

**Self Sufficiency Fund:
2006-2007 Exit Cohort
Three-Year Longitudinal Study**



The Self-Sufficiency Fund helps families in poverty obtain training, get jobs and become independent of government financial assistance.

Breaking the cycle of poverty is extremely challenging, both for individuals and public policy. A primary reason individuals become mired in this cycle is a lack of education: low incomes lead to low education levels which in turn ensure low incomes, a process which often persists over generations (Marger 2010). In addition, due to negative externalities connected with the structure of the tax code (credits like the Earned Income Tax Credit) and means-tested transfer payments like SNAP/Food Stamps, the effective marginal tax rate for low income individuals can be extremely high, as much as 100 percent for some earners (Kotlikoff and Rapson 2006). Why would an individual earning \$25,000 per year switch to a job where she could earn \$30,000 per year if this increase in earnings led to a net loss in income due to the individual's inability to qualify for government benefits? This phenomenon becomes increasingly pronounced as earners approach the discontinuity for qualifying for transfer payments and/or low-income tax credits, and creates an incentive to remain unemployed or employed part-time rather than move into higher-wage jobs which could lead to self sufficiency.

One way to reduce this problem is to increase individuals' human capital through education, empowering them to find jobs that pay enough to propel them out of poverty. However, without a connection to the dynamics of the local labor market—the workforce needs of local employers and the strongest sectors in terms of job growth and wages—education alone is often insufficient to break the cycle of poverty. Employer-customized training programs are a proven solution to help accomplish the policy goal of moving poor and low-income individuals towards independence from government assistance. The State of Texas' main vehicle to provide customized training to low-income individuals is the Self-Sufficiency Fund (SSF), funded by state general revenue (Texas Labor Code §309.002), with a budget of \$3,243,413 in the most recent fiscal year (2010).

Multiple recent studies have shown that employer involvement, the hallmark of customized training, improves earnings and employment outcomes for trainees (see, e.g. Grubb 1996; Kane and Rouse 1999; Duane and Gill 1997, Mathur et. al. 2004; Holzer and Martinson 2005; Maguire et. al. 2009; Martinson 2010). In addition to employer involvement, the focus on the strongest sectors in and deep understanding of the local economy that SSF grantees can achieve have been empirically demonstrated to particularly benefit SSF's target population of younger, low-income adults (Maguire et. al. 2009; Roder and Elliot 2011).

The type of training provider also matters: sub-baccalaureate training providers like those receiving SSF grants “can be nimble allies of employers and other workforce partners in providing training that is specific to the needs of a particular employer or industry...and allow ‘ownership’ at the company level in order to foster a greater tie-in with local economic development authorities” (Romer 2009). Incumbent worker training programs like SSF are a strategy the literature highlights as particularly effective at improving outcomes for low-skill workers, who might not receive training otherwise (Martinson 2010).

The primary challenge facing these programs is to continue strengthening connections between businesses, training providers and local workforce and economic development entities (Holzer and Nightingale 2009).

INTRODUCTION

PURPOSE OF THE REPORT

Senate Bill 281 (2003) requires the Texas Workforce Commission (TWC) to, at least annually, issue an analysis of the job placement performance of each workforce development program by occupation and by training provider (possibly including other relevant data), for the previous one-year, three-year, and five-year periods. TWC's Labor Market and Career Information (LMCI) department fulfills this mandate. We provide these data in the spirit of continuous improvement and do not seek to single out or punish any program, provider or geography. LMCI's mission is to improve the way Texans make career and educational decisions by providing useful and reliable information about careers, educational training options and jobs. For more information, visit www.lmci.state.tx.us.

STRUCTURE OF THE REPORT

This report addresses the set of individuals (cohort) that exited Self Sufficiency Fund programs in 2008-2009. The report examines a snapshot of the cohort's outcomes, i.e. their employment and median earnings, in the fourth quarter of 2009 (Q42009). Three-year and five-year snapshots of this cohort's outcomes in Q42012 and Q42014 will be added to the report as the data become available. The report's body provides a high-level overview and analysis of the data. Detailed tables of all measures discussed here can be found in the appendix.

METHODOLOGY

LMCI received 28,634 SSF seed records from the Policy and Service Delivery Department of TWC's Workforce Development Division for participants exiting in 2008-2009. Each seed record represents a unique combination of a participant's Social Security Number (SSN) and a program service. Because participants often receive more than one service, the input file includes many duplicate records, which LMCI condenses into one unique record per participant. After removing duplicates, 1,602 unique records remained for analysis. LMCI also links the seed record to Texas Bureau of Vital Statistics data to identify and exclude deceased participants. After performing this exclusion, 1,564 participants remained in the analysis.

LMCI then links the seed record files to several government databases to determine outcomes. The primary database we used for this report is the TWC Unemployment Insurance (UI) database, which contains information on employment status and earnings. We also performed linkages to the Texas Higher Education Coordinating Board (THECB) master enrollment file to identify participants enrolled in post-secondary education, and the Federal Employment Data Exchange System (FEDES) to locate any participants employed in federal civil service or the military.¹ If linkages to these databases result in a match, LMCI retains the participant's earnings and the North American Industry Classification System (NAICS) code of the employer of record for analysis. If a participant has multiple employers, LMCI adds that participant's wages across NAICS codes and uses the NAICS of the employer paying the most wages for

¹ FEDES includes employment data from the Department of Defense, the Federal Office of Personnel Management and the US Postal Service, although linkages to US Postal Service data were not performed for this cohort.

analysis. If a participant has the same earnings across multiple employers, LMCI retains the NAICS of the employer with the most employees.

For the one-year analyses, LMCI defines “performance” as laid out in Senate Bill 281 using two basic metrics: employment and median quarterly earnings in a given period after exit (Q42009 in this case). We report median quarterly earnings rather than mean quarterly earnings due to the wide range of earnings reported. Median quarterly earnings are a more robust measure of central tendency and prevent extreme observations from skewing the results.

In 2010, LMCI made a slight alteration in the way we report services provided for the Skills Development Fund. On average, most participants take multiple courses in multiple programs. However, to effectively calculate participant earnings, the data must be unduplicated. In this process, valuable information regarding courses taken was lost. As a result, starting from the 2010 report on the 2008-2009 exit cohort, we report the total number of times each course was taken rather than assigning one course to each participant. This allows the reader to determine which classes were taken overall, but the sum totals will not match other the cohort total.

For the three-year and five-year (“longitudinal”) analyses, LMCI reports employment and median quarterly earnings three (or five) years after exit and employment retention over the period (i.e., the percentage of individuals employed at program exit still employed three or five years later). We then compare these outcomes across various categories such as industry of employment or occupation which vary with each program’s data collection requirements. LMCI always reports outcomes by training provider and variables capturing occupation to comply with our mandate under SB 281, but we include demographics or other observed participant characteristics when available.

CAVEATS ABOUT THE DATA AND ANALYSIS

To our knowledge, there is no better source of data on labor market outcomes than UI wage records, but these data have some limitations. UI wage records do not cover individuals engaged in certain types of employment ranging from domestic workers to railroads.² The collection of UI wage data involves editing to clean incoming data. However, inaccurate wage records may remain in the system unless and until a claim for UI benefits is filed. SSNs are not validated against a national database, so fraudulent SSNs may be present in the data as well as multiple individuals using one SSN (leading to outlandishly high earnings in some cases). Neither occupational title nor hours worked per quarter are reported, preventing us from calculating hourly wage and determining relatedness of training to employment or part-time/full-time status. This characteristic of the data sometimes leads to very low earnings in the case of individuals who worked for only part of a quarter we sampled. Despite these limitations, data from UI wage records provide an invaluable glimpse of post-exit achievements of workforce training participants.

Many factors, particularly the dynamics of the local economy and interplay with national and international trends all drive the metrics we use. The metrics tell part of the story about

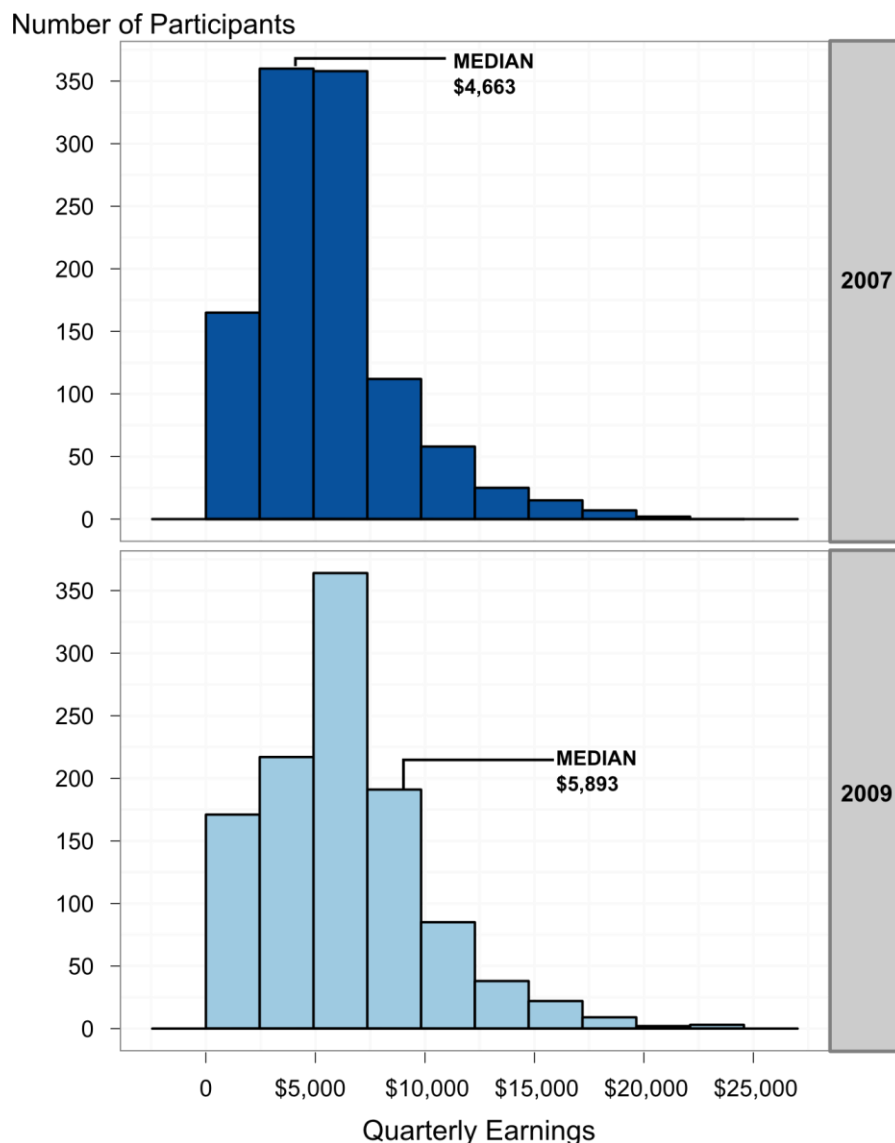
performance, but should not be used alone to make judgments about the quality (or lack thereof) of a single provider, Workforce Development Area or program.

SELF-SUFFICIENCY FUND 2006-2007 EXIT COHORT, THREE-YEAR LONGITUDINAL STUDY (COHORT ANALYSIS)

Self Sufficiency Fund exiters in the period 2006-2007 saw a marked drop in their percent employed and an impressive rise in their inflation-adjusted median quarterly earnings (Table 13). Overall, 79.4 percent of this exit cohort was found employed in Q42007 compared with 65.6 percent in Q42009.

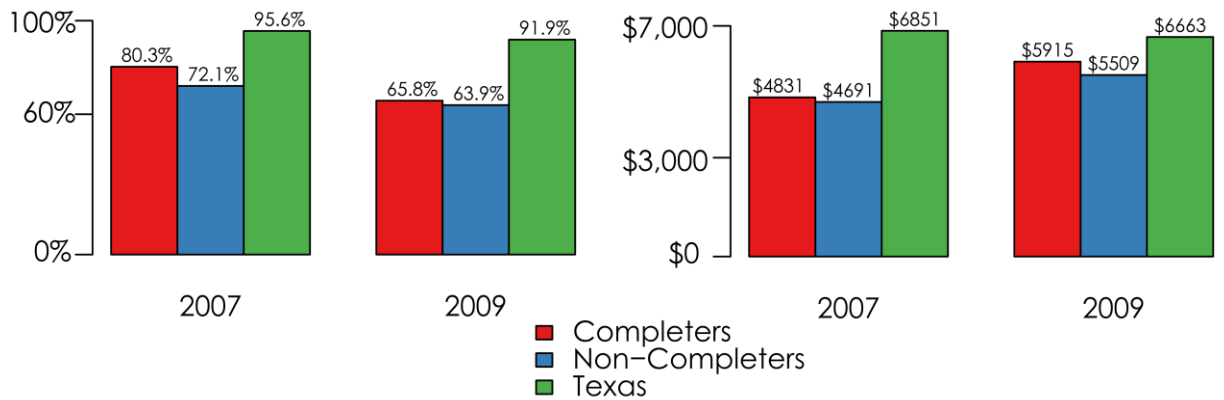
While employment fell from Q42007 - Q42009, fourth quarter median earnings for the cohort increased by 22.1 percent over the same period. The earnings distribution improved over this period, with almost twice as many participants in the group with earnings in the \$7,500-\$10,000 range and half as many in the group with earnings in the \$2,500-\$5,000 range (Figure 7).

**FIGURE 7
OUTCOMES BY COMPLETION STATUS, SSF 2006-2007 EXITERS**



Successful SSF completers saw their employment percentage fall more than non-completers (14.5 percent compared with 8.2 percent), while their median earnings rose by \$404 more than non-completers. Successful completers were employed at a slightly higher rate than non-completers in 2009, 65.8 percent vs. 63.9 percent. Their median quarterly earnings were also higher, \$5,915 vs. \$5,509 (Figure 8). On an inflation-adjusted basis, SSF participants saw a rise in their median quarterly earnings as compared to Texans overall who saw a small decline. Table 13 provides the overall labor market outcomes of the 2006-2007 SSF exit cohort in detail.

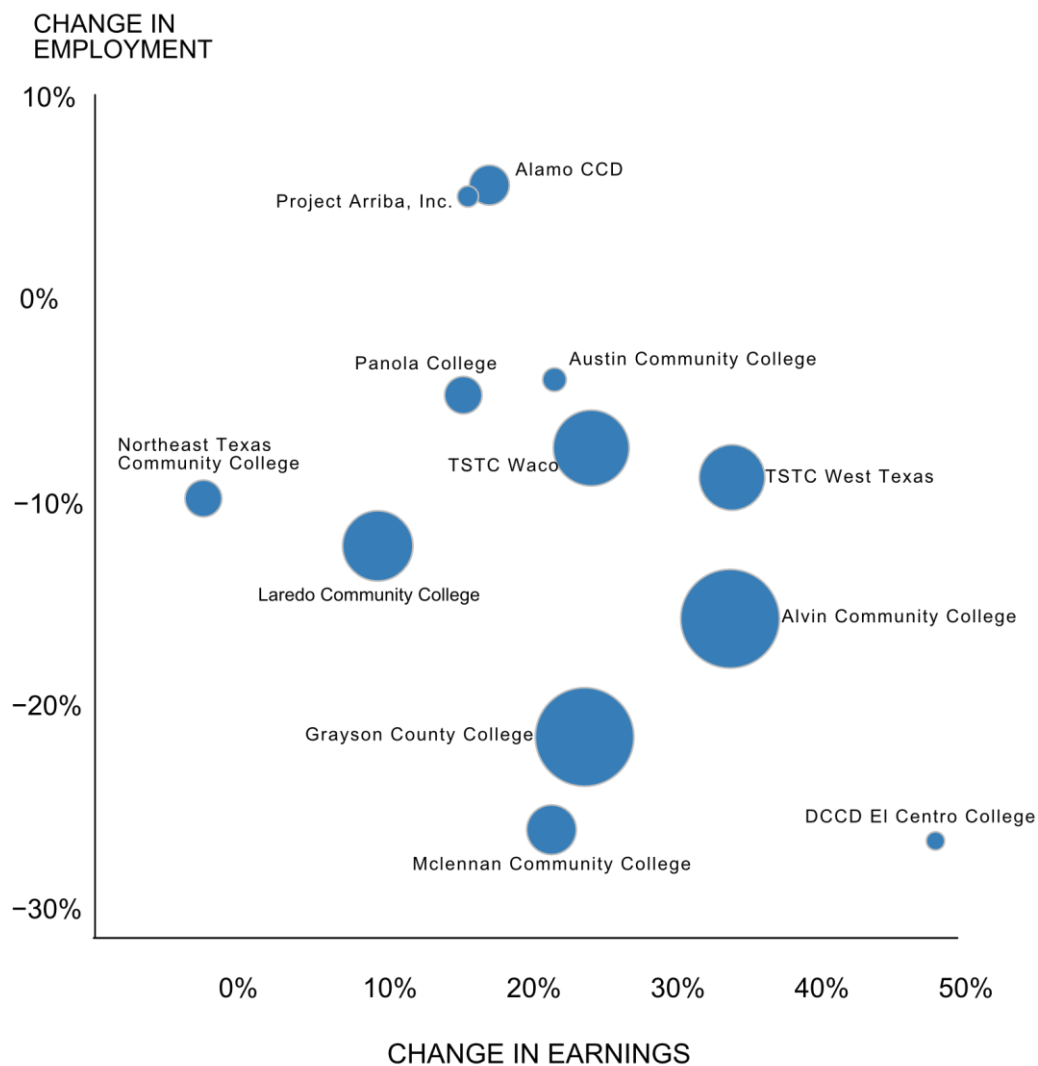
FIGURE 8
OUTCOMES BY COMPLETION STATUS, SSF 2006-2007 EXITERS



OUTCOMES BY PROVIDER, SSF 2006-2007 EXIT COHORT

SSF participants of the 2006-2007 exit cohort received training from 13 different providers. While overall employment in Texas trended down, SSF participants who received training from Alamo Community College District and Project Arriba, Inc. actually saw gains in their percent employed. El Centro College in Dallas had the highest median quarterly earnings growth, followed by Alvin Community College and TSTC West Texas (Figure 9). Table 14 on the following page provides a detailed breakdown of outcomes by training provider.

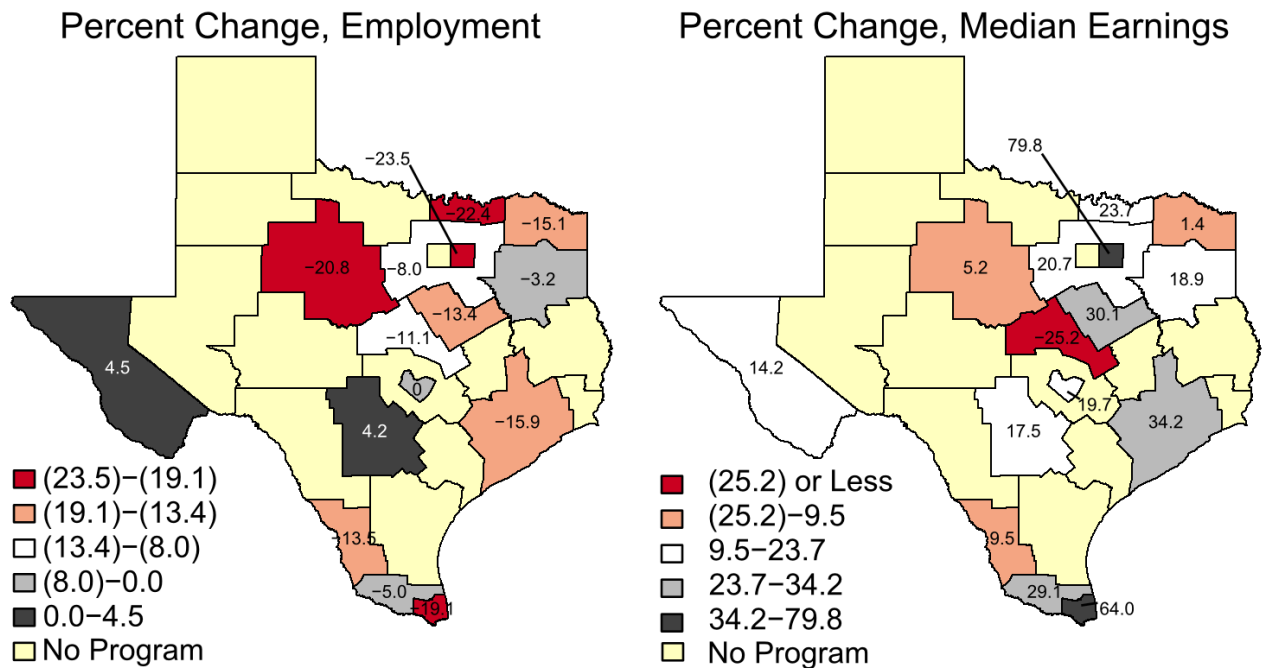
FIGURE 9
OUTCOMES BY TRAINING PROVIDER, SSF 2006-2007 RETAINERS



OUTCOMES BY GEOGRAPHY, 2006-2007 SSF EXIT COHORT

Figure 10 compares the percent change in employment and median earnings by local workforce development area for the 2006-2007 SSF exit cohort. The Upper Rio Grande (El Paso) and Alamo (San Antonio) WDAs saw small gains in employment (4.5 and 4.2 percent) while the largest employment losses were observed in Dallas and Texoma (Sherman) WDAs. At the same time, the largest gains in median quarterly earnings were observed in Dallas (79.8 percent) and Cameron County WDAs (64.0 percent). Table 15 on the following page provides a detailed breakdown of outcomes by LWDA.

FIGURE 10
OUTCOMES BY GEOGRAPHY (LWDA) SSF 2006-2007 EXITERS



OUTCOMES BY INDUSTRY OF EMPLOYMENT, SSF 2006-2007 EXITERS

The most notable change in industries of employment for SSF exiters was Wired Telecommunications Carriers falling out of the top ten, having ranked third in Q42007. Interestingly, Limited Service Eating Places replaced Full Service Restaurants in the top ten from 2007-2009.

Table 1: Top Ten Industries of Employment, 2007

Top Ten Industries of Employment, Q42007	N Working	% of Cohort	Median Earning
Animal Slaughtering and Processing	300	19.7	\$5,228
Business Support Services	201	13.2	\$3,990
Wired Telecommunications Carriers	153	10.1	\$5,539
Employment Services	91	6.0	\$1,993
General Freight Trucking	57	3.7	\$5,069
Agencies, Brokerages, and Other Insurance Related Activities	43	2.8	\$8,370
General Medical and Surgical Hospitals	32	2.1	\$9,022
Elementary and Secondary Schools	30	2.0	\$2,782
Full-Service Restaurants	27	1.8	\$1,959
Nursing Care Facilities	26	1.7	\$3,741

Table 2: Top Ten Industries of Employment, 2009

Top Ten Industries of Employment, Q42009	N Working	% of Cohort	Median Earning
Business Support Services	177	14.16	\$6,812
Animal Slaughtering and Processing	152	12.16	\$6,317
Employment Services	82	6.56	\$4,051
Elementary and Secondary Schools	43	3.44	\$4,765
Limited-Service Eating Places	42	3.36	\$2,656
General Medical and Surgical Hospitals	34	2.72	\$7,770
Home Health Care Services	32	2.56	\$2,872
Nursing Care Facilities	30	2.4	\$4,270
General Freight Trucking	28	2.24	\$7,731
Executive, Legislative, and Other General Government Support	28	2.24	\$7,387

RETAINER ANALYSIS

Examining the subset of SSF participants found employed in 2007 and 2009, 72.7 percent of the workers found employed in 2007 were employed in 2009. Retention was almost identical between successful completers and non-completers. On the other hand, median quarterly earnings increased by 28.3 percent for non-completers and 30.2 percent for successful completers—29.9 percent overall (Appendix B, Table 18).

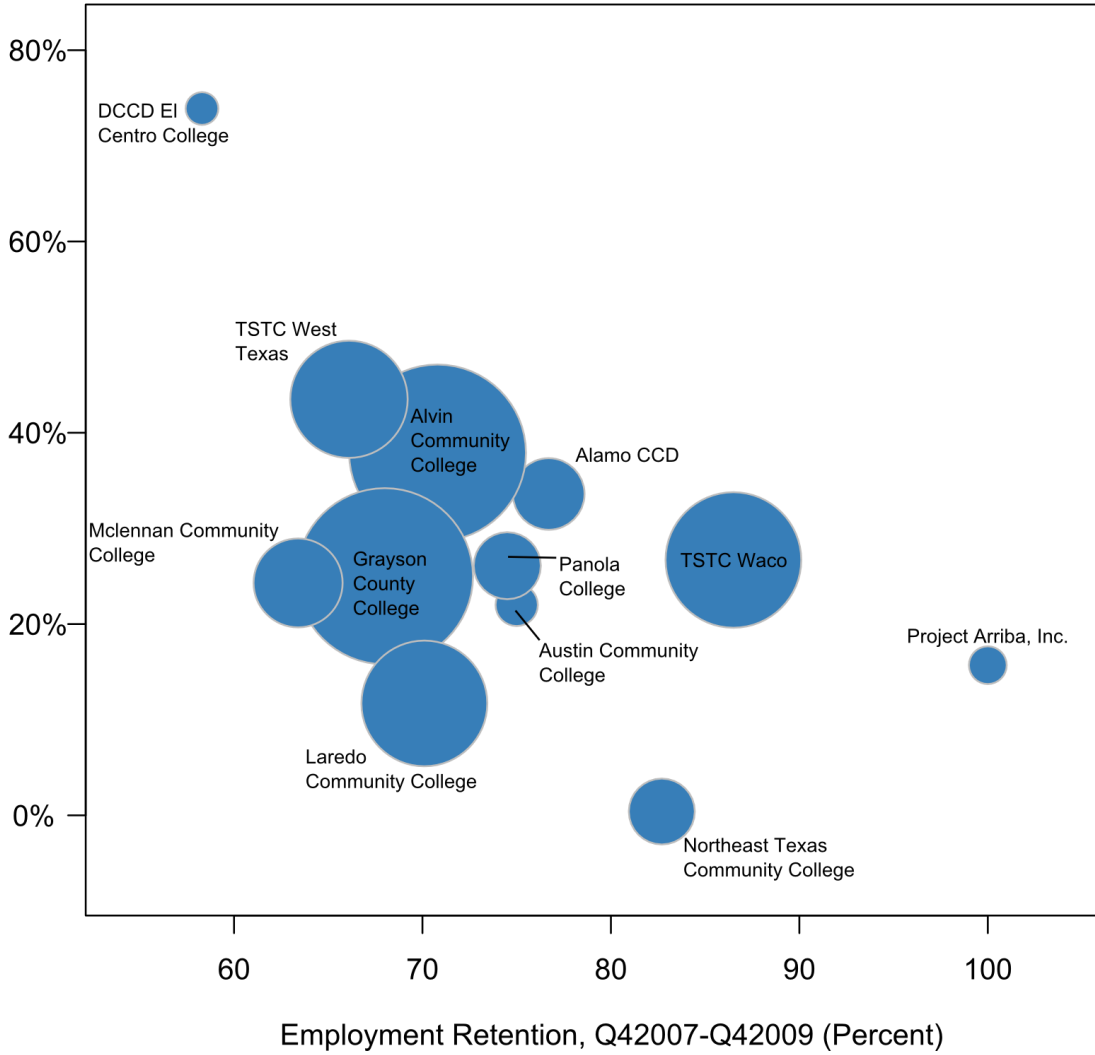
OUTCOMES BY PROVIDER, 2006-2007 SSF RETAINERS

Participants who received training at Project Arriba, Inc. had an impressive 100 percent employment retention rate, albeit with a relatively small group of 22 individuals (Figure 11). Project ARRIBA (Advanced Retraining and Redevelopment Initiative in Border Areas) is an El Paso-based economic development initiative, incorporated on December 16, 1998, as a public, not-for-profit 501(c)(3) corporation. The mission of Project ARRIBA is to provide long-term high skilled training and case management services to eligible El Paso County residents who require the occupational skills necessary to access jobs in hard to fill demand occupations that pay a living wage of at least \$11.50 per hour, with benefits and a career path. It is built on the premise that a true employment and training initiative must provide a comprehensive, integrated program of occupational, motivational and workplace skills training. Many impact studies such as Shelia Maguire et.al.'s "Job Training that Works: Findings from the Sectoral Employment Impact Study" (2009) and Karin Martinson's "Partnering with Employers to Promote Job Advancement for Low-Skill Workers" cite, respectively, a strong sectoral focus and deep partnerships with employers as two strong predictors of job training success. Project Arriba incorporates both of these elements: we believe its success is no accident.

Another provider with a smaller group, Dallas Community College's El Centro campus, had the highest growth in median earnings, but the lowest retention rate. Figure 11 on the following page compares outcomes across training providers.

FIGURE 11
OUTCOMES BY TRAINING PROVIDER, SSF 2006-2007 RETAINERS

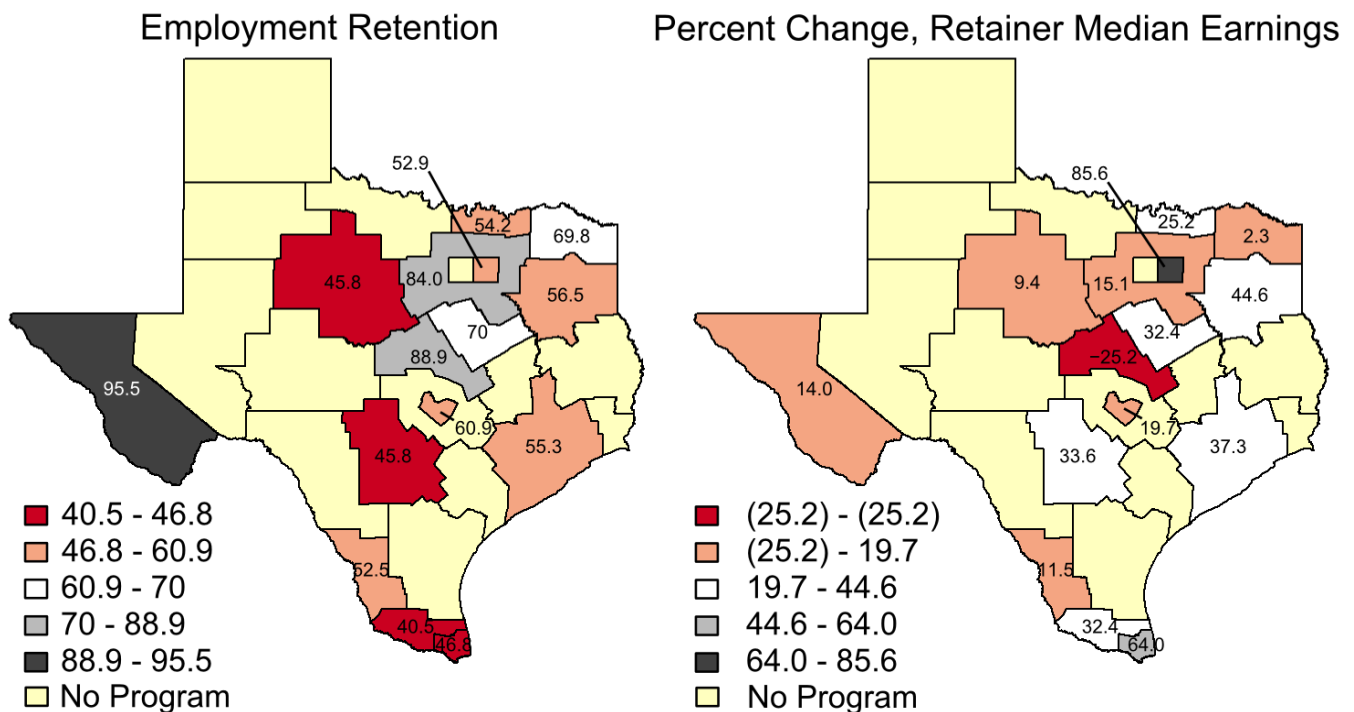
Percent Growth, Median
 Quarterly Earnings



OUTCOMES BY GEOGRAPHY, 2006-2007 SSF RETAINERS

Figure 12 compares employment retention and the growth in median quarterly earnings for retainers across LWDA. The highest retention was observed in the Upper Rio Grande (El Paso) WDA, followed by Central Texas (Killeen). Dallas and Cameron County (Brownsville) saw the highest growth in median earnings, while Central Texas showed a large drop of 25.2 percent. Table 17 on the following page provides a detailed breakdown of outcomes by LWDA.

FIGURE 12
OUTCOMES BY GEOGRAPHY (LWDA) SSF 2006-2007 EXITERS



OUTCOMES BY INDUSTRY OF EMPLOYMENT, SSF 2006-2007 RETAINERS

Business support services and Animal Slaughtering and Processing were major industries of employment for those retained in employment from the SSF 2006-2007 exit cohort, representing about one-third of retainers. Table 19 shows a detailed breakdown for the top ten industries that employed SSF retainers in Q42007 and Q42009.

Table 3: Top Ten Industries of Employment

Industry of Employment	N Working	Median Earning	Naics Code	% of Retainers
Business Support Services	174	\$6,823	5614	15.7%
Animal Slaughtering and Processing	149	\$6,317	3116	13.5%
Employment Services	64	\$4,396	5613	5.8%
Limited-Service Eating Places	34	\$2,694	7222	3.1%
Elementary and Secondary Schools	33	\$4,792	6111	3.0%
General Medical and Surgical Hospitals	33	\$7,827	6221	3.0%
Home Health Care Services	27	\$2,580	6216	2.4%
Nursing Care Facilities	25	\$4,748	6231	2.3%
Executive, Legislative, and Other General Government Support	24	\$7,574	9211	2.2%
General Freight Trucking	22	\$7,568	4841	2.0%

Appendix A: Detailed Data Tables (Cohort)

TABLE 4: OUTCOMES BY COMPLETION STATUS, 2007				
Completion Status	N	% Working, Q42009	Median Earnings, Q42009	Percent Change, Median Earnings
Successful Completers	1,709	65.8	\$5,915	22.4
Non-completers	208	63.9	\$5,509	17.4
Total	1,917	65.6	\$5,893	22.1

TABLE 5: OUTCOMES BY COMPLETION STATUS, 2009				
Completion Status	N	% Working Q42007	Median Earnings, Q42007	Median Earnings, 2007 (2009 Dollars)
Successful Completers	1,709	80.3	\$4,669	\$4,831
Non-completers	208	72.1	\$4,534	\$4,691
Total	1,917	79.4	\$4,663	\$4,825

Table 6: Outcomes by Training Provider

Provider	N	% Change, Found Employed	Median Earnings, Q4 2007	Median Earnings, Q4 2009
Project Arriba, Inc.	20	95.0	\$13,200	\$12,836
Texas State Technical College - Waco	258	91.9	\$5,460	\$6,532
Northeast Texas Community College	61	85.3	\$6,957	\$7,216
Mclennan Community College	111	83.8	\$4,596	\$3,920
Grayson County College	436	82.3	\$4,660	\$4,303
Dccd-El Centro College	15	80.0	\$3,687	\$5,008
Austin Community College	25	80.0	\$4,516	\$4,387
Alvin Community College	438	78.3	\$5,011	\$5,101
Laredo Community College	222	75.2	\$3,420	\$3,525
Panola College	63	74.6	\$3,113	\$3,046
Texas State Technical College - West Texas	193	65.8	\$5,527	\$6,002
Alamo Community College District	72	59.7	\$4,009	\$4,104
Alliance For Multicultural Community Services*	NA	NA	NA	NA
Total	1,917	79.4	\$4,663	\$5,025

Table 7: Outcomes by Geography (LWDA with >10 Participants), SSF 2006-2007 Exit Cohort

LWDA	Number of Participants	Percent Employed, Q4 2007	Percent Employed, Q42009	Median Earnings, Q42007	Median Earnings, Q42009	Median Earnings Change, Percent
Upper Rio Grande	22	95.5	100	\$13,457	\$15,365	14.2
Central Texas	18	100.0	88.9	\$9,878	\$7,389	-25.2
North Central	25	96.0	88	\$5396.5	\$6,514	20.7
Capital Area	23	78.3	78.3	\$4,516	\$5,406	19.7
Heart of Texas	343	88.0	74.6	\$4,769	\$6,205	30.1
North East	53	86.8	71.7	\$6,949	\$7,046	1.4
East Texas	62	74.2	71.0	\$3,841	\$4,566	18.9
Alamo	72	59.7	63.9	\$4,009	\$4,710	17.5
Gulf Coast	441	78.0	62.1	\$5,009	\$6,723	34.2
South Texas	223	75.3	61.9	\$3,427	\$3,753	9.5
Texoma	384	81.5	59.1	\$4,618	\$5,714	23.7
Dallas	17	82.4	58.8	\$3,687	\$6,628	79.8
Lower Rio Grande Valley	121	62.8	57.9	\$5,428	\$7,010	29.1
West Central	24	75.0	54.2	\$10,003	\$10,524	5.2
Cameron County	47	70.2	51.1	\$4,385	\$7,191	64.0

Appendix B: Detailed Data Tables, Retainers

Table 18 Outcomes by Completion Status, 2005			
Completion Status	N	% Working, Q42007	Median Earnings, Q42007 (2009 Dollars)
Successful Completers	208	72.1	\$4,831
Non-completers	1,709	80.3	\$4,691
Total	1,917	79.4	\$4,825

Table 19 Outcomes by Completion Status, 2009			
Completion Status	% Still Working, Q42009	Median Earnings, Q42009	Earnings Gain/Loss
Successful Completers	72.7	\$5,817	28.3%
Non-completers	72.7	\$6,081	30.2%
Total	72.7	\$6,057	29.9%

Table 16: Outcomes by Training Provider, SSF 2006-2007 Retainers

Provider	N	% Working , Q42007	% Still Working , Q42009	Median Earnings , Q42007	Median Earnings , Q42009
Project Arriba, Inc.	20	95.0	100.0	\$13,200	\$15,278
Texas State Technical College - Waco	258	91.9	86.5	\$5,460	\$6,919
Northeast Texas Community College	61	85.3	82.7	\$6,957	\$6,985
Alamo Community College District	72	59.7	76.7	\$4,009	\$5,357
Austin Community College	25	80.0	75.0	\$4,516	\$5,510
Panola College	63	74.6	74.5	\$3,113	\$3,926
Alvin Community College	438	78.3	70.8	\$5,011	\$6,912
Laredo Community College	222	75.2	70.1	\$3,420	\$3,819
Grayson County College	436	82.3	68.0	\$4,660	\$5,827
Texas State Technical College - West Texas	193	65.8	66.1	\$5,527	\$7,931
Mclennan Community College	111	83.8	63.4	\$4,596	\$5,713
Dccd-El Centro College	15	80.0	58.3	\$3,687	\$6,413
Alliance For Multicultural Community Services	NA	NA	NA	NA	NA
Total	1,917	79.4	72.7	\$4,663	\$6,057

Table: Outcomes by Geography (LWDA with >10 Participants), Employment Retainers

LWDA	Number of Participants	Employment Retention, %	Median Earnings, Q42007	Median Earnings, Q42009	Retainer Median Earnings Change, %
Upper Rio Grande	22	95.5	\$13,457	\$15,365	14.0
Central Texas	18	88.9	\$9,878	\$7,389	-25.2
North Central	25	84.0	\$5,397	\$6,514	15.1
Heart of Texas	343	70.0	\$4,769	\$6,205	32.4
North East	53	69.8	\$6,949	\$7,046	2.3
Capital Area	23	60.9	\$4,516	\$5,406	19.7
East Texas	62	56.5	\$3,841	\$4,566	44.6
Gulf Coast	441	55.3	\$5,009	\$6,723	37.3
Texoma	384	54.2	\$4,618	\$5,714	25.2
Dallas	17	52.9	\$3,687	\$6,628	85.6
South Texas	223	52.5	\$3,427	\$3,753	11.5
Cameron County	47	46.8	\$4,385	\$7,191	64.0
West Central	24	45.8	\$10,003	\$10,524	9.4
Alamo	72	45.8	\$4,009	\$4,710	33.6
Lower Rio Grande Valley	121	40.5	\$5,428	\$7,010	32.4

Higher Education Dashboard, Self-Sufficiency Fund 2006 - 2007 Exit Cohort

Summary of Linkage	N	% of all Cohort	Median Earnings
Working Only	434	22.58	\$5,883
Enrolled (b)	411	21.38	.
Both	828	43.08	\$5,903
All Working (a)	1,262	65.66	\$5,896
All Enrolled	1,239	64.46	\$5,903
Not Located (d)	175	9.11	.
Subtotal (a+b+c+d+e)	1,922	100	\$5,896
TX Vital Statistics	9	0.47	\$7,432
Total	1,931	.	\$5,899

N	%	Higher Education Enrollment by Institution Type
22	1.8%	Community and/or Technical Colleges
1,199	96.8%	Public/Private Universities & Health Science Centers
1,239	100.0	Total Found Enrolled

Top LWDAs by Enrollment	N	Number Enrolled	% of All Enrolled
Gulf Coast	442	378	85.5
Texoma	436	276	63.3
Heart of Texas	371	179	48.3
South Texas	222	77	34.7
West Central	193	160	82.9
Alamo	72	66	91.7
East Texas	63	58	92.1
North East Texas	61	4	6.6
Capital Area	25	23	92.0
Upper Rio Grande	22	5	22.7
Dallas	15	13	86.7

Public Postsecondary Institution	N	% of All Enrolled	Program of Study (4-digit CIP)	N	% of All Enrolled
ALVIN COMMUNITY COLLEGE	334	27.0%	Quality Control and Safety Technologies/Technicians	284	23.3%
GRAYSON COUNTY COLLEGE	270	21.8%	Ground Transportation	162	13.3%
MCLENNAN COMMUNITY COLLEGE	140	11.3%	General Sales, Merchandising and Related Marketing Operations (NEW)	149	12.2%
TEXAS STATE T. C. WEST TEXAS	105	8.5%	Business/Commerce, General	93	7.6%
ALAMO CCD NW VISTA COLLEGE	54	4.4%	Business Administration, Management and Operations	73	6.0%
PANOLA COLLEGE	52	4.2%	Electrical and Electronic Engineering Technologies/Technicians	61	5.0%
LAREDO COMMUNITY COLLEGE	50	4.0%	Nursing	59	4.8%
TEXAS STATE T. C. HARLINGEN	44	3.6%	Computer and Information Sciences, General	49	4.0%
AUSTIN COMMUNITY COLLEGE	22	1.8%	Business Operations Support and Assistant Services	47	3.9%
KAPLAN COLLEGE - LAREDO	14	1.1%	Liberal Arts and Sciences, General Studies and Humanities	29	2.4%

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