482	88.0	\$10,087	\$3,017
Glaziers	7	n/a	57.1	\$5,077	n/a	100.0	\$6,960	\$1,883
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	29	28	96.6	\$9,129	27	96.4	\$10,835	\$1,706
Insulation Workers	27	24	88.9	\$6,154	22	91.7	\$7,645	\$1,491
Machinists	57	43	75.4	\$9,061	35	81.4	\$13,027	\$3,966
Material Moving Workers	24	19	79.2	\$10,382	16	84.2	\$15,066	\$4,684
Media and Communication Equipment Workers	30	27	90.0	\$6,141	25	92.6	\$8,627	\$2,486
Model Makers and Patternmakers, Metal and Plastic	42	37	88.1	\$9,235	27	73.0	\$12,877	\$3,642
Painters and Paperhangers	16	11	68.8	\$6,363	7	63.6	\$9,718	\$3,355
Pipelayers, Plumbers, Pipefitters, and Steamfitters	521	433	83.1	\$7,339	385	88.9	\$10,924	\$3,585
Sheet Metal Workers	283	239	84.5	\$6,503	202	84.5	\$9,200	\$2,697
Tapers	n/a	n/a	33.3	\$6,333	n/a	100.0	\$9,055	\$2,722
Total	3,159	2,691	85.2	\$7,087	2,352	87.4	\$10,040	\$2,953

Note: Cells with fewer than 5 observations are assigned a value of "n/a" to protect the privacy of cohort members.

Table 9 shows employment retention and earnings gains for the top 10 training providers. Beaumont Electrical JATC had the largest earnings gains over the period, \$4,329. Austin Plumbers and Pipefitters JATC had the second-largest earnings gains with \$3,926. Austin Plumbers & Pipefitters JATC had the highest employment retention for any training provider, with 94.6 percent of those employed in 4Q2005 also employed in 4Q2007.

Table 9. Employment Retention and Earnings Gains for Top 10 Training Providers

Training Provider	N	Working in 2005			Working in 2005 and 2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Northside ISD	500	433	86.6	\$7,031	402	92.8	\$10,694	\$3,663.00
Fort Worth ISD	411	346	84.2	\$7,262	303	87.6	\$10,669	\$3,407.00
Dallas ISD	344	301	87.5	\$7,545	245	81.4	\$10,121	\$2,576.00
Manor ISD	283	251	88.7	\$8,312	233	92.8	\$12,210	\$3,898.00
Beaumont ISD	266	221	83.1	\$7,926	194	87.8	\$11,941	\$4,015.00
El Paso Community College	221	178	80.5	\$6,234	140	78.7	\$8,387	\$2,153.00
TSTC Harlingen	192	156	81.3	\$5,230	140	89.7	\$6,368	\$1,138.00
Leander ISD	161	131	81.4	\$7,266	107	81.7	\$9,433	\$2,167.00
SSAISD	148	136	91.9	\$6,924	118	86.8	\$9,110	\$2,186.00
Amarillo College	135	115	85.2	\$7,130	102	88.7	\$10,165	\$3,035.00
Total	3,159	2,691	85.2	\$7,087	2,354	87.5	\$10,033	\$2,946.00

Table 10 shows the top ten industries of employment for program participants employed at 4Q2005 and in 4Q2007. Building Equipment Contractors was the most common industry of employment. Employment Services was the second most common industry of employment, although 8 out of the 10 industries of employment are in the construction, contracting, or manufacturing fields. Participants employed in the Motor Vehicle Parts Manufacturing sector had the highest median earnings with \$14,682.

Table 10. Top Top 10 Industries of Employment for Participants Working in 4Q2005 and 4Q2007

Industry of Employment	N Working	Median Earnings	NAICS Code
Building Equipment Contractors	1,408	\$10,532	2382
Employment Services	127	\$6,566	5613
Nonresidential Building Construction	74	\$10,480	2362
Foundation, Structure, and Building Exterior Contractors	46	\$9,988	2381
Building Finishing Contractors	42	\$9,423	2383
Architectural and Structural Metals Manufacturing	36	\$9,448	3323
Executive, Legislative, and Other General Government Support	30	\$8,219	9211
Motor Vehicle Parts Manufacturing	23	\$14,682	3363
Utility System Construction	20	\$11,991	2371
Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	17	\$11,441	4237

References:

TWC Website. Available online: <http://www.twc.state.tx.us/svcs/apprentice.html>.

U.S. Department of Labor, Employment and Training Administration website: Available online: http://www.doleta.gov/atels_bat/characte.cfm.

Appendix A

Table A1. Employment and Earnings by Training Provider in 4Q2005

Training Provider	N	N Working	% Working	Median Earnings
Northside ISD	500	433	86.6	\$7,031
Fort Worth ISD	411	346	84.2	\$7,262
Dallas ISD	344	301	87.5	\$7,545
Manor ISD	283	251	88.7	\$8,312
Beaumont ISD	266	221	83.1	\$7,926
El Paso Community College	221	178	80.5	\$6,234
TSTC Harlingen	192	156	81.3	\$5,230
Leander ISD	161	131	81.4	\$7,266
SSAISD	148	136	91.9	\$6,924
Amarillo College	135	115	85.2	\$7,130
North East ISD	104	93	89.4	\$6,505
Corpus Christi ISD	65	52	80.0	\$5,235
Waco ISD	62	53	85.5	\$7,175
College Station ISD	53	45	84.9	\$6,202
ESC9	53	49	92.5	\$5,801
St. Phillip's College/South	26	20	76.9	\$6,286
ESC17	25	20	80.0	\$7,198
Grayson Community College	22	17	77.3	\$8,021
Hooks ISD	20	13	65.0	\$7,773
El Paso ISD	18	16	88.9	\$5,598
Seguin ISD	17	17	100.0	\$11,061
Tyler ISD	16	15	93.8	\$7,294
Vernon College	12	11	91.7	\$5,960
Hallsville ISD	n/a	n/a	66.7	\$6,529
Abilene ISD	n/a	n/a	n/a	n/a
Total	3,159	2,691	85.2	\$7,087
Note: Cells with fewer than 5 observations are assigned a value of "n/a" to protect the privacy of cohort members.				

Table A2. Employment and Earnings by Training Provider in 4Q2007

Training Provider	N	N Working	% Working	Median Earnings
Northside ISD	500	428	85.6	\$10,430
Fort Worth ISD	411	337	82.0	\$10,316
Dallas ISD	344	263	76.5	\$10,037
Manor ISD	283	249	88.0	\$12,091
Beaumont ISD	266	213	80.1	\$11,650
El Paso Community College	221	150	67.9	\$8,345
TSTC Harlingen	192	152	79.2	\$6,327
Leander ISD	161	116	72.1	\$9,099
SSAISD	148	123	83.1	\$9,016
Amarillo College	135	111	82.2	\$10,063
North East ISD	104	89	85.6	\$8,704
Corpus Christi ISD	65	45	69.2	\$7,882
Waco ISD	62	54	87.1	\$9,539
College Station ISD	53	44	83.0	\$9,541
ESC9	53	40	75.5	\$8,884
St. Phillip's College/South	26	20	76.9	\$9,128
ESC17	25	19	76.0	\$9,018
Grayson Community College	22	14	63.6	\$9,235
Hooks ISD	20	11	55.0	\$8,915
El Paso ISD	18	15	83.3	\$6,210
Seguin ISD	17	16	94.1	\$13,745
Tyler ISD	16	14	87.5	\$10,104
Vernon College	12	9	75.0	\$8,716
Hallsville ISD	n/a	n/a	100.0	\$12,092
Abilene ISD	n/a	n/a	50.0	\$8,892
Total	3,159	2,536	80.3	\$9,851
Note: Cells with fewer than 5 observations are assigned a value of "n/a" to protect the privacy of cohort members.				

Table A3. Employment and Earnings by Training Provider for Participants Found Working in 4Q2005 and 4Q2007

Training Provider	N	N Working	% Working	Median Earnings
Abilene ISD	n/a	n/a	n/a	n/a
Amarillo College	135	102	75.6	\$10,165
Beaumont ISD	266	194	72.9	\$11,941
College Station ISD	53	40	75.5	\$9,541
Corpus Christi ISD	65	44	67.7	\$7,668
Dallas ISD	344	245	71.2	\$10,121
El Paso Community College	221	140	63.3	\$8,387
El Paso ISD	18	15	83.3	\$6,210
ESC17	25	17	68.0	\$9,018
ESC9	53	38	71.7	\$8,884
Fort Worth ISD	411	303	73.7	\$10,669
Grayson Community College	22	14	63.6	\$9,235
Hallsville ISD	n/a	n/a	66.7	\$15,971
Hooks ISD	20	9	45.0	\$12,212
Leander ISD	161	107	66.5	\$9,433
Manor ISD	283	233	82.3	\$12,210
North East ISD	104	85	81.7	\$8,768
Northside ISD	500	402	80.4	\$10,694
Seguin ISD	17	16	94.1	\$13,745
SSAISD	148	118	79.7	\$9,110
St. Phillip's College/South	26	17	65.4	\$9,447
TSTC Harlingen	192	140	72.9	\$6,368
Tyler ISD	16	14	87.5	\$10,104
Vernon College	12	9	75.0	\$8,716
Waco ISD	62	50	80.6	\$9,329
Total	3,159	2,354	74.5	\$10,033
Note: Cells with fewer than 5 observations are assigned a value of "n/a" to protect the privacy of cohort members.				

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