

**Skills Development and Self-Sufficiency Fund Customized Training Programs
2007-2008 Exit Cohorts**

The Texas Workforce Commission (TWC) administers the Skills Development Fund (SDF) 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. In Fiscal Year 2009, TWC funded 45 grants with an average award of \$524,714, served 170 businesses, supported the creation of 3,567 new jobs, and retrained 15,949 with Skills Development Funds to support high quality, customized job training projects across the state.

Designed to meet the training 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.

The business, business consortium or trade union must partner with an eligible grant recipient. Eligible grant recipients include:

- Public community and technical colleges
- The Texas Engineering Extension Service (TEEX)
- A community-based organization only in partnership with a public community college or technical college or TEEX.

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 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 these individuals 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 Local Workforce Development Board (Board) contractors, one-stop centers, or other entities. The program may also provide 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

The Labor Market and Career Information (LMCI) department of TWC received 27,532 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 12,884 unique participants. The seed records were linked to the unemployment insurance (UI) wage records database for the 4th quarter of 2008. If a participant was found in the wage records database, their earnings figure and the 4-digit North American Industry Classification System (NAICS) code of their employer was retained for analysis. If a participant was found employed by more than one employer, earnings figures were summed and the NAICS code of the employer paying the most wages was retained for analysis. Seed records were then linked 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 seed records were also sent to the Texas Higher Education Coordinating Board (THECB) for linkage to the public postsecondary master enrollment records for the fall semester of 2008. The data was then linked to the Federal Employment Data Exchange System (FEDES) to determine employment with the federal government. After removing all participants who were deceased or making \$25,000 or more, there were 11,759 participant records retained for analysis. LMCI received 4,503 records for SSF. Those seed records went through the same process as the SDF seed records and 723 participant records were analyzed for this report.

Results

Skills Development Fund (SDF)

Table 1 shows employment for SDF participants in the 4th quarter of 2008, by training provider. All results have been sorted in descending order, by "% Working" or "Median Earnings," with the overall total included. Participants who received training at Texarkana College had employment of 97.8 percent. Those who received training at Brazosport College had employment of 97.2 percent. Grayson County College had the most participants and had 80.8 percent employment for the quarter. Overall employment for SDF was 85.9 percent in the 4th quarter of 2008.

Table 1. Employment by Training Provider

Training Provider	N	N Working	% Working
Texarkana College	89	87	97.8
Brazosport College	106	103	97.2
Victoria College	703	678	96.4
Amarillo College	153	147	96.1
Angelina College	50	48	96.0
North Central Texas College	758	712	93.9
DCCD-EI Centro College	619	578	93.4
Tarrant County College	1,003	929	92.6
Collin County Community College District	334	306	91.6
Hill College	237	213	89.9
Lone Star College	103	91	88.4
Texas State Technical College - Marshall	330	291	88.2
Texas State Technical College - Waco	559	487	87.1
Houston Community College System	95	82	86.3
Total	11,759	10,103	85.9
Lee College	1,003	857	85.4
Texas State Technical College - West Texas	139	118	84.9
Cisco Junior College	31	26	83.9
Frank Phillips College	45	37	82.2
San Jacinto College District	1,490	1,224	82.2
Grayson County College	2,091	1,689	80.8
Panola College	109	88	80.7
Kilgore College	1,224	959	78.4
Lamar State College - Port Arthur	218	167	76.6
Texas State Technical College - Harlingen	110	82	74.6
DCCD-Brookhaven College	92	62	67.4
Blinn College	58	36	62.1
Howard College	10	6	60.0

Texarkana College was the training provider with the highest median quarterly earnings in 2008 with \$18,870 (Table 2). They were followed by Victoria College with earnings of \$18,822. Tarrant County College rounded out the top three with \$15,945. Grayson County College had median quarterly earnings of \$6,261 for the quarter. Overall median quarterly earnings for the SDF cohort were \$11,611.

Table 2. Median Quarterly Earnings by Training Provider

Training Provider	N	N Working	Median Earnings
Texarkana College	89	87	\$18,870
Victoria College	703	678	\$18,822
Tarrant County College	1,003	929	\$15,945
Texas State Technical College - Waco	559	487	\$15,889
Houston Community College System	95	82	\$15,726
Collin County Community College District	334	306	\$15,135
DCCD-Brookhaven College	92	62	\$14,818
North Central Texas College	758	712	\$14,538
Angelina College	50	48	\$13,487
DCCD-EI Centro College	619	578	\$13,240
Howard College	10	6	\$12,881
Amarillo College	153	147	\$12,786
San Jacinto College District	1,490	1,224	\$12,699
Lee College	1,003	857	\$12,524
Total	11,759	10,103	\$11,611
Cisco Junior College	31	26	\$11,370
Hill College	237	213	\$10,931
Brazosport College	106	103	\$10,221
Texas State Technical College - Marshall	330	291	\$9,899
Lone Star College	103	91	\$9,373
Panola College	109	88	\$8,847
Texas State Technical College - West Texas	139	118	\$8,589
Frank Phillips College	45	37	\$8,140
Blinn College	58	36	\$7,360
Texas State Technical College - Harlingen	110	82	\$7,287
Lamar State College - Port Arthur	218	167	\$7,133
Grayson County College	2,091	1,689	\$6,261
Kilgore College	1,224	959	\$4,189

Table 3 shows employment in the 4th quarter of 2008 by completion status. Participants who successfully completed their coursework and passed the exam at the end had the highest employment percentage, 87.2 percent.

Table 3. Employment by Completion Status

Completion Status	N	N Working	% Working
Complete-Successfully	10,744	9,373	87.2
Total	11,759	10,103	85.9
Complete-Not Successfully	1,015	730	71.9

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 \$12,199.

Table 4. Median Quarterly Earnings by Completion Status

Completion Status	N	N Working	Median Earnings
Complete-Successfully	10,744	9,373	\$12,199
Total	11,759	10,103	\$11,611
Complete-Not Successfully	1,015	730	\$4,299

Table 5 shows employment for the ten most frequent Classification of Instructional Programming (CIP) codes used to classify training. Aeronautical/Aerospace Engineering Technology/Technician had employment of 93.1 percent. Manufacturing Technology/Technician had the second-highest employment percentage (91.8%). Business Administration and Management, General rounded out the top three with 91.3 percent employment. Occupational Safety and Health Technology/Technician had 77.9 percent of participants employed.

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

CIP	N	N Working	% Working
Aeronautical/Aerospace Engineering Technology/Technician	335	312	93.1
Manufacturing Technology/Technician	1,260	1,157	91.8
Data Processing and Data Processing Technology/Technician	367	335	91.3
Business Administration and Management, General	551	503	91.3
Electrical and Power Transmission Installation/Installer, General	294	257	87.4
Well Drilling/Driller	469	406	86.6
Total	11,759	10,103	85.9
Quality Control Technology/Technician	544	441	81.1
Computer and Information Sciences, General	1,326	1,063	80.2
Transportation and Materials Moving, Other	388	310	79.9
Occupational Safety and Health Technology/Technician	1,753	1,365	77.9

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 4th quarter of 2008 with \$16,217 (Table 6). Aeronautical/Aerospace Engineering Technology/Technician was second with \$16,110 and the Business Administration and Management, General CIP code was third with \$15,160. Occupational Safety and Health Technology/Technician had median quarterly earnings of \$5,700.

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

CIP	N	N Working	Median Earnings
Well Drilling/Driller	469	406	\$16,217
Aeronautical/Aerospace Engineering Technology/Technician	335	312	\$16,110
Business Administration and Management, General	551	503	\$15,160
Quality Control Technology/Technician	544	441	\$14,471
Data Processing and Data Processing Technology/Technician	367	335	\$13,637
Manufacturing Technology/Technician	1,260	1,157	\$11,892
Total	11,759	10,103	\$11,611
Electrical and Power Transmission Installation/Installer, General	294	257	\$11,471
Transportation and Materials Moving, Other	388	310	\$9,663
Occupational Safety and Health Technology/Technician	1,753	1,365	\$5,700
Computer and Information Sciences, General	1,326	1,063	\$4,533

Support Activities for Mining was the most common industry sector of employment for program exiters in the fourth quarter of 2008, according to Table 7. Aerospace Product and Parts Manufacturing was the second most common sector, followed by Animal Slaughtering and Processing. Program exiters working in the Beverage Manufacturing industry sector had the highest median quarterly earnings in the target quarter with \$16,847. Participants employed in the Aerospace Product and Parts Manufacturing industry had the second highest median quarterly earnings with \$16,225.

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

Industry of Employment	N Working	Median Earnings	NAICS Code
Support Activities for Mining	763	\$15,845	2131
Aerospace Product and Parts Manufacturing	680	\$16,225	3364
Animal Slaughtering and Processing	654	\$5,768	3116
Support Activities for Water Transportation	501	\$12,145	4883
Nonresidential Building Construction	422	\$13,272	2362
Business Support Services	328	\$4,583	5614
Other Fabricated Metal Product Manufacturing	320	\$11,979	3329
Employment Services	310	\$4,659	5613
Beverage Manufacturing	285	\$16,847	3121
Architectural, Engineering, and Related Services	267	\$13,878	5413

Table 8 shows the Classification of Instructional Programming (CIP) titles of the top 10 areas of enrollment for program participants who were found enrolled in postsecondary education during the fall semester of 2008. The largest number of participants who were found in school were receiving instruction in the Welding Technology/Welder instructional area. Fire Science/Firefighting was second.

Table 8. Top 10 Areas of Enrollment, by 6-digit CIP Code, for All Participants Enrolled in Postsecondary Education in the Fall Semester 2008

CIP Title	N
Welding Technology/Welder	72
Fire Science/Firefighting	67
Electrician	53
Data Processing and Data Processing Technology/Technician	52
Business Administration and Management, General	43
Instrumentation Technology/Technician	38
General Studies	38
Emergency Medical Technology/Technician (EMT Paramedic)	35
Nursing - Registered Nurse Training (RN, ASN, BSN, MSN)	32
Pipefitting/Pipefitter and Sprinkler Fitter (NEW)	29

Table 9 shows the ten postsecondary institutions with the largest number of program participants found enrolled in the fall semester of 2008. Lee College had the largest number of exiters enrolled, followed by Victoria College.

Table 9. Top 10 Postsecondary Institutions with the Highest Number of Participants Enrolled in the Fall Semester 2008

Institution	N
Lee College	190
Victoria College	170
Grayson County College	111
Kilgore College	62
Brazos port College	53
Texas State Technical College Marshall	23
San Jacinto College Central Campus	18
Houston Community College	16
Lone Star College - Montgomery	12
University of Texas at Arlington	10

Self-Sufficiency Fund (SSF)

Table 10 shows employment for SSF participants in the 4th quarter of 2008, by training provider. Participants receiving training from Northeast Texas Community College had the highest employment during the quarter with 83.3 percent. Participants from South Texas College had the second highest employment with 75.0 percent. Houston Community College System had the most participants of any training provider and employment for that group was 63.8 percent. Overall employment for the SDF cohort in the 4th quarter of 2008 was 66.5 percent.

Table 10. Employment by Training Provider

Training Provider	N	N Working	% Working
Northeast Texas Community College	6	5	83.3
South Texas College	12	9	75.0
Grayson County College	148	105	71.0
Alvin Community College	75	53	70.7
McLennan Community College	155	109	70.3
Total	723	481	66.5
Alamo Community College District	23	15	65.2
Houston Community College System	185	118	63.8
Goodwill Industries Of South Texas	21	13	61.9
Texas State Technical College - West Texas	48	27	56.3
DCCD-El Centro College	9	5	55.6
Alliance For Multicultural Community Services	41	22	53.7

Table 11 shows median quarterly earnings by training provider for the SSF program. Texas State Technical College – West Texas had the highest median earnings with \$6,214. Northeast Texas Community College had the second highest earnings with \$6,131 followed by Alvin Community College with \$5,643. Houston Community College System had median earnings of \$4,347. Median earnings for the cohort as a whole were \$4,660.

Table 11. Median Quarterly Earnings by Training Provider

Training Provider	N	N Working	Median Earnings
Texas State Technical College - West Texas	48	27	\$6,214
Northeast Texas Community College	6	5	\$6,131
Alvin Community College	75	53	\$5,643
Grayson County College	148	105	\$5,583
Total	723	481	\$4,660
Houston Community College System	185	118	\$4,347
Alliance For Multicultural Community Services	41	22	\$3,800
Alamo Community College District	23	15	\$3,753
Goodwill Industries Of South Texas	21	13	\$3,107
McLennan Community College	155	109	\$3,104
DCCD-EI Centro College	9	5	\$2,871
South Texas College	12	9	\$2,556

Table 12 shows employment by completion status for SSF participants in the 4th quarter of 2008. Participants who completed training successfully had the highest employment percentage in the target quarter with 68.0 percent employed. Participants who successfully completed their coursework but did not pass the exam at the end had employment of 60.9 percent.

Table 12. Employment by Completion Status

Completion Status	N	N Working	% Working
Complete-Successful	572	389	68.0
Total	723	481	66.5
Complete-Not Successful	151	92	60.9

Participants who completed training and successfully passed the exams at the end of training had the highest median quarterly earnings with \$5,000 (Table 13). Those who completed unsuccessfully had median quarterly earnings of \$3,017.

Table 13. Median Quarterly Earnings by Completion Status

Completion Status	N	N Working	Median Earnings
Complete-Successful	572	389	\$5,000
Total	723	481	\$4,660
Complete-Not Successful	151	92	\$3,017

Table 14 shows employment for the ten most frequent CIP codes used in training. Communication Studies/Speech Communication and Rhetoric was the training CIP with the highest employment percentage (83.3%). Business/Commerce, General was second on the list with 72.5 percent employed. Customer Service Support/Call Center/Teleservice Operation rounded out the top three with 70.7 percent employment. Quality Control Technology/Technician was the most common CIP, but it had an employment rate of 70.3 percent.

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

CIP Code	N	N Working	% Working
Communication Studies/Speech Communication and Rhetoric	6	5	83.3
Business/Commerce, General	80	58	72.5
Customer Service Support/Call Center/Teleservice Operation	75	53	70.7
Quality Control Technology/Technician	155	109	70.3
Occupational Safety and Health Technology/Technician	140	97	69.3
Health-Related Knowledge and Skills	21	14	66.7
Medical Administrative/Executive Assistant and Medical Secretary	18	12	66.7
Total	723	481	66.5
Computer and Information Sciences, General	134	78	58.2
Truck and Bus Driver/Commercial Vehicle Operation	57	32	56.1
Pharmacy Technician/Assistant	20	8	40.0

Participants receiving training under the Business/Commerce, General CIP code had the highest median quarterly earnings in the 4th quarter of 2008 with \$6,210 (Table 15). Participants with the Truck and Bus Driver/Commercial Vehicle Operation CIP code were second with \$6,179 and the Communication Studies/Speech Communication and Rhetoric CIP code was third with \$6,131. Quality Control Technology/Technician training recipients had median quarterly earnings of \$3,104.

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

CIP Code	N	N Working	Median Earnings
Business/Commerce, General	80	58	\$6,210
Truck and Bus Driver/Commercial Vehicle Operation	57	32	\$6,179
Communication Studies/Speech Communication and Rhetoric	6	5	\$6,131
Customer Service Support/Call Center/Teleservice Operation	75	53	\$5,643
Occupational Safety and Health Technology/Technician	140	97	\$5,370
Total	723	481	\$4,660
Pharmacy Technician/Assistant	20	8	\$4,015
Health-Related Knowledge and Skills	21	14	\$3,707
Medical Administrative/Executive Assistant and Medical Secretary	18	12	\$3,422
Quality Control Technology/Technician	155	109	\$3,104
Computer and Information Sciences, General	134	78	\$2,997

Animal Slaughtering and Processing was the most common industry sector of employment for program exiters in the fourth quarter of 2008, according to Table 16. The Employment Services industry was the second most common sector, followed by Business Support Services. Program exiters working in the Agencies, Brokerages, and Other Insurance Related Activities industry sector had the highest median quarterly earnings in the target quarter with \$8,713. Participants employed in the Animal Slaughtering and Processing industry had the second highest median quarterly earnings with \$5,678.

Table 16. Top 10 Industries of Employment by 4-Digit NAICS Code

Industry of Employment	N Working	Median Earnings	NAICS Code
Animal Slaughtering and Processing	104	\$5,678	3116
Employment Services	52	\$1,715	5613
Business Support Services	34	\$5,665	5614
Limited-Service Eating Places	20	\$1,227	7222
Elementary and Secondary Schools	19	\$4,512	6111
Other General Merchandise Stores	16	\$4,105	4529
Agencies, Brokerages, and Other Insurance Related Activities	15	\$8,713	5242
Health and Personal Care Stores	9	\$4,867	4461
Home Health Care Services	9	\$2,731	6216
Nursing Care Facilities	8	\$1,924	6231

Table 17 shows the CIP titles of the top 10 areas of enrollment for program participants who were found enrolled in postsecondary education during the fall semester of 2008. General Studies was the only CIP area with enough participants to display.

Table 17. Top 10 Areas of Enrollment, by 6-digit CIP Code, for All Participants Enrolled in Postsecondary Education in the Fall Semester 2008

CIP Title	N
General Studies	7
Nursing - Registered Nurse Training (RN, ASN, BSN, MSN)	n/a
Business/Commerce, General	n/a
Business Administration and Management, General	n/a
Occupational Safety and Health Technology/Technician	n/a
Liberal Arts and Sciences/Liberal Studies	n/a
Multi-/Interdisciplinary Studies, Other	n/a
Undeclared	n/a
Data Processing and Data Processing Technology/Technician	n/a
Education, General	n/a
Note: Cells with values less than 5 are marked "n/a" to protect the privacy of cohort members.	

Table 18 shows the ten postsecondary institutions with the largest number of program participants found enrolled in the fall semester of 2008. Only three institutions had enough participants to be able to display, and those three institutions had the same number of participants.

Table 18. Top 10 Postsecondary Institutions with the Highest Number of Participants Enrolled in the Fall Semester 2008

Institution	N
Grayson County College	8
Texas State Technical College Waco	8
Houston Community College	8
McLennan Community College	n/a
South Texas College	n/a
Del Mar College	n/a
St. Philip's College	n/a
University of Houston	n/a
Alamo CCD NW Vista College	n/a
Lone Star College - Cy-Fair	n/a
Note: Cells with values less than 5 are marked "n/a" to protect the privacy of cohort members.	

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