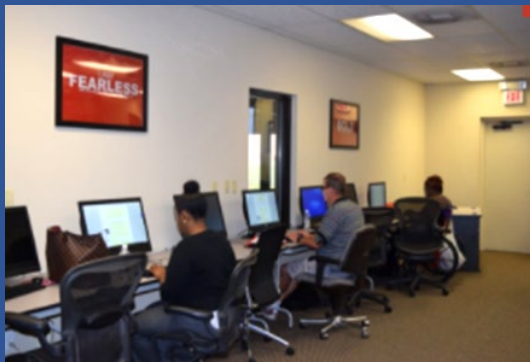


INVESTING IN PEOPLE

An Evaluation of Travis County Investments in Workforce Development



EVALUATION OF TRAVIS COUNTY INVESTMENTS IN WORKFORCE DEVELOPMENT

2023 UPDATE

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List of Acronyms

American YouthWorks.....	AYW
Austin Area Urban League.....	AAUL
Austin Career Institute	ACI
Austin Community College	ACC
Adult Basic Education	ABE
Certified Nurse Assistant.....	CNA
Commercial Driver’s License	CDL
English as a Second Language	ESL
Federal Poverty Guidelines	FPG
General Assessment of Instructional Need	GAIN
Goodwill Career and Technology Academy	GCTA
Health and Human Services	HHS
Heating, Ventilation, and Air Conditioning	HVAC
High School Diploma	HSD
High School Equivalency.....	HSE
High School Equivalency Certificate	HSEC
Individual Placement and Support	IPS
Professional Networking Partnership	PNP
Ray Marshall Center	RMC
Self-Sufficiency Matrix.....	SSM
Supplemental Assistance Nutrition Program	SNAP
System for Assessment and Group Evaluation.....	SAGE
Temporary Assistance for Needy Families	TANF
Test for Adult Basic Education.....	TABE
Texas Department of Licensing and Regulation.....	TDLR
Texas Success Initiative	TSI
Texas Workforce Commission	TWC
Unemployment Insurance.....	UI
WorkInTexas.....	WIT
Workforce Education and Readiness Continuum	WERC
Workforce Education and Readiness Continuum–Travis County.....	WERC-TC
Workforce Information System.....	TWIST
Workforce Solutions Capital Area	WFSCA

Introduction

In FY 2016–FY 2022, Travis County invested over \$16 million to support a continuum of adult education, training, and employment services. The adult education programming supported by the County includes English as a second language, basic adult education, high school equivalency and GED classes. Sectoral occupational training includes healthcare professions, information technology, skilled trades, manufacturing, and other occupations in area growth industries with good prospects for career advancement, improved economic stability, and access to employee benefits.

Four of the Travis County workforce development grantees receive county-funded assistance as a consortium, the Workforce Education and Readiness Continuum–Travis County (WERC-TC). WERC-TC providers are Workforce Solutions Capital Area Career Centers, Goodwill of Central Texas, Austin Area Urban League, and American YouthWorks. Four additional community-based organizations maintaining workforce development contracts with Travis County are included in this report: Literacy Coalition of Central Texas, Capital IDEA, LifeWorks, and Skillpoint Alliance. In addition, WERC-TC grantee American YouthWorks also delivers services to participants through Travis County funding that is not WERC-TC (Table 1).

Table 1. Travis County Funded Workforce Development Programs

Workforce Education and Readiness Continuum–Travis County (WERC-TC)
<ol style="list-style-type: none">1. Workforce Solutions Capital Area Career Centers2. Goodwill Industries of Central Texas3. Austin Area Urban League4. American YouthWorks: YouthBuild Austin and Texas Conservation Corps (This organization also receives non-WERC-TC funding from Travis County.)
Non-WERC-TC
<ol style="list-style-type: none">1. Literacy Coalition of Central Texas: Career Development2. Capital IDEA: Long-Term Training3. LifeWorks: Workforce Development4. Skillpoint Alliance: Gateway5. American YouthWorks

To understand program participant outcomes and the impact of these services, the county has contracted with the Ray Marshall Center for the Study of Human Resources (RMC), an organized

research unit in the LBJ School of Public Affairs at The University of Texas, to conduct a longitudinal evaluation of its investments. This evaluation report presents findings and analyses of programs funded during a seven-year on-going evaluation (FY 2016–FY 2022).

REPORT ORGANIZATION

The following report section presents an overview of the evaluation questions and research methods, followed by separate sections for each of the providers examined. Each provider section includes a brief profile of the provider and its workforce development program(s), a summary of participant demographic characteristics obtained at the time of program entry, and employment and earnings outcomes and impacts for participants who exited the program during FY 2016–FY 2022. The findings include Texas Workforce Commission (TWC) Unemployment Insurance (UI) earnings data from four quarters prior to program entry, the quarter the participant exited services, and up to 26 quarters post-exit (through March 31, 2023, the latest quarter for which earnings data are available). This report includes the analysis of identified subgroups of exiters for selected programs. The last section summarizes evaluation findings from FY 2016–FY 2022.

Evaluation Overview

The purpose of Travis County’s investment in local workforce development services is to help low-income residents with weak labor force attachment build the skills needed for gainful employment.

The RMC’s evaluation analyzes Travis County’s workforce investments by examining participants’ labor market experiences prior to entering the program and then tracking their labor market outcomes following program exit. Outcomes and impacts vary across the spectrum of grantees, as expected given their varying services regimes and the unique barriers to training and employment experienced by the target populations each organization serves.

This evaluation draws on multiple data sources to answer the following questions:

- Who is being served?
- What workforce outcomes do exiting participants achieve?
- What are the workforce impacts of the Travis County investment?

DATA SOURCES

The evaluation of Travis County-funded workforce development programs draws from multiple data sources, including participant records maintained by each grantee organization, UI earnings and benefits claim files, The Workforce Information System of Texas (TWIST) and WorkInTexas (WIT) records, interviews with program administrators and staff, program documents, grantee websites and social media, and published reports. Outcomes and impacts are reported for those program exiters with social security numbers identified within the earnings data. Workers who obtain employment outside of the state of Texas will not be found in the Texas UI 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, such as construction, truck driving, and others employed in the gig economy are less likely to be in a UI-covered position. Unfortunately, good data describing the independent contractor workforce is sparse. One large-scale telephone survey conducted by the Upjohn Institute (2023) reported that independent contractors account for about 15 percent of all workers. Further, the study presents the demographics of workers most likely to be self-employed including younger workers, less-educated workers, workers of color, multiple-job holders, and those reporting low-hours of employment. Impacts analyses in this report are typically not sensitive to this source of missing data, as they report differences in conditional earnings (wages among the working) and employment rates between participants and the comparison group. Thus, as long as one accepts the reasonable assumption that self-employment and relocation outside of Texas occur at similar rates within the treatment and comparison groups, bias should be negligible.

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 In addition, it should be noted that in Texas, monetary UI eligibility is based on the claimant earning sufficient earnings in at least two consecutive quarters of the five quarters prior to filing a claim for benefits. For the purposes of our study, this measure serves as a proxy measure for employment stability.

A total of 8,224 participants were included in the dataset for this report (see Appendix A-1: Demographics of Travis County Workforce Development Program FY 2016–FY 2022 Exiters and Appendix A-2: Demographics of WERC-TC Program FY 2016–FY 2022 Exiters). Participants who received services

¹ Any discrepancies are expected to be quite small.

from more than one Travis County-funded workforce development grantee during the study period are counted for each program in which they were enrolled.²

PROGRAM OUTCOMES

Outcomes are reported for participants with SSNs found in the TWC data across the period examined. Outcomes reported include employment, earnings, qualification for UI benefits, and filing of UI claims. For each participant, the period examined begins four quarters prior to program entry, includes the quarter the participant exited services, and extends to include all post-service quarters available in the data. Outcomes are reported for each fiscal year participant cohort across all post-service quarters in which members of a cohort appear in the data. For example, the FY 2022 (10/1/2021–9/30/2022) cohort participants exited services during one of the four quarters represented in FY 2022.

Participants exiting during the first quarter of FY 2022 will be represented in more post-service quarters than participants exiting during the last quarter of FY 2022. The outcomes data for each grantee’s group of exiting participants is represented in a table followed by descriptive figures. Each table includes all participant data collected for the purposes of this report, and for the period examined. The figures illustrate employment and earnings outcomes over time, excluding post-service quarters with low cohort counts. The different figures present: a) short term employment and earnings outcomes for all cohorts from pre-service quarters to three years post-services; and b) long-term employment and earnings outcomes for the FY 2016, FY 2017, and FY 2018 cohorts from pre-service to six, five and four years post-services respectively. More information on the outcome measures is presented in Appendix B-1: Description of Outcomes Table Elements.

PROGRAM IMPACTS

The quasi-experimental impact analysis gauges the “value-added” from workforce program participation by comparing labor market outcomes for participants with those of a matched comparison group. Impacts are analyzed using a quasi-experimental design that employs Mahalanobis matching to select individuals from a pool of potential comparison group members who are comparable to those who received services supported by Travis County across many relevant demographic and economic characteristics. Comparison group members were drawn from TWIST records and include Travis County residents who registered for employment with the state’s WIT program or who received job search services at local Workforce Solutions Career Centers or online, which includes more than 220,000

² WERC-TC clients were reported once, although they may have received services from more than one WERC-TC service provider.

potential control matches for the period of analysis. Thus, the impact analysis measures the incremental difference between those who received limited employment services with those who received the additional services in which Travis County invests.

Quasi-experimental approaches tend to work well when participants for whom comparison groups are created have sufficient prior employment and earnings histories, and when data are available on a sufficient number of variables with which to perform the match. Youth and judicially involved participants can be problematical in this regard precisely because their prior employment and earnings histories are either lacking or difficult to determine with any real confidence. Judicially involved participants present an additional problem since the status of judicial involvement is lacking for comparison group members. While our robustness checks found sufficient similarity to validate the matched comparison groups this caveat should be borne in mind when reviewing program impacts for those programs that primarily serve participants with a history of judicial involvement.

This report presents impacts for groups of program exiters for whom adequate matching could be performed. The impact figures display the quarterly employment and unconditional earnings³ of the matched treatment and control samples. 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 at four quarters prior to receiving services, at the final quarter of service, and 12 quarters post-service. The impact tables include the estimation of unadjusted and adjusted net effects. The unadjusted net effects in the tables are simply the difference between mean outcomes for the matched participants and control groups. The “Impact Measure” in the impact tables are generated in regression models that control for remaining differences in a demographic and pre-treatment economic characteristics of the participants and matched control cases. Impact tables include data from all available post-service quarters (up to 20), and researchers ensure that each matched control case is limited to include the same number of post-service quarters as its respective matched participant. A key difference between the impact tables and other measures in the analysis (impact figures and all outcomes measures) is that earnings are conditional on employment and, thus, only compare participant earnings and comparison earnings for quarters in which individuals are employed. Conditional earnings are useful here, because they offer a measure of earnings that is independent from the employment rate within the group. More information on the impacts measured,

³Unconditional earnings represent the average earnings for all program exiters and their matched comparison group, including individuals identified in the data earning zero dollars, while conditional earnings only include quarters with non-zero earnings for exiters and their matched comparison case.

the matching process, and the quality of comparison groups is provided in Appendix C: Description of Impact Table Elements; and Appendix D: Quasi-Experimental Impacts Analysis.

The 2023 Update includes an additional feature in the impact analysis section for each agency (not each agency's subgroups): a measurement of the differences in earnings and employment between participants and their matched comparison group on a quarterly basis for the eight quarters after the service period. This model, described in detail in Appendix D, provides additional detail on the duration of impacts in the short-term and is robust to some additional factors⁴.

Because of the way data are tracked in the WIT system, members of the comparison group were located in Travis County at the time the data were obtained by RMC; however, individuals may or may not have been located in Travis County during the periods studied.

COVID-19 Pandemic

The COVID-19 pandemic stay-at-home orders were first issued in mid-March 2020. The data utilized for this report includes January 1, 2020–March 31, 2020, the quarter when programs closed, and stay-at-home orders were first issued in the state of Texas and Travis County.⁵

Outcomes for both employment and the filing of UI benefits claims appear to be influenced by the pandemic's disruption on the local workforce and economy. For each cohort, the period that contains the March 2020 data, the period of time initially influenced by the pandemic response, are identified in the outcomes tables with **bold font**. The pandemic reshaped the U. S. labor market with initial job loss early in the pandemic followed by challenges to hire workers as the economy struggled to recover.

Gould and Jori (2021) of the Economic Policy Institute reported that in 2020, the vast majority of job losses were among low-wage earners. Less than 75% of low-wage workers were still working in 2020 compared with more than 90% of high-wage workers. The loss of low-wage workers coupled with an additional 1.5 million jobs added to the top half of the wage distribution, skewed average wages upward. Reported earnings grew predominantly because more than 80% of the 9.6 million jobs lost in 2020 were jobs held by low-wage earners (Gould & Jorii, 2021). The influence of the pandemic on

⁴ Two-way fixed-effects event study model

⁵ORDER BY THE COUNTY JUDGE OF TRAVIS COUNTY: County Judge Order No. 2020-5: Relating the Declaration regarding COVID-19. Available at: <https://www.txcourts.gov/media/1446325/travis-county-stay-home-work-safe-order-03-24-2020.pdf>
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national employment and earnings trends may explain the decrease in employment and increase in earnings illustrated in this report.

In addition, opportunities for stay-at-home remote work for employers across the country increased and the gig economy expanded. The employment and earnings information for contract employees and those working for employers outside of Texas do not appear in the earnings data used for this analysis.

Workforce and Education Readiness Continuum-Travis County (WERC-TC)



WERC-TC functions as a part of a larger network of Austin and Travis County providers of workforce and educational services: the Workforce and Education Readiness Continuum (WERC). WERC is a City of Austin and Travis County-funded network of community partners linked to help prepare Austin-area residents to enter or re-enter today's competitive job market. With at least 38 locations across eight partner organizations, WERC provides client services ranging from case management (including the development of an Individual Employment Plan and/or Individual Education Plan); Adult Basic Education (ABE), English as a Second Language (ESL); High School Equivalency Certification (HSEC) test preparation; job readiness instruction and job search assistance; paid internships; and assistance accessing a variety of occupational/vocational training options—including programs leading to industry-recognized credentials and occupational certifications and licenses. All occupational training must be provided by entities on the Texas Workforce Commission's statewide Eligible Training Provider System, linked back to an occupation on Workforce Solutions Capital Area's current targeted occupations list, and lead to a recognized credential.⁶ WERC-TC is a component of the larger WERC program.

All WERC-TC participants must have an income below 200% of the Federal Poverty Guidelines (FPG); be a resident of Travis County; be at least 16 years old; and either be a United States citizen or have "Right-to-Work" status (or be in the process of gaining this status).

The following are educational prerequisites for participants to enter WERC-TC occupational training:

- Basic Soft Skills—Demonstrated through a learning assessment such as O-Net or other pre-assessment; and
- Education Specific Foundational Skills—Demonstrated through the Aspiring Minds Computer Adaptive Test (AMCAT) assessments, client self-attestation, or a letter of foreign equivalency from a credentialed provider.⁷

WERC-TC funds four area workforce development service providers: Workforce Solutions Capital Area Career Centers, Goodwill Industries of Central Texas, Austin Area Urban League, and American

⁶ American YouthWorks YouthBuild programs are exempt from this requirement.

⁷ In-house Occupational Training does not require the AMCAT assessment (with the exception of HSEC).

YouthWorks. Workforce Solutions Capital Area Workforce Board administers the program operating as the fiscal agent for WERC-TC funds, providing program oversight, quality assurance monitoring of client eligibility and performance outcomes, and supporting the continuum of care through partner frontline staff meetings as needed. Partner meetings offer an opportunity for staff to discuss challenges and best practices, and share information on available area workshops and services, policy updates, and trends in quality assurance.

Workforce Solutions Capital Area Workforce Board contracts with Goodwill to manage the WERC-TC data management software system (CaseWorthy), as well as provide technical support and system training on an ongoing basis. All four WERC-TC providers are required to enter data directly into CaseWorthy, including: client information; services and referrals provided; follow-up contacts; and outcomes, including employment, licensing or certification obtainment, rate of pay, and employment in field of training. CaseWorthy allows for the sharing of client data across programs, standardized reporting, and as a single data repository for WERC-TC clients with a common intake form and income eligibility requirement of 200% FPG, allowing clients to be referred to different providers in the WERC continuum of care without repeating the intake process.

Participant Profile

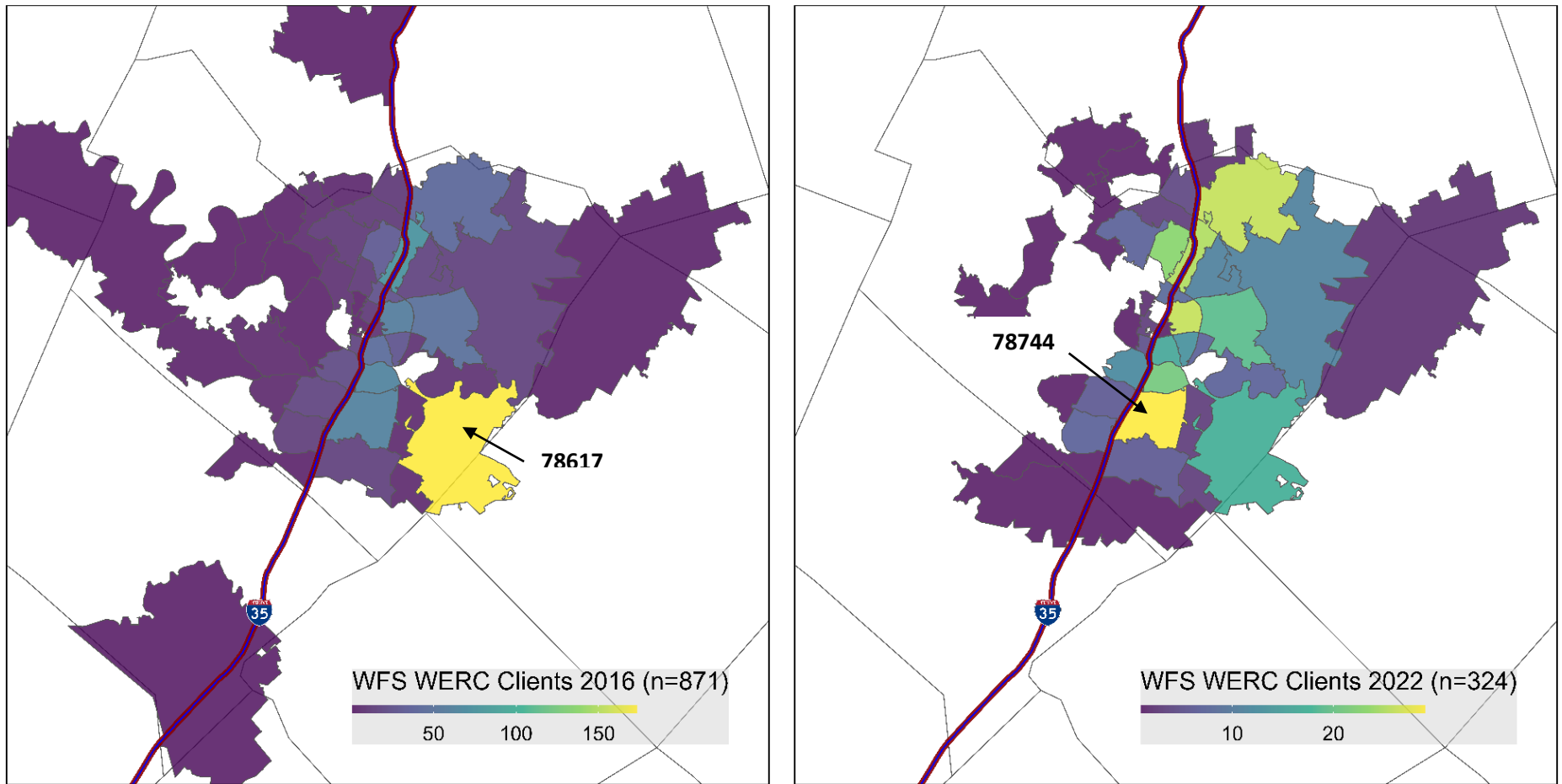
The following description includes the 4,182 WERC-TC participants who exited the program in FY 2016–FY 2022. Although the average age of WERC-TC participant exiters was 38, the program served youth as young as 16, and 20.7% of all exiters were fifty or older. The majority of exiters identified as Black (50.8%) with 21.6% identified as Hispanic and 21.9% as White. Most exiters were male (56.9%) with .3% identifying as transgender. The majority, 62.5%, reported having a 12th grade education or an HSEC, and 17.7% reported attending or graduating from college prior to program entry. Judicial involvement was reported by 36.2%, and 6.8% identified as veterans. The majority of the exiters report residing in the following areas: East Austin (26.1%), North Austin (19.7%), South Austin (16.7%) and Eastern suburbs of Austin (12.7%).

Among the 4,182 WERC-TC participants, 393 enrolled in more than one training program. The majority of these participants (350) enrolled in an additional training program within the original organization where they entered WERC-TC services. For example, AYW participants may transition from YouthBuild to the Conservation Corps, or while working toward a high school diploma, they may

complete Health Corps training and then enroll in computer technology and graphic design training. The remaining 43 participants enrolled in an additional training program at a different WERC-TC funded organization.

Figure 1 illustrates a comparison of WERC-TC program exiter locations at the time of program entry for the FY 2016 and FY 2022. The analysis includes all program exiters with ZIP codes available in the WERC-TC data. The count of people within each ZIP code is represented by the colors of the ZIP codes in the maps. Yellow represents the area where the majority of exiting participants resided at the time of program entry. In FY 2016 the majority of exiters resided in south-east Austin, east of the Austin-Bergstrom International Airport. In FY 2022 the majority of exiters lived along the I-35 corridor and south of State Highway 71.

Figure 1. WERC-TC Program Exiters Zip Codes at Program Entry for FY 2016 and FY 2022



Participant Outcomes

Table 2 presents WERC-TC participants who exited services (completed or dropped out) in FY 2016–FY 2022. Outcomes are reported for 4,180 participants with social security numbers identified within the earnings data.

During the four quarters prior to entering the program, overall quarterly employment in a UI-covered job in Texas for individuals served by WERC-TC was 48.4%. The data represent an average 12.5 percentage point gain in employment between the year prior to services and one year post-service. Although, average employment grew to 67.7% during the exit quarter, the rate of employment decreased by 6.8 percentage points four quarters post-service (60.9%). For those cohorts for whom data are available, employment continued to decrease throughout the remainder of the reporting period.

The available data identify that overall earnings grew from an average of \$4,673 in the four quarters pre-service to an average of \$6,535 four quarters post-service: a \$1,862 average increase representing a 40% earnings gain. The available data for all cohorts report a continued increase in earnings from the last service quarter through the remainder of the post-service reporting period. Of interest is the increase in income across the six years post-services reported for the FY 2016 cohort. During the sixth year post-services, overall participant income doubled from \$4,603 (during the last quarter of service) to \$10,460, an average increase of \$5,857 for those participants represented in the data.

Prior to entering WERC-TC, 39.6% of participants overall had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. A year after leaving services, approximately 59% met the requirements for eligibility. Few participants (3.4% overall) filed a claim for UI benefits in the period examined, and the majority of these claims were filed during the early quarters of the pandemic (identified in the table with bold font).

Table 2. WERC-TC Participant Outcomes: FY 2016–FY 2022 Exitters

Cohort Outcome Measure		1 Year Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Year Post-Service	2 Years Post-Service	3 Years Post-Service	4 Years Post-Service	5 Years Post-Service	6 Years Post-Service	All Post-Service Qtrs
Number of Participants	FY 2016	872	872	872	872	872	872	872	872	872	
	FY 2017	715	715	715	715	715	715	715	715	266	
	FY 2018	660	660	660	660	660	660	660	236	.	
	FY 2019	521	521	521	521	521	521	166	.	.	
	FY 2020	553	553	553	553	553	284	.	.	.	
	FY 2021	360	360	360	360	172	.	.	.	.
	FY 2022	499	499	499	231	.	.	.	.	.
Overall		4,180	4,180	4,180	3,912	3,493	3,052	2,413	1,823	1,138	
Quarterly Employment:											
	FY 2016	45.8%	73.3%	70.0%	63.8%	61.2%	58.9%	51.4%	49.5%	50.0%	57.8%
	FY 2017	39.9%	69.4%	62.1%	60.3%	55.4%	49.2%	45.9%	46.2%	.	52.6%
	FY 2018	53.9%	66.7%	62.3%	60.0%	54.1%	49.6%	53.3%	.	.	55.5%
	FY 2019	50.6%	67.2%	65.3%	58.7%	57.6%	52.8%	.	.	.	58.4%
	FY 2020	50.6%	64.7%	59.1%	57.7%	58.4%	.	.	.	.	58.2%
	FY 2021	52.9%	59.2%	61.7%	61.4%	.	.	.	.	.	61.0%
	FY 2022	50.1%	66.5%	64.7%	.	.	.	.	.	.	65.1%
Overall		48.4%	67.7%	64.0%	60.9%	57.6%	53.4%	50.6%			56.7%
Average Qrtly Earnings:											
	FY 2016	\$4,574	\$4,603	\$5,773	\$6,041	\$6,691	\$7,320	\$8,051	\$9,204	\$10,460	\$7,467
	FY 2017	\$4,239	\$4,443	\$5,498	\$5,779	\$6,652	\$6,931	\$7,982	\$9,507	.	\$7,013
	FY 2018	\$4,522	\$4,322	\$5,562	\$6,090	\$7,137	\$8,391	\$9,233	.	.	\$7,342
	FY 2019	\$5,047	\$4,847	\$6,258	\$6,512	\$7,700	\$9,002	.	.	.	\$7,474
	FY 2020	\$4,631	\$4,899	\$6,375	\$7,174	\$8,407	.	.	.	.	\$7,649
	FY 2021	\$4,651	\$5,130	\$7,160	\$7,792	.	.	.	.	.	\$7,674
	FY 2022	\$5,212	\$5,770	\$7,478	.	.	.	.	.	.	\$7,813
Overall		\$4,673	\$4,776	\$6,151	\$6,535	\$7,282	\$7,966	\$8,508			\$7,393
Qualified for UI Benefits:											
	FY 2016	38.0%	42.0%	49.0%	62.5%	58.1%	56.2%	53.1%	47.8%	46.7%	53.3%
	FY 2017	34.0%	40.0%	58.6%	60.8%	54.7%	51.5%	44.5%	43.5%	.	51.4%
	FY 2018	42.2%	47.4%	52.6%	55.9%	54.6%	47.9%	46.4%	.	.	51.0%
	FY 2019	39.5%	43.6%	53.2%	60.5%	53.7%	53.0%	.	.	.	54.6%
	FY 2020	42.5%	46.8%	55.5%	55.2%	52.8%	.	.	.	.	53.9%
	FY 2021	45.2%	43.1%	45.6%	52.5%	.	.	.	.	.	49.9%
	FY 2022	41.2%	44.7%	51.1%	.	.	.	.	.	.	54.5%
Overall		39.8%	43.8%	52.5%	58.8%	55.0%	52.2%	48.4%			52.6%
Filed UI Claim:											
	FY 2016	2.9%	1.2%	2.9%	2.1%	2.0%	1.7%	8.3%	2.5%	0.7%	
	FY 2017	2.7%	2.0%	1.3%	2.4%	1.7%	9.2%	3.5%	0.7%	.	2.9%
	FY 2018	3.1%	1.4%	1.5%	1.5%	10.5%	5.2%	1.4%	.	.	2.9%
	FY 2019	2.9%	2.3%	4.6%	11.1%	3.7%	1.3%	.	.	.	3.7%
	FY 2020	2.3%	10.9%	10.1%	6.3%	2.2%	.	.	.	.	4.8%
	FY 2021	10.1%	5.0%	1.9%	2.2%	.	.	.	.	.	5.3%
	FY 2022	6.9%	2.0%	0.8%	.	.	.	.	.	.	1.7%
Overall		3.9%	3.2%	3.2%	3.8%	3.7%	4.0%	4.4%			0.8%

Source: WERC-TC participant records and Texas Workforce Commission UI earnings and claim records.

Note: WFSCA Career Centers had two participants with earnings in excess of \$25,000 for several quarters. These participants were removed from the above reported outcomes.

Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Participants were counted as employed if they were found in Texas UI earnings records. Those who were not found may be unemployed, employed outside of Texas, or employed in Texas in a position that is not UI-covered and reported to TWC. Post-service quarters with low cohort counts were not included in the outcomes figures. Bold font figures represent the time period when the pandemic began influencing outcomes.

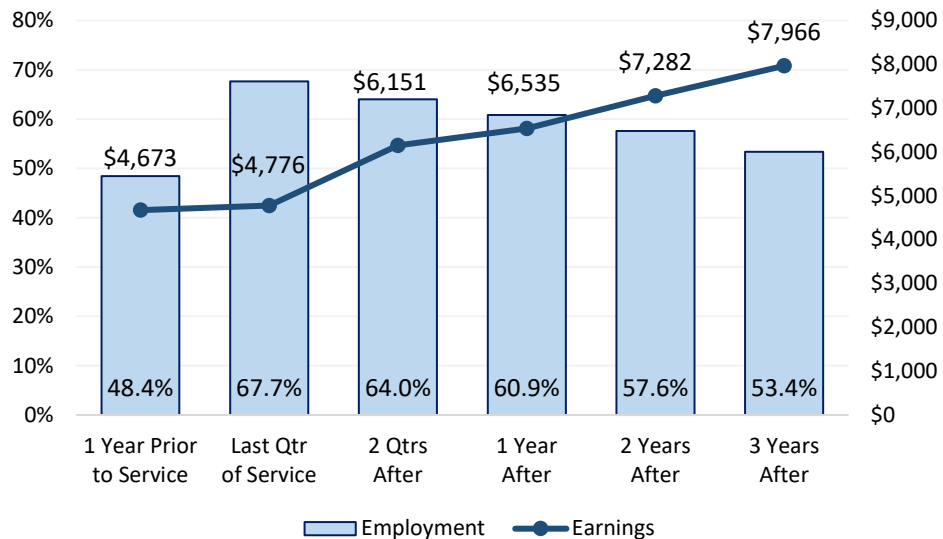
Table 3 illustrates the percentage increase in earnings between the identified time periods for all cohorts of WERC-TC exiters with sufficient numbers of exiters represented in the data. Earnings increased considerably between one year prior to entering services, and the first-year post-services: ranging from 29% to 67.5%. This initial increase in earnings is followed by varying increases across time for the majority of the cohort participants represented in the data.

**Table 3. WERC-TC Participant Earnings Outcomes Percentage Change Over Time:
FY 2016–FY 2022 Exiters**

WERC-TC Cohorts	Average Qrtly Earnings 1 Year Prior to Entering Services	1 Year Prior–1 Year Post-Services	1 Year Post–2 Year Post-Services	2 Year Post–3 Year Post-Services	3 Year Post–4 Year Post-Services	4 Year Post–5 Year Post-Services	5 Year Post–6 Year Post-Services
FY 2016	\$4,574	32.1%	10.8%	9.4%	10.0%	14.3%	13.6%
FY 2017	\$4,239	36.3%	15.1%	4.2%	15.2%	19.1%	
FY 2018	\$4,522	34.7%	17.2%	17.6%	10.0%		
FY 2019	\$5,047	29.0%	18.3%	16.9%			
FY 2020	\$4,631	54.9%	17.2%				
FY 2021	\$4,651	67.5%					
FY 2022	\$5,212	63.6%					

Figure 2 displays for all WERC-TC cohort exiters (FY 2016–FY 2022) the rate of employment, and the average earnings from one year prior to entering services to three years post-services, illustrating a trend of decreasing rates of employment accompanied by a steady increase in earnings for exiters appearing in the data.

**Figure 2. Average Employment and Earnings for WERC-TC Exiters: FY 2016–FY 2022
1 year prior to services through 3 years post-services**



The following two figures present the long-term employment and earnings outcomes for the FY 2016, FY 2017, and FY 2018 cohorts. These three participant cohorts have experienced enough post-service years to conduct an evaluation of employment and earnings outcomes over a longer period of time: from one year prior to seeking services through six-, five-, and four-years post-services, respectively.

Figure 3 illustrates the downward trend in employed exiters found in the data following the last service quarter. Between the last service quarter (when employment rates were at their highest) and one-year post-services, employment rates dropped by 6.7 to 9.5 percentage points. For these three cohorts, employment rates available in the data report a continued downward trend.

Figure 3. Average Employment for WERC-TC Exitters: FY 2016–FY 2018
1 year prior to services through 6 years post-services

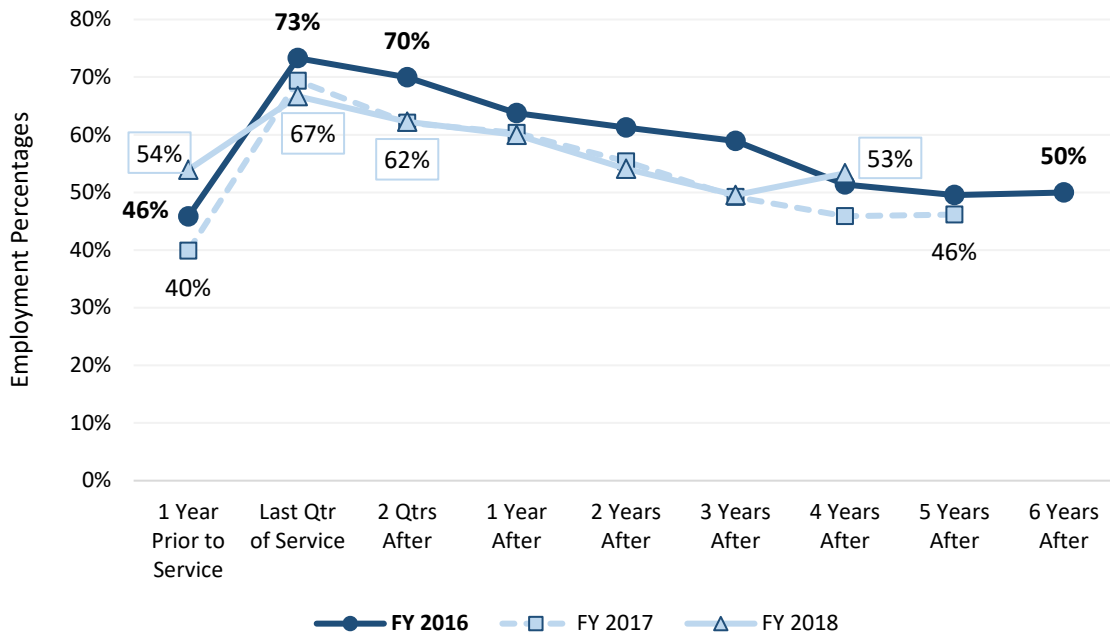
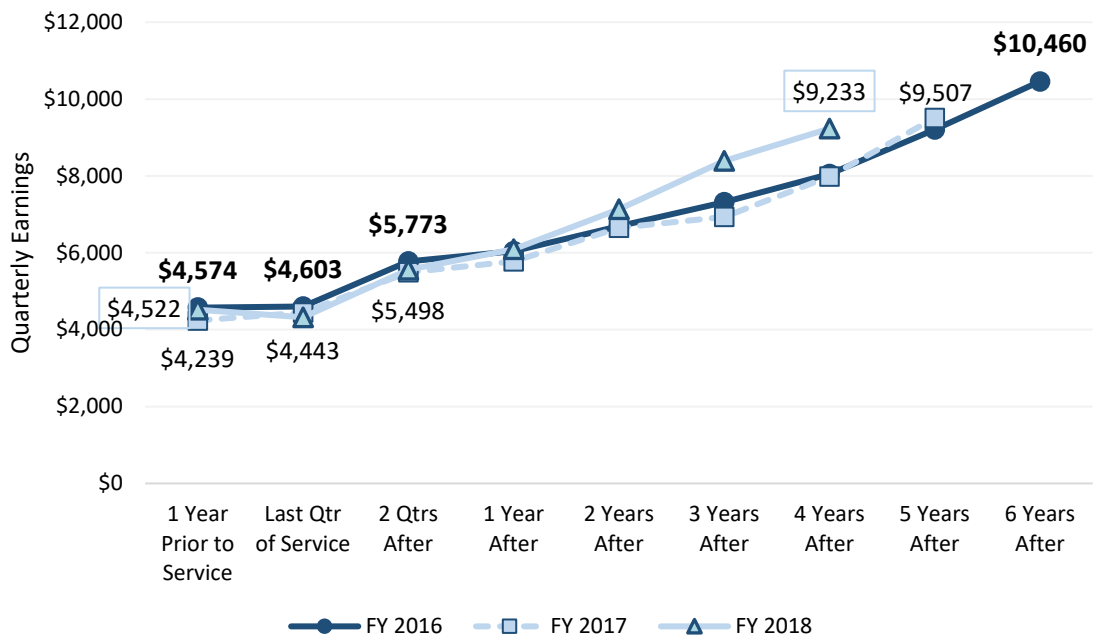


Figure 4 displays the increase in earnings for the FY 2016, FY 2017, and FY 2018 exitters found in the data. Of interest is the increase in reported income for FY 2016 exitters more than doubled between the last service quarter and six years post-services.

Figure 4. Average Earnings for WERC-TC Exitters: FY 2016–FY 2018
1 year prior to services through 6 years post-services



WERC-TC Outcomes Discussion

The reported pattern of decreasing employment for WERC-TC exiters during the time period following the initial pandemic restrictions is inconsistent with the general economic recovery experienced by the Austin MSA.⁸ Table 4 identifies the unemployment rates for the Austin MSA from 2019 through 2022. As expected, an increase in unemployment began in March of 2020, at the beginning of the pandemic. Although unemployment rates began a steady decline beginning in May 2020, the rates remained relatively high returning to pre-pandemic levels during the final months of 2021. However, WERC-TC participants found in the data reflect a continued decline in employment during the post pandemic economic recovery period.

Table 4. Austin-Round Rock-San Marcos MSA Unemployment Rates: 2019-2022

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2019	3.3	2.9	2.7	2.4	2.4	2.9	3.0	2.9	2.7	2.6	2.5	2.4
2020	2.7	2.6	4.1	11.2	10.5	8.9	8.0	6.3	5.9	5.0	5.0	4.9
2021	5.2	5.1	4.8	4.3	4.1	4.5	4.1	3.8	3.6	3.4	3.2	2.9
2022	3.4	3.2	2.8	2.6	2.7	3.1	3.0	2.9	2.8	2.8	2.8	2.6

Source: U.S. Bureau of Labor Statistics (bls.gov)

Note: The unemployment rate is the number of area residents without a job and looking for work divided by the total number of area residents in the labor force. The labor force is the number of people who are employed plus the unemployed who are looking for work ages 16 and older.

Bold font figure represents the time period when the pandemic began influencing outcomes.

The WERC-TC employment data may also reflect an increase in program exiters entering the gig economy. The Pew Research Center surveyed 10,348 U.S. adults in August 2021 to understand Americans' experiences earning money from online gig platforms. The research found that 16% of Americans have earned money through an online gig platform and 9% reported earning money through the online gig economy in the year prior to the survey (Aug. 2020–Aug. 2021). The study also revealed that lower-income Americans are more likely than those with higher earnings to use these sites or apps. In addition, similar to the findings discussed earlier in this report by the Upjohn Institute, individuals who identify as Hispanic, and those ages 18-29 are more likely than other race/ethnic and age groups to earn money using online gig platforms (Anderson, et. al., 2021).

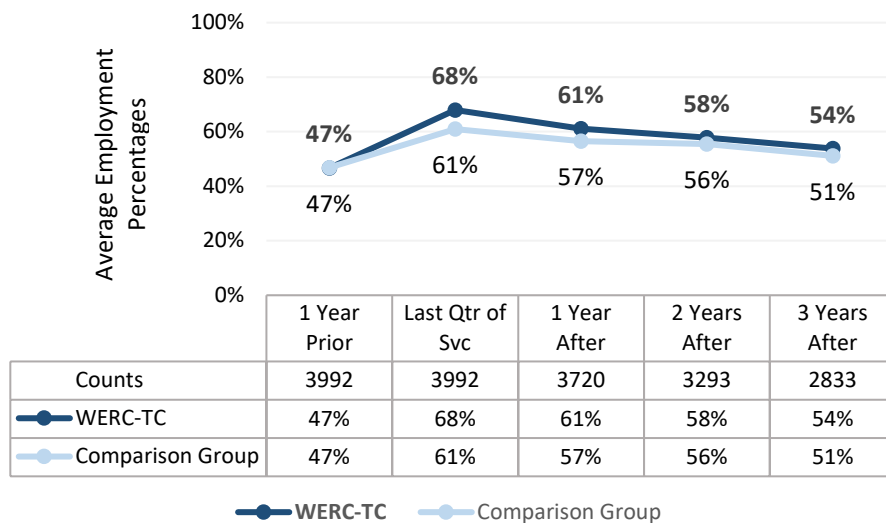
⁸ Austin–Round Rock–San Marcos metropolitan statistical area (MSA) includes Travis, Hays, Williamson, Bastrop, and Caldwell counties

Program Impacts

The following figures present findings from the impacts analysis comparing the outcomes of 3,632 WERC-TC FY 2016–FY 2022 exiters to the outcomes of a matched comparison group. Impact measures include only those exiters for whom adequate matching could be performed.

Figure 5 and Figure 6 illustrate outcomes from 4 quarters prior to receiving services up to 12 quarters post-services. In Figure 4, the impact of participation in WERC-TC is examined by looking at participants’ employment over time in relation to the comparison group’s employment. The analysis shows that WERC-TC participant employment rates outpaced the comparison group members by 7 percentage points during the last service quarter followed by a decline in employment rates for both groups. During the second and third year following services, employment rates were approximately the same for both participants and the comparison group.

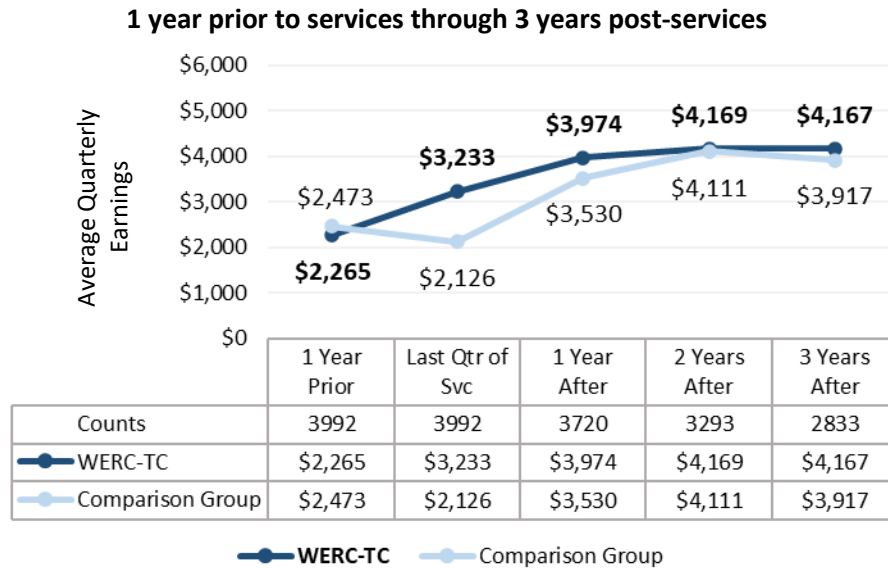
**Figure 5. Employment Rates Over Time, WERC-TC Participants vs. Comparison Group: FY 2016-2022
1 year prior to services through 3 years post-services**



In Figure 6, the impact of participation in WERC-TC is examined by looking at participants’ earnings over time, regardless of employment status (i.e., unconditional earnings), in relation to the comparison group’s unconditional earnings. The analysis shows that WERC-TC participants’ earnings outpaced the comparison group by slightly more than \$1,100 during the last service quarter. Following the last service quarter, both groups experienced a steady increase in earnings with WERC-TC

participants' earnings nearly matching the comparison group's earnings during the second year post services. WERC-TC participants' earnings slightly outpaced the comparison group's earnings during the third year post-services.

Figure 6. Unconditional Earnings Over Time, WERC-TC Participants vs. Comparison Group: FY 2016-2022



Both figures 5 and 6 report on short-term impacts for all 3,992 exiters matched to a comparison group member up to twelve quarters post-services. Table 5 below reports impacts for all 3,992 exiters as well. However, Table 5 includes all post-service quarters (up to 20 post-service quarters). Table 5 identifies that across post-service quarters for all matched exiters, participation in WERC-TC programs had a statistically significant positive impact on three of the four measures of interest: a statistically significant positive .001 impact was associated with employment, conditional earnings, and qualifying for UI benefits.

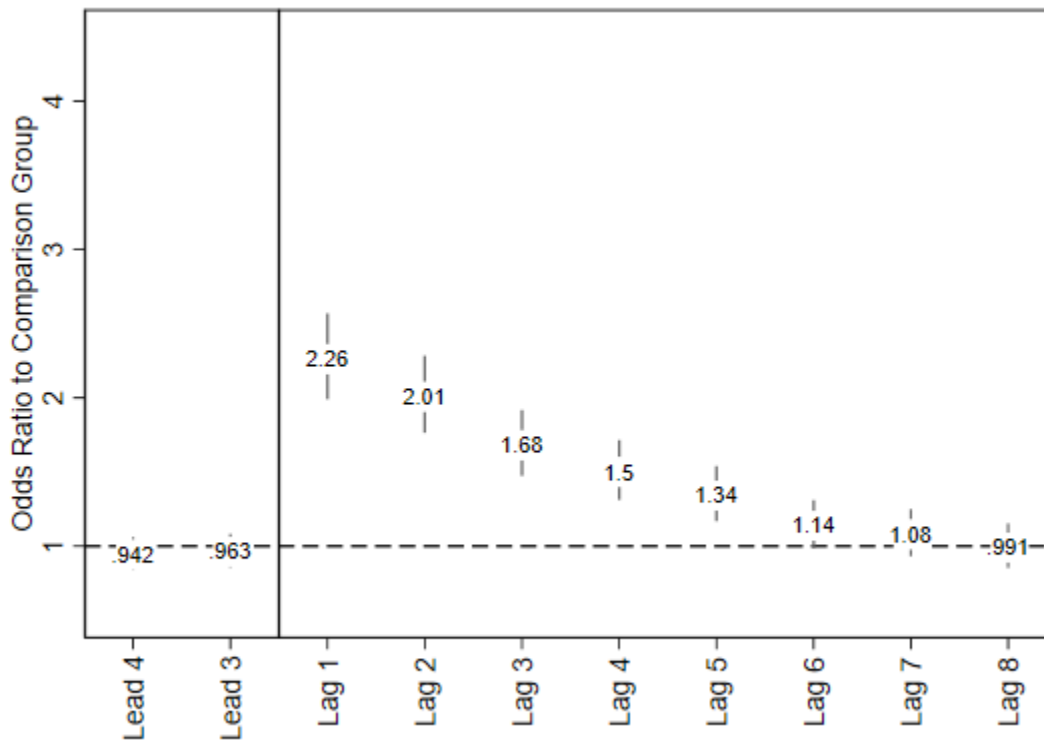
Table 5. WERC-TC Quarterly Impacts: FY 2016–FY 2022 (n=3,992)

Impact measure	All Qtrs Post-service: Comparison Group	All Qtrs Post-service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	53.9%	58.0%	4.1%	4.5%***
Average Quarterly Earnings	\$6,019	\$6,307	\$288	\$488***
Qualified for UI Benefits	44.5%	47.2%	2.7%	4.0%***
Filed UI Claim	2.8%	3.2%	0.4%	0.2%

Note: ***=significant at p<.001; **=significant at p<.01; *= significant at p<.05

The WERC-TC employment model visualized in Figure 7 finds that WERC-TC participants are significantly more likely to be employed than their counterparts in the comparison group for six quarters after treatment. In the first and second quarters after treatment (Lag 1 and Lag 2) WERC-TC participants are 2.26 times and 2.01 times as likely to be employed, respectively. The insignificant coefficients for Lead 4 and Lead 3 provide evidence of the robustness of these and previous impact measures by demonstrating pre-treatment parallel trends between the treatment and comparison groups. The result in Figure 7 corroborates that of the impact table in direction and significance.

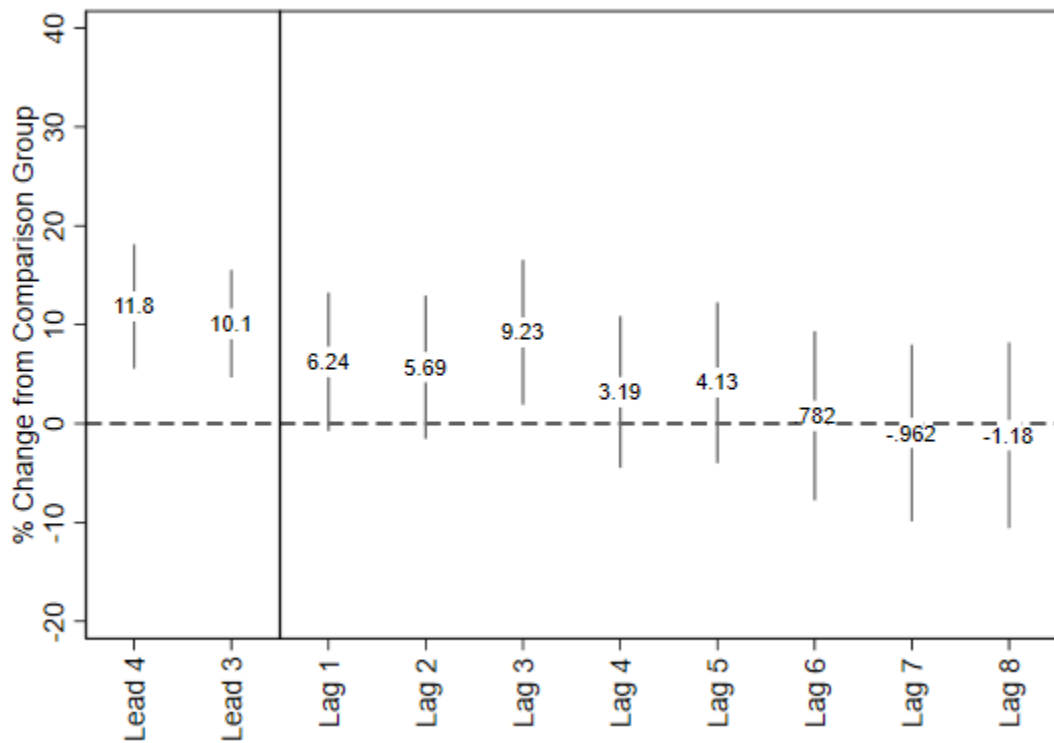
**Figure 7. Quarterly Employment Rate Impact, WERC-TC: FY 2016-2021
4 quarters prior to services through 8 quarters post-services, n = 5,560 (Total)**



Note: Coefficients are odds ratios to comparison group. Interpret as: “participants are X.X times as likely to be employed as comparison group for given quarter.”

The WERC-TC conditional earnings (non-zero wages among the working) model visualized in Figure 8 finds that WERC-TC participants are significantly more likely to earn more than those in the matched comparison group in only one of eight quarters (Lag 3); although, all of the coefficients in the first six post-treatment quarters (Lag1 – Lag 6) are positive in direction. It is worth noting that the WERC-TC participant sample is the only group of participants for whom the matched sample does not satisfy the pre-treatment parallel trends assessment, as Lead 4 and Lead 3 are significantly different from zero. This indicates that the WERC-TC participants had a trend over time during the pre-treatment time period that was distinct from their matched sample. One explanation for the non-parallel trends could be the high ratio of judicially involved participants who we expect to be more difficult to match.

Figure 8. Quarterly Earnings Impact, WERC-TC: FY 2016-2021
4 quarters prior to services through 8 quarters post-services, n = 6,972 (Total)



Note: Coefficients are percent change from comparison group. Interpret as “participants earn X.X percent more than comparison group for given quarter.”

WERC-TC SUBGROUP ANALYSIS: NON-JUDICIALLY INVOLVED AND JUDICIALLY INVOLVED

The following analysis reports on outcomes and impacts for the 4,180 WERC-TC participants who exited the program in FY 2016–FY 2022 identified in the data as non-judicially involved or judicially involved: 2,666 and 1,514 participants respectively. Judicially involved participants represent 36.2% of all WERC-TC exiters. This section is organized to present outcomes for both groups followed by program impacts for both groups.

Participant Outcomes

The outcomes evaluation examines participants' labor market experiences prior to entering the program, and then tracks their labor market outcomes following program exit up to the sixth-year post-service for those for whom data were available.

Participant Outcomes: Participants identified as non-judicially involved

Table 6 provides an overview of labor market outcomes for 2,666 non-judicially involved WERC-TC participants who exited services (completed or dropped out) from FY 2016–FY 2022. Overall, in the four quarters prior to entering the program, 54.6% were employed in a UI-covered job in Texas. Average quarterly employment grew to 67.3% during the exit quarter and decreased by 8.1 percentage points second year post-service (59.2%). The data represent an average 4.6 percentage point gain in employment between the year prior to services, and three years post-service. Overall, for those cohort participants for whom data are available, quarterly employment continued to decrease throughout the reporting period.

The available data identify that earnings grew from an average of \$4,997 in the four quarters prior to service to an average of \$8,124 three years post-service: a \$3,127 average increase representing a 63% earnings gain. The available data for all cohorts report a continued increase in earnings from the last service quarter throughout the reporting period.

Prior to entering WERC-TC, 45% of participants overall had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. Three years after leaving training, approximately 57.9% met the requirements for eligibility. The overall rate for filing a claim for UI benefits of 3.4% was influenced by the higher than typical rates of UI benefit claims during the first year of the pandemic.

Table 6. WERC-TC Participant Outcomes Exiters Reporting No Judicial Involvement: FY 2016–FY 2022

Cohort Outcome Measure	1 Year Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Year Post-Service	2 Years Post-Service	3 Years Post-Service	4 Years Post-Service	5 Years Post-Service	6 Years Post-Service	All Post-Service Qtrs
Number of Participants:										
FY 2016	689	689	689	689	689	689	689	689	689	
FY 2017	251	251	251	251	251	251	251	251	64	
FY 2018	443	443	443	443	443	443	443	152	.	
FY 2019	335	335	335	335	335	335	100	.	.	
FY 2020	333	333	333	333	333	150	.	.	.	
FY 2021	280	280	280	280	128	.	.	.	.
FY 2022	335	335	335	145	.	.	.	.	.
Overall	2,666	2,666	2,666	2,476	2,179	1,868	1,483	1,092	753	
Quarterly Employment:										
FY 2016	54.2%	73.2%	73.2%	67.9%	65.6%	62.8%	56.3%	52.8%	54.9%	61.9%
FY 2017	53.7%	69.3%	68.5%	70.5%	66.5%	59.0%	56.6%	57.8%	.	62.9%
FY 2018	56.2%	68.9%	64.8%	62.8%	58.0%	56.2%	57.1%	.	.	59.4%
FY 2019	53.8%	67.2%	66.6%	61.8%	60.0%	54.3%	.	.	.	60.6%
FY 2020	56.2%	62.2%	59.2%	58.6%	59.5%	.	.	.	.	59.5%
FY 2021	54.5%	57.5%	59.6%	62.1%	.	.	.	.	.	60.9%
FY 2022	53.0%	65.1%	65.1%	.	.	.	.	.	.	66.7%
Overall	54.6%	67.3%	66.3%	64.7%	62.1%	59.2%	56.8%	54.2%	55.0%	61.3%
Average Qrtly Earnings:										
FY 2016	\$4,705	\$4,912	\$5,873	\$5,996	\$6,667	\$7,248	\$8,189	\$9,504	\$10,352	\$7,522
FY 2017	\$5,004	\$4,789	\$6,018	\$6,439	\$7,254	\$7,550	\$8,391	\$10,461	.	\$7,617
FY 2018	\$4,976	\$4,626	\$5,888	\$6,256	\$7,520	\$8,615	\$9,702	.	.	\$7,706
FY 2019	\$5,549	\$5,194	\$6,557	\$6,717	\$8,067	\$9,329	.	.	.	\$7,843
FY 2020	\$4,920	\$5,080	\$6,536	\$7,363	\$8,421	.	.	.	.	\$7,715
FY 2021	\$4,651	\$5,099	\$7,315	\$7,902	.	.	.	.	.	\$7,861
FY 2022	\$5,450	\$5,433	\$7,204	.	.	.	.	.	.	\$7,866
Overall	\$4,997	\$4,986	\$6,350	\$6,766	\$7,497	\$8,124	\$8,896	\$9,894	\$10,190	\$7,654
Qualified for UI Benefits:										
FY 2016	43.9%	49.6%	56.0%	66.5%	63.3%	61.0%	57.8%	52.5%	50.2%	58.2%
FY 2017	44.6%	52.6%	62.2%	64.9%	68.1%	63.8%	55.0%	54.6%	.	60.8%
FY 2018	43.1%	50.3%	55.3%	60.7%	58.9%	53.3%	52.1%	.	.	55.5%
FY 2019	42.2%	47.2%	54.6%	61.8%	58.2%	56.1%	.	.	.	57.3%
FY 2020	48.8%	51.1%	55.6%	55.6%	56.2%	.	.	.	.	55.3%
FY 2021	47.6%	44.3%	45.0%	51.8%	.	.	.	.	.	49.9%
FY 2022	46.9%	46.0%	49.6%	.	.	.	.	.	.	53.8%
Overall	45.0%	48.9%	54.3%	61.4%	60.7%	57.9%	55.2%	52.3%	49.9%	57.0%
Filed UI Claim:										
FY 2016	3.7%	1.5%	3.5%	2.2%	2.3%	2.0%	8.3%	2.8%	0.9%	3.1%
FY 2017	3.5%	2.8%	1.2%	3.6%	2.8%	10.8%	6.0%	0.4%	.	4.0%
FY 2018	3.2%	1.4%	1.1%	0.9%	10.2%	4.3%	1.6%	.	.	3.4%
FY 2019	3.1%	2.4%	3.0%	12.5%	3.9%	1.2%	.	.	.	4.8%
FY 2020	2.3%	9.6%	8.7%	4.2%	1.2%	.	.	.	.	4.1%
FY 2021	10.7%	5.0%	1.4%	2.1%	.	.	.	.	.	1.5%
FY 2022	7.2%	1.8%	0.6%	.	.	.	.	.	.	0.8%
Overall	4.5%	3.1%	2.9%	3.7%	3.9%	3.4%	5.3%	1.8%	0.8%	3.4%

Source: WERC-TC participant records and Texas Workforce Commission UI earnings and claim records.

Note: Post-service quarters with low cohort counts were not included in the outcomes figures.

Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Participants were counted as employed if they were found in Texas UI earnings records. Those who were not found may be unemployed, employed outside of Texas, or employed in Texas in a position that is not UI-covered and reported to TWC.

Bold font figures represent the time period when the pandemic began influencing outcomes.

Participant Outcomes: Participants Identified as Judicially Involved

Table 7 provides an overview of labor market outcomes for 1,514 WERC-TC participants who exited services (completed or dropped out) from FY 2016–FY 2022 identified in the data as judicially involved. During the four quarters prior to entering the program, overall, 37.7% were employed in a UI-covered job in Texas. Average quarterly employment grew to just over 68.3% during the exit quarter, and decreased by just under 24 percentage points three years post-service (44.4%). Overall, the data represent an average 6.5 percentage point gain in employment between the year prior to services and three years post-service. For those cohort participants for whom data are available, quarterly employment rates continued to decrease throughout the reporting period.

The available data identify that earnings grew from an average of \$3,848 in the four quarters pre-service to an average of \$7,633 three years post-service: a \$3,785 average increase. The available data for all cohorts report a continued increase in earnings throughout the sixth year post-services.

Prior to entering WERC-TC, 30.5% of participants overall had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. A year after leaving services, 54.5% overall met the requirements for eligibility. The overall rates for filing a claim for UI benefits ranged from 1% to 4.9% over the study period. The quarters with the higher than typical rates of UI benefit claims occurred during the first year of the pandemic.

Table 7. WERC-TC Participant Outcomes Exiters Reporting Judicial Involvement: FY 2016–FY 2022

Cohort Outcome Measure		1 Year Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Year Post-Service	2 Years Post-Service	3 Years Post-Service	4 Years Post-Service	5 Years Post-Service	6 Years Post-Service	All Post-Service Qtrs
Number of Participants:	FY 2016	183	183	183	183	183	183	183	183	183	
	FY 2017	464	464	464	464	464	464	464	464	202	
	FY 2018	217	217	217	217	217	217	217	84	.	
	FY 2019	186	186	186	186	186	186	66	.	.	
	FY 2020	220	220	220	220	220	134	.	.	.	
	FY 2021	80	80	80	80	44	.	.	.	.
	FY 2022	164	164	164	86	.	.	.	.	.
Overall		1,514	1,514	1,514	1,436	1,314	1,184	930	731	385	
Quarterly Employment:											
	FY 2016	14.3%	73.8%	57.9%	48.1%	44.8%	44.3%	32.8%	37.2%	31.7%	42.4%
	FY 2017	32.4%	69.4%	58.6%	54.7%	49.4%	44.0%	40.1%	39.9%	.	47.2%
	FY 2018	49.3%	62.2%	57.1%	54.4%	46.1%	35.9%	45.6%	.	.	47.6%
	FY 2019	44.9%	67.2%	62.9%	53.2%	53.2%	50.0%	.	.	.	54.7%
	FY 2020	42.2%	68.6%	59.1%	56.4%	56.8%	.	.	.	.	56.2%
	FY 2021	47.2%	65.0%	68.8%	58.8%	.	.	.	.	.	61.3%
	FY 2022	44.2%	69.5%	64.0%	.	.	.	.	.	.	62.0%
Overall		37.7%	68.3%	60.0%	54.3%	50.1%	44.2%	40.9%	39.7%	35.3%	49.1%
Average Qrtly Earnings:											
	FY 2016	\$2,705	\$3,451	\$5,295	\$6,279	\$6,822	\$7,706	\$7,159	\$7,601	\$11,162	\$7,166
	FY 2017	\$3,554	\$4,257	\$5,168	\$5,320	\$6,214	\$6,481	\$7,670	\$8,759	.	\$6,590
	FY 2018	\$3,467	\$3,635	\$4,807	\$5,699	\$6,151	\$7,679	\$8,035	.	.	\$6,422
	FY 2019	\$3,963	\$4,224	\$5,687	\$6,082	\$6,957	\$8,361	.	.	.	\$6,746
	FY 2020	\$4,049	\$4,652	\$6,129	\$6,876	\$8,385	.	.	.	.	\$7,549
	FY 2021	\$4,651	\$5,228	\$6,687	\$7,383	.	.	.	.	.	\$7,049
	FY 2022	\$4,628	\$6,413	\$8,045	.	.	.	.	.	.	\$7,705
Overall		\$3,848	\$4,411	\$5,762	\$6,061	\$6,840	\$7,633	\$7,649	\$8,378	\$10,127	\$6,848
Qualified for UI Benefits:											
	FY 2016	15.6%	13.1%	22.4%	47.5%	38.8%	38.3%	35.5%	30.1%	33.3%	35.1%
	FY 2017	28.2%	33.2%	56.7%	58.6%	47.4%	44.8%	38.8%	37.5%	.	46.4%
	FY 2018	40.3%	41.5%	47.0%	46.1%	45.6%	36.9%	34.6%	.	.	41.8%
	FY 2019	34.7%	37.1%	50.5%	58.1%	45.7%	47.3%	.	.	.	49.8%
	FY 2020	33.0%	40.5%	55.5%	54.6%	47.7%	.	.	.	.	51.9%
	FY 2021	36.9%	38.8%	47.5%	55.0%	.	.	.	.	.	50.0%
	FY 2022	29.7%	42.1%	54.3%	.	.	.	.	.	.	56.0%
Overall		30.5%	34.7%	49.5%	54.5%	45.7%	43.2%	37.4%	35.7%	33.5%	45.1%
Filed UI Claim:											
	FY 2016	0.1%	0.0%	0.6%	1.6%	0.6%	0.6%	8.2%	1.6%	0.0%	1.9%
	FY 2017	2.3%	1.5%	1.3%	1.7%	1.1%	8.4%	2.2%	0.9%	.	2.4%
	FY 2018	3.0%	1.4%	2.3%	2.8%	11.1%	6.9%	0.9%	.	.	4.5%
	FY 2019	2.4%	2.2%	7.5%	8.6%	3.2%	1.6%	.	.	.	4.9%
	FY 2020	2.3%	12.7%	12.3%	9.6%	3.6%	.	.	.	.	7.1%
	FY 2021	8.1%	5.0%	3.8%	2.5%	.	.	.	.	.	2.5%
	FY 2022	6.3%	2.4%	1.2%	.	.	.	.	.	.	0.8%
Overall		2.9%	3.3%	3.8%	3.9%	3.4%	4.9%	3.0%	1.0%	0.0%	3.4%

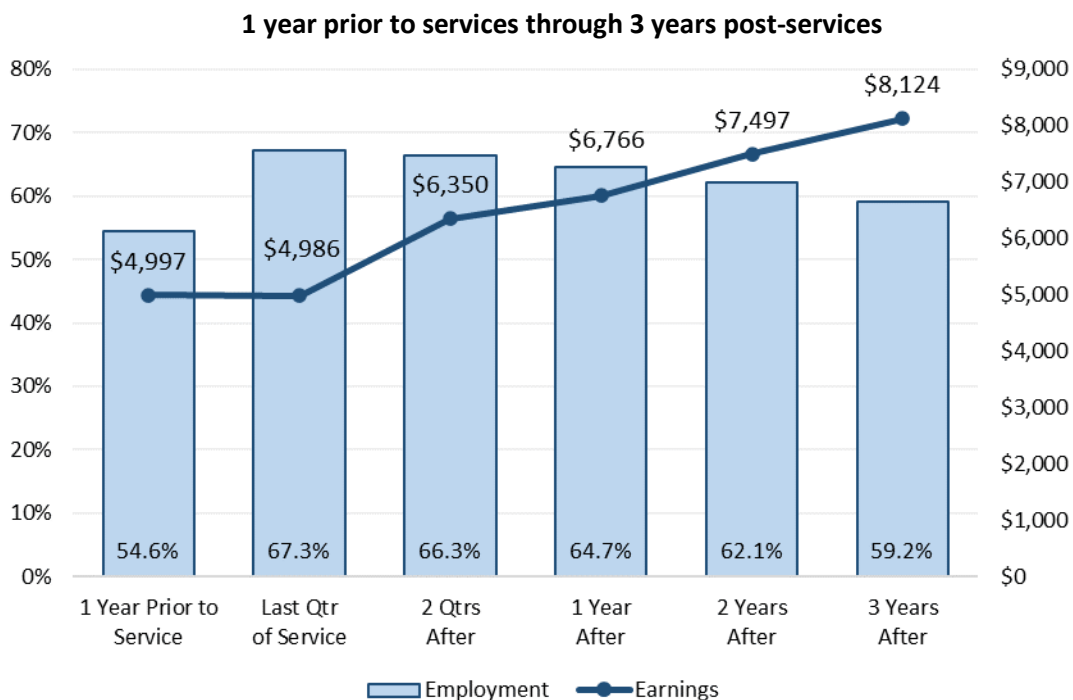
Source: WERC-TC participant records and Texas Workforce Commission UI earnings and claim records.

Note: Post-service quarters with low cohort counts were not included in the outcomes figures.

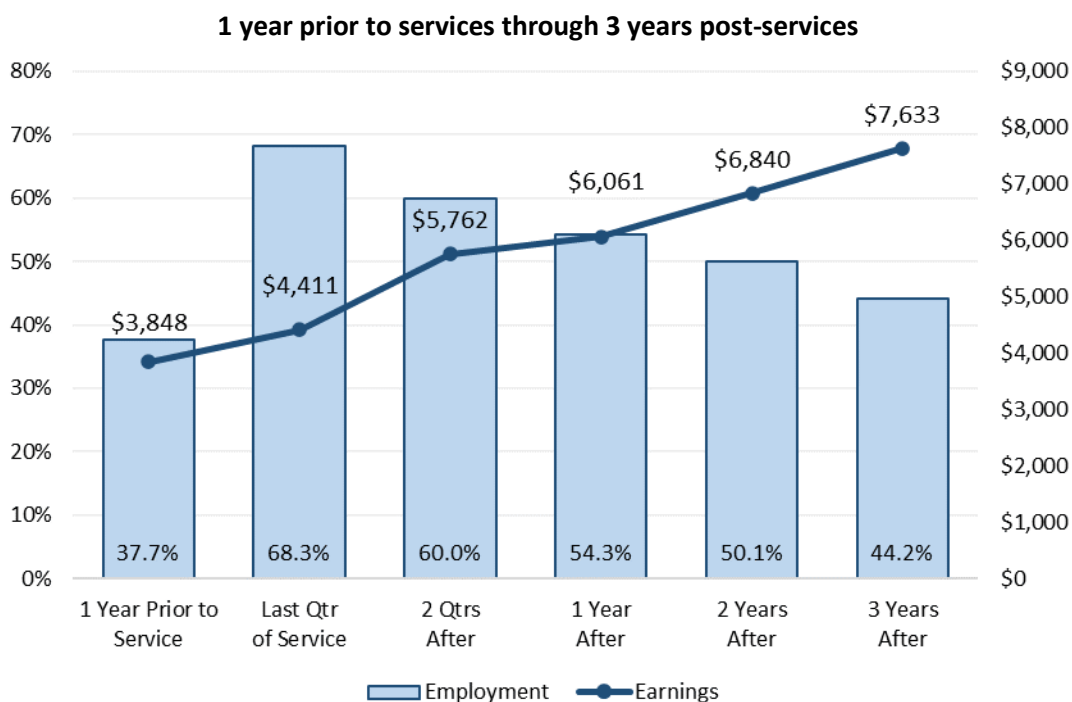
Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Participants were counted as employed if they were found in Texas UI earnings records. Those who were not found may be unemployed, employed outside of Texas, or employed in Texas in a position that is not UI-covered and reported to TWC. Bold font figures represent the time period when the pandemic began influencing outcomes. Bold font figures represent the time period when the pandemic began influencing outcomes.

Figures 9 and 10 display the rate of employment and the average earnings for all cohorts (FY 2016–FY 2022) from one year prior to entering services through three years post-services for the two groups of interest. The figures illustrate a trend of decreasing employment and a steady increase in earnings for both groups. The employment data present intriguing differences for the two groups in the rates of employment between the last service quarter and two quarters post-services. For the non-judicially involved exiters, the percentage point decrease in the rate of employment within this time period is 1.2 percentage points, in contrast to the 8.7 percentage point decrease in employment reported for judicially involved exiters.

**Figure 9. Average Employment and Earnings for WERC-TC Exiters, No Judicial Involvement:
FY 2016–FY 2022**



**Figure 10. Average Employment and Earnings for WERC-TC Exiters, Judicial Involvement:
FY 2016–FY 2022**



To further illustrate the differences in employment outcomes between the two groups, Figures 11, 12, and 13 compare the long-term employment outcomes for the FY 2016, FY 2017, and FY 2018 cohorts. Employment gains were nearly matched for the two groups during the last service quarter. During the second quarter post services the two groups diverged with the judicially involved experiencing a greater decrease in employment rates over time compared to the non-judicially involved exiters.

The gap in employment rates between the non-judicially involved and judicially involved decreased across cohorts. The gap between employment rates for the two groups is largest for the FY 2016 cohort ranging from a 15.2 percentage point difference in the second quarter post-services to a 23.5 percentage point difference reported for four years post-services. In contrast, the FY 2018 cohort data reports a narrower gap between the two groups, as low as a 7.7 percentage point difference in the second quarter post services to a 20.3 percentage point difference in the third year post services.

Figures 14, 15, and 16 compare the long-term earnings outcomes for the FY 2016, FY 2017, and FY 2018 cohorts. The data report higher earnings for the non-judicially involved compared to the judicially involved for most post-service periods examined.

Figure 12. WERC-TC Non-judicially and Judicially Involved Employment Outcomes: FY 2016
1 year prior to services through 6 years post-services

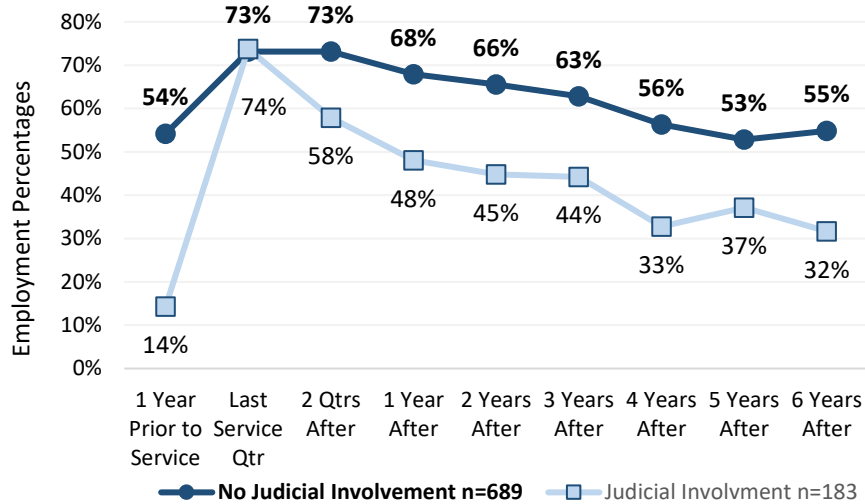


Figure 11. WERC-TC Non-judicially and Judicially Involved Employment Outcomes: FY 2017
1 year prior to services through 5 years post-services

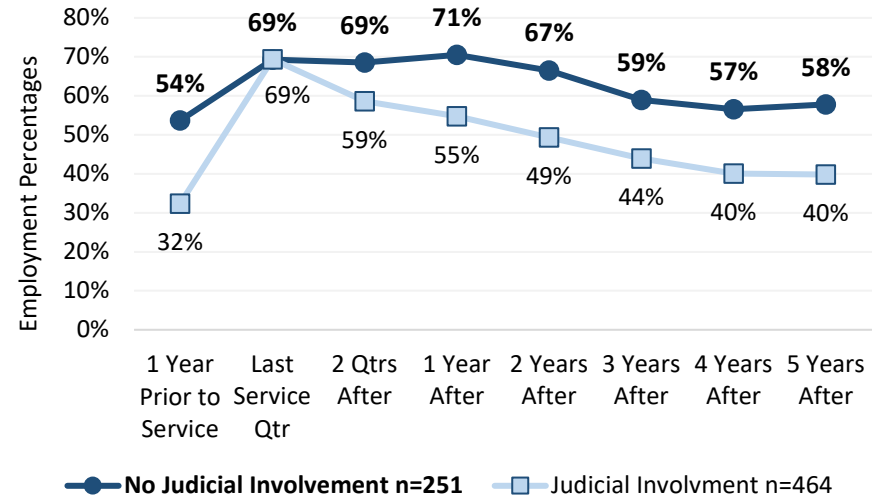


Figure 13. WERC-TC Non-judicially and Judicially Involved Earnings Outcomes: FY 2018
1 year prior to services through 4 years post-services

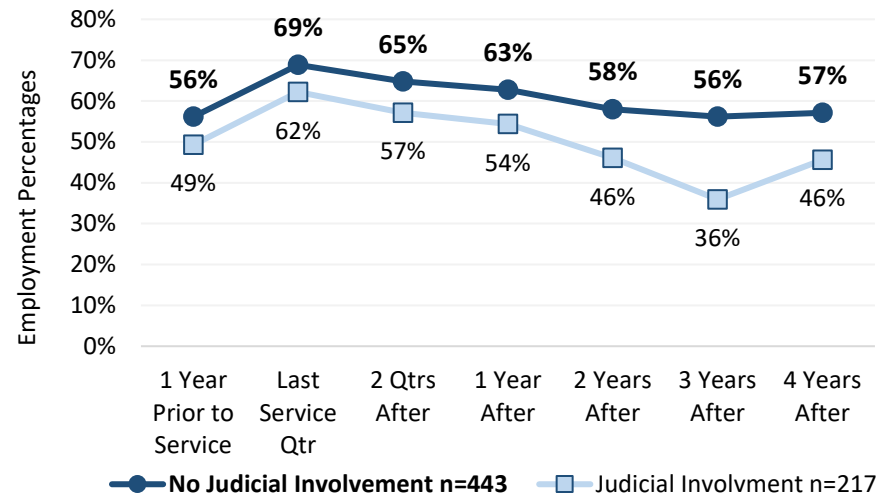


Figure 15. WERC-TC Non-judicially and Judicially Involved Earnings Outcomes: FY 2016
1 year prior to services through 6 years post-services

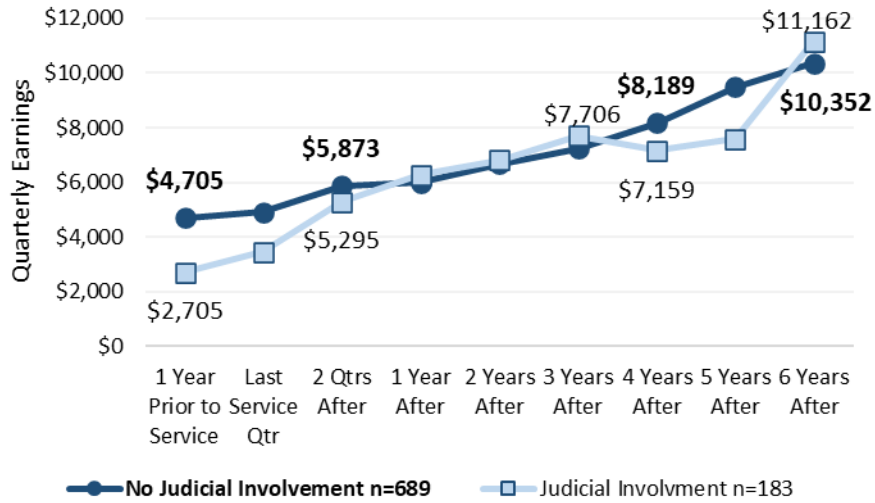


Figure 14. WERC-TC Non-judicially and Judicially Involved Earnings Outcomes: FY 2017
1 year prior to services through 5 years post-services

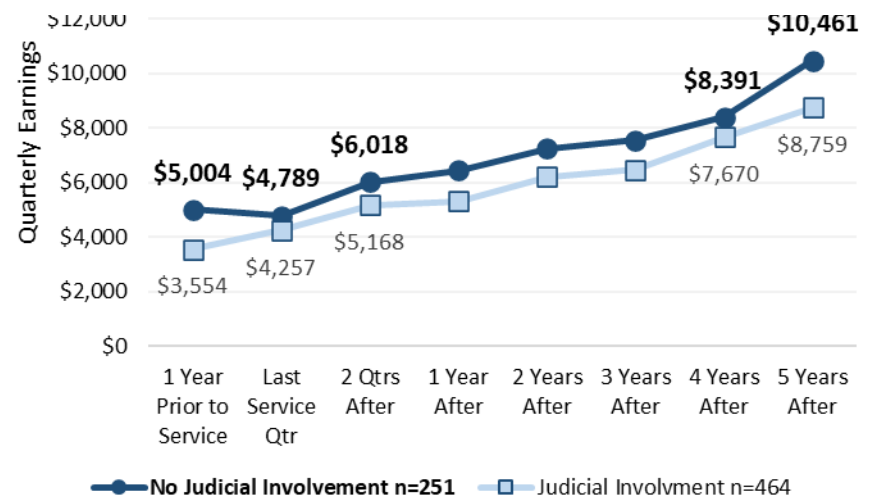


Figure 16. WERC-TC Non-judicially and Judicially Involved Earnings Outcomes: FY 2018
1 year prior to services through 4 years post-services

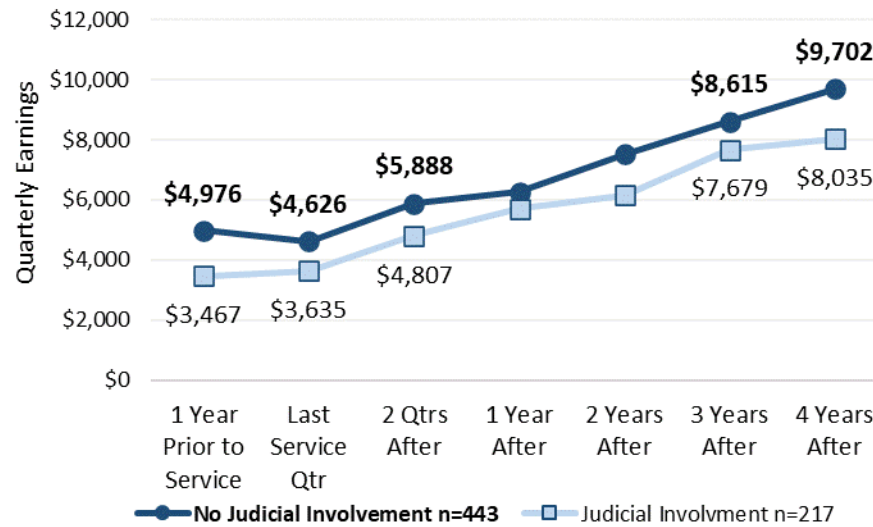


Figure 17 reports the differences in employment rates by gender for the non-judicially involved compared to the judicially involved. The highest rates of employment are reported for the non-judicially involved females and the lowest employment rates are reported for the judicially involved males.

Figure 17. WERC-TC Non-judicially and Judicially Involved Employment Rates by Gender

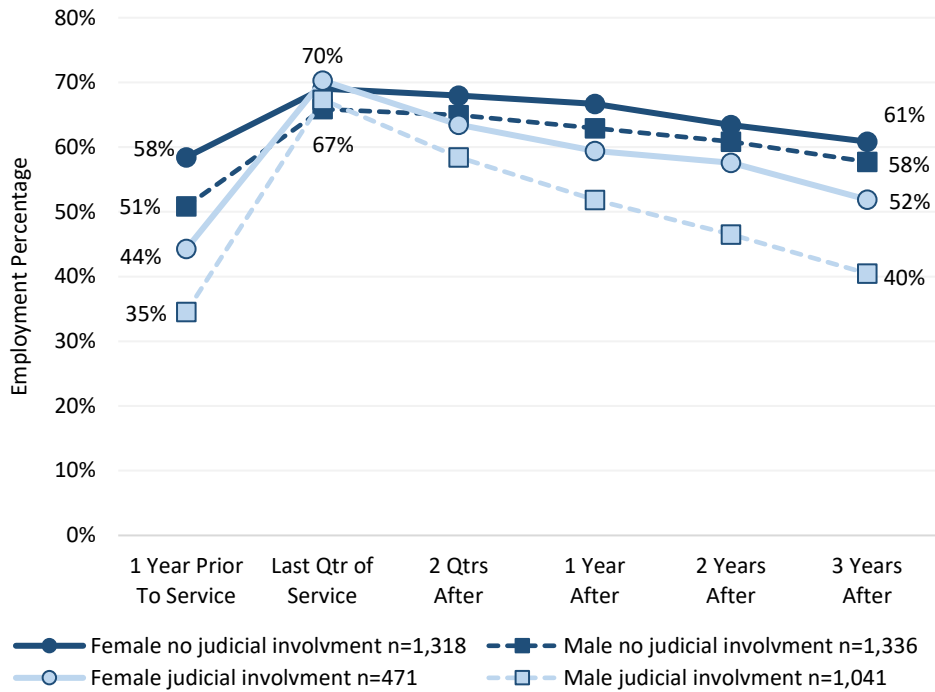


Figure 18 reports the differences in earnings outcomes by gender for the non-judicially involved compared to the judicially involved. Although all groups experienced an increase in earnings following the last service quarter, males with no reported judicial involvement have the highest earnings compared to the judicially involved females who experience the lowest earnings across the period examined. The earnings gap for these two groups one year prior to entering services is \$1,880. At three years post-services, the earnings gap between these two groups increased to \$2,689. In addition, males reporting judicial involvement have earnings slightly less than earnings of non-judicially involved females during the year prior to entering services, however, by the third year post-services, the earnings of males reporting judicial involvement outpace the earnings of women without judicial involvement.

Figure 18. WERC-TC Non-judicially and Judicially Involved Earnings Outcomes by Gender

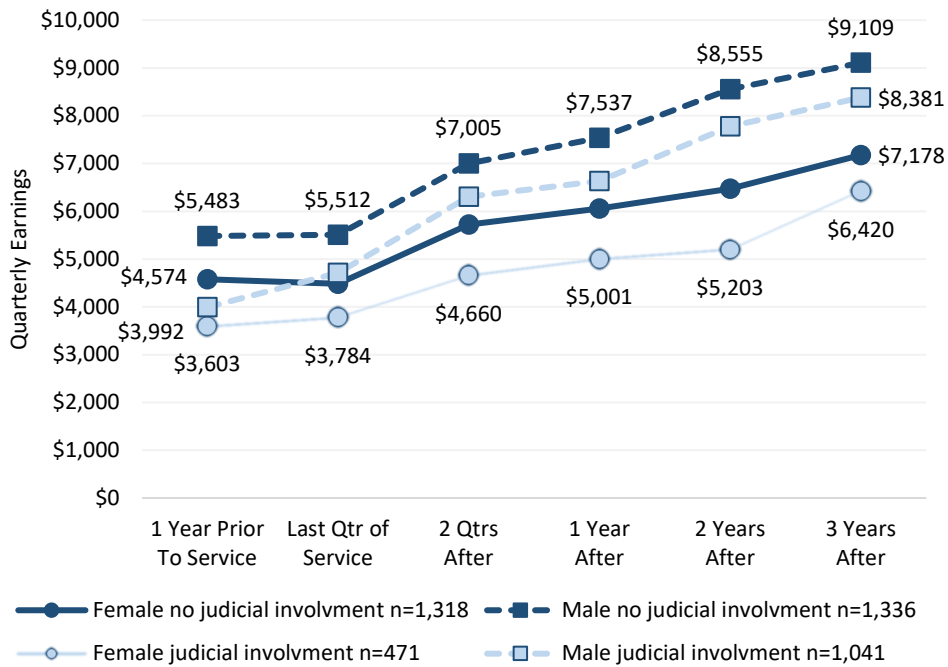


Figure 19 illustrates differences in average employment rates for the two groups by race/ethnicity at one year prior to receiving services and at three years post-services. Across the racial/ethnic groups included in the figure, the non-judicially involved (non-bold percentages) experienced higher rates of employment compared to the judicially involved (bold and bordered percentages).

Figure 19. WERC-TC Non-judicially and Judicially Involved Average Employment Rates by Race/Ethnicity: 1 year prior to services & 3 years post-services

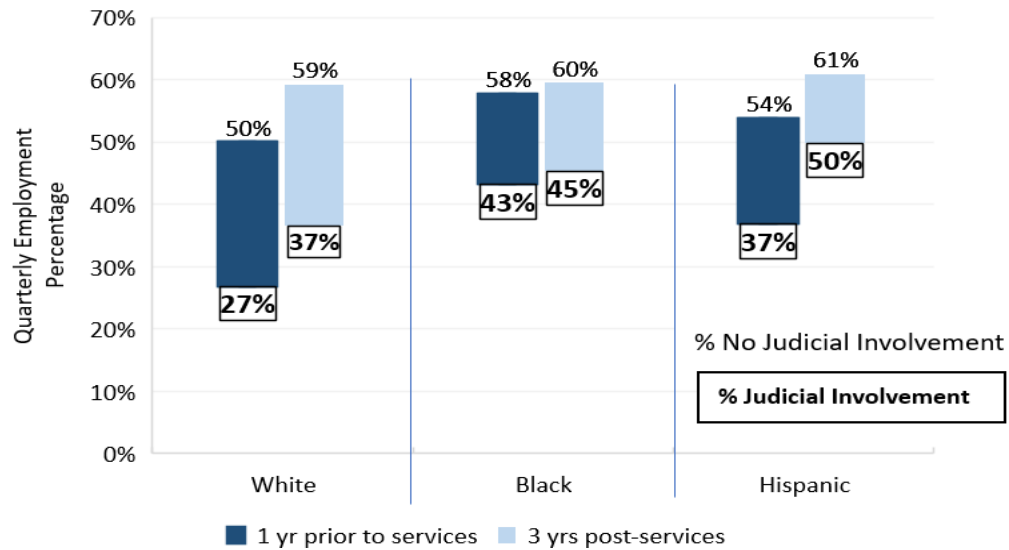
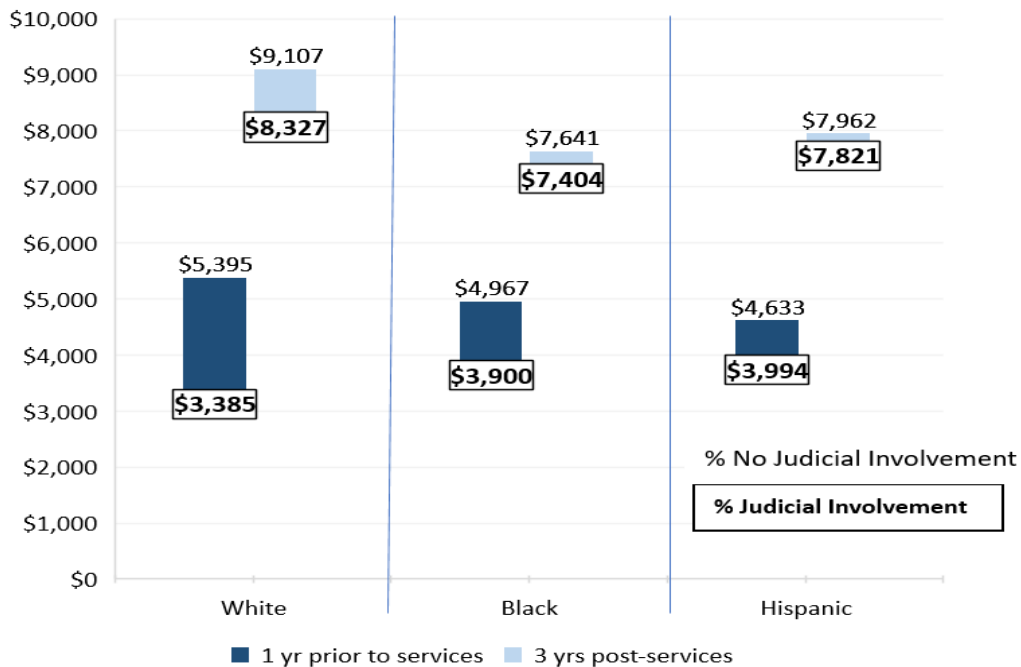


Figure 20 represents a comparison of average quarterly earnings by race/ethnicity for the two groups one year prior to services and three years post-services. The earnings gap between the judicially involved and non-judicially involved decreased over time.

Figure 20. WERC-TC Non-judicially and Judicially Involved Average Earnings Outcomes by Race: 1 year prior to services & 3 years post-services



Discussion of Outcomes: Non-judicially Involved and Judicially Involved

The outcomes data may represent coverage gaps in the UI earnings records. Workers in industries with high levels of self-employment or independent contracting, such as construction, truck driving, and delivery driving may be more desirable for those with a judicial history and less likely to be UI-covered positions.

Recidivism rates may also influence outcomes for participants with a history of judicial involvement. A 2023 report submitted to the 88th Texas Legislature by the Legislative Budget Board records the percentage of adults released from Texas residential correctional facilities who were reincarcerated within three years. Table 8 reports the recidivism and revocation rates within three years after release for three types of state facilities. The data reports a trend of decreasing recidivism and revocation rates for each released cohort included in the report.

**Table 8. Statewide Criminal Justice Combined Recidivism and Revocation Rates
Three Years Following Release from Confinement**

Year of Cohort Release	Prison	State Jail	Substance Abuse Felony Punishment Facility
2016	20.8%	29.7%	45.7%
2017	20.2%	28.0%	42.2%
2018	16.3%	24.4%	36.9%
2019	14.7%	20.5%	33.5%
Percentage Point Change Over Time	6.1	9.2	12.2

A review of local efforts to address the employment rates for those with a history of judicial involvement are presented in Table 9.⁹ Following the COVID-19 pandemic period of isolation and restrictions, Travis County, the City of Austin, Huston-Tillotson University, the University of Texas Law School, and Mount Zion Baptist Church have collaborated on a series of events to provide information and clinics to expunge eligible criminal records and to assist individuals in restoring driver’s licenses. Further, Workforce Solutions Capital Area and the City of Austin have both hosted second-chance hiring fairs. In addition, the City of Austin Equity Office, established in 2016, offers employers training on how to interpret potential employee’s criminal history reports.

⁹ The information included in Table 9 is not an exhaustive list of Austin/Travis County services available to support employment for those with a history of judicial involvement.

Table 9. Austin/Travis County Local Area Services for the Judicially Involved

DATE	EVENT	ORGANIZATION	SOURCE
September 28, 2019	Criminal record sealing education session	Austin Justice Coalition & UT Law School in partnership with Huston-Tillotson University	https://www.austinmonitor.com/stories/whispers/national-expungement-week-aims-to-restore-lost-rights/
February 29, 2020	FIRST Expunction Expo	Travis County in partnership with Mount Zion Baptist Church	https://www.kxan.com/news/local/travis-county/travis-co-planning-expunction-expo-to-help-people-clear-their-names/
November 9, 2021	Expunction Panel Discussion	Huston-Tillotson Center for Justice Equity	https://htu.edu/expunction-panel/
January 15, 2022	Expunction Expo	Travis County	https://communityimpact.com/austin/central-austin/government/2021/11/11/travis-county-announces-expunction-expo-to-help-clear-eligible-arrest-records
April 6, 2022	Expunction and driver's license recovery clinic	UT Law School, the Texas Fair Defense Project partnered with Huston-Tillotson University	https://law.utexas.edu/publicinterest/news/mithoff-program-hosts-pro-bono-clinic-with-huston-tillotson-university/
June 11, 2022	Expunction Expo	Travis County	https://www.capatx.org/event-4836409 https://www.capatx.org/event-4836409
July 2, 2022	From Prison to Power: information and resources for people who've been previously incarcerated	Statewide Leadership Council	https://www.texascjc.org/prison-power-event-austin-helps-people-who-were-previously-incarcerated
July 23, 2022	Expunction Expo	Travis County	https://communityimpact.com/austin/central-austin/city-county/2022/07/12/travis-county-officials-to-host-expo-july-23-to-clear-records-from-260-residents/
May 20, 2023	Expunction Expo	Travis County	https://www.traviscountytexas.gov/news/2023/2459-fourth-expunction
June 28, 2023	Hiring Event for Justice Involved	City of Austin & Great Mount Zion Church	https://www.austintexas.gov/department/fair-chance-hiring
September 27, 2023	Second Chance Job Fair	WFSCA & 28 employers	https://www.wfscapitalarea.com/events/second-chance-job-fair/
October 5, 2023	Expunction Clinics	ARC Travis County	Found an image of the event poster
Nov 11, 2023	Expunction Clinics, Record Sealing, & Class C/Driver's License Restoration Clinic	Texas Fair Defense Project in partnership with Houston-Tillotson University	https://www.fairdefense.org/resources/news-and-media

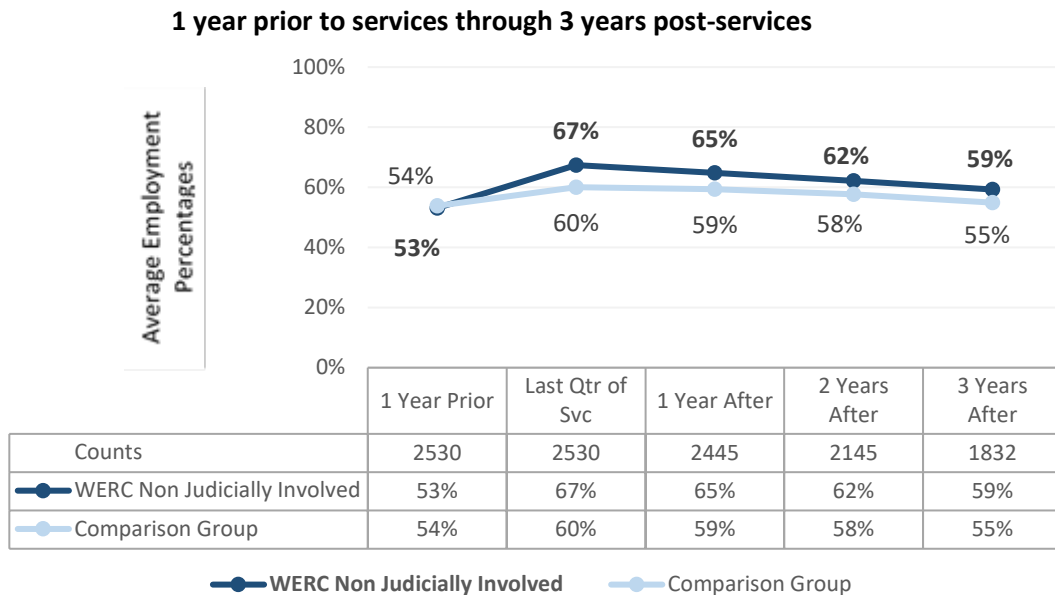
Note: The information included in Table 9 is not an exhaustive list of Austin/Travis County services available to support employment for those with a history of judicial involvement.

Program Impact: Participants Identified as Non-judicially Involved and Judicially Involved

The following figures present findings from the impacts analysis comparing the outcomes of two WERC-TC subgroups, those identified with no judicial involvement and those identified as judicially involved, to the outcomes of matched comparison groups. Impact measures include only those exiters for whom adequate matching could be performed. The impact analysis has an inherent weakness in that participants identified in the WERC-TC data as non-judicially involved or judicially involved could not be matched with similarly identified individuals within the earnings date (UI earnings data does not report participant judicial involvement status).

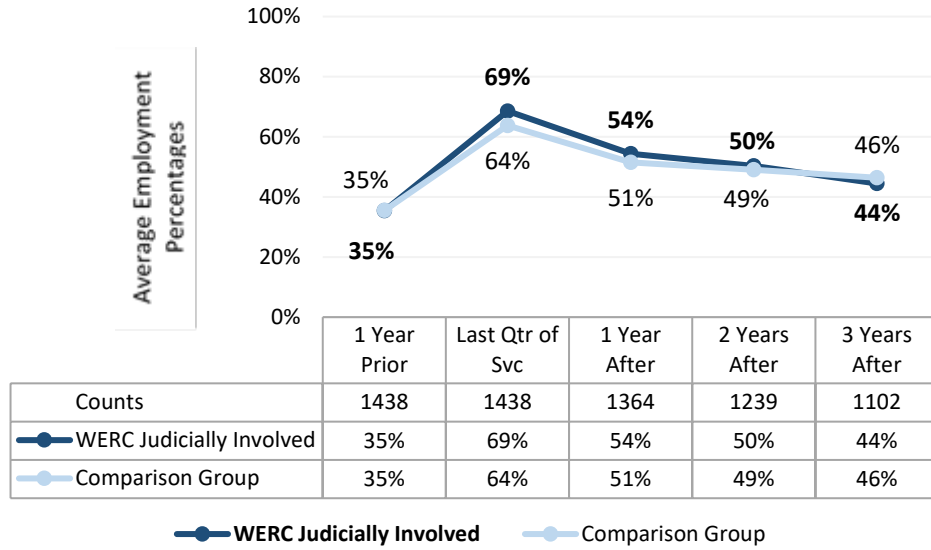
Figures 21 and 22 present the overall employment rates for both groups including all cohorts (FY 2016–FY 2022) from one year prior to service through three years post-services. The employment rate for the non-judicially involved exiters was similar to the comparison group in the year before entering services followed by an increase in employment for both groups with the non-judicially involved WERC-TC participants slightly outpacing the comparison group across the period examined.

Figure 21. Employment Rates Over Time, WERC-TC Non-judicially involved Participants vs. Comparison Group: FY 2016-2022



The employment rates for the judicially involved exiters (Figure 22) were similar to the comparison group in the year before entering services (35%) followed by minor differences in employment between the two groups across the period examined.

Figure 22. Employment Rates Over Time, WERC-TC Judicially Involved Participants vs. Comparison Group: FY 2016-2022
1 year prior to services through 3 years post-services



Figures 23 and 24 present overall quarterly earnings for both groups including all cohorts (FY 2016-FY 2022) from one year prior to service through three years post-services, compared to a matched comparison group. Earnings for the WERC-TC non-judicially involved participants was slightly less than the comparison group one year prior to entering services, followed by a steady increase in earnings for both groups from one year to three years post-services. The data identify that during the third year post-services the WERC-TC non-judicially involved participants outpaced the control group earnings by \$471.

The reported average quarterly earnings for judicially involved participants one year prior to services was slightly less than the matched group earnings. During the last service quarter, the judicially involved earnings increased by over \$550 followed by continued earnings gains across the period examined to maintain a slight advantage in earnings over the comparison group by the third year post-services.

Figure 23. Unconditional Earnings Over Time, WERC-TC Non-judicially Involved Participants vs. Comparison Group: FY 2016-2022

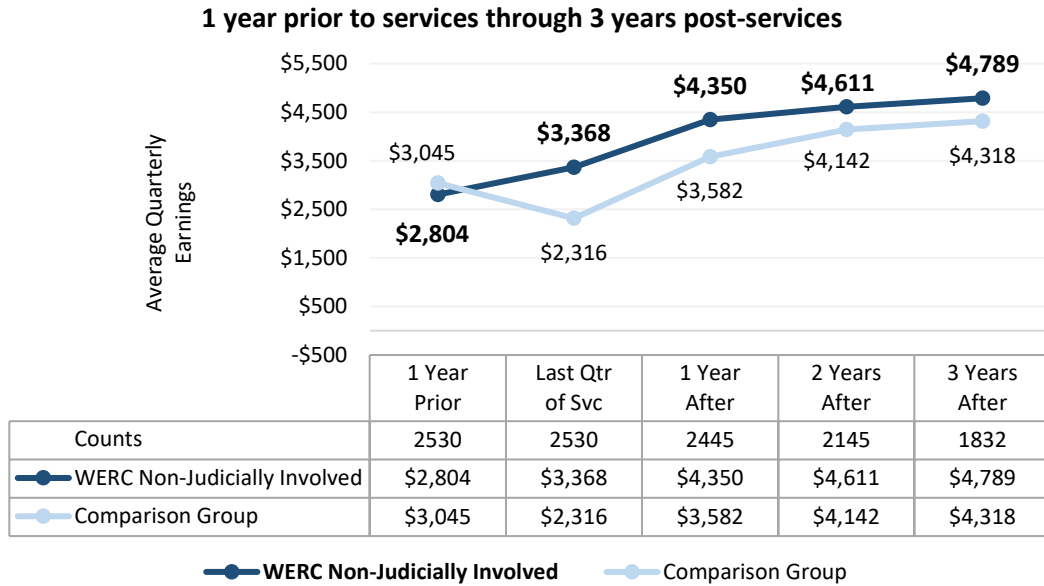


Figure 24. Unconditional Earnings Over Time, WERC-TC Judicially Involved Participants vs. Comparison Group: FY 2016-2022

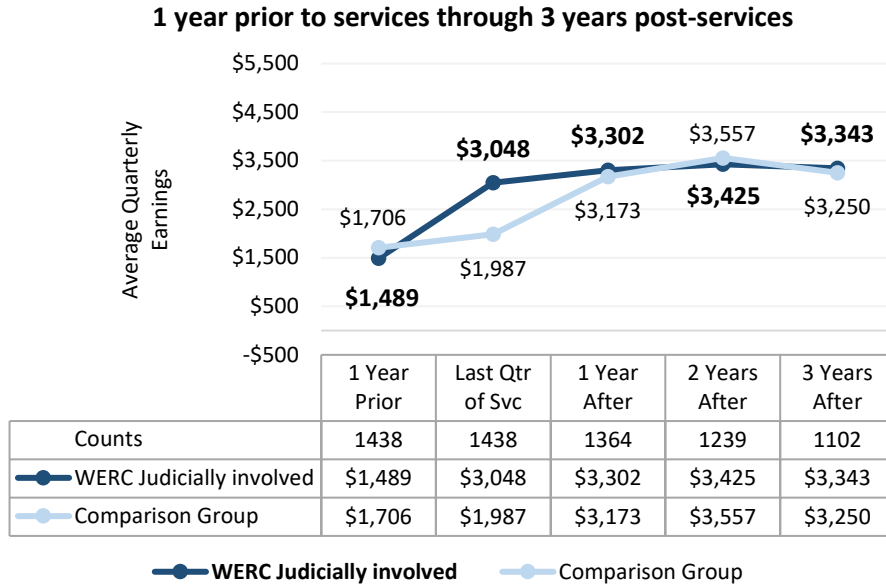


Table 10 reports program impacts for 2,530 non-judicially involved exiters for all post-service quarters. For this group of WERC-TC participants, the analysis identified statistically significant positive effects in three of the areas of interest: quarterly employment, average quarterly earnings, and the

qualification for UI benefit claims.

Table 10. WERC-TC Non-Judicially Involved Program Impacts, FY 2016-2022 Exiting Cohorts (n=2,530)

Impact measure	All Qtrs Post-Service: Comparison Group	All Qtrs Post-Service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	55.9%	61.2%	5.3%	6.1%***
Average Quarterly Earnings	\$3,920	\$4,730	\$810	\$977.73***
Qualified for UI Benefits	47.7%	51.8%	4.1%	5.5%***
Filed UI Claim	2.9%	3.1%	0.2%	0.1%

Note: ***=significant at p<.001; **=significant at p<.01; *= significant at p<.05

Table 11 reports program impacts for 1,438 judicially involved exiters for all post-service quarters. For this group of WERC-TC participants, the analysis identified statistically significant positive effects in two of the areas of interest: average quarterly earnings, and the filing of UI benefit claims.

Table 11. WERC-TC Judicially Involved Program Impacts, FY 2016-2022 Exiting Cohorts (n=1,438)

Impact measure	All Qtrs Post-Service: Comparison Group	All Qtrs Post-Service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	49.8%	51.7%	1.8%	1.4%
Average Quarterly Earnings	\$3,412	\$3,676	\$264	\$393.70*
Qualified for UI Benefits	39.9%	39.1%	-0.8%	-0.3%
Filed UI Claim	2.8%	3.4%	0.6%	0.5%*

Note: ***=significant at p<.001; **=significant at p<.01; *= significant at p<.05

WERC-TC Funded Organization Descriptions and Participant Outcomes

The following section further describes each of the WERC-TC funded organizations, the services and supports provided, new initiatives introduced in FY 2022, the target populations served, a summary of demographic characteristics describing program participants at the time of program entry, and individual organizations’ participant outcomes.¹⁰ Table 12 presents each WERC-TC organization’s FY 2016–FY 2022 exiter counts with SSNs found in the earnings data and included in the outcomes analysis.

Table 12. WERC-TC Exiters by Organization with SSNs Found in the Earnings Data: FY 2016–FY 2022

WERC-TC Programs	FY 2016 Exiters	FY 2017 Exiters	FY 2018 Exiters	FY 2019 Exiters	FY 2020 Exiters	FY 2021 Exiters	FY 2022 Exiters	Totals
Workforce Solutions Capital Area Career Centers	257	208	187	138	185	164	137	1,276
Goodwill	224	209	173	166	171	116	103	1,162
Austin Area Urban League	310	237	225	121	117	44	213	1,267
American YouthWorks	81	61	75	96	80	36	46	475
Totals	872	715	660	521	553	360	499	4,180

¹⁰ Demographics are reported on all exiters with SSNs provided by each organization. Outcomes are reported for all exiters with SSNs found in the earnings data.

WORKFORCE SOLUTIONS CAPITAL AREA CAREER CENTERS

Workforce Development Programs and Services

The purpose of the WFSCA Career Center WERC-TC program model is to accelerate the time it takes for individuals to become employed or re-employed with new skills and a marketable credential. Services are specifically targeted to disadvantaged county residents, in particular judicially involved individuals, TANF-Choices and SNAP recipients, low-income individuals, and those seeking financial assistance from the county.¹¹

Individuals seeking training services receive case management services from specialists assigned to the WERC-TC program. The program specialist discusses training and employment options with each participant to determine the appropriate career pathway. Services include short-term occupational training, job search and placement services, and WERC-TC funded internship opportunities. The Aspiring Minds Computer Adaptive Test (ACCAT) and other assessments may be given to those seeking short-term training services to assess their readiness level for the desired skills training.

Participants select from a number of high-demand occupations for which short-term training is available, including health sciences, information technology, skilled trades, and professional business services.

Workforce Solutions Capital Area is the local Workforce Development Board for Travis County that oversees federal, state, and local employment and training programs.

“Workforce Solutions Capital Area is dedicated to advancing the Austin/Travis County workforce and local economy.”

In FY 2016, Workforce Solutions became the administrative agent for the WERC-TC, managing the annual distribution of \$630,315, which includes \$402,732 in funding for WFSCA Career Centers.



www.wfscapitalarea.com

¹¹ Temporary Assistance for Needy Families (TANF) Choices assists participants receiving cash assistance to transition from welfare to work through participation in work-related activities, including job search and job readiness classes, basic skills training, education, vocational training, and support services. Supplemental Nutrition Assistance Program (SNAP) provides a monthly supplement for purchasing nutritious food.

Support Services

WFSCA Career Center clients are often co-enrolled in other programs providing support services. WFSCA Career Center staff regularly conduct WERC-TC recruitment efforts at various criminal justice transition sites and community centers. Additional referring programs include Workforce Innovation and Opportunity Act (WIOA), TANF Choices, and SNAP. Through co-enrollment, these programs help augment the wrap-around support services participants need to be successful.

Through WERC-TC funds, job search participants can receive up to 12 weeks of transportation assistance while looking for employment, and training participants can receive up to 24 weeks transportation assistance while attending classes. Emergency assistance (utility payments, auto repairs, etc.) and assistance with work-related expenses are also available on a case-by-case basis. Participants can receive a \$25 incentive upon entering employment and four additional \$25 incentives at each retention milestone.

New Workforce Environment: Staff reported that in FY 2022, the Austin area workforce continues to experience an increase in online opportunities as staffing companies recruited candidates for virtual jobs across the country. Staff report that employers offer sign-on bonuses and provide all necessary technology and tech support. Being able to work remotely may offer more opportunities for individuals with a history of judicial involvement as employer concerns related to working onsite may no longer be a barrier. Further, contract employment opportunities for drivers and shoppers continue to be available.

ATX Bridge to Opportunity: Literacy Coalition of Central Texas partners with WFSCA to maintain a closed loop referral system to assist individuals interested in enrolling in WFSCA-funded occupational/vocational training who need adult basic education remediation. The referral process begins when WFSCA staff identify prospective training participants in need of remediation in order to pass assessments required to begin occupational training. WFSCA then initiates a referral to LCCT using a secure online referral platform. LCCT provides the needed educational services and refers individuals back to WFSCA upon determination the individual is prepared to successfully retake the assessment and enter the desired training. ATX Bridge to Opportunity began serving its first clients in Spring 2022.

Participant Profile

The following description includes the 1,277 WERC-TC WFSCA Career Center participants who exited the program for any reason in FY 2016–FY 2022. The average age of participant exiters was 39, with 44.4% of exiters identifying as Black, 25.9% identifying as White, and 21.1% identifying as Hispanic. Most exiters were male, 65.4%, and the majority, 65%, reported having a 12th grade education or an HSEC, while nearly one-quarter reported attending or graduating from college (24.8%). One-fourth of participants reported judicial involvement (25.2%), 7.7% identified as veterans. The majority of the exiters report residing in the following areas: North Austin (24.9%), East Austin (22.6%), South Austin (14.6%), and Eastern suburbs of Austin (9.9%).

Participant Outcomes

Table 13 presents WFSCA Career Center participants who exited services (completed or dropped-out) in FY 2016–FY 2022. Outcomes are reported for 1,276 participants with social security numbers identified within the earnings data. In the four quarters prior to entering the program, overall quarterly employment in a UI-covered job in Texas for individuals served by WFSCA Career Centers was over half (56.1%). Average quarterly employment grew to 69.1% during the exit quarter and fell by 6.5 percentage points by the second year post-service (62.6%). However, overall earnings grew from an average of \$5,964 in the quarters before services and to an average of \$8,079 four quarters post-service: an increase of \$2,115. The available data for most cohorts report a continued pattern of employment earnings growth over time.

Prior to entering WFSCA Career Centers, approximately 48% of participants had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. A year after leaving training, approximately 64.7% met the requirements for eligibility. The overall rates of filing a claim for UI benefits varied from 3.2% to 6.1% with marked increase in UI benefit claims rates identified during the first year of the pandemic.

Table 13. WFSCA Career Center Participant Outcomes: FY 2016-FY 2022 Exiters

Cohort Outcome Measure		1 Year Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Year Post-Service	2 Years Post-Service	3 Years Post-Service	4 Years Post-Service	5 Years Post-Service	6 Years Post-Service	All Post-Service Qtrs
Number of Participants:	FY 2016	257	257	257	257	257	257	257	257	257	
	FY 2017	208	208	208	208	208	208	208	208	51	
	FY 2018	187	187	187	187	187	187	187	56	.	
	FY 2019	138	138	138	138	138	138	42	.	.	
	FY 2020	185	185	185	185	185	82	.	.	.	
	FY 2021	164	164	164	164	79	.	.	.	.
	FY 2022	137	137	137	78	.	.	.	.	.
Overall		1276	1276	1276	1217	1054	872	694	521	308	
Quarterly Employment:											
	FY 2016	56.1%	80.5%	77.8%	70.8%	63.4%	58.4%	54.1%	49.4%	50.2%	60.6%
	FY 2017	49.0%	66.8%	63.9%	59.1%	58.2%	49.5%	43.8%	48.1%	.	53.4%
	FY 2018	62.3%	71.7%	72.7%	66.3%	64.7%	57.8%	60.4%	.	.	63.9%
	FY 2019	62.0%	76.1%	72.5%	64.5%	66.7%	58.0%	.	.	.	65.5%
	FY 2020	58.9%	62.7%	62.7%	61.1%	59.5%	.	.	.	.	60.9%
	FY 2021	54.3%	57.9%	62.2%	65.9%	.	.	.	.	.	64.6%
	FY 2022	50.9%	62.8%	67.9%	.	.	.	.	.	.	68.8%
Overall		56.1%	69.1%	69.0%	65.2%	62.6%	56.2%	53.5%	49.5%	49.4%	60.7%
Average Qrtly Earnings:											
	FY 2016	\$5,886	\$5,649	\$7,412	\$7,614	\$8,548	\$8,955	\$9,973	\$11,973	\$12,880	\$9,333
	FY 2017	\$5,517	\$5,107	\$6,505	\$7,062	\$7,906	\$8,665	\$9,040	\$11,409	.	\$8,324
	FY 2018	\$6,564	\$5,864	\$6,740	\$7,865	\$9,185	\$11,501	\$12,582	.	.	\$9,534
	FY 2019	\$7,373	\$6,617	\$8,616	\$9,156	\$10,967	\$12,080	.	.	.	\$10,363
	FY 2020	\$5,290	\$5,926	\$7,776	\$8,406	\$10,060	.	.	.	.	\$9,037
	FY 2021	\$5,062	\$5,581	\$7,981	\$8,048	.	.	.	.	.	\$8,223
	FY 2022	\$6,258	\$5,742	\$7,862	.	.	.	.	.	.	\$8,663
Overall		\$5,964	\$5,750	\$7,469	\$8,079	\$9,176	\$10,188	\$10,809	\$11,740	\$12,447	\$9,145
Qualified for UI Benefits:											
	FY 2016	49.6%	52.9%	56.4%	73.5%	65.8%	58.8%	55.3%	50.2%	47.1%	58.1%
	FY 2017	40.9%	48.1%	59.6%	59.6%	55.8%	50.0%	44.2%	40.4%	.	51.0%
	FY 2018	50.1%	57.8%	64.2%	66.3%	61.5%	62.0%	58.3%	.	.	61.7%
	FY 2019	56.2%	58.0%	61.6%	75.4%	64.5%	60.9%	.	.	.	65.0%
	FY 2020	48.4%	56.2%	58.4%	58.9%	58.9%	.	.	.	.	57.3%
	FY 2021	47.9%	45.1%	43.9%	53.1%	.	.	.	.	.	51.6%
	FY 2022	46.9%	48.9%	51.1%	.	.	.	.	.	.	55.8%
Overall		48.3%	52.4%	56.7%	64.7%	61.6%	56.7%	52.9%	46.1%	45.5%	57.2%
Filed UI Claim:											
	FY 2016	5.0%	2.3%	3.1%	3.5%	2.7%	3.1%	6.6%	3.1%	0.4%	3.2%
	FY 2017	4.3%	2.4%	2.4%	3.4%	2.4%	8.2%	5.8%	0.0%	.	3.5%
	FY 2018	5.0%	1.6%	1.6%	0.5%	11.2%	6.4%	3.2%	.	.	4.3%
	FY 2019	5.1%	1.5%	5.8%	12.3%	4.4%	0.7%	.	.	.	5.4%
	FY 2020	3.4%	15.1%	6.5%	8.1%	4.3%	.	.	.	.	5.5%
	FY 2021	12.5%	6.7%	2.4%	3.1%	.	.	.	.	.	2.2%
	FY 2022	9.7%	2.2%	0.7%	.	.	.	.	.	.	0.5%
Overall		6.1%	4.6%	3.2%	4.4%	4.5%	4.4%	5.0%	1.5%	0.3%	3.8%

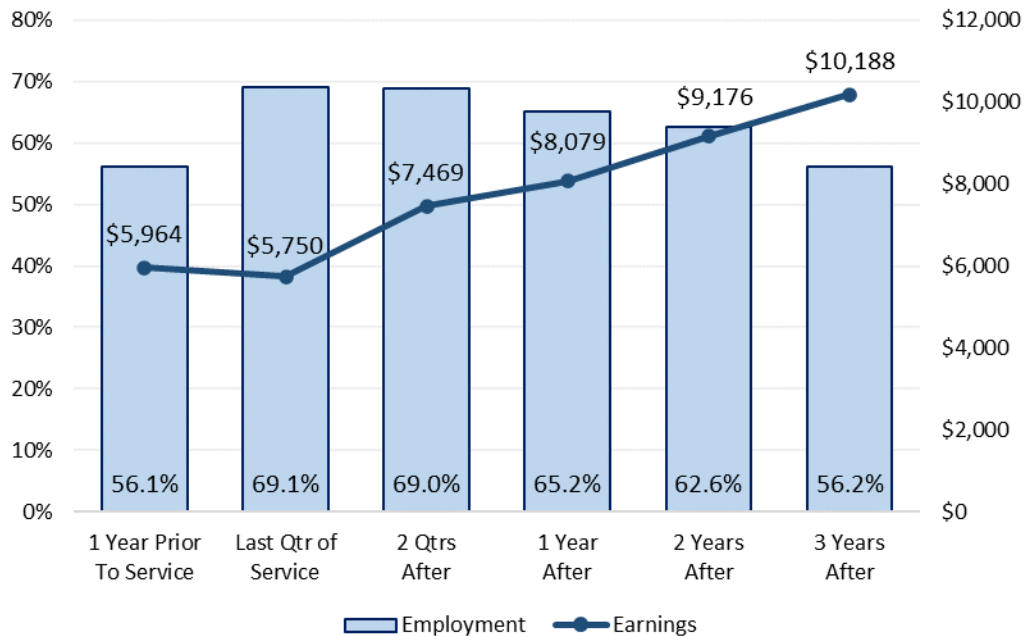
Source: WERC-TC participant records and Texas Workforce Commission UI earnings and claim records.

Note: Post-service quarters with low cohort counts were not included in the outcomes figures.

Note: WFSCA Career Centers had two participants with quarterly earnings in excess of \$25,000 for several quarters. These participants were removed from the above reported outcomes. Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Participants were counted as employed if they were found in Texas UI earnings records. Those who were not found may be unemployed, employed outside of Texas, or employed in Texas in a position that is not UI-covered and reported to TWC. Bold font figures represent the time period when the pandemic began influencing outcomes.

Figure 25 displays for all cohorts (FY 2016–FY 2022) the rates of employment and the average earnings from one year prior to entering services through two years post-services, illustrating the trend of decreasing employment found in the data and the steady increase in earnings.

**Figure 25. Average Employment and Earnings for WFSCA Career Center Exiters: FY 2016–FY 2022
1 year prior to services through 3 years post-services**



The following two figures present the long-term employment and earnings outcomes for the FY 2016, FY 2017, and FY 2018 cohorts from one year prior to seeking services through six-, five- and four-years post-services, respectively.

Figure 26 illustrates the downward trend in employed exiters found in the data following the last service quarter. Figure 27 illustrates the progression of earnings found in the data following the last service quarter. Across the period examined, earnings for cohorts FY 2016 and FY 2017 more than doubled while the earnings reported for the FY 2018 cohort report a percentage increase of 91%.

Figure 26. Average Employment for WFSCA Career Center Exiters: FY 2016–FY 2018
1 year prior to services through 6 years post-services

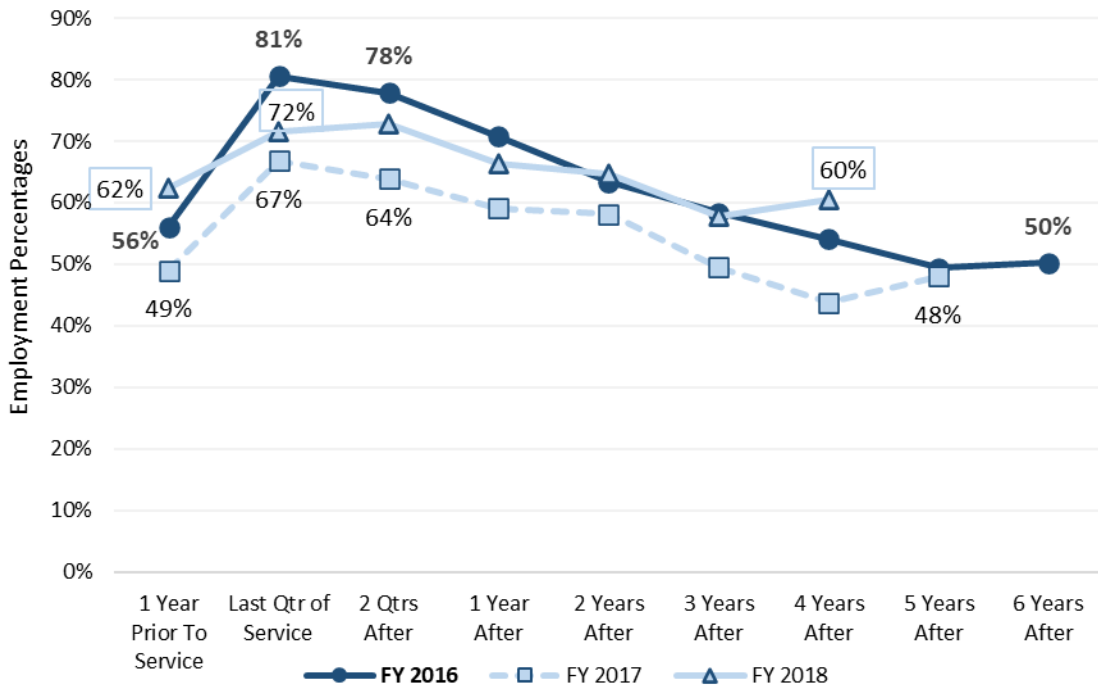
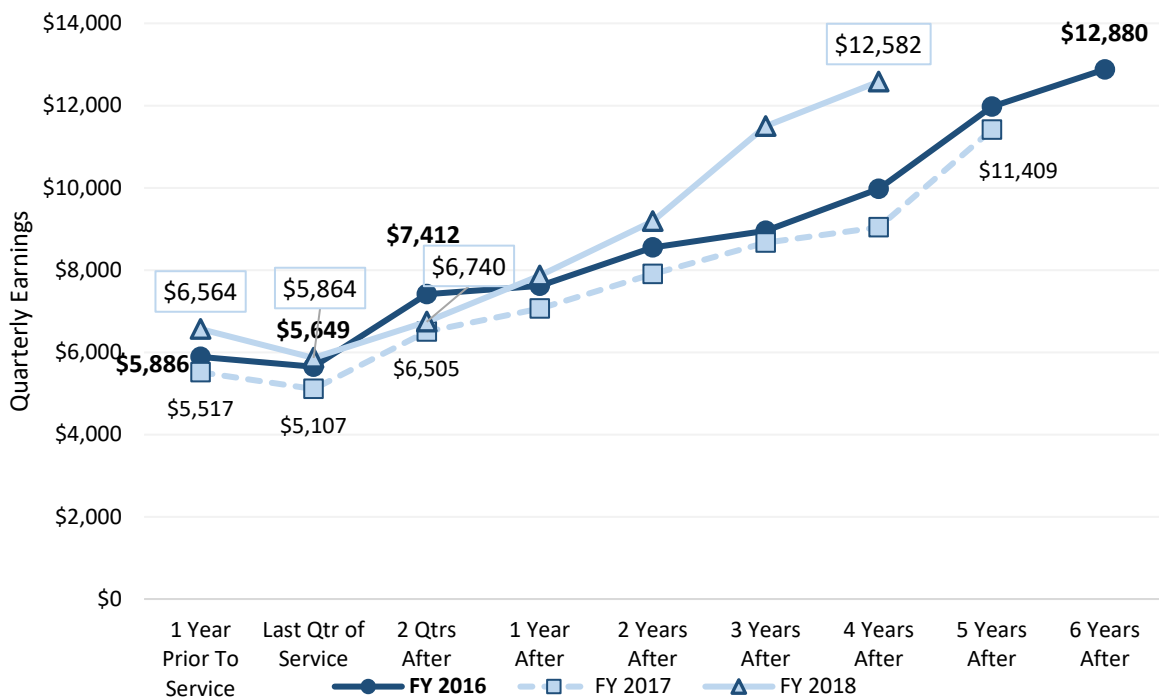


Figure 27. Average Earnings for WFSCA Career Center Exiters: FY 2016–FY 2018
1 year prior to services through 6 years post-services



GOODWILL INDUSTRIES OF CENTRAL TEXAS

Workforce Development Programs and Services

Goodwill Industries of Central Texas Mission

“Transforming generations by empowering people through education, career training, and work.” *

In FY 2016-FY 2022 Goodwill annually received \$137,439 in funding through the WERC-TC collaborative.



*<https://www.goodwillcentraltexas.org/>

Goodwill’s education, training, and employment programs are accessible at several locations throughout Travis County, including the Goodwill Career and Technical Academy (GCTA), the Excel Center, and Workforce Advancement sites distributed around the City of Austin and Travis County.

Goodwill provides education, training, and employment services to individuals with complex barriers to employment: judicial involvement, homelessness or at-risk of homelessness, individuals with disabilities, individuals who lack a high school diploma or HSEC, opportunity youth, and others who face barriers in the labor market. Goodwill works with a number of organizations to accept referrals of potential participants, including Travis County Correctional Complex, the Austin Transitional Center, Austin Resource Center for the Homeless (ARCH), Foundation Communities, Salvation Army, Integral Care, SAFE Alliance, Any Baby Can, and other providers serving the homeless.

Available services combine case management with career planning and offers additional supports including childcare, transportation assistance and limited emergency financial assistance;

financial and digital literacy training; occupational, job-specific training and internships; job search assistance; certifications; résumé development and interviewing skills workshops.

The occupation-focused training includes short-term training in four area high-demand occupations.

- 1) Healthcare: medical assistant, nursing assistant, medical coding and billing, and phlebotomy.
- 2) Skilled trades: basic commercial construction, commercial vehicle operator, electrical helper and building maintenance technician.¹²

¹² The Goodwill truck driving school decreased the cost per participant by \$500 (from \$4,500 to \$4,000). per participant). The program began enrolling in October 2021.

3) Information technology: programing with python.

4) Professional and business course: apartment leasing.¹³

Furthermore, WERC-TC funding permits Goodwill to offer a number of paid internships for participants.

Support Services

Program participants with a history of judicial involvement receive job readiness assistance from career case managers specifically trained to guide participants to incorporate their history into the job search process. Service delivery incorporates a Transtheoretical Cognitive Transformation approach: this approach recognizes that the process of change occurs in stages over time while individuals develop a sense of self-efficacy. Participants receive information on the federal bonding program, career options and limitations, and how to write to, and speak with, employers about their circumstances. Goodwill Business Solutions staff conduct outreach to employers to learn what skills participants must demonstrate to gain employment, and this information informs the training program's curriculum.

Case managers encourage and assist all homeless individuals to complete the Ending Community Homelessness Coalition (ECHO) coordinated assessment to match individuals with appropriate housing assistance. Case managers work with participants to develop housing stability plans and assist qualifying participants to apply for additional supports. Other services offered to participants, based on their individual needs, include transportation, help in obtaining identification cards, mental health services, childcare referrals, connections to food pantries, and resources for work/interview clothing.

Participants can earn \$25 from Goodwill for every 30 days of employment retention up to 180 days of job retention. This incentive encourages participants to maintain a connection to the program and to continue involvement in case management services.

Goodwill continues to partner with Indeed with enhanced services in FY 2022 by connecting program participants to PC for People, a national nonprofit digital inclusion social enterprise working to get low-cost quality computers and internet into the homes of individuals, and families with low income.

FY 2021, Goodwill began planning a new partnership with Travis County juvenile probation department and Gardner Betts Juvenile Justice Center to provide career advancement essentials training

¹³ The GCTA programs are approved by the Texas Workforce Commission (TWC) Career Schools and Colleges. The GCTA Nursing Assistant Program is also approved by the Department of Aging and Disability Services (DADS). See: <https://www.goodwillcentraltexas.org/education-job-training/goodwill-career-technical-academy>

in life skills and job readiness skills. In FY 2022, Goodwill began serving youth in collaboration with these facilities.

Participant Profile

Among the 1,162 Goodwill participants who exited the program for any reason in FY 2016–FY 2022, the average age was 41. Over half of participants identified as Black (54.3%), 21.1% identified as White, with 25.9% identifying as Hispanic. Just over half of program exiters were male (54%) and the majority, 64.6%, reported having a 12th grade education or an HSEC with 17.6% reporting less than a 12th grade education. Nearly 43% of participants reported judicial involvement, 7.7% identified as veterans. The majority of the exiters reported residing in the following areas: East Austin (25.5%), North Austin (21.5%), South Austin (17%), and Eastern suburbs of Austin (14.9%).

Participant Outcomes

Table 14 presents Goodwill participants who exited services (completed or dropped-out) in FY 2016–FY 2022. Outcomes are reported for 1,162 participants with social security numbers identified within the earnings data. Overall, just over half of the participants served by Goodwill were employed in the four quarters prior to entering the program. Employment increased to nearly 75.2% during the last quarter of service yet declined to 59.4% by the second year post-service (a decline of 15.8 percentage points). However, overall earnings grew from an average of \$4,315 in the quarters before services to an average of \$7,187 two years post-service: a \$2,872 average earnings gain representing a 66.5% increase in earnings. For all cohorts, the quarters represented in the data present a continued pattern of employment earnings growth over time.

Prior to entering Goodwill services, approximately 43% of participants had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. Two years after exiting services, approximately 56.3% met the requirements for eligibility. The overall post-service rate of filing a claim for UI benefits for all cohorts was 3.4%. During the first year of the pandemic UI claims increased as high as 13.5%.

Table 14. Goodwill Participant Outcomes: FY 2016-FY 2022 Exiters

Cohort Outcome Measure		1 Year Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Year Post-Service	2 Years Post-Service	3 Years Post-Service	4 Years Post-Service	5 Years Post-Service	6 Years Post-Service	All Post-Service Qtrs
Number of Participants:	FY 2016	224	224	224	224	224	224	224	224	224	
	FY 2017	209	209	209	209	209	209	209	209	96	
	FY 2018	173	173	173	173	173	173	173	55	.	
	FY 2019	166	166	166	166	166	166	65	.	.	
	FY 2020	171	171	171	171	171	101	.	.	.	
	FY 2021	116	116	116	116	63	.	.	.	.
	FY 2022	103	103	103	29	.	.	.	.	.
Overall		1162	1162	1162	1088	1006	873	671	488	320	
Quarterly Employment:											
	FY 2016	48.0%	81.7%	73.7%	66.1%	65.2%	63.0%	53.1%	52.2%	51.8%	60.7%
	FY 2017	36.4%	80.9%	65.6%	60.3%	54.1%	47.9%	45.9%	44.5%	.	52.3%
	FY 2018	65.6%	80.4%	74.0%	70.5%	61.3%	53.8%	59.5%	.	.	63.5%
	FY 2019	55.3%	74.7%	73.5%	65.1%	60.2%	59.0%	.	.	.	64.1%
	FY 2020	50.4%	67.8%	58.5%	57.3%	60.8%	.	.	.	.	58.3%
	FY 2021	55.0%	58.6%	61.2%	56.9%	.	.	.	.	.	56.3%
	FY 2022	57.5%	72.8%	71.8%	.	.	.	.	.	.	72.0%
Overall		51.5%	75.2%	68.6%	63.3%	59.4%	55.9%	53.2%	49.6%	49.1%	59.3%
Average Qrtly Earnings:											
	FY 2016	\$4,515	\$5,183	\$5,956	\$6,288	\$6,952	\$7,339	\$7,622	\$9,352	\$10,170	\$7,504
	FY 2017	\$3,729	\$4,407	\$5,504	\$5,686	\$6,695	\$7,070	\$8,047	\$9,297	.	\$7,009
	FY 2018	\$3,746	\$4,645	\$5,818	\$6,024	\$6,974	\$8,030	\$8,605	.	.	\$7,103
	FY 2019	\$4,161	\$4,045	\$5,675	\$5,711	\$6,576	\$7,948	.	.	.	\$6,558
	FY 2020	\$4,563	\$5,242	\$6,438	\$7,334	\$8,632	.	.	.	.	\$7,762
	FY 2021	\$5,006	\$4,982	\$6,819	\$8,219	.	.	.	.	.	\$7,580
	FY 2022	\$4,923	\$4,588	\$7,389	.	.	.	.	.	.	\$7,958
Overall		\$4,315	\$4,727	\$6,084	\$6,487	\$7,187	\$7,758	\$8,076	\$9,317	\$9,916	\$7,240
Qualified for UI Benefits:											
	FY 2016	39.0%	45.5%	60.3%	72.8%	61.6%	62.1%	57.1%	50.0%	50.5%	59.2%
	FY 2017	35.2%	35.9%	71.8%	71.3%	53.1%	51.2%	45.0%	45.0%	.	54.7%
	FY 2018	49.9%	63.6%	66.5%	68.8%	64.7%	54.3%	50.3%	.	.	60.3%
	FY 2019	43.1%	51.8%	62.7%	64.5%	58.4%	56.6%	.	.	.	60.1%
	FY 2020	44.0%	48.5%	60.8%	57.3%	49.7%	.	.	.	.	55.9%
	FY 2021	47.8%	43.1%	48.3%	51.7%	.	.	.	.	.	47.1%
	FY 2022	48.8%	48.5%	54.4%	.	.	.	.	.	.	59.1%
Overall		43.0%	47.9%	62.0%	66.0%	56.3%	56.1%	51.4%	48.0%	45.9%	57.4%
Filed UI Claim:											
	FY 2016	2.5%	0.9%	4.0%	1.8%	1.8%	0.5%	6.7%	2.2%	0.9%	2.6%
	FY 2017	2.9%	2.9%	0.5%	1.0%	1.4%	9.6%	1.9%	1.9%	.	2.5%
	FY 2018	2.8%	1.7%	2.3%	2.9%	12.7%	5.8%	1.7%	.	.	4.8%
	FY 2019	2.6%	1.8%	3.6%	10.8%	3.0%	2.4%	.	.	.	4.7%
	FY 2020	2.2%	9.4%	13.5%	3.5%	0.6%	.	.	.	.	4.9%
	FY 2021	10.1%	6.0%	2.6%	2.6%	.	.	.	.	.	2.0%
	FY 2022	7.8%	3.9%	1.0%	.	.	.	.	.	.	0.8%
Overall		3.8%	3.5%	4.0%	3.5%	3.5%	4.0%	3.4%	1.8%	0.6%	3.4%

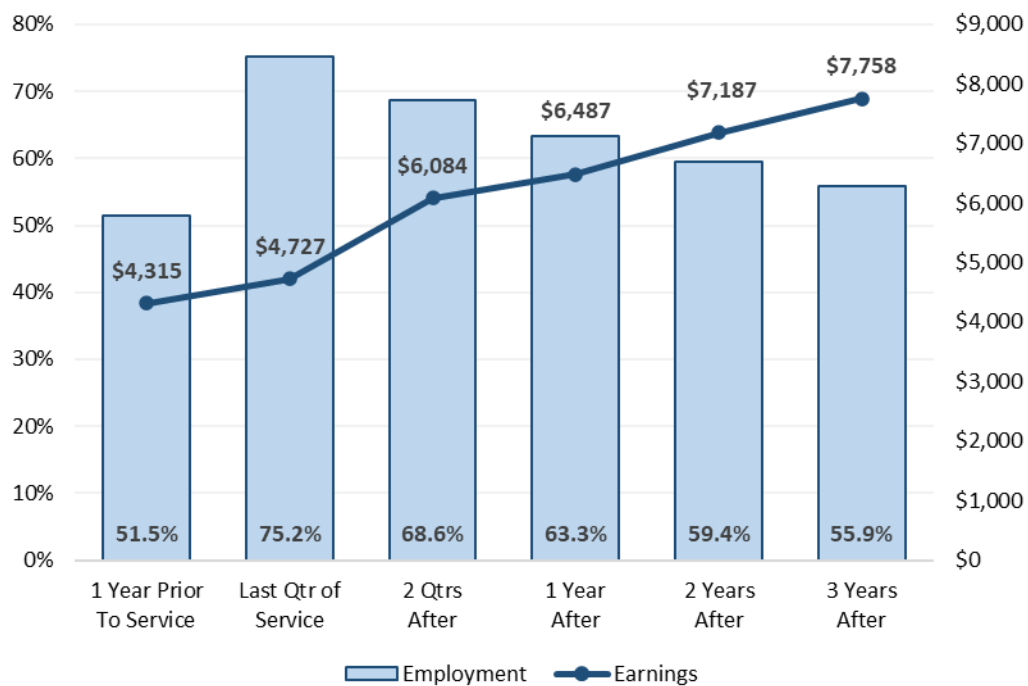
Source: WERC-TC participant records and Texas Workforce Commission UI earnings and claim records.

Note: Post-service quarters with low cohort counts were not included in the outcomes figures.

Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Participants were counted as employed if they were found in Texas UI earnings records. Those who were not found may be unemployed, employed outside of Texas, or employed in Texas in a position that is not UI-covered and reported to TWC. Bold font figures represent the time period when the pandemic began influencing outcomes.

Figure 28 displays for all cohorts (FY 2016–FY 2022), the rate of employment and the average earnings from one year prior to entering services to two years post-services, illustrating the expected trend of decreasing employment rates found in the data and the steady increase in earnings.

**Figure 28. Average Employment and Earnings for Goodwill Exiters: FY 2016–FY 2022
1 year prior to services through 3 years post-services**



The following two figures present the long-term employment and earnings outcomes for the FY 2016, FY 2017, and FY 2028 cohorts from one year prior to seeking services through six-, five- and four-years post-services, respectively.

Figure 29 illustrates the downward trend in employed exiters found in the data following the last service quarter. The rates of employment from 1 year prior to services across the available post-service quarters illustrate modest employment increases for FY 2016 and FY 2017, yet FY 2018 reports a decrease in employment across the period examined.

Figure 30 presents the steady upward trend in earnings found in the data for all three cohorts across the period examined. Gains in reported earnings more than doubled for all three cohorts from one year prior to services to the last year post-services.

Figure 29. Average Employment for Goodwill Exiters: FY 2016–FY 2018
1 year prior to services through 6 years post-services

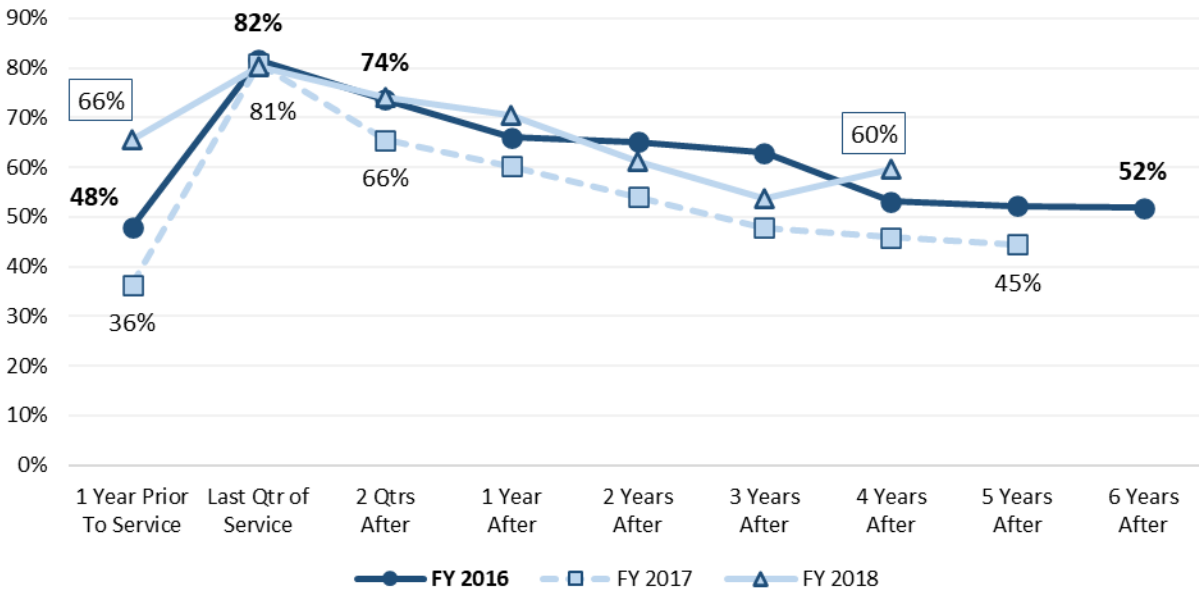
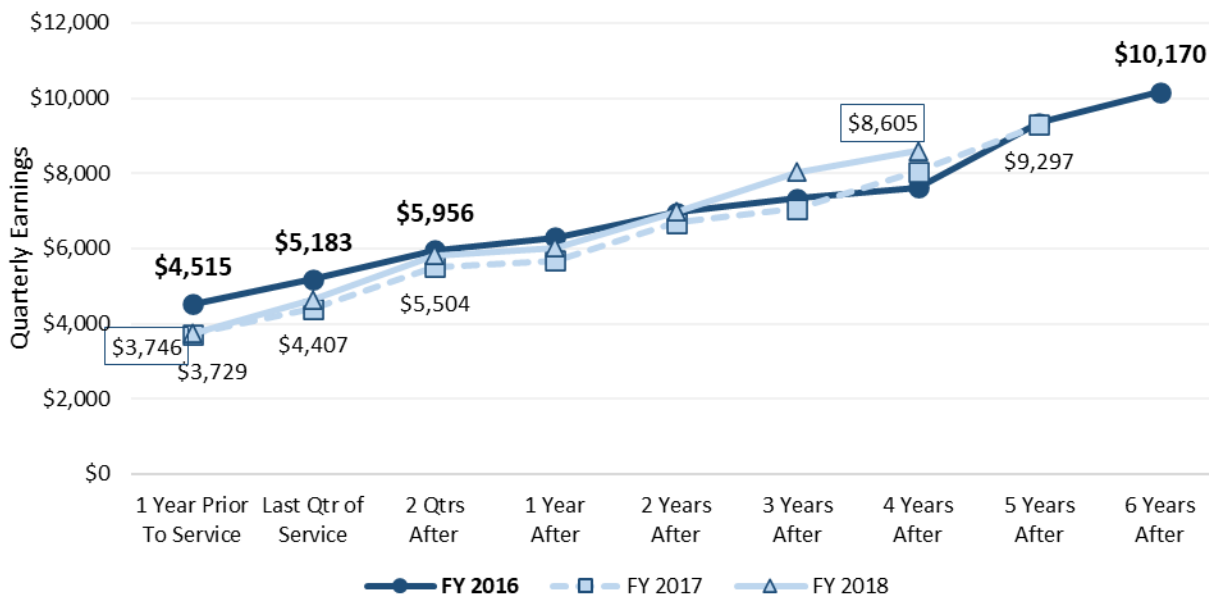


Figure 30. Average Earnings for Goodwill Exiters: FY 2016–FY 2018
1 year prior to services through 6 years post-services



Workforce Development Programs and Services

The AAUL Workforce and Career Development programs support participants' financial self-sufficiency by providing career counseling, job placement assistance, professional development workshops, occupational training and certification, financial literacy, and long-term employment retention strategies.

Pathway to a Career

AAUL has developed a workforce development curriculum, Pathway to a Career academy (PWTC). The program offers a web-based computer literacy program, job readiness training, and occupational training. A Cognitive Behavior Therapy (CBT) framework is used to guide program participants to think differently about themselves and employment.¹⁴

Occupational training is provided in partnership with Goodwill, ACC, the College of Health Care Professionals, and Ascension Seton Medical Center. Participants receive CDL training through the ACC and Changing Lanes training program. Additional trainings offered include healthcare, construction, welding, customer service, hospitality, and information technology. CNA training is provided through ACC and Goodwill. Medical assistant training is provided in partnership with Ascension Seton Medical Center and the College of Health Care Professionals. ACC also provides medication

“The mission of the Austin Area Urban League is to provide tools to African Americans and under-served populations to build a foundation for social and economic equity and equality.” *

AAUL strives to achieve this mission by focusing on education and youth development, workforce and career development, health and wellness, justice and advocacy, and the preservation of affordable housing.

In FY 2016, AAUL joined the collaborative WERC-TC to help individuals attain certifications and credentials valued by employers.



*<http://www.aaul.org/>

aide, and logistics and supply chain-management training. Technology training, including Comptia A+ and foundation technology network training is offered through AAUL tech academy. AAUL staff report many participants are interested in CDL training, but due to limited funding and the expense of the course (in FY 2018 the cost increased from \$3,600 to \$4,500), AAUL is unable to meet the need.¹⁵ AAUL

¹⁴ Research supports the efficacy of CBT for judicially involved individuals to change their beliefs about themselves in the world and their future, thus contributing to behavior that supports healthy attitudes, relationships and behaviors. Hoffman, Asnaani, Vonk, Sawyer, and Fang. (2012). The Efficacy of Cognitive Behavioral Therapy: A Review of Meta-analyses. *Cognitive Therapy and Research*. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3584580/>

¹⁵ Updates from a conversation with Charelesa Russell, Workforce Program Manager, March 2022.

also funds a limited number of paid eight-week internships.

The Returning Citizens Advancement Program (RCAP) provides 4 weeks of services to formerly incarcerated individuals (returning citizens) who have experienced exclusion and barriers to housing, education, and employment. RCAP training is offered using a cohort model to create a community of support. Participants receive case management, workforce education and training services. Services are provided at the AAUL Workforce Development Lab with the assistance of community collaborators.

AAUL also partners with Workforce Solutions Capital Area and Workforce Solutions Rural Capital Area to implement a Tech and Career Academy (TCA). TCA is an approved TWC Career School. TCA offers career counseling, supports, and fast track training leading to a certification in an occupation in demand in Austin/Travis County and the surrounding areas. Current training offerings include administrative assistant with customer service; medical coding and health information technology; computer support and network specialist; production technician; carpentry and construction safety; and BICSI installer level 1 certification (the industry recognized credential that certifies the competency of cabling installation). Using a cohort based model, TCA offers classes during the day and evening hours, training courses are between five to twelve weeks in length, and participants receive employment assistance. TCA was launched in the spring of 2022.¹⁶

AAUL has established relationships with hiring managers in healthcare, insurance, customer service, construction, information technologies, and education among other fields. AAUL works with a number of area Fair-Chance employers, including the City of Austin and Travis County.¹⁷

Support Services

AAUL works to connect participants with resources in the community, including the UT School of Law sponsored Texas Law Expunction Project clinics, Dress for Success clothing for women, and the Huston-Tillotson chapter of Omega Psi Phi, along with various faith-based agencies, for interview and work clothes. Bus passes and gas cards are also provided as funding allows. AAUL operates its own vans to transport groups of individuals to and from classes. Incentives, \$25 gas cards, and bus passes are provided at 30-day intervals to support attainment of the 6-month employment retention target. AAUL also helps with work-related expenses, refers to Workforce Solutions for childcare, and can provide emergency assistance on a case-by-case basis.

¹⁶ For additional information on the Tech and Career Academy see: <https://aaul.org/tca>.

¹⁷ “The City of Austin’s Fair Chance Hiring Ordinance, which took effect April 4, 2016, aims to reduce recidivism and unemployment, and increase re-integration for qualified job applicants with criminal histories. The law places restrictions on certain private employers on when they can ask about a job applicant’s criminal history and how that information can be used.” <https://www.austintexas.gov/department/fair-chance-hiring>

The UT School of Law sponsored Texas Law Expunction Project offers an online process for applying for services requiring participants have access to the internet and an email address to process an application and communicate with project staff regarding their request for assistance.

Participant Profile

The following description includes the 1,268 AAUL participants who exited the program for any reason in FY 2016–FY 2022. The average age of participant exiters was 40 with 26% identified as 50 years of age or older. Nearly 65.5% of participants identified as Black, 16.4% identified as Hispanic, and 15.4% identified as White. Just over half of the exiters were male (52.6%) and a majority of exiters, 73.4%, reported having a 12th grade education or a HSEC, and 17.8% reported less than a 12th grade education. Half of all exiters reported judicial involvement (50.9%), and 5.4% identified as veterans. The majority of the exiters report residing in the following areas: East Austin (28.5%), Eastern suburbs of Austin (17.4%), and North Austin (17.5%).¹⁸

Participant Outcomes

Table 15 presents AAUL participants who exited services (completed or dropped-out) in FY 2016–FY 2022. Outcomes are reported for 1,267 participants whose social security numbers were identified within the earnings data. In the four quarters prior to entering the program, overall quarterly employment for individuals served by AAUL was approximately 43.2%, increasing to 64.2% during the last service quarter, and decreasing to 56.9% by the fourth quarter post-service. Overall, quarterly earnings grew from an average of \$4,054 in the quarter before services to \$5,183 2 years post-service, which amounts to a \$1,768 average earnings increase. For all cohorts, most quarterly earnings represented in the data present a continued pattern of employment earnings growth over time.

Prior to entering AAUL services, approximately 35% of participants had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. Two years after leaving training, approximately 49.8% met the requirements for eligibility. The overall post-service rate of filing a claim for UI benefits for all cohorts was 3.3%. During the first year of the pandemic, UI claims increased as high as 15.4%.

¹⁸ Area of residence is missing for 22% of AUUL exiters.

Table 15. AAUL Participant Outcomes: FY 2016–FY 2022 Exiters

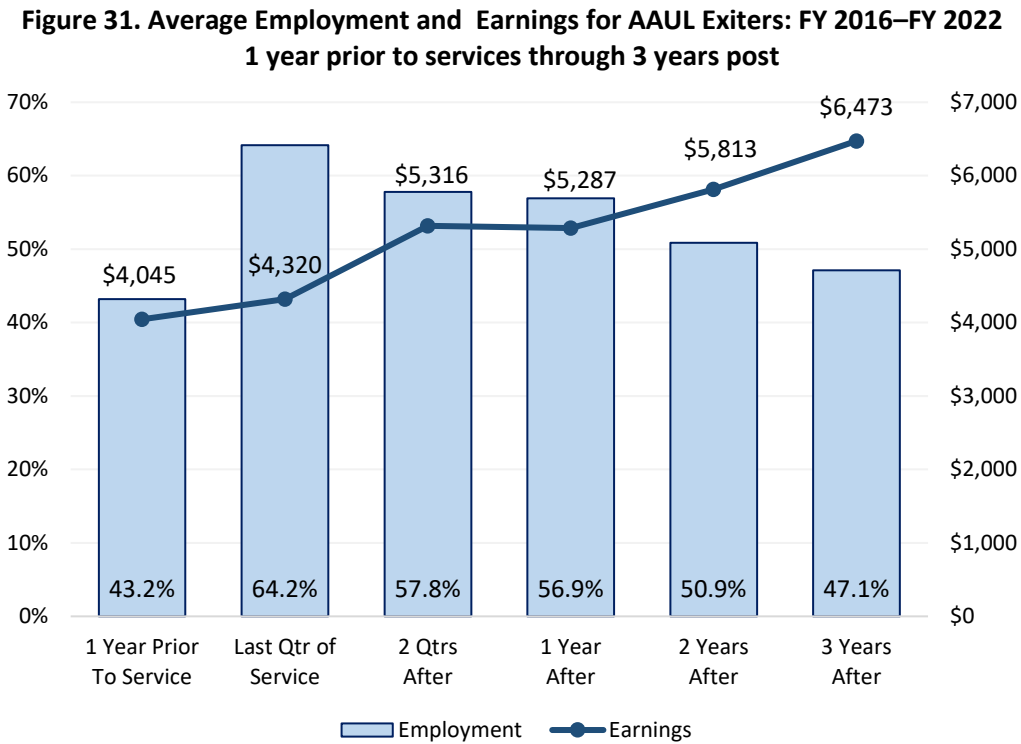
Cohort Outcome Measure	1 Year Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Year Post-Service	2 Years Post-Service	3 Years Post-Service	4 Years Post-Service	5 Years Post-Service	6 Years Post-Service	All Post-Service Qtrs
Number of Participants:										
FY 2016	310	310	310	310	310	310	310	310	310	
FY 2017	237	237	237	237	237	237	237	237	99	
FY 2018	225	225	225	225	225	225	225	103	.	
FY 2019	121	121	121	121	121	121	39	.	.	
FY 2020	117	117	117	117	117	75	.	.	.	
FY 2021	44	44	44	44	18	.	.	.	.
FY 2022	213	213	213	107	.	.	.	.	.
Overall	1267	1267	1267	1161	1028	968	811	650	409	
Quarterly Employment:										
FY 2016	38.4%	65.2%	62.6%	58.1%	55.5%	53.6%	45.8%	45.2%	45.5%	52.3%
FY 2017	35.8%	64.6%	57.4%	60.8%	52.7%	46.0%	44.3%	43.9%	.	50.1%
FY 2018	46.3%	57.8%	49.8%	50.7%	42.2%	39.6%	43.6%	.	.	45.3%
FY 2019	46.5%	60.3%	52.1%	51.2%	43.0%	41.3%	.	.	.	46.9%
FY 2020	48.9%	68.4%	57.3%	59.8%	57.3%	.	.	.	.	57.8%
FY 2021	48.9%	72.7%	75.0%	59.1%	.	.	.	.	.	67.0%
FY 2022	49.1%	67.1%	59.6%	.	.	.	.	.	.	60.0%
Overall	43.2%	64.2%	57.8%	56.9%	50.9%	47.1%	44.8%	44.9%	44.0%	51.0%
Average Qrtly Earnings:										
FY 2016	\$3,642	\$3,348	\$4,389	\$4,561	\$5,281	\$6,305	\$6,794	\$7,051	\$9,015	\$6,036
FY 2017	\$3,732	\$4,054	\$4,827	\$5,095	\$5,750	\$5,710	\$7,265	\$8,309	.	\$6,175
FY 2018	\$3,589	\$3,078	\$4,354	\$4,797	\$5,349	\$5,766	\$6,525	.	.	\$5,562
FY 2019	\$4,523	\$4,769	\$5,652	\$5,828	\$7,269	\$8,139	.	.	.	\$6,724
FY 2020	\$4,543	\$3,928	\$5,347	\$5,730	\$6,588	.	.	.	.	\$6,355
FY 2021	\$2,972	\$4,848	\$5,946	\$7,186	.	.	.	.	.	\$6,597
FY 2022	\$4,903	\$6,980	\$7,760	.	.	.	.	.	.	\$7,444
Overall	\$4,045	\$4,320	\$5,316	\$5,287	\$5,813	\$6,473	\$6,921	\$7,700	\$8,992	\$6,161
Qualified for UI Benefits:										
FY 2016	33.0%	34.8%	39.0%	49.7%	51.0%	48.1%	45.5%	41.6%	41.3%	45.2%
FY 2017	29.6%	38.0%	51.5%	56.5%	54.9%	50.6%	43.0%	43.0%	.	49.0%
FY 2018	37.8%	37.8%	42.7%	43.1%	44.4%	33.3%	34.7%	.	.	39.7%
FY 2019	36.2%	38.8%	52.9%	50.4%	43.0%	40.5%	.	.	.	45.5%
FY 2020	44.9%	47.0%	62.4%	54.7%	52.1%	.	.	.	.	54.9%
FY 2021	37.5%	40.9%	54.6%	59.1%	.	.	.	.	.	57.6%
FY 2022	36.2%	45.1%	56.3%	.	.	.	.	.	.	56.9%
Overall	35.3%	39.4%	48.9%	51.5%	49.8%	44.3%	41.1%	41.9%	39.9%	46.5%
Filed UI Claim:										
FY 2016	2.3%	0.7%	2.6%	1.6%	1.9%	1.6%	11.0%	2.6%	1.0%	3.2%
FY 2017	1.7%	1.3%	1.3%	3.4%	1.7%	9.3%	3.0%	0.4%	.	3.0%
FY 2018	2.8%	1.3%	1.3%	1.8%	7.1%	3.6%	0.0%	.	.	2.5%
FY 2019	2.7%	5.8%	3.3%	9.9%	5.8%	0.8%	.	.	.	4.6%
FY 2020	2.1%	8.6%	15.4%	10.3%	2.6%	.	.	.	.	7.8%
FY 2021	6.8%	0.0%	0.0%	0.0%	.	.	.	.	.	0.0%
FY 2022	5.8%	1.4%	0.9%	.	.	.	.	.	.	1.3%
Overall	3.0%	2.2%	3.0%	3.7%	3.5%	3.7%	5.1%	1.4%	0.7%	3.3%

Source: WERC-TC participant records and Texas Workforce Commission UI earnings and claim records.

Note: Post-service quarters with low cohort counts were not included in the outcomes figures.

Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Participants were counted as employed if they were found in Texas UI earnings records. Those who were not found may be unemployed, employed outside of Texas, or employed in Texas in a position that is not UI-covered and reported to TWC. Bold font figures represent the time period when the pandemic began influencing outcomes.

Figure 31 displays for all cohorts (FY 2016–FY 2022), the rate of employment and the average earnings from one year prior to entering services to three years post-services, illustrating the trend of a decrease in employed exiters found in the data and the steady increase in earnings.



The following two figures present the long-term employment and earnings outcomes for the FY 2016, FY 2017, and FY 2018 cohorts from one year prior to seeking services through six-, five- and four-years post-services, respectively.

Figure 32 illustrates a downward trend in employed exiters found in the data following the last service quarter. The rates of employment from 1 year prior to services across the available post-service quarters identify employment increases for FY 2016 by 7 percentage points and a 9 percentage point gain for FY 2017. FY 2018 reports a modest decrease in employment of 2 percentage points across the period examined.

Figure 33 presents a steady upward trend in earnings found in the data for all three cohorts across the period examined. Gains in reported earnings more than doubled for the FY 2017 and FY 2018 cohorts. The FY 2017 data identifies a \$4,577 increase in earnings across the period examined, and for FY 2018, the data identifies a \$5,372 increase in earnings. The data representing the FY 2016 cohort reports an increase of \$2,936 across the period examined, just \$653 short of doubling the 1 year prior to services earnings.

Figure 32. Average Quarterly Employment for AAUL Exitters: FY 2016–FY 2018
 1 year prior to services through 6 years post-services

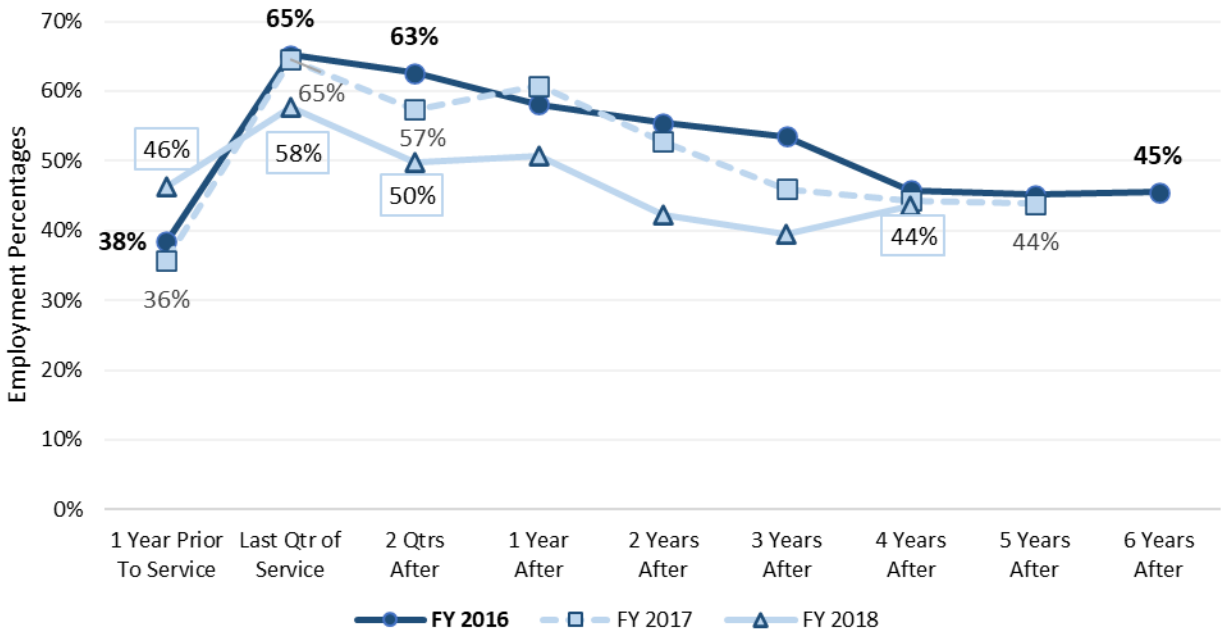
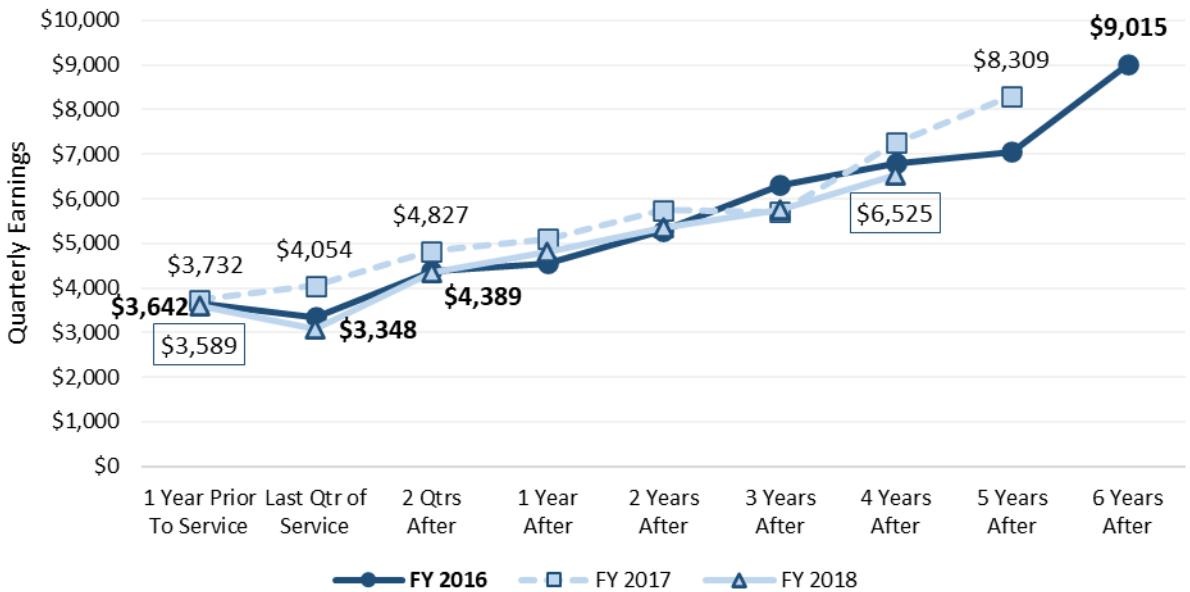


Figure 33. Average Quarterly Earnings for AAUL Exitters: FY 2016–FY 2018
 1 year prior to services through 6 years post-services



AMERICAN YOUTHWORKS

Workforce Development Programs and Services

Travis County funds two American YouthWorks (AYW) training programs: YouthBuild Austin and the Texas Conservation Corps.¹⁹

YouthBuild Austin

YouthBuild Austin is a Department of Labor pre-apprenticeship program that combines education and job training. Participants range in age from 16-24 years old, have an income at or below 200% FPG, and are typically disconnected from education and training opportunities.

YouthBuild programs use a service-learning model that combines occupational skills training and academic instruction with community service projects. YouthBuild Austin is designed to offer three training tracks: construction, computer technology and graphic design, healthcare, and manufacturing.²⁰

In FY 2019, AYW entered into partnership with Goodwill to open a Goodwill Excel Center at the AYW location in South Austin.²¹ YouthBuild students enroll in the Goodwill Excel Center to complete their high school diploma. Participants enrolled in the Excel Center and those studying to obtain a HSEC, concurrently

participate in one of the three training tracks. For most participants, half of the day is spent in high school diploma or HSE classes, while the other half of the day is spent learning a trade, combining certification classes with hands-on training.

Construction: Students learn green energy efficient construction skills while repairing houses for low-income families or building micro-homes for homeless individuals. Construction training is a nine-

American YouthWorks Mission

“...to provide young people with opportunities to build careers, strengthen communities, and improve the environment through education, job training, and service to others.” *

In FY 2016–FY 2022, Travis County annually invested \$145,000 workforce development funds combined with Metro Parks Project funding of \$100,000. YouthBuild also receive \$44,401 in funding from WERC-TC.



*www.americanyouthworks.org

¹⁹ Non-WERC-TC AYW Travis County funded participants are discussed later in this report.

²⁰ Prior to entering class students participate in a week-long orientation process. Orientation includes, among other topics, a *Mental Toughness Workshop* to increase student resilience and confidence.

²¹ The Excel Center is a public charter high school where adults ages 18-50 can earn a high school diploma.

month course of study and participants earn certifications through the Occupational Safety and Health Administration (OSHA) and the National Center for Construction Education and Research. The program's core curriculum is *Construction Technology*, a pre-apprenticeship training program. Staff work to increase partnerships with area employers to offer three-week paid pre-apprenticeships as helpers to electricians, plumbers, or welders.

Computer Technology and Graphic Design: Students learn computer technology and graphic design while building and repairing computers for low-income area residents. Further, students work with the City of Austin's Digital Inclusion Program and the Austin Resource Recovery program to refurbish equipment to be donated or installed in public computer labs including Austin Resource Center for the Homeless (ARCH), and the Housing Authority for the City of Austin site computer labs. Further, students can obtain certification in Adobe and Microsoft Office suite.

Healthcare: Students earn certification as Community Health Workers while gaining experience volunteering to provide health screenings at community health fairs, organizing blood donation events, and volunteering with local health care providers. Participants who graduate with a high school diploma or GED are eligible to receive financial assistance to attend Certified Nursing Assistant classes through a partner organization, such as Austin Community College (ACC) or the Goodwill Career and Technology Academy (GCTA).

Manufacturing Pre-apprenticeship: The program curriculum, *Tooling U-Society of Manufacturing Engineers* (Tooling U-SME), prepares participants to obtain certification and begin entry-level employment as a manufacturing technologist. AYW collaborates with specific area employers, such as Tesla, Redbird flight simulation, and other small manufacturing and print shops to develop employment opportunities for certified program completers. Tooling U-SME also prepares participants to take the next step on a training path to become certified as a production technician through the Manufacturing Skills Standards Council (MSSC) training offered by Skillpoint Alliance and ACC. The first AYW manufacturing pre-apprenticeship cohort enrolled mid-fall 2021 (the first quarter of FY 2022).

During FY 2022, YouthBuild launched the YouthBuild Austin Print Shop. The Print Shop provides hands-on, practical training in manufacturing, entrepreneurship, and customer service. The Print Shop designs and produces marketing materials (t-shirts, mugs, embossed items, etc.) for local non-profits and customers from the general community.

Texas Conservation Corps

The Texas Conservation Corps program trains youth and young adults (ages 17-28) to build, restore, and maintain the natural environment.²² Through work in parks, nature trails, wildlife habitats, and disaster relief services, participants learn environmental management and safety practices. Contracts with Travis County, the City of Austin, the Texas Parks and Wildlife department, and the National Parks Service, among others, give participants real work experience while creating benefits for the broader community.²³

Support Services

In addition to job training and on-site access to academic programs to complete high school, YouthBuild provides a number of wrap-around support services to help individuals succeed, including case management and counseling services. All staff are trained in restorative justice and trauma informed care practices, philosophical approaches that are the foundation of the program service delivery model.²⁴ AYW coordinates mental health care through different service providers including interns from the University of Texas Schools of Nursing and Social Work. Mental health services are integrated into program implementation and support staff hold regular on-site drop-in office hours.

In partnership with the juvenile justice system, YouthBuild provides services to justice involved youth through the New Start program. A re-entry specialist provides case manager services for program participants. New Start offers rolling enrollment and enhanced mental health services. Staff conduct outreach and recruitment for Del Valle and Garner Betts juvenile justice facility residences.

Transportation assistance is provided in a variety of forms: bus passes, gas cards, emergency car repair funds, and AYW van transportation. The program also provides uniforms and safety equipment, tools, clothing for interviews, on-site child care, and emergency assistance for food, diapers, and other necessities. YouthBuild participants receive a bi-weekly stipend for attendance and participation. Texas Conservation Corps members receive a living expense allowance to help cover their cost of expenses

²² Conservation Corps offers a summer youth program for high school students and recent graduates ages 15-18.

²³ AYW Texas Conservation Corp. also manages a fee for services model to cover expenses and provide additional work experience opportunities for youth.

²⁴ Restorative Justice as a general framework for responding to school-based conflict emphasizes mitigating harm; attending to root causes of conflict; and, fostering relationships, empathic dialogue, and community accountability (Sandwick, Hahn, and Hassoun, A. , 2019). Trauma informed care recognize that the experience of trauma can greatly influence an individual's receptivity to and engagement with services, interactions with staff and clients, and responsiveness to program guidelines, practices, and interventions (Center for Substance Abuse Treatment).

while in service. The stipend and living allowance are provided through co-enrollment in AmeriCorps, and other funding sources.

Beyond the academic and occupational skills training, the AYW transition team provides YouthBuild participants with employability skills, “life skills,” and financial literacy training. Full-time case managers help participants overcome other obstacles to success and promote retention in employment or post-secondary education through on-going support services for all YouthBuild alumni. The program partners with the WERC collaborative to connect participants with other training opportunities and employment support services.

AYW collaborates with Child Inc., United Way of Greater Austin, and Workforce Solutions Capital Area (WFSCA) child care services to provide a two-generation early childhood care and education program. Program participants may receive on-site quality early childhood care and education services for children ages 0-5, or be eligible for a child care scholarship through the WFSCA child care subsidy program.²⁵ The AYW program provides case management services, a diaper bank, family field trips, parenting education/support sessions (scheduled during the school day to encourage attendance), and parent/child activities with an opportunity for facilitators to model helpful parenting behavior to encourage healthy bonding between parent and child. Children who attend the on-site program remain enrolled at no cost while the parents are enrolled in the program and maintain regular attendance.²⁶

Texas Conservation Corps: Challenges

The Conservation Corps enrollment challenges post-COVID have rebound in FY 2022. As the cost of living increases in Austin, the limited AmeriCorps stipend was not sufficient to support members who came to the program without additional personal support. In the fall of 2022, TxCC crew members and crew leaders were awarded an increase in the monthly living allowance: crew members now earn a monthly stipend of \$2,400 (up from \$1,550), and crew leaders now earn a monthly stipend of \$2,700 (up from \$1,700).²⁷

²⁵ Child Inc. is the Austin area Head Start/Early Head Start grantee.

²⁶ David Clauss, YouthBuild Austin Program Director, participates in the United Way sponsored 2-Gen Stakeholder Network.

²⁷ The increase in AmeriCorps stipends is also available for YouthBuild program participants enrolled in AmeriCorps.

Participant Profile

The following analysis reports on the 475 AYW participants who exited the program for any reason in FY 2016–FY 2022. Although AYW reports fewer WERC-TC exiters than other agencies, AYW serves the largest percentage of exiters with less than a 12th grade education, over half (56.2%), and the highest percentage of exiters 19 years old and younger (33.9%), with an average exiter age of 22. Providing services to Opportunity Youth with limited education and workforce experience results in longer service delivery periods per participant. Over half of the program exiters were males (52.6%) with 40.4% of exiters identified as Hispanic, 29.9% identified as White, and 20% identified as Black. Of the participants, 6.1% indicated veteran status and 10.9% identified as being judicially involved. A plurality of the exiters reported residing in South Austin (45.7%), and East Austin (30.5%).

Participant Outcomes

Table 16 presents AYW WERC-TC participants who exited services (completed or dropped-out) in FY 2016–FY 2022. Outcomes are reported for the 475 participants whose social security numbers were identified within the earnings data. In the four quarters prior to entering the program, overall quarterly employment for individuals served by AYW was 34.3%, increasing to 56.8% two years post-service. For participants exiting the program in FY 2016, FY 2017, and FY 2018 employment outcomes continued to increase through the third year post-service to 70.4%, 65.6%, and 59.0% respectively (representing a 34.6 percentage point gain for FY 2016, a 29.1 percentage point gain for FY 2017, and a 20.6 percentage point gain for FY 2018).

Overall earnings grew from an average of \$2,425 in the quarter before services to \$5,436 two years post-service, which amounts to a \$3,011 earnings increase across this period of time. For all cohorts, most post-service quarterly earnings represented in the data present a continued pattern of earnings growth over time.

Prior to entering AYW services, only 0.7% of participants had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. At two years post-services, 48.2% met the requirements for eligibility. Few participants (2.5% overall) filed a claim for UI benefits in the period examined with a reported increase in UI benefit claims occurring during the pandemic.

Table 16. AYW WERC-TC Participant Outcomes: FY 2016–FY 2022 Exiters

Cohort Outcome Measure		1 Year Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Year Post-Service	2 Years Post-Service	3 Years Post-Service	4 Years Post-Service	5 Years Post-Service	6 Years Post-Service	All Post-Service Qtrs
Number of Participants:	FY 2016	81	81	81	81	81	81	81	81	81	
	FY 2017	61	61	61	61	61	61	61	61	20	
	FY 2018	75	75	75	75	75	75	75	22	.	
	FY 2019	96	96	96	96	96	96	20	.	.	
	FY 2020	80	80	80	80	80	26	.	.	.	
	FY 2021	36	36	36	36	12	.	.	.	.
	FY 2022	46	46	46	17	.	.	.	.	.
Overall		475	475	475	446	405	339	237	164	101	
Quarterly Employment:											
	FY 2016	35.8%	58.0%	63.0%	56.8%	65.4%	70.4%	59.3%	59.3%	61.7%	62.3%
	FY 2017	36.5%	57.4%	62.3%	62.3%	60.7%	65.6%	59.0%	54.1%	.	60.4%
	FY 2018	28.7%	49.3%	46.7%	48.0%	46.7%	49.3%	50.7%	.	.	47.9%
	FY 2019	31.5%	50.0%	57.3%	49.0%	58.3%	49.0%	.	.	.	53.0%
	FY 2020	34.1%	57.5%	55.0%	47.5%	52.5%	.	.	.	.	51.9%
	FY 2021	44.4%	50.0%	44.4%	58.3%	.	.	.	.	.	52.4%
	FY 2022	35.9%	60.9%	63.0%	.	.	.	.	.	.	63.5%
Overall		34.3%	54.5%	56.4%	53.1%	56.8%	57.5%	55.3%	54.9%	60.4%	55.9%
Average Qrtly Earnings:											
	FY 2016	\$2,085	\$3,133	\$4,016	\$4,811	\$4,834	\$5,931	\$7,268	\$7,800	\$8,965	\$6,209
	FY 2017	\$2,058	\$3,682	\$4,352	\$4,534	\$5,470	\$5,441	\$7,226	\$8,110	.	\$5,862
	FY 2018	\$2,087	\$1,897	\$3,914	\$4,290	\$5,400	\$6,536	\$7,964	.	.	\$5,988
	FY 2019	\$2,130	\$3,169	\$3,958	\$4,245	\$4,742	\$6,878	.	.	.	\$5,077
	FY 2020	\$2,397	\$3,131	\$4,098	\$5,754	\$6,425	.	.	.	.	\$5,761
	FY 2021	\$3,207	\$3,812	\$5,938	\$5,876	.	.	.	.	.	\$6,492
	FY 2022	\$3,785	\$2,839	\$5,235	.	.	.	.	.	.	\$6,099
Overall		\$2,425	\$3,052	\$4,299	\$4,986	\$5,436	\$6,395	\$7,573	\$8,387	\$8,666	\$5,864
Qualified for UI Benefits:											
	FY 2016	17.3%	24.7%	32.1%	48.2%	51.9%	63.0%	64.2%	58.0%	55.6%	53.3%
	FY 2017	23.4%	34.4%	37.7%	45.9%	55.7%	60.7%	49.2%	50.8%	.	50.0%
	FY 2018	18.0%	13.3%	21.3%	38.7%	44.0%	41.3%	42.7%	.	.	37.5%
	FY 2019	13.8%	14.6%	25.0%	44.8%	43.8%	51.0%	.	.	.	41.1%
	FY 2020	22.2%	21.3%	27.5%	42.5%	46.3%	.	.	.	.	39.5%
	FY 2021	34.0%	36.1%	33.3%	44.4%	.	.	.	.	.	41.7%
	FY 2022	31.0%	21.7%	19.6%	.	.	.	.	.	.	28.6%
Overall		20.9%	22.1%	27.8%	44.4%	48.2%	53.1%	51.5%	52.4%	54.5%	44.7%
Filed UI Claim:											
	FY 2016	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%	7.4%	1.2%	0.0%	1.4%
	FY 2017	0.4%	0.0%	0.0%	0.0%	0.0%	11.5%	3.3%	0.0%	.	2.3%
	FY 2018	0.7%	0.0%	0.0%	0.0%	13.3%	5.3%	0.0%	.	.	3.5%
	FY 2019	0.5%	0.0%	6.3%	11.5%	1.0%	1.0%	.	.	.	4.7%
	FY 2020	0.3%	7.5%	3.8%	2.5%	0.0%	.	.	.	.	1.9%
	FY 2021	3.5%	0.0%	0.0%	0.0%	.	.	.	.	.	0.0%
	FY 2022	1.6%	0.0%	0.0%	.	.	.	.	.	.	0.0%
Overall		0.7%	1.3%	1.9%	2.9%	2.7%	3.8%	3.4%	0.6%	0.0%	2.5%

Source: WERC-TC participant records and Texas Workforce Commission UI earnings and claim records.

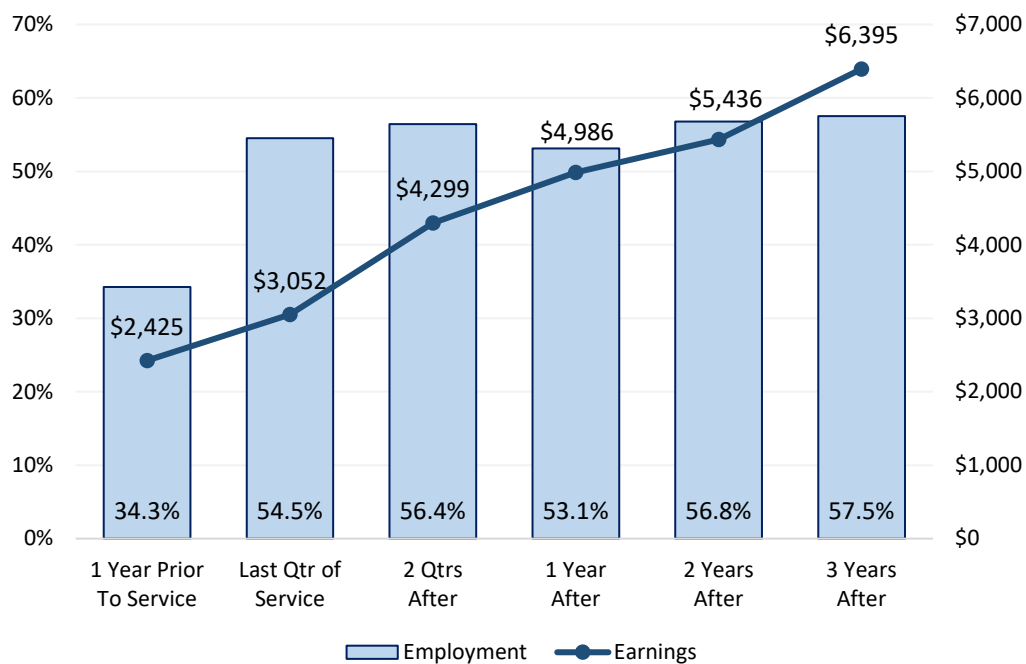
Note: Post-service quarters with low cohort counts were not included in the outcomes figures.

Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Participants were counted as employed if they were found in Texas UI earnings records. Those who were not found may be unemployed, employed outside of Texas, or employed in Texas in a position that is not UI-covered and reported to TWC. Bold font figures represent the time period when the pandemic began influencing outcomes.

Figure 34 presents the rate of employment and the average earnings from one year prior to entering services to three years post-services for all cohorts (FY 2016–FY2022). For WERC-TC AYW exiters found in the data, employment outcomes do not match the overall employment trends of the larger WERC-TC population included in this analysis. WERC-TC participants experienced a trend of decreasing rates of employment over time (See Figure 1. Average Employment and Earnings for WERC-TC Exiters: FY 2016–FY 2022). WERC-TC participants experienced a 14.3 percentage point decrease in employment between the last service quarter and the third year post-services, while AYW exiters were found to experience a 3 percentage point increase in reported employment between the last service quarter and third year post-services.

WERC-TC participants were found to have an overall 48.4% employment rate one year prior to entering services, while the AYW WERC-TC participant rate of employment one year prior to service was 34.3%, a 14.1 percentage point difference between the WERC-TC population and the WERC-TC subpopulation of AYW participants. While the low rate of employment prior to entering services may be attributed to the limited employment experiences of the younger population AYW serves, by the third year post-services AYW exiters quarterly employment rate outpaced the larger WERC-TC exiters by 3.1 percentage points.

Figure 34. Average Employment and Earnings for AYW Exiters: FY 2016–FY 2022
1 year prior to services through 3 years post-services



The following two figures present the long-term employment and earnings outcomes for the FY 2016, FY 2017, and 2018 cohorts from one year prior to entering services through six-, five-, and four-years post-services, respectively.

Figure 35 illustrates a different pattern of employment rates over time when AYW exiters are compared to the WERC-TC FY 2016 and FY 2017 cohorts. The WERC-TC data indicates that the highest rates of employment are reported for the last service quarter for FY 2016, 73.3%; FY 2017, 69.4%; and FY 2018, 66.7%. In contrast, the period of time with the highest rates of employment reported for the AYW participants is three years post-services at 70.4% for the FY 2016 cohort and 66.6% for the FY 2017 cohort. For the FY 2018 cohort, the data identify the highest rate of employment, 50.7% occurred in the year quarter-post services.

**Figure 35. Average Quarterly Employment for AYW WERC-TC Exiters: FY 2016–FY 2018
1 year prior to services through 6 years post-services**

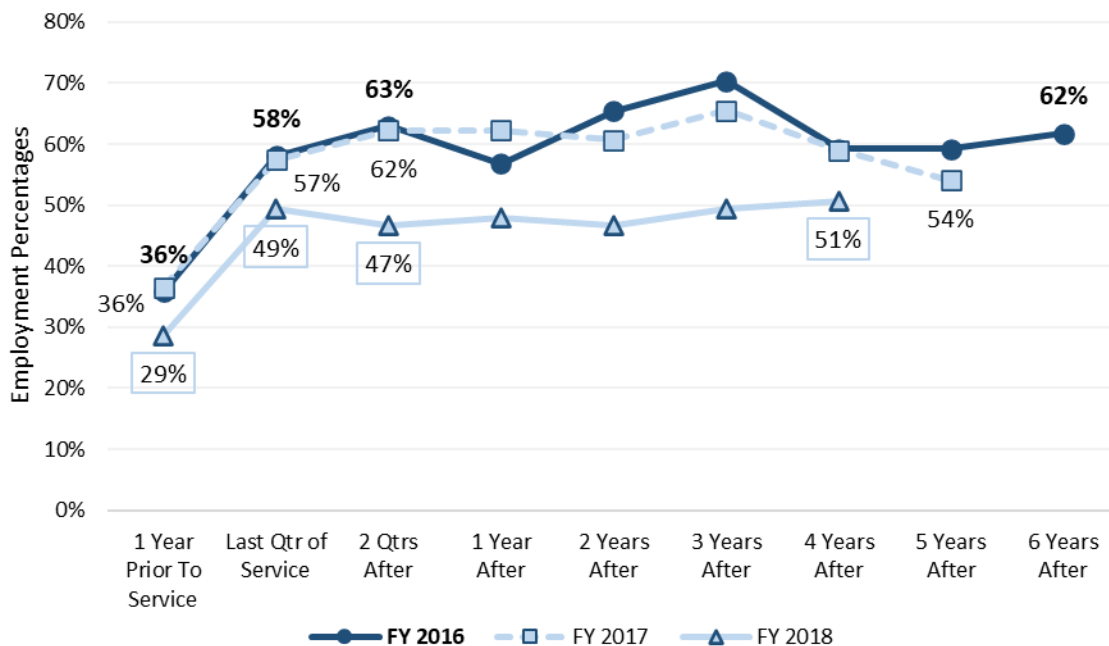
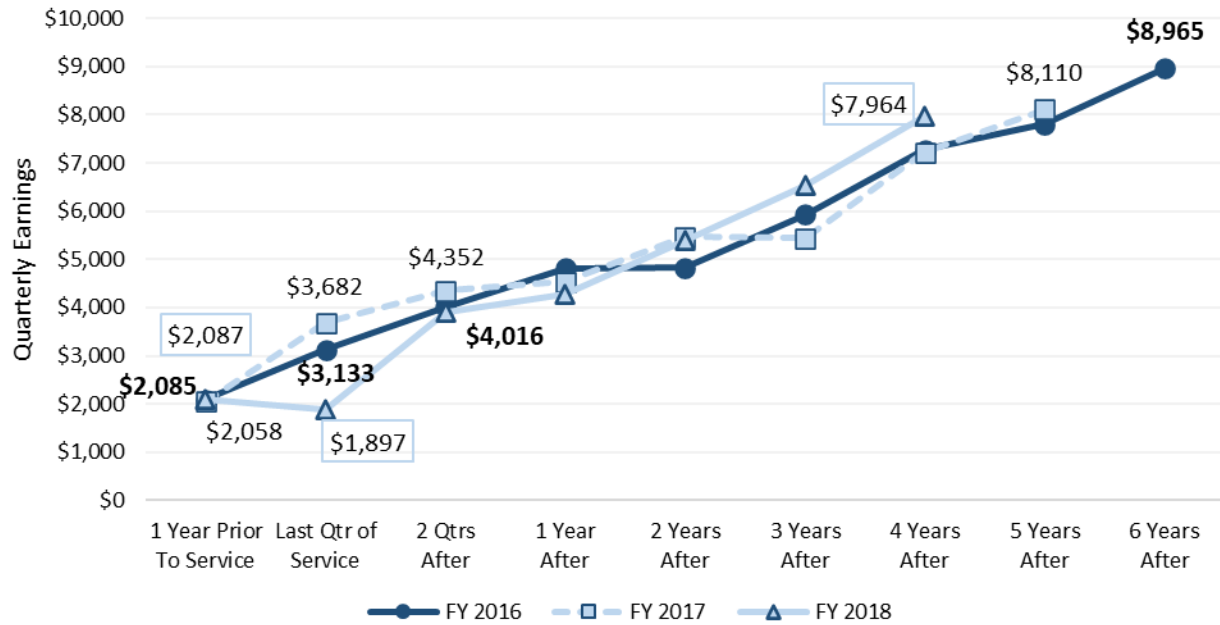


Figure 36 presents the steady upward trend in earnings found in the data for all three cohorts represented. Reported incomes during the one year prior to services are relatively low compared to the reported pre-service incomes of the larger group of WERC-TC exiters. AYW pre-service incomes are less than half the pre-service incomes reported for the WERC-TC exiters, a reflection of the limited employment experience of the youth population served by AYW. At four years post-services, WERC-TC exiters average earnings for the three cohorts increased to \$8,399, while the data reports an average

earnings increase of \$7,472 for AYW exiters— lowering the gap between the two groups to approximately \$927.

**Figure 36. Average Quarterly Earnings for AYW WERC-TC Exiters: FY 2016–FY 2018
1 year prior to services through 6 years post-services**



Non-WERC-TC Travis County Funded Programs

The next section of this report describes the organizations receiving Travis County funding other than through WERC-TC: Literacy Coalition of Central Texas, Capital IDEA, LifeWorks, Skillpoint Alliance, and American YouthWorks. For each organization, this section presents a brief profile of the provider and its workforce development program(s), a summary of participant demographic characteristics obtained at the time of program entry, maps comparing the residential zip codes at the time of program entry for the FY 2016 and FY 2022 cohorts, and outcomes and impacts for participants who exited the program during FY 2016–FY 2022. The report presents impacts only for groups for which adequate matching to a comparison group could be performed.

LITERACY COALITION OF CENTRAL TEXAS

Career Development Programs and Services

The Literacy Coalition of Central Texas

“The Literacy Coalition of Central Texas breaks the cycle of intergenerational poverty through holistic literacy services.” *

In FY 2016–FY 2022 Travis County annually invested approx. \$241,196 in LCCT Career Development services.



*[http:// willread.org](http://willread.org)

The Literacy Coalition of Central Texas (LCCT) Career Development services are offered at the LCCT Learning Center and through the coordination of a network of community-based adult education service providers. The Career Development program integrates literacy, HSE, and English as a second language instruction with job readiness skill building and vocational skills training. Services are targeted for very low-skilled, working age adults.²⁸

The Learning Center and each literacy partner site works with two LCCT AmeriCorps members (an instructor and a job coach) trained to implement the Career Development program in the context of each site’s existing literacy services.²⁹ Participants meet with AmeriCorps members to complete an intake process, establish goals, and create a plan to achieve educational and employment goals. The Learning Center offers additional opportunities for vocational training.

Participants pursuing ABE and HSE certification test preparation take the TABE at the beginning of their participation in the program and are retested after 50-60 hours of instruction. Students interested in advanced workforce preparation receive job readiness skill-building services and work with a job coach to complete an Individual Learning Plan to further outline their educational and career goals. The job readiness training includes computer literacy, the Microsoft Office suite and Google Drive system, job etiquette, letter and email writing, job application writing, résumé development, job searching and interview skills.

In coordination with WFSCA, LCCT sponsors students to attend the Austin Career Institute (ACI) HVAC program. Staff report the commercial HVAC program is popular with participants, reporting high

²⁸ The information for this report was obtained from a conversation with Janet Torres, Chief Executive Officer; Marykate Hammer, Career Development Program Manager; and Sarah Forbes, Partnerships Program Manager, LCCT, June 6, 2022.

²⁹ In FY 2016, AmeriCorps members who were teaching ESL/ABE were trained to add workforce prep and career development services into their teaching and their work with students.

rates of program completion and industry retention.

Support Services

The LCCT staff have identified that many program participants have experienced violence and trauma. All LCCT staff and AmeriCorps members receive training in trauma-informed practice to 1) recognize the pervasive impact of trauma on individuals, families, and communities; 2) inform service delivery; and 3) prepare staff to make appropriate referrals for support and services. AmeriCorps members also receive training on motivational interviewing, a style of relationship building that supports participants to overcome internal barriers to realizing their goals.

Each partner site delivers varying support services to participants. At each site, the AmeriCorps members maintain a site manual that includes site specific supports available for students and a listing of additional common referral sources. Students enrolled at the LCCT Learning Center are eligible to access a number of additional support services. The Learning Center employs a full-time case manager/participant support specialist and a social services coordinator who work to improve program persistence and completion by offering support services such as transportation assistance, primarily in the form of bus passes. In addition, LCCT has also aided with auto repairs and gas cards. The organization provides limited emergency rent or utility assistance on a case-by-case basis. The social services coordinators make referrals to organizations throughout Travis County based on participant need.

Child care is a noted need for parenting participants. Parents may be referred to Child Inc. to apply for Early Head Start/Head Start services. In addition, staff report that students often create informal child care arrangements among themselves. LCCT staff participate in the United Way of Greater Austin 2-Gen Strategic Planning Committee.

Job coaches use text messaging to follow-up with employed participants and offer an incentive gift card to track client academic achievements and employment and job retention rates. Participants who complete 35 hours of class time receive a \$20 gift card; those obtaining a certification, such as HVAC, receive a \$40 gift card. Participants who provide documentation of six months employment retention receive a \$50 gift card, and those with documentation regarding an improved employment situation receive a \$100 gift card.

AmeriCorps Program Challenges

The LCCT service delivery model is dependent upon AmeriCorps members. FY 2022 continued

the trend of too few members entering the program to fill all the placements available at partner sites. Staff suggest the cost of living in Austin is a barrier for potential members interested in completing a term of service in Austin, and stressful for those who do choose to serve in the Austin area. The AmeriCorps program increased member stipends in FY 2022 and LCCT partners with Ball Park North apartment complex to provide affordable, furnished housing for AmeriCorps members. Despite these efforts, the recruitment of new members continues to be inadequate to sustain the program model.

LCCT offers AmeriCorps members a number of options for health and mental health services. AmeriCorps offers the Members Assistance Program (MAP), providing no-cost telehealth mental health services. Locally, members have access to referrals to local mental health service providers. LCCT staff have increased the support provided to members through frequent check-ins, training targeting the specific needs of members, and an ongoing flow of information relevant to managing stress.

New Initiatives

ATX Bridge to Opportunity: LCCT partners with WFSCA to maintain a closed loop referral system to assist individuals interested in enrolling in WFSCA-funded occupational/vocational training who need adult basic education remediation. The referral process begins when WFSCA staff identify prospective training participants in need of remediation in order to pass assessments required to begin occupational training. Then, WFSCA initiates a referral to LCCT using a secure online referral platform. LCCT provides the needed educational services and refers individuals back to WFSCA upon determination the individual is prepared to successfully retake the assessment and enter the desired training. ATX Bridge to Opportunity began serving its first clients in Spring 2022.

LCCT Partner Evaluation: LCCT met with each partner site to determine the potential for each partner to serve individuals with SSNs and their capacity to work in partnership with LCCT to create procedures for requesting participant SSN's. Two sites serve refugees and immigrants who do not have social security numbers to report; a few sites expressed a hesitation to share this level of participant data; however, most sites are willing to work with LCCT to increase the number of SSN's available for the Travis County outcomes and impacts report.

Participant Profile

This analysis reports on the available data of 498 Literacy Coalition participants who exited the program in FY 2016–FY 2022 with SSNs identified in the data.³⁰ The average age of Literacy Coalition

³⁰ Literacy programs are not required by Travis County to request social security numbers from clients.

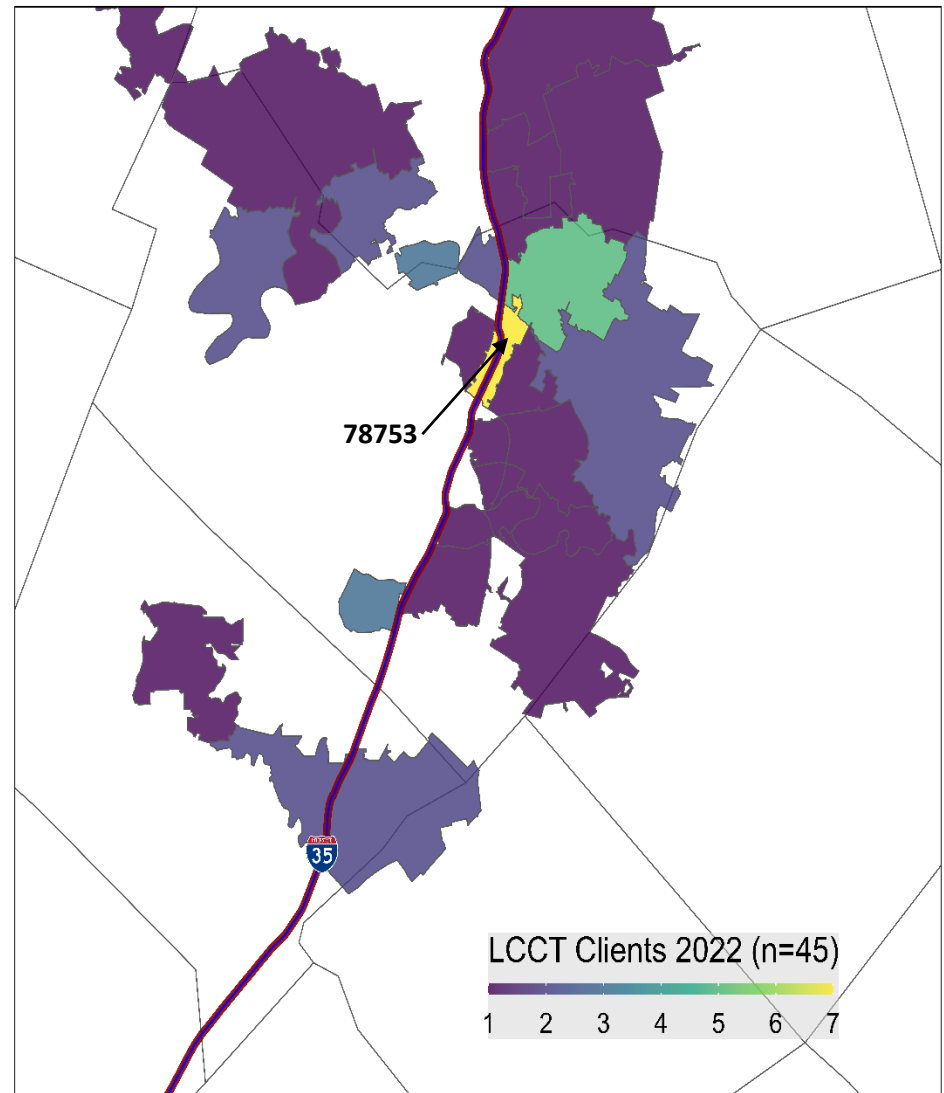
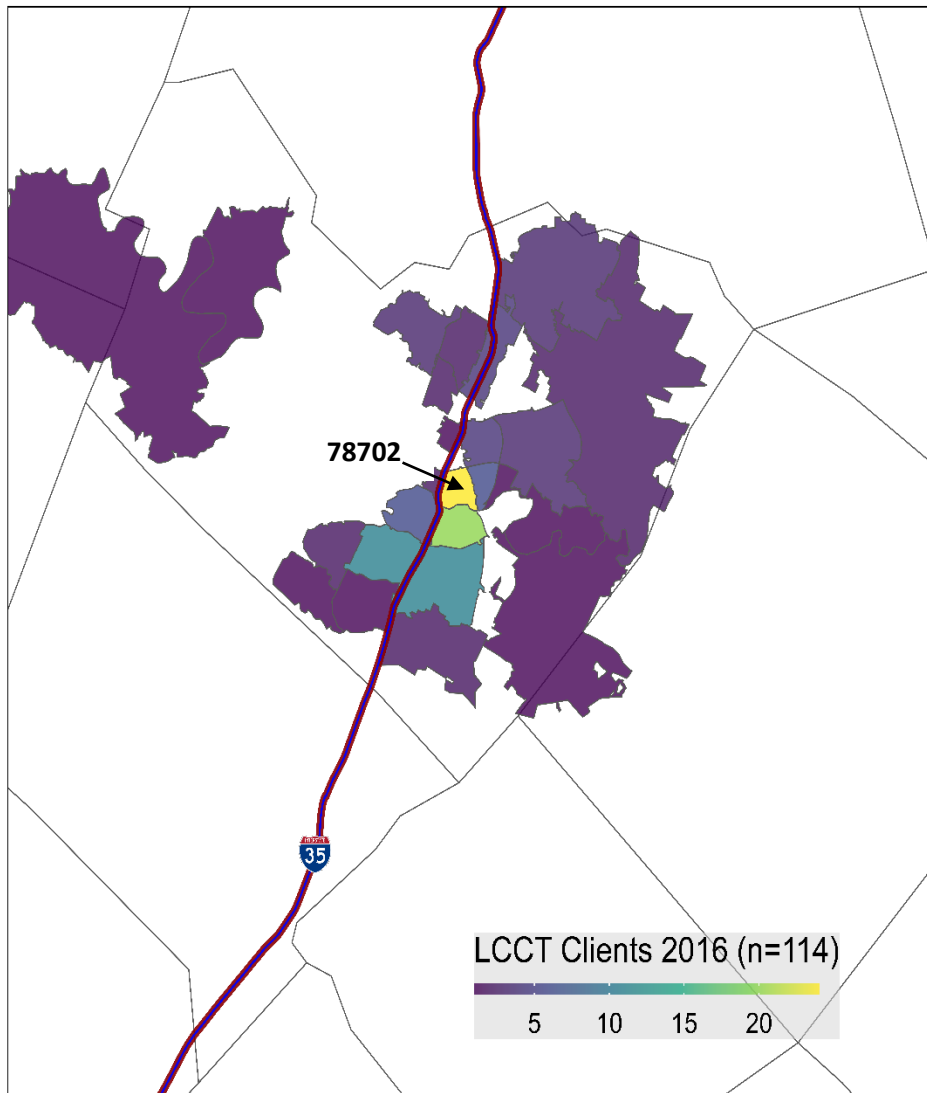
participant exiters is 35 and 16.7% are 50 or older. Over half of the program exiters identified as Hispanic (53.4%), while 18.9% identified as Black, and 14.3% identified as White. Most exiters were female (51.6%). One-fourth of exiters (25.7%) report less than a 12th grade education (education level is missing/unknown for 43% of the participants). Exiters report residing primarily in the following areas: East Austin (30.7%), South Austin (25.3%), and North Austin (20.9%).³¹

Participant Residence Map: FY 2016 and FY 2022

Figure 37 illustrates a comparison of LCCT program exiter locations at the time of program entry for FY 2016 and FY 2022. The analysis includes all program exiters with ZIP codes available in the LCCT data. The count of people within each ZIP code is represented by the colors of the ZIP codes in the maps. Yellow represents the area where the majority of exiting participants resided at the time of program entry. In FY 2016 the majority of exiters resided in East Austin, central to the city and east of Interstate Highway I-35. In FY 2022 the majority of exiters lived along the I-35 corridor and north of U.S. Route 183.

³¹ Information on exiter's judicial involvement and veteran status were missing/unknown from the reported data.

Figure 37. Literacy Coalition of Central Texas Participant Residence Map: FY 2016 and FY 2022



Participant Outcomes

Table 17 presents the available data for Literacy Coalition participants who exited services (completed or dropped out) in FY 2016–FY 2022. Outcomes are reported for the 498 participants whose social security numbers were identified within the earnings data. In the four quarters prior to entering services the quarterly employment for the Literacy Coalition exiters was 55.1%. Overall average quarterly employment grew to 64.7% during the exit quarter, followed by minor fluctuations in employment for many of the remaining quarters for those for whom data are available.

The average overall earnings during the pre-service quarters was \$5,680, increasing to \$7,123 two years post-services, a \$1,443 average quarterly earnings increase. For all cohorts, most post-service quarterly earnings represented in the data demonstrate a pattern of earnings growth over time.

Prior to entering Literacy Coalition, 44.9% of participants had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. Two years after leaving training, 55.3% met the requirements for eligibility. Very few participants (1.7% overall) filed a claim for UI benefits in the period examined with increases in claims filed during the pandemic.

Table 17. Literacy Coalition Participant Outcomes: FY 2016–FY 2022 Exitters

Outcome Measure		1 Year Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Year Post-Service	2 Years Post-Service	3 Years Post-Service	4 Years Post-Service	5 Years Post-Service	6 Years Post-Service
Number of Participants:	FY 2016	77	77	77	77	77	77	77	77	77
	FY 2017	107	107	107	107	107	107	107	107	.
	FY 2018	108	108	108	108	108	108	108	.	.
	FY 2019	110	110	110	110	110	110	.	.	.
	FY 2020	21	21	21	21	21	21	.	.	.
	FY 2021	23	23	23	23	.	.	.	.	.
	FY 2022	52	52	52	.	.	.	.	.	.
Overall		498	498	498	473	432	423	335	200	77
Quarterly Employment:										
	FY 2016	50.7%	55.8%	59.7%	53.3%	57.1%	59.7%	49.4%	45.5%	53.3%
	FY 2017	52.8%	65.4%	62.6%	62.6%	67.3%	57.9%	57.9%	56.1%	.
	FY 2018	57.6%	62.0%	63.9%	63.9%	59.3%	59.3%	55.6%	.	.
	FY 2019	54.6%	67.3%	60.9%	64.6%	46.4%	54.6%	.	.	.
	FY 2020	44.1%	57.1%	52.4%	57.1%	47.6%	.	.	.	.
	FY 2021	53.3%	82.6%	82.6%	78.3%	.	.	.	.	.
	FY 2022	67.8%	71.2%	69.2%	.	.	.	.	.	.
Overall		55.1%	64.7%	63.3%	63.2%	57.2%	57.2%	55.8%	52.0%	53.3%
Average Qrtly Earnings:										
	FY 2016	\$3,837	\$3,654	\$3,992	\$4,494	\$4,709	\$4,841	\$5,889	\$6,244	\$7,112
	FY 2017	\$4,899	\$5,645	\$5,259	\$4,896	\$5,968	\$5,249	\$6,283	\$8,434	.
	FY 2018	\$5,767	\$5,614	\$6,903	\$7,282	\$8,061	\$8,222	\$10,058	.	.
	FY 2019	\$5,833	\$6,057	\$7,624	\$7,447	\$9,192	\$9,368	.	.	.
	FY 2020	\$5,123	\$5,128	\$5,158	\$5,406	\$6,177	.	.	.	.
	FY 2021	\$8,056	\$6,226	\$11,516	\$11,442	.	.	.	.	.
	FY 2022	\$7,876	\$8,925	\$10,881	.	.	.	.	.	.
Overall		\$5,680	\$5,859	\$6,954	\$6,823	\$7,123	\$7,033	\$7,668	\$8,160	\$7,112
Qualified for UI Benefits:										
	FY 2016	37.0%	40.3%	40.3%	49.4%	53.3%	48.1%	53.3%	42.9%	39.0%
	FY 2017	46.0%	44.9%	51.4%	58.9%	55.1%	58.9%	51.4%	52.3%	.
	FY 2018	43.8%	51.9%	53.7%	58.3%	60.2%	55.6%	53.7%	.	.
	FY 2019	44.3%	50.9%	52.7%	57.3%	52.7%	44.6%	.	.	.
	FY 2020	35.7%	28.6%	42.9%	57.1%	42.9%	.	.	.	.
	FY 2021	52.2%	52.2%	47.8%	78.3%	.	.	.	.	.
	FY 2022	58.2%	67.3%	61.5%	.	.	.	.	.	.
Overall		44.9%	49.0%	51.0%	58.1%	55.3%	52.0%	53.7%	48.5%	39.0%
Filed UI Claim:										
	FY 2016	2.0%	2.6%	0.0%	2.6%	1.3%	1.3%	5.2%	1.3%	1.3%
	FY 2017	1.6%	0.0%	0.9%	0.0%	0.9%	4.7%	0.9%	1.9%	.
	FY 2018	1.2%	0.0%	0.9%	0.0%	4.6%	1.9%	0.0%	.	.
	FY 2019	1.1%	0.0%	1.8%	4.6%	2.7%	0.9%	.	.	.
	FY 2020	0.0%	0.0%	9.5%	0.0%	0.0%	.	.	.	.
	FY 2021	7.6%	4.4%	0.0%	0.0%	.	.	.	.	.
	FY 2022	2.9%	0.0%	1.9%	.	.	.	.	.	.
Overall		1.8%	0.6%	1.4%	1.5%	2.3%	2.1%	1.5%	1.5%	1.3%

Source: LCCT participant records and Texas Workforce Commission UI earnings and claim records.

Note: Post-service quarters with low cohort counts were not included in the outcomes figures.

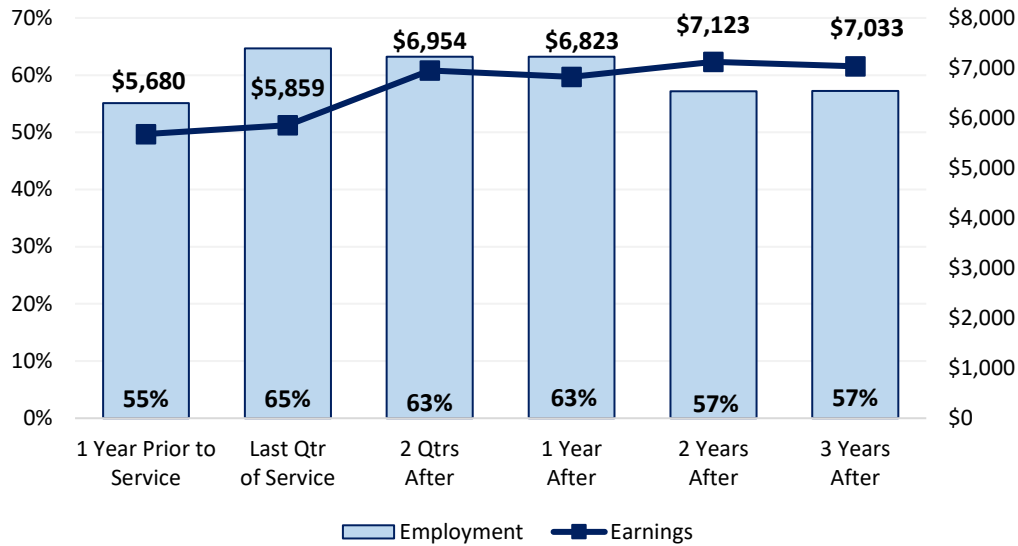
Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe.

Participants were counted as employed if they were found in Texas UI earnings records. Those who were not found may be unemployed, employed outside of Texas, or employed in Texas in a position that is not UI-covered and reported to TWC.

Bold font figures represent the time period when the pandemic began influencing outcomes.

Figure 38 displays for all cohorts (FY 2016–FY 2022), the rate of employment and the average earnings from one year prior to entering services to three years post-services, illustrating minor fluctuating employment trends post-services and a steady increase in earnings.

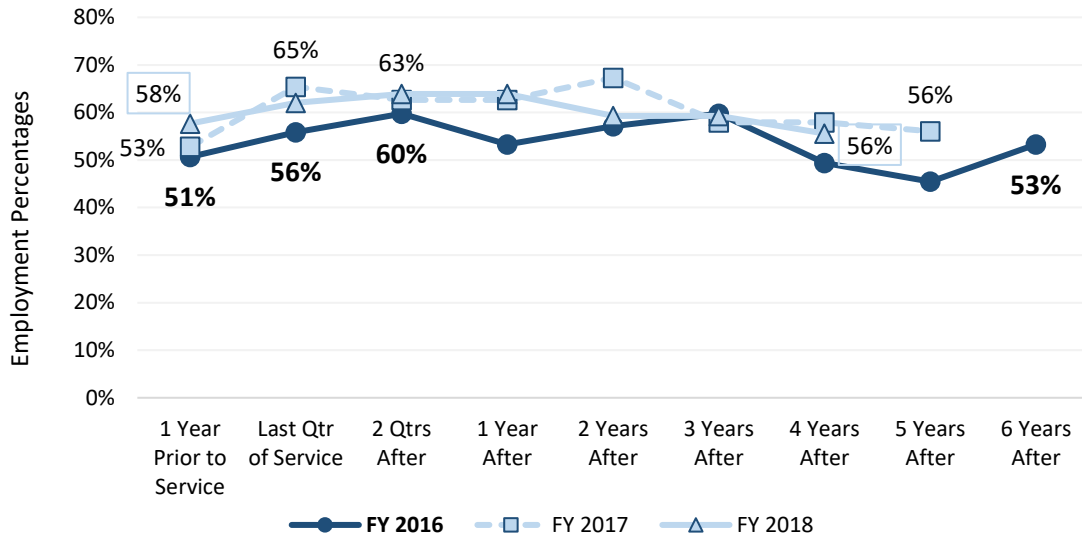
Figure 38. Average Employment and Earnings for LCCT Exiters: FY 2016–FY 2022
1 year prior to services through 3 years post-services



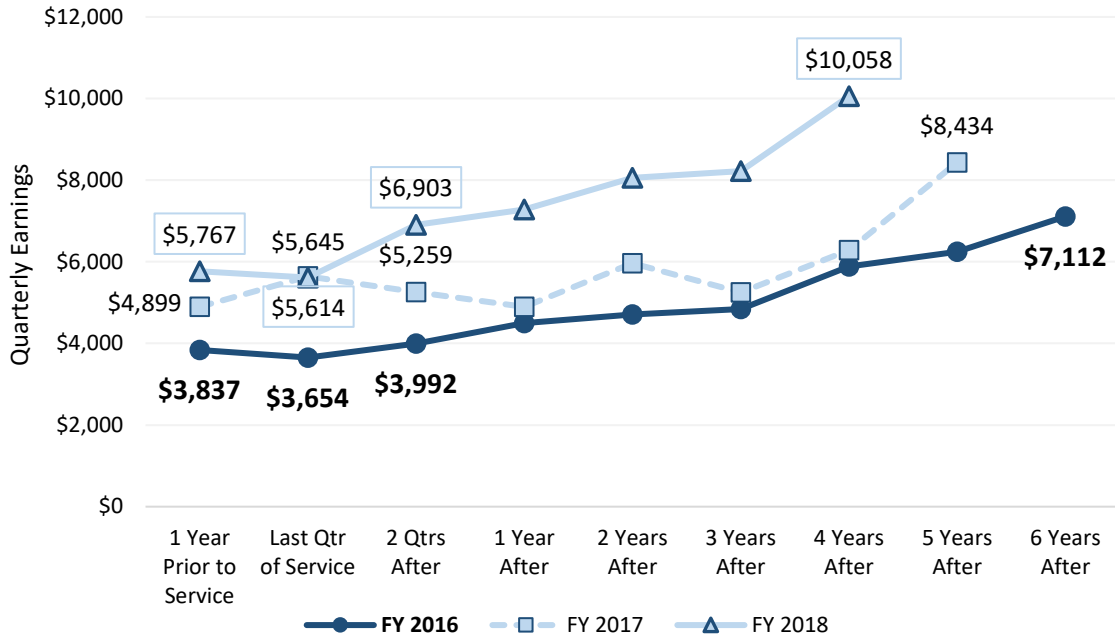
The following two figures present the long-term employment and earnings outcomes for the FY 2016, FY 2017, and FY 2018 cohorts from one year prior to seeking services through six-, five-, and four-years post-services, respectively.

Figure 39 illustrates for all three cohorts a trend of minor variations in employment over time following the last service quarter. Figure 40 presents a steady upward trend in earnings found in the data for all three cohorts. The available data illustrate quarterly earnings increases greater than 70% for all three cohorts across the period examined ranging from an 85% increase for FY 2016 (representing \$3,458), a 72% increase for FY 2017 (representing \$3,535), and for FY 2016, a 74% increase (representing \$4,291).

**Figure 39. Average Quarterly Employment for Literacy Coalition Exiters:
FY 2016, FY 2017, and FY 2018
1 year prior to services through 6 years post-services**



**Figure 40. Average Quarterly Earnings for Literacy Coalition Exiters: FY 2016, FY 2017, and 2018
1 year prior to services through 6 years post-services**

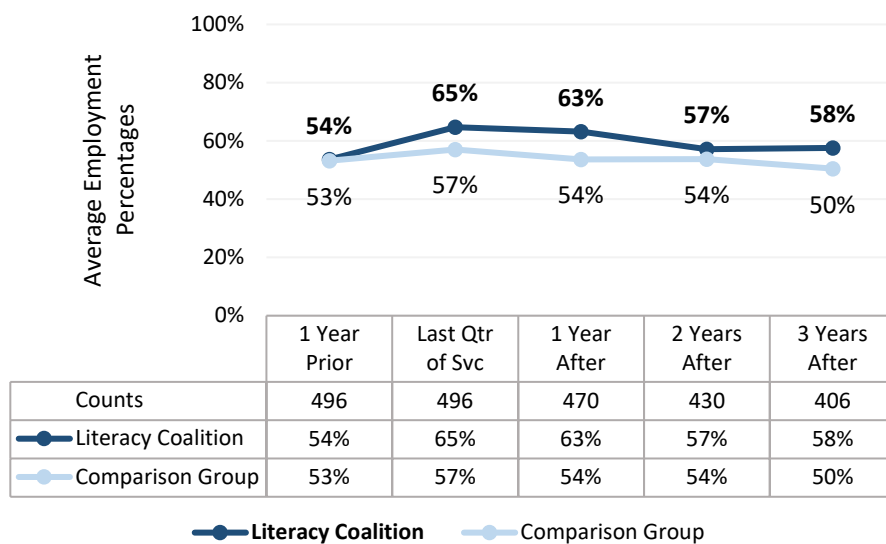


Program Impacts

The following figures present findings from the impacts analysis comparing the outcomes of 496 Literacy Coalition FY 2016–FY 2021 exiters to the outcomes of a matched comparison group. Impact measures include only those exiters for whom adequate matching could be performed.

Both Figures 41 and 42 report on impacts for all 496 exiters matched to a comparison group member up to twelve quarters post-services. The analysis of employment outcomes shows that Literacy Coalition participant employment rates outpaced the comparison group members by 8 percentage point during the last service quarter and at 3 years post services.

Figure 41. Employment Rates Over Time, Literacy Coalition Participants vs. Comparison Group: FY 2016–FY 2022
1 year prior to services through 3 years post-services (n=496)



In Figure 42, the impact of participation in Literacy Coalition is examined by looking at participants’ earnings over time, regardless of employment status (i.e., unconditional earnings), in relation to the comparison group’s unconditional earnings. The analysis shows that Literacy Coalition participants’ earnings slightly outpaced the comparison group during the last service quarter followed by nearly matched quarterly incomes during the second year post services, with the comparison group earnings surpassing Literacy Coalition participants’ during the third year following services.

Figure 42. Unconditional Earnings Over Time, Literacy Coalition Participants vs. Comparison Group: FY 2016–FY 2022
1 year prior to services through 3 years post-services (n=496)

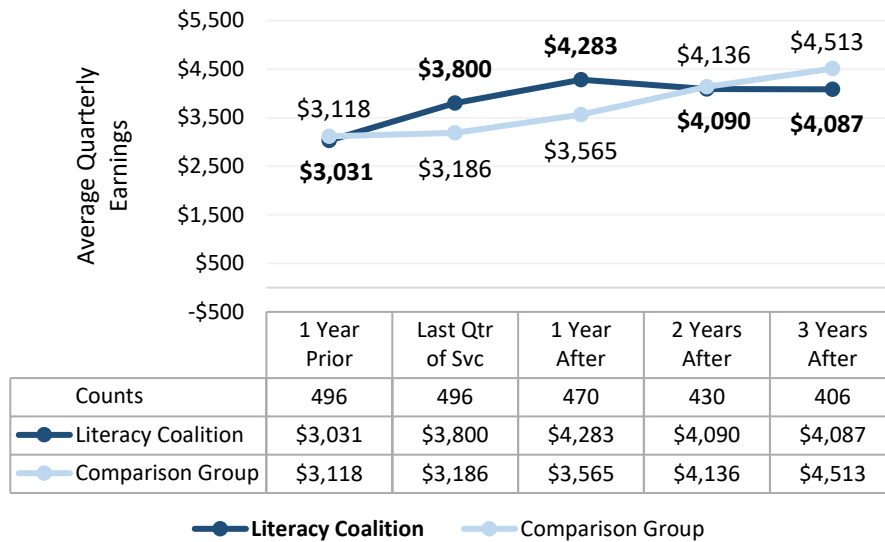


Table 18 presents findings from the impacts analysis comparing the outcomes of 496 Literacy Coalition FY 2016–FY 2022 exiters to the outcomes of a matched comparison group for all post-service quarters. The analysis identifies no statistically significant impacts for participation in Literacy Coalition programs.

Table 18. Literacy Coalition Quarterly Impacts: FY 2016–FY 2022 (n=496)

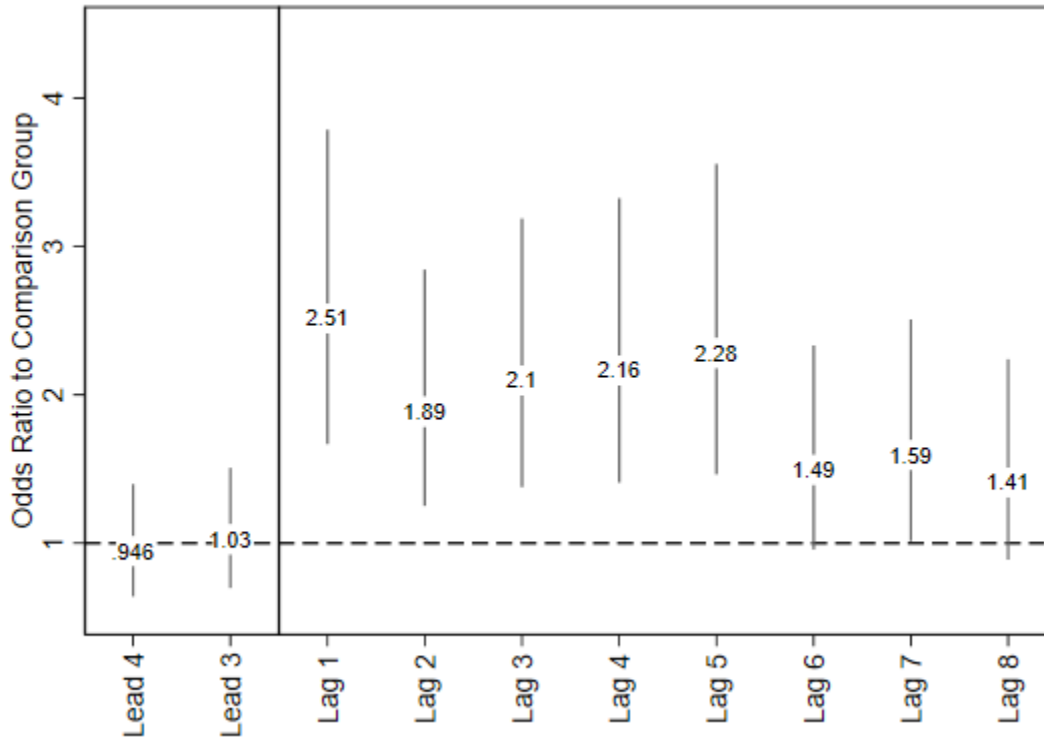
Impact measure	All Qtrs Post-service: Comparison Group	All Qtrs Post-service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	53.9%	60.1%	6.3%	3.2%
Average Quarterly Earnings	\$6,570	\$6,615	\$46	-\$540.08
Qualified for UI Benefits	46.0%	47.4%	1.4%	-0.9%
Filed UI Claim	2.6%	2.3%	-4.9%	-0.3%

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

The LCCT employment model visualized in Figure 43 finds that LCCT participants are significantly more likely to be employed than their counterparts in the comparison group for five of eight quarters after treatment. LCCT participants are 2.51 to 1.89 times as likely to be employed, compared with their

matched comparison group. In the remaining three quarters (Lag6-Lag8), participants are expected to have greater odds of being employed; however, quarters 6 and 8 are not significant. The insignificant coefficients for Lead 4 and Lead 3 provide evidence of the robustness of these and previous impact measures by demonstrating pre-treatment parallel trends between the treatment and comparison groups. The result is similar in direction to the impact table model but are significant for five quarters in this model.

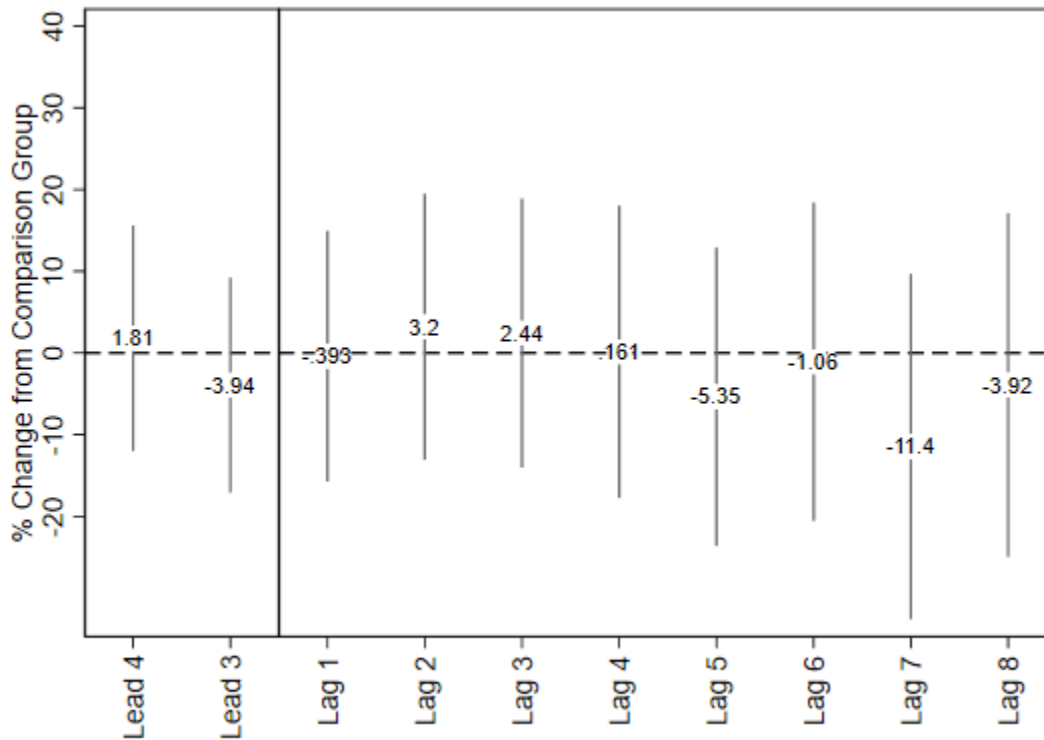
**Figure 43. Quarterly Employment Rate Impact, LCCT: FY 2016-2021
4 quarters prior to services through 8 quarters post-services, n = 600 (Total)**



Note: Coefficients are odds ratios to comparison group. Interpret as: “participants are X.X times as likely to be employed as comparison group for given quarter.”

As with the impact model reported in the impact table, the LCCT conditional earnings (non-zero wages among the working) model visualized in Figure 44 does not find evidence that LCCT participants are expected to earn significantly more than their counterparts in the comparison group. The insignificant coefficients for Lead 4 and Lead 3 provide evidence of the robustness of these and previous impact measures by demonstrating pre-treatment parallel trends between the treatment and comparison groups.

Figure 44. Quarterly Earnings Impact, LCCT: FY 2016-2021
4 quarters prior to services through 8 quarters post-services, n = 849 (Total)



Note: Coefficients are percent change from comparison group. Interpret as “participants earn X.X percent more than comparison group for given quarter.”

The following is an analysis of labor market outcomes for two LCCT participant subgroups, those who completed work readiness training, and those who completed occupational skills training and also received an industry-based credential (IBC) during FY 2017–FY 2022.

Literacy Coalition Subgroup Analysis: Workforce Training Participants

Among the 421 FY 2017–FY 2022 Literacy Coalition participants with SSN’s identified in the data, 188 completed work readiness training (WFR). Among the exiters completing work readiness training, 76 enrolled in and completed vocational training, receiving an industry based certification (IBC). The majority of the participants who earned an IBC (63 of the 76 IBC earning participants) completed HVAC – residential technician training or HVAC residential and commercial technician training at the Austin Career Institute (ACI). The remaining IBC obtainers completed nurses aid training at Skillpoint Alliance. LCCT partnered with ACI and Skillpoint Alliance to incorporate an LCCT developed English@Work

curriculum into the HVAC and nurses aid training instruction.³² In the Austin area, HVAC–residential technicians currently make an average starting salary of \$29.00/hour (ZipRecruiter, Nov. 2023).

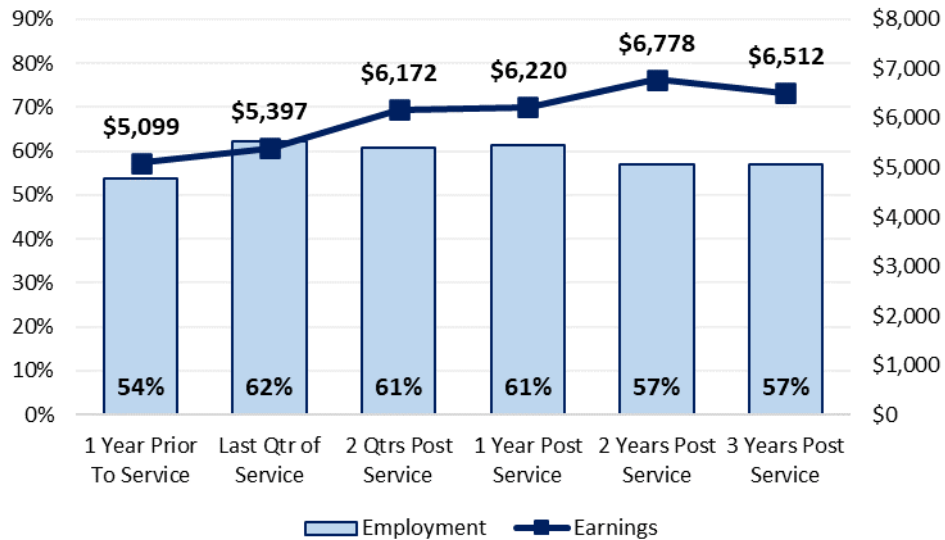
Participant Outcomes

This outcomes evaluation examines participants’ labor market experiences prior to entering the program, and then tracks their labor market outcomes following program exit up to three years post-service for those for whom data were available. The following two figures display outcomes for FY 2017–FY 2022, specifically the rate of employment and the average earnings from one year prior to entering services to three years post-services for exiters found in the data who completed work readiness training (Figure 45, n=135), as well as for those completing work readiness training, vocational training, and obtained an IBC (Figure 46, n=76).

The rates of employment for both groups increased during the last quarter of services. Work Readiness training completers experienced minor decreases in employment over time. Employment rates during the third year post-services were three percentage points greater than pre-service employment rates. During the time period examined for this analysis Workforce Readiness training completer’s quarterly earnings increased by \$1,413.

³² The English Work program is based on the premise that English language speaking skills are learned more effectively in the context of the workplace a person functions in through curriculum customized to the workplace and to students’ job descriptions.

**Figure 45. LCCT Exiters Completing Work Readiness Training: FY 2017–FY 2022
1 year prior to services through 3 years post-services (n=135)**

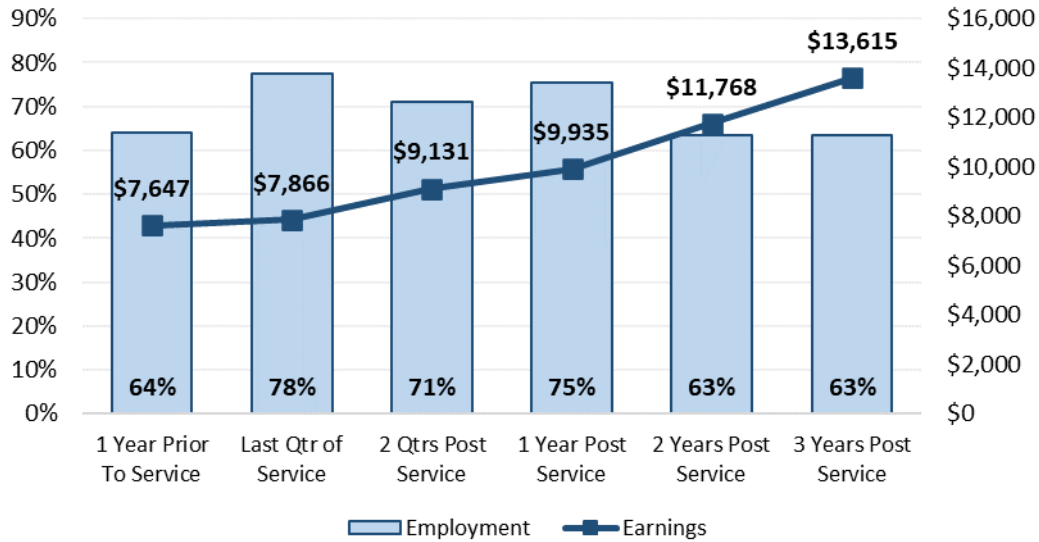


Note: This graph excludes the LCCT participants who completed work readiness training, excluding those who participated in vocational training and earned an IBC.

Employment rates for participants completing vocational training and obtaining an IBC increased 14 percentage points during the last quarter of services and decreased over time to nearly match the pre-service employment rate by the third year post-services. LCCT participants who completed vocational skills training and earned an IBC entered the program with strong employment and earning histories. One year prior to program entry, IBC earners reported on average \$2,548 in higher earnings compared to the Work Readiness training completers. Similarly, the data identified an approximate 10 percentage point difference in reported employment during the year prior to program entry, with IBC earners entering services with the employment advantage. IBC obtainers’ earnings increased on average by \$5,968 during the period examined.

A discussion with Austin Career Institute CEO Shawn Jamaili contributed insight into the career aspirations of participants in the HVAC programs. Mr. Jamaili reports that many program participants enter the program with the goal of establishing their own businesses. For program graduates who establish their own businesses and work as independent contractors, they will not appear in the Texas Workforce data used in this analysis.

**Figure 46. LCCT Exiters Completing Vocational Skills Training and Obtained an IBC:
FY 2018, FY 2019, FY 2020, and FY 2022
1 year prior to services through 3 years post-services (n=76)**



An additional area of interest between these two subgroups of LCCT participants is the average rates of eligibility for UI benefits. Eligibility for UI benefits serve as a proxy for employment stability. The IBC obtainers were found to have higher rates of eligibility for benefits over time compared to the work readiness completers (Table 19).

Table 19. Qualification for UI Benefits: LCCT Work Readiness Training Completers and IBC Obtainers

Qualified for UI Benefits:	1 Year Prior To Service	2 Years Post-service	3 Years Post-service
Completers			
Work Readiness Training	43.0%	55.6%	53.3%
Vocational Training & IBC	53.6%	75.0%	63.5%

Discussion of Participant Outcomes

Table 20 presents three year post-service labor market outcomes for all LCCT participants who appear in the workforce data, along with outcomes for the two subgroups: Workforce Readiness training completers, and those earning an IBC. The data illustrate the career development pathway

opportunities that LCCT offers participants. Although the data report only minor differences in outcomes between all LCCT participants and those completing Workforce Readiness training, the data demonstrate an increase in employment, earnings, and employment stability (evident in the increase in those qualifying for UI earnings benefits) for participants receiving an industry-based certification.

Table 20. LCCT Participant Outcomes Three Years Post-service: All Participants, WFR Training Completers, and Vocation Training Completers with IBC

Three years Post-service	All LCCT Participants FY 2016–FY2022 n=498	Workforce Readiness Training Completers FY 2017–FY2022 n=135	Received Industry-Based Certifications FY 2018–FY 2022 n=76
Employment	57.2%	57.0%	63.5%
Quarterly Earnings	\$7,033	\$6,512	\$13,615
Qualified for UI Benefits	52.0%	53.3%	63.5%
Filed UI Claim:	2.1%	0.7%	0.0%

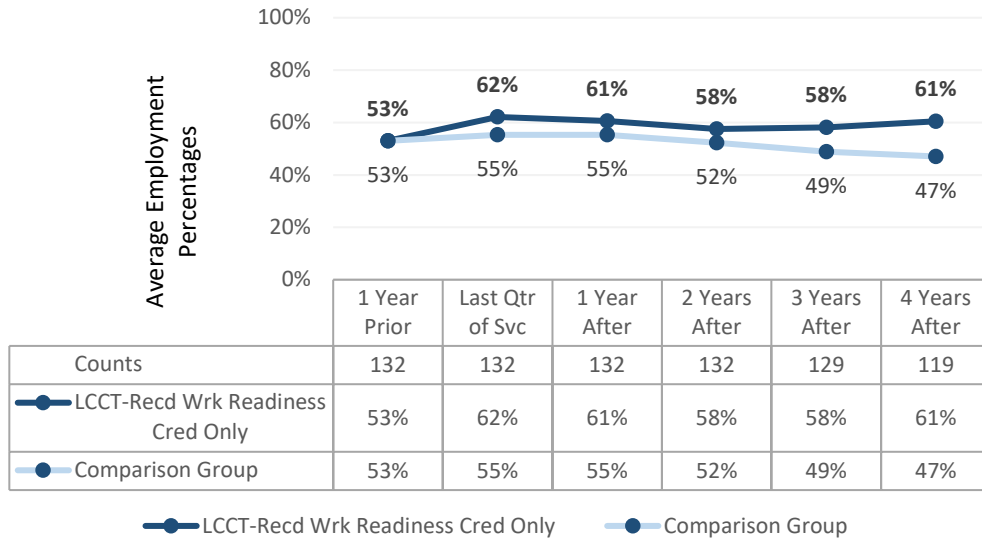
Note: Workforce Readiness Training Completers excludes the LCCT participants who completed work readiness training and received an IBC.

Program Impacts

The following two Figures present findings from the impacts analysis comparing the outcomes of the two LCCT subgroups of interest to the outcomes of a matched comparison group. In Figure 47, the impact of participation in LCCT services and completing workforce readiness training is examined by looking at participants’ employment rate over time in relation to the comparison group’s employment rate. The analysis shows that LCCT WFR training completers’ employment rate outpaced the comparison group across the period examined with a 14 percentage point advantage by the fourth year post-services.

In Figure 48 the impact of participation in LCCT services and completing workforce readiness training is examined by looking at participants’ earnings over time in relation to the comparison group’s earnings. The analysis shows that the comparison group earnings outpaced the LCCT WFR training completers’ earnings until the fourth year post-services when the earnings gap decreased, and the two groups’ earnings were similar.

**Figure 47. Employment Rates Over Time, LCCT WFR Training Completers vs. Comparison Group:
FY 2017–FY 2022
1 year prior to services through 4 years post-services (n=132)**



**Figure 48. Unconditional Earnings Over Time, LCCT WFR Training Completers vs. Comparison Group:
FY 2017–FY 2022
1 year prior to services through 4 years post-services (n=132)**

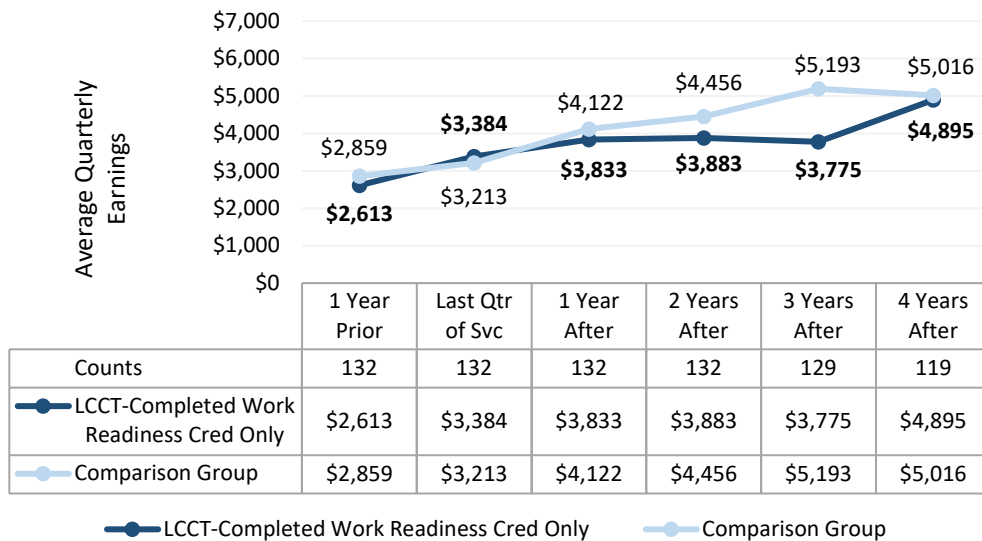


Table 21 presents findings from the impacts analysis comparing the outcomes of LCCT WFR training completers FY 2017–FY 2022 to the outcomes of a matched comparison group. The table presents impacts only for exiters for whom adequate matching could be performed. The analysis

identifies no statistically significant impacts for participation in Literacy Coalition programs.

Table 21. LCCT WFR Training Completers Quarterly Impacts: FY 2017–FY 2022 (n=132)

Impact measure	All Qtrs Post-service: Comparison Group	All Qtrs Post-service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	50.7%	58.2%	7.5%	5.3%
Average Quarterly Earnings	\$4,391	\$4,137	-\$254	-\$147.50
Qualified for UI Benefits	43.0%	48.3%	5.3%	2.5%
Filed UI Claim	2.7%	3.0%	0.3%	0.2%

Note: ***=significant at $p < .001$; **=significant at $p < .01$; *=significant at $p < .05$

In Figure 49, the impact of participation in LCCT services, completing workforce readiness, vocational training and achieving an IBC is examined by looking at participants’ employment rate over time in relation to the comparison group’s employment rate. The analysis shows that LCCT IBC attainers’ employment rate outpaced the comparison group across the period examined with a 4 percentage point advantage by the fourth year post-services. The decrease in employment may be explained with HVAC certification holders entering self-employment and their earnings unavailable in the wage data.

In Figure 50 the impact of participation in LCCT services, completing workforce readiness, vocational training and achieving an IBC is examined by looking at participants’ earnings over time in relation to the comparison group’s earnings. The analysis shows that the LCCT IBC attainers outpaced the comparison group by \$1,625 during the last service quarter and this trend continued through the third year post-services with the LCCT participants quarterly average earning increasing to \$8,701, representing a \$2,724 earnings advantage over the comparison group.

Figure 49. Employment Rates Over Time, LCCT Vocational Training/IBC Attainers vs. Comparison Group: FY 2018–FY 2022
1 year prior to services through 4 years post-services (n=74)

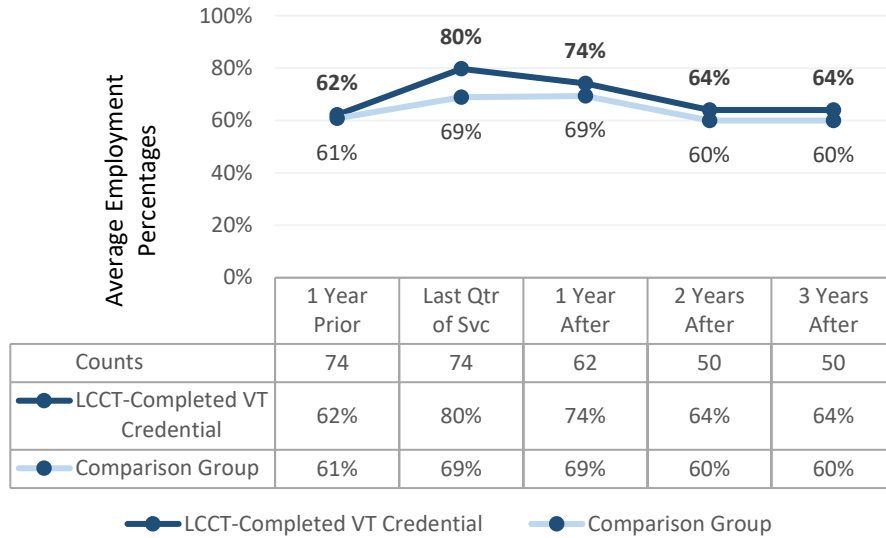
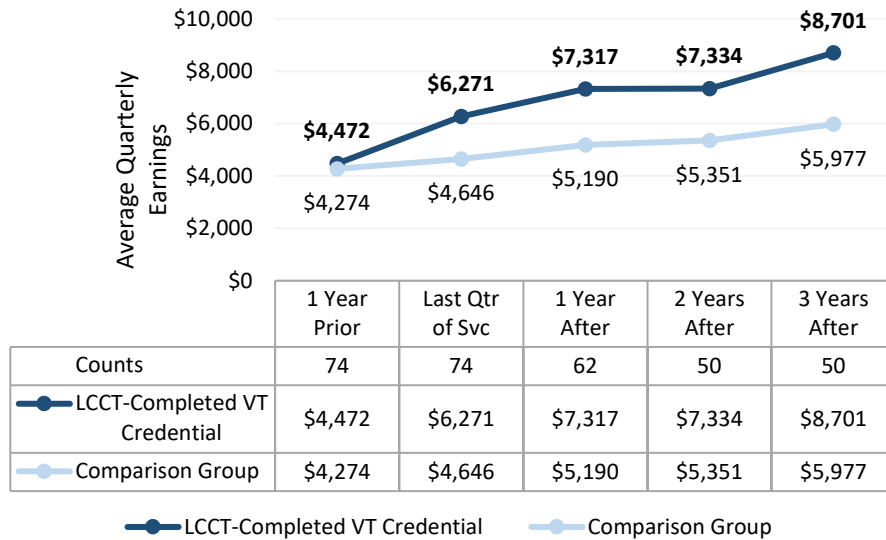


Figure 50. Unconditional Earnings Over Time, LCCT Vocational Training/IBC Attainers vs. Comparison Group: FY 2018–FY 2022
1 year prior to services through 4 years post-services (n=74)



The available sample of LCCT vocational training completers who attained an IBC in FY 2018–FY 2022 was not sufficiently large enough for the impact model used for this analysis to report impact measures with an acceptable level of confidence.

CAPITAL IDEA

Capital IDEA Mission

“Capital IDEA’s mission is to lift working adults out of poverty and into living wage careers through education and career advancement.” *

In FY 2016–FY 2022, Travis County annually invested \$760,800 in Capital IDEA programming.



*www.capitalIDEA.org

Workforce Development Programs and Services

Capital IDEA is a sectoral workforce development program offering training in health care, information technology (IT), and other leading industries such as professional trades and applied technologies.³³ Each training program supported by Capital IDEA is identified by area employers as an occupation in high demand, paying \$20.00 or more per hour for occupations requiring an associate degree, and at least \$12.00 per hour for other certifications.

Eligible applicants must be at least 18 years old, have a HSEC or High School diploma, lack an associate or higher degree, meet reading and math skills requirements, and for Travis County residence, report a household income at or below 250% FPG.³⁴

Interested individuals must attend a CareerUp program information session, complete an application, submit relevant documents, take a skills and vocational assessment, and schedule an initial meeting with staff. CareerUp sessions are hosted on Zoom or in person and last approximately a half-hour. Sessions provide information about the support services Capital IDEA offers, the careers they are recruiting for, participant qualifications, and answer questions about Capital IDEA. The application process is fully online and face-to-face appointments are available to support applicants with limited access to computers and the internet. Online applicants can request support from Capital IDEA staff to assist them through phone calls, text messaging, and emails.

Applicants are carefully screened for suitability and commitment through an assessment process including the **Criteria Online Personality Profile and Aptitude Assessment**. Applicants participate in a career counseling session to review assessment results and prepare an Individual Training Plan to outline the training steps and support services needed to meet their educational and career goals. The

³³ Union apprenticeships are available through UA Local 286 Plumbers & Pipefitters, Carpenters Local Union 1266, and Electricians Local Union 520. Internships are available for IT students through a number of local employers and non-profit organizations.

³⁴ The majority of Capital IDEA’s participants are non-traditional, first generation college students.

last step in the selection process is an interview with a Capital IDEA director who makes the final recommendations on acceptance of applicants.

A College Prep Academy, offered at the ACC Highland Campus, is available for students who need to improve their math, reading, and writing skills to a college level and pass the Texas Success Initiative (TSI).³⁵ At the College Prep Academy, students attend class half days, five days a week, for one semester. After twelve weeks of College Prep, students take the TSI college readiness exam. The Prep Academy not only teaches essential academic skills, but also provides students with valuable skills to help them study, take notes, and overcome test anxiety.

Ninety-five percent of Capital IDEA students enroll in ACC, the remaining students enroll in Temple College. Overall, the average length of enrollment for participants is 3.5 to 4 years in training, plus two years of job placement assistance with follow-up and guidance as needed. Students are encouraged to be self-sufficient by working part-time during training. Financial literacy and job readiness are core competencies of the program supported through ongoing discussions with, and support from, career navigators.

Support Services

Capital IDEA covers the cost of tuition, fees, books, uniforms, tools, training software, and anything required on a class syllabus.³⁶ Participants receive assistance with purchasing school supplies including backpacks, printer ink, and paper. The program also covers the cost of other services important to learning, such as eye examinations and eyeglasses. Emergency financial assistance is available on a case-by-case basis to help with things like utility bills and mortgage and rent assistance.

Each student is assigned a career navigator who offers support in navigating the academic environment and assists students to overcome academic and personal barriers to the achievement of their academic goal. Career Navigators communicate with students through scheduled face-to-face appointments, telephone calls, text messaging, email, and video conferencing platforms. An employment coordinator assists graduates and soon-to-be graduates to develop resumes and cover letters, prepare for interviews, and conduct a job search. The employment coordinator also forms partnerships with employers to develop opportunities for program graduates and internships for IT students.

ACC students have access to free Cap Metro services through the “green pass” program, which

³⁵ The Texas Success Initiative (TSI) is a college readiness test required for Texas community college students.

³⁶ Workforce Solutions Capital Areas’ (WFSCA) WIOA program partners with Capital IDEA to provide limited funding for some of these training related costs.

provides free bus, rail, and Express Bus services in the region for the entire semester. WFSCA provides childcare services for Capital IDEA participants living in Travis County. Capital IDEA employs a full-time program specialist to assist students in navigating the childcare process and offers supplemental childcare support for qualifying parents who do not receive support through WFSCA.³⁷ Capital IDEA has a network of informal and formal relationships with area social service providers. Students in need of mental health counseling may be referred to the Samaritan Center or LifeWorks.

New Initiatives

The limited number of enrollment slots available at the ACC nursing program has been an ongoing issue for Capital IDEA participants who complete the program prerequisites, qualify for the program, yet are not selected to enroll. The City of Austin awarded American Rescue Plan Act funds to pilot a Bachelor of Science Nursing (BSN) program for eligible Capital IDEA students with Concordia College. FY 2021 was the planning phase for this collaboration and student enrollment began in Spring 2022. This is still in place and also for Fall 2023. Capital IDEA has partnered with ACC on a grant through the Dream Come True Foundation to serve more low-income RN students. This grant would allow Capital IDEA and ACC to enroll an additional 20 students who may be waiting acceptance into nursing school. In addition, Capital IDEA has formally requested ACC expand the Dental Hygiene program. The opportunity is pending approved by the Commission of Dental Accreditation. The expansion would allow an additional eight students to start the Dental Program in Fall 2023.

Participant Profile

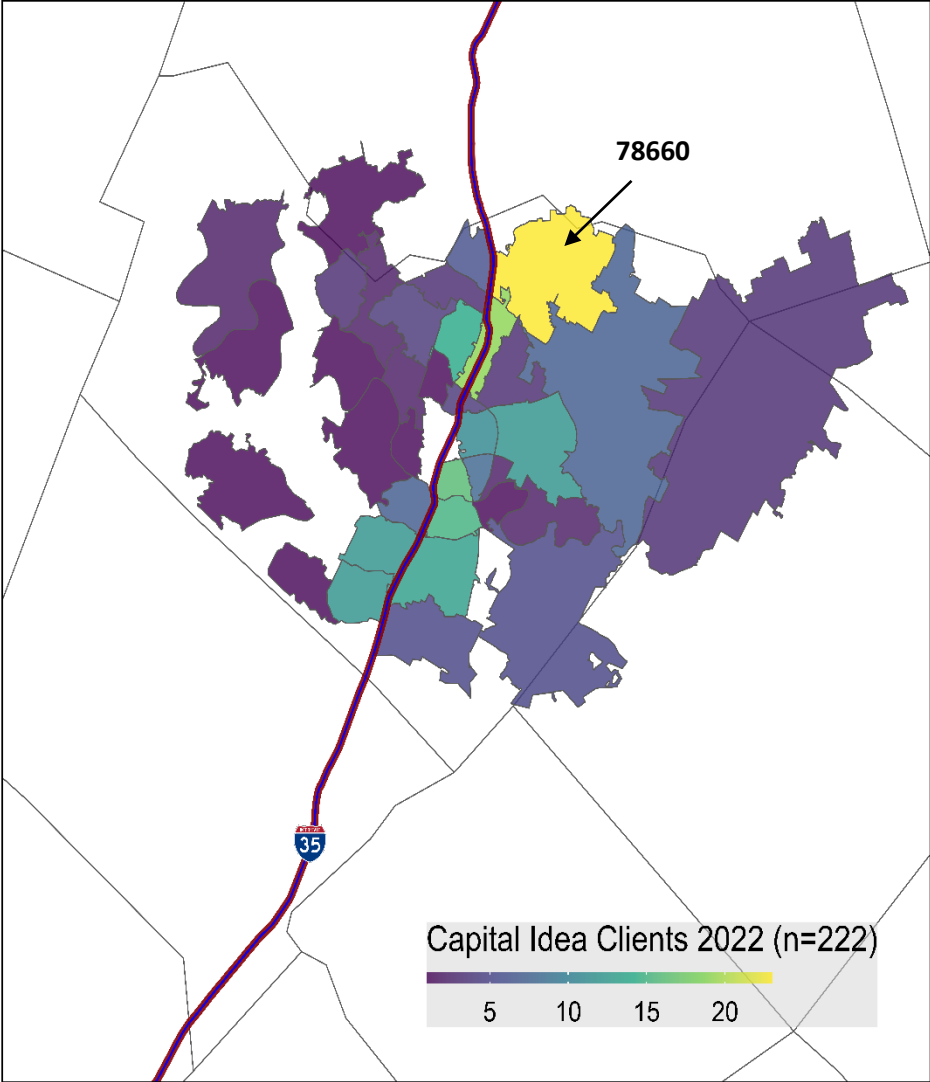
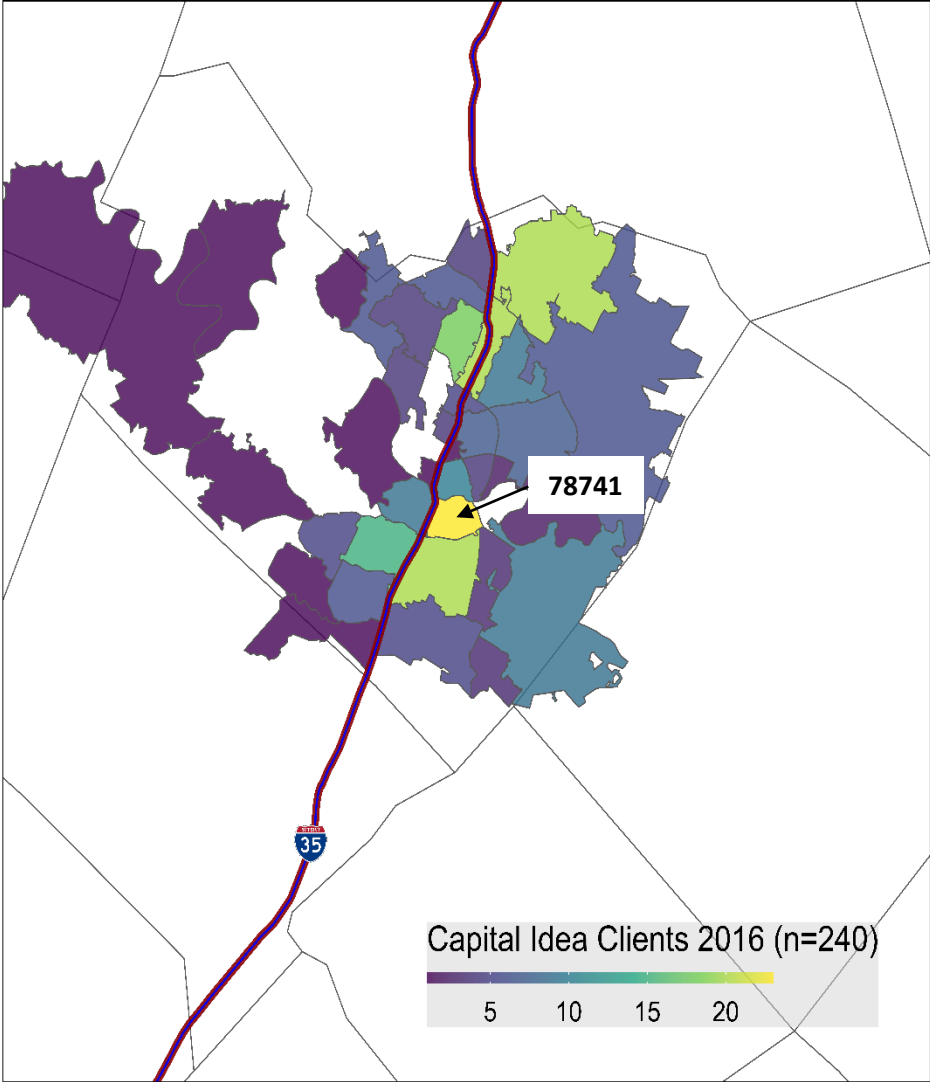
This analysis reports on 1,402 Capital IDEA participants who exited the program in FY 2016–FY 2022. The average age of Capital IDEA participant exiters is 27. Approximately 37.1% of exiters identified as Hispanic, 30.3% identified as White, and 20.6% identified as Black. Most exiters were female (70.4%) and over half reported a 12th grade education or HSEC (51.3%), with 46.3% reporting having attended college. Judicial involvement is reported for 6.1%, 1.4% identified as veterans (judicial involvement and veteran status information was missing/unknown for approximately 46% of participants). The majority of the exiters report residing in three areas: North Austin (24.8%), East Austin (25.4%), and South Austin (24.2%).

³⁷ Capital IDEA participates in the United Way sponsored 2-Gen Stakeholder Network.

Participant Residence Map: FY 2016 and FY 2022

Figure 51 illustrates a comparison of Capital IDEA program exiter locations at the time of program entry for FY 2016 and FY 2022. The analysis includes all program exiters with ZIP codes available in the Capital IDEA data. The count of people within each ZIP code is represented by the colors of the ZIP codes in the maps. Yellow represents the area where the majority of exiting participants resided at the time of program entry. In FY 2016 the majority of exiters resided in East Austin, south of the city center and east of Interstate Highway I-35. In FY 2022 the majority of exiters also lived east of the I-35 corridor however, this group resided north of the city on the edge of Travis County.

Figure 51. Capital IDEA Participant Residence Map: FY 2016 and FY 2022



Participant Outcomes

Table 22 provides an overview of labor market outcomes for Capital IDEA FY 2016–FY 2022 exiters. Outcomes are reported for 1,402 participant social security numbers identified within the earnings data. In the four quarters prior to enrolling in Capital IDEA, overall quarterly employment was approximately 68%, rising during the second quarter post-services to an average of 80.1%. These high rates of employment are consistent with the Capital IDEA philosophy of client self-sufficiency: Capital IDEA recruits employed, low-wage earners into the program and encourages them to maintain and/or obtain employment throughout their participation in the program. Program exiters continued to exhibit strong average employment levels for all remaining post-service quarters.

Earnings in the pre-service quarter averaged \$4,829 for employed participants. During the third post-service year, Capital IDEA exiters earned an average of \$11,378, representing a 135% increase over pre-service earnings. Income continued to rise for exiters found in the data for the remaining post-service periods represented in the data.

Prior to entering Capital IDEA , over half (57.4%) had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. Three years after leaving training, over three-quarters (76.8%) met the requirements for eligibility. Overall few participants filed a claim for UI benefits in the period examined, with increases in claims filed during the pandemic.

Table 22. Capital IDEA Participant Outcomes: FY 2016–FY 2022 Exiters

Cohort Outcome Measure		1 Year Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Year Post-Service	2 Years Post-Service	3 Years Post-Service	4 Years Post-Service	5 Years Post-Service	6 Years Post-Service
Number of Participants:	FY 2016	175	175	175	175	175	175	175	175	175
	FY 2017	148	148	148	148	148	148	148	148	79
	FY 2018	221	221	221	221	221	221	221	123	.
	FY 2019	209	209	209	209	209	209	.	.	.
	FY 2020	212	212	212	212	212	.	.	.	.
	FY 2021	215	215	215	215	.	.	.	.	.
	FY 2022	222	222	222	.	.	.	.	.	.
Overall		1,402	1,402	1,402	1,287	1,071	874	643	446	254
Quarterly Employment:										
	FY 2016	68.3%	72.0%	80.0%	80.0%	80.0%	75.4%	73.7%	74.9%	74.3%
	FY 2017	68.2%	71.0%	87.8%	84.5%	79.7%	83.1%	75.7%	75.0%	.
	FY 2018	63.9%	73.3%	76.9%	78.7%	79.2%	75.1%	69.7%	.	.
	FY 2019	70.0%	73.2%	80.4%	78.0%	73.7%	76.6%	.	.	.
	FY 2020	71.0%	68.4%	79.3%	77.8%	77.4%	.	.	.	.
	FY 2021	67.3%	67.9%	80.9%	78.6%	.	.	.	.	.
	FY 2022	68.6%	74.3%	77.9%	.	.	.	.	.	.
Overall		68.2%	71.5%	80.1%	79.3%	78.0%	76.3%	73.9%	75.6%	75.2%
Average Qrtly Earnings:										
	FY 2016	\$4,469	\$6,350	\$8,225	\$8,606	\$8,894	\$9,784	\$10,548	\$11,583	\$13,189
	FY 2017	\$4,292	\$4,687	\$8,762	\$9,826	\$10,729	\$10,389	\$12,612	\$16,169	.
	FY 2018	\$4,654	\$5,111	\$7,937	\$8,824	\$9,247	\$11,294	\$13,350	.	.
	FY 2019	\$4,901	\$4,813	\$8,849	\$9,532	\$11,880	\$12,477	.	.	.
	FY 2020	\$4,669	\$4,939	\$8,203	\$10,200	\$11,976	.	.	.	.
	FY 2021	\$5,047	\$5,745	\$9,230	\$11,923	.	.	.	.	.
	FY 2022	\$5,510	\$7,715	\$10,919	.	.	.	.	.	.
Overall		\$4,829	\$5,673	\$8,904	\$10,057	\$10,770	\$11,378	\$12,866	\$13,511	\$13,775
Qualified for UI Benefits:										
	FY 2016	55.1%	66.9%	66.9%	76.0%	76.0%	76.0%	72.0%	72.6%	73.7%
	FY 2017	61.8%	66.9%	67.6%	76.4%	83.1%	79.1%	76.4%	74.3%	.
	FY 2018	53.9%	58.4%	62.4%	70.6%	75.6%	73.8%	71.5%	.	.
	FY 2019	59.7%	68.4%	67.5%	72.3%	75.1%	73.7%	.	.	.
	FY 2020	56.7%	70.3%	66.0%	69.8%	75.5%	.	.	.	.
	FY 2021	55.9%	64.2%	57.2%	70.2%	.	.	.	.	.
	FY 2022	59.7%	64.0%	68.5%	.	.	.	.	.	.
Overall		57.4%	65.4%	65.0%	72.7%	76.8%	75.3%	73.6%	73.3%	74.4%
Filed UI Claim:										
	FY 2016	2.6%	0.6%	0.6%	1.1%	2.3%	1.1%	5.7%	0.0%	1.1%
	FY 2017	1.5%	0.7%	0.7%	0.7%	1.4%	2.7%	2.0%	0.7%	.
	FY 2018	2.3%	0.0%	0.0%	0.0%	8.1%	3.2%	0.0%	.	.
	FY 2019	1.8%	0.0%	3.8%	6.7%	2.4%	1.0%	.	.	.
	FY 2020	1.5%	8.5%	6.6%	2.4%	1.4%	.	.	.	.
	FY 2021	2.4%	2.8%	2.3%	0.9%	.	.	.	.	.
	FY 2022	3.3%	0.9%	0.5%	.	.	.	.	.	.
Overall		2.2%	2.0%	2.1%	1.9%	3.1%	1.7%	2.3%	0.7%	1.2%

Source: Capital IDEA participant records and Texas Workforce Commission UI earnings and claim records.

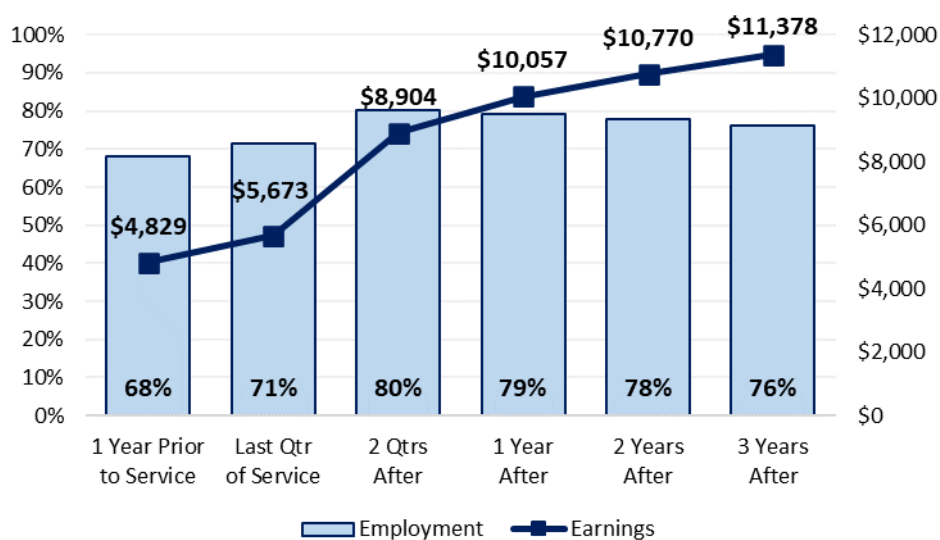
Note: Post-service quarters with low cohort counts were not included in the outcomes figures.

Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Participants were counted as employed if they were found in Texas UI earnings records. Those who were not found may be unemployed, employed outside of Texas, or employed in Texas in a position that is not UI-covered and reported to TWC.

Bold font figures represent the time period when the pandemic began influencing outcomes.

Figure 52 displays for all cohorts (FY 2016–FY 2022), the rate of employment and the average earnings from one year prior to entering services to three years post-services. The employment gains identified over time were sustained during this reporting period with a minor decrease in employment rates of approximately 3 percentage points between the second quarter post-services and two years post-services. This slight decrease can be attributed to the early pandemic period. Reported earnings illustrate an increase in earnings throughout the reported period.

**Figure 52. Average Employment and Earnings for Capital IDEA Exiters: FY 2016–FY 2022
1 year prior to services through 3 years post-services**



The following two figures present the long-term employment and earnings outcomes for the FY 2016, FY 2017, and FY 2018 cohorts from one year prior to seeking services through six-, five- and four-years post-services, respectively.

Figure 53 illustrates the trend in employment found in the data for the three cohorts examined. Compared to the year prior to entering services, employment outcomes improved for the three cohorts across time with some fluctuation.

Figure 53. Average Quarterly Employment for Capital IDEA Exiters: FY 2016, FY 2017, and FY 2018 1 year prior to services through 6 years post-services

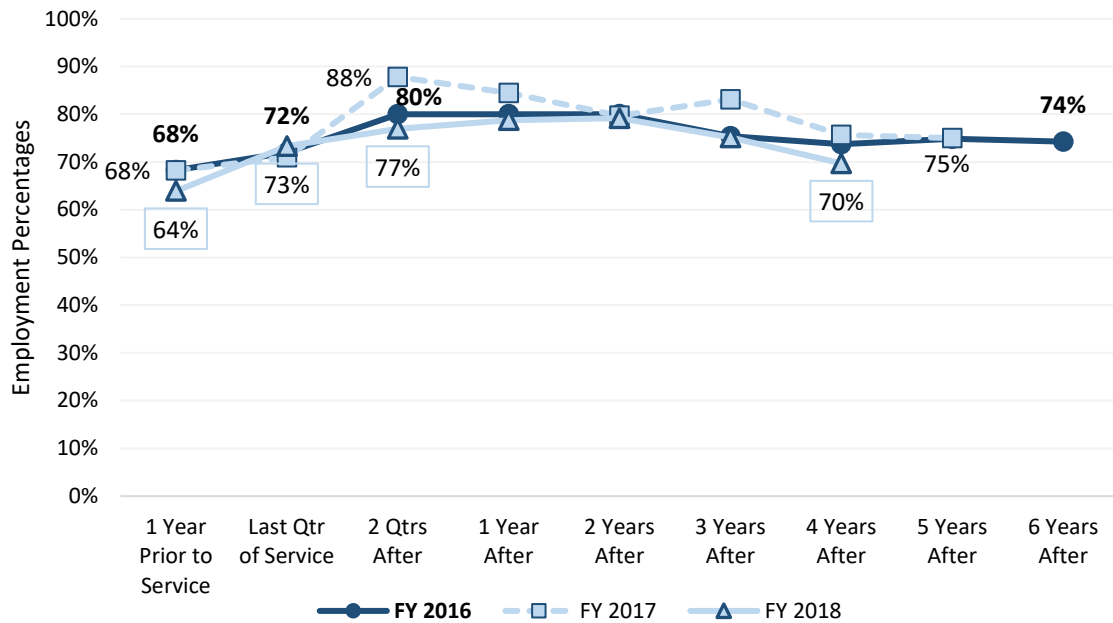
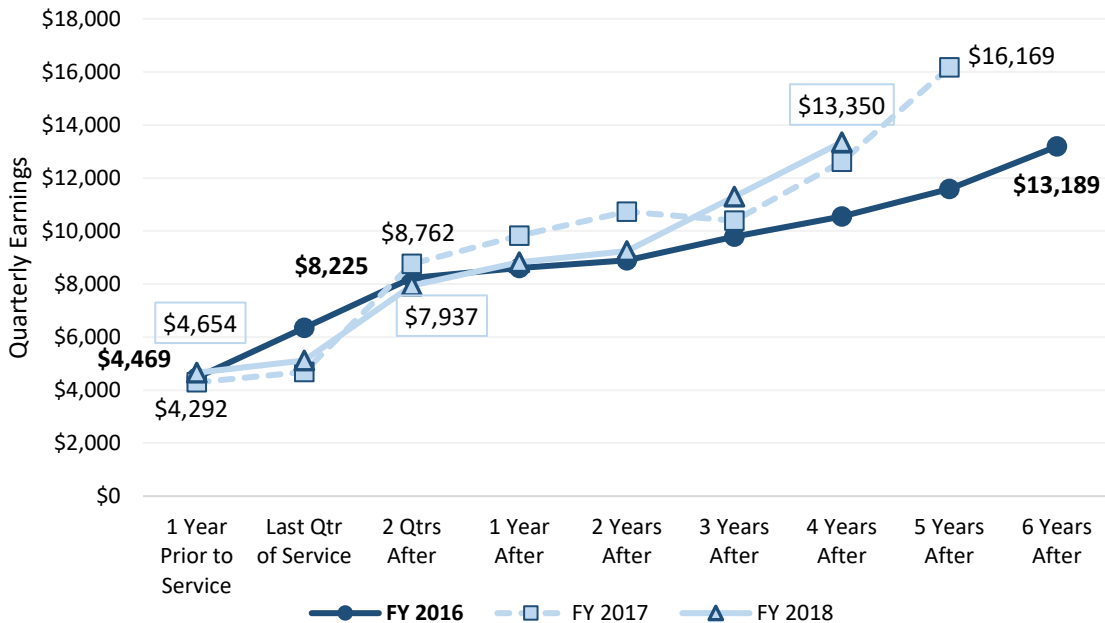


Figure 54 illustrates a steady upward trend in earnings from the last service quarter through the years post-service quarters. Earnings found in the data for the FY 2017 cohort increased by nearly 282% across the period of time examined. The FY 2016 cohort earnings increased by approximately 195% and the FY 2018 cohort reported a percentage increase of 186% across the periods examined.

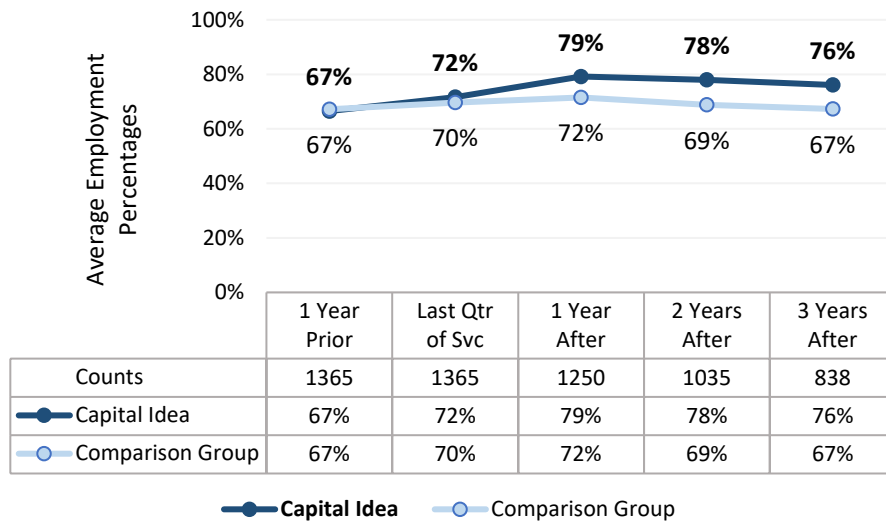
Figure 54. Average Quarterly Earnings Capital IDEA Exiters: FY 2016, FY 2017, and FY 2018 1 year prior to services through 6 years post-services



Program Impacts

In Figure 55 the impact of participation in Capital IDEA services is examined by looking at participants' employment over time in relation to the comparison group's employment. The analysis includes all Capital IDEA exiter cohorts (FY 2016–FY 2022) from one year prior to services through three years post-services. During the last service quarter, Capital IDEA participants' average rate of employment slightly exceeded the rate of the comparison group and continues to outpace the comparison group by as much as 9 percentage points during the third year post-services.

Figure 55. Employment Rates Over Time, Capital IDEA Participants vs. Comparison Group: FY 2016–FY 2022
1 year prior to services through 3 years post-services (n=1,365)



In Figure 56, the impact of participation in Capital IDEA services is examined by looking at participants' earnings over time, regardless of employment status (i.e., unconditional earnings), in relation to the comparison group's unconditional earnings. The analysis shows that Capital IDEA participants' average quarterly earnings began to outpace the comparison group during the last service quarter followed by a sharp gain in reported earnings during the first year post-services and continuing to increase throughout the period examined. At three years post-services, Capital IDEA exiters significantly outpacing the comparison group by \$3,164.

**Figure 56. Unconditional Earnings Over Time, Capital IDEA Participants vs. Comparison Group:
FY 2016–FY 2022
1 year prior to services through 3 years post-services (n=1,365)**

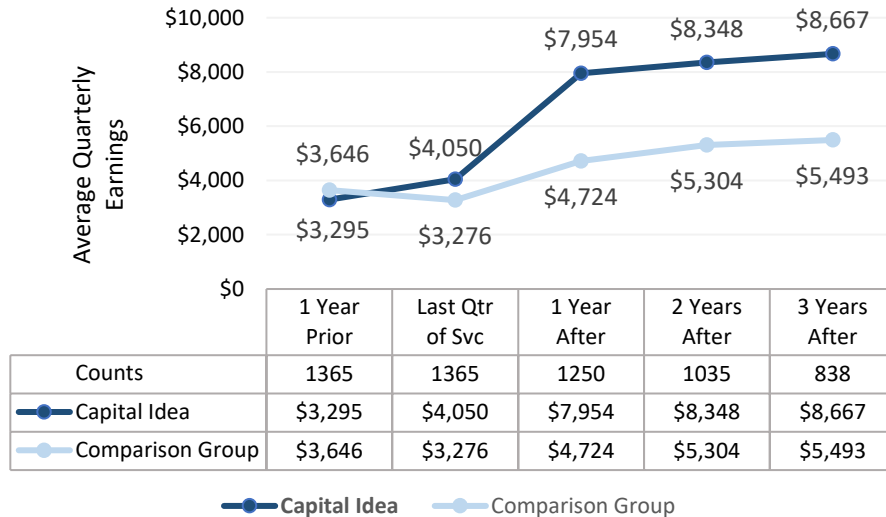


Table 23 presents findings from the impacts analysis comparing the outcomes of 1,365 Capital IDEA FY 2016–FY 2022 exiters to the outcomes of a matched comparison group. The table presents impacts only for exiters for whom adequate matching could be performed. Participation in Capital IDEA was positively associated and statistically significant at the .001 level for all four of the outcome measures of interest. The data identified a statistically significant positive impact for program participation of 10.7% in employment, \$3,892 in earnings, 13.3% in qualification for UI benefits and filing of UI claims by -0.9%.

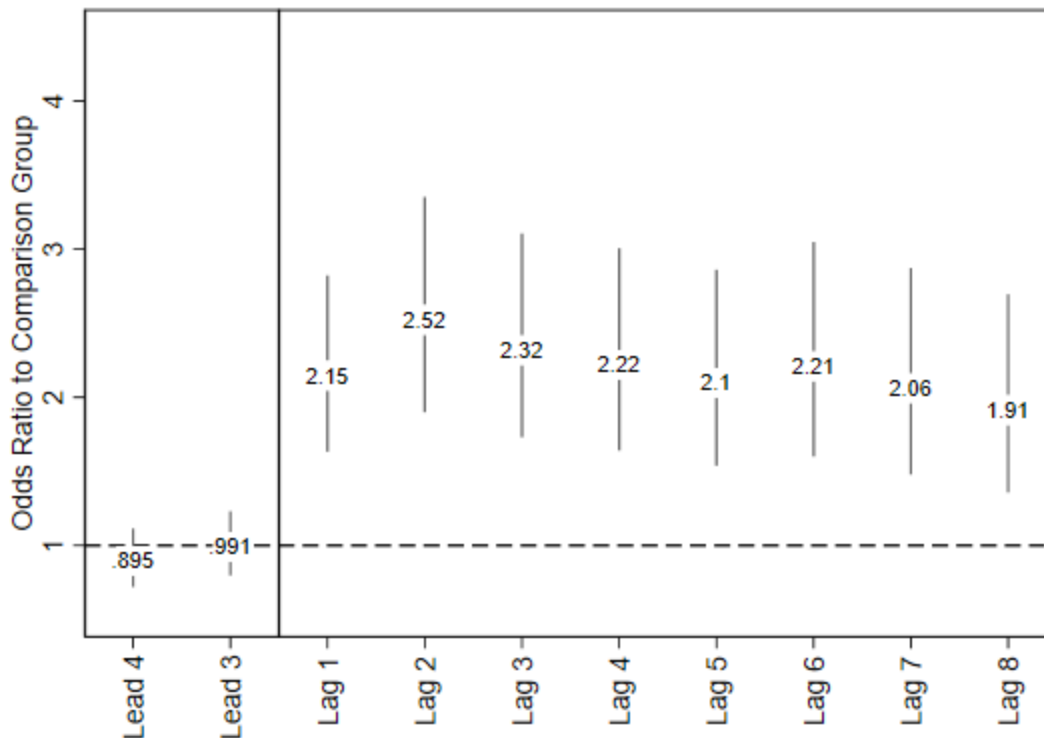
Table 23. Capital IDEA Quarterly Impacts: FY 2016–FY 2022 (n=1,365)

Impact measure	All Qtrs Post-service: Comparison Group	All Qtrs Post-service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	67.5%	77.8%	10.3%	10.7%***
Average Quarterly Earnings	\$6,477	\$10,060	\$3,583	\$3,892***
Qualified for UI Benefits	59.3%	72.3%	13.0%	13.3%***
Filed UI Claim	2.9%	2.0%	-0.9%	-0.9%***

Note: ***=significant at p<.001; **=significant at p<.01; *=significant at p<.05

The Capital IDEA employment model visualized in Figure 57 finds that participants are significantly more likely to be employed than their counterparts in the comparison group for at least 8 quarters after treatment. In the third quarter after treatment Capital IDEA participants are 2.78 times as likely to be employed as the comparison group, and at least 1.9 times as likely for all other quarters in the panel. The insignificant coefficients for Lead 4 and Lead 3 provide additional evidence of the robustness of these and previous impact measures by demonstrating pre-treatment parallel trends between the treatment and comparison groups. This corroborates the result in the impact model in the impact table.

**Figure 57. Quarterly Employment Rate Impact, Capital IDEA: FY 2016-2021
4 quarters prior to services through 8 quarters post-services, n = 1,558 (Total)**

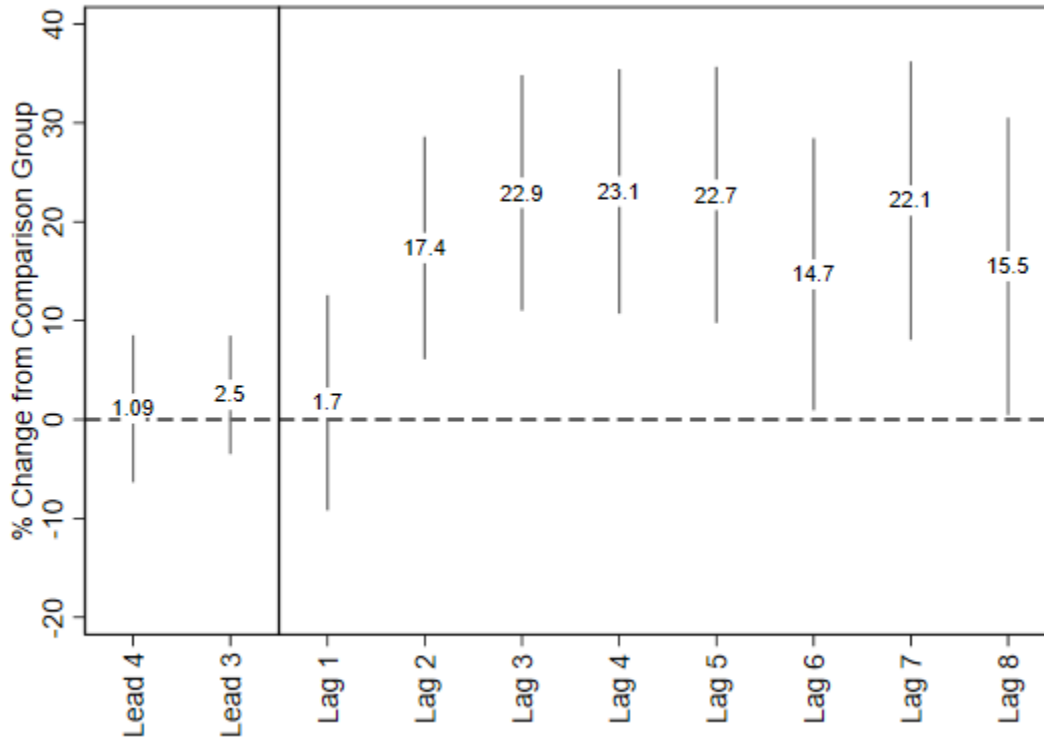


Note: Coefficients are odds ratios to comparison group. Interpret as: “participants are X.X times as likely to be employed as comparison group for given quarter.”

As in the impact model in the impact table, the Capital IDEA conditional earnings model visualized in Figure 58 finds that participants who find work are expected to earn significantly higher wages than their working counterparts in the comparison group for, at the least, post-treatment quarters 2 through the end of the panel (Lag2-Lag8). The estimated impact during these seven quarters

ranges from an increase of 17.4% to 23.1% over wages earned by the comparison group in the respective quarters. The insignificant coefficients for Lead 4 and Lead 3 provide additional evidence of the robustness of these results, as well as the results in the impacts table, by demonstrating pre-treatment parallel trends between the treatment and comparison groups.

**Figure 58. Quarterly Earnings Impact, Capital Idea: FY 2016-2021
4 quarters prior to services through 8 quarters post-services, n = 2,573 (Total)**



Note: Coefficients are percent change from comparison group. Interpret as “participants earn X.X percent more than comparison group for given quarter.”

LIFEWORKS

Workforce Development Services

LifeWorks creates an integrated and comprehensive system of support for youth and young adults experiencing homelessness, youth aging out of foster care, young parents, and youth involved with the juvenile justice system.³⁸ LifeWorks provides a continuum of services: housing, counseling, education, and workforce development supports. Education and workforce programs provide literacy and GED test preparation classes, connections to other area training opportunities (ACC, Skillpoint Alliance, and Goodwill), workforce placement and critical skill-building support. Youth and families may access one or multiple LifeWorks programs with continuity.

In FY 2016, Travis County funded LifeWorks to implement the Individual Placement and Support (IPS) model, an evidence-based, supported employment model developed at Dartmouth College. The model, originally designed to assist adults with serious mental health challenges in obtaining and maintaining employment, has been adapted to serve transition-aged youth who have experienced trauma to overcome obstacles to workplace success. The core premise of IPS is the belief that work promotes mental wellness. The IPS model priority is the provision of support to participants in their efforts to achieve steady, meaningful employment in competitive jobs. Subsequent

vocational training and career development occurs alongside paid employment. Essential to the IPS model are the relationships staff develop and maintain with participants and employers to ensure job placements that meet the needs of both the worker and employer.

Participants with a desire to enter the workforce are referred to the Workforce Development program by a LifeWorks staff or are identified during case staffing, have a valid ID and Social Security

“The LifeWorks mission is to fearlessly advocate for youth and young adults pursuing a life they love and a stable future for themselves and their families.” *

LifeWorks provides services for youth and young adults (ages 16 to 26) facing major obstacles to achieving their goals including: homelessness, trauma, abuse, foster and judicial involvement.

In FY 2016–FY 2022, Travis County annually invested \$241,196 in LifeWorks education and workforce development programming.



*www.lifeworksaustin.org

³⁸ LifeWorks is an aftercare transition services provider for foster youth, these services are funded by Texas DFPS.

Card, and have identified employment as a goal.³⁹ Individuals entering the workforce program must already be enrolled in another LifeWorks program. Employment Specialists focus on employment preparation, including the development of relationships with employers, job placement, job coaching, and follow-along supports. Industries such as retail, food service, hospitality, and some skilled trades are typical employers of participants. In FY 2021, to strengthen relationships between employers and staff, LifeWorks began inviting employment partners to employment specialists' team meetings. Employment support services include, at a minimum, weekly visits until employment is secured with individualized and continued support on a weekly, bi-weekly, or monthly basis thereafter. Visits occur in locations that work best for the client, such as a local coffee shop or library. Supports are individualized and can range from wake-up phone calls and transportation assistance to assistance learning specific job tasks and support with on-the-job interpersonal relationships.

The LifeWorks education program offers GED test preparation instruction to assist participants achieving their GED. LifeWorks offers test preparation, academic tutoring, life skills training, career awareness information, computer skills training, and information on available training options provided through LifeWorks and other area workforce development programs. Education services are offered at Lifeworks' South location Monday through Thursday at a variety of times in collaboration with ACC through the Adult Education and Literacy Consortium, as well as the Literacy Coalition of Central Texas. The Literacy Coalition coordinates AmeriCorps volunteers to support the direct education services. All students are assessed and an individualized service plan is developed to identify service needs and to monitor educational progress. While studying in the program, each student's educational progress is assessed quarterly.

Support Services

For case management programs, each client works with their case manager at intake to complete an initial assessment using the Stability and Supports Snapshot (SSS). The SSS identifies client strengths, needs, and goals in order to guide case managers to provide support and make referrals. The SSS is reviewed and updated regularly and is used to track clients' movement across programs and measure the impact of services. The SSS is also used by staff to identify effective program interventions. LifeWorks directly assists clients with housing, counseling, and workforce and education services, while also referring to a variety of service providers within Travis County who provide other needed services

³⁹ Team staffing of clients include case managers, employment specialists, and a mental health specialist.

such as childcare and health care.

On the continuum of mental health supports, LifeWorks offers participants an opportunity to meet with peer support specialists. With the supervision and guidance of the LifeWorks counseling department, each peer support specialist brings their own personal experience of recovery from mental health, substance use, or trauma to offer emotional support, knowledge, skills, and practical assistance in connecting youth to resources and opportunities.⁴⁰ Peer support specialists often assist youth in engaging with ongoing mental health services including counseling and psychiatric services.

Participant Profile

In FY 2017–FY 2022, over half of LifeWorks participants included in this analysis were female (65.3%) with 1.3% identifying as transgender. The average age of participants is 20, with 42.4% being 19 or younger. The majority of exiters identified as Hispanic (47.3%), while 28.3% identified as Black, and 18.3% identified as White. Over two-thirds of participants had less than a 12th grade education (65.6%). Although judicial involvement status was missing/unknown for 84.9% of participants, approximately 11.3% reported judicial involvement and less than 1% identified as veterans. The majority of the exiters report residing in two areas: South Austin (34.1%) and East Austin (37.3%).

Participant Outcomes

In FY 2018, RMC and Travis County adjusted the LifeWorks participant outcomes analysis to report program outcomes for all program participants for whom SSNs are available, not just program exiters. Table 24 provides an overview of labor market outcomes for the 311 LifeWorks FY 2017–FY 2022 participants whose social security numbers were identified within the earnings data. In the four quarters prior to services, 45.2% of individuals included in this analysis were employed, increasing to 52% during the third year after entering services for those whom data are available. Average quarterly earnings four quarters before services was \$2,332, increasing to \$4,348 during the third year after entering services. Prior to entering LifeWorks, 26.6% of participants had sufficient employment and earnings history to meet the monetary eligibility requirements for UI eligibility, increasing to 37.5% during the third year after entering services. Overall, the rates for filing a claim for UI benefits during the service quarters ranged from 1.9% to 6.5%, with increases in UI benefit claims during the pandemic period.

⁴⁰ Peer Supporters must be in full recovery and complete specialized training and certifications to be eligible to guide and support our clients toward wellness.

Table 24. LifeWorks Participant Outcomes: FY 2017–FY 2022

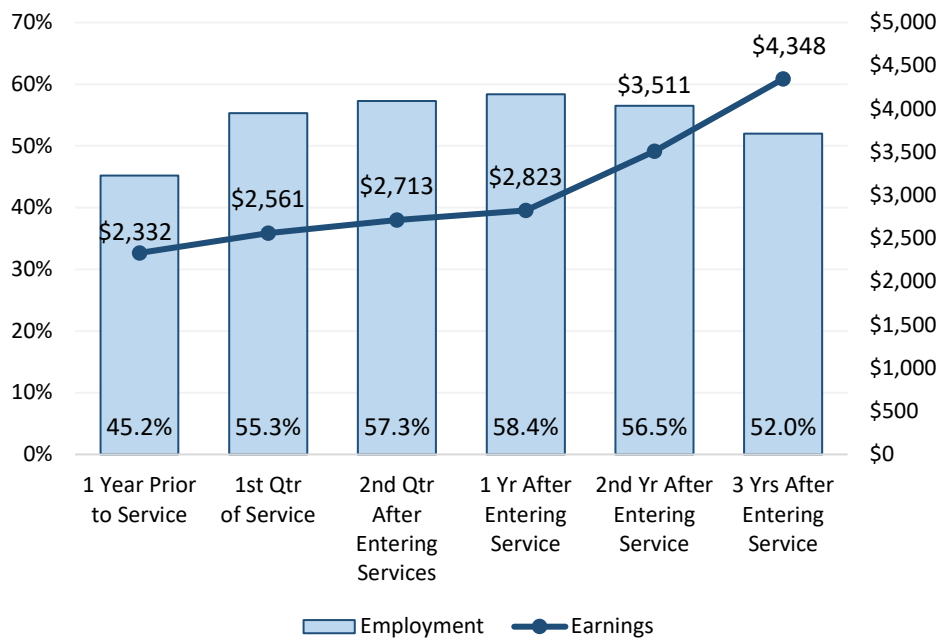
Cohort Outcome Measure		1 Year Prior To Service	1st Qtr of Services	2nd Qtr After Entering Services	1 Year After Entering Services	2 Years After Entering Services	3 Years After Entering Services	4 Years After Entering Services	5 Years After Entering Services
Number of Participants	FY 2016	.	.	.	.	.	.	.	.
	FY 2017	9	9	9	9	9	9	9	9
	FY 2018	80	80	80	80	79	78	77	.
	FY 2019	62	62	62	62	62	60	.	.
	FY 2020	56	56	56	54	53	.	.	.
	FY 2021	31	31	31	28	.	.	.	.
	FY 2022	72	72	56	.	.	.	.	.
Overall		311	311	295	257	216	177	116	25
Quarterly Employment:									
	FY 2016	.	.	.	.	.	.	.	.
	FY 2017	.	.	.	.	.	.	.	.
	FY 2018	36.9%	48.8%	56.3%	60.0%	54.4%	56.4%	54.6%	.
	FY 2019	42.7%	51.6%	54.8%	54.8%	54.8%	55.0%	.	.
	FY 2020	48.7%	55.4%	53.6%	59.3%	60.4%	.	.	.
	FY 2021	52.4%	61.3%	54.8%	60.7%	.	.	.	.
	FY 2022	53.1%	63.9%	62.5%	.	.	.	.	.
Overall		45.2%	55.3%	57.3%	58.4%	56.5%	52.0%	50.9%	40.0%
Average Qrtly Earnings:									
	FY 2016	.	.	.	.	.	.	.	.
	FY 2017	.	.	.	.	.	.	.	.
	FY 2018	\$2,238	\$2,177	\$2,253	\$2,302	\$3,229	\$3,892	\$4,369	.
	FY 2019	\$2,496	\$2,376	\$2,723	\$2,703	\$3,453	\$4,271	.	.
	FY 2020	\$2,120	\$1,628	\$2,477	\$2,859	\$3,989	.	.	.
	FY 2021	\$1,775	\$2,803	\$3,648	\$3,245	.	.	.	.
	FY 2022	\$2,752	\$3,630	\$3,293	.	.	.	.	.
Overall		\$2,332	\$2,561	\$2,713	\$2,823	\$3,511	\$4,348	\$4,540	\$7,076
Qualified for UI Benefits:									
	FY 2016	.	.	.	.	.	.	.	.
	FY 2017	.	.	.	.	.	.	.	.
	FY 2018	18.8%	22.5%	25.0%	32.5%	36.7%	35.9%	42.9%	.
	FY 2019	28.6%	32.3%	37.1%	35.5%	40.3%	33.3%	.	.
	FY 2020	32.6%	30.4%	25.0%	35.2%	39.6%	.	.	.
	FY 2021	33.1%	32.3%	51.6%	46.4%	.	.	.	.
	FY 2022	28.5%	33.3%	42.9%	.	.	.	.	.
Overall		26.6%	28.9%	33.2%	37.0%	37.5%	36.2%	44.8%	44.0%
Filed UI Claim:									
	FY 2016	.	.	.	.	.	.	.	.
	FY 2017	.	.	.	.	.	.	.	.
	FY 2018	0.6%	1.3%	1.3%	0.0%	8.9%	2.6%	0.0%	.
	FY 2019	0.4%	0.0%	3.2%	9.7%	9.7%	0.0%	.	.
	FY 2020	4.0%	5.4%	7.1%	1.9%	0.0%	.	.	.
	FY 2021	10.5%	0.0%	3.2%	0.0%	.	.	.	.
	FY 2022	4.2%	1.4%	3.6%	.	.	.	.	.
Overall		3.0%	1.9%	3.4%	3.1%	6.5%	3.4%	0.9%	0.0%

Source: LifeWorks participant records and Texas Workforce Commission UI earnings and claim records.

Note: Post-service quarters with low cohort counts were not included in the outcomes figures. Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Participants were counted as employed if they were found in Texas UI earnings records. Those who were not found may be unemployed, employed outside of Texas, or employed in Texas in a position that is not UI-covered and reported to TWC. Bold font figures represent the time period when the pandemic began influencing outcomes.

Figure 59 displays for all cohorts (FY 2017–FY 2022) the rate of employment and the average earnings from one year prior to entering services to three years post-services, illustrating an increase in reported employment following the first quarter of services through one year after entering services. As with several other programs evaluated in this report, the employment trend declines by the second year post-services, despite a steady increase in earnings over time.

**Figure 59. Overall Average Employment and Earnings for LifeWorks Participants: FY 2017–FY 2022
1 year prior to services through 3 years after entering services**

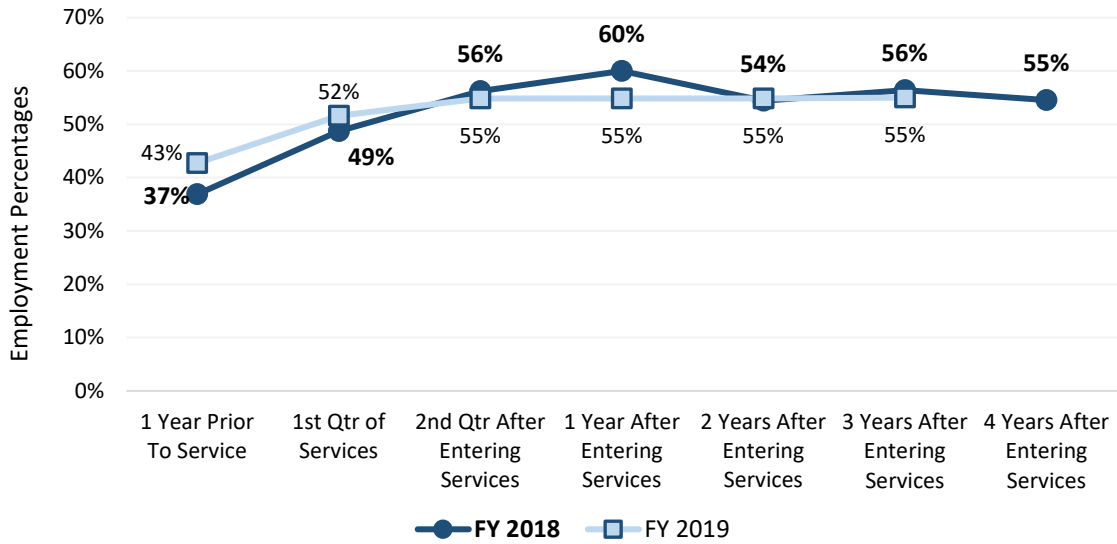


The following two figures present the long-term employment and earnings outcomes for the FY 2018 and FY 2019 cohorts from one year prior to seeking services through three- and four-years post-services, respectively.

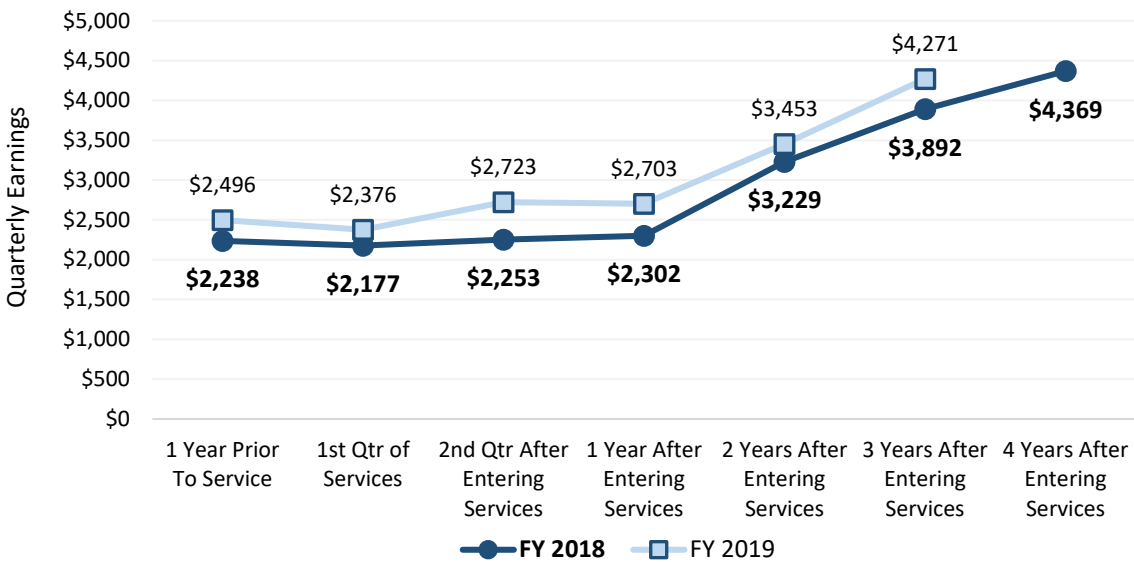
Figure 60 illustrates the trend in employment found in the data for the two cohorts examined. Compared to the year prior to entering services, employment outcomes improved for the two cohorts across time with some fluctuation. Over time, employment outcomes increase by 18 percentage points for the FY 2018 group of participants and increased by 12 percentage points for the FY 2019 cohort.

Figure 61 illustrates average quarterly earnings steadily increasing over time with the largest earnings increase reported for both groups between the first and second year of services.

**Figure 60. Average Quarterly Employment for LifeWorks Participants: FY 2018 and FY 2019
1 year prior to services through 3 and 4 years after entering services**



**Figure 61. Average Quarterly Earnings for LifeWorks Participants: FY 2018 and FY 2019
1 year prior to services through 3 and 4 years after entering services**



LifeWorks participant outcomes represent all program participants with an SSN found in the data. Program impacts are measured through the process of matching program participants with individuals found in the data who have similar observable characteristics. Unobserved characteristics that have an effect on the matches includes systems involvement such as the experiences of former foster youth, youth involved with the judicial system, and homeless youth. The assumed influence of the unobserved characteristics creates unique challenges and barriers for LifeWorks participants that weakens the confidence in creating the necessary matched comparison group required for an impact analysis.

SKILLPOINT ALLIANCE

Workforce Development Programs and Services

The Skillpoint Alliance Gateway program objective is to employ individuals in high demand, living wage occupations through short-term training. Depending on the occupation targeted, the full-time training program may range from four to six weeks. Each curriculum emphasizes project-based learning opportunities with a combination of class time and active hands-on skill development. The program targets individuals with challenges to employment, including a history of judicial involvement, TANF and SNAP recipients, veterans, the homeless, and opportunity youth. The majority of program participants reports an income less than 200% FPG.

In FYs 2016–2022, the program offered training and certification in pre-apprentice electrical, HVAC technician, pre-apprentice plumbing, and advanced manufacturing.⁴¹

In order to be successful in the fast-paced training environment, participants in the skilled trade programs must have an HSD or HSEC and demonstrate an 8th grade reading and math academic competency on the General Assessment of Instructional Need (GAIN) skills test. Individuals who do not obtain the required scores on screening tests to enter the program may be referred to Literacy Coalition for remediation.

Skillpoint prepares participants for the workforce by creating a worksite-style environment throughout the training period. Participants are expected to arrive on time, be prepared to work, and conduct themselves in a professional manner. The skilled trade programs convene a *tailgate* every morning to discuss any shop issues and reinforce employment readiness skills. In addition to the technical skills needed to be successful in the workplace, staff provide application and résumé development, interview preparation and practice sessions, job site visits, guidance on how to discuss potential challenges to employment during interviews (such as previous judicial involvement), and how

Skillpoint Alliance
mission:

“...to provide a gateway for individuals to transform their lives through rigorous skills-based training and education.” *

In FY 2016–FY 2022, Travis County annually invested \$270,800 in the Gateway program.



*www.skillpointalliance.org

⁴¹ The Nurse Aide training program was discontinued in FY 2020.

to respond to multiple offers from a number of employers. Skillpoint staff maintain a number of employer partnerships. These partnerships create opportunities for direct introductions to employers seeking to hire skilled workers and employers offering paid apprenticeship positions.

Manufacturing Technician training program is a six-week class that prepares students for the Certified Production Technician (CPT) certification and also includes hands-on training in CNC machining, 3D printing, soldering, and other skills. In addition, students receive virtual reality safety training, Lean Six Sigma White Belt certification, OSHA-10 training, and direct industry engagement with field trips to local manufacturers.

Pre-Apprentice Electrical training program is a four-week class that prepares students for success as apprentice electricians. Students learn safety, wiring, conduit bending, and more in a hands-on focused training model that includes direct industry engagement, OSHA-10, Greenlee hand-bending certification, and more.

HVAC Technician training program focuses on safety, basic tools, math, A/C maintenance and troubleshooting, the refrigeration cycle, soldering and brazing of copper pipe, OSHA-10, among other skills training. The class also prepares students for the EPA-608 universal exam, which certifies individuals to handle refrigerant chemicals legally and safely.

Pre-Apprentice Plumbing class is four weeks long and helps individuals gain hands-on experience and entry-level recognition of the tools, techniques, and materials involved in becoming an apprentice plumber. The class includes safety, pipe recognition, construction math, pipefitting, soldering & brazing, fixture layout, and other skills. Graduates are well-prepared to enter the field and start an apprenticeship training program. Skillpoint continues to serve as a Pre-Apprenticeship pipeline partner to registered apprenticeship programs in the region.⁴²

Mentorship Program

In FY 2018, Skillpoint was awarded a grant to develop and implement an industry mentorship component to the skilled trades programs. Skillpoint staff with experience in high school and secondary education mentorship programs designed the local model. The goal of the program is to strengthen industry employer partnerships and help participants navigate their initial entrance into the industry. The mentorship model relies upon industry employers to participate as mentors to inform curricula and

⁴² Skillpoint Alliance Annual Report 2021. Available at: <https://skillpointalliance.org/about-us/annual-report/>

provide relevant conversations with participants about the industry and the workplace culture.

Mentors also provide some of the employment readiness training by presenting to participants realistic information regarding the expectations of employers and advice on navigating the workplace, including the importance of being on time for work, discussions of potential interview questions, what employers are looking for in new employees, interpersonal skills, how to conduct oneself on the job, and relationships on the job. By participating in the mentorship program, employers increase their understanding of the program, and they become acquainted with participants preparing to work for them. Staff members report it is not uncommon for participants to receive more than one offer from area employers on the day of the graduation *skills challenge*.

Mentors for the pre-apprentice plumbing and electrical programs are invited to attend the graduation *skills challenge*, where program graduates have an opportunity to demonstrate the skills they have learned to prospective employers. With guidance from industry mentors, the electrical and plumbing program curriculums have been revised and the courses have been restructured from eight and seven weeks to four weeks. Staff continue to work with union and open shop mentors to ensure the curriculum supports the skills needed for hire, maintaining the program efficacy.

Support Services

In addition to covering the full cost of the training and professional development activities noted above, Skillpoint also provides substantial support services to help participants cope with the travel, equipment, and clothing requirements of the programs. Services include bus passes, tools, work clothes, shoes, and books. Upon securing employment, Skillpoint provides participants with the tools and equipment needed to enter the job. WFSCA is also able to apply WIOA funding to ensure that all training needs are met for qualified participants.

In FY 2022, Skillpoint was able to hire an additional student success coordinator and created a new position, student employment coordinator. During class orientation, students are introduced to the student success coordinators and student employment coordinator. Student success coordinators provide ongoing support and connect participants with other resources in the community as needed. The student employment coordinator focuses on preparing students for employment, aiding with résumé and interview skills development, pre-apprentice license applications, informs participants of available apprenticeships, and provides employment assistance throughout a 12-month post-graduation period. Administrative staff work with employers to facilitate opportunities for participants with judicial

involvement histories.

In addition, Skillpoint staff evaluated the application and onboarding process and made changes to reduce the burden of the application process for potential participants.

Participant Profile

Among the 1,026 Skillpoint Alliance participants included in this evaluation who exited the program during FY 2016–FY 2022, the average participant age was 30. More than a third of exiters identified as Hispanic (35.3%), while 30.5% identified as Black, and 24.1% identified as White. Over half of exiters were Male (59.8%) and 26.6% reported having previously attended college, and 64.9% reported a 12th grade or HSEC education level. Judicial involvement was reported for 12.9% of participants, while 4.7% of participants reported veteran status (judicial involvement was missing/unknown for 41.6% and veteran status information was missing/unknown for approximately 23% of participants). The majority of the exiters report residing in the following areas: South Austin (20%), East Austin (18.1%), Northern suburbs (16.8%), and North Austin (13.6%).

Participant Residence Map: FY 2016 and FY 2022

Figure 62 illustrates a comparison of Skillpoint program exiter locations at the time of program entry for FY 2016 and FY 2022. The analysis includes all program exiters with ZIP codes available in the Skillpoint data. The count of people within each ZIP code is represented by the colors of the ZIP codes in the maps. Yellow represents the area where the majority of exiting participants resided at the time of program entry. In FY 2016 the majority of exiters resided in East Austin, south of the city center and east of Interstate Highway I-35. In FY 2022 the majority of exiters also lived east of the I-35 corridor however, this group resided north of the city on the edge of Travis County.

Figure 62. Skillpoint Alliance Participant Residence Map: FY 2016 and FY 2022



Participant Outcomes

Table 25 provides an overview of Skillpoint participant outcomes. Outcomes are reported for 1,026 participants whose social security numbers were identified within the earnings data. In the year prior to entry, overall employment in a UI-covered job in Texas averaged 63.1%, with the overall employment rate three years post-services increasing to 65.3%. Overall cohort employment rates, for all post-service periods evaluated, are notable for being atypically high for short-term training programs, ranging from 63.4% to 78.5%.

Average quarterly earnings for the year prior to services was \$4,800, increasing on average to \$7,903 three years post-services, followed by continued income gains for those whom data are available. The data report an average quarterly earnings gain of \$6,453 for the FY 2016 cohort from the last service quarter earnings (\$2,934) to the sixth year post-service (\$9,387), nearly a 220% increase in earnings.

Prior to entering Skillpoint, over half (53.7%) of participants had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. Three years after leaving training 66.1% met the requirements for eligibility. Relatively few participants filed a claim for UI benefits in the period examined, with greater than typical UI benefit claims being filed during the pandemic.

Table 25. Skillpoint Participant Outcomes: FY 2016–FY 2022 Exiters

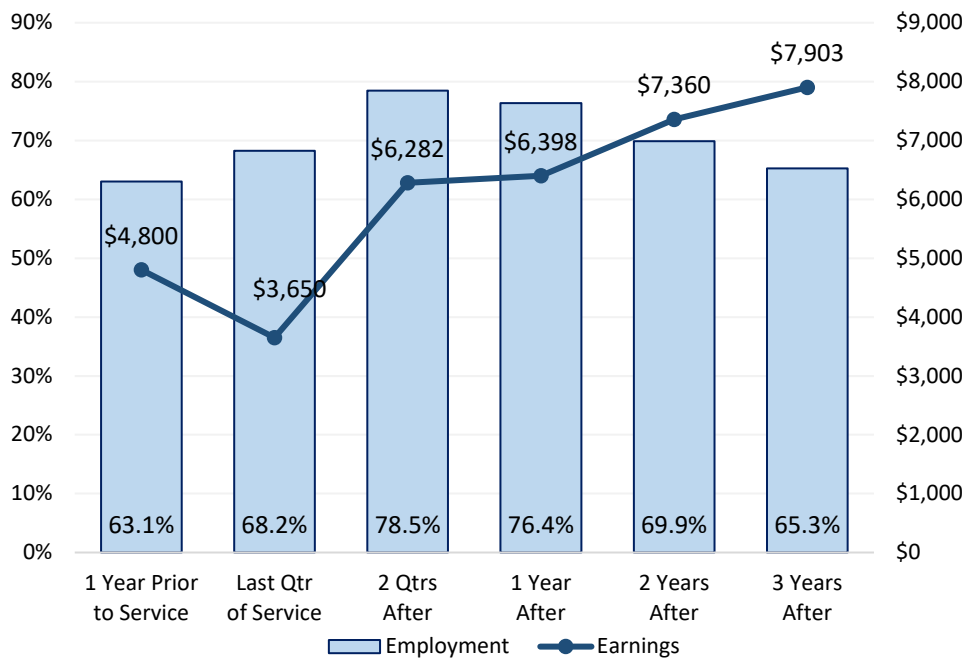
Cohort Outcome Measure		1 Year Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Year Post-Service	2 Years Post-Service	3 Years Post-Service	4 Years Post-Service	5 Years Post-Service	6 Years Post-Service
Number of Participants:	FY 2016	178	178	178	178	178	178	178	178	178
	FY 2017	168	168	168	168	168	168	168	168	.
	FY 2018	148	148	148	148	148	148	148	.	.
	FY 2019	170	170	170	170	170	170	.	.	.
	FY 2020	119	119	119	119	119	.	.	.	.
	FY 2021	112	112	112	112	.	.	.	.	.
	FY 2022	128	128	128	.	.	.	.	.	.
Overall		1,023	1,023	1,023	948	833	731	570	423	247
Quarterly Employment:										
	FY 2016	66.4%	66.3%	82.6%	79.8%	73.0%	70.8%	66.9%	62.9%	62.9%
	FY 2017	64.6%	63.1%	75.6%	78.0%	72.0%	64.3%	63.7%	64.9%	.
	FY 2018	58.8%	71.6%	73.0%	68.9%	64.2%	54.1%	58.8%	.	.
	FY 2019	64.9%	76.5%	81.8%	78.8%	67.7%	71.2%	.	.	.
	FY 2020	58.0%	61.3%	73.1%	68.9%	69.8%	.	.	.	.
	FY 2021	62.1%	67.9%	83.0%	83.0%	.	.	.	.	.
	FY 2022	64.5%	69.5%	79.7%	.	.	.	.	.	.
Overall		63.1%	68.2%	78.5%	76.4%	69.9%	65.3%	64.2%	63.4%	65.2%
Average Qrtly Earnings:										
	FY 2016	\$4,041	\$2,934	\$5,059	\$4,932	\$5,893	\$6,281	\$7,121	\$8,576	\$9,387
	FY 2017	\$4,241	\$3,127	\$4,712	\$4,890	\$6,231	\$6,917	\$7,148	\$9,292	\$8,755
	FY 2018	\$4,309	\$3,316	\$5,290	\$5,762	\$6,763	\$7,994	\$8,529	\$8,884	.
	FY 2019	\$4,680	\$3,660	\$6,490	\$6,613	\$8,114	\$9,866	\$8,904	.	.
	FY 2020	\$5,862	\$4,508	\$6,427	\$7,511	\$9,455	\$9,476	.	.	.
	FY 2021	\$5,456	\$4,122	\$7,608	\$8,394	\$10,605	.	.	.	.
	FY 2022	\$5,859	\$4,498	\$9,430	\$10,526	.	.	.	.	.
Overall		\$4,800	\$3,650	\$6,282	\$6,398	\$7,360	\$7,903	\$7,722	\$8,921	\$9,194
Qualified for UI Benefits:										
	FY 2016	54.9%	60.1%	61.8%	65.7%	69.7%	69.7%	68.0%	61.8%	61.8%
	FY 2017	52.4%	53.6%	58.9%	64.9%	70.2%	68.5%	61.9%	59.5%	55.1%
	FY 2018	55.2%	54.7%	55.4%	66.9%	64.2%	61.5%	53.4%	57.1%	.
	FY 2019	51.8%	60.6%	63.5%	75.9%	75.3%	66.5%	69.7%	.	.
	FY 2020	48.5%	54.6%	55.5%	66.4%	63.9%	59.7%	.	.	.
	FY 2021	61.8%	60.7%	54.5%	75.0%	78.0%	.	.	.	.
	FY 2022	52.2%	57.0%	64.8%	79.3%	.	.	.	.	.
Overall		53.7%	57.4%	59.5%	69.5%	69.6%	66.1%	62.6%	60.1%	59.9%
Filed UI Claim:										
	FY 2016	2.0%	2.8%	1.7%	1.7%	2.8%	0.0%	8.4%	3.4%	0.6%
	FY 2017	2.4%	3.6%	0.6%	2.4%	3.0%	7.7%	4.8%	1.2%	1.5%
	FY 2018	2.7%	2.7%	2.0%	1.4%	4.1%	3.4%	1.4%	0.0%	.
	FY 2019	1.5%	2.4%	2.4%	9.4%	4.1%	1.8%	1.3%	.	.
	FY 2020	3.4%	5.0%	6.7%	4.2%	0.0%	1.5%	.	.	.
	FY 2021	9.8%	8.9%	1.8%	0.9%	2.0%	.	.	.	.
	FY 2022	3.1%	0.8%	0.0%	0.0%	.	.	.	.	.
Overall		3.2%	3.5%	2.1%	3.3%	2.9%	3.0%	4.6%	1.9%	0.8%

Source: Skillpoint participant records and Texas Workforce Commission UI earnings and claim records.

Note: Post-service quarters with low cohort counts were not included in the outcomes figures. Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Participants were counted as employed if they were found in Texas UI earnings records. Those who were not found may be unemployed, employed outside of Texas, or employed in Texas in a position that is not UI-covered and reported to TWC. Bold font figures represent the time period when the pandemic began influencing outcomes.

Figure 63 displays for all cohorts (FY 2016–FY 2022), the rate of employment and the average earnings from one year prior to entering services to three years post-services, illustrating an increase in reported employment following the last service quarter followed by a decrease in reported employment. The increase in earnings from the last service quarter through three years post-services represents earnings increase of 116%.

**Figure 63. Average Employment and Earnings for Skillpoint Alliance Exiters: FY 2016–FY 2022
1 year prior to services through 3 years post-services**



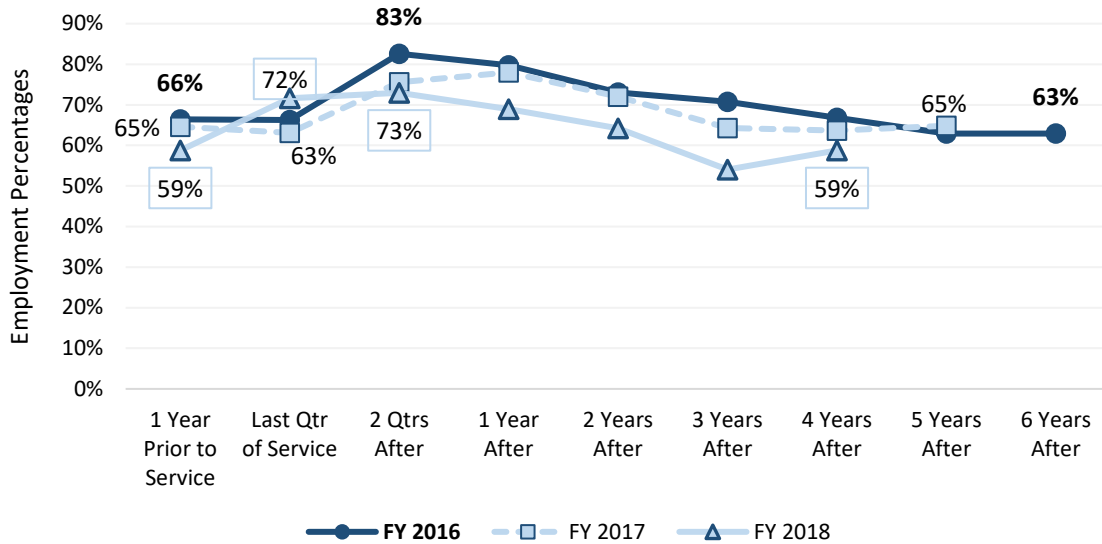
The following two figures present the long-term employment and earnings outcomes for the FY 2016, FY 2017, and FY 2018 cohorts from one year prior to seeking services through six-, five- and four-years post-services, respectively.

Figure 64 illustrates an increase in employment from the last service quarter to the second quarter after leaving services for the three cohorts: a 16.2 percentage point increase for the FY 2016 cohort, an 11 percentage point increase for the FY 2017 cohort, and a 14.2 percentage point increase for FY 2018. These gains are followed by a decreasing trend in employment over time for all cohorts. Employment rates for all three cohorts declined by the last year post-services reported to rates comparable to the employment rate one year prior to receiving services.

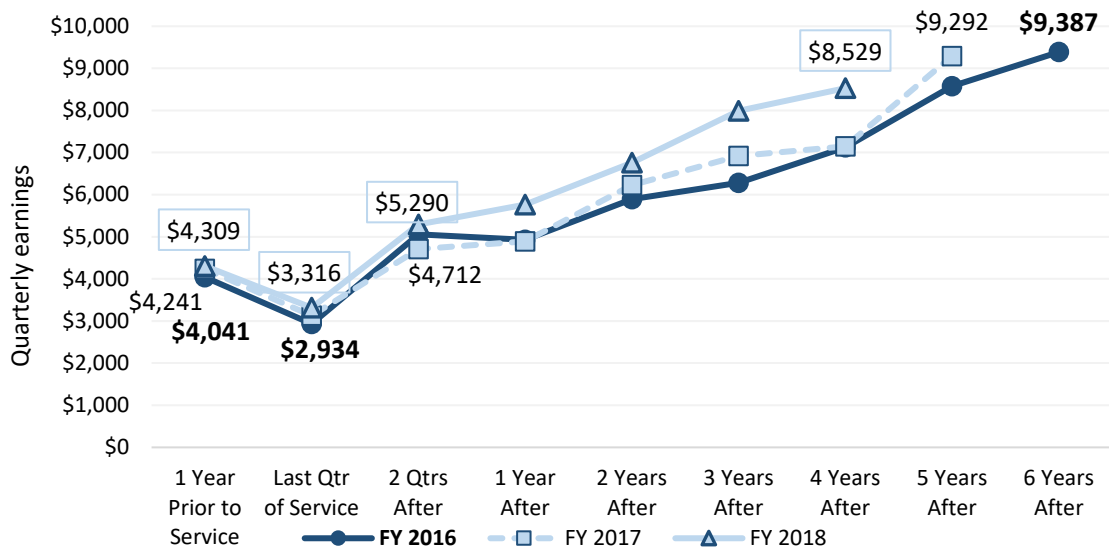
Figure 65 illustrates the earnings found in the data for FY 2016, FY 2017, and FY 2018 cohorts. Across time, these three cohorts experienced similar increases. At four years post services, earnings for

all three cohorts nearly doubles compared to the earnings reported one year prior to services. The FY 2017 and FY 2018 cohorts average quarterly earnings increasing by over \$5,000 across the time period examined in this analysis.

**Figure 64. Average Quarterly Employment for Skillpoint Exiters: FY 2016, FY 2017 and FY 2018
1 year prior to services through 6 years post-services**



**Figure 65. Average Quarterly Earnings of Employed Skillpoint Exiters: FY 2016, FY 2017 and FY 2018
1 year prior to services through 6 years post-services**

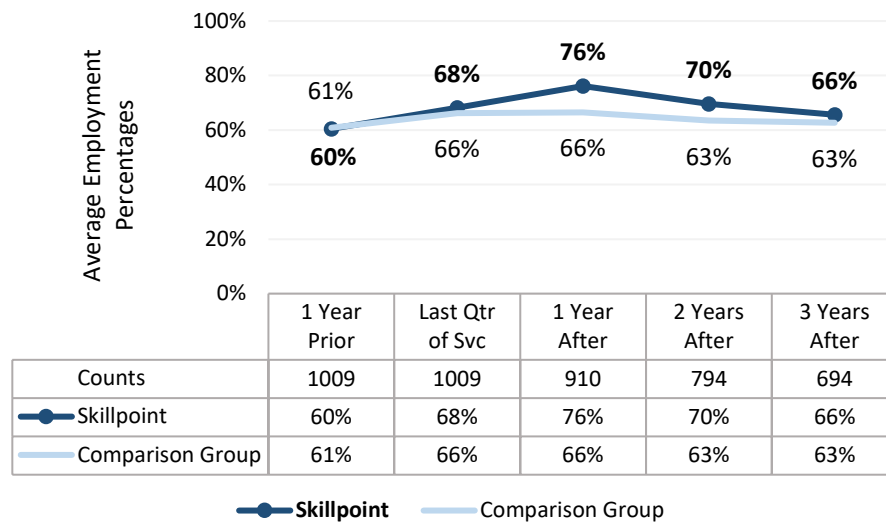


Program Impacts

The following two Figures present findings from the impacts analysis comparing the outcomes of 1,009 Skillpoint FY 2016–FY 2022 exiters to the outcomes of a matched comparison group.

In Figure 66, the impact of participation in Skillpoint services is examined by looking at participants’ employment rate over time in relation to the comparison group’s employment rate. The analysis shows that Skillpoint participants’ employment rate increased to 10 percentage points greater than the comparison group during the first year post-services yet decreased to only a 3 percentage point difference during the third year post-services.

**Figure 66. Employment Rate Over Time, Skillpoint Participants vs. Comparison Group
FY 2016–FY 2022
1 year prior to services through 3 years post-services (n=1,009)**



In Figure 67, the impact of participation in Skillpoint services is examined by looking at participants’ average quarterly earnings over time, regardless of employment status (i.e., unconditional earnings), in relation to the comparison group’s unconditional earnings. The analysis shows that Skillpoint participants’ quarterly earnings surpassed the matched comparison group earnings one year post-service by approximately \$369, yet this advantage was not maintained. During the third year post-services, the comparison group quarterly earnings outpaced the Skillpoint earnings by \$430.

**Figure 67. Earnings Over Time, Skillpoint Participants vs. Comparison Group
FY 2016–FY 2022
1 year prior to services through 3 years post-services (n=1,009)**

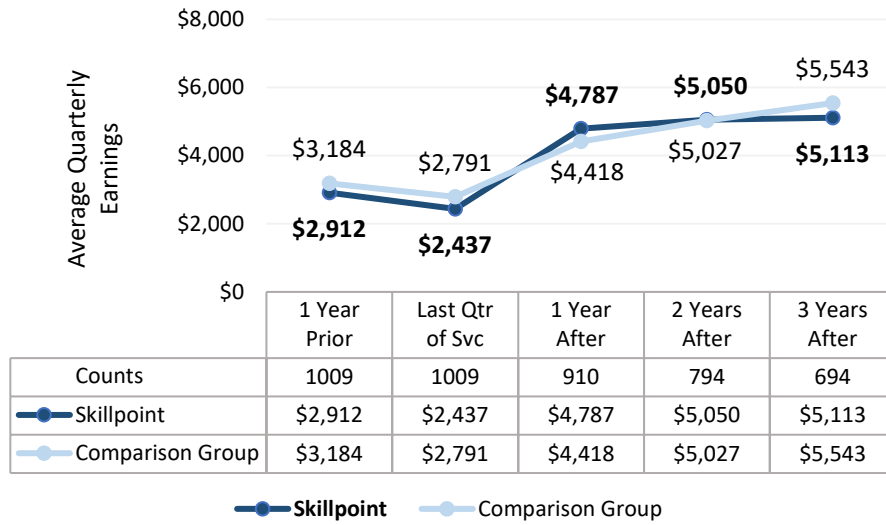


Table 26 demonstrates that participation in the Skillpoint program was positively associated and statistically significant for two of the measures of interest. The data identified a 9.3% advantage in employment (.001 level of significance) and a 5.5% advantage (.01 level of significance) in qualifying for UI benefits.

Table 26. Skillpoint Quarterly Impacts: FY 2016–FY 2022 (n=1,009)

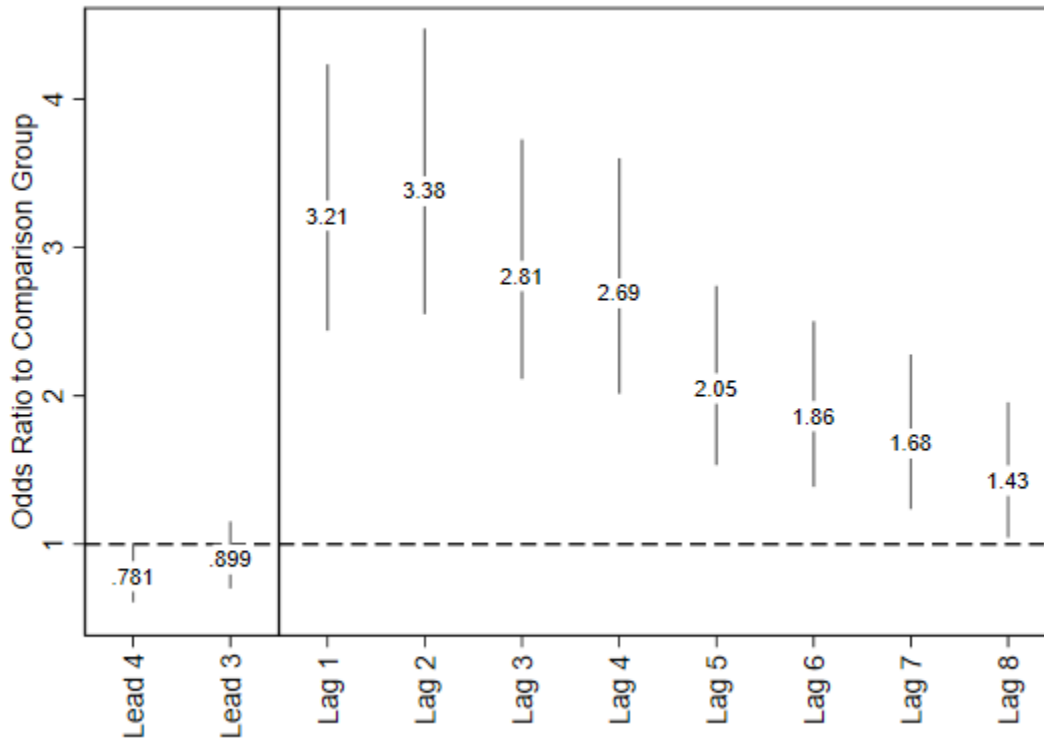
Impact measure	All Qtrs Post-service: Comparison Group	All Qtrs Post-service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	62.8%	72.0%	9.2%	9.3%***
Average Quarterly Earnings	\$6,904	\$6,878	-\$26	-\$108
Qualified for UI Benefits	55.5%	60.8%	5.3%	5.5%**
Filed UI Claim	3.0%	2.7%	-0.3%	-0.4%

Note: ***=significant at p<.001; **=significant at p<.01; *= significant at p<.05

The Skillpoint employment model visualized in Figure 68 finds that participants are significantly more likely to be employed than their counterparts in the matched comparison group for at least 8 quarters after treatment. In the second quarter after treatment (Lag 2) Skillpoint participants are 3.36

times as likely to be employed as the comparison group, and at least 1.43 times as likely eight quarters after treatment (Lag 8). The insignificant coefficients for Lead 4 and Lead 3 provide additional evidence of the robustness of these and previous impact measures by demonstrating pre-treatment parallel trends between the treatment and comparison groups. This corroborates the result reported in Skillpoint’s impact table.

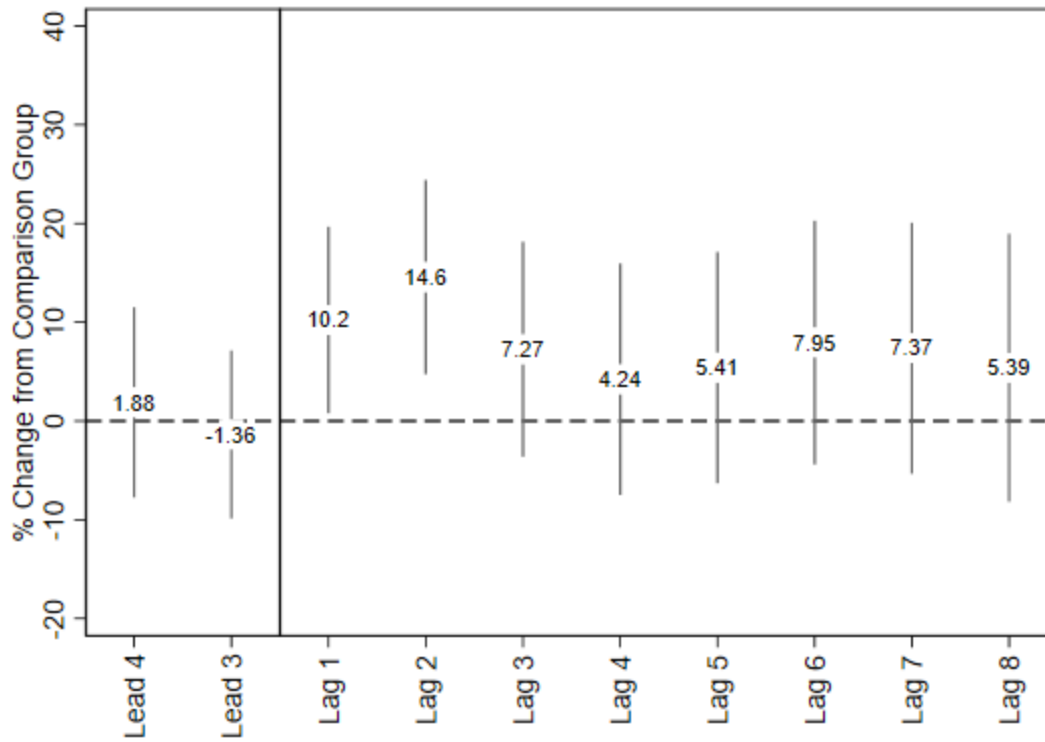
**Figure 68. Quarterly Employment Rate Impact, Skillpoint: FY 2016-2021
4 quarters prior to services through 8 quarters post-services, n = 1,243 (Total)**



Note: Coefficients are odds ratios to comparison group. Interpret as: “participants are X.X times as likely to be employed as comparison group for given quarter.”

The Skillpoint earnings model visualized in Figure 69 finds that employed participants are expected to earn significantly higher wages than their working counterparts in the matched comparison group for two post-service quarters; although all eight post-treatment quarters are positive in direction. The greatest estimated percent increase in earnings (14.6%) for Skillpoint participants occurs in the second quarter of the panel (Lag 2). The insignificant coefficients for Lead 4 and Lead 3 provide additional evidence of the robustness of these results, as well as those in the impact tables, by demonstrating pre-treatment parallel trends between the treatment and comparison groups.

Figure 69. Quarterly Earnings Impact, Skillpoint: FY 2016-2021
4 quarters prior to services through 8 quarters post-services, n = 1,858 (Total)



Note: Coefficients are percent change from comparison group. Interpret as “participants earn X.X percent more than comparison group for given quarter.”

Skillpoint Alliance Subgroup Analysis: CNA and Skilled Trades Training Participants

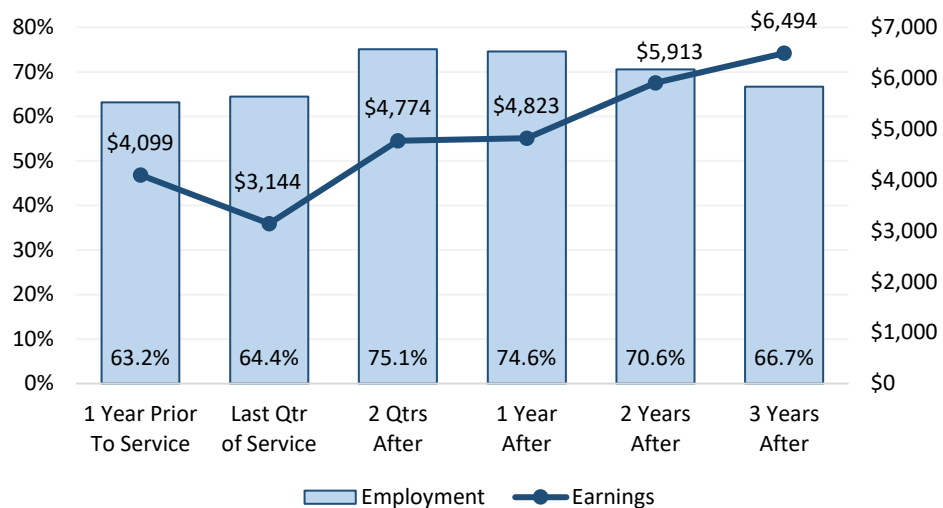
The following analysis reports on outcomes and impacts for the 1,020 Skillpoint Alliance participants who exited the program in FY 2016–FY 2022 identified in the data as CNA training participants (374)⁴³, or skilled trades training participants (646).

Participant Outcomes: CNA and Skilled Trades Training Participants

The outcomes evaluation examines participants' labor market experiences prior to entering the program, and then tracks their labor market outcomes following program exit up to the sixth-year post-service for those for whom data were available.

Figure 70 illustrates employment and earnings outcomes for Skillpoint CNA training participants who exited services (completed or dropped out) from FY 2016–FY 2020. In the four quarters prior to entering the program 63.2% were employed in a UI-covered job in Texas. Average quarterly employment grew to 75.1% by the second quarter post-service, then declined to 66.7% by the third year post-services. The available data identify that quarterly earnings grew from an average of \$4,099 in the four pre-service quarters, to an average of \$6,494 three years post-service: a \$2,395 average quarterly gain.

Figure 70. Average Employment and Quarterly Earnings for Skillpoint Alliance CNA Exiters: FY 2016–FY 2020
1 year prior to services through 3 years post-services

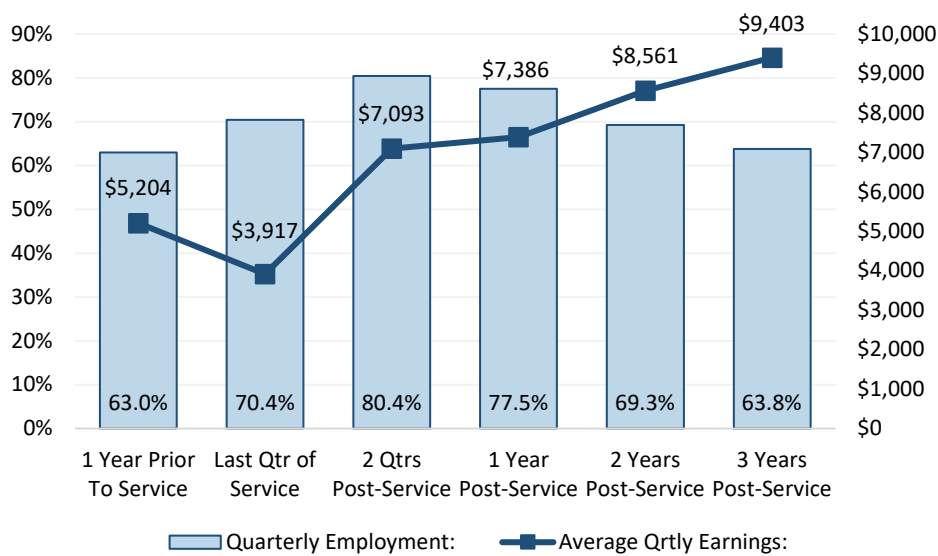


⁴³ The last cohort of CNA participants were enrolled in FY 2020.

Figure 71 provides an overview of labor market outcomes for Skillpoint skilled trades training participants who exited services (completed or dropped out) from FY 2016–FY 2022. In the four quarters prior to entering the program, 63% were employed in a UI covered job in Texas. The available data demonstrate that employment for all cohorts peaked at 80.4% during the second quarter post-services followed by a decline in employment to 63.8% three years post-services.

The available data identify that overall quarterly earnings grew from an average of \$5,204 in the four pre-service quarters, to an average of \$9,403 three years post-services, a \$4,199 gain in average quarterly earnings.

Figure 71. Average Employment and Quarterly Earnings for Skillpoint Alliance Skilled Trades Exiters: FY 2016–FY 2022
1 year prior to services through 3 years post-services



The following figures present the CNA and Skilled Trades training exiters’ long-term employment and earnings outcomes for the FY 2016, FY 2017, and FY 2018 cohorts from one year prior to seeking services through six-, five- and four-years post-services, respectively.

Figure 72 illustrates an unusual pattern of employment for the FY 2018 cohort. Employment for this cohort peaked during the last service quarter, compared to the FY 2017 and FY 2016 cohorts that saw employment peaking during the second quarter following services. The FY 2018 Skillpoint CNA training program piloted a new approach that accounts for this unusual spike in employment during the training period. In partnership with the Marbridge Foundation, a residential care facility, the program

was restructured to a five-week/four-days a week program to accommodate the needs of parenting and employed participants. The new partnership included the opportunity for CNA training participants to work at the Marbridge Foundation as a hospitality assistant during the three-day class break.

Figure 72. Average Quarterly Employment for Skillpoint CNA Exiters: FY 2016, FY 2017 and FY 2018 1 year prior to services through 6 years post-services

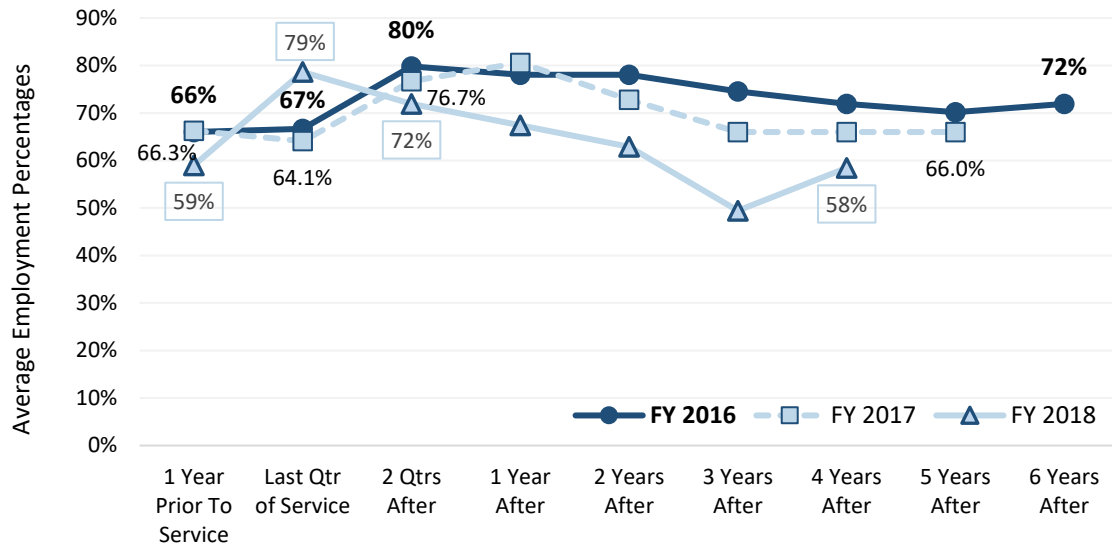
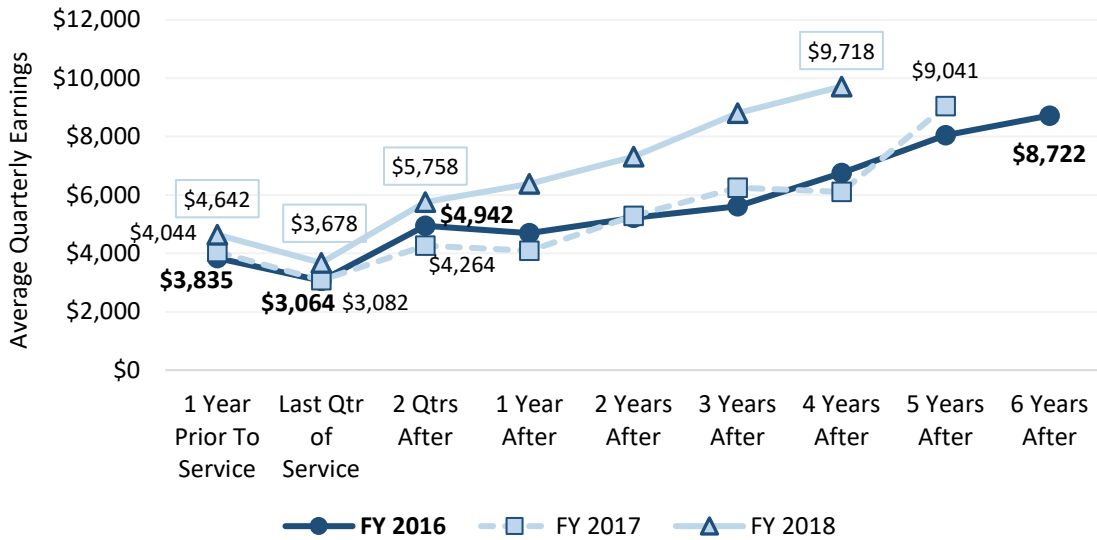


Figure 73 illustrates an increase in average quarterly earnings across time for all three CNA cohorts. The FY 2016 cohort quarterly earnings increased by \$4,887, representing a 127% increase in quarterly earnings from one year prior to services through the sixth-year post-services. The FY 2017 and FY 2018 cohorts earnings more than doubled across the time period examined.

**Figure 73. Average Quarterly Earnings for Skillpoint CNA Exiters: FY 2016, FY 2017 and FY 2018
1 year prior to services through 6 years post-services**



The following two figures present the Skilled Trades training exiters’ long-term employment and earnings outcomes for the FY 2016, FY 2017, and FY2018 cohorts from one year prior to seeking services through six-, five-, and four-years post-services, respectively.

Figure 74 illustrates employment rate increases during either the last service quarter or the second quarter following services. This increase in employment rates are followed by fluctuations in employment rates with all three cohorts reporting employment rates similar to or lower than pre-service rates during the final reporting period. As discussed earlier in this report, skilled trades employment rates may be a reflection of skilled individuals working as independent contractors and, therefore, not included in the data used for this analysis.

Figure 75 illustrates an increase in average quarterly earnings across time for all three skilled trades cohorts. The FY 2016 cohort earnings increased by \$6,803, representing a 155% increase in earnings from one year prior to services through the sixth-year post-services. The FY 2017 and FY 2018 cohorts’ earnings approximately doubled during the time period examined for this analysis.

Figure 74. Average Quarterly Employment for Skillpoint Skilled Trades Exitters: FY 2016–FY 2018
1 year prior to services through 6 years post-services

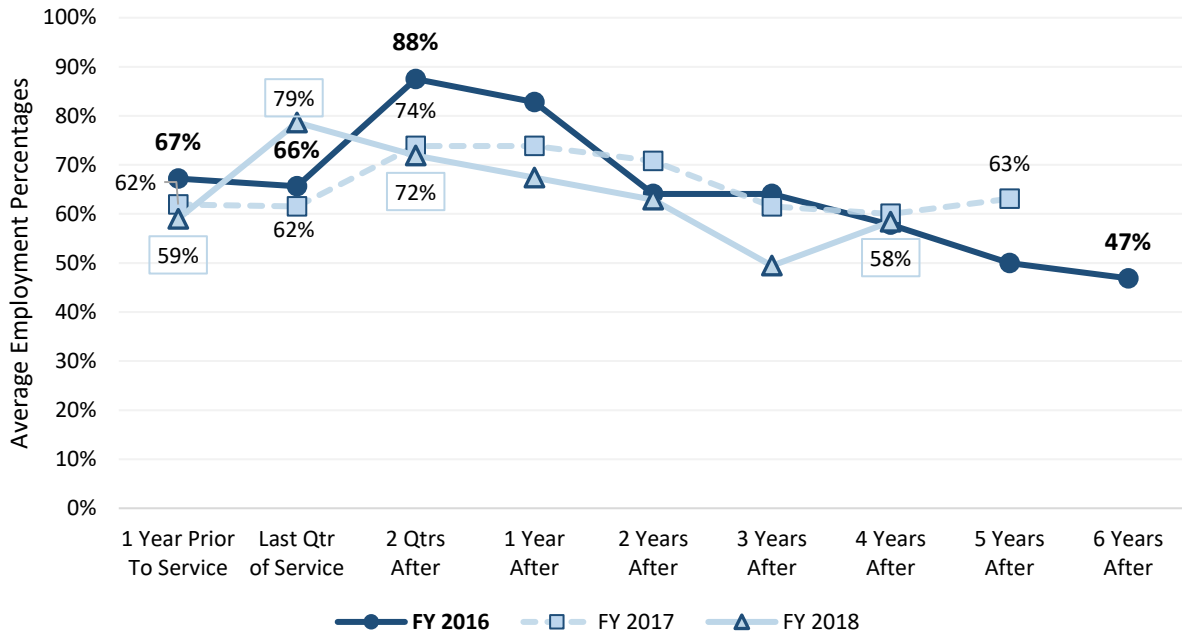


Figure 75. Average Quarterly Earnings for Skillpoint Skilled Trades Exitters: FY 2016–FY 2018
1 year prior to services through 6 years post-services

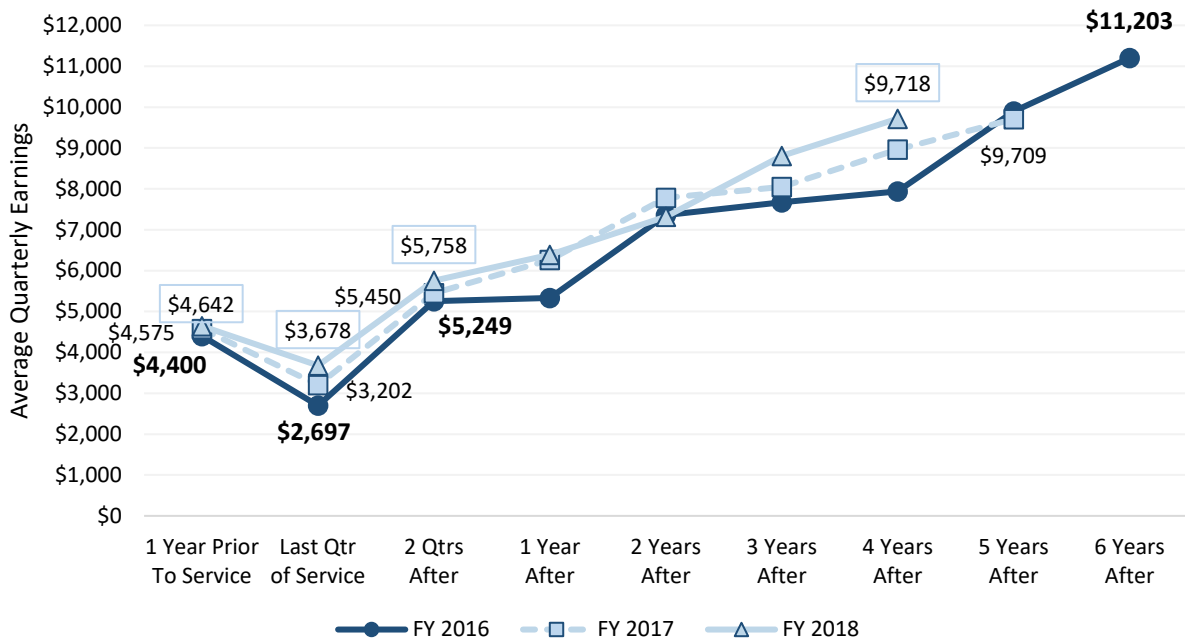


Table 27 represents the labor market outcomes qualification for UI benefits, and UI claims filed for Skillpoint participants who exited services (completed or dropped out) from FY 2016–FY 2022 and were identified in the data as CNA training participants or skilled trades training participants. The table presents the cohorts’ overall outcomes for the four quarters before receiving services through three years after receiving services. Both groups experienced an increase in the rate of participants eligible for UI benefits (an indicator of employment stability). CNA participants made fewer UI benefit claims compared to the skilled trades participants.

Table 27. Skillpoint CNA and Skilled Trades Exiters Overall UI Benefit Eligibility and UI Claims Outcomes: FY 2016–FY 2022

Overall Outcome Measure	1 Year Before Service	Last Qtr of Service	2nd Qtr Post-service	1 Year Post-service	2 Year Post-service	3 Year Post-Service
Qualified for UI Benefits:						
Skilled Trades	54.7%	57.5%	59.8%	74.2%	70.8%	64.4%
CNA	51.9%	57.2%	59.1%	62.3%	68.2%	67.8%
Filed UI Claim:						
Skilled Trades	4.0%	4.0%	2.3%	3.8%	2.6%	3.6%
CNA	1.8%	2.7%	1.6%	2.4%	3.2%	2.4%

Source: Skillpoint participant records and Texas Workforce Commission UI earnings and claim records.

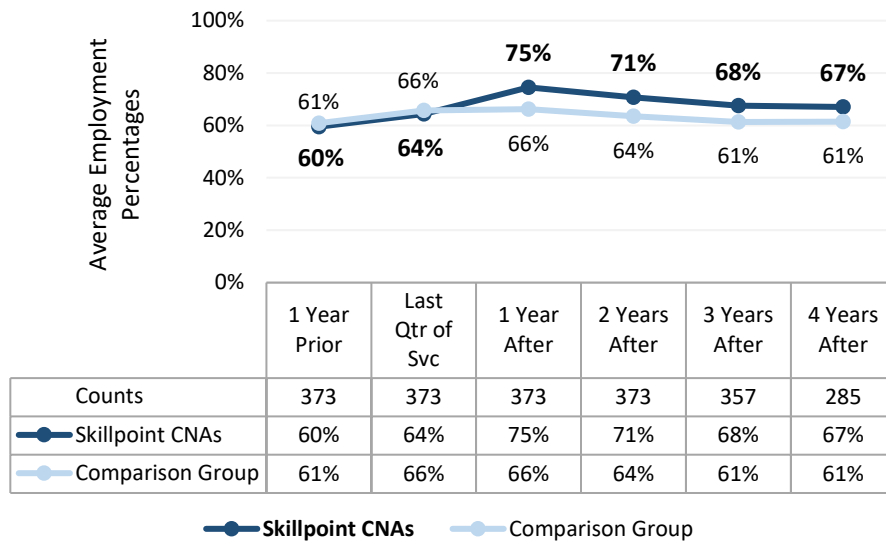
Program Impacts: CNA and Skilled Trades Training Participants

The following figures present findings from the impacts analysis comparing the outcomes of the two subgroups of Skillpoint participants to a matched comparison group for whom adequate matching could be performed. The analysis reports on impacts up to twelve quarters post-services.

The analysis shows that CNA training participants’ employment rate nearly matched the comparison group employment rate during the last service quarter and then outpaced the comparison group by 9 percentage points during the first-year post-services. Both groups experienced a decrease in employment rates during the second- and third-year post-services with the CNA trained participants maintaining a slightly higher rate of employment compared to the matched group (Figure 76).

In Figure 77, the impact of participation in Skillpoint CNA training is examined by looking at participants’ earnings over time, regardless of employment status (i.e., unconditional earnings), in relation to the comparison group’s unconditional earnings. The analysis shows that although both groups experienced earnings increases following the last service quarter, the CNA training participants’ earnings remained below the earnings of the comparison group throughout the period examined.

**Figure 76. Employment Over Time, Skillpoint CNA Participants vs. Comparison Group
FY 2016–FY 2022
1 year prior to services through 4 years post-services (n=373)**



**Figure 77. Earnings Over Time, Skillpoint CNA Participants vs. Comparison Group
FY 2016–FY 2022
1 year prior to services through 4 years post-services (n=373)**

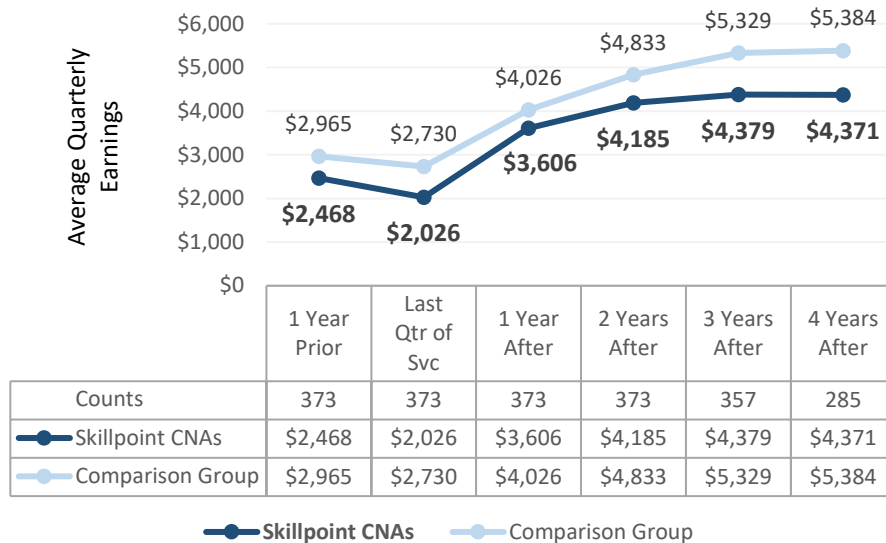


Table 28 presents findings from the impacts analysis comparing the outcomes of 373 CNA training participants to a matched comparison group for all post-service quarters. The findings demonstrate that participation in the Skillpoint CNA training program was positively associated with employment at a .05 level of statistical significance.

Table 28. Skillpoint CNA Program Impacts: FY 2016–FY 2022 (n= 373)

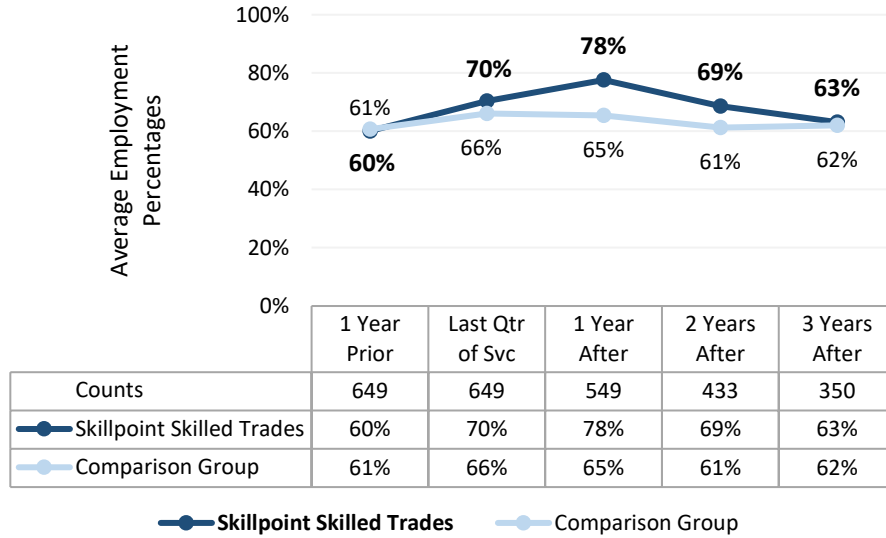
Impact measure	All Qtrs Post-Service: Comparison Group	All Qtrs Post-Service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	62.1%	69.1%	7.1%	5.7%*
Average Quarterly Earnings	\$4,907	\$4,198	-\$709	-\$343.28
Qualified for UI Benefits	54.7%	58.1%	3.5%	2.4%
Filed UI Claim	3.1%	2.9%	-0.2%	-0.5%

Note: ***=significant at p<.001; **=significant at p<.01; *= significant at p<.05

The following two figures illustrate the impact analysis for 649 Skillpoint skilled trades training participants compared to a matched group. The analysis shows that skill training participants’ employment rate slightly outpaced the comparison group employment rate during the last service quarter. During the first-year post-services, Skillpoint exiters’ employment rates continued to increase, representing an earnings advantage of 13 percentage points. Both groups experienced a decrease in employment rates during the second-year post-services, with the skilled trades training participants maintaining a slightly higher rate of employment compared to the matched group by the third year post-services (Figure 78).

In Figure 79, the impact of participation in Skillpoint skilled trades training is examined by looking at participants’ earnings over time, regardless of employment status (i.e., unconditional earnings), in relation to the comparison group’s unconditional earnings. The analysis shows that although both groups experienced similar earnings during the last service quarter, skilled trades training participants outpaced the comparison group by nearly \$1,000 during the first-year post-services followed by decreases in reported earnings during the time period represented post-services, skilled trades training participants maintained a slight earnings advantage.

**Figure 78. Employment Over Time, Skillpoint Skilled Trade Participants vs. Comparison Group
FY 2016–FY 2022
1 year prior to services through 3 years post-services (n=649)**



**Figure 79. Earnings Over Time, Skillpoint Skilled Trade Participants vs. Comparison Group
FY 2016–FY 2022
1 year prior to services through 3 years post-services (n=649)**



Table 29 presents findings from the impacts analysis comparing the outcomes of 649 Skillpoint skilled trades training participants to the outcomes of a matched comparison group for all post-service quarters. The analysis identified that participation in skilled trades training resulted in a statistically significant positive impact for three outcomes of interests: a 10.4% positive impact on quarterly employment, an average quarterly earnings impact of \$1,174 (both at the .001 level of significance), and a 6.5% positive impact on qualifying for UI benefits at the .05 level of significance.

Table 29. Skillpoint Skilled Trades Program Impacts: FY 2016–FY 2022 (n=649)

Impact measure	All Qtrs Post-Service: Comparison Group	All Qtrs Post-Service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	62.1%	73.4%	11.2%	10.4%***
Average Quarterly Earnings	\$4,678	\$6,105	\$1,427	\$1,174***
Qualified for UI Benefits	55.2%	62.7%	7.5%	6.5%*
Filed UI Claim	2.9%	2.5%	-0.5%	-0.4%

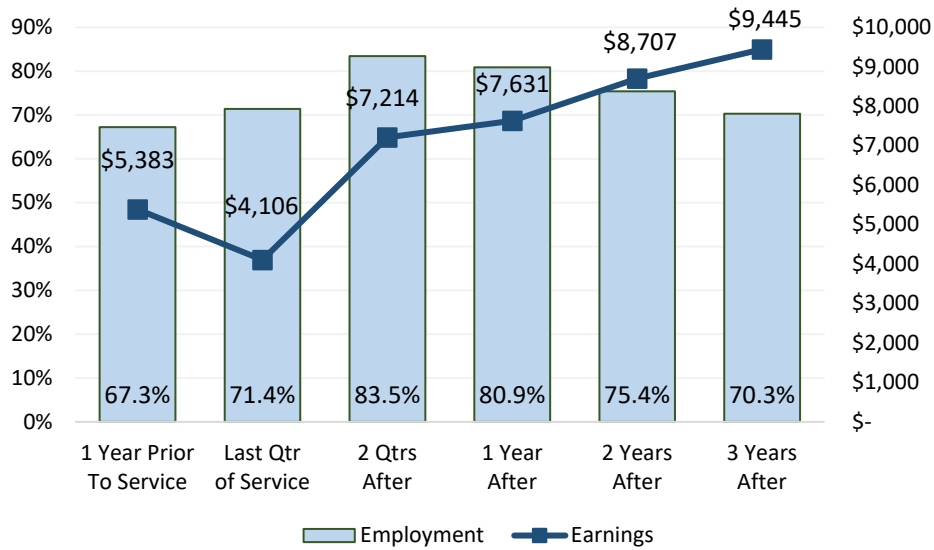
Note: ***=significant at p<.001; **=significant at p<.01; *= significant at p<.05

Skillpoint Alliance Subgroup Analysis: Skilled Trades Non-Judicially Involved and Judicially Involved

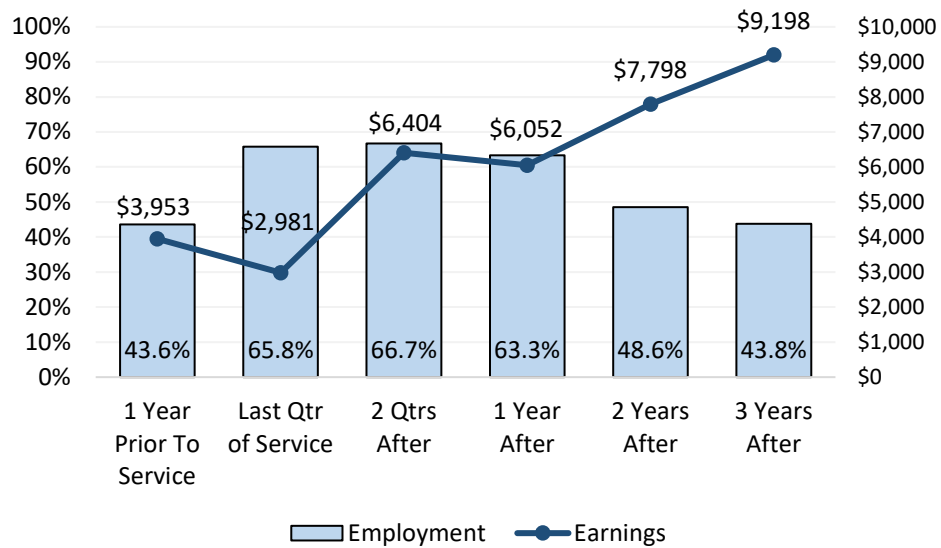
Within the FY 2016–FY 2022 skilled trades exiter group (649), 117 (18%) individuals were identified in the data to have a history of judicial involvement. The following figures present a comparison of the employment and earnings outcomes for skilled trades exiters identified as either judicially involved or not judicially involved.⁴⁴ The patterns of employment and earnings outcomes for the two groups presented in Figures 80 and 81 are similar to the employment and earnings patterns found among the group of WERC-TC participants when comparing judicially involved to those reporting no judicial involvement (See earlier in this report: WERC-TC Subgroup Analysis: Non-judicially Involved and Judicially Involved, p. 23). The judicially involved participants from both WERC-TC and Skillpoint Alliance experienced a decline in employment over time compared to the non-judicially involved. A steady increase in earnings is found in the data for both WERC-TC and Skillpoint judicially involved participants, yet their earnings are consistently lower compared to the non-judicially involved, with the earnings gap narrowing during the third-year post-services.

⁴⁴ Judicial involvement information was missing for 36.3% of all Skillpoint Alliance training exiters.

**Figure 80. Average Employment and Quarterly Earnings for Skillpoint Non-Judicially Involved:
FY 2016–FY 2022
1 year prior to services through 3 post-services**



**Figure 81. Average Employment and Quarterly Earnings for Skillpoint Judicially Involved:
FY 2016–FY 2022
1 year prior to services through 3 years post-services**



AMERICAN YOUTHWORKS NON-WERC-TC PARTICIPANTS

AYW workforce development county funding is channeled through three contracts: WERC-TC, Workforce Development (direct to AYW), and the Travis County Metro Parks Project.⁴⁵ The services and participants reported in this section are only funded through Travis County Workforce Development and Travis County Metro Parks funding and are identified as non-WERC-TC funded participants. YouthBuild participants receiving services through WERC-TC are reported in the previous WERC-TC section of this report.

Participant Profile

This AYW participant analysis reports on 805 participants who exited the program in FY 2016–FY 2022. AYW provides services to youth as young as 16, with over one-third of participants ranging in age from 16 to 19 (34.3%), and 61.6% of participants ranging in age from 20 to 29 years. The average age of AYW participant exiters is 21. The majority of exiters identified as White (40.1%), with 31.2% identified as Hispanic, and 9.2% identified as Black. Most exiters were male (54%) with 1% identifying as transgender. Over one third of participants had less than a 12th grade education (37.5%). Although judicial involvement status was missing/unknown for 63.6% of participants, 17.8% reported judicial involvement.⁴⁶ The majority of the exiters reported residing in two areas: South Austin (34%) and East Austin (25.2%).

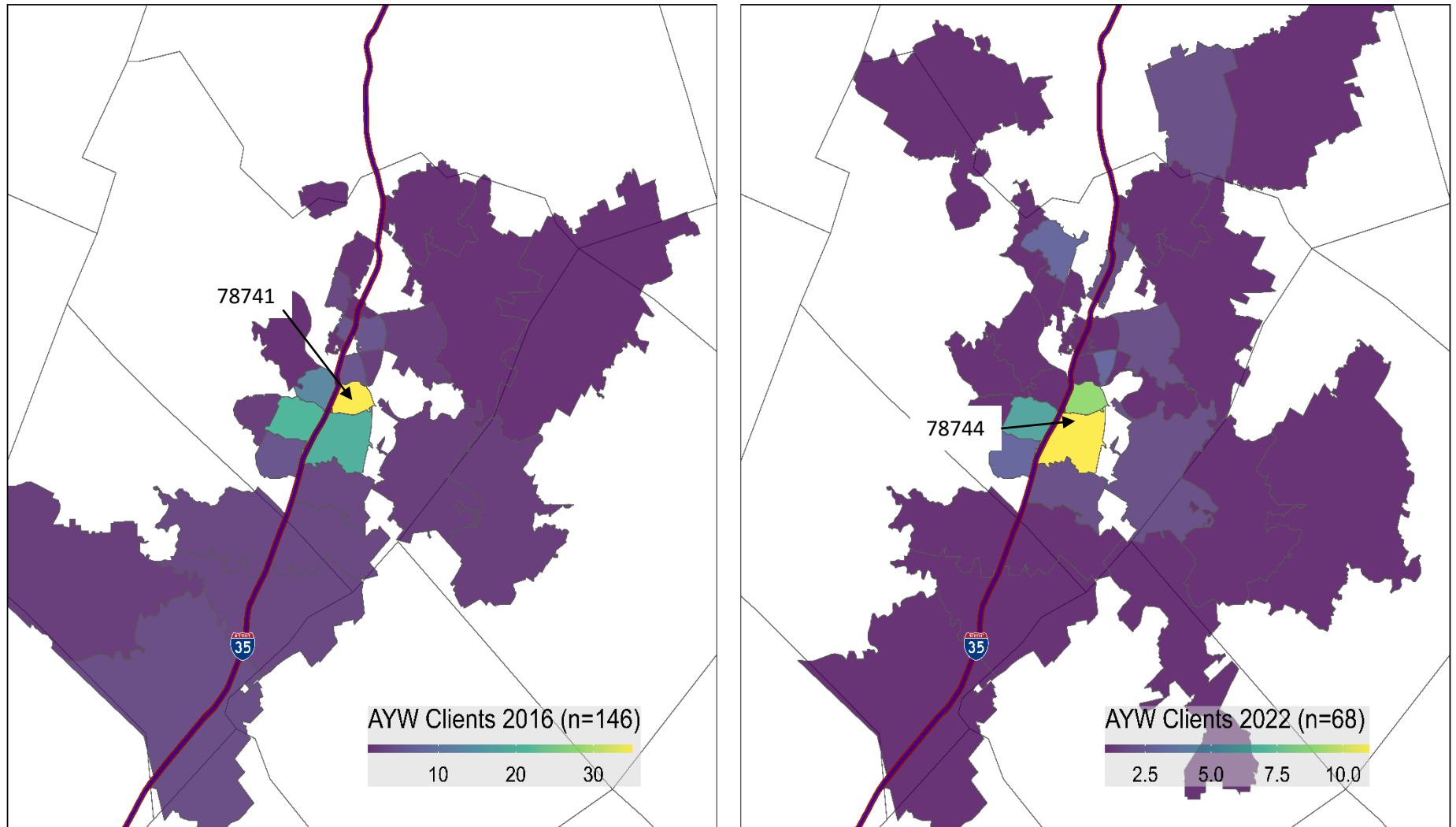
Participant Residence Map: FY 2016 and FY 2022

Figure 82 illustrates a comparison of AYW program exiter locations at the time of program entry for FY 2016 and FY 2022. The analysis includes all program exiters with ZIP codes available in the AYW data. The count of people within each ZIP code is represented by the colors of the ZIP codes in the maps. Yellow represents the area where the majority of exiting participants resided at the time of program entry. In FY 2016 the majority of exiters resided in East Austin, south of the city center and east of Interstate Highway I-35. In FY 2022 the majority of exiters also lived east of the I-35 corridor however, this group resided farther south just below Texas State Highway 71.

⁴⁵ The Metro Parks Project can be understood as a transfer of HHS funds to Travis County passed through to AYW for a subsidized work experience program.

⁴⁶ Data elements were missing/unknown for the following demographic variables: Education, 18.8%; area of residence, 16.4%; and judicial involvement was missing/unknown for 63.3%. Veteran status was not reported for the exiting participants. AYW is designed to support primarily youth, thus veteran status may not be an applicable data element.

Figure 82. American YouthWorks Participant Residence Map: FY 2016 and FY 2022



Outcomes and impacts are reported for program participants with social security numbers identified within the earnings data. This analysis discusses AYW YouthBuild participants followed by an analysis of TxCC participants. The analysis of these two groups includes outcomes disaggregated by education, race/ethnicity, and gender.

Participant Outcomes: YouthBuild

Table 30 provides an overview of labor market outcomes for AYW YouthBuild participants who exited services (completed or dropped out) from FY 2016–FY 2022. In the year prior to entering the program, 36% were employed. Quarterly employment among all cohorts grew on average to 61.2% during the second quarter post-services decreasing to 54.2% three-years post-service for those for whom data are available.

Pre-program quarterly earnings averaged \$2,391 for those employed in the year prior to service entry. Generally, reported earnings illustrate a steady increase in earnings over time for all cohorts.

Prior to entering AYW, only 20.4% of participants had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. Three years after exiting services, approximately 47.6% met the requirements for eligibility. Overall few exiters filed for UI benefits. Filing for UI benefits increased for all cohorts during the early pandemic period.

Table 30. American YouthWorks YouthBuild Participant Outcomes: FY 2016–FY 2022 Exiters

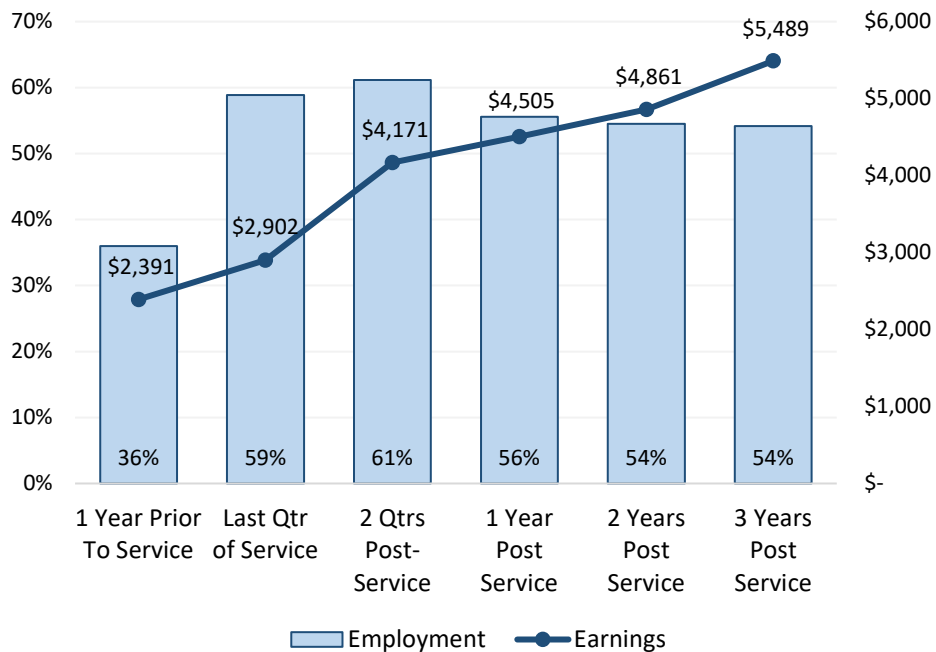
Cohort Outcome Measure		1 Year Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Year Post-Service	2 Years Post-Service	3 Years Post-Service	4 Years Post-Service	5 Years Post-Service
Number of Participants	FY 2016	19	19	19	19	19	19	19	19
	FY 2017	44	44	44	44	44	44	44	44
	FY 2018	63	63	63	63	63	63	63	.
	FY 2019	85	85	85	85	85	85	.	.
	FY 2020	79	79	79	79	79	.	.	.
	FY 2021	66	66	66	66	.	.	.	.
	FY 2022	38	38	38	.	.	.	.	.
Overall		394	394	394	376	312	227	150	83
Quarterly Employment:									
	FY 2016	35.5%	52.6%	79.0%	52.6%	42.1%	63.2%	42.1%	42.1%
	FY 2017	25.0%	50.0%	54.6%	56.8%	52.3%	52.3%	59.1%	63.6%
	FY 2018	38.1%	65.1%	65.1%	68.3%	58.7%	57.1%	55.6%	.
	FY 2019	34.7%	51.8%	61.2%	42.4%	50.6%	54.1%	.	.
	FY 2020	34.2%	58.2%	53.2%	54.4%	60.8%	.	.	.
	FY 2021	40.2%	60.6%	53.0%	53.0%	.	.	.	.
	FY 2022	44.7%	76.3%	84.2%	.	.	.	.	.
Overall		36.0%	58.9%	61.2%	55.6%	54.5%	54.2%	54.7%	57.8%
Average Qrtly Earnings:									
	FY 2016	\$2,172	\$2,188	\$3,203	\$3,330	\$5,201	\$4,656	\$5,904	\$5,487
	FY 2017	\$1,818	\$2,384	\$2,401	\$2,806	\$4,336	\$3,849	\$5,733	\$6,826
	FY 2018	\$2,238	\$2,529	\$3,738	\$3,676	\$4,777	\$5,819	\$6,952	\$6,138
	FY 2019	\$2,056	\$2,900	\$3,958	\$4,494	\$4,948	\$6,075	\$8,339	.
	FY 2020	\$2,135	\$2,419	\$3,809	\$4,380	\$4,790	\$6,980	.	.
	FY 2021	\$2,895	\$3,632	\$4,991	\$5,359	\$5,963	.	.	.
	FY 2022	\$3,270	\$3,833	\$6,432	\$8,370	.	.	.	.
Overall		\$2,391	\$2,902	\$4,171	\$4,505	\$4,861	\$5,489	\$6,683	\$6,431
Qualified for UI Benefits:									
	FY 2016	27.6%	36.8%	31.6%	52.6%	42.1%	52.6%	47.4%	36.8%
	FY 2017	10.2%	18.2%	18.2%	38.6%	43.2%	47.7%	43.2%	56.8%
	FY 2018	18.3%	28.6%	30.2%	54.0%	52.4%	52.4%	57.1%	45.0%
	FY 2019	20.0%	21.2%	20.0%	47.1%	40.0%	42.4%	41.7%	.
	FY 2020	19.3%	21.5%	21.5%	41.8%	49.4%	50.0%	.	.
	FY 2021	24.2%	25.8%	33.3%	45.5%	45.5%	.	.	.
	FY 2022	28.3%	34.2%	39.5%	75.0%	.	.	.	.
Overall		20.4%	24.9%	26.4%	47.6%	45.8%	47.6%	49.3%	49.4%
Filed UI Claim:									
	FY 2016	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	10.5%	0.0%
	FY 2017	0.0%	0.0%	0.0%	0.0%	0.0%	13.6%	2.3%	0.0%
	FY 2018	0.4%	0.0%	0.0%	0.0%	7.9%	4.8%	0.0%	0.0%
	FY 2019	0.9%	0.0%	5.9%	7.1%	4.7%	0.0%	0.0%	.
	FY 2020	0.0%	16.5%	5.1%	1.3%	0.0%	0.0%	.	.
	FY 2021	4.2%	1.5%	1.5%	0.0%	0.0%	.	.	.
	FY 2022	2.0%	0.0%	0.0%	0.0%	.	.	.	.
Overall		1.1%	3.6%	2.5%	2.1%	2.9%	4.0%	2.0%	0.0%

Source: AYW participant records and Texas Workforce Commission UI earnings and claim records.

Note: Post-service quarters with low cohort counts were not included in the outcomes figures. Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Participants were counted as employed if they were found in Texas UI earnings records. Those who were not found may be unemployed, employed outside of Texas, or employed in Texas in a position that is not UI-covered and reported to TWC. Bold font figures represent the time period when the pandemic began influencing outcomes.

Figure 83 presents the rate of employment and the average earnings from one year prior to entering services to three-years post-services for all cohorts (FY 2016–FY 2022). AYW exiters’ employment gains peak during the second quarter post-services, from 32.3% the year prior to entering services to 51.1% at the second quarter post-services (a 19.1 percentage point increase), followed by a decline in employment. At three-years post-services the data report an earnings increase of \$3,552 representing a 220 percent gain in earnings across the period examined.

**Figure 83. Average Employment and Quarterly Earnings AYW YouthBuild Exiters: FY 2016–FY 2022
1 year prior to services through 3 years post-services**



The following two figures present the long-term employment and earnings outcomes for the FY 2016, FY 2017, and FY 2018 cohorts from one year prior to seeking services through three-years post-services.⁴⁷

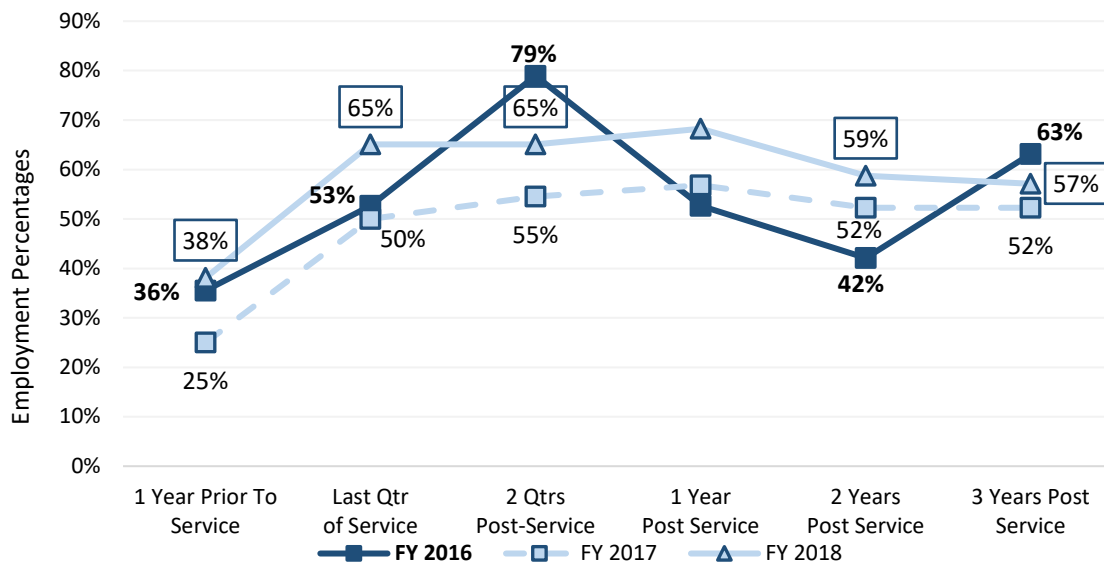
Figure 84 illustrates the trend in employment found in the data for both FY 2016, FY 2017, and FY 2018 YouthBuild cohorts. Compared to the year prior to entering services, employment outcomes improved for all three cohorts across time with some fluctuations, including large fluctuations in employment reported for the FY 2016 cohort. Over time, the FY 2016 cohort earnings increased by 27 percentage points from the year prior to services to three-years post-services. The increase over time for the FY 2017 cohort increased from 25% prior to services settling at 52% three-years post-services, representing a 27 percentage point gain. The FY 2018 cohort available data report a 19 percentage point

⁴⁷ Additional post-service years were excluded due to low counts in the available data.

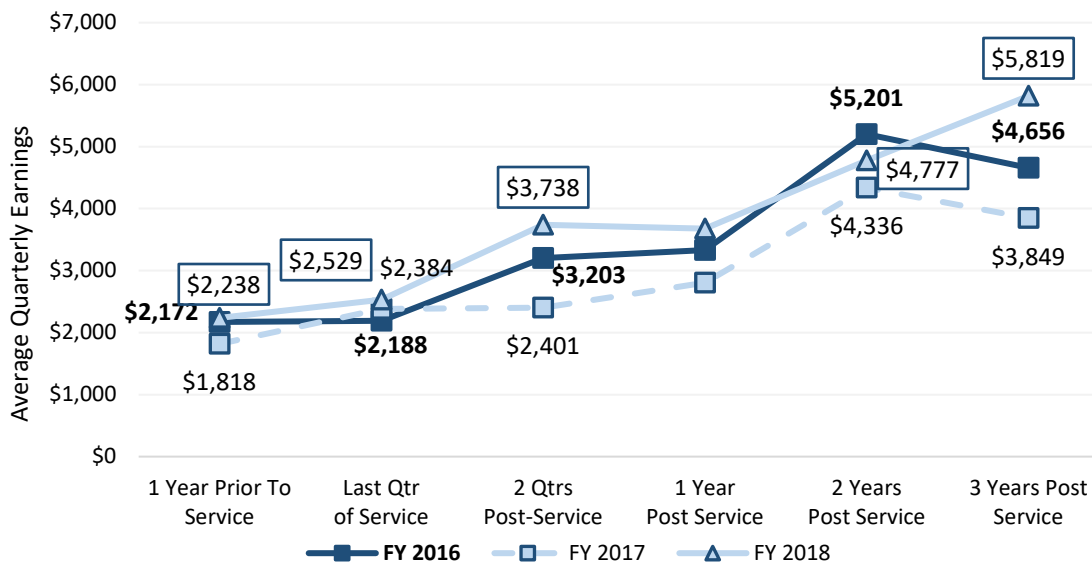
gain over time in employment.

Figure 85 illustrates a largely steady upward trend in earnings from the one year prior to services through the second-year post-services. All three cohorts experience earnings gains over time, with the FY 2017 cohort earnings increasing by \$3,581 across the period time examined, representing a 160 percent increase in earnings.

**Figure 84. Average Employment for AYW YouthBuild Exiters: FY 2016, FY 2017, and FY 2018
1 year prior to services through 3 years post-services**



**Figure 85. Average Quarterly Earnings for American YouthBuild Exiters: FY 2016, FY 2017, and FY 2018
1 year prior to services through 3 years post-services**

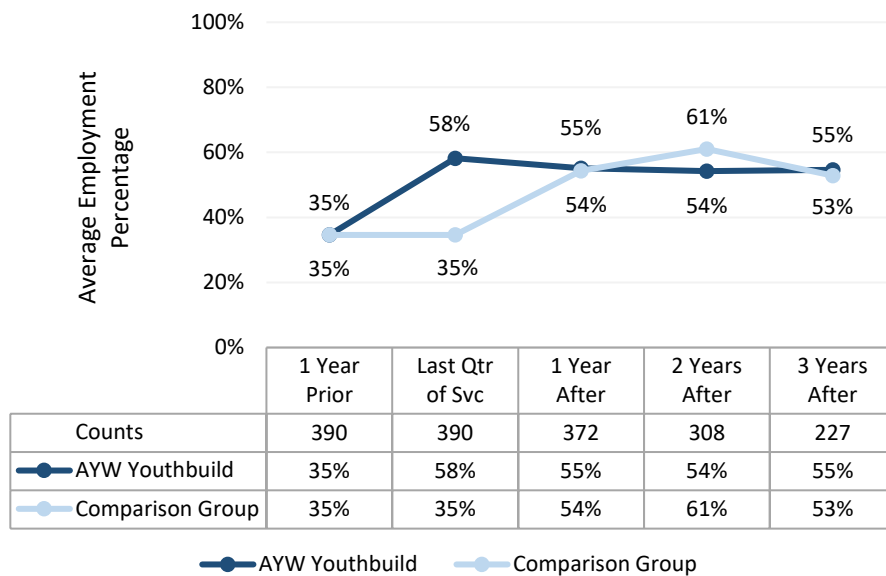


Program Impacts

In Figure 86, the impact of participation in AYW YouthBuild services is examined by looking at participants’ employment rates over time in relation to the comparison group’s employment rate. The table presents impacts only for exiters for whom adequate-matching could be performed. The analysis

shows that YouthBuild participants' employment rates outpaced the comparison group during the last service quarter. However, the two groups' employment rates nearly converged during the first- and second- years post-services.

Figure 86. Employment Rate over Time, AYW YouthBuild Participants vs. Comparison Group: FY 2016–FY 2022
1 year prior to services through 3 years post-services (n=390)



In Figure 87, the impact of participation in AYW YouthBuild services is examined by looking at participants' earnings over time, regardless of employment status (i.e., unconditional earnings), in relation to the comparison group's unconditional earnings. The analysis shows that YouthBuild participants' quarterly earnings during the last service quarter surpassed the comparison group's earnings by \$765. During the first year following services, the two groups' earnings increased and converged. The comparison group earnings outpaced the YouthBuild earnings during the second- and third- years post-services.

Figure 87. Unconditional Earnings over Time, AYW YouthBuild Participants vs. Comparison Group: FY 2016–FY 2022
1 year prior to services through 3 years post-services (n=390)

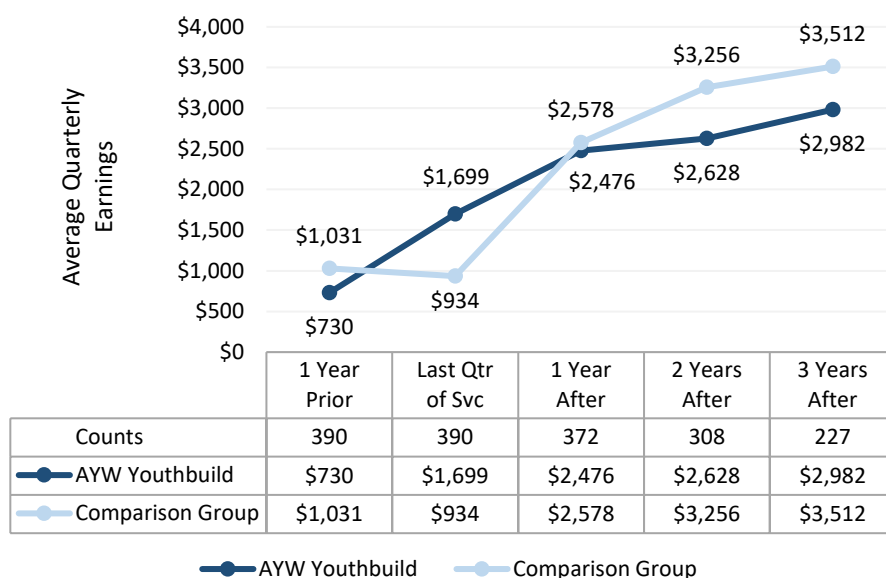


Table 31 presents findings from the impacts analysis comparing the outcomes of YouthBuild FY 2016–FY 2022 exiters to the outcomes of a matched comparison group. Participation was associated with slightly higher (2.47%) employment rates, and lower quarterly earnings (-\$55.85). These differences between the AYW YouthBuild exiters and the matched control group are not statistically significant.

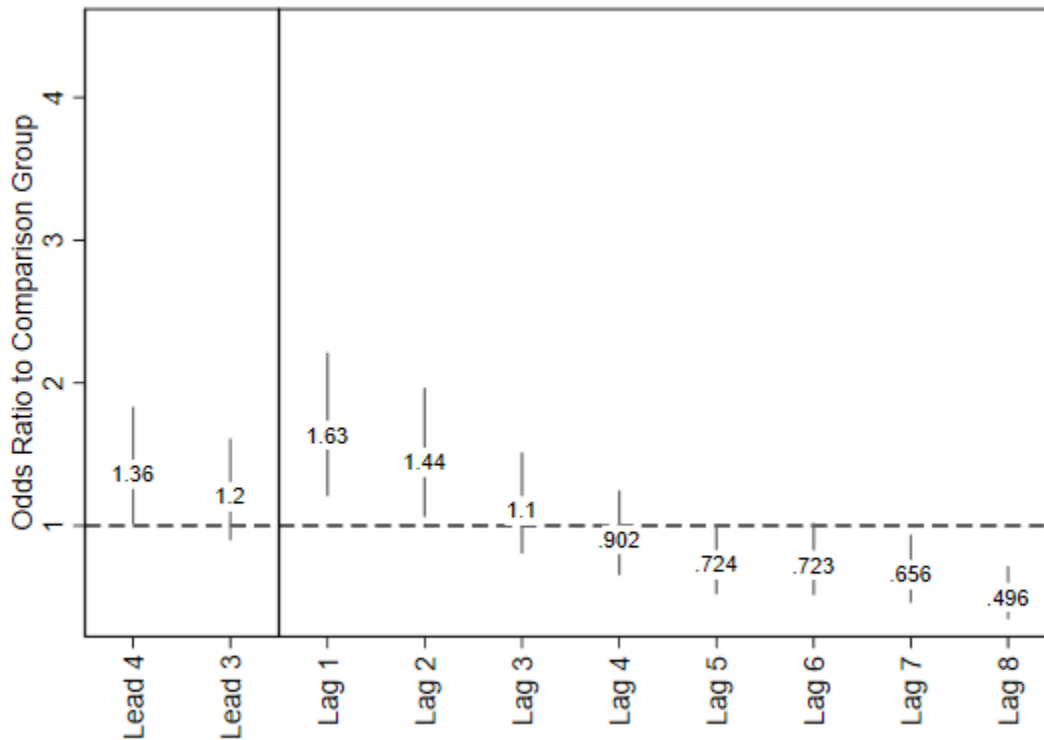
Table 31. AYW YouthBuild Participant Quarterly Impacts: FY 2016–FY 2022 (n=410)

Impact measure	All Qtrs Post-service: Comparison Group	All Qtrs Post-service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	53.4%	58.4%	5.0%	4.5%
Average Quarterly Earnings	\$3,024	\$3,101	\$78	\$352.03
Qualified for UI Benefits	45.5%	42.6%	-2.9%	-0.8%
Filed UI Claim	2.2%	2.1%	-0.1%	0.2%

Note: ***=significant at p<.001; **=significant at p<.01; *= significant at p<.05

The AYW employment model visualized in Figure 88 (all of AYW) finds that AYW participants are significantly more likely to be employed than their counterparts in the comparison group for two quarters after treatment. In the first and second quarters after treatment AYW participants are 1.6 times and 1.44 times as likely to be employed, respectively, as members of the matched sample; however, the treatment group is significantly less likely to be employed at the two-year mark. The insignificant coefficients for Lead 4 and Lead 3 provide evidence of the robustness of these and previous impact measures by demonstrating pre-treatment parallel trends between the treatment and comparison groups.

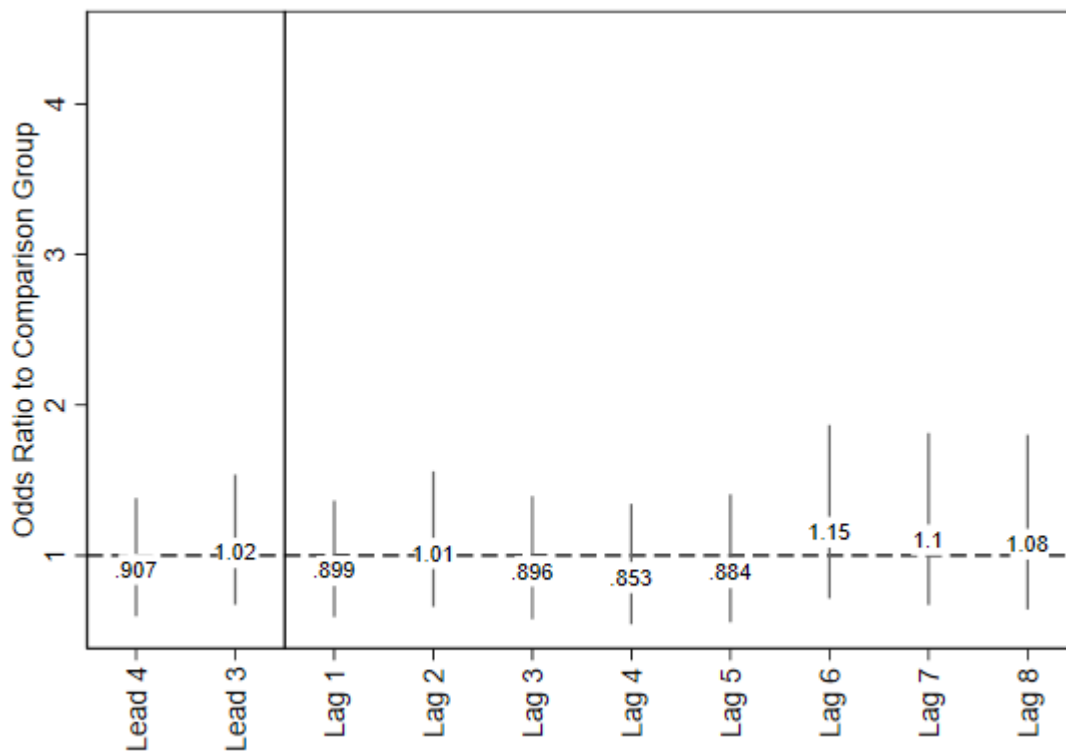
**Figure 88. Quarterly Employment Rate Impact, AYW: FY 2016-2021
4 quarters prior to services through 8 quarters post-services, n = 1,115 (Total)**



Note: Coefficients are odds ratios to comparison group. Interpret as: “participants are X.X times as likely to be employed as comparison group for given quarter.”

Figure 89 provides an alternative specification of the employment model by creating a match sample and model only for those participants and control matches who have at least one quarter of pre-treatment work experience. This additional condition means these impacts are more robust to issues related to matching individuals with very little pre-treatment data; however, the findings are also only generalizable to AYW participants who earned wages prior to treatment. Like the impact table for AYW, Figure 89 finds only null results.

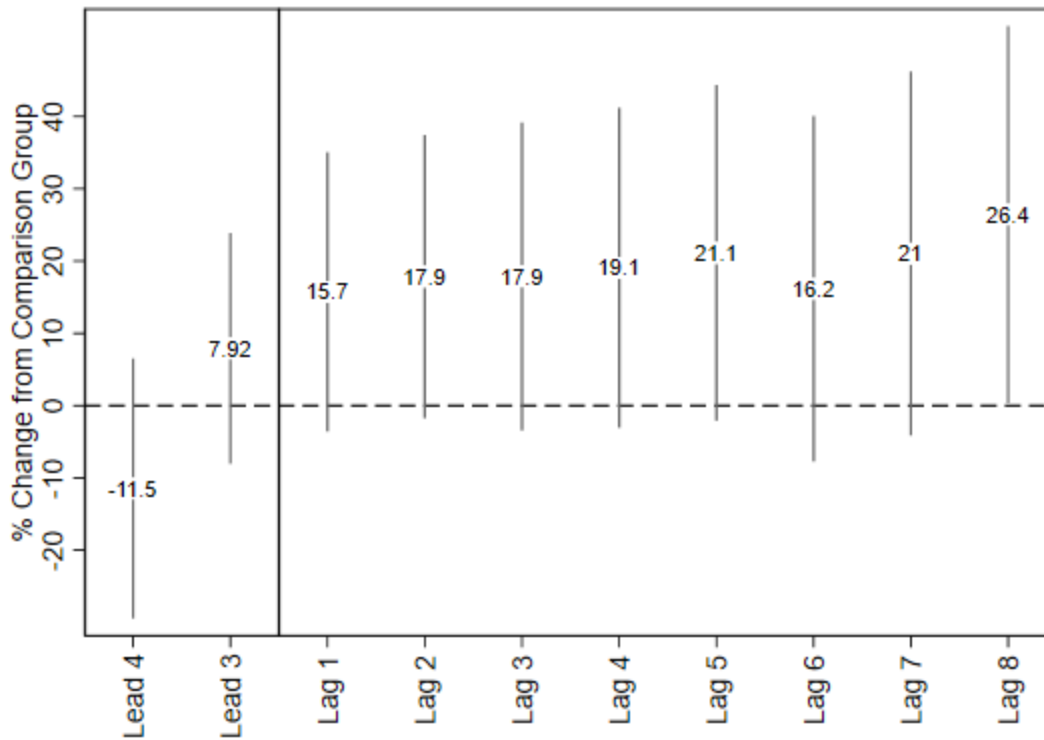
Figure 89. Quarterly Employment Rate Impact, AYW: FY 2016-2021
4 quarters prior to services through 8 quarters post-services,
conditional on at least one pre-treatment quarter of wages, n = 545 (Total)



Note: Coefficients are odds ratios to comparison group. Interpret as: “participants are X.X times as likely to be employed as comparison group for given quarter.”

The AYW conditional earnings (non-zero wages among the working) model visualized in Figure 90 (all AYW) do not find significant evidence that AYW participants earned more than the matched comparison sample; although, the insignificant coefficients are all positive in direction.

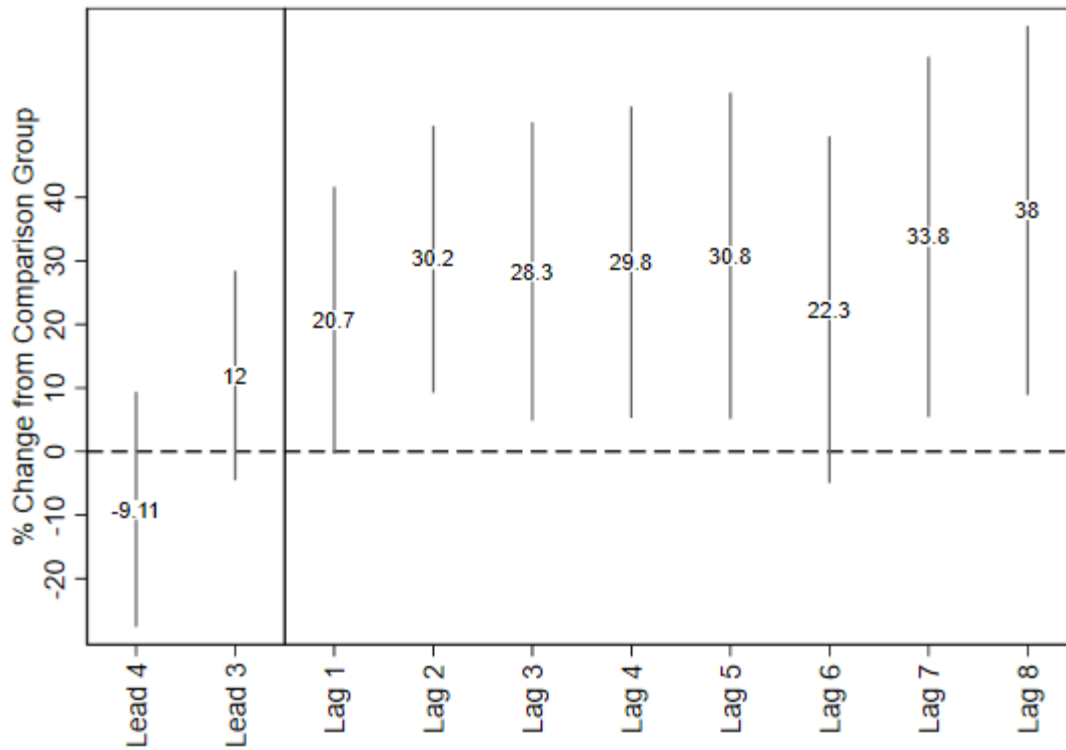
**Figure 90. Figure X-Na. Quarterly Earnings Impact, AYW: FY 2016-2021
4 quarters prior to services through 8 quarters post-services, n = 1,261 (Total)**



Note: Coefficients are percent change from comparison group. Interpret as “participants earn X.X percent more than comparison group for given quarter.”

Figure 91 limits the potential treatment and control samples to young people with pre-treatment work experience in order to improve the quality of the matching model. The model for this more limited sample provides strong evidence that AYW participants saw substantial gains (20% to 38%) in wages, compared with the matched control sample. The insignificant coefficients for Lead 4 and Lead 3 provide evidence of the robustness of these and previous impact measures by demonstrating pre-treatment parallel trends between the treatment and comparison groups. This result corroborates the impact model in the impact table, which also found positive, significant impacts for AYW participants.

Figure 91. Quarterly Earnings Impact, AYW: FY 2016-2021
4 quarters prior to services through 8 quarters post-services, n = 686 (Total)



Note: Coefficients are percent change from comparison group. Interpret as “participants earn X.X percent more than comparison group for given quarter.”

American YouthWorks Texas Conservation Corps

AYW TxCC participants enter a term of service for 6 or 11 months for up to 4 terms of service. Crew members receive a monthly stipend during their term of service and, upon successful completion of their service agreement, may be eligible for an AmericCorps Education Award to assist with college tuition or paying student loans. TxCC participants were counted as employed if they were found in Texas UI earnings records. Those who were not found may be unemployed, unemployed students, employed outside of Texas, or employed in Texas in a position that is not UI-covered and reported to TWC.

Participant Outcomes

The following analysis reports on outcomes for the 411 AYW participants who exited the Texas Conservation Corps (TxCC) in FY 2016–FY 2022. The outcomes evaluation examines participants' labor market experiences prior to entering the program, and then tracks their labor market outcomes following program exit up to five-years post-services for those for whom data were available.

Table 32 provides an overview of labor market outcomes for TxCC training participants who exited services (completed or dropped out) from FY 2016–FY 2022. In the four quarters prior to entering the program, 28.8% overall were employed in a UI-covered job in Texas. Average quarterly employment grew to 41.4% during the second quarter post-services decreasing to 33.1% during the third year post-services. The data represent a 4.3 percentage point gain in employment between the year prior to services and the third year post-services.

The available data demonstrate that overall earnings grew from a quarterly average of \$3,690 in the four quarters prior to service, to a quarterly average of \$7,819 during the third year post-services: a \$4,129 average gain in quarterly earnings. Figures 62 further illustrates the overall trend in employment and earnings from one-year prior to services through the third year post-services.

Prior to entering TxCC, only 23.5% of participants had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. Three years after leaving service, 34.1% met the requirements for eligibility. Few participants filed a claim for UI benefits in the period examined, with increases in UI claims filed during the early pandemic quarters.

Table 32. AYW TxCC Participant Outcomes: FY 2016–2022

Cohort Outcome Measure		1 Year Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Year Post-Service	2 Years Post-Service	3 Years Post-Service	4 Years Post-Service	5 Years Post-Service
Number of Participants	FY 2016	68	68	68	68	68	68	68	68
	FY 2017	70	70	70	70	70	70	70	70
	FY 2018	87	87	87	87	87	87	87	.
	FY 2019	60	60	60	60	60	60	.	.
	FY 2020	39	39	39	39	39	.	.	.
	FY 2021	45	45	45	45	.	.	.	.
	FY 2022	42	42	42	.	.	.	.	.
Overall		411	411	411	382	337	302	253	180
Quarterly Employment:									
	FY 2016	14.3%	25.0%	41.2%	42.7%	38.2%	36.8%	30.9%	30.9%
	FY 2017	20.7%	24.3%	38.6%	37.1%	35.7%	31.4%	28.6%	31.4%
	FY 2018	31.0%	26.4%	37.9%	35.6%	34.5%	31.0%	37.9%	.
	FY 2019	30.4%	20.0%	35.0%	35.0%	38.3%	33.3%	.	.
	FY 2020	48.1%	23.1%	35.9%	38.5%	33.3%	.	.	.
	FY 2021	37.2%	57.8%	68.9%	68.9%	.	.	.	.
	FY 2022	31.6%	23.8%	38.1%	.	.	.	.	.
Overall		28.8%	27.7%	41.4%	41.4%	37.1%	33.1%	34.0%	34.4%
Average Qrtly Earnings:									
	FY 2016	\$2,033	\$2,212	\$4,670	\$5,708	\$6,955	\$7,686	\$9,038	\$9,688
	FY 2017	\$3,776	\$1,539	\$4,884	\$5,870	\$7,573	\$7,843	\$9,494	\$11,335
	FY 2018	\$3,324	\$1,931	\$5,463	\$7,185	\$7,288	\$9,588	\$9,013	.
	FY 2019	\$3,485	\$2,117	\$5,340	\$5,079	\$6,333	\$6,320	.	.
	FY 2020	\$4,529	\$3,887	\$5,200	\$5,660	\$7,039	.	.	.
	FY 2021	\$4,505	\$2,783	\$6,751	\$7,939	.	.	.	.
	FY 2022	\$3,628	\$1,528	\$5,421	.	.	.	.	.
Overall		\$3,690	\$2,247	\$5,435	\$6,434	\$7,349	\$7,819	\$8,716	\$10,665
Qualified for UI Benefits:									
	FY 2016	13.6%	8.8%	5.9%	27.9%	38.2%	35.3%	36.8%	30.9%
	FY 2017	16.1%	14.3%	7.1%	27.1%	34.3%	32.9%	30.0%	31.4%
	FY 2018	26.2%	24.1%	10.3%	24.1%	32.2%	35.6%	31.0%	.
	FY 2019	19.6%	16.7%	8.3%	25.0%	30.0%	33.3%	.	.
	FY 2020	37.8%	25.6%	2.6%	23.1%	33.3%	.	.	.
	FY 2021	35.6%	24.4%	13.3%	55.6%	.	.	.	.
	FY 2022	26.2%	26.2%	9.5%	.	.	.	.	.
Overall		23.5%	19.2%	8.3%	29.1%	34.7%	34.1%	31.2%	33.9%
Filed UI Claim:									
	FY 2016	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%
	FY 2017	1.1%	1.4%	0.0%	0.0%	0.0%	1.4%	0.0%	1.4%
	FY 2018	0.0%	0.0%	0.0%	0.0%	2.3%	1.2%	3.5%	.
	FY 2019	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	.	.
	FY 2020	0.6%	7.7%	2.6%	0.0%	2.6%	.	.	.
	FY 2021	3.3%	2.2%	0.0%	0.0%	.	.	.	.
	FY 2022	1.2%	0.0%	0.0%	.	.	.	.	.
Overall		0.7%	1.2%	0.2%	0.8%	1.2%	0.7%	2.0%	0.6%

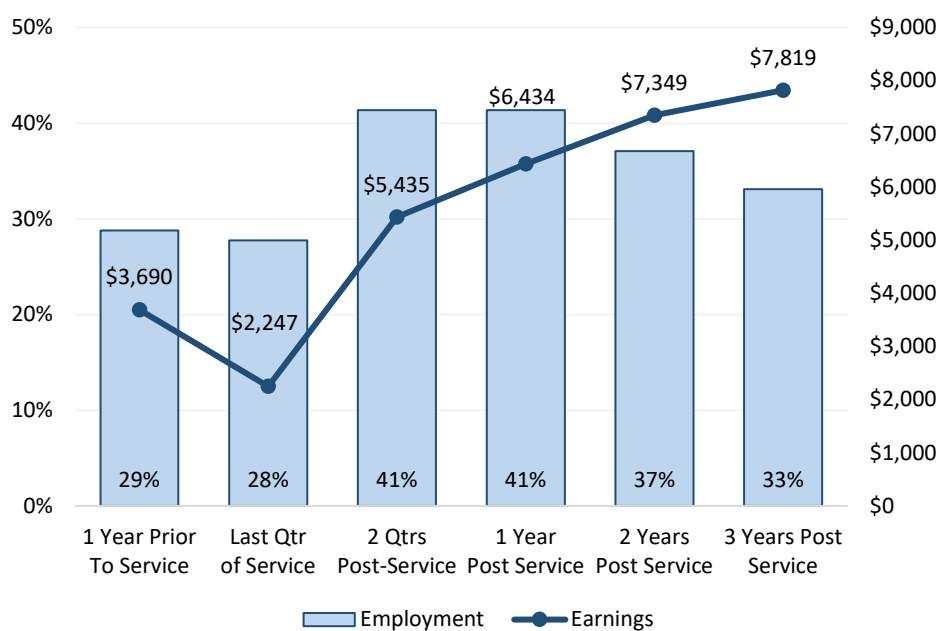
Source: AYW TxCC participant records and Texas Workforce Commission UI earnings and claim records.

Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Participants were counted as employed if they were found in Texas UI earnings records. Those who were not found may be unemployed, employed outside of Texas, or employed in Texas in a position that is not UI-covered and reported to TWC.

Bold font figures represent the time period when the pandemic began influencing outcomes

Figure 92 presents the rate of employment and the average earnings from one-year prior to entering services to three-years post-services for all TxCC cohorts (FY 2016–FY 2022). AYW TxCC exiters' employment gains peak during the second quarter post-services, from 29% the year prior to entering services to 41% at the second quarter post-services (a 12 percentage point increase), followed by a decline in employment. At three-years post-services the data reports an earnings increase of \$4,129 representing a 112 percent gain in earnings across the period examined .

Figure 92. Average Employment and Quarterly Earnings American YouthWorks TxCC Exiters: FY 2016–FY 2022
1 year prior to services through 3 years post-services

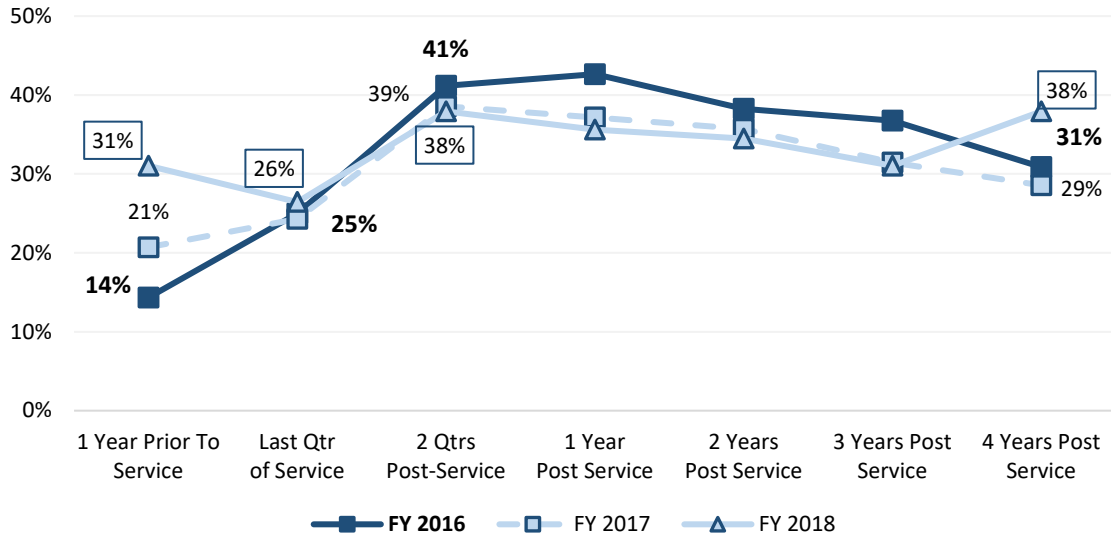


The following two figures present the long-term employment and earnings outcomes for the FY 2016, FY 2017, and FY 2018 cohorts from one-year prior to seeking services through four-years post-services.

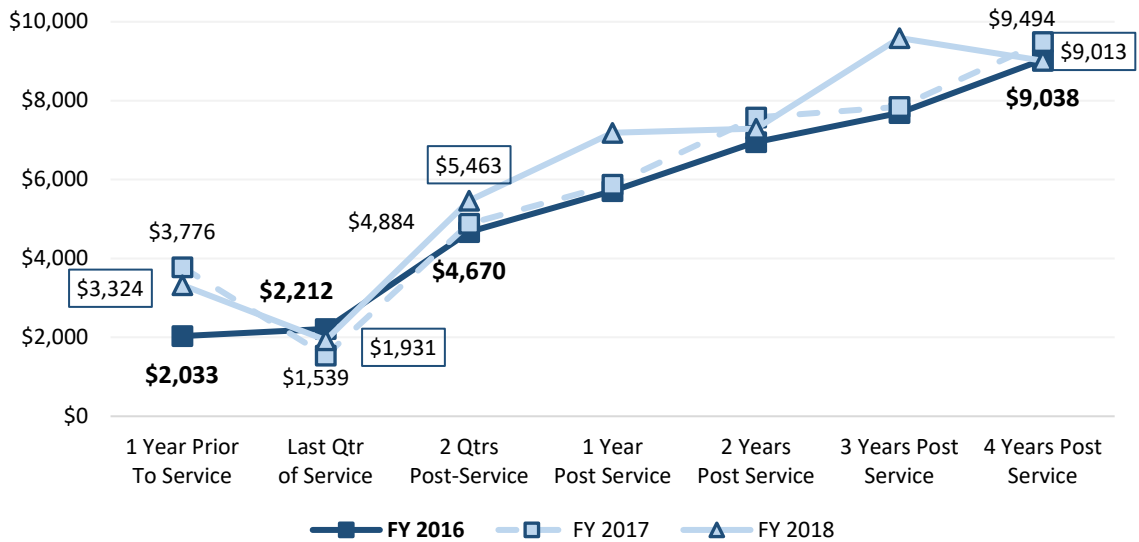
Figure 93 illustrates the trend in employment found in the data for the three cohorts. Compared to the last service quarter employment, outcomes improved for all cohorts during the second quarter post-services followed by a steady decline in employment rates. Across the period examined, all cohorts experienced an increase in employment rates, from 17 percentage points for the FY 2016 cohort, to 8 and 7 percentage points for the FY 2017 and FY 2018 respectively.

Figure 94 illustrates a steady upward trend in earnings from the last service quarter through the fourth-year post-services for all three cohorts. Earnings increased over time by \$7,005 for the FY 2016 cohort, and earnings increased by over \$5,500 for cohorts FY 2017 and FY 2018.

**Figure 93. Average Quarterly Employment for AYW TxCC Exitters: FY 2016, FY 2017, and FY 2018
1 year prior to services through 4 years post-services**



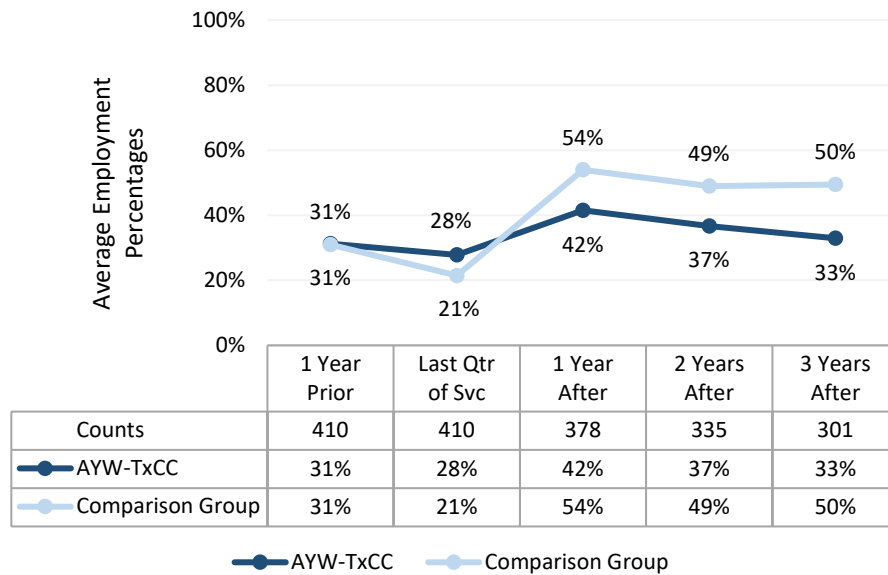
**Figure 94. Average Quarterly Earnings for AYW TxCC Exitters: FY 2016, FY 2017, and FY 2018
1 year prior to services through 4 years post-services**



Program Impacts

In Figure 95 the impact of participation in AYW TxCC services for all 410 exiters is examined by looking at participants' employment rate over time in relation to the comparison group's employment rate. The analysis shows that the comparison group outpaced the TxCC group by 17 percentage points by the third-year post-services. TxCC participants are often students who intend to complete their secondary education following their TxCC experience. Enrollment in secondary education may be the factor influencing TxCC employment rates during the period examined for this analysis.

Figure 95. Employment Rate over Time, AYW TxCC Participants vs. Comparison Group: FY 2016–FY 2022
1 year prior to services through 3 years post-services (n=410)



In Figure 96, the impact of participation in AYW TxCC services is examined by looking at participants' earnings over time, regardless of employment status (i.e., unconditional earnings), in relation to the comparison group's unconditional earnings. The analysis shows that the comparison group's earnings outpaced the TxCC participant group throughout the second- and third-year post-services. During the third-year post-services, the comparison group quarterly earnings surpassed TxCC earnings by \$456.

Figure 96. Average Quarterly Earnings Over Time, AYW TxCC Participants vs. Comparison Group: FY 2016–FY 2022

1 year prior to services through 3 years post-services (n=410)

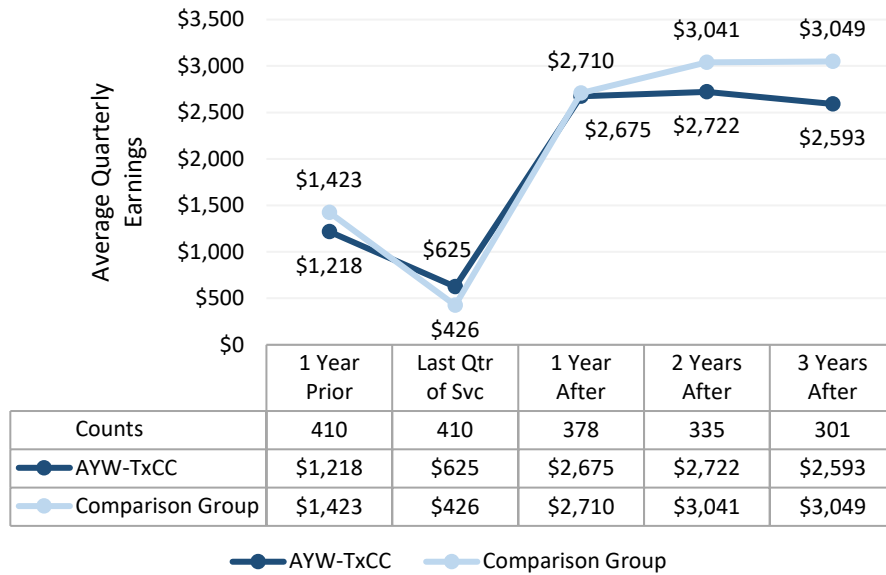


Table 33 presents findings from the impacts analysis comparing the outcomes of TxCC FY 2016–FY 2022 exiters to the outcomes of a matched comparison group. These differences between the AYW TxCC exiters and the matched control group are not statistically significant.

Table 33. AYW TxCC Program Impact FY 2016–FY 2022 (n=410)

Impact measure	All Qtrs Post-service: Comparison Group	All Qtrs Post-service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	47.2%	38.1%	-9.2%	-8.0%
Average Quarterly Earnings	\$2,794	\$2,739	-\$55	\$153.96
Qualified for UI Benefits	43.0%	32.2%	-10.8%	-7.4%
Filed UI Claim	1.6%	0.8%	-0.9%	-0.6%

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

As a group, TxCC participants often continue their education at colleges and universities following their term of service. Recent findings in research conducted by Conzelmann et al (2022) find that more than 30% of recent college graduates are living and working in a different state than where

they graduated. The migration of higher education graduates to other states may influence the employment and earnings outcomes and impacts, as the data available for this analysis included only Texas UI earnings data.

AYW Subgroup Analysis: YouthBuild & TxCC by Race/Ethnicity, Gender, and Education

This report section evaluates the employment and earnings outcomes for three groups of AYW FY 2016–FY 2022 program exiters by race/ethnicity and by gender: (1) YouthBuild exiters without a high school credential, (2) YouthBuild exiters with a high school credential (HSC), and (3) Texas Conservation Corps exiters.

For the purpose of this analysis, participants identified in the data as Hispanic were assigned solely a Hispanic status. Therefore, individuals identified as White/Hispanic or Black/Hispanic were assigned as Hispanic. Demographics for each of the three groups are presented in Table 34. The majority of YouthBuild exiters *without* an HSC identified as Hispanic (59.7%), the majority of exiters for both the YouthBuild *with a HSC* and the TxCC groups, identified as white (42.6% and 60.3% respectively). The YouthBuild participants entering the program without an HSC were younger and more likely to have experienced judicial involvement compared to the other two groups included in this analysis.

Table 34. AYW Program Exiters by Race/Ethnicity and Education: FY 2016–FY 2022

	YouthBuild Without a High School Credential	YouthBuild With a High School Credential	Texas Conservation Corps
Number of Participants with SSNs	300	94	411
Gender			
Female	46.0%	44.7%	44.0%
Male	53.7%	54.3%	54.3%
Transgender	0.3%	1.1%	1.5%
Missing/Unknown	0.0%	0.0%	0.2%
Race			
White	11.7%	42.6%	60.3%
Black	17.0%	16.0%	1.9%
Hispanic	59.7%	24.5%	11.9%
Asian	0.0%	3.2%	2.7%
Two Or More Races	2.7%	3.2%	2.4%
Other	6.3%	6.4%	3.2%
Missing/Unknown	2.7%	4.3%	17.5%
Age			
14 - 19 years	68.7%	20.2%	12.4%
20 - 29 years	25.3%	77.7%	84.4%
30 - 39 years	0.3%	0.0%	1.0%
Missing/Unknown	5.7%	2.1%	2.2%
Average Age	19	22	23
Judicial Involvement			
Yes	41.7%	17.0%	0.0%
No	39.7%	35.1%	0.0%
Missing/Unknown	18.7%	47.9%	100.0%

YouthBuild & TxCC Participant Outcomes by Gender and Education

Among all three groups of exiters, Hispanic participants had the highest rates of employment one year prior to services, as well as the highest rates of employment in the third-year post-services with one exception: among exiters entering services with an HSC, Black participants experienced the highest rate of employment. Further, Black participants entering either with or without an HSC experienced the highest percent change in employment over time (Table 35).

Table 35. AYW Exiters Employment Outcomes by Race/Ethnicity FY 2016–FY 2022

Employment Outcomes	One Year Prior to Entering Services	Three Years Post Services	Percentage Point Changes Over Time	Percent Change Over Time
YouthBuild No High School Certificate at Program Entry	n=300	n=175		
Hispanic	43.3%	60.8%	17.5%	40%
Black	23.5%	57.1%	33.6%	143%
White	32.1%	61.5%	29.4%	92%
YouthBuild with High School Certification at Program Entry	n=94	n=53		
Hispanic	46.7%	57.1%	10.4%	22%
Black	40.0%	83.3%	43.3%	108%
White	15.6%	28.6%	12.9%	83%
Texas Conservation Corps.	N=411	n=302		
Hispanic	54.1%	68.0%	13.9%	26%
Black	34.4%	.	.	.
White	27.7%	30.3%	2.6%	9%

Source: AYW YouthBuild participant records and Texas Workforce Commission UI earnings and claim records.

Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Post-service quarters with low cohort counts were not included in the outcomes table.

Among the YouthBuild participants entering the program without an HSC, Black participants experienced the greatest increase in employment over time with a \$3,470 quarterly earnings increase representing a 219% change. For the YouthBuild participants entering with an HSC and TxCC participants, Hispanic participants experienced the greatest increase in earnings over time and the largest percent increase (Table 36).

Table 36. AYW Exiters Earnings Outcomes by Race/Ethnicity FY 2016–FY 2022

Quarterly Earnings Outcomes	One Year Prior to Entering Services	Three Years Post Services	Change Over Time	Percent Change Over Time
YouthBuild No High School Certificate at Program Entry	n=300	n=175	--	--
Hispanic	\$2,313	\$5,232	\$2,918	126%
Black	\$1,585	\$5,056	\$3,470	219%
White	\$2,023	\$4,818	\$2,795	138%
YouthBuild with High School Certification at Program Entry	n=94	n=53		
Hispanic	\$2,532	\$6,543	\$4,011	158%
Black	\$4,130	\$6,244	\$2,114	51%
White	\$4,603	\$5,999	\$1,396	30%
Texas Conservation Corps.	n=411	n=302		
Hispanic	\$3,090	\$7,218	\$4,128	134%
Black	\$4,584	.	.	.
White	\$4,111	\$7,896	\$3,785	92%

Source: AYW YouthBuild participant records and Texas Workforce Commission UI earnings and claim records.

Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Post-service quarters with low cohort counts were not included in the outcomes table.

YouthBuild & TxCC: Participant Outcomes and Program Impacts by Gender and Education

The following section evaluates the employment and earnings outcomes for three groups of AYW FY 2016–FY 2022 program exiters by gender (those identifying as either male or female): (1) YouthBuild exiters without a high school credential, (2) YouthBuild exiters with a high school credential (HSC), and (3) Texas Conservation Corps exiters (Table 37 and Table 38).

Among the groups represented in Table 37, female participants entered with higher rates of employment. Over time YouthBuild males entering the program with an HSC are reported to have experienced the greatest percentage point gain in employment and the greatest percent change over time.

Table 37. AYW Exiters Employment Outcomes by Gender: FY 2016–FY 2022

Employment Outcomes	One Year Prior to Entering Services	Three Years Post Services	Percentage Point Changes Over Time	Percent Change Over Time
YouthBuild No High School Certificate at Program Entry	n=300	n=174		
Female	41.9%	57.6%	15.7%	37%
Male	34.2%	55.6%	21.4%	63%
YouthBuild with High School Certification at Program Entry	n=94	n=53		
Female	39.9%	50.0%	10.1%	25%
Male	22.1%	42.9%	20.8%	94%
Texas Conservation Corps.	n=411	n=302		
Female	37.0%	38.4%	1.4%	4%
Male	22.2%	29.7%	7.5%	34%

Source: AYW YouthBuild participant records and Texas Workforce Commission UI earnings and claim records.

Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Post-service quarters with low cohort counts were not included in the outcomes graphs.

Among all the groups represented in Table 38, female participants entered with slightly higher quarterly earnings. At three-years post services, female participants entering with an HSC outpace all other groups in employment gain, while males with an HSC experienced the highest percentage gain in earnings over time. Over time YouthBuild males entering the program with an HSC are reported to have experienced the greatest percentage point gain in employment and the greatest percent change over time.

Table 38. AYW Exiters Earnings Outcomes by Gender: FY 2016–FY 2022

Quarterly Earnings Outcomes	One Year Prior to Entering Services	Three Years Post Services	Amount Changes Over Time	Percent Change Over Time
YouthBuild No High School Certificate at Program Entry	n=300	n=174		
Female	\$2,056	\$3,920	\$1,864	91%
Male	\$2,206	\$5,868	\$3,662	166%
YouthBuild with High School Certification at Program Entry	n=94	n=53		
Female	\$3,794	\$8,975	\$5,181	137%
Male	\$3,044	\$5,160	\$2,116	70%
Texas Conservation Corps.	n=411	n=302		
Female	\$3,805	\$7,913	\$4,108	108%
Male	\$3,585	\$7,732	\$4,147	116%

Source: AYW YouthBuild participant records and Texas Workforce Commission UI earnings and claim records.
 Note: A dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe. Post-service quarters with low cohort counts were not included in the outcomes tables.

Conclusions

Travis County invests local tax dollars in a continuum of services to improve opportunities for disadvantaged residents, including long-standing investments in workforce development services. Through contracts with a mix of workforce development providers and programs, the County funds opportunities that range from adult basic education to short-term job skills training, up to and including longer-term occupational training for high-earnings careers. Each training provider receiving Travis County funding has established target populations to serve, with many using County funds to serve individuals facing considerable obstacles to employment, such as homelessness, judicial involvement, mental and physical health challenges, and a lack of social support.

This report evaluates employment and earnings outcomes and program impacts that do not reflect the full value of the services provided by grantees to support program participants in achieving their goals. For some program participants, many incremental achievements serve to create a foundation for their path to entering and being successful in completing a training program and entering employment. Therefore, reviewing each program's performance must be understood within the broader context of the challenges facing target populations and participant subgroups, as well as the social and cultural context that influences participant experiences and program implementation.

Some programs report continued challenges in recruiting participants following the pandemic as the population programs serve have shifted over time from the city center to outlying areas with limited access to public transportation. This shift in geographic location combined with the increase in self-employment opportunities within the gig economy and low unemployment in the Austin/Travis County area, may be driving the challenges programs face in recruiting participants to enroll in training programs intended to fulfill area employer needs.

This analysis identified the greatest gains in employment at three years post-services for subgroups with weak employment histories, youth, and those with a history of judicial involvement. Further, though women are identified to have higher rates of employment compared to men, men are identified as having greater earnings gains. The comparison of outcomes by racial/ethnic groups identified that African American and Hispanic exiters have higher rates of employment compared to white exiters, while white exiters are identified to have the highest quarterly earnings gains over time.

As Travis County continues to provide workforce development support for citizens facing challenges in pursuing their career goals, the trend of communities eligible for services moving further away from the city center presents a challenge. The analysis of subpopulations appears to reflect

predictable trends that require further in-depth analysis to support policy, social, and cultural responses that can promote the goal of equitable access to prosperity for all Travis County residents.

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