

**Skills Development and Self-Sufficiency Fund Customized Training Program
2005-2006 Exit Cohort
3-Year Longitudinal Study**

Methodology

The Labor Market and Career Information (LMCI) department used 10,380 archived seed records comprising the 2005-2006 Skills Development Fund (SDF) exit cohort, and 2,560 archived seed records comprising the 2005-2006 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 4th quarter of 2006 (4Q2006) to determine initial employment and earnings (baseline measure). The three-year snapshot linked the seed records to wage records to the 4th quarter of 2008 (4Q2008) 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 Bureau of Vital Statistics (TBVS) to determine 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 deceased during the study years were excluded from analysis. After all exclusions, there were 12,417 seed records retained for analysis in this report, 9,863 for SDF and 2,554 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 Northeast Texas Community College had the highest employment in 4Q2006 at 93.4 percent (Table 1). Austin Community College had the largest number of participants and had 88.7 percent employment in 4Q2006. Overall employment for the cohort in 4Q2006 was 88.7 percent.

Table 1. SDF Employment and Earnings in 4Q2006 by Training Provider

Training Provider	N	N Working	% Working
Lamar State College - Port Arthur	135	118	87.4
Capital Idea	161	138	85.7
McLennan Community College	317	292	92.1
Grayson County College	335	284	84.8
Texas Southmost College	371	331	89.2
Tarrant County College	386	338	87.6
North Central Texas College	396	343	86.6
South Texas College	407	350	86.0
Northeast Texas Community College	503	470	93.4
Panola College	608	527	86.7
Texas State Technical College - Waco	637	512	80.4
Vernon College	716	645	90.1
Collin County Community College Dist	782	705	90.2
El Paso Community College District	1,057	930	88.0
Alamo Community College District	1,462	1,358	92.9
Austin Community College	1,520	1,348	88.7
Total	9,793	8,689	88.7

Exiters from Lamar State College – Port Arthur had the highest median quarterly earnings in 4Q2006 at \$20,394 (Table 1a). Northeast Texas Community College participants had the second-highest mark with median quarterly earnings of \$16,778. Austin Community College exiters had earnings of \$9,505. Overall median quarterly earnings for the SDF cohort were \$10,917 in 4Q2006.

Table 1a. SDF Earnings in 4Q2006 by Training Provider

Training Provider	N	N Working	Median Earnings
Lamar State College - Port Arthur	135	118	\$20,394
Capital Idea	161	138	\$8,266
McLennan Community College	317	292	\$13,590
Grayson County College	335	284	\$10,926
Texas Southmost College	371	331	\$13,699
Tarrant County College	386	338	\$14,468
North Central Texas College	396	343	\$9,261
South Texas College	407	350	\$9,140
Northeast Texas Community College	503	470	\$16,778
Panola College	608	527	\$9,160
Texas State Technical College - Waco	637	512	\$10,991
Vernon College	716	645	\$10,167
Collin County Community College Dist	782	705	\$13,918
El Paso Community College District	1,057	930	\$11,138
Alamo Community College District	1,462	1,358	\$9,545
Austin Community College	1,520	1,348	\$9,505
Total	9,793	8,689	\$10,917

Table 2 shows employment and earnings in 4Q2008 by training provider for the SDF cohort. McLennan Community College topped the list with 90.2 percent employment. Northeast Texas Community College had the next highest employment with 88.9 percent employed in 4Q2008. Austin Community College showed employment of 84.1 percent in 4Q2008. Overall employment for the SDF cohort in 4Q2008 was 83.2 percent.

Table 2. SDF Employment in 4Q2008 by Training Provider

Training Provider	N	N Working	% Working
Lamar State College - Port Arthur	135	97	71.9
Capital Idea	161	136	84.5
McLennan Community College	317	286	90.2
Grayson County College	335	265	79.1
Texas Southmost College	371	316	85.2
Tarrant County College	386	311	80.6
North Central Texas College	396	314	79.3
South Texas College	407	317	77.9
Northeast Texas Community College	503	447	88.9
Panola College	608	472	77.6
Texas State Technical College - Waco	637	464	72.8
Vernon College	716	597	83.4
Collin County Community College Dist	782	666	85.2
El Paso Community College District	1,057	891	84.3
Alamo Community College District	1,462	1,293	88.4
Austin Community College	1,520	1,278	84.1
Total	9,793	8,150	83.2

Lamar State College - Port Arthur exiters had the highest median quarterly earnings in 4Q2008 at \$21,375. Northeast Texas Community College had the next highest median quarterly earnings at \$18,033. Overall median quarterly earnings for the SDF cohort in 4Q2008 were \$11,706.

Table 2a. SDF Earnings in 4Q2008 by Training Provider

Training Provider	N	N Working	Median Earnings
Lamar State College - Port Arthur	135	97	\$21,375
Capital Idea	161	136	\$9,837
McLennan Community College	317	286	\$15,141
Grayson County College	335	265	\$12,390
Texas Southmost College	371	316	\$13,593
Tarrant County College	386	311	\$17,590
North Central Texas College	396	314	\$9,694
South Texas College	407	317	\$8,381
Northeast Texas Community College	503	447	\$18,033
Panola College	608	472	\$10,187
Texas State Technical College - Waco	637	464	\$14,151
Vernon College	716	597	\$10,008
Collin County Community College Dist	782	666	\$14,136
El Paso Community College District	1,057	891	\$12,038
Alamo Community College District	1,462	1,293	\$10,581
Austin Community College	1,520	1,278	\$9,555
Total	9,793	8,150	\$11,706

General Medical and Surgical Hospitals was the industry (by 4-digit NAICS code) employing the most SDF exit cohort members at 4Q2006, followed by Semiconductor and Other Electronic Component Manufacturing (Table 3). Some of the other top ten industries of employment at 4Q2006 for SDF participants were Aerospace Product and Parts Manufacturing and Navigational, Measuring, Electromedical, and Control Instruments Manufacturing. Participants employed in the Electric Power Generation, Transmission and Distribution industry sector had the highest median quarterly earnings at 4Q2006 with \$18,122. Ship and Boat Building employees were next with median quarterly earnings of \$15,208.

Table 3. Top 10 Industries of Employment for SDF at 4Q2006

Industry of Employment	N Working	Median Earnings	NAICS Code
General Medical and Surgical Hospitals	1,875	\$11,225	6221
Semiconductor and Other Electronic Component Manufacturing	1,291	\$11,965	3344
Aerospace Product and Parts Manufacturing	774	\$10,536	3364
Ship and Boat Building	477	\$15,208	3366
Employment Services	394	\$9,458	5613
Animal Slaughtering and Processing	235	\$8,605	3116
Electric Power Generation, Transmission and Distribution	230	\$18,122	2211
Agencies, Brokerages, and Other Insurance Related Activities	211	\$9,365	5242
Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	206	\$10,699	3345
Plastics Product Manufacturing	204	\$8,434	3261

General Medical and Surgical Hospitals was again first on the list of the top ten industries of employment by 4-digit NAICS code at 4Q2008 (Table 4), while those employed in Electric Power Generation, Transmission and Distribution were at the top of the earnings list with \$18,953. Semiconductor and Other Electronic Component Manufacturing was second on the list in overall employment, while the Ship and Boat Building industry was second in rank with respect to median earnings at \$15,882.

Table 4. Top 10 Industries of Employment for SDF at 4Q2008

Industry of Employment	N Working	Median Earnings	NAICS Code
General Medical and Surgical Hospitals	1,605	\$12,369	6221
Semiconductor and Other Electronic Component Manufacturing	1,177	\$11,976	3344
Aerospace Product and Parts Manufacturing	621	\$12,789	3364
Ship and Boat Building	407	\$15,882	3366
Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	356	\$9,862	3345
Employment Services	348	\$9,705	5613
Electric Power Generation, Transmission and Distribution	230	\$18,953	2211
Animal Slaughtering and Processing	173	\$9,805	3116
Agencies, Brokerages, and Other Insurance Related Activities	140	\$9,043	5242
Plastics Product Manufacturing	130	\$8,064	3261

Self-Sufficiency Fund

In the 4th quarter of 2006, SSF participants who received training from Del Mar College had the highest employment with 94.7 percent (Table 5). Those receiving training from Project Arriba, Inc. had the second-highest employment with 90.1 percent of participants found working. Overall employment in 4Q2006 for the SSF cohort was 76.5 percent.

Table 5. SSF Employment in 4Q2006 by Training Provider

Training Provider	N	N Working	% Working
Project Quest Inc	37	32	86.5
Capital Idea	46	34	73.9
Project Arriba, Inc	71	64	90.1
Dallas County Community College	90	63	70.0
Dominion Training & Support Cent	99	67	67.7
Del Mar College	189	179	94.7
Blinn College	305	222	72.8
Panola College	333	242	72.7
Houston Community College System	401	337	84.0
South Texas College	976	708	72.5
Total	2,547	1,948	76.5

SSF participants receiving training from Project Arriba, Inc. had median quarterly earnings of \$10,911 in the 4Q2006 (Table 5a). Those receiving training from Project Quest Inc. were second on the list with median earnings of \$7,866. Overall median quarterly earnings for the SSF cohort at 4Q2006 were \$3,804.

Table 5a. SSF Earnings in 4Q2006 by Training Provider

Training Provider	N	N Working	Median Earnings
Project Quest Inc	37	32	\$7,866
Capital Idea	46	34	\$7,640
Project Arriba, Inc	71	64	\$10,911
Dallas County Community College	90	63	\$4,161
Dominion Training & Support Cent	99	67	\$4,600
Del Mar College	189	179	\$4,768
Blinn College	305	222	\$3,390
Panola College	333	242	\$3,372
Houston Community College System	401	337	\$4,240
South Texas College	976	708	\$3,256
Total	2,547	1,948	\$3,804

In Table 6 we see that SSF participants who received training from Project Quest Inc. had the highest employment at the three-year snapshot (4Q2008) at 89.2 percent. Del Mar College had the second-highest employment in 4Q2008 with employment of 87.8 percent. Overall SSF cohort employment in 4Q2008 was 72.1 percent.

Table 6. SSF Employment in 4Q2008 by Training Provider

Training Provider	N	N Working	% Working
Project Quest Inc	37	33	89.2
Capital Idea	46	36	78.3
Project Arriba, Inc	71	60	84.5
Dallas County Community College	90	64	71.1
Dominion Training & Support Cent	99	60	60.6
Del Mar College	189	166	87.8
Blinn College	305	223	73.1
Panola College	333	233	70.0
Houston Community College System	401	317	79.1
South Texas College	976	645	66.1
Total	2,547	1,837	72.1

Project Arriba, Inc. participants had the highest median quarterly earnings in the 4th quarter of 2008, \$12,670 (Table 6a). Participants from Project Quest Inc. had the second-highest median quarterly earnings in 4Q2008 with \$10,403. Overall median quarterly earnings for the SSF cohort in 4Q2008 were \$4,914.

Table 6a. SSF Earnings in 4Q2008 by Training Provider

Training Provider	N	N Working	Median Earnings
Project Quest Inc	37	33	\$10,403
Capital Idea	46	36	\$8,617
Project Arriba, Inc	71	60	\$12,670
Dallas County Community College	90	64	\$6,383
Dominion Training & Support Cent	99	60	\$6,043
Del Mar College	189	166	\$5,841
Blinn College	305	223	\$4,505
Panola College	333	233	\$3,895
Houston Community College System	401	317	\$5,744
South Texas College	976	645	\$4,170
Total	2,547	1,837	\$4,914

Table 7 shows the top 10 industries of employment, by 4-digit NAICS code, for all SSF participants found working in 4Q2006. The Elementary and Secondary Schools industry sector, as well as the Grocery Stores 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 4Q2006 with \$5,712 followed by Elementary and Secondary Schools with \$4,525.

Table 7. Top 10 Industries of Employment for SSF at 4Q2006

Industry of Employment	N Working	Median Earnings	NAICS Code
Elementary and Secondary Schools	228	\$4,525	6111
Grocery Stores	213	\$4,349	4451
Business Support Services	194	\$3,400	5614
General Medical and Surgical Hospitals	124	\$5,712	6221
Nursing Care Facilities	113	\$3,931	6231
Employment Services	102	\$3,093	5613
Other General Merchandise Stores	98	\$3,409	4529
Home Health Care Services	59	\$1,795	6216
Limited-Service Eating Places	59	\$1,833	7222
Full-Service Restaurants	42	\$2,491	7221

At the three-year snapshot, Elementary and Secondary Schools industry sector, as well as the Grocery Stores industry sector still had the largest number of participants employed (Table 8). The Executive, Legislative, and Other General Government Support industry sector still had the highest median quarterly earnings as well, with \$7,135 followed by General Medical and Surgical Hospitals with \$7,010.

Table 8. Top 10 Industries of Employment for SSF at 4Q2008

Industry of Employment	N Working	Median Earnings	NAICS Code
Elementary and Secondary Schools	224	\$5,158	6111
Grocery Stores	126	\$6,083	4451
Business Support Services	115	\$4,093	5614
General Medical and Surgical Hospitals	102	\$7,010	6221
Employment Services	86	\$4,181	5613
Home Health Care Services	83	\$3,435	6216
Nursing Care Facilities	81	\$4,153	6231
Other General Merchandise Stores	74	\$4,160	4529
Limited-Service Eating Places	55	\$2,492	7222
Executive, Legislative, and Other General Government Support	44	\$7,135	9211

B. Individuals Found Working in Both Study Periods

The previous section analyzed results based on the 2003-2006 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 4Q2006 and 4Q2008.

Skills Development Fund

Table 9 shows employment retention and earnings gains for SDF cohort members found working in both 4Q2006 and 4Q2008. We see that was the training provider with the highest employment retention was McLennan Community College, with a retention rate from 4Q2006 to 4Q2008 at 94.9 percent. Northeast Texas Community College had the second-highest employment retention rate at 94.0 percent. Austin Community College had 91.6 percent employment retention. Overall employment retention for the cohort was 90.7 percent.

Participants attending training at Texas State Technical College - Waco posted the largest earnings gains between 4Q2006 and 4Q2008, earning \$3,298 more in 4Q2008 than they earned in 4Q2006 (Table 9). Tarrant County College was second in earnings gains with \$3,122. There were three training providers posting earnings losses over the period, although the losses were relatively small. Earnings gains for Austin Community College exiters were \$82. Overall, the cohort showed earnings gains of \$903.

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

Training Provider	N	Working in 4Q2006			Working in 4Q2006 and 4Q2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Lamar State College - Port Arthur	135	118	87.4	\$20,394	95	80.5	\$21,394	\$1,000
Capital Idea	161	138	85.7	\$8,266	125	90.6	\$10,002	\$1,736
McLennan Community College	317	292	92.1	\$13,590	277	94.9	\$15,215	\$1,625
Grayson County College	335	284	84.8	\$10,926	252	88.7	\$12,656	\$1,730
Texas Southmost College	371	331	89.2	\$13,699	306	92.4	\$13,640	(\$59)
Tarrant County College	386	338	87.6	\$14,468	309	91.4	\$17,590	\$3,122
North Central Texas College	396	343	86.6	\$9,261	303	88.3	\$9,744	\$483
South Texas College	407	350	86.0	\$9,140	309	88.3	\$8,386	(\$754)
Northeast Texas Community College	503	470	93.4	\$16,778	442	94.0	\$18,075	\$1,297
Panola College	608	527	86.7	\$9,160	446	84.6	\$10,210	\$1,050
Texas State Technical College - Waco	637	512	80.4	\$10,991	434	84.8	\$14,289	\$3,298
Vernon College	716	645	90.1	\$10,167	585	90.7	\$10,029	(\$138)
Collin County Community College Dist	782	705	90.2	\$13,918	646	91.6	\$14,363	\$445
El Paso Community College District	1,057	930	88.0	\$11,138	853	91.7	\$12,017	\$879
Alamo Community College District	1,462	1,358	92.9	\$9,545	1,264	93.1	\$10,694	\$1,149
Austin Community College	1,520	1,348	88.7	\$9,505	1,235	91.6	\$9,587	\$82
Total	9,793	8,689	88.7	\$10,917	7,881	90.7	\$11,820	\$903

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. Semiconductor and Other Electronic Component Manufacturing was second on the list. Electric Power Generation, Transmission and Distribution employees earned the most, showing median quarterly earnings of \$18,974. Ship and Boat Building was the next-highest earning industry with median earnings of \$15,882.

Table 10. Top 10 Industries of Employment for SDF Participants Employed in 4Q2006 and 4Q2008

Industry of Employment	N Working	Median Earnings	NAICS Code
General Medical and Surgical Hospitals	1,580	\$12,389	6221
Semiconductor and Other Electronic Component Manufacturing	1,173	\$11,983	3344
Aerospace Product and Parts Manufacturing	613	\$12,796	3364
Ship and Boat Building	403	\$15,882	3366
Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	354	\$9,862	3345
Employment Services	326	\$9,877	5613
Electric Power Generation, Transmission and Distribution	227	\$18,974	2211
Animal Slaughtering and Processing	168	\$9,941	3116
Agencies, Brokerages, and Other Insurance Related Activities	135	\$9,210	5242
Plastics Product Manufacturing	128	\$8,092	3261

Self-Sufficiency Fund

Table 11 shows employment retention and earnings gains for SSF cohort members found working in both 4Q2006 and 4Q2008. We see that was the training provider with the highest employment retention was Capital Idea, with a retention rate from 4Q2006 to 4Q2008 at 94.1 percent. Project Quest Inc. had the second-highest employment retention rate at 93.8 percent. Overall employment retention for the cohort was 81.8 percent.

Project Quest Inc. participants posted the largest earnings gains between 4Q2006 and 4Q2008, earning \$2,721 more in 4Q2008 than they earned in 4Q2006 (Table 11). Dallas County Community College was second in earnings gains with \$2,668. Overall, the cohort showed earnings gains of \$1,376, with no training providers posting earnings losses.

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

Training Provider	N	Working in 4Q2006			Working in 4Q2006 and 4Q2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Project Quest Inc	37	32	86.5	\$7,866	30	93.8	\$10,587	\$2,721
Capital Idea	46	34	73.9	\$7,640	32	94.1	\$8,791	\$1,151
Project Arriba, Inc	71	64	90.1	\$10,911	57	89.1	\$12,708	\$1,797
Dallas County Community College	90	63	70.0	\$4,161	53	84.1	\$6,829	\$2,668
Dominion Training & Support Cent	99	67	67.7	\$4,600	52	77.6	\$5,791	\$1,191
Del Mar College	189	179	94.7	\$4,768	162	90.5	\$5,761	\$993
Blinn College	305	222	72.8	\$3,390	184	82.9	\$4,702	\$1,312
Panola College	333	242	72.7	\$3,372	202	83.5	\$4,055	\$683
Houston Community College System	401	337	84.0	\$4,240	291	86.4	\$5,858	\$1,618
South Texas College	976	708	72.5	\$3,256	531	75.0	\$4,451	\$1,195
Total	2,547	1,948	76.5	\$3,804	1,594	81.8	\$5,180	\$1,376

Table 12 shows the top ten industries of employment, by 4-digit NAICS code, for all SSF exiters found working in both 4Q2006 and 4Q2008. The Elementary and Secondary Schools industry employed the most SSF participants, followed by Grocery Stores. Exiters working in the Executive, Legislative, and Other General Government Support industry had the highest median earnings in 4Q2008, with \$7,364. They were followed by participants working in the General Medical and Surgical Hospitals, who posted median quarterly earnings of \$7,181.

Table 12. Top 10 Industries of Employment for SSF Participants Employed in 4Q2006 and 4Q2008

Industry of Employment	N Working	Median Earnings	NAICS Code
Elementary and Secondary Schools	210	\$5,186	6111
Grocery Stores	120	\$6,126	4451
Business Support Services	102	\$4,167	5614
General Medical and Surgical Hospitals	95	\$7,181	6221
Nursing Care Facilities	74	\$4,259	6231
Employment Services	72	\$4,181	5613
Home Health Care Services	70	\$3,672	6216
Other General Merchandise Stores	66	\$4,312	4529
Executive, Legislative, and Other General Government Support	42	\$7,364	9211
Limited-Service Eating Places	40	\$2,998	7222

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