

**Project RIO
2005-2006 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 2005-2006 Project Re-Integration of Offenders (Project RIO) exit cohort in 4th quarter of 2008, 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.¹

Methodology

The Labor Market and Career Information (LMCI) department of the Texas Workforce Commission (TWC) used 14,924 archived, unique seed records. This was comprised of Project RIO participants who exited the program between October 1, 2005 and September 30, 2006.²

The seed records were originally linked to TWC Unemployment Insurance (UI) wage records for the 4th quarter of 2006 (4Q2006) 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 2008 (4Q2008) 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 2008 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. Cohort members found to be deceased during the target quarters would have been excluded from this study. Exclusions from supplemental linkages resulted in 14,901 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 2008, the earnings data received from federal databases were compatible; however, these data will not be included in this report.

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

² Please reference the *Project RIO* chapter of the *ASALFS Final Report 2005-2006* 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 52.9 percent of females in the cohort were found employed at 4Q2006. Males in the cohort had median quarterly earnings of \$3,382 at 4Q2006. Overall employment for the cohort was 51.3 percent in 4Q2006, with median earnings of \$3,161. At the longitudinal snapshot in 2008, 40.5 percent of females were found employed, with males employed at 38.3 percent. Male exiters had median earnings of \$4,537 in 4Q2008. Employment for the entire cohort in 4Q2008 was 38.6 percent while median quarterly earnings were \$4,259.

Table 1. Employment and Earnings by Gender in 4Q2006

Gender	N	N Working	% Working	Median Earnings
Unknown	150	58	38.7	\$3,705
Female	2,131	1,128	52.9	\$2,159
Male	12,329	6,302	51.1	\$3,382
Total	14,610	7,488	51.3	\$3,161

Table 1a. Employment and Earnings by Gender in 4Q2008

Gender	N	N Working	% Working	Median Earnings
Unknown	150	46	30.7	\$5,176
Female	2,131	864	40.5	\$3,090
Male	12,329	4,727	38.3	\$4,537
Total	14,610	5,637	38.6	\$4,259

Excluding those whose ethnicity was other or unknown, Asians had the highest employment in 4Q2006 with 63.0 percent found working (Table 2). Whites had the highest earnings in 4Q2006 with median earnings of \$3,523. In 2008, Hawaiian Native or Pacific Islanders had the largest percentage of participants employed, 47.8%, as well as the highest median earnings at \$7,640 (Table 2a).

Table 2. Employment and Earnings by Ethnicity in 4Q2006

Ethnicity	N	N Working	% Working	Median Earnings
Hawaiian Native or Pacific Islander	23	13	56.5	\$3,214
Asian	54	34	63.0	\$3,488
American Indian	132	76	57.6	\$2,007
Other	1,129	590	52.3	\$3,915
Hispanic	3,079	1,585	51.5	\$2,964
White	4,595	2,380	51.8	\$3,523
Black	5,598	2,810	50.2	\$2,827
Total	14,610	7,488	51.3	\$3,161

Table 2a. Employment and Earnings by Ethnicity in 4Q2008

Ethnicity	N	N Working	% Working	Median Earnings
Hawaiian Native or Pacific Islander	23	11	47.8	\$7,640
Asian	54	24	44.4	\$6,311
American Indian	132	40	30.3	\$3,865
Other	1,129	445	39.4	\$5,016
Hispanic	3,079	1,293	42.0	\$4,090
White	4,595	1,756	38.2	\$4,910
Black	5,598	2,068	36.9	\$3,615
Total	14,610	5,637	38.6	\$4,259

Tables 3 and 3a show labor market results by age group. In 4Q2006, participants whose age was unknown had the highest employment at 53.0 percent (Table 3), while those greater than 60 years of age had the highest employment in 4Q2008 with 39.9 percent (Table 3a). Participants between 36 and 60 years of age had the highest median quarterly earnings in 4Q2006 with \$3,338 and the highest median quarterly earnings in 4Q2008 with \$4,374.

Table 3. Employment and Earnings by Age Group in 4Q2006

Age Group	N	N Working	% Working	Median Earnings
BN 25-35	6	n/a	n/a	n/a
Unknown	66	35	53.0	\$2,454
BN 36- 60	3,298	1,593	48.3	\$3,338
GT 60	11,240	5,860	52.1	\$3,134
Total	14,610	7,488	51.3	\$3,161

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

Table 3a. Employment and Earnings by Age Group in 4Q2008

Age Group	N	N Working	% Working	Median Earnings
BN 25-35	6	n/a	16.6	\$2,047
Unknown	66	21	31.8	\$3,845
BN 36- 60	3,298	1,126	34.1	\$4,374
GT 60	11,240	4,489	39.9	\$4,242
Total	14,610	5,637	38.6	\$4,259

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

Tables 4 and 4a show employment and earnings by Education Level at Entry. Participants with More than High School had the highest employment in 4Q2006 with 56.3 percent employed. Participants with a BA and above also had the highest median quarterly earnings with \$4,663. At the longitudinal snapshot, the More than HS group again had the highest employment with 44.3 percent employed and the BA and Above group again had the highest median quarterly earnings with \$5,717.

Table 4. Employment and Earnings by Education Level at Entry in 4Q2006

Education Level	N	N Working	% Working	Median Earnings
No grade	102	39	38.2	\$4,648
BA and above	227	120	52.9	\$4,663
Elementary/ESL	651	267	41.0	\$2,477
More than HS	2,044	1,151	56.3	\$3,893
High School/GED	11,586	5,911	51.0	\$3,017
Total	14,610	7,488	51.3	\$3,161

Table 4a. Employment and Earnings by Education Level at Entry in 4Q2008

Education Level	N	N Working	% Working	Median Earnings
No grade	102	27	26.5	\$4,767
BA and above	227	90	39.7	\$5,717
Elementary/ESL	651	200	30.7	\$3,575
More than HS	2,044	906	44.3	\$5,132
High School/GED	11,586	4,414	38.1	\$4,111
Total	14,610	5,637	38.6	\$4,259

Tables 5 and 5a show employment and earnings by service received for 4Q2006 and 4Q2008, respectively. At the baseline measure, excluding those whose service category was unknown, participants who had received Marketing Incentives had the highest employment with 61.5 percent employed, and those receiving Supportive Activities had the highest median quarterly earnings with \$4,183. In 4Q2008, participants receiving Core Work Search had the highest employment with 38.7 percent employed, and participants receiving Supportive Services had the highest median quarterly earnings with \$5,478.

Table 5. Employment and Earnings by Service Received in 4Q2006

Service	N	N Working	% Working	Median Earnings
Marketing Incentives	26	16	61.5	\$3,070
Supportive Services	99	43	43.4	\$3,144
Unknown	107	73	68.2	\$3,521
Procedural	240	104	43.3	\$2,689
Support Activities	268	113	42.2	\$4,183
Core Work Search	13,870	7,139	51.5	\$3,152
Total	14,610	7,488	51.3	\$3,161

Table 5a. Employment and Earnings by Service Received in 4Q2008

Service	N	N Working	% Working	Median Earnings
Marketing Incentives	26	10	38.5	\$4,215
Supportive Services	99	33	33.3	\$5,478
Unknown	107	49	45.8	\$5,386
Procedural	240	81	33.8	\$4,142
Support Activities	268	100	37.3	\$5,136
Core Work Search	13,870	5,364	38.7	\$4,233
Total	14,610	5,637	38.6	\$4,259

Participants from the Work Against Recidivism (WAR) correctional division had the highest employment in 4Q2006 with 68.5 percent employed (Table 6), as well as having the highest median quarterly earnings with \$4,760. In 4Q2008 (Table 6a), participants from the WAR division had the highest employment with 50.0 percent and also had the highest median earnings with \$6,515.

Table 6. Employment and Earnings by RIO Correctional Division in 4Q2006

RIO Correctional Division	N	N Working	% Working	Median Earnings
ESP	30	15	50.0	\$2,227
Work Against Recidivism (WAR)	54	37	68.5	\$4,760
TYC	188	83	44.2	\$1,133
State Jail Division	1,257	661	52.6	\$2,798
Institutional Division	13,081	6,692	51.2	\$3,214
Total	14,610	7,488	51.3	\$3,161

Table 6a. Employment and Earnings by RIO Correctional Division in 4Q2008

RIO Correctional Division	N	N Working	% Working	Median Earnings
ESP	30	13	43.3	\$5,081
Work Against Recidivism (WAR)	54	27	50.0	\$6,515
TYC	188	67	35.6	\$2,317
State Jail Division	1,257	529	42.1	\$3,841
Institutional Division	13,081	5,001	38.2	\$4,311
Total	14,610	5,637	38.6	\$4,259

Table 7 shows employment and earnings by Local Workforce Development Area (LWDA). Permian Basin LWDA had the highest percentage of program exiters employed during 4Q2006 with 65.7 percent employed, and Panhandle LWDA had the highest employment in 4Q2008 with 46.5 percent employed. North Central LWDA posted the highest median earnings at 4Q2006 with \$3,753, and had the highest median earnings at the longitudinal snapshot with \$5,500.

Table 7. Employment and Earnings by LWDA

LWDA	N	All Working in 4Q2006			All Working in 4Q2008			
		N Working	% Working	Median Earnings	N	N Working	% Working	Median Earnings
Missing/Unknown	40	18	45.0	\$3,156	40	15	37.5	\$4,966
Middle Rio Grande	107	51	47.7	\$3,613	107	37	34.6	\$4,125
Texoma	128	75	58.6	\$3,712	128	59	46.1	\$4,961
South Texas	132	65	49.2	\$3,015	132	49	37.1	\$4,146
Cameron County	134	65	48.5	\$3,457	134	51	38.1	\$3,314
North Texas	192	112	58.3	\$3,016	192	68	35.4	\$4,315
Golden Crescent	196	113	57.7	\$2,916	196	89	45.4	\$4,942
North East Texas	198	98	49.5	\$2,982	198	67	33.8	\$5,488
Rural Capital	215	113	52.6	\$2,640	215	95	44.2	\$4,142
Brazos Valley	215	123	57.2	\$1,900	215	92	42.8	\$4,410
Deep East Texas	230	116	50.4	\$3,743	230	86	37.4	\$4,697
Concho Valley	291	152	52.2	\$3,228	291	130	44.7	\$4,486
Panhandle	297	180	60.6	\$3,473	297	138	46.5	\$3,519
Lower Rio Grande Valley	344	173	50.3	\$2,611	344	130	37.8	\$3,676
Heart of Texas	354	179	50.6	\$2,948	354	145	41.0	\$4,049
Central Texas	354	192	54.2	\$2,392	354	143	40.4	\$3,292
Permian Basin	356	234	65.7	\$3,693	356	164	46.1	\$4,490
Coastal Bend	381	192	50.4	\$3,086	381	147	38.6	\$4,320
West Central	398	211	53.0	\$2,989	398	168	42.2	\$4,123
East Texas	560	305	54.5	\$3,664	560	238	42.5	\$4,310
South Plains	577	359	62.2	\$2,889	577	264	45.8	\$3,734
South East Texas	607	300	49.4	\$3,141	607	223	36.7	\$4,316
Upper Rio Grande	627	271	43.2	\$2,486	627	219	34.9	\$3,807
Capital Area	750	374	49.9	\$2,718	750	288	38.4	\$3,626
North Central	827	430	52.0	\$3,753	827	307	37.1	\$5,500
Tarrant County	931	484	52.0	\$3,555	931	349	37.5	\$4,855
Dallas	1,324	710	53.6	\$3,032	1,324	498	37.6	\$4,321
Alamo	1,587	793	50.0	\$3,160	1,587	583	36.7	\$3,922
Gulf Coast	2,258	1,000	44.3	\$3,470	2,258	795	35.2	\$4,579
Total	14,610	7,488	51.3	\$3,161	14,610	5,637	38.6	\$4,259

Employment Services was the most common industry of employment for program exiters working at 4Q2006 (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 \$8,483.

Table 8. Top 10 Industries of Employment for All Working in 4Q2006

Industry of Employment	N Working	Median Earnings	NAICS Code
Employment Services	1,457	\$1,567	5613
Limited-Service Eating Places	539	\$1,755	7222
Full-Service Restaurants	363	\$1,931	7221
Building Equipment Contractors	238	\$4,873	2382
Support Activities for Mining	222	\$8,483	2131
Automotive Repair and Maintenance	201	\$2,822	8111
Nonresidential Building Construction	168	\$5,137	2362
Services to Buildings and Dwellings	154	\$2,695	5617
Foundation, Structure, and Building Exterior Contractors	138	\$3,816	2381
Other Specialty Trade Contractors	135	\$5,178	2389

Table 9 shows the top ten industries of employment for all working in the 4th quarter of 2008. 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 \$11,133.

Table 9. Top 10 Industries of Employment for All Working in 4Q2008

Industry of Employment	N Working	Median Earnings	NAICS Code
Employment Services	815	\$2,059	5613
Limited-Service Eating Places	377	\$2,333	7222
Full-Service Restaurants	313	\$2,506	7221
Building Equipment Contractors	219	\$6,141	2382
Support Activities for Mining	215	\$11,133	2131
Automotive Repair and Maintenance	140	\$3,387	8111
Services to Buildings and Dwellings	131	\$3,768	5617
Nonresidential Building Construction	123	\$7,554	2362
Animal Slaughtering and Processing	122	\$4,655	3116
Building Finishing Contractors	110	\$4,477	2383

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 4Q2006 and also found working in the 4th quarter of 2008 were analyzed.

Female participants showed the highest employment retention between study periods at 55.3 percent (Table 10). Male participants had the highest median earnings at 4Q2008 with \$5,143. Males also had the highest earnings gains over the study period, earning \$1,761 more in 4Q2008 than in 4Q2006. Overall employment retention for the cohort over the study period was 54.4 percent, with median earnings of \$4,775 and earnings gains of \$1,614.

Table 10. Employment Retention and Earnings Gains by Gender

Gender	N	Working in 4Q2006			Working in 4Q2006 and 4Q2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Unknown	150	58	38.7	\$3,705	31	53.4	\$5,687	\$1,982
Female	2,131	1,128	52.9	\$2,159	624	55.3	\$3,381	\$1,222
Male	12,329	6,302	51.1	\$3,382	3,420	54.3	\$5,143	\$1,761
Total	14,610	7,488	51.3	\$3,161	4,075	54.4	\$4,775	\$1,614

Table 11 shows that Asian participants had employment retention of 61.8 percent, the highest in the group, followed closely by Hawaiian Native or Pacific Islanders with 61.5 percent, who also had the highest earnings gains over the period at \$4,462. Asians had the second highest earnings gains over the period at \$2,937.

Table 11. Employment Retention and Earnings Gains by Ethnicity

Ethnicity	N	Working in 4Q2006			Working in 4Q2006 and 4Q2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Hawaiian Native or Pacific Islander	23	13	56.5	\$3,214	8	61.5	\$7,676	\$4,462
Asian	54	34	63.0	\$3,488	21	61.8	\$6,425	\$2,937
American Indian	132	76	57.6	\$2,007	34	44.7	\$4,050	\$2,043
Other	1,129	590	52.3	\$3,915	334	56.6	\$5,691	\$1,776
Hispanic	3,079	1,585	51.5	\$2,964	919	58.0	\$4,527	\$1,563
White	4,595	2,380	51.8	\$3,523	1,267	53.2	\$5,577	\$2,054
Black	5,598	2,810	50.2	\$2,827	1,492	53.1	\$4,278	\$1,451
Total	14,610	7,488	51.3	\$3,161	4,075	54.4	\$4,775	\$1,614

Participants greater than 60 years of age had the greatest employment retention over the study period at 55.1 percent (Table 12). That group also showed the greatest earnings gains over the period, with median earnings \$1,680 higher in 4Q2008 than in 4Q2006.

Table 12. Employment Retention and Earnings Gains by Age Group

Age Group	N	Working in 4Q2006			Working in 4Q2006 and 4Q2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Unknown	66	35	53.0	\$2,454	15	42.9	\$4,161	\$1,707
BN 36- 60	3,298	1,593	48.3	\$3,338	829	52.0	\$4,720	\$1,382
GT 60	11,240	5,860	52.1	\$3,134	3,231	55.1	\$4,814	\$1,680
Total	14,610	7,488	51.3	\$3,161	4,075	54.4	\$4,775	\$1,614

Participants with More than HS had the highest employment retention over the study period at 59.3 percent (Table 13). Participants with a BA and above had the highest earnings gains over the study period at \$1,987.

Table 13. Employment Retention and Earnings Gains by Education Level

Education Level	N	Working in 4Q2006			Working in 4Q2006 and 4Q2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
No grade	102	39	38.2	\$4,648	19	48.7	\$4,815	\$167
BA and above	227	120	52.9	\$4,663	65	54.2	\$6,650	\$1,987
Elementary/ESL	651	267	41.0	\$2,477	134	50.2	\$3,955	\$1,478
More than HS	2,044	1,151	56.3	\$3,893	682	59.3	\$5,728	\$1,835
High School/GED	11,586	5,911	51.0	\$3,017	3,175	53.7	\$4,593	\$1,576
Total	14,610	7,488	51.3	\$3,161	4,075	54.4	\$4,775	\$1,614

Table 14 shows employment retention and earnings gains by service received. Participants receiving Marketing Incentives had the highest employment retention with 62.5 percent, while those receiving Supportive Services had the highest earnings gains with \$2,590.

Table 14. Employment Retention and Earnings Gains by Service Received

Service	N	Working in 4Q2006			Working in 4Q2006 and 4Q2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Marketing Incentives	26	16	61.5	\$3,070	10	62.5	\$4,215	\$1,145
Supportive Services	99	43	43.4	\$3,144	24	55.8	\$5,734	\$2,590
Unknown	107	73	68.2	\$3,521	40	54.8	\$5,399	\$1,878
Procedural	240	104	43.3	\$2,689	55	52.9	\$4,757	\$2,068
Support Activities	268	113	42.2	\$4,183	68	60.2	\$5,749	\$1,566
Core Work Search	13,870	7,139	51.5	\$3,152	3,878	54.3	\$4,754	\$1,602
Total	14,610	7,488	51.3	\$3,161	4,075	54.4	\$4,775	\$1,614

RIO exiters from the WAR correctional division had the highest employment retention over the study period at 67.6 percent (Table 15), while participants from the ESP Division had the highest earnings gains over the period at \$3,255.

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

RIO Correctional Division	N	Working in 4Q2006			Working in 4Q2006 and 4Q2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
ESP	30	15	50.0	\$2,227	10	66.7	\$5,482	\$3,255
WAR	54	37	68.5	\$4,760	25	67.6	\$6,515	\$1,755
TYC	188	83	44.2	\$1,133	43	51.8	\$2,892	\$1,759
State Jail Division	1,257	661	52.6	\$2,798	377	57.0	\$4,573	\$1,775
Institutional Division	13,081	6,692	51.2	\$3,214	3,620	54.1	\$4,826	\$1,612
Total	14,610	7,488	51.3	\$3,161	4,075	54.4	\$4,775	\$1,614

Exiters from the South Texas LWDA had the highest employment retention of the cohort at 61.5 percent (Table 16). Participants from North Central LWDA had the highest median earnings at 4Q2008 with \$6,138 (Table 16). Participants from Brazos Valley LWDA also had the highest median earnings gains over the study period with \$2,676, followed most closely by North East Texas LWDA exiters with earnings gains of \$2,647.

Table 16. Employment Retention and Earnings Gains by LWDA

LWDA	N	Working in 4Q2006			Working in 4Q2006 and 4Q2008			Earnings Gains/ (Losses)
		N Working	% Working	Median Earnings	N Working	% Working	Median Earnings	
Missing/Unknown	40	18	45.0	\$3,156	12	66.7	\$4,902	\$1,746
Middle Rio Grande	107	51	47.7	\$3,613	26	51.0	\$4,399	\$786
Texoma	128	75	58.6	\$3,712	43	57.3	\$5,503	\$1,791
South Texas	132	65	49.2	\$3,015	40	61.5	\$4,412	\$1,397
Cameron County	134	65	48.5	\$3,457	35	53.8	\$3,671	\$214
North Texas	192	112	58.3	\$3,016	59	52.7	\$4,376	\$1,360
Golden Crescent	196	113	57.7	\$2,916	67	59.3	\$5,473	\$2,557
North East Texas	198	98	49.5	\$2,982	45	45.9	\$5,629	\$2,647
Rural Capital	215	113	52.6	\$2,640	66	58.4	\$4,909	\$2,269
Brazos Valley	215	123	57.2	\$1,900	69	56.1	\$4,576	\$2,676
Deep East Texas	230	116	50.4	\$3,743	63	54.3	\$5,295	\$1,552
Concho Valley	291	152	52.2	\$3,228	93	61.2	\$4,943	\$1,715
Panhandle	297	180	60.6	\$3,473	104	57.8	\$3,561	\$88
Lower Rio Grande Valley	344	173	50.3	\$2,611	101	58.4	\$4,644	\$2,033
Heart of Texas	354	179	50.6	\$2,948	103	57.5	\$4,620	\$1,672
Central Texas	354	192	54.2	\$2,392	97	50.5	\$3,500	\$1,108
Permian Basin	356	234	65.7	\$3,693	124	53.0	\$4,493	\$800
Coastal Bend	381	192	50.4	\$3,086	103	53.6	\$4,623	\$1,537
West Central	398	211	53.0	\$2,989	116	55.0	\$4,591	\$1,602
East Texas	560	305	54.5	\$3,664	182	59.7	\$5,345	\$1,681
South Plains	577	359	62.2	\$2,889	208	57.9	\$4,323	\$1,434
South East Texas	607	300	49.4	\$3,141	160	53.3	\$5,073	\$1,932
Upper Rio Grande	627	271	43.2	\$2,486	143	52.8	\$3,895	\$1,409
Capital Area	750	374	49.9	\$2,718	214	57.2	\$4,036	\$1,318
North Central	827	430	52.0	\$3,753	220	51.2	\$6,138	\$2,385
Tarrant County	931	484	52.0	\$3,555	262	54.1	\$5,488	\$1,933
Dallas	1,324	710	53.6	\$3,032	374	52.7	\$4,785	\$1,753
Alamo	1,587	793	50.0	\$3,160	408	51.5	\$4,465	\$1,305
Gulf Coast	2,258	1,000	44.3	\$3,470	538	53.8	\$5,569	\$2,099
Total	14,610	7,488	51.3	\$3,161	4,075	54.4	\$4,775	\$1,614

Table 17 shows the top ten industries of employment for program participants employed at 4Q2006 and in 4Q2008. 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 \$11,286.

Table 17. Top 10 Industries of Employment for Participants Working in 4Q2006 and 4Q2008

Industry of Employment	N Working	Median Earnings	NAICS Code
Employment Services	558	\$2,421	5613
Limited-Service Eating Places	248	\$2,512	7222
Full-Service Restaurants	230	\$2,769	7221
Support Activities for Mining	170	\$11,286	2131
Building Equipment Contractors	161	\$6,329	2382
Automotive Repair and Maintenance	96	\$3,755	8111
Animal Slaughtering and Processing	94	\$4,881	3116
Nonresidential Building Construction	92	\$8,132	2362
Services to Buildings and Dwellings	91	\$4,177	5617
Building Finishing Contractors	71	\$4,867	2383

References

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

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Texas Workforce Commission Annual Report 2008. <http://www.twc.state.tx.us/news/ar07.pdf>

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