TWC Salary Data
How to get it & How to use it

By: Douglas Walcerz, Provost, Lee College

February 27, 2023

Agenda

- Existing Public Sources of Wage Data
- TWC Confidential Wage Data
- UH-ERC Data Warehouse

https://lehd.ces.census.gov/applications/pseo/

Texas CREWS

https://txcrews.org/

Lee College, 2018 Graduates - Certificate

Search Majors

View by Degree Level: **Certificate**

Majors	# of Grads	% of Grads with Loans	Avg Loan Amount at Graduation	% Found with Wages	2019 Median Wages	Loan as % of Year 1 Wages
Business Administration, Management and Operations	28	32%	$11,315	54%	$53,047	23%
Business Operations Support and Assistant Services	9	No data	No data	78%	$39,098	No data
Communications Technology/Technician	6	No data	No data	No data	No data	No data
Cosmetology and Related Personal Grooming Services	52	No data	No data	52%	$14,357	No data
Drafting/Design Engineering Technologies/Technicians	98	6%	$6,265	67%	$39,907	18%
Electromechanical Instrumentation and Maintenance Technologies/Technicians	61	8%	$11,471	84%	$66,159	18%
Graphic Communications	5	No data	No data	No data	No data	No data
Health and Medical Administrative Services	5	No data	No data	No data	No data	No data

Texas Higher Education Coordinating Board
Automated Student and Adult Learner Follow-Up System
2018-2019 Exit Cohort Reports

LEE COLLEGE

		Outcomes by Major - Technical Completers								
Major	Cohort Group Subtotal	Working Only	Working and Enrolled	All Working	Enrolled Only	All Enrolled	Not Found	Mean Quarterly Earnings	Median Quarterly Earnings	Employment Rate
100105 Communications Technology/Technician	7	4	0	4	2	2	1	3,224	3,559	57%
100304 Animation, Interactive Technology, Video Graphics and Special Effects	5	2	0	2	2	2	1	*	*	40%
120401 Cosmetology/Cosmetologist, General	44	19	7	26	2	9	16	4,443	3,823	59%
150000 Engineering Technology, General	15	12	1	13	1	2	1	15,764	14,735	87%
150404 Instrumentation Technology/Technician	138	104	14	118	8	22	12	15,769	13,741	86%
150701 Occupational Safety and Health Technology/Technician	17	9	4	13	2	6	2	12,944	13,296	76%
151202 Computer Technology/Computer Systems Technology	15	10	1	11	0	1	4	9,516	8,793	73%
151301 Drafting and Design Technology/Technician, General	75	40	14	54	15	29	6	11,327	9,202	72%
151302 CAD/CADD Drafting and/or Design Technology/Technician	6	4	1	5	1	2	0	15,735	16,225	83%
190706 Child Development	18	9	7	16	1	8	1	5,533	4,784	89%
240101 Liberal Arts and Sciences/Liberal Studies	33	7	17	24	9	26	0	8,868	7,335	73%
410301 Chemical Technology/Technician	114	85	10	95	2	12	17	14,793	13,021	83%
430104 Criminal Justice/Safety Studies	5	4	1	5	0	1	0	8,147	10,267	100%
460302 Electrician	9	6	2	8	0	2	1	15,120	14,419	89%
480501 Machine Tool Technology/Machinist	15	14	0	14	0	0	1	20,055	19,246	93%
480508 Welding Technology/Welder	9	5	1	6	0	1	3	14,851	17,344	67%
510707 Health Information/Medical Records Technology/Technician	8	2	1	3	0	1	5	11,314	10,863	38%
513801 Registered Nursing/Registered Nurse	77	59	12	71	4	16	2	16,129	16,877	92%
513901 Licensed Practical/Vocational Nurse Training	20	13	2	15	1	3	4	9,340	10,349	75%
520201 Business Administration and Management, General	33	13	10	23	7	17	3	11,021	11,971	70%
520203 Logistics and Materials Management	15	4	5	9	0	5	6	7,904	5,237	60%

http://www.txhighereddata.org/index.cfm?objectid=3B299BE0-D96F-11E8-BB650050560100A9

The New York Times

How Lee College students fare later in life

■ Among the lowest ☐ About typical ■ Among the highest

		IN TEXAS	AMONG TWO-YEAR (PUBLIC AND PRIVATE NOT-FOR-PROFIT) COLLEGES
Median individual income at age 34	$34,400	☐	■ (green)
...for men	$59,600	☐	■ (green)
...for women	$24,400	■ (red)	☐
Average income percentile	57th	☐	■ (green)
Share who end up in the top 1%	<1%	■ (red)	■ (green)
...in the top 5%	10%	■ (green)	■ (green)
...in the top 10%	18%	■ (green)	☐
...in the top 20%	30%	■ (green)	■ (green)
...in the bottom 20%	16%	■ (green)	☐
Avg. income percentile of a poor student	52nd	☐	☐
...of a rich student	60th	☐	■ (green)

https://www.nytimes.com/interactive/projects/college-mobility/

https://www.edtx.org/our-impact-areas/higher-education/wecantx/we-can-tx-data-dashboard

EDUCATE TEXAS
at COMMUNITIES FOUNDATION *of* TEXAS

WE CAN TEXAS DATA DASHBOARD

Navigation | Home | Industry | Occupation | Program | Registered Apprenticeship - Active | Registered Apprenticeship - Completion | Postsecondary Enrollment | Postsecondary Completion | High School

PURPOSE

The WE CAN TEXAS Data Dashboard uses Texas and national data to demonstrate the story of worker demand across Texas and how work-based learning and community college outcomes are creating a pathway to meet that demand.

ABBREVIATIONS

· North American Industry Classification System (NAICS)
· Standard Occupational Classification (SOC)
· Classification of Instructional Programs (CIP)

Other key terms are included in the dashboard footnotes.

HOW TO NAVIGATE

← Press to return to previous page

↺ Press to reset all filters

ⓘ Hover over icon to read additional information on visual or functionality

North Star data used to add context to the data on each page

Use to filter data

National or statewide data only

Hover your cursor over a visual to see more detailed information

87th TEXAS LEGISLATURE, REGULAR SESSION (2021)

HB 3767 RELATING TO MEASURES TO SUPPORT WORKFORCE DEVELOPMENT IN THE STATE, INCLUDING THE ESTABLISHMENT OF THE TRI-AGENCY WORKFORCE INITIATIVE AND ADDITIONAL EMPLOYER WORKFORCE DATA REPORTING

[The] TEA and THECB are directed to make available to each public school and institution of higher education student outcome information, including credential completion, employment status and industry of employment, and earnings over time [contingent upon federal funding].

https://reportcenter.highered.texas.gov/training-materials/presentations/summary-of-higher-education-legislation-87r/

TWC Confidential Wage Data

1. Develop a rock-solid case why publicly available data are not enough and why you can't wait for the data that is being developed under HB 3767.

2. Submit a TWC Data Exchange Request and Safeguard Plan
   1. Form does not seem to be available online.
   2. Most fields are routine.
   3. Cost is $250 to $1,000 per year
   4. Question 20: "TWC data at rest will be stored in a secure location on local drive using BitLocker with FIPS 140-2 encryption."

TWC Review Process

- The TWC has a committee that reviews data requests.

- The committee is led by Nicholas Lealos, Open Records Manager & Assistant General Counsel

- The committee includes Christopher Murphy, Contract Manager in the Contract Administration Department

- Lee College submitted the data request on 6/12/2020. Our contract was approved on 6/24/2022.

TWC Technical Set-Up: GoAnywhere

- Public PGP Key to encrypt the data

- IP Address range, e.g. 68.232.208.0 - 68.232.223.255 68.232.208.0/20

- Distribution email addresses for a technical contact and business contact, e.g., IT@lee.edu & BusinessOffice@lee.edu (not tom.davis@lee.edu)

- TWC will issue GoAnywhere user ID. Follow the process to generate your password.

TWC Data Submission

- Submission File: a "csv" with only one field: SSN.
- Does not need to be encrypted.
- No header row

TWC Data Output

- Line 1: SSN
- Line 2: Name, TWCEIN, NAICS, Address, Phone, Wages, Quarter

" 001234567"

" ROSIE THE RIVITER ,133357362,455110,KOHLS DEPARTMENT STORES INC   ,   ,% TALX UCM SERVICES INC ,PO BOX 283   ,SAINT LOUIS   ,MO,63166-0283,2627037000,00127,20164"
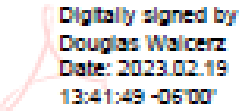
Fixed Length Data File

Start	End	Field	Start	End	Field
0	85	SSN	225	259	Address 02b
87	98	Name	261	280	City
100	108	TWC EIN	282	283	State
110	115	NAICS	285	294	ZIP
117	151	Address 01a	296	305	Phone
153	187	Address 01b	307	311	Wages
189	223	Address 02a	313	317	Quarter

Attachment per Item 11

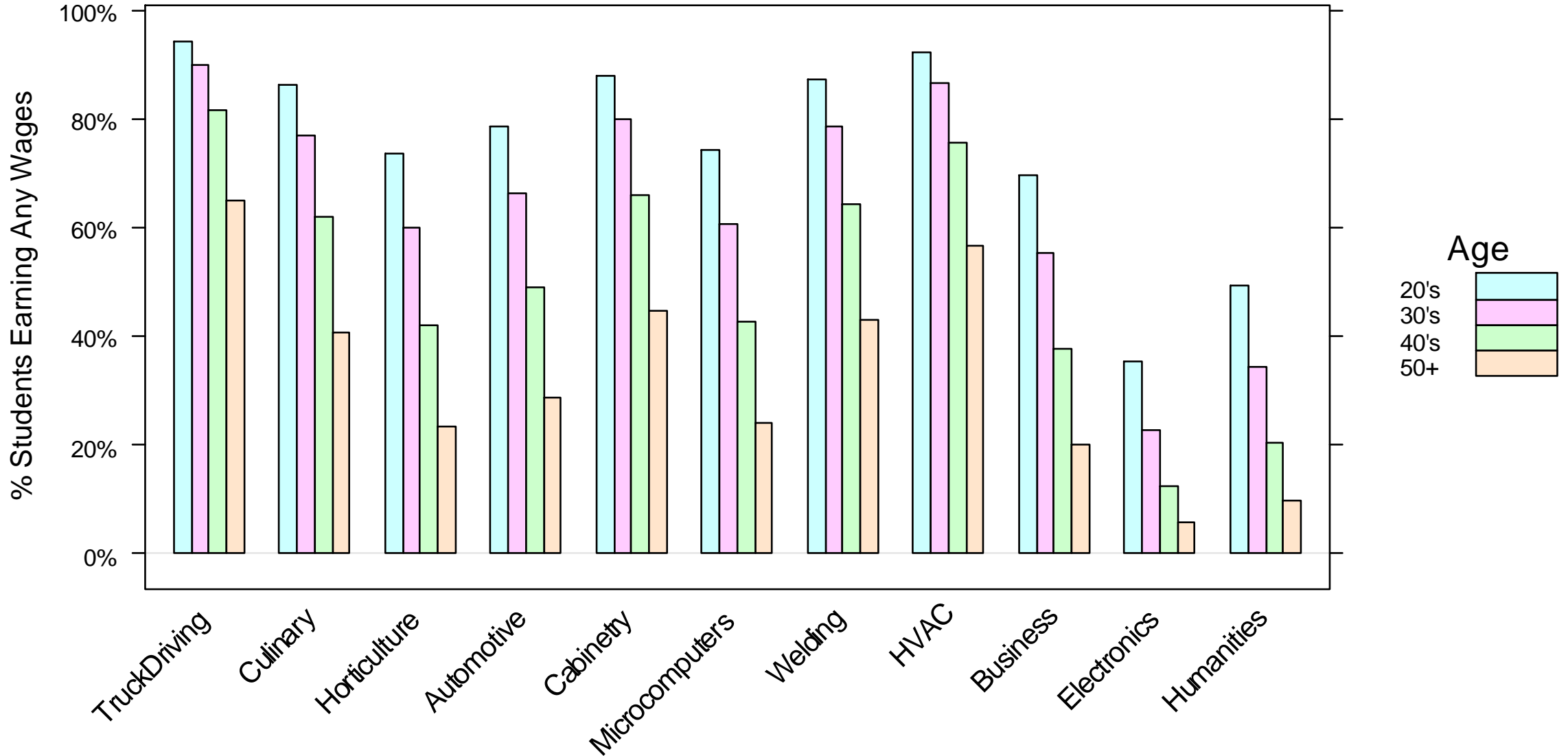## Lee College System for Auditing Compliance with 20 C.F.R. § 603.9

The table below provides a chain of custody for individually identifiable data from the Texas Workforce Commission. The first record in the chain of custody must be the Network Operation Manager who downloads the data from the TWC. Subsequent records document each person who accesses the data.

If you receive TWC data, you must sign this sheet and you are not permitted to share that data with anyone else without written permission from the designated Recipient Contact Person identified in the TWC Information Release Contract. (The contract is available from the Lee College Business office.)
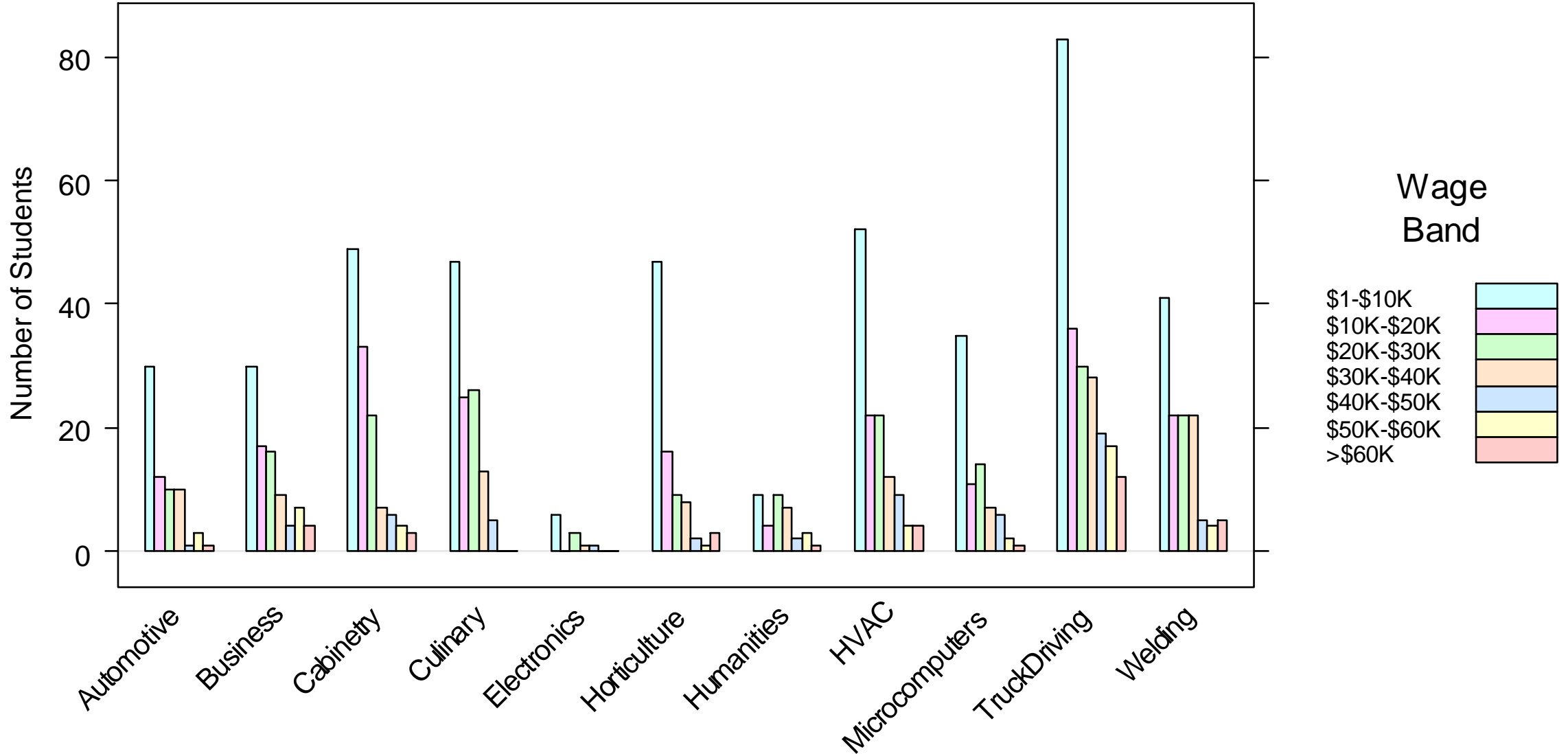
Digital Signature (including date)	Description of the Data being Accessed and the Reason for Accessing Data (including the identification of cases or claims when applicable)
Douglas Walcerz — Digitally signed by Douglas Walcerz Date: 2023.02.19 13:41:49 -06'00'	Accessed data to ascertain the length of fixed-length data fields for presentation to TAIR.

Model Prediction of the Percentage of Students with One College Certificate Earning Any State-Reported Wages Within Three Years After Release

% Students Earning Any Wages

Age
- 20's
- 30's
- 40's
- 50+

TruckDriving, Culinary, Horticulture, Automotive, Cabinetry, Microcomputers, Welding, HVAC, Business, Electronics, Humanities

Populaton: Males of all race/ethnicities paroled from 2014-2018 with a college certificate in only one area of study

Annual Wages Averaged Over Three Years for Students With State-Reported Wages Greater Than Zero

Populaton: Students released from 2014-2018 with a degree or certificate from Lee College

Limitations of TWC Data

- Does not include people who are self-employed
- Does not include people working as independent contractors (1099s)
- Does not include employees paid in cash (under the table)
- Examples:
  - Cosmetology graduates who lease a "chair" at a salon
  - Truck drivers who are owner-operators
  - Plumbers, electricians, carpenters, HVAC repairpersons, etc. who run their own one-person businesses

UH-ERC Data Warehouse

- THECB Individual Student Enrollment and Demographics
- THECB Individual Student Completion (degrees/certificates)
- TWC Individual Wage Records
- TEA Individual Demographics
- TEA Individual Course Credit
- TEA Individual Student STAAR/TAKS Scores
- TEA Individual Student Graduation

TAIR Community Research Request?

- Establish a TAIR committee on labor market outcomes and develop a research proposal in collaboration with the UH-ERC to provide data for all TAIR participating members.

- Loop in the THECB and ask them to produce the standard reports as a response to HB 3767.

Thank you! Questions?