

Are TX Graduates working in Jobs related to their Field of Study?



Objectives

- Limitations of the UI Wage Records
- Why do we need to know if our graduates are working in an occupation related to their training?
- Nuts and bolts of the 2013 TWC Employer Follow-Up Survey
- Preliminary results
- Lessons Learned

Limitations of UI Wage Records

- Does not capture occupational title
- Does not capture hours worked
- 6-month delay in reporting and clean up
- Designed to administer Unemployment Insurance program
- Best resource for documenting labor market outcomes at the moment

Why do we need to know the occupation of our graduates?

- Program evaluators need to know in order to assess the training-relatedness of post-exit employment
- And to target education and training service delivery more effectively

Impetus

- Over a decade since last employer follow-up survey was conducted
- Funds from the US Dept. of Labor Workforce Data Quality Initiative grant
- Interest from TWC, TSTC-System and UT-System
- The rising swell in consumer reporting

FERPA

- The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a Federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education.
- <http://www2.ed.gov/policy/gen/reg/ferpa/index.html?exp=8>

[http://www.utexas.edu/research/cshr/rmc1/index.php
/component/content/article/1-about/962-ferpa.html](http://www.utexas.edu/research/cshr/rmc1/index.php/component/content/article/1-about/962-ferpa.html)



FERPA: Past and Present

Implications for Data Sharing and Research

Central Texas FERPA Conference
Austin, TX
April 12, 2013

Michael Hawes
Statistical Privacy Advisor
U.S. Department of Education

Data Transfer

- Data Sharing Agreement between TWC and UT-System and TSTC
- Secure server that can be accessed by assigned employees (Tumbleweed)
- At all times TWC follows Title 1, Part 10, Texas Administrative Code, Chapter 202 as the minimum required standard for security.

Seed Records

- Graduates from UT, TSTC and TWC programs between 2008- 2011
- Surveyed employers of 20,400 graduates who were found to be working in the 4th quarter of 2012.
- 277 different program of study (6-digit CIP)

Texas State Technical College System (TSTC- System)

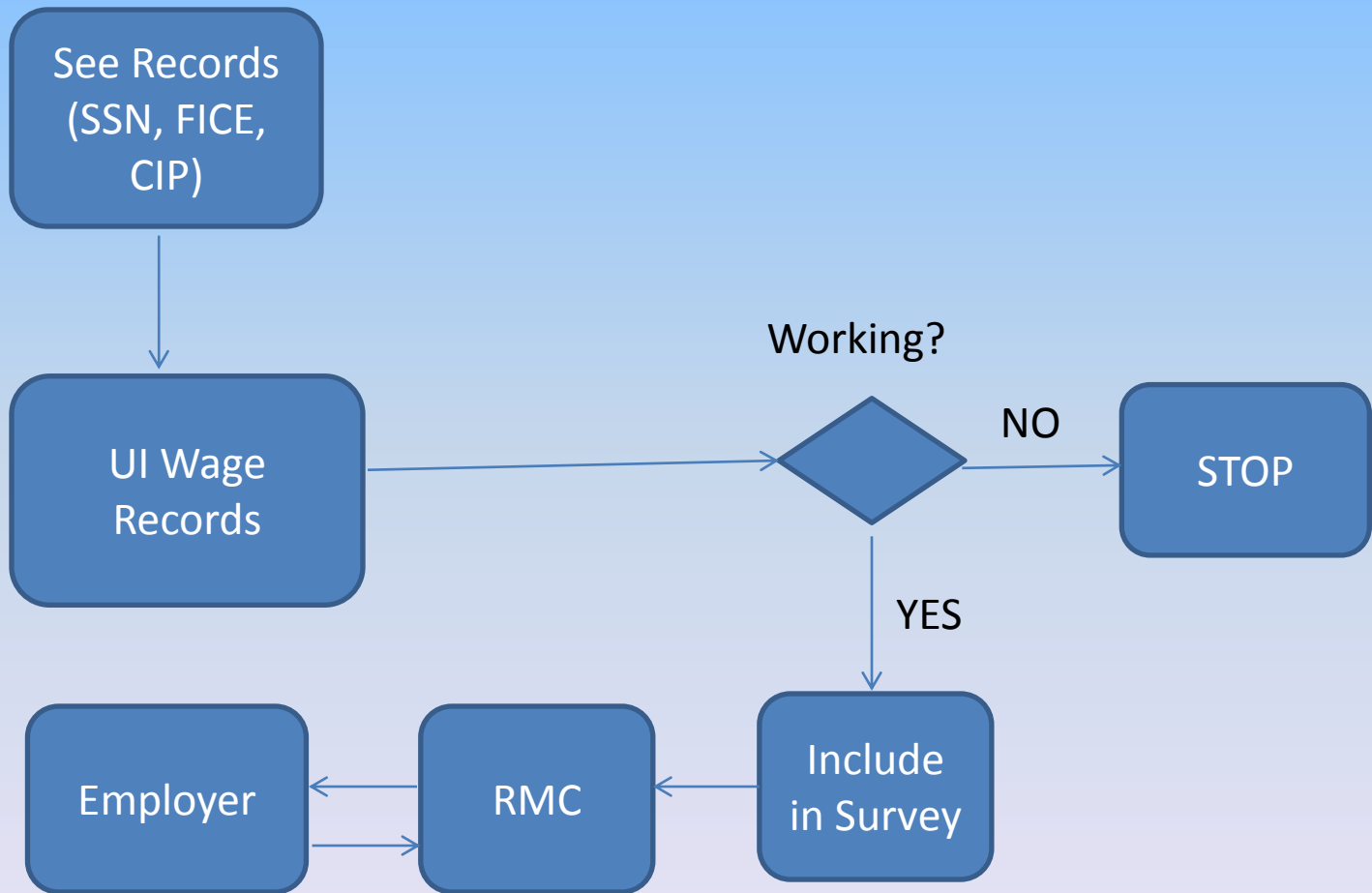
- 4,568 Total graduates - 1,418 female and 3,150 male
 - Associate - 2,961
 - Certificate - 1,490
 - Enhanced Skills Cert. - 37
 - Advanced Technology Cert. - 12
 - Core Curriculum - 66
 - Field of Study - 2

UT-System

- UT System – 7,970 Bachelors degree Graduates
 - 3,680 Female
 - 4,290 Male

TWC Program Completers

- Participants in Vocational Training awarded certificates
 - Workforce Investment Act – 4,530
 - Skills Development Fund- 3,332
 - 1,920 - Female
 - 2,610 - Male
 - 3,332 – Unknown (gender not collected)





TWC Employer Survey



HELP

About This Survey

Thank you for participating in this voluntary survey for the Texas Workforce Commission (TWC). Your responses will provide important feedback for assessing public education's capacity to meet the needs of Texas employers for skilled workers. Individuals/Employees included in this survey are recent college and workforce training graduates in the State of Texas.

Please contact Judy Chen at judy.chen@raymarshallcenter.org if you have specific questions about how to complete the survey.

Christopher King, Director, Ray Marshall Center for the Study of Human Resources at the University of Texas at Austin's LBJ School of Public Affairs, is the Principal Investigator for this research effort. Contact Dr. King at ctking@raymarshallcenter.org if you have any questions about how or why this research is being conducted.

There are known problems with Internet Explorer 8. Please use one of the following browsers listed below:

This survey should be completed in [Mozilla Firefox](#), [Internet Explorer 10](#), [Google Chrome](#), or [Safari](#).

Please enter your Texas Workforce Commission Account Number, without leading zeros, spaces or dashes:

submit

Survey Questions

- Job Title
- Full-time/Part-time Flag
- ZIP code location of job

Nuts and Bolts

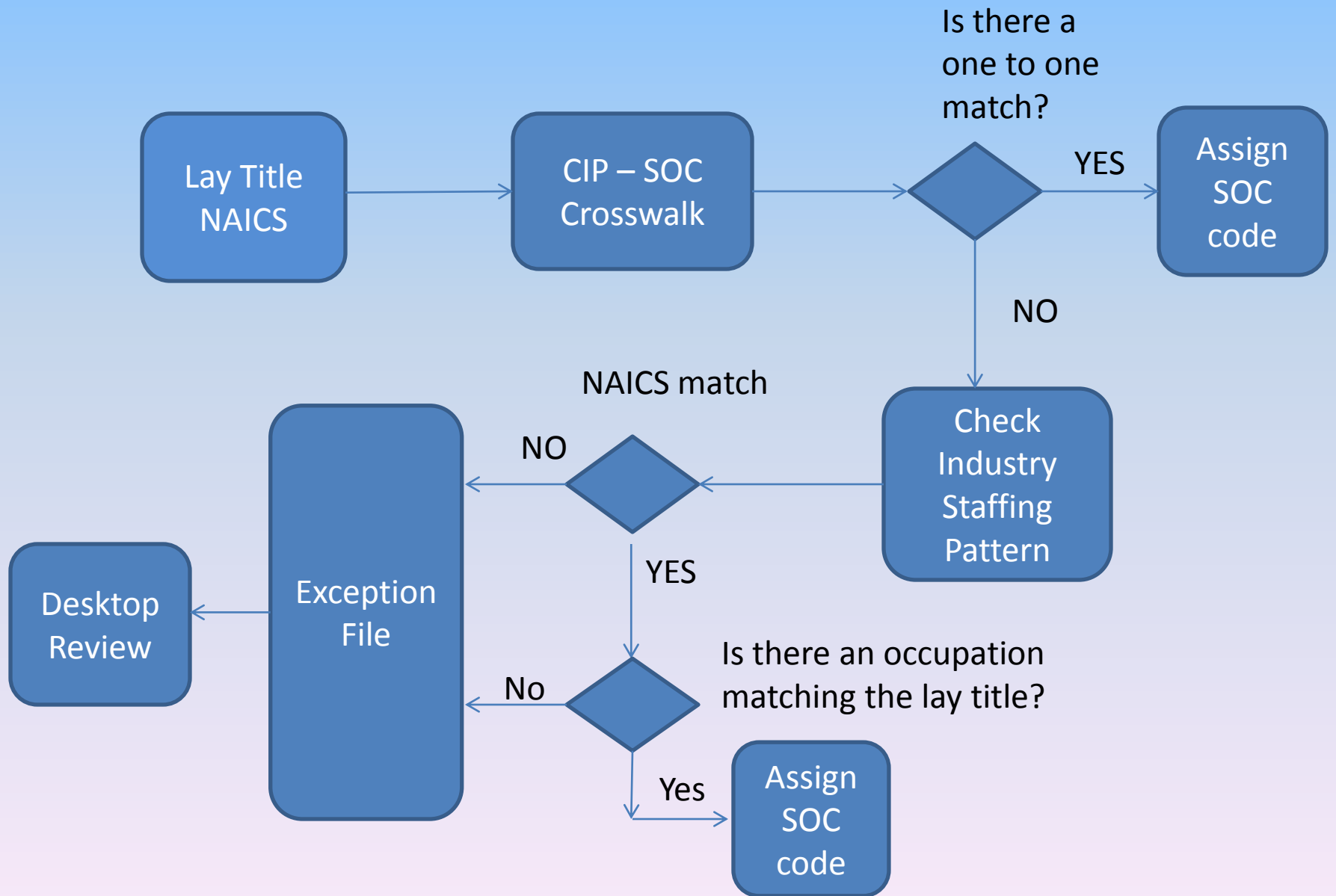
- Survey instrument constructed in-house at RMC
- Cover letter from TWC signed by Executive Director
- Quick start guide
- Use of First and Last Names on the instrument, no SSNs
- Two waves of survey letters
- CIP – SOC crosswalk

CIP-SOC Crosswalk

Developed by TWC over many years

For example Computer and Information Sciences, General (CIP=11.0101)

- Computer and Information Systems Managers
- Computer and Information Research Scientists
- Computer Systems Analysts
- Database Administrators
- Network and Computer Systems Administrators
- Computer Network Architects
- Information Security Analysts, Web Developers, and Computer Network
- Architects
- Computer Occupations, All Other
- Computer Science Teachers, Postsecondary



Philosophy Majors

- Related occupations
 - Area, Ethnic, and Cultural Studies Teachers, Postsecondary
 - Philosophy and Religion Teachers, Postsecondary
 - Religious Workers
 - Directors, Religious Activities and Education
- Any more?

Raw Data

CIP Title (Program of Study)	Lay Job Title
Licensed Practical/Vocational Nurse Training.	LVN
Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician.	Commercial Service Technician
Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician.	Technician
Drafting and Design Technology/Technician, General.	Drafter
Welding Technology/Welder.	Welder
Dental Assisting/Assistant.	Registered Dental Assistant
Computer and Info. Systems Security/Information Assurance.	Network Administrator
Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician.	Residential Technician
Geographic Information Science and Cartography.	Survey Technician
Auto body/Collision and Repair Technology/Technician.	Painter Helper
Automobile/Automotive Mechanics Technology/Technician.	Technician
Dental Assisting/Assistant.	Correctional Officer III
Health Information/Medical Records Technology/Technician.	Patient Services Coordinator
Computer Programming/Programmer, General.	Draftsman
Computer Programming/Programmer, General.	Machine Operator

Preliminary Results- First Wave

- TWC received 1,017 records with responses
- 966 were found working in occupation closely or directly related to the program they studied
 - 341 – UT System
 - 247 – TSTC System
 - 378 – TWC

Preliminary Results

- UT –System Majors with highest training-relatedness

Program of Study

Job Lay-Title

English Language and Literature, General.	Teacher
Business Administration and Management	Service Advisor
Civil Engineering, General.	Engineer Associate 1
Mechanical Engineering.	Mechanical Engineer
Marketing/Marketing Management, General.	Account Manager
Computer Engineering, General.	Programmer Analyst

Preliminary Results

- TSTC – Majors with the highest training-relatedness

Program of Study	Job Lay-Title
Heating, Ventilation, Air Conditioning and Refrigeration Engineering Technology/Technician.	Commercial Service Technician
Welding Technology/Welder.	Welder B
Licensed Practical/Vocational Nurse Training.	LVN
Autobody/Collision and Repair Technology/Technician.	Shop Hand
Teacher Assistant/Aide.	Preschool Teacher
Restaurant, Culinary, and Catering Management/Manager.	Kitchen Staff
Drafting and Design Technology/Technician, General.	Cad Operator

Lessons Learned

- Use turn key survey instruments such as Survey Monkey, KeyPoint, The Survey System, etc.
- Strength of the Cover Letter is important – for example, Governor as signatory
- Use of incentives for completing the survey – for example, IPAD Air
- Multiple waves, stamp “second notice” on envelop
- Contact employers to increase response rate or clarify answers

Other Observations

- Employers called RMC to do the survey with help from Research Assistant
- Employer name on survey envelope may be one of several under an umbrella company
- Employer name and/or address was not current
- Problems with different browsers

Questions?

- Ruben B. Garcia
 - Manager, Automated Student and Adult Learner Follow-Up System
 - Labor Market and Career Information
 - Texas Workforce Commission
 - 101 E. 15th Street, Room 0252
 - Austin, TX 78778-0001
 - (512) 936-3112