

Introduction

This report contains the post-exit results on 20 education and workforce programs (Table 1) as part of the requirements of the Texas Workforce Investment Act (introduced as SB 281 and hereinafter referenced as Senate Bill 281 or SB 281)¹ SB 281 established the Texas Workforce Investment Council (TWIC)² whose primary mission is to provide strategic planning and evaluation of education and workforce training programs to promote the development of a well-educated, highly-skilled workforce for Texas.

SB 281 requires the Texas Workforce Commission (TWC), in cooperation with other state agencies such as the Texas Higher Education Coordinating Board (THECB), to maintain and operate an automated follow-up and evaluation system derived from appropriate available information, including:

1. Unemployment Insurance (UI) wage records maintained by TWC; and
2. Student follow-up information available through the Texas Higher Education Coordinating Board.

The following agencies deliver publicly-funded education and workforce training programs in Texas and are required under SB281 to provide follow-up information on their exiters.

- TWC-Texas Workforce Commission
 - Choices
 - Supplemental Nutrition Assistance Program Employment and Training
 - Trade Adjustment Assistance
 - Skills Development and Self-Sufficiency Fund Customized Training Programs
 - Project RIO
 - Employment Services
 - Apprenticeship
 - Workforce Investment Act
 - Career Colleges and Schools
- THECB-Texas Higher Education Coordinating Board
 - Community and Technical Colleges
 - Universities and Health-Related Institution
- TEA-Texas Education Agency
 - Public Education
 - GED
 - Adult and Community Education
- TDARS-Texas Department of Assistive and Rehabilitative Services
- TSD-Texas School for the Deaf
- TSBVI-Texas School for the Blind and Visually Impaired
- TYC-Texas Youth Commission
- TDCJ-Texas Department of Criminal Justice

¹ <http://www.legis.state.tx.us/tlodocs/78R/billtext/pdf/SB00281F.pdf>

² <http://www.governor.state.tx.us/divisions/twic>

Table 1. Texas Workforce Training and Education Programs

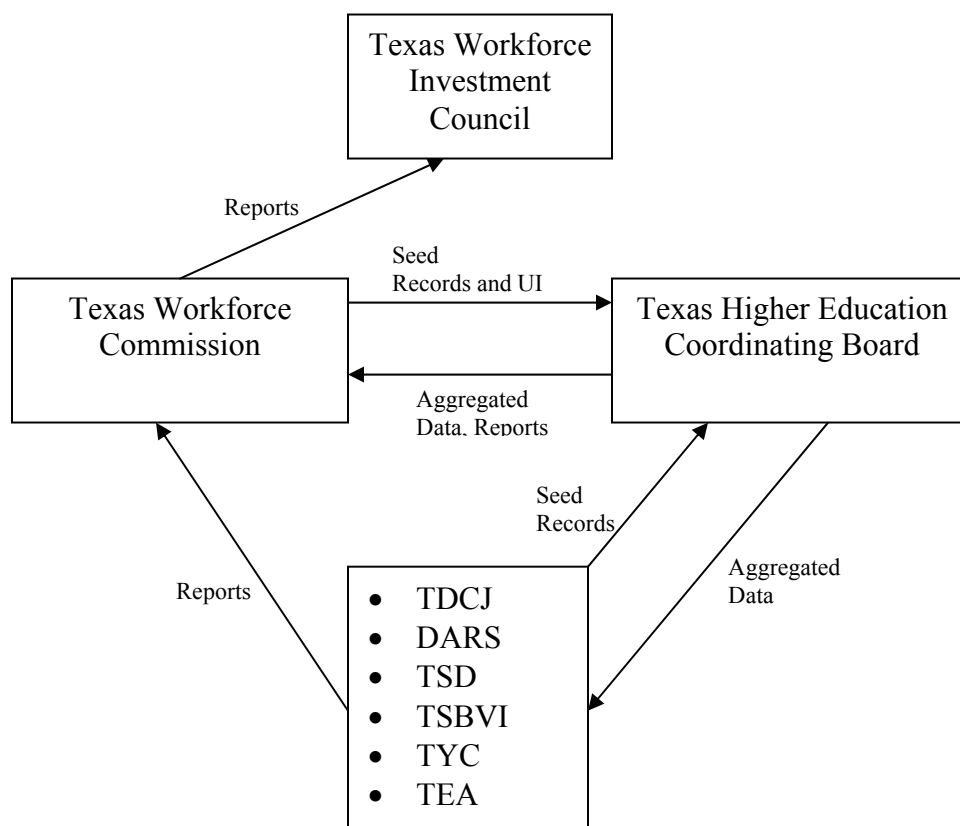
Education/Workforce Training Program	Agency	Total Usable Records (Unduplicated)
Choices	TWC	31,353
SNAP Employment and Training	TWC	29,387
Trade Adjustment Assistance	TWC	7,342
Skills Development Fund	TWC	15,974
Self-Sufficiency Fund	TWC	1,611
Project RIO	TWC	12,246
Workforce Investment Act	TWC	48,891
Employment Services	TWC	No data provided
Career Colleges and Schools	TWC	No data provided
Apprenticeship	TWC	3,861
Community and Technical Colleges	THECB	No data provided
Universities and Health Science Centers	THECB	No data provided
Public Education	TEA	No data provided
GED	TEA	No data provided
Adult and Community Education	TEA	No data provided
Texas School for the Blind and Visually Impaired	TSBVI	No data provided
Texas Youth Commission	TDARS	No data provided
Texas Rehabilitation Commission	TDARS	No data provided
Texas School for the Deaf	TSD	No data provided
Windham School District	TDCJ	No data provided
TOTAL		150,665

Due to restrictive interpretations of the Family Educational Rights and Privacy Act (FERPA), TWC and the Texas Higher Education Coordinating Board (THECB) shared the functions of conducting record linkages for all agencies involved in Texas' workforce and education system (Figure 1). TWC provided the Unemployment Insurance (UI) wage records to the THECB. THECB is not prohibited under FERPA from accepting student data and performing electronic record linkages on behalf of other educational agencies. Education agencies covered by FERPA worked with the THECB in obtaining follow-up data and in producing aggregate tables and reports that were used in their respective chapters in this report. The THECB conducted record linkages for all seed records (including TWCs) against the public postsecondary master enrollment (ME) records and provided aggregated data back to all agencies. Each agency was responsible for analyzing follow-up data on their exiters, writing the chapters, and providing TWC with the completed chapters for compilation into this comprehensive report.

TWC conducted supplemental record linkages for TWC programs only. Seed records were linked to the U.S. Department of Defense (DoD), U.S. Office of Personnel Management (OPM), U.S. Postal Service, Wage Record Interchange System (WRIS), Texas Department of Criminal Justice (TDCJ), and Texas Bureau of Vital Statistics.

Care must be taken in comparing follow-up results between programs because of their widely varying missions and objectives. Not all programs were linked to the same number of resource databases. Because of FERPA, education records such as those from public community and technical colleges, universities, and public secondary education were not linked to DoD, OPM, USPS, TDCJ and TBVS. As a result, labor market and other outcomes measures for these cohorts may be lower than in previous reports.

Figure 1. The Workforce Development Evaluation System of Texas



The post-exit results shown in this report were achieved during a period of economic recovery. A tighter labor market during an economic recovery may not yield the same outcomes as in years when the economy is booming. As the economy continues to recover, documenting post-exit outcomes for these programs is important for continuous program improvement. Knowing what worked for whom, under what circumstances is critical to implementing programs for incoming cohorts to help maximize their post-exit achievements.

The state benefits in many ways by investing in education and workforce training programs. Successful program exiters form the backbone of a highly educated and skilled workforce. Exiters who find work in high-wage occupations directly contribute to higher taxes and revenue for the state. Employment success of exiters fuels the state economy and reduces public assistance programs. A more educated population tends to contribute more substantially to civic good, as measured by charitable giving, volunteerism and resident voting (Measuring Up 2004).

One way to measure the labor market outcomes of education and workforce programs exiters is to analyze the post-exit industries where they found employment. Industries of employment provide information on current and possible future sources of jobs. Recently, Governor Perry identified the following six industry clusters as critical to the economic development of Texas.

- Advance Technologies and Manufacturing
- Aerospace and Defense
- Biotechnology and Life Sciences
- Information and Computer Technology
- Energy
- Petroleum Refining and Chemical Products

TWCs Labor Market and Career Information (LMCI) department in cooperation with the Office of the Governor has identified industries by 4-digit North American Industry Classification System (NAICS) code under each cluster and grouped them into Core, Ancillary and Support subcategories. Core industries produce goods and services directly related to the cluster. These industries provide the fundamental economic drivers for the cluster. Ancillary and Support industries produce goods and services that directly supplement those found under Core. An example of ancillary industry for the Petroleum Refining and Chemical Products cluster is Boilers, Tanks and Shipping Containers. An example of support industry for the Petroleum Refining and Chemical Products cluster is Warehousing and Storage.

As greater emphasis is placed on the integration of workforce and economic development, boards should strive to align regionally targeted industries with the Governor's list or other regionally identified industry sectors serving as regional economic growth poles. Under the work first principle, many of the workforce development system customers who receive basic services will find jobs on their own-without regard for state-level or board-level targets. Thus, for those receiving basic services, there is no real expectation about the industry distribution of their employment. However, among those receiving intensive services (specially vocational training and job-search assistance), a significant portion probably should wind up in targeted sectors as an indicator of better alignment between a board's strategic plan and intensive case management. For more information about the Governor's clusters, please go to <http://www.texasindustryprofiles.com>.

Summary

For this year's report, over 1 million seed records were extracted from The Workforce Information System of Texas (TWIST). That is roughly the same number of records extracted the previous year. Data were obtained through TWIST for all programs except Skills Development Fund, Self-Sufficiency Fund, and Apprenticeship Training.

Cooperation and communication between the LMCI department and the programs required to submit data for this report has continued to result in improved data quality. Departments and agencies are becoming more familiar with the structure of this report and the associated data reporting requirements, and it is showing in the quality of data received from them.

Reports were not received from the following partner agencies: Texas School for the Blind and Visually Impaired, Texas Youth Commission, Texas Rehabilitation Commission, Texas School for the Deaf, and the Windham School District.