

Expanding Opportunities & Reducing Barriers to Work: Delaware Final Report Appendices

Evaluation of Pilot Projects to Promote Work and Increase State Accountability in the Supplemental Nutrition Assistance Program



(Evaluation of USDA, Supplemental Nutrition Assistance Program (SNAP) Employment and Training Pilots)

May 2022

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May 2022

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Appendix A

Overview of 10 Pilots

Table A.1. Overview of pilots

Grantee	Pilot name	Target population	Pilot location	Urban/ rural	Type of State E&T program	Enrollment start date	Pilot services end date	Enrolled in pilot ^a
California	California Bridge Academy (CBA)	Work registrants	9 locations in Fresno county	Urban and rural	Voluntary	January 2016	December 2018	3,930
Delaware	Work Opportunity Networks to Develop Employment Readiness (WONDER)	New work registrants who are unemployed or underemployed and are low-skilled and/or have limited work experience	Statewide	Urban and rural	Voluntary	February 2016	December 2018	6,814
Georgia	SNAP Works 2.0	Originally ABAWDs (ages 18–49) who have been unemployed for at least 12 months but broadened to all ABAWDs in FY 2016	9 counties in or near the Atlanta and Savannah metropolitan areas ^b	Urban and rural	Mandatory	February 2016	January 2019	5,000
Illinois	Employment Opportunities, Personalized Services, Individualized Training, Career Planning (EPIC)	Work registrants who are unemployed or underemployed with low skills or limited work experience, and those working 30 or more hours per week but needing skill upgrades	33 counties across the State (seven LWIAs)	Urban and rural	Mandatory in 15 counties; voluntary in 18 counties ^c	March 2016	February 2019	5,038
Kansas	Generating Opportunities to Attain Lifelong Success (GOALS)	Work registrants	35 counties organized into 4 regions	Urban and rural	Voluntary	January 2016	March 2019	4,170
Kentucky	Paths 2 Promise (P2P)	Work registrants	8 counties in Eastern Kentucky	Rural	Voluntary	April 2016	April 2019	3,206
Mississippi	Ethics, Discipline, Goals, Employment (EDGE)	New and existing ABAWDs	5 community college districts	Urban and rural	Mandatory	March 2016	February 2019	3,051
Vermont	Jobs for Independence (JFI)	Work registrants with barriers such as homelessness, connections to the correctional system, and substance use	Statewide	Rural	Voluntary	March 2016	December 2018	3,031
Virginia	EleVAte SNAP E&T	Work registrants, including ABAWDs and noncustodial parents	24 localities in the Tidewater, south central, and far southwest areas of Virginia	Urban and rural	Voluntary	March 2016	January 2019	5,027

Table A.1. Overview of pilots *(continued)*

Grantee	Pilot name	Target population	Pilot location	Urban/ rural	Type of State E&T program	Enrollment start date	Pilot services end date	Enrolled in pilot ^a
Washington	Resources to Initiate Successful Employment (RISE)	New work registrants with significant barriers to employment: long-term unemployed, homeless, limited English proficiency, veterans, and noncustodial parents with delinquent payment history	4 counties (King, Pierce, Spokane, and Yakima)	Urban and rural	Voluntary	February 2016	December 2018	5,092

Note: Work registrants are SNAP participants who have not met any Federal exemptions from SNAP work requirements and are therefore required to register for work. Federal exemptions apply to individuals who are younger than 16 or older than 59; physically or mentally unfit for employment; subject to and complying with work requirements for another program; a caretaker of a dependent child younger than 6 or an incapacitated individual; participating in a drug or alcohol treatment and rehabilitation program; employed at least 30 hours a week; or enrolled at least half time in a recognized school or training program.

^a The number enrolled in the pilot represents the sum of the treatment and control groups and, for most grantees, is evenly split between the two groups.

^b There were originally 10 counties, but Georgia stopped offering pilot services to new participants in one county after January 2017.

^c The pilot did not exclusively serve mandatory participants because existing SNAP E&T services were not offered in 18 of 33 counties included in the study. In the remaining 15 counties where existing SNAP E&T program services were offered, participants who had work requirements were mandated to participate in those activities. In Illinois, the largest percentage of the study sample was drawn from the 15 counties where existing SNAP E&T services were available, and hence the majority of study participants from Illinois were mandatory.

ABAWDs = able-bodied adults without dependents; FY = fiscal year; LWIA = local workforce investment area.

Appendix B

Background on SNAP E&T and Work Requirements

SNAP E&T Program Background

The Supplemental Nutrition Assistance Program (SNAP), which served almost 40 million people in Fiscal Year (FY) 2018, is a critical safety net for many families and individuals experiencing difficulties in obtaining adequate nutrition. Although SNAP is focused on providing nutrition assistance, for decades the program also has had Employment and Training (E&T) programs in place to improve the economic self-sufficiency of SNAP participants and reduce their need for SNAP. Congress established the SNAP E&T program through the Food Security Act of 1985. As described in this legislation, the program’s purpose is to assist “members of households participating in [SNAP] in gaining skills, training, or experience that will increase their ability to obtain regular employment” (Food Security Act of 1985).

Under current Federal legislation, States are required to administer a SNAP E&T program but have a great deal of flexibility in designing them. The E&T programs must provide at least one of the following activities: (1) job search; (2) job-search training; (3) workfare; (4) work experience (including on-the-job training, apprenticeships, and internships); (5) education programs (including basic education, postsecondary education, occupational skills training, and work readiness training); (6) self-employment training; and (7) job retention services. They also provide individuals with support services such as assistance with the costs of transportation and child care to reduce barriers to participation in E&T program activities or employment. In 2018—the most recent year for which data are available—almost every State provided job search or job-search training to individuals in SNAP E&T, over 70 percent of States provided some type of postsecondary education or occupational skills training, and over half provided work experience to some individuals.¹

States also determine if the programs will be mandatory for individuals or whether to allow individuals to volunteer to participate. Individuals required by the State to participate in E&T (mandatory participants) are sanctioned for a minimum of one month if they do not participate in assigned activities without good cause, but each State determines the specific sanction policies. Participants in voluntary programs are not sanctioned for noncompliance. In FY 2018, over two-thirds of States administered voluntary programs. The others administered mandatory programs within their State.

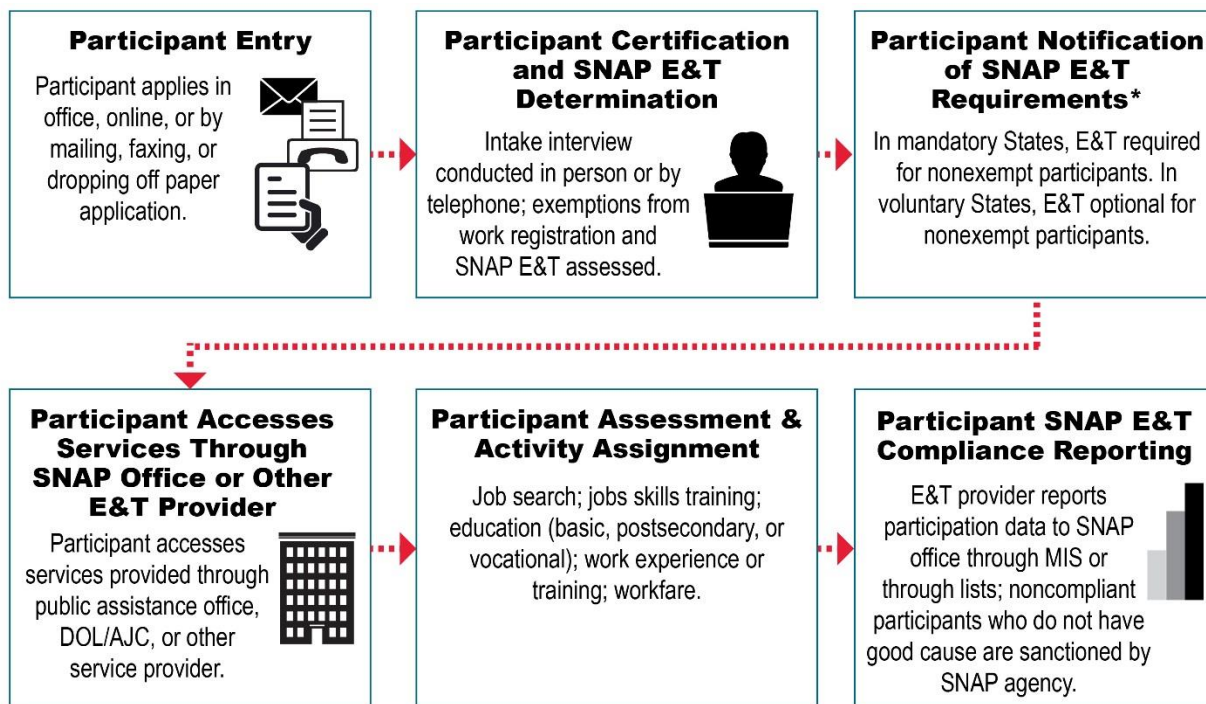
Only a small percentage of SNAP participants are expected to participate in SNAP E&T each year. The program generally targets “work registrants,” who are individuals not meeting a Federal exemption and who must comply with SNAP work requirements, including registering for work at an appropriate employment office, participating in an employment and training program if assigned by a State agency, and accepting an offer of suitable employment. During the certification and recertification process, SNAP eligibility staff assess whether each individual in the SNAP household meets one of the Federal exemptions, which include individuals who are younger than 16 years old or older than 59, disabled, working 30 hours a week or in another work program, receiving unemployment compensation, caring for an incapacitated adult or a child under age 6, participating in a drug or alcohol treatment program, or students enrolled at least half time in school. The majority of SNAP participants are not work registrants, as over two-thirds are children (44 percent), elderly adults (14 percent), or have a disability (10 percent) (Cronquist 2019). In FY 2018, just under 30 percent of SNAP participants were identified as work registrants.

¹Based on FNS 583 data for FY 2018 provided by FNS.

The majority of work registrants were not expected to participate in SNAP E&T programs. In addition to the large number of States with voluntary programs, States may, and often do, exempt additional work registrants from E&T due to State-determined criteria, such as lack of available training services or employment in the area, or lack of transportation. Although many SNAP E&T participants are work registrants, some are not, as States also may serve SNAP participants who meet a Federal or State exemption but nevertheless volunteer to participate in E&T. During the certification or recertification interview, States screen for Federal and State exemptions to determine who to refer to the E&T program and may also inform exempt individuals about the E&T program and where to obtain services. In FY 2018, just over 1 percent of SNAP participants took part in a SNAP E&T program nationally.

Depending on the State and types of E&T activities offered, services can be provided directly by public assistance agencies; the Department of Labor (DOL), such as an employment service or an American Job Center (AJC); community colleges; or community-based service providers. Providers often administer assessments to gauge individuals' needs and employment barriers, and then assign activities based on these individualized assessments. Exhibit B.1 illustrates a general overview of how SNAP participants access these services nationally. Note that there is variation in the process and programs across States.

Exhibit B.1. How SNAP offices help SNAP participants access E&T services



*Participants who were exempt from work registration or participation may volunteer for E&T.

AJC = American Job Center; DOL = U.S. Department of Labor; MIS = management information system

The number of hours individuals participate in E&T programs is determined by States and depends on the specific component being offered.² However, Federal regulations mandate that a subset of work registrants, able-bodied adults without dependents (ABAWD), must work at least 80 hours per month,

² States may not mandate more than 120 hours of participation per month. Participants who wish to do so, however, can participate for an unlimited number of additional hours.

participate in a qualifying work or education and training program for at least 80 hours per month, or comply with a workfare program.³ Those ABAWDs who do not comply face a 3-month limit on benefit receipt during any 36-month period.⁴ States may—but are not required to—use the SNAP E&T program to help ABAWDs meet this work requirement, which often means offering 80 hours of qualifying E&T activities or the required number of workfare hours. Even in States where E&T is voluntary, ABAWDs may choose to participate in E&T as a way to meet their work requirement.

³ ABAWDs are defined as individuals ages 18 to 49 who are not caring for a child or incapacitated household member, not physically or mentally unfit for employment, not pregnant, and not already exempt from SNAP work registration.

⁴ States may request a waiver of the time limit for people in areas with an unemployment rate greater than 10 percent or those in areas with insufficient jobs. States also have authority to exempt individuals using the 15 percent exemption authorized by the Balanced Budget Act.

Appendix C

Baseline characteristics

Table C.1. Characteristics of all individuals enrolled in the pilot

Characteristic	Individuals enrolled in the pilot through December 2017	All individuals enrolled in the pilot
Average age (years)	34.1	34.2
Age (%)		
18 to 49	92.0	91.7
18 to 24	20.1	19.9
25 to 49	71.9	71.8
50 to 59	7.0	7.3
60 years and older	1.0	1.1
Gender (%)		
Male	58.3	58.6
Female	41.6	41.3
Other	0.1	0.1
Race and ethnicity (%)		
Hispanic	8.2	8.0
Asian	0.6	0.6
Black, non-Hispanic	49.7	51.5
Native Hawaiian/Pacific Islander/Native American	0.5	0.5
White, non-Hispanic	38.5	37.1
Other; more than one race	2.5	2.4
Speak English as primary language (%)	96.9	97.0
Education ^a (%)		
No high school diploma or equivalent	24.4	23.7
High school diploma or equivalent	63.1	64.2
Degree	7.7	7.5
Certificate	4.5	4.2
Other	0.3	0.4
Employment status (%)		
Employed at random assignment	12.4	12.0
Employed part time	9.5	9.1
Employed full time	3.0	2.8
Not employed at random assignment but worked in past	84.3	84.8
Short-term unemployed ^b	60.9	61.1
Long-term unemployed ^c	23.4	23.7
Not employed at random assignment and never worked in past	3.2	3.3
Employment experience in the two years before random assignment ^d (%)		
Consistently employed	22.3	22.1
Sometimes employed	42.3	42.5
Never employed	35.4	35.5
Household size (number)	2.1	2.0
Presence of children (%)		

Table C.1. Characteristics of all individuals enrolled in the pilot (continued)

Characteristic	Individuals enrolled in the pilot through December 2017	All individuals enrolled in the pilot
In households with children	19.3	18.4
In households without children	80.7	81.6
Married or cohabiting (%)	6.8	6.9
Barriers to employment (%)		
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	58.8	59.0
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	33.1	33.0
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	8.1	8.0
ABAWD status (%)		
ABAWD	72.5	73.1
Non-ABAWD	27.5	26.9
Urbanicity ^e (%)		
Metropolitan	85.3	85.8
Micropolitan	9.4	9.4
Rural	5.3	4.7
SNAP participation in the year before random assignment (%)		
0 months	30.5	29.4
1 to 3 months	18.4	18.0
4 to 6 months	22.5	23.0
7 to 9 months	10.7	10.4
10 to 12 months	17.9	19.1
Sample size	5,344	6,795

Source: SNAP employment and training baseline information registration form (February 2016 through August 2018 data); SNAP employment and training evaluation UI wage records, weighted data; SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Individuals enrolled in the pilot include all WONDER and control group members who completed a baseline enrollment registration and did not subsequently revoke their consent to participate in the evaluation of the pilot. This table presents the characteristics of all individuals randomly assigned into the pilot and only those assigned through December 2017. The differences in service receipt and impact analyses (Appendix E and F) presented in this report are based on data for only those individuals randomly assigned through December 2017, rather than all individuals enrolled into the pilot through August 2018 (which is used for the participation analysis [Appendix D]). Restricting the data for these analyses provides a longer observation period (up to 36 months) through which to observe differences in service receipt and impacts between research groups.

^a “High school diploma or equivalent” includes these survey response options: “GED or other high school equivalency,” “high school diploma,” and “some college, but no degree.” “Degree” includes these survey response options: “associates degree,” “bachelor’s degree or equivalent,” “master’s degree or higher.” “Certificate” includes these survey response options: “Adult Basic Education certificate,” “vocational/technical degree or certificate,” and “business degree or certificate.” “Other” includes credentials listed via a write-in survey response.

^b “Short-term unemployed” is defined as being unemployed for one year or less at the time of the baseline interview.

^c “Long-term unemployed” is defined as being unemployed for more than a year at the time of the baseline interview.

^d Employment experience is defined using UI wage record data for the two years before random assignment.

“Consistently employed” includes individuals who were employed for at least 7 out of 8 quarters preceding random

Table C.1. Characteristics of all individuals enrolled in the pilot (*continued*)

assignment. “Sometimes employed” includes individuals who were employed for 2 to 6 quarters preceding random assignment. “Never employed” includes individuals who were employed for at most 1 quarter preceding random assignment.

^e Metropolitan areas are urbanized areas of 50,000 people or more or areas in which most or many commuters in the area commuted to an urbanized area. Micropolitan areas are large urban clusters of 10,000 to 49,999 or areas in which most commuters in the area commuted to a large urban cluster. Rural areas are small urban clusters of 2,500 to 9,999 people or areas in which most commuters in the area commuted to a small urban cluster; includes areas outside of urbanized areas and urban clusters.

ABAWD = Able bodied adult without dependents

Table C.2. Baseline equivalence across research groups among individuals enrolled through December 2017

Characteristic	WONDER group	Control group	Difference
Average age (years)	33.8	34.3	-0.5* (0.3)
Age (%)			
18 to 49	91.8	92.1	-0.3 (0.7)
18 to 24	20.7	19.5	1.3 (1.1)
25 to 49	71.1	72.7	-1.6 (1.2)
50 to 59	7.1	7.0	0.2 (0.7)
60 years and older	1.0	0.9	0.1 (0.3)
Gender (%)			
Male	58.2	58.4	-0.2 (1.4)
Female	41.7	41.5	0.2 (1.3)
Other	0.1	0.1	0.0 (0.1)
Race and ethnicity (%)			
Hispanic	8.9	7.4	1.6** (0.7)
Asian	0.8	0.5	0.3 (0.2)
Black, non-Hispanic	49.2	50.2	-1.1 (1.4)
Native Hawaiian/Pacific Islander/Native American	0.6	0.4	0.2 (0.2)
White, non-Hispanic	38.1	39.0	-0.9 (1.3)
Other; more than one race	2.4	2.5	-0.1 (0.4)
Speak English as primary language (%)	96.5	97.3	-0.8* (0.5)
Education ^a (%)			
No high school diploma or equivalent	24.8	23.9	0.9 (1.2)
High school diploma or equivalent	63.1	63.2	-0.1 (1.3)
Degree	7.0	8.3	-1.3* (0.7)
Certificate	4.7	4.2	0.5 (0.6)
Other	0.3	0.3	0.0 (0.2)
Employment status (%)			
Employed at random assignment	12.6	12.3	0.3 (0.9)
Employed part time	9.4	9.5	-0.1 (0.8)
Employed full time	3.2	2.8	0.4 (0.5)
Not employed at random assignment but worked in past	84.0	84.6	-0.6 (1.0)
Short-term unemployed ^b	60.1	61.8	-1.7 (1.3)
Long-term unemployed ^c	23.9	22.8	1.1 (1.2)
Not employed at random assignment and never worked in past	3.4	3.1	0.3 (0.5)
Employment experience in the two years before random assignment ^d (%)			
Consistently employed	21.3	23.3	-2.0* (1.1)
Sometimes employed	42.6	42.0	0.5 (1.4)
Never employed	36.1	34.7	1.5 (1.3)
Household size (number)	2.1	2.1	0.0 (0.0)
Presence of children (%)			

Table C.2. Baseline equivalence across research groups among individuals enrolled through December 2017
(continued)

Characteristic	WONDER group	Control group	Difference
In households with children	19.1	19.5	-0.5 (1.1)
In households without children	80.9	80.5	0.5 (1.1)
Married or cohabiting (%)	6.9	6.7	0.1 (0.7)
Barriers to employment (%)			
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	58.5	59.1	-0.6 (1.4)
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	32.9	33.2	-0.3 (1.3)
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	8.6	7.7	1.0 (0.7)
ABAWD status (%)			
ABAWD	72.7	72.4	0.3 (1.2)
Non-ABAWD	27.3	27.6	-0.3 (1.2)
Urbanicity ^e (%)			
Metropolitan	85.1	85.5	-0.3 (1.0)
Micropolitan	10.0	8.8	1.1 (0.8)
Rural	4.9	5.7	-0.9 (0.6)
SNAP participation in the year before random assignment (%)			
0 months	31.4	29.6	1.8 (1.3)
1 to 3 months	17.6	19.2	-1.7 (1.1)
4 to 6 months	22.5	22.5	0.0 (1.1)
7 to 9 months	10.9	10.6	0.3 (0.8)
10 to 12 months	17.7	18.1	-0.4 (1.0)
Sample size	2,672	2,672	

Source: SNAP employment and training baseline information registration form (February 2016 through December 2017 data); SNAP employment and training evaluation UI wage records, weighted data; SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

^a "High school diploma or equivalent" includes these survey response options: "GED or other high school equivalency," "high school diploma," and "some college, but no degree." "Degree" includes these survey response options: "associates degree," "bachelor's degree or equivalent," "master's degree or higher." "Certificate" includes these survey response options: "Adult Basic Education certificate," "vocational/technical degree or certificate," and "business degree or certificate." "Other" includes credentials listed via a write-in survey response.

^b "Short-term unemployed" is defined as being unemployed for one year or less at the time of the baseline interview.

^c "Long-term unemployed" is defined as being unemployed for more than a year at the time of the baseline interview.

^d Employment experience is defined using UI wage record data for the two years before random assignment.

"Consistently employed" includes individuals who were employed for at least 7 out of 8 quarters preceding random assignment. "Sometimes employed" includes individuals who were employed for 2 to 6 quarters preceding random assignment. "Never employed" includes individuals who were employed for at most 1 quarter preceding random assignment.

^e Metropolitan areas are urbanized areas of 50,000 people or more or areas in which most or many commuters in the area commuted to an urbanized area. Micropolitan areas are large urban clusters of 10,000 to 49,999 or areas in which most commuters in the area commuted to a large urban cluster. Rural areas are small urban clusters of 2,500 to 9,999 people or areas in which most commuters in the area commuted to a small urban cluster; includes areas outside of urbanized areas and urban clusters.

Table C.2. Baseline equivalence across research groups among individuals enrolled through December 2017
(continued)

***/**/* Difference between treatment and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.
†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.
ABAWD = Able bodied adult without dependents

Table C.3. Baseline equivalence across research groups among all individuals enrolled in the pilot

Characteristic	WONDER group	Control group	Difference
Average age (years)	34.1	34.3	-0.3 (0.3)
Age (%)			
18 to 49	91.4	92.1	-0.6 (0.7)
18 to 24	20.8	19.5	1.9* (1.0)
25 to 49	70.6	72.7	-2.4** (1.1)
50 to 59	7.4	7.0	0.3 (0.6)
60 years and older	1.2	0.9	0.3 (0.3)
Gender (%)			
Male	58.5	58.4	-0.3 (1.2)
Female	41.4	41.5	0.3 (1.2)
Other	0.1	0.1	0.0 (0.1)
Race and ethnicity (%)			
Hispanic	8.6	7.4	1.2* (0.7)
Asian	0.7	0.5	0.3 (0.2)
Black, non-Hispanic	51.0	50.2	-1.0 (1.2)
Native Hawaiian/Pacific Islander/Native American	0.5	0.4	0.1 (0.2)
White, non-Hispanic	36.9	39.0	-0.3 (1.2)
Other; more than one race	2.2	2.5	-0.3 (0.4)
Speak English as primary language (%)	96.7	97.3	-0.6 (0.4)
Education ^a (%)			
No high school diploma or equivalent	23.8	23.9	0.2 (1.0)
High school diploma or equivalent	64.6	63.2	0.7 (1.2)
Degree	6.9	8.3	-1.1* (0.6)
Certificate	4.4	4.2	0.4 (0.5)
Other	0.3	0.3	-0.1 (0.1)
Employment status (%)			
Employed at random assignment	12.1	12.3	0.4 (0.8)
Employed part time	9.1	9.5	0.1 (0.7)
Employed full time	3.0	2.8	0.3 (0.4)
Not employed at random assignment but worked in past	84.6	84.6	-0.4 (0.9)
Short-term unemployed ^b	60.0	61.8	-2.3* (1.2)
Long-term unemployed ^c	24.6	22.8	1.9* (1.0)
Not employed at random assignment and never worked in past	3.2	3.1	0.0 (0.4)
Employment experience in the two years before random assignment ^d (%)			
Consistently employed	21.2	23.3	-1.6 (1.0)
Sometimes employed	42.5	42.0	0.0 (1.2)
Never employed	36.3	34.7	1.6 (1.2)
Household size (number)	2.0	2.1	0.0 (0.0)
Presence of children (%)			
In households with children	18.4	19.5	-0.1 (0.9)
In households without children	81.6	80.5	0.1 (0.9)

Table C.3. Baseline equivalence across research groups among all individuals enrolled in pilot *(continued)*

Characteristic	WONDER group	Control group	Difference
Married or cohabiting (%)	7.0	6.7	0.1 (0.6)
Barriers to employment (%)			
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	58.5	59.1	-1.0 (1.2)
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	33.1	33.2	0.4 (1.1)
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	8.4	7.7	0.7 (0.7)
ABAWD status (%)			
ABAWD	73.1	72.4	-0.1 (1.1)
Non-ABAWD	26.9	27.6	0.1 (1.1)
Urbanicity ^e (%)			
Metropolitan	85.9	85.5	0.2 (0.8)
Micropolitan	9.9	8.8	0.8 (0.7)
Rural	4.3	5.7	-1.0* (0.5)
SNAP participation in the year before random assignment (%)			
0 months	30.4	29.6	1.8* (1.1)
1 to 3 months	17.7	19.2	-0.6 (0.9)
4 to 6 months	22.5	22.5	-1.0 (1.0)
7 to 9 months	10.5	10.6	0.2 (0.7)
10 to 12 months	18.9	18.1	-0.5 (1.0)
Sample size	3,393	3,402	

Source: SNAP employment and training baseline information registration form (February 2016 through August 2018 data); SNAP employment and training evaluation UI wage records, weighted data; SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

^a "High school diploma or equivalent" includes these survey response options: "GED or other high school equivalency," "high school diploma," and "some college, but no degree." "Degree" includes these survey response options: "associates degree," "bachelor's degree or equivalent," "master's degree or higher." "Certificate" includes these survey response options: "Adult Basic Education certificate," "vocational/technical degree or certificate," and "business degree or certificate." "Other" includes credentials listed via a write-in survey response.

^b "Short-term unemployed" is defined as being unemployed for one year or less at the time of the baseline interview.

^c "Long-term unemployed" is defined as being unemployed for more than a year at the time of the baseline interview.

^d Employment experience is defined using UI wage record data for the two years before random assignment.

"Consistently employed" includes individuals who were employed for at least 7 out of 8 quarters preceding random assignment. "Sometimes employed" includes individuals who were employed for 2 to 6 quarters preceding random assignment. "Never employed" includes individuals who were employed for at most 1 quarter preceding random assignment.

^e Metropolitan areas are urbanized areas of 50,000 people or more or areas in which most or many commuters in the area commuted to an urbanized area. Micropolitan areas are large urban clusters of 10,000 to 49,999 or areas in which most commuters in the area commuted to a large urban cluster. Rural areas are small urban clusters of 2,500 to 9,999 people or areas in which most commuters in the area commuted to a small urban cluster; includes areas outside of urbanized areas and urban clusters.

***/**/* Difference between treatment and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

ABAWD = Able bodied adult without dependents

Table C.4. Characteristics of WONDER group members who enrolled before and after the halfway point of enrollment, among those enrolled through December 2017

	Among WONDER group members		
	Earlier enrollment (February 2016 to May 2017)	Later enrollment (June 2017 to December 2017)	Difference
Average age (years)	34.1	33.5	-0.5 (0.4)
Age (%)			
18 to 49	91.5	92.3	0.5 (1.2)
18 to 24	20.1	21.5	1.4 (1.8)
25 to 49	71.4	70.8	-0.9 (2.0)
50 to 59	7.4	6.7	-0.6 (1.1)
60 years and older	1.1	1.0	0.1 (0.4)
Gender (%)			†††
Male	56.7	60.1	2.9 (2.1)
Female	43.1	39.9	-2.6 (2.1)
Other	0.2	0.0	-0.3^ (0.2)
Race and ethnicity (%)			††
Hispanic	10.2	7.4	-2.6^^ (1.2)
Asian	1.0	0.6	0.0 (0.3)
Black, non-Hispanic	45.7	53.3	7.0^^^ (2.1)
Native Hawaiian/Pacific Islander/Native American	0.5	0.7	0.1 (0.3)
White, non-Hispanic	39.7	36.1	-4.3^^ (2.1)
Other; more than one race	2.9	1.9	-0.1 (0.6)
Speak English as primary language (%)	96.0	97.1	1.3 (0.8)
Education ^a (%)			
No high school diploma or equivalent	25.4	24.1	-1.5 (1.9)
High school diploma or equivalent	63.1	63.1	0.4 (2.1)
Degree	6.6	7.6	0.6 (1.1)
Certificate	4.6	4.8	0.2 (0.9)
Other	0.2	0.4	0.3 (0.2)
Employment status (%)			
Employed at random assignment	12.7	12.5	0.5 (1.4)
Employed part time	9.7	9.1	-0.3 (1.3)
Employed full time	3.0	3.4	0.8 (0.7)
Not employed at random assignment but worked in past	84.6	83.3	-2.2 (1.6)
Short-term unemployed ^b	60.5	59.6	-1.5 (2.1)
Long-term unemployed ^c	24.1	23.7	-0.6 (1.8)
Not employed at random assignment and never worked in past	2.7	4.2	1.6^^ (0.8)
Employment experience in the two years before random assignment ^d (%)			††
Consistently employed	20.0	22.7	3.6^^ (1.8)
Sometimes employed	44.4	40.4	-5.1^^ (2.1)

Table C.4. Characteristics of WONDER group members who enrolled before and after the halfway point of enrollment, among those enrolled through December 2017 *(continued)*

	Among WONDER group members		
	Earlier enrollment (February 2016 to May 2017)	Later enrollment (June 2017 to December 2017)	Difference
Never employed	35.5	36.8	1.5 (2.1)
Household size (number)	2.2	1.9	-0.2 ^{^^} (0.1)
Presence of children (%)			
In households with children	21.1	16.7	-4.4 ^{^^} (1.7)
In households without children	78.9	83.3	4.4 ^{^^} (1.7)
Married or cohabiting (%)	7.2	6.5	-0.8 (1.1)
Barriers to employment (%)			
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	58.1	59.1	1.2 (2.1)
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	33.3	32.4	-1.3 (2.0)
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	8.6	8.6	0.1 (1.2)
ABAWD status (%)			
ABAWD	70.8	74.9	3.8 ^{^^} (1.9)
Non-ABAWD	29.2	25.1	-3.8 ^{^^} (1.9)
Urbanicity ^e (%)			†††
Metropolitan	85.8	84.3	-4.9 ^{^^} (1.3)
Micropolitan	9.5	10.7	4.0 ^{^^} (1.2)
Rural	4.7	5.1	0.9 (0.9)
SNAP participation in the year before random assignment (%)			
0 months	31.4	31.5	0.5 (2.0)
1 to 3 months	19.0	15.9	-3.1 [^] (1.6)
4 to 6 months	22.2	22.9	0.7 (1.8)
7 to 9 months	11.1	10.5	-0.2 (1.3)
10 to 12 months	16.4	19.2	2.0 (1.7)
Sample size	1,467	1,205	

Source: SNAP employment and training baseline information registration form (February 2016 to December 2017 data); SNAP employment and training evaluation UI wage records, weighted data; SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

^a "High school diploma or equivalent" includes these survey response options: "GED or other high school equivalency," "high school diploma," and "some college, but no degree." "Degree" includes these survey response options: "associates degree," "bachelor's degree or equivalent," "master's degree or higher." "Certificate" includes these survey response options: "Adult Basic Education certificate," "vocational/technical degree or certificate," and "business degree or certificate." "Other" includes credentials listed via a write-in survey response.

^b "Short-term unemployed" is defined as being unemployed for one year or less at the time of the baseline interview.

^c "Long-term unemployed" is defined as being unemployed for more than a year at the time of the baseline interview.

^d Employment experience is defined using UI wage record data for the two years before random assignment.

"Consistently employed" includes individuals who were employed for at least 7 out of 8 quarters preceding random assignment. "Sometimes employed" includes individuals who were employed for 2 to 6 quarters preceding random

Table C.4. Characteristics of WONDER group members who enrolled before and after the halfway point of enrollment, among those enrolled through December 2017 *(continued)*

assignment. “Never employed” includes individuals who were employed for at most 1 quarter preceding random assignment.

^e Metropolitan areas are urbanized areas of 50,000 people or more or areas in which most or many commuters in the area commuted to an urbanized area. Micropolitan areas are large urban clusters of 10,000 to 49,999 or areas in which most commuters in the area commuted to a large urban cluster. Rural areas are small urban clusters of 2,500 to 9,999 people or areas in which most commuters in the area commuted to a small urban cluster; includes areas outside of urbanized areas and urban clusters.

^^/^/^^ Significantly different from WONDER group members who enrolled before mid-enrollment at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference in distribution of characteristics across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

ABAWD = Able bodied adult without dependents

Table C.5. Baseline equivalence across research groups among all individuals who enrolled before and after the halfway point of enrollment, among individuals who enrolled through December 2017

	Earlier enrollment (February 2016 to May 2017)				Later enrollment (June 2017 to December 2017)			
	All	WONDER group	Control group	Difference	All	WONDER group	Control group	Difference
Average age (years)	34.3	34.1	34.6	-0.4 (0.4)	33.7	33.5	34.0	-0.5 (0.4)
Age (%)								
18 to 49	91.6	91.5	91.6	-0.2 (1.0)	92.5	92.3	92.7	-0.5 (1.1)
18 to 24	19.2	20.1	18.3	1.8 (1.5)	21.2	21.5	20.9	0.8 (1.7)
25 to 49	72.4	71.4	73.3	-2.0 (1.6)	71.3	70.8	71.8	-1.3 (1.9)
50 to 59	7.6	7.4	7.7	-0.2 (1.0)	6.4	6.7	6.1	0.8 (1.0)
60 years and older	0.9	1.1	0.7	0.4 (0.3)	1.1	1.0	1.3	-0.3 (0.4)
Gender (%)								
Male	57.6	56.7	58.5	-1.8 (1.8)	59.2	60.1	58.2	1.6 (2.0)
Female	42.2	43.1	41.3	1.8 (1.8)	40.8	39.9	41.8	-1.6 (2.0)
Other	0.2	0.2	0.2	0.0 (0.2)	0.0	0.0	0.0	0.0 (-)
Race and ethnicity (%)				††				
Hispanic	9.0	10.2	7.8	2.5** (1.1)	7.1	7.4	6.9	0.3 (1.0)
Asian	0.7	1.0	0.5	0.4 (0.3)	0.5	0.6	0.3	0.2 (0.3)
Black, non-Hispanic	47.1	45.7	48.4	-2.7 (1.8)	52.9	53.3	52.4	1.0 (2.0)
Native Hawaiian/Pacific Islander/Native American	0.5	0.5	0.4	0.1 (0.3)	0.5	0.7	0.4	0.2 (0.3)
White, non-Hispanic	40.3	39.7	41.0	-1.3 (1.8)	36.4	36.1	36.6	-0.4 (2.0)
Other; more than one race	2.4	2.9	1.9	1.0* (0.6)	2.6	1.9	3.4	-1.5** (0.7)
Speak English as primary language (%)	96.6	96.0	97.2	-1.1* (0.7)	97.3	97.1	97.5	-0.2 (0.6)
Education ^a (%)								
No high school diploma or equivalent	24.6	25.4	23.8	1.7 (1.6)	24.1	24.1	24.2	-0.2 (1.8)
High school diploma or equivalent	63.3	63.1	63.5	-0.4 (1.8)	63.0	63.1	62.8	0.4 (2.0)
Degree	7.7	6.6	8.8	-2.2** (1.0)	7.6	7.6	7.7	-0.1 (1.1)
Certificate	4.2	4.6	3.7	0.9 (0.7)	4.9	4.8	4.9	-0.1 (0.9)
Other	0.2	0.2	0.2	0.0 (0.2)	0.5	0.4	0.5	-0.1 (0.3)
Employment status (%)								

Table C.5. Baseline equivalence across research groups among all individuals who enrolled before and after the halfway point of enrollment, among individuals who enrolled through December 2017 (*continued*)

	Earlier enrollment (February 2016 to May 2017)				Later enrollment (June 2017 to December 2017)			
	All	WONDER group	Control group	Difference	All	WONDER group	Control group	Difference
Employed at random assignment	13.1	12.7	13.5	-0.8 (1.2)	11.6	12.5	10.7	1.8 (1.3)
Employed part time	10.1	9.7	10.6	-0.9 (1.1)	8.6	9.1	8.2	0.9 (1.2)
Employed full time	3.0	3.0	3.0	0.0 (0.6)	3.0	3.4	2.5	0.8 (0.7)
Not employed at random assignment but worked in past	84.4	84.6	84.2	0.3 (1.3)	84.2	83.3	85.1	-1.7 (1.5)
Short-term unemployed	61.7	60.5	62.9	-2.5 (1.8)	60.0	59.6	60.4	-0.7 (2.0)
Long-term unemployed	22.7	24.1	21.3	2.9* (1.5)	24.2	23.7	24.8	-1.0 (1.8)
Not employed at random assignment and never worked in past	2.5	2.7	2.2	0.5 (0.6)	4.2	4.2	4.2	0.0 (0.8)
Employment experience in the two years before random assignment ^b (%)				††				
Consistently employed	22.2	20.0	24.4	-4.3*** (1.5)	22.4	22.7	22.0	1.0 (1.7)
Sometimes employed	42.8	44.4	41.2	3.3* (1.8)	41.7	40.4	43.1	-2.8 (2.0)
Never employed	35.0	35.5	34.4	1.1 (1.8)	35.9	36.8	34.9	1.8 (2.0)
Household size (number)	2.3	2.2	2.3	-0.1 (0.1)	1.9	1.9	1.9	0.0 (0.1)
Presence of children (%)								
In households with children	21.2	21.1	21.4	-0.4 (1.5)	17.0	16.7	17.3	-0.5 (1.5)
In households without children	78.8	78.9	78.6	0.4 (1.5)	83.0	83.3	82.7	0.5 (1.5)
Married or cohabiting (%)	7.7	7.2	8.2	-1.0 (1.0)	5.7	6.5	4.9	1.6* (0.9)
Composite barriers (%)								
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	59.5	58.1	61.0	-3.1* (1.8)	57.9	59.1	56.8	2.4 (2.0)
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	32.7	33.3	32.0	1.4 (1.7)	33.5	32.4	34.7	-2.4 (1.9)
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	7.8	8.6	7.0	1.7* (1.0)	8.6	8.6	8.5	0.0 (1.2)

Table C.5. Baseline equivalence across research groups among all individuals who enrolled before and after the halfway point of enrollment, among individuals who enrolled through December 2017 *(continued)*

	Earlier enrollment (February 2016 to May 2017)				Later enrollment (June 2017 to December 2017)			
	All	WONDER group	Control group	Difference	All	WONDER group	Control group	Difference
ABAWD status (%)								
ABAWD	70.4	70.8	69.9	0.9 (1.7)	75.2	74.9	75.5	-0.8 (1.8)
Non-ABAWD	29.6	29.2	30.1	-0.9 (1.7)	24.8	25.1	24.5	0.8 (1.8)
Urbanicity ^c (%)								
Metropolitan	86.4	85.8	87.0	-1.2 (1.3)	83.9	84.3	83.5	0.9 (1.5)
Micropolitan	8.5	9.5	7.5	1.9* (1.0)	10.5	10.7	10.4	0.1 (1.3)
Rural	5.1	4.7	5.4	-0.7 (0.8)	5.6	5.1	6.1	-1.0 (0.9)
SNAP participation in the year before random assignment (%)								
0 months	30.7	31.4	30.0	1.3 (1.7)	30.3	31.5	29.0	2.1 (1.9)
1 to 3 months	19.6	19.0	20.1	-1.1 (1.5)	17.0	15.9	18.1	-2.3 (1.5)
4 to 6 months	22.4	22.2	22.6	-0.4 (1.5)	22.7	22.9	22.5	0.7 (1.7)
7 to 9 months	10.6	11.1	10.2	0.9 (1.1)	10.8	10.5	11.0	-0.4 (1.3)
10 to 12 months	16.7	16.4	17.0	-0.7 (1.4)	19.3	19.2	19.4	0.0 (1.6)
Sample size	2,951	1,467	1,484		2,393	1,205	1,188	

Source: SNAP employment and training baseline information registration form (February 2016 to December 2017 data); SNAP employment and training evaluation UI wage records, weighted data; SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

^a "High school diploma or equivalent" includes these survey response options: "GED or other high school equivalency," "high school diploma," and "some college, but no degree." "Degree" includes these survey response options: "associates degree," "bachelor's degree or equivalent," "master's degree or higher." "Certificate" includes these survey response options: "Adult Basic Education certificate," "vocational/technical degree or certificate," and "business degree or certificate." "Other" includes credentials listed via a write-in survey response.

^b "Short-term unemployed" is defined as being unemployed for one year or less at the time of the baseline interview.

^c "Long-term unemployed" is defined as being unemployed for more than a year at the time of the baseline interview.

^d Employment experience is defined using UI wage record data for the two years before random assignment. "Consistently employed" includes individuals who were employed for at least 7 out of 8 quarters preceding random assignment. "Sometimes employed" includes individuals who were employed for 2 to 6 quarters preceding random assignment. "Never employed" includes individuals who were employed for at most 1 quarter preceding random assignment.

^e Metropolitan areas are urbanized areas of 50,000 people or more or areas in which most or many commuters in the area commuted to an urbanized area. Micropolitan areas are large urban clusters of 10,000 to 49,999 or areas in which most commuters in the area commuted to a large urban cluster. Rural areas are

Table C.5. Baseline equivalence across research groups among all individuals who enrolled before and after the halfway point of enrollment, among individuals who enrolled through December 2017 *(continued)*

small urban clusters of 2,500 to 9,999 people or areas in which most commuters in the area commuted to a small urban cluster; includes areas outside of urbanized areas and urban clusters.

***/**/* Difference between WONDER and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference in distribution of characteristics across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

ABAWD = Able bodied adult without dependents

Appendix D

Participation Analysis

I. Main tables

Table D.1. Participation measures for individuals enrolled in the WONDER group through December 2017 compared to all individuals enrolled all of the WONDER group

Service	Individuals enrolled in WONDER group through December 2017	All individuals enrolled in WONDER group
Received any services ^a (%)	69.0	68.0
Started any employment or training-related activity (%)	40.1	39.5
Job placement assistance ^b	31.6	29.8
Occupational skills training	11.3	12.7
Skills building assistance ^b	11.2	11.9
Financial literacy counseling	8.8	7.4
Basic education	5.0	5.3
Work-based learning	3.6	3.7
Soft skills training	1.6	2.3
Started track (%)		
Track 1	3.6	3.3
Track 2	6.4	6.1
Track 3	2.4	2.7
Track 4	46.9	46.0
Track 4-WR	7.0	7.1
Track 4-NWR	41.4	40.4
Completed any employment or training-related activity (%)	26.5	26.7
Job placement assistance ^b	22.0	20.6
Occupational skills training	6.0	8.1
Skills building assistance ^b	NA	NA
Financial literacy counseling	4.0	3.2
Basic education	3.4	3.6
Work-based learning	3.3	3.3
Soft skills training	0.9	1.4
Completed track (%)		
Track 1	1.2	1.3
Track 2	2.3	2.3
Track 3	0.9	1.0
Track 4	17.1	16.8
Track 4-WR	0.4	0.4
Track 4-NWR	17.0	16.7
Any contact with case manager (%)	99.9	99.9
Received any support service (%)	59.6	58.4
Exited the pilot (%)		
Exited without receiving any services	33.3	34.1
Exited after receiving any service but did not participate in an employment or training activity	28.9	28.4
Sample Size	2,672	3,391

Table D.1. Participation measures for individuals enrolled in the WONDER group through December 2017 compared to all individuals enrolled all of the WONDER group *(continued)*

Source: SNAP employment and training evaluation administrative service use data.

Note: This table assesses whether there are differences in the participation experiences of all WONDER group members randomly assigned and only those assigned through December 2017. The contrast and impact analyses (Appendix E and F) presented in this report are based on data for only those individuals randomly assigned through December 2017, rather than all individuals enrolled in the pilot through August 2018 (which is used for the participation analysis). Restricting the data for these analyses provides a longer observation period (up to 36 months) through which to observe differences between research groups in service receipt and outcomes. NA indicates the grantee or provider were not able to provide the data.

^a “Received any services” measures engagement in activities, including assessments, developing an individual career plan (ICP), and employment or training-related activities; the measure does not include orientations, case management, and support services because individuals often engaged once to meet with a case manager or get a support service, but then did not return for more meaningful activities and services.

^b Includes data for only Track 4.

NWR = not work ready; WR = work ready

Table D.2. The length of time WONDER group members could potentially spend in the pilot based on when they enrolled and how long they actually spent in services

Time period	Percentage of individuals who could potentially participate	Percentage of individuals who participated
For 12 months	78.8	4.6
For 18 months	49.8	0.7
For 24 months	19.9	0.1
For 30 months	6.0	0.0
Sample size	3,391	3,391

Source: SNAP employment and training evaluation administrative service use data.

Table D.3. Overall participation in WONDER and by type of activities

Service	WONDER group
Received any services ^a (%)	68.0
Assessed (%)	67.9
Developed an individual career plan (%)	51.1
Started any employment and training related activity (%)	39.5
Job placement assistance ^b	29.8
Occupational skills training	12.7
Skills building assistance ^b	11.9
Financial literacy counseling	7.4
Basic education	5.3
Work-based learning	3.7
Soft skills training	2.3
Started track (%)	49.8
Track 1	3.3
Track 2	6.1
Track 3	2.7
Track 4	46.0
Track 4-WR	7.1
Track 4-NWR	40.4
Completed activity (%)	26.7
Job placement assistance ^b	20.6
Occupational skills training	8.1
Skills building assistance ^b	NA
Financial literacy counseling	3.2
Basic education	3.6
Work-based learning	3.3
Soft skills training	1.4
Completed track (%)	20.4
Track 1	1.3
Track 2	2.3
Track 3	1.0
Track 4	16.8
Track 4-WR	0.4
Track 4-NWR	16.7
Completed activity, among those that started activity (%)	67.6
Job placement assistance ^b	69.1
Occupational skills training	63.7
Skills building assistance ^b	NA
Financial literacy counseling	44.0
Basic education	68.3
Work-based learning	90.4
Soft skills training	62.8
Completed track, among those that started track (%)	41.0

Table D.3. Overall participation in WONDER and by type of activities *(continued)*

Service	WONDER group
Track 1	38.1
Track 2	36.7
Track 3	38.9
Track 4	36.5
Track 4-WR	5.0
Track 4-NWR	41.2
Sample size	3,391

Source: SNAP employment and training evaluation administrative service use data.

Note: NA indicates the grantee or provider were not able to provide the data.

^a "Received any services" measures engagement in activities, including assessments, developing an individual career plan (ICP), and employment or training-related activities; the measure does not include orientations, case management, and support services because individuals often engaged once to meet with a case manager or get a support service, but then did not return for more meaningful activities and services.

^b Includes data for only Track 4.

NWR = not work ready; WR = work ready

Table D.4. Overall participation in WONDER and by type of activity, by timing of enrollment

Service	WONDER group members		
	Earlier enrollment	Later enrollment	Difference
Started any employment or training-related activity (%)	46.4	34.3	12.1 ^{^^} (1.7)
Job placement assistance ^a	35.9	25.1	10.8 ^{^^} (1.6)
Occupational skills training	15.1	10.8	4.3 ^{^^} (1.2)
Skills building assistance ^a	10.8	12.7	-1.8 [^] (1.1)
Financial literacy counseling	12.2	3.7	8.5 ^{^^} (1.0)
Basic education	6.7	4.3	2.4 ^{^^} (0.8)
Work-based learning	4.7	2.9	1.8 ^{^^} (0.7)
Soft skills training	0.6	3.6	-3.0 ^{^^} (0.5)
Started track (%)	56.4	44.8	11.7 ^{^^} (1.7)
Track 1	5.1	2.0	3.1 ^{^^} (0.7)
Track 2	9.3	3.6	5.7 ^{^^} (0.9)
Track 3	3.0	2.4	0.6 (0.6)
Track 4	51.7	41.7	9.9 ^{^^} (1.7)
Track 4-WR	8.0	6.4	1.6 [^] (0.9)
Track 4-NWR	46.0	36.2	9.8 ^{^^} (1.7)
Completed any employment or training-related activity (%)	31.3	23.3	8.0 ^{^^} (1.5)
Job placement assistance ^a	25.7	16.7	9.0 ^{^^} (1.4)
Occupational skills training	7.9	8.2	-0.3 (0.9)
Skills building assistance ^a	NA	NA	NA
Financial literacy counseling	5.9	1.2	4.7 ^{^^} (0.7)
Basic education	4.4	3.0	1.4 ^{^^} (0.7)
Work-based learning	4.5	2.4	2.1 ^{^^} (0.6)
Soft skills training	0.4	2.2	-1.8 ^{^^} (0.4)
Completed track (%)	23.5	18.1	5.4 ^{^^} (1.4)
Track 1	1.7	0.9	0.8 [^] (0.4)
Track 2	3.5	1.3	2.2 ^{^^} (0.5)
Track 3	0.9	1.1	-0.3 (0.3)
Track 4	18.9	15.2	3.7 ^{^^} (1.3)
Track 4-WR	0.5	0.2	0.3 (0.2)
Track 4-NWR	18.5	15.2	3.3 ^{^^} (1.3)
Completed any employment or training-related activity, among those who started an activity (%)	67.4	67.9	-0.5 (2.6)
Job placement assistance ^a	71.5	66.5	5.1 [^] (2.9)
Occupational skills training	52.3	76.0	-23.7 ^{^^} (4.5)
Skills building assistance ^a	NA	NA	NA
Financial literacy counseling	48.6	32.4	16.2 ^{^^} (6.7)
Basic education	66.3	70.7	-4.4 (7.0)
Work-based learning	95.7	83.9	11.7 ^{^^} (5.5)
Soft skills training	66.7	62.3	4.3 (16.9)
Completed track, among those that started track (%)	41.7	40.4	1.2 (2.4)

Table D.4. Overall participation in WONDER and by type of activity, by timing of enrollment
(continued)

Service	WONDER group members		
	Earlier enrollment	Later enrollment	Difference
Track 1	33.3	47.4	-14.0 (9.8)
Track 2	37.2	35.7	1.5 (7.1)
Track 3	29.5	47.8	-18.3 [^] (10.1)
Track 4	36.5	36.5	0.1 (2.4)
Track 4-WR	6.8	3.2	3.6 (2.8)
Track 4-NWR	40.3	42.1	-1.8 (2.7)
Any contact with case manager (%)	99.9	99.9	0.0 (0.1)
Received any support service (%)	64.6	53.8	10.8 ^{^^} (1.7)
Exited after receiving any service but did not participate in an employment or training-related activity (%)	27.9	28.8	-1.0 (1.6)
Sample Size	1,467	1,924	

Source: SNAP employment and training evaluation administrative service use data.

Note: The table compares participation rates for those who were enrolled before versus after the halfway point of enrollment into WONDER (July 2017). "Earlier enrollment" refers to individuals enrolled before that point (February 2016-June 2017), and "later enrollment" refers to individuals enrolled during and after that point (July 2017-August 2018). NA indicates the grantee or provider were not able to provide the data. Standard errors in parentheses.

^a Includes data for only Track 4.

NWR = not work ready; WR = work ready

^{^^/^^/^^} Significantly different from the earlier enrollment group at the 0.01/0.05/0.10 level, two-tailed test.

Table D.5. Timing of receipt of services

Timing	WONDER group
Number of different types of activities started (%)	
0	60.5
1	18.2
2	8.0
3	5.8
4 or more	7.5
Activities started first, among those who started at least one activity (%)	
Job placement assistance ^a	51.6
Occupational skills training	17.6
Skills building assistance ^a	12.8
Financial literacy counseling	11.3
Basic education	5.4
Soft skills training	1.2
Work-based learning	0.0
Activities started, among those starting only one activity (%)	
Job placement assistance ^a	74.2
Occupational skills training	9.4
Financial literacy counseling	7.5
Skills building assistance ^a	5.7
Basic education	2.4
Soft skills training	0.8
Work-based learning	0.0
Three most frequent combinations of activities in the order started, among those who started more than one activity (%)	
Job placement assistance, skills building assistance, and job placement assistance	11.6
Financial literacy counseling and job placement assistance	6.9
Skills building assistance, job placement assistance, and skills building assistance	6.1
Average time between starting each activity in the most frequent combinations, among those who started more than one (days)	
Job placement assistance, skills building assistance, and job placement assistance	
Job placement assistance and skills building assistance	66.8
Skills building assistance and job placement assistance	23.9
Financial literacy counseling and job placement assistance	56.5
Skills building assistance, job placement assistance, and skills building assistance	
Skills building assistance and job placement assistance	13.4
Job placement assistance and skills building assistance	8.5
Mean length of time engaged in WONDER (days)	135.4
Length of time active in WONDER, among those who received any service (days)	
Mean	168.3
25th percentile	84.0
50th percentile (median)	141.0
75th percentile	220.0
Mean length of time in an activity, among those who started it (days)	

Table D.5. Timing of receipt of services *(continued)*

Timing	WONDER group
Financial literacy counseling	182.0
Training	65.5
Basic education	49.6
Soft skills training	36.3
Work-based learning	33.2
Job placement assistance ^a	NA
Skills building assistance ^a	NA
Mean length of time in track, among those in track (days)	
Track 1	137.5
Track 2	127.5
Track 3	162.1
Track 4	141.0
Track 4-WR	98.7
Track 4-NWR	143.2
Sample size	3,391

Source: SNAP employment and training evaluation administrative service use data.

Note: NA indicates the grantee or provider were not able to provide the data.

^a Includes data for only Track 4.

NWR = not work ready; WR = work ready

Table D.6. Timing of when WONDER group members first participated in services and activities, by quarter after random assignment

	All WONDER group members	During the quarter											
		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
Received any services ^a (%)	68.0	66.1	0.9	0.4	0.3	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Assessed (%)	67.9	65.8	1.0	0.4	0.3	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Developed an individual career plan (%)	51.1	37.5	7.5	3.7	1.2	0.8	0.2	0.1	0.1	0.0	0.0	0.0	0.0
Started any employment or training-related activity (%)	39.5	33.1	4.6	1.3	0.2	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Completed any employment or training-related activity (%)	26.7	5.9	3.4	1.4	1.1	0.6	0.3	0.1	0.1	0.0	0.0	0.0	0.0
Received an occupational skills training credential or certification (%)	7.0	3.2	2.3	0.6	0.3	0.3	0.1	0.1	0.1	0.0	0.0	0.0	0.0
First contact (%)	99.9	99.7	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Average number of contacts per person during WONDER, among those with a contact (#)	35.6	18.5	16.4	16.1	17.3	17.8	17.6	17.4	26.0	21.4	23.0	18.5	--
Received any support service (%)	58.4	54.0	2.8	0.9	0.5	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Sample size	3,391												

Source: SNAP employment and training evaluation administrative service use data.

Note: Hyphens indicate that the activity was not offered.

^a "Received any services" measures engagement in activities, including assessments, developing an individual career plan (ICP), and employment or training-related activities; the measure does not include orientations, case management, and support services because individuals often engaged once to meet with a case manager or get a support service, but then did not return for more meaningful activities and services.

Table D.7. Participation, completion, and length of engagement by type of occupational skills training, education, and work-based learning activity

Type of service	WONDER group
Started any occupational skills training, education, or work-based learning activity (%)	14.7
Completed any occupational skills training, education, or work-based learning activity (%)	9.5
Completed any occupational skills training, education, or work-based learning activity, among those who started (%)	64.7
Occupational skills training	
Top five occupational skills trainings started (%)	
Culinary course (Track 2)	4.5
Construction training (Track 1)	2.7
Certified production technician/operator (Track 3)	2.4
Training programs (Track 4) ^a	1.9
Forklift and pallet jack training	1.7
Top five occupational skills trainings completed (%)	
Culinary course (Track 2)	2.5
Construction training (Track 1)	2.3
Forklift and pallet jack training	1.7
Flagging	1.6
Certified production technician/operator (Track 3)	1.5
Top five occupational skills trainings completed, among those who started (%)	
Flagging	100.0
Forklift and pallet jack training	98.3
Construction training (Track 1)	83.7
Certified production technician/operator (Track 3)	63.7
Culinary course (Track 2)	56.6
Received an occupational skills training credential or certification (%)	7.0
Type of occupational skills training credential received, among those who received one (top 5 credentials) (%)	
ServSafe	28.4
Forklift (Lift truck operator authorization card and certificate)	24.6
Flagging (National and Maryland certifications)	22.9
Certified production technician	19.9
Construction	18.6
Education	
Started GED class (%)	0.2
Completed GED class (%)	0.0
Completed GED class, among those who started (%)	0.0
Received an education degree or certificate (%)	0.0
Work-based learning	
Started work-based learning (%)	3.7
Type of work-based learning, among those who started (%)	
Internship (culinary)	71.2
Subsidized employment (KraftHeinz)	28.0

Table D.7. Participation, completion, and length of engagement by type of occupational skills training, education, and work-based learning activity *(continued)*

Type of service	WONDER group
Subsidized employment (Eastside Rising) ^b	0.8
Completed work-based learning (%)	3.3
Completed work-based learning, among those who started (%)	90.4
Total average amount of subsidy per person, by type of work-based learning, among those who started (\$)	
Subsidized employment (KraftHeinz)	879
Internship (culinary)	416
Average total number of hours spent in work-based learning, by type of work-based learning, among those who started (hours)	
Subsidized employment (KraftHeinz)	40.3
Internship (culinary)	NA
Average number of weeks spent in work-based learning, by type of work-based learning, among those who started (weeks)	
Subsidized employment (KraftHeinz)	11.0
Internship (culinary)	2.0 ^c
Sample size	3,391

Source: SNAP employment and training evaluation administrative service use data.

Note: NA indicates the grantee or provider were not able to provide the data.

^a Track 4 participants could enter training programs, which staff documented in the data, but WONDER did not pay for these trainings and staff did not track the specific types of training programs individuals enrolled in in the data system. However, the certifications earned were tracked. Most certifications earned were for commercial driver's licenses.

^b Eastside Rising provided pre-apprenticeship subsidized employment to one individual; this was not major activity offered as part of Track 1.

^c The data provided did not include the average time in an internship for the culinary arts track, but generally the internships were intended to be two weeks. In the data, no one was paid for longer internships, but about 25 percent of the individuals were paid less than the \$450 offered for a 2-week internship.

GED = General Education Development

Table D.8. Receipt of support services

Support services	WONDER group
Received any support service (%)	58.4
Received support service, by type (%)	
Transportation	56.2
Drug testing fees	7.7
Employment/training supplies (uniform/boots/clothes/tools)	7.2
Child care	5.0
Training or employment fee	4.9
Housing or auto repairs	0.5
APEX	0.4
Received support service, by type, among those who received a support (%)	
Transportation	96.2
Drug testing fees	13.2
Employment/training supplies (uniform/boots/clothes/tools)	12.3
Child care	8.6
Training or employment fee	8.4
Housing or auto repairs	0.9
APEX	0.8
Average number of months of support service receipt, among those who received a support service (months)	2.6
Child care	4.1
Transportation	2.4
Employment/training supplies (uniform/boots/clothes/tools)	1.5
Drug testing fees	1.1
Housing or auto repairs	1.1
Training or employment fee	1.1
APEX	0.0
Total amount of support services paid per person, among those who received a support (\$)	
Mean	356
25th percentile	12
50th percentile (median)	40
75th percentile	151
Average amounts of support services paid per person, by type, among those who received a support (\$)	
Child care	2,869
Employment/training supplies (uniform/boots/clothes/tools)	154
Transportation	67
Training or employment fee	62
APEX	44
Drug testing fees	34
Housing or auto repairs	14
Mean length of time engaged in WONDER, among those who received a support service (days)	170.5

Table D.8. Receipt of support services *(continued)*

Support services	WONDER group
Mean length of time engaged in WONDER, among those who did not receive a support service (days)	86.1
Support service receipt by participation in employment or training-related activities	
Started an employment or training-related activity	39.5
Received support services	87.2
Did not receive support services	12.8
Completed an employment or training-related activity, among those who started	67.6
Received support services	90.7
Did not receive support services	9.3
Did not start an employment or training-related activity	60.5
Received support services	39.6
Did not receive support services	60.4
Average amounts of support services paid per person, among those who received a support (\$)	356
Started an employment or training-related activity	481
Completed an employment or training-related activity, among those who started	560
Sample size	3,391

Source: SNAP employment and training evaluation administrative service use data.

APEX = Advancement through Pardons and Expungements

Table D.9. Receipt of case management contacts

Type of service	WONDER group
Any contact (%)	99.9
Average number of contacts per person (#)	35.5
Average number of contacts per person, among those with a contact (#)	35.6
Average total time in case management contact, among those with a contact (minutes) ^a	312.4
Among contacts, type of contact (%)	
In person	18.2
Telephone	42.1
Electronic (email, text, social media)	25.5
Mailed documents	14.0
Average number of contacts per person per month, among those with a contact (#)	8.1
Average number of contacts per person per month, by type, among those with a contact (#)	
In person	1.5
Telephone	3.3
Electronic (email, text, social media)	2.2
Mailed documents	1.0
Sample size	3,391

Source: SNAP employment and training evaluation administrative service use data.

Note: Data in this table represents all contacts that case managers documented between themselves and individuals in WONDER. In some cases, this could include contact that was not direct communication (such as mailing documents to an individual), but even this is likely a needed service that helps the individual. We did exclude contacts, such as leaving a phone message or sending mass mailings, where applicable.

^aThe number of minutes represents the total amount of time each individual was in contact with their case manager among all contacts, averaged across all individuals who had a contact.

Table D.10. Extent and timing of WONDER exits

Exits	WONDER group
Reason for WONDER exit, among those who exited (%)	
Discontinued services	61.5
Completed the program	31.1
Other	3.7
Moved out of State	1.7
Lost SNAP or started receiving TANF	1.0
Non-compliant with rules	0.9
Death	0.1
Timing of exit (%)	
In Quarter 1 after random assignment	48.1
In Quarter 2 after random assignment	29.6
In Quarter 3 after random assignment	13.0
In Quarter 4 after random assignment	5.3
In Quarter 5 after random assignment	2.6
In Quarter 6 after random assignment	0.9
In Quarter 7 after random assignment	0.3
In Quarter 8 after random assignment	0.1
In Quarter 9 after random assignment	0.1
In Quarter 10 after random assignment	0.0
In Quarter 11 after random assignment	0.0
In Quarter 12 after random assignment	0.0
Exited SNAP in the month before, in the month of, or in the month after the month of exit from pilot (%)	30.6
Re-entered WONDER after an exit (%)	8.3
Exits in relation to other measures	
Exited after participating in an employment or training-related activity (%)	37.5
Employment status around time of exit (%)	
Became employed in the period between two months before or two months after the month of exit from pilot	18.6
Did not become employed around pilot exit	35.0
Already employed	46.3
Exited pilot within 3 months by receipt of support services (%)	
Exited pilot within 3 months and received a support service	41.8
Exited pilot within 3 months without receiving a support service	58.2
Exited pilot within 12 months by receipt of support services (%)	
Exited pilot within 12 months and received a support service	56.9
Exited pilot within 12 months without receiving a support service	43.1
Sample size	3,391

Source: SNAP employment and training evaluation administrative service use data.

Table D.11. Characteristics of WONDER group members, by exit status

Characteristics	All individuals	Exited in the first 3 months	Exited after the first 3 months	Difference
Total exits (%)	100.0	48.5	51.5	
Age (%)			†††	
18 to 49	91.2	92.8	89.6	3.2*** (1.0)
18 to 24	20.6	22.9	18.5	4.4*** (1.4)
25 to 49	70.6	70.0	71.1	-1.2 (1.6)
50 to 59	7.4	6.1	8.6	-2.5*** (0.9)
60 years and older	1.2	0.7	1.7	-0.9** (0.4)
Gender (%)			†††	
Male	58.4	61.5	55.6	6.0*** (1.7)
Female	41.5	38.4	44.4	-6.0*** (1.7)
Other	0.0	0.1	0.0	0.1 (-)
Race and Ethnicity (%)			†††	
Hispanic	8.6	8.2	9.0	-0.8 (1.0)
Asian	0.8	0.6	0.9	-0.3 (0.3)
Black, non-Hispanic	54.2	52.3	56.0	-3.7** (1.7)
Native Hawaiian/Pacific Islander/Native American	0.2	0.3	0.2	0.1 (0.2)
White, non-Hispanic	41.0	42.6	39.5	3.2* (1.7)
Other; more than one race	2.0	1.8	2.3	-0.5 (0.5)
Education (%)			†††	
No high school diploma or equivalent	23.8	24.8	22.9	1.9 (1.5)
High school diploma or equivalent	64.6	65.6	63.6	2.0 (1.6)
Degree	6.9	5.5	8.2	-2.8*** (0.9)
Certificate	4.4	3.9	4.9	-1.0 (0.7)
Other	0.3	0.2	0.3	-0.1 (0.2)
Employment Status (%)				
Employed at random assignment	12.6	12.4	12.7	-0.2 (1.2)
Employed part time	75.2	72.6	77.7	-5.1 (4.3)
Employed full time	24.8	27.4	22.3	5.1 (4.3)
Not employed at random assignment but worked in past ^a	84.6	84.4	84.8	-0.4 (1.2)
Short-term unemployed	70.8	71.3	70.3	1.0 (1.7)
Long-term unemployed	29.2	28.7	29.6	-1.0 (1.7)
Not employed at random assignment and never worked in past	3.2	3.6	2.9	0.8 (0.6)
Presence of children (%)				
In households with children	18.3	17.0	19.6	-2.7** (1.3)
In households without children	81.7	83.0	80.4	2.7** (1.3)
Tracks ^b (%)				
Track 1	3.3	0.5	6.0	-5.5*** (0.6)

Table D.11. Characteristics of WONDER group members, by exit status *(continued)*

Characteristics	All individuals	Exited in the first 3 months	Exited after the first 3 months	Difference
Track 2	6.1	1.3	10.7	-9.4*** ^(0.8)
Track 3	2.7	0.4	4.8	-4.4*** ^(0.5)
Track 4	46.0	21.5	69.1	-47.6*** ^(1.5)
Track 4-WR	7.1	4.2	9.9	-5.7*** ^(0.9)
Track 4-NWR	40.4	17.9	61.7	-43.8*** ^(1.5)
Sample size	3,391	1,645	1,746	

Source: SNAP employment and training evaluation administrative service use data.

Note: Standard errors in parentheses.

^a Short-term unemployment measures unemployment that lasted at most 12 months. Long-term unemployment measures unemployment that lasted for more than 12 months.

^b Because WONDER group members could participate in multiple tracks, the sum of individuals in Tracks 1 through 4 will not equal 100%.

NWR = not work ready; WR = work ready

***/**/* Difference between those who exited within 3 months and those who exited after 3 months significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across groups defined by individual characteristics significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table D.12. Characteristics of WONDER group members by engagement status and assessment status

Characteristics	All WONDER group members	Received any service ^a			Assessment		
		Received	Did not receive	Difference	Assessed	Not assessed	Difference
Total participation	100.0	68.0	32.0		67.9	32.1	
Age (%)			†††			†††	
18 to 49	91.2	89.6	94.6	-5.0*** (0.9)	89.6	94.6	-5.0*** (0.9)
18 to 24	20.6	18.7	24.6	-5.8*** (1.5)	18.8	24.5	-5.7*** (1.5)
25 to 49	70.6	70.8	70.0	0.9 (1.7)	70.8	70.1	0.7 (1.7)
50 to 59	7.4	8.6	4.8	3.8*** (0.9)	8.6	4.8	3.9*** (0.9)
60 years and older	1.2	1.6	0.5	1.1*** (0.3)	1.6	0.5	1.1*** (0.3)
Gender (%)			†††			†††	
Male	58.4	56.4	62.7	-6.3*** (1.8)	56.4	62.8	-6.3*** (1.8)
Female	41.5	43.5	37.2	6.3*** (1.8)	43.5	37.2	6.3*** (1.8)
Other	0.0	0.0	0.1	-0.1 (0.1)	0.0	0.1	-0.1 (0.1)
Race and Ethnicity (%)			†††			†††	
Hispanic	8.6	8.9	8.0	0.9 (1.0)	8.9	8.1	0.8 (1.0)
Asian	0.8	0.9	0.5	0.5 (0.3)	0.9	0.5	0.5 (0.3)
Black, non-Hispanic	54.2	56.8	48.8	8.0*** (1.8)	56.8	48.7	8.1*** (1.8)
Native Hawaiian/Pacific Islander/Native American	0.2	0.2	0.3	-0.1 (0.2)	0.2	0.3	-0.1 (0.2)
White, non-Hispanic	41.0	38.3	46.8	-8.5*** (1.8)	38.2	46.9	-8.7*** (1.8)
Other; more than one race	2.0	2.2	1.7	0.6 (0.5)	2.2	1.7	0.6 (0.5)
Education (%)			†††			†††	
No high school diploma or equivalent	23.8	21.2	29.5	-8.3*** (1.6)	21.0	29.7	-8.7*** (1.6)
High school diploma or equivalent	64.6	65.1	63.4	1.6 (1.8)	65.2	63.2	2.0 (1.8)
Degree	6.9	8.4	3.7	4.7*** (0.8)	8.4	3.7	4.8*** (0.8)
Certificate	4.4	5.0	3.1	1.9*** (0.7)	5.0	3.1	1.9*** (0.7)
Other	0.3	0.3	0.3	0.0 (0.2)	0.3	0.3	0.0 (0.2)
Employment Status (%)							
Employed at random assignment	12.6	13.2	11.3	1.9 (1.2)	13.1	11.3	1.8 (1.2)
Employed part time	75.2	75.5	74.6	0.9 (4.7)	75.4	74.8	0.6 (4.7)
Employed full time	24.8	24.5	25.4	-0.9 (4.7)	24.6	25.2	-0.6 (4.7)
Not employed at random assignment but worked in past ^b	84.6	84.2	85.5	-1.4 (1.3)	84.2	85.5	-1.3 (1.3)
Short-term unemployed	70.8	71.8	68.8	3.0 (1.8)	71.8	68.8	3.0 (1.8)

Table D.12. Characteristics of WONDER group members by engagement status and assessment status (continued)

Characteristics	All WONDER group members	Received any service ^a			Assessment		
		Received	Did not receive	Difference	Assessed	Not assessed	Difference
Long-term unemployed	29.2	28.2	31.1	-2.9 (1.8)	28.2	31.1	-2.9 (1.8)
Not employed at random assignment and never worked in past	3.2	3.1	3.6	-0.5 (0.7)	3.1	3.6	-0.5 (0.7)
Presence of children (%)							
In households with children	18.3	19.8	15.3	4.5*** (1.4)	19.8	15.2	4.6*** (1.4)
In households without children	81.7	80.2	84.7	-4.5*** (1.4)	80.2	84.8	-4.6*** (1.4)
Tracks ^c (%)							
Track 1	3.3	4.9	0.0	4.9 (-)	4.9	0.0	4.9 (-)
Track 2	6.1	9.0	0.0	9.0 (-)	9.0	0.0	9.0 (-)
Track 3	2.7	3.9	0.0	3.9 (-)	3.9	0.0	3.9 (-)
Track 4	46.0	67.7	0.1	67.6*** (1.0)	67.7	0.4	67.3*** (1.0)
Track 4-WR	7.1	10.5	0.0	10.5 (-)	10.5	0.0	10.5 (-)
Track 4-NWR	40.4	59.4	0.1	59.3*** (1.0)	59.4	0.4	59.0*** (1.0)
Sample size	3,391	2,305	1,086		2,301	1,090	

Source: SNAP employment and training evaluation administrative service use data.

Note: Standard errors in parentheses.

^a "Received any services" measures engagement in activities, including assessments, developing an individual career plan (ICP), and employment or training-related activities; the measure does not include orientations, case management, and support services because individuals often engaged once to meet with a case manager or get a support service, but then did not return for more meaningful activities and services.

^b Short-term unemployment measures unemployment that lasted at most 12 months. Long-term unemployment measures unemployment that lasted for more than 12 months.

^c Because WONDER group members could participate in multiple tracks, the sum of individuals in Tracks 1 through 4 will not equal 100%.

NWR = not work ready; WR = work ready

***/**/* Difference between those who received services/were assessed and those who did not significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across groups defined by individual characteristics significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table D.13. Characteristics of WONDER group members by completion status in most common activities, among individuals who started each activity

Characteristics	Basic education			Financial literacy counseling			Occupational skills training			Job placement assistance		
	Completed	Did not complete	Difference	Completed	Did not complete	Difference	Completed	Did not complete	Difference	Completed	Did not complete	Difference
Total completion among those who started	68.3	31.7		44.0	56.0		63.7	36.3		69.1	30.9	
Age (%)		††						†			††	
18 to 49	85.4	98.2	-12.9*** (3.6)	88.2	87.1	1.0 (4.2)	86.1	91.7	-5.5* (3.0)	89.0	85.3	3.7 (2.3)
18 to 24	22.0	17.5	4.4 (6.3)	19.1	15.0	4.1 (4.8)	14.6	19.9	-5.3 (3.8)	16.8	15.1	1.7 (2.5)
25 to 49	63.4	80.7	-17.3** (6.8)	69.1	72.1	-3.1 (5.8)	71.5	71.8	-0.3 (4.5)	72.2	70.2	2.0 (3.1)
50 to 59	13.0	1.8	11.3*** (3.5)	9.1	10.0	-0.9 (3.7)	12.8	6.4	6.4** (2.8)	9.5	9.9	-0.5 (2.0)
60 years and older	1.6	0.0	1.6 (-)	2.7	2.9	-0.1 (2.1)	1.1	1.9	-0.8 (1.3)	1.6	4.2	-2.6** (1.2)
Gender (%)												
Male	62.6	52.6	10.0 (7.9)	45.5	47.9	-2.4 (6.4)	62.8	57.7	5.1 (4.9)	56.6	54.2	2.4 (3.4)
Female	37.4	47.4	-10.0 (7.9)	54.5	52.1	2.4 (6.4)	37.2	42.3	-5.1 (4.9)	43.3	45.8	-2.6 (3.4)
Other	0.0	0.0	0.0 (-)	0.0	0.0	0.0 (-)	0.0	0.0	0.0 (-)	0.0	0.0	0.0 (-)
Race and Ethnicity (%)		††									††	
Hispanic	8.1	15.8	-7.7 (5.4)	8.2	12.9	-4.7 (3.9)	5.5	8.3	-2.9 (2.6)	8.2	8.3	-0.2 (1.9)
Asian	0.8	0.0	0.8 (-)	1.8	1.4	0.4 (1.6)	1.5	1.9	-0.5 (1.3)	1.1	1.9	-0.8 (0.9)
Black, non-Hispanic	75.6	54.4	21.2*** (7.7)	62.7	55.7	7.0 (6.2)	65.0	64.1	0.9 (4.8)	62.0	49.7	12.4*** (3.4)
Native Hawaiian/Pacific Islander/Native American	0.0	0.0	0.0 (-)	0.0	0.0	0.0 (-)	0.0	0.0	0.0 (-)	0.3	0.0	0.3 (-)
White, non-Hispanic	21.1	35.1	-13.9* (7.3)	32.7	37.9	-5.1 (6.1)	31.0	30.8	0.3 (4.6)	33.5	43.9	-10.4*** (3.3)
Other; more than one race	0.8	1.8	-0.9 (1.9)	2.7	1.4	1.3 (1.9)	1.1	2.6	-1.5 (1.4)	2.6	1.3	1.3 (0.9)
Education (%)		†††										

Table D.13. Characteristics of WONDER group members by completion status in most common activities, among individuals who started each activity *(continued)*

Characteristics	Basic education			Financial literacy counseling			Occupational skills training			Job placement assistance		
	Completed	Did not complete	Difference	Completed	Did not complete	Difference	Completed	Did not complete	Difference	Completed	Did not complete	Difference
No high school diploma or equivalent	19.5	49.1	-29.6***(7.5)	12.7	25.0	-12.3**(4.9)	13.1	13.5	-0.3 (3.4)	18.5	21.5	-3.0 (2.8)
High school diploma or equivalent	73.2	40.4	32.8*** (7.6)	62.7	57.9	4.9 (6.2)	75.5	77.6	-2.0 (4.2)	63.5	63.8	-0.3 (3.3)
Degree	3.3	5.3	-2.0 (3.4)	13.6	10.0	3.6 (4.1)	7.3	4.5	2.8 (2.3)	11.2	10.9	0.3 (2.1)
Certificate	4.1	3.5	0.6 (3.0)	10.0	6.4	3.6 (3.5)	4.0	3.8	0.2 (1.9)	6.2	3.5	2.6*(1.4)
Other	0.0	1.8	-1.8 (1.7)	0.9	0.7	0.2 (1.2)	0.0	0.6	-0.6 (0.6)	0.7	0.3	0.4 (0.5)

Table D.13. Characteristics of WONDER group members by completion status in most common activities, among individuals who started each activity *(continued)*

Characteristics	Basic education			Financial literacy counseling			Occupational skills training			Job placement assistance		
	Completed	Did not complete	Difference	Completed	Did not complete	Difference	Completed	Did not complete	Difference	Completed	Did not complete	Difference
Employment Status (%)												
Employed at random assignment	12.8	17.9	-5.0 (6.0)	18.9	17.8	1.1 (5.0)	16.9	15.7	1.2 (3.7)	14.3	10.0	4.3*(2.2)
Employed part time	73.3	80.0	-6.7 (17.4)	75.0	70.8	4.2 (13.6)	73.3	75.0	-1.7 (11.1)	79.4	80.0	-0.6 98.4)
Employed full time	26.7	20.0	6.7 (17.4)	25.0	29.2	-4.2 (13.6)	26.7	25.0	1.7 (11.1)	20.6	20.0	0.6 (8.4)
Not employed at random assignment but worked in past ^a	82.9	80.7	2.2 (6.2)	78.2	79.3	-1.1 (5.2)	81.0	82.7	-1.7 (3.8)	83.5	86.5	-3.0 (2.4)
Short-term unemployed	67.6	60.9	6.8 (8.6)	81.4	73.0	8.4 (6.0)	68.5	71.3	-2.8 (5.1)	77.0	58.1	3.5*** (3.5)
Long-term unemployed	32.4	39.1	-6.8 (8.6)	18.6	27.0	-8.4 (6.0)	31.5	28.7	2.8 (5.1)	23.0	41.9	-18.9*** (3.5)
Not employed at random assignment and never worked in past	4.9	1.8	3.1 (2.6)	3.6	3.6	0.1 (2.4)	2.6	1.9	0.6 (1.5)	2.6	3.8	-1.3 (1.2)
Presence of children (%)												
In households with children	19.5	21.1	-1.5 (6.5)	37.3	23.6	13.7**(5.9)	19.0	27.6	-8.6**(4.3)	19.3	18.6	0.8 (2.7)
In households without children	80.5	78.9	1.5 (6.5)	62.7	76.4	-13.7**(5.9)	81.0	72.4	8.6**(4.3)	80.7	81.4	-0.8 (2.7)
Tracks (%)												
Track 1	40.7	7.0	33.6*** (5.6)	7.3	6.4	0.8 (3.2)	19.7	29.5	-9.8** (4.4)	6.9	2.2	4.6*** (1.3)
Track 2	26.0	24.6	1.5 (7.0)	21.8	21.4	0.4 (5.3)	33.9	42.3	-8.4* (4.9)	12.2	7.7	4.5** (2.0)
Track 3	15.4	12.3	3.2 (5.4)	6.4	5.0	1.4 (3.0)	19.0	17.3	1.7 (3.8)	6.0	2.2	3.8*** (1.2)

Table D.13. Characteristics of WONDER group members by completion status in most common activities, among individuals who started each activity *(continued)*

Characteristics	Basic education			Financial literacy counseling			Occupational skills training			Job placement assistance		
	Completed	Did not complete	Difference	Completed	Did not complete	Difference	Completed	Did not complete	Difference	Completed	Did not complete	Difference
Track 4	69.9	78.9	-9.0 (6.8)	85.5	89.3	-3.8 (4.3)	67.9	76.3	-8.4*(4.4)	99.9	99.4	0.5 (0.5)
Track 4-WR	21.1	24.6	-3.4 (6.8)	9.1	20.0	-10.9**(4.4)	10.2	11.5	-1.3 (3.1)	8.9	20.2	-11.3*** (2.5)
Track 4-NWR	56.9	63.2	-6.2 (7.8)	80.0	73.6	6.4 (5.3)	62.0	69.2	-7.2 (4.7)	95.6	81.1	14.5*** (2.4)
Sample size	123	57		110	140		274	156		698	312	

Source: SNAP employment and training evaluation administrative service use data.

Note: Standard errors in parentheses.

^a Short-term unemployment measures unemployment that lasted at most 12 months. Long-term unemployment measures unemployment that lasted for more than 12 months.

NWR = not work ready; WR = work ready

***/**/* Difference between those who completed and those who did not significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across groups defined by individual characteristics significantly different at the 0.01/0.05/0.10 level, two-tailed test.

II. Subgroup tables and key findings

Overall, there were several significant differences in engagement and service receipt by subgroups (based on age, presence of children in the household, recent employment history, barriers to employment, and household income; Appendix Table D.14).⁵ Key findings include the following:

- Older adults (ages 50 years and older at random assignment) were more likely than younger adults to receive at least one service, start and complete an employment or training-related activity, and receive support services; they were less likely to exit in the first three months.
- Individuals living in a household with children were more likely than those without children in the household to receive a service, receive support services, and exit WONDER later (after three months).
- Individuals who were employed at some point during the 12 months before random assignment were more likely than those who were not employed to receive a service and complete an employment or training-related activity.
- Individuals with the fewest barriers to employment were more likely than those with more barriers to receive services, start and complete an employment or training-related activity, and receive support services.
- Individuals with household income greater than or equal to 50 percent of the Federal poverty level were more likely than those with lower income to start an employment or training-related activity.

⁵ Severity of barriers to employment was defined as follows. The category of fewest barriers to employment included individuals who were employed within the 12 months before random assignment and had a high school diploma or equivalent. Moderate barriers were defined as having been unemployed for at least the 12 months before random assignment or an education level of less than a high school diploma or equivalent. The category of most barriers included individuals not employed in the 12 months before random assignment and with less than a high school diploma or equivalent.

Table D.14. Participation in WONDER by type of activity, by subgroup

Characteristics	Sample size	Received any services ^a	Started any employment or training-related activity	Completed any employment or training-related activity	Any contact with case manager (%)	Received any support service (%)	Exited in the first 3 months	Exited after 3 months
Total participation (%)		68.0	39.5	26.7	99.9	58.4	48.5	51.5
Age (%)		†††	†††	†††		†††	†††	†††
18 to 24	699	61.8	32.5	22.0	100.0	51.8	53.8	46.2
25 to 49	2,393	68.2	39.9	27.0	99.8	59.5	48.1	51.9
50 years and older	292	80.5	53.4	37.0	100.0	67.1	38.7	61.3
Presence of children (%)		†††				†	††	††
In households with children	622	73.3	42.3	28.3	100.0	61.6	44.9	55.1
In households without children	2,769	66.8	38.9	26.4	99.9	57.7	49.3	50.7
Recent employment history (%)		††		†††				
Employed in 12 months prior to random assignment	2,511	69.1	39.8	28.2	99.9	59.3	48.3	51.7
Not employed in 12 months prior to random assignment	877	64.7	38.9	22.6	99.9	56.1	49.0	51.0
Barrier to employment (%)		†††	†††	†††		†††		
Fewest barriers (employed in past 12 months and completed High school diploma or equivalent)	1,979	70.7	41.6	29.8	99.8	60.0	48.4	51.6
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent or equivalent)	1,120	66.2	37.8	23.6	100.0	57.7	47.4	52.6
Most barriers (not employed in past 12 months and no high school diploma or equivalent or equivalent)	283	55.5	31.4	17.0	99.6	49.5	54.4	45.6
Household Income (%)			†					
Less than 50 percent of FPL	2,693	67.7	38.9	26.2	99.9	58.6	48.8	51.2
Greater or equal to 50 percent of FPL	640	70.2	43.0	29.4	99.7	58.4	47.7	52.3
Sample size	3,391	2,305	1,341	907	3,387	1,982	1,645	1,746

Table D.14. Participation in WONDER by type of activity, by subgroup *(continued)*

Source: SNAP employment and training evaluation administrative service use data.

^a “Received any services” measures engagement in activities, including assessments, developing an individual career plan (ICP), and employment or training-related activities; the measure does not include orientations, case management, and support services because individuals often engaged once to meet with a case manager or get a support service, but then did not return for more meaningful activities and services.

FPL = Federal Poverty Level

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Appendix E

Differences in service receipt analysis

I. Main tables

Table E.1. Participation in WONDER services, existing E&T services, or community-offered services in the three years following random assignment

	WONDER group	Control group	Difference
Participated in job search training or assistance activities or in education or training programs (%)	63.0	53.0	10.1*** (3.1)
Participated in job search training or assistance activities (%)	55.3	39.6	15.7*** (3.1)
Participated in education or training programs (%)	37.9	30.8	7.1** (2.9)
General job skills training	24.7	13.7	11.0*** (2.4)
Occupational skills training	23.5	18.2	5.3** (2.4)
Education	15.1	15.8	-0.8 (2.2)
Work-based learning	0.9	0.0	0.9*** (0.3)
Sample size	619	628	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table E.2. Percentage of individuals participating in WONDER services, existing E&T services, or community-offered services, by quarter and year after random assignment

	WONDER group	Control group	Difference
Participated in job search training or assistance activities or in education or training programs (%)			
Year 1	52.8	38.7	14.1*** (3.2)
Years 2 or 3	31.8	30.4	1.4 (2.9)
Participated job search training or assistance activities (%)			
Year 1	46.8	29.3	17.5*** (3.0)
Years 2 or 3	24.0	20.9	3.1 (2.6)
Participated education or training programs (%)			
Year 1	26.6	14.3	12.3*** (2.3)
Quarter 1	17.8	7.7	10.1*** (1.8)
Quarter 2	17.3	7.9	9.4*** (1.8)
Quarter 3	14.4	8.0	6.4*** (1.8)
Quarter 4	11.9	8.9	3.0* (1.8)
Year 2	17.2	18.3	-1.1 (2.3)
Quarter 5	12.0	12.8	-0.8 (2.0)
Quarter 6	12.5	13.6	-1.1 (2.1)
Quarter 7	12.0	12.5	-0.5 (1.9)
Quarter 8	10.6	13.9	-3.3* (1.9)
Year 3	14.0	17.2	-3.1 (2.1)
Quarter 9	10.7	13.5	-2.8 (1.9)
Quarter 10	9.6	12.9	-3.3* (1.8)
Quarter 11	8.4	13.1	-4.7*** (1.8)
Quarter 12	7.1	13.0	-5.9*** (1.7)
Years 2 or 3	17.4	17.1	0.3 (2.3)
Sample size	619	628	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: The surveys collected the start and end dates for participation in education or training programs, but not for participation in job search training or assistance activities. As a result, quarterly estimates of participation in job search training and assistance activities cannot be estimated. Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table E.2a. Percentage of individuals participating in education or training programs, by timing of participation relative to the end of the pilot

	WONDER group	Control group	Difference
Timing of participation relative to end of pilot period			
Participated before pilot end date	31.4	22.7	8.7*** (2.7)
Participated after pilot end date	16.0	18.9	-2.9 (2.3)
Among those who participated after the pilot end date			
Started all programs before pilot end date	42.8	47.9	-5.1 (6.8)
Started at least one program after pilot end date	57.2	52.1	5.1 (6.8)
Sample size	619	628	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: The WONDER pilot operation period ended in December 2018. Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table E.3. Amount of time spent in service or program, completion rates, and types of certifications or degrees received in the three years following random assignment

	WONDER group	Control group	Difference
Mean length of time spent in all activities and programs (months)	3.7	3.7	-0.1 (0.5)
Mean number of hours per week spent in programs	5.9	3.3	2.7*** (0.7)
Percentage of individuals still in the program as of a date of the 36-month follow-up survey interview			
All activities	5.1	10.5	-5.3*** (1.4)
Programs with general job skills training	2.4	3.7	-1.3 (0.8)
Programs with occupational skills training	3.6	6.0	-2.4** (1.1)
Programs with education	2.4	6.7	-4.4*** (1.1)
Programs with work-based learning	0.0	0.0	0.0 (0.0)
Percentage who completed a program			
All activities	26.2	18.2	8.0*** (2.5)
Programs with general job skills training	17.3	8.5	8.8*** (1.9)
Programs with occupational skills training	15.4	9.8	5.7*** (1.9)
Programs with education	7.9	6.5	1.4 (1.5)
Programs with work-based learning	0.7	0.0	0.7*** (0.3)
Type of certificate or degree/diploma received (%)			
Participation/attendance	3.7	2.2	1.5 (0.9)
Adult basic education	0.1	0.0	0.1 (0.1)
High school diploma/GED	1.2	1.7	-0.5 (0.7)
Associate's degree	0.1	1.4	-1.4*** (0.5)
Bachelor's degree	0.6	1.0	-0.4 (0.5)
English proficiency certification or TOEFL	0.0	0.1	-0.1 (0.1)
Occupational certificate or license	13.8	9.0	4.8*** (1.9)
Other	2.4	0.5	1.9*** (0.6)
Sample size	619	628	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

GED = General Education Development

TOEFL = Test of English as a Foreign Language

Table E.4. Time spent in service or program, completion rates, and types of certifications or degrees received, by year after random assignment

	Year 1			Year 2			Year 3		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Mean length of time spent in all activities and programs (months)	1.4	0.8	0.6*** (0.1)	1.3	1.4	-0.1 (0.2)	0.9	1.5	-0.5*** (0.2)
Mean number of hours per week spent in programs	5.4	2.7	2.7*** (0.6)	6.3	3.5	2.8*** (0.7)	6.1	3.5	2.6*** (0.7)
Percentage who completed a program	14.2	6.1	8.1*** (1.7)	8.9	6.9	2.0 (1.6)	6.4	6.1	0.3 (1.4)
Percentage who received an occupational certificate or license	7.5	3.5	3.9*** (1.3)	3.2	3.4	-0.2 (1.0)	3.6	3.1	0.5 (1.0)
Sample size	619	628		619	628		619	628	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table E.5. Nonexperimental measures of completion rates among WONDER and control group members and credential receipt rates among program completers in the three years following random assignment

	WONDER group	Control group	Difference
Percentage who completed a program, among those who started a program			
All activities	64.7	57.4	7.4 (4.8)
Programs with general job skills training	43.0	27.8	15.2*** (4.9)
Programs with occupational skills training	39.4	31.9	7.6 (4.7)
Programs with education	22.6	21.2	1.4 (4.2)
Programs with work-based learning	1.1	0.0	1.1 (0.7)
Percentage who received a diploma, degree, certification, or license after completing program			
All activities	48.5	45.5	3.0 (5.0)
Programs with general job skills training	30.8	19.8	11.0** (4.4)
Programs with occupational skills training	30.4	26.1	4.3 (4.7)
Programs with education	15.4	18.0	-2.6 (3.7)
Programs with work-based learning	1.1	0.0	1.1 (0.7)
Type of certificate or degree/diploma received (%)			
Participation/attendance	9.5	7.1	2.4 (2.4)
Adult basic education	0.0	0.0	0.0 (0.0)
High school diploma/GED	4.0	6.2	-2.3 (2.0)
Associate's degree	0.0	2.5	-2.5* (1.3)
Bachelor's degree	0.0	3.6	-3.6** (1.5)
English proficiency certification or TOEFL	0.2	0.3	-0.2 (0.3)
Occupational certificate or license	34.0	29.1	4.9 (4.9)
Other	5.0	2.0	3.0* (1.7)
Sample size	268	207	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

GED = General Education Development

TOEFL = Test of English as a Foreign Language

Table E.6. Receipt of case management and support services through WONDER, existing E&T, or community-offered programs in the three years following random assignment

Service	WONDER group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	60.1	42.0	18.1*** (3.1)
Average number of contacts with an employment professional or case manager	7.6	3.1	4.5*** (0.7)
Completed career assessment tests (%)	46.5	27.5	19.0*** (2.9)
Received any support service (excluding mental health or substance use counseling) (%)	57.0	48.1	8.8*** (3.2)
Received any support service (%)	67.5	58.0	9.5*** (3.0)
Child care assistance including vouchers or funds	10.2	11.2	-1.0 (1.6)
Transportation assistance (such as gas cards or bus passes)	43.1	31.5	11.6*** (3.1)
Housing assistance	12.6	8.3	4.3** (1.8)
Mental health or substance use counseling	28.7	27.4	1.3 (2.6)
Clothes, uniforms, tools, or other supplies and equipment	9.1	5.4	3.7** (1.5)
Other	7.9	8.0	0.0 (1.5)
Sample size	619	628	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table E.7. Receipt of case management and support services through WONDER, existing E&T, or community-offered programs

Service	Year 1			Year 2 and Year 3		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	53.4	34.8	18.7*** (3.1)	21.0	17.5	3.5 (2.3)
Average number of contacts with an employment professional or case manager	11.9	5.0	7.0*** (0.9)	9.1	8.9	0.2 (1.7)
Mode of contacts (%)						
Mostly in person	67.6	69.5	-1.9 (4.9)	66.8	72.8	-6.0 (6.4)
Mostly by phone	14.2	15.3	-1.1 (3.3)	17.4	14.8	2.6 (5.8)
Equally in person and by phone	17.8	15.0	2.9 (3.6)	11.2	7.4	3.9 (4.3)
Completed career assessment tests (%)	39.5	18.3	21.2*** (2.6)	16.4	13.4	3.0 (2.2)
Received any support service (%)	58.0	45.9	12.1*** (3.1)	36.0	38.4	-2.4 (2.9)
Child care assistance including vouchers or funds	6.9	7.5	-0.7 (1.4)	6.8	7.1	-0.3 (1.3)
Transportation assistance (such as gas cards or bus passes)	38.7	24.8	13.9*** (2.9)	10.5	13.7	-3.2* (1.9)
Housing assistance	7.0	5.8	1.2 (1.4)	7.7	5.0	2.7** (1.3)
Mental health or substance use counseling	19.1	17.7	1.4 (2.3)	19.1	20.5	-1.4 (2.5)
Clothes, uniforms, tools, or other supplies and equipment	6.4	2.9	3.5*** (1.2)	3.7	2.9	0.9 (1.0)
Other	3.6	4.7	-1.2 (1.1)	4.8	3.6	1.2 (1.0)
Sample size	619	628		619	628	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses. The 12-month survey requested information about receipt of case management and support services between the date of random assignment and the date of the 12-month interview. The 36-month survey requested information about receipt of case management and support services between the date of the 12-month interview and the date of the 36-month interview. As a result, it is not possible to provide quarterly estimates in any year or to estimate receipt of assistance separately in Years 2 and 3.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table E.8. Receipt of services and participation in activities, by starting any employment or training-related activity in the three years following random assignment

Service	Started an activity			Did not start an activity		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	78.2	55.7	22.5*** (5.7)	56.3	37.7	18.5*** (3.6)
Completed career assessment tests (%)	62.2	40.0	22.3*** (5.8)	42.6	24.4	18.1*** (3.4)
Participated in job search training or assistance activities or in education or training programs (%)	73.4	62.7	10.7* (5.7)	61.0	50.6	10.4*** (3.6)
Participated in job search training or assistance activities (%)	66.0	50.2	15.8*** (6.1)	52.1	36.8	15.3*** (3.6)
Participated in education or training programs (%)	46.4	34.9	11.5* (5.9)	37.8	30.2	7.6** (3.4)
General job skills training	31.9	15.1	16.7*** (5.4)	23.2	13.3	9.9*** (2.7)
Occupational skills training	28.7	24.3	4.4 (5.2)	23.2	16.8	6.4** (2.7)
Education	14.8	17.2	-2.5 (4.5)	16.5	15.9	0.5 (2.6)
Work-based learning	0.0	0.0	0.0 (0.2)^^	1.1	0.0	1.1*** (0.3)
Mean length of time spent in all activities and programs (months)	5.2	4.4	0.9 (1.1)	3.5	3.7	-0.2 (0.5)
Completed a program (all activities) (%)	31.4	16.1	15.3*** (5.3)	24.9	19.1	5.8* (3.0)
Received certificate or degree/diploma (%)	11.7	6.9	4.8 (3.5)	15.0	9.5	5.5** (2.2)
Received any support service (%)	80.0	51.3	28.7*** (5.6)^^	63.9	59.9	3.9 (3.5)
Received any support service (excluding mental health or substance use counseling) (%)	75.6	45.9	29.7*** (5.7)^^	53.2	49.0	4.2 (3.7)
Sample size	157	468		462	468	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

^^/^/^ Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table E.9. Receipt of services and participation in activities, by completion of employment or training-related activities

Service	Did not complete an activity			Completed education or training activities			Completed job search or job search training activities		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Completed career assessment tests (%)	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Participated in job search training or assistance activities or in education or training programs (%)	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Participated in job search training or assistance activities (%)	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Participated in education or training programs (%)	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
General job skills training	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Occupational skills training	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Education	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Work-based learning	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Mean length of time spent in all activities and programs (months)	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Completed a program (all activities) (%)	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Received certificate or degree/ diploma (%)	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Received any support service (%)	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Received any support service (excluding mental health or substance use counseling) (%)	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Sample size	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Table E.9 Receipt of services and participation in activities, by completion of employment or training-related activities *(continued)*

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

^^/^/^ Significantly different from individuals who did not complete an activity at the 0.01/0.05/0.10 level, two-tailed test.

Based on a joint test, impacts statistically differ across completion groups at the 0.01/0.05/0.10 level.

n.a. Analyses are not presented for this group due to small sample size.

Table E.10. Receipt of services and participation in activities, by timing of enrollment

Service	Earlier enrollment (February 2016 to June 2017)			Later enrollment (June 2017–December 2017)		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	61.8	48.2	13.7*** (3.9)	55.6	33.4	22.2*** (4.9)
Completed career assessment tests (%)	46.8	29.7	17.1*** (3.8)	44.1	25.5	18.6*** (4.6)
Participated in job search training or assistance activities or in education or training programs (%)	64.9	56.7	8.1** (4.0)	62.2	47.6	14.6*** (5.1)
Participated in job search training or assistance activities (%)	57.4	42.7	14.6*** (4.0)	53.3	35.1	18.1*** (5.0)
Participated in education or training programs (%)	39.6	33.1	6.5* (3.7)	35.2	26.6	8.6* (4.6)
General job skills training	27.7	14.1	13.6*** (3.1)	20.8	11.6	9.3*** (3.5)
Occupational skills training	23.8	19.9	3.9 (3.3)	21.2	14.2	7.0* (3.6)
Education	13.3	16.9	-3.6 (2.7)	15.9	13.9	2.0 (3.6)
Work-based learning	1.1	0.0	1.1*** (0.4)	0.3	0.0	0.3 (0.3)
Mean length of time spent in all activities and programs (months)	3.9	3.9	0.1 (0.6)	3.2	3.2	0.0 (0.7)
Completed a program (all activities) (%)	28.6	17.6	11.0*** (3.3)	22.8	19.4	3.5 (4.1)
Received certificate or degree/diploma (%)	16.5	8.2	8.3*** (2.4)	9.9	10.5	-0.6†† (3.0)
Received any support service (%)	71.6	58.6	13.0*** (3.6)	61.3	58.0	3.3 (5.2)
Received any support service (excluding mental health or substance use counseling) (%)	61.9	50.4	11.5*** (3.9)	51.1	44.9	6.2 (5.4)
Sample size	366	363		253	265	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

II. Subgroup tables and key findings

Appendix Tables E.11 through E.15 show differences in service use between the WONDER and control groups for subgroups defined by reported baseline characteristics. Primary subgroups include: individuals of different ages—young adults (18 to 24 years old), adults (25 to 49 years old), and older adults (50 years and older); individuals with barriers to employment of varying degrees; individuals employed at any point or not employed at all in the 12 months before random assignment; individuals living in households with children or without children; and individuals with income less than 50 percent of the FPL or with income greater than or equal to 50 percent of poverty. All findings are based on survey data.

There were many statistically significant differences in WONDER-control contrasts in service use across subgroups defined by recent employment history, and few statistically significant differences across subgroups defined by the presence of children in the household and income. There were no statistically significant differences across subgroups defined by age and barriers to employment.

There were many statistically significant differences in WONDER-control contrasts in service use across the recent employment history subgroups. Compared to their control group counterparts, individuals in the WONDER group who were employed in the 12 months before random assignment spent more time, on average, in all activities or programs and were more likely to complete career assessment tests, participate in education or training programs, and receive support services (Appendix Table E.13). The opposite was true for those who were not employed in the 12 months before random assignment.

There were few statistically significant differences in WONDER-control contrasts in service use across the subgroups defined by the presence of children in the household. The WONDER-control contrasts in participation in general job skills training and education activities were greater for individuals in households with children compared to individuals in households without children. For both individuals in households with children and individuals in households without children, WONDER group rates of participation in general job skills training were higher than control group participation rates, but the difference was greater for those in households with children (20 versus 9 percentage point difference; Appendix Table E.14). While the same was true for rates of participation in education activities for individuals in the WONDER group living in households with children, individuals in the WONDER group living in households without children were less likely to participate in education activities compared to the control group (9 versus -3 percentage point difference).

There were few statistically significant differences in WONDER-control contrasts in service use across the income subgroups. The WONDER-control group differences were statistically greater for individuals with income greater than or equal to 50 percent of the FPL, compared to those with lower income, in the percentage of individuals who received career counseling or one-on-one assistance from an employment professional or case manager (27 versus 14 percentage point difference) and those who participated in education activities (6 versus -4 percentage point difference; Appendix Table E.15). Among individuals with income greater than or equal to 50 percent of the FPL, individuals in the WONDER group spent more time in all activities and programs compared to control group members. The opposite was true for those with income below 50 percent of the FPL.

Table E.11. Receipt of services and participation in activities, by age

Service	Ages 18 to 24			Ages 25 to 49			Age 50 or older		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	55.1	24.4	30.7* (13.6)	59.2	45.5	13.7 (9.1)	72.8	44.8	28.0*** (7.2)
Completed career assessment tests (%)	37.0	16.2	20.8 (12.0)	46.2	29.7	16.5 (12.1)	53.0	29.7	23.4** (7.2)
Participated in job search training or assistance activities or in education or training programs (%)	52.5	48.2	4.3 (12.4)	66.7	55.5	11.2 (9.1)	63.3	45.6	17.7** (6.8)
Participated in job search training or assistance activities (%)	40.1	26.2	13.9 (11.5)	57.6	43.2	14.4 (8.5)	53.8	34.0	19.8* (8.5)
Participated in education or training programs (%)	42.3	32.5	9.8 (12.6)	38.3	32.6	5.7 (10.2)	42.7	17.6	25.1** (9.9)
General job skills training	25.8	7.5	18.3* (8.4)	24.2	15.7	8.5 (7.7)	26.9	4.8	22.2** (9.4)
Occupational skills training	28.1	8.9	19.2* (9.3)	23.9	21.5	2.4 (9.1)	14.4	7.1	7.3 (7.6)
Education	22.3	24.1	-1.8 (11.2)	14.3	15.6	-1.3 (5.5)	19.9	13.7	6.2 (6.4)
Work-based learning	0.8	0.0	0.8 (1.0)	0.7	0.0	0.7 (1.3)	1.8	0.0	1.8 (1.3)
Mean length of time spent in all activities and programs (months)	4.0	5.9	-2.0 (1.9)	3.7	3.5	0.2 (1.5)	6.5	3.2	3.3** (1.0)
Completed a program (all activities) (%)	28.5	13.0	15.5 (9.8)	25.8	20.6	5.2 (6.7)	17.2	8.5	8.7 (8.6)
Received certificate or degree/diploma (%)	14.1	5.1	9.0 (7.0)	14.2	10.2	4.0 (4.3)	10.6	4.3	6.3 (4.4)
Received any support service (%)	52.1	35.3	16.8 (11.4)	68.5	63.9	4.6 (6.2)	73.8	48.0	25.8 (14.4)
Received any support service (excluding mental health or substance use counseling) (%)	48.9	27.7	21.2** (8.5)	56.0	52.6	3.4 (7.3)	70.5	40.0	30.5** (12.0)
Sample size	101	83		427	466		89	79	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/†††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table E.12. Receipt of services and participation in activities, by severity of barriers to employment

Service	Fewest barriers (employed in past 12 months and high school diploma or equivalent)			Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)			Most barriers (not employed in past 12 months and no high school diploma or equivalent)		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	63.4	38.3	25.1* (12.6)	52.2	46.9	5.3 (8.4)	38.4	100.0	-61.6 (23.9)
Completed career assessment tests (%)	51.4	27.0	24.4 (14.4)	37.1	29.3	7.8 (7.6)	20.4	53.5	-33.2 (17.7)
Participated in job search training or assistance activities or in education or training programs (%)	68.7	50.0	18.7 (11.1)	55.8	56.7	-0.9 (5.5)	65.6	94.2	-28.6 (24.1)
Participated in job search training or assistance activities (%)	57.6	38.5	19.1 (9.8)	51.2	39.5	11.7 (6.8)	61.7	94.2	-32.5 (14.5)
Participated in education or training programs (%)	45.7	29.3	16.4 (13.3)	26.8	32.0	-5.2 (5.8)	58.1	47.6	10.4 (20.0)
General job skills training	27.2	14.1	13.0 (9.1)	20.7	10.6	10.1 (5.9)	67.4	38.4	29.0 (14.8)
Occupational skills training	30.7	17.9	12.8 (12.0)	12.4	16.2	-3.8 (4.9)	40.3	38.4	1.9 (37.2)
Education	15.2	12.7	2.5 (6.2)	15.0	18.9	-3.9 (4.1)	45.0	47.6	-2.6 (7.8)
Work-based learning	0.0	0.0	0.0 (0.7)	1.6	0.0	1.6*** (0.5)	0.0	0.0	0.0 (0.4)
Mean length of time spent in all activities and programs (months)	4.7	3.3	1.4 (1.8)	2.1	4.2	-2.1* (1.0)	9.8	11.1	-1.3 (4.2)
Completed a program (all activities) (%)	31.5	19.1	12.4 (8.4)	16.8	19.5	-2.7 (5.3)	45.9	8.3	37.6 (6.6)
Received certificate or degree/diploma (%)	16.9	11.1	5.8 (5.5)	5.7	7.1	-1.4 (3.9)	41.5	0.0	41.5 (6.9)
Received any support service (%)	65.8	55.0	10.8 (7.4)	66.4	60.9	5.5 (4.5)	54.8	94.2	-39.4 (27.5)
Received any support service (excluding mental health or substance use counseling) (%)	58.7	46.5	12.2 (7.4)	56.7	49.5	7.3 (6.6)	45.7	94.2	-48.5 (22.9)
Sample size	416	408		170	194		30	24	

Table E.12 Receipt of services and participation in activities, by severity of barriers to employment *(continued)*

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table E.13. Receipt of services and participation in activities, by recent employment history

Service	Employed in the 12 months before random assignment			Not employed in the 12 months before random assignment		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	59.6	38.8	20.8*** (3.5)	63.3	54.5	8.8† (6.3)
Completed career assessment tests (%)	49.4	26.3	23.0*** (3.3)	32.8	34.4	-1.6††† (6.5)
Participated in job search training or assistance activities or in education or training programs (%)	64.8	51.7	13.1*** (3.7)	56.3	56.6	-0.2† (5.9)
Participated in job search training or assistance activities (%)	55.5	38.7	16.8*** (3.6)	51.0	44.5	6.5 (6.4)
Participated in education or training programs (%)	39.8	29.7	10.1*** (3.4)	28.6	35.1	-6.5†† (6.1)
General job skills training	24.1	13.5	10.6*** (2.6)	20.9	16.1	4.8 (5.3)
Occupational skills training	25.8	16.4	9.4*** (2.7)	17.3	23.5	-6.2††† (5.3)
Education	14.4	14.7	-0.3 (2.4)	18.3	23.0	-4.8 (4.7)
Work-based learning	0.5	0.0	0.5* (0.3)	1.6	0.0	1.6** (0.8)
Mean length of time spent in all activities and programs (months)	3.9	3.4	0.5 (0.5)	2.7	5.0	-2.4***†† (1.1)
Completed a program (all activities) (%)	27.5	19.3	8.2*** (2.9)	20.8	16.4	4.4 (4.9)
Received certificate or degree/diploma (%)	14.4	9.8	4.6** (2.1)	11.7	6.8	4.9 (3.7)
Received any support service (%)	66.7	55.9	10.8*** (3.4)	66.3	69.8	-3.5†† (6.4)
Received any support service (excluding mental health or substance use counseling) (%)	56.1	46.2	9.9*** (3.6)	57.4	60.1	-2.7 (7.0)
Sample size	489	478		130	149	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table E.14. Receipt of services and participation in activities, by presence of children in household

Service	Individuals in households with children			Individuals in households without children		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	58.6	33.8	24.7*** (5.6)	60.2	43.3	16.9*** (3.5)
Completed career assessment tests (%)	49.1	32.4	16.7*** (6.2)	45.8	26.7	19.2*** (3.3)
Participated in job search training or assistance activities or in education or training programs (%)	67.4	50.7	16.7*** (6.3)	61.5	53.6	7.9** (3.6)
Participated in job search training or assistance activities (%)	49.0	30.1	19.0*** (5.8)	55.8	42.0	13.9*** (3.6)
Participated in education or training programs (%)	47.6	37.7	9.8 (6.1)	35.9	29.7	6.2* (3.4)
General job skills training	30.4	10.7	19.7*** (4.6)	23.4	14.4	9.0***†† (2.7)
Occupational skills training	26.1	23.5	2.6 (5.3)	22.9	17.2	5.7** (2.7)
Education	22.9	13.6	9.3** (4.3)	13.9	16.6	-2.6†† (2.5)
Work-based learning	1.7	0.0	1.7 (1.7)	0.9	0.0	0.9*** (0.3)
Mean length of time spent in all activities and programs (months)	4.7	4.8	0.0 (1.1)	3.5	3.5	-0.1 (0.5)
Completed a program (all activities) (%)	32.8	23.8	9.0 (5.8)	24.7	17.4	7.3** (2.8)
Received certificate or degree/diploma (%)	15.8	12.8	3.0 (4.8)	13.5	8.3	5.2** (2.1)
Received any support service (%)	66.5	64.3	2.2 (5.9)	66.2	56.8	9.4*** (3.4)
Received any support service (excluding mental health or substance use counseling) (%)	62.5	55.9	6.6 (6.4)	55.1	46.4	8.7** (3.6)
Sample size	160	154		459	474	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table E.15. Receipt of services and participation in activities, by monthly income as a percentage of poverty level

Service	Lives in household with income below 50 percent of the federal poverty level			Lives in household with income equal to or above 50 percent of the federal poverty level		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	58.8	44.4	14.4*** (3.7)	61.1	34.5	26.6***† (5.9)
Completed career assessment tests (%)	46.1	26.1	20.1*** (3.5)	47.6	34.4	13.2** (6.1)
Participated in job search training or assistance activities or in education or training programs (%)	64.0	55.6	8.4** (3.7)	58.5	48.2	10.3 (6.5)
Participated in job search training or assistance activities (%)	55.6	41.0	14.6*** (3.7)	49.2	38.1	11.2* (6.3)
Participated in education or training programs (%)	37.5	32.3	5.2 (3.5)	38.9	29.7	9.1 (6.6)
General job skills training	24.7	14.3	10.4*** (2.8)	23.0	13.2	9.7** (4.8)
Occupational skills training	23.2	18.7	4.4 (2.9)	24.3	18.5	5.8 (5.0)
Education	14.8	18.7	-3.9 (2.7)	15.1	8.9	6.2*†† (3.7)
Work-based learning	1.2	0.0	1.2*** (0.4)	0.1	0.0	0.1†† (0.2)
Mean length of time spent in all activities and programs	3.4	4.1	-0.7 (0.5)	4.3	3.0	1.3† (1.0)
Completed a program (all activities) (%)	26.4	18.3	8.0*** (3.0)	25.2	20.1	5.1 (5.7)
Received certificate or degree/diploma (%)	14.7	9.6	5.1** (2.3)	11.1	8.9	2.2 (3.2)
Received any support service (%)	68.1	59.4	8.7** (3.5)	64.4	57.2	7.2 (5.9)
Received any support service (excluding mental health or substance use counseling) (%)	56.4	49.3	7.1* (3.8)	58.0	49.4	8.6 (5.9)
Sample size	445	446		167	165	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table E.16. Receipt of services and participation in activities through WONDER or existing E&T services

Service	WONDER group	Control group	Difference
Assessed (%)	67.8	17.7	50.1*** (1.0)
Started any employment and training-related activity (%)	39.5	14.8	24.7*** (1.0)
Started activity (%)			
Work-based learning	3.7	0.0	3.7*** (0.2)
Occupational skills training	12.7	0.1	12.5*** (0.4)
Job search	29.7	8.8	20.9*** (0.9)
Basic education	5.3	0.2	5.1*** (0.3)
Completed activity (%)			
Work-based learning	3.3	0.0	3.3*** (0.2)
Occupational skills training	8.1	0.0	8.1*** (0.3)
Job search	20.5	0.0	20.5*** (0.5)
Basic education	3.6	0.0	3.6*** (0.2)
Received an occupational skills training credential or certification (%)	7.0	0.0	7.0*** (0.3)
Any contact with case manager (%)	99.9	0.0	99.9*** (<0.1)
Average number of contacts with case manager per person during pilot	35.5	0.0	35.5*** (0.4)
Received any support service (%)	58.4	39.1	19.3*** (1.2)
Sample size	3,391	3,402	

Source: SNAP employment and training evaluation administrative service use data.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Appendix F

Impact analysis

I. Main tables for earnings, employment, receipt of public assistance, and well-being outcomes

Table F.1. Impacts on quarterly and annual total earnings, based on UI wage records

Total earnings (\$)	WONDER group	Control group	Difference
Year 1	6,568	6,937	-369* (219)
Quarter 1	1,310	1,429	-120** (55)
Quarter 2	1,624	1,728	-104 (65)
Quarter 3	1,796	1,857	-61 (70)
Quarter 4	1,839	1,924	-85 (73)
Year 2	7,799	8,105	-306 (276)
Quarter 5	1,860	1,940	-81 (74)
Quarter 6	1,931	1,968	-37 (77)
Quarter 7	1,955	2,077	-122 (79)
Quarter 8	2,054	2,120	-67 (82)
Year 3	8,279	8,395	-116 (337)
Quarter 9	2,094	2,119	-25 (83)
Quarter 10	2,046	2,057	-10 (84)
Quarter 11	1,992	2,058	-65 (86)
Quarter 12	1,947	2,011	-64 (95)
Years 1, 2, and 3	22,660	23,602	-942 (766)
Years 2 and 3	16,105	16,571	-466 (598)
Sample size	2,672	2,672	

Source: SNAP employment and training evaluation UI wage records, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between the WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.2. Impacts on quarterly and annual employment rates and number of quarters employed, based on UI wage records

Employment rate (%)	WONDER group	Control group	Difference
Year 1	69.6	69.3	0.3 (1.2)
Quarter 1	48.6	48.5	0.1 (1.3)
Quarter 2	49.3	49.3	0.1 (1.3)
Quarter 3	48.8	48.3	0.5 (1.3)
Quarter 4	46.6	48.4	-1.8 (1.3)
Average quarterly employment rate in Year 1	48.3	48.6	-0.3 (1.0)
Year 2	62.1	62.1	0.0 (1.2)
Quarter 5	45.4	47.0	-1.7 (1.3)
Quarter 6	45.7	45.6	0.1 (1.3)
Quarter 7	44.6	45.6	-1.1 (1.3)
Quarter 8	44.5	45.9	-1.4 (1.3)
Average quarterly employment rate in Year 2	45.0	46.0	-1.0 (1.1)
Year 3	57.4	58.0	-0.6 (1.4)
Quarter 9	44.8	45.2	-0.4 (1.3)
Quarter 10	42.7	43.8	-1.1 (1.3)
Quarter 11	41.2	42.1	-0.9 (1.3)
Quarter 12	39.6	40.3	-0.7 (1.4)
Average quarterly employment rate in Year 3	42.7	43.4	-0.7 (1.2)
Ever employed in Years 1, 2, or 3	81.4	80.6	0.7 (1.1)
Ever employed in Years 2 or 3	68.9	69.7	-0.8 (1.3)
Average number of quarters employed			
Year 1	1.9	2.0	0.0 (<0.1)
Year 2	1.8	1.8	0.0 (<0.1)
Year 3	1.7	1.7	0.0 (0.1)
Years 1, 2, and 3	5.5	5.6	-0.1 (0.1)
Years 2 and 3	3.5	3.6	-0.1 (0.1)
Sample size	2,672	2,672	

Source: SNAP employment and training evaluation UI wage records, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between the WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.3. Impacts on quarterly and annual earnings, based on survey data

Total earnings (\$)	WONDER group	Control group	Difference
Year 1	9,220	10,857	-1,637** (799)
Quarter 1	1,796	2,245	-449** (212)
Quarter 2	2,372	2,762	-391* (229)
Quarter 3	2,423	2,867	-444** (218)
Quarter 4	2,685	2,983	-297 (237)
Year 2	14,263	16,014	-1,750* (924)
Quarter 5	3,125	3,546	-420* (226)
Quarter 6	3,445	3,873	-428* (256)
Quarter 7	3,843	4,214	-371 (270)
Quarter 8	3,851	4,381	-531* (281)
Year 3	15,954	16,073	-119 (1,042)
Quarter 9	3,894	4,371	-477 (292)
Quarter 10	4,188	4,167	22 (305)
Quarter 11	4,107	3,928	179 (290)
Quarter 12	3,765	3,607	158 (271)
Years 1, 2, and 3	39,437	42,944	-3,507 (2,234)
Years 2 and 3	30,217	32,087	-1,870 (1,820)
Sample size	619	628	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between the WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.4. Impacts on quarterly and annual employment rates and number of months employed, based on survey data

Employment rate (%)	WONDER group	Control group	Difference
Year 1	62.2	65.1	-2.9 (2.9)
Quarter 1	39.0	42.2	-3.2 (3.0)
Quarter 2	48.6	47.5	1.1 (3.1)
Quarter 3	50.0	51.4	-1.4 (3.1)
Quarter 4	54.7	56.0	-1.4 (3.0)
Year 2	76.6	77.0	-0.4 (2.6)
Quarter 5	65.7	66.4	-0.7 (2.9)
Quarter 6	64.0	65.0	-1.0 (3.0)
Quarter 7	63.8	67.7	-3.9 (2.9)
Quarter 8	64.3	67.1	-2.8 (2.9)
Year 3	72.5	73.6	-1.1 (2.7)
Quarter 9	63.8	65.6	-1.9 (3.0)
Quarter 10	63.8	62.3	1.5 (3.0)
Quarter 11	62.8	58.4	4.4 (3.0)
Quarter 12	59.3	57.1	2.3 (3.0)
Ever employed in Years 1, 2, or 3	86.7	86.9	-0.2 (2.1)
Ever employed in Years 2 or 3	83.8	83.0	0.8 (2.3)
Employed at the time of the 12-month survey interview	47.6	48.8	-1.2 (3.1)
Employed at the time of the 36-month survey interview	54.5	53.7	0.8 (3.0)
Average number of months employed			
Year 1	5.1	5.2	-0.1 (0.3)
Year 2	7.2	7.4	-0.2 (0.3)
Year 3	7.0	6.8	0.3 (0.3)
Years 1, 2, and 3	19.2	19.3	-0.1 (0.7)
Years 2 and 3	14.2	14.2	0.0 (0.5)
Sample size	619	628	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between the WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.5. Impacts on quarterly and annual average hours worked per week, based on survey data

Average number of hours worked per week	WONDER group	Control group	Difference
Year 1	14.3	16.3	-2.0* (1.0)
Quarter 1	11.1	13.3	-2.3** (1.1)
Quarter 2	14.5	16.3	-1.8 (1.2)
Quarter 3	15.2	17.5	-2.3* (1.2)
Quarter 4	16.5	18.0	-1.6 (1.2)
Year 2	21.6	22.8	-1.2 (1.1)
Quarter 5	21.1	22.0	-1.0 (1.2)
Quarter 6	21.0	22.1	-1.1 (1.3)
Quarter 7	22.0	23.6	-1.6 (1.3)
Quarter 8	22.4	23.4	-1.0 (1.3)
Year 3	21.3	20.8	0.5 (1.1)
Quarter 9	21.8	22.9	-1.1 (1.4)
Quarter 10	22.1	22.0	0.1 (1.4)
Quarter 11	21.7	20.5	1.1 (1.3)
Quarter 12	19.6	17.7	1.8 (1.3)
Years 1, 2, and 3	19.1	20.0	-0.9 (0.9)
Years 2 and 3	21.4	21.8	-0.3 (1.0)
Sample size	619	628	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between the WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.6. Characteristics of current jobs, among individuals employed at the time of the interview and based on 36-month survey data

Characteristic (%)	WONDER group	Control group	Difference
Employed at the time of the 36-month survey interview	54.5	53.7	0.8 (3.0)
Hours worked per week			
Less than 20	16.4	10.5	5.9** (2.9)
21 to 34	21.5	21.8	-0.3 (3.5)
35 or more (employed full time)	61.9	67.6	-5.7 (4.0)
Average	35.4	35.8	-0.3 (1.0)
Weekly earnings			
\$1 to \$499	62.2	57.8	4.4 (5.0)
\$500 to \$999	29.3	39.2	-10.0** (4.8)
\$1,000 to \$1,499	5.3	1.5	3.8** (1.6)
\$1,500 to \$2,000	3.5	0.5	3.0** (1.3)
\$2,000 and above	0.0	1.0	-1.0 (0.8)
Benefits available at job			
Any benefit	75.6	74.8	0.7 (3.8)
Health insurance or HMO/PPO plan	64.8	64.9	-0.1 (4.2)
Dental insurance	53.1	57.7	-4.6 (4.2)
Paid vacation	52.2	57.3	-5.0 (4.2)
Paid holidays	55.4	59.9	-4.5 (4.6)
Paid sick leave	36.5	48.3	-11.8*** (4.3)
Any paid time off	64.2	66.9	-2.7 (4.2)
Pension or retirement benefits	53.0	55.0	-2.0 (4.3)
Tuition assistance or reimbursement	23.8	33.6	-9.8*** (3.8)
Type of employment			
Regular full or part time	81.1	82.8	-1.6 (3.3)
Temporary or on call	8.8	5.8	3.0 (2.1)
Self-employed or independent contractor or consultant	7.1	5.5	1.6 (1.8)
Day laborer	2.9	5.9	-3.0* (1.7)
Occupation			
Transportation and material moving	14.5	14.7	-0.1 (2.8)
Food preparation and serving	10.0	7.0	3.0 (2.1)
Office and administrative support	6.9	6.9	0.0 (1.9)
Sales	6.1	7.9	-1.9 (2.0)
Production	4.1	7.2	-3.0* (1.8)
Personal care and service	6.1	3.8	2.3 (1.5)
Building and grounds cleaning and maintenance	3.6	3.8	-0.2 (1.2)
Management	5.0	5.0	0.0 (1.9)
Construction and extraction	4.1	5.0	-0.9 (1.7)
Health care support	3.2	3.1	0.1 (1.4)
Sample size	423	405	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Table F.6. Characteristics of current jobs, among individuals employed at the time of the interview and based on 36-month survey data *(continued)*

Note: Standard errors in parentheses.
***/**/* Difference between the WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.7. Characteristics of current jobs, among all individuals with 36-month survey data

Characteristic (%)	WONDER group	Control group	Difference
Hours worked per week			
0	49.0	51.4	-2.4 (3.1)
1 to 20	7.6	5.0	2.6* (1.5)
21 to 34	9.8	10.6	-0.8 (1.8)
35 or more (employed full time)	33.4	32.9	0.5 (2.9)
Average	18.3	17.4	0.9 (1.2)
Weekly earnings			
\$0	57.5	60.0	-2.5 (3.3)
\$1 to \$499	24.8	21.7	3.1 (2.9)
\$500 to \$999	13.8	17.1	-3.3 (2.3)
\$1,000 to \$1,499	2.2	0.7	1.5* (0.8)
\$1,500 to \$2,000	1.7	0.2	1.5*** (0.6)
\$2,000 and above	0.0	0.4	-0.4 (0.3)
Benefits available at job			
Any benefit	39.2	36.9	2.3 (3.0)
Health insurance or HMO/PPO plan	33.6	31.5	2.1 (2.9)
Dental insurance	27.6	28.1	-0.5 (2.7)
Paid vacation	27.6	28.2	-0.6 (2.8)
Paid holidays	29.3	29.5	-0.2 (2.9)
Paid sick leave	21.4	23.8	-2.4 (2.5)
Any paid time off	34.3	33.0	1.3 (2.9)
Pension or retirement benefits	28.3	27.0	1.3 (2.8)
Tuition assistance or reimbursement	12.6	16.7	-4.0* (2.2)
Type of employment			
Not employed	49.3	51.6	-2.3 (3.1)
Regular full or part time	42.5	40.7	1.7 (3.0)
Temporary or on call	3.7	2.4	1.3 (1.0)
Self-employed or independent contractor or consultant	3.3	2.5	0.9 (0.9)
Day laborer	1.1	2.8	-1.7* (0.9)
Occupation			
Transportation and material moving	8.2	7.5	0.7 (1.6)
Food preparation and serving	5.3	3.7	1.6 (1.2)
Office and administrative support	4.2	3.7	0.5 (1.0)
Sales	3.4	4.5	-1.1 (1.1)
Production	2.4	3.9	-1.5 (1.0)
Personal care and service	3.2	2.0	1.3 (0.8)
Building and grounds cleaning and maintenance	2.1	1.9	0.2 (0.7)
Management	3.0	2.6	0.4 (1.1)
Construction and extraction	3.0	2.9	0.1 (1.0)
Health care support	1.9	1.8	0.2 (0.7)
Sample size	619	628	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Table F.7. Characteristics of current jobs, among all individuals with 36-month survey data
(continued)

Note: Standard errors in parentheses.
***/**/* Difference between the WONDER group and control group significantly different from zero at the
0.01/0.05/0.10 level, two-tailed test.

Table F.8. Impacts on quarterly and annual SNAP participation rates, based on SNAP administrative data

SNAP participation (%)	WONDER group	Control group	Difference
SNAP participation by individual enrolled in pilot			
Year 1	99.2	98.4	0.8*** (0.3)
Quarter 1	98.7	97.8	0.9*** (0.3)
Quarter 2	81.0	75.5	5.5*** (1.1)
Quarter 3	60.1	54.3	5.8*** (1.3)
Quarter 4	57.0	53.3	3.7*** (1.3)
Year 2	60.4	57.6	2.8** (1.3)
Quarter 5	48.9	45.3	3.6*** (1.3)
Quarter 6	47.4	43.1	4.3*** (1.3)
Quarter 7	44.5	40.9	3.6*** (1.3)
Quarter 8	42.7	41.2	1.5 (1.3)
Year 3	49.4	49.5	-0.2 (1.3)
Quarter 9	39.3	37.8	1.6 (1.3)
Quarter 10	37.5	36.7	0.8 (1.3)
Quarter 11	37.1	35.9	1.2 (1.3)
Quarter 12	36.8	36.0	0.9 (1.3)
Years 1, 2, or 3	99.4	99.0	0.3 (0.2)
Years 2 or 3	67.0	65.3	1.6 (1.3)
SNAP participation among any other household members			
Year 1	25.4	25.2	0.2 (0.9)
Quarter 1	21.6	21.9	-0.3 (0.8)
Quarter 2	20.7	20.7	-0.1 (0.9)
Quarter 3	19.8	18.8	1.0 (0.9)
Quarter 4	19.6	19.4	0.2 (0.9)
Year 2	23.7	22.2	1.5 (1.0)
Quarter 5	19.3	18.4	0.9 (1.0)
Quarter 6	19.7	19.2	0.5 (1.0)
Quarter 7	19.9	17.9	2.0* (1.0)
Quarter 8	20.0	18.7	1.3 (1.1)
Year 3	22.2	20.8	1.4 (1.1)
Quarter 9	19.4	17.8	1.6 (1.1)
Quarter 10	19.2	17.7	1.5 (1.1)
Quarter 11	19.4	17.4	2.0* (1.1)
Quarter 12	18.8	17.0	1.7 (1.1)
Years 1, 2, or 3	30.7	30.4	0.3 (1.0)
Years 2 or 3	26.6	24.9	1.6 (1.1)
SNAP participation by any individual in household ^a			
Year 1	99.2	98.4	0.8*** (0.3)
Quarter 1	98.7	97.8	0.9*** (0.3)
Quarter 2	81.0	75.5	5.5*** (1.1)

Table F.8. Impacts on quarterly and annual SNAP participation rates, based on SNAP administrative data *(continued)*

SNAP participation (%)	WONDER group	Control group	Difference
Quarter 3	60.1	54.3	5.8*** (1.3)
Quarter 4	57.1	53.3	3.8*** (1.3)
Year 2	60.4	57.6	2.8** (1.3)
Quarter 5	48.9	45.3	3.7*** (1.3)
Quarter 6	47.4	43.1	4.3*** (1.3)
Quarter 7	44.5	40.9	3.6*** (1.3)
Quarter 8	42.7	41.2	1.5 (1.3)
Year 3	49.4	49.5	-0.2 (1.3)
Quarter 9	39.3	37.8	1.6 (1.3)
Quarter 10	37.5	36.7	0.8 (1.3)
Quarter 11	37.1	35.9	1.2 (1.3)
Quarter 12	36.8	36.0	0.9 (1.3)
Years 1, 2, or 3	99.4	99.0	0.3 (0.2)
Years 2 or 3	67.0	65.3	1.6 (1.3)
Sample size	2,672	2,672	

Source: SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

^a Any individual in household includes the individual enrolled in the pilot and any other members of their household.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.9. Impacts on average monthly SNAP benefit amount per quarter and year, based on SNAP administrative data

Average SNAP benefits	WONDER group	Control group	Difference
Average SNAP benefits received (\$)			
Year 1	1,727	1,605	121*** (30)
Quarter 1	613	592	21*** (7.5)
Quarter 2	450	399	52*** (9.3)
Quarter 3	355	325	29*** (10)
Quarter 4	309	289	20** (9.8)
Year 2	1,036	978	58* (35)
Quarter 5	275	266	10 (10)
Quarter 6	269	250	19* (10)
Quarter 7	252	234	18* (10)
Quarter 8	241	228	12 (9.9)
Year 3	957	898	59 (37)
Quarter 9	229	222	7 (10)
Quarter 10	236	221	14 (10)
Quarter 11	242	224	18* (10)
Quarter 12	250	231	19* (11)
Years 1, 2, and 3	3,720	3,482	238*** (85)
Years 2 and 3	1,993	1,876	117* (65)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a			
Year 1	54.9	50.0	4.9*** (0.8)
Quarter 1	82.7	79.2	3.5*** (0.7)
Quarter 2	57.7	49.8	7.9*** (1.0)
Quarter 3	42.5	37.4	5.1*** (1.1)
Quarter 4	36.8	33.6	3.3*** (1.1)
Year 2	29.6	27.6	1.9** (0.9)
Quarter 5	32.0	30.1	2.0* (1.1)
Quarter 6	30.8	28.0	2.8*** (1.0)
Quarter 7	28.1	26.3	1.7* (1.0)
Quarter 8	27.3	25.7	1.6 (1.0)
Year 3	26.1	25.2	0.9 (0.9)
Quarter 9	25.5	24.7	0.8 (1.0)
Quarter 10	25.6	24.9	0.8 (1.0)
Quarter 11	26.3	25.4	0.9 (1.0)
Quarter 12	27.2	26.1	1.1 (1.1)
Years 1, 2, and 3	36.8	34.3	2.5*** (0.7)
Years 2 and 3	27.9	26.5	1.4* (0.8)
Sample size	2,672	2,672	

Source: SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

^a Maximum household SNAP benefit amounts normalized by household size.

Table F.9. Impacts on average monthly SNAP benefit amount per quarter and year, based on SNAP administrative data *(continued)*

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.10. Impacts on quarterly and annual TANF participation rates, TANF benefit amounts, and Medicaid coverage rates, based on SNAP administrative data

Outcome	WONDER group	Control group	Difference
TANF participation (%)			
Year 1	1.6	1.7	-0.1 (0.3)
Quarter 1	0.8	0.9	-0.1 (0.2)
Quarter 2	0.9	0.6	0.2 (0.2)
Quarter 3	0.9	1.0	-0.1 (0.2)
Quarter 4	1.2	0.9	0.2 (0.2)
Year 2	1.8	1.9	-0.1 (0.3)
Quarter 5	1.1	1.0	0.2 (0.3)
Quarter 6	1.5	1.1	0.4 (0.3)
Quarter 7	1.1	1.0	0.1 (0.2)
Quarter 8	1.0	1.2	-0.1 (0.3)
Year 3	2.2	1.6	0.6* (0.4)
Quarter 9	1.3	1.2	0.1 (0.3)
Quarter 10	1.2	1.1	0.1 (0.3)
Quarter 11	1.3	1.1	0.2 (0.3)
Quarter 12	1.4	0.9	0.4 (0.3)
Years 1, 2, or 3	3.5	3.4	0.1 (0.5)
Years 2 or 3	3.0	2.6	0.4 (0.4)
Average TANF benefit amounts received (\$)			
Year 1	21	21	0 (5.3)
Quarter 1	4	4	0 (1.3)
Quarter 2	5	4	1 (1.6)
Quarter 3	6	6	0 (1.7)
Quarter 4	6	7	-1 (1.7)
Year 2	33	28	5 (6.8)
Quarter 5	7	7	1 (2.0)
Quarter 6	9	7	3 (1.9)
Quarter 7	9	7	1 (2.0)
Quarter 8	7	7	1 (1.9)
Year 3	35	33	3 (8.4)
Quarter 9	8	8	0 (2.1)
Quarter 10	9	8	0 (2.3)
Quarter 11	10	8	2 (2.4)
Quarter 12	9	8	1 (2.3)
Years 1, 2, and 3	90	81	8 (17)
Years 2 and 3	68	60	8 (14)
Medicaid coverage (%)			
Year 1	96.2	95.7	0.5 (0.5)
Quarter 1	94.3	94.1	0.2 (0.6)
Quarter 2	89.4	89.6	-0.2 (0.8)

Table F.10. Impacts on quarterly and annual TANF participation rates, TANF benefit amounts, and Medicaid coverage rates, based on SNAP administrative data *(continued)*

Outcome	WONDER group	Control group	Difference
Quarter 3	84.7	85.7	-0.9 (1.0)
Quarter 4	81.2	82.6	-1.3 (1.0)
Year 2	80.2	79.5	0.7 (1.1)
Quarter 5	73.5	71.9	1.6 (1.2)
Quarter 6	72.3	71.2	1.1 (1.2)
Quarter 7	70.8	70.7	0.1 (1.2)
Quarter 8	69.7	69.4	0.3 (1.2)
Year 3	72.1	71.1	1.1 (1.2)
Quarter 9	66.2	65.7	0.4 (1.3)
Quarter 10	65.9	64.3	1.6 (1.3)
Quarter 11	65.5	62.9	2.5** (1.3)
Quarter 12	65.2	62.1	3.2** (1.3)
Years 1, 2, or 3	97.4	96.7	0.7** (1.3)
Years 2 or 3	83.6	82.5	1.0 (1.0)
Sample size	2,672	2,672	

Source: SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

TANF = Temporary Assistance for Needy Families

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.11 Impacts on participation in other public assistance programs in the 36 months since random assignment, based on survey data

Program	Year 1			Year 2 or Year 3			Years 1, 2, or 3		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Public assistance receipt (%)									
General assistance	6.6	6.3	0.3 (1.4)	5.0	6.4	-1.4 (1.3)	9.4	9.9	-0.5 (1.7)
Unemployment insurance	12.5	13.4	-0.9 (1.8)	18.9	18.4	0.5 (2.5)	26.5	26.5	0.0 (2.7)
Supplemental Security Income	10.6	8.9	1.7 (1.7)	12.6	12.6	0.0 (1.9)	16.1	16.4	-0.3 (2.2)
Section 8, Housing Choice Vouchers, or Public Housing Assistance	4.9	4.7	0.2 (1.2)	6.1	4.5	1.6 (1.3)	8.1	7.0	1.0 (1.5)
Medicaid	83.8	81.1	2.7 (2.3)	71.9	71.3	0.5 (2.8)	91.5	89.7	1.8 (1.7)
Supplemental Nutrition Program for Women, Infants, and Children (WIC)	9.0	9.9	-0.9 (1.7)	9.2	10.7	-1.4 (1.7)	13.9	14.3	-0.4 (2.0)
Sample size	619	628		619	628		619	628	

Source: SNAP employment and training evaluation 12- and 36-month survey, weighted data.

Note: Standard errors in parentheses. The 12-month survey requested information about receipt of public assistance benefits between the date of random assignment and the date of the 12-month interview. The 36-month survey requested information about receipt of public assistance benefits between the dates of the 12- and 36-month interviews. As a result, it is not possible to provide quarterly estimates in any year or to estimate receipt of assistance separately in Years 2 and 3.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.12. Impacts on food security, health, well-being, and housing status, based on 36-month survey data

Outcome	WONDER group	Control group	Difference
Food security ^a (%)			
Living in a household that is food insecure	51.2	48.1	3.0 (3.1)
Living in a household with very low food security	33.3	30.6	2.6 (2.9)
Health and well-being			
Reported “very good” or “excellent” health status (versus “fair” or “poor”) (%)	31.3	31.6	-0.3 (2.9)
Screened positively for depression ^b (%)	26.0	22.5	3.5 (2.6)
Average self-esteem score (out of 5)	3.8	3.8	0.1 (0.1)
Average self-efficacy score (out of 5)	3.5	3.5	0.0 (<0.1)
Housing status (%)			
Owens or rents a home or an apartment	55.1	55.9	-0.8 (3.1)
Lives with parents, relative, or friend	32.3	31.4	0.9 (3.0)
Shares housing with roommates, friends, or partner	5.1	5.9	-0.8 (1.3)
Group quarters	1.7	1.4	0.3 (0.6)
Homeless	5.2	2.9	2.3* (1.3)
Incarcerated	0.0	0.0	0.0 (0.0)
Other, don’t know, or refused	0.4	0.5	-0.2 (0.3)
Had housing at the time of the 36-month interview	94.8	97.0	-2.3* (1.3)
Sample size	619	628	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

^a Food security measured over the 30 days prior to the 36-month interview.

^b Depression measured two weeks prior to the 36-month interview.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.13. Impacts on annual employment rates and total earnings, based on UI wage records, by whether individuals started an employment or training-related activity

Outcome	Started an activity			Did not start an activity		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%)						
Year 1	74.6	71.7	3.0 (2.5)	67.9	68.6	-0.7 (1.3)
Year 2	64.9	65.9	-0.9 (2.6)	61.2	61.1	0.1 (1.4)
Year 3	59.8	61.8	-2.0 (3.0)	56.4	56.9	-0.5 (1.6)
Years 1, 2, or 3	86.5	82.7	3.8* (2.2)	79.6	80.0	-0.4 (1.3)
Years 2 or 3	71.7	72.6	-0.9 (2.7)	67.8	68.8	-1.0 (1.5)
Total earnings (\$)						
Year 1	7,130	8,310	-1,180** (534)^	6,392	6,570	-178 (239)
Year 2	9,348	9,431	-83 (665)	7,443	7,769	-326 (302)
Year 3	9,591	9,608	-17 (794)	7,899	8,046	-146 (373)
Years 1, 2, or 3	25,696	27,453	-1,756 (1,807)	21,790	22,478	-688 (843)
Years 2 or 3	18,819	19,084	-265 (1,400)	15,364	15,850	-486 (660)
Sample size	540	556		2,132	2,116	

Source: SNAP employment and training evaluation UI wage records, weighted data. SNAP employment and training administrative service use data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

^^/^/^^ Significantly different from individuals who did not start an activity at the 0.01/0.05/0.10 level, two-tailed test.

Table F.14. Impacts on annual employment rates and total earnings, based on UI wage records, by completion of employment or training-related activities

Outcome	Did not complete an activity			Completed education or training activities			Completed job search or job search training activities		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%)									
Year 1	67.7	67.1	0.6 (4.0)	81.6	89.7	-8.2 (12.4)	78.7	71.5	7.2 (13.0)
Year 2	52.6	60.0	-7.4 (5.2)	85.5	84.6	0.9 (7.0)	69.8	66.1	3.6 (16.6)
Year 3	50.4	65.3	-14.9** (6.5)	69.4	79.4	-10.0 (16.3)	64.2	59.9	4.3 (8.5)^
Years 1, 2, or 3	82.0	80.3	1.7 (3.7)	94.1	94.1	0.0 (10.9)	89.5	82.7	6.8 (9.2)
Years 2 or 3	61.1	74.0	-12.8** (4.5)	87.0	91.2	-4.2 (11.2)	75.3	70.6	4.8 (9.7)^
Total earnings (\$)									
Year 1	5,764	6,933	-1,169 (1,049)	9,763	11,179	-1,416 (3,772)	7,468	8,945	-1,476 (2,054)
Year 2	7,101	8,419	-1,318 (1,396)	10,574	8,023	2,551 (2,482)	10,317	10,192	125 (2,593)
Year 3	7,123	8,341	-1,219 (2,085)	8,832	10,576	-1,744 (5,078)	10,537	10,266	271 (2,460)
Years 1, 2, and 3	20,169	23,917	-3,748 (3,815)	26,573	29,789	-3,216 (13,510)	27,737	29,589	-1,852 (6,436)
Years 2 and 3	14,368	17,006	-2,638 (3,568)	18,267	18,839	-572 (9,190)	20,656	20,470	186 (4,789)
Sample size	143	157		67	73		330	326	

Source: SNAP employment and training evaluation UI wage records, weighted data. SNAP employment and training administrative service use data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

^^/^/^/ Significantly different from individuals who did not complete an activity at the 0.01/0.05/0.10 level, two-tailed test.

####/####/ Based on a joint test, impacts statistically differ across completion groups at the 0.01/0.05/0.10 level.

Table F.15. Impacts on annual employment rates and total earnings, based on survey data, by whether individuals started an employment or training-related activity

Outcome	Started an activity			Did not start an activity		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%)						
Year 1	70.7	64.7	6.0 (5.7)	60.4	64.6	-4.2 (3.4)
Year 2	78.3	77.7	0.6 (4.6)	77.8	77.1	0.7 (3.0)
Year 3	70.9	74.4	-3.5 (5.2)	73.5	74.1	-0.7 (3.2)
Years 1, 2, or 3	87.8	86.7	1.1 (3.7)	86.8	87.1	-0.3 (2.4)
Years 2 or 3	85.1	81.9	3.2 (4.0)	84.3	83.8	0.6 (2.6)
Total earnings (\$)						
Year 1	10,012	9,468	544 (1,605)	8,973	11,084	-2,111** (887)
Year 2	15,953	15,514	439 (1,868)	14,121	16,295	-2,174** (1,049)
Year 3	16,248	16,814	-566 (2,004)	16,119	16,095	24 (1,141)
Years 1, 2, and 3	42,213	41,795	418 (4,557)	39,213	43,474	-4,261* (2,464)
Years 2 and 3	32,201	32,327	-126 (3,515)	30,240	32,390	-2,150 (2,029)
Employed at the time of the 36-month survey interview (%)	53.3	56.8	-3.5 (6.0)	56.1	53.1	3.0 (3.6)
Sample size	157	160		462	468	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data. SNAP employment and training administrative service use data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

^^/^/^^/^^ Significantly different from individuals who did not start an activity at the 0.01/0.05/0.10 level, two-tailed test.

Table F.16. Impacts on annual employment rates and average earnings, based on survey data, by completion of employment or training-related activities

Outcome	Did not complete an activity			Completed education or training activities			Completed job search or job search training activities		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%)									
Year 1	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Year 2	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Year 3	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Years 1, 2, or 3	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Years 2 or 3	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Total earnings (\$)									
Year 1	n.a.	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Year 2	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Year 3	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Years 1, 2, and 3	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Years 2 and 3	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Employed at the time of the 36-month survey (%)	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a
Sample size	n.a	n.a		n.a	n.a		n.a	n.a	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data. SNAP employment and training administrative service use data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

^^^/^^/^ Significantly different from individuals who did not complete an activity at the 0.01/0.05/0.10 level, two-tailed test.

####/# Based on a joint test, impacts statistically differ across completion groups at the 0.01/0.05/0.10 level.

n.a. Analyses are not presented for this group due to small sample size.

Table F.17. Impacts on annual SNAP participation rates, SNAP benefit amounts, number of months of SNAP participation, and SNAP exit rates, based on SNAP administrative data, by whether individuals started an employment or training-related activity

Outcome	Started an activity			Did not start an activity		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Year 1	99.4	98.2	1.2** (0.6)	99.2	98.5	0.7** (0.3)
Year 2	63.1	60.6	2.5 (2.9)	59.3	56.7	2.6* (1.5)
Year 3	49.7	50.8	-1.1 (3.0)	49.0	49.0	-0.1 (1.5)
Years 1, 2, or 3	99.4	99.1	0.3 (0.5)	99.4	99.0	0.4 (0.2)
Years 2 or 3	68.3	66.6	1.7 (2.8)	66.3	64.9	1.4 (1.4)
Average SNAP benefits received (\$)						
Year 1	1,928	1,732	196*** (70)	1,673	1,572	101*** (34)
Year 2	1,135	1,133	2 (83)	1,000	935	65* (39)
Year 3	951	1,010	-59 (85)	954	867	87** (41)
Years 1, 2, and 3	4,013	3,875	138 (196)	3,626	3,374	252*** (94)
Years 2 and 3	2,085	2,143	-58 (152)	1,954	1,802	152** (72)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Year 1	60.0	51.9	8.1*** (1.7)^^^	53.5	49.5	4.0*** (0.8)
Year 2	32.4	31.2	1.2 (2.1)	28.5	26.6	2.0** (1.0)
Year 3	26.2	28.0	-1.8 (2.1)	26.0	24.5	1.5 (1.0)
Years 1, 2, and 3	39.5	37.1	2.4 (1.6)	35.9	33.5	2.4*** (0.8)
Years 2 and 3	29.3	29.7	-0.4 (1.9)	27.3	25.6	1.8** (0.9)
Mean number of months of SNAP participation	18.3	17.3	1.0 (0.6)	16.5	15.5	1.1*** (0.3)
Exited SNAP within 36 months of random assignment (%)	88.9	89.3	-0.4 (1.8)	90.8	92.0	-1.2 (0.8)
Sample size	540	556		2,132	2,116	

Source: SNAP employment and training evaluation SNAP administrative data, weighted data. SNAP employment and training administrative service use data.

Note: Standard errors in parentheses.

^a Maximum household SNAP benefit amounts normalized by household size.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

^^^/^^/^ Significantly different from individuals who did not start an activity at the 0.01/0.05/0.10 level, two-tailed test.

Table F.18. Impacts on annual SNAP participation rates, SNAP benefit amounts, number of months of SNAP participation, and SNAP exit rates, based on SNAP administrative data, by completion of employment or training-related activities

Outcome	Did not complete an activity			Completed education or training activities			Completed job search or job search training activities		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Year 1	100.0	97.1	2.9 (2.3)	99.6	97.4	2.2 (3.5)	99.4	98.4	1.0 (2.6)
Year 2	63.9	64.3	-0.3 (5.7)	47.9	61.5	-13.6 (17.3)	62.7	58.8	4.0 (9.4)
Year 3	49.2	62.1	-13.0* (6.3)	44.1	48.7	-4.5 (15.5)	50.8	46.0	4.8 (12.7)
Years 1, 2, or 3	100.0	98.6	1.4 (1.3)	100.0	100.0	0.0 (2.4)	99.4	99.0	0.3 (2.9)
Years 2 or 3	70.4	71.4	-1.0 (5.3)	52.2	69.2	-17.0 (15.6)	68.1	63.6	4.5 (10.3)
Average SNAP benefits received (\$)									
Year 1	2,233	1,803	430* (204)	1,741	1,649	92 (467)	1,775	1,704	70 (213)
Year 2	1,495	1,251	244 (192)	812	1,183	-372 (505)	1,010	1,093	-83 (318)
Year 3	1,166	1,387	-221 (209)	798	889	-92 (483)	848	848	0 (375)
Years 1, 2, and 3	4,894	4,441	453 (548)	3,350	3,721	-371 (1,263)	3,632	3,645	-13 (806)
Years 2 and 3	2,661	2,638	23 (384)	1,609	2,073	-463 (947)	1,858	1,941	-83 (668)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Year 1	67.2	52.1	15.1*** (3.9)	55.2	47.4	7.8 (12)	57.3	51.7	5.6 (7.1)
Year 2	37.6	33.8	3.8 (4.2)	22.5	29.8	-7.3 (12)	30.3	29.8	0.5 (7.5)
Year 3	27.9	37.4	-9.5* (4.5)	26.1	25.3	0.8 (12)	24.5	23.3	1.2 (9.1)
Years 1, 2, and 3	44.0	41.1	2.9 (3.0)	34.4	34.4	0.1 (9.7)	37.3	35.1	2.2 (6.5)
Years 2 and 3	32.8	35.6	-2.9 (4.1)	24.3	27.8	-3.5 (11)	27.4	26.7	0.7 (8.0)
Sample size	143	157		67	73		330	326	

Source: SNAP employment and training evaluation SNAP administrative data, weighted data. SNAP employment and training administrative service use data.

Note: Standard errors in parentheses.

^a Maximum household SNAP benefit amounts normalized by household size.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

^^/^^/^^ Significantly different from individuals who did not complete an activity at the 0.01/0.05/0.10 level, two-tailed test.

Table F.19. Impacts on Year 2 and 3 outcomes, by timing of enrollment

Outcome	Earlier enrollment (February 2016 to May 2017)			Later enrollment (June 2017 to December 2017)		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%) based on UI data	68.6	69.5	-0.9 (1.6)	69.5	70.5	-1.0 (2.3)
Employment rate (%) based on survey data	81.5	83.0	-1.5 (2.8)	84.1	83.5	0.7 (3.6)
Total earnings (\$) based on UI data	16,071	16,742	-672 (729)	16,042	16,250	-208 (1,052)
Total earnings (\$) based on survey data	30,761	31,753	-992 (2,331)	29,710	32,687	-2,977 (2,842)
Average number of hours worked per week	21.1	22.1	-1.0 (1.3)	21.5	21.4	0.1 (1.6)
SNAP participation (%)	67.9	65.6	2.3 (1.7)	66.0	65.2	0.8 (1.9)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a	27.7	27.1	0.6 (1.1)	28.2	25.7	2.4** (1.2)
Average number of months of SNAP participation	9.0	8.8	0.3 (0.3)	8.8	8.0	0.8** (0.3)
Living in a household that is food insecure ^b	52.5	48.8	3.7 (4.0)	49.5	47.3	2.2 (5.2)
Living in a household with very low food security ^b	35.6	32.3	3.3 (3.8)	30.0	28.2	1.7 (4.5)
Sample size (UI)	1,467	1,484		1,205	1,188	
Sample size (survey)	366	363		253	265	
Sample size (SNAP)	1,467	1,484		1,205	1,188	

Source: SNAP employment and training evaluation UI wage records, weighted data. SNAP employment and training evaluation 36-month survey, weighted data. SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Outcomes based on UI data include employment rate and earnings. Outcomes based on survey data include employment rate, earnings, average number of hours worked per week, and food security status. Outcomes based on SNAP administrative data include SNAP participation status, monthly SNAP benefit amount, and duration of SNAP participation. Standard errors in parentheses.

^a Maximum household SNAP benefit amounts normalized by household size.

^b Food security measured over the 30 days prior to the 36-month survey interview.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

^^/^/^/^^ Significantly different from earlier enrollment at the 0.01/0.05/0.10 level, two-tailed test.

II. Changes in earnings, employment, receipt of public assistance, and well-being outcomes

Table F.20. Changes in employment, based on UI wage records

Outcome	WONDER group	Control group	Difference
Employment patterns ^a (%)			
Consistently employed in Quarters 1 through 12	24.6	25.8	-1.2 (1.2)
Sometimes employed in Quarters 1 through 12	41.2	41.6	-0.4 (1.5)
Seldom or never employed in Quarters 1 through 12	34.2	32.6	1.6 (1.3)
Number of unemployment spells in Quarters 1 through 12 (%)			
0	10.8	11.9	-1.1 (0.9)
1	49.1	49.2	-0.1 (1.5)
2 or more	40.1	38.9	1.2 (1.5)
Among those employed at random assignment, number of unemployment spells in Quarters 1 through 12 (%)			
0	18.4	18.8	-0.4 (1.7)
1	45.0	45.3	-0.3 (2.2)
2 or more	36.6	35.9	0.8 (2.1)
Among those unemployed at random assignment, number of unemployment spells in Quarters 1 through 12 (%)			
0	4.3	5.8	-1.6* (0.8)
1	53.1	52.5	0.5 (2.0)
2 or more	42.7	41.6	1.1 (2.0)
Sample size	2,672	2,672	

Source: SNAP employment and training evaluation UI wage records, weighted data.

Note: Standard errors in parentheses.

^a Employment patterns are defined using UI wage records for the 12 quarters following random assignment.

“Consistently employed” includes individuals who were employed for at least 10 out of 12 quarters following random assignment. “Sometimes employed” includes individuals who were employed for 3 to 9 quarters following random assignment. “Seldom or never employed” includes individuals who were employed for 0 to 3 quarters following random assignment.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.21. Changes in employment, by employment patterns in Quarters 1 through 12 after random assignment, based on UI wage records

	Consistently employed			Sometimes employed			Seldom or never employed		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Average number of quarters employed									
Year 1	3.6	3.7	0.0 (0.1)	2.2	2.2	0.0 (0.1)	0.4	0.4	0.1 (<0.1)
Year 2	3.8	3.8	0.0 (0.1)	2.0	2.0	0.0 (0.1)	0.1	0.1	0.0 (<0.1)
Year 3	3.7	3.7	0.0 (0.1)	1.8	1.8	0.1 (0.1)	0.1	0.1	0.0 (<0.1)
Years 1, 2, and 3	11.2	11.2	0.0 (0.1)	6.0	6.0	0.0 (0.1)	0.7	0.6	0.1 (<0.1)
Years 2 and 3	7.5	7.5	0.0 (0.1)	3.8	3.8	0.0 (0.1)	0.3	0.2	0.0 (<0.1)
Number of unemployment spells in Quarters 1 through 12 (%)									
0	43.8	46.3	-2.5 (2.2)	0.0	0.0	0.0 (1.2)	0.0	0.0	0.0 (1.5)
1	44.1	39.0	5.1** (2.4)	31.1	32.6	-1.4 (2.7)	74.6	78.5	-3.9 (3.5)
2 or more	12.1	14.7	-2.6 (2.4)	68.9	67.4	1.4 (3.0)	25.4	21.5	3.9 (3.3)
Sample size	531	566		899	913		756	712	

Source: SNAP employment and training evaluation UI wage records, weighted data.

Note: Employment patterns are defined using UI wage records for the 12 quarters following random assignment. "Consistently employed" includes individuals who were employed for at least 10 out of 12 quarters following random assignment. "Sometimes employed" includes individuals who were employed for 3 to 9 quarters following random assignment. "Seldom or never employed" includes individuals who were employed for 0 to 3 quarters following random assignment. Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.22. Changes in employment, based on survey data

Outcome	WONDER group	Control group	Difference
Employment patterns ^a (%)			
Consistently employed in Quarters 1 through 12	35.8	35.9	-0.2 (2.9)
Sometimes employed in Quarters 1 through 12	44.2	42.1	2.1 (3.2)
Seldom or never employed in Quarters 1 through 12	20.0	22.0	-1.9 (2.4)
Experienced a job loss (%)			
Year 1	35.5	37.3	-1.7 (3.0)
Year 2	40.8	43.1	-2.3 (3.1)
Year 3	40.1	41.6	-1.5 (3.1)
Years 1, 2, or 3	72.6	73.3	-0.7 (2.7)
Years 2 or 3	63.7	63.5	0.3 (2.9)
Number of unemployment spells in Quarters 1 through 12 (%)			
0	9.3	10.4	-1.1 (1.7)
1	43.9	42.9	1.0 (3.1)
2 or more	46.8	46.7	0.0 (3.2)
Among those not employed at the time of the 12-month interview, percentage employed at 36 months	37.7	31.4	6.4 (4.0)
Among those employed at the time of the 12-month interview, percentage employed at 36 months	69.8	67.3	2.5 (4.4)
Sample size	619	628	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

^a Employment patterns are defined using survey data for the 12 quarters following random assignment. "Consistently employed" includes individuals who were employed for at least 10 out of 12 quarters following random assignment. "Sometimes employed" includes individuals who were employed for 3 to 9 quarters following random assignment. "Seldom or never employed" includes individuals who were employed for 0 to 3 quarters following random assignment.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.23. Changes in number of jobs held, based on survey data

Outcome	WONDER group	Control group	Difference
Average number of jobs held			
Year 1	0.9	1.0	-0.1 (0.1)
Year 2	1.1	1.2	0.0 (0.1)
Year 3	1.1	1.1	0.0 (0.1)
Years 1, 2, and 3	2.0	2.1	-0.1 (0.1)
Years 2 and 3	1.6	1.6	0.0 (0.1)
Number of jobs held at the time of the 12-month interview (%)			
0	51.0	49.1	1.9 (3.1)
1	46.2	46.5	-0.3 (3.1)
2 or more	2.8	4.4	-1.6 (1.0)
Number of jobs held at the time of the 36-month interview (%)			
0	46.6	50.2	-3.5 (3.1)
1	49.1	46.0	3.2 (3.1)
2 or more	4.2	3.9	0.4 (1.0)
Among those not employed at the time of the 12-month interview, percentage employed at 2 or more jobs at 36 months	1.6	2.1	-0.5 (1.1)
Among those employed at 1 job at the time of the 12-month interview, percentage employed at 2 or more jobs at 36 months	6.9	4.5	2.4 (1.8)
Among those employed at 2 or more jobs at the time of the 12-month interview, percentage employed at 2 or more jobs at 36 months	0.0	0.0	0.0 (0.0)
Sample size	619	628	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.24. Changes in wages and job characteristics, among all individuals, based on survey data

Outcome	12 months after random assignment			36 months after random assignment		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Weekly earnings (%)						
\$1 to \$499	54.9	53.3	1.6 (3.1)	63.1	65.9	-2.8 (3.0)
\$500 to \$999	32.4	31.2	1.2 (2.9)	21.6	19.1	2.5 (2.5)
\$1,000 to \$1,499	12.1	13.8	-1.7 (2.0)	12.1	13.9	-1.8 (2.0)
\$1,500 to \$2,000	0.6	0.8	-0.2 (0.4)	1.8	0.5	1.2* (0.7)
\$2,000 and above	0.1	0.4	-0.3 (0.3)	1.2	0.2	1.0** (0.4)
Benefits available at job (%)						
Any benefit	30.5	31.7	-1.3 (2.8)	27.1	23.0	4.1 (2.6)
Health insurance or HMO/PPO plan	22.1	25.1	-3.0 (2.6)	22.2	19.4	2.8 (2.5)
Dental insurance	18.6	20.4	-1.8 (2.4)	18.1	16.7	1.4 (2.3)
Paid vacation	22.5	23.8	-1.4 (2.5)	18.9	16.8	2.1 (2.4)
Paid holidays	22.2	23.1	-0.9 (2.6)	20.0	17.9	2.2 (2.4)
Paid sick leave	15.7	17.7	-1.9 (2.3)	14.7	15.6	-0.8 (2.2)
Any paid time off	26.4	27.6	-1.2 (2.7)	23.5	20.1	3.5 (2.5)
Pension or retirement benefits	21.3	21.5	-0.2 (2.4)	19.9	16.3	3.6 (2.4)
Tuition assistance or reimbursement	10.3	9.5	0.8 (1.8)	7.8	10.2	-2.4 (1.8)
Occupation (top 10 at 12 months after random assignment) (%)						
Food preparation and serving	7.8	7.3	0.5 (1.6)	6.4	4.9	1.4 (1.3)
Transportation and material moving	6.7	5.8	0.9 (1.3)	9.2	9.1	0.1 (1.7)
Office and administrative support	8.2	5.7	2.5* (1.3)	5.2	4.4	0.8 (1.1)
Sales	4.2	5.7	-1.5 (1.1)	4.7	5.2	-0.5 (1.3)
Production	2.4	4.0	-1.6* (1.0)	3.9	4.6	-0.7 (1.2)
Building and grounds cleaning and maintenance	3.9	3.4	0.6 (0.9)	3.4	3.4	0.0 (1.0)
Personal care and service	2.3	2.1	0.2 (0.7)	3.4	2.5	0.9 (0.9)
Construction and extraction	2.2	1.9	0.4 (0.8)	4.2	3.9	0.2 (1.2)
Educational instruction and library	1.7	0.9	0.7 (0.5)	1.3	1.3	0.0 (0.6)
Health care support	0.9	1.4	-0.5 (0.5)	2.1	1.8	0.4 (0.7)
Occupation (top 10 at 36 months after random assignment) (%)						
Transportation and material moving	6.7	5.8	0.9 (1.3)	9.2	9.1	0.1 (1.7)
Food preparation and serving	7.8	7.3	0.5 (1.6)	6.4	4.9	1.4 (1.3)
Office and administrative support	8.2	5.7	2.5* (1.3)	5.2	4.4	0.8 (1.1)
Sales	4.2	5.7	-1.5 (1.1)	4.7	5.2	-0.5 (1.3)

Table F.24. Changes in wages and job characteristics, among all individuals, based on survey data *(continued)*

Outcome	12 months after random assignment			36 months after random assignment		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Production	2.4	4.0	-1.6* (1.0)	3.9	4.6	-0.7 (1.2)
Personal care and service	2.3	2.1	0.2 (0.7)	3.4	2.5	0.9 (0.9)
Building and grounds cleaning and maintenance	3.9	3.4	0.6 (0.9)	3.4	3.4	0.0 (1.0)
Management	0.1	0.4	-0.3 (0.3)	3.1	2.7	0.4 (1.1)
Construction and extraction	2.2	1.9	0.4 (0.8)	4.2	3.9	0.2 (1.2)
Health care support	0.9	1.4	-0.5 (0.5)	2.1	1.8	0.4 (0.7)
Sample size	619	628		619	628	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.25. Changes in SNAP participation, based on SNAP administrative data

Outcome	WONDER group	Control group	Difference
Average number of months participating in SNAP			
Year 1	8.0	7.5	0.6*** (0.1)
Year 2	4.9	4.5	0.3*** (0.1)
Year 3	4.1	3.9	0.2 (0.1)
Years 1, 2, and 3	17.0	15.9	1.1*** (0.3)
Years 2 and 3	8.9	8.4	0.5** (0.2)
Number of SNAP spells in Years 1, 2, and 3 (%)			
1	51.8	49.6	2.2 (1.4)
2	32.2	33.8	-1.6 (1.3)
3 or more	16.0	16.6	-0.6 (1.0)
Exited SNAP in Years 1, 2, or 3 (%)	90.3	91.5	-1.1 (0.7)
Ever re-entered SNAP after exiting in Years 1, 2, or 3 (%)	54.0	55.5	-1.5 (1.4)
Average length of first SNAP spell after re-entry (months)	8.8	8.7	0.1 (0.3)
Ever re-entered SNAP within 4 months of exit (%)	27.1	26.1	1.0 (1.3)
Sample size	2,672	2,672	

Source: SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table F.26. Changes in SNAP participation, by employment patterns in Quarters 1 through 12 after random assignment, based on SNAP administrative data

	Consistently employed			Sometimes employed			Seldom or never employed		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Average number of months participating in SNAP									
Year 1	8.4	7.7	0.7** (0.3)	8.4	7.7	0.7*** (0.2)	7.4	7.2	0.2 (0.2)
Year 2	5.0	4.6	0.4 (0.3)	5.6	5.1	0.5** (0.3)	4.1	4.0	0.1 (0.3)
Year 3	3.8	3.6	0.2 (0.3)	4.6	4.3	0.3 (0.3)	3.3	3.6	-0.4 (0.2)
Years 1, 2, and 3	17.2	15.9	1.3* (0.7)	18.6	17.1	1.5** (0.6)	14.7	14.7	0.0 (0.6)
Years 2 and 3	8.8	8.2	0.6 (0.5)	10.3	9.4	0.9* (0.5)	7.3	7.6	-0.3 (0.4)
Number of SNAP spells in Years 1, 2, and 3 (%)									
1	52.6	49.9	2.7 (3.6)	42.3	42.2	0.1 (2.7)	61.3	60.8	0.5 (2.2)
2	31.9	34.1	-2.2 (3.5)	36.4	37.1	-0.7 (2.1)	26.9	29.1	-2.2 (2.3)
3 or more	15.5	16.0	-0.5 (1.9)	21.3	20.7	0.6 (2.4)	11.8	10.1	1.7 (1.9)
Exited SNAP in Years 1, 2, or 3 (%)	90.1	93.2	-3.1 (2.9)	89.6	90.7	-1.1 (1.5)	90.6	89.5	1.2 (1.3)
Ever re-entered SNAP after exiting in Years 1, 2, or 3 (%)	53.2	54.3	-1.0 (2.8)	65.1	64.2	0.9 (2.9)	43.1	43.9	-0.8 (2.1)
Average length of first SNAP spell after re-entry (months)	8.1	8.6	-0.5 (0.7)	8.9	8.5	0.4 (0.5)	8.8	9.6	-0.9 (0.8)
Ever re-entered SNAP within 4 months of exit (%)	27.7	27.6	0.0 (2.7)	31.8	29.8	2.0 (3.7)	21.6	19.8	1.8 (2.4)
Sample size	531	566		899	913		756	712	

Source: SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Employment patterns are defined using UI wage records for the 12 quarters following random assignment. "Consistently employed" includes individuals who were employed for at least 10 out of 12 quarters following random assignment. "Sometimes employed" includes individuals who were employed for 3 to 9 quarters following random assignment. "Seldom or never employed" includes individuals who were employed for 0 to 3 quarters following random assignment. Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.27. Food insecurity dynamics, based on survey data

Food security^a (%)	WONDER group	Control group	Difference
Changes in food insecurity			
Living in a household that was food insecure at 12- months and food secure at 36-months	33.0	31.9	1.1 (4.1)
Living in a household that was food insecure at 12- months and food insecure at 36-months	67.0	68.1	-1.1 (4.1)
Living in a household that was food secure at 12- months and food insecure at 36-months	32.0	26.7	5.3 (4.1)
Living in a household that was food secure at 12- months and food secure at 36-months	68.0	73.3	-5.3 (4.1)
Changes in very low food security			
Living in a household that had very low food security at 12- months and did not have very low food security at 36-months	42.0	48.3	-6.3 (5.1)
Living in a household that had very low food security at 12- months and had very low food security at 36-months	58.0	51.7	6.3 (5.1)
Living in a household that did not have very low food security at 12- months and had very low food security at 36-months	22.2	18.4	3.8 (3.1)
Living in a household that did not have very low food security at 12- months and did not have very low food security at 36-months	77.8	81.6	-3.8 (3.1)
Sample size	619	628	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

^a Food security measured over the 30 days prior to the survey interview.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

III. Subgroup tables and key findings for earnings, employment, and receipt of public assistance outcomes

This section presents impacts of WONDER on earnings, employment, and receipt of public assistance outcomes for select subgroups of individuals. Subgroups were based on individuals' age, barriers to employment, recent employment history, presence of children in the household, and income relative to the FPL.

The analyses presented in Chapter VII showed that for the full sample, there were no statistically significant differences between the WONDER and control groups in average earnings in the two-year period. Based on both UI and survey data, WONDER had no impact on employment in the two-year period or in any individual year or quarter following random assignment. WONDER led to increased SNAP participation in Years 1 and 2 following random assignment, but differences in participation rates between research groups were smaller and not statistically significant in Year 3.

The analysis of impacts by subgroup generally did not show statistically significant differences across subgroups:

- Based on both UI and survey data, there no differences in impacts on earnings in the two-year period (Years 2 and 3) across all subgroups (Appendix Tables F.28 to F.37).
- Based on UI data, for individuals in households with children, WONDER group members earned significantly less than control group members in Year 1 and Year 2; there were no impacts on earnings for individuals in households without children. Based on both UI and survey data, impacts on earnings in Year 1 varied by recent employment history: among those who were employed in the 12 months before random assignment, WONDER led to decreased earnings in Year 1 after random assignment; earnings were similar between WONDER and control group members among those who were not employed in the 12 months before random assignment.
- There were no differences in impacts on employment rates across subgroups defined by age and barriers to employment based on both UI and survey data, and some differences in impacts across subgroups defined by prior employment history, income, and presence of children in the household (Appendix Tables F.28 to F.37). For individuals who were not employed in the 12 months before random assignment, WONDER led to an increase in employment in Year 1 (based on survey data) and over the three-year period (Years 1 to 3; based on UI data); there were no impacts on employment for individuals employed in the 12 months before random assignment. WONDER also led to an increase in employment in the two-year period (Years 2 and 3; based on survey) for individuals living in household with income greater than or equal to 50 percent of the FPL, but not individuals living in households with lower incomes.
- There were no statistically significant differences in impacts on SNAP participation in the two-year period (Years 2 and 3; Appendix Tables F.38 to F.42). WONDER led to increased SNAP participation in Year 1 for individuals in households with incomes greater than or equal to 50 percent of the FPL, but not individuals living in households with lower incomes. Differences in SNAP participation were similar across other subgroups defined by age, barriers to employment, recent employment history, and presence of children in the household.

Table F.28. Impacts on annual employment rates and total earnings, based on UI wage records, by age

Outcome	Ages 18 to 24			Ages 25 to 49			Age 50 or older		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%)									
Year 1	78.7	76.0	2.7 (3.2)	66.9	67.9	-0.9 (2.6)	67.5	65.4	2.1 (4.9)
Year 2	67.7	71.0	-3.2 (3.4)	60.4	60.4	0.0 (3.3)	54.2	52.9	1.3 (5.4)
Year 3	64.8	64.6	0.2 (4.5)	55.2	57.1	-1.9 (3.3)	53.4	49.1	4.4 (6.3)
Years 1, 2, or 3	88.6	87.8	0.8 (3.6)	79.5	79.6	-0.1 (2.9)	76.9	70.9	6.0 (4.4)
Years 2 or 3	76.0	79.2	-3.2 (3.5)	66.9	67.8	-0.9 (3.7)	61.2	61.2	0.0 (5.2)
Total earnings (\$)									
Year 1	6,167	5,727	441 (532)	6,520	7,260	-741 (492)	6,801	6,734	67 (815)
Year 2	7,151	7,180	-28 (614)	7,803	8,332	-529 (452)	7,423	8,004	-581 (1,052)
Year 3	8,010	7,127	883 (768)	8,214	8,811	-597 (497)	7,602	7,453	149 (1,218)
Years 1, 2, and 3	21,766	19,443	2,323 (1,735)	22,441	24,730	-2,289 (1,401)	21,531	22,695	-1,163 (2,986)
Years 2 and 3	15,454	14,033	1,422 (1,367)	15,975	17,279	-1,304 (899)	14,861	15,736	-875 (2,282)
Sample size	547	515		1,900	1,941		218	211	

Source: SNAP employment and training evaluation UI wage records, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.29. Impacts on annual employment rates and total earnings, based on UI wage records, by severity of barriers to employment

Outcome	Fewest barriers (employed in past 12 months and high school diploma or equivalent)			Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)			Most barriers (not employed in past 12 months and no high school diploma or equivalent)		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%)									
Year 1	76.2	76.9	-0.7 (3.2)	61.9	60.5	1.4 (2.6)	51.3	47.5	3.8 (5.7)
Year 2	68.4	68.9	-0.5 (3.9)	54.7	53.3	1.3 (2.1)	47.4	46.4	1.0 (4.7)
Year 3	63.3	63.1	0.2 (3.6)	52.5	50.3	2.2 (2.8)	35.0	51.4	-16.4** (7.6)
Years 1, 2, or 3	85.8	85.3	0.5 (2.6)	76.5	74.6	1.9 (2.4)	67.8	70.1	-2.3 (6.9)
Years 2 or 3	74.4	74.9	-0.6 (3.2)	63.5	62.4	1.0 (2.4)	52.5	59.0	-6.5 (7.3)
Total earnings (\$)									
Year 1	7,983	8,631	-647 (601)	4,652	4,854	-202 (517)	2,936	2,727	209 (731)
Year 2	9,484	10,114	-630 (607)	5,445	5,608	-164 (590)	3,758	3,214	544 (771)
Year 3	9,920	10,571	-651 (739)	6,231	5,592	640 (705)	3,569	3,369	200 (972)
Years 1, 2, and 3	27,183	29,446	-2,264 (2,051)	16,530	16,223	307 (1,650)	10,653	9,091	1,562 (2,492)
Years 2 and 3	19,361	20,763	-1,402 (1,384)	11,759	11,217	543 (1,255)	7,566	6,431	1,135 (1,835)
Sample size	1559	1574		876	885		229	204	

Source: SNAP employment and training evaluation UI wage records, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.30. Impacts on annual employment rates and total earnings, based on UI wage records, by recent employment history

Outcome	Employed in the 12 months before random assignment			Not employed in the 12 months before random assignment		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%)						
Year 1	74.5	75.4	-0.9 (1.3)	54.7	50.4	4.4† (2.7)
Year 2	66.8	67.7	-0.8 (1.4)	48.2	44.9	3.3 (2.7)
Year 3	61.9	62.4	-0.5 (1.6)	43.9	44.0	-0.2 (3.0)
Years 1, 2, or 3	84.7	85.0	-0.4 (1.2)	71.5	66.2	5.3*† (2.7)
Years 2 or 3	72.8	74.5	-1.6 (1.5)	57.3	54.0	3.3 (2.9)
Total earnings (\$)						
Year 1	7,428	7,970	-541** (268)	3,951	3,769	182† (347)
Year 2	8,816	9,237	-420 (334)	4,673	4,659	15 (467)
Year 3	9,273	9,579	-306 (409)	5,155	4,581	573 (554)
Years 1, 2, and 3	25,423	26,893	-1,470 (926)	13,854	13,022	832 (1,287)
Years 2 and 3	18,046	18,864	-818 (722)	9,911	9,198	713 (1,008)
Sample size	1998	2012		671	655	

Source: SNAP employment and training evaluation UI wage records, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.31. Impacts on annual employment rates and total earnings, based on UI wage records, by presence of children

Outcome	Individuals in households with children			Individuals in households without children		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%)						
Year 1	72.4	75.2	-2.8 (2.6)	69.0	67.8	1.2 (1.3)
Year 2	69.0	70.9	-1.9 (2.7)	60.5	60.0	0.5 (1.4)
Year 3	63.6	64.5	-0.9 (3.1)	56.0	56.3	-0.3 (1.6)
Years 1, 2, or 3	82.9	85.6	-2.7 (2.3)	80.9	79.3	1.6† (1.3)
Years 2 or 3	74.3	77.6	-3.3 (2.7)	67.5	67.6	0.0 (1.5)
Total earnings (\$)						
Year 1	7,815	9,413	-1,597*** (551)	6,263	6,345	-82†† (237)
Year 2	9,837	11,413	-1,577** (698)	7,337	7,331	6†† (299)
Year 3	10,786	11,854	-1,069 (842)	7,634	7,501	133 (365)
Years 1, 2, and 3	28,608	32,602	-3,994** (1,918)	21,084	21,244	-160† (830)
Years 2 and 3	20,826	23,117	-2,290 (1,494)	14,882	14,870	12 (648)
Sample size	510	522		2,162	2,150	

Source: SNAP employment and training evaluation UI wage records, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.32. Impacts on annual employment rates and total earnings, based on UI wage records, by monthly income as a percentage of poverty

Outcome	Lives in household with income below 50 percent of the federal poverty level			Lives in household with income equal to or above 50 percent of the federal poverty level		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%)						
Year 1	66.9	66.7	0.3 (1.4)	80.7	79.8	0.9 (2.3)
Year 2	59.0	59.8	-0.8 (1.4)	74.7	70.3	4.4*† (2.7)
Year 3	54.6	55.9	-1.3 (1.6)	69.9	66.4	3.5 (3.0)
Years 1, 2, or 3	79.1	79.3	-0.2 (1.3)	90.3	85.6	4.7**†† (2.1)
Years 2 or 3	65.8	67.9	-2.2 (1.5)	80.8	75.9	4.9*†† (2.7)
Total earnings (\$)						
Year 1	5,891	6,184	-293 (239)	9,473	10,173	-700 (548)
Year 2	7,017	7,249	-232 (302)	11,306	11,542	-236 (702)
Year 3	7,433	7,466	-33 (369)	12,073	11,711	362 (853)
Years 1, 2, and 3	20,270	20,930	-660 (841)	33,142	33,809	-667 (1,929)
Years 2 and 3	14,417	14,723	-306 (657)	23,613	23,423	190 (1,508)
Sample size	2,117	2,099		509	505	

Source: SNAP employment and training evaluation UI wage records, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.33. Impacts on annual employment rates and annual earnings, based on survey data, by age

Outcome	Ages 18 to 24			Ages 25 to 49			Age 50 or older		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%)									
Year 1	73.1	67.9	5.2 (9.1)	60.6	66.8	-6.2 (10.6)	57.2	47.7	9.5 (8.0)
Year 2	88.7	80.0	8.7 (8.5)	76.6	78.1	-1.5 (8.5)	68.1	64.8	3.3 (7.4)
Year 3	83.6	76.7	6.9 (7.9)	71.6	74.7	-3.2 (9.2)	66.4	64.6	1.8 (8.9)
Years 1, 2, or 3	94.2	95.9	-1.7 (4.6)	87.2	87.7	-0.4 (6.6)	80.0	71.8	8.2 (7.8)
Years 2 or 3	94.5	90.4	4.1 (7.2)	83.6	83.6	0.0 (7.2)	74.6	67.3	7.3 (7.6)
Average earnings during the year (\$)									
Year 1	9,620	12,972	-3,352 (2,851)	8,842	10,913	-2,071 (2,462)	8,964	8,448	516 (2,689)
Year 2	16,815	14,494	2,321 (2,484)	14,124	16,877	-2,753 (2,765)	12,647	12,752	-104 (2,237)
Year 3	19,384	14,912	4,471 (3,449)	15,509	16,878	-1,369 (3,076)	12,690	12,948	-257 (2,824)
Years 1, 2, and 3	45,819	42,379	3,440 (7,630)	38,476	44,668	-6,192 (7,626)	34,302	34,148	154 (5,022)
Years 2 and 3	36,199	29,406	6,792 (5,591)	29,634	33,755	-4,121 (5,616)	25,338	25,699	-362 (4,257)
Sample size	101	83		427	466		89	79	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.34. Impacts on annual employment rates and annual earnings, based on survey data, by severity of barriers to employment

Outcome	Fewest barriers (employed in past 12 months and high school diploma or equivalent)			Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)			Most barriers (not employed in past 12 months and no high school diploma or equivalent)		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%)									
Year 1	68.8	73.3	-4.5 (8.8)	55.8	55.9	-0.1 (7.4)	24.9	14.0	10.9 (14.5)
Year 2	85.7	82.1	3.6 (5.9)	66.2	70.6	-4.4 (6.5)	19.6	50.6	-31.0 (12.2)
Year 3	80.3	81.4	-1.1 (9.2)	69.0	66.4	2.6 (6.6)	32.3	32.1	0.2 (32.5)
Years 1, 2, or 3	92.8	93.3	-0.5 (5.4)	82.7	79.6	3.2 (6.4)	58.0	50.6	7.3 (24.3)
Years 2 or 3	89.9	89.3	0.6 (6.1)	80.5	75.9	4.6 (6.0)	48.8	50.6	-1.8 (23.6)
Average earnings during the year (\$)									
Year 1	10,290	13,218	-2,927 (2,091)	7,327	7,974	-647 (1,484)	1,379	1,316	63 (2,363)
Year 2	17,530	18,683	-1,153 (2,637)	10,121	12,865	-2,745 (1,878)	-378	5,515	-5,892 (5,476)
Year 3	19,322	18,870	452 (3,307)	11,464	13,163	-1,699 (2,456)	3,233	1,072	2,161 (4,272)
Years 1, 2, and 3	47,143	50,771	-3,628 (5,998)	28,911	34,002	-5,090 (4,900)	4,234	7,903	-3,668 (10,146)
Years 2 and 3	36,852	37,553	-701 (5,528)	21,585	26,028	-4,444 (4,143)	2,855	6,587	-3,731 (9,042)
Sample size	416	408		170	194		30	24	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.35. Impacts on annual employment rates and annual earnings, based on survey data, by recent employment history

Outcome	Employed in the 12 months before random assignment			Not employed in the 12 months before random assignment		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%)						
Year 1	66.5	71.9	-5.4* (3.2)	50.4	37.6	12.8**†† (6.5)
Year 2	80.7	81.1	-0.4 (2.9)	67.3	62.9	4.4 (6.3)
Year 3	75.7	78.9	-3.1 (3.0)	59.0	57.0	2.1 (6.6)
Years 1, 2, or 3	90.5	91.5	-1.0 (2.0)	74.9	71.3	3.7 (5.5)
Years 2 or 3	87.0	87.5	-0.5 (2.4)	74.4	68.6	5.7 (5.8)
Average earnings during the year (\$)						
Year 1	10,209	12,566	-2,357** (998)	6,373	4,521	1,852††† (1,129)
Year 2	15,910	17,436	-1,526 (1,121)	9,738	11,744	-2,006 (1,739)
Year 3	17,797	17,298	499 (1,200)	9,596	12,051	-2,455 (2,226)
Years 1, 2, and 3	43,915	47,300	-3,385 (2,659)	25,707	28,316	-2,609 (4,224)
Years 2 and 3	33,707	34,734	-1,027 (2,155)	19,334	23,794	-4,461 (3,699)
Sample size	489	478		130	149	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.36. Impacts on annual employment rates and annual earnings, based on survey data, by presence of children

Outcome	Individuals in households with children			Individuals in households without children		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%)						
Year 1	73.5	75.5	-2.1 (4.7)	59.2	62.3	-3.1 (3.3)
Year 2	86.3	80.8	5.5 (5.0)	74.3	75.7	-1.4 (3.0)
Year 3	76.6	78.1	-1.5 (5.1)	70.9	72.5	-1.7 (3.1)
Years 1, 2, or 3	92.4	89.6	2.8 (3.8)	84.6	86.2	-1.6 (2.3)
Years 2 or 3	90.5	86.4	4.0 (4.3)	81.2	81.9	-0.7 (2.6)
Average earnings during the year (\$)						
Year 1	12,192	14,470	-2,278 (1,559)	8,517	10,167	-1,650* (876)
Year 2	20,554	20,229	325 (1,977)	13,259	14,988	-1,729* (995)
Year 3	20,796	19,583	1,212 (2,178)	14,869	15,139	-270 (1,143)
Years 1, 2, and 3	53,542	54,282	-740 (4,544)	36,645	40,295	-3,649 (2,422)
Years 2 and 3	41,350	39,813	1,537 (3,940)	28,129	30,128	-1,999 (1,967)
Sample size	160	154		459	474	

Source: SNAP employment and training evaluation 12- and 36- month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.37. Impacts on annual employment rates and annual earnings, based on survey data, by monthly income as a percentage of poverty

Outcome	Lives in household with income below 50 percent of the federal poverty level			Lives in household with income equal to or above 50 percent of the federal poverty level		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%)						
Year 1	59.6	61.3	-1.8 (3.5)	71.5	75.6	-4.1 (5.4)
Year 2	75.9	74.8	1.1 (3.1)	79.5	83.7	-4.2 (4.9)
Year 3	72.0	71.4	0.6 (3.2)	74.6	82.0	-7.4 (4.9)
Years 1, 2, or 3	86.8	85.6	1.3 (2.4)	87.7	92.6	-4.9 (3.2)
Years 2 or 3	83.4	80.8	2.7 (2.7)	83.7	91.5	-7.8**†† (3.6)
Average earnings during the year (\$)						
Year 1	7,907	9,636	-1,729** (866)	12,903	15,030	-2,127 (1,620)
Year 2	13,519	15,343	-1,824* (1,099)	16,892	18,801	-1,909 (1,887)
Year 3	15,108	15,156	-48 (1,245)	19,390	19,680	-290 (2,060)
Years 1, 2, and 3	36,534	40,136	-3,602 (2,585)	49,185	53,510	-4,325 (4,436)
Years 2 and 3	28,627	30,500	-1,873 (2,161)	36,282	38,480	-2,199 (3,695)
Sample size	445	446		167	165	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.38. Impacts on annual SNAP participation rates and average SNAP benefit amount per year, based on SNAP administrative data, by age

Outcome	Ages 18 to 24			Ages 25 to 49			Age 50 or older		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Year 1	98.8	97.9	0.9 (0.8)	99.3	98.6	0.7 (0.6)	99.1	99.0	0.2 (1.2)
Year 2	57.1	58.5	-1.4 (3.3)	59.1	56.3	2.8 (2.5)	75.0	67.6	7.5* (4.3)
Year 3	44.6	47.4	-2.8 (4.0)	49.0	49.7	-0.7 (2.7)	60.5	53.9	6.6 (6.2)
Years 1, 2, or 3	99.0	99.0	0.0 (0.6)	99.4	99.0	0.4 (0.6)	99.2	99.5	-0.3 (0.8)
Years 2 or 3	63.3	66.9	-3.6 (3.1)	66.1	64.4	1.7 (2.5)	79.6	71.2	8.3 (5.3)
Average annual SNAP benefits received (\$)									
Year 1	1,545	1,464	81 (100)	1,749	1,642	107 (88)	1,714	1,583	131 (123)
Year 2	978	893	84 (97)	1,036	999	37 (89)	1,124	986	138 (104)
Year 3	930	822	108 (101)	956	925	31 (67)	972	856	116 (127)
Years 1, 2, and 3	3,452	3,179	273 (255)	3,741	3,566	175 (200)	3,810	3,424	386 (299)
Years 2 and 3	1,908	1,716	192 (181)	1,992	1,924	68 (145)	2,096	1,841	254 (207)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Year 1	48.9	46.7	2.1 (2.2)	54.9	49.9	5.1** (2.3)	64.7	59.5	5.2 (3.5)
Year 2	25.3	24.2	1.1 (2.1)	28.9	27.6	1.2 (2.2)	43.5	36.4	7.1* (3.7)
Year 3	21.6	21.0	0.6 (2.2)	25.6	25.7	-0.1 (1.5)	38.9	31.9	7.0 (4.4)
Years 1, 2, and 3	31.9	30.8	1.1 (1.8)	36.4	34.4	2.0 (1.4)	49.0	42.6	6.3* (3.5)
Years 2 and 3	23.6	22.7	0.9 (2.0)	27.3	26.7	0.6 (1.6)	41.2	34.2	7.0* (3.7)
Sample size	547	515		1,900	1,941		218	211	

Source: SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

^a Maximum household SNAP benefit amounts normalized by household size.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.39. Impacts on annual SNAP participation rates and average SNAP benefit amount per year , based on SNAP administrative data, by severity of barriers to employment

Outcome	Fewest barriers (employed in past 12 months and high school diploma or equivalent)			Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)			Most barriers (not employed in past 12 months and no high school diploma or equivalent)		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Year 1	98.9	98.4	0.5 (0.6)	99.8	98.2	1.6** (0.7)	98.9	99.5	-0.5 (0.9)
Year 2	59.2	57.5	1.8 (2.1)	61.1	56.2	5.0 (3.7)	63.8	62.3	1.5 (5.2)
Year 3	48.2	48.0	0.2 (2.1)	49.8	50.0	-0.2 (2.8)	53.4	58.5	-5.0 (5.0)
Years 1, 2, or 3	99.1	99.0	0.1 (0.4)	99.8	98.9	1.0** (0.4)	98.9	99.5	-0.5 (0.8)
Years 2 or 3	65.8	64.6	1.2 (1.9)	67.8	65.4	2.5 (3.1)	69.2	69.4	-0.2 (4.9)
Average annual SNAP benefits received (\$)									
Year 1	1,716	1,634	82 (79)	1,723	1,543	180* (88)	1,651	1,644	7 (156)
Year 2	1,031	980	51 (66)	1,044	946	98 (86)	942	1,090	-148 (108)
Year 3	927	861	65 (85)	971	912	59 (82)	1,065	1,154	-89 (136)
Years 1, 2, and 3	3,673	3,475	198 (192)	3,738	3,401	337 (225)	3,659	3,888	-229 (355)
Years 2 and 3	1,957	1,841	117 (137)	2,015	1,858	157 (153)	2,008	2,244	-236 (227)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Year 1	53.5	49.4	4.0** (1.7)	56.0	50.4	5.6** (2.7)	56.8	51.3	5.5** (2.4)
Year 2	28.2	27.2	1.0 (1.7)	30.5	27.5	3.0 (2.5)	32.7	30.2	2.6 (2.2)
Year 3	24.3	23.4	0.8 (2.0)	26.6	27.1	-0.4 (1.9)	34.4	30.5	3.9 (2.4)
Years 1, 2, and 3	35.2	33.4	1.9 (1.5)	37.7	35.0	2.7 (1.8)	41.3	37.6	3.7** (1.7)
Years 2 and 3	26.3	25.4	0.9 (1.7)	28.6	27.4	1.3 (1.8)	33.5	30.5	3.0 (2.0)
Sample size	1,559	1,574		876	885		229	204	

Source: SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

^a Maximum household SNAP benefit amounts normalized by household size.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.40. Impacts on annual SNAP participation rates and average SNAP benefit amount per year, based on SNAP administrative data, by recent employment history

Outcome	Employed in the 12 months before random assignment			Not employed in the 12 months before random assignment		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Year 1	99.0	98.3	0.8** (0.3)	99.6	98.9	0.7** (0.3)
Year 2	60.6	57.4	3.1** (1.5)	60.1	58.0	2.0 (2.6)
Year 3	49.0	48.8	0.2 (1.5)	50.4	51.4	-1.0 (2.7)
Years 1, 2, or 3	99.2	98.9	0.3 (0.3)	99.7	99.4	0.3 (0.3)
Years 2 or 3	66.8	65.4	1.4 (1.4)	67.2	65.1	2.1 (2.5)
Average annual SNAP benefits received (\$)						
Year 1	1,736	1,602	134*** (35)	1,696	1,614	82 (60)
Year 2	1,049	965	85** (40)	992	1,019	-27 (74)
Year 3	940	864	76* (42)	1,006	1,005	1 (79)
Years 1, 2, and 3	3,725	3,430	295*** (97)	3,694	3,638	57 (177)
Years 2 and 3	1,989	1,828	161** (74)	1,998	2,024	-26 (140)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Year 1	54.3	49.3	4.9*** (0.9)	56.7	51.8	4.9*** (1.6)
Year 2	29.0	26.9	2.0** (1.0)	31.3	29.6	1.7 (1.8)
Year 3	24.8	23.8	1.0 (1.0)	30.0	29.5	0.5 (1.9)
Years 1, 2, and 3	35.9	33.4	2.6*** (0.8)	39.3	37.1	2.3 (1.4)
Years 2 and 3	27.0	25.4	1.6* (0.9)	30.6	29.7	1.0 (1.7)
Sample size	1,998	2,012		671	655	

Source: SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

^a Maximum household SNAP benefit amounts normalized by household size.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.41. Impacts on annual SNAP participation rates and average SNAP benefit amount per year, based on SNAP administrative data, by presence of children

Outcome	Individuals in households with children			Individuals in households without children		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Year 1	99.3	99.0	0.3 (0.4)	99.2	98.3	0.9*** (0.3)
Year 2	72.1	67.0	5.1* (2.8)	57.6	55.2	2.4 (1.5)
Year 3	57.9	54.8	3.1 (2.9)	47.4	48.0	-0.6 (1.5)
Years 1, 2, or 3	99.5	99.0	0.5 (0.4)	99.3	99.0	0.3 (0.2)
Years 2 or 3	76.3	71.9	4.4* (2.6)	64.8	63.7	1.1 (1.4)
Average annual SNAP benefits received (\$)						
Year 1	3,203	3,074	129 (116)	1,374	1,249	125*** (25)
Year 2	2,138	1,927	211* (125)	769	744	25 (32)
Year 3	1,918	1,591	327*** (127)	728	723	5†† (34)
Years 1, 2, and 3	7,258	6,592	667** (307)	2,871	2,716	155** (75)
Years 2 and 3	4,056	3,518	538** (227)	1,497	1,467	30†† (60)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Year 1	57.7	55.0	2.7 (1.7)	54.2	48.7	5.5*** (0.8)
Year 2	36.9	33.7	3.1 (2.0)	27.8	26.1	1.7* (1.0)
Year 3	32.1	28.4	3.7* (2.1)	24.7	24.3	0.4 (1.0)
Years 1, 2, and 3	42.3	39.3	3.0* (1.6)	35.5	33.0	2.4*** (0.8)
Years 2 and 3	34.5	31.2	3.3* (1.8)	26.3	25.3	1.0 (0.9)
Sample size	510	522		2,162	2,150	

Source: SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

^a Maximum household SNAP benefit amounts normalized by household size.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.42. Impacts on annual SNAP participation rates and average SNAP benefit amount per year, based on SNAP administrative data, by monthly income as a percentage of poverty

Outcome	Lives in household with income below 50 percent of the federal poverty level			Lives in household with income equal to or above 50 percent of the federal poverty level		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Year 1	99.4	99.3	0.1 (0.2)	99.4	98.2	1.3*† (0.7)
Year 2	59.2	57.3	1.9 (1.5)	67.1	60.0	7.1** (2.9)
Year 3	49.1	49.8	-0.8 (1.5)	50.5	49.9	0.7 (3.0)
Years 1, 2, or 3	99.5	99.5	0.0 (0.2)	99.7	99.0	0.7 (0.5)
Years 2 or 3	66.3	65.5	0.7 (1.4)	70.8	66.3	4.6 (2.8)
Average annual SNAP benefits received (\$)						
Year 1	1,692	1,582	110*** (32)	1,923	1,754	170* (88)
Year 2	979	955	23 (38)	1,310	1,087	223***†† (93)
Year 3	918	895	23 (40)	1,103	952	151 (93)
Years 1, 2, and 3	3,588	3,432	156* (92)	4,336	3,793	543** (225)
Years 2 and 3	1,896	1,850	46 (71)	2,413	2,039	374***† (167)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Year 1	57.4	52.3	5.1*** (0.8)	45.7	41.8	3.9** (1.8)
Year 2	30.0	28.2	1.8* (1.0)	28.6	25.6	3.0 (1.9)
Year 3	26.4	26.2	0.2 (1.0)	24.7	22.2	2.5 (1.9)
Years 1, 2, and 3	37.8	35.6	2.2*** (0.8)	33.1	29.8	3.3** (1.5)
Years 2 and 3	28.2	27.3	1.0 (0.9)	26.7	23.9	2.8* (1.7)
Sample size	2,117	2,099		509	505	

Source: SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

^a Maximum household SNAP benefit amounts normalized by household size.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

IV. Subgroup tables and key findings for well-being outcomes

This section presents impacts of WONDER on well-being outcomes for select subgroups of individuals. Subgroups were based on individuals' age, barriers to employment, recent employment history, presence of children in the household, and income relative to the FPL.

The analyses presented in Chapter VII showed that for the full sample, WONDER had no impact on the likelihood of food insecurity or very low food security for WONDER group members relative to control group members. These findings were generally similar across subgroups:

- Across all subgroups, the impacts of WONDER on food insecurity did not differ statistically (Appendix Tables F.43 to F.47).
- Across subgroups defined by the presence of children in the household, the difference in impacts on very low food security were statistically significant; for individuals living in households with children, WONDER group members were more likely than control group members to have very low food security (Appendix Table F.46). Rates of very low food security were similar for WONDER and control group members living in households without children.

Table F.43. Impacts on food security, based on 36-month survey data, by age

Food security ^a (%)	Ages 18 to 24			Ages 25 to 49			Age 50 or older		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Living in a household that is food insecure	38.7	43.5	-4.8 (10.3)	51.9	49.7	2.2 (7.8)	55.5	50.7	4.8 (16.5)
Living in a household with very low food security	31.0	35.9	-5.0 (9.1)	33.1	29.9	3.2 (6.8)	31.4	28.9	2.5 (8.4)
Sample size	101	83		427	466		89	79	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

^a Food security measured over the 30 days prior to the survey interview.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.44. Impacts on food security, based on 36-month survey data, by severity of barriers to employment

	Fewest barriers (employed in past 12 months and high school diploma or equivalent)			Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)			Most barriers (not employed in past 12 months and no high school diploma or equivalent)		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Food security ^a (%)									
Living in a household that is food insecure	47.2	45.4	1.8 (7.3)	52.7	53.4	-0.7 (5.0)	77.5	85.9	-8.4 (17.8)
Living in a household with very low food security	32.8	30.4	2.5 (7.3)	30.7	30.7	0.0 (7.1)	63.0	63.8	-0.8 (20.2)
Sample size	416	408		170	194		30	24	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

^a Food security measured over the 30 days prior to the survey interview.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.45. Impacts on food security, based on 36-month survey data, by recent employment history

	Employed in the 12 months before random assignment			Not employed in the 12 months before random assignment		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Food security^a (%)						
Living in a household that is food insecure	48.9	48.2	0.8 (3.6)	61.3	51.5	9.9 (6.8)
Living in a household with very low food security	32.6	31.9	0.7 (3.4)	33.1	26.7	6.4 (5.9)
Sample size	489	478		130	149	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

^a Food security measured over the 30 days prior to the survey interview.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.46. Impacts on food security, based on 36-month survey data, by presence of children

	Individuals in households with children			Individuals in households without children		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	35.7	29.0	6.8 (5.8)	53.1	52.6	0.5 (3.6)
Living in a household with very low food security	24.3	14.2	10.1** (4.4)	35.1	34.3	0.8† (3.4)
Sample size	160	154		459	474	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

^a Food security measured over the 30 days prior to the survey interview.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Table F.47. Impacts on food security, based on 36-month survey data, by monthly income as a percentage of poverty

Food security ^a (%)	Lives in household with income below 50 percent of the federal poverty level			Lives in household with income equal to or above 50 percent of the federal poverty level		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Living in a household that is food insecure	52.7	51.1	1.6 (3.7)	41.0	41.4	-0.4 (5.9)
Living in a household with very low food security	33.2	33.4	-0.2 (3.5)	30.8	24.2	6.6 (5.6)
Sample size	445	446		167	165	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

^a Food security measured over the 30 days prior to the survey interview.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

Appendix G

Cost-Benefit Analysis

Cost estimation and analysis methods

The following series of tables present cost estimates of (1) WONDER, (2) all services WONDER group members received through WONDER, existing SNAP E&T, or community services, and (3) all services control group members received through existing SNAP E&T and the community. Below we describe the method of calculating each type of cost and the data sources used.

- **Costs of WONDER:** Estimated using SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers from 2015 to 2019 (Tables G.1. – G.4.). These costs include time for planning, recruiting, and providing services under WONDER to the WONDER group.
- **Costs of all services WONDER group members received:** Estimated using the unit costs of specific WONDER services (such as job search assistance) and individual-level data from the 12- and 36- month survey data on service receipt (Table G.5a.). These are the estimated costs of all services WONDER group members received through WONDER, existing SNAP E&T, or the community. The difference between the total cost of WONDER and the cost of all WONDER group services likely represents services that WONDER group members received outside of WONDER. Table G.5b presents a sensitivity analysis which uses the unit costs of services based on WIA data and survey data on service receipt to estimate the costs of all services WONDER group members received. The WIA data on unit costs of services was used to estimate the costs of all control group services because it reflects similar types of services to what control group members received. The difference between the estimates presented in G.5a. and G.5b is the source of the unit costs and could reflect differences in the level of cost available. For example, we assumed individuals received one assessment in using WIA unit costs, but WONDER unit costs reflect the average number of assessments WONDER group members received. More detail on these data sources and associated assumptions is presented in the technical supplement.
- **Costs of all services control group members received:** Estimated using the unit costs of specific services based on data from the WIA Gold Standard Evaluation (described in Chapter II and the technical supplement) and individual-level data from the 12- and 36- month survey data on service receipt (Table G.6a.). These are the estimated costs of all services control group members received through existing SNAP E&T and the community. Table G.6b presents a sensitivity analysis which uses the unit costs of services based on WONDER data and survey data on service receipt to estimate the costs of all services control group members received. The difference between the estimates presented in G.6a. and G.6b is the source of the unit costs and could highlight differences in the level of cost available for the WONDER group. For example, a higher cost in Table G.6b than in Table G.6a. could suggest that WONDER services were more expensive and took a longer time per person than is reflected in the WIA unit costs.
- **Per individual costs of services:** Table G.7. presents the cost per individual for (1) recruitment into WONDER, which covered WONDER and control group members, (2) WONDER services, (3) all services WONDER group members received, and (4) all services control group members received. Costs of recruitment per individual represent the average cost of recruiting one individual. The mean costs of services per individual and are estimated using the data sources described above for each group.

Table G.1. WONDER cost summary, by funding source and percentage of total

Cost category	Total cost	Percentage of total cost (%)	Grant funded		Other sources	
			Costs funded	Percentage of total cost (%)	Costs funded	Percentage of total cost (%)
Total costs	\$12,785,610	100.0	\$10,979,902	85.9	\$1,805,708	14.1
Planning period cost	\$1,028,609	8.1	\$494,475	3.9	\$534,134	4.2
Service period cost	\$11,757,001	92.0	\$10,485,427	82.0	\$1,271,574	10.0
Month 1	\$248,624	--	\$227,761	--	\$20,863	--
Month 2	\$268,411	--	\$228,277	--	\$40,133	--
Month 3	\$426,906	--	\$384,322	--	\$42,584	--
Month 4	\$318,229	--	\$277,365	--	\$40,864	--
Month 5	\$233,541	--	\$183,297	--	\$50,244	--
Month 6	\$274,378	--	\$214,555	--	\$59,823	--
Month 7	\$271,350	--	\$207,675	--	\$63,675	--
Month 8	\$267,707	--	\$231,544	--	\$36,163	--
Month 9	\$270,569	--	\$225,132	--	\$45,437	--
Month 10	\$308,057	--	\$261,237	--	\$46,820	--
Month 11	\$262,681	--	\$228,283	--	\$34,398	--
Quarter 5	\$895,033	--	\$796,134	--	\$98,899	--
Quarter 6	\$941,830	--	\$853,479	--	\$88,351	--
Quarter 7	\$927,480	--	\$845,889	--	\$81,591	--
Quarter 8	\$1,091,127	--	\$1,015,056	--	\$76,071	--
Quarter 9	\$1,073,431	--	\$994,151	--	\$79,280	--
Quarter 10	\$1,222,057	--	\$1,068,149	--	\$153,908	--
Quarter 11	\$975,814	--	\$854,882	--	\$120,931	--
Quarter 12	\$1,479,776	--	\$1,388,240	--	\$91,536	--

Source: SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers, 2015-2018.

Note: This table presents pilot costs, which were primarily for the WONDER group but also included planning and recruiting efforts that affected the control group. The planning period was considered to encompass the time between the award of the FNS grant and WONDER launch (April 2015 to March 2016). Service delivery costs represent the total reported in quarterly workbooks following the launch of WONDER. The final quarterly workbook included costs for any closeout activities that occurred after services ended. Cost workbooks asked for the total costs of the services provided to individuals in the WONDER group. For all costs reported in the workbooks, respondents were asked to report the percentage of the cost that was funded by the FNS grant. Remaining costs are assumed to be covered by other sources. All costs are presented in 2016 dollars. Hyphens indicate that percentage of total cost was not calculated for this period.

Table G.2. WONDER cost summary, by resource category

Resource category	Total	Grant funded		Other sources	
		Costs funded	Percentage of total category cost (%)	Costs funded	Percentage of total category cost (%)
Total costs	\$12,785,610	\$10,979,902	85.9	\$1,805,708	14.1
Staff and volunteer costs	\$9,034,973	\$7,775,583	86.1	\$1,259,389	13.9
Staff	\$8,940,155	\$7,775,583	87.0	\$1,164,572	13.0
Administrative staff ^a	\$3,003,829	\$2,084,629	23.3	\$919,201	10.3
Direct service staff	\$5,936,326	\$5,690,955	63.7	\$245,371	2.7
Volunteer	\$94,817	\$0	0.0	\$94,817	100.0
Direct service costs	\$801,732	\$700,946	87.4	\$100,787	12.6
Direct E&T services	\$55,825	\$42,412	76.0	\$13,414	24.0
Support services	\$270,569	\$183,196	67.7	\$87,373	32.3
Other service contracts ^b	\$475,338	\$475,338	100.0	\$0	0.0
New pilot supplies and equipment costs	\$367,633	\$352,420	95.7	\$15,212	4.3
Supplies	\$356,405	\$341,193	95.7	\$15,212	4.3
Equipment	\$11,228	\$11,228	100.0	\$0	0.0
Other overhead operating costs ^c	\$2,581,272	\$2,150,953	83.3	\$430,320	16.7
Overhead	\$587,043	\$318,466	54.3	\$268,577	45.8
Facilities and utilities	\$979,940	\$818,197	83.5	\$161,743	16.5
Indirect costs	\$1,014,290	\$1,014,290	100.0	\$0	0.0

Source: SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers, 2015-2018.

Note: This table presents pilot costs, which were primarily for the WONDER group but also included planning and recruiting efforts that affected the control group. Cost workbooks asked for the total costs of the services provided to individuals in the WONDER group. For all costs reported in the workbooks, respondents were asked to report the percentage of the cost that was funded by the FNS grant. Remaining costs are assumed to be covered by other sources. One provider – Polytech – reported that all of their facilities and utilities costs were included in reported indirect costs. One provider – NCRC – used donated facilities to provide direct services. We used the square footage of the space used for services and the zip code to estimate a cost for these facilities. All costs are presented in 2016 dollars.

^a We used staff titles and primary responsibilities reported in the cost workbooks to categorize staff and their associated costs as either administrative (including staff such as accountants, executive leadership, supervisors, or SNAP eligibility staff) or direct service related (including partner and provider staff delivering services such as case management).

^b Other service contracts represent costs paid by a partner or provider to another organization for a direct service such as education or occupational skills training. We assumed service contracts included all the costs of service, including staff, direct costs, supplies and equipment, and other overhead and operating costs. For example, a contract for teaching services.

^c Overhead and operating costs include those for facilities, utilities, and other administrative and indirect expenses.

Table G.3a. Estimated WONDER costs overall and by service type

Costs	Total costs	Percentage of total
Total costs ^a	\$12,785,610	100.0
Direct services estimates	\$2,322,906	18.2
Assessments	\$352,599	2.8
Case management	\$913,263	7.1
Job readiness or life skills workshop	\$297,867	2.3
Education	\$18,178	0.1
Occupational skills training	\$205,184	1.6
Support services	\$274,977	2.2
Work-based learning	\$3,420	0.0
Other direct service contracts	\$257,417	2.0
Administration estimates	\$10,462,704	81.8
Ongoing administration costs ^b	\$6,794,082	53.1
Recruitment costs ^c	\$2,640,013	20.7
Planning period costs ^a	\$1,028,609	8.1

Source: SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers, 2015-2018; and SNAP employment and training evaluation survey of direct service provider time use, 2016-2018.

Note: This table presents pilot costs, which were primarily for the WONDER group but also included planning and recruiting efforts that affected the control group. The estimated costs of case management, job readiness or life skills workshop, and assessments include costs for staff, supplies and equipment, and overhead and operating costs, which were allocated using the average percentage of time spent on these activities in the time-use survey. The estimated costs of support services, other direct service contracts, work-based learning, occupational skills training, and education do not include costs for staff, supplies and equipment, or overhead and operating costs. Other direct service contracts included contracts for database management. We assumed these costs were either built into those payments or the associated staff time and costs were represented as case management. All costs are presented in 2016 dollars.

^a Represents the actual reported cost presented in Table G.1. The other costs presented in this table were estimated as described in the table note.

^b Ongoing administration costs include service contracts that cannot be assigned to one of the defined direct services, such as a subcontract for interpretation services. Ongoing administration costs also include the costs of other WONDER-related activities that are not direct services, including staff meetings and supervision and other activities.

^c Recruitment costs include labor, service contracts, and other costs used to recruit both WONDER and control group members into the pilot. Half of the individuals recruited were randomly assigned to the WONDER group and half were assigned to the control group.

Table G.3b. Estimated WONDER costs overall and by service type, including the costs of ongoing administration

Costs	Total costs	Percentage of total
Total costs ^a	\$12,785,610	100.0
Operating costs by service type ^b	\$9,116,988	71.3
Assessments	\$1,512,417	11.8
Case management	\$3,917,289	30.6
Job readiness or life skills workshop	\$1,277,651	10.0
Education	\$77,971	0.6
Occupational skills training	\$880,104	6.9
Support services	\$1,179,469	9.2
Work-based learning	\$14,670	0.1
Other direct service contracts	\$257,417	2.0
Other administration estimates	\$3,668,622	28.7
Recruitment costs	\$2,640,013	20.7
Planning period costs	\$1,028,609	8.1

Source: SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers, 2015-2018; and SNAP employment and training evaluation survey of direct service provider time use, 2016-2018.

Note: This table presents pilot costs, which were primarily for the WONDER group but also included planning and recruiting efforts that affected the control group. The estimated costs of case management, job readiness or life skills workshop, and assessments include costs for staff, supplies and equipment, and overhead and operating costs, which were allocated using the average percentage of time spent on these activities in the time-use survey. The estimated costs of support services, other direct service contracts, work-based learning, occupational skills training, and education do not include costs for staff, supplies and equipment, or overhead and operating costs. Other direct service contracts included contracts for database management. We assumed these costs were either built into those payments or the associated staff time and costs were represented as case management. All costs are presented in 2016 dollars.

^a Represents the actual reported cost presented in Table G.1. The other costs presented in this table were estimated as described in the table note.

^b Operating costs are the estimated cost of direct services including the ongoing administration cost. Ongoing administration costs include other direct service contracts that cannot be assigned to one of the defined direct services, such as a subcontract for interpretation services. Ongoing administration costs also include the costs of other WONDER-related activities that are not direct services, including staff meetings and supervision and other activities. The ongoing administration costs presented in Table G.3a have been allocated proportionally across direct service types in this table.

Table G.4. Average percentage of time direct service provider staff spent on key pilot activities

Key activities	Percentage of total time
Direct service activities	
Assessments	10.3
Case management	31.9
Job readiness or life skills workshop	7.5
Administration activities	
Staff meetings and supervision	14.5
Recruitment and enrollment	32.0
Other pilot activities	0.0
Evaluation activities	3.8
Total	100

Source: SNAP employment and training evaluation survey of direct service provider time use, 2016-2018.

Note: This table shows the average percentage of time direct service staff spent on key pilot activities during the first, second, and third rounds of the time-use survey (fall 2016, summer 2017, and summer 2018). Twenty-five direct service staff were randomly selected to respond in each round. Direct services, including support services, other direct service contracts, work-based learning, occupational skills training, and education, are not included because we assumed staff costs were either built into those payments or the associated staff time and costs were represented as case management. Evaluation costs are excluded from all cost estimates, but this table includes time staff spent on the evaluation.

Table G.5a. Estimated costs overall and by service type for the WONDER group for WONDER services, existing SNAP E&T services, or community-offered services, using pilot cost estimates and survey data

Costs	Total costs	Percentage of total
Total service costs estimate ^a	\$8,309,641	100.0
Operating costs by service type ^b		
Assessments	\$1,425,594	17.2
Case management	\$1,393,435	16.8
Job readiness or life skills workshop	\$2,909,932	35.0
Education	\$187,949	2.3
Occupational skills training	\$131,306	1.6
Support services	\$1,949,005	23.5
Work-based learning	\$55,002	0.7
Other direct service contracts ^c	\$257,417	2.0

Source: SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers, 2015-2018; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: This table estimates the cost of all services WONDER group members might have received from the pilot WONDER services, existing SNAP E&T services, or community offered services. The pilot cost estimates reflect the costs of services funded by grant and non-grant sources through pilot service providers. WONDER group members could have received services through existing SNAP E&T or other community-offered programs while enrolled in the pilot, which would not be reflected in the WONDER cost data. The estimates in this table test the sensitivity of the WONDER group cost estimates to using an alternative estimate of services received during pilot enrollment. The SNAP employment and training evaluation 12- and 36-month surveys provide information on services received through the pilot, existing SNAP E&T, and other community-offered programs. The estimates were calculated as the product of the costs per WONDER group member for each type of direct service and the number of WONDER group members who received each type of direct service. Costs of each service type per WONDER group member were calculated by dividing the overall cost of each direct service by the number of individuals in the administrative service use data who received that service. To estimate the number of all WONDER group members who received a given direct service, we applied the survey-based percentage of WONDER group members who received the direct service in the surveys to the total number of WONDER group members enrolled in the pilot. The WONDER cost of administration was added by applying the percentage of total costs represented by the costs of administration to each estimate. All costs are presented in 2016 dollars.

^a This total cost estimate is the sum of the estimates of direct services and ongoing administration costs. It does not include recruitment or planning period costs (which covered both WONDER and control group members).

^b Operating costs are the estimated cost of direct services including the ongoing administration cost.

^c Represents the actual cost reported for other direct service contract costs (which covered WONDER group services only).

Table G.5b. Estimated costs, overall and by service type for the WONDER group for WONDER services, existing SNAP E&T services, or community-offered services: sensitivity analysis using WIA cost estimates and survey data

Costs	Total costs	Percentage of total
Total service costs estimate ^a	\$8,898,240	100.0
Operating costs by service type ^b		
Assessments	\$22,438	0.3
Case management	\$4,877,741	54.8
Job readiness or life skills workshop ^c	\$236,492	2.7
Education	\$1,834,565	20.6
Occupational skills training	\$153,162	1.7
Support services ^d	\$122,673	1.4
Work-based learning ^e	\$1,651,167	18.6
Other direct service contracts ^f	\$257,417	2.0

Source: WIA Gold Standard Evaluation cost estimates 2012; SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: This sensitivity analysis provides context for how WONDER group costs compare to estimated control group costs, which were calculated using data from the WIA Gold Standard Evaluation. The estimates in this table test the sensitivity of the WONDER group cost estimates to using the same methods that were used to calculate the control group cost estimates. The estimates were calculated as the product of the WIA costs per individual for each type of direct service and the number of WONDER group members who received each type of direct service in the SNAP employment and training evaluation 12- and 36-month survey data. To estimate the number of all WONDER group members who received a given direct service, we applied the survey-based percentage of WONDER group members who received the direct service in the surveys to the total number of WONDER group members enrolled in the pilot. Administration costs are included in the WIA cost estimates and are therefore represented in these estimates. All costs are presented in 2016 dollars.

^a This total cost estimate is the sum of the estimates of direct services and ongoing administration costs. It does not include recruitment or planning period costs (which covered both WONDER and control group members) or other direct service contract costs (which covered WONDER group services only).

^b Operating costs are the estimated cost of direct services including the ongoing administration cost.

^c Job readiness or life skills workshop costs are equated with the costs of similar services from the WIA Gold Standard Evaluation. The most similar WIA Gold Standard evaluation services were job club (an open group meeting to discuss job search strategies), resource room visits (an open room with computers and job search resources), and workshop (a structured class on a job search topic, such as resume writing). Based on the existing SNAP E&T services available in Delaware we assumed that control group members who reported receiving job search assistance or job readiness or skills training in the SNAP employment and training evaluation 12- or 36-month survey received or participated in 1 job club, 1 resource room visit, and 1 workshop.

^d The cost of support services was estimated using FNS-583 data on existing SNAP E&T support service expenditures (also called participant reimbursements) and participation numbers from fiscal year 2018 for Delaware. This is the same cost that was used for other control group estimates instead of using WIA Gold Standard Evaluation cost estimates on support services.

^e Work-based learning costs are equated with the costs of similar services from the WIA Gold Standard evaluation. The most similar WIA Gold Standard evaluation services were on-the-job training (subsidized specific job training which occurs with an employer in a workplace) and other training at an employer.

^f This is the actual cost reported for other direct service contract costs (which covered WONDER group services only).

Table G.6a. Estimated costs overall and by service type for the control group for existing SNAP E&T services or community-offered services, using WIA costs and survey data

Costs	Total costs	Percentage of total
Total service costs estimate	\$5,240,165	100.0
Operating costs by service type ^a		
Assessments	\$13,171	0.3
Case management	\$2,117,745	40.4
Job readiness or life skills workshop ^b	\$173,670	3.3
Education	\$1,827,461	34.9
Occupational skills training	\$188,720	3.6
Support services ^c	\$102,720	2.0
Work-based learning ^d	\$816,679	15.6

Source: WIA Gold Standard Evaluation cost estimates 2012; FNS-583 data 2018; SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Control group cost estimates were calculated as the product of the WIA costs per individual for each type of direct service and the number of control group members who received each type of direct service in the SNAP employment and training evaluation 12- and 36- month survey data. To estimate the number of all control group members who received a given direct service, we applied the survey-based percentage of control group members who received the direct service in the surveys to the total number of control group members enrolled in the pilot. Administration costs are included in the WIA cost estimates and are therefore represented in these estimates. All costs are presented in 2016 dollars.

^a Operating costs are the estimated cost of direct services including the ongoing administration cost.

^b Job readiness or life skills workshop costs are equated with the costs of similar services from the WIA Gold Standard Evaluation. The most similar WIA Gold Standard evaluation services were job club (an open group meeting to discuss job search strategies), resource room visits (an open room with computers and job search resources), and workshop (a structured class on a job search topic, such as resume writing). Based on the existing SNAP E&T services available in Delaware we assumed that control group members who reported receiving job search assistance or job readiness or skills training in the SNAP employment and training evaluation 12- or 36- month survey received or participated in 1 job club, 1 resource room visit, and 1 workshop.

^c The cost of support services was estimated using FNS-583 data on existing SNAP E&T support service expenditures (also called participant reimbursements) and participation numbers from fiscal year 2018.

^d Work-based learning costs are equated with the costs of similar services from the WIA Gold Standard evaluation. The most similar WIA Gold Standard evaluation services were on-the-job training (subsidized specific job training which occurs with an employer in a workplace) and other training at an employer.

Table G.6b. Estimated costs overall and by service type for the control group for existing SNAP E&T services or community-offered services: sensitivity analyses using pilot cost estimates and survey data

Costs	Total costs	Percentage of total
Total service costs estimate	\$7,921,345	100.0
Operating costs by service type ^a		
Assessments	\$1,151,971	14.5
Case management	\$832,845	10.5
Job readiness or life skills workshop	\$2,885,144	36.4
Education	\$285,889	3.6
Occupational skills training	\$222,728	2.8
Support services	\$2,246,675	28.4
Work-based learning	\$38,676	0.5

Source: SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers, 2015-2018; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: This sensitivity analysis provides context for how control group costs compare to WONDER group costs. The estimates in this table test the sensitivity of the control group cost estimates to using WONDER group costs per individual by service type to calculate an alternative estimate. The estimates were calculated as the product of the WONDER group costs per individual for each type of direct service and the number of control group members who received each type of direct service in the SNAP employment and training evaluation 12- and 36- month survey data. To estimate the number of all control group members who received a given direct service, we applied the survey-based percentage of control group members who received the direct service in the surveys to the total number of control group members enrolled in the pilot. The WONDER cost of administration was added by applying the percentage of total costs represented by costs of administration to each estimate. All costs are presented in 2016 dollars.

^a Operating costs are the estimated cost of direct services including the ongoing administration cost.

Table G.7. Costs per individual, for WONDER and control group members

	Mean
Cost of recruitment per individual	\$388
Cost of services per WONDER group member	
WONDER services only	\$2,857
Operating costs ^a	\$2,775
Subsidized earnings while in program	\$1
Support services while in program	\$81
WONDER services, existing SNAP E&T services, or community-offered services	\$1,750
Operating costs ^a	\$1,657
Subsidized earnings while in program	\$3
Support services while in program	\$90
Cost of services per control group member	\$1,392
Operating costs	\$1,121
Subsidized earnings while in program	\$240
Support services while in program	\$30

Source: SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers, 2015-2018; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: The estimates in this table describe the cost per individual of pilot recruitment and ongoing services and administration for WONDER and control group members. The cost of pilot recruitment per individual is the overall cost of recruitment divided by the number of individuals enrolled in both the WONDER and control groups. The cost of services per WONDER and control group member are the means of the individual-level estimates of the costs of services for each WONDER and control group member based on the services they received and the per individual costs by service type. We use the difference of the WONDER and control group costs estimated using the 12- and 36-month survey data as the net costs presented in the cost-benefit analysis in subsequent tables because these costs most accurately reflect all the services individuals received and which contributed to impacts on earnings and other outcomes. All costs are presented in 2016 dollars.

^a Operating costs are the estimated cost of direct services including the ongoing administration cost.

The costs of supplies and equipment (\$129,223) that were incurred during the planning period are included in the operating costs amount per individual. No other planning period costs are included.

Cost per WONDER group member (WONDER services only): standard error \$39; range \$168–\$16,674; confidence interval \$2,698–\$2,852.

Cost per WONDER group member (WONDER services, existing SNAP E&T services, or community-offered services): standard error \$49; range \$168–\$7,002; confidence interval \$1,562–\$1,753.

Cost per control group member: standard error \$139; range \$0–\$28,350; confidence interval \$849–\$1,393.

Cost-benefit analysis methods

The cost-benefit accounting frameworks presented in the following series of tables provides a list of potential benefits and costs from three perspectives (1) individuals enrolled in services, (2) government and taxpayers, and (3) society, which represents the sum of the other two perspectives. Below we describe the method of calculating the benefit or cost and the data sources used.

- **Earnings:** Estimated using the cumulative earnings outcomes based on UI wage records and 12- and 36-month follow-up survey data.
- **Fringe benefits:** Estimated using the average value of fringe benefits as a percentage of earnings from the Department of Labor National Compensation Survey (20.9 percent of earnings).
- **Taxes:** Estimated using the marginal tax rate for federal, State, and Social Security taxes on earnings for the State and year. The estimate uses the marital status of the majority of individuals in the baseline survey data. A 2.6 percent excise tax is also included. Tax rates were calculated using TaxSim, a tax simulator from the National Bureau of Economic Research, available at <http://users.nber.org/~taxsim/taxsim32/>. A tax value which is positive to individuals and negative to government and taxpayers reflects that individuals received a tax refund.
- **SNAP and TANF benefits:** Estimated using the cumulative SNAP and TANF benefits outcomes based on SNAP administrative data.
- **Administration costs:** Estimated using publicly available information on the fraction of assistance accounted for by administrative costs from Food and Nutrition Service and Administration for Children and Families sources. Estimate for SNAP: 11.8 percent of benefits (Food and Nutrition Service. “Supplemental Nutrition Assistance Program State Activity Report, Fiscal Year 2016.” Available at <https://fns-prod.azureedge.net/sites/default/files/snap/FY16-State-Activity-Report.pdf> accessed December 15, 2020. (Table 10 total, p. 12 divided by Table 5 total, p. 5). Estimate for TANF: 6.3 percent of benefits (“TANF Financial Data, Fiscal Year 2016.” Available at <https://www.acf.hhs.gov/ofa/resource/tanf-financial-data-fy-2016> accessed December 15, 2020. [Table A.1, p. 6]).
- **Net operating costs:** Estimated by calculating the difference between WONDER and control group costs per individual. These costs excluded planning period costs but included the costs of supplies and equipment incurred during the planning period that supported ongoing services once they started.
- **Net subsidized earnings and support service costs:** Estimated by calculating the difference between WONDER and control group costs per individual. Subsidized earnings and support services directly benefit individuals while they are enrolled in services. We assumed the subsidized earnings benefitting individuals are reflected in the earnings impacts presented as the first row in the benefits section of the table. All earnings presented in the first row in the benefits section of the table are included in the fringe and tax estimates, though we do not know the extent to which subsidized earnings would have translated into these benefits in practice. These subsidized earnings are offset by the costs to government and taxpayers, which is represented in the second row of the costs section of the table. We presented the support services as a benefit (positive transfer) to individuals under the third row of the cost section of the table and these support services are offset by the costs to government and taxpayers in the same row. Both subsidized earnings and support services are assumed to have a net neutral (zero) benefit to society because the benefits are offset by the costs.

- **Net benefit:** Estimated by calculating the difference between total benefits and total costs for each perspective. A negative net benefit is a net cost to that perspective.
- **Benefit cost ratio:** Estimated by calculating the quotient of total benefits and total costs to society. A benefit-cost ratio greater than one represents greater benefits than costs to society, and a number less than one suggests fewer benefits than costs. For example, a benefit-cost ratio of two suggests that society benefits by two dollars for every one dollar invested; a benefit-cost ratio of negative 2 suggests that society loses two dollars for every one dollar invested.

Table G.8. Benefits and costs associated with WONDER services, existing SNAP E&T services, or community-offered services, for the WONDER group compared to the control group, UI wage records

	Perspective		
	WONDER group	Government and taxpayers	Society
Benefits (\$)			
Employment and earnings			
Earnings (UI wage records)	-859	0	-859
Fringe benefits	-180	0	-180
Tax payments	210	-210	0
Use of public benefits			
SNAP benefits	211***	-211	0
TANF benefits	8	-8	0
Reduced administration costs	0	-25	-25
Total benefits	-609	-455	-1,064
Costs (\$)			
Net operating costs	0	-536	-536
Net subsidized earnings while in services	0	238	238
Net support services while in services	59	-59	0
Total costs	59	-358	-299
Net benefit (\$)	-550	-813	-1,363
Benefit-cost ratio			-3.57

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers, 2015-2018; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates, 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

***/**/* Difference in earnings between the WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

The standard error of the cost per WONDER group member is \$39 and of the cost per control group member is \$139

Table G.9. Benefits and costs associated with WONDER services, existing SNAP E&T services, or community-offered services, for the WONDER group compared to the control group, 36-month survey data

	Perspective		
	WONDER group	Government and taxpayers	Society
Benefits (\$)			
Employment and earnings			
Earnings (survey data)	-3,101	0	-3,101
Fringe benefits	-648	0	-648
Tax payments	819	-819	0
Use of public benefits			
SNAP benefits	211***	-211	0
TANF benefits	8	-8	0
Reduced administration costs	0	-25	-25
Total benefits	-2,711	-1,063	-3,774
Costs (\$)			
Net operating costs	0	-536	-536
Net subsidized earnings while in services	0	238	238
Net support services while in services	59	-59	0
Total costs	59	-358	-299
Net benefit (\$)	-2,651	-1,421	-4,073
Benefit-cost ratio			-12.64

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers, 2015-2018; SNAP employment and training evaluation administrative service use data; and WIA Gold Standard Evaluation cost estimates, 2012.

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

The standard error of the cost per WONDER group member is \$39 and of the cost per control group member is \$139.

Sensitivity analyses for cost-benefit analysis

We conducted a number of sensitivity analyses to determine whether the main conclusions are sensitive to the many assumptions needed to conduct a cost-benefit analysis. We examined the sensitivity of our results to the following changes in these assumptions to ensure that none were crucial to our findings.

- **Alternative fringe benefit rates.** The main analysis uses a single fringe benefit rate for the pilot (20.9 percent). Individuals' actual fringe benefit rates could vary based on their employment and other household factors (such as having children). We used an alternative fringe benefit rate to assess the sensitivity of benefit estimates to those assumptions. We decreased and increased fringe benefit rates by 5 percent of earnings to estimate an alternative set of net benefits and benefit-cost ratios.
- **Alternative tax rates.** The main analysis uses a single marginal tax rate for the pilot based on the earnings impact and the characteristics of individuals in the pilot at enrollment. Individuals' effective tax rates could vary based on their earnings and other deductions (such as having children). We decreased and increased tax rates by 5 percent to estimate an alternative set of net benefits and benefit-cost ratios.
- **Alternative discount rates.** The main analysis uses discount rate to convert all benefits and costs incurred after 2016 to their 2016 value. The discount rate was based on the rate of return of a 30-year Treasury bond rate as of January 1, 2016 (approximately when the pilots started), which was 2.98 percent. This sensitivity analysis uses an alternative Treasury bond rate to assess the sensitivity of estimates to different rates of return through the discount rate. We used discount rates of 2 percent and 4 percent to estimate an alternative set of net benefits and benefit-cost ratios.
- **Alternative assumption that subsidized earnings are not included in UI wage record estimates of earnings.** The main analysis assumes that subsidized earnings provided to individuals engaged in work-based learning activities were reported to State UI agencies and were included in UI wage record estimates of earnings. It is possible that not all providers reported subsidized earnings to State UI agencies. This sensitivity analysis uses the alternative assumption that subsidized earnings are not included in UI wage record estimates of earnings, but instead were a direct transfer benefitting individuals. There were no changes to how this assumption impacted the costs of subsidized earnings to the government or society. We assumed subsidized earnings are included in 36-month survey estimates of earnings.
- **Alternative assumption that treatment group members only received services through WONDER.** The main analysis assumes that WONDER group members received additional services outside of WONDER through existing SNAP E&T and the community. We use data from the 12- and 36-month follow-up surveys to estimate service receipt for WONDER group members, and assume any difference in estimate costs of WONDER and all services WONDER group members received based on the survey is attributed to services received outside of WONDER. Survey data are self-reported and could over or underestimate the services that WONDER group members received. This sensitivity analysis uses the alternative assumption that WONDER group members only received services through WONDER and estimates the net benefits using these alternate estimates of costs.

Table G.10. Benefits and costs associated with WONDER services, existing SNAP E&T services, or community-offered services, for the WONDER group compared to the control group: summary of sensitivity analyses for UI wage records and 36-month survey data

	Net benefit, by perspective			Benefit-cost ratio for society
	WONDER group	Government and taxpayers	Society	
UI wage records (\$)				
Main specification	-550	-813	-1,363	-3.57
5% lower fringe rate	-507	-813	-1,320	-3.42
5% higher fringe rate	-593	-813	-1,406	-3.71
5% lower tax rate	-593	-770	-1,363	-3.57
5% higher tax rate	-507	-856	-1,363	-3.57
2% discount rate	-558	-891	-1,449	-2.95
4% discount rate	-150	-1,123	-1,273	-4.63
Subsidized earnings not included in UI wage records	-788	-813	-1,600	-1.99
Using costs of WONDER services only	-559	-1,920	-2,479	-0.75
36-month survey data (\$)				
Main specification	-2,651	-1,421	-4,073	-12.64
5% lower fringe rate	-2,496	-1,421	-3,917	-12.12
5% higher fringe rate	-2,806	-1,421	-4,228	-13.16
5% lower tax rate	-2,806	-1,266	-4,073	-12.64
5% higher tax rate	-2,496	-1,576	-4,073	-12.64
2% discount rate	-2,712	-1,514	-4,226	-10.51
4% discount rate	-2,591	-1,324	-3,915	-16.32
Using costs of WONDER services only	-2,660	-2,528	-5,188	-2.67

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers 2015-2018; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Notes: The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

Table G.11a. Benefits and costs associated with WONDER services, existing SNAP E&T services, or community-offered services, for the WONDER group compared to the control group, UI wage records: sensitivity analyses from the perspective of WONDER group members

		Sensitivity analyses from the perspective of individuals							Cost estimates
		Fringe rates		Tax rates		Discount rates		Subsidized earnings	
		Main specification	5% lower fringe rate	5% higher fringe rate	5% lower tax rate	5% higher tax rate	2% discount rate	4% discount rate	
Benefits (\$)									
Employment and earnings									
Earnings (UI wage records)	-859	-859	-859	-859	-859	-873	-845	-859	-859
Fringe benefits	-180	-137	-223	-180	-180	-182	-177	-180	-180
Tax payments	210	210	210	167	253	213	598	210	210
Use of public benefits									
SNAP benefits	211	211	211	211	211	216	206	211	211
TANF benefits	8	8	8	8	8	8	8	8	8
Reduced administration costs	0	0	0	0	0	0	0	0	0
Total benefits	-609	-567	-652	-652	-567	-618	-209	-609	-609
Costs (\$)									
Net operating costs	0	0	0	0	0	0	0	0	0
Net subsidized earnings while in services	0	0	0	0	0	0	0	-238	0
Net support services while in services	59	59	59	59	59	60	59	59	51
Total costs	59	59	59	59	59	60	59	-178	51
Net benefit (\$)	-550	-507	-593	-593	-507	-558	-150	-788	-559

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers, 2015-2018; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates, 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Table G.11a. Benefits and costs associated with WONDER services, existing SNAP E&T services, or community-offered services, for the WONDER group compared to the control group, UI wage records: sensitivity analyses from the perspective of WONDER group members
(continued)

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. The benefit-cost ratio is the quotient of the total benefits and total costs. A negative net benefit is a net cost. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

The standard error of the cost per WONDER group member is \$39 and of the cost per control group member is \$139.

Table G.11b. Benefits and costs associated with WONDER services, existing SNAP E&T services, or community-offered services, for the WONDER group compared to the control group, UI wage records: sensitivity analyses from the perspective of government and taxpayers

		Sensitivity analyses from the perspective of government and taxpayers							Cost estimates
		Fringe rates		Tax rates		Discount rates		Subsidized earnings	
		5% lower fringe rate	5% higher fringe rate	5% lower tax rate	5% higher tax rate	2% discount rate	4% discount rate	Not included in UI wage records	
	Main specification								Using costs of WONDER services only
Benefits (\$)									
Employment and earnings									
Earnings (UI wage records)	0	0	0	0	0	0	0	0	0
Fringe benefits	0	0	0	0	0	0	0	0	0
Tax payments	-210	-210	-210	-167	-253	-213	-598	-210	-210
Use of public benefits									
SNAP benefits	-211	-211	-211	-211	-211	-216	-206	-211	-211
TANF benefits	-8	-8	-8	-8	-8	-8	-8	-8	-8
Reduced administration costs	-25	-25	-25	-25	-25	-26	-25	-25	-25
Total benefits	-455	-455	-455	-412	-498	-463	-838	-455	-455
Costs (\$)									
Net operating costs	-536	-536	-536	-536	-536	-596	-473	-536	-1,653
Net subsidized earnings while in services	238	238	238	238	238	229	247	238	239
Net support services while in services	-59	-59	-59	-59	-59	-60	-59	-59	-51
Total costs	-358	-358	-358	-358	-358	-427	-285	-358	-1,465
Net benefit (\$)	-813	-813	-813	-770	-856	-891	-1,123	-813	-1,920

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers, 2015-2018; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates, 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater

Table G.11b. Benefits and costs associated with WONDER services, existing SNAP E&T services, or community-offered services, for the WONDER group compared to the control group, UI wage records: sensitivity analyses from the perspective of government and taxpayers *(continued)*

than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

The standard error of the cost per WONDER group member is \$39 and of the cost per control group member is \$139.

Table G.11c. Benefits and costs associated with WONDER services, existing SNAP E&T services, or community-offered services, for the WONDER group compared to the control group, UI wage records: sensitivity analyses from the perspective of society

		Sensitivity analyses from the perspective of society						Subsidized earnings	Cost estimates
		Fringe rates		Tax rates		Discount rates			
		5% lower fringe rate	5% higher fringe rate	5% lower tax rate	5% higher tax rate	2% discount rate	4% discount rate		
	Main specification							Not included in UI wage records	Using costs of WONDER services only
Benefits (\$)									
Employment and earnings									
Earnings (UI wage records)	-859	-859	-859	-859	-859	-873	-845	-859	-859
Fringe benefits	-180	-137	-223	-180	-180	-182	-177	-180	-180
Tax payments	0	0	0	0	0	0	0	0	0
Use of public benefits									
SNAP benefits	0	0	0	0	0	0	0	0	0
TANF benefits	0	0	0	0	0	0	0	0	0
Reduced administration costs	-25	-25	-25	-25	-25	-26	-25	-25	-25
Total benefits	-1,064	-1,021	-1,107	-1,064	-1,064	-1,082	-1,047	-1,064	-1,064
Costs (\$)									
Net operating costs	-536	-536	-536	-536	-536	-596	-473	-536	-1,653
Net subsidized earnings while in services	238	238	238	238	238	229	247	0	239
Net support services while in services	0	0	0	0	0	0	0	0	0
Total costs	-299	-299	-299	-299	-299	-367	-226	-536	-1,414
Net benefit (\$)	-1,363	-1,320	-1,406	-1,363	-1,363	-1,449	-1,273	-1,600	-2,479
Benefit-cost ratio	-3.57	-3.42	-3.71	-3.57	-3.57	-2.95	-4.63	-1.99	-0.75

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers, 2015-2018; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates, 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Table G.11c. Benefits and costs associated with WONDER services, existing SNAP E&T services, or community-offered services, for the WONDER group compared to the control group, UI wage records: sensitivity analyses from the perspective of society *(continued)*

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

The standard error of the cost per WONDER group member is \$39 and of the cost per control group member is \$139.

Table G.12a. Benefits and costs associated with WONDER services, existing SNAP E&T services, or community-offered services, for the WONDER group compared to the control group, 36-month survey data: sensitivity analyses from the perspective of WONDER group members

		Sensitivity analyses from the perspective of individuals						Cost estimates
		Fringe rates		Tax rates		Discount rates		
		Main specification	5% lower fringe rate	5% higher fringe rate	5% lower tax rate	5% higher tax rate	2% discount rate	4% discount rate
Benefits (\$)								
Employment and earnings								
Earnings (36-month survey data)	-3,101	-3,101	-3,101	-3,101	-3,101	-3,170	-3,031	-3,101
Fringe benefits	-648	-493	-803	-648	-648	-663	-633	-648
Tax payments	819	819	819	664	974	837	800	819
Use of public benefits								
SNAP benefits	211	211	211	211	211	216	206	211
TANF benefits	8	8	8	8	8	8	8	8
Reduced administration costs	0	0	0	0	0	0	0	0
Total benefits	-2,711	-2,556	-2,866	-2,866	-2,556	-2,772	-2,650	-2,711
Costs (\$)								
Net operating costs	0	0	0	0	0	0	0	0
Net subsidized earnings while in services	0	0	0	0	0	0	0	0
Net support services while in services	59	59	59	59	59	60	59	51
Total costs	59	59	59	59	59	60	59	51
Net benefit (\$)	-2,651	-2,496	-2,806	-2,806	-2,496	-2,712	-2,591	-2,660

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers, 2015-2018; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates, 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All costs are presented in 2016 dollars.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

The standard error of the cost per WONDER group member is \$39 and of the cost per control group member is \$139.

Table G.12b. Benefits and costs associated with WONDER services, existing SNAP E&T services, or community-offered services, for the WONDER group compared to the control group, 36-month survey data: sensitivity analyses from the perspective of government and taxpayers

		Sensitivity analyses from the perspective of government and taxpayers						Cost estimates Using costs of WONDER services only
		Fringe rates		Tax rates		Discount rates		
		5% lower fringe rate	5% higher fringe rate	5% lower tax rate	5% higher tax rate	2% discount rate	4% discount rate	
Main specification								
Benefits (\$)								
Employment and earnings								
Earnings (36-month survey data)	0	0	0	0	0	0	0	0
Fringe benefits	0	0	0	0	0	0	0	0
Tax payments	-819	-819	-819	-664	-974	-837	-800	-819
Use of public benefits								
SNAP benefits	-211	-211	-211	-211	-211	-216	-206	-211
TANF benefits	-8	-8	-8	-8	-8	-8	-8	-8
Reduced administration costs	-25	-25	-25	-25	-25	-26	-25	-25
Total benefits	-1,063	-1,063	-1,063	-908	-1,218	-1,087	-1,040	-1,063
Costs (\$)								
Net operating costs	-536	-536	-536	-536	-536	-596	-473	-1,653
Net subsidized earnings while in services	238	238	238	238	238	229	247	239
Net support services while in services	-59	-59	-59	-59	-59	-60	-59	-51
Total costs	-358	-358	-358	-358	-358	-427	-285	-1,465
Net benefit (\$)	-1,421	-1,421	-1,421	-1,266	-1,576	-1,514	-1,324	-2,528

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers, 2015-2018; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates, 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. The benefit-cost ratio is the quotient of the total benefits and total costs. A negative net benefit is a net cost. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

The standard error of the cost per WONDER group member is \$39 and of the cost per control group member is \$139.

Table G.12c. Benefits and costs associated with WONDER services, existing SNAP E&T services, or community-offered services, for the WONDER group compared to the control group, 36-month survey data: sensitivity analyses from the perspective of society

	Main specification	Sensitivity analyses from the perspective of society						Cost estimates
		Fringe rates		Tax rates		Discount rates		
		5% lower fringe rate	5% higher fringe rate	5% lower tax rate	5% higher tax rate	2% discount rate	4% discount rate	
								Using costs of WONDER services only
Benefits (\$)								
Employment and earnings								
Earnings (36-month survey data)	-3,101	-3,101	-3,101	-3,101	-3,101	-3,170	-3,031	-3,101
Fringe benefits	-648	-493	-803	-648	-648	-663	-633	-648
Tax payments	0	0	0	0	0	0	0	0
Use of public benefits								
SNAP benefits	0	0	0	0	0	0	0	0
TANF benefits	0	0	0	0	0	0	0	0
Reduced administration costs	-25	-25	-25	-25	-25	-26	-25	-25
Total benefits	-3,774	-3,619	-3,929	-3,774	-3,774	-3,859	-3,689	-3,774
Costs (\$)								
Net operating costs	-536	-536	-536	-536	-536	-596	-473	-1,653
Net subsidized earnings while in services	238	238	238	238	238	229	247	239
Net support services while in services	0	0	0	0	0	0	0	0
Total costs	-299	-299	-299	-299	-299	-367	-226	-1,414
Net benefit (\$)	-4,073	-3,917	-4,228	-4,073	-4,073	-4,226	-3,915	-5,188
Benefit-cost ratio	-12.64	-12.12	-13.16	-12.64	-12.64	-10.51	-16.32	-2.67

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by WONDER grantee, partners, and providers, 2015-2018; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates, 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. The benefit-cost ratio is the quotient of the total benefits and total costs. A negative net benefit is a net cost. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

The standard error of the cost per WONDER group member is \$39 and of the cost per control group member is \$139.

Appendix H

COVID-19 analysis

II. Supplementary tables and key findings relative to when the COVID-19 pandemic began

This section describes how the characteristics of WONDER group members, the differences in service receipt between WONDER and control group members, and the impacts of WONDER on outcomes varied relative to when the COVID-19 pandemic began. We defined the beginning of the COVID-19 pandemic as March 27, 2020, the date of the nationwide enactment of the CARES Act. For about 66 percent of individuals randomly assigned through December 2017, the COVID-19 pandemic took place during their third year after random assignment. Therefore, these analyses provide descriptive context around the factors that might affect the Year 3 outcomes presented in Chapters VI and VII. We consider individuals who were randomly assigned at least three years before the onset of COVID as being in the “before COVID-19 began” group and those who were randomly assigned within three years of the pandemic as being in the “after COVID-19 began” group.

Analyses relative to the beginning of the COVID-19 pandemic showed the following:

- There were few differences in the characteristics of WONDER group members whose 36-month survey interview took place before and after the COVID-19 pandemic began (Appendix Table H.1). Those who were interviewed after the COVID-19 pandemic began were more likely than those interviewed before it began to be over age 50, female and be White. They were also more likely to have the most barriers to employment, defined as not being employed in the 12 months prior to random assignment and having no high school diploma or equivalent. Those interviewed before and after the COVID-19 pandemic began were generally similar on other characteristics. This suggests that differences observed in Year 3 outcomes before and after the COVID-19 pandemic began likely did not reflect differences in individual characteristics measured in the baseline registration form.
- Trends in monthly rates of participation in education or training activities were generally similar around the time that the COVID-19 pandemic began (Appendix Table H.2).
- Among individuals whose 36-month survey interview took place before the COVID-19 pandemic began, WONDER group members were more likely than control group members to work at a job offering paid holidays or any paid time off; there were no significant differences across research groups in benefits available at their jobs among individuals whose interview took place after the COVID-19 pandemic began (Appendix Table H.3). Other impacts on job characteristics were generally similar for individuals interviewed before and after the COVID-19 pandemic began.
- There were few impacts of WONDER on earnings and employment in the years and quarters following random assignment. These findings were similar for individuals in each COVID group (Appendix Table H.4).
- Impacts of WONDER on food insecurity were similar between individuals whose 36-month survey interview took place before the COVID-19 pandemic and those interviewed later (Appendix Table H.5). Among those interviewed before COVID-19, WONDER group members were more likely than control group members to screen positively for depression and more likely to be homeless at the time of the 36-month interview. Among those interviewed later, there were no significant differences across research groups in those outcomes; these differences in impacts by timing relative to COVID-19 were statistically significant.
- Trends based on survey and UI data show generally similar trends in the difference between the WONDER and control groups in monthly employment and earnings around the time of the COVID-19 pandemic (Appendix Tables H.6 and H.7). (Because these are employment rates defined in calendar months and not time relative to random assignment, these are monthly trends and do not measure pilot effects.)

- Trends in monthly SNAP participation did not change around the time the COVID-19 pandemic began (Appendix Table H.8).

Table H.1. Characteristics of WONDER group members interviewed before and after the COVID-19 pandemic began

	Before COVID-19 began	After COVID-19 began	Difference
Average age (years)	34.2	35.1	3.2 ^{^^} (1.6)
Age (%)			†††
18 to 49	90.3	86.9	-9.8 ^{^^^} (3.4)
18 to 24	19.3	19.3	-9.0 (7.3)
25 to 49	71.0	67.6	-0.7 (7.6)
50 to 59	8.1	11.0	9.2 ^{^^^} (3.4)
60 and older	1.5	2.1	0.6 (-)
Gender (%)			†††
Male	57.1	57.8	-6.5 (7.2)
Female	42.7	42.2	7.1 (7.2)
Other	0.2	0.0	-0.7 (0.7)
Race and ethnicity (%)			††
Hispanic	12.4	6.9	-12.4 ^{^^} (6.1)
Asian	1.2	0.8	-0.6 (1.0)
Black, non-Hispanic	43.7	51.9	-6.6 (7.6)
Native Hawaiian/Pacific Islander/Native American	1.2	0.5	-0.8 (1.0)
White, non-Hispanic	36.9	38.0	19.7 ^{^^^} (5.9)
Other; more than one race	4.6	2.0	0.8 (1.8)
Speak English as primary language (%)	93.7	97.7	9.7 [^] (5.5)
Education ^a (%)			††
No high school diploma or equivalent	19.7	25.7	8.1 (6.7)
High school diploma or equivalent	65.5	61.6	-9.7 (7.3)
Degree	7.8	7.0	5.4 ^{^^^} (2.0)
Certificate	6.4	5.5	-3.6 (4.4)
Other	0.6	0.2	-0.2 (0.7)
Employment status (%)			
Employed at random assignment	12.7	12.6	-2.9 (4.6)
Employed part time	8.9	9.8	-1.8 (4.4)
Employed full time	3.7	2.8	-1.1 (1.5)
Not employed at random assignment but worked in past	86.0	83.4	1.2 (5.4)
Short-term unemployed ^b	66.5	55.5	-14.6 ^{^^} (7.1)
Long-term unemployed ^c	19.5	27.9	15.8 ^{^^^} (5.8)
Not employed at random assignment and never worked in past	1.4	4.0	1.7 (3.1)
Employment experience in the two years before random assignment ^d (%)			
Consistently employed	21.9	23.8	4.4 (5.7)
Sometimes employed	45.8	40.6	-9.2 (7.7)
Never employed	32.2	35.6	4.7 (7.4)
Household size (number)	2.2	2.1	0.2 (0.2)
Presence of children (%)			

Table H.1. Characteristics of WONDER group members interviewed before and after the COVID-19 pandemic (continued)

	Before COVID-19 began	After COVID-19 began	Difference
In households with children	19.6	20.2	3.3 (5.1)
In households without children	80.4	79.8	-3.3 (5.1)
Married or cohabiting (%)	8.5	8.0	2.2 (2.9)
Barriers to employment (%)			†††
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	65.1	55.0	-14.8 ^{^^} (7.5)
Moderate barriers (not employed in past 12 months <i>or</i> no high school diploma or equivalent)	30.3	34.7	6.0 (7.3)
Most barriers (not employed in past 12 months <i>and</i> no high school diploma or equivalent)	4.6	10.2	8.8 ^{^^} (3.5)
ABAWD status (%)			
ABAWD	70.6	66.0	-14.4 ^{^^} (6.0)
Non-ABAWD	29.4	34.0	14.4 ^{^^} (6.0)
Urbanicity ^e (%)			†††
Metropolitan	82.7	85.6	-7.2 ^{^^} (3.0)
Micropolitan	11.8	10.5	7.2 ^{^^^} (2.5)
Rural	5.5	3.9	0.1 (1.8)
SNAP participation in the year before random assignment (%)			††
0 months	35.0	29.3	-10.7 (7.7)
1 to 3 months	21.5	13.8	-4.2 (5.9)
4 to 6 months	19.7	19.7	-1.8 (5.7)
7 to 9 months	11.0	14.4	3.4 (4.8)
10 to 12 months	12.8	22.8	13.3 ^{^^^} (4.5)
Sample size	236	383	

Source: SNAP employment and training baseline information registration form (February 2016 to December 2017 data); SNAP employment and training evaluation UI wage records, weighted data; SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: The table shows baseline characteristics for WONDER group members who enrolled through December 2017 and completed the 36-month interview before the beginning of the COVID-19 pandemic (estimated as March 27, 2020) and those who completed the 36-month interview on or after March 27, 2020. Individuals enrolled in the pilot include all WONDER group members who completed a baseline enrollment registration and did not subsequently revoke their consent to participate in the evaluation of the pilot. Standard errors in parentheses.

^a "High school diploma or equivalent" includes survey response options "GED or other high school equivalency", "high school diploma", and "some college, but no degree". "Degree" includes survey response options "Associates degree", "Bachelor's degree or equivalent", "Master's degree or higher". "Certificate" includes survey response options "Adult Basic Education certificate", "Vocational/technical degree or certificate", and "business degree or certificate".

^b "Short-term unemployed" is defined as being unemployed for one year or less at the time of the baseline interview.

^c "Long-term unemployed" is defined as being unemployed for more than a year at the time of the baseline interview.

^d Employment experience is defined using UI wage record data for the two years prior to random assignment.

"Consistently employed" includes individuals who were employed for at least 7 out of 8 quarters preceding random assignment. "Sometimes employed" includes individuals who were employed for 2-6 quarters preceding random assignment. "Never employed" includes individuals who were employed for at most 1 quarter preceding random assignment.

Table H.1. Characteristics of WONDER group members interviewed before and after the COVID-19 pandemic (*continued*)

^e Metropolitan areas are urbanized areas of 50,000 people or more or areas in which most or many commuters in the area commuted to an urbanized area. Micropolitan areas: Large urban clusters of 10,000 to 49,999 or areas in which most commuters in the area commuted to a large urban cluster. Rural areas: Small urban clusters of 2,500 to 9,999 people or areas in which most commuters in the area commuted to a small urban cluster. Includes areas outside of urbanized areas and urban clusters.

^^/^/^ Significantly different from WONDER group members who were interviewed before the COVID-19 pandemic began at the 0.01/0.05/0.10 level, two-tailed test.

+++/++/+ Difference in distribution of characteristics across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

ABAWD = Able bodied adult without dependents

Table H.2. Trends in calendar month participation in education or training activities

Participation in education or training activities (%)	WONDER group	Control group	Difference
2016			
March	0.0	0.0	0.0 (0.0)
April	18.0	1.7	16.3* (8.7)
May	22.4	9.3	13.2** (6.6)
June	17.8	9.9	7.9 (5.7)
July	22.8	7.1	15.8*** (5.5)
August	19.4	2.3	17.2*** (4.8)
September	18.7	6.2	12.4** (5.0)
October	30.6	5.2	25.4*** (4.7)
November	27.1	6.4	20.8*** (4.2)
December	21.2	5.8	15.4*** (3.6)
2017			
January	21.3	6.2	15.2*** (3.5)
February	19.1	5.9	13.1*** (3.2)
March	17.6	5.1	12.5*** (2.9)
April	15.0	7.6	7.4*** (2.7)
May	14.6	6.7	7.9*** (2.4)
June	10.0	5.5	4.5** (1.9)
July	11.7	4.9	6.8*** (1.8)
August	13.2	5.5	7.8*** (1.8)
September	13.7	7.5	6.2*** (1.9)
October	13.7	7.5	6.2*** (1.8)
November	13.3	7.8	5.5*** (1.8)
December	12.3	8.3	4.0** (1.8)
2018			
January	12.2	8.6	3.6** (1.8)
February	11.5	8.5	3.0* (1.7)
March	11.1	9.3	1.8 (1.8)
April	10.3	9.5	0.8 (1.8)
May	10.5	10.0	0.5 (1.8)
June	8.9	11.3	-2.5 (1.8)
July	8.1	11.2	-3.2* (1.8)
August	9.2	11.1	-1.9 (1.9)
September	9.0	12.4	-3.5* (1.9)
October	10.1	12.5	-2.3 (1.9)
November	9.7	12.7	-3.0 (1.9)
December	9.9	11.5	-1.6 (1.8)
2019			
January	10.0	11.6	-1.6 (1.8)
February	9.2	11.8	-2.6 (1.8)
March	9.6	12.8	-3.2* (1.8)

Table H.2. Trends in calendar month participation in education or training activities (*continued*)

Participation in education or training activities (%)	WONDER group	Control group	Difference
April	8.7	13.0	-4.3** (1.8)
May	8.6	13.2	-4.5** (1.8)
June	8.0	13.0	-5.0*** (1.7)
July	8.2	12.6	-4.4** (1.7)
August	7.9	12.9	-5.0*** (1.8)
September	8.2	12.8	-4.6*** (1.8)
October	9.1	13.0	-3.9** (1.9)
November	8.1	12.3	-4.2** (1.9)
December	8.4	12.6	-4.1** (2.0)
2020			
January	9.2	12.1	-2.9 (2.1)
February	8.3	12.5	-4.3** (2.1)
March	7.9	12.1	-4.2** (2.1)
April	6.4	10.8	-4.3** (2.0)
May	5.6	10.9	-5.3** (2.1)
June	5.8	8.2	-2.4 (2.3)
July	6.3	7.7	-1.4 (2.7)
August	4.6	10.8	-6.2* (3.5)
September	4.0	12.6	-8.5** (3.7)
October	4.1	17.3	-13.2** (5.4)
November	16.1	16.1	0.0 (9.4)
December	21.2	18.6	2.6 (17.8)
Sample size	619	628	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table H.3. Characteristics of current jobs, among all individuals with 36-month survey data who were interviewed before and after the COVID-19 pandemic began

Outcome	Before COVID-19 began			After COVID-19 began		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Hours worked per week (%)						
0	41.7	51.2	-9.6** (4.9)	51.4	52.6	-1.1 (4.0)
1 to 20	7.8	5.2	2.7 (2.6)	7.8	5.2	2.5 (1.8)
21 to 34	13.8	12.1	1.6 (3.1)	8.2	9.7	-1.4 (2.3)
35 or more (employed full time)	36.3	31.4	4.9 (4.5)	32.5	32.4	0.2 (3.8)
Average	20.6	17.5	3.1 (1.9)	17.6	16.9	0.7 (1.6)
Weekly earnings (%)						
\$0	49.5	59.8	-10.3* (5.4)	59.7	61.7	-2.0 (4.3)
\$1 to \$499	31.0	24.2	6.8 (5.1)	23.8	20.5	3.3 (3.6)
\$500 to \$999	16.8	14.9	1.9 (3.8)	11.5	16.6	-5.1* (3.1)
\$1,000 to \$1,499	0.8	0.4	0.4 (0.6)	3.1	0.7	2.3* (1.2)
\$1,500 to \$2,000	2.3	0.0	2.3** (1.0)	1.6	0.2	1.4* (0.7)
\$2,000 and above	0.0	0.7	-0.7* (0.6)	0.3	0.2	0.1† (0.3)
Benefits available at job (%)						
Any benefit	44.9	35.2	9.7* (5.0)	36.4	36.4	0.0 (3.9)
Health insurance or HMO/PPO plan	35.2	31.9	3.3 (4.5)	32.3	31.1	1.2 (3.8)
Dental insurance	26.2	27.9	-1.7 (4.1)	27.7	27.8	-0.1 (3.6)
Paid vacation	30.0	24.6	5.4 (4.3)	25.9	28.7	-2.8 (3.7)
Paid holidays	35.5	26.1	9.4** (4.5)	26.6	29.7	-3.2†† (3.8)
Paid sick leave	22.1	22.5	-0.4 (3.9)	22.0	23.5	-1.5 (3.4)
Any paid time off	41.4	29.1	12.2*** (4.7)	30.4	33.6	-3.2†† (3.8)
Pension or retirement benefits	32.6	27.3	5.3 (4.4)	26.3	26.3	0.0 (3.7)
Tuition assistance or reimbursement	11.2	15.5	-4.3 (3.5)	13.2	17.2	-4.0 (3.0)
Type of employment (%)						
Not employed	42.0	51.6	-9.6** (4.9)	51.6	52.6	-1.0 (4.0)
Regular full or part time	48.6	41.2	7.4 (4.9)	40.6	39.0	1.6 (4.0)
Temporary or on call	2.7	3.7	-1.0 (1.6)	4.7	1.8	2.9**† (1.3)

Table H.3 Characteristics of current jobs, among all individuals with 36-month survey data who were interviewed before and after the COVID-19 pandemic began (*continued*)

Outcome	Before COVID-19 began			After COVID-19 began		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Self-employed or independent contractor or consultant	5.9	1.8	4.1** (1.7)	2.2	2.9	-0.7†† (1.0)
Day laborer	0.8	1.7	-0.9 (1.3)	0.8	3.7	-2.9** (1.3)
Occupation (%)						
Transportation and material moving	6.5	8.3	-1.8 (2.2)	9.0	7.6	1.4 (2.2)
Food preparation and serving	8.9	5.3	3.6 (2.2)	4.0	3.1	1.0 (1.5)
Office and administrative support	3.2	4.2	-0.9 (1.4)	5.2	3.2	2.1 (1.4)
Sales	4.2	4.2	-0.1 (1.8)	3.2	4.9	-1.7 (1.4)
Production	3.3	4.1	-0.9 (1.7)	1.9	4.1	-2.1* (1.2)
Personal care and service	5.2	2.3	2.9* (1.6)	2.6	1.9	0.6 (1.0)
Building and grounds cleaning and maintenance	2.1	2.7	-0.6 (1.3)	1.8	1.3	0.5 (0.9)
Management	2.5	2.2	0.3 (1.4)	3.1	3.0	0.0 (1.5)
Construction and extraction	3.8	1.8	2.0 (1.4)	2.0	2.2	-0.1 (1.1)
Healthcare support	1.2	1.4	-0.2 (0.7)	2.5	1.9	0.6 (1.0)
Sample size	236	218		383	409	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Significantly different from before the COVID-19 pandemic began at the 0.01/0.05/0.10 level, two-tailed test.

Table H.4. Impacts on quarterly and annual employment rates and total earnings for individuals whose 12th quarter after random assignment was before or after the COVID-19 pandemic began, based on UI wage records

	Before COVID-19 began			After COVID-19 began		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Employment rate (%)						
Year 1	70.2	70.0	0.2 (1.9)	68.9	68.9	0.0 (1.5)
Quarter 1	48.5	49.7	-1.2 (2.0)	48.6	47.8	0.8 (1.6)
Quarter 2	49.1	48.7	0.4 (2.0)	49.3	49.7	-0.4 (1.7)
Quarter 3	48.8	48.9	-0.1 (2.0)	48.6	48.0	0.6 (1.7)
Quarter 4	45.2	48.4	-3.2 (2.0)	47.5	48.6	-1.1 (1.7)
Year 2	61.0	62.2	-1.2 (1.9)	62.9	62.2	0.7 (1.6)
Quarter 5	44.9	48.2	-3.3 (2.0)	45.8	46.4	-0.6 (1.7)
Quarter 6	46.3	46.1	0.2 (2.0)	45.3	45.3	0.0 (1.7)
Quarter 7	43.1	45.6	-2.5 (2.0)	45.5	45.8	-0.3 (1.7)
Quarter 8	43.0	45.1	-2.1 (2.0)	45.5	46.5	-1.0 (1.7)
Year 3	56.5	57.7	-1.2 (2.0)	58.4	58.5	-0.1 (2.0)
Quarter 9	42.6	44.6	-2.0 (2.0)	46.4	45.6	0.7 (1.7)
Quarter 10	43.3	44.7	-1.4 (2.1)	42.2	43.2	-1.0 (1.7)
Quarter 11	43.6	44.1	-0.5 (2.1)	39.6	40.9	-1.4 (1.7)
Quarter 12	41.2	41.0	0.1 (2.0)	38.1	39.7	-1.6 (2.0)
Total earnings (\$)						
Year 1	6,297	6,862	-564* (338)	6,736	6,974	-238 (287)
Quarter 1	1,232	1,475	-242*** (85)	1,351	1,391	-40† (72)
Quarter 2	1,544	1,707	-163 (100)	1,678	1,735	-58 (84)
Quarter 3	1,735	1,855	-120 (109)	1,834	1,857	-22 (91)
Quarter 4	1,785	1,825	-40 (112)	1,873	1,991	-118 (96)
Year 2	7,591	7,766	-175 (425)	7,937	8,332	-395 (364)
Quarter 5	1,839	1,875	-36 (114)	1,874	1,983	-109 (98)
Quarter 6	1,889	1,868	21 (118)	1,962	2,034	-72 (102)
Quarter 7	1,885	1,998	-114 (123)	2,000	2,129	-129 (105)
Quarter 8	1,979	2,025	-46 (128)	2,100	2,186	-85 (108)

Table H.4. Impacts on quarterly and annual employment rates and total earnings for individuals whose 12th quarter after random assignment was before or after the COVID-19 pandemic began, based on UI wage records (*continued*)

	Before COVID-19 began			After COVID-19 began		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Year 3	8,437	8,409	28 (488)	8,075	8,371	-296 (470)
Quarter 9	2,065	2,065	0 (131)	2,106	2,151	-45 (108)
Quarter 10	2,115	2,125	-10 (135)	1,988	2,009	-20 (108)
Quarter 11	2,154	2,196	-42 (138)	1,874	1,966	-92 (110)
Quarter 12	2,093	2,023	70 (135)	1,798	1,996	-198 (133)
Sample size	1,057	1,066		1,615	1,606	

Source: SNAP employment and training evaluation UI wage records, weighted data.

Note: Individuals were included in the before-COVID-19-began group if their 12th quarter after random assignment was January 2020 to March 2020 or earlier. Individuals were included in the after-COVID-19-began group if their 12th quarter after random assignment was April 2020 to June 2020 or later. Standard errors in parentheses.

***/**/* Difference between the WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Significantly different from before the COVID-19 pandemic began at the 0.01/0.05/0.10 level, two-tailed test.

Table H.5. Impacts on food security, health, well-being, and housing status for individuals interviewed before and after the COVID-19 pandemic began, based on 36-month survey data

Outcome	Before COVID-19 began			After COVID-19 began		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	51.5	49.5	2.1 (5.1)	49.8	48.8	1.0 (4.0)
Living in a household with very low food security	34.8	28.8	6.0 (4.4)	30.3	32.1	-1.8 (3.7)
Health and well-being						
Reported “very good” or “excellent” health status (versus “fair” or “poor”) (%)	30.6	31.6	-0.9 (4.7)	31.2	31.3	-0.1 (3.7)
Screened positively for depression ^b (%)	31.3	21.1	10.2** (4.1)	21.7	24.0	-2.4†† (3.4)
Average self-esteem score (out of 5)	3.8	3.7	0.1 (0.1)	3.8	3.8	0.0 (0.1)
Average self-efficacy score (out of 5)	3.5	3.5	0.0 (0.1)	3.5	3.5	0.0 (0.1)
Housing status (%)						
Owns or rents a home or an apartment	57.4	50.9	6.5 (4.9)	53.6	58.7	-5.1† (4.0)
Lives with parents, relative, or friend	31.5	36.2	-4.7 (4.7)	32.3	28.2	4.1 (3.8)
Shares housing with roommates, friends, or partner	2.5	7.4	-4.9*** (1.8)	6.6	5.2	1.4†† (1.7)
Group quarters	0.7	1.2	-0.4 (0.7)	2.4	1.6	0.9 (0.9)
Homeless	7.8	1.7	6.1*** (1.9)	4.2	3.9	0.3†† (1.8)
Incarcerated	0.0	0.0	0.0 (0.0)	0.0	0.0	0.0 (0.0)
Other, don’t know, or refused	0.5	0.3	0.2 (0.5)	0.4	0.7	-0.3 (0.4)
Had housing at the time of the 36-month interview	92.1	98.3	-6.1*** (1.9)	95.8	96.1	-0.3†† (1.8)
Sample size	236	218		383	409	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

^a Food security measured over the 30 days prior to the 36-month interview.

^b Depression measured two weeks prior to the 36-month interview.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Significantly different from before the COVID-19 pandemic began at the 0.01/0.05/0.10 level, two-tailed test.

Table H.6. Trends in calendar month employment rate and earnings, based on 36-month survey data

	Employment rate (%)			Earnings (\$)		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
2016						
March	23.7	44.0	-20.3 (32.8)	175	898	-724 (466)
April	32.3	24.9	7.5 (12.6)	356	428	-72 (182)
May	31.2	16.4	14.8* (8.2)	581	266	315* (173)
June	41.4	18.9	22.5** (9.1)	593	328	265* (148)
July	34.2	20.9	13.3 (8.9)	440	373	68 (152)
August	42.5	30.7	11.8 (9.0)	526	567	-41 (165)
September	47.3	28.3	19.1** (8.3)	592	550	43 (161)
October	45.6	30.5	15.1** (7.1)	563	563	0 (136)
November	40.9	32.4	8.5 (6.3)	660	599	60 (143)
December	41.2	34.3	6.9 (5.7)	706	628	78 (129)
2017						
January	41.3	38.5	2.7 (5.6)	658	786	-128 (140)
February	41.5	35.5	6.0 (4.9)	655	699	-44 (120)
March	38.9	39.4	-0.5 (5.0)	612	809	-197 (131)
April	35.6	43.1	-7.5* (4.3)	559	856	-297*** (102)
May	38.8	40.9	-2.1 (4.0)	691	832	-141 (114)
June	37.9	41.8	-3.9 (3.8)	718	810	-92 (102)
July	39.4	42.9	-3.5 (3.4)	751	865	-114 (98)
August	42.6	44.8	-2.2 (3.4)	782	946	-164 (101)
September	41.1	47.5	-6.4** (3.3)	815	1,006	-190* (100)
October	42.3	48.9	-6.7** (3.1)	851	1,024	-173* (90)
November	46.0	49.7	-3.7 (3.1)	939	1,078	-139 (92)
December	47.5	49.7	-2.2 (3.0)	962	1,029	-67 (87)
2018						
January	48.1	50.8	-2.7 (3.0)	939	1,053	-114 (84)
February	46.8	50.7	-4.0 (3.0)	888	1,073	-185** (82)
March	48.5	52.2	-3.7 (3.0)	970	1,062	-92 (87)
April	51.0	53.0	-2.0 (3.0)	984	1,028	-43 (84)
May	53.3	55.3	-2.0 (3.0)	1,019	1,094	-75 (83)
June	55.1	56.9	-1.7 (3.1)	1,078	1,156	-79 (88)
July	56.2	55.9	0.3 (3.1)	1,082	1,127	-45 (80)
August	56.8	57.5	-0.7 (3.0)	1,086	1,186	-99 (82)
September	57.6	58.4	-0.8 (3.0)	1,133	1,188	-54 (83)
October	58.5	56.9	1.6 (3.0)	1,164	1,223	-59 (88)
November	60.6	58.4	2.3 (3.0)	1,219	1,242	-23 (88)
December	62.6	59.0	3.6 (3.0)	1,229	1,245	-16 (87)
2019						
January	62.8	61.2	1.6 (3.0)	1,245	1,370	-125 (89)

Table H.6. Trends in calendar month employment rate and earnings, based on 36-month survey data (continued)

	Employment rate (%)			Earnings (\$)		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
February	62.3	59.8	2.5 (3.0)	1,300	1,357	-58 (91)
March	61.0	59.4	1.6 (3.0)	1,270	1,400	-130 (98)
April	60.1	59.1	1.0 (3.1)	1,277	1,354	-78 (98)
May	58.5	61.3	-2.7 (3.1)	1,240	1,414	-174* (98)
June	60.7	61.3	-0.6 (3.1)	1,286	1,423	-137 (100)
July	60.8	60.7	0.0 (3.2)	1,298	1,451	-153 (124)
August	62.8	60.2	2.6 (3.1)	1,336	1,375	-39 (102)
September	61.2	61.2	-0.1 (3.3)	1,292	1,386	-94 (104)
October	62.4	60.2	2.2 (3.3)	1,329	1,441	-112 (116)
November	61.3	59.1	2.2 (3.5)	1,302	1,407	-105 (114)
December	61.5	60.6	0.9 (3.5)	1,372	1,424	-52 (125)
2020						
January	60.8	58.7	2.1 (3.6)	1,380	1,427	-48 (131)
February	58.5	57.0	1.5 (3.8)	1,311	1,383	-72 (123)
March	60.1	56.4	3.8 (4.0)	1,284	1,309	-26 (118)
April	55.8	50.9	4.9 (4.1)	1,189	1,144	45 (126)
May	53.0	48.6	4.4 (4.5)	1,128	1,098	30 (137)
June	54.9	48.5	6.4 (5.0)	1,190	1,033	157 (161)
July	52.3	53.1	-0.8 (5.4)	1,018	1,149	-131 (166)
August	43.5	53.3	-9.8 (6.2)	933	1,124	-191 (184)
September	37.3	46.4	-9.1 (6.8)	531	881	-351** (162)
October	30.4	36.7	-6.3 (8.8)	500	754	-255 (198)
November	21.0	36.3	-15.3 (12.4)	309	724	-415** (206)
December	37.0	43.5	-6.5 (18.1)	743	813	-70 (502)
Sample size	619	628		619	628	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table H.7. Trends in calendar quarter employment rate and earnings, based on UI wage records

	Employment rate (%)			Earnings (\$)		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
2016						
April–June	49.0	55.0	-5.9 (6.7)	1,018	1,415	-397* (240)
July–September	49.9	53.9	-4.0 (4.7)	1,499	1,852	-353 (222)
October–December	53.2	55.2	-2.0 (3.3)	1,677	1,901	-224 (162)
2017						
January–March	46.6	45.8	0.8 (2.5)	1,409	1,498	-89 (118)
April–June	48.2	49.7	-1.5 (2.0)	1,491	1,709	-218** (97)
July–September	49.2	48.5	0.6 (1.6)	1,652	1,740	-89 (83)
October–December	49.5	51.2	-1.6 (1.4)	1,748	1,850	-102 (75)
2018						
January–March	45.4	46.1	-0.7 (1.3)	1,617	1,651	-33 (66)
April–June	46.8	49.0	-2.2* (1.3)	1,856	1,894	-38 (72)
July–September	47.1	46.9	0.2 (1.3)	1,931	2,026	-95 (77)
October–December	44.2	45.3	-1.1 (1.3)	1,916	2,066	-150* (79)
2019						
January–March	43.4	44.4	-1.0 (1.3)	1,938	1,970	-33 (79)
April–June	44.4	44.5	0.0 (1.3)	2,032	2,131	-99 (83)
July–September	45.3	45.7	-0.4 (1.3)	2,130	2,182	-52 (85)
October–December	45.1	44.7	0.4 (1.3)	2,194	2,175	19 (86)
2020						
January–March	42.1	42.4	-0.2 (1.3)	1,982	2,022	-40 (84)
April–June	37.4	37.9	-0.5 (1.3)	1,774	1,814	-40 (85)
July–September	38.5	37.9	0.6 (1.3)	1,896	1,922	-26 (87)
Sample size	2,672	2,672		2,672	2,672	

Source: SNAP employment and training evaluation UI wage records, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table H.8. Trends in calendar month SNAP participation and SNAP benefit amount

	SNAP participation (%)			Benefit amount (\$)		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
2016						
March	84.7	94.7	-10.0* (5.2)	224	215	9 (22)
April	95.3	91.8	3.5 (2.9)	209	193	16 (15)
May	91.9	90.5	1.5 (3.2)	198	204	-6 (13)
June	87.3	88.3	-1.0 (3.2)	194	194	0 (13)
July	85.2	84.8	0.4 (3.1)	186	186	0 (11)
August	80.1	80.2	-0.1 (3.3)	178	175	3 (11)
September	80.8	79.6	1.2 (2.8)	179	173	6 (9.7)
October	81.5	80.4	1.1 (2.5)	169	175	-5 (8.8)
November	83.9	79.0	4.8** (2.2)	183	171	11 (8.2)
December	82.0	79.2	2.9 (2.0)	180	172	8 (7.0)
2017						
January	80.2	75.6	4.6** (2.1)	178	159	19*** (6.8)
February	79.0	73.4	5.6*** (2.0)	171	153	18*** (6.3)
March	78.5	71.0	7.5*** (1.9)	163	151	12** (5.9)
April	77.0	71.3	5.7*** (1.7)	163	152	10* (5.4)
May	76.5	67.9	8.6*** (1.6)	167	150	17*** (5.2)
June	76.4	67.7	8.6*** (1.5)	169	152	17*** (4.7)
July	74.0	68.6	5.4*** (1.4)	164	151	13*** (4.5)
August	70.5	65.0	5.5*** (1.4)	152	142	10** (4.3)
September	67.0	62.2	4.8*** (1.4)	144	136	8* (4.1)
October	66.3	59.6	6.7*** (1.3)	141	130	11*** (3.9)
November	63.6	58.1	5.5*** (1.3)	136	127	9** (3.8)
December	61.5	57.4	4.1*** (1.3)	132	126	6 (3.7)
2018						
January	59.6	57.1	2.6** (1.2)	127	122	5 (3.5)
February	55.4	53.7	1.7 (1.3)	119	115	4 (3.6)
March	52.3	50.2	2.0 (1.3)	113	107	5 (3.6)
April	49.3	46.9	2.4* (1.3)	105	102	3 (3.6)
May	46.6	43.9	2.7** (1.3)	100	95	5 (3.6)
June	44.4	41.7	2.8** (1.3)	95	92	3 (3.6)
July	43.3	40.7	2.6** (1.3)	93	88	6* (3.6)
August	42.6	40.4	2.2* (1.3)	89	87	2 (3.5)
September	41.9	39.3	2.7** (1.3)	87	84	3 (3.5)
October	40.9	38.6	2.3* (1.3)	87	85	2 (3.6)
November	40.3	37.8	2.5** (1.3)	85	82	4 (3.6)
December	39.3	36.4	2.9** (1.3)	85	79	6* (3.6)

Table H.8. Trends in calendar month SNAP participation and SNAP benefit amount (*continued*)

	SNAP participation (%)			Benefit amount (\$)		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
2019						
January	38.9	36.6	2.3* (1.3)	83	78	5 (3.5)
February	38.1	35.9	2.2* (1.3)	84	76	7** (3.6)
March	37.8	35.2	2.6** (1.3)	81	75	6* (3.6)
April	36.4	34.7	1.7 (1.2)	80	73	7* (3.5)
May	36.6	33.8	2.8** (1.2)	80	73	8** (3.6)
June	35.6	34.1	1.4 (1.2)	78	75	3 (3.6)
July	34.7	32.8	1.9 (1.2)	77	71	6 (3.6)
August	34.1	32.6	1.5 (1.2)	77	73	4 (3.6)
September	33.2	32.3	0.8 (1.2)	72	70	2 (3.5)
October	32.6	31.3	1.3 (1.2)	74	68	5 (3.5)
November	32.3	29.7	2.6** (1.2)	73	66	7* (3.5)
December	32.0	29.4	2.6** (1.2)	71	66	5 (3.5)
2020						
January	32.5	29.9	2.6** (1.2)	71	66	5 (3.5)
February	33.1	30.1	3.0** (1.2)	77	70	7* (3.6)
March	32.6	29.9	2.7** (1.2)	86	77	9** (3.8)
April	34.7	32.1	2.7** (1.2)	92	83	9** (3.8)
May	34.5	31.4	3.1** (1.2)	92	82	10*** (3.8)
June	32.9	30.7	2.3* (1.2)	87	79	8** (3.8)
July	32.6	30.2	2.4** (1.2)	87	77	9** (3.8)
August	34.7	32.3	2.4** (1.2)	92	82	11*** (3.9)
September	35.8	34.0	1.9 (1.3)	96	87	10** (3.9)
October	34.5	33.1	1.4 (1.3)	97	89	8** (4.0)
November	32.7	32.7	0.0 (1.2)	83	81	1 (3.8)
December	32.1	31.5	0.7 (1.2)	77	76	1 (3.7)
Sample size	2,672	2,672		2,672	2,672	

Source: SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

Table H.9. Reasons for not working by timing of when the COVID-19 pandemic began, among all individuals with 36-month survey data

Outcome	Before COVID-19 began			After COVID-19 began		
	WONDER group	Control group	Difference	WONDER group	Control group	Difference
Not employed (%)	38.0	45.4	-7.4 (4.6)	47.9	47.5	0.4 (4.0)
Reason for not working (%)						
Could not find work in the area	11.6	10.4	1.2 (2.9)	9.0	9.9	-0.9 (2.3)
Lack necessary schooling, training, skills or expertise	0.2	0.0	0.2 (0.1)	0.0	0.0	0.0 (<0.1)
Could not get along with supervisors or co-workers	0.0	0.0	0.0 (<0.1)	0.2	0.0	0.2 (0.2)
Physical or mental health problems	13.7	23.1	-9.3** (3.7)	12.2	13.0	-0.8† (2.3)
Alcohol or substance use disorder	0.0	0.0	0.0 (0.1)	1.2	0.0	1.2*† (0.7)
Family responsibilities; caring for children, spouse or parents; pregnancy	2.8	3.2	-0.3 (1.4)	3.6	5.5	-1.9 (1.6)
Attending school	0.0	0.6	-0.6 (0.5)	0.4	0.6	-0.2 (0.4)
Transportation issues or problems	2.1	2.0	0.1 (1.4)	0.9	0.6	0.3 (0.8)
Language barrier or limited English proficiency	0.0	0.0	0.0 (0.0)	0.0	0.0	0.0 (0.0)
Chose not to work	1.3	0.0	1.3 (0.9)	0.2	1.5	-1.3†† (0.8)
Other	6.4	6.0	0.4 (2.5)	19.7	16.3	3.4 (3.1)
Sample size	236	218		383	409	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses. "Other" responses include criminal backgrounds, the COVID-19 pandemic, being laid off or fired, moving away, retirement, and ending seasonal/temporary employment.

***/**/* Difference between WONDER group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Significantly different from before the COVID-19 pandemic began at the 0.01/0.05/0.10 level, two-tailed test.