

**Project RIO  
2004-2005 Exit Cohort  
3-Year Longitudinal Study**

The purpose of longitudinal studies in general is to assess changes in the behavior, experiences or achievements of program exiters over time. In education and workforce training, longitudinal designs are used to assess delayed or long-term program results such as earnings gains and employment retention. The following are the summary results for the 2004-2005 Project Re-Integration of Offenders (Project RIO) exit cohort in 4<sup>th</sup> quarter of 2007, three years after exit.

Project RIO is administered by the Texas Workforce Commission in collaboration with Local Workforce Development Boards, the Texas Department of Criminal Justice (TDCJ), the Windham School District and The Texas Youth Commission (TYC). The project provides a link between education, training and employment during incarceration with employment, training and education after release.

The program is designed to reduce recidivism through employment. Numerous studies have shown reduced recidivism rates for employed ex-offenders. Even when one takes into account other factors such as age, risk score, race/ethnicity and type of previous offense, post-release employment reduced re-arrests and re-incarcerations. Services are offered to program participants pre- and post-release. An individualized treatment plan is developed to identify a career path for the offender and to guide placement decisions. Prior to release, a comprehensive evaluation is conducted to assess the needs of the offender and assist in the selection and placement in Windham, college, TDCJ and TYC programs. The evaluation process is a multi-step approach that includes information gathering, goal-setting, program placement, and offender self-assessment.

Project RIO staff encourage participants to take advantage of educational and vocational services and assist offenders in obtaining documents necessary for employment. Unit or facility staff also provides placement services to give offenders practical work experience in their areas of training.

After release, TWC Project RIO staff provides ex-offenders with individualized workforce development services including job preparation and job search assistance. RIO participants attend structured job search workshops that focus on basic skills such as completing a work application, preparing a resume and performing in a mock interview. However, the most important aspect of the TWC Project RIO program is ex-offender employment as soon as possible after release.

Project RIO staff ensure that potential employers are aware of and take advantage of special incentives for hiring releasees. TWC Project RIO staff members certify prospective employees for the Work Opportunity Tax Credit program which provides a tax incentive to employers for hiring economically disadvantaged ex-offenders. Project RIO also makes available free fidelity

bonding services to the employer community, making the employment of ex-offenders and adjudicated youth more attractive.<sup>1</sup>

### Methodology

The Labor Market and Career Information (LMCI) department of the Texas Workforce Commission (TWC) used 17,419 archived, unique seed records. This was comprised of Project RIO participants who exited the program between September 1, 2004 and August 31, 2005.<sup>2</sup>

The seed records were originally linked to TWC Unemployment Insurance (UI) wage records for the 4<sup>th</sup> quarter of 2005 to determine employment and earnings, the baseline measure. For the longitudinal snapshot, the seed records were linked to the UI wage records for the fourth quarter of 2007 to determine delayed or long-term program results. Additional employment and earnings linkages were performed with the U.S. Department of Defense (DOD), the U.S. Office of Personnel Management (OPM), and the U.S. Postal Service (USPS). In the case where participants who were found working had earnings greater than or equal to \$25,000 in any target quarter were identified, these records were excluded from analysis based on the likelihood of inaccurate wage record data and to reduce the possibility of inappropriately skewing the data. The archived seed records were sent to the Texas Higher Education Coordinating Board (THECB) to be linked to Fall 2007 public postsecondary master enrollment records to determine if the former participants are now enrolled in a public postsecondary college or university in Texas.

Supplemental linkages were conducted with the Texas Bureau of Vital Statistics (TBVS) to determine deaths, as well as the Texas Department of Criminal Justice (TDCJ) to determine incarcerations. Cohort members found to be either deceased or incarcerated during the target quarters would have been excluded from this study. There were no exclusions from supplemental linkages, however, resulting in 17,114 usable records.

For this report, only post-exit labor market outcomes were compared from the two study periods to ensure that comparable data are being used. For example, the baseline measure for this cohort did not include earnings data from the federal agencies to which the records were linked because the earnings data received were not compatible with state measures. For the longitudinal snapshot taken in 2007, the earnings data received from federal databases were compatible; however, these data will not be included in this report.

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<sup>1</sup> <http://www.twc.state.tx.us/svcs/rio.html>

<sup>2</sup> Please reference the *Project RIO* chapter of the *ASALFS Final Report 2004-2005* for more information regarding the seed records used for this report.

**Results**

**A. Cohort Analysis**

Cohort analysis looks at the results of the group during the two study periods as two distinct sets of data. In cohort analysis it is possible, even likely, that the same persons identified as working in the baseline study period will not be identical to those found working in the terminal time period. Section B of this report presents data on participants working in both study periods.

When the results are analyzed by gender (Tables 1 and 1a), we see that 48.6 percent of females in the cohort were found employed at 4Q2005. Males in the cohort had median quarterly earnings of \$3,186 at 4Q2005. Overall employment for the cohort was 48.2 percent in 4Q2005, with median earnings of \$3,020. At the longitudinal snapshot in 2007, 42.4 percent of females were found employed, with males employed at 41.0 percent. Male exiters had median earnings of \$4,222 in 4Q2007. Employment for the entire cohort in 4Q2007 came down to 41.0 percent while median quarterly earnings rose to \$3,928.

**Table 1. Employment and Earnings by Gender in 4Q2005**

<b>Gender</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Female	2,508	1,219	48.6	\$2,289
Male	14,341	6,937	48.4	\$3,186
Unknown	265	100	37.7	\$3,780
<b>Total</b>	<b>17,114</b>	<b>8,256</b>	<b>48.2</b>	<b>\$3,020</b>

**Table 1a. Employment and Earnings by Gender in 4Q2007**

<b>Gender</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Female	2,508	1,063	42.4	\$2,728
Male	14,341	5,878	41.0	\$4,222
Unknown	265	78	29.4	\$4,930
<b>Total</b>	<b>17,114</b>	<b>7,019</b>	<b>41.0</b>	<b>\$3,928</b>

Excluding those whose ethnicity was unknown, Asians had the highest employment in 4Q2005 with 56.9 percent found working (Table 2). They also had the highest earnings in 4Q2005 with median earnings of \$3,697. In 2007, Hawaiian Native or Pacific Islanders had the largest percentage of participants employed, 46.7%, and Asians posted the highest median earnings at \$5,021 (Table 2a).

**Table 2. Employment and Earnings by Ethnicity in 4Q2005**

<b>Ethnicity</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Hawaiian Native or Pacific Islander	15	8	53.3	\$2,780
Asian	58	33	56.9	\$3,697
Native American	135	65	48.2	\$2,131
Other/Unknown	432	174	40.3	\$3,706
White	4,546	2,187	48.1	\$3,285
Hispanic	4,612	2,378	51.6	\$3,139
Black	7,316	3,411	46.6	\$2,660
<b>Total</b>	<b>17,114</b>	<b>8,256</b>	<b>48.2</b>	<b>\$3,020</b>

**Table 2a. Employment and Earnings by Ethnicity in 4Q2007**

<b>Ethnicity</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Hawaiian Native or Pacific Islander	15	7	46.7	\$1,624
Asian	58	24	41.4	\$5,021
Native American	135	55	40.7	\$3,302
Other/Unknown	432	145	33.6	\$4,416
White	4,546	1,773	39.0	\$4,549
Hispanic	4,612	2,062	44.7	\$4,048
Black	7,316	2,953	40.4	\$3,464
<b>Total</b>	<b>17,114</b>	<b>7,019</b>	<b>41.0</b>	<b>\$3,928</b>

Note: Cells with values smaller than 5 are marked "n/a" to protect the privacy of cohort members.

Tables 3 and 3a show labor market results by age group. In 4Q2005, participants between the ages of 25 and 35 had the highest employment at 49.4 percent (Table 3), and that group also had the highest employment in 4Q2007 with 44.0 percent (Table 3a). Participants between 36 and 60 years of age had the highest median quarterly earnings in 4Q2005 with \$3,274, and participants between 36 and 60 had the highest median quarterly earnings in 4Q2007 with \$4,236.

**Table 3. Employment and Earnings by Age Group in 4Q2005**

<b>Age Group</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
LS 24	1,812	846	46.7	\$1,987
GT 60	111	31	27.9	\$2,887
Unknown	150	63	42.0	\$3,857
BN 25-35	5,839	2,883	49.4	\$2,939
BN 36- 60	9,202	4,433	48.2	\$3,274
<b>Total</b>	<b>17,114</b>	<b>8,256</b>	<b>48.2</b>	<b>\$3,020</b>

**Table 3a. Employment and Earnings by Age Group in 4Q2007**

<b>Age Group</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
GT 60	111	23	20.7	\$3,425
Unknown	150	44	29.3	\$5,352
LS 24	1,812	751	41.5	\$2,801
BN 25-35	5,839	2,567	44.0	\$3,931
BN 36- 60	9,202	3,634	39.5	\$4,236
<b>Total</b>	<b>17,114</b>	<b>7,019</b>	<b>41.0</b>	<b>\$3,928</b>

Tables 4 and 4a show employment and earnings by Education Level. Participants with a baccalaureate (BA) and above had the highest employment in 4Q2005 with 54.7 percent employed. Participants with a BA and above also had the highest median quarterly earnings with \$3,832. Three years after exit, that group again had the highest employment with 47.8 percent employed, and the highest median quarterly earnings with \$5,081.

**Table 4. Employment and Earnings by Education Level in 4Q2005**

<b>Education Level</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
BA and above	276	151	54.7	\$3,832
No grade	353	127	36.0	\$2,820
Elementary/ESL	749	298	39.8	\$2,784
More than HS	2,216	1,201	54.2	\$3,332
High School/GED	13,520	6,479	47.9	\$2,945
<b>Total</b>	<b>17,114</b>	<b>8,256</b>	<b>48.2</b>	<b>\$3,020</b>

**Table 4a. Employment and Earnings by Education Level in 4Q2007**

<b>Education Level</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
BA and above	276	132	47.8	\$5,081
No grade	353	114	32.3	\$4,116
Elementary/ESL	749	248	33.1	\$3,818
More than HS	2,216	987	44.5	\$4,697
High School/GED	13,520	5,538	41.0	\$3,797
<b>Total</b>	<b>17,114</b>	<b>7,019</b>	<b>41.0</b>	<b>\$3,928</b>

Tables 5 and 5a show employment and earnings by service received for 4Q2005 and 4Q2007, respectively. At the baseline measure, participants who had received Core Work Search had the highest employment with 48.7 percent employed, and those receiving Supportive Services had the highest median quarterly earnings with \$4,032. In 4Q2007, participants receiving Supportive Services again had the highest median quarterly earnings with \$4,520, as well as the highest employment with 47.0 percent employed.

**Table 5. Employment and Earnings by Service Received in 4Q2005**

<b>Service</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Marketing Incentives	18	8	44.4	\$1,889
Supportive Services	83	34	41.0	\$4,032
Procedural	420	182	43.3	\$2,837
Support Activities	488	197	40.4	\$3,226
Core Work Search	16,105	7,835	48.7	\$3,015
<b>Total</b>	<b>17,114</b>	<b>8,256</b>	<b>48.2</b>	<b>\$3,020</b>

**Table 5a. Employment and Earnings by Service Received in 4Q2007**

<b>Service</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Marketing Incentives	18	6	33.3	\$1,312
Supportive Services	83	39	47.0	\$4,520
Procedural	420	162	38.6	\$4,111
Support Activities	488	195	40.0	\$4,109
Core Work Search	16,105	6,617	41.1	\$3,912
<b>Total</b>	<b>17,114</b>	<b>7,019</b>	<b>41.0</b>	<b>\$3,928</b>

Participants from the Work Against Recidivism (WAR) correctional division had the highest employment in 4Q2005 with 53.6 percent employed (Table 6), as well as having the highest median quarterly earnings with \$4,024. In 4Q2007 (Table 6a), participants from the TYC division had the highest employment with 45.9 percent and participants from the ESP division had the highest median earnings with \$5,643.

**Table 6. Employment and Earnings by RIO Correctional Division in 4Q2005**

<b>RIO Correctional Division</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
ESP	41	19	46.3	\$1,593
Work Against Recidivism (WAR)	112	60	53.6	\$4,024
TYC	231	97	42.0	\$1,164
State Jail Division	1,924	890	46.3	\$2,549
Institutional Division	14,806	7,190	48.6	\$3,093
<b>Total</b>	<b>17,114</b>	<b>8,256</b>	<b>48.2</b>	<b>\$3,020</b>

**Table 6a. Employment and Earnings by RIO Correctional Division in 4Q2007**

<b>RIO Correctional Division</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
ESP	41	13	31.7	\$5,643
Work Against Recidivism (WAR)	112	45	40.2	\$5,592
TYC	231	106	45.9	\$1,669
State Jail Division	1,924	793	41.2	\$3,285
Institutional Division	14,806	6,062	40.9	\$4,054
<b>Total</b>	<b>17,114</b>	<b>7,019</b>	<b>41.0</b>	<b>\$3,928</b>

Table 7 shows employment and earnings by Local Workforce Development Area (LWDA). Permian Basin LWDA had the highest percentage of program exiters employed during 4Q2005 with 61.3 percent employed, and the highest employment in 4Q2007 with 48.5 percent employed. Middle Rio Grande LWDA and North Texas LWDA posted the highest median earnings at 4Q2005 with \$3,655. Permian Basin LWDA had the highest median earnings at the 3-year snapshot with \$5,811.

**Table 7. Employment and Earnings by LWDA**

LWDA	N	All Working in 4Q2005			All Working in 4Q2007			
		N Working	% Working	Median Earnings	N	N Working	% Working	Median Earnings
Alamo	1,924	988	51.4	\$3,043	1,924	809	42.1	\$3,493
Brazos Valley	153	74	48.4	\$3,779	153	68	44.4	\$3,859
Cameron County	290	159	54.8	\$2,887	290	117	40.3	\$3,923
Capital Area	1,035	455	44.0	\$2,800	1,035	401	38.7	\$3,952
Central Texas	358	190	53.1	\$3,016	358	162	45.3	\$3,726
Coastal Bend	309	149	48.2	\$2,915	309	114	36.9	\$4,077
Concho Valley	138	70	50.7	\$2,471	138	60	43.5	\$3,953
Dallas	2,055	906	44.1	\$2,791	2,055	837	40.7	\$3,680
Deep East Texas	445	200	44.9	\$2,972	445	192	43.2	\$3,405
East Texas	779	411	52.8	\$3,433	779	330	42.4	\$4,080
Golden Crescent	223	123	55.2	\$3,013	223	101	45.3	\$3,606
Gulf Coast	3,553	1,560	43.9	\$3,310	3,553	1,367	38.5	\$4,343
Heart of Texas	228	133	58.3	\$2,540	228	91	39.9	\$4,235
Lower Rio Grande Valley	249	104	41.8	\$2,855	249	104	41.8	\$3,531
Middle Rio Grande	76	42	55.3	\$3,655	76	31	40.8	\$3,950
Missing/Other	32	14	43.8	\$2,484	32	14	43.8	\$5,357
North Central	583	282	48.4	\$3,401	583	251	43.1	\$4,818
North East Texas	151	82	54.3	\$3,068	151	68	45.0	\$3,649
North Texas	157	80	51.0	\$3,655	157	64	40.8	\$3,618
Panhandle	334	172	51.5	\$3,423	334	148	44.3	\$4,801
Permian Basin	297	182	61.3	\$3,320	297	144	48.5	\$5,811
Rural Capital	243	111	45.7	\$2,538	243	100	41.2	\$4,482
South East Texas	674	313	46.4	\$2,654	674	247	36.7	\$4,169
South Plains	526	291	55.3	\$2,633	526	244	46.4	\$3,231
South Texas	75	31	41.3	\$2,504	75	28	37.3	\$4,536
Tarrant County	1,382	687	49.7	\$3,143	1,382	574	41.5	\$4,216
Texoma	161	77	47.8	\$3,638	161	72	44.7	\$3,458
Upper Rio Grande	285	151	53.0	\$2,555	285	115	40.4	\$2,984
West Central	399	219	54.9	\$2,715	399	166	41.6	\$3,406
<b>Total</b>	<b>17,114</b>	<b>8,256</b>	<b>48.2</b>	<b>\$3,020</b>	<b>17,114</b>	<b>7,019</b>	<b>41.0</b>	<b>\$3,928</b>

Employment Services was the most common industry of employment for program exiters working at 4Q2005 (Table 8). Limited-Service Eating Places and Full-Service Restaurants were the second and third most common industries of employment. Participants employed in the Support Activities for Mining sector had the highest median earnings with \$5,934.

**Table 8. Top 10 Industries of Employment for All Working in 4Q2005**

Industry of Employment	N Working	Median Earnings	NAICS Code
Employment Services	1,698	\$1,491	5613
Limited-Service Eating Places	524	\$1,883	7222
Full-Service Restaurants	381	\$2,215	7221
Building Equipment Contractors	275	\$4,327	2382
Services to Buildings and Dwellings	203	\$2,455	5617
Automotive Repair and Maintenance	186	\$3,089	8111
Nonresidential Building Construction	182	\$5,098	2362
Support Activities for Mining	165	\$5,934	2131
Building Finishing Contractors	142	\$3,865	2383
Architectural and Structural Metals Manufacturing	141	\$3,676	3323

Table 9 shows the top ten industries of employment for all working in the 4<sup>th</sup> quarter of 2007. Employment Services was still the most common industry sector of employment, followed again by Limited-Service Eating Places and Full-Service Restaurants. Former participants employed in the Support Activities for Mining sector had the highest median earnings with \$10,121.

**Table 9. Top 10 Industries of Employment for All Working in 4Q2007**

Industry of Employment	N Working	Median Earnings	NAICS Code
Employment Services	1,323	\$1,704	5613
Limited-Service Eating Places	442	\$2,145	7222
Full-Service Restaurants	297	\$2,748	7221
Building Equipment Contractors	232	\$6,194	2382
Animal Slaughtering and Processing	193	\$3,599	3116
Support Activities for Mining	181	\$10,121	2131
Nonresidential Building Construction	164	\$7,461	2362
Automotive Repair and Maintenance	144	\$3,993	8111
Services to Buildings and Dwellings	142	\$2,849	5617
Foundation, Structure, and Building Exterior Contractors	120	\$4,687	2381

**B. Individuals Found Working in Both Study Periods**

The first part of this study looked at a snapshot of labor market outcomes for Project RIO participants who exited in PY 2005. This part of the study is designed to more closely examine the outcomes associated with continued employment. Labor market data for participants who were found working in 4Q2005 and also found working in the 4<sup>th</sup> quarter of 2007 were analyzed.

Male participants showed the highest employment retention between study periods at 57.4 percent (Table 10). Male participants had the highest median earnings at 4Q2007 with \$4,931. Males also had the highest earnings gains over the study period, earning \$1,745 more in 4Q2007 than in 4Q2005. Overall employment retention for the cohort over the study period was 57.3 percent, with median earnings of \$4,620 and earnings gains of \$1,600.

**Table 10. Employment Retention and Earnings Gains by Gender**

Gender	N	Working in 4Q2005			Working in 4Q2005 and 4Q2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Female	2,508	1,219	48.6	\$2,289	695	57.0	\$3,098	\$809
Male	14,341	6,937	48.4	\$3,186	3,979	57.4	\$4,931	\$1,745
Other	265	100	37.7	\$3,780	57	57.0	\$5,880	\$2,100
<b>Total</b>	<b>17,114</b>	<b>8,256</b>	<b>48.2</b>	<b>\$3,020</b>	<b>4,731</b>	<b>57.3</b>	<b>\$4,620</b>	<b>\$1,600</b>

Table 11 shows that Native American participants had employment retention of 64.6 percent, the highest in the group. Whites had the highest earnings gains over the period at \$2,055. Asians had the second highest earnings gains over the period at \$1,816, despite the small size of that subgroup.

**Table 11. Employment Retention and Earnings Gains by Ethnicity**

Ethnicity	N	Working in 4Q2005			Working in 4Q2005 and 4Q2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Hawaiian Native or Pacific Islander	15	8	53.3	\$2,780	n/a	50.0	\$3,982	\$1,202
Asian	58	33	56.9	\$3,697	18	54.5	\$5,730	\$2,033
Native American	135	65	48.2	\$2,131	42	64.6	\$3,394	\$1,263
Other	432	174	40.3	\$3,706	100	57.5	\$5,246	\$1,540
White	4,546	2,187	48.1	\$3,285	1,195	54.6	\$5,340	\$2,055
Hispanic	4,612	2,378	51.6	\$3,139	1,437	60.4	\$4,717	\$1,578
Black	7,316	3,411	46.6	\$2,660	1,935	56.7	\$4,175	\$1,515
<b>Total</b>	<b>17,114</b>	<b>8,256</b>	<b>48.2</b>	<b>\$3,020</b>	<b>4,731</b>	<b>57.3</b>	<b>\$4,620</b>	<b>\$1,600</b>

Note: Cells with values smaller than 5 are marked "n/a" to protect the privacy of cohort members.

Excluding participants whose age was unknown, those between the ages of 25 and 35 had the greatest employment retention over the study period at 58.6 percent (Table 12). That group also showed the greatest earnings gains over the period, with median earnings \$1,642 higher in 4Q2007 than in 4Q2005.

**Table 12. Employment Retention and Earnings Gains by Age Group**

Age Group	N	Working in 4Q2005			Working in 4Q2005 and 4Q2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
LS 24	1,812	846	46.7	\$1,987	462	54.6	\$3,592	\$1,605
GT 60	111	31	27.9	\$2,887	12	38.7	\$3,074	\$187
Unknown	150	63	42.0	\$3,857	33	52.4	\$5,736	\$1,879
BN 25-35	5,839	2,883	49.4	\$2,939	1,690	58.6	\$4,581	\$1,642
BN 36- 60	9,202	4,433	48.2	\$3,274	2,534	57.2	\$4,841	\$1,567
<b>Total</b>	<b>17,114</b>	<b>8,256</b>	<b>48.2</b>	<b>\$3,020</b>	<b>4,731</b>	<b>57.3</b>	<b>\$4,620</b>	<b>\$1,600</b>

Participants with a BA and above had the highest employment retention over the study period at 60.9 percent (Table 13). They also had the highest earnings gains over the study period at \$2,086, along with participants with more than a high school diploma.

**Table 13. Employment Retention and Earnings Gains by Education Level**

Education Level	N	Working in 4Q2005			Working in 4Q2005 and 4Q2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
BA and above	276	151	54.7	\$3,832	92	60.9	\$5,918	\$2,086
No grade	353	127	36.0	\$2,820	74	58.3	\$4,525	\$1,705
Elementary/ESL	749	298	39.8	\$2,784	159	53.4	\$4,657	\$1,873
More than HS	2,216	1,201	54.2	\$3,332	719	59.9	\$5,418	\$2,086
High School/GED	13,520	6,479	47.9	\$2,945	3,687	56.9	\$4,500	\$1,555
<b>Total</b>	<b>17,114</b>	<b>8,256</b>	<b>48.2</b>	<b>\$3,020</b>	<b>4,731</b>	<b>57.3</b>	<b>\$4,620</b>	<b>\$1,600</b>

Table 14 shows employment retention and earnings gains by service received. Participants receiving Support Activities had the highest employment retention with 61.4 percent, while those receiving Procedural services had the highest earnings gains with \$2,065.

**Table 14. Employment Retention and Earnings Gains by Service Received**

Service	N	Working in 4Q2005			Working in 4Q2005 and 4Q2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Marketing Incentives	18	8	44.4	\$1,889	n/a	50.0	\$1,312	(\$577)
Supportive Services	83	34	41.0	\$4,032	20	58.8	\$3,629	(\$403)
Procedural	420	182	43.3	\$2,837	105	57.7	\$4,902	\$2,065
Support Activities	488	197	40.4	\$3,226	121	61.4	\$4,772	\$1,546
Core Work Search	16,105	7,835	48.7	\$3,015	4,481	57.2	\$4,618	\$1,603
<b>Total</b>	<b>17,114</b>	<b>8,256</b>	<b>48.2</b>	<b>\$3,020</b>	<b>4,731</b>	<b>57.3</b>	<b>\$4,620</b>	<b>\$1,600</b>

Note: Cells with values smaller than 5 are marked "n/a" to protect the privacy of cohort members.

RIO exiters from the WAR correctional division had the highest employment retention over the study period at 63.3 percent (Table 15), while participants from the ESP Division had the highest earnings gains over the period at \$4,800.

**Table 15. Employment Retention and Earnings Gains  
by RIO Correctional Division**

RIO Correctional Division	N	Working in 4Q2005			Working in 4Q2005 and 4Q2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
ESP	41	19	46.3	\$1,593	7	36.8	\$6,393	\$4,800
WAR	112	60	53.6	\$4,024	38	63.3	\$5,984	\$1,960
TYC	231	97	42.0	\$1,164	52	53.6	\$2,381	\$1,217
State Jail Division	1,924	890	46.3	\$2,549	513	57.6	\$4,053	\$1,504
Institutional Division	14,806	7,190	48.6	\$3,093	4,121	57.3	\$4,727	\$1,634
<b>Total</b>	<b>17,114</b>	<b>8,256</b>	<b>48.2</b>	<b>\$3,020</b>	<b>4,731</b>	<b>57.3</b>	<b>\$4,620</b>	<b>\$1,600</b>

Note: Cells with values smaller than 5 are marked "n/a" to protect the privacy of cohort members.

Exiters from the Texoma LWDA had the highest employment retention of the cohort at 62.3 percent (Table 16). Participants from Permian Basin LWDA had the highest median earnings at 4Q2007 with \$6,273 (Table 16). Participants from Permian Basin LWDA also had the highest median earnings gains over the study period with \$2,953, followed most closely by Rural Capital LWDA exiters with earnings gains of \$2,804.

**Table 16. Employment Retention and Earnings Gains by LWDA**

LWDA	N	Working in 4Q2005			Working in 4Q2005 and 4Q2007			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Alamo	1,924	988	51.4	\$3,043	578	58.5	\$4,105	\$1,062
Brazos Valley	153	74	48.4	\$3,779	40	54.1	\$5,197	\$1,418
Cameron County	290	159	54.8	\$2,887	84	52.8	\$4,498	\$1,611
Capital Area	1,035	455	44.0	\$2,800	270	59.3	\$4,597	\$1,797
Central Texas	358	190	53.1	\$3,016	111	58.4	\$4,315	\$1,299
Coastal Bend	309	149	48.2	\$2,915	72	48.3	\$4,930	\$2,015
Concho Valley	138	70	50.7	\$2,471	43	61.4	\$4,042	\$1,571
Dallas	2,055	906	44.1	\$2,791	529	58.4	\$4,150	\$1,359
Deep East Texas	445	200	44.9	\$2,972	119	59.5	\$4,094	\$1,122
East Texas	779	411	52.8	\$3,433	226	55.0	\$5,238	\$1,805
Golden Crescent	223	123	55.2	\$3,013	72	58.5	\$4,359	\$1,346
Gulf Coast	3,553	1,560	43.9	\$3,310	894	57.3	\$5,239	\$1,929
Heart of Texas	228	133	58.3	\$2,540	73	54.9	\$4,772	\$2,232
Lower Rio Grande Valley	249	104	41.8	\$2,855	59	56.7	\$3,965	\$1,110
Middle Rio Grande	76	42	55.3	\$3,655	22	52.4	\$5,005	\$1,350
Missing/Other	32	14	43.8	\$2,484	6	42.9	\$5,561	\$3,077
North Central	583	282	48.4	\$3,401	168	59.6	\$5,181	\$1,780
North East Texas	151	82	54.3	\$3,068	51	62.2	\$3,981	\$913
North Texas	157	80	51.0	\$3,655	46	57.5	\$4,836	\$1,181
Panhandle	334	172	51.5	\$3,423	102	59.3	\$5,509	\$2,086
Permian Basin	297	182	61.3	\$3,320	112	61.5	\$6,273	\$2,953
Rural Capital	243	111	45.7	\$2,538	69	62.2	\$5,342	\$2,804
South East Texas	674	313	46.4	\$2,654	157	50.2	\$5,093	\$2,439
South Plains	526	291	55.3	\$2,633	179	61.5	\$3,704	\$1,071
South Texas	75	31	41.3	\$2,504	18	58.1	\$4,627	\$2,123
Tarrant County	1,382	687	49.7	\$3,143	378	55.0	\$4,933	\$1,790
Texoma	161	77	47.8	\$3,638	48	62.3	\$4,539	\$901
Upper Rio Grande	285	151	53.0	\$2,555	84	55.6	\$3,282	\$727
West Central	399	219	54.9	\$2,715	121	55.3	\$3,682	\$967
<b>Total</b>	<b>17,114</b>	<b>8,256</b>	<b>48.2</b>	<b>\$3,020</b>	<b>4,731</b>	<b>57.3</b>	<b>\$4,620</b>	<b>\$1,600</b>

Table 17 shows the top ten industries of employment for program participants employed at 4Q2005 and in 4Q2007. Employment Services was the most common industry of employment. Employment Services usually include temporary employment agencies that many employers use to find workers to try out first before hiring permanently. Employers also use Temporary Employment Agencies to augment staff during high demand periods without being saddled with paying benefits for permanent staff. We expect individuals who are continuously employed over the study period to move out of temporary employment and into an industry sector with longer term employment. Limited-Service Eating Places and Full-Service Restaurants were the second and third most common industries of employment, respectively. This suggests that convicted felons may still have a difficult time securing employment of a more lasting nature. Participants employed in the Support Activities for Mining sector had the highest median earnings with \$11,127.

**Table 17. Top 10 Industries of Employment for Participants Working in 4Q2005 and 4Q2007**

<b>Industry of Employment</b>	<b>N Working</b>	<b>Median Earnings</b>	<b>NAICS Code</b>
Employment Services	813	\$2,188	5613
Limited-Service Eating Places	276	\$2,485	7222
Full-Service Restaurants	204	\$3,130	7221
Building Equipment Contractors	170	\$6,657	2382
Support Activities for Mining	141	\$11,127	2131
Nonresidential Building Construction	119	\$7,822	2362
Animal Slaughtering and Processing	119	\$4,580	3116
Automotive Repair and Maintenance	87	\$4,260	8111
Foundation, Structure, and Building Exterior Contractors	80	\$5,080	2381
Services to Buildings and Dwellings	78	\$3,234	5617

### References

Project RIO Program Information. <http://www.twc.state.tx.us/svcs/rio.html>

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[http://www.twc.state.tx.us/svcs/rio\\_plan\\_08.pdf](http://www.twc.state.tx.us/svcs/rio_plan_08.pdf)

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