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**Skills Development and Self-Sufficiency Fund Customized Training Program  
2006-2007 Exit Cohorts**

The Texas Workforce Commission administers the Skills Development Fund program, which provides state funds to directly respond to the workforce needs of Texas employers. During Fiscal Year 2008 (September 1, 2007 - August 31, 2008), TWC awarded 41 grants totaling \$22,772,673, which served 148 businesses, generated 7,984 new jobs and upgraded the skills of 11,705 workers in existing jobs. For Fiscal Year 2009, TWC has \$25 million in Skills Development Funds to support high quality, customized job training projects across the state. Grants for a single business may be limited to \$500,000.

Designed to meet the needs and special requirements of a business or trade union, customization extends beyond standard courses. The overall unique design may include customizing the curriculum, scheduling classes around the employees' schedules, developing company specific instructional examples, and addressing needs in real time with real situations.

Eligible grant recipients include a business, business consortium or trade union as long as they are partnered with an eligible training provider. Eligible training providers included:

- Public community and technical colleges
- The Texas Engineering Extension Service (TEEX)
- A community-based organization in partnership with the public community college or technical college or TEEX
- Other eligible organizations, including business partners, with whom the grant recipient has subcontracted to provide training.

Business partners have a key role in the process. They are expected to:

- Partner with an eligible grant recipient
- Be actively involved in the planning and design of the customized training project
- Pay wages to employees who successfully complete the training program that are equal to or greater than the prevailing wage for the occupation in the local labor market
- Sign an agreement with the grant recipient outlining each entity's roles and responsibilities
- Use *WorkinTexas.com* for new hires
- Disclose any other local, state or federal grant funds sought or awarded for the proposed training project
- Provide
  - Equal Employment Opportunity documentation
  - Information on employment benefits
  - The wage information for trainees
  - Social Security numbers for trainees

The Workforce Business Services' Skills Development Fund (SDF) Evaluation Team has developed training to assist new staff, the SDF Outreach, Development, and Technical Assistance Team, the colleges, and the businesses in researching and determining prevailing wages for the occupations for which training is being requested in SDF proposals.

It is a statutory requirement [Texas Labor Code, 303.002(b)(2)] that the wages for each occupation must be equal to or greater than the prevailing wage for that occupation in the local labor market. The local labor market is the Workforce Development Area (WDA) where the trainees will be employed upon the completion of training. The prevailing wage for an occupation is determined by identifying the wage at the 25th percentile for that occupation in the WDA. Making this determination is usually a straightforward process; however, there are certain situations for which additional research is necessary.

Researching prevailing wage is a multi-step process utilizing several systems, including the U.S. Department of Labor Bureau of Labor Statistics Standard Occupational Classification (SOC) system ([http://stats.bls.gov/soc/soc\\_majo.htm](http://stats.bls.gov/soc/soc_majo.htm) and <http://www.bls.gov/oco/home.htm>), the Texas Workforce Commission – Labor Market and Career Information (LMCI) Texas Rapid Access to Career and Economic Resources (TRACER) system (<http://www.tracer2.com>), and the North American Industry Classification System (NAICS) (<http://www.census.gov/epcd/naics02/naicod02.htm>).

The purpose of the Self-Sufficiency Fund is to provide training for targeted employment opportunities primarily for adult Temporary Assistance for Needy Families (TANF) recipients as well as those individuals at risk of becoming dependent on public assistance. The goal of the fund is to help primarily adult TANF recipients as well as those individuals at risk of becoming dependent on public assistance receive training leading to a job which allows them to become and remain independent of financial assistance provided under Texas Human Resources Code, Chapters 31, 33 and 34. Priority shall also be given to proposals containing evidence of established referral procedures or agreements with Board contractors, one-stop centers, or other entities. The goal of the fund may also be accomplished by providing funds for support services as necessary for participants to prepare for and participate in training activities and to make the transition from training activities to employment.

## Seed Records

LMCI received 36,580 seed records for SDF from Workforce Policy and Service Delivery department of TWC's Workforce Development Division. 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. The seed records were unduplicated by SSN and contract ID. That process revealed 16,536 unique participants. The seed records were linked to the unemployment insurance (UI) wage record database and to the Texas Bureau of Vital Statistics. We removed deceased participants and those who were making \$25,000 or more in the target quarter. The latter data quality step is necessary to avoid including inaccurate wage record earnings data, which has the potential to skew the analysis. The data was then linked to the Texas Department of Criminal Justice (TDCJ), to determine incarceration and the Federal Employment Data Exchange System (FEDES), to determine employment with the federal government. After removing all participants who were incarcerated, deceased, or making \$25,000 or more, there were 15,320 participant records retained for analysis. LMCI received 4,184 records for SSF. Those seed records went through the same process as the SDF seed records and 1,929 participant records were analyzed for this report.

## Results

The results for this report have been ranked in descending order *with the cohort total included*. This was done so one can see where labor market outcomes for various participant groups lie in relation to the labor market outcomes for the entire cohort.

**Skills Development Fund (SDF)**

Table 1 shows employment for SDF participants in the 4<sup>th</sup> quarter of 2007, by training provider. Participants who received training at DCCD-Cedar Valley College and Howard College had 100 percent employment. Those who received training at Lamar State College - Orange had employment of 96.7 percent. TSTC-Waco had the most participants and had 90.4 percent employment for the quarter. Overall employment for SDF was 88.1 percent in the 4<sup>th</sup> quarter of 2007.

**Table 1. Employment by Training Provider**

<b>Provider</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>
DCCD-Cedar Valley College	7	7	100.0
Howard College	14	14	100.0
Lamar State College – Orange	120	116	96.7
Victoria College	974	941	96.6
El Paso Community College District	679	645	95.0
Amarillo College	127	120	94.5
Austin Community College	276	259	93.8
Texas State Technical College - Marshall	476	443	93.1
Paris Junior College	1,470	1,368	93.1
North Central Texas College	176	163	92.6
Temple College	88	81	92.1
Texarkana College	1,141	1,051	92.1
Tarrant County College	825	757	91.8
Amarillo College	252	229	90.9
Cisco Junior College	98	89	90.8
Texas State Technical College - Waco	2,184	1,974	90.4
<b>Total</b>	<b>15,341</b>	<b>13,515</b>	<b>88.1</b>
Lee College	498	436	87.6
Texas State Technical College - West Texas	16	14	87.5
Hill College	357	310	86.8
San Jacinto College District	782	676	86.5
Panola College	955	818	85.7
Alamo Community College District	1,179	985	83.6
Blinn College	245	204	83.3
Grayson County College	1,194	988	82.8
Laredo Community College	258	205	79.5
Houston Community College System	278	221	79.5
Frank Phillips College	421	269	63.9
North Central Texas College	230	112	48.7

Lamar State College - Orange was the training provider with the highest median quarterly earnings in 2007 with \$19,582 (Table 2). They were followed by Victoria College with earnings of \$18,542. North Central Texas College rounded out the top three with \$14,076. TSTC-Waco had median quarterly earnings of \$8,501 for the quarter. Overall median quarterly earnings for the SDF cohort were \$10,603.

**Table 2. Median Quarterly Earnings by Training Provider**

Provider	N	N Working	Median Quarterly Earnings	Annualized Earnings
Lamar State College – Orange	120	116	\$19,582	\$78,328
Victoria College	974	941	\$18,542	\$74,168
North Central Texas College	176	163	\$14,076	\$56,304
Paris Junior College	1,470	1,368	\$13,787	\$55,148
Amarillo College	127	120	\$13,725	\$54,900
Austin Community College	276	259	\$13,249	\$52,996
Texas State Technical College - Marshall	476	443	\$13,174	\$52,696
Houston Community College System	278	221	\$13,005	\$52,020
Amarillo College	252	229	\$12,877	\$51,508
Panola College	955	818	\$12,153	\$48,612
Lee College	498	436	\$11,601	\$46,404
North Central Texas College	230	112	\$11,559	\$46,236
San Jacinto College District	782	676	\$11,393	\$45,572
Frank Phillips College	421	269	\$11,077	\$44,308
Cisco Junior College	98	89	\$11,034	\$44,136
<b>Total</b>	<b>15,341</b>	<b>13,515</b>	<b>\$10,599</b>	<b>\$42,396</b>
Texarkana College	1,141	1,051	\$10,516	\$42,064
Tarrant County College	825	757	\$10,237	\$40,948
Hill College	357	310	\$9,507	\$38,028
Blinn College	245	204	\$8,801	\$35,204
Temple College	88	81	\$8,578	\$34,312
Texas State Technical College - Waco	2,184	1,974	\$8,501	\$34,004
Texas State Technical College - West Texas	16	14	\$8,077	\$32,308
El Paso Community College District	679	645	\$8,011	\$32,044
Howard College	14	14	\$7,541	\$30,164
DCCD-Cedar Valley College	7	7	\$7,379	\$29,516
Alamo Community College District	1,179	985	\$6,719	\$26,876
Grayson County College	1,194	988	\$5,169	\$20,676
Laredo Community College	258	205	\$3,394	\$13,576

Table 3 shows employment in the 4<sup>th</sup> quarter of 2007 by completion status. Participants who successfully completed their coursework and passed the exam at the end had the highest employment percentage, 88.2 percent.

**Table 3. Employment by Completion Status**

<b>Completion Status</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>
Complete Successfully	14,870	13,110	88.2
<b>Total</b>	<b>15,341</b>	<b>13,515</b>	<b>88.1</b>
Complete-Not Successfully	471	405	86.0

Table 4 shows that those who completed training and successfully passed the exams at the end of training had the highest median quarterly earnings with \$10,703.

**Table 4. Median Quarterly Earnings by Completion Status**

<b>Completion Status</b>	<b>N</b>	<b>N Working</b>	<b>Median Earnings</b>
Complete Successfully	14,870	13,110	\$10,703
<b>Total</b>	<b>15,341</b>	<b>13,515</b>	<b>\$10,599</b>
Complete-Not Successfully	471	405	\$8,564

Table 5 shows employment for the ten most frequent “classification of instructional programming” (CIP) codes used in training. Occupational Safety and Health Technology/Technician had employment of 85.3 percent. Logistics and Materials Management was the training CIP with the highest employment percentage (97.4%). Insurance was second on the list with 94.6 percent employed. Business/Commerce, General rounded out the top three with 92.4 percent employment.

**Table 5. Employment by 6-Digit CIP Code, Top 10 CIP Codes**

<b>CIP</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>
Logistics and Materials Management	586	571	97.4
Insurance	387	366	94.6
Business/Commerce, General	866	800	92.4
Business Administration and Management, General	1,127	1,028	91.2
Manufacturing Technology/Technician	493	445	90.3
Well Drilling/Driller	417	375	89.9
<b>Total</b>	<b>15,341</b>	<b>13,515</b>	<b>88.1</b>
Occupational Safety and Health Technology/Technician	2,837	2,420	85.3
Quality Control Technology/Technician	412	351	85.2
Unknown	664	526	79.2
Home Furnishings and Equipment Installers	421	269	63.9

It is important to note that most SDF participants are already employed. Training received represents additional knowledge and skills in addition to their existing skill set. Thus, occupationally-specific training received is not exclusively responsible for these documented labor market outcomes.

Participants receiving training under the Well Drilling/Driller CIP code had the highest median quarterly earnings in the 4<sup>th</sup> quarter of 2007 with \$16,631 (Table 6). Logistics and Materials Management was second with \$14,559 and the Quality Control Technology/Technician CIP code was third with \$13,330.

**Table 6. Median Quarterly Earnings by 6-Digit CIP Code, Top 10 CIP Codes**

<b>CIP</b>	<b>N</b>	<b>N Working</b>	<b>Median Earnings</b>
Well Drilling/Driller	417	375	\$16,631
Logistics and Materials Management	586	571	\$14,559
Quality Control Technology/Technician	412	351	\$13,330
Business Administration and Management, General	1,127	1,028	\$11,807
Manufacturing Technology/Technician	493	445	\$11,141
Home Furnishings and Equipment Installers	421	269	\$11,077
<b>Total</b>	<b>15,341</b>	<b>13,515</b>	<b>\$10,599</b>
Business/Commerce, General	866	800	\$10,404
Insurance	387	366	\$8,762
Occupational Safety and Health Technology/Technician	2,837	2,420	\$7,051
Unknown	664	526	\$5,800



General Medical and Surgical Hospitals was the most common industry sector of employment for program exiters in the fourth quarter of 2007, according to Table 7. Fruit and Vegetable Preserving and Specialty Food Manufacturing was the second most common sector, followed by Converted Paper Product Manufacturing. Program exiters working in the Basic Chemical Manufacturing industry sector had the highest median quarterly earnings in the target quarter with \$19,478. Participants employed in the Support Activities for Mining industry had the second highest median quarterly earnings with \$16,005.

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

Industry of Employment	N Working	Median Earnings	NAICS Code
General Medical and Surgical Hospitals	1,067	\$12,081	6221
Fruit and Vegetable Preserving and Specialty Food Manufacturing	657	\$12,336	3114
Converted Paper Product Manufacturing	640	\$15,746	3222
Other Miscellaneous Manufacturing	590	\$7,293	3399
Accounting, Tax Preparation, Bookkeeping, and Payroll Services	562	\$8,010	5412
Support Activities for Mining	521	\$16,005	2131
Animal Slaughtering and Processing	503	\$5,444	3116
Utility System Construction	498	\$13,763	2371
Motor Vehicle Parts Manufacturing	496	\$7,059	3363
Basic Chemical Manufacturing	426	\$19,478	3251

Table 8 shows the ten higher education institutions with the most SDF program participants enrolled in the Fall of 2008. Lee College had the largest number of program participants enrolled. Overall, only 3.8 percent of the cohort was found enrolled in higher education in 2008.

**Table 8. Top 10 Higher Education Institutions,  
All SDF Participants Enrolled in Fall 2008**

Institution	N	% of All Enrolled	% of Cohort
Lee College	105	11.3	0.7
Frank Phillips College	87	9.4	0.6
Texarkana College	79	8.5	0.5
Panola College	59	6.4	0.4
Laredo Community College	56	6.0	0.4
El Paso Community College District	54	5.8	0.4
Grayson County College	30	3.2	0.2
Paris Junior College	26	2.8	0.2
Texas State Technical College - Marshall	25	2.7	0.2
University of Texas at El Paso	23	2.5	0.2

Table 9 shows the ten programs of instruction with the most SDF participants enrolled in Fall 2008, by Classification of Instructional Program (CIP) title. We see the majority of enrollees were found enrolled in Occupational Safety and Health Technology/Technician. The CIP title Nursing - Registered Nurse Training (RN, ASN, BSN, MSN) was second in rank. Six of the ten top CIP titles are occupationally specific and in fields that are in demand, and it is always nice to see alignment between education and marketplace demand.

**Table 9. Top 10 CIP Titles for All SDF Program Participants  
Enrolled in Fall 2008**

CIP Title	N	% of All Enrolled	% of Cohort
Occupational Safety and Health Technology/Technician	132	14.7	0.9
Nursing - Registered Nurse Training (RN, ASN, BSN, MSN)	81	9.0	0.5
Liberal Arts and Sciences/Liberal Studies	46	5.1	0.3
Business Administration and Management, General	46	5.1	0.3
General Studies	43	4.8	0.3
Welding Technology/Welder	36	4.0	0.2
Undeclared	35	3.9	0.2
Pipefitting/Pipefitter and Sprinkler Fitter	28	3.1	0.2
Electrician	19	2.1	0.1
Instrumentation Technology/Technician	18	2.0	0.1

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

**Self-Sufficiency Fund (SSF)**

Table 10 shows employment for SSF participants in the 4<sup>th</sup> quarter of 2007, by training provider. Excluding providers with too few participants to display, participants receiving training from Project Arriba, Inc. had the highest employment during the quarter with 95.5 percent. Participants from TSTC-Waco had the second highest employment with 91.5 percent. Alvin Community College had the most participants of any training provider and employment for that group was 77.5 percent. Overall employment for the SDF cohort in the 4<sup>th</sup> quarter of 2007 was 79.2 percent.

**Table 10. Employment by Training Provider**

<b>Provider</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>
Alliance for Multicultural Community Services	n/a	n/a	100.0
Project Arriba, Inc.	22	21	95.5
Texas State Technical College - Waco	260	238	91.5
Northeast Texas Community College	62	53	85.5
McLennan Community College	111	92	82.9
Grayson County College	437	360	82.4
DCCCD-El Centro College	15	12	80.0
Austin Community College	25	20	80.0
<b>Total</b>	<b>1,929</b>	<b>1,528</b>	<b>79.2</b>
Alvin Community College	440	341	77.5
Laredo Community College	223	169	75.8
Panola College	63	47	74.6
Texas State Technical College - West Texas	195	129	66.2
Alamo Community College District	72	42	58.3
<b>Note:</b> Cells with values less than 5 are marked "n/a" to protect the privacy of cohort members.			

Table 11 shows median quarterly earnings by training provider for the SSF program. Project Arriba, Inc., the training provider with the highest employment during the study period, also had the highest median earnings with \$13,457. Northeast Texas Community College had the second highest earnings with \$6,962, followed by Texas State Technical College – West Texas with \$5,527. Alvin Community College had median earnings of \$5,030. Median earnings for the cohort as a whole were \$4,680.

**Table 11. Median Quarterly Earnings by Training Provider**

<b>Provider</b>	<b>N</b>	<b>N Working</b>	<b>Median Earnings</b>
Project Arriba, Inc.	22	21	\$13,457
Northeast Texas Community College	62	53	\$6,962
Texas State Technical College - West Texas	195	129	\$5,527
Texas State Technical College - Waco	260	238	\$5,520
Alvin Community College	440	341	\$5,030
Austin Community College	25	20	\$4,820
<b>Total</b>	<b>1,929</b>	<b>1,528</b>	<b>\$4,680</b>
Grayson County College	437	360	\$4,669
McLennan Community College	111	92	\$4,596
Alamo Community College District	72	42	\$4,040
DCCD-El Centro College	15	12	\$3,687
Laredo Community College	223	169	\$3,433
Panola College	63	47	\$3,113
Alliance for Multicultural Community Services	n/a	n/a	\$361
<b>Note:</b> Cells with values less than 5 are marked "n/a" to protect the privacy of cohort members.			

Table 12 shows employment by completion status for SSF participants in the 4<sup>th</sup> quarter of 2007. Participants who completed training successfully had the highest employment percentage in the target quarter with 80.1 percent employed. Participants who successfully completed their coursework but did not pass the exam at the end had employment of 72.4 percent.

**Table 12. Employment by Completion Status**

<b>Completion Status</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>
Complete Successfully	1,719	1,376	80.1
<b>Total</b>	<b>1,929</b>	<b>1,528</b>	<b>79.2</b>
Complete-Not Successfully	210	152	72.4

Participants who completed training and successfully passed the exams at the end of training had the highest median quarterly earnings with \$4,687 (Table 13). Those who completed unsuccessfully had median quarterly earnings of \$4,644.

**Table 13. Median Quarterly Earnings by Completion Status**

<b>Completion Status</b>	<b>N</b>	<b>N Working</b>	<b>Median Earnings</b>
Complete Successfully	1,719	1,376	\$4,687
<b>Total</b>	<b>1,929</b>	<b>1,528</b>	<b>\$4,680</b>
Complete-Not Successfully	210	152	\$4,644

Table 14 shows employment for the ten most frequent CIP codes used in training. Insurance was the training CIP with the highest employment percentage (97.7%). Business Administration and Management, General was second on the list with 91.4 percent employed. Quality Control Technology/Technician rounded out the top three with 83.0 percent employment. Customer Service Support/Call Center/Teleservice Operation was the most common CIP, but it had an employment rate of 77.5 percent, below the 79.2 percent average for all programs.

**Table 14. Employment by 6-Digit CIP Code, Top 10 CIP Codes**

CIP Code	N	N Working	% Working
Insurance	43	42	97.7
Business Administration and Management, General	35	32	91.4
Quality Control Technology/Technician	112	93	83.0
Occupational Safety and Health Technology/Technician	437	360	82.4
Administrative Assistant and Secretarial Science, General	99	80	80.8
Medical Administrative/Executive Assistant and Medical Secretary	36	29	80.6
<b>Total</b>	<b>1,928</b>	<b>1,528</b>	<b>79.2</b>
Customer Service Support/Call Center/Teleservice Operation	440	341	77.5
Unknown	223	169	75.8
Electrical, Electronic and Communications Engineering Technology/Technician	95	71	74.7
Truck and Bus Driver/Commercial Vehicle Operation	210	141	67.1

Participants receiving training under the Insurance CIP code had the highest median quarterly earnings in the 4<sup>th</sup> quarter of 2007 with \$8,653 (Table 15). Participants with the Business Administration and Management, General CIP code were second with \$7,177 and the Electrical, Electronic and Communications Engineering Technology/Technician CIP code was third with \$6,200. Customer Service Support/Call Center/Teleservice Operation training recipients had median quarterly earnings of \$5,030.

**Table 15. Median Quarterly Earnings by 6-Digit CIP Code, Top 10 CIP Codes**

<b>CIP Code</b>	<b>N</b>	<b>N Working</b>	<b>Median Earnings</b>
Insurance	43	42	\$8,653
Business Administration and Management, General	35	32	\$7,177
Electrical, Electronic and Communications Engineering Technology/Technician	95	71	\$6,200
Truck and Bus Driver/Commercial Vehicle Operation	210	141	\$5,229
Customer Service Support/Call Center/Teleservice Operation	440	341	\$5,030
<b>Total</b>	<b>1,928</b>	<b>1,527</b>	<b>\$4,680</b>
Occupational Safety and Health Technology/Technician	437	360	\$4,669
Quality Control Technology/Technician	112	93	\$4,602
Medical Administrative/Executive Assistant and Medical Secretary	36	29	\$3,980
Administrative Assistant and Secretarial Science, General	99	80	\$3,586
Unknown	223	169	\$3,433



Animal Slaughtering and Processing was the most common industry sector of employment for program exiters in the fourth quarter of 2007, according to Table 16. The Business Support Services industry was the second most common sector, followed by Wired Telecommunications Carriers. Program exiters working in the General Medical and Surgical Hospitals industry sector had the highest median quarterly earnings in the target quarter with \$9,113. Participants employed in the Agencies, Brokerages, and Other Insurance Related Activities industry had the second highest median quarterly earnings with \$8,576.

**Table 16. 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>
Animal Slaughtering and Processing	302	\$5,240	3116
Business Support Services	203	\$3,990	5614
Wired Telecommunications Carriers	152	\$5,528	5171
Employment Services	89	\$2,160	5613
General Freight Trucking	57	\$5,069	4841
Agencies, Brokerages, and Other Insurance Related Activities	44	\$8,576	5242
General Medical and Surgical Hospitals	33	\$9,113	6221
Elementary and Secondary Schools	29	\$2,650	6111
Full-Service Restaurants	27	\$1,959	7221
Nursing Care Facilities	26	\$3,741	6231

Table 17 shows the ten higher education institutions with the most SSF program participants enrolled in the Fall of 2008. Alvin Community College had the largest number of program participants enrolled, followed by Laredo Community College. Overall, 6.3 percent of the cohort was found enrolled in higher education in 2008.

**Table 17. Top 10 Higher Education Institutions,  
All SSF Participants Enrolled in Fall 2008**

Institution	N	% of All Enrolled	% of Cohort
Alvin Community College	42	29.0	2.2
Laredo Community College	24	16.6	1.2
McLennan Community College	23	15.9	1.2
Grayson County College	9	6.2	0.5
Texas State Technical College - Waco	6	4.1	0.3
Alamo Community College District - Northwest Vista College	n/a	2.8	0.2
San Jacinto College South Campus	n/a	2.1	0.2
St. Philips College	n/a	2.1	0.2
Texas A&M International University	n/a	2.1	0.2
Kilgore College	n/a	1.4	0.1

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

Table 18 shows the ten programs of instruction with the most SSF participants enrolled in Fall 2008, by Classification of Instructional Program (CIP) title. We see the majority of enrollees were found enrolled in Selling Skills and Sales Operations. Business Administration and Management, General was second, followed by General Studies.

**Table 18. Top 10 CIP Titles for All SSF Program Participants Enrolled in Fall 2008**

CIP Title	N	% of All Enrolled	% of Cohort
Selling Skills and Sales Operations	31	21.5	1.6
Business Administration and Management, General	8	5.6	0.4
General Studies	7	4.9	0.4
Criminal Justice/Safety Studies	6	4.2	0.3
Elementary Education and Teaching	5	3.5	0.3
Nursing - Registered Nurse Training (RN, ASN, BSN, MSN)	5	3.5	0.3
Radiologic Technology/Science – Radiographer (NEW)	n/a	2.8	0.2
Licensed Practical /Vocational Nurse Training (LPN, LVN, Cert, Dipl, AAS)	n/a	2.8	0.2
Undeclared	n/a	2.8	0.2
Electrical, Electronic and Communications Engineering Technology/Technician	n/a	2.1	0.2

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

### References

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