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**Skills Development and Self-Sufficiency Fund Customized Training Program  
2004-2005 Exit Cohorts  
3-Year Longitudinal Study**

**Methodology**

The Labor Market and Career Information (LMCI) department used 11,174 archived seed records comprising the 2004-2005 Skills Development Fund (SDF) exit cohort, and 1,959 archived seed records comprising the 2004-2005 Self-Sufficiency Fund (SSF) cohort. For this report, post-exit labor market outcomes were compared from the two study periods.

The usable seed records were linked to TWC Unemployment Insurance (UI) wage records for the 4<sup>th</sup> quarter of 2005 to determine initial employment and earnings (baseline measure). The three-year snapshot linked the seed records to wage records to the 4<sup>th</sup> quarter of 2007 to determine delayed program effects. In the case where participants who were found working had earnings greater than or equal to \$25,000 in any target quarter were identified, these records were excluded from analysis based on the likelihood of inaccurate wage record data and to reduce the possibility of inappropriately skewing the data. Supplemental linkages were conducted with the Texas Department of Criminal Justice (TDCJ) and Texas Bureau of Vital Statistics (TBVS) to determine incarcerations and deaths, as well as the United States Office of Personnel Management (OPM), the United States Postal Service (USPS), and the Department of Defense (DoD). Cohort members who were found incarcerated or deceased during the study years were excluded from analysis. After all exclusions, there were 12,656 seed records retained for analysis in this report, 10,717 for SDF and 1,939 for SSF. In both study periods, earnings were summed across unique Social Security Numbers (SSN). The industry sector by 4-digit North American Industry Classification System (NAICS) of the employer that paid the most wages during the target quarter was retained for analysis.

**Results**

**Cohort Analysis**

Cohort analysis looks at the results of the group during the two study periods as two distinct sets of data. In cohort analysis it is possible, even likely, that the same persons identified as working in the baseline study period will not be identical to those found working in the terminal time period. Section B of this report presents data on participants who were identified as working in both study periods.

**Skills Development Fund**

SDF participants who attended training at South Plains College had the highest employment in 4Q2005 at 93.0 percent (Table 1). Dallas County Community College District had the largest number of participants and had 88.1 percent employment in 4Q2005. Overall employment for the cohort in 4Q2005 was 85.9 percent.

**Table 1. SDF Employment and Earnings in 4Q2005 by Training Provider**

<b>Training Provider</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>
Vernon College	60	54	90.0
South Plains College	142	132	93.0
Angelina College	296	244	82.4
Howard College	365	292	80.0
Texas Engineering Extension Service	514	401	78.0
El Paso Community College District	538	444	82.5
Hill College	553	509	92.0
Amarillo College	555	512	92.3
Brazosport College	601	532	88.5
South Texas College	680	595	87.5
Southwest Texas Junior College	1,648	1,500	91.0
Temple College	2,293	1,817	79.2
Dallas County Community College District	2,472	2,178	88.1
<b>Total</b>	<b>10,717</b>	<b>9,210</b>	<b>85.9</b>

Exiters from Brazosport College had the highest median quarterly earnings in 4Q2005 at \$17,561 (Table 1a). Amarillo College participants had the second-highest mark with median quarterly earnings of \$17,370. Dallas County Community College District exiters had earnings of \$11,361. Overall median quarterly earnings for the SDF cohort were \$8,786 in 4Q2005.

**Table 1a. SDF Earnings in 4Q2005 by Training Provider**

<b>Training Provider</b>	<b>N</b>	<b>N Working</b>	<b>Median Earnings</b>
Vernon College	60	54	\$11,692
South Plains College	142	132	\$12,584
Angelina College	296	244	\$5,698
Howard College	365	292	\$6,268
Texas Engineering Extension Service	514	401	\$8,691
El Paso Community College District	538	444	\$7,491
Hill College	553	509	\$12,255
Amarillo College	555	512	\$17,370
Brazosport College	601	532	\$17,561
South Texas College	680	595	\$6,376
Southwest Texas Junior College	1,648	1,500	\$7,352
Temple College	2,293	1,817	\$5,516
Dallas County Community College District	2,472	2,178	\$11,361
<b>Total</b>	<b>10,717</b>	<b>9,210</b>	<b>\$8,786</b>

Table 2 shows employment and earnings in 4Q2007 by training provider for the SDF cohort. South Plains College topped the list with 91.6 percent employment. Vernon College had the next highest employment with 90.0 percent employed in 4Q2007. Dallas County Community College District showed employment of 81.6 percent in 4Q2007. Overall employment for the SDF cohort in 4Q2007 was 80.9 percent.

**Table 2. SDF Employment in 4Q2007 by Training Provider**

<b>Training Provider</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>
Vernon College	60	54	90.0
South Plains College	142	130	91.6
Angelina College	296	231	78.0
Howard College	365	280	76.7
Texas Engineering Extension Service	514	378	73.5
El Paso Community College District	538	413	76.8
Hill College	553	471	85.2
Amarillo College	555	470	84.7
Brazosport College	601	528	87.9
South Texas College	680	540	79.4
Southwest Texas Junior College	1,648	1,440	87.4
Temple College	2,293	1,716	74.8
Dallas County Community College District	2,472	2,018	81.6
<b>Total</b>	<b>10,717</b>	<b>8,669</b>	<b>80.9</b>

Brazosport College exiters had the highest median quarterly earnings in 4Q2007 at \$19,224. Amarillo College had the next highest median quarterly earnings at \$19,164. Overall median quarterly earnings for the SDF cohort in 4Q2007 were \$9,995.

**Table 2a. SDF Earnings in 4Q2007 by Training Provider**

<b>Training Provider</b>	<b>N</b>	<b>N Working</b>	<b>Median Earnings</b>
Vernon College	60	54	\$12,193
South Plains College	142	130	\$14,003
Angelina College	296	231	\$6,312
Howard College	365	280	\$8,154
Texas Engineering Extension Service	514	378	\$10,073
El Paso Community College District	538	413	\$8,722
Hill College	553	471	\$12,604
Amarillo College	555	470	\$19,164
Brazosport College	601	528	\$19,224
South Texas College	680	540	\$7,563
Southwest Texas Junior College	1,648	1,440	\$8,851
Temple College	2,293	1,716	\$6,314
Dallas County Community College District	2,472	2,018	\$12,181
<b>Total</b>	<b>10,717</b>	<b>8,669</b>	<b>\$9,995</b>

General Medical and Surgical Hospitals was the industry (by 4-digit NAICS code) employing the most SDF exit cohort members at 4Q2005, followed by Executive, Legislative, and Other General Government Support (Table 3). Some of the other top ten industries of employment at 4Q2005 for SDF participants were Converted Paper Product Manufacturing, and Aerospace Product and Parts Manufacturing. Participants employed in the Basic Chemical Manufacturing industry sector had the highest median quarterly earnings at 4Q2005 with \$17,495. Aerospace Product and Parts Manufacturing employees were next with median quarterly earnings of \$17,443.

**Table 3. Top 10 Industries of Employment for SDF at 4Q2005**

<b>Industry of Employment</b>	<b>N Working</b>	<b>Median Earnings</b>	<b>NAICS Code</b>
General Medical and Surgical Hospitals	1,054	\$10,526	6221
Executive, Legislative, and Other General Government Support	772	\$8,400	9211
Converted Paper Product Manufacturing	675	\$6,637	3222
Basic Chemical Manufacturing	562	\$17,495	3251
Aerospace Product and Parts Manufacturing	502	\$17,443	3364
Wireless Telecommunications Carriers (except Satellite)	453	\$6,610	5172
Household Appliance Manufacturing	428	\$8,134	3352
Electric Power Generation, Transmission and Distribution	334	\$12,741	2211
Other Nonmetallic Mineral Product Manufacturing	311	\$13,177	3279
Household and Institutional Furniture and Kitchen Cabinet Manufacturing	284	\$5,900	3371

General Medical and Surgical Hospitals was again first on the list of the top ten industries of employment by 4-digit NAICS code at 4Q2007 (Table 4), while those employed in Basic Chemical Manufacturing were at the top of the earnings list with \$19,398. Executive, Legislative, and Other General Government Support was second on the list in overall employment, while the Aerospace Product and Parts Manufacturing industry was second in rank with respect to median earnings at \$19,280.

**Table 4. Top 10 Industries of Employment for SDF at 4Q2007**

<b>Industry of Employment</b>	<b>N Working</b>	<b>Median Earnings</b>	<b>NAICS Code</b>
General Medical and Surgical Hospitals	903	\$12,408	6221
Executive, Legislative, and Other General Government Support	656	\$10,340	9211
Basic Chemical Manufacturing	514	\$19,398	3251
Converted Paper Product Manufacturing	502	\$7,380	3222
Aerospace Product and Parts Manufacturing	449	\$19,280	3364
Household Appliance Manufacturing	332	\$9,985	3352
Electric Power Generation, Transmission and Distribution	308	\$13,946	2211
Wireless Telecommunications Carriers (except Satellite)	308	\$8,178	5172
Other Nonmetallic Mineral Product Manufacturing	276	\$13,219	3279
Employment Services	239	\$3,864	5613

**Self-Sufficiency Fund**

In the 4<sup>th</sup> quarter of 2005, SSF participants who received training from Southwestern Meat Packers Foundation Inc. had the highest employment with 83.4 percent of exiters found working (Table 5). Those receiving training from Dallas County Community College District had the second-highest employment with 77.2 percent of participants found working. Overall employment in 4Q2005 for the SSF cohort was 77.3 percent.

**Table 5. SSF Employment in 4Q2005 by Training Provider**

<b>Training Provider</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>
El Paso Community College District	n/a	n/a	33.3
Texas State Technical College	72	43	59.7
Dallas County Community College District	123	95	77.2
Macedonia Outreach Center Inc.	236	141	59.8
Houston Community College System	298	212	71.1
Southwestern Meat Packers Foundation Inc.	1,207	1,006	83.4
<b>Total</b>	<b>1,939</b>	<b>1,498</b>	<b>77.3</b>

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

SSF participants receiving training from the El Paso Community College District had median quarterly earnings of \$9,099 in the 4<sup>th</sup> quarter of 2005 (Table 5a). Those receiving training from Southwestern Meat Packers Foundation Inc. were second on the list with median earnings of \$5,390. Overall median quarterly earnings for the SSF cohort at 4Q2005 were \$4,942.

**Table 5a. SSF Earnings in 4Q2005 by Training Provider**

<b>Training Provider</b>	<b>N</b>	<b>N Working</b>	<b>Median Earnings</b>
El Paso Community College District	n/a	n/a	\$9,099
Texas State Technical College	72	43	\$5,074
Dallas County Community College District	123	95	\$4,025
Macedonia Outreach Center Inc.	236	141	\$2,791
Houston Community College System	298	212	\$3,978
Southwestern Meat Packers Foundation Inc.	1,207	1,006	\$5,390
<b>Total</b>	<b>1,939</b>	<b>1,498</b>	<b>\$4,942</b>

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



In Table 6 we see that SSF participants who received training from Dallas County Community College District had the highest employment at the three-year snapshot (4Q2007), despite actually having a lower employment rate (74.8% in 2007 versus 77.2% in 2005). Houston Community College System had the second-highest employment in 4Q2007 with employment of 68.8 percent. Overall SSF cohort employment in 4Q2007 was 61.7 percent.

**Table 6. SSF Employment in 4Q2007 by Training Provider**

<b>Training Provider</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>
El Paso Community College District	n/a	n/a	66.7
Texas State Technical College	72	46	63.9
Dallas County Community College District	123	92	74.8
Macedonia Outreach Center Inc.	236	153	64.8
Houston Community College System	298	205	68.8
Southwestern Meat Packers Foundation Inc.	1,207	698	57.8
<b>Total</b>	<b>1,939</b>	<b>1,196</b>	<b>61.7</b>

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

Texas State Technical College participants had the highest median quarterly earnings in the 4<sup>th</sup> quarter of 2007, \$7,387 (Table 6a). Participants from Dallas County Community College District had the second-highest median quarterly earnings in 4Q2007 with \$6,086. Overall median quarterly earnings for the SSF cohort in 4Q2007 were \$5,523.

**Table 6a. SSF Earnings in 4Q2007 by Training Provider**

<b>Training Provider</b>	<b>N</b>	<b>N Working</b>	<b>Median Earnings</b>
El Paso Community College District	n/a	n/a	\$3,156
Texas State Technical College	72	46	\$7,387
Dallas County Community College District	123	92	\$6,086
Macedonia Outreach Center Inc.	236	153	\$3,475
Houston Community College System	298	205	\$5,562
Southwestern Meat Packers Foundation Inc.	1,207	698	\$5,658
<b>Total</b>	<b>1,939</b>	<b>1,196</b>	<b>\$5,523</b>

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

Table 7 shows the top 10 industries of employment, by 4-digit NAICS code, for all SSF participants found working in 4Q2005. The Animal Slaughtering and Processing industry sector, as well as the Greenhouse, Nursery, and Floriculture Production industry sector, had the largest number of participants. Participants working in the General Medical and Surgical Hospitals industry sector had the highest median quarterly earnings in 4Q2005 with \$6,653 followed by Animal Slaughtering and Processing with \$5,699.

**Table 7. Top 10 Industries of Employment for SSF at 4Q2005**

Industry of Employment	N Working	Median Earnings	NAICS Code
Animal Slaughtering and Processing	515	\$5,699	3116
Greenhouse, Nursery, and Floriculture Production	148	\$5,635	1114
Poultry and Egg Production	84	\$3,759	1123
Employment Services	71	\$2,689	5613
General Medical and Surgical Hospitals	62	\$6,653	6221
Nursing Care Facilities	45	\$3,652	6231
Other Food Manufacturing	44	\$5,374	3119
Home Health Care Services	32	\$1,246	6216
Other General Merchandise Stores	30	\$3,350	4529
Limited-Service Eating Places	25	\$2,244	7222

At the three-year snapshot, Animal Slaughtering and Processing industry sector, as well as the Greenhouse, Nursery, and Floriculture Production still had the largest number of participants employed (Table 8). The General Medical and Surgical Hospitals industry sector still had the highest median quarterly earnings as well, with \$7,898, followed by Other Food Manufacturing with \$6,413.

**Table 8. Top 10 Industries of Employment for SSF at 4Q2007**

Industry of Employment	N Working	Median Earnings	NAICS Code
Animal Slaughtering and Processing	172	\$5,619	3116
Greenhouse, Nursery, and Floriculture Production	119	\$6,300	1114
Poultry and Egg Production	76	\$3,727	1123
Employment Services	65	\$3,120	5613
General Medical and Surgical Hospitals	59	\$7,898	6221
Nursing Care Facilities	39	\$4,014	6231
Other Food Manufacturing	35	\$6,413	3119
Elementary and Secondary Schools	28	\$4,684	6111
Home Health Care Services	25	\$1,730	6216
Limited-Service Eating Places	23	\$3,332	7222

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## **B. Individuals Found Working in Both Study Periods**

The previous section analyzed results based on the 2003-2005 SDF exit cohort in which it was possible that different persons within the cohort could comprise the results for each post-exit quarter. This section of the report will focus on individuals who were found working both in 4Q2005 and 4Q2007.

### **Skills Development Fund**

Table 9 shows employment retention and earnings gains for SDF cohort members found working in both 4Q2005 and 4Q2007. The table is sorted in descending order by earnings gains. We see that was the training provider with the highest employment was Vernon College, with a retention rate from 4Q2005 to 4Q2007 at 96.3 percent. Brazosport College had the second-highest employment retention rate at 96.1 percent. Dallas County Community College District had 90.0 percent employment retention. Overall employment retention for the cohort was 88.9 percent.

Participants attending training at Howard College posted the largest earnings gains between 4Q2005 and 4Q2007, earning \$2,078 more in 4Q2007 than they earned in 4Q2005 (Table 9). Brazosport College was second in earnings gains with \$1,831. There were no training providers posting earnings losses over the period. Earnings gains for Dallas County Community College District exiters were \$890. Overall, the cohort showed earnings gains of \$1,468.

**Table 9. Employment Retention and Earnings Gains by Training Provider for SDF**

Training Provider	N	Working in 4Q2005			Working in 4Q2005 and 4Q2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Howard College	365	292	80.0	\$6,268	249	85.3	\$8,346	\$2,078
Brazosport College	601	532	88.5	\$17,561	511	96.1	\$19,392	\$1,831
Amarillo College	555	512	92.3	\$17,370	462	90.2	\$19,066	\$1,696
Southwest Texas Junior College	1,648	1,500	91.0	\$7,352	1,384	92.3	\$8,970	\$1,618
Texas Engineering Extension Service	514	401	78.0	\$8,691	347	86.5	\$10,277	\$1,586
South Plains College	142	132	93.0	\$12,584	125	94.7	\$14,055	\$1,471
El Paso Community College District	538	444	82.5	\$7,491	389	87.6	\$8,900	\$1,409
South Texas College	680	595	87.5	\$6,376	510	85.7	\$7,613	\$1,237
Temple College	2,293	1,817	79.2	\$5,516	1,528	84.1	\$6,483	\$967
Dallas County Community College District	2,472	2,178	88.1	\$11,361	1,961	90.0	\$12,251	\$890
Vernon College	60	54	90.0	\$11,692	52	96.3	\$12,464	\$772
Angelina College	296	244	82.4	\$5,698	208	85.2	\$6,403	\$705
Hill College	553	509	92.0	\$12,255	459	90.2	\$12,666	\$411
<b>Total</b>	<b>10,717</b>	<b>9,210</b>	<b>85.9</b>	<b>\$8,786</b>	<b>8,185</b>	<b>88.9</b>	<b>\$10,254</b>	<b>\$1,468</b>

Table 10 shows that General Medical and Surgical Hospitals was the industry of choice for participants, employing the highest number of those working over both periods. Executive, Legislative, and Other General Government Support was second on the list. Basic Chemical Manufacturing employees earned the most, showing median quarterly earnings of \$19,398. Aerospace Product and Parts Manufacturing was the next-highest earning industry with median earnings of \$19,229.

**Table 10. Top 10 Industries of Employment for SDF Participants Employed in 4Q2005 and 4Q2007**

<b>Industry of Employment</b>	<b>N Working</b>	<b>Median Earnings</b>	<b>NAICS Code</b>
General Medical and Surgical Hospitals	886	\$12,407	6221
Executive, Legislative, and Other General Government Support	642	\$10,456	9211
Basic Chemical Manufacturing	514	\$19,398	3251
Converted Paper Product Manufacturing	496	\$7,391	3222
Aerospace Product and Parts Manufacturing	446	\$19,229	3364
Household Appliance Manufacturing	332	\$9,985	3352
Wireless Telecommunications Carriers (except Satellite)	306	\$8,178	5172
Electric Power Generation, Transmission and Distribution	302	\$13,946	2211
Other Nonmetallic Mineral Product Manufacturing	273	\$13,211	3279
Household and Institutional Furniture and Kitchen Cabinet Manufacturing	231	\$7,437	3371

**Self-Sufficiency Fund**

Table 11 shows employment retention and earnings gains for SSF cohort members found working in both 4Q2005 and 4Q2007. The table is sorted in descending order by earnings gains. We see that the training provider with the highest employment was Dallas County Community College District, with a retention rate from 4Q2005 to 4Q2007 at 86.3 percent. The Houston Community College System had the second-highest employment retention rate at 80.2 percent. Overall employment retention for the cohort was 69.7 percent.

Texas State Technical College participants posted the largest earnings gains between 4Q2005 and 4Q2007, earning \$3,378 more in 4Q2007 than they earned in 4Q2005 (Table 11). Dallas Community College District was second in earnings gains with \$2,298. Overall, the cohort showed earnings gains of \$729, and only one training provider posted earnings losses.

**Table 11. Employment Retention and Earnings Gains by Training Provider for SSF**

Training Provider	N	Working in 4Q2005			Working in 4Q2005 and 4Q2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Texas State Technical College	72	43	59.7	\$5,074	31	72.1	\$8,452	\$3,378
Dallas County Community College District	123	95	77.2	\$4,025	82	86.3	\$6,323	\$2,298
Houston Community College System	298	212	71.1	\$3,978	170	80.2	\$5,765	\$1,787
Macedonia Outreach Center Inc.	236	141	59.8	\$2,791	110	78.0	\$4,132	\$1,341
Southwestern Meat Packers Foundation Inc.	1,207	1,006	83.4	\$5,390	650	64.6	\$5,733	\$343
El Paso Community College District	n/a	n/a	33.3	\$9,099	n/a	100.0	\$2,529	(\$6,570)
<b>Total</b>	<b>1,939</b>	<b>1,498</b>	<b>77.3</b>	<b>\$4,942</b>	<b>1,044</b>	<b>69.7</b>	<b>\$5,671</b>	<b>\$729</b>

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

Table 12 shows the top ten industries of employment, by 4-digit NAICS code, for all SSF exiters found working in both 4Q2005 and 4Q2007. The Animal Slaughtering and Processing industry employed the most SSF participants, followed by Greenhouse, Nursery, and Floriculture Production. Exiters working in the General Medical and Surgical Hospitals industry had the highest median earnings in 4Q2007, with \$7,924. They were followed by participants working in the Greenhouse, Nursery, and Floriculture Production, who posted median quarterly earnings of \$6,351.

**Table 12. Top 10 Industries of Employment for SSF Participants Employed in 4Q2005 and 4Q2007**

<b>Industry of Employment</b>	<b>N Working</b>	<b>Median Earnings</b>	<b>NAICS Code</b>
Animal Slaughtering and Processing	164	\$5,621	3116
Greenhouse, Nursery, and Floriculture Production	115	\$6,351	1114
Poultry and Egg Production	74	\$3,752	1123
General Medical and Surgical Hospitals	56	\$7,924	6221
Employment Services	52	\$3,434	5613
Other Food Manufacturing	34	\$5,975	3119
Nursing Care Facilities	31	\$4,211	6231
Elementary and Secondary Schools	27	\$4,746	6111
Limited-Service Eating Places	20	\$3,501	7222
Home Health Care Services	17	\$1,964	6216

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