

**Skills Development and Self-Sufficiency Fund Customized Training Program
2003-2004 Exit Cohorts
5-Year Longitudinal Study**

Methodology

The Labor Market and Career Information (LMCI) department used 17,707 archived seed records, comprised of 15,973 archived seed records from the 2003-2004 SDF exit cohort and 1,734 archived seed records from the 2003-2004 SSF exit cohorts. 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 in the 4th quarter of 2004 (4Q2004) to determine initial employment and earnings (baseline measure). The five-year snapshot linked the seed records to wage records to the 4th quarter of 2008 (4Q2008). 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 17,013 seed records retained for analysis in this report.

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

Skills Development Fund

SDF participants who attended training at Victoria College had the highest employment in 4Q2004 at 100.0 percent (Table 1). Exiters from San Jacinto College also had the highest median quarterly earnings in 4Q2004 at \$14,706. Overall employment for the cohort in 4Q2004 was 80.2 percent with median quarterly earnings of \$8,980.

Table 1. SDF Employment and Earnings in 4Q2004 by Training Provider

Training Provider	N	Working in 4Q2004		
		n	% Working	Median Qtr. Earnings
Galveston College	16	13	81.3	\$13,997
Kilgore College	21	14	66.7	\$6,125
College of the Mainland	25	22	88.0	\$9,588
Victoria College	32	32	100.0	\$8,785
St Phillip College (Alamo CCD)	50	40	80.0	\$4,119
Blinn College	51	38	74.5	\$13,928
Laredo Community College	52	45	86.5	\$5,097
Texas Engineering Extension Service	55	45	81.8	\$9,396
Lamar University (Orange Campus)	72	42	58.3	\$4,524
Capital Idea	83	77	92.8	\$7,933
Tyler Junior College	83	72	86.8	\$10,214
Austin Community College	122	96	78.7	\$9,401
Texarkana College	139	130	93.5	\$9,402
Weatherford College	155	93	60.0	\$5,408
Texas State Technical College	184	163	88.6	\$11,262
Vernon College	261	237	90.8	\$10,773
Texas State Technical College-Harlingen	340	257	75.6	\$3,772
North Lake College (DCCCD)	343	300	87.5	\$11,772
Temple College	499	370	74.2	\$8,566
Navarro College	504	419	83.1	\$7,962
Amarillo College	505	297	58.8	\$11,130
Howard College	547	398	72.8	\$4,136
Del Mar College	555	422	76.0	\$7,954
Texas Engineering Extension Service	569	410	72.1	\$8,067
Brookhaven College (DCCCD)	634	434	68.5	\$8,551
Houston Community College System	737	587	79.7	\$12,922
Paris Community College	888	755	85.0	\$12,593
San Jacinto College	928	724	78.0	\$14,706
El Paso Community College	1,020	835	81.9	\$6,239
Tarrant County College	1,038	852	82.1	\$9,158
St. Phillip's College (ACCD)	1,989	1,711	86.0	\$9,217
South Texas Community College	2,806	2,341	83.4	\$7,124
Total	15,303	12,271	80.2	\$8,980

Table 2 shows employment and earnings in the 4th quarter of 2008 by training provider for the SDF cohort. Capital Idea topped the list with 90.4 percent employment. Victoria and Galveston Colleges showed employment of 81.3 percent. San Jacinto College exiters again had the highest median quarterly earnings at the five year snapshot, \$18,798. Overall employment for the SDF cohort five years after exit was 73.0 percent with median quarterly earnings of \$10,648.

Table 2. SDF Employment and Earnings in 4Q2008 by Training Provider

Training Provider	N	Working in 4Q2008		
		n	% Working	Median Earnings
Galveston College	16	13	81.3	\$12,844
Kilgore College	21	14	66.7	\$7,268
College of the Mainland	25	18	72.0	\$12,328
Victoria College	32	26	81.3	\$8,594
St Phillip College (Alamo CCD)	50	39	78.0	\$4,940
Blinn College	51	39	76.5	\$17,567
Laredo Community College	52	42	80.8	\$6,601
Texas Engineering Extension Service	55	45	81.8	\$11,733
Lamar University (Orange Campus)	72	41	56.9	\$8,789
Capital Idea	83	75	90.4	\$10,330
Tyler Junior College	83	67	80.7	\$11,011
Austin Community College	122	88	72.1	\$13,171
Texarkana College	139	122	87.8	\$10,426
Weatherford College	155	94	60.7	\$7,531
Texas State Technical College	184	134	72.8	\$13,086
Vernon College	261	210	80.5	\$12,786
Texas State Technical College-Harlingen	340	253	74.4	\$6,037
North Lake College (DCCCD)	343	269	78.4	\$13,753
Temple College	499	320	64.1	\$9,228
Navarro College	504	368	73.0	\$9,553
Amarillo College	505	262	51.9	\$15,222
Howard College	547	386	70.6	\$5,760
Del Mar College	555	412	74.2	\$11,655
Texas Engineering Extension Service	569	369	64.9	\$10,538
Brookhaven College (DCCCD)	634	393	62.0	\$9,587
Houston Community College System	737	555	75.3	\$15,964
Paris Community College	888	637	71.7	\$15,159
San Jacinto College	928	692	74.6	\$18,798
El Paso Community College	1,020	722	70.8	\$6,547
Tarrant County College	1,038	751	72.4	\$10,000
St. Phillip's College (ACCD)	1,989	1,519	76.4	\$10,543
South Texas Community College	2,806	2,196	78.3	\$8,958
Total	15,303	11,171	73.0	\$10,648

Aerospace Product and Parts Manufacturing was the industry (by 4-digit NAICS code) employing the most SDF exit cohort members at 4Q2004, followed by General Medical and Surgical Hospitals (Table 3). Participants employed in Architectural, Engineering, and Related Services had the highest median quarterly earnings in 4Q2004 with \$14,213. Converted Paper Product Manufacturing employees were next with median quarterly earnings of \$13,115.

Table 3. Top 10 Industries of Employment for SDF at 4Q2004

Industry	n	Median Earnings	NAICS Code
Aerospace Product and Parts Manufacturing	1,060	\$11,159	3364
General Medical and Surgical Hospitals	915	\$8,650	6221
Business Support Services	807	\$6,036	5614
Plastics Product Manufacturing	486	\$8,709	3261
Employment Services	443	\$4,212	5613
Fruit and Vegetable Preserving and Specialty Food Manufacturing	413	\$11,023	3114
Converted Paper Product Manufacturing	399	\$13,115	3222
Support Activities for Air Transportation	330	\$11,119	4881
Architectural, Engineering, and Related Services	297	\$14,213	5413
Health and Personal Care Stores	295	\$8,356	4461

In 4Q2008, Aerospace Product and Parts Manufacturing was first on the list of the top ten industries of employment (Table 4), with those employed in the Agriculture, Construction, and Mining Machinery Manufacturing industry having the highest median quarterly earnings (\$16,150). Converted Paper Product Manufacturing was second in rank with respect to median earnings at \$15,224.

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

Industry	n	Median Earnings	NAICS Code
Aerospace Product and Parts Manufacturing	800	\$13,908	3364
General Medical and Surgical Hospitals	720	\$10,475	6221
Business Support Services	391	\$6,506	5614
Employment Services	383	\$4,800	5613
Fruit and Vegetable Preserving and Specialty Food Manufacturing	352	\$14,560	3114
Elementary and Secondary Schools	336	\$9,827	6111
Support Activities for Air Transportation	291	\$13,038	4881
Agriculture, Construction, and Mining Machinery Manufacturing	276	\$16,150	3331
Plastics Product Manufacturing	273	\$9,866	3261
Converted Paper Product Manufacturing	253	\$15,224	3222

Self-Sufficiency Fund

SSF participants who attended training at Blinn College had the highest employment in 4Q2004 at 76.9 percent (Table 5). Houston Community College System had the largest number of participants and had employment of 58.9 percent in 4Q2004. Exiters from Capital Idea had the highest median quarterly earnings in 4Q2004 at \$6,819. Overall employment for the SSF cohort in 4Q2004 was 56.1 percent with median quarterly earnings of \$3,447.

Table 5. SSF Employment and Earnings in 4Q2004 by Training Provider

Training Provider	N	Working in 4Q2004		
		n	% Working	Median Earnings
Project Arriba	24	n/a	16.7	\$4,678
San Jacinto College	37	14	37.8	\$4,005
Capital Idea	55	9	16.4	\$6,819
Dallas Community College District	71	20	28.2	\$4,864
Alpha & Omega Career Training Center	91	53	58.2	\$3,840
El Paso Community College	96	61	63.5	\$5,271
New Beginnings Career Development	103	53	51.5	\$2,870
Blinn College	117	90	76.9	\$3,112
Macedonia	117	69	59.0	\$2,898
Houston Community College	135	89	65.9	\$4,240
Houston Area Urban League	164	82	50.0	\$2,656
Panola College	323	194	60.1	\$3,161
Houston Community College System	377	222	58.9	\$3,259
Total	1,710	960	56.1	\$3,447

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

Table 6 shows employment and earnings in 4Q2008 by training provider for the SSF cohort. Blinn College topped the list with 69.2 percent employment. Macedonia was second with employment of 65.0 percent. Houston Community College System had employment of 60.7 percent. Capital Idea exiters had the highest median quarterly earnings at the five year snapshot, \$10,068. Overall employment for the SSF cohort five years after exit was 54.7 percent with median quarterly earnings of \$4,691.

Table 6. SSF Employment and Earnings in 4Q2008 by Training Provider

Training Provider	N	Working in 4Q2008		
		n	% Working	Median Earnings
Project Arriba	24	6	25.0	\$6,606
San Jacinto College	37	14	37.8	\$5,525
Capital Idea	55	8	14.6	\$10,086
Dallas Community College District	71	25	35.2	\$6,338
Alpha & Omega Career Training Center	91	44	48.4	\$3,983
El Paso Community College	96	47	49.0	\$7,035
New Beginnings Career Development	103	54	52.4	\$4,583
Blinn College	117	81	69.2	\$4,549
Macedonia	117	76	65.0	\$4,918
Houston Community College	135	80	59.3	\$6,138
Houston Area Urban League	164	81	49.4	\$3,247
Panola College	323	190	58.8	\$4,328
Houston Community College System	377	229	60.7	\$4,362
Total	1,710	935	54.7	\$4,691

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

Nursing Care Facilities was the industry (by 4-digit NAICS code) employing the most SSF exit cohort members at 4Q2004, followed by Employment Services (Table 7). Some of the other top ten industries of employment at 4Q2004 for SDF participants were Home Health Care Services, Business Support Services, and Grocery Stores. Participants employed in General Medical and Surgical Hospitals had the highest median quarterly earnings in 4Q2004 with \$5,756.

Table 7. Top 10 Industries of Employment for SSF at 4Q2004

Industry	n	Median Earnings	NAICS Code
Nursing Care Facilities	82	\$3,069	6231
Employment Services	81	\$2,739	5613
Elementary and Secondary Schools	63	\$3,593	6111
Home Health Care Services	63	\$1,695	6216
General Medical and Surgical Hospitals	43	\$5,756	6221
Limited-Service Eating Places	43	\$1,721	7222
Business Support Services	38	\$2,552	5614
Other General Merchandise Stores	36	\$2,852	4529
Grocery Stores	22	\$2,985	4451
Full-Service Restaurants	20	\$1,369	7221

In 4Q2008, Nursing Care Facilities was first on the list of the top ten industries of employment (Table 8), with those employed in the General Medical and Surgical Hospitals industry sector again having the highest median quarterly earnings with \$6,682.

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

Industry	n	Median Earnings	NAICS Code
Nursing Care Facilities	81	\$4,378	6231
Employment Services	74	\$2,716	5613
Home Health Care Services	62	\$1,743	6216
Elementary and Secondary Schools	60	\$4,973	6111
Limited-Service Eating Places	46	\$2,394	7222
General Medical and Surgical Hospitals	42	\$6,682	6221
Investigation and Security Services	29	\$4,202	5616
Other General Merchandise Stores	24	\$3,313	4529
Business Support Services	21	\$3,383	5614
Community Care Facilities for the Elderly	21	\$4,178	6233

References

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