

**Project RIO  
2003-2004 Exit Cohort  
5-Year Longitudinal Study**

**Methodology**

There were 15,248 archived seed records of Project RIO exiters from Program Year 2004 (PY2004).<sup>1</sup> The seed records were linked to TWC Unemployment Insurance (UI) wage records for the 4<sup>th</sup> quarter of 2004 (4Q2004) to determine initial employment and earnings (baseline measure) and again in the 4<sup>th</sup> quarter of 2008 (4Q2008) to determine long-term labor market outcomes. 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. Supplemental linkages were conducted with the Texas Bureau of Vital Statistics (TBVS) to determine deaths, as well as the United States Office of Personnel Management (OPM), the United States Postal Service (USPS), and the Department of Defense (DoD). Cohort members who were found to be deceased during the study years were excluded from analysis. After all exclusions, there were 14,772 usable records retained for analysis.

In both study periods, earnings were summed across unique Social Security Numbers (SSN). The industry sector by 4-digit North American Industry Classification System (NAICS) of the employer that paid the most wages during the target quarter was retained for analysis.

It is important to note that many participants received multiple services during their time in the Project RIO program, explaining the fact that there are more seed records than there are participants in the file that was analyzed for this report. It was not possible to identify which services, individually or in tandem, can most be attributed to any post-exit gains or losses in employment or earnings over the longitudinal period. To provide credit to each service provider, these trainees will be counted separately in our analysis of total exiters, but will only be counted once in computing quarterly earnings.

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<sup>1</sup> Program Year 2004 begins on July 1, 2003 and ends on June 30<sup>th</sup>, 2004.

**Results**

Table 1 shows female participants having the highest employment in 4Q2004 at 48.8 percent employed. Excluding Unknowns, Males had the highest median quarterly earnings in 4Q2004 at \$3,264. Overall employment for the cohort was 46.9 percent in 4Q2004 with median quarterly earnings of \$3,110.

Males and Females both experienced a lower percentage of individuals employed in 4Q2008 than they had in 4Q2004. Female participants still had the highest employment percentage overall with 42.3 percent employed, and males again posted the highest median quarterly earnings in 4Q2008 with \$5,115. The cohort had an employment rate of 37.8 percent with median quarterly earnings of \$4,758 at the five-year mark.

**Table 1. Employment and Earnings by Gender**

<b>All Working in 4Q2004</b>				
<b>Gender</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Female	2,056	1,004	48.8	\$2,276
Male	12,675	5,909	46.6	\$3,264
Unknown	41	19	46.3	\$4,876
<b>Total</b>	<b>14,772</b>	<b>6,932</b>	<b>46.9</b>	<b>\$3,110</b>
<b>All Working in 4Q2008</b>				
<b>Gender</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Female	2,056	870	42.3	\$3,240
Male	12,675	4,707	37.1	\$5,115
Unknown	41	11	26.8	\$7,350
<b>Total</b>	<b>14,772</b>	<b>5,588</b>	<b>37.8</b>	<b>\$4,758</b>

Table 2 shows employment and earnings across both target quarters by ethnicity. Hawaiian Native or Pacific Islanders had the highest employment in 2004 with 54.6 percent of participants employed, as well as the highest median quarterly earnings in 4Q2004 with \$3,994. Hispanics had the second highest employment with 50.3 percent.

Asians had the highest employment rate in 4Q2008 at 46.7 percent, and Hawaiian Native or Pacific Islanders had the highest median quarterly earnings in 4Q2008 at \$8,488. Whites had the second-highest median quarterly earnings with \$5,107.

**Table 2. Employment and Earnings by Ethnicity**

<b>All Working in 4Q2004</b>				
<b>Ethnicity</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Asian	30	12	40.0	\$2,564
Black	6,533	3,007	46.0	\$2,955
Hawaiian Native or Pacific Islander	11	6	54.6	\$3,994
Hispanic	4,053	2,037	50.3	\$3,120
Native American	70	33	47.1	\$2,763
White	3,970	1,788	45.0	\$3,481
Unknown	105	49	46.7	\$3,993
<b>Total</b>	<b>14,772</b>	<b>6,932</b>	<b>46.9</b>	<b>\$3,110</b>
<b>All Working in 4Q2008</b>				
<b>Ethnicity</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Asian	30	14	46.7	\$4,634
Black	6,533	2,436	37.3	\$4,366
Hawaiian Native or Pacific Islander	11	n/a	18.2	\$8,488
Hispanic	4,053	1,638	40.4	\$4,966
Native American	70	27	38.6	\$4,919
White	3,970	1,436	36.2	\$5,107
Unknown	105	35	33.3	\$7,125
<b>Total</b>	<b>14,772</b>	<b>5,588</b>	<b>37.8</b>	<b>\$4,758</b>
<b>Note:</b> Cells with values less than 5 are marked "n/a" to protect the privacy of cohort members.				

Table 3 shows that Project RIO participants receiving Supportive Services had the highest employment in 4Q2004 at 53.7 percent, followed by Core Work Search recipients at 48.9 percent employed. Supportive Service recipients also had the highest median quarterly earnings in 4Q2004 with \$4,010.

Supportive Services and Core Work Search recipients also had the highest employment percentage in 4Q2008 with 39.0 percent and 38.6 percent, respectively. Core Work Search recipients had the highest median quarterly earnings in 4Q2008 with \$4,790.

**Table 3. Employment and Earnings by Service Received**

<b>All Working in 4Q2004</b>				
<b>Grant Type</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Core Work Search	9,822	4,807	48.9	\$3,069
Marketing Incentives	64	29	45.3	\$2,676
Procedural	161	68	42.2	\$2,458
Support Activities	4,630	1,977	42.7	\$3,231
Supportive Services	95	51	53.7	\$4,010
<b>Total</b>	<b>14,772</b>	<b>6,932</b>	<b>46.9</b>	<b>\$3,110</b>
<b>All Working in 4Q2008</b>				
<b>Grant Type</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
Core Work Search	9,822	3,789	38.6	\$4,790
Marketing Incentives	64	23	35.9	\$4,121
Procedural	161	45	28.0	\$4,477
Support Activities	4,630	1,694	36.6	\$4,687
Supportive Services	95	37	39.0	\$4,497
<b>Total</b>	<b>14,772</b>	<b>5,588</b>	<b>37.8</b>	<b>\$4,758</b>

Table 4 shows that Project RIO participants in the ESP correctional division had the highest employment in 4Q2004 at 54.2 percent, followed by participants in the Work Against Recidivism (WAR) correctional division at 50.0 percent employed. Participants in the WAR division also had the highest median quarterly earnings in 4Q2004 with \$3,969.

Exiters from the ESP division again had the highest employment in 4Q2008 with 54.2 percent employed, followed again by WAR with 45.2 percent employment. Participants from the Institutional Division had the highest median quarterly earnings in 4Q2008 with \$4,849.

**Table 4. Employment and Earnings by RIO Correctional Division**

<b>All Working in 4Q2004</b>				
<b>Grant Type</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
ESP	144	78	54.2	\$2,741
Institutional Division	12,792	6,008	47.0	\$3,149
State Jail Division	1,551	723	46.6	\$2,925
TYC	220	92	41.8	\$1,284
WAR	62	31	50.0	\$3,969
Unknown	n/a	n/a	n/a	n/a
<b>Total</b>	<b>14,772</b>	<b>6,932</b>	<b>46.9</b>	<b>\$3,110</b>
<b>All Working in 4Q2008</b>				
<b>Grant Type</b>	<b>N</b>	<b>N Working</b>	<b>% Working</b>	<b>Median Earnings</b>
ESP	144	78	54.2	\$3,874
Institutional Division	12,792	4,771	37.3	\$4,849
State Jail Division	1,551	631	40.7	\$4,502
TYC	220	78	35.5	\$2,720
WAR	62	28	45.2	\$4,199
Unknown	n/a	n/a	n/a	n/a
<b>Total</b>	<b>14,772</b>	<b>5,588</b>	<b>37.8</b>	<b>\$4,758</b>
<b>Note:</b> Cells with values less than 5 are marked "n/a" to protect the privacy of cohort members.				

Table 4 shows employment and earnings by local workforce development area (LWDA). The Permian Basin LWDA had the highest employment in 4Q2004 at 59.9 percent, followed most closely by the Brazos Valley LWDA with 56.1 percent employed in 2004. Deep East Texas LWDA also the highest median quarterly earnings in 4Q2004 at \$4,179 followed by the Permian Basin LWDA with earnings of \$4,014. Permian Basin LWDA had the highest employment in 4Q2008 with 49.4 percent employed and Deep East Texas LWDA again had the highest median quarterly earnings with \$6,424.

**Table 5. Employment and Earnings by LWDA**

LWDA	N	All Working in 4Q2004			All Working in 4Q2008			
		N Working	% Working	Median Earnings	N	N Working	% Working	Median Earnings
Alamo	1,311	691	52.7	\$2,533	1,311	475	36.2	\$4,231
Brazos Valley	82	46	56.1	\$3,345	82	30	36.6	\$4,837
Cameron County	286	117	40.9	\$2,802	286	94	32.9	\$4,148
Capital Area	561	260	46.4	\$3,183	561	216	38.5	\$3,808
Central Texas	367	188	51.2	\$3,012	367	126	34.3	\$3,607
Coastal Bend	364	178	48.9	\$2,828	364	133	36.5	\$4,734
Concho Valley	114	57	50.0	\$2,201	114	49	43.0	\$3,564
Dallas	1,235	577	46.7	\$3,188	1,235	410	33.2	\$5,256
Deep East Texas	148	48	32.4	\$4,179	148	45	30.4	\$6,424
East Texas	813	385	47.4	\$3,571	813	302	37.2	\$4,476
Golden Crescent	246	129	52.4	\$3,207	246	108	43.9	\$5,499
Gulf Coast	3,227	1,491	46.2	\$3,120	3,227	1,275	39.5	\$5,280
Heart of Texas	48	20	41.7	\$2,746	48	17	35.4	\$3,378
Lower Rio Grande Valley	287	133	46.3	\$2,834	287	110	38.3	\$3,877
Middle Rio Grande	92	40	43.5	\$2,065	92	36	39.1	\$3,206
North Central	487	241	49.5	\$3,822	487	188	38.6	\$5,551
North East Texas	226	81	35.8	\$3,238	226	71	31.4	\$3,928
North Texas	72	34	47.2	\$2,775	72	22	30.6	\$4,684
Panhandle	355	174	49.0	\$2,757	355	160	45.1	\$4,104
Permian Basin	267	160	59.9	\$4,014	267	132	49.4	\$5,679
Rural Capital	160	86	53.8	\$2,710	160	61	38.1	\$5,419
South East Texas	818	330	40.3	\$3,373	818	325	39.7	\$5,262
South Plains	459	224	48.8	\$2,958	459	197	42.9	\$4,091
South Texas	79	39	49.4	\$2,722	79	26	32.9	\$5,511
Tarrant County	1,515	690	45.5	\$3,489	1,515	558	36.8	\$5,068
Texoma	164	83	50.6	\$3,407	164	55	33.5	\$3,561
Upper Rio Grande	527	209	39.7	\$2,831	527	175	33.2	\$3,850
West Central	390	180	46.2	\$3,077	390	160	41.0	\$4,314
Unknown	72	41	56.9	\$4,185	72	32	44.4	\$4,703
<b>Total</b>	<b>14,772</b>	<b>6,932</b>	<b>46.9</b>	<b>\$3,110</b>	<b>14,772</b>	<b>5,588</b>	<b>37.8</b>	<b>\$4,758</b>

For exit cohort members employed in 4Q2004, the Employment Services sector was the largest industry of employment (Table 5). 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. Participants working in the Support Activities for Mining industry had the highest median quarterly earnings at \$6,101.

**Table 6. Top 10 Industries of Employment by 4-Digit NAICS at 4Q2004**

Industry Sector	N Working	Median Earnings	NAICS Code
Employment Services	1,248	\$1,488	5613
Limited-Service Eating Places	436	\$1,853	7222
Full-Service Restaurants	283	\$2,119	7221
Building Equipment Contractors	229	\$4,256	2382
Nonresidential Building Construction	194	\$4,682	2362
Automotive Repair and Maintenance	160	\$2,717	8111
Services to Buildings and Dwellings	135	\$1,946	5617
Support Activities for Mining	131	\$6,101	2131
Business Support Services	114	\$2,729	5614
Building Finishing Contractors	111	\$3,180	2383

Employment Services was again the most common industry of employment for Project RIO exiters employed in 4Q2008 (see Table 6). The composition of the top ten industries for those employed in 4Q2005 is similar to Table 6 above. Participants working in the Support Activities for Mining industry again had the highest median quarterly earnings, this time at \$11,899.

**Table 7. Top 10 Industries of Employment by 4-Digit NAICS at 4Q2008**

Industry Sector	N Working	Median Earnings	NAICS Code
Employment Services	752	\$1,966	5613
Limited-Service Eating Places	337	\$2,368	7222
Full-Service Restaurants	239	\$2,543	7221
Building Equipment Contractors	204	\$7,230	2382
Support Activities for Mining	172	\$11,899	2131
Nonresidential Building Construction	147	\$8,872	2362
Services to Buildings and Dwellings	131	\$3,808	5617
Other Specialty Trade Contractors	117	\$6,995	2389
Animal Slaughtering and Processing	112	\$4,703	3116
Automotive Repair and Maintenance	105	\$4,110	8111

### References

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

Project RIO Strategic Plan Fiscal Years 2008 and 2009.  
[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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