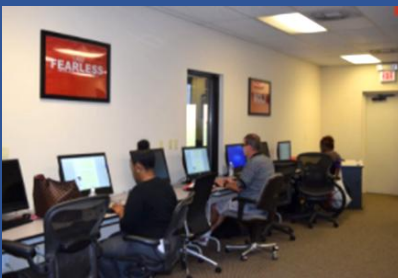



INVESTING IN PEOPLE

An Evaluation of Travis County Investments in Workforce Development



RMC Ray Marshall Center
for the Study of Human Resources
 **TEXAS LBJ School**
The University of Texas at Austin
Lyndon B. Johnson School of Public Affairs

2024 Update

EVALUATION OF TRAVIS COUNTY INVESTMENTS IN WORKFORCE DEVELOPMENT

2024 UPDATE

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

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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

From FY 2016–FY 2023, Travis County invested over \$18 million to support a continuum of adult education, training, and employment services to help individuals improve workplace skills, obtain employment, succeed in the workplace, and help employers secure a skilled workforce. Services include High School Equivalency (HSE), adult basic education, and English as a Second Language (ESL) classes; job readiness and occupation-specific training (including, but not limited to, vocational certification and formal higher education opportunities); and job search and job placement assistance leading to employment and earnings gains.

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 report presents findings and analyses of programs funded during a seven-year, on-going evaluation (FY 2016–FY 2023).

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 2023. 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, 2024, 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 2023.

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.

Two caveats should be noted about UI earnings data used for this evaluation. First, UI earnings records have known coverage gaps. Workers who obtain employment outside of the state of Texas will not be found in the Texas UI data and 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% of all workers. A point-in-time search of job postings on the Indeed job search website retrieved 10,000 commercial truck driver job postings in Texas with over 1,000 (approximately 10%) postings for independent contractors. Further, researchers have estimated that 37% of Texas construction workers are misclassified as independent contractors (Theodore, Boggess, and Timm, 2017).

The 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, the 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.

¹ Any discrepancies are expected to be quite small.

A total of 9,328 participants were included in the dataset for this report (see Appendix A-1: Demographics of Travis County Workforce Development Program FY 2016–FY 2023 Exiters, and Appendix A-2: Demographics of WERC-TC Program FY 2016–FY 2023 Exiters). Participants who received services 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. Participants exiting during the first quarter of FY 2023 will be represented in more post-service quarters than participants exiting during the last quarter of FY 2023.

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.³ 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 2016–2019 cohorts from one year pre-service to up to seven 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

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

³ Within each table, 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.

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 approximately 204,000 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 earnings⁴ of the matched treatment and comparison 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 comparison groups. The “Impact Measure” in the impact tables is generated in regression models that control for remaining differences in demographic and pre-treatment economic characteristics of the participants and matched comparison cases. Impact tables include data from all available post-service quarters (up to 20), and researchers ensure that each matched comparison case is limited to include the same number of post-

⁴Unconditional 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.

service quarters as its respective matched participant. A key difference between the impact tables and other measures in the analysis (impact figures and all outcome 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, 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 2024 Update includes an 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 factors.⁵

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.⁶

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. The pandemic reshaped the U. S. labor market with initial job loss early in the pandemic followed by challenges in hiring 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 influence of the pandemic on national

⁵ Two-way fixed-effects event study model

⁶ORDER 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>
Ray Marshall Center for the Study of Human Resources

employment and earnings trends may explain the decrease in employment and increase in earnings illustrated in this report.

Area Housing Costs Compared to Wages Over Time

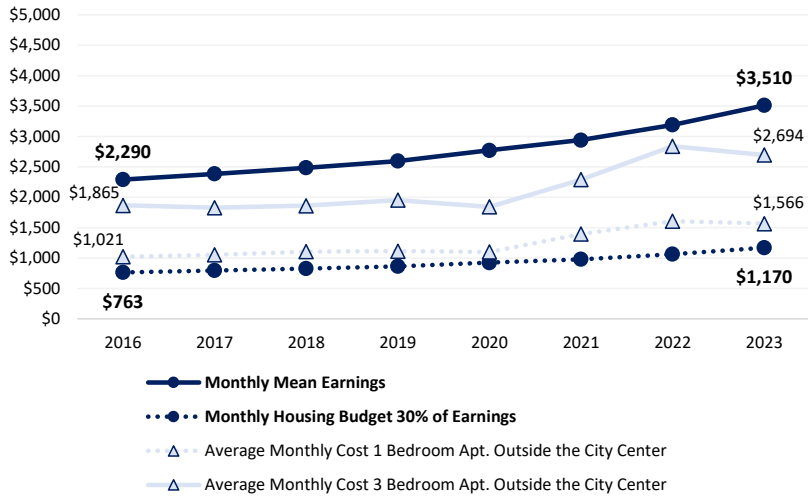
The wage data presented in this report are not adjusted to account for the effects of inflation over time. To address this issue, the following report section presents for the years 2016–2023 average monthly earnings for selected occupations within the Austin-Round Rock MSA compared to the average cost of one- and three-bedroom apartments outside the Austin City Center.

All the community-based organizations represented in this report have indicated that housing costs present the greatest financial burden for individuals seeking workforce development services. The occupations selected for the following analysis align with short-term training opportunities offered by the organizations represented in this report.⁷ The following four figures present the 2016-2023 Austin-Round Rock MSA mean monthly earnings for each identified occupation (BLS, 2024), the monthly housing budgets (30% of earnings), and average rents for one- and three-bedroom apartments outside the Austin City Center (Numbeo, 2024).

For all occupations reviewed, the average monthly earnings increased over time ranging from \$858 for nursing assistants to \$1,233 for heating, air conditioning, and refrigeration mechanics and installers (HVAC). The cost of renting apartments also increased: one-bedroom apartment rent increased by \$545 while rent for three-bedroom apartments increased by \$829. While average monthly earnings increased across time, the figures below illustrate the gap between the average housing budget and the cost of rent across time. The gap between the average housing budgets and the cost of housing illustrates a housing burden for all occupations except for HVAC mechanics and installers. For this group, the average housing budget supports the cost of a one-bedroom apartment across time, yet three-bedroom apartments remained out of comfortable reach.

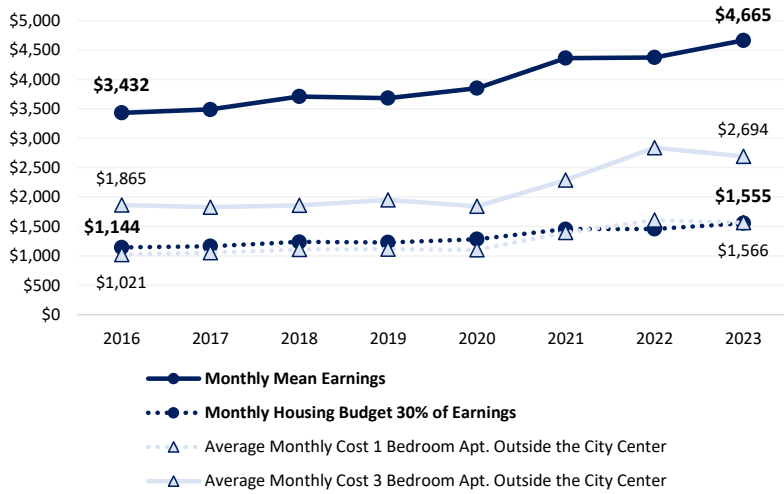
⁷ Training programs supporting associate and bachelor degree training were excluded from this housing cost and wage analysis.

Figure 1. Helpers Construction Trades SOC Code 47-3019



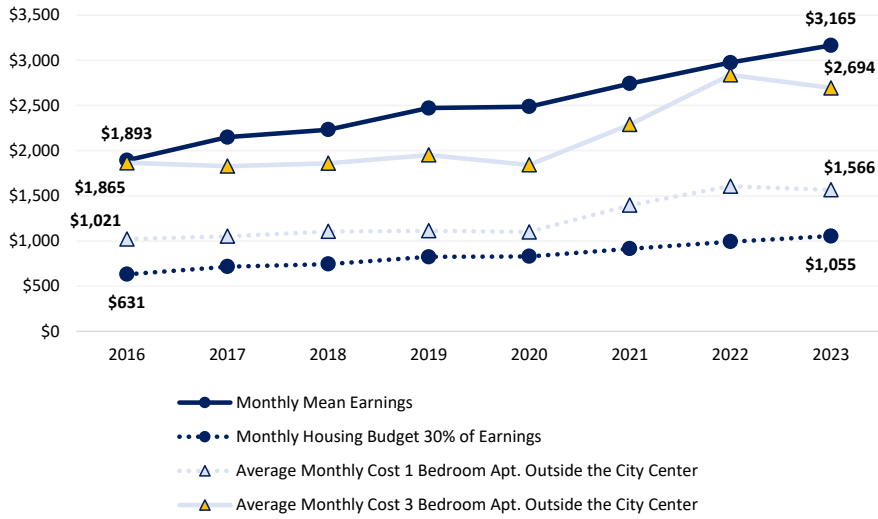
Sources: Bureau of Labor Statistics; Numbeo Cost of Living City History in Austin

Figure 2. Heating, Air Conditioning, and Refrigeration Mechanics and Installers, SOC Code 49-9021



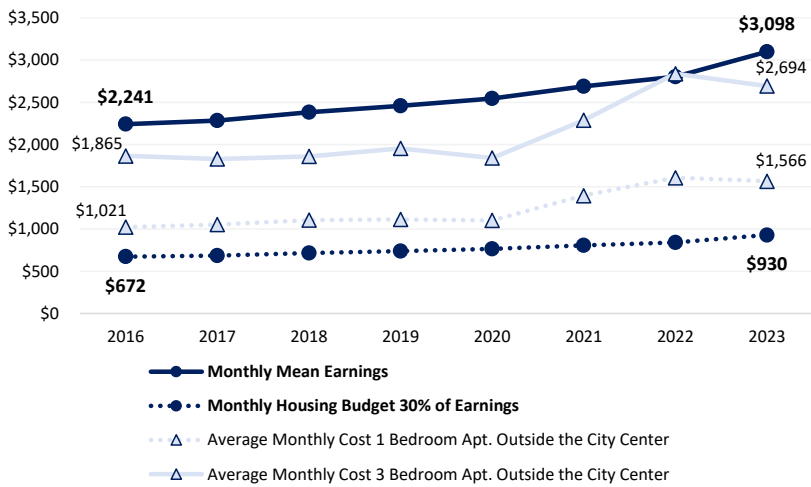
Sources: Bureau of Labor Statistics; Numbeo Cost of Living City History in Austin

Figure 3. Manufacturing Technician (Production Workers) SOC Code 51-9198



Sources: Bureau of Labor Statistics; Numbeo Cost of Living City History in Austin

Figure 4. Nursing Assistant Occupation SOC Codes 31-1131 and 31-1014



Sources: Bureau of Labor Statistics; Numbeo Cost of Living City History in Austin

The Austin area housing crisis has burdened many Austin area residents with spending on housing requiring more than 30% of their income on rent. The Austin City Council has responded to the housing crisis through amendments to the City's Land Development Code by reducing the amount of land the city requires for single-family homes and allowing apartment buildings to be built closer to single-family homes and denser development along a planned light-rail line.⁸ Research indicates that adding more housing of any kind helps slow rent growth (Horowitz and Canavan, 2023). Further, researchers have demonstrated that less restrictive land use regulations are associated with lower housing costs (Been, Ellen, and O'Regan, 2018).

⁸ In 2023, Austin, Texas reduced the minimum lot size for single-family homes from 5,750 square feet to 1,800 square feet as part of the HOME (Housing for Mobility and Equity) Phase 2 initiative. This change went into effect on August 15, 2024. See: <https://www.austintexas.gov/page/home-amendments>

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.⁹ 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.¹⁰

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

⁹ American YouthWorks YouthBuild programs are exempt from this requirement.

¹⁰ 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.

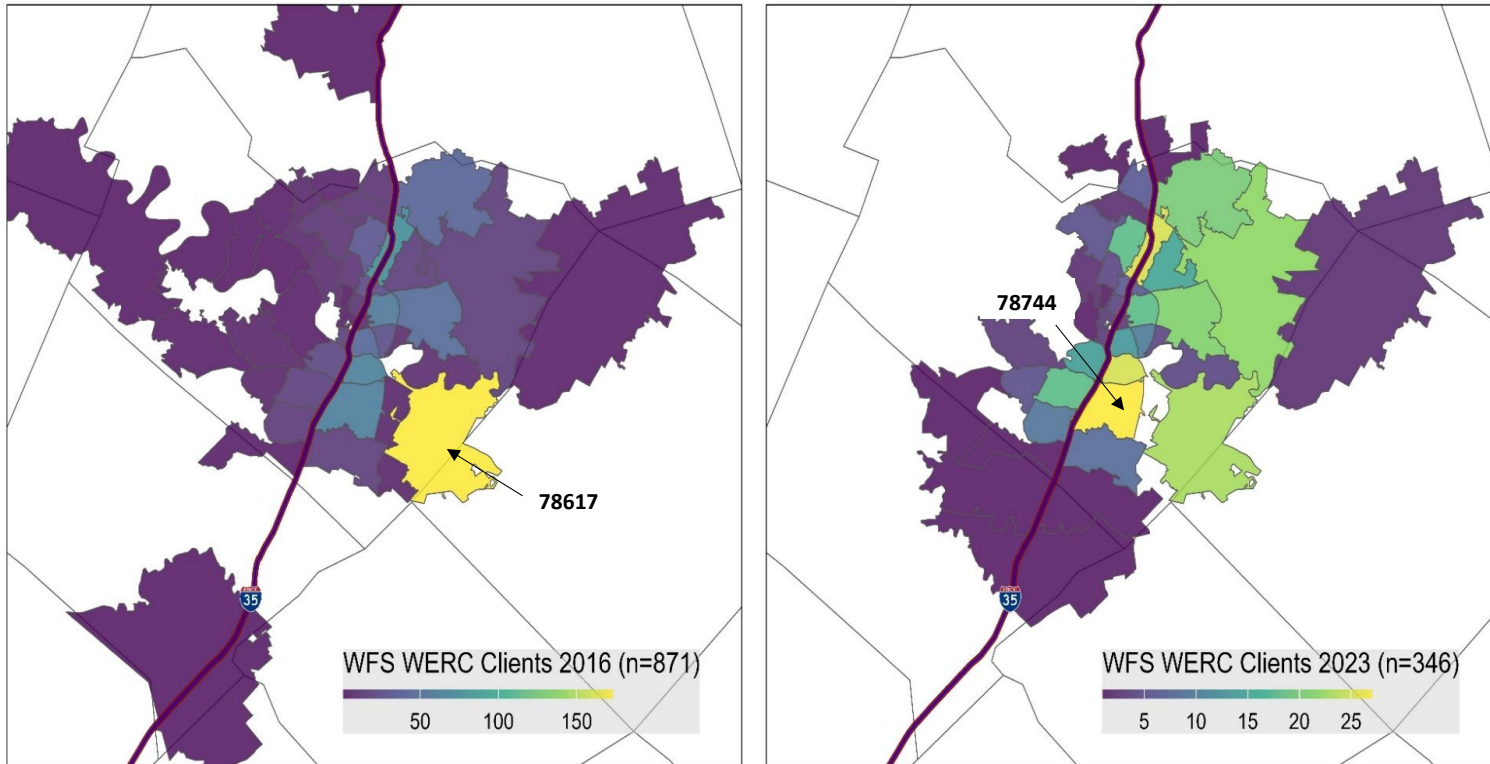
Participant Profile

The following description includes the 4,688 WERC-TC participants who exited the program in FY 2016–FY 2023 with SSNs found in the data. Although the average age of WERC-TC participant exiters was 38, the program served youth as young as 16, and 20.6% of all exiters were fifty or older. The majority of exiters identified as Black (49.8%), with 23% identifying as Hispanic and 21.3% as White. Most exiters were male (57.3%) and 62.3% reported having a 12th grade education or an HSEC, and 17.2% reported attending or graduating from college prior to program entry. Judicial involvement was reported by 36%, and 6.4% identified as veterans. The majority of the exiters report residing in the following areas: East Austin (25.3%), North Austin (19.2%), South Austin (16.6%) and Eastern suburbs of Austin (12.4%).

Figure 5 illustrates a comparison of WERC-TC program exiter locations at the time of program entry for FY 2016 and FY 2023. 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 the Del Valley area. In FY 2023 the majority of exiters lived along the I-35 corridor and south of State Highway 71 including the Dove Springs neighborhood.

Figure 5. WERC-TC Program Exiters Zip Codes at Program Entry for FY 2016 and FY 2023



Participant Outcomes

Table 2 presents WERC-TC participants who exited services (completed or dropped out) in FY 2016–FY 2023. Outcomes are reported for 4,684 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% increasing to 63.6% by the second quarter post-services. For those cohorts for whom data are available, employment gradually decreases throughout the majority of the remaining post-service reporting period.

The available data identify that overall earnings grew from an average of \$4,807 in the four quarters pre-service to an average of \$6,366 two quarters post-service: a \$1,559 average increase representing a 32% 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 seven years post-services reported for the FY 2016 cohort. During the seventh year post-services, overall participant income doubled from \$4,603 (during the last quarter of service) to \$11,400 an average increase of \$6,797 per quarter for those participants represented in the data.

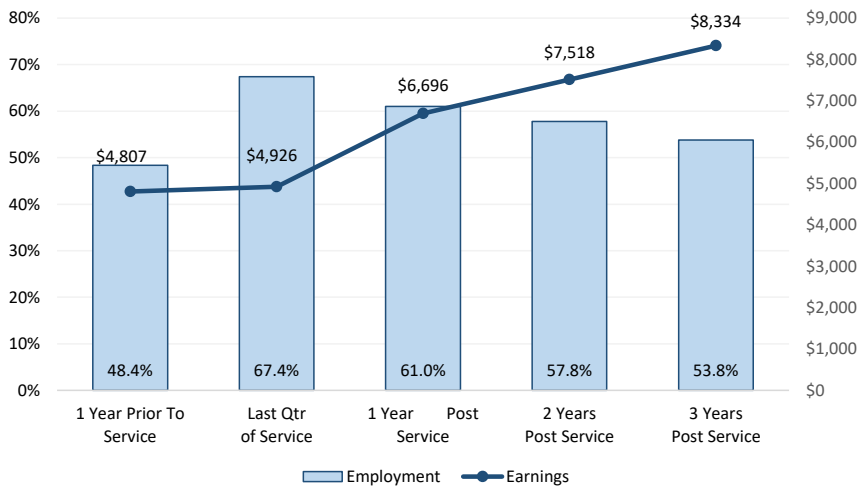
Prior to entering WERC-TC, 39.4% of participants overall had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits increased with minor fluctuations over time. For those participants represented in all post-service quarters, the average eligibility for UI benefits was 52.8%. Few participants 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.

Table 2. WERC-TC Participant Outcomes: FY 2016–FY 2023 Exiters

Cohort Outcome Measure	1 Yr Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Yr Post-Service	2 Yrs Post-Service	3 Yrs Post-Service	4 Yrs Post-Service	5 Yrs Post-Service	6 Yrs Post-Service	7 Yrs Post-Service	All Post-Service Qtrs
Number of Participants:											
FY 2016	872	872	872	872	872	872	872	872	872	872	
FY 2017	715	715	715	715	715	715	715	715	715	266	
FY 2018	659	659	659	659	659	659	659	659	236	.	
FY 2019	520	520	520	520	520	520	520	166	.	.	
FY 2020	553	553	553	553	553	553	284	.	.	.	
FY 2021	360	360	360	360	360	172	.	.	.	.
FY 2022	499	499	499	499	231	.	.	.	.	.
FY 2023	506	506	506	150	.	.	.	.	.	.
Overall	4,684	4,684	4,684	4,328	3,910	3,491	3,050	2,412	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%	48.9%	56.7%
FY 2017	39.9%	69.4%	62.1%	60.3%	55.4%	49.2%	45.9%	46.2%	47.0%	.	
FY 2018	53.8%	66.8%	62.4%	59.9%	54.0%	49.5%	53.3%	51.4%	.	.	
FY 2019	50.7%	67.3%	65.4%	58.9%	57.7%	52.9%	56.2%	.	.	.	
FY 2020	50.6%	64.7%	59.1%	57.7%	58.4%	57.7%	.	.	.	.
FY 2021	52.9%	59.2%	61.7%	61.4%	58.9%	.	.	.	.	.
FY 2022	50.1%	66.5%	64.7%	64.1%	.	.	.	.	.	.
FY 2023	47.8%	64.8%	59.9%	.	.	.	.	.	.	.
Overall	48.4%	67.4%	63.6%								
Average Qrtly Earnings:											
FY 2016	\$4,574	\$4,603	\$5,773	\$6,041	\$6,691	\$7,320	\$8,051	\$9,204	\$10,460	\$11,400	\$7,891
FY 2017	\$4,239	\$4,443	\$5,498	\$5,779	\$6,652	\$6,931	\$7,982	\$9,507	\$10,519	.	
FY 2018	\$4,386	\$4,322	\$5,562	\$6,096	\$7,072	\$8,321	\$9,171	\$10,182	.	.	
FY 2019	\$5,047	\$4,847	\$6,258	\$6,512	\$7,700	\$9,002	\$9,508	.	.	.	
FY 2020	\$4,631	\$4,899	\$6,375	\$7,174	\$8,407	\$10,287	.	.	.	.
FY 2021	\$4,651	\$5,130	\$7,160	\$7,792	\$8,933	.	.	.	.	.
FY 2022	\$5,212	\$5,770	\$7,478	\$8,313	.	.	.	.	.	.
FY 2023	\$6,126	\$6,222	\$8,266	.	.	.	.	.	.	.
Overall	\$4,807	\$4,926	\$6,366								
Qualified for UI Benefits:											
FY 2016	38.0%	42.0%	49.0%	62.5%	58.1%	56.2%	53.1%	47.8%	46.7%	48.6%	52.8%
FY 2017	34.0%	40.0%	58.6%	60.8%	54.7%	51.5%	44.5%	43.5%	44.3%	.	
FY 2018	42.1%	47.3%	52.7%	56.0%	54.5%	47.8%	46.3%	47.2%	.	.	
FY 2019	39.6%	43.7%	53.3%	60.6%	53.9%	53.1%	51.5%	.	.	.	
FY 2020	42.5%	46.8%	55.5%	55.2%	52.8%	54.8%	.	.	.	.
FY 2021	45.2%	43.1%	45.6%	52.5%	55.0%	.	.	.	.	.
FY 2022	41.2%	44.7%	51.1%	58.3%	.	.	.	.	.	.
FY 2023	36.3%	42.9%	51.4%	.	.	.	.	.	.	.
Overall	39.4%	43.7%	52.4%								
Filed UI Claim:											
FY 2016	2.9%	1.2%	2.9%	2.1%	2.0%	1.7%	8.3%	2.5%	0.7%	1.5%	2.7%
FY 2017	2.7%	2.0%	1.3%	2.4%	1.7%	9.2%	3.5%	0.7%	0.8%	.	
FY 2018	3.1%	1.4%	1.5%	1.5%	10.5%	5.2%	1.4%	1.4%	.	.	
FY 2019	2.9%	2.3%	4.6%	11.2%	3.7%	1.4%	2.1%	.	.	.	
FY 2020	2.3%	10.9%	10.1%	6.3%	2.2%	2.0%	.	.	.	.
FY 2021	10.1%	5.0%	1.9%	2.2%	2.8%	.	.	.	.	.
FY 2022	6.9%	2.0%	1.2%	1.0%	.	.	.	.	.	.
FY 2023	3.0%	3.0%	0.2%	.	.	.	.	.	.	.
Overall	3.8%	3.2%	3.0%								

Figure 6 displays for all WERC-TC cohort exiters (FY 2016–FY 2023) 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 6. Average Employment and Earnings for WERC-TC Exiters: FY 2016–FY 2023
1 year prior to services through 3 years post-services**



The following two figures present the long-term employment and earnings outcomes for cohorts FY 2016–FY 2019. These four participant cohorts have experienced enough post-service quarters to conduct an evaluation of employment and earnings outcomes over a longer period of time: from one year prior to seeking services through seven-, five-, and three-years post-services, respectively.

Figure 7 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 three-years post-services, employment rates dropped by approximately 14 to 20 percentage points. For these four cohorts, employment rates available in the data report a continued downward trend.

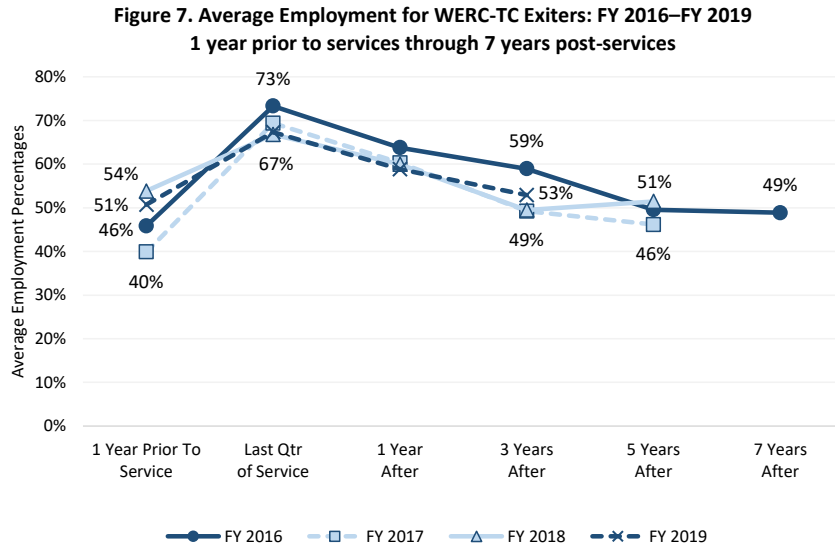
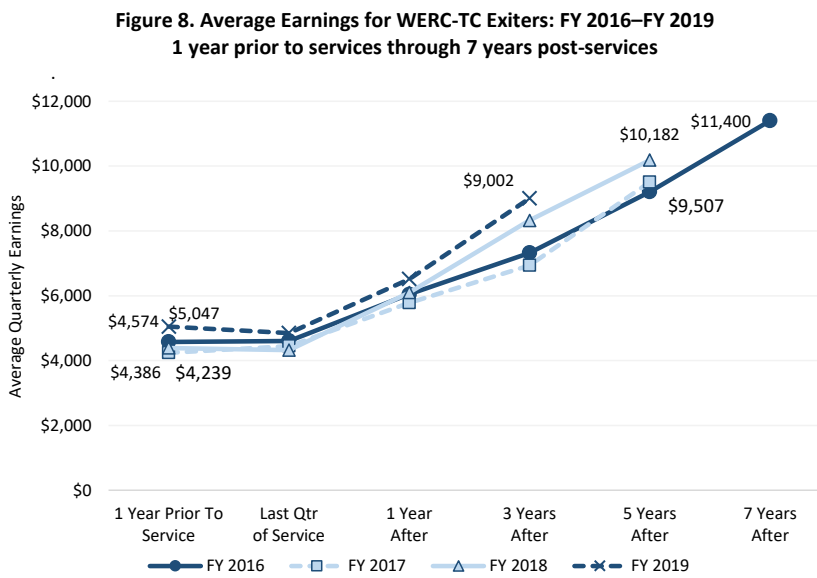


Figure 8 displays the increase in earnings for the FY 2016–FY 2019 exitters found in the data. Of interest is the increase in reported income for FY 2016–FY 2018 cohorts. Income more than doubled between the year prior to services and the last post-service quarter available in the data.

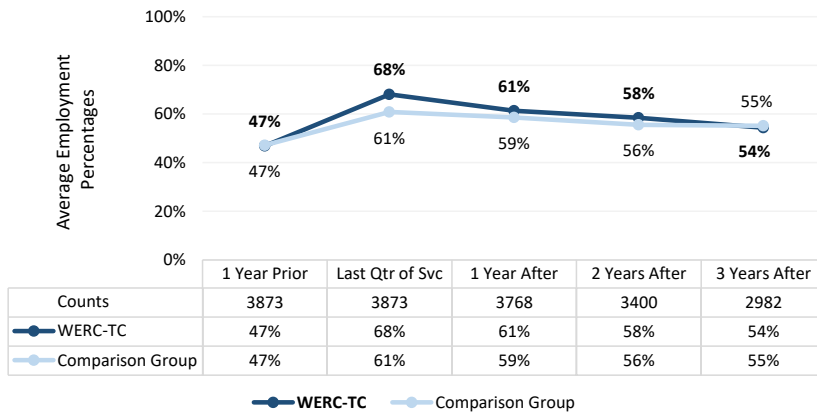


Program Impacts

The following figures present findings from the impacts analysis comparing the outcomes of 3,873 WERC-TC FY 2016–FY 2023 exiters to the outcomes of a matched comparison group. Impact measures include only those exiters for whom adequate matching could be performed.

Figure 9 and Figure 10 illustrate outcomes from 4 quarters prior to receiving services up to 12 quarters post-services. In Figure 9, 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.

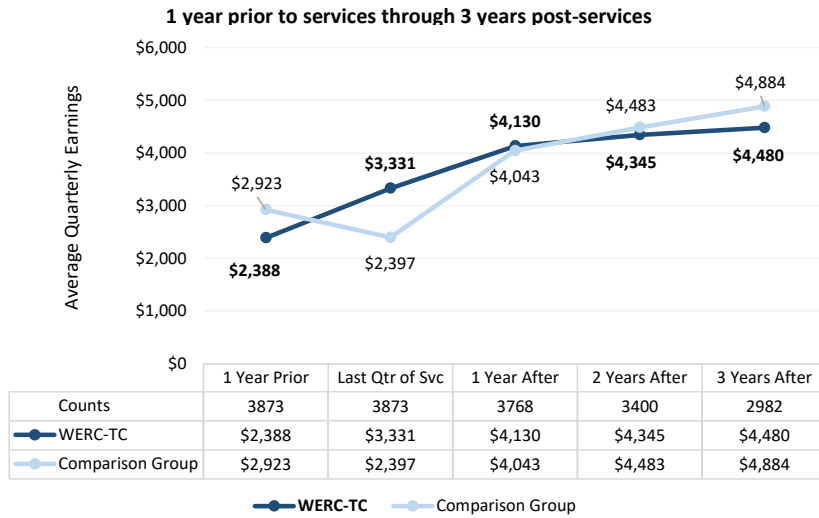
**Figure 9. Employment Rates Over Time, WERC-TC Participants vs. Comparison Group: FY 2016-2023
1 year prior to services through 3 years post-services**



In Figure 10, 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 less than \$1,000 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 first year post services yet the

comparison group’s average earnings outpaced WERC-TC participants’ average earnings by approximately \$400 during the third year post-services.

Figure 10. Unconditional Earnings Over Time, WERC-TC Participants vs. Comparison Group: FY 2016-2023



comparison group member up to twelve quarters post-services. Table 3 below reports impacts for all 3,873 exiters as well. However, Table 3 includes all post-service quarters (up to 20 post-service quarters). Table 3 identifies that across post-service quarters for all matched exiters, participation in WERC-TC programs had a statistically significant positive impact on all measures of interest: a statistically significant positive (.001) impact was associated with employment and filing for UI benefits, and a statistically significant positive (.01) impact was associated with conditional earnings and qualifying for UI benefits.

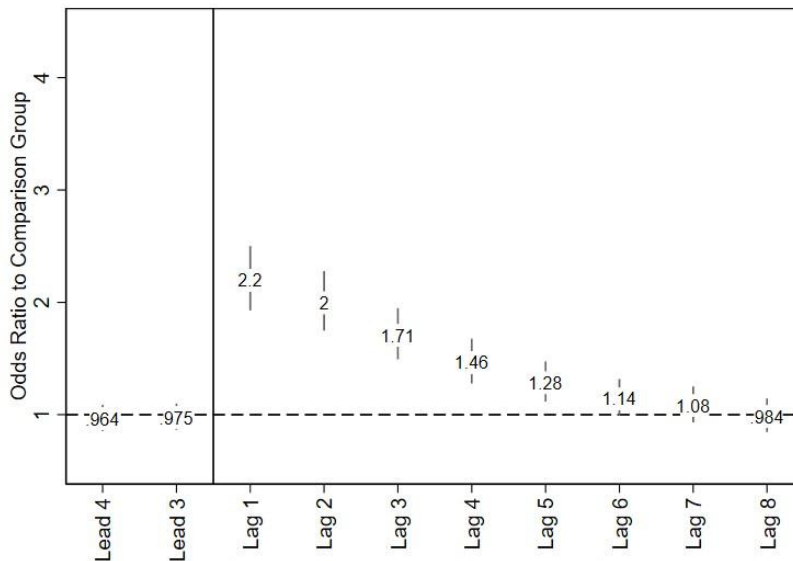
Table 3. WERC-TC Quarterly Impacts: FY 2016–FY 2023 (n= 3,873)

Impact measure	All Qtrs Post-service: Comparison Group	All Qtrs Post-service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	55.9%	58.3%	2.4%	3.3%***
Average Quarterly Earnings	\$6,824	\$6,595	-\$229	\$319**
Qualified for UI Benefits	47.2%	48.3%	1.1%	2.5%**
Filed UI Claim	2.5%	3.1%	0.6%	0.5%***

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

The WERC-TC employment model visualized in Figure 11 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 2.2 times and 2.00 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 11 corroborates that of the impact table in direction and significance.

**Figure 11. Quarterly Employment Rate Impact, WERC-TC: FY 2016-2023
4 quarters prior to services through 8 quarters post-services, n=3,873**

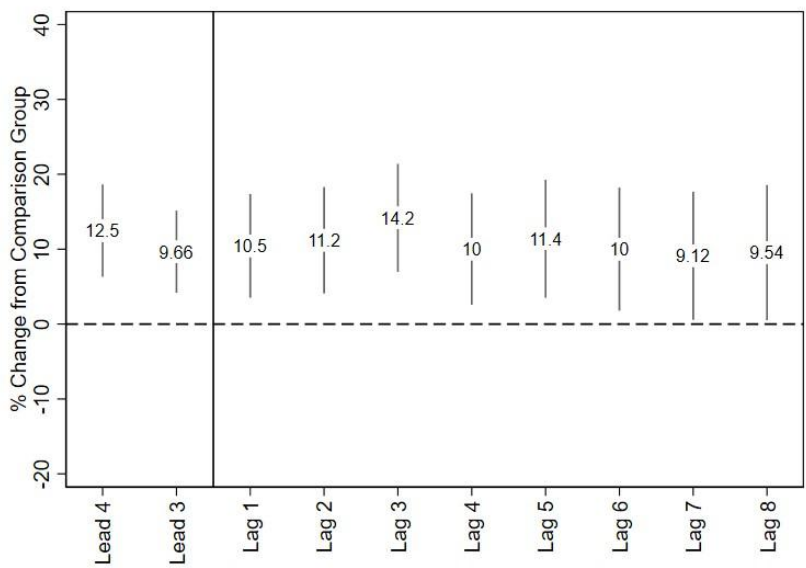


Note: Coefficients are odds ratios to comparison group. Interpret as: “participants are X.X times as likely to be employed as comparison group for given quarter.”

The WERC-TC conditional earnings (non-zero wages among the working) model visualized in Figure 12 finds that WERC-TC participants are significantly more likely to earn more than those in the matched comparison group for 8 quarters post-treatment (Lag1 – Lag 8). 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 12. Quarterly Earnings Impact, WERC-TC: FY 2016-2023
4 quarters prior to services through 8 quarters post-services, n=3,873**



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 4,684 WERC-TC participants who exited the program in FY 2016–FY 2023 identified in the data as non-judicially involved or judicially involved: 2,997 and 1,687 participants respectively. Judicially involved participants represent 35.9% 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 seventh-year post-service for those for whom data were available.

Participant Outcomes: Participants identified as non-judicially involved

Table 4 provides an overview of labor market outcomes for 2,997 non-judicially involved WERC-TC participants who exited services (completed or dropped out) from FY 2016–FY 2023. Overall, in the four quarters prior to entering the program, 54.3% were employed in a UI-covered job in Texas. Average quarterly employment grew to 67.3% during the exit quarter slightly decreased by 1.3 percentage points during the second quarter post-service (66%). 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 \$5,115 in the four quarters prior to service to an average of \$6,587 two quarters post-service: a \$1,472 average increase. 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, 44.7% of participants overall had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. The data report a general increase, with some fluctuation, across the period examined for all cohorts. Within the available data the highest rate of eligibility for UI benefits, 71%, was reported for FY 2022 at two years post-services. Overall, the rates for filing a claim for UI benefits prior to service was 4.5%, with most post-service quarters reporting a lower filing rate of 3% with higher than typical rates of UI benefit claims during the first year of the pandemic.

Table 4. WERC-TC Participant Outcomes Exiters Reporting No Judicial Involvement: FY 2016–FY 2023

Cohort Outcome Measure	1 Yr Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Yr Post-Service	2 Yrs Post-Service	3 Yrs Post-Service	4 Yrs Post-Service	5 Yrs Post-Service	6 Yrs Post-Service	7 Yrs Post-Service	All Post-Service Qtrs
Number of Participants:											
FY 2016	689	689	689	689	689	689	689	689	689	689	
FY 2017	251	251	251	251	251	251	251	251	251	64	
FY 2018	442	442	442	442	442	442	442	442	152	.	
FY 2019	334	334	334	334	334	334	334	100	.	.	
FY 2020	333	333	333	333	333	333	150	.	.	.	
FY 2021	280	280	280	280	280	128	.	.	.	.
FY 2022	335	335	335	335	145	.	.	.	.	.
FY 2023	333	333	333	102	.	.	.	.	.	.
Overall	2,997	2,997	2,997	2,766	2,474	2,177	1,866	1,482	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%	51.7%	60.7%
FY 2017	53.7%	69.3%	68.5%	70.5%	66.5%	59.0%	56.6%	57.8%	57.8%	.	
FY 2018	56.1%	69.0%	64.9%	62.7%	57.9%	56.1%	57.0%	55.4%	.	.	
FY 2019	54.0%	67.4%	66.8%	62.0%	60.2%	54.5%	58.4%	.	.	.	
FY 2020	56.2%	62.2%	59.2%	58.6%	59.5%	60.7%	.	.	.	.
FY 2021	54.5%	57.5%	59.6%	62.1%	60.7%	.	.	.	.	.
FY 2022	53.0%	65.1%	65.1%	63.9%	.	.	.	.	.	.
FY 2023	52.1%	67.0%	62.8%	.	.	.	.	.	.	.
Overall	54.3%	67.3%	66.0%								
Average Qrtly Earnings:											
FY 2016	\$4,705	\$4,912	\$5,873	\$5,996	\$6,667	\$7,248	\$8,189	\$9,504	\$10,352	\$11,486	\$7,944
FY 2017	\$5,004	\$4,789	\$6,018	\$6,439	\$7,254	\$7,550	\$8,391	\$10,461	\$11,274	.	
FY 2018	\$4,782	\$4,626	\$5,888	\$6,264	\$7,432	\$8,523	\$9,617	\$10,855	.	.	
FY 2019	\$5,549	\$5,194	\$6,557	\$6,717	\$8,067	\$9,329	\$10,213	.	.	.	
FY 2020	\$4,920	\$5,080	\$6,536	\$7,363	\$8,421	\$10,230	.	.	.	.
FY 2021	\$4,651	\$5,099	\$7,315	\$7,902	\$8,993	.	.	.	.	.
FY 2022	\$5,450	\$5,433	\$7,204	\$8,524	.	.	.	.	.	.
FY 2023	\$6,755	\$6,403	\$8,585	.	.	.	.	.	.	.
Overall	\$5,155	\$5,143	\$6,587								
Qualified for UI Benefits:											
FY 2016	43.9%	49.6%	56.0%	66.5%	63.3%	61.0%	57.8%	52.5%	50.2%	52.3%	57.4%
FY 2017	44.6%	52.6%	62.2%	64.9%	68.1%	63.8%	55.0%	54.6%	55.8%	.	
FY 2018	43.0%	50.2%	55.4%	60.9%	58.8%	53.2%	52.0%	51.8%	51.3%	.	
FY 2019	42.4%	47.3%	54.8%	62.0%	58.4%	56.3%	54.2%	61.0%	.	.	
FY 2020	48.8%	51.1%	55.6%	55.6%	56.2%	56.5%	62.0%	.	.	.	
FY 2021	47.6%	44.3%	45.0%	51.8%	57.1%	53.1%	.	.	.	.
FY 2022	46.9%	46.0%	49.6%	55.8%	71.0%	.	.	.	.	.
FY 2023	42.3%	48.1%	54.4%	.	.	.	.	.	.	.
Overall	44.7%	48.8%	54.3%								
Filed UI Claim:											
FY 2016	3.7%	1.5%	3.5%	2.2%	2.3%	2.0%	8.3%	2.8%	0.9%	1.7%	3.0%
FY 2017	3.5%	2.8%	1.2%	3.6%	2.8%	10.8%	6.0%	0.4%	0.4%	.	
FY 2018	3.2%	1.4%	1.1%	0.9%	10.2%	4.3%	1.6%	0.9%	0.0%	.	
FY 2019	3.1%	2.4%	3.0%	12.6%	3.9%	1.2%	1.2%	0.0%	.	.	
FY 2020	2.3%	9.6%	8.7%	4.2%	1.2%	3.0%	1.3%	.	.	.	
FY 2021	10.7%	5.0%	1.4%	2.1%	2.9%	0.0%	.	.	.	.
FY 2022	7.2%	1.8%	0.9%	1.2%	2.1%	.	.	.	.	.
FY 2023	3.9%	3.0%	0.3%	.	.	.	.	.	.	.
Overall	4.5%	3.1%	2.6%								

Participant Outcomes: Participants Identified as Judicially Involved

Table 5 provides an overview of labor market outcomes for 1,687 WERC-TC participants who exited services (completed or dropped out) from FY 2016–FY 2023 identified in the data as judicially involved. During the four quarters prior to entering the program, overall, 37.8% were employed in a UI-eligible job. Overall, for those cohort participants for whom data are available, quarterly employment rates continued to decrease throughout the reporting period yet remained greater than the quarterly employment reported for the pre-service period.

The available data identify that earnings grew from an average of \$3,921 in the four quarters pre-service to an average of \$5,931 two quarters post-service: a \$2,101 average increase. The available data for all cohorts report a continued increase in earnings throughout the post-services period.

Prior to entering WERC-TC, 29.9% of participants overall had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. During the second quarter after leaving services 49.1% met the requirements for eligibility. Reported UI benefits eligibility rates for more than half of the post-service quarters remained above 40%. Generally, few participants filed claims for UI benefits during the study period with the higher than typical rates of claims occurring during the first year of the pandemic.

Table 5. WERC-TC Participant Outcomes Exiters Reporting Judicial Involvement: FY 2016–FY 2023

Cohort Outcome Measure	1 Yr Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Yr Post-Service	2 Yrs Post-Service	3 Yrs Post-Service	4 Yrs Post-Service	5 Yrs Post-Service	6 Yrs Post-Service	7 Yrs Post-Service	All Post-Service Qtrs
Number of Participants:											
FY 2016	183	183	183	183	183	183	183	183	183	183	
FY 2017	464	464	464	464	464	464	464	464	464	202	
FY 2018	217	217	217	217	217	217	217	217	84	.	
FY 2019	186	186	186	186	186	186	186	66	.	.	
FY 2020	220	220	220	220	220	220	134	.	.	.	
FY 2021	80	80	80	80	80	44	.	.	.	.
FY 2022	164	164	164	164	86	.	.	.	.	.
FY 2023	173	173	173	48	.	.	.	.	.	.
Overall	1,687	1,687	1,687	1,562	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%	38.3%	41.9%
FY 2017	32.4%	69.4%	58.6%	54.7%	49.4%	44.0%	40.1%	39.9%	41.2%	.	
FY 2018	49.3%	62.2%	57.1%	54.4%	46.1%	35.9%	45.6%	43.3%	.	.	
FY 2019	44.9%	67.2%	62.9%	53.2%	53.2%	50.0%	52.2%	.	.	.	
FY 2020	42.2%	68.6%	59.1%	56.4%	56.8%	53.2%	.	.	.	.
FY 2021	47.2%	65.0%	68.8%	58.8%	52.5%	.	.	.	.	.
FY 2022	44.2%	69.5%	64.0%	64.6%	.	.	.	.	.	.
FY 2023	39.5%	60.7%	54.3%	.	.	.	.	.	.	.
Overall	37.8%	67.5%	59.5%								
Average Qrtly Earnings:											
FY 2016	\$2,705	\$3,451	\$5,295	\$6,279	\$6,822	\$7,706	\$7,159	\$7,601	\$11,162	\$10,959	\$7,599
FY 2017	\$3,554	\$4,257	\$5,168	\$5,320	\$6,214	\$6,481	\$7,670	\$8,759	\$9,946	.	
FY 2018	\$3,467	\$3,635	\$4,807	\$5,699	\$6,151	\$7,679	\$8,035	\$8,429	.	.	
FY 2019	\$3,963	\$4,224	\$5,687	\$6,082	\$6,957	\$8,361	\$8,091	.	.	.	
FY 2020	\$4,049	\$4,652	\$6,129	\$6,876	\$8,385	\$10,385	.	.	.	.
FY 2021	\$4,651	\$5,228	\$6,687	\$7,383	\$8,690	.	.	.	.	.
FY 2022	\$4,628	\$6,413	\$8,045	\$7,887	.	.	.	.	.	.
FY 2023	\$4,528	\$5,839	\$7,559	.	.	.	.	.	.	.
Overall	\$3,921	\$4,542	\$5,931								
Qualified for UI Benefits:											
FY 2016	15.6%	13.1%	22.4%	47.5%	38.8%	38.3%	35.5%	30.1%	33.3%	35.0%	35.1%
FY 2017	28.2%	33.2%	56.7%	58.6%	47.4%	44.8%	38.8%	37.5%	38.2%	.	
FY 2018	40.3%	41.5%	47.0%	46.1%	45.6%	36.9%	34.6%	37.8%	.	.	
FY 2019	34.7%	37.1%	50.5%	58.1%	45.7%	47.3%	46.8%	.	.	.	
FY 2020	33.0%	40.5%	55.5%	54.6%	47.7%	52.3%	.	.	.	.
FY 2021	36.9%	38.8%	47.5%	55.0%	47.5%	.	.	.	.	.
FY 2022	29.7%	42.1%	54.3%	63.4%	.	.	.	.	.	.
FY 2023	24.7%	33.0%	45.7%	.	.	.	.	.	.	.
Overall	29.9%	34.6%	49.1%								
Filed UI Claim:											
FY 2016	0.1%	0.0%	0.6%	1.6%	0.6%	0.6%	8.2%	1.6%	0.0%	0.6%	1.7%
FY 2017	2.3%	1.5%	1.3%	1.7%	1.1%	8.4%	2.2%	0.9%	1.1%	.	
FY 2018	3.0%	1.4%	2.3%	2.8%	11.1%	6.9%	0.9%	2.3%	.	.	
FY 2019	2.4%	2.2%	7.5%	8.6%	3.2%	1.6%	3.8%	.	.	.	
FY 2020	2.3%	12.7%	12.3%	9.6%	3.6%	0.5%	.	.	.	.
FY 2021	8.1%	5.0%	3.8%	2.5%	2.5%	.	.	.	.	.
FY 2022	6.3%	2.4%	1.8%	0.6%	.	.	.	.	.	.
FY 2023	1.2%	2.9%	0.0%	.	.	.	.	.	.	.
Overall	2.7%	3.3%	3.5%								

Figure 13 and Figure 14 display the rate of employment and the average earnings for all cohorts (FY 2016–FY 2023) 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 2.9 percentage points, in contrast to the 12.4 percentage point decrease in employment reported for judicially involved exiters.

Figure 13. Average Employment and Earnings for WERC-TC Exiters, No Judicial Involvement: FY 2016–FY 2023

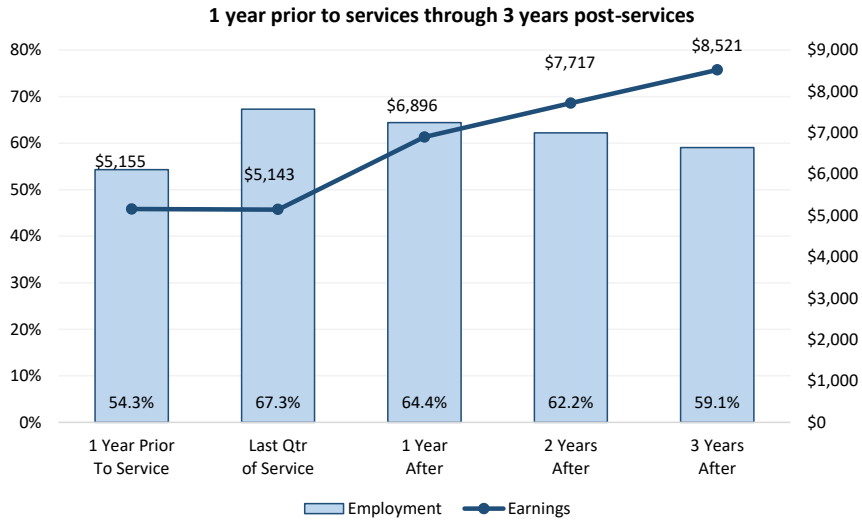
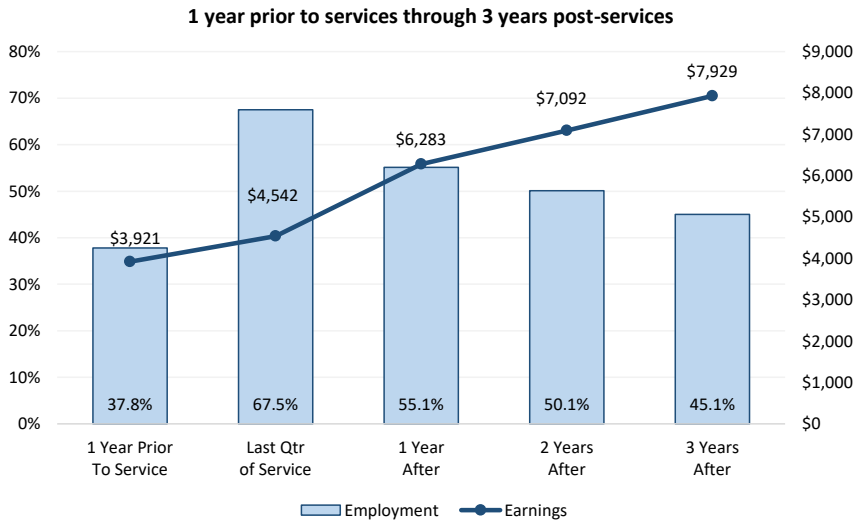


Figure 14. Average Employment and Earnings for WERC-TC Exiters, Judicial Involvement: FY 2016–FY 2023

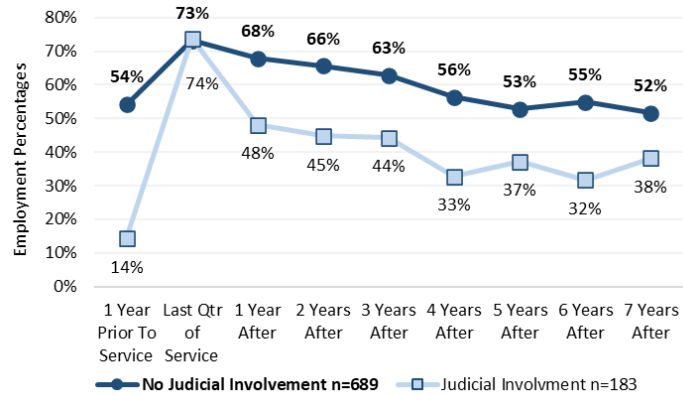


To further illustrate the differences in employment outcomes between the two groups, Figures 15-18 compare the long-term employment outcomes for the FY 2016–FY 2019. Employment gains were nearly matched for the two groups during the last service quarter. During the second quarter post services the two groups diverged with the judicially involved experiencing a greater decrease in employment rates over time compared to the non-judicially involved exiters.

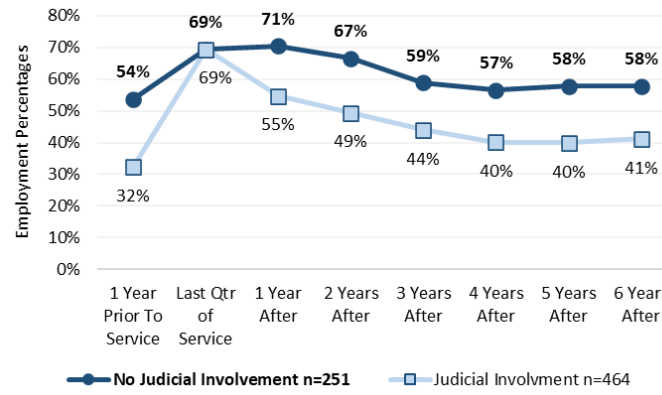
The gap between employment rates for the two groups is largest for the FY 2016 cohort ranging from a 23.5 percentage point difference at four years post-service to a 13.4 percentage point difference at seven years post-services. In contrast, the FY 2019 cohort data reports a narrower gap between the two groups, as low as a 4.5% percentage point difference in the third-year post-services to an 8.8 percentage point difference at one year post-services.

Figures 19-22 compare the long-term earnings outcomes for the FY 2016–FY 2019 cohorts. The data report higher earnings for the non-judicially involved compared to the judicially involved for three of the four cohorts examined (FY 2017, FY 2018, and FY 2019) for all post-service periods. In FY 2016 the two group's earnings outcomes nearly match for five of the seven post-service periods examined with the judicially involved earnings surpass the non-judicially involved in the seventh-year post-services by

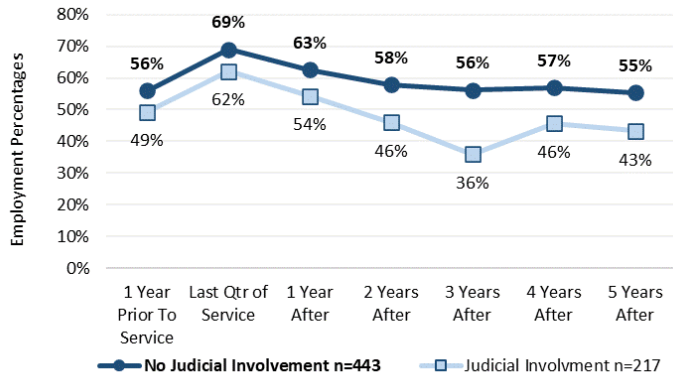
**Figure 15. WERC-TC Non-judicially and Judicially Involved Employment Outcomes: FY 2016
1 year prior to services through 7 years post-services**



**Figure 16. WERC-TC Non-judicially and Judicially Involved Employment Outcomes: FY 2017
1 year prior to services through 6 years post-services**



**Figure 17. WERC-TC Non-judicially and Judicially Involved Employment Outcomes: FY 2018
1 year prior to services through 5 years post-services**



**Figure 18. WERC-TC Non-judicially and Judicially Involved Employment Outcomes: FY 2019
1 year prior to services through 4 years post-services**

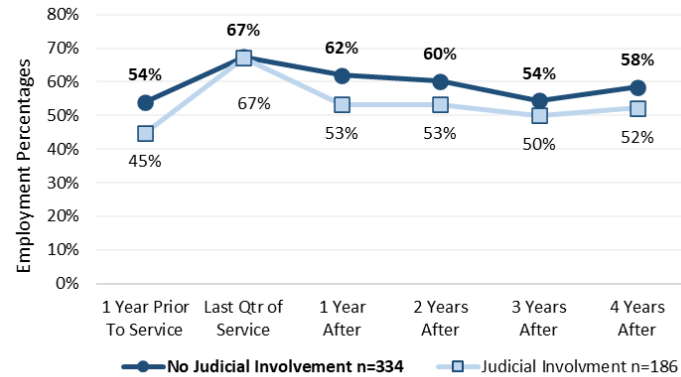


Figure 19. WERC-TC Non-judicially and Judicially Involved Earnings Outcomes: FY 2016
1 year prior to services through 7 years post-services

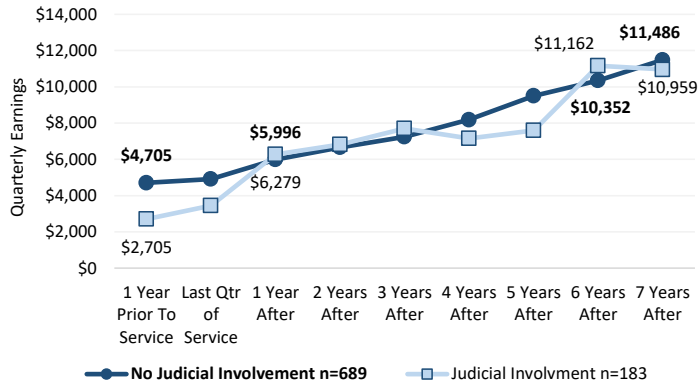


Figure 20. WERC-TC Non-judicially and Judicially Involved Earnings Outcomes: FY 2017
1 year prior to services through 6 years post-services

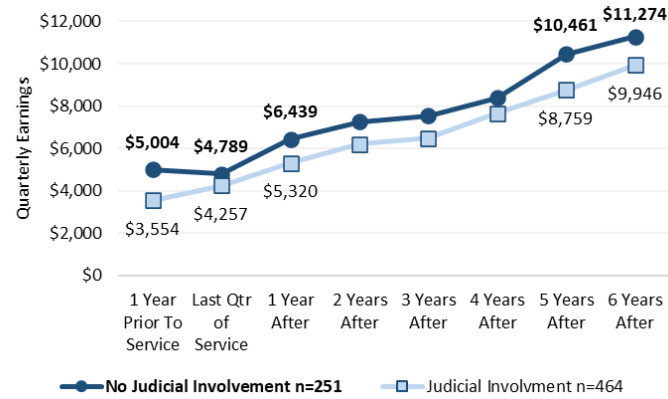


Figure 21. WERC-TC Non-judicially and Judicially Involved Earnings Outcomes: FY 2018
1 year prior to services through 5 years post-services

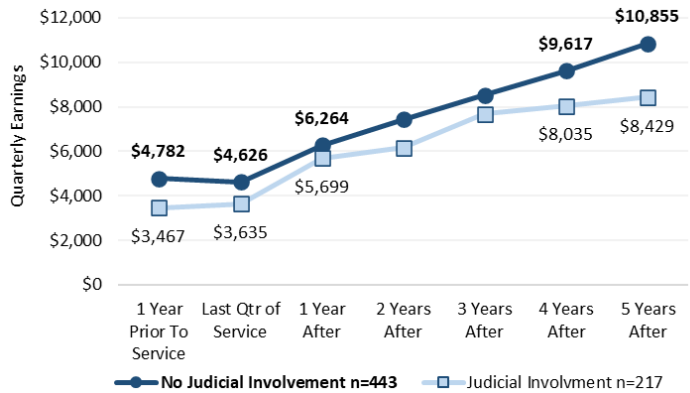


Figure 22. WERC-TC Non-judicially and Judicially Involved Earnings Outcomes: FY 2019
1 year prior to services through 4 years post-services

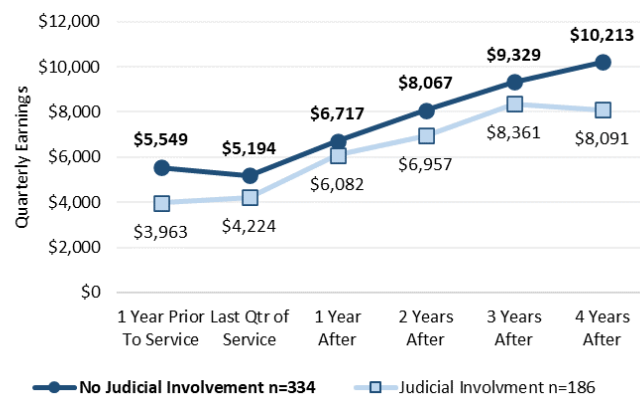


Figure 23 reports the differences in employment rates by gender for the non-judicially involved compared to the judicially involved. The highest rates of employment are reported for the non-judicially involved females and the lowest employment rates are reported for the judicially involved males.

Figure 23. WERC-TC Non-judicially and Judicially Involved Employment Rates by Gender: FY 2016–FY 2023

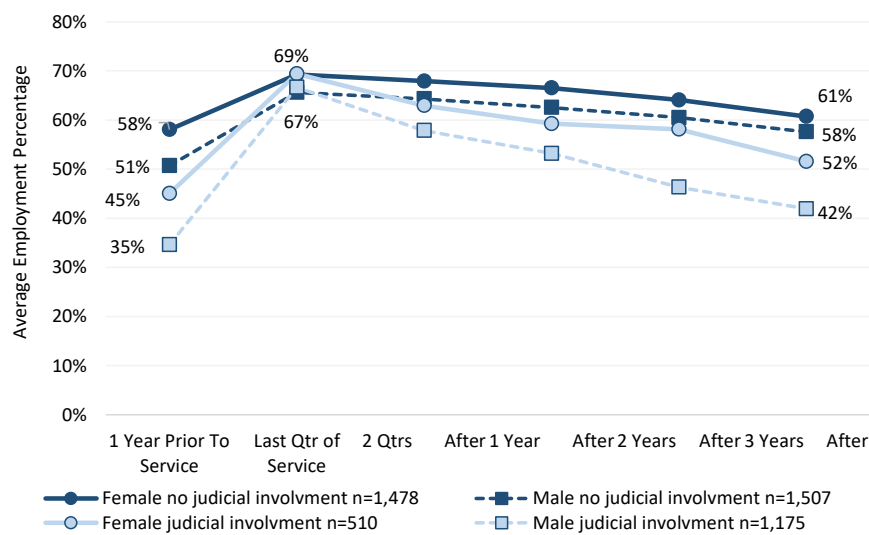


Figure 24 reports the differences in earnings outcomes by gender for the non-judicially involved compared to the judicially involved. All groups experienced an increase in earnings following the last service quarter, males with no reported judicial involvement have the highest earnings compared to females with a reported history of judicial involvement who experienced the lowest earnings across the period examined. The earnings gap for these two groups one year prior to entering services is \$2,065. At three years post-services, the earnings gap between these two groups increased to \$2,917. In addition, males reporting judicial involvement have earnings slightly less than earnings of non-judicially involved females during the year prior to entering services (a difference of \$587), however, by the third year post-services the earnings of males reporting judicial involvement outpaced the earnings of women without judicial involvement by \$1,147.

Figure 24. WERC-TC Non-judicially and Judicially Involved Earnings Outcomes by Gender: FY 2016–FY 2023

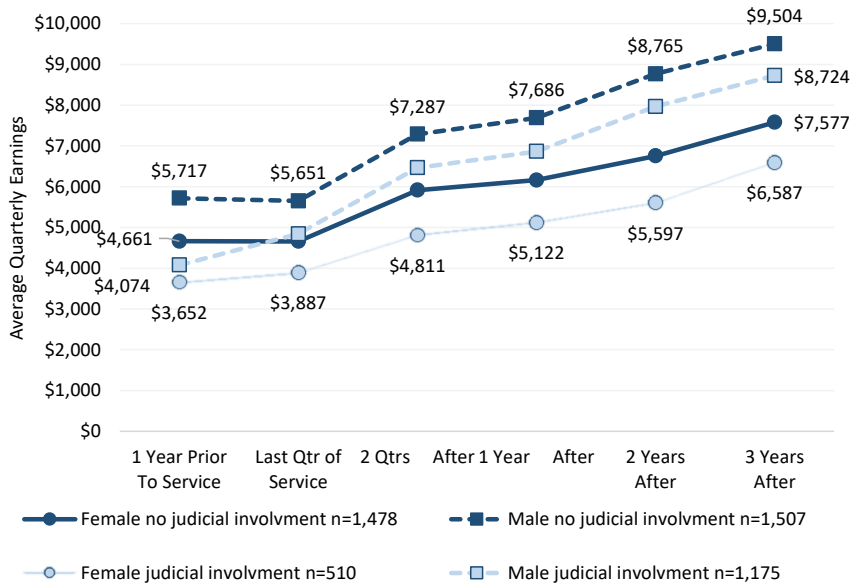


Figure 25 illustrates differences in average employment rates for the two groups by race/ethnicity at one year prior to receiving services and at three years post-services. Across the racial/ethnic groups included in the figure, the non-judicially involved (non-bold percentages) experienced higher rates of employment compared to the judicially involved (bold and bordered percentages).

Figure 25. WERC-TC Non-judicially and Judicially Involved Average Employment Rates by Race/Ethnicity: FY 2016–FY 2023
1 year prior to services & 3 years post-services

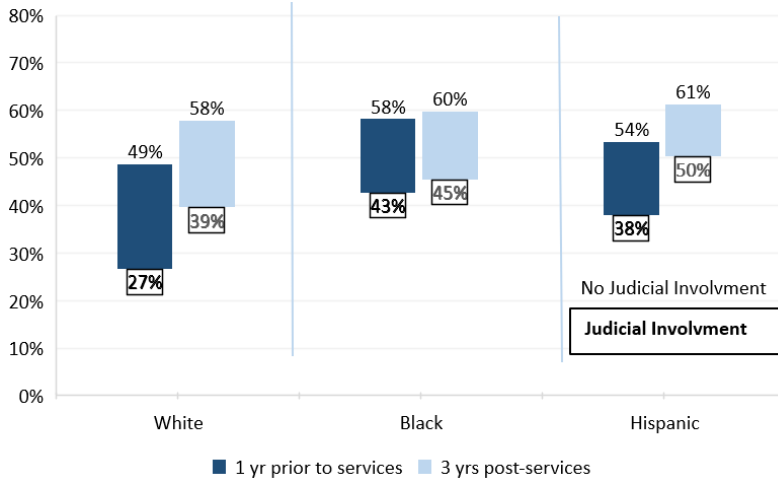
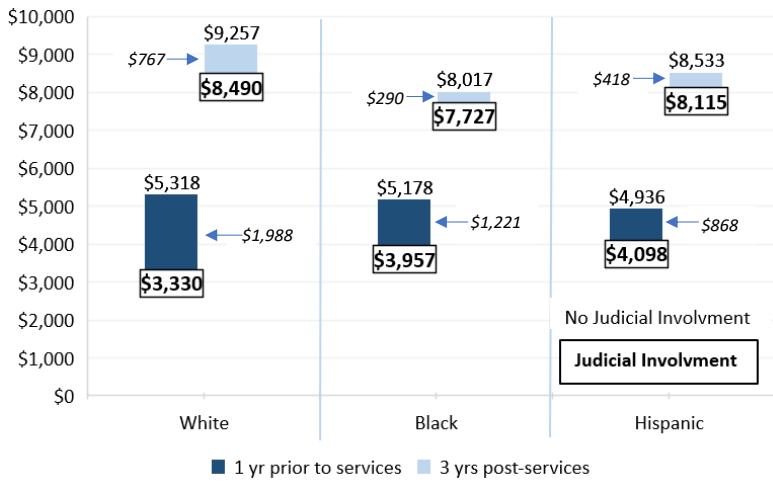


Figure 26 represents a comparison of average quarterly earnings by race/ethnicity for the two groups one year prior to services and three years post-services. The earnings gap between the judicially involved and non-judicially involved decreased over time for all three racial/ethnic groups (the earnings gap is identified in the figure with a blue arrow). The greatest income gains are reported for both the judicially involved and non-judicially involved white subgroup, with white participants with no history of judicial involvement experiencing an income gain of \$3,939 and white participants with a history of judicial involvement experiencing an earnings gain of \$5,160. Among the represented subgroups, participants identified as black with no history of judicial involvement were reported to have the lowest income gain across time, \$2,839.

Figure 26. WERC-TC Non-judicially and Judicially Involved Average Earnings Outcomes by Race/Ethnicity:
FY 2016–FY 2023 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 overrepresented by those with a judicial history and, therefore, may be less likely to be employed in 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 6 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 Legislative Budget Board report.

Table 6. 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%

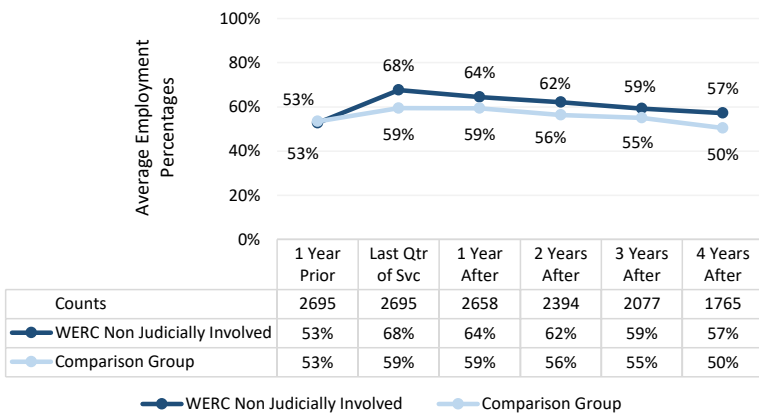
Local efforts have been made to address the employment rates for those with a history of judicial involvement. Travis County, the City of Austin, Huston-Tillotson University, the University of Texas Law School, and Mount Zion Baptist Church have collaborated on a series of events to provide information 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 a potential employee’s criminal history reports.

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 data (UI earnings data do not report participant judicial involvement status).

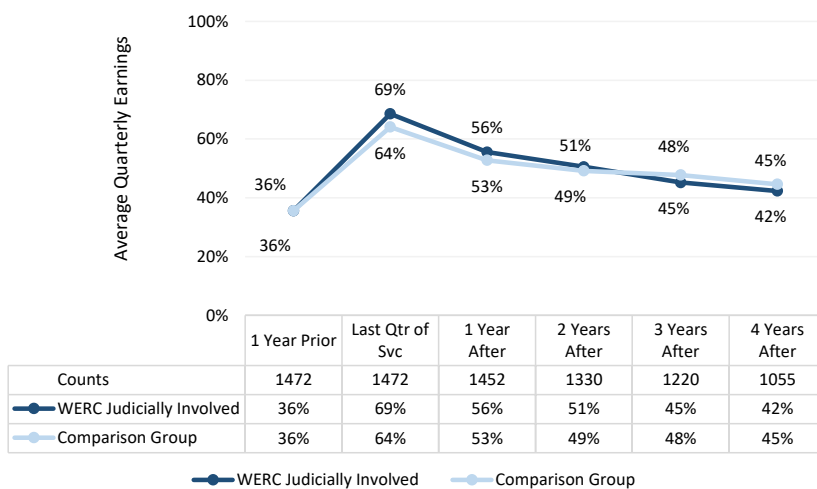
Figures 27 and 28 present the overall employment rates for both groups including all cohorts (FY 2016–FY 2023) from one year prior to service through four years post-services. The employment rate for the non-judicially involved exiters was similar to the comparison group in the year before entering services (53%) followed by an increase in employment rates for both groups with the WERC-TC participants outpacing the comparison group nine percentage points during the last service quarter. Throughout the remaining post-service periods, employment gradually declined with WERC-TC participants slightly outpacing the comparison group across the period examined.

Figure 27. Employment Rates Over Time, WERC-TC Non-judicially involved Participants vs. Comparison Group: FY 2016–FY 2023
1 year prior to services through 4 years post-services



The employment rates for the judicially involved exiters (Figure 27) were similar to the comparison group in the year before entering services (36%) followed by minor differences in employment between the two groups across the period examined.

Figure 28. Employment Rates Over Time, WERC-TC Judicially Involved Participants vs. Comparison Group: FY 2016–FY 2023
1 year prior to services through 4 years post-services



Figures 29 and 30 present overall quarterly earnings for both groups including all cohorts (FY 2016–FY 2023) from one year prior to service through four 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 the WERC-TC participants that outpaced the comparison group. The data identify that during the fourth-year post-services the WERC-TC non-judicially involved participants outpaced the comparison group quarterly earnings by \$622.

The reported average quarterly earnings for WERC-TC judicially involved participants one year prior to services was slightly less than the comparison group earnings. During the last service quarter, the WERC-TC participant earnings increased by \$1,385, surpassing the comparison group earnings by over \$1,000. The remainder of the reporting periods identified similar earnings for the two groups with

the comparison group quarterly earnings exceeding the WERC-TC participants during the fourth-year post-services by \$545.

Figure 29. Unconditional Earnings Over Time, WERC-TC Non-judicially Involved Participants vs. Comparison Group: FY 2016-2023
1 year prior to services through 4 years post-services

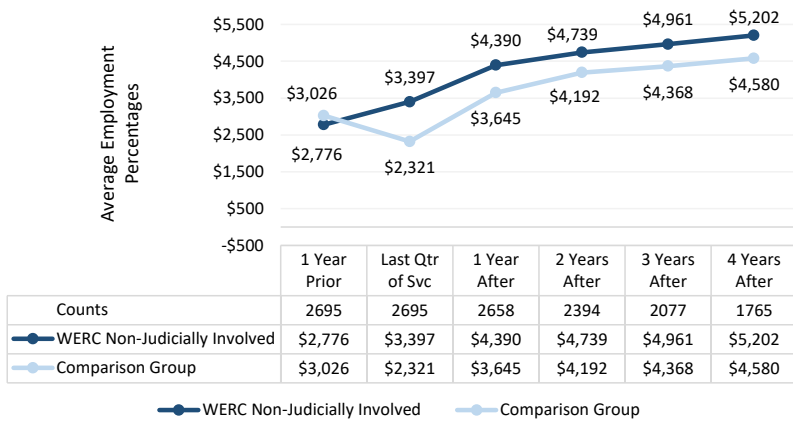


Figure 30. Unconditional Earnings Over Time, WERC-TC Judicially Involved Participants vs. Comparison Group: FY 2016-2023
1 year prior to services through 3 years post-services



Table 7 reports program impacts for 2,695 non-judicially involved exiters for all post-service quarters. For this group of WERC-TC participants, the analysis identified statistically significant positive effects in all four areas of interest: a statistically significant (.001) impact on quarterly employment, average quarterly earnings, and the qualification for UI benefit claims. The impact on filing for UI claims benefits was also positive (statistical significance .05).

Table 7. WERC-TC Non-Judicially Involved Program Impacts, FY 2016–FY 2023 Exiting Cohorts (n=2,695)

Impact measure	All Qtrs Post-Service: Comparison Group	All Qtrs Post-Service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	55.5%	61.4%	5.9%	6.7%***
Average Quarterly Earnings	\$4,026	\$4,876	\$850	\$1,024.72***
Qualified for UI Benefits	46.8%	52.0%	5.2%	6.6%***
Filed UI Claim	2.6%	3.0%	0.4%	0.3%*

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

Table 8 reports program impacts for 1,472 judicially involved exiters for all post-service quarters. For this group of WERC-TC participants, the analysis identified a (.01) statistically significant positive effect in one area of interest: the filing of UI benefit claims.

Table 8. WERC-TC Judicially Involved Program Impacts, FY 2016–FY 2023 Exiting Cohorts (n=1,472)

Impact measure	All Qtrs Post-Service: Comparison Group	All Qtrs Post-Service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	50.3%	51.5%	1.2%	1.3%
Average Quarterly Earnings	\$3,560	\$3,787	\$227	\$291.77
Qualified for UI Benefits	40.6%	39.9%	-0.7%	0.2%
Filed UI Claim	2.7%	3.3%	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 2023, the target populations served, a summary of demographic characteristics describing program participants at the time of program entry, and individual organizations’ participant outcomes.¹¹ Table 9 presents each WERC-TC organization’s FY 2016–FY 2023 exiter counts with SSNs found in the earnings data and included in the outcomes analysis.

Table 9. WERC-TC Exiters by Organization with SSNs Found in the Earnings Data: FY 2016–FY 2023

WERC-TC Programs	FY 2016 Exiters	FY 2017 Exiters	FY 2018 Exiters	FY 2019 Exiters	FY 2020 Exiters	FY 2021 Exiters	FY 2022 Exiters	FY 2023 Exiters	Totals
Workforce Solutions Capital Area Career Centers	257	208	187	138	185	164	137	128	1,404
Goodwill	224	209	173	166	171	116	103	108	1,270
Austin Area Urban League	310	237	225	121	117	44	213	208	1,475
American YouthWorks	81	61	75	96	80	36	46	64	539
Totals	872	715	660	521	553	360	499	508	4,688

¹¹ 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 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

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.

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.

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.¹² 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 determining 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.

¹² 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.

Participant Profile

The following description includes the 1,404 WERC-TC WFSCA Career Center participants who exited the program for any reason in FY 2016–FY 2023. The average age of participant exiters was 39, with 55.5% being between the ages of 30 and 49. Over 40% of exiters identified as Black, with 25.4% identifying as White, and 23.3% identifying as Hispanic. Most exiters were male, 64.6%, and the majority, 65.5% reported having a 12th grade education or an HSEC, while nearly one-quarter reported attending or graduating from college (23.6%). Nearly one-fourth of participants reported judicial involvement (23.4%), and 7.5% identified as veterans. The majority of the exiters report residing in the following areas: North Austin (24.8%), East Austin (22%), South Austin (14.5%), and Eastern suburbs of Austin (10.3%).

Participant Outcomes

Table 10 presents WFSCA Career Center participants who exited services (completed or dropped-out) in FY 2016–FY 2023. Outcomes are reported for 1,402 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 (56.6%). Average quarterly employment grew to 69.1% during two quarters post-services followed by a steady decrease in employment for the majority of cohorts across time. However, overall earnings grew from an average of \$5,979 in the quarters before services and to an average of \$7,670 two quarters post-service: an increase of \$1,691. The available data for cohorts report a continued pattern of employment earnings growth over time.

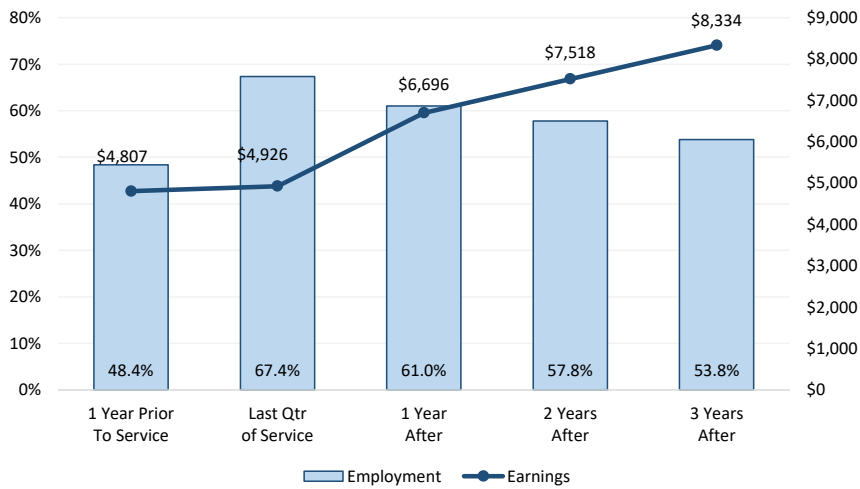
Prior to entering WFSCA Career Centers, approximately 48% of participants had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. At two quarters post-services, approximately 56.6% met the requirements for eligibility followed by fluctuations in eligibility rates for the different cohorts across the period examined. The rates of filing a claim for UI benefits varied, with a marked increase in UI benefit claims rates identified during the first year of the pandemic.

Table 10. WFSCA Career Center Participant Outcomes: FY 2016–FY 2023 Exiters

Cohort Outcome Measure	1 Yr Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Yr Post-Service	2 Yrs Post-Service	3 Yrs Post-Service	4 Yrs Post-Service	5 Yrs Post-Service	6 Yrs Post-Service	7 Yrs Post-Service	All Post-Service Qtrs
Number of Participants:											
FY 2016	257	257	257	257	257	257	257	257	257	257	
FY 2017	208	208	208	208	208	208	208	208	208	51	
FY 2018	186	186	186	186	186	186	186	186	56	.	
FY 2019	138	138	138	138	138	138	138	42	.	.	
FY 2020	185	185	185	185	185	185	82	.	.	.	
FY 2021	164	164	164	164	164	79	.	.	.	.
FY 2022	137	137	137	137	78	.	.	.	.	.
FY 2023	127	127	127	33	.	.	.	.	.	.
Overall	1402	1402	1402	1308	1216	1053	871	693	521	308	
Quarterly Employment:											
FY 2016	56.1%	80.5%	77.8%	70.8%	63.4%	58.4%	54.1%	49.4%	50.2%	48.6%	59.1%
FY 2017	49.0%	66.8%	63.9%	59.1%	58.2%	49.5%	43.8%	48.1%	47.1%	.	
FY 2018	62.1%	72.0%	73.1%	66.1%	64.5%	57.5%	60.2%	56.5%	.	.	
FY 2019	62.0%	76.1%	72.5%	64.5%	66.7%	58.0%	60.9%	.	.	.	
FY 2020	58.9%	62.7%	62.7%	61.1%	59.5%	64.9%	.	.	.	.
FY 2021	54.3%	57.9%	62.2%	65.9%	62.8%	.	.	.	.	.
FY 2022	50.9%	62.8%	67.9%	66.4%	.	.	.	.	.	.
FY 2023	61.8%	67.7%	70.1%	.	.	.	.	.	.	.
Overall	56.6%	69.0%	69.1%								
Average Qrtly Earnings:											
FY 2016	\$5,886	\$5,649	\$7,412	\$7,614	\$8,548	\$8,955	\$9,973	\$11,973	\$12,880	\$14,365	\$9,851
FY 2017	\$5,517	\$5,107	\$6,505	\$7,062	\$7,906	\$8,665	\$9,040	\$11,409	\$12,944	.	
FY 2018	\$6,162	\$5,864	\$6,740	\$7,898	\$9,012	\$11,317	\$12,416	\$13,548	.	.	
FY 2019	\$7,373	\$6,617	\$8,616	\$9,156	\$10,967	\$12,080	\$12,997	.	.	.	
FY 2020	\$5,290	\$5,926	\$7,776	\$8,406	\$10,060	\$11,777	.	.	.	.
FY 2021	\$5,062	\$5,581	\$7,981	\$8,048	\$9,428	.	.	.	.	.
FY 2022	\$6,258	\$5,742	\$7,862	\$9,448	.	.	.	.	.	.
FY 2023	\$6,714	\$7,035	\$9,653	.	.	.	.	.	.	.
Overall	\$5,979	\$5,864	\$7,670								
Qualified for UI Benefits:											
FY 2016	49.6%	52.9%	56.4%	73.5%	65.8%	58.8%	55.3%	50.2%	47.1%	47.9%	56.9%
FY 2017	40.9%	48.1%	59.6%	59.6%	55.8%	50.0%	44.2%	40.4%	44.7%	.	
FY 2018	49.9%	57.5%	64.5%	66.7%	61.3%	61.8%	58.1%	51.6%	.	.	
FY 2019	56.2%	58.0%	61.6%	75.4%	64.5%	60.9%	58.0%	.	.	.	
FY 2020	48.4%	56.2%	58.4%	58.9%	58.9%	57.3%	.	.	.	.
FY 2021	47.9%	45.1%	43.9%	53.1%	62.2%	.	.	.	.	.
FY 2022	46.9%	48.9%	51.1%	59.1%	.	.	.	.	.	.
FY 2023	51.0%	59.1%	54.3%	.	.	.	.	.	.	.
Overall	48.5%	53.0%	56.6%								
Filed UI Claim:											
FY 2016	5.0%	2.3%	3.1%	3.5%	2.7%	3.1%	6.6%	3.1%	0.4%	2.3%	3.1%
FY 2017	4.3%	2.4%	2.4%	3.4%	2.4%	8.2%	5.8%	0.0%	0.5%	.	
FY 2018	4.8%	1.6%	1.6%	0.5%	11.3%	6.5%	3.2%	1.1%	.	.	
FY 2019	5.1%	1.5%	5.8%	12.3%	4.4%	0.7%	2.2%	.	.	.	
FY 2020	3.4%	15.1%	6.5%	8.1%	4.3%	2.2%	.	.	.	.
FY 2021	12.5%	6.7%	2.4%	3.1%	3.1%	.	.	.	.	.
FY 2022	9.7%	2.2%	0.7%	1.5%	.	.	.	.	.	.
FY 2023	5.3%	1.6%	0.0%	.	.	.	.	.	.	.
Overall	6.0%	4.3%	2.9%								

Figure 31 displays for all cohorts (FY 2016–FY 2023) the rates of employment and the average earnings from one year prior to entering services through three years post-services, illustrating the trend of decreasing employment found in the data and the steady increase in earnings.

**Figure 31. Average Employment and Earnings for WFSCA Career Center Exiters: FY 2016–FY 2023
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 2019 cohorts from one year prior to seeking services through seven-, five-, and three-year post-services, respectively.

Figure 32 illustrates the downward trend in employed exiters found in the data following the last service quarter. Figure 33 illustrates the progression of earnings found in the data following the last service quarter. Across the period examined, earnings for cohorts FY 2016–FY 2018 more than doubled while the earnings reported for the FY 2019 cohort report a percentage increase of 64%.

Figure 32. Average Employment for WFSCA Career Center Exiters: FY 2016–FY 2019
1 year prior to services through 7 years post-services

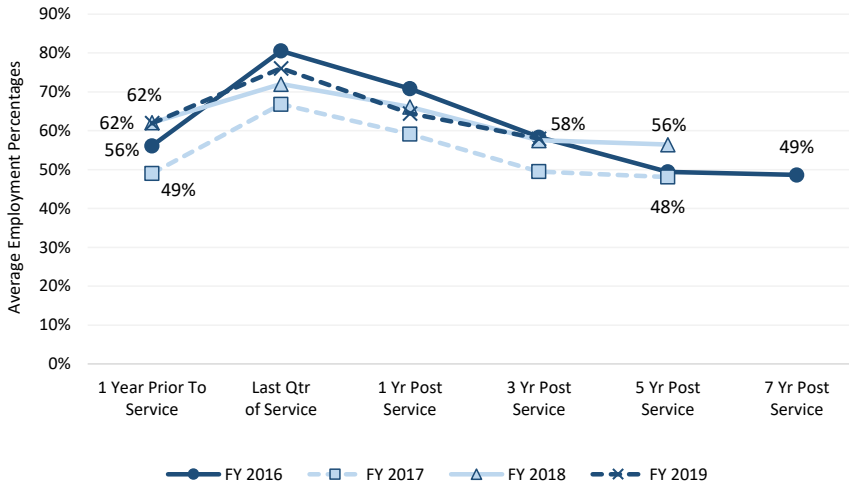
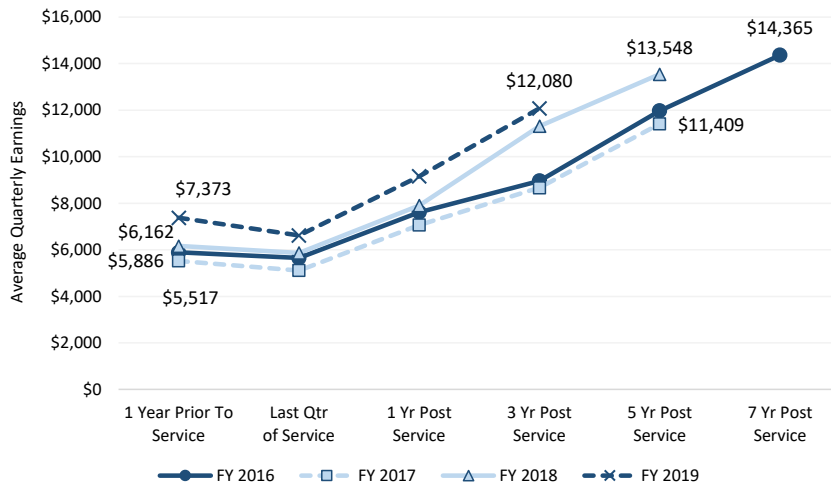


Figure 33. Average Earnings for WFSCA Career Center Exiters: FY 2016–FY 2019
1 year prior to services through 7 years post-services



Goodwill Industries of Central Texas Mission

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

In FY 2016-FY 2023 Goodwill annually received \$137,439 in funding through the WERC-TC collaborative.



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

GOODWILL INDUSTRIES OF CENTRAL TEXAS

Workforce Development Programs and Services

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), Austin ClubHouse, 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 and job placement; paid internship placements; 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.¹³

3) Information technology: programing with python.

4) Professional and business course: apartment leasing.¹⁴

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 in applying for additional support. 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 is intended to encourage participants to maintain a connection with the program and to continue involvement in case management services. Staff report the follow-up incentive offer is not yielding the participant contacts hoped for and required to meet some grantor reporting requirements. Rather, Goodwill now contracts with Equifax to obtain employment information for program completers.

¹³ 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.

¹⁴ 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>

Goodwill continues to train program participants to use the Indeed platform to access employment information and perform job searches. Throughout FY 2023 Goodwill continued to connect 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. In addition, Goodwill referred participants to the Affordable Connectivity Program, a federal program that offers eligible households a discount on their monthly internet bill and a one-time discount on the purchase of a laptop, desktop, or tablet. PC for People is still available with limited options for purchasing low-cost refurbished computers and equipment. The Affordable Connectivity Program is ending in early FY 2024 and Goodwill staff are seeking new sources of funding to maintain assistance with access to computers and connectivity.

FY 2022, Goodwill began serving youth in partnership with Travis County Juvenile Probation Department and Gardner Betts Juvenile Justice Center. Throughout FY 2023 Goodwill provided residents of Gardner Betts training in life skills and job readiness. As youth are discharged to their communities, they may return to a home outside of the Travis County area. This has resulted in some youth being unable to complete their training and unable to pursue additional training opportunities available in the Travis County area.

Challenges

Staff identify that the greatest challenge facing families in Travis County is affordable housing. Goodwill staff seek private donations and grant opportunities to assist area residents, however, the amount of funding Goodwill had available to distribute for housing assistance in FY 2023 (the Bridge fund of \$150,000) was not adequate to meet the need. Staff report that the need for housing and rental assistance continues to increase in FY 2024.

New Initiatives

In FY 2023 Goodwill began developing three additional training opportunities to be offered through the Goodwill Career and Technology Academy (GCTA): project management, patient care technician, and plumber's helper. All three courses of study support the attainment of industry-recognized certifications. These programs will begin enrolling students in the spring and summer of 2024.

Participant Profile

Among the 1,270 Goodwill participants who exited the program for any reason in FY 2016–FY 2023, the average age was 41 and 24.4% were 50 or older. Over half of participants identified as Black (53.4%), with 20.6% identified as White and 21.4% identifying as Hispanic. Just over half of program exiters were male (53.9%) and the majority, 65.1%, reported having a 12th grade education or an HSEC and 17.6% reporting less than a 12th grade education. Nearly 40% of participants reported judicial involvement and 7% identified as veterans. The majority of the exiters reported residing in the following areas: East Austin (25.3%), North Austin (21.1%), South Austin (17.9%), and Eastern suburbs of Austin (14.3%).

Participant Outcomes

Table 11 presents Goodwill participants who exited services (completed or dropped-out) in FY 2016–FY 2023. Outcomes are reported for 1,270 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 74.9% during the last quarter of service, yet it declined to 68.1% by the second quarter post-service (a decline of 6.9 percentage points), followed by an overall decline in employment for all cohorts across time. However, overall earnings grew from an average of \$4,596 in the quarters before services to an average of \$6,257 two quarters post-service: a \$2,935 average quarterly earnings gain. For all cohorts, the quarters represented in the data present a continued pattern of employment earnings growth over time.

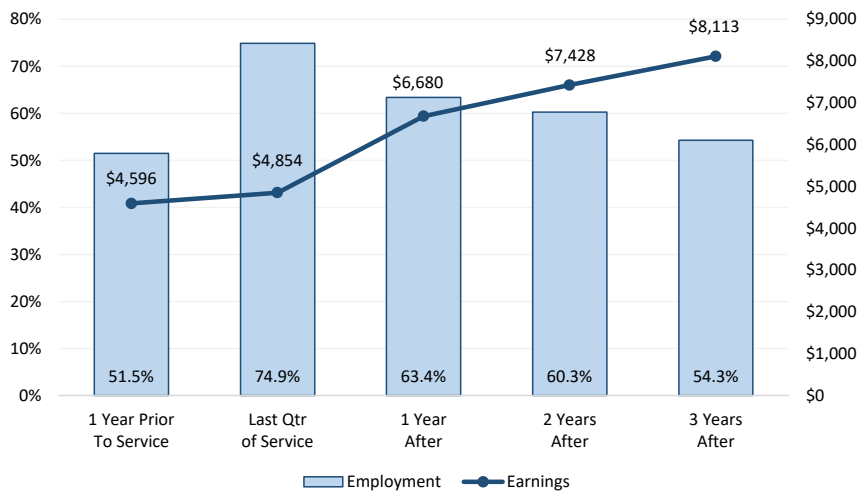
Prior to entering Goodwill services, approximately 43% of participants had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. At two quarters post-services, approximately 62.1% met the requirements for eligibility followed by fluctuations in eligibility rates for the different cohorts ranging from 40% to 71.3%. For the majority of the period examined, for all cohorts few participants filed a claim for UI benefits for all cohorts, with an increase in claims filed during the first year of the pandemic.

Table 11. Goodwill Participant Outcomes: FY 2016–FY 2023 Exitters

Cohort Outcome Measure	1 Yr Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Yr Post-Service	2 Yrs Post-Service	3 Yrs Post-Service	4 Yrs Post-Service	5 Yrs Post-Service	6 Yrs Post-Service	7 Yrs Post-Service	All Post-Service Qtrs
Number of Participants:											
FY 2016	224	224	224	224	224	224	224	224	224	224	
FY 2017	209	209	209	209	209	209	209	209	209	96	
FY 2018	173	173	173	173	173	173	173	173	55	.	
FY 2019	166	166	166	166	166	166	166	65	.	.	
FY 2020	171	171	171	171	171	171	101	.	.	.	
FY 2021	116	116	116	116	116	63	.	.	.	.
FY 2022	103	103	103	103	29	.	.	.	.	.
FY 2023	108	108	108	37	.	.	.	.	.	.
Overall	1270	1270	1270	1199	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%	51.3%	59.5%
FY 2017	36.4%	80.9%	65.6%	60.3%	54.1%	47.9%	45.9%	44.5%	48.8%	.	
FY 2018	65.6%	80.4%	74.0%	70.5%	61.3%	53.8%	59.5%	55.5%	.	.	
FY 2019	55.3%	74.7%	73.5%	65.1%	60.2%	59.0%	57.8%	.	.	.	
FY 2020	50.4%	67.8%	58.5%	57.3%	60.8%	52.1%	.	.	.	.
FY 2021	55.0%	58.6%	61.2%	56.9%	56.0%	.	.	.	.	.
FY 2022	57.5%	72.8%	71.8%	66.0%	.	.	.	.	.	.
FY 2023	51.4%	71.3%	63.0%	.	.	.	.	.	.	.
Overall	51.5%	74.9%	68.1%								
Average Qrtly Earnings:											
FY 2016	\$4,515	\$5,183	\$5,956	\$6,288	\$6,952	\$7,339	\$7,622	\$9,352	\$10,170	\$10,518	\$7,829
FY 2017	\$3,729	\$4,407	\$5,504	\$5,686	\$6,695	\$7,070	\$8,047	\$9,297	\$10,250	.	
FY 2018	\$3,746	\$4,645	\$5,818	\$6,024	\$6,974	\$8,030	\$8,605	\$9,216	.	.	
FY 2019	\$4,161	\$4,045	\$5,675	\$5,711	\$6,576	\$7,948	\$8,166	.	.	.	
FY 2020	\$4,563	\$5,242	\$6,438	\$7,334	\$8,632	\$10,173	.	.	.	.
FY 2021	\$5,006	\$4,982	\$6,819	\$8,219	\$8,899	.	.	.	.	.
FY 2022	\$4,923	\$4,588	\$7,389	\$8,920	.	.	.	.	.	.
FY 2023	\$7,625	\$6,293	\$8,290	.	.	.	.	.	.	.
Overall	\$4,596	\$4,854	\$6,257								
Qualified for UI Benefits:											
FY 2016	39.0%	45.5%	60.3%	72.8%	61.6%	62.1%	57.1%	50.0%	50.5%	52.7%	58.4%
FY 2017	35.2%	35.9%	71.8%	71.3%	53.1%	51.2%	45.0%	45.0%	45.5%	.	
FY 2018	49.9%	63.6%	66.5%	68.8%	64.7%	54.3%	50.3%	55.5%	.	.	
FY 2019	43.1%	51.8%	62.7%	64.5%	58.4%	56.6%	56.0%	.	.	.	
FY 2020	44.0%	48.5%	60.8%	57.3%	49.7%	55.6%	.	.	.	.
FY 2021	47.8%	43.1%	48.3%	51.7%	46.6%	.	.	.	.	.
FY 2022	48.8%	48.5%	54.4%	62.1%	.	.	.	.	.	.
FY 2023	41.4%	50.9%	63.9%	.	.	.	.	.	.	.
Overall	42.9%	48.1%	62.1%								
Filed UI Claim:											
FY 2016	2.5%	0.9%	4.0%	1.8%	1.8%	0.5%	6.7%	2.2%	0.9%	1.8%	2.5%
FY 2017	2.9%	2.9%	0.5%	1.0%	1.4%	9.6%	1.9%	1.9%	2.4%	.	
FY 2018	2.8%	1.7%	2.3%	2.9%	12.7%	5.8%	1.7%	1.7%	.	.	
FY 2019	2.6%	1.8%	3.6%	10.8%	3.0%	2.4%	3.0%	.	.	.	
FY 2020	2.2%	9.4%	13.5%	3.5%	0.6%	2.3%	.	.	.	.
FY 2021	10.1%	6.0%	2.6%	2.6%	3.5%	.	.	.	.	.
FY 2022	7.8%	3.9%	1.0%	0.0%	.	.	.	.	.	.
FY 2023	2.3%	4.6%	0.9%	.	.	.	.	.	.	.
Overall	3.7%	3.6%	3.8%								

Figure 34 displays, for all cohorts (FY 2016–FY 2023), the rate of employment and the average earnings from one year prior to entering services to three years post-services, illustrating the expected trend of decreasing employment rates and the steady increase in earnings.

**Figure 34. Average Employment and Earnings for Goodwill Exiters: FY 2016–FY 2023
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 2019 cohorts from one year prior to seeking services through seven-, five-, and three-year post-services, respectively.

Figure 35 illustrates the downward trend in employed exiters found in the data following the last service quarter. The rates of employment from one year prior to services across the available post-service quarters illustrate minor employment increases for FY 2016 (3 percentage points), FY 2017 (9 percentage points), and FY 2019 (4 percentage points). However, FY 2018 reported a decrease in employment of 11 percentage points. Figure 36 presents the steady upward trend in earnings found in the data for all four cohorts across the period examined. Gains in reported earnings more than doubled for FY 2016–FY 2018 cohorts from one year prior to services to the last year post-services, with FY 2016 reporting an average quarterly earnings increase of \$6,003: representing a 133 percentage earnings gain over time.

Figure 35. Average Employment for Goodwill Exiters: FY 2016–FY 2019
1 year prior to services through 7 years post-services

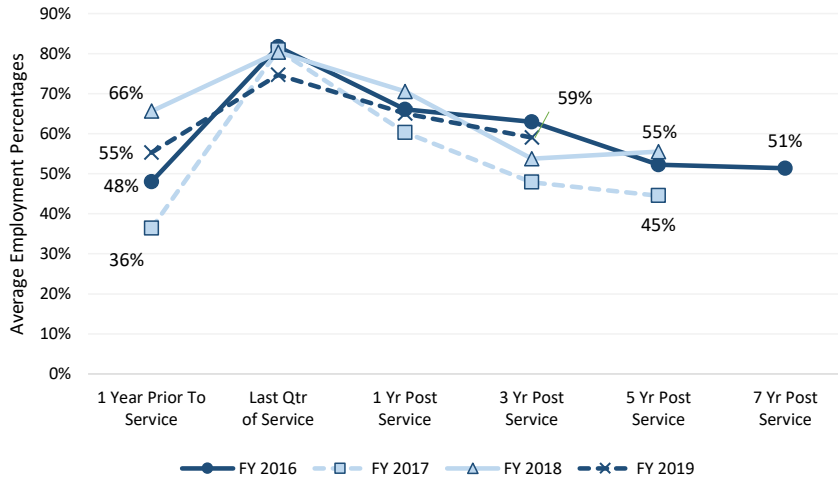
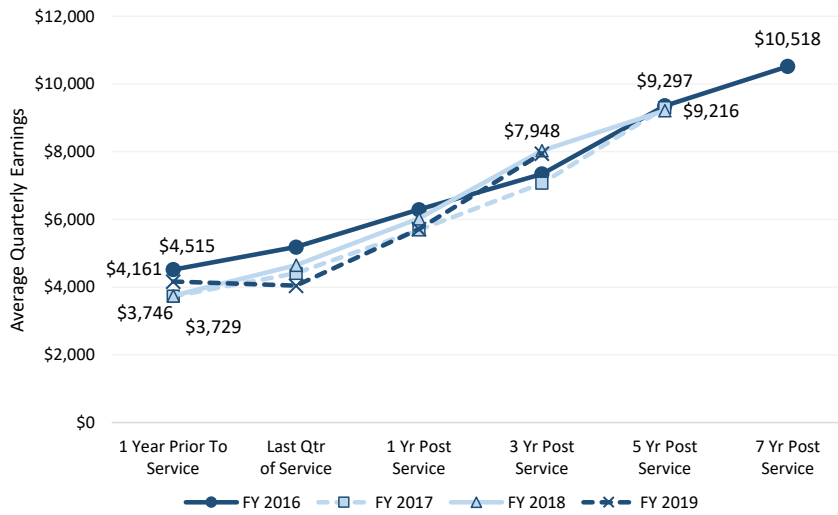


Figure 36. Average Earnings for Goodwill Exiters: FY 2016–FY 2019
1 year prior to services through 7 years post-services



AUSTIN AREA URBAN LEAGUE

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.¹⁵

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.¹⁶ AAUL

¹⁵ 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/>

¹⁶ 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 four weeks of services to formerly incarcerated individuals (returning citizens) who have experienced exclusion from, or 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 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.

Participant Profile

The following description includes the 1,475 AAUL participants who exited the program for any reason in FY 2016–FY 2023. The average age of participant exiters was 40, with 26% identifying as 50 years of age or older. Nearly 64.5% of participants identified as Black, 17.1% identified as Hispanic, and 15.5% identified as White. Over half of the exiters were male (55.1%) and a majority of exiters, 71.8% reported having a 12th grade education or a HSEC, while 18.5% reported less than a 12th grade education. Half of all exiters reported judicial involvement (54%), and 5% identified as veterans. The majority of the exiters report residing in the following areas: East Austin (26.8%), Eastern suburbs of Austin (16.1%), and North Austin (16.8%).¹⁸

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>

¹⁸ Area of residence is other or missing for 26.2% of AUUL exiters.

Participant Outcomes

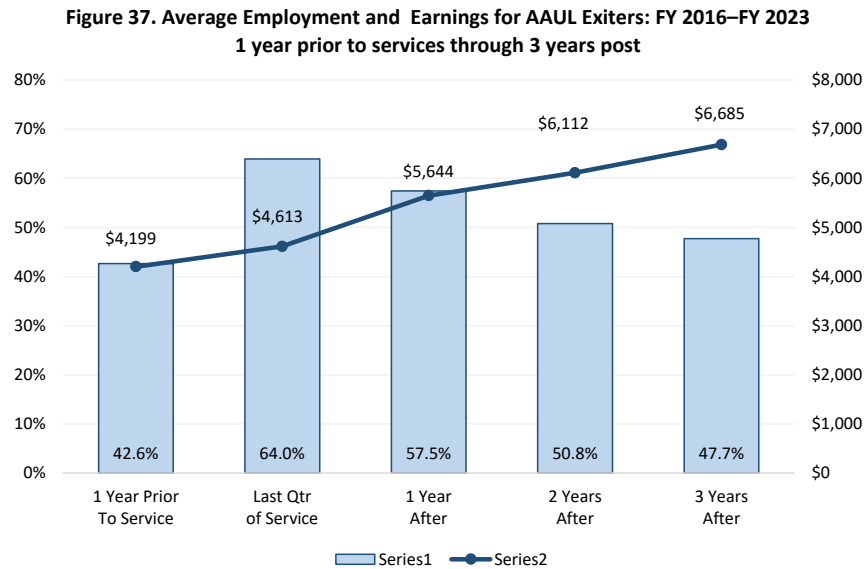
Table 12 presents AAUL participants who exited services (completed or dropped-out) in FY 2016–FY 2023. Outcomes are reported for 1,473 participants whose social security numbers were identified within the earnings data. In the four quarters prior to entering the program, overall quarterly employment for individuals served by AAUL was approximately 42.6%, increasing to 64% during the last service quarter, and decreasing to 57.5% by the second quarter post-service. Overall, quarterly earnings grew from an average of \$4,199 in the quarter before services to \$5,653 two quarters post-service, which amounts to an average quarterly earnings increase of \$1,454. For all cohorts, the quarterly earnings represented in the data present a continued pattern of employment earnings growth over time.

Prior to entering AAUL services, approximately 34% of participants had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. For all cohorts across all post-service quarters, eligibility for UI benefits increased. Few participants filed a claim for UI benefits with claims increasing during the first year of the pandemic.

Table 12. AAUL Participant Outcomes: FY 2016–FY 2023 Exitters

Cohort Outcome Measure	1 Yr Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Yr Post-Service	2 Yrs Post-Service	3 Yrs Post-Service	4 Yrs Post-Service	5 Yrs Post-Service	6 Yrs Post-Service	7 Yrs Post-Service	All Post-Service Qtrs
Number of Participants:											
FY 2016	310	310	310	310	310	310	310	310	310	310	
FY 2017	237	237	237	237	237	237	237	237	237	99	
FY 2018	225	225	225	225	225	225	225	225	103	.	
FY 2019	120	120	120	120	120	120	120	39	.	.	
FY 2020	117	117	117	117	117	117	75	.	.	.	
FY 2021	44	44	44	44	44	18	.	.	.	.
FY 2022	213	213	213	213	107	.	.	.	.	.
FY 2023	207	207	207	62	.	.	.	.	.	.
Overall	1473	1473	1473	1328	1160	1027	967	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%	44.5%	51.3%
FY 2017	35.8%	64.6%	57.4%	60.8%	52.7%	46.0%	44.3%	43.9%	43.9%	.	
FY 2018	46.3%	57.8%	49.8%	50.7%	42.2%	39.6%	43.6%	44.9%	.	.	
FY 2019	46.9%	60.8%	52.5%	51.7%	43.3%	41.7%	48.3%	.	.	.	
FY 2020	48.9%	68.4%	57.3%	59.8%	57.3%	56.4%	.	.	.	.
FY 2021	48.9%	72.7%	75.0%	59.1%	.	.	.	.	.	.
FY 2022	49.1%	67.1%	59.6%	62.4%	.	.	.	.	.	.
FY 2023	38.9%	62.3%	55.6%	.	.	.	.	.	.	.
Overall	42.6%	64.0%	57.5%								
Average Qrtly Earnings:											
FY 2016	\$3,642	\$3,348	\$4,389	\$4,561	\$5,281	\$6,305	\$6,794	\$7,051	\$9,015	\$9,584	\$6,420
FY 2017	\$3,732	\$4,054	\$4,827	\$5,095	\$5,750	\$5,710	\$7,265	\$8,309	\$8,740	.	
FY 2018	\$3,589	\$3,078	\$4,354	\$4,797	\$5,349	\$5,766	\$6,525	\$7,978	.	.	
FY 2019	\$4,523	\$4,769	\$5,652	\$5,828	\$7,269	\$8,139	\$8,483	.	.	.	
FY 2020	\$4,543	\$3,928	\$5,347	\$5,730	\$6,588	\$9,026	.	.	.	.
FY 2021	\$2,972	\$4,848	\$5,946	\$7,186	\$7,536	.	.	.	.	.
FY 2022	\$4,903	\$6,980	\$7,760	\$7,588	.	.	.	.	.	.
FY 2023	\$5,249	\$6,458	\$7,796	.	.	.	.	.	.	.
Overall	\$4,199	\$4,613	\$5,653								
Qualified for UI Benefits:											
FY 2016	33.0%	34.8%	39.0%	49.7%	51.0%	48.1%	45.5%	41.6%	41.3%	44.2%	45.0%
FY 2017	29.6%	38.0%	51.5%	56.5%	54.9%	50.6%	43.0%	43.0%	41.8%	.	
FY 2018	37.8%	37.8%	42.7%	43.1%	44.4%	33.3%	34.7%	38.2%	.	.	
FY 2019	36.5%	39.2%	53.3%	50.8%	43.3%	40.8%	39.2%	.	.	.	
FY 2020	44.9%	47.0%	62.4%	54.7%	52.1%	52.1%	.	.	.	.
FY 2021	37.5%	40.9%	54.6%	59.1%	54.6%	.	.	.	.	.
FY 2022	36.2%	45.1%	56.3%	60.1%	.	.	.	.	.	.
FY 2023	27.7%	32.9%	48.8%	.	.	.	.	.	.	.
Overall	34.3%	38.5%	49.0%								
Filed UI Claim:											
FY 2016	2.3%	0.7%	2.6%	1.6%	1.9%	1.6%	11.0%	2.6%	1.0%	1.0%	2.9%
FY 2017	1.7%	1.3%	1.3%	3.4%	1.7%	9.3%	3.0%	0.4%	0.0%	.	
FY 2018	2.8%	1.3%	1.3%	1.8%	7.1%	3.6%	0.0%	1.3%	.	.	
FY 2019	2.7%	5.8%	3.3%	10.0%	5.8%	0.8%	2.5%	.	.	.	
FY 2020	2.1%	8.6%	15.4%	10.3%	2.6%	1.7%	.	.	.	.
FY 2021	6.8%	0.0%	0.0%	0.0%	2.3%	.	.	.	.	.
FY 2022	5.8%	1.4%	1.9%	1.4%	.	.	.	.	.	.
FY 2023	2.7%	3.9%	0.0%	.	.	.	.	.	.	.
Overall	3.0%	2.4%	2.7%								

Figure 37 displays for all cohorts (FY 2016–FY 2023) 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 2019 cohorts from one year prior to seeking services through seven-, five-, and three-year post-services, respectively.

Figure 38 illustrates a downward trend in employed exiters found in the data following the last service quarter. The rates of employment from one year prior to services across the available post-service quarters identify employment increases for FY 2016 by 6.1 percentage points and an 8.1 percentage point gain for FY 2017. FY 2018 and FY 2019 report decreases in employment of 1.4 and 5.2 percentage point, respectively across the period examined.

Figure 39 presents a steady upward trend in earnings found in the data for all four cohorts across the period examined. Gains in reported earnings more than doubled for the FY 2016 cohort, with average reported quarterly earnings increasing from \$3,642 at one year prior to services to \$9,584 at seven years post-services: representing a 163 percentage increase. The FY 2017 and FY 2018 cohorts reported similarly earnings increases: approximately a 115 percent increase over time. The FY 2019 data identifies a \$3,616 increase in quarterly earnings across the period examined, representing a 163

percent gain.

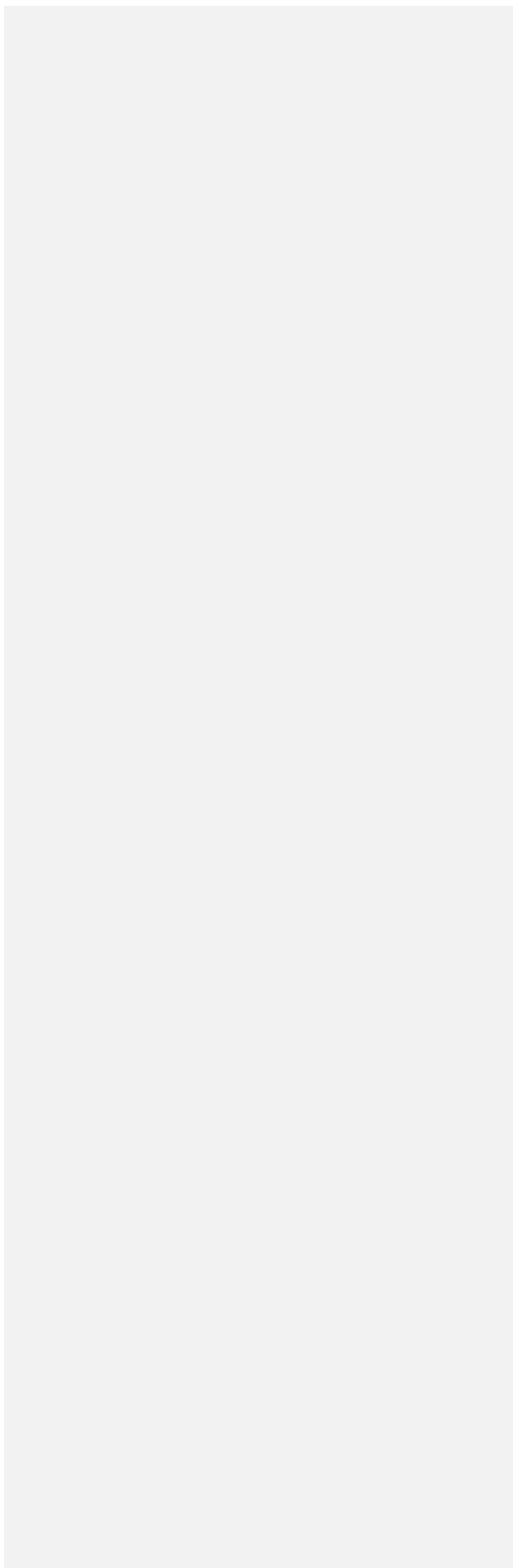


Figure 38. Average Quarterly Employment for AAUL Exitters: FY 2016–FY 2019
1 year prior to services through 7 years post-services

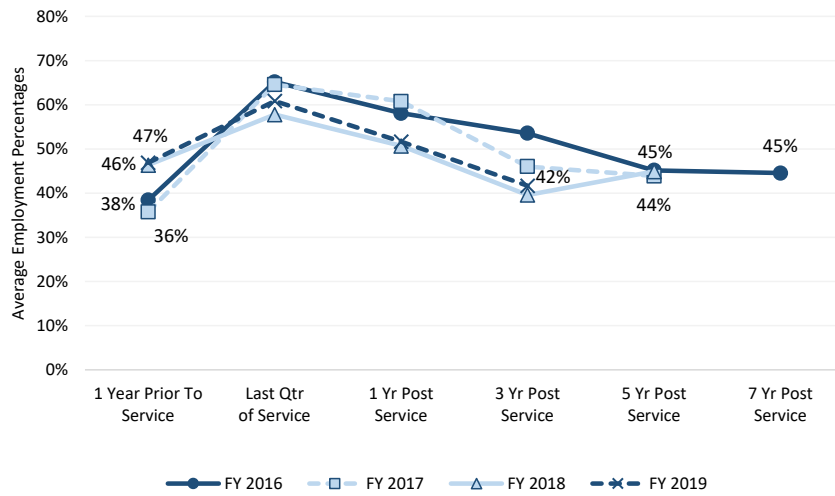
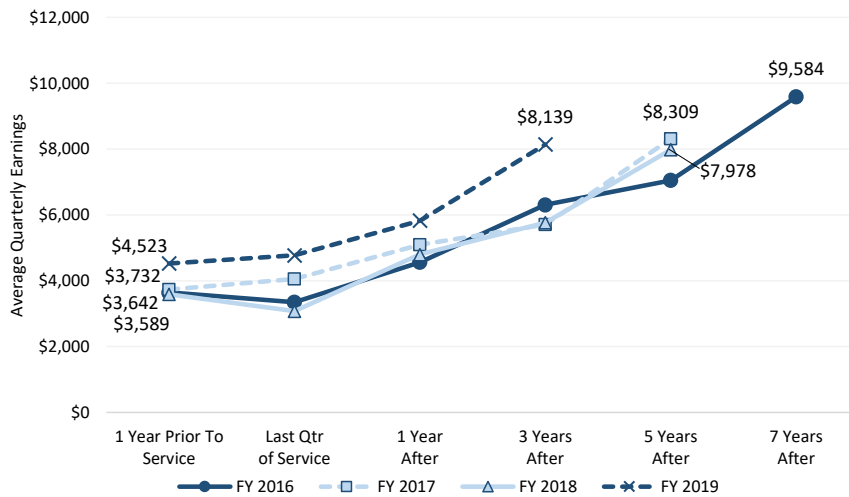


Figure 39. Average Quarterly Earnings for AAUL Exitters: FY 2016–FY 2019
1 year prior to services through 7 years post-services



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 2023, 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

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 four training tracks: construction, media/information technology, healthcare, and manufacturing.²⁰

AYW partners with Goodwill to enroll participants in the Goodwill Excel Center to complete their high school diploma. GED classes are coordinated through the ACC Adult Education Community Consortium. Participants working to achieve their HSD/GED, concurrently participate in one of the four training

tracks. For most participants, half of the day is spent in high school diploma or GED classes, while the other half of the day is spent learning a trade, combining certification classes with hands-on training. AWY is a GED testing site.

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-month course of study, and participants earn certifications through the Occupational Safety and Health

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.

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 have expanded the construction course of study to include a solar installation program that will include basic electrical skills training. AYW partnered with Green Careers Texas to provide the curriculum and train AYW trainers. The solar installation program began enrolling participants in February 2024.

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 Community PC 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, and other nonprofit organizations. 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 and Print Shop: 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. AYW collaborates with the Del Valley Opportunity Center to offer students manufacturing pre-apprentice training.

The manufacturing program coordinates 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, and more) for local non-profits and customers from the general community.

Texas Conservation Corps

The Texas Conservation Corps program trains youth (ages 17-28) to build, restore, and maintain the natural environment.²¹ 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.²²

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.²³ AYW coordinates on site mental wellness care with the University of Texas' School of Nursing and School of Social Work. All program participants are invited to develop a relationship with providers through an initial private, one-on-one wellness screening. Providers hold regular on-site scheduled appointments and 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 childcare, and emergency assistance for food, diapers, and other necessities. YouthBuild participants receive a bi-weekly stipend for attendance and participation. Texas

²¹ Conservation Corps offers a summer youth program for high school students and recent graduates ages 15-18.

²² AYW Texas Conservation Corp. also manages a fee for services model to cover expenses and provide additional work experience opportunities for youth.

²³ 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 (Sandwich, 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).

Conservation Corps members receive a living expense allowance to help cover their cost of expenses 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) childcare 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 to children ages 0-5 or be eligible for a childcare scholarship through WFSCA childcare subsidy program.²⁴ Children who attend the on-site program remain enrolled at no cost while the parents are enrolled in the program and maintain regular attendance.²⁵

New Initiatives

AYW Food Program Opportunity

The AYW on site food program provides, free of charge, nutritious breakfast and lunch for students and staff with funding from the Taco Bell foundation. AYW is in conversation with the American Hospitality Association to determine the potential to create a new hospitality industry career track.

Expansion of Services to Williamson County

AYW is partnering with Shepards Heart Faith Community to provide physical space and Community Action of Central Texas to provide adult ed services in Tyler TX, southeast Williamson County. Services began in February 2024.

²⁴ Child Inc. is the Austin area Head Start/Early Head Start grantee.

²⁵ David Clauss, YouthBuild Austin Program Director, participates in the United Way sponsored 2-Gen Stakeholder Network.

Expansion of Grad Crew Opportunities

Grad Crew is an opportunity for participants 18-28 years of age who have a HSD or GED to enroll in the AmeriCorps program to provide a dedicated full time, paid year of service to the community. Grad Crew members receive a monthly living stipend of \$2,400 and access to AYW program support services. The construction program Grad Crew has been in operation for a number of years. The Grad Crew construction AmeriCorps participants learn and practice construction skills by repairing and weatherizing homes for low-income homeowners and building new affordable housing, and assisting instructors through mentorship, support, and instruction to participants.

In partnership with the Center for Disease Control, AYW has expanded Grad Crew opportunities to qualifying Health Care program participants. Health Care Grad Crew members gain experience and provide services through local non-profits and Austin Public Health neighborhood Centers.

Participant Profile

The following analysis reports on the 539 AYW participants who exited the program for any reason in FY 2016–FY 2023. 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 (58.1%), and the highest percentage of exiters 19 years old and younger (35.8%), 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 (52.1%) with 42.5% of exiters identified as Hispanic, 28.8% identified as White, and 19.1% identified as Black. Among the exiters, 5.6% indicated veteran status and 11.1% identified as being judicially involved. A plurality of the exiters reported residing in South Austin (44.2%), and East Austin (29.5%).

Participant Outcomes

Table 13 presents AYW WERC-TC participants who exited services (completed or dropped-out) in FY 2016–FY 2023. Outcomes are reported for the 539 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 35.3%, increasing to 55.5% two quarters post-service followed by a fluctuation in average employment rates ranging from 70.4% to 47.5%. Overall earnings grew from an average of \$2,647 in the quarter before services to \$4,473 two quarters post-service, a quarterly earnings gain of \$1,826. 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 21.6% of participants had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. The overall post-service eligibility for UI benefits across all post-service quarters ranged from 39.1% to 63%. The average was 53.7%. Few participants filed a claim for UI benefits in the period examined with a reported increase in UI benefit claims occurring during the pandemic.

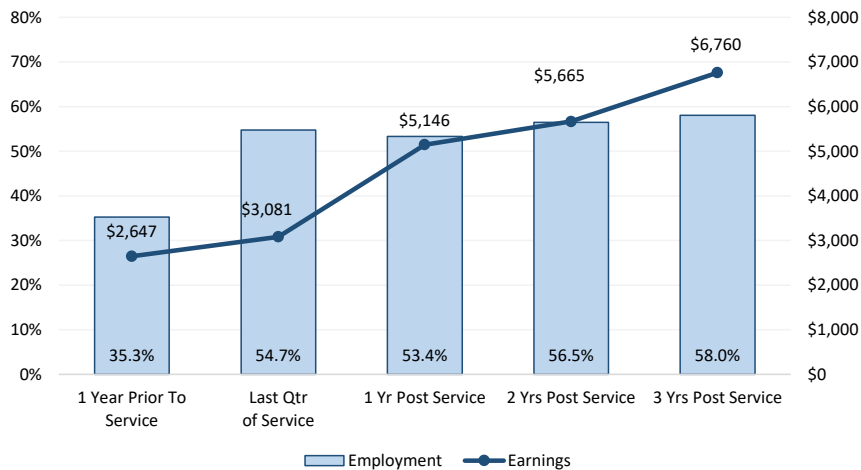
Table 13. AYW WERC-TC Participant Outcomes: FY 2016–FY 2023 Exiters

Cohort Outcome Measure	1 Yr Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Yr Post-Service	2 Yrs Post-Service	3 Yrs Post-Service	4 Yrs Post-Service	5 Yrs Post-Service	6 Yrs Post-Service	7 Yrs Post-Service	All Post-Service Qtrs
Number of Participants:											
FY 2016	81	81	81	81	81	81	81	81	81	81	
FY 2017	61	61	61	61	61	61	61	61	61	20	
FY 2018	75	75	75	75	75	75	75	75	22	.	
FY 2019	96	96	96	96	96	96	96	20	.	.	
FY 2020	80	80	80	80	80	80	26	.	.	.	
FY 2021	36	36	36	36	36	12	.	.	.	.
FY 2022	46	46	46	46	17	.	.	.	.	.
FY 2023	64	64	64	18	.	.	.	.	.	.
Overall	539	539	539	493	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%	59.3%	61.9%
FY 2017	36.5%	57.4%	62.3%	62.3%	60.7%	65.6%	59.0%	54.1%	52.5%	.	.
FY 2018	28.7%	49.3%	46.7%	48.0%	46.7%	49.3%	50.7%	49.3%	.	.	.
FY 2019	31.5%	50.0%	57.3%	49.0%	58.3%	49.0%	56.3%	.	.	.	.
FY 2020	34.1%	57.5%	55.0%	47.5%	52.5%	55.0%	.	.	.	.	.
FY 2021	44.4%	50.0%	44.4%	58.3%	50.0%	.	.	.	.	.	.
FY 2022	35.9%	60.9%	63.0%	60.9%	.	.	.	.	.	.	.
FY 2023	42.6%	56.3%	48.4%	.	.	.	.	.	.	.	.
Overall	35.3%	54.7%	55.5%								
Average Qrtly Earnings:											
FY 2016	\$2,085	\$3,133	\$4,016	\$4,811	\$4,834	\$5,931	\$7,268	\$7,800	\$8,965	\$11,011	\$6,784
FY 2017	\$2,058	\$3,682	\$4,352	\$4,534	\$5,470	\$5,441	\$7,226	\$8,110	\$9,733	.	.
FY 2018	\$2,087	\$1,897	\$3,914	\$4,290	\$5,400	\$6,536	\$7,964	\$9,157	.	.	.
FY 2019	\$2,130	\$3,169	\$3,958	\$4,245	\$4,742	\$6,878	\$7,569	.	.	.	.
FY 2020	\$2,397	\$3,131	\$4,098	\$5,754	\$6,425	\$8,345	.	.	.	.	.
FY 2021	\$3,207	\$3,812	\$5,938	\$5,876	\$8,245	.	.	.	.	.	.
FY 2022	\$3,785	\$2,839	\$5,235	\$6,591	.	.	.	.	.	.	.
FY 2023	\$3,972	\$3,285	\$5,978	.	.	.	.	.	.	.	.
Overall	\$2,647	\$3,081	\$4,473								
Qualified for UI Benefits:											
FY 2016	17.3%	24.7%	32.1%	48.2%	51.9%	63.0%	64.2%	58.0%	55.6%	56.8%	53.7%
FY 2017	23.4%	34.4%	37.7%	45.9%	55.7%	60.7%	49.2%	50.8%	49.2%	.	.
FY 2018	18.0%	13.3%	21.3%	38.7%	44.0%	41.3%	42.7%	44.0%	.	.	.
FY 2019	13.8%	14.6%	25.0%	44.8%	43.8%	51.0%	50.0%	.	.	.	.
FY 2020	22.2%	21.3%	27.5%	42.5%	46.3%	51.3%	.	.	.	.	.
FY 2021	34.0%	36.1%	33.3%	44.4%	50.0%	.	.	.	.	.	.
FY 2022	31.0%	21.7%	19.6%	39.1%	.	.	.	.	.	.	.
FY 2023	26.6%	29.7%	32.8%	.	.	.	.	.	.	.	.
Overall	21.6%	23.0%	28.4%								
Filed UI Claim:											
FY 2016	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%	7.4%	1.2%	0.0%	0.0%	1.2%
FY 2017	0.4%	0.0%	0.0%	0.0%	0.0%	11.5%	3.3%	0.0%	0.0%	.	.
FY 2018	0.7%	0.0%	0.0%	0.0%	13.3%	5.3%	0.0%	1.3%	.	.	.
FY 2019	0.5%	0.0%	6.3%	11.5%	1.0%	1.0%	0.0%	.	.	.	.
FY 2020	0.3%	7.5%	3.8%	2.5%	0.0%	1.3%	.	.	.	.	.
FY 2021	3.5%	0.0%	0.0%	0.0%	0.0%	.	.	.	.	.	.
FY 2022	1.6%	0.0%	0.0%	0.0%	.	.	.	.	.	.	.
FY 2023	0.4%	0.0%	0.0%	.	.	.	.	.	.	.	.
Overall	0.7%	1.1%	1.7%								

Figure 40 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–FY2023). 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. The majority of the WERC-TC participant cohorts experienced a trend of decreasing rates of employment over time (See Figure 6. Average Employment and Earnings for WERC-TC Exiters: FY 2016–FY 2023). WERC-TC participants experienced a 13.6 percentage point decrease in employment between the last service quarter and the third year post-services, while AYW exiters were found to experience a 3.3 percentage point increase in reported employment between the last service quarter and third year post-services.

Overall, WERC-TC participants were found to have a 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 35.3%, a 13.1 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 was nearly identical to the larger group of WERC-TC exiters (AYW outpacing WERC-TC by 4.2 percentage points).

Figure 40. Average Employment and Earnings for AYW Exiters: FY 2016–FY 2023
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 2019 cohorts from one year prior to entering services through seven-, five-, and three-year post-services, respectively.

Figure 41 illustrates a period of time with steady and stable increases in employment for all four cohorts of AYW exiters across the period examined. Employment rates increased by 26 percentage points for the FY 2016 cohort, increasing by nearly 20 percentage point for the remaining cohorts.

**Figure 41. Average Quarterly Employment for AYW WERC-TC Exiters: FY 2016–FY 2019
1 year prior to services through 7 years post-services**

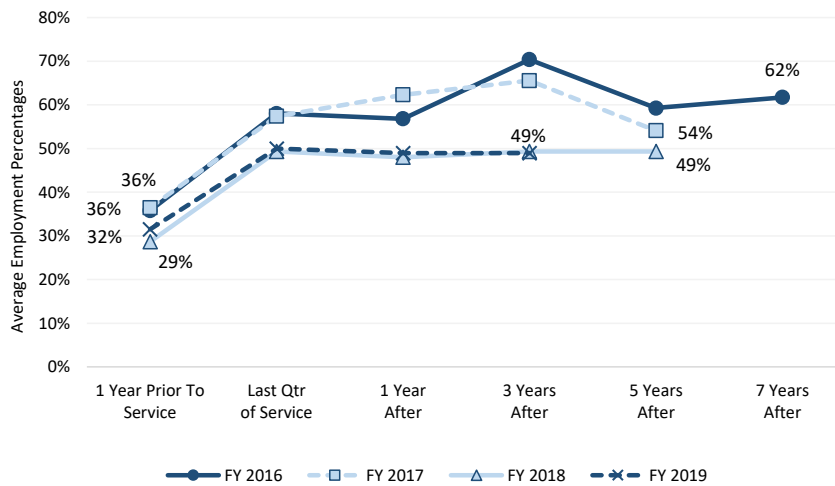


Figure 42 presents the steady upward trend in earnings found in the data for all four cohorts represented. At one year prior to services reported incomes are relatively low compared to the reported pre-service incomes of the larger group of WERC-TC exiters. However, the AYW cohorts represented in the figure report high increases in earnings across time. The FY 2016 cohort earnings data reports a 428 percentage increase in earnings from one year prior to services (\$2,085) to seven years post-services (\$11,011). The FY 2018 cohort reported a 338 percent increase in earnings while FY 2017 and FY 2019 reported 297 and 223 percent increases, respectively.

**Figure 42. Average Quarterly Earnings for AYW WERC-TC Exiters: FY 2016–FY 2019
1 year prior to services through 7 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 2023 cohorts, and outcomes and impacts for participants who exited the program during FY 2016–FY 2023. 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 (LCCT) Career

Development services integrates adult basic education, 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.²⁶

The LCCT service delivery model was dependent upon AmeriCorps members serving as job coaches and instructors at partner sites throughout Travis County. FY 2023 continued the trend of too few AmeriCorps members entering the program to fill all the placements available at partner sites. Staff suggested the cost of living is a barrier for potential members interested in completing a term of service in Austin. Despite efforts to offer support to AmeriCorps members, the recruitment of new members continued to be inadequate to sustain the program model. The AmeriCorps program partnership was discontinued in July 2023. LCCT continues to receive referrals from partner sites and is preparing to offer job readiness skill building workshops to partner

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 2023 Travis County annually invested approx. \$241,196 in LCCT Career Development services.



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

site program participants.

As LCCT reimagines the service delivery structure for Career Development services, services continue to be offered through virtual platforms while in person services are offered at the Housing Authority of the City of Austin sites and the Austin Public Library. LCCT continues to sponsor students to attend the Austin Career Institute (ACI) HVAC program. Staff report the commercial HVAC program is popular with participants, reporting high rates of program completion and industry retention.

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

²⁶ The information for this report was obtained from a conversation with Lisa Steward, Interim Chief Executive Officer and Sarah Forbes, Vice President of Programs and Partnerships. February 6, 2024.

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 search and interview skills.

The ATX Bridge to Opportunity (ATX Bridge) continues to serve participants. The ATX Bridge, LCCT's partnership 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 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 began serving clients in Spring 2022 and currently has served 77 individuals.

Support Services

The LCCT staff have identified that many program participants have experienced violence and trauma. All LCCT staff 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. As new partnerships are initiated, LCCT will offer partner agency staff members the opportunity to receive trauma-informed practice training.

LCCT 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.

Staff 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 of employment retention receive a \$50 gift card, and those with documentation regarding an improved employment situation receive a \$100 gift card.

New Initiatives

LCCT, being well-established in the community with long-standing relationships with area service providers, is building new partnerships to expand service delivery. Current efforts to partner with organizations to support pathways to workforce development training leading to a certification, as well as supporting the pathway to employment through job readiness training, are underway with the following organizations:

- ❖ Goodwill Industries of Central Texas: supporting pathways to health care training and employment in the field of health care;
- ❖ Lone Star Construction Trades Training: supporting pathway to electrical pre-apprentice training and employment; and
- ❖ El Buen Samaritano Episcopal Mission and Manos de Cristo: supporting pathways to industry training, certification, and employment.

Participant Profile

This analysis reports on the available data of 589 Literacy Coalition participants who exited the program in FY 2016–FY 2023 with SSNs identified in the data.²⁷ The average age of Literacy Coalition participant exiters is 34 and approximately 15% are 50 or older. Over half of the program exiters identified as Hispanic (54%), while 17.7% identified as Black, and 16% identified as White. Most exiters were female (54.3%). Nearly one-fourth of exiters (22.6%) report less than a 12th grade education (education level is missing/unknown for 36.3% of the participants). Exiters report residing primarily in the following areas: East Austin (28%), South Austin (23.1%), and North Austin (21.1%).²⁸

Participant Residence Map: FY 2016 and FY 2023

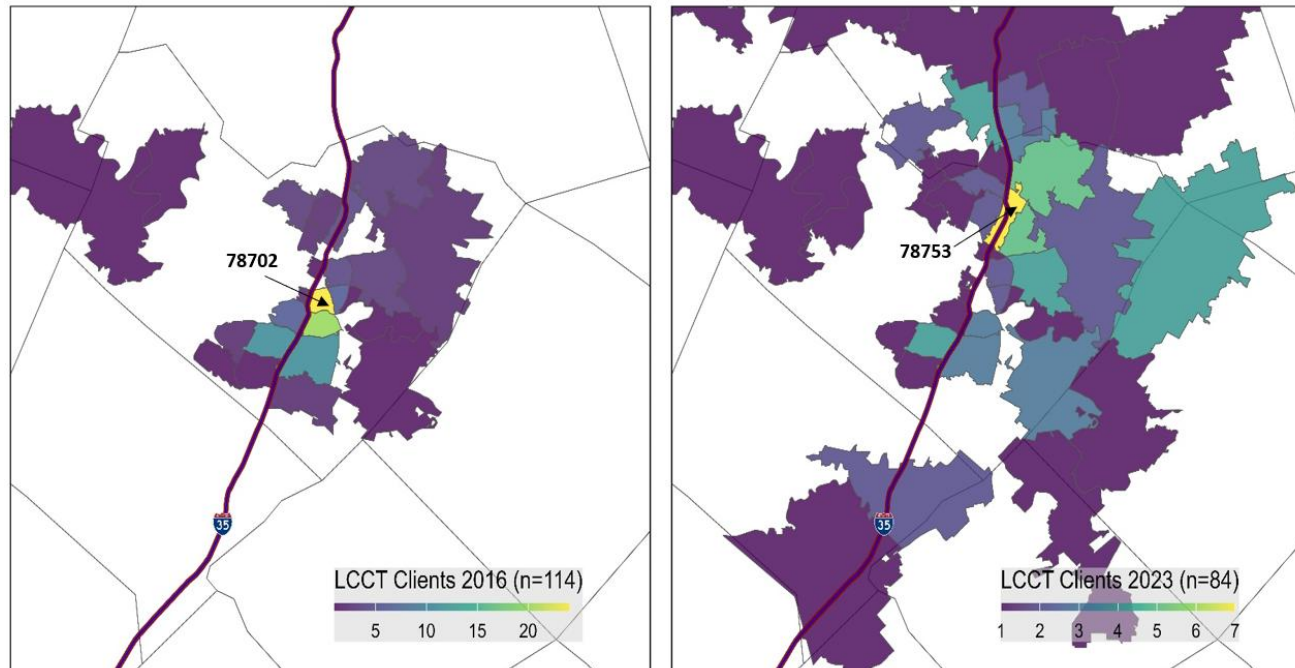
Figure 43 illustrates a comparison of LCCT program exiter locations at the time of program entry for FY 2016 and FY 2023. The analysis includes all program exiters with ZIP codes available in the LCCT data. The count of people within each ZIP code is represented by the colors of the ZIP codes in the maps.

²⁷ Literacy programs are not required by Travis County to request social security numbers from clients.

²⁸ Information on exiter's judicial involvement and veteran status were missing/unknown from the reported data.

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 2023 the majority of exiters lived along the I-35 corridor and north of U.S. Route 183.

Figure 43. Literacy Coalition of Central Texas Participant Residence Map: FY 2016 and FY 2023



Participant Outcomes

Table 14 presents the available data for Literacy Coalition participants who exited services (completed or dropped out) in FY 2016–FY 2023. Outcomes are reported for the 589 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 55.3%. Overall average quarterly employment grew to 64.4% during the second quarter post service, followed by 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 \$6,155 increasing to \$7,742 during the second quarter post-services, a \$1,587 average quarterly earnings increase. For all cohorts, most post-service quarterly earnings represented in the data demonstrate a pattern of earnings growth over time.

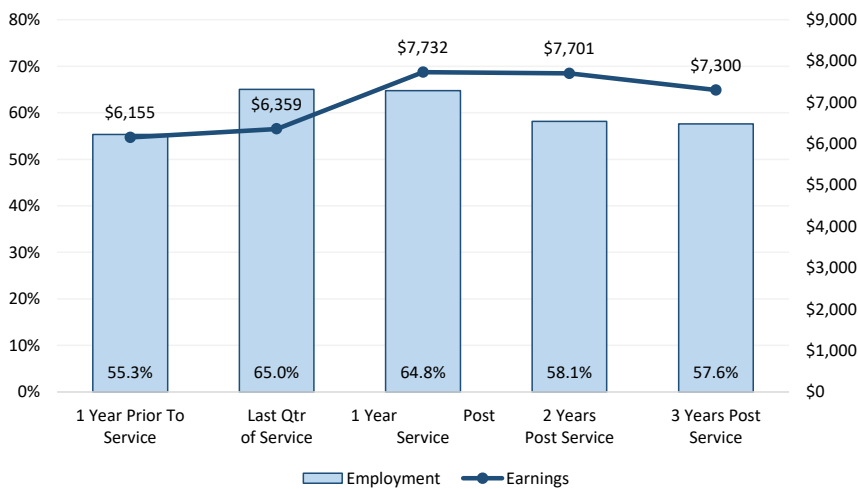
Prior to entering Literacy Coalition, 45.2% of exiters had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits followed by a pattern of fluctuating rates of eligibility for the remaining post-service years. Very few participants (1.9% overall) filed a claim for UI benefits in the period examined with increases in claims filed during the pandemic.

Table 14. Literacy Coalition Participant Outcomes: FY 2016–FY 2023 Exiters

Cohort Outcome Measure	1 Yr Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Yr Post-Service	2 Yrs Post-Service	3 Yrs Post-Service	4 Yrs Post-Service	5 Yrs Post-Service	6 Yrs Post-Service	7 Yrs Post-Service	All Post-Service Qtrs
Number of Participants:											
FY 2016	77	77	77	77	77	77	77	77	77	77	
FY 2017	107	107	107	107	107	107	107	107	107	.	
FY 2018	108	108	108	108	108	108	108	108	16	.	
FY 2019	110	110	110	110	110	110	110	43	.	.	
FY 2020	21	21	21	21	21	21	21	.	.	.	
FY 2021	23	23	23	23	23	9	.	.	.	.
FY 2022	52	52	52	52	27	.	.	.	.	.
FY 2023	91	91	91	47	.	.	.	.	.	.
Overall	589	589	589	545	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%	49.4%	53.4%
FY 2017	52.8%	65.4%	62.6%	62.6%	67.3%	57.9%	57.9%	56.1%	57.9%	.	
FY 2018	56.5%	62.0%	63.9%	63.9%	59.3%	59.3%	55.6%	52.8%	.	.	
FY 2019	54.6%	67.3%	60.9%	64.6%	46.4%	54.6%	50.0%	.	.	.	
FY 2020	44.1%	57.1%	52.4%	57.1%	47.6%	47.6%	33.3%	.	.	.	
FY 2021	53.3%	82.6%	82.6%	78.3%	69.6%	.	.	.	.	.
FY 2022	67.8%	71.2%	69.2%	78.9%	.	.	.	.	.	.
FY 2023	57.7%	67.0%	70.3%	.	.	.	.	.	.	.
Overall	55.3%	65.0%	64.4%								
Average Qrtly Earnings:											
FY 2016	\$3,837	\$3,654	\$3,992	\$4,494	\$4,709	\$4,841	\$5,889	\$6,244	\$7,112	\$8,418	\$5,628
FY 2017	\$4,899	\$5,645	\$5,259	\$4,896	\$5,968	\$5,249	\$6,283	\$8,434	\$7,654	.	
FY 2018	\$5,798	\$5,614	\$6,903	\$7,282	\$8,061	\$8,222	\$10,058	\$10,156	.	.	
FY 2019	\$5,833	\$6,057	\$7,624	\$7,447	\$9,192	\$9,368	\$9,976	.	.	.	
FY 2020	\$5,123	\$5,128	\$5,158	\$5,406	\$6,177	\$6,554	\$8,199	.	.	.	
FY 2021	\$8,056	\$6,226	\$11,516	\$11,442	\$13,158	.	.	.	.	.
FY 2022	\$7,876	\$8,925	\$10,881	\$10,947	.	.	.	.	.	.
FY 2023	\$8,592	\$8,994	\$11,622	.	.	.	.	.	.	.
Overall	\$6,155	\$6,359	\$7,742								
Qualified for UI Benefits:											
FY 2016	37.0%	40.3%	40.3%	49.4%	53.3%	48.1%	53.3%	42.9%	39.0%	46.8%	46.6%
FY 2017	46.0%	44.9%	51.4%	58.9%	55.1%	58.9%	51.4%	52.3%	54.2%	.	
FY 2018	43.5%	51.9%	53.7%	58.3%	60.2%	55.6%	53.7%	53.7%	.	.	
FY 2019	44.3%	50.9%	52.7%	57.3%	52.7%	44.6%	50.0%	.	.	.	
FY 2020	35.7%	28.6%	42.9%	57.1%	42.9%	52.4%	47.6%	.	.	.	
FY 2021	52.2%	52.2%	47.8%	78.3%	82.6%	.	.	.	.	.
FY 2022	58.2%	67.3%	61.5%	75.0%	.	.	.	.	.	.
FY 2023	47.3%	58.2%	62.6%	.	.	.	.	.	.	.
Overall	45.2%	50.4%	52.8%								
Filed UI Claim:											
FY 2016	2.0%	2.6%	0.0%	2.6%	1.3%	1.3%	5.2%	1.3%	1.3%	2.6%	2.0%
FY 2017	1.6%	0.0%	0.9%	0.0%	0.9%	4.7%	0.9%	1.9%	1.9%	.	
FY 2018	1.2%	0.0%	0.9%	0.0%	4.6%	1.9%	0.0%	0.0%	.	.	
FY 2019	1.1%	0.0%	1.8%	4.6%	2.7%	0.9%	0.9%	.	.	.	
FY 2020	0.0%	0.0%	9.5%	0.0%	0.0%	0.0%	0.0%	.	.	.	
FY 2021	7.6%	4.4%	0.0%	0.0%	0.0%	.	.	.	.	.
FY 2022	2.9%	0.0%	3.9%	0.0%	.	.	.	.	.	.
FY 2023	2.2%	0.0%	0.0%	.	.	.	.	.	.	.
Overall	1.9%	0.5%	1.4%								

Figure 44 displays for all cohorts (FY 2016–FY 2023) the rate of employment and the average earnings from one year prior to entering services to three years post-services illustrating a post-services trend of decreasing employment rates and an increase in earnings with some fluctuation.

**Figure 44. Average Employment and Earnings for LCCT Exiters: FY 2016–FY 2023
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 2019 cohorts from one year prior to seeking services through seven-, five-, and three-years post-services, respectively.

Figure 45 illustrates for all four cohorts a trend of decreasing employment over time following the last service quarter. Figure 46 presents a steady upward trend in earnings found in the data for all four cohorts. The available data illustrate quarterly earnings increases greater than 70% for three cohorts (FY 2016, 2017, and 2018) across the period examined ranging from a 119 percent increase for FY 2016 (representing \$4,581), a 72 percent increase for FY 2017 (representing \$3,535), and for FY 2016, a 75 percent increase (representing \$4,358).

Figure 45. Average Quarterly Employment for Literacy Coalition Exiters: FY 2016–FY 2019
1 year prior to services through 7 years post-services

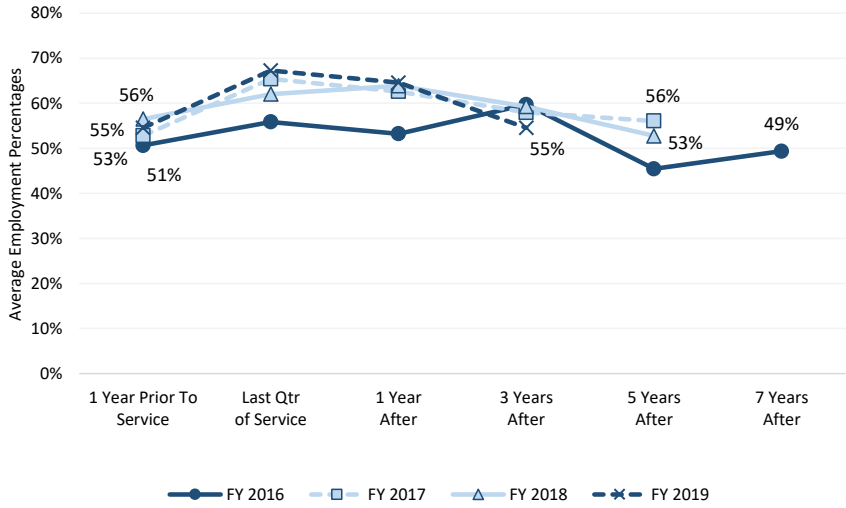
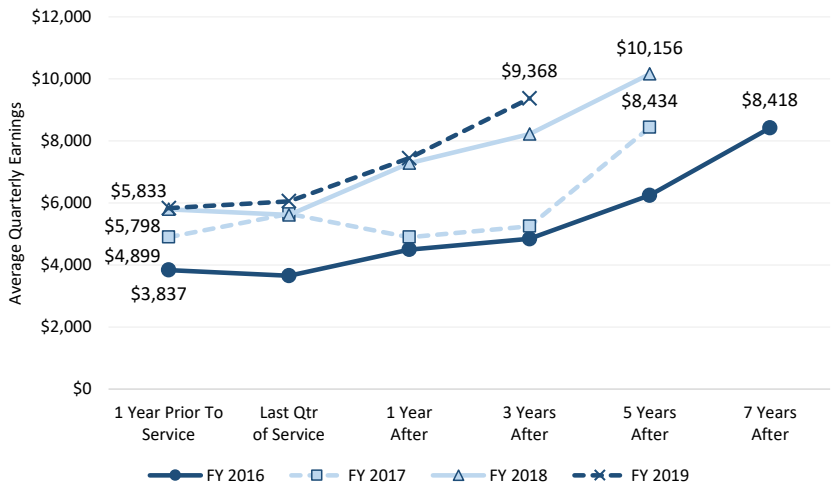


Figure 46. Average Quarterly Earnings for Literacy Coalition Exiters: FY 2016–FY 2019
1 year prior to services through 7 years post-services

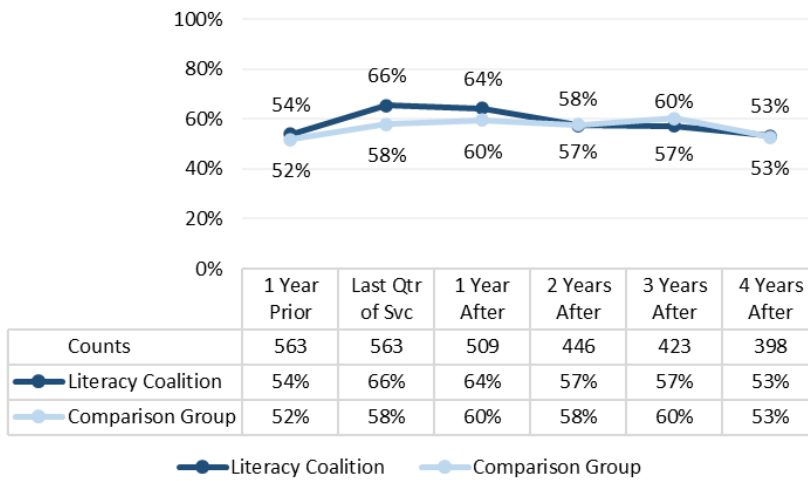


Program Impacts

The following figures present findings from the impacts analysis comparing the outcomes of 563 Literacy Coalition FY 2016–FY 2023 exiters to the outcomes of a matched comparison group. Impact measures include only those exiters for whom adequate matching could be performed.

Both Figures 47 and 48 report on impacts for all 563 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 points during the last service quarter followed by similar employment outcomes for both groups in the remaining post-service period.

**Figure 47. Employment Rates Over Time, Literacy Coalition Participants vs. Comparison Group: FY 2016–FY 2023
1 year prior to services through 3 years post-services (n=563)**



In Figure 48, 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 outpaced the comparison group during the last service quarter followed by nearly matched quarterly incomes during the first year post-services, with the comparison group earnings

surpassing Literacy Coalition participants' during the remaining post-service period represented in the data.

Figure 48. Unconditional Earnings Over Time, Literacy Coalition Participants vs. Comparison Group: FY 2016–FY 2023

1 year prior to services through 3 years post-services (n=563)

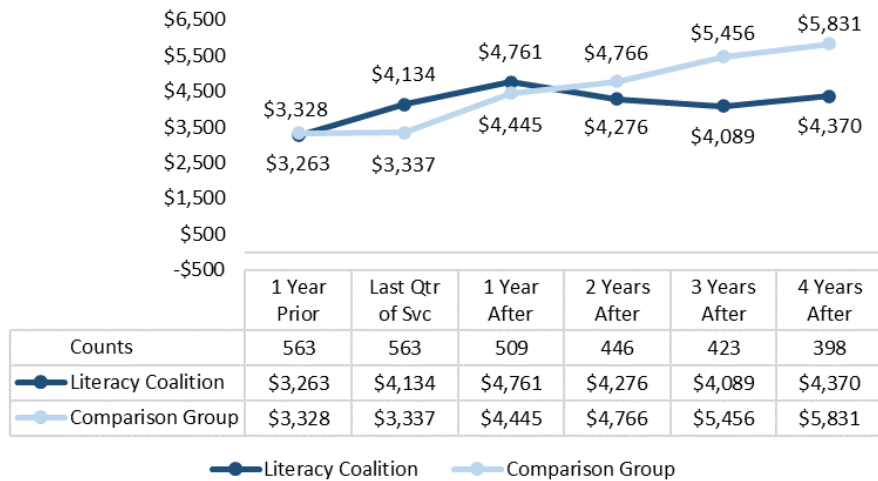


Table 15 presents findings from the impacts analysis comparing the outcomes of 563 Literacy Coalition FY 2016–FY 2023 exiters to the outcomes of a matched comparison group for all post-service quarters. The analysis identifies no statistically significant impacts for participation in Literacy Coalition programs.

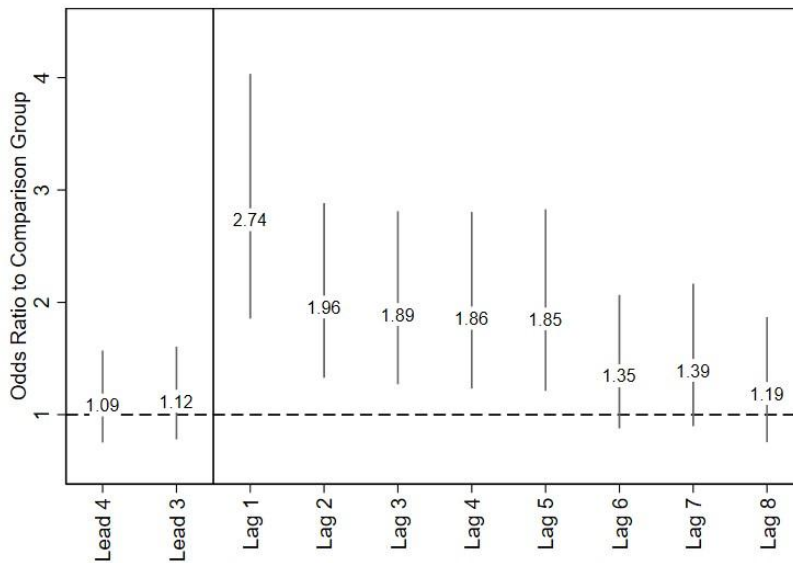
Table 15. Literacy Coalition Quarterly Impacts: FY 2016–FY 2023 (n= 563)

Impact measure	All Qtrs Post-service: Comparison Group	All Qtrs Post-service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	57.4%	61.5%	4.1%	1.3%
Average Quarterly Earnings	\$7,381	\$7,346	-\$35	-\$204.43
Qualified for UI Benefits	51.5%	49.6%	-1.9%	-3.2%
Filed UI Claim	1.9%	2.0%	-0.3%	0.0%

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

The LCCT employment model visualized in Figure 49 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 (Lag1-Lag5). In this time period, LCCT participants are between 2.74 to 1.85 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, 7, 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 while the impact measure of average quarterly earnings is insignificant in the impact table’s regression model.

**Figure 49. Quarterly Employment Rate Impact, LCCT: FY 2016-2023
4 quarters prior to services through 8 quarters post-services, n = 563**

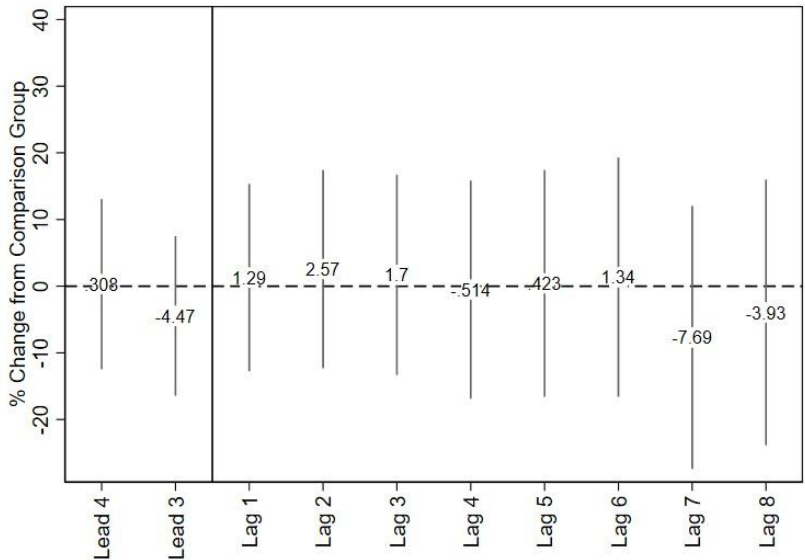


Note: Coefficients are odds ratios to comparison group. Interpret as: “participants are X.X times as likely to be employed as comparison group for given quarter.”

As with the impact model reported in the impact table, the LCCT conditional earnings (non-zero

wages among the working) model visualized in Figure 50 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 50. Quarterly Earnings Impact, LCCT: FY 2016-2021
4 quarters prior to services through 8 quarters post-services, n = 563**



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 workforce 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 Readiness Training Participants

Among the 589 FY 2017–FY 2023 Literacy Coalition participants with SSN’s identified in the data, 216 completed workforce readiness training (WFR). Among the exiters completing WFR 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.²⁹ In the Austin area, HVAC–residential technicians currently make an average starting salary of \$28.01/hour (ZipRecruiter, Nov. 2024).

Participant Outcomes

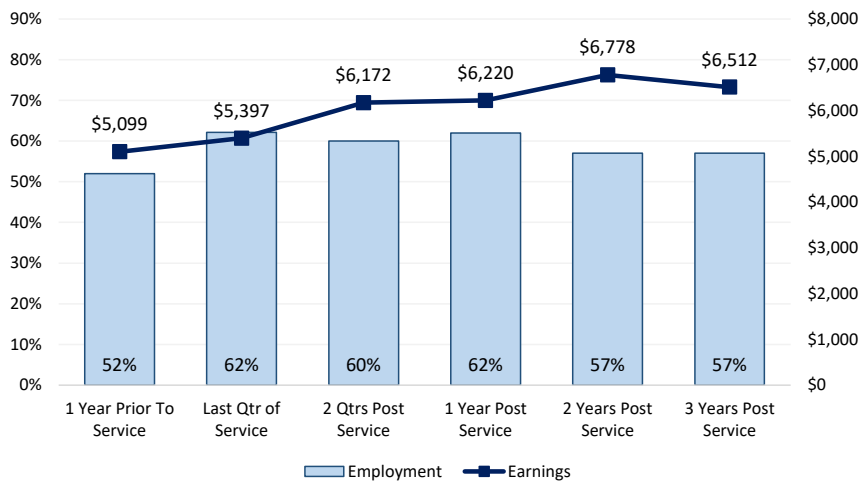
This outcomes evaluation examines participants’ labor market experiences prior to entering the program, and then tracks their labor market outcomes following program exit up to four years post-services for those for whom data were available. The following two figures display outcomes for FY 2017–FY 2023, specifically the rate of employment and the average quarterly earnings from one year prior to entering services to three years post-services for exiters found in the data who completed WFR training (Figure 51, n=140), as well as for those completing WFR training, vocational training, and obtained an IBC (Figure 52, n=76).

The rates of employment for both groups increased during the last quarter of services. Workforce readiness training completers experienced minor decreases in employment over time. Employment rates during the third year post-services were four 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.

Commented [HP1]: We’re reporting quarterly earnings in the graphs below, right? If so, the graph titles should note this.

²⁹ 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 51. LCCT Exitters Completing Workforce Readiness Training: FY 2017–FY 2023
1 year prior to services through 3 years post-services (n=140)**



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

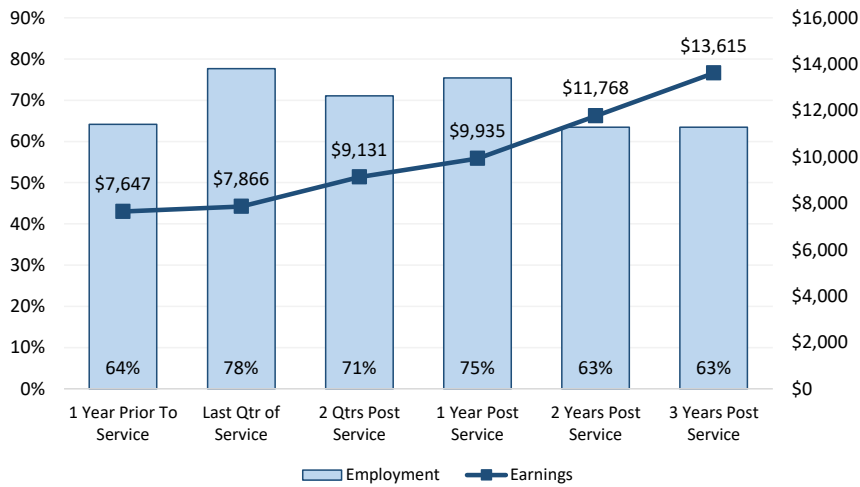
Employment rates for participants completing vocational training and obtaining an IBC increased 14 percentage points during the last quarter of services and decreased over time to nearly match the pre-service employment rate by the third year post-services. LCCT participants who completed vocational skills training and earned an IBC entered the program with strong employment and earning histories. Average earnings for this group increased by \$5,968 between the pre-service period and three years post-services.

One year prior to program entry, IBC earners reported on average \$2,548 in higher earnings compared to the WFR training completers. Similarly, the data identified an approximate 12 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. Program graduates who establish

their own businesses and work as independent contractors will not appear in the Texas Workforce data used in this analysis.

**Figure 52. LCCT Exitters Completing Vocational Skills Training and Obtained an IBC:
FY 2018–FY 2023
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 those completing only WFR training (Table 16).

Table 16. Qualification for UI Benefits: LCCT WFR 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	42%	55.6%	53.3%
Vocational Training & IBC	53.6%	75%	63.5%

Discussion of Participant Outcomes

Table 17 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 completing vocational training and attaining 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 17. 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–FY2023 n=589	Workforce Readiness Training Completers FY 2017–FY2023 n=140	Received Industry-Based Certifications FY 2018–FY 2023 n=76
Employment	57.2%	57%	63.5%
Quarterly Earnings	\$7,069	\$6,512	\$13,615
Qualified for UI Benefits	52%	53.3%	63.5%
Filed UI Claim:	2%	0.7%	0.0%

Note: Workforce Readiness Training Completers excludes the LCCT participants who completed vocational 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 53, 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 11 percentage point advantage by the fourth year post-services.

In Figure 54 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 nearly matched the LCCT WFR training completers until the second year post-services when the earnings gap between the LCCT WFR completers are outpaced by the comparison group earnings.

Figure 53. Employment Rates Over Time, LCCT WFR Training Completers vs. Comparison Group: FY 2017–FY 2023

1 year prior to services through 4 years post-services (n=133)

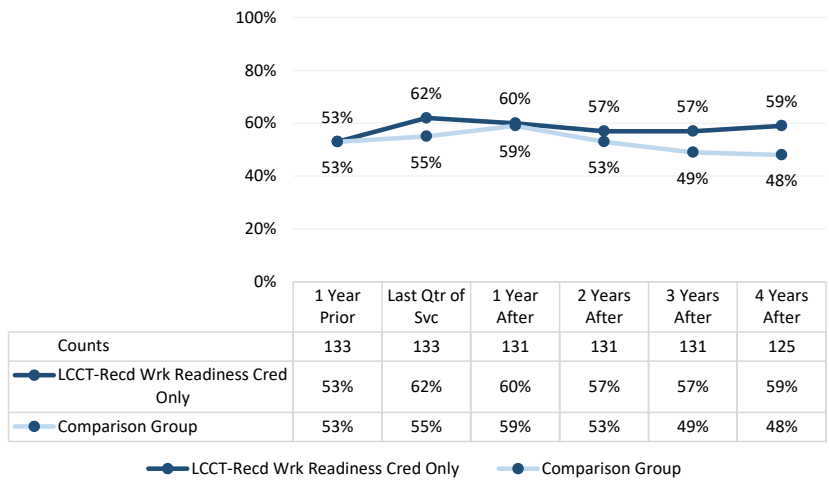


Figure 54. Unconditional Earnings Over Time, LCCT WFR Training Completers vs. Comparison Group: FY 2017–FY 2023

1 year prior to services through 4 years post-services (n=133)

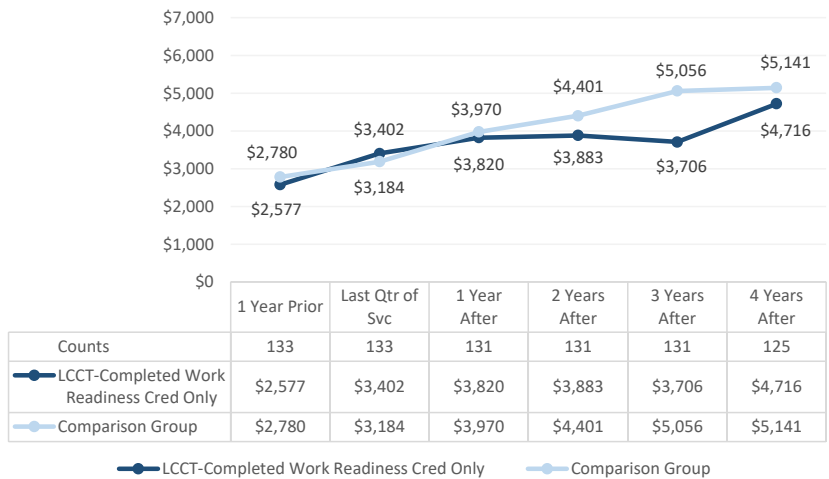


Table 18 presents findings from the impacts analysis comparing the outcomes of LCCT WFR training completers FY 2017–FY 2023 to the outcomes of a matched comparison group. The table presents impacts only for exiters for whom adequate matching could be performed. The analysis identifies no statistically significant impacts for participation in Literacy Coalition programs.

Table 18. LCCT WFR Training Completers Quarterly Impacts: FY 2017–FY 2023 (n=133)

Impact measure	All Qtrs Post-service: Comparison Group	All Qtrs Post-service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	55.5%	63.8%	8.3%	6.1%
Average Quarterly Earnings	\$4,705	\$5,941	\$1,236	\$968.83
Qualified for UI Benefits	46.9%	51.3%	4.5%	1.0%
Filed UI Claim	2.6%	2.2%	-0.4%	-0.6%

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

In Figure 55, 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 until the second year post-service when employment rates for the two groups nearly converge. The decrease in employment may be explained with HVAC certification holders entering self-employment and their earnings being unavailable in the wage data.

In Figure 56 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 \$2,021 during the last service quarter and this trend continued through the four years of post-services included in the data. LCCT participants quarterly average earning increasing to \$8,701 during the third year post-services representing a \$2,547 earnings advantage over the comparison group.

Figure 55. Employment Rates Over Time, LCCT Vocational Training/IBC Attainers vs. Comparison Group: FY 2018–FY 2023
1 year prior to services through 4 years post-services (n=139)

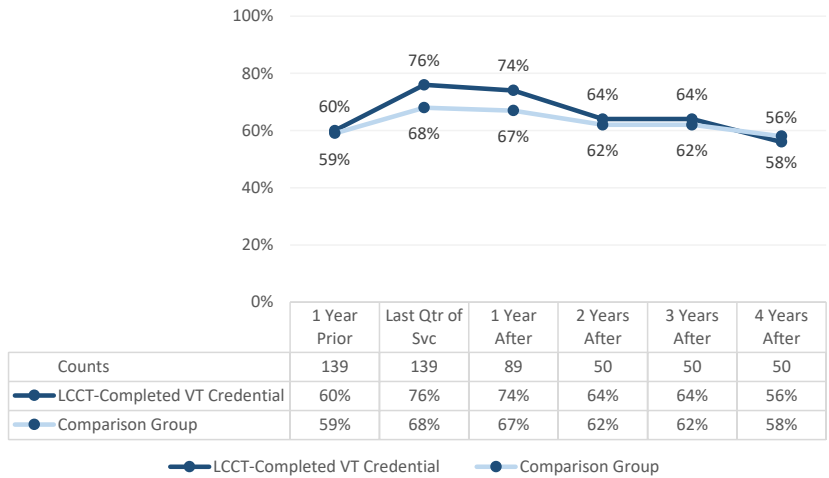


Figure 56. Unconditional Earnings Over Time, LCCT Vocational Training/IBC Attainers vs. Comparison Group: FY 2018–FY 2023
1 year prior to services through 4 years post-services (n=139)



Table 19 presents findings from the impacts analysis comparing the outcomes of LCCT completers of vocational training who attained an IBC to the outcomes of a matched comparison group for all post-service quarters. The analysis identified that completion of vocational training and attaining an IBC resulted in a statistically significant positive impact for two outcomes of interests: a 11.2% positive impact on quarterly employment at the .05 level of significance and an average quarterly earnings impact of \$3,040 at the .001 level of significance.

Table 19. LCCT Vocational Training/IBC Attainers Quarterly Impacts: FY 2017–FY 2023 (n=139)

Impact measure	All Qtrs Post-service: Comparison Group	All Qtrs Post-service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	59.5%	72.1%	12.7%	11.2%*
Average Quarterly Earnings	\$4,718	\$8,384	\$3,666	\$3,040***
Qualified for UI Benefits	57.3%	64.4%	7.1%	13.6%
Filed UI Claim	2.4%	1.2%	-1.3%	-1.3%

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

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 2023, Travis County annually invested \$760,800 in Capital IDEA programming.



*www.capitalIDEA.org

CAPITAL IDEA

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.³⁰ Each training program supported by Capital IDEA is identified by area employers as an occupation in high demand, paying \$20.00 per hour or more. The FY 2023, the average wage for program completers entering the workforce was \$27.00 per hour.

Eligible applicants must be at least 18 years old, have a GED 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 200% FPG.³¹

Interested individuals must attend a CareerUp information session, complete an online application, submit required documents, take a skills and vocational assessment, and schedule

an initial meeting with staff. CareerUp information sessions are approximately 30-minutes and take place via Zoom or in person. CareerUp 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

³⁰ 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.

³¹ The majority of Capital IDEA’s participants are non-traditional, first-generation college students.

last step in the selection process is an interview with one of Capital IDEA's directors, 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-ready level to pass the Texas Success Initiative (TSI).³² 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 to 3.5 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 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.³³ 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, mortgage payments, and rent assistance.

Each student is assigned a career navigator who offers support in navigating the academic environment and assists students as they 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 messages, emails, and video conferencing platforms. An employment coordinator assists graduates and soon-to-be graduates to develop résumés 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.

³² The Texas Success Initiative (TSI) is a college readiness test required for Texas community college students.

³³ Workforce Solutions Capital Areas' (WFSCA) WIOA program partners with Capital IDEA to provide limited funding for some of these training related costs.

ACC students have access to free Cap Metro services through the “green pass” program, which 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.³⁴ 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.

Challenges

Capital IDEA staff report that the families they serve are experiencing an ongoing and increasing need for housing assistance. Staff describe families struggling to make decisions that are best for their families while they continue to pursue their training. The high cost of housing is pushing many families further into outlying areas, where families are faced the disruption of moving children to a new school district, establishing new child care and after-school care, as well as additional transportation costs, and concern as they are further from their children during the day, and therefore cannot quickly respond to sickness or emergencies.

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 and qualify for the program yet are not selected to enroll. In the fall of 2023, Capital IDEA partnered with ACC on a grant through the Dream Come True Foundation to serve more low-income RN students. This grant allows Capital IDEA and ACC to enroll an additional 20 students into nursing school. Capital IDEA continues to support a cohort of BS nursing students attending Concordia College. In addition, Capital IDEA formally requested that ACC expand the Dental Hygiene program to accept an additional eight students in the Fall 2023 semester.

Capital IDEA has established a 2023-2028 strategic plan to focus efforts on three strategic priorities: 1) Evaluate, prioritize, and implement applicant and student supports to improve overall student success; 2) Strengthen community partnerships to inform and support workforce needs targeting high-paying careers; and 3) Broaden funding support to match expanding regional student enrollment and affordability needs.

³⁴ Capital IDEA participates in the United Way sponsored 2-Gen Stakeholder Network.

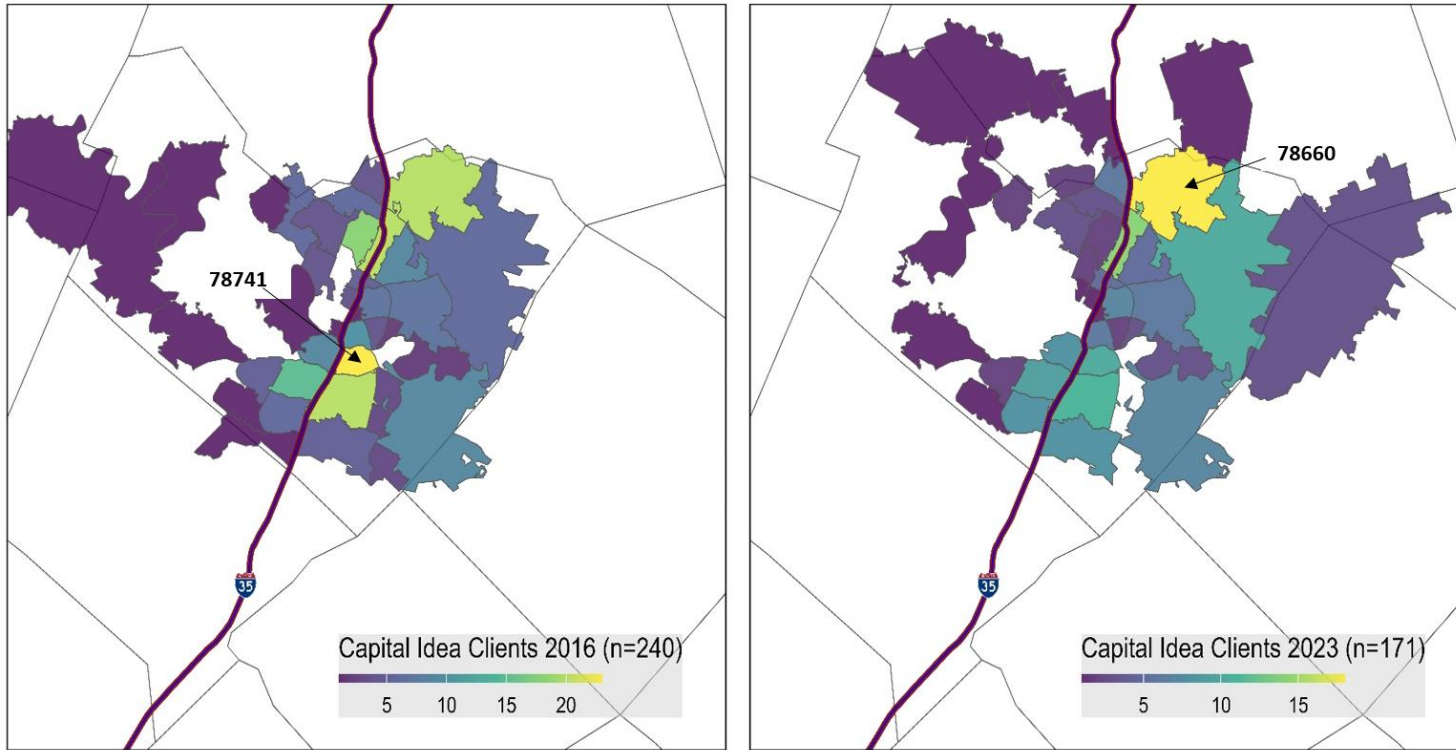
Participant Profile

This analysis reports on 1,574 Capital IDEA participants who exited the program in FY 2016–FY 2023. The average age of Capital IDEA participant exiters is 27 with 23% being 19 or younger. Approximately 33.5% of exiters identified as Hispanic, 34.1% identified as White, and 20.6% identified as Black. Most exiters were female (71.3%) and half reported a 12th grade education or HSEC (50.8%), with 46.8% reporting having attended college. Judicial involvement is reported for 6%, 1.4% identified as veterans (judicial involvement and veteran status information was missing/unknown for approximately 42% of participants). The majority of the exiters report residing in three areas: North Austin (24.4%), East Austin (24.8%), and South Austin (24.5%).

Participant Residence Map: FY 2016 and FY 2023

Figure 57 illustrates a comparison of Capital IDEA program exiter locations at the time of program entry for FY 2016 and FY 2023. 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 2023 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 (the Pflugerville area).

Figure 57. Capital IDEA Participant Residence Map: FY 2016 and FY 2023



Participant Outcomes

Table 20 provides an overview of labor market outcomes for Capital IDEA FY 2016–FY 2023 exiters. Outcomes are reported for 1,574 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 rates for all remaining post-service quarters.

Earnings in the pre-service quarter averaged \$4,880 for employed participants. During the second quarter post-service, Capital IDEA exiters earned an average of \$9,198 nearly increasing income two fold from pre-service earnings. Income continued to rise for exiters found in the data for the remaining post-service periods represented.

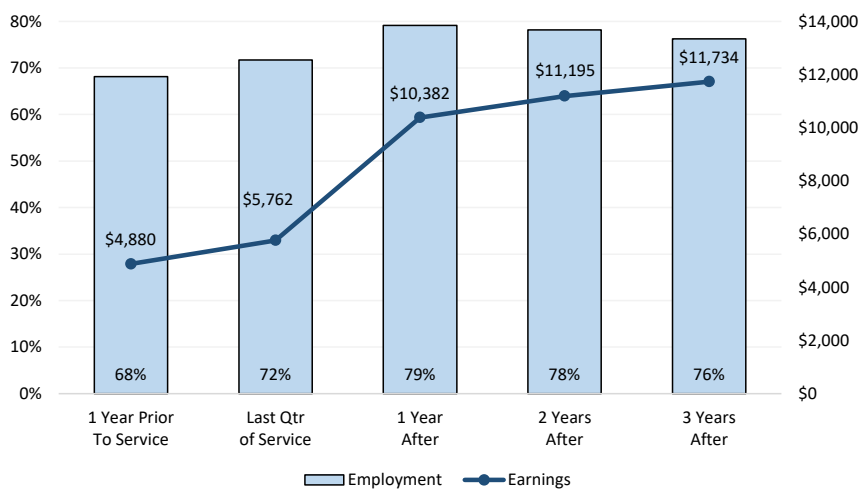
Prior to entering Capital IDEA , over half (57.3%) had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits, increasing to over 70% UI benefits eligibility for most post-service quarters. Overall few participants filed a claim for UI benefits in the period examined, with increases in claims filed during the pandemic.

Table 20. Capital IDEA Participant Outcomes: FY 2016–FY 2023 Exiters

Cohort Outcome Measure	1 Yr Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Yr Post-Service	2 Yrs Post-Service	3 Yrs Post-Service	4 Yrs Post-Service	5 Yrs Post-Service	6 Yrs Post-Service	7 Yrs Post-Service	All Post-Service Qtrs
Number of Participants:											
FY 2016	175	175	175	175	175	175	175	175	175	175	
FY 2017	148	148	148	148	148	148	148	148	148	79	
FY 2018	221	221	221	221	221	221	221	221	123	.	
FY 2019	209	209	209	209	209	209	209	99	.	.	
FY 2020	212	212	212	212	212	212	121	.	.	.	
FY 2021	215	215	215	215	215	106	.	.	.	.
FY 2022	222	222	222	222	107	.	.	.	.	.
FY 2023	172	172	172	78	.	.	.	.	.	.
Overall	1,574	1,574	1,574	1,480	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%	73.1%	76.4%
FY 2017	68.2%	71.0%	87.8%	84.5%	79.7%	83.1%	75.7%	75.0%	76.4%	.	
FY 2018	63.9%	73.3%	76.9%	78.7%	79.2%	75.1%	69.7%	74.7%	.	.	
FY 2019	70.0%	73.2%	80.4%	78.0%	73.7%	76.6%	77.0%	.	.	.	
FY 2020	71.0%	68.4%	79.3%	77.8%	77.4%	74.5%	.	.	.	.
FY 2021	67.3%	67.9%	80.9%	78.6%	78.6%	.	.	.	.	.
FY 2022	68.6%	74.3%	77.9%	78.8%	.	.	.	.	.	.
FY 2023	67.7%	73.8%	79.7%	.	.	.	.	.	.	.
Overall	68.1%	71.7%	80.1%								
Average Qrtly Earnings:											
FY 2016	\$4,469	\$6,350	\$8,225	\$8,606	\$8,894	\$9,784	\$10,548	\$11,583	\$13,189	\$14,617	\$10,614
FY 2017	\$4,292	\$4,687	\$8,762	\$9,826	\$10,729	\$10,389	\$12,612	\$16,169	\$15,415	.	
FY 2018	\$4,654	\$5,111	\$7,937	\$8,824	\$9,247	\$11,294	\$13,350	\$14,191	.	.	
FY 2019	\$4,901	\$4,813	\$8,849	\$9,532	\$11,880	\$12,477	\$15,606	.	.	.	
FY 2020	\$4,669	\$4,939	\$8,203	\$10,200	\$11,976	\$13,271	.	.	.	.
FY 2021	\$5,047	\$5,745	\$9,230	\$11,923	\$13,380	.	.	.	.	.
FY 2022	\$5,510	\$7,715	\$10,919	\$12,240	.	.	.	.	.	.
FY 2023	\$5,301	\$6,462	\$11,602	.	.	.	.	.	.	.
Overall	\$4,880	\$5,762	\$9,198								
Qualified for UI Benefits:											
FY 2016	55.1%	66.9%	66.9%	76.0%	76.0%	76.0%	72.0%	72.6%	73.7%	73.1%	73.3%
FY 2017	61.8%	66.9%	67.6%	76.4%	83.1%	79.1%	76.4%	74.3%	78.4%	.	
FY 2018	53.9%	58.4%	62.4%	70.6%	75.6%	73.8%	71.5%	72.9%	.	.	
FY 2019	59.7%	68.4%	67.5%	72.3%	75.1%	73.7%	74.2%	.	.	.	
FY 2020	56.7%	70.3%	66.0%	69.8%	75.5%	77.8%	.	.	.	.
FY 2021	55.9%	64.2%	57.2%	70.2%	77.7%	.	.	.	.	.
FY 2022	59.7%	64.0%	68.5%	75.2%	.	.	.	.	.	.
FY 2023	56.7%	62.2%	62.8%	.	.	.	.	.	.	.
Overall	57.3%	65.1%	64.7%								
Filed UI Claim:											
FY 2016	2.6%	0.6%	0.6%	1.1%	2.3%	1.1%	5.7%	0.0%	1.1%	0.6%	1.6%
FY 2017	1.5%	0.7%	0.7%	0.7%	1.4%	2.7%	2.0%	0.7%	1.4%	.	
FY 2018	2.3%	0.0%	0.0%	0.0%	8.1%	3.2%	0.0%	1.8%	.	.	
FY 2019	1.8%	0.0%	3.8%	6.7%	2.4%	1.0%	1.4%	.	.	.	
FY 2020	1.5%	8.5%	6.6%	2.4%	1.4%	1.9%	.	.	.	.
FY 2021	2.4%	2.8%	2.3%	0.9%	1.9%	.	.	.	.	.
FY 2022	3.3%	0.9%	0.9%	0.9%	.	.	.	.	.	.
FY 2023	2.5%	1.7%	0.6%	.	.	.	.	.	.	.
Overall	2.3%	2.0%	2.0%								

Figure 58 displays for all cohorts (FY 2016–FY 2023), the rate of employment and the average earnings from one year prior to entering services to three years post-services. The employment gains identified were sustained during this reporting period. Reported earnings nearly doubles from the last service quarter to one-year post services followed by a continued increase in earnings throughout the reported period.

**Figure 58. Average Employment and Earnings for Capital IDEA Exitters: FY 2016–FY 2023
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 2019 cohorts from one year prior to seeking services through seven-, five-, and three-year post-services, respectively.

Figure 59 illustrates the trend in employment found in the data for the four cohorts examined. Compared to the year prior to entering services, employment outcomes improved for the four cohorts across time with some fluctuation.

Figure 59. Average Quarterly Employment for Capital IDEA Exitters: FY 2016–FY 2019
1 year prior to services through 7 years post-services

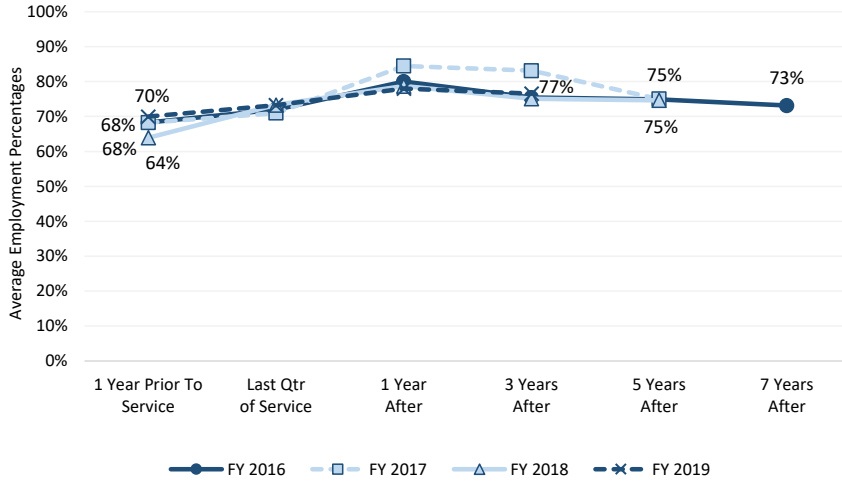
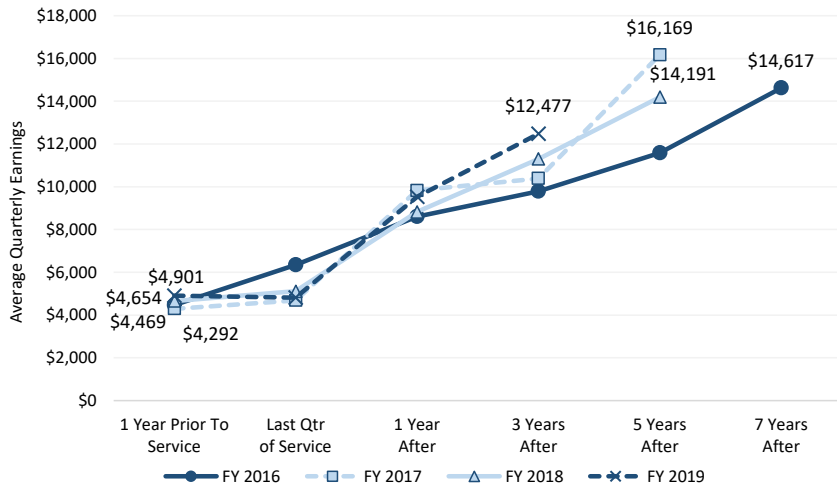


Figure 60 illustrates a steady upward trend in earnings from the prior to services through the post-service period examined. All cohorts experienced at least a 200 percent increase in earnings across the period of time examined.

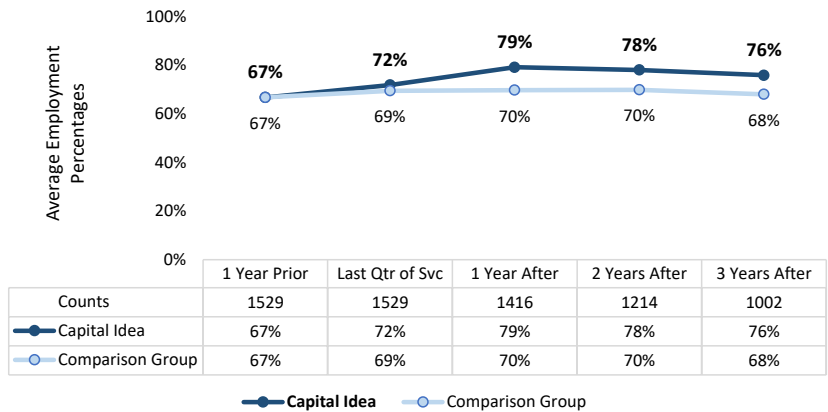
Figure 60. Average Quarterly Earnings Capital IDEA Exitters: FY 2016–FY 2019
1 year prior to services through 7 years post-services



Program Impacts

In Figure 61 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 2023) from one year prior to services through three years post-services. Capital IDEA participants’ average rate of employment slightly exceeded the rate of the comparison group during the last service quarter and continues to outpace the comparison group by as much as 9 percentage points during the third year post-services.

Figure 61. Employment Rates Over Time, Capital IDEA Participants vs. Comparison Group: FY 2016–FY 2023
1 year prior to services through 3 years post-services (n=1,529)



In Figure 62, 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 outpaced the comparison group by \$3,037 in quarterly earnings.

Figure 62. Unconditional Earnings Over Time, Capital IDEA Participants vs. Comparison Group: FY 2016–FY 2023
1 year prior to services through 3 years post-services (n=1,529)

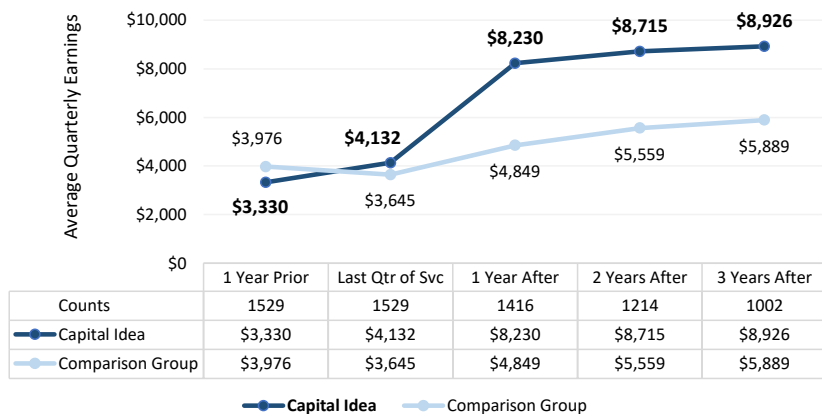


Table 21 presents findings from the impacts analysis comparing the outcomes of 1,529 Capital IDEA FY 2016–FY 2023 exiters to the outcomes of a matched comparison group. The table presents impacts only for exiters for whom adequate matching could be performed. Participation in Capital IDEA was positively associated with and statistically significant at the .001 level for all four of the outcome measures of interest.

Table 21. Capital IDEA Quarterly Impacts: FY 2016–FY 2023 (n= 1,529)

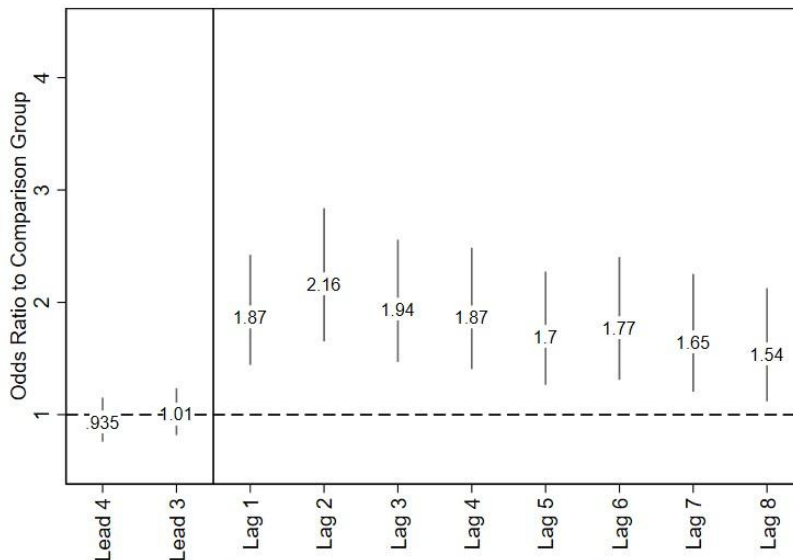
Impact measure	All Qtrs Post-service: Comparison Group	All Qtrs Post-service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	68.5%	77.7%	9.2%	9.2%***
Average Quarterly Earnings	\$6,919	\$10,394	\$3,474	\$3,959***
Qualified for UI Benefits	60.5%	72.6%	12.1%	12.4%***
Filed UI Claim	3.0%	1.9%	-1.0%	-1.0%***

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

The Capital IDEA employment model visualized in Figure 63 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 second quarter after treatment, Capital IDEA participants are 2.16 times as likely to be employed as the comparison group, and at least 1.54 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 regression model represented in the impact table.

**Figure 63. Quarterly Employment Rate Impact, Capital IDEA: FY 2016-2023
4 quarters prior to services through 8 quarters post-services, n = 1,529 (Total)**

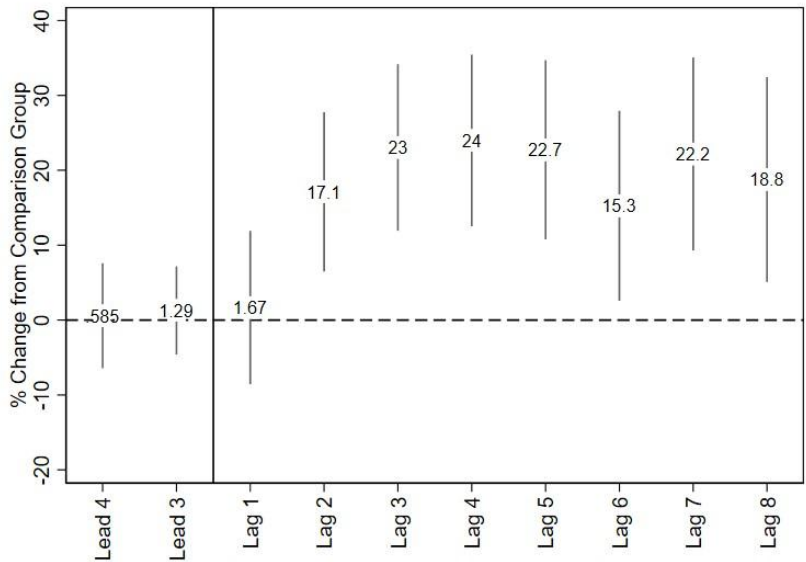


Note: Coefficients are odds ratios to comparison group. Interpret as: “participants are X.X times as likely to be employed as comparison group for given quarter.”

As in the impact model in the impact table, the Capital IDEA conditional earnings model visualized in Figure 64 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 15.3% to 24% 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 64. Quarterly Earnings Impact, Capital IDEA: FY 2016-2023
4 quarters prior to services through 8 quarters post-services, n = 1,529 (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.³⁵ 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.

LifeWorks utilizes an evidence-based, supported employment model developed at Dartmouth College—the Individual Placement and Support (IPS) model. The model serves 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 focus of the IPS model is the individualized and comprehensive support provided to participants in their efforts to achieve steady, meaningful employment in competitive jobs. LifeWorks implemented IPS in 2016 and the LifeWorks staff has consistently maintained fidelity to the model as evident in the annual implementation review. 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.

Individuals entering the LifeWorks 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. LifeWorks employs 14 employment specialists to serve caseloads of 18 participants to ensure fidelity to the IPS model. Industries such as retail, food service, hospitality, culinary arts, healthcare, and some

³⁵ LifeWorks is an aftercare transition services provider for foster youth, these services are funded by Texas DFPS.

“LifeWorks is a fearless 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 their families seeking housing, counseling, education, and workforce programs. In FY 2016–FY 2023, Travis County annually invested \$241,196 in LifeWorks education and workforce development programming.



*www.lifeworksaustin.org

skilled trades are typical employers of participants. Employment specialists introduce participants to options for additional training and career pathway opportunities. 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 either a weekly, bi-weekly, or monthly basis. 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 High School Equivalency (HSE) program offers GED test preparation instruction to assist participants in achieving their GED and is a member of the Austin Community College Adult Education and Literacy Consortium. 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. The HSE program is located at Lifeworks' South location and offers in person morning and afternoon classes as well as a virtual evening classes Monday through Thursday. 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

At enrollment, each program participant works with their assigned employment specialist at intake to complete an initial assessment using the Stability and Supports Snapshot (SSS). The SSS identifies client strengths, needs, and goals 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 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, trauma, or parenting to offer emotional support, knowledge, skills, and practical

assistance in connecting youth to resources and opportunities.³⁶ Peer support specialists often assist youth in engaging with ongoing mental health services including counseling and psychiatric services.

Innovations

LifeWorks implemented an on-site childcare service available to participants and their child(ren) while accessing services at both the East and South LifeWorks locations. The organization has created a safe and inviting space for children and contracts with a local agency to coordinate vetted childcare providers as needed.

Participant Profile

In FY 2017–FY 2023, two-thirds of the 372 LifeWorks participants included in this analysis were female (68%) and the average age of participants is 21, with 38.7% being 19 or younger. The majority of exiters identified as Hispanic (45.7%), while 32% identified as Black, and 15.9% identified as White. Over two-thirds of participants had less than a 12th grade education (65.1%). Although judicial involvement status was missing/unknown for 87.4% of participants, approximately 9.4% reported judicial involvement and less than 1% identified as veterans. The majority of the exiters report residing in two areas: South Austin (31.7%) and East Austin (39.5%) with 18% residing in North Austin.

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 22 provides an overview of labor market outcomes for the 372 LifeWorks FY 2017–FY 2023 participants whose social security numbers were identified within the earnings data.³⁷ In the four quarters prior to services, 46.2% of individuals included in this analysis were employed, increasing to 58.1% during the second quarter after entering services for those for whom data are available. Average quarterly earnings four quarters before services was \$2,334, increasing to \$2,887 during the second quarter after entering services. Prior to entering LifeWorks, 27.4% of participants had sufficient employment and earnings history to meet the monetary eligibility requirements for UI eligibility, followed by increases in UI benefit eligibility for most cohorts across the period examined. Overall, the rates for filing a claim for UI benefits during the service quarters ranged from less than 1% with rates increasing to over 30% during the pandemic.

³⁶ Peer Supporters must be in full recovery and complete specialized training and certifications to be eligible to guide and support our clients toward wellness.

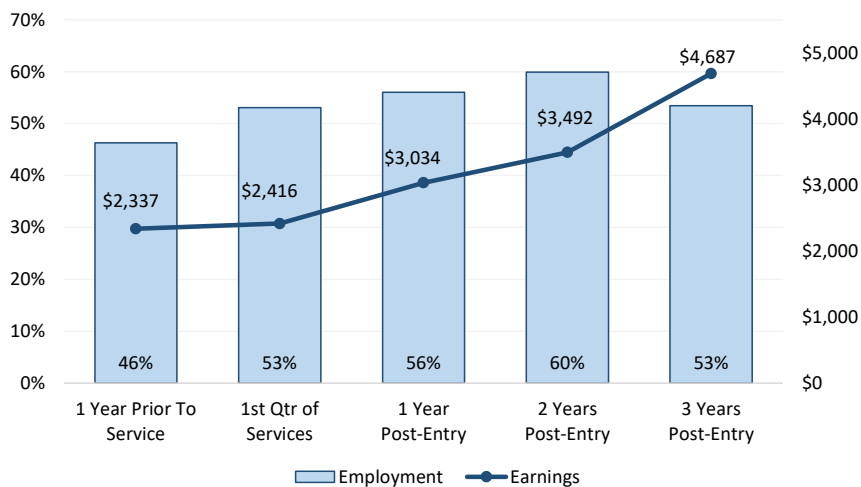
³⁷ Within the table a dot represents too few participants (<10), no data to report, or insufficient time passing to report for that timeframe.

Table 22. LifeWorks Participant Outcomes: FY 2017–FY 2023

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	6 Years After Entering Services	5 Years After Entering Services
Number of Participants:										
FY 2016	1	1	1	1	1	1	1	1	1	1
FY 2017	9	9	9	9	9	9	9	9	9	2
FY 2018	79	79	79	79	79	79	79	79	15	.
FY 2019	62	62	62	62	62	62	62	29	.	.
FY 2020	56	56	56	56	56	56	24	.	.	.
FY 2021	32	32	32	32	32	12	.	.	.	.
FY 2022	61	61	61	61	23	.	.	.	.	.
FY 2023	71	71	71	39	.	.	.	.	.	.
Overall	371	371	371	339	262	219	175	118	25	3
Quarterly Employment:										
FY 2016	.	.	.	.	.	.	.	.	.	.
FY 2017	.	.	.	.	.	.	.	.	.	.
FY 2018	37.0%	48.1%	57.0%	60.8%	55.7%	55.7%	54.4%	54.4%	26.7%	.
FY 2019	42.7%	46.8%	54.8%	51.6%	58.1%	54.8%	40.3%	55.2%	.	.
FY 2020	48.7%	50.0%	46.4%	55.4%	60.7%	46.4%	33.3%	.	.	.
FY 2021	53.1%	59.4%	62.5%	56.3%	65.6%	75.0%	.	.	.	.
FY 2022	54.1%	60.7%	55.7%	63.9%	69.6%	.	.	.	.	.
FY 2023	50.7%	57.8%	60.6%	46.2%	.	.	.	.	.	.
Overall	46.3%	53.1%	56.6%	56.1%	59.9%	53.4%				
Average Qrtly Earnings:										
FY 2016	.	.	.	.	.	.	.	.	.	.
FY 2017	.	.	.	.	.	.	.	.	.	.
FY 2018	\$2,255	\$2,021	\$1,972	\$2,682	\$2,930	\$3,833	\$4,117	\$4,933	\$6,821	.
FY 2019	\$2,496	\$2,303	\$2,796	\$2,781	\$3,366	\$4,170	\$4,548	\$5,251	.	.
FY 2020	\$2,120	\$1,748	\$1,983	\$2,525	\$3,551	\$5,397	\$5,354	.	.	.
FY 2021	\$1,791	\$2,295	\$3,259	\$3,463	\$4,068	\$7,342	.	.	.	.
FY 2022	\$2,547	\$2,543	\$3,642	\$3,514	\$4,659	.	.	.	.	.
FY 2023	\$2,593	\$3,336	\$3,730	\$3,892	.	.	.	.	.	.
Overall	\$2,337	\$2,416	\$2,847	\$3,034	\$3,492	\$4,687				
Qualified for UI Benefits:										
FY 2016	.	.	.	.	.	.	.	.	.	.
FY 2017	.	.	.	.	.	.	.	.	.	.
FY 2018	19.0%	25.3%	26.6%	34.2%	40.5%	36.7%	40.5%	46.8%	33.3%	.
FY 2019	28.6%	30.7%	33.9%	33.9%	37.1%	38.7%	41.9%	41.4%	.	.
FY 2020	32.6%	30.4%	30.4%	32.1%	35.7%	50.0%	33.3%	.	.	.
FY 2021	32.8%	28.1%	43.8%	56.3%	37.5%	66.7%	.	.	.	.
FY 2022	29.1%	34.4%	42.6%	41.0%	69.6%	.	.	.	.	.
FY 2023	30.3%	40.9%	36.6%	30.8%	.	.	.	.	.	.
Overall	27.4%	31.3%	34.0%	36.6%	39.7%	42.9%				
Filed UI Claim:										
FY 2016	.	.	.	.	.	.	.	.	.	.
FY 2017	.	.	.	.	.	.	.	.	.	.
FY 2018	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	.
FY 2019	0.0%	11.1%	0.0%	0.0%	11.1%	33.3%	0.0%	0.0%	0.0%	.
FY 2020	0.6%	1.3%	0.0%	0.0%	7.6%	3.8%	0.0%	0.0%	0.0%	.
FY 2021	0.4%	0.0%	1.6%	9.7%	9.7%	0.0%	1.6%	0.0%	.	.
FY 2022	4.0%	10.7%	5.4%	3.6%	3.6%	0.0%	0.0%	.	.	.
FY 2023	10.9%	0.0%	3.1%	3.1%	0.0%	0.0%	.	.	.	.
Overall	4.5%	1.6%	3.3%	1.6%	0.0%	.	.	.	.	.

Figure 65 displays for all cohorts (FY 2017–FY 2023) the rate of employment and the average quarterly earnings from one year prior to entering services to three years post-service entry, illustrating an increase in reported employment comparing employment and earnings prior to entering services.

**Figure 65. Overall Average Employment and Earnings for LifeWorks Participants: FY 2017–FY 2023
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 66 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 67 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 66. Average Quarterly Employment for LifeWorks Participants: FY 2018 and FY 2019
1 year prior to services through 4 and 5 years after entering services

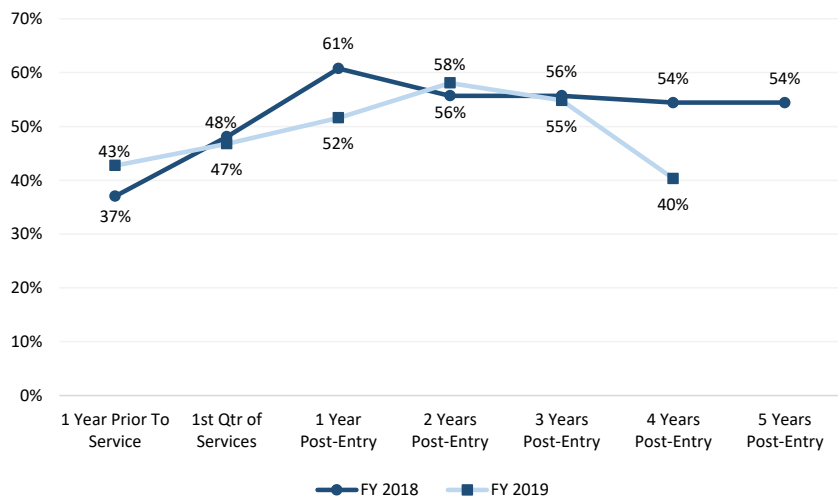
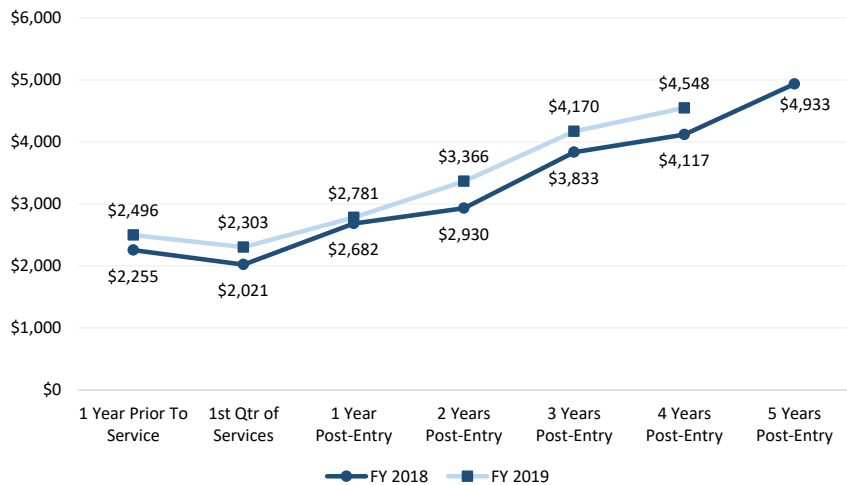


Figure 67. Average Quarterly Earnings for LifeWorks Participants: FY 2018 and FY 2019
1 year prior to services through 4 and 5 years after entering services



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 include 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 mission:

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

In FY 2016–FY 2023, Travis County annually invested \$270,800 in the Gateway program.



*www.skillpointalliance.org

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 report an income less than 200% FPG.

In FYs 2016–2023, the program offered training and certification in pre-apprentice electrical, HVAC technician, pre-apprentice plumbing, and advanced manufacturing.³⁸

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 Wonderlic Basic Skills Test skills test. Individuals who do not obtain the required scores on screening tests to enter the program may be referred to Literacy Coalition of Central Texas 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

³⁸ 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 more. In addition, students receive, 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 is a five-week program that focuses on safety, basic tools, math, A/C maintenance and troubleshooting, the refrigeration cycle, soldering and brazing of copper pipe, OSHA-10 and much more. 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 more. 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.³⁹

Mentorship Program

The goal of the mentorship 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 curriculum and 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

³⁹ Skillpoint Alliance Annual Report 2021. Available at: <https://skillpointalliance.org/about-us/annual-report/>

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 common 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 and on-site practical labs support the skills needed for hire, maintaining the program's efficacy. In 2022 the manufacturing learning space was remodeled to include a soldering room, an additional CNC milling machine, and four additional 3D printers. The electrical learning space was also remodeled to reflect a real-world construction site experience for participants.

Student Ambassador Council

In FY 2023, Skillpoint staff collaborated with program graduates to develop and coordinate a Student Ambassador Council. The Council will meet quarterly to participate in the program's process of continuous improvement.

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 with bus passes, other transportation assistance, tools, work clothes, shoes, and books.

During class orientation, participants are introduced to the student success coordinators and the 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 participants for employment, aiding with résumé and interview skills development, pre-apprentice license applications, informing participants of available apprenticeships, and providing

employment assistance throughout a 12-month post-graduation period. Administrative staff collaborate with employers to facilitate opportunities for participants with judicial involvement histories.

In addition, Skillpoint staff have evaluated the application and onboarding process and made changes to reduce the burden of the application process for potential participants and to ensure the information is accessible to a broad group of potential program participants. The pre-service questionnaire has been updated to ensure staff have a comprehensive understanding of participant strengths and potential challenges. The information gathered can be used to create service plans to ensure participant success upon entering the program. The admissions process has been restructured; admissions coordinators are now assigned a geographic area. This allows the coordinators to develop relationships in their assigned region and to provide potential participants with a consistent Skillpoint staff member to assist with the application process.

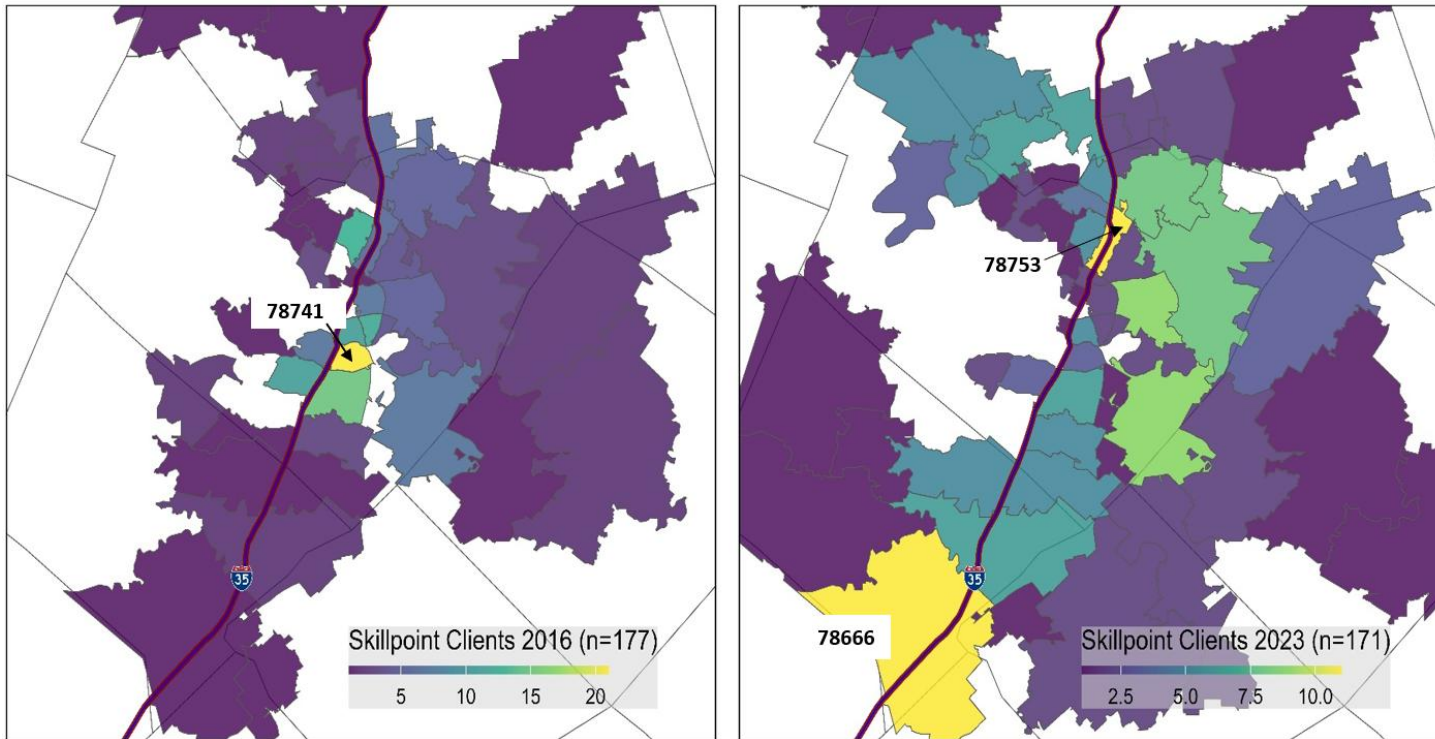
Participant Profile

Among the 1,198 Skillpoint Alliance participants included in this evaluation who exited the program during FY 2016–FY 2023, the average participant age was 30 with 18.5% being 19 or younger. More than a third of exiters identified as Hispanic (38.1%), while 27.5% identified as Black, and 24.5% identified as White. Nearly two-thirds of exiters were Male (62.8%) and 22.8% reported having previously attended college, and 69.8% reported a 12th grade or HSEC education level. Judicial involvement was reported for 12.4% of participants, while 4.7% of participants reported veteran status (judicial involvement was missing/unknown for 47.3% and veteran status information was missing/unknown for approximately one-third of participants). The majority of the exiters report residing in the following areas: South Austin (18.4%), East Austin (17.5%), Northern suburbs (17.4%), and North Austin (14.4%).

Participant Residence Map: FY 2016 and FY 2023

Figure 68 illustrates a comparison of Skillpoint program exiter locations at the time of program entry for FY 2016 and FY 2023. 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 2023 the majority of exiters lived along the I-35 corridor and north of U.S. Route 183 and in the San Marcos (Hays County) area.

Figure 68. Skillpoint Alliance Participant Residence Map: FY 2016 and FY 2023



Participant Outcomes

Table 23 provides an overview of Skillpoint participant outcomes. Outcomes are reported for 1,195 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 63.7%, with the overall employment rate during the second quarter post-services increasing to 78.8% followed by a steady decrease in employment for most of the reporting period. Average quarterly earnings for the year prior to services was \$4,961, increasing on average to \$6,784 two quarters post-services, followed by continued income gains for those whom data are available.

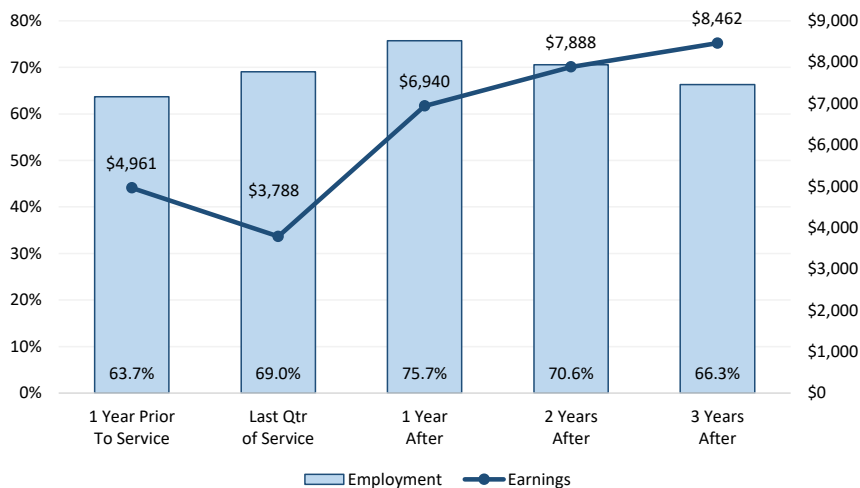
Prior to entering Skillpoint, over half (53.5%) of participants had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits followed by increases in eligibility for most post-service periods. Relatively few participants filed a claim for UI benefits in the period examined, with greater than typical UI benefit claims being filed during the pandemic.

Table 23. Skillpoint Participant Outcomes: FY 2016–FY 2023 Exitters

Cohort Outcome Measure	1 Yr Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Yr Post-Service	2 Yrs Post-Service	3 Yrs Post-Service	4 Yrs Post-Service	5 Yrs Post-Service	6 Yrs Post-Service	7 Yrs Post-Service	All Post-Service Qtrs
Number of Participants:											
FY 2016	178	178	178	178	178	178	178	178	178	178	
FY 2017	168	168	168	168	168	168	168	168	168	69	
FY 2018	148	148	148	148	148	148	148	148	77	.	
FY 2019	170	170	170	170	170	170	170	76	.	.	
FY 2020	119	119	119	119	119	119	67	.	.	.	
FY 2021	112	112	112	112	112	50	.	.	.	.
FY 2022	128	128	128	128	53	.	.	.	.	.
FY 2023	172	172	172	81	.	.	.	.	.	.
Overall	1,195	1,195	1,195	1,104	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%	65.7%	70.6%
FY 2017	64.6%	63.1%	75.6%	78.0%	72.0%	64.3%	63.7%	64.9%	67.9%	.	
FY 2018	58.8%	71.6%	73.0%	68.9%	64.2%	54.1%	58.8%	60.8%	.	.	
FY 2019	64.9%	76.5%	81.8%	78.8%	67.7%	71.2%	70.6%	.	.	.	
FY 2020	58.0%	61.3%	73.1%	68.9%	69.8%	67.2%	.	.	.	.
FY 2021	62.1%	67.9%	83.0%	83.0%	75.9%	.	.	.	.	.
FY 2022	64.5%	69.5%	79.7%	73.4%	.	.	.	.	.	.
FY 2023	67.3%	73.8%	79.7%	.	.	.	.	.	.	.
Overall	63.7%	69.0%	78.7%								
Average Qrtly Earnings:											
FY 2016	\$4,041	\$2,934	\$5,059	\$4,932	\$5,893	\$6,281	\$7,121	\$8,576	\$9,387	\$11,680	\$7,191
FY 2017	\$4,241	\$3,127	\$4,712	\$4,890	\$6,231	\$6,917	\$7,148	\$9,292	\$9,456	.	
FY 2018	\$4,309	\$3,316	\$5,290	\$5,762	\$6,763	\$7,994	\$8,529	\$10,179	.	.	
FY 2019	\$4,680	\$3,660	\$6,490	\$6,613	\$8,114	\$9,866	\$10,066	.	.	.	
FY 2020	\$5,862	\$4,508	\$6,427	\$7,511	\$9,455	\$10,435	.	.	.	.
FY 2021	\$5,456	\$4,122	\$7,608	\$8,394	\$10,441	.	.	.	.	.
FY 2022	\$5,859	\$4,498	\$9,430	\$10,565	.	.	.	.	.	.
FY 2023	\$5,862	\$4,548	\$9,727	.	.	.	.	.	.	.
Overall	\$4,961	\$3,788	\$6,784								
Qualified for UI Benefits:											
FY 2016	54.9%	60.1%	61.8%	65.7%	69.7%	69.7%	68.0%	61.8%	61.8%	60.7%	64.9%
FY 2017	52.4%	53.6%	58.9%	64.9%	70.2%	68.5%	61.9%	59.5%	60.1%	.	
FY 2018	55.2%	54.7%	55.4%	66.9%	64.2%	61.5%	53.4%	56.8%	.	.	
FY 2019	51.8%	60.6%	63.5%	75.9%	75.3%	66.5%	70.6%	.	.	.	
FY 2020	48.5%	54.6%	55.5%	66.4%	63.9%	66.4%	.	.	.	.
FY 2021	61.8%	60.7%	54.5%	75.0%	78.6%	.	.	.	.	.
FY 2022	52.2%	57.0%	64.8%	75.0%	.	.	.	.	.	.
FY 2023	52.6%	59.9%	64.0%	.	.	.	.	.	.	.
Overall	53.5%	57.7%	60.2%								
Filed UI Claim:											
FY 2016	2.0%	2.8%	1.7%	1.7%	2.8%	0.0%	8.4%	3.4%	0.6%	0.6%	2.4%
FY 2017	2.4%	3.6%	0.6%	2.4%	3.0%	7.7%	4.8%	1.2%	1.2%	.	
FY 2018	2.7%	2.7%	2.0%	1.4%	4.1%	3.4%	1.4%	2.7%	.	.	
FY 2019	1.5%	2.4%	2.4%	9.4%	4.1%	1.8%	4.7%	.	.	.	
FY 2020	3.4%	5.0%	6.7%	4.2%	0.0%	1.7%	.	.	.	.
FY 2021	9.8%	8.9%	1.8%	0.9%	1.8%	.	.	.	.	.
FY 2022	3.1%	0.8%	0.8%	0.0%	.	.	.	.	.	.
FY 2023	1.9%	0.0%	1.2%	.	.	.	.	.	.	.
Overall	3.0%	3.0%	2.0%								

Figure 69 displays for all cohorts (FY 2016–FY 2023), 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 during the first year post-services followed by a decrease in reported employment with only 2.6 percentage point difference between reported pre-service employment and employment rates reported for three years post-service. The increase in earnings from the last service quarter through three years post-services represents a 70% earnings increase.

**Figure 69. Average Employment and Earnings for Skillpoint Alliance Exiters: FY 2016–FY 2023
1 year prior to services through 3 years post-services**



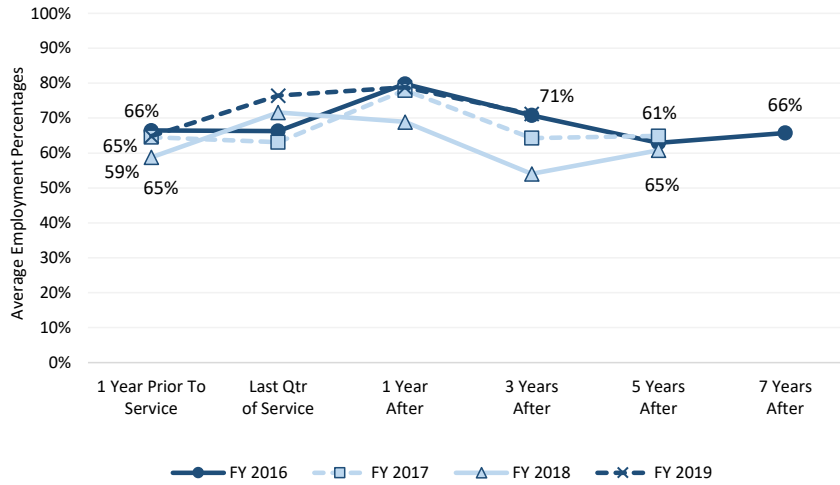
The following two figures present the long-term employment and earnings outcomes for the FY 2016–FY 2019 cohorts from one year prior to seeking services through seven-, five-, and three-year post-services, respectively.

Figure 70 illustrates an increase in employment from the last service quarter through the first year post-services for three of the cohorts, followed by decreases in reported employment for all cohorts during the periods examined. These gains are followed by a decreasing trend in employment over time for all cohorts.

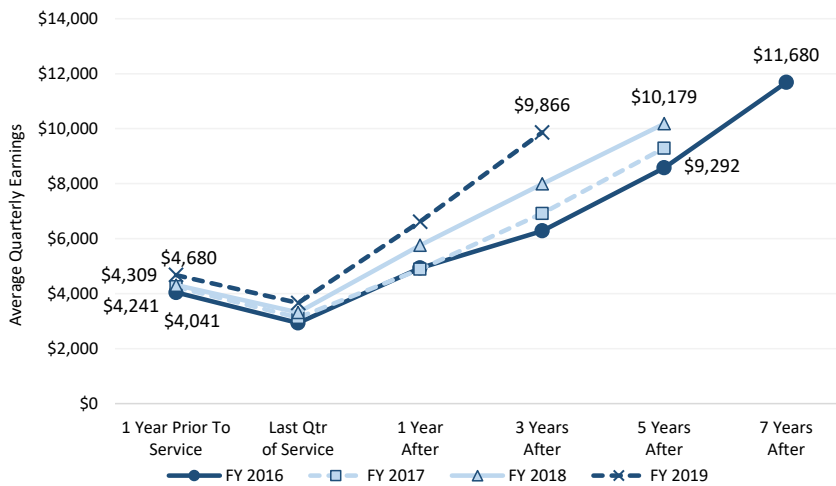
Figure 71 illustrates the earnings found in the data for FY 2016–FY 2019 cohorts. Across time, these four cohorts experienced at least a 110% earnings increase. The FY 2016 cohort average quarterly earnings increased by over \$7,600 across the time period examined in this analysis, representing a 189

percent increase in earnings.

**Figure 70. Average Quarterly Employment for Skillpoint Exitters: FY 2016–FY 2019
1 year prior to services through 7 years post-services**



**Figure 71. Average Quarterly Earnings of Employed Skillpoint Exitters: FY 2016–FY 2019
1 year prior to services through 7 years post-services**

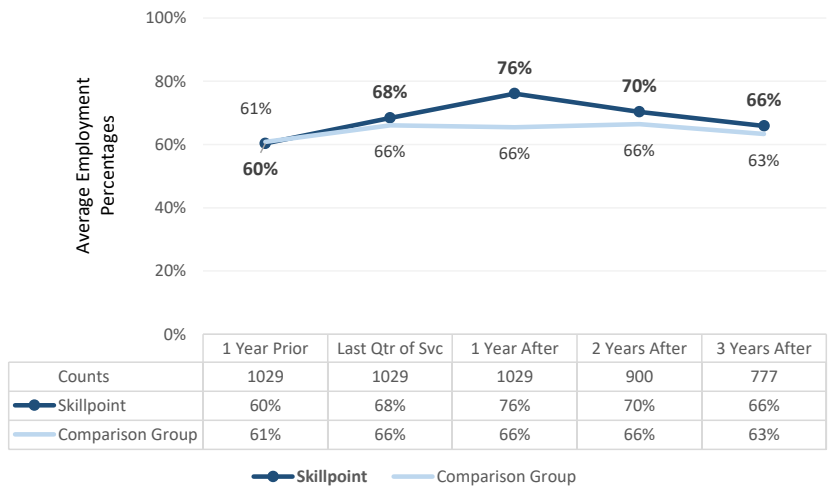


Program Impacts

The following two Figures present findings from the impacts analysis comparing the outcomes of 1,029 Skillpoint FY 2016–FY 2023 exiters to the outcomes of a matched comparison group.

In Figure 72, 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 72 Employment Rate Over Time, Skillpoint Participants vs. Comparison Group
FY 2016–FY 2023
1 year prior to services through 3 years post-services (n=1,029)**



In Figure 73, 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 \$273, and this advantage was not maintained. During the third year post-services, the comparison group quarterly earnings outpaced the Skillpoint earnings by over \$650.

**Figure 73. Earnings Over Time, Skillpoint Participants vs. Comparison Group
FY 2016–FY 2023
1 year prior to services through 3 years post-services (n=1,029)**

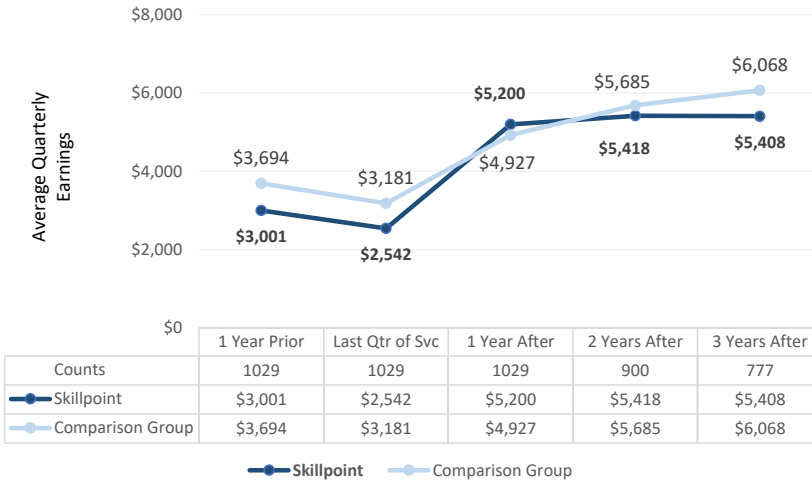


Table 24 demonstrates that participation in the Skillpoint program was positively associated with and statistically significant for two of the measures of interest. The data identified a 7.8% advantage in employment (.001 level of significance) and a 5.4% advantage (.01 level of significance) in qualifying for UI benefits.

Table 24. Skillpoint Quarterly Impacts: FY 2016–FY 2023 (n= 1,029)

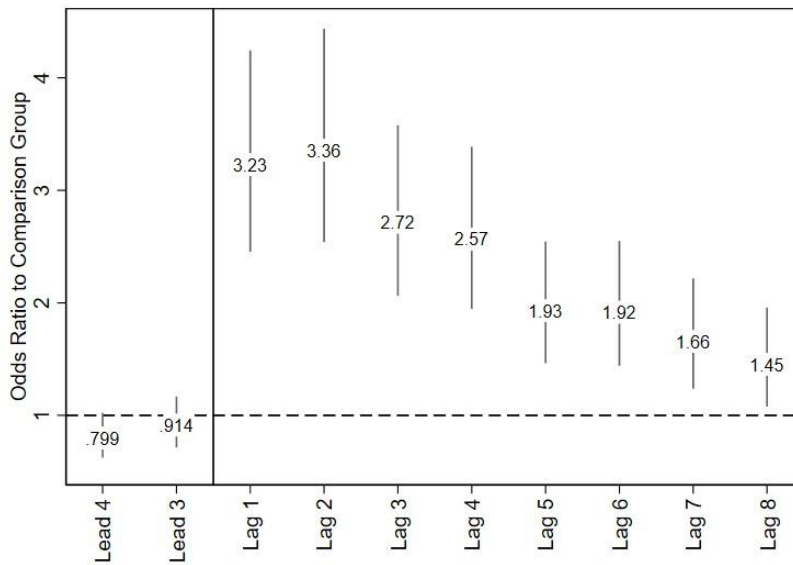
Impact measure	All Qtrs Post-service: Comparison Group	All Qtrs Post-service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	63.9%	71.5%	7.6%	7.8%***
Average Quarterly Earnings	\$7,675	\$7,290	-\$386	\$68
Qualified for UI Benefits	57.3%	62.2%	4.9%	5.4%**
Filed UI Claim	2.9%	2.6%	-0.2%	-0.4%

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

The Skillpoint employment model visualized in Figure 74 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 1.45 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 of the regression model reported in Skillpoint’s impact table.

**Figure 74. Quarterly Employment Rate Impact, Skillpoint: FY 2016-2023
4 quarters prior to services through 8 quarters post-services, n = 1,029**

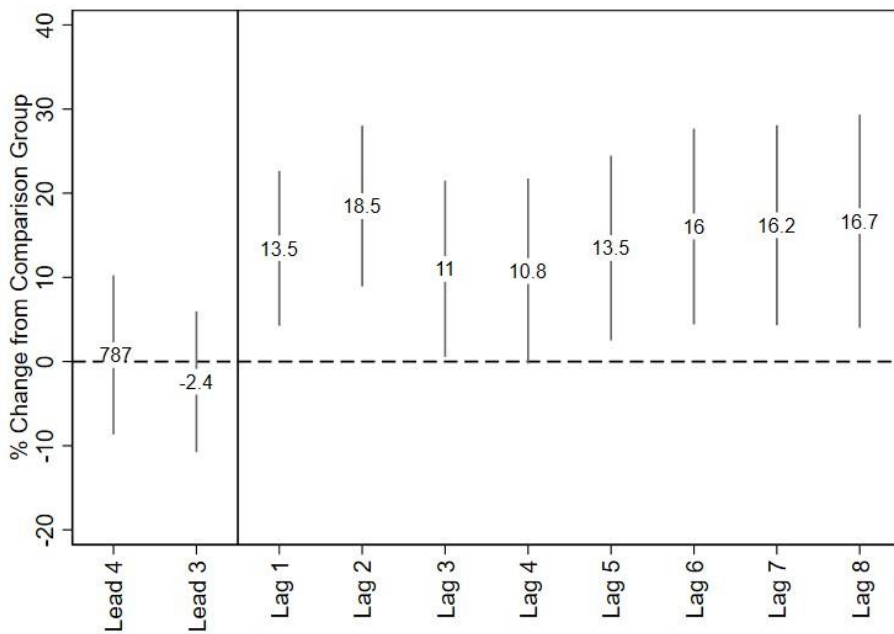


Note: Coefficients are odds ratios to comparison group. Interpret as: “participants are X.X times as likely to be employed as comparison group for given quarter.”

The Skillpoint earnings model visualized in Figure 75 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 and post-service quarters 5 through 8; although all eight post-treatment quarters are positive in direction. The greatest estimated percent increase in earnings (18.5%) 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. However, where the event study model indicates a significant positive impact on earning for Skillpoint participants,

results from the regression model presented in the Skillpoint impact table only show an insignificant positive result for average quarterly earnings.

Figure 75. Quarterly Earnings Impact, Skillpoint: FY 2016-2023
4 quarters prior to services through 8 quarters post-services, n = 1,029



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

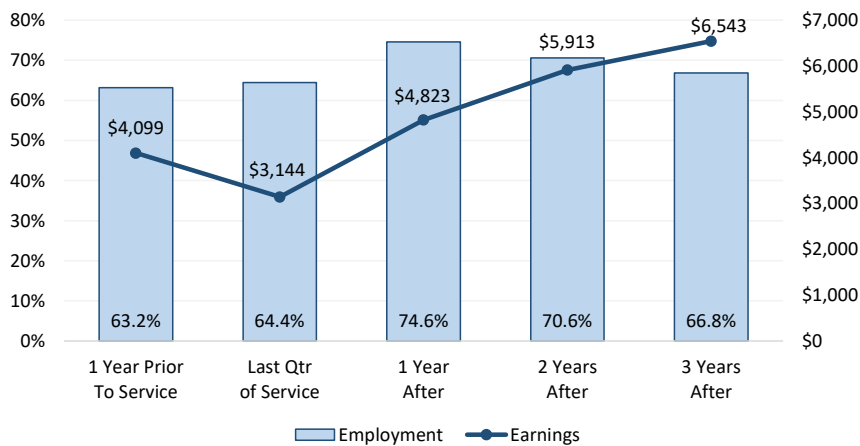
The following analysis reports on outcomes and impacts for the 1,195 Skillpoint Alliance participants who exited the program in FY 2016–FY 2023 identified in the data as CNA training participants (374)⁴⁰, or skilled trades training participants (821).

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 seventh-year post-service for those for whom data were available.

Figure 76 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 74.6% by one year post-service, then declined to 66.8% 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 \$6,543 three years post-service: a \$2,444 average quarterly gain.

Figure 76. Average Employment and Quarterly Earnings for Skillpoint Alliance CNA Exiters: FY 2016–FY 2023
1 year prior to services through 3 years post-services

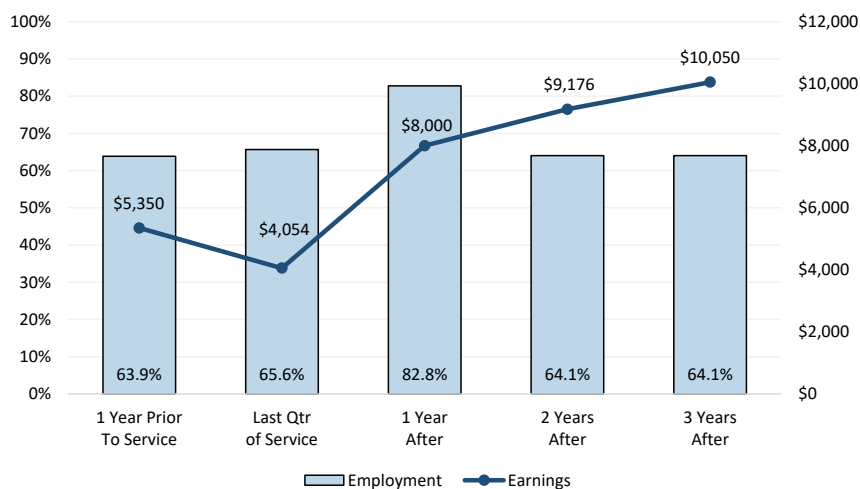


⁴⁰ The last cohort of CNA participants were enrolled in FY 2020.

Figure 77 provides an overview of labor market outcomes for Skillpoint skilled trades training participants who exited services (completed or dropped out) from FY 2016–FY 2023. In the four quarters prior to entering the program, 63.9% were employed in a UI covered job in Texas. The available data demonstrate that employment for all cohorts peaked at 82.8% during the first year post-services followed by a decline in employment to 64.1% three years post-services.

The available data identify that overall quarterly earnings grew from an average of \$5,350 in the four pre-service quarters, to an average of \$10,050 three years post-services, a \$4,780 gain in average quarterly earnings.

Figure 77. Average Employment and Quarterly Earnings for Skillpoint Alliance Skilled Trades Exitters: FY 2016–FY 2023
1 year prior to services through 3 years post-services



The following figures present the CNA and Skilled Trades training exitters’ long-term employment and earnings outcomes for the FY 2016–FY 2019 cohorts from one year prior to seeking services through seven-, five-, and three-year post-services, respectively.

Figure 78 illustrates an increase in rates of employment for all CNA participants during one-year post-services followed by decreases in the rates of employment for all four cohorts. Employment rates for CNA cohorts FY 2017, FY 2018, and FY 2019 return to pre-service employment rate in the last post-

service years reported.

Figure 78. Average Quarterly Employment for Skillpoint CNA Exiters: FY 2016–FY 2019
1 year prior to services through 7 years post-services

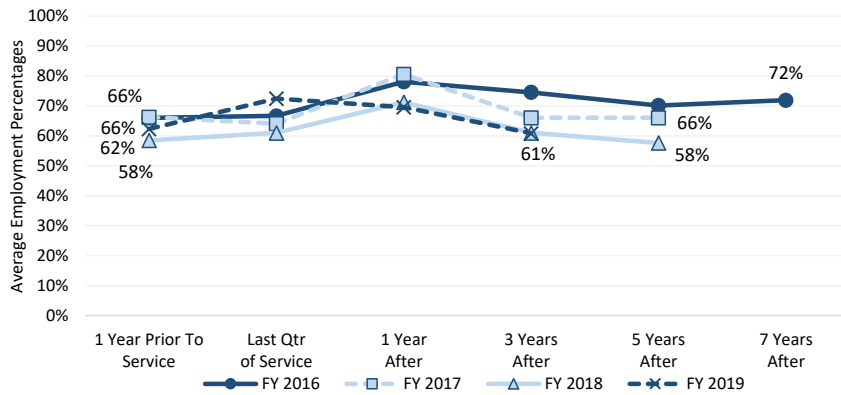
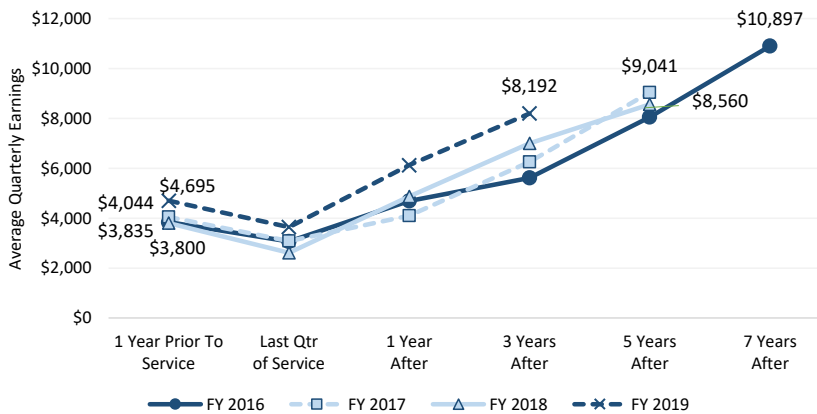


Figure 79 illustrates an increase in average quarterly earnings across time for all four CNA cohorts. The FY 2016 cohort quarterly earnings increased by \$7,062, representing a 184 percent increase in quarterly earnings from one year prior to services through the seventh-year post-services. The FY 2017 and FY 2018 cohorts' earnings more than doubled across the time period examined.

Figure 79. Average Quarterly Earnings for Skillpoint CNA Exiters: FY 2016–FY 2019
1 year prior to services through 7 years post-services

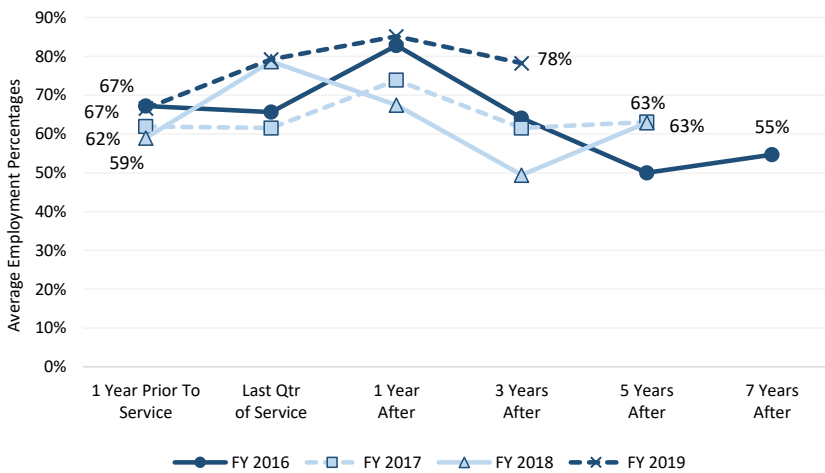


The following two figures present the Skilled Trades training exiters' long-term employment and earnings outcomes for the FY 2016–FY 2019 cohorts from one year prior to seeking services through seven-, five-, and three-years post-services, respectively.

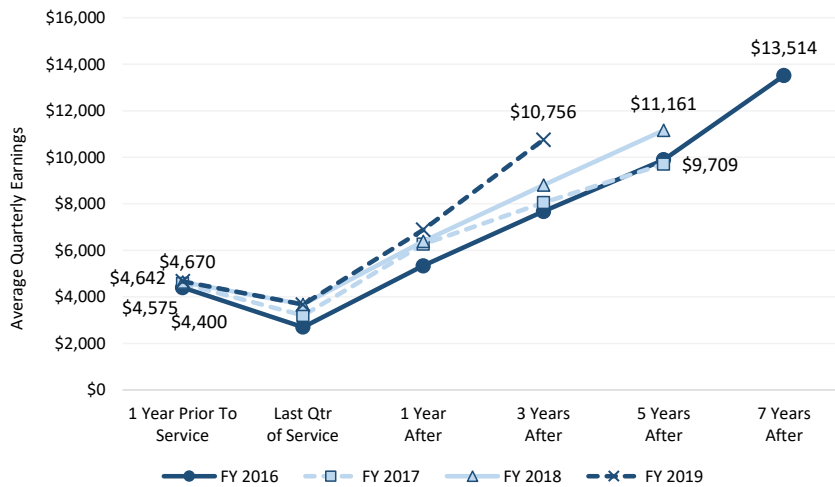
Figure 80 illustrates employment rate increases during either the last service quarter or during the first year following services. The increase in employment rates are followed by decreases in employment rates with the FY 2016, FY 2017, and FY 2018 cohorts reporting employment rates similar to, or lower 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 81 illustrates an increase in average quarterly earnings across time for all four skilled trades cohorts. The FY 2016 cohort earnings increased from the year prior to services to the seventh-year post services by \$9,114, representing a 207 percent increase in earnings. The FY 2017, FY 2018, and FY 2019 cohorts' average earnings more than doubled during the time period examined for this analysis.

Figure 80. Average Quarterly Employment for Skillpoint Skilled Trades Exiters: FY 2016–FY 2019
1 year prior to services through 7 years post-services



**Figure 81. Average Quarterly Earnings for Skillpoint Skilled Trades Exitters: FY 2016–FY 2019
1 year prior to services through 7 years post-services**



Program Impacts: CNA and Skilled Trades Training Participants

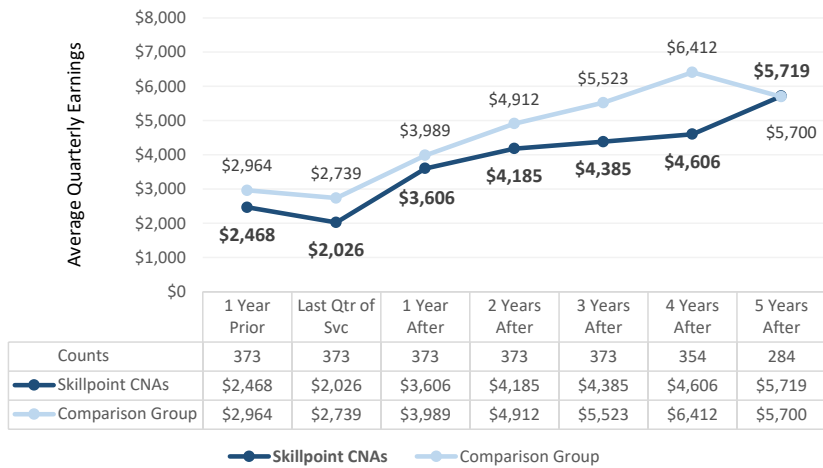
The following figures present findings from the impacts analysis comparing the outcomes of the two subgroups of Skillpoint participants to a matched comparison group for whom adequate matching could be performed. The analysis reports on impacts up to twelve quarters post-services.

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 82).

In Figure 83, 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 majority of the period examined.

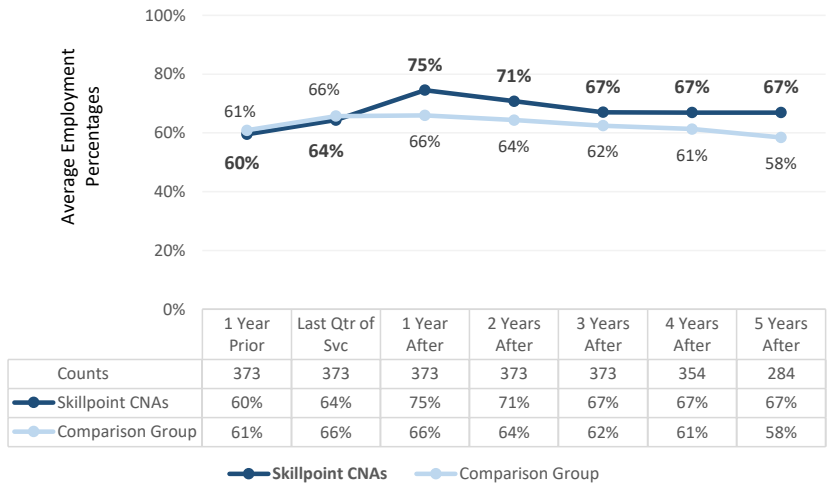
**Figure 82. Employment Over Time, Skillpoint CNA Participants vs. Comparison Group
FY 2016–FY 2023**

1 year prior to services through 4 years post-services (n=373)



**Figure 83. Earnings Over Time, Skillpoint CNA Participants vs. Comparison Group
FY 2016–FY 2023**

1 year prior to services through 4 years post-services (n=373)



tri

demonstrate that participation in the Skillpoint CNA training program did not result in a statistically significant impact upon the four elements measured.

Table 25. Skillpoint CNA Program Impacts: FY 2016–FY 2023 (n= 373)

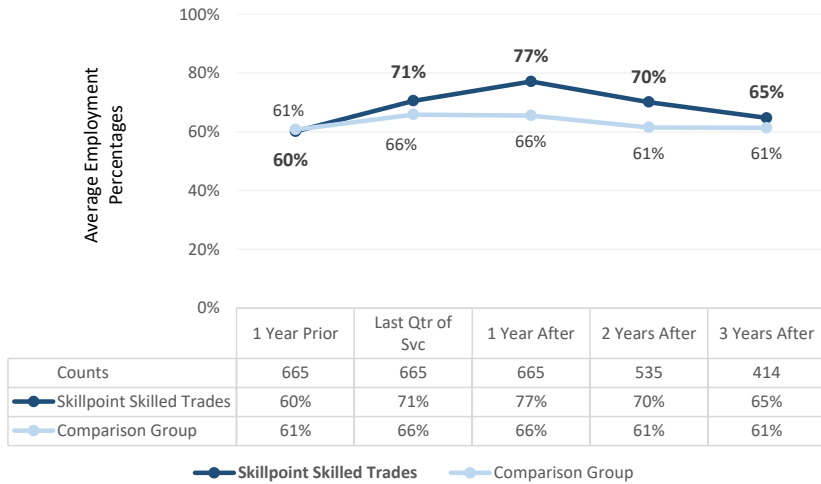
Impact measure	All Qtrs Post-Service: Comparison Group	All Qtrs Post-Service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	62.5%	69.1%	6.6%	4.6%
Average Quarterly Earnings	\$5,123	\$4,269	-\$854	-\$489.39
Qualified for UI Benefits	55.9%	58.2%	2.3%	1.4%
Filed UI Claim	3.0%	2.9%	-0.1%	-0.4%

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

The following two figures illustrate the impact analysis for 665 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 employment advantage of 11 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 84).

In Figure 85, 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 \$1,241 during the first-year post-services followed by increases in earnings for both groups with the skilled trades training participants maintained an earnings advantage.

**Figure 84. Employment Over Time, Skillpoint Skilled Trade Participants vs. Comparison Group
FY 2016–FY 2023
1 year prior to services through 3 years post-services (n=665)**



**Figure 85. Earnings Over Time, Skillpoint Skilled Trade Participants vs. Comparison Group
FY 2016–FY 2023
61 year prior to services through 3 years post-services (n=665)**



Table 26 presents findings from the impacts analysis comparing the outcomes of 665 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 interest: a 9.6% positive impact on quarterly employment, an average quarterly earnings impact of \$119 (both at the .001 level of significance), and an 8.5% positive impact on qualifying for UI benefits at the .01 level of significance.

Table 26. Skillpoint Skilled Trades Program Impacts: FY 2016–FY 2023 (n=665)

Impact measure	All Qtrs Post-Service: Comparison Group	All Qtrs Post-Service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	62.4%	72.6%	10.2%	9.6%***
Average Quarterly Earnings	\$4,969	\$6,457	\$1,488	\$119.17***
Qualified for UI Benefits	54.6%	64.4%	9.9%	8.5%**
Filed UI Claim	2.9%	2.5%	-0.4%	-0.4%

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

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

Within the FY 2016–FY 2023 Skillpoint exiter group, 144 (12%) 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 Skillpoint exiters identified as either judicially involved or not judicially involved.⁴¹ The patterns of employment and earnings outcomes for the two groups presented in Figures 86 and 87 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 lower rates of employment and a sharper decrease 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.

⁴¹ Judicial involvement information was missing for 47.3% of all Skillpoint Alliance training exiters.

Figure 86. Average Employment and Quarterly Earnings for Skillpoint Non-Judicially Involved: FY 2016–FY 2023
1 year prior to services through 3 post-services

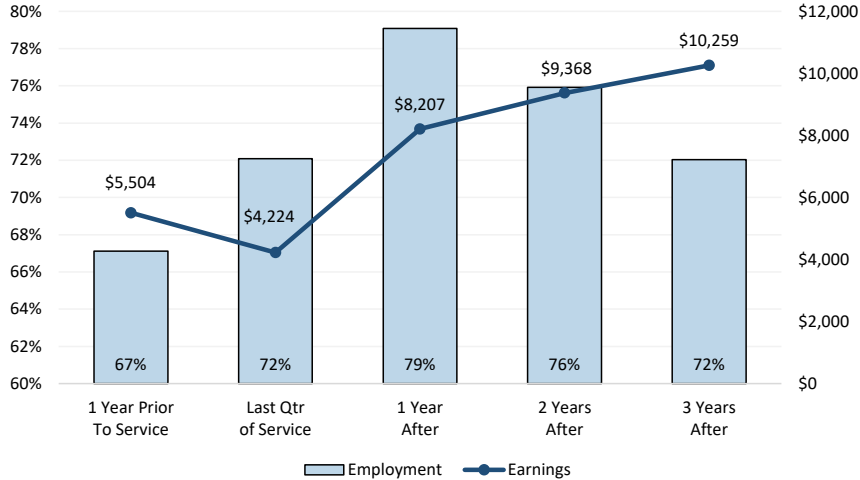
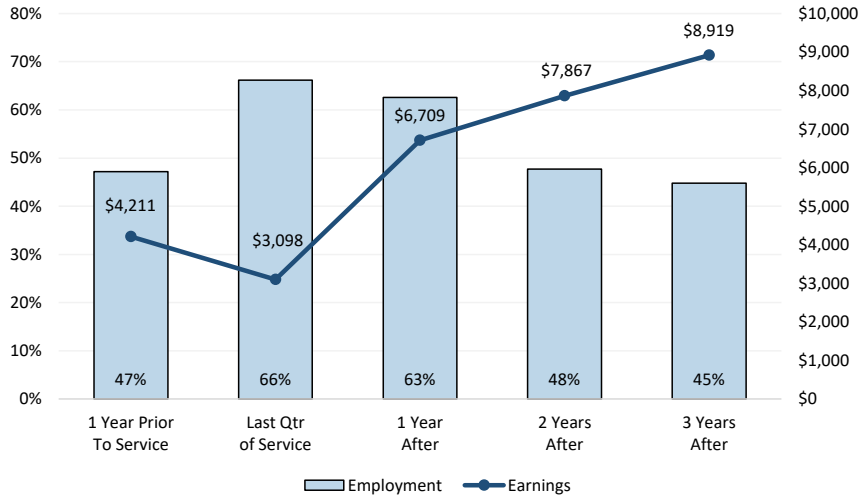


Figure 87. Average Employment and Quarterly Earnings for Skillpoint Judicially Involved: FY 2016–FY 2023
1 year prior to services through 3 years post-services



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.⁴² 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 907 participants who exited the program in FY 2016–FY 2023. 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 61.9% of participants ranging in age from 20 to 29 years. The average age of AYW participant exiters is 21. A plurality of exiters identified as White (39.7%), with 33% identifying as Hispanic, and 8.8% identifying as Black. Most exiters were male (53%) with 1.5% identifying as transgender. Over one third of participants had less than a 12th grade education (37.2%). Although judicial involvement status was missing/unknown for 59% of participants, 16.3% reported judicial involvement.⁴³ The majority of the exiters reported residing in two areas: South Austin (33.4%) and East Austin (23.9%).

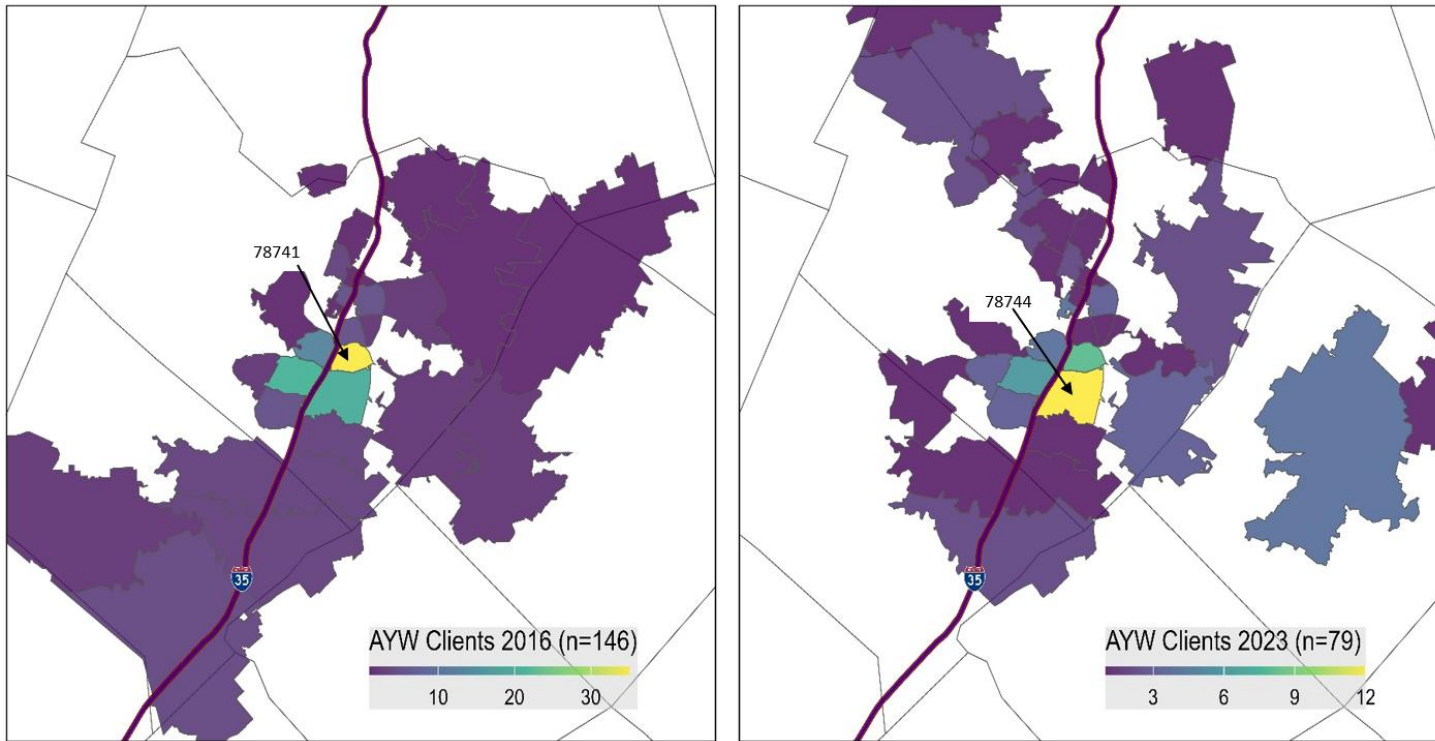
Participant Residence Map: FY 2016 and FY 2023

Figure 88 illustrates a comparison of AYW program exiter locations at the time of program entry for FY 2016 and FY 2023. 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 2023 the majority of exiters also lived east of the I-35 corridor. However, this group resided farther south, just below Texas State Highway 71 including the Dove Springs area.

⁴² 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.

⁴³ Data elements were missing/unknown for the following demographic variables: Education, 16.9%; and judicial involvement was missing/unknown for 59.0%. 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 88. American YouthWorks Participant Residence Map: FY 2016 and FY 2023



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 28 provides an overview of labor market outcomes for 438 AYW YouthBuild participants who exited services (completed or dropped out) from FY 2016–FY 2023. In the year prior to entering the program, 36.6% were employed. Quarterly employment among all cohorts grew on average to 60.5% during the second quarter post-services followed by fluctuations in employment rates. Pre-program quarterly earnings averaged \$2,520 for those employed in the year prior to service entry. Generally, reported earnings illustrate a steady increase in earnings over time for all cohorts.

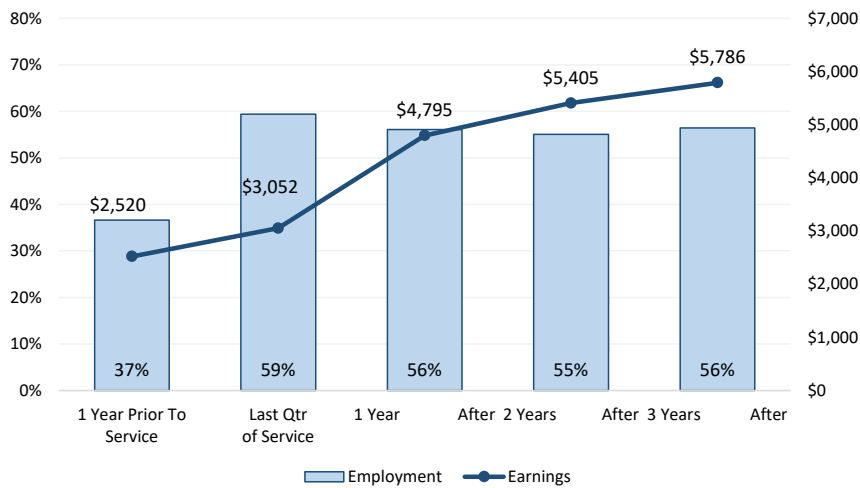
Prior to entering AYW, only 21.1% of participants had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits followed by fluctuations in UI benefits eligibility for all cohorts throughout the remaining period examined. Overall few exiters filed for UI benefits. Filing for UI benefits increased for all cohorts during the early pandemic period.

Table 27. American YouthWorks YouthBuild Participant Outcomes: FY 2016–FY 2023 Exitters

Cohort Outcome Measure	1 Yr Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Yr Post-Service	2 Yrs Post-Service	3 Yrs Post-Service	4 Yrs Post-Service	5 Yrs Post-Service	6 Yrs Post-Service	7 Yrs Post-Service	All Post-Service Qtrs
Number of Participants:											
FY 2016	19	19	19	19	19	19	19	19	19	19	
FY 2017	44	44	44	44	44	44	44	44	44	10	
FY 2018	63	63	63	63	63	63	63	63	20	.	
FY 2019	85	85	85	85	85	85	85	24	.	.	
FY 2020	79	79	79	79	79	79	16	.	.	.	
FY 2021	66	66	66	66	66	22	.	.	.	.
FY 2022	38	38	38	38	20	.	.	.	.	.
FY 2023	44	44	44	18	.	.	.	.	.	.
Overall	438	438	438	412	376	312	227	150	83	29	
Quarterly Employment:											
FY 2016	35.5%	52.6%	79.0%	52.6%	42.1%	63.2%	42.1%	42.1%	52.6%	42.1%	51.97%
FY 2017	25.0%	50.0%	54.6%	56.8%	52.3%	52.3%	59.1%	63.6%	61.4%	.	
FY 2018	38.1%	65.1%	65.1%	68.3%	58.7%	57.1%	55.6%	63.5%	.	.	
FY 2019	34.7%	51.8%	61.2%	42.4%	50.6%	54.1%	56.5%	.	.	.	
FY 2020	34.2%	58.2%	53.2%	54.4%	60.8%	54.4%	.	.	.	.
FY 2021	40.2%	60.6%	53.0%	53.0%	51.5%	.	.	.	.	.
FY 2022	44.7%	76.3%	84.2%	76.3%	.	.	.	.	.	.
FY 2023	42.6%	63.6%	54.6%	.	.	.	.	.	.	.
Overall	36.6%	59.4%	60.5%								
Average Qrtly Earnings:											
FY 2016	\$2,172	\$2,188	\$3,203	\$3,330	\$5,201	\$4,656	\$5,904	\$5,487	\$4,908	\$7,076	\$4,755
FY 2017	\$1,818	\$2,384	\$2,401	\$2,806	\$4,336	\$3,849	\$5,733	\$6,826	\$7,022	.	
FY 2018	\$2,238	\$2,529	\$3,738	\$3,676	\$4,777	\$5,819	\$6,952	\$8,106	.	.	
FY 2019	\$2,056	\$2,900	\$3,958	\$4,494	\$4,948	\$6,075	\$7,017	.	.	.	
FY 2020	\$2,135	\$2,419	\$3,809	\$4,380	\$4,790	\$6,917	.	.	.	.
FY 2021	\$2,895	\$3,632	\$4,991	\$5,359	\$6,575	.	.	.	.	.
FY 2022	\$3,270	\$3,833	\$6,432	\$7,795	.	.	.	.	.	.
FY 2023	\$3,491	\$4,292	\$7,016	.	.	.	.	.	.	.
Overall	\$2,520	\$3,052	\$4,429								
Qualified for UI Benefits:											
FY 2016	27.6%	36.8%	31.6%	52.6%	42.1%	52.6%	47.4%	36.8%	36.8%	42.1%	42.8%
FY 2017	10.2%	18.2%	18.2%	38.6%	43.2%	47.7%	43.2%	56.8%	59.1%	.	
FY 2018	18.3%	28.6%	30.2%	54.0%	52.4%	52.4%	57.1%	57.1%	.	.	
FY 2019	20.0%	21.2%	20.0%	47.1%	40.0%	42.4%	49.4%	.	.	.	
FY 2020	19.3%	21.5%	21.5%	41.8%	49.4%	55.7%	.	.	.	.
FY 2021	24.2%	25.8%	33.3%	45.5%	42.4%	.	.	.	.	.
FY 2022	28.3%	34.2%	39.5%	71.1%	.	.	.	.	.	.
FY 2023	27.8%	34.1%	29.6%	.	.	.	.	.	.	.
Overall	21.1%	25.8%	26.7%								
Filed UI Claim:											
FY 2016	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	10.5%	0.0%	0.0%	0.0%	2.0%
FY 2017	0.0%	0.0%	0.0%	0.0%	0.0%	13.6%	2.3%	0.0%	2.3%	.	
FY 2018	0.4%	0.0%	0.0%	0.0%	7.9%	4.8%	0.0%	1.6%	.	.	
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%	1.5%	.	.	.	.	.
FY 2022	2.0%	0.0%	0.0%	0.0%	.	.	.	.	.	.
FY 2023	1.1%	2.3%	0.0%	.	.	.	.	.	.	.
Overall	1.1%	3.4%	2.3%								

Figure 89 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 2023). AYW exiters’ employment gains peak during the last service quarter, from 37% the year prior to entering services to 59% during the last service quarter (22 percentage point increase), followed by a decline in employment. During the three-years post-services the data report an average earnings increase of \$3,266 representing a 130 percent gain in earnings across the period examined.

**Figure 89. Average Employment and Quarterly Earnings AYW YouthBuild Exiters: FY 2016–FY 2023
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 2019 cohorts from one year prior to seeking services through seven-years post-services.

Figure 90 illustrates the trend in employment found in the data for the FY 2016–FY 2019 cohorts comparing the year prior to entering services through seven-, five-, and three-year post-services, respectively. Employment outcomes improved for all four cohorts across time with some fluctuations. The FY 2016 cohort data illustrates a potential impact of the Covid-19 pandemic upon employment. For the FY 2016 cohort, the impact of the pandemic upon employment began during the fourth-year post-services and may potentially be continuing to influence lower employment rates for this cohort through the seventh-year post-services.

Figure 91 illustrates a steady upward trend in earnings from one year prior to services through the post-service periods represented. All four cohorts experienced an earnings gain greater than 220%, with gains across time ranging from \$5,868 for the FY 2018 cohort to \$4,844 for the FY 2016 cohort.

Figure 90. Average Employment for AYW YouthBuild Exitters: FY 2016–FY 2019
1 year prior to services through 7 years post-services.

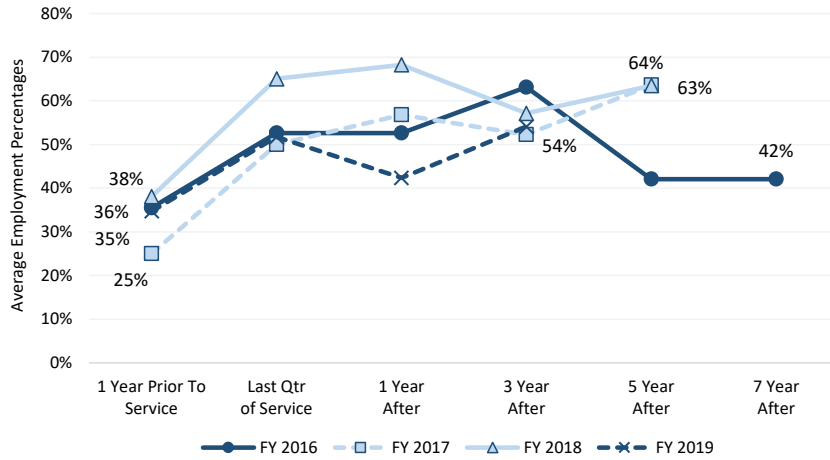
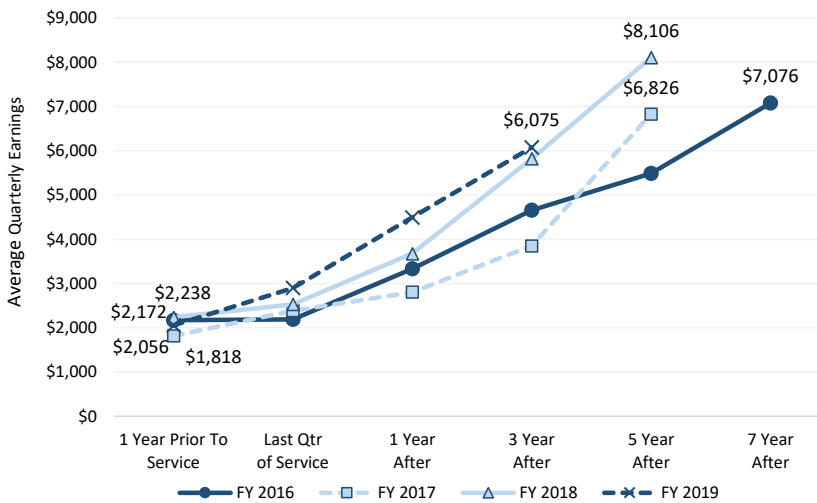


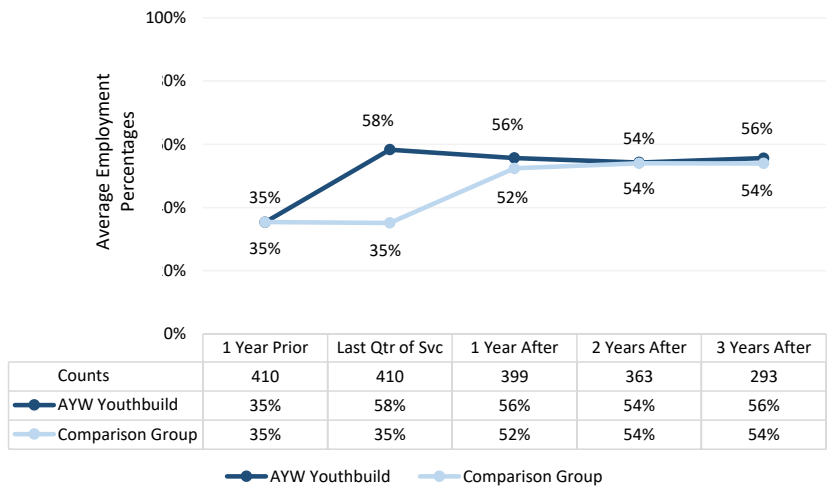
Figure 91. Average Quarterly Earnings for American YouthBuild Exitters: FY 2016–FY 2019
1 year prior to services through 7 years post-services



Program Impacts

In Figure 92, 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 figure 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 converged during the second- and third-years post-services.

Figure 92. Employment Rate over Time, AYW YouthBuild Participants vs. Comparison Group: FY 2016–FY 2023
1 year prior to services through 3 years post-services (n=410)



In Figure 93, 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 \$805. During the first year following services, the two groups’ earnings increased and converged. The comparison group earnings slightly outpaced the YouthBuild earnings during the second- and third- years post-services.

Figure 93. Unconditional Earnings over Time, AYW YouthBuild Participants vs. Comparison Group: FY 2016–FY 2023
1 year prior to services through 3 years post-services (n=410)

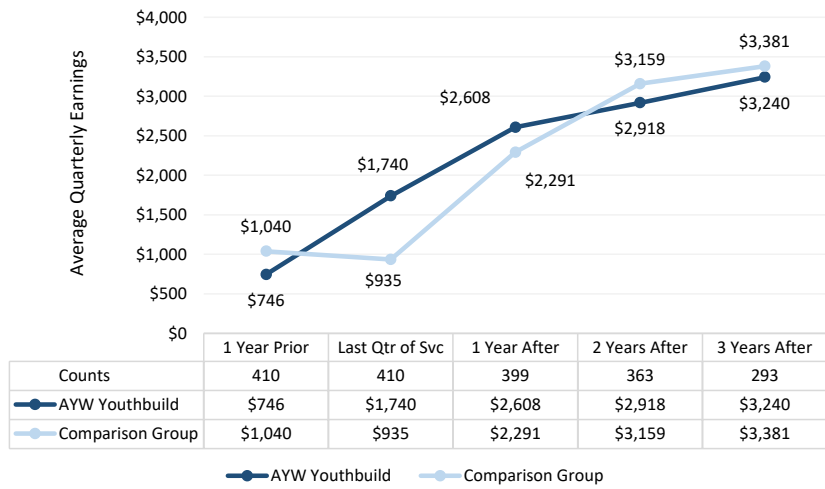


Table 28 presents findings from the impacts analysis comparing the outcomes of YouthBuild FY 2016–FY 2023 exiters to the outcomes of a matched comparison group. Participation in the YouthBuild program was associated with slightly higher (2.47%) employment rates and quarterly earnings (\$395). These differences between the AYW YouthBuild exiters and the matched control group are not statistically significant.

Table 28. AYW YouthBuild Participant Quarterly Impacts: FY 2016–FY 2023 (n= 410)

Impact measure	All Qtrs Post-service: Comparison Group	All Qtrs Post-service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	53.5%	58.2%	4.7%	2.5%
Average Quarterly Earnings	\$2,999	\$3,268	\$269	\$395.88
Qualified for UI Benefits	43.3%	45.5%	2.3%	-0.6%
Filed UI Claim	2.1%	1.9%	-0.2%	-0.1%

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

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 AmeriCorps 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 469 AYW participants who exited the Texas Conservation Corps (TxCC) in FY 2016–FY 2023. 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 seven years post-services for those for whom data were available.

Table 29 provides an overview of labor market outcomes for TxCC training participants who exited services (completed or dropped out) from FY 2016–FY 2023. In the four quarters prior to entering the program, 31.2% overall were employed in a UI-covered job in Texas. Average quarterly employment grew to 43.7% during the second quarter post-services followed by a continued decline in employment for all cohorts across the period of time examined. The available data demonstrate that all cohorts experienced earnings gains across the period examined.

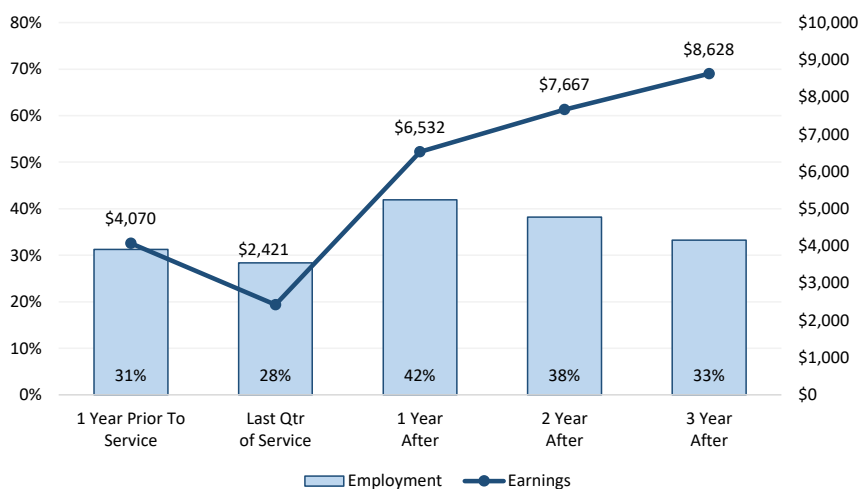
Prior to entering TxCC, only 25.2% of participants had sufficient employment and earnings histories to meet the monetary eligibility requirements for UI benefits. During the second year post services all cohorts experienced a UI benefits eligibility rate of 30% or greater. Few participants filed a claim for UI benefits in the period examined, with increases in UI claims filed during the early pandemic quarters.

Table 29. AYW TxCC Participant Outcomes: FY 2016–2023

Outcome Measure	1 Yr Prior To Service	Last Qtr of Service	2 Qtrs Post-Service	1 Yr Post-Service	2 Yrs Post-Service	3 Yrs Post-Service	4 Yrs Post-Service	5 Yrs Post-Service	6 Yrs Post-Service	7 Yrs Post-Service	All Post-Service Qtrs
Number of Participants:											
FY 2016	68	68	68	68	68	68	68	68	68	68	
FY 2017	70	70	70	70	70	70	70	70	70	70	45
FY 2018	87	87	87	87	87	87	87	87	87	42	.
FY 2019	60	60	60	60	60	60	60	28	.	.	.
FY 2020	39	39	39	39	39	39	17	.	.	.	.
FY 2021	45	45	45	45	45	13	.	.	.	.	.
FY 2022	42	42	42	42	13	.	.	.	.	.	.
FY 2023	58	58	58	11	.	.	.	.	.	.	.
Overall	469	469	469	422	382	337	302	253	180	113	
Quarterly Employment:											
FY 2016	14.3%	25.0%	41.2%	42.7%	38.2%	36.8%	30.9%	30.9%	33.8%	39.7%	
FY 2017	20.7%	24.3%	38.6%	37.1%	35.7%	31.4%	28.6%	31.4%	32.9%	.	
FY 2018	31.0%	26.4%	37.9%	35.6%	34.5%	31.0%	37.9%	37.9%	.	.	
FY 2019	30.4%	20.0%	35.0%	35.0%	38.3%	33.3%	36.7%	.	.	.	
FY 2020	48.1%	23.1%	35.9%	38.5%	33.3%	30.8%	.	.	.	.
FY 2021	37.2%	57.8%	68.9%	68.9%	53.3%	.	.	.	.	.
FY 2022	31.6%	23.8%	38.1%	38.1%	.	.	.	.	.	.
FY 2023	48.7%	32.8%	60.3%	.	.	.	.	.	.	.
Overall	31.2%	28.4%	43.7%								
Average Qrtly Earnings:											
FY 2016	\$2,033	\$2,212	\$4,670	\$5,708	\$6,955	\$7,686	\$9,038	\$9,688	\$11,590	\$12,365	
FY 2017	\$3,776	\$1,539	\$4,884	\$5,870	\$7,573	\$7,843	\$9,494	\$11,335	\$14,810	.	
FY 2018	\$3,324	\$1,931	\$5,463	\$7,185	\$7,288	\$9,588	\$9,013	\$10,817	.	.	
FY 2019	\$3,485	\$2,117	\$5,340	\$5,079	\$6,333	\$6,320	\$6,328	.	.	.	
FY 2020	\$4,529	\$3,887	\$5,200	\$5,660	\$7,039	\$9,862	.	.	.	.
FY 2021	\$4,505	\$2,783	\$6,751	\$7,939	\$10,765	.	.	.	.	.
FY 2022	\$3,628	\$1,528	\$5,421	\$6,452	.	.	.	.	.	.
FY 2023	\$5,660	\$3,463	\$7,673	.	.	.	.	.	.	.
Overall	\$4,070	\$2,421	\$5,817								
Qualified for UI Benefits:											
FY 2016	13.6%	8.8%	5.9%	27.9%	38.2%	35.3%	36.8%	30.9%	32.4%	35.3%	
FY 2017	16.1%	14.3%	7.1%	27.1%	34.3%	32.9%	30.0%	31.4%	30.0%	.	
FY 2018	26.2%	24.1%	10.3%	24.1%	32.2%	35.6%	31.0%	35.6%	.	.	
FY 2019	19.6%	16.7%	8.3%	25.0%	30.0%	33.3%	26.7%	.	.	.	
FY 2020	37.8%	25.6%	2.6%	23.1%	33.3%	28.2%	.	.	.	.
FY 2021	35.6%	24.4%	13.3%	55.6%	60.0%	.	.	.	.	.
FY 2022	26.2%	26.2%	9.5%	26.2%	.	.	.	.	.	.
FY 2023	37.1%	41.4%	17.2%	.	.	.	.	.	.	.
Overall	25.2%	22.0%	9.4%								
Filed UI Claim:											
FY 2016	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%	1.5%	0.0%	
FY 2017	1.1%	1.4%	0.0%	0.0%	0.0%	1.4%	0.0%	1.4%	0.0%	.	
FY 2018	0.0%	0.0%	0.0%	0.0%	2.3%	1.2%	3.5%	0.0%	.	.	
FY 2019	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	.	.	.	
FY 2020	0.6%	7.7%	2.6%	0.0%	2.6%	0.0%	.	.	.	.
FY 2021	3.3%	2.2%	0.0%	0.0%	2.2%	.	.	.	.	.
FY 2022	1.2%	0.0%	0.0%	0.0%	.	.	.	.	.	.
FY 2023	0.0%	0.0%	0.0%	.	.	.	.	.	.	.
Overall	0.6%	1.1%	0.2%								

Figures 94 further illustrates the overall trend in employment and earnings from one-year prior to services through the third year post-services for all TxCC cohorts (FY 2016–FY 2023). AYW TxCC exiters’ employment gains peak during the first-year post-services, from 31% the year prior to entering services to 42% during the first year post-services (an 11 percentage point increase) followed by a decline in employment. At three-years post-services the data reports an earnings increase of \$4,558, from one year before services, representing a 112 percent gain in earnings across the period examined .

Figure 94. Average Employment and Quarterly Earnings American YouthWorks TxCC Exiters: FY 2016–FY 2023
1 year prior to services through 3 years post-services

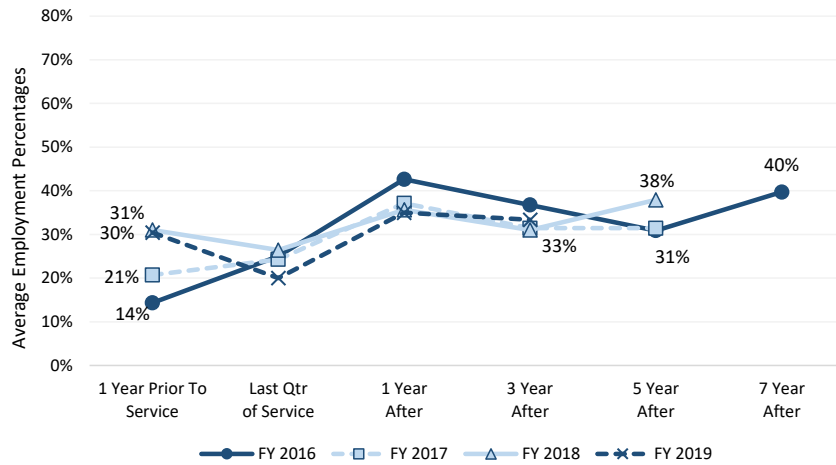


The following two figures present the long-term employment and earnings outcomes for the FY 2016–FY 2019 cohorts from one-year prior to seeking services through seven years post-services.

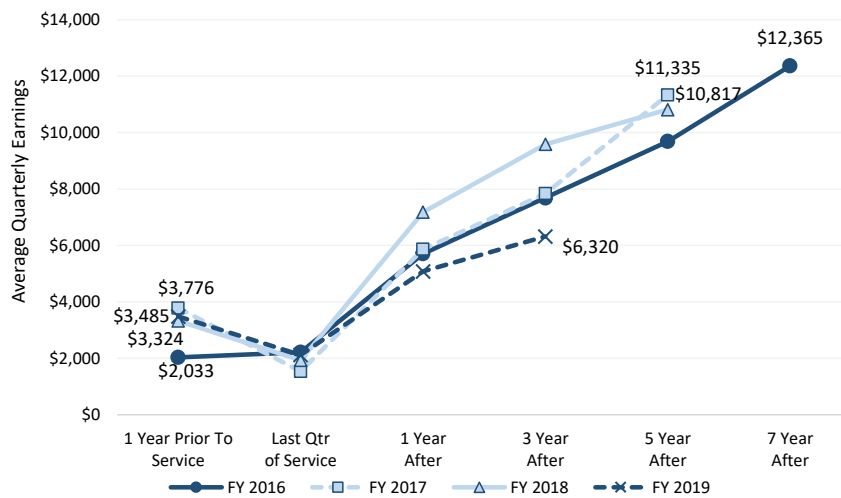
Figure 95 illustrates the trend in employment found in the data for the three cohorts. Compared to the last service quarter employment rates, employment outcomes improved for all cohorts during the first-year post-services followed by variations in employment rates. Across the period examined all cohorts experienced an increase in employment rates, from a 26 percentage point gain for the FY 2016 cohort, to the modest gain of 2.9 percentage points for the FY 2019 cohort.

Figure 96 illustrates a steady upward trend in earnings for all cohorts. Earnings increased over time by \$10,332 for the FY 2016 cohort, over \$7,000 for cohorts FY 2017 and FY 2018, and nearly \$4,200 for FY 2019 cohort.

**Figure 95. Average Quarterly Employment for AYW TxCC Exiters: FY 2016–FY 2019
1 year prior to services through 7 years post-services**



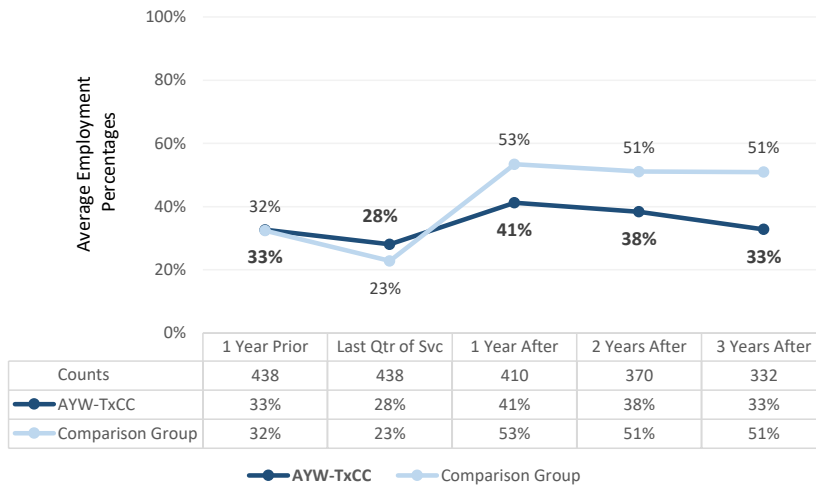
**Figure 96. Average Quarterly Earnings for AYW TxCC Exiters: FY 2016–FY 2019
1 year prior to services through 7 years post-services**



Program Impacts

In Figure 97 the impact of participation in AYW TxCC services for 438 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 12 percentage points by the first-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 97. Employment Rate Over Time, AYW TxCC Participants vs. Comparison Group: FY 2016–FY 2023
1 year prior to services through 3 years post-services (n=438)



In Figure 98, 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 first-,second- and third-year post-services. During the third-year post-services, the comparison group quarterly earnings surpassed TxCC earnings by \$453.

Figure 98. Average Quarterly Earnings Over Time, AYW TxCC Participants vs. Comparison Group: FY 2016–FY 2023

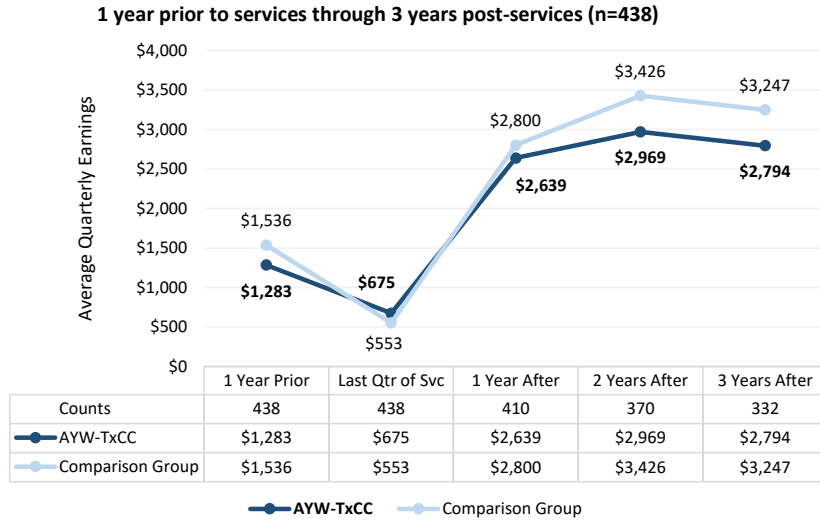


Table 30 presents findings from the impacts analysis comparing the outcomes of TxCC FY 2016–FY 2023 exiters to the outcomes of a matched comparison group. For all four measures the findings do not report any statistically significant positive impacts for program exiters when compared to the outcomes of the comparison group. Rather, two measures report statistically significant negative effects, quarterly employment at the .05 level of significance and filing for UI claims at the .001 level of significance.

Table 30. AYW TxCC Program Impact FY 2016–FY 2023 (n= 438)

Impact measure	All Qtrs Post-service: Comparison Group	All Qtrs Post-service: Treatment Group	Unadjusted Net Effect	Impact Measure
Quarterly Employment	48.4%	39.6%	-8.8%	-6.1%*
Average Quarterly Earnings	\$2,981	\$3,058	\$77	\$440.48
Qualified for UI Benefits	41.4%	32.9%	-8.4%	-5.0%
Filed UI Claim	1.7%	0.7%	-1.0%	-0.7%***

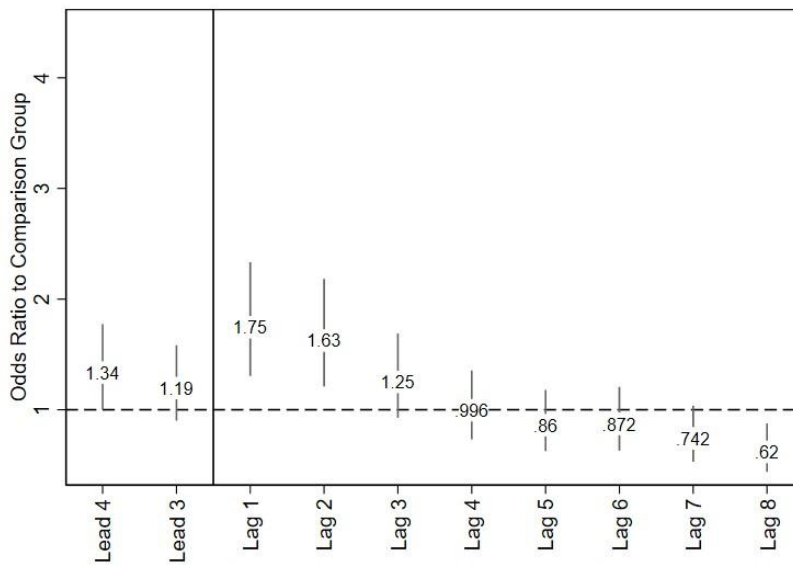
Note: ***=significant at p<.001; **=significant at p<.01; *= significant at p<.05

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 Ray Marshall Center for the Study of Human Resources

Texas UI earnings data.

The AYW employment model visualized in Figure 99 (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 1.75 times and 1.63 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 (Lag8). 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.

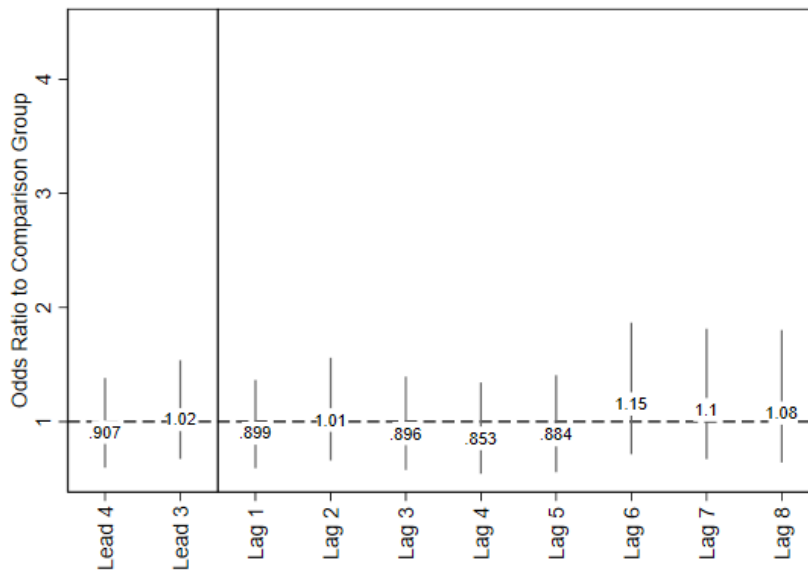
**Figure 99. Quarterly Employment Rate Impact, AYW: FY 2016-2023
4 quarters prior to services through 8 quarters post-services, n = 848**



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 100 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.

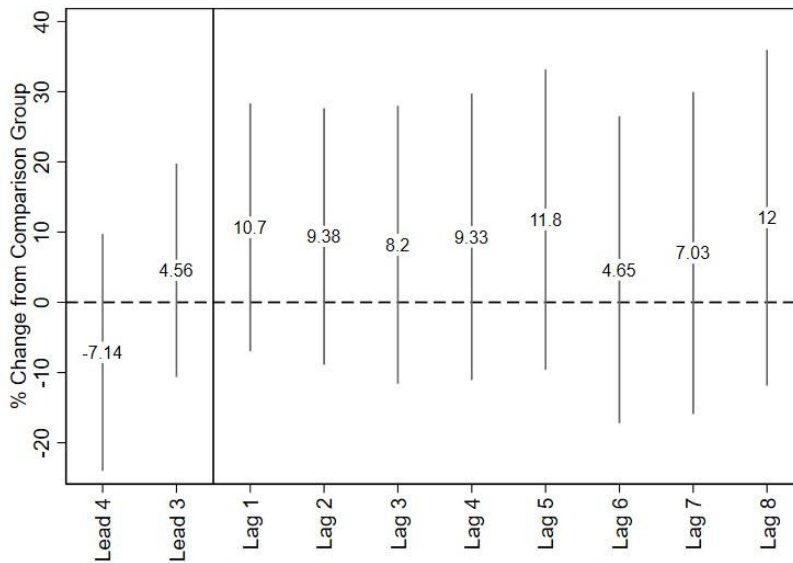
**Figure 100. Quarterly Employment Rate Impact, AYW: FY 2016-2023
4 quarters prior to services through 8 quarters post-services,
conditional on at least one pre-treatment quarter of wages, n = 848**



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 101 (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.

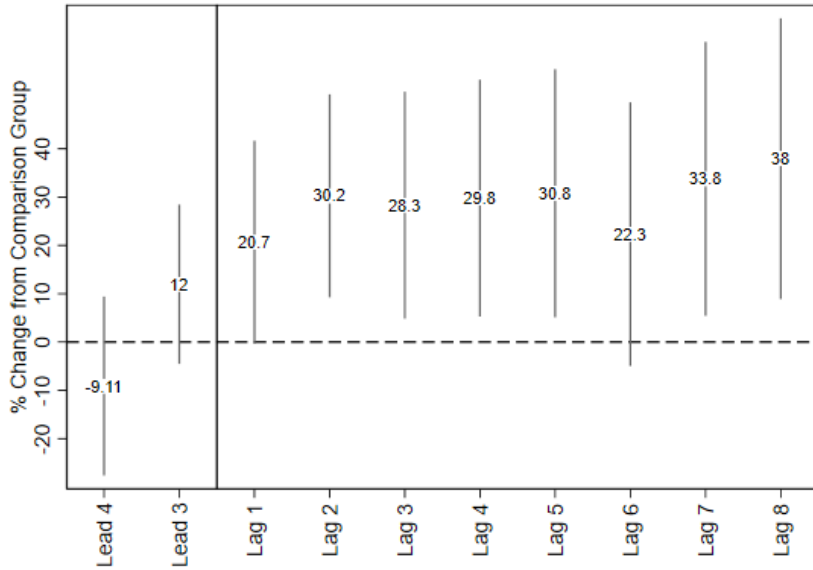
Figure 101. Quarterly Earnings Impact, AYW: FY 2016-2023
4 quarters prior to services through 8 quarters post-services, n = 848



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

Figure 102 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 102. Quarterly Earnings Impact, AYW: FY 2016-2023
4 quarters prior to services through 8 quarters post-services, n = 848**



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

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 2023 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 31. The majority of YouthBuild exiters entering services *without* an HSC identified as Hispanic (59.7%), the majority of exiters for both the YouthBuild *with an 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 31. AYW Program Exiters by Race/Ethnicity and Education: FY 2016–FY 2023

	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			
Hispanic	59.7%	24.5%	11.9%
Black	17.0%	16.0%	1.9%
White	11.7%	42.6%	60.3%
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 at three years post-service. Further, Black participants entering either with or without an HSC experienced the highest percent change in employment over time (Table 32).

Table 32. AYW Exiters Employment Outcomes by Race/Ethnicity FY 2016–FY 2023

Employment Outcomes	One Year Prior to Entering Services	Three Years Post Services	Percentage Point Changes Over Time
YouthBuild No High School Certificate at Program Entry	n=300	n=175	
Hispanic	43.3%	63.5%	20.2%
Black	23.5%	60.0%	36.5%
White	32.1%	61.5%	29.4%
YouthBuild with High School Certification at Program Entry	n=94	n=71	
Hispanic	46.7%	57.9%	11.2%
Black	40.0%	66.7%	26.7%
White	15.6%	28.1%	12.5%
Texas Conservation Corps.	N=411	n=302	
Hispanic	54.1%	62.5%	8.4%
Black	34.4%	14.3%	(20.1%)
White	27.7%	29.9%	2.2%

Among the YouthBuild participants entering the program without an HSC, Black participants experienced the greatest increase in earnings over time with a \$3,989 quarterly earnings increase representing a 252 percentage increase. For the YouthBuild participants entering with an HSC, Hispanic participants experienced the greatest increase in earnings over time (Table 33).

Table 33. AYW Exiters Earnings Outcomes by Race/Ethnicity FY 2016–FY 2023

Quarterly Earnings Outcomes	One Year Prior to Entering Services	Three Years Post Services	Change Over Time
YouthBuild No High School Certificate at Program Entry	n=300	n=241	
Hispanic	\$2,313	\$5,438	\$3,125
Black	\$1,585	\$5,574	\$3,989
White	\$2,023	\$5,864	\$3,841
YouthBuild with High School Certification at Program Entry	n=94	n=53	
Hispanic	\$2,532	\$6,897	\$4,365
Black	\$4,130	\$7,733	\$3,604
White	\$4,603	\$7,147	\$2,544
Texas Conservation Corps.	n=411	n=337	
Hispanic	\$3,090	\$8,291	\$5,201
Black	\$4,584	\$9,948	\$5,364
White	\$4,111	\$8,049	\$3,938

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 2023 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 34 and Table 35).

Among the groups represented in Table 34, female participants entered with higher rates of employment. Over time YouthBuild males entering the program without an HSC are reported to have experienced the greatest percentage point gain in employment (22 percentage points).

Table 34. AYW Exiters Employment Outcomes by Gender: FY 2016–FY 2023

Employment Outcomes	One Year Prior to Entering Services	Three Years Post Services	Percentage Point Changes Over Time
YouthBuild No High School Certificate at Program Entry	n=300	n=241	
Female	41.9%	63.4%	21.5%
Male	34.2%	56.8%	22.6%
YouthBuild with High School Certification at Program Entry	n=94	n=71	
Female	39.9%	50.0%	10.1%
Male	22.1%	39.5%	17.4%
Texas Conservation Corps.	n=411	n=337	
Female	37.0%	37.8%	.8%
Male	22.2%	30.7%	8.5%

Among all the groups represented in Table 35, at three-years post services female participants entering with an HSC and males enrolled in TxCC experienced the greatest earnings increases, gains of over 130 percent over pre-service earnings. While females entering YouthBuild without an HSC and males entering with an HSC experienced the lowest quarterly earnings gains.

Table 35. AYW Exiters Earnings Outcomes by Gender: FY 2016–FY 2023

Quarterly Earnings Outcomes	One Year Prior to Entering Services	Three Years Post Services	Amount Changes Over Time
YouthBuild No High School Certificate at Program Entry	n=300	n=241	
Female	\$2,056	\$4,475	\$2,419
Male	\$2,206	\$6,210	\$4005
YouthBuild with High School Certification at Program Entry	n=94	n=71	
Female	\$3,794	\$8,812	\$5,018
Male	\$3,044	\$5,609	\$2,566
Texas Conservation Corps.	n=411	n=337	
Female	\$3,805	\$8,491	\$4,686
Male	\$3,585	\$8,755	\$5,170

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

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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