



PATHS for Texas: Interim Descriptive Statistics, Outcomes, Impacts, and Survey Results

2023 Update

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June 2023



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This report was prepared with funds provided from Workforce Solutions Greater Dallas to the Ray Marshall Center for the Study of Human Resources at the University of Texas at Austin. These data were derived by the Ray Marshall Center from a record set supplied by the Texas Workforce Commission (TWC) and individual level data provided by the participating Texas Workforce Boards. TWC specifically disclaims responsibility for any analysis, interpretations, or conclusions. The views expressed here are those of the authors and do not represent the positions of the funding agencies or The University.

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Executive Summary

The data presented in this brief represent individuals who participated in PATHS for Texas from its start date in 2020 through April of 2023. As of April 2023, 1,824 individuals registered to participate in the PATHS for Texas program from four Texas Workforce Development Boards across the state (Coastal Bend, Gulf Coast, Rural Capital Area, and North Texas). Of the 1,824 individuals who enrolled in PATHS, 1,221 (67%) individuals completed training and earned one or more certificates. When compared to the reference quarter (four quarters prior to earning a certificate through PATHS), on average, PATHS 2020 and 2021 participants increased employment by 8 percentage points (from 72% to 80%), as well as increased their quarterly earnings by \$2,332 (from \$7,956 to \$10,288) four quarters after earning their certificate. When examined by individual Board, three of the four demonstrated marked increases in employment, ranging from 8.2 to 22.5 percentage point increases, and three of the four boards achieved increases in earnings. Those who earned certificates in the Business, Hospitality, Medical, and Retail industries saw increases in employment and earnings compared to the reference period, while those earning certificates in Information Technology saw, on average, slight decreases in earnings.

When matched with a comparison group of demographically similar individuals with similar employment histories to determine the impact of program participation, and while there is some variation across the Boards and by outcome measure, it is generally the case that participation in PATHS is associated with a positive, and statistically significant, increase in both quarterly earnings (\$1,022) and quarterly employment (4.9% percentage points) over the comparison group.

Data Sources

The evaluation of PATHS for Texas draws from multiple data sources, including participant records maintained by each Texas Workforce Board, Texas Workforce Commission (TWC) unemployment insurance (UI) earnings and benefits claim files, The Workforce Information System of Texas (TWIST) and WorkInTexas (WIT) records. The outcomes and impacts data includes data only for those participants for whom social security numbers were available, earned a certificate, and whose income data, therefore, could be found in the UI wage data.

Two caveats should be noted about UI earnings data used for this evaluation. First, UI earnings records have known coverage gaps. Workers in industries with high levels of self-employment or independent contracting, and others employed in the gig economy are less likely to be in a UI-covered position. Researchers therefore acknowledge that the outcomes reported here for individuals who are self-employed or working in the gig economy are likely undercounted in actual labor market outcomes. Further, workers who obtain employment outside of the state of Texas will not be found in the Texas UI

earnings data. Second, UI earnings records are subject to review and correction by workers and employers as part of the claim's determination process for UI benefits. Therefore, numbers reported here are based on the most recently available records.¹

An additional limitation of the UI wage data is a significant (4.5 month) lag between employment and the time that the University of Texas, Austin's Ray Marshall Center (RMC) receives data from the TWC. UI wage data used in this report was received by the RMC in May 2023 for 4th quarter 2022. UI wage data for 2018 through 2022 was used to produce outcomes and impacts for this report.

PATHS for Texas Demographics and Other Descriptive Statistics

The data presented in Tables 1-4 below present basic demographics with some disaggregation by Board, industry of training, and other categories. In terms of demographics for all participants, two-thirds (66%) of PATHS participants through April of 2023 were female, and were nearly evenly divided by race, with 27% White, 34% Black, 26% Hispanic. Slightly less than half (42%) of participants fell between the ages of 20 and 39 years old. Interestingly, 42% of participants reported having completed high school or a GED, 36% having attended some college, and 16% reported having earned a college degree. This skew towards relatively high educational attainment (as compared to national averages of 24%, 20%, and 13%, respectively²) may be indicative of PATHS' outreach and recruitment strategies, of the effects of the COVID pandemic on the labor market, or some combination of these and other factors.

When only those who earned certificates (67% of total participants) are considered, most of these patterns persist. It is notable that 93% of certificate earners were participants in programs operated by two of the four participating Boards, Rural Capital Area (54%) and Gulf Coast (39%).

Of the various training categories, Hospitality, Kitchen Safety, and Customer Service had the largest number of certificate earners at 55% (673 certificate earners), followed by Medical at 10% (124 certificate earners). Rural Capital Area had the largest percentage (54%) of certificate earners, followed by Gulf Coast at 39%.

¹ Any discrepancies are expected to be quite small.

² Data Source: 2018–19 American Community Survey Public Use Microdata, U.S. Department of Commerce, U.S. Census Bureau

Table Source: Employment Projections program, U.S. Bureau of Labor Statistics, downloaded June 27th, 2022
Ray Marshall Center for the Study of Human Resources

Table 1: PATHS Demographics Through April 2023

Total Number of Participants	Counts	Percentages
Number of Participants with SSNs	1,512	83%
Number of Participants without SSNs	312	17%
Total	1,824	100%

Gender	Counts	Percentages
Female	1,205	66%
Male	612	34%
Missing/Unknown	7	0%
Race		
White	491	27%
Black	624	34%
Hispanic	479	26%
Asian	78	4%
Two Or More Races	22	1%
Other	75	4%
Missing/Unknown	55	3%
Age		
14 - 19 years	143	8%
20 - 29 years	399	22%
30 - 39 years	366	20%
40 - 49 years	315	17%
50 - 59 years	247	14%
60 years and older	129	7%
Missing/Unknown	225	12%
Education Level		
Less than 12th grade	99	5%
12th grade or GED	768	42%
Attended College	651	36%
College Degree	299	16%
Missing/Unknown	7	0%
Veteran		
Yes	20	1%
No	1,800	99%
Missing/Unknown	4	0%

Table 2: PATHS Other Characteristics Through April 2023

Board	Counts	Percentages
Coastal Bend	67	4%
Gulf Coast	1,054	58%
North Texas	39	2%
Rural Capital Area	664	36%
Status		
Active	547	30%
Inactive	112	6%
Completed	1,165	64%
Cancelled/Inactive Reason		
Cancelled/refunded with vendor	71	4%
Dropped Out after 30 days	35	2%
Has not participated in 14+ days	6	0%
Earned a Certificate		
Yes	1,221	67%
Missing/Unknown	603	33%
Training Category of Certificates Earned		
Business Office Administration	53	3%
Entrepreneurship	77	4%
Hospitality, Kitchen Safety, Customer Svc	673	37%
Information Technology	60	3%
Insurance	8	0%
Medical	124	7%
Real Estate	38	2%
Retail	85	5%
Skills Development	97	5%
Transportation/Logistics	6	0%
Missing/Unknown	603	33%
Employment Status at Enrollment		
Employed	1,071	59%
Unemployed	720	39%
Missing/Unknown	33	2%
Retail or Customer Service Experience		
0-1 Year	134	7%
1-2 Years	157	9%
2-5 Years	132	7%
5+ Years	591	32%
Missing/Unknown	810	44%
Received TWIST Services		
Yes	114	6%
Missing/Unknown	1,710	94%

Table 3: PATHS Demographics for Certificate Earners Through April 2023

Total Number of Participants	Counts	Percentages
Number of Participants with SSNs	1,033	85%
Number of Participants without SSNs	188	15%
Total	1,221	100%

Gender	Counts	Percentages
Female	778	64%
Male	436	36%
Missing/Unknown	7	1%
Race		
White	382	31%
Black	351	29%
Hispanic	322	26%
Asian	54	4%
Two Or More Races	21	2%
Other	38	3%
Missing/Unknown	53	4%
Age		
14 - 19 years	113	9%
20 - 29 years	241	20%
30 - 39 years	228	19%
40 - 49 years	224	18%
50 - 59 years	191	16%
60 years and older	105	9%
Missing/Unknown	119	10%
Education Level		
Less than 12th grade	87	7%
12th grade or GED	515	42%
Attended College	394	32%
College Degree	218	18%
Missing/Unknown	7	1%
Veteran		
Yes	20	2%
No	1,197	98%
Missing/Unknown	4	0%

Table 4: PATHS Other Characteristics for **Certificate Earners** Through April 2023

Board	Counts	Percentages
Coastal Bend	63	5%
Gulf Coast	471	39%
North Texas	28	2%
Rural Capital Area	659	54%
Status		
Active	30	2%
Inactive	26	2%
Completed	1,165	95%
Cancelled/Inactive Reason		
Cancelled/refunded with vendor	0	0%
Dropped Out after 30 days	24	2%
Has not participated in 14+ days	2	0%
Earned a Certificate		
Yes	1,221	100%
Missing/Unknown	0	
Training Category of Certificates Earned		
Business Office Administration	53	4%
Entrepreneurship	77	6%
Hospitality, Kitchen Safety, Customer Svc	673	55%
Information Technology	60	5%
Insurance	8	1%
Medical	124	10%
Real Estate	38	3%
Retail	85	7%
Skills Development	97	8%
Transportation/Logistics	6	0%
Missing/Unknown	0	0%
Employment Status at Enrollment		
Employed	767	63%
Unemployed	422	35%
Missing/Unknown	32	3%
Retail or Customer Service Experience		
0-1 Year	127	10%
1-2 Years	122	10%
2-5 Years	79	6%
5+ Years	491	40%
Missing/Unknown	402	33%
Received TWIST Services		
Yes	66	5%
Missing/Unknown	1,155	95%

PATHS for Texas Outcomes

In terms of outcomes, it is important to reiterate that these outcomes represent employment and earnings reported to the TWC UI wage system through the fourth quarter of 2022. As the RMC receives additional quarters of data, and as those participants still enrolled complete their training programs, we would expect outcomes to change.

Table 5 below shows the total counts of PATHS participants through April 2023, participants with SSNs through April 2023, participants with SSNs who earned at least one certificate through April 2023, and participants with SSNs who earned at least one certificate through December 2022 (4th quarter 2022) who were found in the UI wage data.

Table 5: PATHS for Texas Participant Counts

Description	Counts
Total Number of PATHS Participants through April 2023	1,824
Number of PATHS Participants with SSNs through April 2023	1,512
Number of PATHS Participants with SSNs and at least one certificate through April 2023	1,033
Number of PATHS Participants with SSNs and One Certificate through 4th qtr 2022 (found in the UI wage data)	927

The following outcomes tables display outcomes for the following categories:

- **Quarterly Employment** – percentage of individuals found in the UI wage data with earnings above zero.
- **Quarterly Average Earnings** – average quarterly earnings for all individuals found in the UI wage data with earnings greater than zero.
- **Filed UI Claim** – percentage of individuals that filed for unemployment insurance benefits.
- **Received UI Benefits** – percentage of individuals that received unemployment insurance payments.

Outcomes for PATHS participants are processed by linking individual participants’ social security numbers (SSNs) to the Texas Workforce Commission’s (TWC) unemployment insurance (UI) wage data. Participants who did not provide SSNs are excluded from the outcomes processing.

**Table 6: PATHS Participants with SSNs Who Earned a Certificate
By Year Certificate Was Earned
Employment and Earnings Outcomes
Through December 2022**
(Outcomes for low counts have been removed)

Outcome Measure	Four Qtrs Before Earning a Certificate	Qtr Certificate Earned	1st Qtr After Receiving Certificate	2nd Qtr After Receiving Certificate	3rd Qtr After Receiving Certificate	4th Qtr After Receiving Certificate	6th Qtr After Receiving Certificate	8th Qtr After Receiving Certificate	All Qtrs After Receiving Certificate
Number of Participants That Earned a Certificate:									
2020	15	15	15	15	15	15	15	15	15
2021	330	330	330	330	330	330	103		
2022	582	582	544	268	127				
Overall Counts	927	927	889	613	472	345	118	15	
Certificate Earners: Quarterly Employment									
2020	60.0%	66.7%	53.3%	46.7%	53.3%	53.3%	66.7%	46.7%	53.3%
2021	72.8%	75.8%	80.6%	82.7%	82.7%	80.9%			
2022	75.9%	82.8%	86.6%						
Overall Average Quarterly Employment	74.5%	80.0%	83.8%			79.7%			
Certificate Earners: Average Qrtly Earnings									
2020	\$6,632	\$7,272	\$7,238	\$8,347	\$8,697	\$7,838	\$7,252	\$9,711	\$8,107
2021	\$8,006	\$8,507	\$8,914	\$9,547	\$10,110	\$10,361			
2022	\$7,429	\$7,222	\$9,591						
Overall Average Quarterly Earnings	\$7,619	\$7,655	\$9,324			\$10,288			
Certificate Earners: Filed UI Claim									
2020	11.7%	13.3%	13.3%		13.3%				4.4%
2021	9.6%	4.9%	2.1%	1.5%	3.3%	1.8%			
2022	0.5%	0.3%							
Overall Filed UI Claim	3.9%	2.2%	1.0%			1.7%			
Certificate Earners: Received UI Benefits									
2020	13.3%				13.3%				2.2%
2021	12.2%	5.2%	2.1%	1.5%	3.0%	1.5%			
2022	0.4%	0.2%							
Overall Received UI Benefits	4.8%	1.9%	0.8%			1.5%			

Note: TWC UI wage data available through 4th quarter 2022 as of this reporting. UI wage data only reflects earnings of W-2 wage earners and does not include 1099 earnings.

Table 6 shows counts of PATHS participants that earned a certificate in the years 2020 through 2022. The table further shows quarterly outcomes four quarters prior to earning a certificate, the quarter the certificate was earned, and one, two, three, four, six, and eight quarters after the certificate was earned. Since TWC UI wage data was only available through 4th quarter 2022, outcomes for one quarter after receiving a certificate in 2022 reflects certificates earners from the 1st, 2nd, and 3rd quarters of 2022. UI wage data are available for all 2020 certificate earners and four quarters post certificate for 2021 certificate earners.

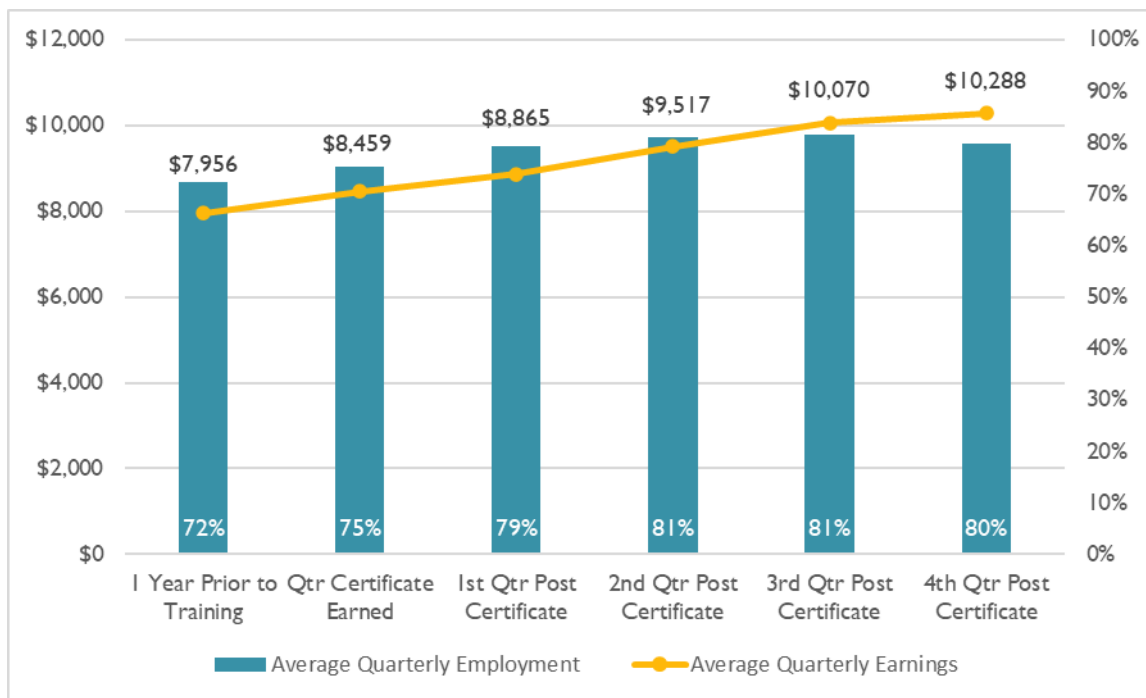
The counts for the 2022 certificate earners drop at two and three quarters after receiving certificates (due to the lag in UI wage data) and their respective outcomes have been blanked out. The actual outcomes figures are blanked out since they do not accurately represent the whole cohort of 2022 certificate earners.

In addition to employment and average earnings outcomes, outcomes for PATH participants who filed for unemployment insurance (UI) benefits and participants that received UI benefits are listed in the [Ray Marshall Center for the Study of Human Resources](#)

table. Please note that the group of individuals that filed an UI claim are not necessarily the same group of individuals that received UI benefits. The outcomes reflect the percentage of individuals that filed UI claims during the specified quarters and the percentage of individuals that received UI benefits during the specified quarters.

TWC UI wage data only contains W-2 wage income and does not contain any 1099 earnings. Therefore, the outcomes may not reflect the complete earnings of all PATHS participants.

**Figure 1: PATHS Participants with SSNs Who Earned a Certificate
Employment and Earnings Outcomes
2020-2021
(N=345)**



Note: TWC UI wage data available through 4th quarter 2022 as of this reporting. UI wage data only reflects earnings of W-2 wage earners and does not include 1099 earnings.

Figure 1 above shows quarterly outcomes one year prior to earning a certificate, the quarter the certificate was earned, and one, two, three, and four quarters after the certificate was earned for the 2020 and 2021 cohorts combined. Due to the lag in the TWC UI wage data, four quarter outcomes will not be available for the 2022 cohort until May 2024.

When compared to the reference quarter (one year prior to earning a certificate through PATHS), on average, PATHS 2020 and 2021 participants increased employment by 8 percentage points (from 72% to 80%), and quarterly earnings increased by \$2,332 (from \$7,956 to \$10,288) four quarters post certificate.

**Table 7: PATHS Participants with SSNs Who Earned a Certificate by Board
Employment and Earnings Outcomes
Through December 2022**
(Outcomes for low counts have been removed)

Outcome measure	Four Qtrs Before Earning a Certificate	Qtr Certificate Earned	1st Qtr After Receiving Certificate	2nd Qtr After Receiving Certificate	3rd Qtr After Receiving Certificate	4th Qtr After Receiving Certificate	6th Qtr After Receiving Certificate	8th Qtr After Receiving Certificate	All Qtrs After Receiving Certificate
Number of Participants That Earned a Certificate:									
Coastal Bend	55	55	55	54	22	21	18	.	.
Gulf Coast	270	270	249	214	203	187	85	14	.
North Texas	13	13	10	10	4	4	.	.	.
Rural Capital Area	589	589	575	335	243	133	15	1	.
Overall	927	927	889	613	472	345	118	15	
Certificate Earners: Quarterly Employment									
Coastal Bend	66.4%	65.5%	85.5%	88.9%					
Gulf Coast	67.7%	60.0%	68.7%	71.0%	75.9%				
North Texas	61.5%	76.9%	70.0%	60.0%					
Rural Capital Area	78.7%	90.7%	90.4%						
Overall Average Quarterly Employment	74.5%	80.0%	83.8%						
Certificate Earners: Average Qrtly Earnings									
Coastal Bend	\$5,560	\$6,353	\$5,857	\$6,890					
Gulf Coast	\$8,223	\$9,109	\$9,741	\$8,822	\$9,334				
North Texas	\$7,008	\$6,507	\$5,964	\$6,650					
Rural Capital Area	\$7,554	\$7,324	\$9,545						
Overall Average Quarterly Earnings	\$7,619	\$7,655	\$9,324						
Certificate Earners: Filed UI Claim									
Coastal Bend	0.9%	1.8%	.	.					
Gulf Coast	11.5%	6.7%	3.6%	2.3%	3.9%				
North Texas	.	7.7%	.	.					
Rural Capital Area	0.8%	.	.						
Overall Filed UI Claim	3.9%	2.2%	1.0%						
Certificate Earners: Received UI Benefits									
Coastal Bend	0.5%	1.8%	.	.					
Gulf Coast	13.8%	5.9%	2.8%	2.3%	3.9%				
North Texas	.	7.7%	.	.					
Rural Capital Area	1.2%	.	.						
Overall Received UI Benefits	4.8%	1.9%	0.8%						

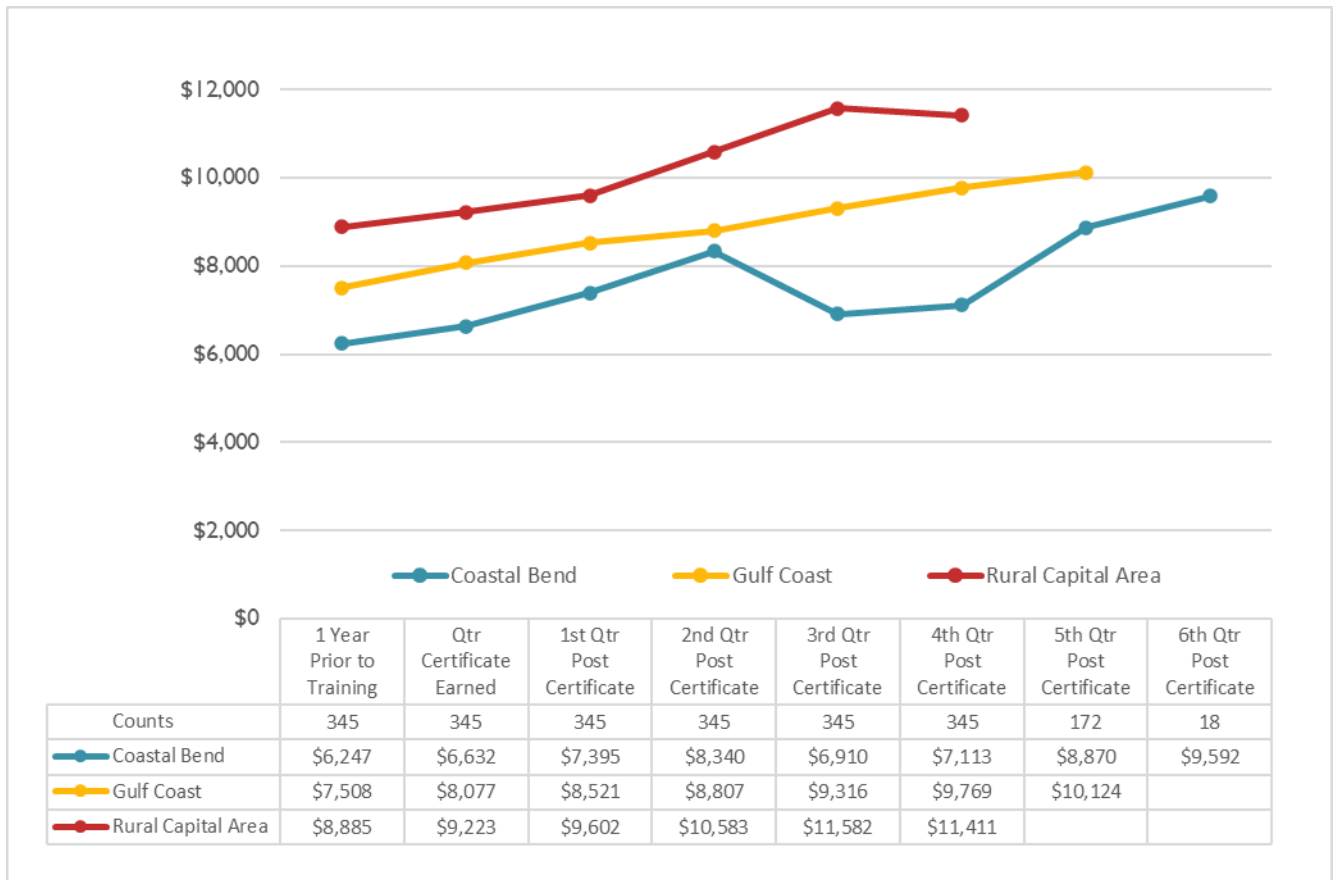
Note: TWC UI wage data was available through 4th quarter 2022 as of this reporting. UI wage data only reflects earnings of W-2 wage earners and does not include 1099 earnings.

Table 7 above shows outcomes for PATHS participants who earned a certificate by each of the Texas Workforce Boards that are participating in PATHS for Texas program. As stated for Table 6, outcomes have been blanked out for low cohort counts since they do not accurately reflect the outcomes for the whole cohort.

The Rural Capital Area increased participants' employment by almost 12 percentage points over the reference quarter (from 78.7% to 90.4%), Coastal Bend increased participants' employment by 22.5 percentage points by the second quarter after earning a certificate (from 66.4% to 88.9%), and Gulf Coast increased employment by 8.2 percentage points by the third quarter after earning a certificate (from 67.7% to 75.9%). Participant employment for North Texas remained relatively constant.

With regards to earnings, Coastal Bend, Gulf Coast, and Rural Capital Area each demonstrated earnings increases over the reference quarters, with North Texas reporting a slight decrease in earnings.

**Figure 2: PATHS Participants with SSNs Who Earned a Certificate
Earnings Outcomes by Board
2020-2021**



Note: TWC UI wage data available through 4th quarter 2022 as of this reporting. UI wage data only reflects earnings of W-2 wage earners and does not include 1099 earnings.

Figure 2 above shows the average quarterly earnings by Board for years 2020 and 2021 combined. Outcomes for North Texas are not displayed due to the low count (n=4) of individuals with UI wage data for 2020 and 2021. Outcomes for 2022 are also not displayed due to the lag in UI wage data and the lack of four quarters outcomes post certificate.

All three Boards displayed above show increases in earning from one year prior to earning a certificate to four, five, and six quarters out post certificate. Coastal Bend experienced a 53.5% increase in average quarterly earnings from the reference period (one year prior to training) to six quarters post certificate. Gulf Coast experienced a 34.8% increase in earnings from the reference period to five quarters post certificate. Rural Capital Area experienced a 28.4% increase from the reference period to four quarters out post certificate.

**Table 8: PATHS Participants with SSNs Who Earned a Certificate by Training Category
Employment and Wage Outcomes
Through December 2022**

(Note: The individuals in the training categories listed below did not necessarily work in those industries. They received certificates in the training categories.)

Outcome measure	Four Qtrs Before Earning a Certificate	Qtr Certificate Earned	1st Qtr After Receiving Certificate	2nd Qtr After Receiving Certificate	3rd Qtr After Receiving Certificate	4th Qtr After Receiving Certificate	6th Qtr After Receiving Certificate	8th Qtr After Receiving Certificate	All Qtrs After Receiving Certificate
Number of Participants That Earned a Certificate:									
Business	22	22	22	20	18	15	7	2	
Hospitality, Kitchen Safety, Customer Service	583	583	569	329	237	128	13	1	
Information Technology	43	43	42	35	32	30	18	.	
Insurance	8	8	8	8	2	2	.	.	
Medical	123	123	106	92	86	74	36	.	
Retail	127	127	127	124	92	91	42	11	
Other	10	10	9	.	.	.	.	.
Missing/Unknown	6	6	6	5	5	5	2	.	
Overall	927	927	889	613	472	345	118	15	
Certificate Earners: Quarterly Employment									
Business	54.6%	59.1%	68.2%	80.0%	83.3%				
Hospitality, Kitchen Safety, Customer Service	78.9%	90.6%	90.5%						
Information Technology	66.9%	44.2%	61.9%	65.7%	75.0%				
Insurance									
Medical	58.9%	47.2%	60.4%	63.0%					
Retail	75.2%	78.0%	83.5%	83.9%					
Other									
Missing/Unknown									
Overall Average Quarterly Employment									
Certificate Earners: Average Qrtly Earnings									
Business	\$5,549	\$6,472	\$9,172	\$9,243	\$9,763				
Hospitality, Kitchen Safety, Customer Service	\$7,570	\$7,372	\$9,590						
Information Technology	\$7,354	\$6,984	\$6,907	\$6,957	\$7,272				
Insurance									
Medical	\$5,140	\$4,860	\$6,808	\$7,681					
Retail	\$8,111	\$9,121	\$8,574	\$8,937					
Other									
Missing/unknown									
Overall Average Quarterly Earnings									
Certificate Earners: Filed UI Claim									
Business	11.4%	.	.	.	5.6%				
Hospitality, Kitchen Safety, Customer Service	0.6%	.	.						
Information Technology	18.0%	14.0%	4.8%	5.7%	9.4%				
Insurance	.	.	.	.	
Medical	14.2%	7.3%	3.8%	3.3%					
Retail	3.0%	3.9%	2.4%	.					
Other									
Missing/Unknown									
Overall Filed UI Claim									
Certificate Earners: Received UI Benefits									
Business	18.2%	.	.	.	5.6%				
Hospitality, Kitchen Safety, Customer Service	1.0%	.	.						
Information Technology	20.9%	11.6%	4.8%	5.7%	9.4%				
Insurance	.	.	.	.	
Medical	17.1%	7.3%	3.8%	3.3%					
Retail	3.0%	3.2%	0.8%	.					
Other									
Missing/Unknown									
Overall Received UI Benefits									

Note: TWC UI wage data was available through 4th quarter 2022 as of this reporting. UI wage data only reflects earnings of W-2 wage earners and does not include 1099 earnings.

Table 8 shows outcomes by the training category of the certificates earned by the PATHS participants. As stated above the table, the individuals in the training categories listed in the table did not necessarily work in those industries; they received certificates in those industries. As with the other outcomes tables, outcomes with low cohort counts were removed since they do not accurately represent the whole cohort.

The outcomes table shows that individuals with the highest relative percentage of filings for UI claims and the highest relative percentage of receiving UI benefits were in the Business, Information Technology, and Medical training categories. It's also worth noting that individuals who received certificates in Information Technology and Medical experienced a drop in employment and wages during the quarter they earned a certificate.

Potentially interesting are the outcomes disaggregated by industry. While those who earned certificates in Business, Hospitality, Medical, and Retail fields generally saw increases in employment and earnings, those who earned certificates in the Information Technology field saw, on average, a very slight decrease in earnings between the reference quarter and three quarters post earning of a certificate.

PATHS for Texas Impacts

A quasi-experimental research design was employed to conduct an impact analysis for PATHS for Texas certificate earners who completed treatment between 2020 and 2021. Mahalanobis matching allowed researchers to identify suitable comparison individuals who possess similar demographic and economic characteristics to those participating in PATHS for Texas programming. The pool of comparison individuals was drawn from the TWC datasets. Due to the lag in the TWC UI wage data, 2022 treatment members were not included in this impact analysis since four quarters of wage outcomes were not available at the time of this analysis.

Methodology:

Data on treatment (PATHS for Texas certificate holders) were first analyzed to determine the average number of quarters a participating individual remained in treatment. A majority of certificate earners entered and exited the program within a single quarter or exited treatment by the preceding quarter in a given year. In a small number of cases, treatment individuals recorded having negative quarters in treatment (measurement error) or a treatment period lasting over a year (extended engagement). Researchers accounted for the potential bias these treatment individuals could exert on the impact analysis by removing them from the dataset, but this accounted for less than 1% of the total treatment cases.

Once the pool of treatment cases was subset to exclude potential biases, Mahalanobis matching allowed researchers to identify individuals from the pool of potential comparison observations that possessed similar demographic and pre-treatment economic characteristics to their matched treatment observation. The Mahalanobis matching process is a measure of distance between observations based on standard-deviations of multiple variables. The process allows treatment individuals to be paired with a comparison observation based on their similarities in the dataset. Treatment cases were first matched to comparison individuals by geographic location (Workforce Board area), the start year of treatment (or synthetic start year in cases of comparison individuals), and whether the individual had an earnings dip of 20% or more in the four quarters prior to the starting period of treatment. Once the data was subset to only match on these essential criteria, treatment individuals were matched on a core set of pre-treatment economic characteristics, demographics, and Board-specific matching variables. A balance test was conducted by Board to determine whether the matching process was successful in building a comparison group that was similar to the treatment group on economic variables. An expanded balance test was conducted to determine demographic differences across treatment and comparison groups by Board. Demographic variables were added in the matching process on a Board-specific basis when differences in aspects of race, gender, and education level could potentially bias the impact results. Table 9 below displays which variables were ultimately able to be balanced on after making these Board-specific adjustments.

**Table 9: Covariates Used in the Mahalanobis Matching
By Board**

	Coastal Bend	Gulf Coast	Rural Capital Area
Economic Attributes			
Average Earnings 4 Years Prior	√	√	√
Had earnings dip of 20% or more	√	√	√
Maximum earnings dip in prior 2 years, percent	√	√	√
Employed at Entry Period	√	√	√
Eligible for UI based on work history	√	√	√
Percent of time employed; 4 years prior	√	√	√
Time since 1st observed earnings, quarters	√	√	√
Any UI benefits in prior year	√	√	√
Any UI claims in prior year	√	√	√
Demographics			
Age	√	√	√
White	√	√	√
Black	√	√	√
Hispanic	√	√	√
Race Unknown	√	√	
Gender	√	√	√
Education Level			√

Note: √ = Differences between the treatment and control group for identified variables are not statistically significant at p<.01.

This report presents impacts for PATHS certificate earners for whom adequate matching could be performed. Although four Boards currently provide PATHS for Texas programming, North Texas was excluded from the Board-specific impact reporting due to their relatively low sample size that would make impact analysis impractical at this stage. However, outcomes for treatment and matched comparison groups for North Texas were included in the overall impact analysis that combines outcomes across Boards.

The impacts figures display the average quarterly employment and unconditional earnings of the matched treatment and comparison members. Impact figures illustrate the unadjusted net effect of the comparison of average earnings over time, regardless of employment status (i.e., unconditional earnings) and of participants to the comparison group members from four quarters prior to receiving training, at the final quarter of training (quarter certificate was earned), and four quarters of the post-treatment period. The unadjusted net effects in the tables are the difference between mean outcomes for the matched treatment and comparison groups. The “Impact Measure” in the impact tables are generated in regression models that control for remaining differences in demographic and pre-treatment economic characteristics of participants and matched comparison individuals. Impact tables include data from all available post-treatment quarters.

Although treatment individuals received certificates between 2020 and 2022, this report’s impact analysis only evaluates the treatment effect for treatment individuals who earned certificates by Q4 2021. A majority of certificate earners entered the program sometime in 2022, but without a sufficient number of post-treatment quarters for which to evaluate short- and mid-term outcomes, researchers determined that they should be excluded from the analysis until more post-treatment data becomes available through the TWC UI wage dataset. The final sample size for the impact analysis is presented in Table 10.

Table 10: Sample Size for Treatment and Comparison Groups By Board

Board	Treatment (n)	Comparison (n)
Coastal Bend	21	21
Gulf Coast	187	207
North Texas	3	3
Rural Capital	132	134

Table 11 below provides a snapshot of the impact analysis by Board and an overall impact measure for the two outcomes of interest: quarterly employment and average quarterly earnings. The yellow highlighted figures indicate whether an impact measure was statistically significant.

Table 11: Impact Measures by Board and Overall 2020-2021

Impact measure	All Qtrs After Receiving a Certificate: Treatment Group	All Qtrs After Receiving a Certificate: Comparison Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment				
Coastal Bend	90.8%	80.9%	9.9%	23.8%
Gulf Coast	74.0%	70.1%	3.9%	4.0%
North Texas	-	-	-	N/A
Rural Capital Area	89.4%	81.2%	8.2%	8.4% **
Overall	81.0%	74.6%	6.4%	4.9% **
Average Quarterly Earnings				
Coastal Bend	\$7,102	\$6,582	\$520	\$1,590
Gulf Coast	\$7,079	\$6,402	\$677	\$1,156 **
North Texas	-	-	-	N/A
Rural Capital Area	\$9,720	\$8,807	\$914	\$1,431 **
Overall	\$8,066	\$7,263	\$803	\$1,022 ***

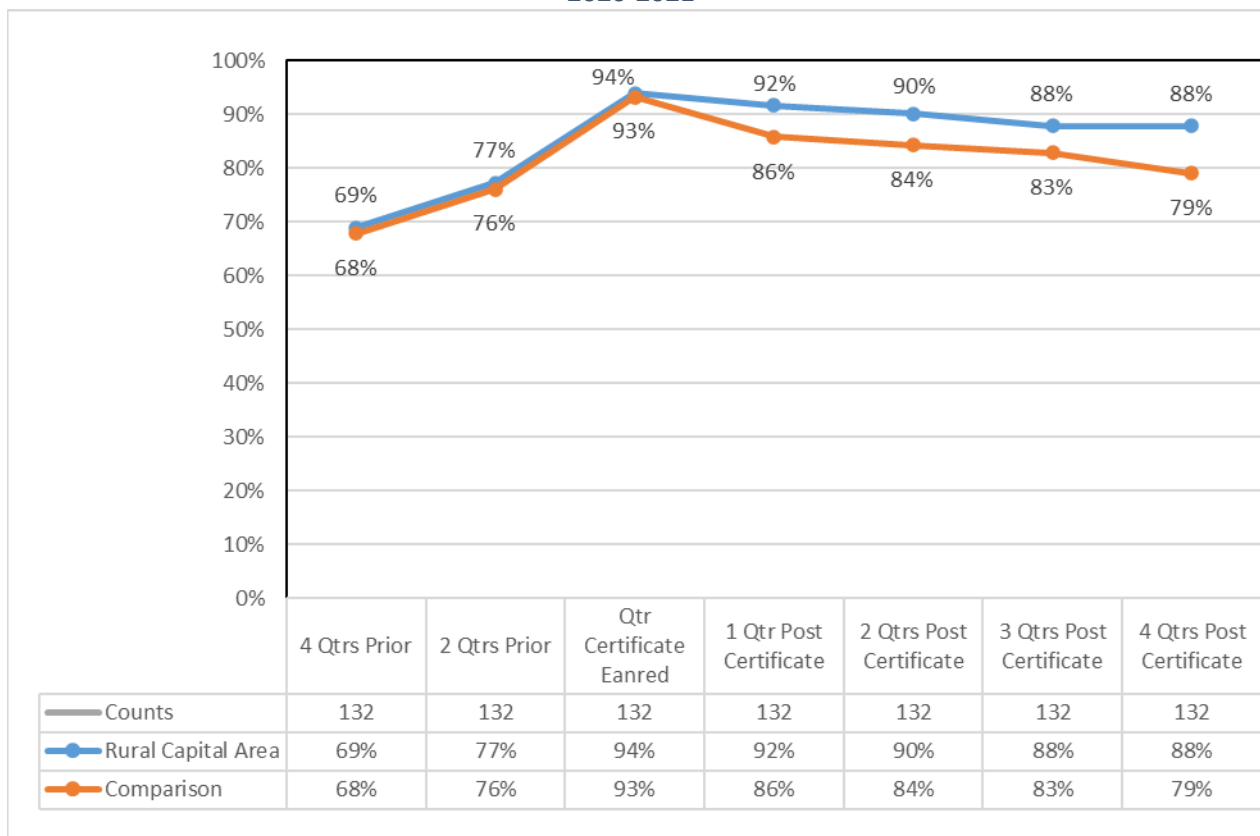
Note: ***=significant at p<.01; **= significant at p<.05

The following will provide more context outlining the differences between treatment and comparison individuals for each Board.

Rural Capital Area:

In Figure 3 below, the impact of participation in PATHS for Texas in the Rural Capital Area is examined by looking at participant employment over time in relation to comparison group employment. The analysis includes all PATHS certificate earners who completed the program between 2020 and 2021. The figure demonstrates that the average rate of employment for both groups showed a slight decline from the quarter certificates were earned through four quarters after employment, but the negative trend was less pronounced for PATHS participants relative to the comparison group’s decline.

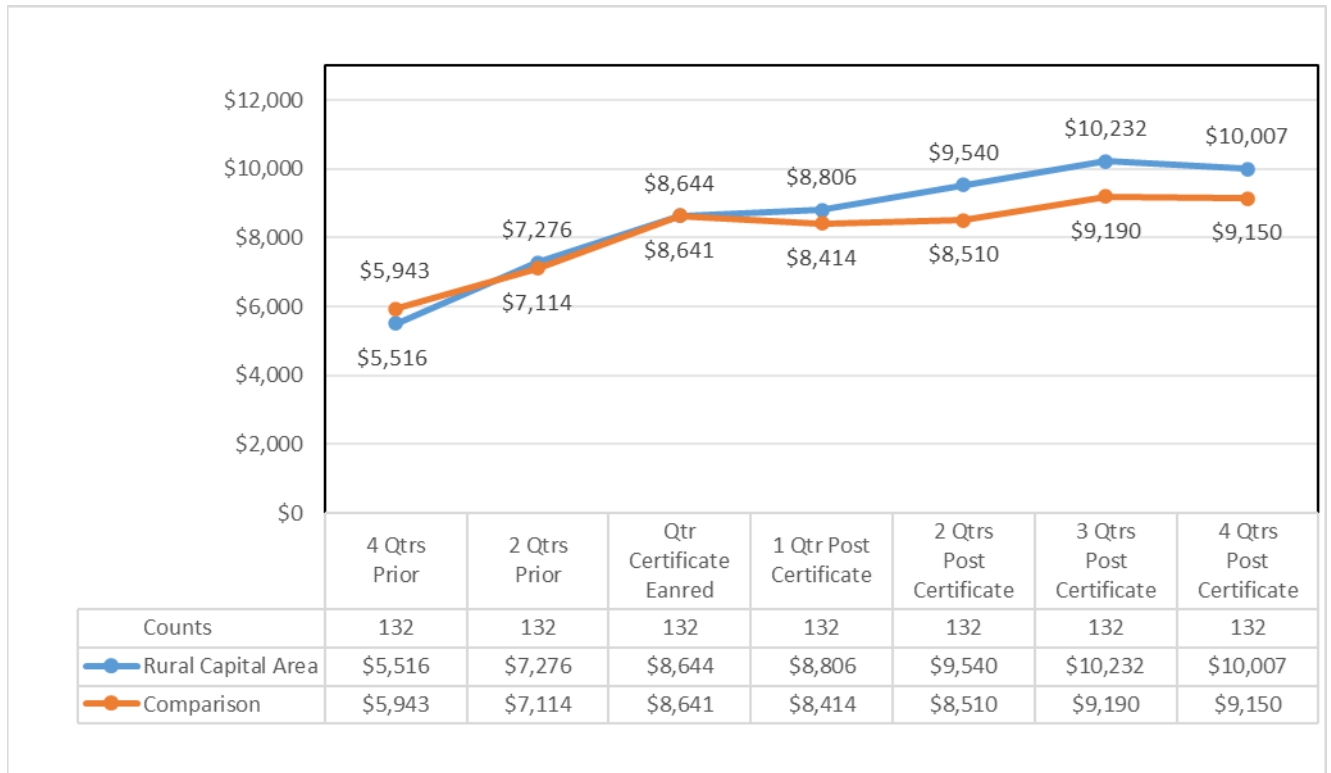
Figure 3: Employment Rates Over Time
Rural Capital Area Certificate Earners vs Comparison Group
2020-2021



Note: TWC UI wage data available through 4th quarter 2022 as of this reporting. UI wage data only reflects earnings of W-2 wage earners and does not include 1099 earnings.

In Figure 4, the impact of participation in PATHS for Texas in the Rural Capital Area is examined by looking at participant earnings over time, regardless of employment status (i.e., unconditional earnings), in relation to the comparison group’s unconditional earnings. The analysis shows that Rural Capital Area certificate earners began to outpace average quarterly earnings during the 1st quarter of the post-treatment period and continued to outpace comparison group earnings through the next three quarters.

**Figure 4: Unconditional Earnings Over Time
Rural Capital Area Certificate Earners vs. Comparison Group
2020-2021**



Note: TWC UI wage data available through 4th quarter 2022 as of this reporting. UI wage data only reflects earnings of W-2 wage earners and does not include 1099 earnings.

Table 12 below presents findings from the impacts analysis comparing outcomes of 132 Rural Capital Area PATHS certificate earners to the outcomes of a matched comparison group. The table presents impacts only for certificate earners for whom adequate matching could be performed. Participation in the Rural Capital Area was positively associated with the two outcome measures of interest. The data identified a positive and statistically significant measure for the PATHS certificate earners of \$1,431 in earnings and 8.4% in employment.

**Table 12: Rural Capital Area Impact Analysis
2020-2021**

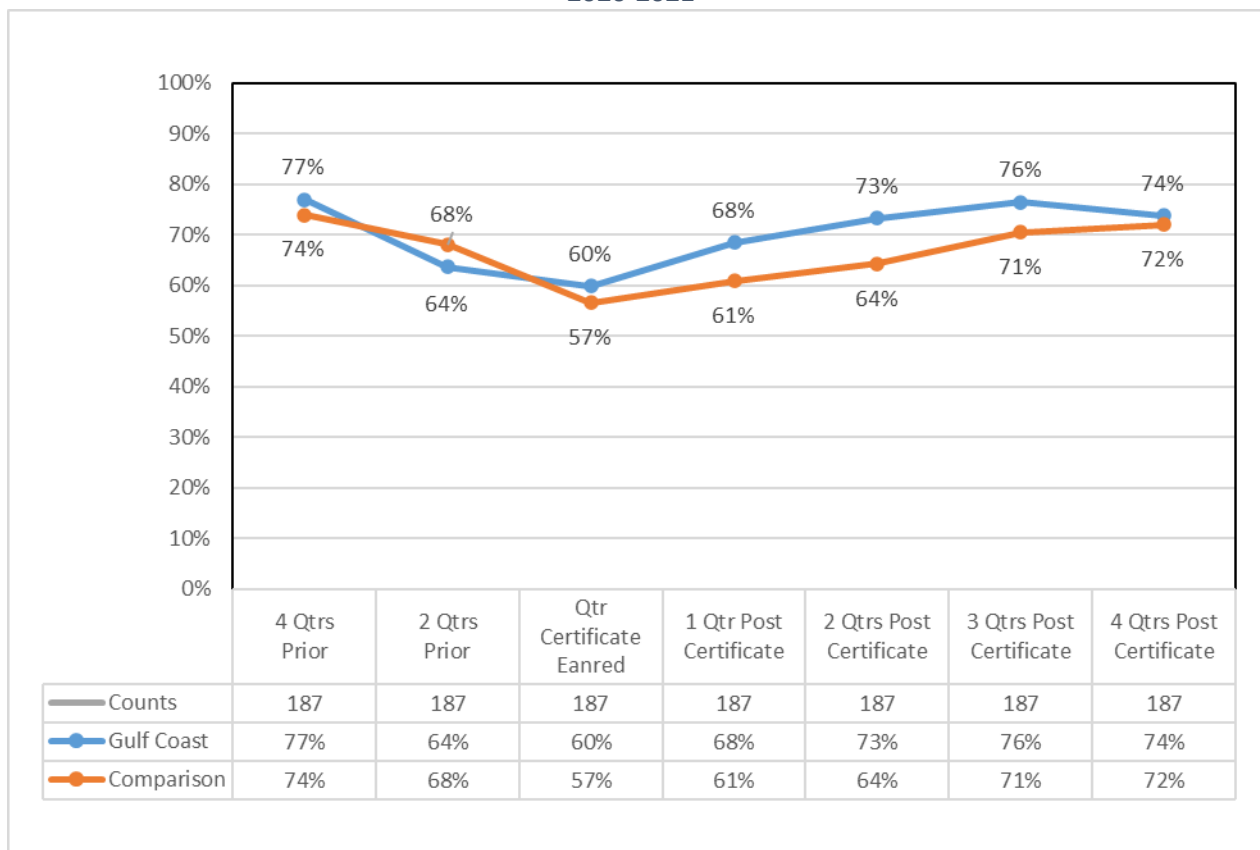
Impact measure	All Qtrs After Receiving a Certificate: Treatment Group	All Qtrs After Receiving a Certificate: Comparison Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	89.4%	81.2%	8.2%	8.4% **
Average Quarterly Earnings	\$9,720	\$8,807	\$914	\$1,431 **

Note: ***=significant at p<.01; **=significant at p<.05

Gulf Coast:

In Figure 5, the impact of participation in PATHS for Texas in the Gulf Coast Board area is examined by looking at participant employment over time in relation to comparison group employment. The analysis includes all PATHS certificate earners who completed the program between 2020 and 2021. The figure demonstrates that the average rate of employment for certificate earners began to outpace the comparison group by the exit quarter and continued to outpace the employment rate of the comparison group throughout the analysis period. However, the differences are less pronounced by the 4th post-treatment quarter.

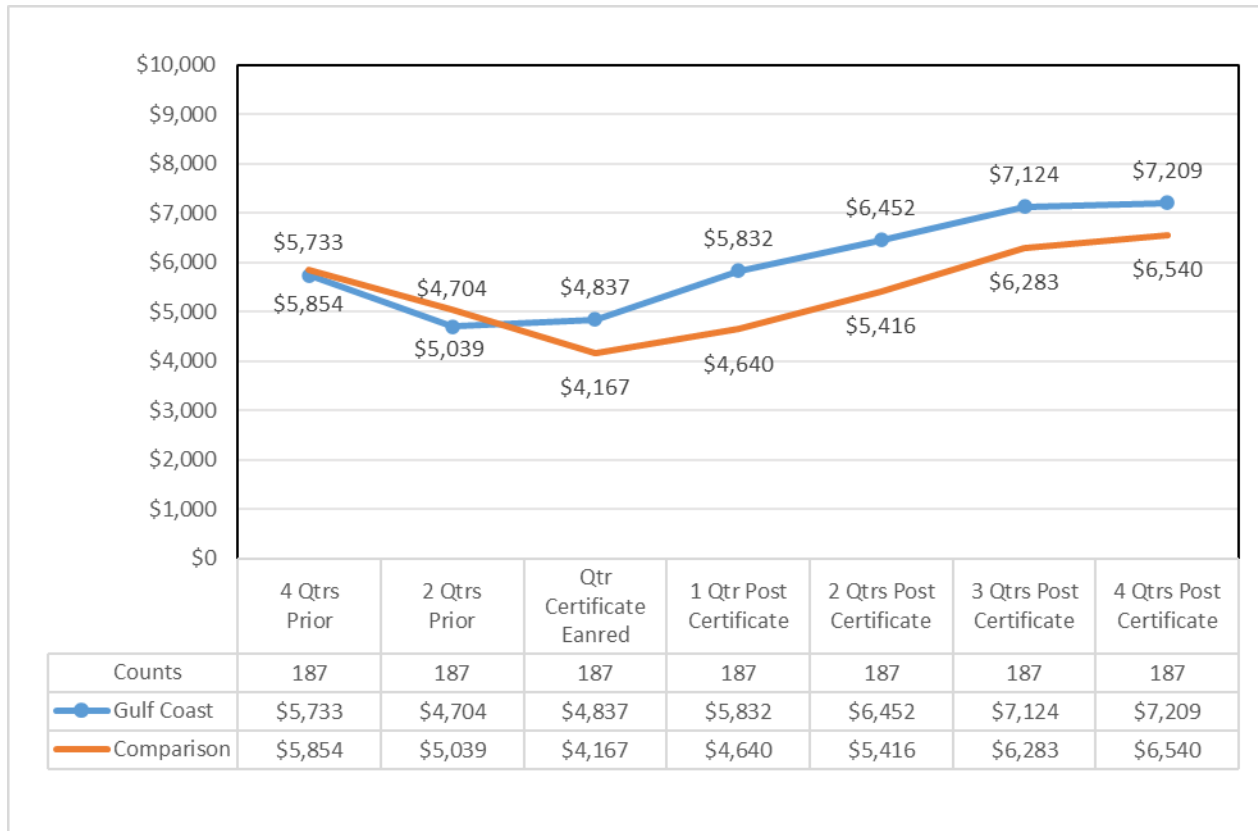
**Figure 5: Employment Rates Over Time
Gulf Coast Certificate Earners vs Comparison Group
2020-2021**



Note: TWC UI wage data available through 4th quarter 2022 as of this reporting. UI wage data only reflects earnings of W-2 wage earners and does not include 1099 earnings.

In Figure 6, the impact of participation in PATHS for Texas in the Gulf Coast is examined by looking at participant earnings over time, regardless of employment status (i.e., unconditional earnings), in relation to the comparison group’s unconditional earnings. The analysis shows that Gulf Coast certificate earners began to outpace average quarterly earnings during the treatment quarter the certificates were earned and outpaced earnings through the 4th quarter of the post-treatment period.

**Figure 6: Unconditional Earnings Over Time
Gulf Coast Certificate Earners vs. Comparison Group
2020-2021**



Note: TWC UI wage data available through 4th quarter 2022 as of this reporting. UI wage data only reflects earnings of W-2 wage earners and does not include 1099 earnings.

Table 13 presents findings from the impacts analysis comparing outcomes of 187 Gulf Coast PATHS certificate earners to the outcomes of a matched comparison group. The table presents impacts only for certificate earners for whom adequate matching could be performed. Participation in PATHS for Texas in the Gulf Coast service area was positively associated and statistically significant for earnings outcomes. The data identified a positive and significant impact measure for PATHS certification of \$1,156 in earnings. It also identified a positive but statistically insignificant impact measure of 4% in employment.

**Table 13: Gulf Coast Impact Analysis
2020-2021**

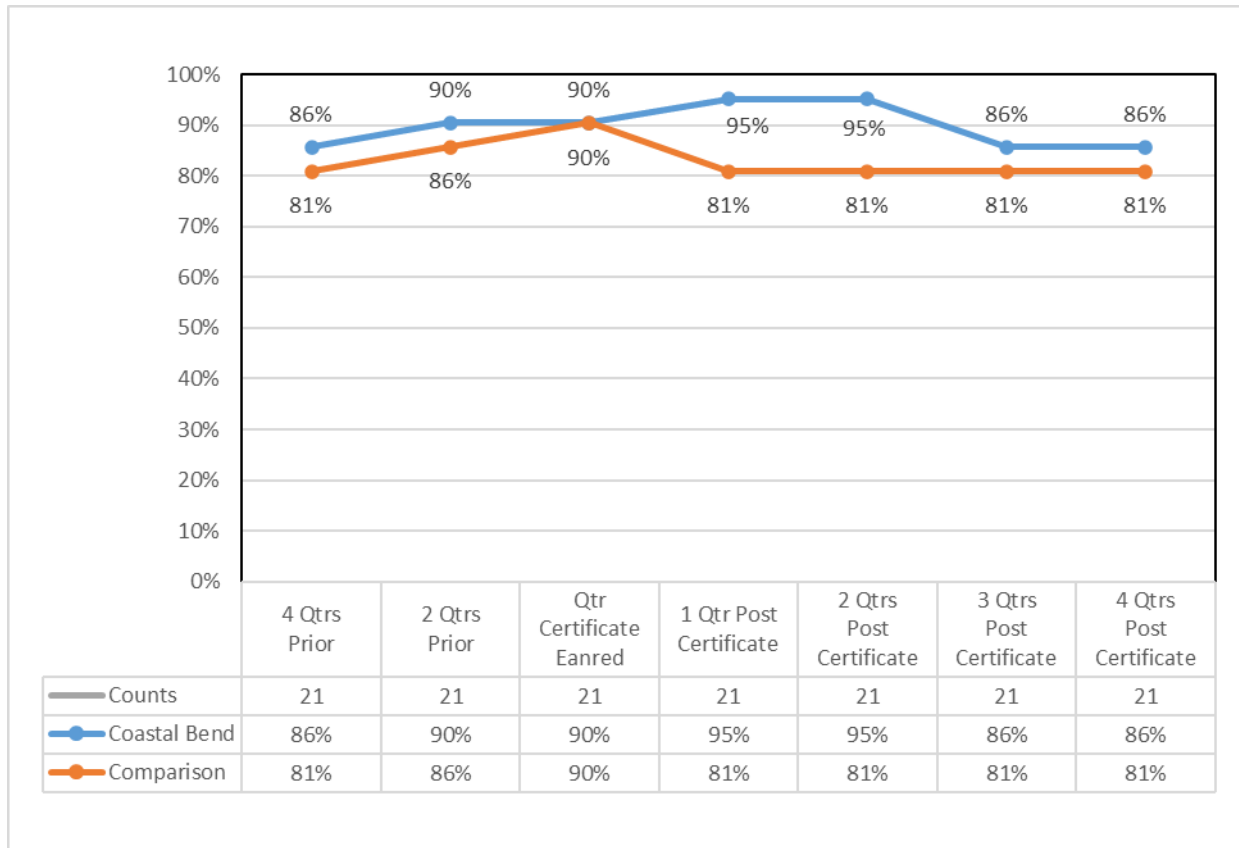
Impact measure	All Qtrs After Receiving a Certificate: Treatment Group	All Qtrs After Receiving a Certificate: Comparison Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	74.0%	70.1%	3.9%	4%
Average Quarterly Earnings	\$7,079	\$6,402	\$677	\$1,156 **

Note: ***=significant at p<.01; **=significant at p<.05; *=significant at p<.10

Coastal Bend:

In Figure 7, the impact of participation in PATHS for Texas in Coastal Bend is examined by looking at participant employment over time in relation to comparison group employment. The analysis includes all PATHS certificate earners who completed the program between 2020 and 2021. The figure demonstrates that the average rate of employment for certificate earners began to outpace the comparison group by the 1st quarter of the post-treatment period and continued to outpace average employment rate of the comparison group through the 4th quarter of the post-treatment period.

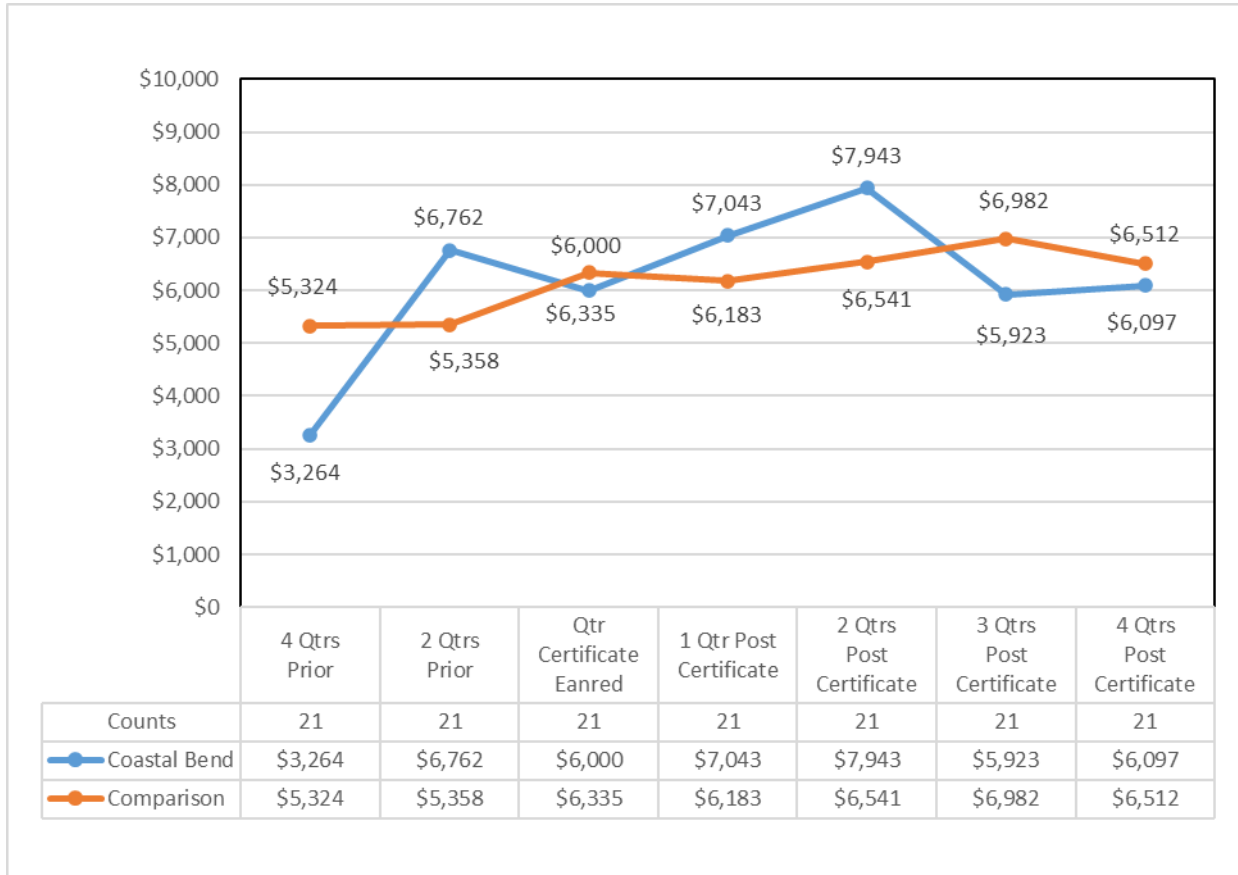
**Figure 7: Employment Rates Over Time
Coastal Bend Certificate Earners vs Comparison Group
2020-2021**



Note: TWC UI wage data available through 4th quarter 2022 as of this reporting. UI wage data only reflects earnings of W-2 wage earners and does not include 1099 earnings.

In Figure 8, the impact of participation in PATHS for Texas in the Coastal Bend is examined by looking at participant earnings over time, regardless of employment status (i.e., unconditional earnings), in relation to the comparison group’s unconditional earnings. The analysis shows that PATHS certificate earners in the Coastal Bend Service Area began to outpace average quarterly earnings during the 1st quarter of the post-treatment period and outpaced earnings through the 2nd quarter of the post-treatment period. However, average quarterly earnings for certificate earners dipped below comparison group earners in the 3rd and 4th quarters of the post-treatment period.

**Figure 8: Unconditional Earnings Over Time
Coastal Bend Certificate Earners vs. Comparison Group
2020-2021**



Note: TWC UI wage data available through 4th quarter 2022 as of this reporting. UI wage data only reflects earnings of W-2 wage earners and does not include 1099 earnings.

Table 14 below presents findings from the impacts analysis comparing outcomes of 21 Coastal Bend PATHS certificate earners to the outcomes of a matched comparison group. The table presents impacts only for certificate earners for whom adequate matching could be performed. Participation in PATHS for Texas in the Coastal Bend service area was positively associated with the two outcome measures of interest. This positive association with the treatment was also modestly statistically significant for employment. The data identified positive, but statistically insignificant impact measure for PATHS certification of \$1,590 in earnings and 23.8% employment.

**Table 14: Coastal Bend Impact Analysis
2020-2021**

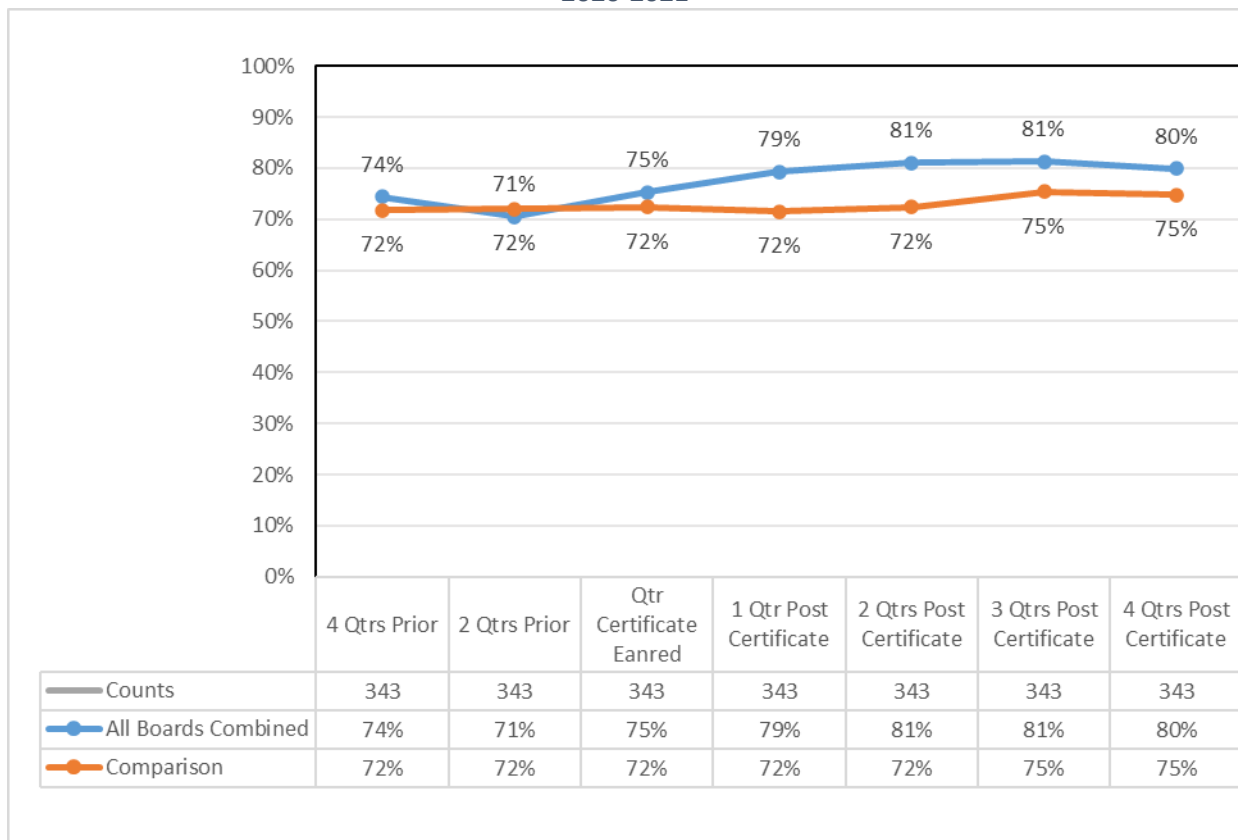
Impact measure	All Qtrs After Receiving a Certificate: Treatment Group	All Qtrs After Receiving a Certificate: Comparison Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	90.8%	80.9%	9.9%	23.8%
Average Quarterly Earnings	\$7,102	\$6,582	\$520	\$1,590

Note: ***=significant at p<.01; **=significant at p<.05; *=significant at p<.10

Overall:

In Figure 9, the combined impact of participation in PATHS for Texas overall is examined by looking at participant employment over time in relation to comparison group employment. The analysis includes all PATHS certificate earners who completed the program between 2020 and 2021. The figure demonstrates that the average rate of employment for certificate earners began to outpace the comparison group by the start of the treatment period and continued to do so throughout the post-treatment period of analysis.

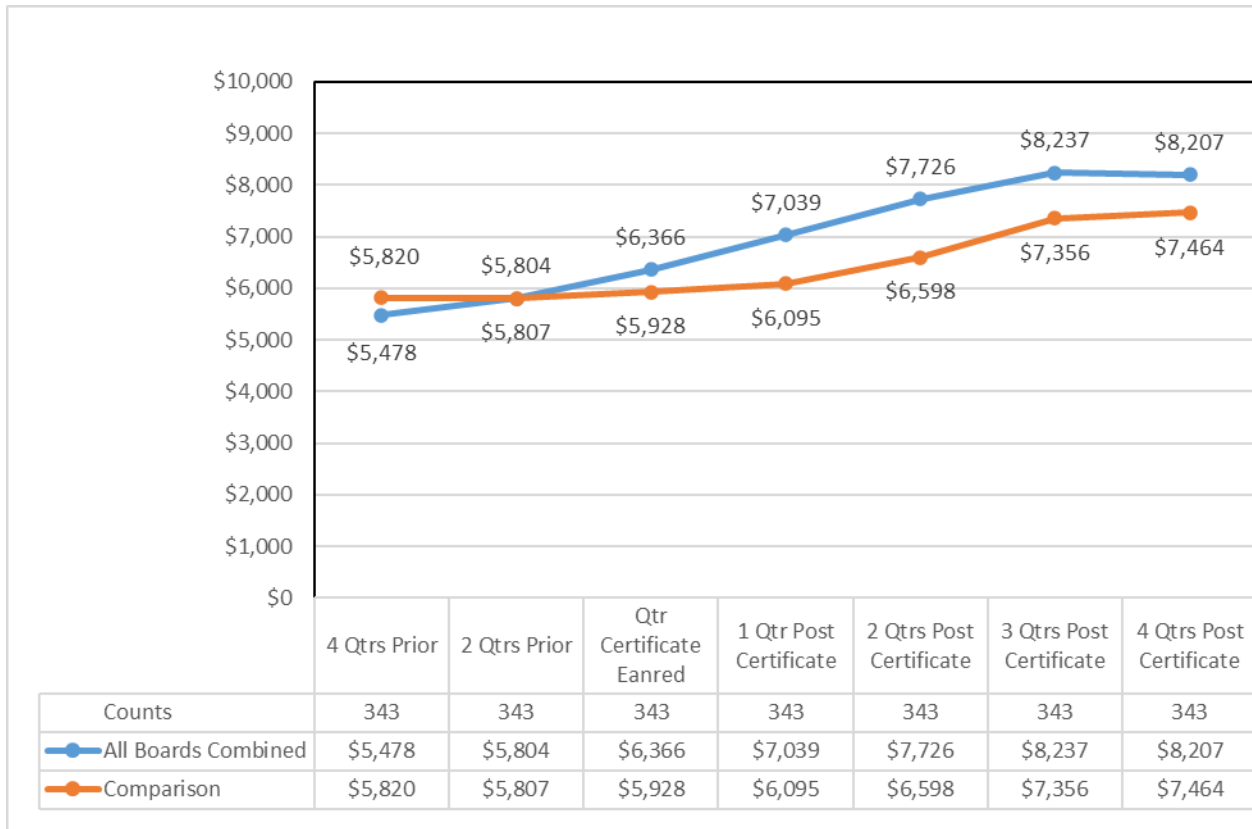
**Figure 9: Employment Rates Over Time for All Boards Combined
Certificate Earners vs Comparison Group
2020-2021**



Note: TWC UI wage data available through 4th quarter 2022 as of this reporting. UI wage data only reflects earnings of W-2 wage earners and does not include 1099 earnings.

In Figure 10, the combined impact of participation in PATHS for Texas across all Boards is examined by looking at participant earnings over time, regardless of employment status (i.e., unconditional earnings), in relation to the comparison group’s unconditional earnings. The analysis shows that PATHS certificate earners began to outpace average quarterly earnings during the treatment exit quarter and continued to outpace comparison group earnings through the 4th quarter of the post-treatment period.

**Figure 10: Unconditional Earnings Over Time for All Boards Combined
Certificate Earners vs. Comparison Group
2020-2021**



Note: TWC UI wage data available through 4th quarter 2022 as of this reporting. UI wage data only reflects earnings of W-2 wage earners and does not include 1099 earnings.

Figure 15 presents findings from the impact analysis comparing outcomes of 343 PATHS certificate earners to the outcomes of a matched comparison group. The table presents impacts only for certificate earners for whom adequate matching could be performed. Participation in PATHS for Texas across the four Boards was positively associated with the two outcome measures of interest. This positive association with the treatment was also statistically significant for both earnings and employment. The data identified a positive and statistically significant impact measure for PATHS certification of \$1,022 in earnings and 4.9% employment.

**Table 15: Impact Analysis for All Boards Combined
2020-2021**

Impact measure	All Qtrs After Receiving a Certificate: Treatment Group	All Qtrs After Receiving a Certificate: Comparison Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	81.0%	74.6%	6.4%	4.9% **
Average Quarterly Earnings	\$8,066	\$7,263	\$8,033	\$1,022 ***

Note: ***=significant at p<.01; **=significant at p<.05; *=significant at p<.10

Discussion:

In general, the impact analysis for the first two years of the PATHS for Texas program shows that participation in the program had a positive association with earnings and employment. Conducting a Board-level analysis of the program reinforces the findings from the overall impact analysis of the program. The addition of 2022 PATHS certificate earners in future iterations of the evaluation will allow the benefit of a larger sample size that should provide more statistical power to identify whether differences between comparison and treatment outcomes in the Coastal Bend area are significant.

The matching process went through several rigorous tests to determine the best ways to accurately measure impacts without limiting the sample size. Examples of this process include removing all treatment and comparison individuals below the age of 21 (due to limited employment history) and adding a dummy variable that indicated whether a treatment or comparison individual fit the NAICS profile associated with participating in the treatment one quarter prior to entering services. In these two alternative matching scenarios, the magnitude and direction of the treatment coefficient did not change, though statistical significance may have been reduced as more treatment individuals were removed from the sample.

PATHS for Texas Survey Responses

Two surveys were made available to each Board to gather responses from PATHS for Texas participants. One survey was for active PATHS participants who completed training and the second survey was for inactive PATHS participants. There were 374 individuals that completed the active PATHS survey and 12 individuals that responded to the inactive PATHS survey. Table 16 below shows the responses for the active PATHS participants.

Table 16: PATHS Active Participants Survey Responses

What county do you live in? (Summarized by Board)	Counts	Percentage
CAPITAL AREA	35	9%
CENTRAL TEXAS	1	0%
COASTAL BEND	6	2%
DALLAS COUNTY	4	1%
DEEP EAST TEXAS	1	0%
EAST TEXAS	1	0%
GOLDEN CRESCENT	1	0%
GULF COAST	5	1%
LOWER RIO GRANDE VALLEY	3	1%
NORTH CENTRAL	25	7%
PERMIAN BASIN	1	0%
RURAL CAPITAL	289	77%
TARRANT COUNTY	2	1%
<i>Total Responses</i>	374	100%
Name of training(s)/course(s) taken. (select all that apply)		
Business of Retail: Operations & Profit	10	2%
Business Office Administration	1	0%
COVID 19 Customer Conflict Prevention	1	0%
Covid 19 Retail Operations	3	1%
Customer Service & Sales	17	4%
Hospitality-Customer Service Training	201	50%
IT Support Specialist	.	
Medical Assistant	.	
Medical Billing and Coding	.	
Medical Office Administration	.	
National Retail Federation Retail Bundle	9	2%
Pharmacy Technician	.	
Principals of Retailing	1	0%
Restaurant Service Training	25	6%
Retail Industry Fundamentals	.	
Security IT	.	
Other	134	33%
<i>Total Responses</i>	402	100%
Name of training(s)/course(s) taken. OPEN TEXT		
Healty and Safety	74	60%
Kitchen Skills	20	16%
Online Food handler and Texas Seller Server course	1	1%
Safety Training	28	23%
Sports	1	1%
<i>Total Responses</i>	124	100%
How have you benefited from the training provided by PATHS? (select all that apply)		
Received a certificate	250	35%
Gained employment in a similar occupation/industry	25	3%
Gained employment in a new occupation/industry	12	2%
Promotion/Advancement with your current employer	21	3%
Promotion/Advancement in a similar occupation/industry	8	1%
Pay increase	30	4%
Better at my job	195	27%
Improved self-confidence	156	22%
Not benefited	9	1%
Other	18	2%
<i>Total Responses</i>	724	100%

How have you benefited from the training provided by PATHS? OPEN TEXT	Counts	Percentage
Educational	1	13%
Health and Safety	5	63%
Knowledge	1	13%
Self growth in the industry	1	13%
<i>Total Responses</i>	8	100%
How do you rate your skill level based on the training you received?		
Low	2	1%
Medium	96	27%
High	261	73%
<i>Total Responses</i>	359	100%
Looking ahead, do you think this training will (select all that apply):		
Help you get a job	41	8%
Help you get a better job	.	
Advance your career	140	27%
Improve your job performance	287	55%
Help you change careers	24	5%
None of the above	13	3%
Other	15	3%
<i>Total Responses</i>	520	100%
Looking ahead, do you think this training will - OPEN TEXT		
All of the above	1	17%
Be a better trainer	1	17%
Be better safety aware	4	67%
<i>Total Responses</i>	6	100%
What would make PATHS for Texas better? What else could we offer? Thoughts/feedback:		
Breakfast/snacks	2	2%
Different time options	6	7%
Examples on what you can do when a customer is upset.	2	2%
Instructor / Chef was great	8	10%
It was great / informational	19	23%
More engaging / hands on / interactive	12	14%
More indepth/concise, Customer service tips, Safety, better advice, online training, calibrate thermometers	7	8%
N/A	10	12%
Nothing	7	8%
Provide copies of training material	2	2%
Repetitious information	1	1%
Shorter	3	4%
Streamline checkin process	3	4%
Very good information for new and seasoned employees	2	2%
<i>Total Responses</i>	84	100%

The majority of responses (77%) came from the Rural Capital Area, followed by the Capital Area (9%). Individuals enrolled in 'Hospitality-Customer Service' training provided the majority of responses (50%), followed by the 'Other' training category (33%). Based on open text responses, the 'Other' training category was mostly (98%) involving safety and kitchen skills training.

When the respondents were asked how they benefitted from the training, most respondents selected 'Received a Certificate' (35%), 'Better at my job' (27%), and 'Improved self-confidence' (22%).

The respondents were asked to rate their skill level after receiving their training, the majority replied High (73%), followed by Medium (27%).

Finally, when asked to look ahead of their training, the respondents replied that the training they received will 'Improve their job performance' (55%) and 'Advance your career' (27%).

Table 17: PATHS Inactive Participants Survey Responses

What county do you live in? (Summarized by Board)	Counts	Percentage
CAPITAL AREA	.	
CENTRAL TEXAS	.	
COASTAL BEND	11	92%
DALLAS COUNTY	.	
DEEP EAST TEXAS	.	
EAST TEXAS	.	
GOLDEN CRESCENT	.	
GULF COAST	.	
LOWER RIO GRANDE VALLEY	1	8%
NORTH CENTRAL	.	
PERMIAN BASIN	.	
RURAL CAPITAL	.	
TARRANT COUNTY	.	
<i>Total Responses</i>	12	100%
Name of training(s)/course(s) taken. (select all that apply)		
Business of Retail: Operations & Profit	1	6%
Business Office Administration	.	
COVID 19 Customer Conflict Prevention	2	12%
Covid 19 Retail Operations	2	12%
Customer Service & Sales	2	12%
Hospitality-Customer Service Training	.	
IT Support Specialist	.	
Medical Assistant	.	
Medical Billing and Coding	.	
Medical Office Administration	.	
National Retail Federation Retail Bundle	10	59%
Pharmacy Technician	.	
Principals of Retailing	.	
Restaurant Service Training	.	
Retail Industry Fundamentals	.	
Security IT	.	
Other	.	
<i>Total Responses</i>	17	100%
Name of training(s)/course(s) taken. OPEN TEXT		
	.	
<i>Total Responses</i>	0	0%
Why were you unable to complete the PATHS training? (Select all that apply)		
Lack of time	6	30%
Schedule conflicts	4	20%
Family problems	3	15%
Too difficult to work full-time and take an online course	3	15%
My employer does not support or value this training	.	
Training was too difficult	.	
Prefer in person class/training	.	
Lack of interest in the material	.	
Limited access to a computer	1	5%
Poor or no WiFi	.	
Technology problems with the online training course	1	5%
Other	1	5%
Health Issues	1	5%
Training took too much time	.	
<i>Total Responses</i>	20	100%

Why were you unable to complete the PATHS training? OPEN TEXT		
	.	
	0	0%
What would make PATHS for Texas training better? What else could we offer? Thoughts/feedback:		
Computer availability at my worksite.	1	100%
<i>Total Responses</i>	1	100%

Table 17 shows the survey responses from individuals who enrolled in training and for various reasons could not complete the training. Most responses (92%) came from the Coastal Bend area. Most of the respondents (59%) enrolled in the 'National Retail Federation Retail Bundle' training program. The top reasons for not completing training include 'Lack of Time' (30%), 'Schedule Conflicts' (20%), 'Family Problems' (15%), and 'Too difficult to work full-time and take an online course' (15%).