



Expanding Opportunities & Reducing Barriers to Work: Kansas 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

Keith Olejniczak, James Mabli, Cynthia Miller, Brandon Hawkins, Stephen Freedman, Kelsey Schaberg, Gretchen Rowe, and Julie Hartnack

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U.S. Department of Agriculture
Food Nutrition Service
1320 Braddock Place
Alexandria, VA 22314
Project Officer: Anita Singh
Contract Number: AG-3198-B-15-0002

Submitted by:

Mathematica
955 Massachusetts Avenue, Suite 801
Cambridge, MA 02139
Telephone: 617.301.8997
Project Director: James Mabli
Reference Number: 50142

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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.

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

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

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.

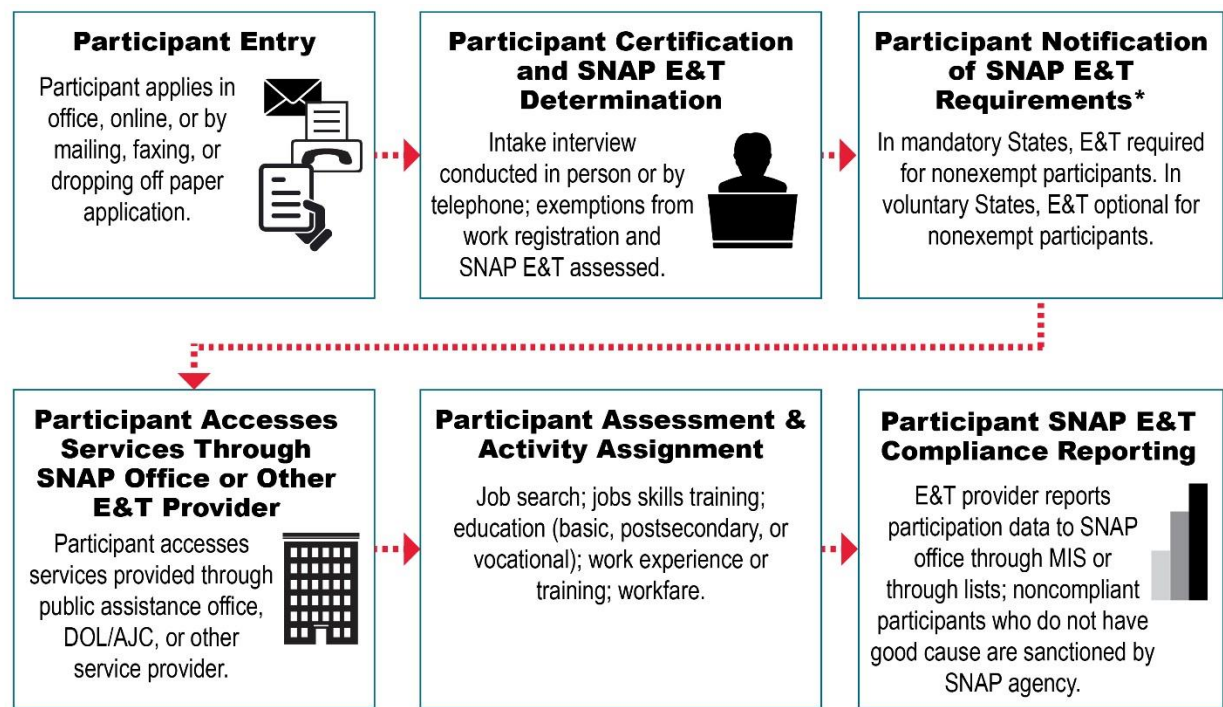
The number of hours individuals participate in E&T programs is determined by States and depends on the specific component being offered.² However, Federal regulations mandate that a subset of work registrants, able-bodied adults without dependents (ABAWD), must work at least 80 hours per month, participate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

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.

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.

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

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)	37.4	37.4
Age (%)		
18 to 49	81.8	81.8
18 to 24	13.2	13.4
25 to 49	68.6	68.5
50 to 59	15.9	15.9
60 years and older	2.2	2.3
Gender (%)		
Male	39.1	39.0
Female	60.9	61.0
Other	0.1	0.0
Race and ethnicity (%)		
Hispanic	15.6	16.2
Asian	0.6	0.6
Black, non-Hispanic	23.5	23.5
Native Hawaiian/Pacific Islander/Native American	2.2	2.2
White, non-Hispanic	51.4	50.9
Other; more than one race	6.7	6.7
Speak English as primary language (%)	95.4	95.3
Education ^a (%)		
No high school diploma or equivalent	23.2	23.6
High school diploma or equivalent	55.6	55.3
Degree	8.3	8.2
Certificate	11.9	11.9
Other	0.9	1.0
Employment status (%)		
Employed at random assignment	16.1	16.1
Employed part time	11.8	11.7
Employed full time	4.3	4.4
Not employed at random assignment but worked in past	81.7	81.8
Short-term unemployed ^b	56.5	56.6
Long-term unemployed ^c	25.2	25.2
Not employed at random assignment and never worked in past	2.1	2.1
Employment experience in the two years before random assignment ^d (%)		
Consistently employed	29.8	29.8
Sometimes employed	38.8	39.1
Never employed	31.3	31.1
Household size (number)	2.8	2.8

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
Presence of children (%)		
In households with children	41.8	41.8
In households without children	58.2	58.2
Married or cohabiting (%)	14.4	14.2
Barriers to employment (%)		
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	57.9	57.8
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	35.4	35.3
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	6.7	6.9
ABAWD status (%)		
ABAWD	38.8	38.7
Non-ABAWD	61.2	61.3
Urbanicity ^e (%)		
Metropolitan	55.8	56.5
Micropolitan	34.4	33.7
Rural	9.8	9.8
SNAP participation in the year before random assignment (%)		
0 months	24.2	24.1
1 to 3 months	17.8	17.7
4 to 6 months	11.3	11.4
7 to 9 months	10.0	10.1
10 to 12 months	36.7	36.8
Sample size	3,961	4,166

Source: SNAP employment and training baseline information registration form (January 2016 through January 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 GOALS 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 January 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.

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

^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.

ABAWD = Able bodied adult without dependents

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

Characteristic	GOALS group	Control group	Difference
Average age (years)	37.1	37.7	-0.6 (0.4)
Age (%)			
18 to 49	82.6	81.1	1.5 (1.2)
18 to 24	13.9	12.5	1.5 (1.1)
25 to 49	68.6	68.6	0.0 (1.5)
50 to 59	15.2	16.6	-1.4 (1.2)
60 years and older	2.2	2.3	-0.1 (0.5)
Gender (%)			†††
Male	39.7	38.5	1.2 (1.6)
Female	60.2	61.5	-1.3 (1.6)
Other	0.1	0.0	0.1 (-)
Race and ethnicity (%)			
Hispanic	15.3	16.0	-0.7 (1.2)
Asian	0.7	0.5	0.2 (0.2)
Black, non-Hispanic	23.4	23.6	-0.1 (1.3)
Native Hawaiian/Pacific Islander/Native American	2.3	2.1	0.2 (0.5)
White, non-Hispanic	51.3	51.6	-0.3 (1.6)
Other; more than one race	7.0	6.3	0.7 (0.8)
Speak English as primary language (%)	95.2	95.5	-0.3 (0.7)
Education ^a (%)			
No high school diploma or equivalent	24.2	22.3	1.9 (1.3)
High school diploma or equivalent	54.3	57.0	-2.7* (1.6)
Degree	8.6	8.0	0.6 (0.9)
Certificate	12.1	11.8	0.3 (1.0)
Other	0.9	1.0	-0.1 (0.3)
Employment status (%)			
Employed at random assignment	16.1	16.2	-0.1 (1.2)
Employed part time	12.1	11.5	0.5 (1.0)
Employed full time	4.0	4.6	-0.6 (0.6)
Not employed at random assignment but worked in past	81.3	82.2	-0.9 (1.2)
Short-term unemployed ^b	57.8	55.2	2.6 (1.6)
Long-term unemployed ^c	23.5	26.9	-3.4** (1.4)
Not employed at random assignment and never worked in past	2.6	1.7	0.9** (0.5)
Employment experience in the two years before random assignment ^d (%)			
Consistently employed	30.8	28.9	1.8 (1.5)
Sometimes employed	37.8	39.8	-2.0 (1.5)
Never employed	31.4	31.3	0.1 (1.5)
Household size (number)	2.8	2.8	0.0 (0.1)

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

Characteristic	GOALS group	Control group	Difference
Presence of children (%)			
In households with children	42.3	41.2	1.2 (1.6)
In households without children	57.7	58.8	-1.2 (1.6)
Married or cohabiting (%)	15.0	13.7	1.3 (1.1)
Barriers to employment (%)			
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	58.6	57.1	1.6 (1.6)
Moderate barriers (not employed in past 12 months <i>or</i> no high school diploma or equivalent)	34.2	36.6	-2.4 (1.5)
Most barriers (not employed in past 12 months <i>and</i> no high school diploma or equivalent)	7.1	6.3	0.8 (0.8)
ABAWD status (%)			
ABAWD	38.8	38.7	0.1 (1.5)
Non-ABAWD	61.2	61.3	-0.1 (1.5)
Urbanicity ^e (%)			
Metropolitan	55.5	56.0	-0.5 (1.6)
Micropolitan	35.4	33.4	2.0 (1.5)
Rural	9.1	10.5	-1.5 (0.9)
SNAP participation in the year before random assignment (%)			
0 months	24.3	24.2	0.1 (1.4)
1 to 3 months	18.0	17.5	0.5 (1.2)
4 to 6 months	11.4	11.1	0.3 (1.0)
7 to 9 months	9.8	10.3	-0.5 (1.0)
10 to 12 months	36.5	36.9	-0.3 (1.5)
Sample size	1,987	1,974	

Source: SNAP employment and training baseline information registration form (January 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

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

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

Characteristic	GOALS group	Control group	Difference
Average age (years)	37.1	37.7	-0.6* (0.4)
Age (%)			
18 to 49	82.8	81.1	1.9 (1.2)
18 to 24	14.3	12.5	1.8* (1.1)
25 to 49	68.5	68.6	0.1 (1.4)
50 to 59	15.0	16.6	-1.8 (1.1)
60 years and older	2.3	2.3	-0.1 (0.5)
Gender (%)			†††
Male	39.2	38.5	0.4 (1.5)
Female	60.7	61.5	-0.5 (1.5)
Other	0.1	0.0	0.1 (-)
Race and ethnicity (%)			
Hispanic	15.8	16.0	-0.8 (1.1)
Asian	0.7	0.5	0.3 (0.2)
Black, non-Hispanic	23.3	23.6	-0.3 (1.3)
Native Hawaiian/Pacific Islander/Native American	2.4	2.1	0.3 (0.5)
White, non-Hispanic	50.8	51.6	-0.2 (1.5)
Other; more than one race	7.0	6.3	0.6 (0.8)
Speak English as primary language (%)	95.1	95.5	-0.3 (0.7)
Education ^a (%)			
No high school diploma or equivalent	24.4	22.3	1.6 (1.3)
High school diploma or equivalent	54.2	57.0	-2.2 (1.5)
Degree	8.4	8.0	0.4 (0.9)
Certificate	12.0	11.8	0.2 (1.0)
Other	1.0	1.0	0.0 (0.3)
Employment status (%)			
Employed at random assignment	16.1	16.2	0.1 (1.1)
Employed part time	12.1	11.5	0.7 (1.0)
Employed full time	4.1	4.6	-0.6 (0.6)
Not employed at random assignment but worked in past	81.2	82.2	-1.1 (1.2)
Short-term unemployed ^b	57.9	55.2	2.6* (1.5)
Long-term unemployed ^c	23.3	26.9	-3.8*** (1.3)
Not employed at random assignment and never worked in past	2.6	1.7	1.0** (0.4)
Employment experience in the two years before random assignment ^d (%)			
Consistently employed	30.6	28.9	1.5 (1.4)
Sometimes employed	38.4	39.8	-1.4 (1.5)
Never employed	31.0	31.3	-0.1 (1.4)
Household size (number)	2.8	2.8	0.0 (0.1)
Presence of children (%)			
In households with children	42.4	41.2	1.1 (1.5)

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

Characteristic	GOALS group	Control group	Difference
In households without children	57.6	58.8	-1.1 (1.5)
Married or cohabiting (%)	14.7	13.7	0.9 (1.1)
Barriers to employment (%)			
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	58.8	57.1	2.1 (1.5)
Moderate barriers (not employed in past 12 months <i>or</i> no high school diploma or equivalent)	33.9	36.6	-2.8* (1.5)
Most barriers (not employed in past 12 months <i>and</i> no high school diploma or equivalent)	7.3	6.3	0.8 (0.8)
ABAWD status (%)			
ABAWD	39.0	38.7	0.5 (1.5)
Non-ABAWD	61.0	61.3	-0.5 (1.5)
Urbanicity ^e (%)			
Metropolitan	56.3	56.0	-0.4 (1.5)
Micropolitan	34.6	33.4	1.8 (1.5)
Rural	9.1	10.5	-1.4 (0.9)
SNAP participation in the year before random assignment (%)			
0 months	24.2	24.2	0.2 (1.3)
1 to 3 months	17.9	17.5	0.5 (1.2)
4 to 6 months	11.7	11.1	0.7 (1.0)
7 to 9 months	9.6	10.3	-0.9 (0.9)
10 to 12 months	36.5	36.9	-0.5 (1.5)
Sample size	2,088	2,078	

Source: SNAP employment and training baseline information registration form (January 2016 through January 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.

Table C.3. Baseline equivalence across research groups among all individuals enrolled in pilot *(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.4. Characteristics of GOALS group members who enrolled before and after the halfway point of enrollment, among those enrolled through December 2017

	Among GOALS group members		
	Earlier enrollment (January 2016 to December 2016)	Later enrollment (January 2017 to December 2017)	Difference
Average age (years)	36.8	37.4	0.6 (0.5)
Age (%)			
18 to 49	82.9	82.3	-0.6 (1.7)
18 to 24	14.8	13.1	-1.7 (1.6)
25 to 49	68.1	69.2	1.1 (2.1)
50 to 59	15.4	15.1	-0.2 (1.6)
60 years and older	1.7	2.6	0.9 (0.6)
Gender (%)			
Male	40.0	39.4	-0.6 (2.2)
Female	59.9	60.5	0.6 (2.2)
Other	0.1	0.1	0.0 (0.1)
Race and ethnicity (%)			
Hispanic	16.0	14.6	-1.4 (1.6)
Asian	0.8	0.6	-0.3 (0.4)
Black, non-Hispanic	23.0	23.8	0.8 (1.9)
Native Hawaiian/Pacific Islander/Native American	1.9	2.6	0.7 (0.7)
White, non-Hispanic	52.6	50.1	-2.5 (2.2)
Other; more than one race	5.6	8.3	2.7 ^{^^} (1.1)
Speak English as primary language (%)	94.8	95.6	0.8 (1.0)
Education ^a (%)			
No high school diploma or equivalent	26.0	22.6	-3.4 [^] (1.9)
High school diploma or equivalent	53.9	54.6	0.7 (2.2)
Degree	8.0	9.1	1.1 (1.3)
Certificate	11.3	12.7	1.4 (1.5)
Other	0.8	1.0	0.1 (0.4)
Employment status (%)			
Employed at random assignment	16.9	15.4	-1.4 (1.7)
Employed part time	12.8	11.4	-1.4 (1.5)
Employed full time	4.0	4.0	0.0 (0.9)
Not employed at random assignment but worked in past	80.6	81.9	1.3 (1.8)
Short-term unemployed ^b	58.2	57.4	-0.8 (2.2)
Long-term unemployed ^c	22.4	24.5	2.1 (1.9)
Not employed at random assignment and never worked in past	2.5	2.7	0.1 (0.7)
Employment experience in the two years before random assignment ^d (%)			
Consistently employed	30.8	30.8	0.0 (2.1)
Sometimes employed	38.9	36.9	-2.0 (2.2)

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

	Among GOALS group members		
	Earlier enrollment (January 2016 to December 2016)	Later enrollment (January 2017 to December 2017)	Difference
Never employed	30.3	32.4	2.0 (2.1)
Household size (number)	2.9	2.7	-0.2 ^{^^} (0.1)
Presence of children (%)			
In households with children	43.2	41.6	-1.6 (2.2)
In households without children	56.8	58.4	1.6 (2.2)
Married or cohabiting (%)	14.7	15.2	0.5 (1.6)
Barriers to employment (%)			
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	58.2	59.1	0.9 (2.2)
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	34.5	34.0	-0.5 (2.1)
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	7.3	7.0	-0.3 (1.2)
ABAWD status (%)			
ABAWD	38.3	39.4	1.1 (2.2)
Non-ABAWD	61.7	60.6	-1.1 (2.2)
Urbanicity ^e (%)			†††
Metropolitan	53.1	57.7	4.6 ^{^^} (2.2)
Micropolitan	34.9	35.8	0.9 (2.1)
Rural	12.0	6.4	-5.6 ^{^^^} (1.3)
SNAP participation in the year before random assignment (%)			††
0 months	24.7	23.8	-0.9 (1.9)
1 to 3 months	15.0	20.8	5.8 ^{^^^} (1.7)
4 to 6 months	12.2	10.7	-1.5 (1.4)
7 to 9 months	10.5	9.1	-1.4 (1.3)
10 to 12 months	37.6	35.5	-2.1 (2.2)
Sample size	943	1,044	

Source: SNAP employment and training baseline information registration form (January 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.

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

^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.

^{^^^^} Significantly different from GOALS 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 (January 2016 to December 2016)				Later enrollment (January 2017 to December 2017)			
	All	GOALS group	Control group	Difference	All	GOALS group	Control group	Difference
Average age (years)	37.4	36.8	38.0	-1.2** (0.5)	37.4	37.4	37.4	0.0 (0.5)
Age (%)								
18 to 49	81.5	82.9	80.1	2.9 (1.8)	82.2	82.3	82.0	0.2 (1.7)
18 to 24	13.4	14.8	12.0	2.8* (1.6)	13.0	13.1	12.9	0.2 (1.5)
25 to 49	68.1	68.1	68.1	0.0 (2.2)	69.2	69.2	69.2	0.0 (2.0)
50 to 59	16.7	15.4	18.1	-2.7 (1.7)	15.2	15.1	15.3	-0.1 (1.6)
60 years and older	1.8	1.7	1.8	-0.1 (0.6)	2.6	2.6	2.7	-0.1 (0.7)
Gender (%)				†††				†††
Male	38.7	40.0	37.4	2.6 (2.2)	39.4	39.4	39.5	-0.1 (2.1)
Female	61.3	59.9	62.6	-2.7 (2.2)	60.5	60.5	60.5	0.0 (2.1)
Other	0.1	0.1	0.0	0.1 (-)	0.0	0.1	0.0	0.1 (-)
Race and ethnicity (%)				††				
Hispanic	16.2	16.0	16.3	-0.3 (1.7)	15.2	14.6	15.7	-1.2 (1.6)
Asian	0.5	0.8	0.1	0.7** (0.3)	0.7	0.6	0.8	-0.2 (0.4)
Black, non-Hispanic	22.9	23.0	22.8	0.2 (1.9)	24.0	23.8	24.2	-0.4 (1.9)
Native Hawaiian/Pacific Islander/Native American	1.8	1.9	1.7	0.2 (0.6)	2.5	2.6	2.4	0.2 (0.7)
White, non-Hispanic	53.2	52.6	53.8	-1.2 (2.3)	49.8	50.1	49.6	0.5 (2.2)
Other; more than one race	5.4	5.6	5.3	0.4 (1.0)	7.8	8.3	7.3	1.0 (1.2)
Speak English as primary language (%)	95.4	94.8	95.9	-1.1 (1.0)	95.3	95.6	95.1	0.5 (0.9)
Education ^a (%)								
No high school diploma or equivalent	24.2	26.0	22.4	3.6* (2.0)	22.4	22.6	22.2	0.4 (1.8)
High school diploma or equivalent	56.1	53.9	58.3	-4.4* (2.3)	55.2	54.6	55.8	-1.2 (2.2)
Degree	7.8	8.0	7.7	0.2 (1.2)	8.7	9.1	8.3	0.8 (1.2)
Certificate	11.2	11.3	11.0	0.3 (1.5)	12.6	12.7	12.4	0.4 (1.5)
Other	0.7	0.8	0.5	0.3 (0.4)	1.2	1.0	1.3	-0.4 (0.5)
Employment status (%)								
Employed at random assignment	16.8	16.9	16.7	0.1 (1.7)	15.5	15.4	15.7	-0.2 (1.6)
Employed part time	12.3	12.8	11.8	1.0 (1.5)	11.4	11.4	11.3	0.1 (1.4)
Employed full time	4.5	4.0	4.9	-0.9 (1.0)	4.2	4.0	4.3	-0.3 (0.9)
Not employed at random assignment but worked in past	81.0	80.6	81.5	-0.9 (1.8)	82.4	81.9	82.8	-0.9 (1.7)

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 (January 2016 to December 2016)				Later enrollment (January 2017 to December 2017)			
	All	GOALS group	Control group	Difference	All	GOALS group	Control group	Difference
Short-term unemployed ^b	56.5	58.2	54.8	3.4 (2.3)	56.5	57.4	55.6	1.8 (2.2)
Long-term unemployed ^c	24.5	22.4	26.7	-4.3** (2.0)	25.9	24.5	27.2	-2.7 (1.9)
Not employed at random assignment and never worked in past	2.2	2.5	1.8	0.7 (0.7)	2.1	2.7	1.5	1.1* (0.6)
Employment experience in the two years before random assignment ^d (%)								
Consistently employed	30.5	30.8	30.2	0.5 (2.1)	29.3	30.8	27.8	3.0 (2.0)
Sometimes employed	38.9	38.9	38.9	0.0 (2.3)	38.8	36.9	40.6	-3.8* (2.1)
Never employed	30.6	30.3	30.9	-0.5 (2.1)	32.0	32.4	31.6	0.8 (2.0)
Household size (number)	2.9	2.9	3.0	-0.1 (0.1)	2.7	2.7	2.6	0.1 (0.1)
Presence of children (%)								
In households with children	44.3	43.2	45.4	-2.3 (2.3)	39.5	41.6	37.4	4.2** (2.1)
In households without children	55.7	56.8	54.6	2.3 (2.3)	60.5	58.4	62.6	-4.2** (2.1)
Married or cohabiting (%)	14.9	14.7	15.0	-0.3 (1.6)	13.9	15.2	12.6	2.6* (1.5)
Composite barriers (%)								
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	57.7	58.2	57.2	0.9 (2.3)	58.0	59.1	56.9	2.1 (2.2)
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	35.3	34.5	36.1	-1.5 (2.2)	35.6	34.0	37.2	-3.2 (2.1)
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	7.0	7.3	6.7	0.6 (1.2)	6.5	7.0	5.9	1.0 (1.1)
ABAWD status (%)								
ABAWD	36.0	38.3	33.8	4.5** (2.2)	41.3	39.4	43.1	-3.8* (2.2)
Non-ABAWD	64.0	61.7	66.2	-4.5** (2.2)	58.7	60.6	56.9	3.8* (2.2)
Urbanicity ^e (%)								†
Metropolitan	53.7	53.1	54.4	-1.2 (2.3)	57.6	57.7	57.6	0.2 (2.2)
Micropolitan	34.2	34.9	33.4	1.5 (2.2)	34.6	35.8	33.4	2.4 (2.1)
Rural	12.1	12.0	12.2	-0.2 (1.5)	7.7	6.4	9.0	-2.6** (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 (January 2016 to December 2016)				Later enrollment (January 2017 to December 2017)			
	All	GOALS group	Control group	Difference	All	GOALS group	Control group	Difference
SNAP participation in the year before random assignment (%)								
0 months	23.2	24.7	21.8	3.0 (1.9)	25.1	23.8	26.3	-2.5 (1.9)
1 to 3 months	15.7	15.0	16.5	-1.6 (1.7)	19.6	20.8	18.4	2.3 (1.7)
4 to 6 months	11.5	12.2	10.7	1.5 (1.5)	11.1	10.7	11.5	-0.8 (1.4)
7 to 9 months	10.7	10.5	10.8	-0.3 (1.4)	9.4	9.1	9.8	-0.7 (1.3)
10 to 12 months	38.9	37.6	40.2	-2.5 (2.3)	34.7	35.5	33.9	1.6 (2.1)
Sample size	1,876	943	933		2,085	1,044	1,041	

Source: SNAP employment and training baseline information registration form (January 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 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 GOALS 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 GOALS through December 2017 compared to all individuals enrolled

Service	Individuals enrolled in GOALS through December 2017	All individuals enrolled in GOALS
Received any services ^a (%)	96.0	95.7
Started any employment or training-related activity (%)	95.5	95.2
Job search training	69.9	70.5
Job search	66.0	62.8
Post-employment services	36.6	37.0
Occupational skills training	22.3	23.2
Social services	6.6	6.4
Basic education	5.9	5.7
Work-based learning	0.4	0.4
Completed any employment or training-related activity (%)	81.7	80.2
Job search training	53.1	52.6
Job search	65.7	62.5
Post-employment services	30.0	30.1
Occupational skills training	17.3	17.5
Social services	4.4	4.2
Basic education	5.1	4.9
Work-based learning	0.2	0.2
Any contact with case manager (%)	NA	NA
Received any support service (%)	78.8	78.9
Exited the pilot (%)	100.0	100.0
Exited without receiving any services	4.0	4.3
Exited after receiving any service but did not participate in an employment or training activity	0.5	0.4
Sample size	1,987	2,088

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

Note: This table assesses whether there are differences in the participation experiences of all individuals randomly assigned 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 in the pilot through January 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. NA indicates that the grantee or provider was 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.

Table D.2. Percentage of GOALS group members with a potential window of participation and who actually participated in GOALS, by length of time

Time period	GOALS group members with a participation window (enrollment to end of GOALS)	GOALS group members who participated
For 12 months	100.0	21.3
For 18 months	82.5	10.7
For 24 months	61.3	5.6
For 30 months	33.5	2.5
Sample size	2,088	2,088

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

Note: A “participation window” indicates the number of months from random assignment until the program ended (in March 2019), during which a GOALS group member could participate in program services or activities. The table shows the percentage of EPIC group members with participation windows of 12 months or more following random assignment; 18 months or more; 24 months or more; and 30 months or more. A GOALS group member could have from 1 to 4 of these participation windows, depending on his or her date of random assignment.

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

Service	GOALS group
Received any services ^a (%)	95.7
Assessed (%)	57.0
Developed an individual career plan (ICP) (%)	0.0
Started any employment or training-related activity (%)	95.2
Job search training	70.5
Job search	62.8
Post-employment services	37.0
Occupational skills training	23.2
Social services	6.4
Basic education	5.7
Work-based learning	0.4
Completed any employment or training-related activity (%)	80.2
Job search training	52.6
Job search	62.5
Post-employment services	30.1
Occupational skills training	17.5
Social services	4.2
Basic education	4.9
Work-based learning	0.2
Completed activity, among those who started an activity (%)	84.2
Job search training	74.6
Job search	99.5
Post-employment services	81.4
Occupational skills training	75.6
Social services	65.7
Basic education	85.0
Work-based learning	50.0
Sample size	2,088

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.

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

Service	GOALS group members		
	Earlier enrollment	Later enrollment	Difference
Started any employment or training-related activity (%)	96.6	94.1	2.5 ^{^^} (0.9)
Job search training	50.3	87.2	-36.9 ^{^^} (1.9)
Job search	91.9	38.9	53.1 ^{^^} (1.7)
Post-employment services	34.3	39.3	-5.0 ^{^^} (2.1)
Occupational skills training	17.7	27.7	-10.0 ^{^^} (1.8)
Social services	5.5	7.2	-1.6 (1.1)
Basic education	8.9	3.1	5.8 ^{^^} (1.1)
Work-based learning	0.4	0.3	0.1 (0.3)
Completed any employment or training-related activity (%)	95.3	67.7	27.6 ^{^^} (1.5)
Job search training	46.6	57.6	-11.0 ^{^^} (2.2)
Job search	91.6	38.6	53.0 ^{^^} (1.7)
Post-employment services	31.8	28.7	3.1 (2.0)
Occupational skills training	15.4	19.3	-3.9 ^{^^} (1.7)
Social services	4.5	4.0	0.4 (0.9)
Basic education	7.7	2.5	5.2 ^{^^} (1.0)
Work-based learning	0.3	0.1	0.2 (0.2)
Completed any employment or training-related activity, among those who started an activity (%)	98.7	72.0	26.7 ^{^^} (1.4)
Job search training	92.6	66.0	26.6 ^{^^} (1.9)
Job search	99.7	99.3	0.3 (0.4)
Post-employment services	92.9	73.1	19.8 ^{^^} (2.5)
Occupational skills training	86.8	69.7	17.1 ^{^^} (3.7)
Social services	80.8	56.1	24.7 ^{^^} (7.8)
Basic education	86.9	80.6	6.3 (7.6)
Work-based learning	75.0	25.0	50.0 (32.7)
Any contact with case manager (%)	NA	NA	
Received any support service (%)	75.5	81.7	-6.2 ^{^^} (1.8)
Exited after receiving any service but did not participate in an employment or training-related activity (%)	0.6	0.3	0.4 (0.3)
Sample size	943	1,145	

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 GOALS (January 2017). "Earlier enrollment" refers to individuals enrolled before that point (January 2016-December 2016), and "later enrollment" refers to individuals enrolled during and after that point (January 2017-January 2018). NA indicates the grantee or provider were not able to provide the data.

^{^^}/^{^^}/^{^^} 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	GOALS group
Number of different types of activities started (%)	
0	4.8
1	26.9
2	34.7
3	20.0
4 or more	13.6
Activities started first, among those who started at least one activity (%)	
At least 2 activities started on the same day	37.3
Job search	29.9
Job search training	28.3
Post-employment services	2.0
Occupational skills training	1.3
Social services	0.5
Health services	0.5
Basic education	0.2
Work-based learning	0.1
Activities started, among those starting only one activity (%)	
Job search	51.9
Job search training	40.8
Post-employment services	5.7
Social services	0.4
Occupational skills training	0.5
Health services	0.5
Basic education	0.2
Three most frequent combinations of activities in the order started, among those who started more than one activity (%)	
Job search training and job search	59.8
Job search training and post-employment services	41.1
Job search and post-employment services	32.9
Average time between starting each activity in the most frequent combinations, among those who started more than one (days)	
Job search training and job search	52.9
Job search training and post-employment services	155.5
Job search and post-employment services	138.7
Mean length of time engaged in GOALS (days)	204.3
Length of time active in GOALS, among those who engaged in GOALS (days)	
Mean	213.5
25th percentile	104.0
50th percentile (median)	169.5
75th percentile	295.0
Mean length of time in an activity, among those who started it (days)	
Social services	175.9
Job search training	172.3

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

Timing	GOALS group
Work-based learning	132.6
Job search	126.9
Occupational skills training	113.3
Post-employment services	112.3
Basic education	90.5
Sample size	2,088

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

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

	All GOALS group members	During the quarter							Q11-pgm end
		Q1	Q2	Q3	Q4	Q5-6	Q7-8	Q9-10	
Received any services ^a (%)	95.7	94.4	0.7	0.2	0.1	0.1	0.0	0.1	0.0
Assessed (%)	57.0	54.1	1.0	0.6	0.6	0.5	0.1	0.0	0.0
Developed an individual career plan (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Started any employment or training- related activity (%)	95.2	93.5	1.0	0.3	0.2	0.2	0.0	0.1	0.0
Completed any employment or training- related activity (%)	80.2	38.4	30.3	7.6	2.7	1.1	0.0	0.0	0.0
Received an occupational skills training credential or certification (%)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Contact with individuals enrolled (%)									
First contact (%)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Average number of contacts per person during GOALS, among those with a contact (#)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Received any support service (%)	78.9	51.3	11.4	6.4	5.3	3.5	0.8	0.2	0.0
Sample size	2,088								

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

Note: NA indicates the grantee or provider were not able to provide the data. The column labeled “Q11-pgm end” displays the percentage of GOALS group members who first participated in program services or activities during or after quarter 11 of follow-up. The GOALS program ended in March 2019.

^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	GOALS group
Started any occupational skills training, education, or work-based learning activity (%)	26.1
Completed any occupational skills training, education, or work-based learning activity (%)	20.0
Completed any occupational skills training, education, or work-based learning activity, among those who started (%)	76.4
Occupational skills training	
Top five occupational skills trainings started (%)	NA
Top five occupational skills trainings completed (%)	NA
Top five occupational skills trainings completed, among those who started (%)	NA
Received an occupational skills training credential or certification (%)	0.0
Type of occupational skills training credential received, among those who received one (top 5 credentials) (%)	--
Education	
Started GED class (%)	0.4
Completed GED class (%)	0.1
Completed GED class, among those who started (%)	25.0
Received an education degree or certificate (%)	0.0
Type of education degree or certificate received, among those who received one (top 5 degrees) (%)	--
Work-based learning	
Started work-based learning (%)	0.4
Type of work-based learning, among those who started (%)	
Work experience (paid or unpaid)	100.0
Completed work-based learning (%)	0.2
Completed work-based learning, among those who started (%)	50.0
Average amount of subsidy per person, among those who started (\$)	NA
Average total number of hours spent in work-based learning (hours)	NA
Average per-hour subsidy per person, among those who started (\$)	NA
Sample size	2,088

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

Note: NA indicates the grantee or provider were not able to provide the data. Hyphens indicate that the relevant statistic is undefined because no one received a credential or certificate.

Table D.8. Receipt of support services

Support services	GOALS group
Received any support service (%)	78.9
Received support service, by type (%)	NA
Received support service, by type, among those who received a support (%)	NA
Average number of months of support service receipt, among those who received a support service (months)	NA
Total amount of support services paid per person, among those who received a support (\$)	NA
Average amounts of support services paid per person, by type, among those who received a support (\$)	NA
Mean length of time engaged in GOALS, among those who received a support service (days)	230.2
Mean length of time engaged in GOALS, among those who did not receive a support service (days)	107.4
Support service receipt by participation in employment or training-related activities	
Started an employment or training-related activity (%)	61.4
Received support services	81.4
Did not receive support services	18.6
Completed an employment or training-related activity, among those who started (%)	94.2
Received support services	81.3
Did not receive support services	18.7
Did not start an employment or training-related activity (%)	4.8
Received support services	29.0
Did not receive support services	71.0
Average amounts of support services paid per person, among those who received a support (\$)	NA
Started an employment or training-related activity	NA
Completed an employment or training-related activity, among those who started	NA
Sample size	2,088

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

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

Table D.9. Receipt of case management contacts

Type of service	GOALS group
Any contact (%)	NA
Sample size	

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

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

Table D.10. Extent and timing of GOALS exits

Exits	GOALS group
Reason for GOALS exit, among those who exited (%)	
Left before completing services	43.2
Exited due to employment	24.2
Became ineligible	17.2
Exited due to GOALS ending	6.9
Other ^a	8.5
Timing of exit (%)	
In Quarter 1 after random assignment	23.9
In Quarter 2 after random assignment	25.1
In Quarter 3 after random assignment	18.5
In Quarter 4 after random assignment	11.2
In Quarters 5 to 6 after random assignment	10.6
In Quarters 7 to 8 after random assignment	5.2
In Quarters 9 to 10 after random assignment	3.1
In or after Quarter 11 after random assignment	2.5
Exited SNAP in the month before, in the month of, or in the month after the month of exit from pilot (%)	22.3
Re-entered GOALS after an exit (%)	39.9
Exits in relation to other measures	
Exited after participating in an employment or training-related activity (%)	94.2
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	19.5
Did not become employed around pilot exit	34.2
Already employed	46.2
Exited pilot within 3 months by receipt of support services (%)	
Exited pilot within 3 months and received a support service	59.8
Exited pilot within 3 months without receiving a support service	40.2
Exited pilot within 12 months by receipt of support services (%)	
Exited pilot within 12 months and received a support service	77.0
Exited pilot within 12 months without receiving a support service	23.0
Sample size	2,088

Source: SNAP employment and training evaluation administrative service use data

Note: An exit reason of "Terminated" indicates that GOALS administrators or staff members initiated the exit, typically in response to a GOALS group member's non-participation in program services or activities or noncompliance with other program requirements.

^aRepresents that no exit reason was coded

Table D.11 . Characteristics of GOALS 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	23.95	76.05	
Age (%)			†††	
18 to 49	82.8	87.4	81.3	6.1***(1.9)
18 to 24	14.3	19.4	12.7	6.7***(1.8)
25 to 49	68.5	68.0	68.6	-0.6 (2.4)
50 to 59	15.0	11.2	16.2	-5.0***(1.8)
60 years and older	2.3	1.4	2.5	-1.1 (0.8)
Gender (%)				
Male	39.2	41.8	38.4	3.4 (2.5)
Female	60.7	58.2	61.5	-3.3 (2.5)
Other	0.1	0.0	0.1	-0.1 (0.2)
Race and Ethnicity (%)				
Hispanic	15.8	18.0	15.1	2.9 (1.9)
Asian	1.1	1.0	1.2	-0.2 (0.5)
Black, non-Hispanic	27.5	26.2	27.9	-1.7 (2.3)
Native Hawaiian/Pacific Islander/Native American	0.5	0.4	0.6	-0.2 (0.4)
White, non-Hispanic	66.0	67.8	65.5	2.3 (2.4)
Other; more than one race	7.1	7.0	7.2	-0.2 (1.3)
Education (%)				
No high school diploma or equivalent	24.4	25.6	24.0	1.6 (2.2)
High school diploma or equivalent	54.2	56.2	53.5	2.7 (2.6)
Degree	8.4	6.0	9.2	-3.2**(1.4)
Certificate	12.0	11.2	12.3	-1.1 (1.7)
Other	1.0	1.0	1.0	0.0 (0.5)
Employment Status (%)				
Employed at random assignment	16.1	13.8	16.9	-3.1 (1.9)
Employed part time	74.8	72.5	75.4	-2.9 (5.9)
Employed full time	25.2	27.5	24.6	2.9 (5.9)
Not employed at random assignment but worked in past ^a	81.2	82.8	80.7	2.1 (2.0)
Short-term unemployed	71.0	70.3	71.3	-1.0 (2.6)
Long-term unemployed	28.9	29.5	28.7	0.8 (2.6)
Not employed at random assignment and never worked in past	2.6	3.4	2.4	1.0 (0.8)
Presence of children (%)			†	
In households with children	42.4	39.2	43.4	-4.2*(2.5)
In households without children	57.6	60.8	56.6	4.2*(2.5)
Sample size	2,088	500	1,588	

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

Note: Significant test to determine difference across race and ethnicity groups not included because participants were able to self-identify as multiple racial and ethnic identities. Standard errors in parentheses.

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

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

***/**/* Difference between those who exited during the first 3 months of follow-up and those who exited after 3 months 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.12 . Characteristics of GOALS group members by pilot participation and assessment status

Characteristics	All GOALS group members	Received any service ^a			Assessment		
		Received	Did not receive	Difference	Assessed	Not assessed	Difference
Total participation	100.0	95.7	4.3		57.0	43.0	
Age (%)							
18 to 49	82.8	82.7	83.3	-0.6 (4.1)	81.6	84.3	-2.7 (1.7)
18 to 24	14.3	14.0	20.0	-6.0 (3.8)	13.9	14.7	-0.7 (1.5)
25 to 49	68.5	68.7	63.3	5.4 (5.0)	67.6	69.6	-2.0 (2.1)
50 to 59	15.0	15.0	14.4	0.6 (3.8)	16.6	12.8	3.8**(1.6)
Over 60 years old	2.3	2.3	2.2	0.0 (1.6)	1.8	2.9	-1.1* (0.7)
Gender (%)							
Male	39.2	39.1	40.0	-0.9 (5.3)	37.8	41.0	-3.2 (2.2)
Female	60.7	60.8	58.9	1.9 (5.3)	62.2	58.8	3.4 (2.2)
Other	0.1	0.1	1.1	-1.1*** (0.3)	0.0	0.2	-0.2 (0.1)
Race and Ethnicity (%)							
Hispanic	15.8	15.6	20.0	-4.4 (3.9)	14.7	17.1	-2.4 (1.6)
Asian	1.1	1.2	1.1	0.0 (1.1)	1.2	1.1	0.1 (0.5)
Black, non-Hispanic	27.5	27.6	25.6	2.0 (4.8)	27.3	27.7	-0.4 (2.0)
Native Hawaiian/Pacific Islander/Native American	0.5	0.5	2.2	-1.8**(0.8)	0.5	0.6	-0.1 (0.3)
White, non-Hispanic	66.0	66.0	66.7	-0.7 (5.1)	67.1	64.6	2.6 (2.1)
Other; more than one race	7.1	7.2	5.6	1.7 (2.8)	7.1	7.2	-0.2 (1.1)
Education (%)							
No high school diploma or equivalent	24.4	24.1	31.1	-7.0 (4.6)	22.9	26.4	-3.5*(1.9)
High school diploma or equivalent	54.2	54.3	51.1	3.2 (5.4)	54.2	54.1	0.1 (2.2)
Degree	8.4	8.7	2.2	6.5**(3.0)	9.6	6.9	2.7**(1.2)
Certificate	12.0	11.9	14.4	-2.5 (3.5)	12.4	11.5	1.0 (1.4)
Other	1.0	1.0	1.1	-0.1 (1.1)	0.9	1.1	-0.2 (0.4)

Table D.12 . Characteristics of GOALS group members by pilot participation and assessment status *(continued)*

Characteristics	All GOALS group members	Received any service ^a			Assessment		
		Received	Did not receive	Difference	Assessed	Not assessed	Difference
Employment Status (%)							
Employed at random assignment	16.1	16.2	15.6	0.6 (4.0)	16.1	16.1	0.0 (1.6)
Employed part time	74.8	75.9	50.0	25.9**(11.8)	78.6	69.7	9.0*(4.8)
Employed full time	25.2	24.1	50.0	-25.9**(11.8)	21.4	30.3	-9.0*(4.8)
Not employed at random assignment but worked in past ^b	81.2	81.1	84.4	-3.4 (4.2)	80.8	81.8	-1.1 (1.7)
Short-term unemployed	71.0	71.2	67.1	4.1 (5.3)	71.6	70.3	1.3 (2.2)
Long-term unemployed	28.9	28.7	32.9	-4.2 (5.3)	28.4	29.5	-1.1 (2.2)
Not employed at random assignment and never worked in past	2.6	2.8	0.0	2.8 (1.7)	3.1	2.0	1.1 (0.7)
Presence of children (%)							
In households with children	42.4	42.2	45.6	-3.3 (5.3)	42.4	42.4	-0.1 (2.2)
In households without children	57.6	57.8	54.4	3.3 (5.3)	57.6	57.6	0.1 (2.2)
Sample size	2,088	1,998	90		1,190	898	

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

Note: Significant test to determine difference across race and ethnicity groups not included because participants were able to self-identify as multiple racial and ethnic identities. 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.

***/**/* 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 GOALS group members by completion status in most common activities, among individuals who started an activity

Characteristics	Job search			Job search training			Post-employment services			Occupational skills training		
	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	99.5	0.5		74.6	25.4		81.4	18.6		75.6	24.4	
Age (%)												
18 to 49	82.2	83.3	-1.1 (15.6)	82.0	82.1	-0.1 (2.3)	80.6	84.0	-3.4 (3.6)	82.2	82.2	0.0 (4.1)
18 to 24	14.6	0.0	14.6 (14.4)	12.9	15.2	-2.3 (2.0)	9.4	11.1	-1.7 (2.7)	10.4	9.3	1.1 (3.2)
25 to 49	67.6	83.3	-15.7 (19.1)	69.0	66.8	2.2 (2.8)	71.2	72.9	-1.7 (4.2)	71.9	72.9	-1.0 (4.8)
50 to 59	15.8	16.7	-0.8 (15.0)	15.5	15.5	0.0 (2.2)	16.5	15.3	1.3 (3.4)	15.0	16.1	-1.1 (3.8)
60 years and older	1.9	0.0	1.9 (5.6)	2.6	2.4	0.1 (0.9)	2.9	0.7	2.2 (1.4)	2.7	1.7	1.0 (1.6)
Gender (%)												
Male	40.9	50.0	-9.1 (20.1)	38.2	39.0	-0.9 (2.9)	38.8	34.7	4.1 (4.5)	29.5	32.2	-2.7 (4.9)
Female	59.1	50.0	9.1 (20.1)	61.7	61.0	0.8 (2.9)	61.0	65.3	-4.2 (4.5)	70.5	67.8	2.7 (4.9)
Other	0.0	0.0	0.0 (0.0)	0.1	0.0	0.1 (0.2)	0.2	0.0	0.2 (0.3)	0.0	0.0	0.0 (0.0)
Race and Ethnicity (%)												
Hispanic	15.8	16.7	-0.8 (15.0)	15.6	14.2	1.4 (2.2)	15.1	9.7	5.4*(3.2)	14.8	6.8	8.0**(3.5)
Asian	1.1	0.0	1.1 (4.4)	0.7	1.6	-0.9 (0.6)	1.4	0.0	1.4 (1.0)	0.5	0.8	-0.3 (0.8)
Black, non-Hispanic	27.3	0.0	27.3 (18.2)	29.6	29.9	-0.3 (2.7)	28.6	31.9	-3.3 (4.2)	31.7	38.1	-6.4 (5.0)
Native Hawaiian/Pacific Islander/Native American	0.5	0.0	0.5 (2.8)	0.5	0.0	0.5 (0.3)	0.3	0.7	-0.4 (0.6)	0.3	0.0	0.3 (0.5)
White, non-Hispanic	66.7	83.3	-16.6 (19.3)	64.8	61.8	3.0 (2.9)	64.4	66.0	-1.6 (4.4)	63.4	57.6	5.8 (5.1)
Other; more than one race	6.7	0.0	6.7 (10.2)	6.5	8.6	-2.1 (1.5)	7.6	9.7	-2.1 (2.5)	7.9	4.2	3.7 (2.7)
Education (%)												
No high school diploma or equivalent	24.9	16.7	8.2 (17.7)	23.5	24.6	-1.1 (2.6)	21.1	19.4	1.7 (3.8)	23.2	28.8	-5.6 (4.6)

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

Characteristics	Job search			Job search training			Post-employment services			Occupational skills training		
	Completed	Did not complete	Difference	Completed	Did not complete	Difference	Completed	Did not complete	Difference	Completed	Did not complete	Difference
High school diploma or equivalent	54.1	66.7	-12.5 (20.4)	53.6	51.3	2.3 (3.0)	55.5	55.6	-0.1 (4.6)	53.8	44.9	8.9*(5.3)
Degree	8.7	0.0	8.7 (11.5)	9.1	8.6	0.6 (1.7)	8.7	12.5	-3.8 (2.7)	9.3	5.1	4.2 (2.9)
Certificate	11.5	16.7	-5.2 (13.1)	12.6	14.4	-1.9 (2.0)	13.0	11.8	1.2 (3.1)	12.8	20.3	-7.5**(3.7)
Other	0.8	0.0	0.8 (3.7)	1.2	1.1	0.1 (0.6)	1.6	0.7	0.9 (1.1)	0.8	0.8	0.0 (1.0)
Employment Status (%)		††										
Employed at random assignment	15.0	33.3	-18.3 (14.6)	16.0	15.2	0.8 (2.2)	16.2	14.6	1.6 (3.4)	16.9	19.5	-2.6 (4.0)
Employed part time	75.5	100.0	-24.5 (30.6)	75.6	75.4	0.1 (6.6)	71.6	81.0	-9.4 (10.7)	74.2	78.3	-4.1 (10.6)
Employed full time	24.5	0.0	24.5 (30.6)	24.4	24.6	-0.1 (6.6)	28.4	19.0	9.4 (10.7)	25.8	21.7	4.1 (10.6)
Not employed at random assignment but worked in past ^a	81.9	66.7	15.3 (15.8)	81.2	81.8	-0.6 (2.3)	81.6	84.0	-2.5 (3.6)	80.1	77.1	2.9 (4.3)
Short-term unemployed	72.0	0.0	72.0*** (22.5)	71.3	65.7	5.6*(3.0)	74.1	74.4	-0.3 (4.4)	67.9	69.2	-1.3 (5.6)
Long-term unemployed	27.9	100.0	- 72.1*** (22.5)	28.6	34.3	-5.7*(3.0)	25.9	25.6	0.3 (4.4)	32.1	30.8	1.3 (5.6)
Not employed at random assignment and never worked in past	3.1	0.0	3.1 (7.0)	2.7	2.9	-0.2 (1.0)	2.2	1.4	0.8 (1.3)	3.0	3.4	-0.4 (1.8)
Presence of children (%)												
In households with children	40.9	66.7	-25.8 (20.1)	41.1	43.3	-2.2 (3.0)	41.8	42.4	-0.5 (4.6)	49.2	49.2	0.0 (5.3)
In households without children	59.1	33.3	25.8 (20.1)	58.9	56.7	2.2 (3.0)	58.2	57.6	0.5 (4.6)	50.8	50.8	0.0 (5.3)
Sample size	1,306	6		1,098	374		90	144		366	118	

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

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

Note: Significant test to determine difference across race and ethnicity groups not included because participants were able to self-identify as multiple racial and ethnic identities. 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.

***/**/* 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, and barriers to employment) (Appendix Tables D.14). Key findings include the following:

The youngest individuals (ages 18 to 24) were the least likely to start an employment or training-related activity, receive a support service, and remain enrolled in the GOALS program for longer than three months. By contrast, the oldest individuals (ages 50 and older) were the most likely to start an employment or training-related activity, receive a support service, and remain enrolled in the GOALS program for longer than three months.

Individuals in households without children were more likely than individuals in households with children to exit the GOALS program within the first three months of enrollment. Additionally, individuals with the least barriers to employment (employed in past 12 months and completed High school diploma or equivalent) were more likely than those with more barriers to receive support services.

Table D.14. Participation in GOALS 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 (%)		95.7	95.2		80.2	NA	78.9	24.0		76.1		
Age (%)												
18 to 24	298	94.0	92.6		76.8	NA	70.5	32.6		67.4		
25 to 49	1,430	96.0	95.6		80.4	NA	79.8	23.8		76.2		
50 years and older	360	95.8	95.8	†	81.9	NA	82.2	†††	17.5	†††	82.5	†††
Presence of children (%)												
In households with children	885	95.4	94.8		79.1	NA	78.9	22.1		77.9		
In households without children	1,203	95.9	95.5		81.0	NA	78.9	25.3		†	74.7	†
Recent employment history (%)												
Employed in 12 months prior to random assignment	1,577	95.8	95.2		81.0	NA	79.3	23.4		76.6		
Not employed in 12 months prior to random assignment	498	95.6	95.4		78.3	NA	77.7	25.9		74.1		
Barrier to employment (%)												
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	1,212	96.2	95.8		81.7	NA	80.8	22.9		77.1		
Moderate barriers (not employed in past 12 months or no high	699	95.1	94.6		78.8	NA	76.5	25.5		74.5		

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

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
school diploma or equivalent)									
Most barriers (not employed in past 12 months <i>and</i> no high school diploma or equivalent)	150	94.7	94.0	77.3	NA	74.0	††	26.0	74.0
Household Income (%)									
Less than 50 percent of FPL	1,425	96.1	95.6	79.7	NA	78.3		24.1	75.9
Greater or equal to 50 percent of FPL	559	95.9	95.3	81.9	NA	80.9		22.2	77.8
Sample size	2,088	1,998	1,988	1,674		1,647		500	1,588

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

Notes: NA indicates the grantee or provider was 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.

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

FPL = Federal Poverty Level

Appendix E

Differences in service receipt analysis

I. Main tables

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

	GOALS group	Control group	Difference
Participated in job search training or assistance activities or in education or training programs (%)	65.2	52.0	13.2*** (3.2)
Participated in job search training or assistance activities (%)	49.2	35.9	13.2*** (3.1)
Participated in education or training programs (%)	43.6	34.9	8.7*** (3.2)
General job skills training	23.7	17.5	6.2** (2.6)
Occupational skills training	27.5	17.7	9.8*** (2.6)
Education	20.2	17.7	2.5 (2.5)
Work-based learning	0.1	0.0	0.1 (0.1)
Sample size	613	557	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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 GOALS services, existing E&T services, or community-offered services, by quarter and year after random assignment

	GOALS group	Control group	Difference
Participated in job search training or assistance activities or in education or training programs (%)			
Year 1	52.0	39.9	12.1*** (3.2)
Years 2 or 3	28.5	28.5	0.1 (2.9)
Participated job search training or assistance activities (%)			
Year 1	41.1	29.0	12.1*** (3.0)
Years 2 or 3	15.9	17.2	-1.3 (2.3)
Participated education or training programs (%)			
Year 1	28.5	22.7	5.8** (2.8)
Quarter 1	19.2	15.0	4.2* (2.5)
Quarter 2	16.4	13.3	3.1 (2.3)
Quarter 3	13.5	11.6	1.9 (2.1)
Quarter 4	11.6	10.8	0.8 (2.0)
Year 2	18.8	18.8	0.0 (2.5)
Quarter 5	13.2	14.6	-1.4 (2.2)
Quarter 6	11.5	13.1	-1.6 (2.1)
Quarter 7	10.9	12.1	-1.2 (2.0)
Quarter 8	11.8	11.4	0.4 (2.0)
Year 3	15.8	15.3	0.5 (2.3)
Quarter 9	11.7	9.8	2.0 (1.9)
Quarter 10	10.1	10.2	-0.1 (1.9)
Quarter 11	10.0	11.3	-1.4 (2.0)
Quarter 12	9.0	10.3	-1.3 (1.9)
Years 2 or 3	19.4	17.2	2.2 (2.4)
Sample size	613	557	

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 GOALS 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

	GOALS group	Control group	Difference
Timing of participation relative to end of pilot period			
Participated before pilot end date	39.4	30.0	9.3*** (3.0)
Participated after pilot end date	12.4	13.6	-1.2 (2.2)
Among those who participated after the pilot end date			
Started all programs before pilot end date	64.8	56.5	8.3 (8.2)
Started at least one program after pilot end date	35.2	43.5	-8.3 (8.2)
Sample size	613	557	

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

Note: The GOALS pilot operation period ended in March 2019. Standard errors in parentheses.

***/**/* Difference between GOALS 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

	GOALS group	Control group	Difference
Mean length of time spent in all activities and programs (months)	3.7	3.7	0.0 (0.5)
Mean number of hours per week spent in programs	7.7	3.9	3.8*** (0.9)
Percentage of individuals still in a program as of the date of the 36-month follow-up survey interview			
All activities	7.2	9.7	-2.5 (1.8)
Programs with general job skills training	2.8	4.3	-1.5 (1.1)
Programs with occupational skills training	4.3	4.7	-0.3 (1.3)
Programs with education	4.4	6.7	-2.3 (1.5)
Programs with work-based learning	0.0	0.0	0.0 (0.0)
Percentage who completed a program			
All activities	31.8	22.6	9.3*** (2.8)
Programs with general job skills training	18.4	12.8	5.6** (2.3)
Programs with occupational skills training	20.6	13.7	7.0*** (2.3)
Programs with education	11.9	8.0	3.9** (1.9)
Programs with work-based learning	0.1	0.0	0.1 (0.1)
Type of certificate or degree/diploma received (%)			
Participation/attendance	4.1	2.7	1.4 (1.1)
Adult basic education	0.0	0.1	-0.1 (0.1)
High school diploma/GED	2.7	1.8	0.9 (1.0)
Associate's degree	1.1	0.6	0.5 (0.5)
Bachelor's degree	0.5	0.1	0.4 (0.3)
English proficiency certification or TOEFL	0.0	0.0	0.0 (0.0)
Occupational certificate or license	18.8	12.7	6.1*** (2.2)
Other	2.0	0.8	1.2* (0.7)
Sample size	613	557	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Mean length of time spent in all activities and programs (months)	1.4	1.2	0.2 (0.2)	1.2	1.4	-0.1 (0.2)	1.1	1.1	-0.1 (0.2)
Mean number of hours per week spent in programs	6.6	3.3	3.3*** (0.7)	8.4	4.3	4.1*** (1.1)	8.2	4.1	4.1*** (1.0)
Percentage who completed a program	18.9	12.4	6.5*** (2.3)	9.4	8.8	0.6 (1.8)	7.5	5.3	2.2 (1.5)
Percentage who received an occupational certificate or license	10.6	7.0	3.7** (1.7)	5.1	4.9	0.3 (1.4)	4.4	2.5	1.9* (1.0)
Sample size	613	557		613	557		613	557	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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 GOALS and control group members and credential receipt rates among program completers in the three years following random assignment

	GOALS group	Control group	Difference
Percentage who completed a program, among those who started a program			
All activities	71.8	65.7	6.1 (4.7)
Programs with general job skills training	38.9	37.5	1.4 (4.7)
Programs with occupational skills training	45.4	40.2	5.2 (5.0)
Programs with education	28.7	23.7	5.0 (4.4)
Programs with work-based learning	0.3	0.0	0.3 (0.2)
Percentage who received a diploma, degree, certification, or license after completing program			
All activities	58.7	51.1	7.6 (4.9)
Programs with general job skills training	27.8	26.2	1.7 (4.4)
Programs with occupational skills training	42.0	33.6	8.4* (4.7)
Programs with education	25.6	19.4	6.2 (4.2)
Programs with work-based learning	0.3	0.0	0.3 (0.2)
Type of certificate or degree/diploma received (%)			
Participation/attendance	9.5	7.5	2.0 (2.6)
Adult basic education	0.0	0.4	-0.4 (0.4)
High school diploma/GED	6.3	5.4	0.9 (2.5)
Associate's degree	1.7	1.7	0.0 (1.4)
Bachelor's degree	1.6	0.4	1.2* (0.7)
English proficiency certification or TOEFL	0.0	0.0	0.0 (0.0)
Occupational certificate or license	41.9	37.5	4.4 (4.7)
Other	5.6	2.3	3.3* (1.7)
Sample size	261	200	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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 GOALS, existing E&T, or community-offered programs in the three years following random assignment

Service	GOALS group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	66.2	52.8	13.4*** (3.1)
Average number of contacts with an employment professional or case manager	9.3	6.5	2.7*** (1.0)
Completed career assessment tests (%)	49.5	41.0	8.5*** (3.2)
Received any support service (excluding mental health or substance use counseling) (%)	69.8	61.3	8.5*** (3.0)
Received any support service (%)	76.2	68.2	8.0*** (2.9)
Child care assistance including vouchers or funds	12.0	10.9	1.1 (2.0)
Transportation assistance (such as gas cards or bus passes)	51.4	37.3	14.1*** (3.1)
Housing assistance	20.9	24.5	-3.6 (2.7)
Mental health or substance use counseling	27.7	25.7	2.0 (2.9)
Clothes, uniforms, tools, or other supplies and equipment	32.1	20.4	11.7*** (2.7)
Other	10.1	13.1	-3.0 (2.1)
Sample size	613	557	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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 GOALS, existing E&T, or community-offered programs

Service	Year 1			Year 2 and Year 3		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	59.1	46.6	12.4*** (3.2)	23.4	21.4	2.0 (2.6)
Average number of contacts with an employment professional or case manager	12.1	8.7	3.4*** (1.3)	9.5	11.7	-2.1 (1.9)
Mode of contacts (%)						
Mostly in person	75.1	69.5	5.5 (4.0)	65.6	63.9	1.7 (5.9)
Mostly by phone	12.5	17.0	-4.5 (3.4)	16.7	19.1	-2.4 (4.7)
Equally in person and by phone	11.6	12.9	-1.3 (2.8)	10.3	8.5	1.8 (3.5)
Completed career assessment tests (%)	42.0	34.8	7.2** (3.0)	15.1	15.1	0.0 (2.3)
Received any support service (%)	65.3	56.9	8.4*** (3.1)	45.4	44.7	0.7 (3.2)
Child care assistance including vouchers or funds	8.5	7.4	1.1 (1.6)	8.9	6.8	2.1 (1.7)
Transportation assistance (such as gas cards or bus passes)	44.6	31.6	13.0*** (3.0)	17.5	14.8	2.7 (2.4)
Housing assistance	14.6	16.4	-1.8 (2.3)	15.3	18.2	-2.8 (2.4)
Mental health or substance use counseling	20.0	18.4	1.6 (2.6)	16.1	17.2	-1.1 (2.4)
Clothes, uniforms, tools, or other supplies and equipment	25.9	13.1	12.8*** (2.4)	10.3	11.1	-0.8 (1.9)
Other	5.0	5.6	-0.6 (1.5)	5.3	8.3	-3.0* (1.7)
Sample size	613	557		613	557	

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 GOALS 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

Service	Started an activity			Did not start an activity		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	65.3	52.0	13.3*** (3.5)	72.9	57.5	15.5* (7.9)
Completed career assessment tests (%)	50.2	41.0	9.2*** (3.4)	44.4	40.6	3.8 (7.8)
Participated in job search training or assistance activities or in education or training programs (%)	67.6	51.6	16.0*** (3.4)	55.0	54.0	1.0 (9.0)
Participated in job search training or assistance activities (%)	49.9	36.0	13.9*** (3.4)	48.4	35.6	12.9 (8.2)
Participated in education or training programs (%)	45.5	35.1	10.4*** (3.4)	34.4	33.6	0.8 (7.7)
General job skills training	24.4	18.0	6.4** (2.9)	23.0	14.8	8.1 (6.2)
Occupational skills training	28.1	17.4	10.7*** (2.9)	23.8	19.2	4.7 (6.3)
Education	21.6	17.6	4.0 (2.7)	14.3	18.2	-3.9 (5.7)
Work-based learning	0.2	0.0	0.2 (0.1)^	0.0	0.0	0.0 (<0.1)
Mean length of time spent in all activities and programs (months)	3.8	3.7	0.1 (0.5)	3.5	3.5	0.0 (1.1)
Completed a program (all activities) (%)	33.4	22.5	10.9*** (3.1)	25.1	23.1	2.0 (6.7)
Received certificate or degree/diploma (%)	20.2	12.7	7.5*** (2.5)^	9.3	12.9	-3.6 (4.6)
Received any support service (%)	76.7	67.4	9.3*** (3.2)	71.0	72.6	-1.6 (7.2)
Received any support service (excluding mental health or substance use counseling) (%)	70.2	60.7	9.5*** (3.3)	66.4	64.9	1.6 (7.5)
Sample size	517	479		96	78	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	63.6	58.7	5.0 (6.9)	67.8	50.6	17.2*** (5.3)	64.0	48.3	15.7*** (6.0)
Completed career assessment tests (%)	44.9	55.2	-10.3 (6.8)	53.1	36.8	16.3*** (5.3)^^	50.5	35.4	15.1** (6.0)^^ ###
Participated in job search training or assistance activities or in education or training programs (%)	65.2	50.7	14.5** (6.9)	70.9	52.5	18.4*** (5.2)	63.8	51.1	12.8** (6.0)
Participated in job search training or assistance activities (%)	51.1	36.8	14.3** (6.6)	52.7	35.8	16.9*** (5.2)	43.9	35.6	8.3 (5.8)
Participated in education or training programs (%)	47.9	34.9	12.9* (6.8)	44.1	36.6	7.4 (5.1)	44.5	32.6	11.9** (6.0)
General job skills training	26.1	16.4	9.7* (5.3)	22.8	18.9	3.9 (4.3)	25.4	17.8	7.6 (5.2)
Occupational skills training	37.6	18.3	19.2*** (6.1)	27.0	20.3	6.6 (4.3)^	21.9	11.4	10.5** (4.5)
Education	16.3	17.9	-1.6 (4.9)	21.6	20.4	1.2 (4.3)	22.2	12.3	9.9** (4.5)^
Work-based learning	0.1	0.0	0.1 (<0.1)	0.1	0.0	0.1* (<0.1)	0.4	0.0	0.4 (0.3)
Mean length of time spent in all activities and programs (months)	3.8	3.9	-0.2 (1.1)	3.4	4.0	-0.6 (0.8)	4.2	3.1	1.1 (0.9)
Completed a program (all activities) (%)	35.4	22.9	12.5** (5.6)	34.0	24.6	9.4** (4.6)	32.3	18.4	13.9*** (5.3)
Received certificate or degree/ diploma (%)	24.3	14.9	9.4** (4.7)	21.7	12.8	8.9** (3.8)	16.1	10.4	5.7 (4.3)
Received any support service (%)	80.6	75.5	5.0 (5.9)	77.6	67.6	10.0** (5.0)	72.1	59.5	12.7** (5.7)
Received any support service (excluding mental health or	71.0	67.9	3.1 (6.7)	73.2	62.7	10.5** (5.1)	65.7	50.4	15.3*** (5.9)

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

Service	Did not complete an activity			Completed education or training activities			Completed job search or job search training activities		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
substance use counseling) (%)									
Sample size	140	119		215	216		162	144	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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 E.10. Receipt of services and participation in activities, by timing of enrollment

Service	Earlier enrollment (January 2017 to December 2016)			Later enrollment (January 2017 to December 2017)		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	64.1	51.2	12.9*** (4.4)	67.9	54.2	13.7*** (4.4)
Completed career assessment tests (%)	47.6	37.5	10.0** (4.5)	51.2	44.0	7.2 (4.4)
Participated in job search training or assistance activities or in education or training programs (%)	60.0	51.7	8.3* (4.4)	69.9	52.2	17.7*** (4.7)
Participated in job search training or assistance activities (%)	44.5	37.1	7.4* (4.2)	53.3	34.9	18.4***† (4.5)
Participated in education or training programs (%)	33.6	31.8	1.8 (4.2)	52.6	37.6	15.0***†† (4.6)
General job skills training	17.4	16.9	0.5 (3.4)	29.4	18.1	11.3***†† (3.9)
Occupational skills training	16.8	13.2	3.6 (3.2)	36.9	21.5	15.4***†† (4.0)
Education	18.1	17.4	0.7 (3.3)	22.0	17.9	4.2 (3.6)
Work-based learning	0.2	0.0	0.2 (0.2)	0.0	0.0	0.0 (<0.1)
Mean length of time spent in all activities and programs (months)	2.7	3.4	-0.7 (0.6)	4.6	4.0	0.6 (0.7)
Completed a program (all activities) (%)	21.7	19.1	2.6 (3.7)	40.9	25.6	15.3***†† (4.2)
Received certificate or degree/diploma (%)	11.4	8.3	3.1 (2.6)	25.4	16.6	8.8** (3.5)
Received any support service (%)	74.2	62.1	12.1*** (4.1)	78.0	73.6	4.4 (4.0)
Received any support service (excluding mental health or substance use counseling) (%)	66.8	55.5	11.3*** (4.2)	72.4	66.4	6.0 (4.3)
Sample size	303	278		310	279	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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. Sugroup tables and key findings

Appendix Tables E.11 through E.15 show differences in service use between the GOALS 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 a few statistically significant differences in GOALS-control contrasts in service use across all subgroups and across several types of outcomes, including case management, participation in education and training activities, and the receipt of support services.

Across age subgroups, the key difference was in the receipt of case management (Appendix Table E.11). The impacts of GOALS on this outcome were largest for adults aged 18 to 24 (an impact of 28 percentage points), smaller for adults aged 25 to 49 (13 percentage points), and small and statistically insignificant for adults 50 and older.

Across the barriers to employment subgroups, there were several statistically significant differences in GOALS-control contrasts in service use (Appendix Table E.12). GOALS led to larger increases in the receipt of case management, the completion of career assessment tests, and the receipt of support services for individuals with the most barriers to employment (impacts of 41, 30, and 33 percentage points, respectively). Impacts on these outcomes were much smaller for the other two groups. GOALS also did not lead to increases in participation in education and training activities for the group with moderate barriers to work, compare with positive effects for the other two groups.

For groups defined by employment in the prior 12 months, GOALS led to larger increases participation in employment and training activities for individuals who had worked (17 percentage point impact) compared with impacts for those who had not worked (3 percentage point difference; Appendix Table E.13). Conversely, among the group that had not worked in the prior 12 months, GOALS led to a larger increase in the receipt of support services (16 percentage point increase), compared with effects for those who had worked (5 percentage point increase).

GOALS led to an increase in the receipt of case management among individuals in households with children (an impact of 20 percentage points; Appendix Table E.14), compared with an impact on this outcome of 9 percentage points for those in households without children. There were no other differences in impacts across these two groups.

Finally, among individuals in households with incomes above 50 percent of the poverty level, GOALS led to an increase in the receipt of a certificate or degree/diploma (an impact of 12 percentage points). Among those in lower income households, GOALS had no effect on this outcome.

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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	62.2	34.0	28.2*** (8.9)	65.7	52.7	13.1*** (3.8)	70.2	66.1	4.1† (6.6)
Completed career assessment tests (%)	38.8	33.7	5.1 (9.8)	51.6	41.8	9.7** (3.9)	48.2	42.9	5.3 (6.3)
Participated in job search training or assistance activities or in education or training programs (%)	67.7	47.8	19.9* (10.7)	64.5	53.2	11.3*** (3.9)	67.1	50.6	16.6** (6.6)
Participated in job search training or assistance activities (%)	39.7	23.5	16.2* (8.6)	48.0	37.1	10.9*** (3.9)	60.4	40.4	20.0*** (6.5)
Participated in education or training programs (%)	49.9	41.7	8.2 (10.2)	43.7	34.6	9.1** (3.8)	40.0	31.1	8.9 (6.6)
General job skills training	23.8	17.2	6.5 (8.2)	23.6	17.2	6.4** (3.2)	24.3	19.0	5.2 (5.8)
Occupational skills training	24.3	20.2	4.1 (7.9)	27.4	18.4	9.0*** (3.2)	29.5	13.2	16.3*** (5.3)
Education	32.0	27.2	4.8 (9.2)	20.1	18.0	2.1 (3.0)	12.9	9.8	3.1 (4.2)
Work-based learning	0.0	0.0	0.0 (<0.1)	0.0	0.0	0.0 (<0.1)	0.5	0.0	0.5 (0.4)
Mean length of time spent in all activities and programs (months)	3.0	4.0	-1.0 (1.4)	4.1	3.9	0.2 (0.6)	2.5	2.7	-0.2 (0.8)
Completed a program (all activities) (%)	35.4	18.8	16.7* (8.8)	31.1	22.9	8.1** (3.5)	32.2	23.9	8.3 (6.0)
Received certificate or degree/diploma (%)	19.4	11.2	8.2 (6.6)	19.5	12.9	6.6** (2.8)	15.6	12.9	2.7 (4.2)
Received any support service (%)	76.5	69.4	7.1 (9.0)	75.2	67.5	7.7** (3.5)	79.5	69.6	9.9* (5.8)
Received any support service (excluding mental health or substance use counseling) (%)	64.0	60.8	3.2 (9.4)	69.0	60.9	8.0** (3.6)	76.8	62.9	13.9** (6.1)
Sample size	60	56		416	369		137	132	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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)		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	66.8	55.8	11.0*** (4.0)	61.8	50.2	11.6** (5.4)	80.4	39.3	41.1***†† (10.9)
Completed career assessment tests (%)	51.7	46.0	5.7 (4.1)	46.0	36.3	9.7* (5.6)	51.1	20.8	30.3***† (10.6)
Participated in job search training or assistance activities or in education or training programs (%)	67.4	50.1	17.3*** (4.0)	57.7	52.2	5.5 (5.8)	80.9	68.3	12.6 (10.6)
Participated in job search training or assistance activities (%)	50.0	35.5	14.6*** (3.9)	44.2	36.6	7.5 (5.4)	58.5	35.3	23.2** (11.0)
Participated in education or training programs (%)	45.1	31.8	13.3*** (3.9)	35.7	37.4	-1.7 (5.5)	69.3	52.1	17.1† (10.9)
General job skills training	25.2	17.3	7.8** (3.3)	17.3	18.6	-1.4 (4.3)	40.2	14.0	26.2***†† (10.8)
Occupational skills training	30.9	17.2	13.7*** (3.2)	20.9	17.8	3.2 (4.5)	26.6	24.1	2.5 (11.0)
Education	18.5	13.4	5.1* (2.9)	19.2	20.3	-1.1 (4.5)	42.9	43.9	-1.0 (11.5)
Work-based learning	0.2	0.0	0.2 (0.1)	0.0	0.0	0.0 (<0.1)	0.3	0.0	0.3***††† (0.1)
Mean length of time spent in all activities and programs (months)	3.9	2.9	1.0* (0.6)	3.0	4.0	-1.0 (0.9)	4.4	9.9	-5.5***††† (2.2)
Completed a program (all activities) (%)	34.6	23.4	11.2*** (3.6)	23.4	20.7	2.6 (4.7)	46.8	27.3	19.5* (11.6)
Received certificate or degree/diploma (%)	21.0	13.5	7.5*** (2.8)	13.6	11.8	1.8 (3.5)	22.6	13.1	9.5 (8.6)
Received any support service (%)	74.7	69.1	5.6 (3.7)	76.0	67.8	8.2* (5.0)	92.1	59.4	32.7***† (11.2)

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

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)		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Received any support service (excluding mental health or substance use counseling) (%)	68.9	62.0	6.8* (3.9)	67.8	62.6	5.2 (5.2)	84.8	44.1	40.7***†† (11.1)
Sample size	378	341		186	176		42	32	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	64.4	50.4	14.0*** (3.7)	73.5	60.2	13.3** (6.0)
Completed career assessment tests (%)	49.4	42.1	7.3** (3.7)	50.6	37.6	13.1** (6.4)
Participated in job search training or assistance activities or in education or training programs (%)	67.6	49.3	18.3*** (3.7)	60.4	60.0	0.4†† (6.5)
Participated in job search training or assistance activities (%)	50.7	33.5	17.2*** (3.6)	46.0	43.0	3.1† (6.3)
Participated in education or training programs (%)	44.9	33.4	11.5*** (3.6)	42.1	39.9	2.2 (6.4)
General job skills training	24.1	16.5	7.7*** (3.0)	24.2	21.0	3.3 (5.7)
Occupational skills training	29.5	16.1	13.4*** (2.9)	22.4	22.5	-0.1†† (5.6)
Education	21.5	17.1	4.4 (2.8)	18.4	19.4	-1.0 (4.7)
Work-based learning	0.2	0.0	0.2 (0.1)	0.0	0.0	0.0 (<0.1)
Mean length of time spent in all activities and programs (months)	3.9	3.1	0.9 (0.5)	3.2	5.7	-2.5**††† (1.1)
Completed a program (all activities) (%)	32.4	21.5	10.9*** (3.2)	32.4	26.1	6.3 (6.0)
Received certificate or degree/diploma (%)	19.5	12.1	7.5*** (2.5)	17.5	14.8	2.7 (4.5)
Received any support service (%)	73.9	68.5	5.4 (3.4)	83.7	67.4	16.3***† (5.4)
Received any support service (excluding mental health or substance use counseling) (%)	68.7	62.1	6.6* (3.5)	73.9	59.1	14.8** (5.8)
Sample size	464	416		145	139	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	62.8	43.3	19.5*** (4.5)	68.9	60.3	8.6***† (4.3)
Completed career assessment tests (%)	47.5	38.2	9.3** (4.6)	50.6	43.2	7.5* (4.3)
Participated in job search training or assistance activities or in education or training programs (%)	66.0	49.8	16.2*** (4.6)	64.4	53.7	10.7** (4.4)
Participated in job search training or assistance activities (%)	44.2	30.3	14.0*** (4.4)	53.0	40.5	12.5*** (4.4)
Participated in education or training programs (%)	47.8	35.0	12.8*** (4.5)	40.4	34.8	5.6 (4.3)
General job skills training	22.3	16.2	6.1 (3.8)	24.6	18.6	6.1* (3.6)
Occupational skills training	30.2	20.8	9.3** (3.9)	25.2	15.1	10.0*** (3.5)
Education	21.9	19.3	2.6 (3.8)	18.7	16.3	2.4 (3.2)
Work-based learning	0.1	0.0	0.1** (<0.1)	0.2	0.0	0.2 (0.1)
Mean length of time spent in all activities and programs (months)	4.4	4.1	0.3 (0.8)	3.1	3.4	-0.3 (0.6)
Completed a program (all activities) (%)	34.1	22.6	11.5*** (4.1)	30.0	22.5	7.5** (3.8)
Received certificate or degree/diploma (%)	24.2	15.7	8.4** (3.6)	14.4	10.3	4.1 (2.8)
Received any support service (%)	74.9	68.7	6.2 (3.9)	76.8	67.7	9.1** (4.1)
Received any support service (excluding mental health or substance use counseling) (%)	72.2	64.9	7.3* (4.0)	67.8	58.4	9.4** (4.3)
Sample size	276	255		337	302	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	66.1	52.1	13.9*** (4.0)	65.7	55.0	10.7** (5.3)
Completed career assessment tests (%)	50.6	41.4	9.1** (3.9)	47.9	41.4	6.5 (5.6)
Participated in job search training or assistance activities or in education or training programs (%)	65.5	52.5	13.1*** (4.1)	63.9	54.7	9.2* (5.4)
Participated in job search training or assistance activities (%)	50.4	36.8	13.7*** (3.9)	44.4	36.8	7.7 (5.2)
Participated in education or training programs (%)	45.5	36.8	8.7** (4.0)	41.7	33.5	8.2 (5.2)
General job skills training	25.3	19.3	6.0* (3.4)	20.8	15.8	5.0 (4.3)
Occupational skills training	27.0	17.4	9.6*** (3.3)	28.8	19.3	9.6** (4.6)
Education	20.9	17.7	3.2 (3.1)	18.3	18.9	-0.6 (4.3)
Work-based learning	0.1	0.0	0.1 (0.1)	0.0	0.0	0.0 (<0.1)
Mean length of time spent in all activities and programs	3.8	3.7	0.1 (0.6)	3.4	4.0	-0.6 (0.9)
Completed a program (all activities) (%)	31.5	23.0	8.5** (3.5)	33.4	23.4	10.1** (4.9)
Received certificate or degree/diploma (%)	15.9	12.8	3.1 (2.7)	25.4	13.2	12.1***† (4.1)
Received any support service (%)	76.2	69.8	6.3* (3.6)	75.9	66.1	9.8** (4.9)
Received any support service (excluding mental health or substance use counseling) (%)	68.9	62.5	6.5* (3.7)	71.6	59.5	12.0** (5.2)
Sample size	398	344		191	198	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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 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 (\$)	GOALS group	Control group	Difference
Year 1	7,739	7,456	283 (248)
Quarter 1	1,564	1,601	-37 (63)
Quarter 2	1,921	1,852	70 (74)
Quarter 3	2,046	1,967	79 (77)
Quarter 4	2,207	2,035	172** (80)
Year 2	9,133	8,615	519* (312)
Quarter 5	2,220	2,093	127 (83)
Quarter 6	2,282	2,145	137 (87)
Quarter 7	2,307	2,153	153* (88)
Quarter 8	2,325	2,224	102 (90)
Year 3	9,204	8,975	228 (366)
Quarter 9	2,360	2,252	108 (92)
Quarter 10	2,283	2,246	36 (93)
Quarter 11	2,284	2,243	41 (94)
Quarter 12	2,236	2,209	27 (102)
Years 1, 2, and 3	26,031	24,751	1,281 (834)
Years 2 and 3	18,350	17,446	904 (652)
Sample size	1,987	1,974	

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

Note: Standard errors in parentheses.

***/**/* Difference between the GOALS 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 (%)	GOALS group	Control group	Difference
Year 1	77.7	75.3	2.4* (1.2)
Quarter 1	58.6	58.3	0.3 (1.4)
Quarter 2	59.3	57.6	1.6 (1.5)
Quarter 3	58.6	55.9	2.7* (1.5)
Quarter 4	59.7	55.7	4.0*** (1.5)
Average quarterly employment rate in Year 1	59.0	56.9	2.2* (1.1)
Year 2	69.7	65.4	4.3*** (1.4)
Quarter 5	56.8	54.5	2.3 (1.5)
Quarter 6	56.2	52.3	3.9*** (1.5)
Quarter 7	54.1	51.8	2.2 (1.5)
Quarter 8	54.1	51.0	3.2** (1.5)
Average quarterly employment rate in Year 2	55.3	52.4	2.9** (1.3)
Year 3	63.6	61.5	2.1 (1.6)
Quarter 9	52.7	51.4	1.3 (1.5)
Quarter 10	51.4	50.7	0.7 (1.5)
Quarter 11	50.5	50.3	0.3 (1.5)
Quarter 12	49.0	48.9	0.0 (1.6)
Average quarterly employment rate in Year 3	51.3	50.6	0.8 (1.4)
Ever employed in Years 1, 2, or 3	85.7	84.2	1.6 (1.1)
Ever employed in Years 2 or 3	75.6	71.1	4.5*** (1.4)
Average number of quarters employed			
Year 1	2.4	2.3	0.1* (0.1)
Year 2	2.2	2.1	0.1** (0.1)
Year 3	2.1	2.0	0.0 (0.1)
Years 1, 2, and 3	6.6	6.4	0.2* (0.1)
Years 2 and 3	4.3	4.1	0.2 (0.1)
Sample size	1,987	1,974	

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

Note: Standard errors in parentheses.

***/**/* Difference between the GOALS 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 average earnings, based on survey data

Total earnings (\$)	GOALS group	Control group	Difference
Year 1	10,297	9,513	784 (697)
Quarter 1	1,876	1,848	28 (183)
Quarter 2	2,528	2,407	121 (194)
Quarter 3	2,848	2,588	260 (215)
Quarter 4	3,082	2,714	368* (220)
Year 2	15,772	14,638	1,134 (972)
Quarter 5	3,678	3,192	485** (241)
Quarter 6	3,834	3,552	281 (271)
Quarter 7	4,090	3,923	167 (298)
Quarter 8	4,170	3,969	201 (285)
Year 3	15,547	14,997	549 (928)
Quarter 9	4,164	3,933	230 (268)
Quarter 10	3,996	3,867	129 (258)
Quarter 11	3,874	3,683	191 (253)
Quarter 12	3,513	3,514	-1 (244)
Years 1, 2, and 3	41,615	39,148	2,467 (2,122)
Years 2 and 3	31,319	29,635	1,684 (1,722)
Sample size	613	557	

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

Note: Standard errors in parentheses.

***/**/* Difference between the GOALS 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 (%)	GOALS group	Control group	Difference
Year 1	70.3	69.1	1.2 (3.0)
Quarter 1	42.3	45.5	-3.2 (3.1)
Quarter 2	54.4	53.8	0.6 (3.2)
Quarter 3	57.5	56.9	0.6 (3.2)
Quarter 4	62.0	58.0	3.9 (3.1)
Year 2	79.2	74.7	4.5* (2.6)
Quarter 5	67.0	62.9	4.1 (3.1)
Quarter 6	67.5	63.6	3.8 (3.1)
Quarter 7	68.3	65.1	3.3 (3.0)
Quarter 8	65.9	65.0	1.0 (3.0)
Year 3	77.4	74.6	2.9 (2.6)
Quarter 9	67.6	68.1	-0.5 (2.9)
Quarter 10	67.8	65.3	2.5 (2.9)
Quarter 11	64.9	63.4	1.5 (3.0)
Quarter 12	60.5	63.0	-2.5 (3.0)
Ever employed in Years 1, 2, or 3	87.7	86.6	1.2 (2.0)
Ever employed in Years 2 or 3	86.1	82.1	4.1* (2.2)
Employed at the time of the 12-month survey interview	55.0	51.7	3.3 (3.2)
Employed at the time of the 36-month survey interview	53.8	53.7	0.1 (3.2)
Average number of months employed			
Year 1	5.6	5.7	0.0 (0.3)
Year 2	7.6	7.3	0.3 (0.3)
Year 3	7.3	7.3	0.0 (0.3)
Years 1, 2, and 3	20.5	20.1	0.3 (0.7)
Years 2 and 3	14.9	14.5	0.3 (0.6)
Sample size	613	557	

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

Note: Standard errors in parentheses.

***/**/* Difference between the GOALS 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	GOALS group	Control group	Difference
Year 1	17.3	16.8	0.5 (1.1)
Quarter 1	12.9	13.4	-0.6 (1.2)
Quarter 2	17.2	17.4	-0.2 (1.3)
Quarter 3	18.8	17.7	1.1 (1.3)
Quarter 4	20.2	18.5	1.7 (1.3)
Year 2	24.1	22.6	1.4 (1.3)
Quarter 5	23.4	21.0	2.4* (1.4)
Quarter 6	24.3	22.7	1.6 (1.6)
Quarter 7	23.9	23.1	0.8 (1.5)
Quarter 8	24.9	23.8	1.0 (1.6)
Year 3	22.5	22.1	0.4 (1.2)
Quarter 9	23.9	23.1	0.8 (1.4)
Quarter 10	23.4	22.5	0.9 (1.4)
Quarter 11	22.3	21.9	0.4 (1.4)
Quarter 12	20.5	20.8	-0.3 (1.4)
Years 1, 2, and 3	21.3	20.5	0.8 (0.9)
Years 2 and 3	23.3	22.4	0.9 (1.1)
Sample size	613	557	

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

Note: Standard errors in parentheses.

***/**/* Difference between the GOALS 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 (%)	GOALS group	Control group	Difference
Employed at the time of the 36-month survey interview	53.8	53.7	0.1 (3.2)
Hours worked per week			
Less than 20	11.9	16.4	-4.5 (3.0)
21 to 34	17.6	19.9	-2.3 (3.4)
35 or more (employed full time)	69.5	63.7	5.8 (4.1)
Average	36.9	35.0	2.0** (1.0)
Weekly earnings			
\$1 to \$499	62.0	66.5	-4.4 (5.0)
\$500 to \$999	32.3	29.3	3.1 (4.9)
\$1,000 to \$1,499	3.8	3.4	0.4 (1.7)
\$1,500 to \$2,000	1.5	0.9	0.7 (1.1)
\$2,000 and above	0.3	0.0	0.3 (0.2)
Benefits available at job			
Any benefit	79.0	73.9	5.1 (3.8)
Health insurance or HMO/PPO plan	67.6	60.1	7.5* (4.2)
Dental insurance	56.0	56.0	-0.1 (4.5)
Paid vacation	64.0	54.7	9.3** (4.4)
Paid holidays	64.4	59.8	4.7 (4.4)
Paid sick leave	49.3	43.1	6.2 (4.6)
Any paid time off	71.2	65.0	6.2 (4.2)
Pension or retirement benefits	56.2	48.3	7.9* (4.6)
Tuition assistance or reimbursement	27.5	25.6	2.0 (4.0)
Type of employment			
Regular full or part time	88.9	84.4	4.5 (2.9)
Temporary or on call	2.5	8.8	-6.3*** (1.9)
Self-employed or independent contractor or consultant	6.6	5.1	1.5 (1.9)
Day laborer	2.0	1.7	0.3 (1.1)
Occupation			
Office and administrative support	11.8	9.8	2.0 (2.5)
Food preparation and serving	7.7	12.0	-4.3 (2.6)
Health care support	8.3	11.6	-3.2 (2.2)
Sales	6.6	7.8	-1.2 (2.2)
Transportation and material moving	9.2	6.0	3.3 (2.1)
Personal care and service	7.8	6.2	1.6 (2.1)
Production	7.7	5.4	2.3 (1.9)
Building and grounds cleaning and maintenance	3.8	6.3	-2.5 (2.0)
Management	6.7	5.2	1.5 (2.3)
Educational instruction and library	0.9	3.5	-2.6** (1.1)
Sample size	430	373	

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 GOALS 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 (%)	GOALS group	Control group	Difference
Hours worked per week			
0	48.1	48.5	-0.4 (3.2)
1 to 20	6.1	7.4	-1.2 (1.5)
21 to 34	8.8	10.5	-1.7 (1.9)
35 or more (employed full time)	36.5	33.6	2.9 (3.1)
Average	19.3	18.3	1.0 (1.3)
Weekly earnings			
\$0	58.2	59.6	-1.4 (3.5)
\$1 to \$499	26.4	26.1	0.3 (3.1)
\$500 to \$999	13.6	12.4	1.1 (2.4)
\$1,000 to \$1,499	1.2	1.5	-0.2 (0.8)
\$1,500 to \$2,000	0.4	0.4	0.0 (0.4)
\$2,000 and above	0.1	0.0	0.1 (0.1)
Benefits available at job			
Any benefit	41.5	38.4	3.1 (3.1)
Health insurance or HMO/PPO plan	35.8	31.2	4.6 (3.0)
Dental insurance	29.8	29.0	0.8 (3.0)
Paid vacation	33.5	28.4	5.0* (3.0)
Paid holidays	32.8	31.6	1.3 (3.0)
Paid sick leave	26.0	22.8	3.2 (2.8)
Any paid time off	36.9	33.8	3.1 (3.1)
Pension or retirement benefits	29.8	25.0	4.7 (2.9)
Tuition assistance or reimbursement	14.1	13.5	0.6 (2.2)
Type of employment			
Not employed	48.3	48.5	-0.2 (3.2)
Regular full or part time	46.4	44.8	1.6 (3.2)
Temporary or on call	1.2	3.1	-1.9** (0.9)
Self-employed or independent contractor or consultant	3.1	2.7	0.4 (1.0)
Day laborer	1.0	0.9	0.1 (0.6)
Occupation			
Office and administrative support	6.6	5.3	1.3 (1.4)
Food preparation and serving	4.4	6.4	-2.0 (1.5)
Health care support	4.3	6.2	-1.9 (1.3)
Sales	3.6	4.2	-0.6 (1.3)
Transportation and material moving	4.9	3.2	1.7 (1.1)
Personal care and service	4.1	3.3	0.8 (1.2)
Production	3.9	2.9	1.0 (1.0)
Building and grounds cleaning and maintenance	1.9	3.4	-1.5 (1.1)
Management	3.8	2.8	1.0 (1.3)
Educational instruction and library	0.8	1.9	-1.1* (0.6)
Sample size	613	557	

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 GOALS 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 (%)	GOALS group	Control group	Difference
SNAP participation by individual enrolled in pilot			
Year 1	99.6	98.9	0.7*** (0.3)
Quarter 1	99.4	98.5	0.8*** (0.3)
Quarter 2	83.3	79.5	3.8*** (1.2)
Quarter 3	64.6	62.7	1.9 (1.4)
Quarter 4	61.2	59.4	1.8 (1.4)
Year 2	63.1	61.2	1.9 (1.4)
Quarter 5	54.0	52.0	2.0 (1.5)
Quarter 6	51.0	50.0	1.0 (1.5)
Quarter 7	46.0	47.2	-1.3 (1.5)
Quarter 8	46.1	45.0	1.1 (1.5)
Year 3	53.7	52.6	1.1 (1.5)
Quarter 9	44.1	43.6	0.5 (1.5)
Quarter 10	43.9	42.9	1.1 (1.5)
Quarter 11	42.7	41.8	0.9 (1.5)
Quarter 12	43.0	40.6	2.4 (1.5)
Years 1, 2, or 3	99.7	99.0	0.7*** (0.2)
Years 2 or 3	69.4	67.5	1.9 (1.4)
SNAP participation among any other household members			
Year 1	52.1	49.5	2.6** (1.1)
Quarter 1	48.6	46.5	2.1** (1.1)
Quarter 2	43.5	41.3	2.1* (1.1)
Quarter 3	38.4	36.0	2.5** (1.2)
Quarter 4	37.0	35.6	1.5 (1.2)
Year 2	38.5	37.2	1.3 (1.2)
Quarter 5	33.8	31.2	2.6** (1.2)
Quarter 6	32.0	30.9	1.1 (1.2)
Quarter 7	29.4	29.7	-0.3 (1.2)
Quarter 8	29.6	29.2	0.5 (1.2)
Year 3	34.1	32.8	1.3 (1.3)
Quarter 9	28.8	28.0	0.8 (1.2)
Quarter 10	27.9	27.0	0.9 (1.2)
Quarter 11	27.3	26.5	0.8 (1.2)
Quarter 12	26.8	25.6	1.2 (1.2)
Years 1, 2, or 3	55.7	53.8	1.8 (1.1)
Years 2 or 3	42.4	41.1	1.3 (1.2)
SNAP participation by any individual in household ^a			
Year 1	99.6	98.9	0.7*** (0.3)
Quarter 1	99.4	98.5	0.8*** (0.3)
Quarter 2	83.4	79.6	3.8*** (1.2)
Quarter 3	65.1	62.9	2.2 (1.4)

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

SNAP participation (%)	GOALS group	Control group	Difference
Quarter 4	61.7	59.7	1.9 (1.4)
Year 2	63.8	61.9	1.9 (1.4)
Quarter 5	54.7	52.6	2.1 (1.5)
Quarter 6	52.1	51.1	1.0 (1.5)
Quarter 7	47.1	48.3	-1.1 (1.5)
Quarter 8	47.5	46.3	1.2 (1.5)
Year 3	55.2	54.2	1.1 (1.5)
Quarter 9	45.4	44.9	0.5 (1.5)
Quarter 10	45.1	44.3	0.7 (1.5)
Quarter 11	44.3	43.5	0.9 (1.5)
Quarter 12	44.3	42.3	2.0 (1.5)
Years 1, 2, or 3	99.7	99.0	0.7*** (0.2)
Years 2 or 3	70.2	68.3	1.8 (1.4)
Sample size	1,987	1,974	

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 GOALS 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	GOALS group	Control group	Difference
Average SNAP benefits received (\$)			
Year 1	2,657	2,561	96** (44)
Quarter 1	887	879	8 (11)
Quarter 2	679	641	38*** (14)
Quarter 3	570	542	28* (15)
Quarter 4	522	500	22 (15)
Year 2	1,695	1,667	28 (55)
Quarter 5	467	454	13 (16)
Quarter 6	437	435	3 (16)
Quarter 7	400	395	5 (16)
Quarter 8	390	383	7 (16)
Year 3	1,543	1,471	71 (58)
Quarter 9	378	366	12 (16)
Quarter 10	385	369	16 (16)
Quarter 11	387	372	16 (16)
Quarter 12	392	364	28* (17)
Years 1, 2, and 3	5,895	5,699	195 (130)
Years 2 and 3	3,237	3,138	99 (103)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a			
Year 1	58.0	55.8	2.2** (0.9)
Quarter 1	82.4	81.8	0.6 (0.8)
Quarter 2	59.3	55.5	3.8*** (1.1)
Quarter 3	47.1	44.7	2.4* (1.2)
Quarter 4	42.5	40.6	2.0 (1.2)
Year 2	33.8	33.9	-0.1 (1.0)
Quarter 5	37.4	36.7	0.7 (1.2)
Quarter 6	34.7	35.4	-0.7 (1.2)
Quarter 7	31.7	32.2	-0.5 (1.2)
Quarter 8	31.0	31.0	0.1 (1.2)
Year 3	30.5	29.8	0.7 (1.1)
Quarter 9	29.9	29.9	0.0 (1.2)
Quarter 10	30.3	30.1	0.3 (1.2)
Quarter 11	30.7	30.2	0.5 (1.2)
Quarter 12	30.8	28.9	1.9 (1.2)
Years 1, 2, and 3	41.0	40.1	1.0 (0.8)
Years 2 and 3	32.3	32.0	0.3 (0.9)
Sample size	1,987	1,974	

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 GOALS 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	GOALS group	Control group	Difference
TANF participation (%)			
Year 1	2.9	3.0	-0.1 (0.5)
Quarter 1	1.5	1.6	-0.1 (0.4)
Quarter 2	1.5	1.6	-0.1 (0.4)
Quarter 3	1.8	1.4	0.4 (0.4)
Quarter 4	1.8	1.3	0.5 (0.4)
Year 2	2.4	2.4	0.0 (0.5)
Quarter 5	1.4	1.4	0.1 (0.4)
Quarter 6	1.2	1.3	-0.1 (0.3)
Quarter 7	1.2	1.3	-0.1 (0.3)
Quarter 8	0.9	1.3	-0.4 (0.3)
Year 3	1.8	2.2	-0.4 (0.4)
Quarter 9	0.8	1.5	-0.7** (0.3)
Quarter 10	0.9	1.1	-0.2 (0.3)
Quarter 11	1.1	0.9	0.2 (0.3)
Quarter 12	1.1	1.0	0.1 (0.3)
Years 1, 2, or 3	5.2	5.0	0.2 (0.7)
Years 2 or 3	3.3	3.2	0.0 (0.6)
Average TANF benefit amounts received (\$)			
Year 1	42	39	3 (9.1)
Quarter 1	10	10	0 (2.8)
Quarter 2	11	11	0 (3.3)
Quarter 3	11	10	1 (3.0)
Quarter 4	10	8	2 (2.6)
Year 2	29	31	-2 (7.3)
Quarter 5	7	7	0 (2.4)
Quarter 6	8	8	0 (2.5)
Quarter 7	8	7	0 (2.4)
Quarter 8	6	8	-2 (2.4)
Year 3	27	32	-5 (8.2)
Quarter 9	5	10	-5* (2.6)
Quarter 10	7	7	0 (2.4)
Quarter 11	7	7	0 (2.4)
Quarter 12	8	8	-1 (2.8)
Years 1, 2, and 3	97	101	-4 (17)
Years 2 and 3	56	62	-7 (13)
Medicaid coverage (%)			
Year 1	40.0	37.5	2.5* (1.3)
Quarter 1	32.5	30.3	2.1* (1.3)
Quarter 2	34.6	32.6	2.0 (1.3)
Quarter 3	34.6	32.6	2.0 (1.3)
Quarter 4	34.1	31.8	2.3* (1.3)

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	GOALS group	Control group	Difference
Year 2	39.2	35.8	3.4** (1.3)
Quarter 5	34.1	32.0	2.2 (1.3)
Quarter 6	32.4	31.8	0.6 (1.3)
Quarter 7	32.6	30.4	2.2 (1.3)
Quarter 8	32.4	28.9	3.5*** (1.3)
Year 3	34.8	32.5	2.3* (1.4)
Quarter 9	31.5	27.9	3.6*** (1.3)
Quarter 10	29.9	27.3	2.6** (1.3)
Quarter 11	28.8	26.4	2.3* (1.3)
Quarter 12	28.2	26.8	1.3 (1.3)
Years 1, 2, or 3	47.8	44.9	2.9 (1.3)
Years 2 or 3	42.3	39.7	2.7* (1.4)
Sample size	1,987	1,974	

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

Note: Standard errors in parentheses.

TANF = Temporary Assistance for Needy Families

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Public assistance receipt (%)									
General assistance	1.5	2.1	-0.6 (0.9)	1.0	1.7	-0.6 (0.7)	2.6	3.6	-1.0 (1.1)
Unemployment insurance	6.6	5.0	1.5 (1.3)	8.7	12.3	-3.6* (2.1)	14.0	16.4	-2.4 (2.3)
Supplemental Security Income	15.8	17.4	-1.5 (2.4)	21.5	20.7	0.8 (2.6)	26.1	25.5	0.6 (2.8)
Section 8, Housing Choice Vouchers, or Public Housing Assistance	13.9	17.8	-3.9* (2.3)	14.9	16.9	-2.0 (2.3)	20.5	23.3	-2.7 (2.6)
Medicaid	44.6	47.6	-2.9 (2.7)	49.7	47.1	2.6 (2.8)	58.1	57.7	0.4 (2.8)
Supplemental Nutrition Program for Women, Infants, and Children (WIC)	15.7	14.7	1.0 (2.2)	13.8	13.9	0.0 (2.1)	21.8	20.5	1.3 (2.4)
Sample size	613	557		613	557		613	557	

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 GOALS 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	GOALS group	Control group	Difference
Food security ^a (%)			
Living in a household that is food insecure	51.4	49.6	1.8 (3.3)
Living in a household with very low food security	32.7	31.4	1.3 (3.1)
Health and well-being			
Reported “very good” or “excellent” health status (versus “fair” or “poor”) (%)	23.2	25.7	-2.4 (2.8)
Screened positively for depression ^b (%)	29.7	30.2	-0.6 (2.9)
Average self-esteem score (out of 5)	3.5	3.5	0.0 (0.1)
Average self-efficacy score (out of 5)	3.4	3.4	0.0 (<0.1)
Housing status (%)			
Owens or rents a home or an apartment	76.7	78.8	-2.1 (2.7)
Lives with parents, relative, or friend	16.7	14.4	2.3 (2.4)
Shares housing with roommates, friends, or partner	2.7	2.5	0.2 (0.9)
Group quarters	0.5	0.5	-0.1 (0.4)
Homeless	2.1	1.6	0.5 (0.9)
Incarcerated	0.2	0.0	0.2 (0.2)
Other, don’t know, or refused	0.4	0.2	0.3 (0.3)
Had housing at the time of the 36-month interview	97.9	98.4	-0.5 (0.9)
Sample size	613	557	

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 GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%)						
Year 1	77.5	75.5	1.9 (1.4)	78.6	74.4	4.1 (3.0)
Year 2	69.7	65.5	4.2*** (1.5)	69.5	64.9	4.6 (3.4)
Year 3	63.6	61.6	1.9 (1.7)	62.2	60.8	1.4 (4.2)
Years 1, 2, or 3	85.3	83.9	1.3 (1.2)	87.7	85.5	2.2 (3.0)
Years 2 or 3	75.4	71.3	4.1*** (1.5)	76.1	70.2	5.9 (3.9)
Total earnings (\$)						
Year 1	7,703	7,443	259 (268)	7,908	7,511	397 (615)
Year 2	9,084	8,700	384 (340)	9,332	8,227	1,105 (765)
Year 3	9,117	9,122	-5 (392)	9,507	8,138	1,368 (989)
Years 1, 2, and 3	25,906	25,129	778 (889)	26,363	22,591	3,772* (2,291)
Years 2 and 3	18,197	17,741	455 (697)	18,902	15,762	3,140* (1,785)
Sample size	1,630	1,618		357	356	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%)									
Year 1	74.4	72.8	1.6 (2.8)	78.6	74.3	4.2** (2.1)	78.6	79.7	-1.1 (2.4)
Year 2	66.7	64.4	2.3 (3.0)	71.4	64.2	7.2*** (2.3)	69.9	68.4	1.5 (2.8)
Year 3	62.0	59.1	2.8 (3.5)	65.3	60.0	5.3** (2.5)	62.5	66.1	-3.5 (3.0)
Years 1, 2, or 3	83.3	81.7	1.6 (2.7)	85.9	83.0	2.9 (1.8)	85.6	87.2	-1.5 (2.1)
Years 2 or 3	73.6	69.2	4.4 (3.2)	76.3	70.3	6.0*** (2.2)	75.3	74.5	0.8 (2.7)
Total earnings (\$)									
Year 1	6,721	6,872	-151 (518)	7,900	7,524	376 (403)	8,292	7,824	468 (501)
Year 2	8,348	8,263	85 (644)	9,266	8,698	568 (507)	9,470	9,087	384 (646)
Year 3	9,207	8,409	798 (827)	9,022	9,324	-302 (578)	9,204	9,337	-133 (696)
Years 1, 2, and 3	24,708	23,768	940 (1,881)	26,046	25,200	846 (1,284)	26,586	26,040	546 (1,633)
Years 2 and 3	17,774	16,907	867 (1,468)	18,237	17,763	474 (1,010)	18,461	18,334	127 (1,274)
Sample size	439	419		702	721		489	478	

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 GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%)						
Year 1	70.0	69.2	0.8 (3.3)	70.8	68.7	2.1 (7.3)
Year 2	80.4	76.0	4.4 (2.8)	74.7	66.9	7.8 (7.4)
Year 3	77.4	76.0	1.4 (2.8)	76.4	66.0	10.4 (6.9)
Years 1, 2, or 3	88.8	86.9	1.8 (2.2)	83.2	84.6	-1.4 (5.3)
Years 2 or 3	87.0	83.6	3.4 (2.3)	82.7	73.3	9.4 (6.7)
Total earnings (\$)						
Year 1	10,036	9,496	541 (748)	11,784	9,615	2,169 (1,772)
Year 2	15,700	14,874	826 (1,027)	17,008	13,257	3,752 (2,483)
Year 3	15,699	14,908	791 (1,010)	15,348	15,519	-172 (2,242)
Years 1, 2, and 3	41,436	39,278	2,158 (2,278)	44,140	38,391	5,749 (5,396)
Years 2 and 3	31,399	29,782	1,617 (1,851)	32,356	28,776	3,580 (4,240)
Employed at the time of the 36-month survey interview (%)	54	54	0 (3.4)	57	53	3 (8.1)
Sample size	517	479		96	78	

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 GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%)									
Year 1	64.6	65.5	-0.9 (6.8)	77.4	70.3	7.1 (5.2)	67.9	70.7	-2.8 (5.3)
Year 2	77.4	71.4	6.0 (5.5)	82.7	76.3	6.4 (4.4)	80.9	79.9	1.1 (4.6)
Year 3	76.7	73.7	3.0 (5.6)	77.2	77.8	-0.6 (4.2)	78.7	75.1	3.6 (5.0)
Years 1, 2, or 3	86.6	83.1	3.5 (4.6)	88.5	89.4	-0.9 (3.3)	90.6	86.1	4.5 (3.6)
Years 2 or 3	85.6	78.9	6.7 (4.9)	87.9	85.2	2.7 (3.6)	86.8	85.1	1.7 (3.8)
Total earnings (\$)									
Year 1	8,846	8,386	460 (1,597)	10,784	9,987	798 (1,099)	9,819	9,670	149 (1,190)
Year 2	12,589	12,184	404 (1,776)	16,811	16,216	595 (1,527)	17,674	15,029	2,645 (1,974)
Year 3	14,772	12,486	2,287 (1,739)	16,826	16,457	369 (1,630)	16,237	14,447	1,790 (1,724)
Years 1, 2, and 3	36,206	33,055	3,151 (4,351)	44,422	42,660	1,762 (3,442)	43,730	39,146	4,584 (4,118)
Years 2 and 3	27,361	24,670	2,691 (3,224)	33,637	32,673	964 (2,837)	33,911	29,475	4,436 (3,461)
Employed at the time of the 36-month survey (%)	55.6	41.8	13.8** (6.5)	54.4	57.3	-2.9 (5.1)^	55.0	58.9	-3.9 (6.2)^
Sample size	140	119		215	216		162	144	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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.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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Year 1	99.7	98.9	0.8*** (0.3)	99.5	99.2	0.3 (0.6)
Year 2	64.3	62.0	2.3 (1.6)	57.1	57.3	-0.2 (3.5)
Year 3	54.9	53.2	1.7 (1.6)	47.2	50.0	-2.8 (3.6)
Years 1, 2, or 3	99.7	98.9	0.8*** (0.3)	99.8	99.2	0.6 (0.5)
Years 2 or 3	70.1	67.9	2.2 (1.5)	66.2	65.4	0.7 (3.4)
Average SNAP benefits received (\$)						
Year 1	2,736	2,676	60 (50)	2,261	2,038	223** (98)
Year 2	1,789	1,760	29 (62)	1,221	1,243	-22 (116)
Year 3	1,611	1,535	76 (65)	1,182	1,179	3 (128)
Years 1, 2, and 3	6,136	5,972	164 (146)	4,664	4,461	203 (270)
Years 2 and 3	3,400	3,295	105 (116)	2,403	2,423	-19 (214)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Year 1	58.7	56.9	1.8* (0.9)	54.1	50.8	3.4* (2.0)
Year 2	35.0	35.0	0.0 (1.1)	27.2	28.7	-1.5 (2.3)
Year 3	31.4	30.1	1.3 (1.2)	25.3	28.2	-2.9 (2.5)
Years 1, 2, and 3	42.0	41.0	1.1 (0.9)	35.9	36.0	-0.2 (1.8)
Years 2 and 3	33.4	32.7	0.7 (1.1)	26.5	28.6	-2.1 (2.1)
Mean number of months of SNAP participation	19.1	18.6	0.5 (0.4)	16.1	16.2	-0.2 (0.7)
Exited SNAP within 36 months of random assignment (%)	83.4	83.0	0.4 (1.2)	91.0	88.5	2.5 (2.2)
Sample size	1,630	1,618		357	356	

Source: SNAP employment and training evaluation SNAP administrative data, weighted data; and 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 GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Year 1	100.0	99.3	0.7** (0.3)	99.5	99.0	0.4 (0.4)	99.6	98.3	1.3** (0.6)
Year 2	63.8	60.9	2.9 (3.0)	65.2	61.2	4.0* (2.4)	63.8	64.4	-0.7 (2.9)
Year 3	52.9	55.4	-2.5 (3.2)	56.2	50.8	5.5** (2.5)^	55.4	55.0	0.4 (3.0)
Years 1, 2, or 3	100.0	99.3	0.7** (0.3)	99.6	99.0	0.6 (0.4)	99.6	98.5	1.1* (0.6)
Years 2 or 3	67.4	69.2	-1.8 (2.9)	72.5	66.4	6.0*** (2.3)^	69.2	69.0	0.2 (2.8)
Average SNAP benefits received (\$)									
Year 1	2,539	2,436	103 (81)	2,893	2,797	96 (77)	2,656	2,706	-50 (99)
Year 2	1,569	1,552	17 (110)	1,947	1,871	76 (97)	1,750	1,775	-25 (116)
Year 3	1,477	1,488	-12 (118)	1,703	1,546	157 (102)	1,608	1,561	47 (118)
Years 1, 2, and 3	5,585	5,476	109 (254)	6,543	6,214	329 (228)	6,013	6,042	-28 (278)
Years 2 and 3	3,045	3,040	5 (207)	3,650	3,417	233 (181)	3,357	3,336	22 (217)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Year 1	61.8	58.0	3.8** (1.8)	58.6	56.0	2.6* (1.4)	56.2	57.4	-1.3 (1.8)^
Year 2	34.7	33.8	0.8 (2.3)	35.9	34.8	1.2 (1.7)	34.1	36.4	-2.3 (2.1)
Year 3	31.9	31.8	0.1 (2.4)	31.1	28.1	3.0* (1.7)	31.8	31.6	0.1 (2.2)
Years 1, 2, and 3	43.0	41.4	1.6 (1.8)	42.3	40.0	2.3* (1.3)	40.9	42.1	-1.1 (1.7)
Years 2 and 3	33.5	32.9	0.6 (2.1)	33.7	31.7	2.0 (1.6)	33.0	34.0	-1.0 (2.0)
Sample size	439	419		702	721		489	478	

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 GOALS 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 (January 2016 to December 2016)			Later enrollment (January 2017 to December 2017)		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%) based on UI data	75.1	71.5	3.6* (1.9)	76.2	70.7	5.5*** (2.1)
Employment rate (%) based on survey data	86.7	80.4	6.3** (3.0)	85.7	83.6	2.1 (3.3)
Total earnings (\$) based on UI data	18,041	16,710	1,331 (860)	18,727	18,327	400 (995)
Total earnings (\$) based on survey data	31,278	29,599	1,679 (2,503)	31,377	29,667	1,710 (2,355)
Average number of hours worked per week	22.9	22.8	0.1 (1.6)	23.7	22.0	1.7 (1.5)
SNAP participation (%)	71.2	70.0	1.2 (2.0)	67.8	65.2	2.6 (1.9)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a	33.0	34.4	-1.4 (1.4)	31.6	29.8	1.9^ (1.3)
Average number of months of SNAP participation	10.5	10.9	-0.3 (0.4)	9.8	9.2	0.6*^ (0.4)
Living in a household that is food insecure ^b	49.5	53.1	-3.6 (4.5)	53.4	46.5	6.9 (4.7)
Living in a household with very low food security ^b	33.2	33.5	-0.3 (4.2)	32.4	29.6	2.7 (4.4)
Sample size (UI)	943	933		1,044	1,041	
Sample size (survey)	303	278		310	279	
Sample size (SNAP)	943	933		1,044	1,041	

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

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

Outcome	GOALS group	Control group	Difference
Employment patterns ^a (%)			
Consistently employed in Quarters 1 through 12	36.4	36.7	-0.2 (1.5)
Sometimes employed in Quarters 1 through 12	37.9	34.8	3.1* (1.6)
Seldom or never employed in Quarters 1 through 12	25.6	28.5	-2.9** (1.4)
Number of unemployment spells in Quarters 1 through 12 (%)			
0	20.5	21.2	-0.7 (1.3)
1	48.5	49.8	-1.3 (1.7)
2 or more	31	29	2 (1.5)
Among those employed at random assignment, number of unemployment spells in Quarters 1 through 12 (%)			
0	31.5	31.7	-0.1 (2.1)
1	42.3	42.9	-0.6 (2.3)
2 or more	26.1	25.4	0.7 (2.0)
Among those unemployed at random assignment, number of unemployment spells in Quarters 1 through 12 (%)			
0	8.9	9.2	-0.3 (1.4)
1	55.2	57.8	-2.6 (2.4)
2 or more	35.9	33.0	2.9 (2.3)
Sample size	1,987	1,974	

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 GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Average number of quarters employed									
Year 1	3.7	3.7	0.0 (<0.1)	2.4	2.3	0.1 (0.1)	0.4	0.5	0.0 (<0.1)
Year 2	3.9	3.9	0.0 (<0.1)	2.1	1.8	0.2 (0.1)	0.1	0.1	0.0 (<0.1)
Year 3	3.9	3.8	0.0 (<0.1)	1.7	1.7	0.0 (0.1)	0.1	0.1	0.0 (<0.1)
Years 1, 2, and 3	11.4	11.4	0.0 (<0.1)	6.1	5.9	0.3 (0.1)	0.7	0.6	0.0 (<0.1)
Years 2 and 3	7.7	7.7	0.0 (<0.1)	3.7	3.6	0.2 (0.1)	0.2	0.2	0.0 (<0.1)
Number of unemployment spells in Quarters 1 through 12 (%)									
0	55.9	57.8	-1.9 (2.7)	0.0	0.0	0.0 (0.3)	0.5	0.0	0.5* (0.3)
1	38.1	36.3	1.8 (2.7)	36.9	39.6	-2.7 (2.8)	79.6	79.7	-0.1 (2.7)
2 or more	6	5.9	0.1 (1.3)	63.1	60.4	2.7 (2.7)	19.8	20.3	-0.5 (2.6)
Sample size	628	628		662	596		437	488	

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 GOALS 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	GOALS group	Control group	Difference
Employment patterns ^a (%)			
Consistently employed in Quarters 1 through 12	42.6	40.8	1.8 (3.1)
Sometimes employed in Quarters 1 through 12	39.6	39.1	0.5 (3.2)
Seldom or never employed in Quarters 1 through 12	17.8	20.1	-2.3 (2.4)
Experienced a job loss (%)			
Year 1	39.2	42.4	-3.1 (3.2)
Year 2	42.8	35.1	7.7** (3.2)
Year 3	46.3	37.4	8.9*** (3.2)
Years 1, 2, or 3	75.9	70.9	4.9* (2.8)
Years 2 or 3	67.2	54.9	12.3*** (3.1)
Number of unemployment spells in Quarters 1 through 12 (%)			
0	11.1	12.6	-1.5 (1.9)
1	41.0	43.1	-2.1 (3.3)
2 or more	47.9	44.4	3.6 (3.2)
Among those not employed at the time of the 12-month interview, percentage employed at 36 months	35.7	36.3	-0.6 (4.5)
Among those employed at the time of the 12-month interview, percentage employed at 36 months	68.7	75.4	-6.7* (3.8)
Sample size	613	557	

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 GOALS 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	GOALS group	Control group	Difference
Average number of jobs held			
Year 1	1.1	1.1	0.0 (0.1)
Year 2	1.2	1.1	0.1 (0.1)
Year 3	1.2	1.1	0.1* (0.1)
Years 1, 2, and 3	2.3	2.2	0.2 (0.1)
Years 2 and 3	1.7	1.6	0.2** (0.1)
Number of jobs held at the time of the 12-month interview (%)			
0	43.5	49.9	-6.3** (3.1)
1	51.6	43.5	8.1*** (3.2)
2 or more	4.8	6.6	-1.8 (1.6)
Number of jobs held at the time of the 36-month interview (%)			
0	45.9	44.2	1.7 (3.1)
1	49.3	49.2	0.1 (3.2)
2 or more	4.8	6.7	-1.9 (1.5)
Among those not employed at the time of the 12-month interview, percentage employed at 2 or more jobs at 36 months	2.7	1.5	1.2 (1.2)
Among those employed at 1 job at the time of the 12-month interview, percentage employed at 2 or more jobs at 36 months	7.3	8.9	-1.5 (2.6)
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	32.1	-32.2*** (7.4)
Sample size	613	557	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Weekly earnings (%)						
\$1 to \$499	47.2	50.3	-3.1 (3.2)	64.4	64.9	-0.6 (3.0)
\$500 to \$999	39.6	39.9	-0.3 (3.2)	23.0	23.6	-0.6 (2.7)
\$1,000 to \$1,499	12.1	9.5	2.6 (1.9)	11.1	10.0	1.1 (2.0)
\$1,500 to \$2,000	0.8	0.4	0.4 (0.3)	1.0	1.2	-0.2 (0.6)
\$2,000 and above	0.3	0.0	0.3** (0.1)	0.4	0.3	0.1 (0.4)
Benefits available at job (%)						
Any benefit	39.2	33.3	5.9** (3.0)	26.8	25.5	1.3 (2.8)
Health insurance or HMO/PPO plan	32.8	26.6	6.2** (2.8)	23.3	20.5	2.7 (2.6)
Dental insurance	26.5	22.7	3.8 (2.6)	18.3	18.8	-0.5 (2.5)
Paid vacation	27.5	22.4	5.1* (2.7)	21.7	17.9	3.8 (2.6)
Paid holidays	27.5	23.5	4.1 (2.7)	21.8	20.9	0.9 (2.7)
Paid sick leave	21.7	17.7	4.0* (2.4)	16.9	14.8	2.1 (2.4)
Any paid time off	32.2	28.2	4.0 (2.8)	24.0	22.4	1.6 (2.7)
Pension or retirement benefits	25.1	21.2	3.9 (2.6)	18.1	15.4	2.7 (2.4)
Tuition assistance or reimbursement	10.7	9.3	1.4 (2.0)	8.7	7.2	1.5 (1.7)
Occupation (top 10 at 12 months after random assignment) (%)						
Food preparation and serving	8.0	13.9	-5.8*** (2.0)	6.3	8.0	-1.7 (1.7)
Office and administrative support	9.3	8.9	0.4 (1.7)	7.7	6.7	0.9 (1.6)
Sales	6.1	5.4	0.7 (1.4)	4.9	6.3	-1.3 (1.5)
Production	7.4	5.1	2.3 (1.6)	4.8	3.1	1.6 (1.1)
Health care support	7.5	6.6	0.8 (1.4)	5.6	6.5	-0.9 (1.4)
Transportation and material moving	7.5	3.5	4.1*** (1.4)	5.2	4.3	0.9 (1.3)
Building and grounds cleaning and maintenance	3.5	4.1	-0.7 (1.2)	2.8	4.6	-1.8 (1.3)
Personal care and service	3.9	4.3	-0.4 (1.3)	4.6	4.6	0.0 (1.3)
Construction and extraction	1.5	1.5	0.0 (0.8)	1.8	2.6	-0.7 (0.9)
Educational instruction and library	1.1	2.1	-1.0 (0.7)	0.9	2.0	-1.2* (0.6)
Occupation (top 10 at 36 months after random assignment) (%)						
Office and administrative support	9.3	8.9	0.4 (1.7)	7.7	6.7	0.9 (1.6)
Food preparation and serving	8.0	13.9	-5.8*** (2.0)	6.3	8.0	-1.7 (1.7)
Health care support	7.5	6.6	0.8 (1.4)	5.6	6.5	-0.9 (1.4)
Sales	6.1	5.4	0.7 (1.4)	4.9	6.3	-1.3 (1.5)

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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Transportation and material moving	7.5	3.5	4.1*** (1.4)	5.2	4.3	0.9 (1.3)
Personal care and service	3.9	4.3	-0.4 (1.3)	4.6	4.6	0.0 (1.3)
Production	7.4	5.1	2.3 (1.6)	4.8	3.1	1.6 (1.1)
Building and grounds cleaning and maintenance	3.5	4.1	-0.7 (1.2)	2.8	4.6	-1.8 (1.3)
Management	0.3	0.3	0.0 (0.3)	4.1	2.8	1.3 (1.3)
Educational instruction and library	1.1	2.1	-1.0 (0.7)	0.9	2.0	-1.2* (0.6)
Sample size	613	557		613	557	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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	GOALS group	Control group	Difference
Average number of months participating in SNAP			
Year 1	8.5	8.2	0.3*** (0.1)
Year 2	5.4	5.3	0.0 (0.1)
Year 3	4.8	4.6	0.1 (0.1)
Years 1, 2, and 3	18.6	18.1	0.5 (0.3)
Years 2 and 3	10.1	10.0	0.2 (0.3)
Number of SNAP spells in Years 1, 2, and 3 (%)			
1	54.9	57.5	-2.6* (1.6)
2	32.4	29.2	3.1** (1.5)
3 or more	12.7	13.3	-0.5 (1.1)
Exited SNAP in Years 1, 2, or 3 (%)	84.5	84.0	0.5 (1.1)
Ever re-entered SNAP after exiting in Years 1, 2, or 3 (%)	53.9	51.0	2.9* (1.7)
Average length of first SNAP spell after re-entry (months)	9.1	8.6	0.5 (0.3)
Ever re-entered SNAP within 4 months of exit (%)	25.0	26.3	-1.3 (1.5)
Sample size	1,987	1,974	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Average number of months participating in SNAP									
Year 1	8.4	8.2	0.2 (0.2)	8.7	8.5	0.1 (0.2)	8.4	8.0	0.4* (0.2)
Year 2	5.2	5.5	-0.3 (0.3)	5.9	5.8	0.0 (0.3)	5.2	4.7	0.5 (0.3)
Year 3	4.3	4.3	0.0 (0.3)	5.3	5.4	-0.1 (0.3)	4.6	4.2	0.4 (0.3)
Years 1, 2, and 3	17.9	18.0	-0.1 (0.6)	19.8	19.8	0.1 (0.6)	18.2	16.9	1.3* (0.7)
Years 2 and 3	9.5	9.8	-0.2 (0.5)	11.2	11.2	-0.1 (0.5)	9.8	8.9	0.9 (0.6)
Number of SNAP spells in Years 1, 2, and 3 (%)									
1	54.5	56.8	-2.3 (2.8)	45.7	47.5	-1.8 (2.8)	70.4	72.7	-2.3 (3.0)
2	30.9	28.5	2.4 (2.6)	36.7	35.4	1.3 (2.7)	24.9	21.5	3.4 (2.8)
3 or more	14.6	14.6	-0.1 (2.0)	17.6	17.1	0.5 (2.1)	4.7	5.7	-1.1 (1.5)
Exited SNAP in Years 1, 2, or 3 (%)	86.8	85.4	1.5 (1.7)	85.3	84.4	0.9 (1.9)	78.4	79.9	-1.5 (2.5)
Ever re-entered SNAP after exiting in Years 1, 2, or 3 (%)	52.7	50.8	1.8 (3.0)	64.1	62.6	1.5 (3.0)	39.1	34.5	4.6 (3.5)
Average length of first SNAP spell after re-entry (months)	8.6	8.0	0.6 (0.5)	8.9	9.1	-0.3 (0.5)	10.4	8.8	1.6* (0.9)
Ever re-entered SNAP within 4 months of exit (%)	27.2	28.7	-1.5 (2.6)	28.1	33.2	-5.1* (2.8)	16.5	15.0	1.5 (2.7)
Sample size	628	628		662	596		437	488	

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 GOALS 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. Changes in food insecurity, based on survey data

Food security^a (%)	GOALS 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	35.9	37.4	-1.5 (4.2)
Living in a household that was food insecure at 12- months and food insecure at 36-months	64.1	62.6	1.5 (4.2)
Living in a household that was food secure at 12- months and food insecure at 36-months	34.0	31.4	2.6 (4.6)
Living in a household that was food secure at 12- months and food secure at 36-months	66.0	68.6	-2.6 (4.6)
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	44.6	44.5	0.1 (5.3)
Living in a household that had very low food security at 12- months and had very low food security at 36-months	55.4	55.5	-0.1 (5.3)
Living in a household that did not have very low food security at 12- months and had very low food security at 36-months	20.2	17.6	2.7 (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	79.8	82.4	-2.7 (3.1)
Sample size	613	557	

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 GOALS 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 GOALS 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 GOALS and control groups in average earnings in the two-year period (Years 2 and 3). Based on UI data and survey data, GOALS led to an increase in employment in the two-year period (Years 2 and 3) following random assignment. GOALS generally did not affect SNAP participation.

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

- Based on both UI and survey data, there were no differences in impacts on earnings in the two-year period or in individual years across most subgroups (Appendix Tables F.28 to F.37). However, there were two exceptions. First, GOALS led to large effects on employment and earnings for older individuals, in contrast with some negative effects on earnings for the youngest subgroup. The survey data show a similar pattern, although the differences in impacts across groups are not statistically significant. Second, GOALS led to positive effects on earnings for individuals in households without children, in contrast to no effect for those in households with children, although the employment impacts were fairly similar for the two groups. The survey data show a similar pattern, although the differences in impacts are not statistically significant.
- There were also few differences in impacts across subgroups in effects on SNAP participation over the two-year period following random assignment (Years 2 and 3; Appendix Tables F.38 to F.42). The exception is that GOALS led to a reduction in SNAP participation for older individuals, compared with increases in participation or no effect for the younger two groups.

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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%)									
Year 1	80.4	81.3	-0.9 (3.2)	79.5	78.7	0.8 (1.5)	69.8	59.3	10.5***†† (3.3)
Year 2	73.7	72.0	1.8 (3.7)	72.2	69.1	3.1* (1.7)	58.0	47.5	10.6*** (3.5)
Year 3	70.4	71.4	-1.0 (4.0)	65.7	64.2	1.6 (1.9)	52.2	45.6	6.6* (3.8)
Years 1, 2, or 3	92.3	89.9	2.5 (2.7)	87.4	86.8	0.6 (1.3)	75.8	71.3	4.5 (3.2)
Years 2 or 3	84.0	78.8	5.2 (3.6)	77.4	73.6	3.8** (1.7)	64.2	57.4	6.7* (3.6)
Total earnings (\$)									
Year 1	6,462	7,086	-624 (607)	8,260	8,149	111 (309)	6,718	5,180	1,538***†† (549)
Year 2	7,661	8,804	-1,143 (755)	9,590	9,384	206 (384)	8,536	5,695	2,841***††† (741)
Year 3	7,973	10,826	-2,852*** (934)	9,793	9,475	318 (450)	8,116	6,003	2,113***††† (834)
Years 1, 2, and 3	22,284	26,500	-4,216** (2,002)	27,486	26,614	872 (1,027)	23,678	17,050	6,628***††† (1,961)
Years 2 and 3	15,697	19,506	-3,809** (1,573)	19,372	18,667	705 (802)	16,764	11,802	4,962***††† (1,541)
Sample size	277	246		1,364	1,355		346	373	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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)		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%)									
Year 1	84.1	81.3	2.8* (1.5)	71.7	69.4	2.3 (2.3)	57.8	56.9	0.9 (6.0)
Year 2	76.2	70.2	6.0*** (1.7)	63.1	59.2	3.9 (2.5)	51.4	56.9	-5.5 (6.1)
Year 3	70.3	66.0	4.4** (2.0)	56.4	56.3	0.0 (2.7)	44.4	51.8	-7.4 (6.4)
Years 1, 2, or 3	90.3	88.2	2.1 (1.3)	81.3	79.5	1.8 (2.1)	70.2	75.0	-4.8 (5.7)
Years 2 or 3	81.6	75.1	6.5*** (1.7)	69.3	66.3	3.0 (2.6)	59.2	63.9	-4.7 (6.4)
Total earnings (\$)									
Year 1	9,068	8,765	303 (341)	6,470	6,016	454 (406)	3,693	4,041	-348 (799)
Year 2	10,770	10,099	671 (440)	7,568	6,998	569 (500)	3,611	4,987	-1,375† (870)
Year 3	10,583	10,238	345 (506)	7,947	7,857	90 (606)	4,107	4,514	-407 (976)
Years 1, 2, and 3	30,384	28,398	1,986* (1,154)	21,771	21,254	517 (1,380)	11,083	12,869	-1,786 (2,278)
Years 2 and 3	21,385	20,016	1,369 (906)	15,397	15,004	393 (1,072)	7,725	9,199	-1,474 (1,758)
Sample size	1,151	1,115		672	716		140	123	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%)						
Year 1	83.1	81.4	1.7 (1.3)	64.0	58.9	5.1* (3.0)
Year 2	75.1	70.2	4.9*** (1.5)	56.1	52.5	3.6 (3.1)
Year 3	68.6	66.1	2.5 (1.8)	50.2	48.9	1.3 (3.3)
Years 1, 2, or 3	90.3	88.7	1.6 (1.2)	73.7	71.8	1.9 (2.9)
Years 2 or 3	80.4	75.5	4.8*** (1.6)	63.3	59.1	4.2 (3.2)
Total earnings (\$)						
Year 1	8,711	8,500	212 (296)	5,163	4,580	583 (455)
Year 2	10,300	9,759	541 (375)	6,040	5,558	482 (554)
Year 3	10,237	10,031	205 (434)	6,390	6,085	305 (686)
Years 1, 2, and 3	29,249	27,829	1,420 (990)	17,214	16,247	966 (1,557)
Years 2 and 3	20,568	19,572	997 (776)	12,292	11,624	668 (1,207)
Sample size	1,498	1,439		478	526	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%)						
Year 1	81.4	80.1	1.4 (1.8)	75.2	72.0	3.1* (1.7)
Year 2	78.0	74.8	3.2 (2.0)	63.7	58.8	4.9*** (1.9)
Year 3	72.7	70.0	2.8 (2.3)	57.0	55.4	1.6 (2.1)
Years 1, 2, or 3	89.8	88.1	1.7 (1.6)	82.9	81.3	1.5 (1.6)
Years 2 or 3	83.3	79.1	4.3** (2.0)	70.1	65.5	4.6** (2.0)
Total earnings (\$)						
Year 1	8,661	8,962	-301 (384)	7,097	6,401	696***†† (325)
Year 2	10,499	11,070	-571 (488)	8,166	6,896	1,270***††† (406)
Year 3	10,949	11,293	-344 (581)	7,927	7,310	618 (469)
Years 1, 2, and 3	29,818	30,889	-1,071 (1,285)	23,236	20,339	2,897***†† (1,095)
Years 2 and 3	21,324	22,040	-716 (1,019)	16,156	14,144	2,012***†† (848)
Sample size	841	813		1,146	1,161	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%)						
Year 1	75.1	73.5	1.6 (1.6)	83.7	79.7	4.1* (2.1)
Year 2	66.9	62.9	4.0** (1.7)	77.3	71.6	5.7** (2.5)
Year 3	61.2	58.6	2.6 (1.9)	68.9	69.2	-0.3 (2.9)
Years 1, 2, or 3	84.4	83.0	1.3 (1.4)	87.7	87.1	0.7 (1.9)
Years 2 or 3	73.2	68.7	4.4** (1.8)	80.7	77.2	3.6 (2.5)
Total earnings (\$)						
Year 1	7,032	6,805	227 (298)	9,349	8,935	414 (469)
Year 2	8,394	7,737	657* (368)	10,932	10,870	62 (634)
Year 3	8,461	8,014	448 (433)	10,942	11,371	-429 (735)
Years 1, 2, and 3	23,910	22,247	1,663* (991)	30,791	30,769	22 (1,656)
Years 2 and 3	16,908	15,634	1,274* (772)	21,699	21,959	-260 (1,320)
Sample size	1,368	1,377		516	521	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%)									
Year 1	60.7	70.8	-10.1 (8.7)	74.2	71.8	2.4 (3.7)	63.0	58.4	4.6 (6.5)
Year 2	78.8	83.1	-4.4 (7.2)	82.5	78.0	4.5 (3.1)	69.7	57.0	12.7** (6.2)
Year 3	76.0	77.2	-1.3 (8.1)	82.4	79.3	3.1 (3.0)	60.7	55.9	4.9 (6.4)
Years 1, 2, or 3	85.6	93.9	-8.3 (5.7)	91.2	89.7	1.5 (2.2)	77.5	70.3	7.2 (5.8)
Years 2 or 3	84.3	90.9	-6.6 (6.4)	90.0	85.3	4.7* (2.5)	73.9	64.6	9.3 (6.0)
Average earnings during the year (\$)									
Year 1	7,962	9,039	-1,077 (1,554)	11,771	10,216	1,555* (901)	6,964	7,328	-364 (1,295)
Year 2	12,925	13,300	-375 (2,285)	17,696	16,628	1,067 (1,282)	11,373	8,440	2,933* (1,680)
Year 3	12,814	14,989	-2,174 (2,574)	17,513	16,821	692 (1,194)	10,603	8,492	2,112 (1,536)
Years 1, 2, and 3	33,702	37,328	-3,626 (5,319)	46,980	43,665	3,315 (2,763)	28,940	24,260	4,680 (3,745)
Years 2 and 3	25,739	28,289	-2,549 (4,501)	35,209	33,449	1,760 (2,236)	21,977	16,932	5,045* (2,996)
Sample size	60	56		416	369		137	132	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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)		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%)									
Year 1	76.9	74.9	2.0 (3.7)	62.1	65.3	-3.2 (5.5)	45.7	36.0	9.6 (12.3)
Year 2	85.6	79.2	6.3** (3.2)	71.5	71.3	0.2 (4.8)	60.8	52.2	8.6 (12.6)
Year 3	83.9	80.6	3.2 (3.1)	70.5	67.5	3.0 (4.9)	43.9	58.6	-14.8 (11.3)
Years 1, 2, or 3	92.8	91.4	1.5 (2.2)	80.4	81.8	-1.4 (4.1)	71.5	72.0	-0.5 (10.7)
Years 2 or 3	91.5	87.4	4.1 (2.5)	79.1	76.1	2.9 (4.5)	66.7	68.5	-1.8 (11.0)
Average earnings during the year (\$)									
Year 1	12,059	11,156	902 (948)	8,536	7,756	780 (1,160)	3,177	3,214	-37 (1,611)
Year 2	17,862	16,404	1,459 (1,250)	13,569	12,838	732 (1,682)	5,653	8,271	-2,618 (2,895)
Year 3	18,497	17,737	760 (1,284)	12,375	11,540	836 (1,435)	2,659	9,038	-6,379**†† (2,728)
Years 1, 2, and 3	48,418	45,297	3,121 (2,803)	34,480	32,133	2,347 (3,564)	11,488	20,523	-9,035 (5,873)
Years 2 and 3	36,360	34,141	2,219 (2,299)	25,945	24,377	1,567 (2,808)	8,312	17,309	-8,998* (5,176)
Sample size	378	341		186	176		42	32	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%)						
Year 1	75.0	73.5	1.4 (3.4)	56.1	56.4	-0.3 (6.5)
Year 2	85.2	79.8	5.4* (2.8)	62.4	60.0	2.4 (6.3)
Year 3	83.3	80.4	2.9 (2.9)	58.8	57.4	1.4 (6.0)
Years 1, 2, or 3	92.9	91.2	1.7 (2.0)	72.4	73.3	-0.8 (5.5)
Years 2 or 3	91.7	87.4	4.3* (2.2)	69.8	66.8	3.0 (5.9)
Average earnings during the year (\$)						
Year 1	11,488	10,801	686 (830)	6,559	5,670	889 (1,211)
Year 2	17,541	16,127	1,414 (1,168)	10,359	10,235	124 (1,587)
Year 3	17,379	17,143	235 (1,100)	9,577	8,587	991 (1,582)
Years 1, 2, and 3	46,407	44,071	2,335 (2,512)	26,495	24,492	2,004 (3,704)
Years 2 and 3	34,919	33,270	1,649 (2,053)	19,936	18,822	1,114 (2,870)
Sample size	464	416		145	139	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%)						
Year 1	76.9	75.1	1.8 (4.3)	65.2	64.4	0.8 (4.2)
Year 2	81.0	79.1	1.8 (3.9)	77.9	71.2	6.8* (3.6)
Year 3	84.3	83.0	1.3 (3.2)	72.3	67.9	4.4 (3.9)
Years 1, 2, or 3	91.0	91.6	-0.6 (2.6)	85.2	82.6	2.6 (3.0)
Years 2 or 3	88.8	87.7	1.1 (2.9)	84.0	77.6	6.4* (3.3)
Average earnings during the year (\$)						
Year 1	11,191	11,372	-182 (997)	9,506	8,040	1,466 (957)
Year 2	16,029	16,567	-539 (1,287)	15,397	13,108	2,289* (1,382)
Year 3	17,433	17,834	-401 (1,294)	14,059	12,749	1,310 (1,299)
Years 1, 2, and 3	44,653	45,774	-1,121 (2,863)	38,962	33,897	5,065* (3,023)
Years 2 and 3	33,462	34,401	-939 (2,283)	29,456	25,858	3,599 (2,475)
Sample size	276	255		337	302	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%)						
Year 1	66.8	66.1	0.7 (3.8)	76.9	74.4	2.5 (5.2)
Year 2	78.1	73.4	4.6 (3.2)	81.9	76.6	5.3 (4.6)
Year 3	75.6	72.9	2.8 (3.4)	81.3	77.2	4.1 (4.1)
Years 1, 2, or 3	86.7	85.6	1.1 (2.6)	89.5	88.4	1.1 (3.3)
Years 2 or 3	85.0	80.4	4.6 (2.9)	87.8	84.9	2.9 (3.5)
Average earnings during the year (\$)						
Year 1	9,576	8,702	874 (881)	11,816	10,732	1,084 (1,170)
Year 2	14,624	13,948	676 (1,178)	17,846	15,734	2,112 (1,803)
Year 3	14,824	13,907	917 (1,137)	15,735	16,808	-1,073 (1,559)
Years 1, 2, and 3	39,025	36,557	2,468 (2,631)	45,397	43,274	2,124 (3,663)
Years 2 and 3	29,448	27,855	1,594 (2,104)	33,581	32,542	1,039 (3,053)
Sample size	398	344		191	198	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Year 1	99.7	98.4	1.3* (0.7)	99.6	99.1	0.5* (0.3)	99.7	98.7	1.0* (0.6)
Year 2	64.8	60.6	4.2 (3.9)	62.3	59.0	3.3* (1.7)	64.3	69.7	-5.4† (3.4)
Year 3	53.8	52.0	1.7 (4.3)	53.8	50.8	3.0* (1.8)	53.7	59.5	-5.8† (3.5)
Years 1, 2, or 3	99.7	98.4	1.4* (0.7)	99.7	99.2	0.6** (0.3)	99.7	98.7	1.0* (0.6)
Years 2 or 3	72.4	67.9	4.5 (3.8)	69.1	65.7	3.5** (1.7)	67.9	73.7	-5.8*†† (3.3)
Average annual SNAP benefits received (\$)									
Year 1	2,582	2,426	156 (124)	2,936	2,792	144** (57)	1,700	1,812	-113*††† (64)
Year 2	1,770	1,725	45 (165)	1,879	1,775	105 (71)	990	1,236	-246***††† (76)
Year 3	1,719	1,539	180 (179)	1,686	1,587	99 (74)	923	1,007	-84 (80)
Years 1, 2, and 3	6,071	5,690	381 (384)	6,501	6,153	347** (167)	3,612	4,056	-443***††† (178)
Years 2 and 3	3,489	3,264	225 (313)	3,565	3,361	204 (132)	1,913	2,243	-330***†† (141)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Year 1	53.6	49.4	4.2* (2.3)	57.3	54.1	3.2*** (1.0)	62.8	66.4	-3.6†† (2.2)
Year 2	32.3	30.0	2.2 (2.7)	32.9	31.4	1.5 (1.2)	37.3	45.3	-8.1***††† (2.8)
Year 3	29.7	26.2	3.4 (2.9)	29.3	28.4	0.9 (1.2)	35.3	37.1	-1.8 (2.8)
Years 1, 2, and 3	39.1	35.5	3.7* (2.2)	40.1	38.3	1.8* (0.9)	45.2	49.5	-4.4***†† (2.1)
Years 2 and 3	31.4	28.4	3.0 (2.5)	31.2	30.1	1.2 (1.1)	36.4	41.2	-4.8*† (2.5)
Sample size	277	246		1,364	1,355		346	373	

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 GOALS 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)		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Year 1	99.6	98.9	0.7** (0.3)	99.6	99.3	0.3 (0.4)	99.9	97.6	2.3** (1.0)
Year 2	61.6	60.1	1.5 (1.9)	64.2	62.3	1.9 (2.4)	68.4	64.2	4.2 (5.4)
Year 3	52.2	50.2	1.9 (2.0)	55.4	56.1	-0.7 (2.5)	61.9	54.5	7.4 (5.8)
Years 1, 2, or 3	99.7	98.9	0.7** (0.3)	99.8	99.3	0.5 (0.3)	100.0	98.4	1.6* (0.9)
Years 2 or 3	67.8	66.2	1.7 (1.8)	70.6	68.9	1.8 (2.4)	76.8	71.5	5.3 (5.0)
Average annual SNAP benefits received (\$)									
Year 1	2,570	2,476	94 (58)	2,778	2,670	109 (76)	2,660	2,633	27 (177)
Year 2	1,598	1,582	16 (70)	1,836	1,762	74 (97)	1,815	1,831	-16 (236)
Year 3	1,455	1,374	81 (75)	1,628	1,562	65 (100)	1,891	1,728	163 (254)
Years 1, 2, and 3	5,624	5,432	192 (166)	6,242	5,994	248 (226)	6,365	6,191	174 (545)
Years 2 and 3	3,054	2,956	98 (132)	3,464	3,325	139 (178)	3,706	3,559	147 (441)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Year 1	56.9	54.3	2.6** (1.1)	59.0	57.4	1.6 (1.5)	59.5	57.4	2.1 (3.5)
Year 2	31.9	32.2	-0.3 (1.3)	36.4	35.4	1.0 (1.8)	37.3	39.3	-1.9 (4.4)
Year 3	28.8	27.2	1.6 (1.4)	32.1	32.7	-0.6 (1.8)	37.6	34.3	3.4 (4.6)
Years 1, 2, and 3	39.5	38.1	1.3 (1.0)	42.9	42.1	0.8 (1.4)	45.5	44.0	1.4 (3.4)
Years 2 and 3	30.5	29.8	0.6 (1.2)	34.5	34.2	0.3 (1.6)	38.1	36.8	1.3 (4.0)
Sample size	1,151	1,115		672	716		140	123	

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 GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Year 1	99.6	98.9	0.7** (0.3)	99.6	99.2	0.3 (0.4)
Year 2	61.8	60.7	1.1 (1.7)	66.9	62.7	4.1 (2.8)
Year 3	52.5	51.8	0.7 (1.7)	57.9	55.1	2.8 (3.0)
Years 1, 2, or 3	99.8	98.9	0.9*** (0.3)	99.6	99.4	0.2 (0.4)
Years 2 or 3	68.3	66.9	1.5 (1.6)	72.6	69.4	3.2 (2.7)
Average annual SNAP benefits received (\$)						
Year 1	2,691	2,596	94* (52)	2,574	2,471	104 (83)
Year 2	1,704	1,679	24 (64)	1,690	1,640	51 (107)
Year 3	1,537	1,463	74 (68)	1,575	1,493	82 (112)
Years 1, 2, and 3	5,931	5,739	192 (152)	5,839	5,603	236 (248)
Years 2 and 3	3,240	3,142	98 (121)	3,265	3,133	133 (199)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Year 1	56.9	54.8	2.1** (1.0)	61.1	58.6	2.5 (1.7)
Year 2	32.5	32.7	-0.3 (1.2)	37.8	37.2	0.7 (2.2)
Year 3	29.1	28.1	1.0 (1.2)	34.7	34.3	0.4 (2.2)
Years 1, 2, and 3	39.8	38.8	0.9 (0.9)	45.0	43.6	1.4 (1.7)
Years 2 and 3	30.9	30.6	0.4 (1.1)	36.6	35.8	0.7 (2.0)
Sample size	1,498	1,439		478	526	

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 GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Year 1	99.9	99.0	0.9*** (0.3)	99.4	98.9	0.6 (0.4)
Year 2	77.4	74.4	3.0 (2.1)	53.0	51.9	1.0 (2.0)
Year 3	66.7	63.7	3.0 (2.3)	44.6	44.9	-0.2 (2.0)
Years 1, 2, or 3	99.9	99.0	0.9*** (0.3)	99.6	99.0	0.6* (0.3)
Years 2 or 3	82.0	78.7	3.3* (1.9)	60.5	59.6	0.9 (1.9)
Average annual SNAP benefits received (\$)						
Year 1	4,463	4,306	156* (93)	1,393	1,340	54 (37)
Year 2	3,051	2,945	106 (116)	751	771	-21 (45)
Year 3	2,719	2,549	170 (122)	725	717	9 (48)
Years 1, 2, and 3	10,233	9,801	432 (273)	2,869	2,828	41 (105)
Years 2 and 3	5,771	5,495	276 (217)	1,476	1,488	-12 (83)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Year 1	64.9	62.1	2.9** (1.3)	53.0	51.4	1.6 (1.2)
Year 2	43.9	42.7	1.2 (1.6)	26.5	27.7	-1.2 (1.3)
Year 3	38.6	37.1	1.6 (1.7)	24.6	24.7	0.0 (1.4)
Years 1, 2, and 3	49.6	47.8	1.8 (1.3)	34.9	34.7	0.3 (1.0)
Years 2 and 3	41.4	40.0	1.4 (1.5)	25.8	26.3	-0.5 (1.2)
Sample size	841	813		1,146	1,161	

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 GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Year 1	99.6	99.1	0.5* (0.3)	99.6	98.8	0.8 (0.5)
Year 2	60.7	58.6	2.1 (1.7)	70.8	69.9	0.9 (2.7)
Year 3	53.1	50.5	2.6 (1.8)	56.5	59.9	-3.4† (2.9)
Years 1, 2, or 3	99.7	99.1	0.6** (0.3)	99.6	98.8	0.8 (0.5)
Years 2 or 3	67.5	65.5	2.0 (1.7)	75.2	74.1	1.1 (2.6)
Average annual SNAP benefits received (\$)						
Year 1	2,635	2,522	113** (50)	2,757	2,751	6 (98)
Year 2	1,657	1,585	72 (65)	1,812	1,964	-151† (109)
Year 3	1,532	1,435	97 (70)	1,607	1,612	-5 (117)
Years 1, 2, and 3	5,825	5,542	283* (152)	6,176	6,326	-150 (265)
Years 2 and 3	3,189	3,020	169 (123)	3,419	3,575	-156 (205)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Year 1	60.4	58.2	2.2** (1.0)	51.9	50.5	1.3 (1.7)
Year 2	33.8	33.5	0.3 (1.3)	34.2	36.1	-1.9 (1.9)
Year 3	31.0	29.7	1.2 (1.3)	29.7	30.3	-0.6 (2.0)
Years 1, 2, and 3	42.0	40.8	1.2 (1.0)	39.0	39.2	-0.3 (1.5)
Years 2 and 3	32.5	31.8	0.7 (1.2)	32.2	33.2	-1.1 (1.8)
Sample size	1,368	1,377		516	521	

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 GOALS 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 GOALS 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, GOALS had no impact on the likelihood of food insecurity and very low food security for GOALS group members relative to control group members. Across most subgroups, the impacts did not differ statistically (Appendix Tables F.43 to F.47). The exception is that GOALS reduced food insecurity for individuals with the most barriers to employment, compared with no effects or an increase for the other two groups.

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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Living in a household that is food insecure	61.5	50.9	10.6 (10.4)	51.1	48.9	2.2 (3.9)	44.0	51.4	-7.3 (6.6)
Living in a household with very low food security	28.0	31.5	-3.5 (9.0)	33.1	30.2	2.9 (3.7)	32.1	35.8	-3.8 (6.4)
Sample size	60	56		416	369		137	132	

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 GOALS 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

Food security ^a (%)	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)		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Living in a household that is food insecure	54.5	47.5	7.0* (4.2)	47.7	49.5	-1.8 (5.8)	39.8	65.6	-25.7**†† (11.0)
Living in a household with very low food security	35.8	31.5	4.4 (4.0)	26.2	29.5	-3.3 (5.3)	27.0	35.7	-8.7 (11.1)
Sample size	378	341		186	176		42	32	

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 GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Food security^a (%)						
Living in a household that is food insecure	55.5	50.8	4.7 (3.8)	38.4	45.4	-7.1 (6.5)
Living in a household with very low food security	34.5	32.8	1.7 (3.6)	26.7	26.5	0.2 (6.0)
Sample size	464	416		145	139	

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 GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	52.6	48.8	3.8 (4.8)	50.4	50.3	0.1 (4.5)
Living in a household with very low food security	34.8	27.5	7.3* (4.4)	31.3	34.6	-3.3† (4.3)
Sample size	276	255		337	302	

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 GOALS 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

	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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Food security^a (%)						
Living in a household that is food insecure	51.7	50.6	1.0 (4.2)	50.7	47.0	3.7 (5.5)
Living in a household with very low food security	34.0	32.1	1.9 (3.9)	30.3	29.1	1.2 (5.1)
Sample size	398	344		191	198	

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 GOALS 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) GOALS, (2) all services GOALS group members received through GOALS, 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 GOALS:** Estimated using SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers from 2015 to 2019 (Tables G.1. – G.4.). These costs include time for planning, recruiting, and providing services under GOALS to the GOALS group.
- **Costs of all services GOALS group members received:** Estimated using the unit costs of specific GOALS 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 GOALS group members received through GOALS, existing SNAP E&T, or the community. The difference between the total cost of GOALS and the cost of all GOALS group services likely represents services that GOALS group members received outside of GOALS. 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 GOALS 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 GOALS unit costs reflect the average number of assessments GOALS 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 GOALS 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 GOALS group. For example, a higher cost in Table G.6b than in Table G.6a. could suggest that GOALS 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 GOALS, which covered GOALS and control group members, (2) GOALS services, (3) all services GOALS 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. GOALS cost summary, by funding source and percentage of total

Cost category	Total cost	Grant funded		Other sources	
		Percentage of total cost (%)	Costs funded	Percentage of total cost (%)	Costs funded
Total costs	\$10,631,954	100.0	\$9,821,437	92.4	\$810,517
Planning period cost	\$493,113	4.6	\$368,932	3.5	\$124,181
Service period cost	\$10,138,841	95.4	\$9,452,504	88.9	\$686,336
Quarter 1	\$458,206	--	\$456,595	--	\$1,610
Quarter 2	\$394,271	--	\$394,271	--	\$0
Quarter 3	\$529,914	--	\$529,914	--	\$0
Quarter 4	\$462,328	--	\$461,560	--	\$768
Quarter 5	\$487,275	--	\$486,447	--	\$828
Quarter 6	\$722,574	--	\$721,150	--	\$1,424
Quarter 7	\$629,366	--	\$628,639	--	\$727
Quarter 8	\$787,068	--	\$785,626	--	\$1,442
Quarter 9	\$729,572	--	\$727,521	--	\$2,050
Quarter 10	\$3,197,623	--	\$2,690,385	--	\$507,238
Quarter 11	\$658,255	--	\$601,157	--	\$57,098
Quarter 12	\$1,082,388	--	\$969,238	--	\$113,150

Source: SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers, 2015-2019.

Note: This table presents pilot costs, which were primarily for the GOALS 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 GOALS launch (April 2015 to March 2016). Service delivery costs represent the total reported in quarterly workbooks following the launch of GOALS. 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 GOALS 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. GOALS cost summary, by resource category

Resource category	Grant funded			Other sources	
	Total	Costs funded	Percentage of total category cost (%)	Costs funded	Percentage of total category cost (%)
Total costs	\$10,631,954	\$9,821,437	92.4	\$810,517	7.6
Staff and volunteer costs	\$6,498,099	\$5,699,584	87.7	\$798,515	12.3
Staff	\$6,498,099	\$5,699,584	87.7	\$798,515	12.3
Administrative staff ^a	\$3,882,783	\$3,136,475	48.3	\$746,308	11.5
Direct service staff	\$2,615,316	\$2,563,110	39.4	\$52,206	0.8
Volunteer	\$0	\$0	0.0	\$0	0.0
Direct service costs	\$2,067,872	\$2,059,163	99.6	\$8,709	0.4
Direct E&T services	\$417,795	\$413,551	99.0	\$4,244	1.0
Support services	\$310,985	\$306,520	98.6	\$4,465	1.4
Other service contracts ^b	\$1,339,092	\$1,339,092	100.0	\$0	0.0
New pilot supplies and equipment costs	\$198,612	\$198,467	99.9	\$145	0.1
Supplies	\$193,099	\$192,955	99.9	\$145	0.1
Equipment	\$5,513	\$5,513	100.0	\$0	0.0
Other overhead operating costs ^c	\$1,867,371	\$1,864,223	99.8	\$3,148	0.2
Overhead	\$537,909	\$534,761	99.4	\$3,148	0.6
Facilities and utilities	\$1,239,037	\$1,239,037	100.0	\$0	0.0
Indirect costs	\$90,424	\$90,424	100.0	\$0	0.0

Source: SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers, 2015-2019.

Note: This table presents pilot costs, which were primarily for the GOALS 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 GOALS 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. Some of the GOALS providers were not able to provide cost workbooks, which include a detailed breakdown of costs by category. Instead, DCF used providers' invoices to record costs by category if they were broken out on the invoice. It is possible that some categories of costs may include other categories as well. For example, there may be some indirect costs reported as facilities costs, or staff costs reported as direct service costs, because that was how the service provider reported those costs on their invoice. 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, contracts for adult education or mental health services.

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

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

Costs	Total costs	Percentage of total
Total costs ^a	\$10,631,954	100.0
Direct services estimates	\$3,081,877	29.0
Assessments	\$191,711	1.8
Case management	\$713,237	6.7
Job readiness or life skills workshop	\$352,674	3.3
Education	\$978,534	9.2
Occupational skills training	\$73,416	0.7
Support services	\$684,723	6.4
Work-based learning	\$0	0.0
Other direct service contracts	\$87,582	0.8
Administration estimates	\$7,550,077	71.0
Ongoing administration costs ^b	\$6,069,072	57.1
Recruitment costs ^c	\$987,891	9.3
Planning period costs ^a	\$493,113	4.6

Source: SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers, 2015-2019; 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 GOALS 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 personnel training and mentoring for some providers. 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 GOALS-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 GOALS and control group members into the pilot. Half of the individuals recruited were randomly assigned to the GOALS group and half were assigned to the control group.

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

Costs	Total costs	Percentage of total
Total costs ^a	\$10,631,954	100.0
Operating costs by service type ^b	\$9,150,949	86.1
Assessments	\$580,285	5.5
Case management	\$2,158,883	20.3
Job readiness or life skills workshop	\$1,067,501	10.0
Education	\$2,961,905	27.9
Occupational skills training	\$222,220	2.1
Support services	\$2,072,574	19.5
Work-based learning	\$0	0.0
Other direct service contracts	\$87,582	0.8
Other administration estimates	\$1,481,004	13.9
Recruitment costs	\$987,891	9.3
Planning period costs	\$493,113	4.6

Source: SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers, 2015-2019; 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 GOALS 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 personnel training and mentoring for some providers. 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 GOALS-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	5.7
Case management	28.9
Job readiness or life skills workshop	10.6
Administration activities	
Staff meetings and supervision	22.3
Recruitment and enrollment	25.1
Other pilot activities	2.8
Evaluation activities	4.6
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 GOALS group for GOALS 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	\$10,261,586	100.0
Operating costs by service type ^b		
Assessments	\$394,344	3.8
Case management	\$1,767,746	17.2
Job readiness or life skills workshop	\$586,920	5.7
Education	\$5,794,490	56.5
Occupational skills training	\$28,575	0.3
Support services	\$1,601,930	15.6
Work-based learning	\$0	0.0
Other direct service contracts ^c	\$87,582	0.9

Source: SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers, 2015-2019; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: This table estimates the cost of all services GOALS group members might have received from the pilot GOALS 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. GOALS 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 GOALS cost data. The estimates in this table test the sensitivity of the GOALS 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 GOALS group member for each type of direct service and the number of GOALS group members who received each type of direct service. Costs of each service type per GOALS 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. Administrative service use data on receipt of case management was missing, so we assumed all individuals received it to calculate the cost of that service type. To estimate the number of all GOALS group members who received a given direct service, we applied the survey-based percentage of GOALS group members who received the direct service in the surveys to the total number of GOALS group members enrolled in the pilot. The GOALS 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 GOALS 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 GOALS group services only).

Table G.5b. Estimated costs, overall and by service type for the GOALS group for GOALS 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	\$6,130,113	100.0
Operating costs by service type ^b		
Assessments	\$15,245	0.2
Case management	\$3,370,543	55.0
Job readiness or life skills workshop ^c	\$63,979	1.0
Education	\$1,237,676	20.2
Occupational skills training	\$270,755	4.4
Support services ^d	\$178,322	2.9
Work-based learning ^e	\$993,593	16.2
Other direct service contracts ^f	\$87,582	0.8

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 GOALS 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 GOALS 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 GOALS 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 GOALS group members who received a given direct service, we applied the survey-based percentage of GOALS group members who received the direct service in the surveys to the total number of GOALS 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 GOALS and control group members) or other direct service contract costs (which covered GOALS 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 Kansas 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 and 1 resource room visit.

^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 Kansas. 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 GOALS 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	\$4,750,408	100.0
Operating costs by service type ^a		
Assessments	\$12,880	0.3
Case management	\$2,412,973	50.8
Job readiness or life skills workshop ^b	\$47,282	1.0
Education	\$1,249,507	26.3
Occupational skills training	\$221,558	4.7
Support services ^c	\$155,170	3.3
Work-based learning ^d	\$651,038	13.7

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 Kansas 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 and 1 resource room visit.

^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	\$9,787,107	100.0
Operating costs by service type ^a		
Assessments	\$359,137	3.7
Case management	\$1,896,438	19.4
Job readiness or life skills workshop	\$467,561	4.8
Education	\$5,448,560	55.7
Occupational skills training	\$25,205	0.3
Support services	\$1,502,623	15.4
Work-based learning	\$0	0.0

Source: SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers, 2015-2019; 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 GOALS group costs. The estimates in this table test the sensitivity of the control group cost estimates to using GOALS group costs per individual by service type to calculate an alternative estimate. The estimates were calculated as the product of the GOALS 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 GOALS 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 GOALS and control group members

	Mean
Cost of pilot recruitment per individual (GOALS and control group members)	\$237
Cost of services per GOALS group member	
GOALS services only	\$4,452
Operating costs ^a	\$4,124
Subsidized earnings while in program	\$0
Support services while in program	\$328
GOALS services, existing SNAP E&T services, or community-offered services	\$6,074
Operating costs ^a	\$5,765
Subsidized earnings while in program	\$0
Support services while in program	\$310
Cost of services per control group member	\$2,206
Operating costs ^a	\$1,818
Subsidized earnings while in program	\$313
Support services while in program	\$75

Source: SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers, 2015-2019; 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 GOALS 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 GOALS and control groups. The cost of services per GOALS and control group member are the means of the individual-level estimates of the costs of services for each GOALS and control group member based on the services they received and the per individual costs by service type. We use the difference of the GOALS 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 (\$47,505) 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 GOALS group member, (GOALS services only): standard error \$132; range \$1,113–\$28,571; confidence interval \$3,866–\$4,382.

Cost per GOALS group member (GOALS services, existing SNAP E&T services, or community-offered services): standard error \$351; range \$1,113–\$28,571; confidence interval \$5,075–\$6,455.

Cost per control group member: standard error \$187; range \$0–\$40,261; confidence interval \$1,450–\$2,185.

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 GOALS 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 GOALS 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 GOALS services, existing SNAP E&T services, or community-offered services, for the GOALS group compared to the control group, UI wage records

	Perspective		
	GOALS group	Government and taxpayers	Society
Benefits (\$)			
Employment and earnings			
Earnings (UI wage records)	1,162	0	1,162
Fringe benefits	243	0	243
Tax payments	-390	390	0
Use of public benefits			
SNAP benefits	168	-168	0
TANF benefits	-3	3	0
Reduced administration costs	0	-20	-20
Total benefits	1,180	206	1,386
Costs (\$)			
Net operating costs	0	-3,947	-3,947
Net subsidized earnings while in services	0	313	313
Net support services while in services	235	-235	0
Total costs	235	-3,869	-3,634
Net benefit (\$)	1,415	-3,663	-2,248
Benefit-cost ratio			0.38

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers, 2015-2019; 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 GOALS 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 GOALS group member is \$132 and of the cost per control group member is \$187.

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

	Perspective		
	GOALS group	Government and taxpayers	Society
Benefits (\$)			
Employment and earnings			
Earnings (survey data)	2,225	0	2,225
Fringe benefits	465	0	465
Tax payments	-698	698	0
Use of public benefits			
SNAP benefits	168	-168	0
TANF benefits	-3	3	0
Reduced administration costs	0	-20	-20
Total benefits	2,156	514	2,670
Costs (\$)			
Net operating costs	0	-3,947	-3,947
Net subsidized earnings while in services	0	313	313
Net support services while in services	235	-235	0
Total costs	235	-3,869	-3,634
Net benefit (\$)	2,391	-3,355	-964
Benefit-cost ratio			0.73

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 GOALS grantee, partners, and providers, 2015-2019; 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 GOALS 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 GOALS group member is \$132 and of the cost per control group member is \$187.

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 GOALS.** The main analysis assumes that GOALS group members received additional services outside of GOALS 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 GOALS group members, and assume any difference in estimate costs of GOALS and all services GOALS group members received based on the survey is attributed to services received outside of GOALS. Survey data are self-reported and could over or underestimate the services that GOALS group members received. This sensitivity analysis uses the alternative assumption that GOALS group members only received services through GOALS and estimates the net benefits using these alternate estimates of costs.

Table G.10. Benefits and costs associated with GOALS services, existing SNAP E&T services, or community-offered services, for the GOALS 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
	GOALS group	Government and taxpayers	Society	
UI wage records (\$)				
Main specification	1,415	-3,663	-2,248	0.38
5% lower fringe rate	1,357	-3,663	-2,306	0.37
5% higher fringe rate	1,473	-3,663	-2,190	0.40
5% lower tax rate	1,473	-3,721	-2,248	0.38
5% higher tax rate	1,357	-3,605	-2,248	0.38
2% discount rate	1,530	-3,918	-2,388	0.37
4% discount rate	1,304	-3,405	-2,102	0.39
Subsidized earnings not included in UI wage records	1,102	-3,663	-2,561	0.35
Using costs of GOALS services only	1,433	-2,041	-608	0.70
36-month survey data (\$)				
Main specification	2,391	-3,355	-964	0.73
5% lower fringe rate	2,280	-3,355	-1,075	0.70
5% higher fringe rate	2,502	-3,355	-852	0.77
5% lower tax rate	2,502	-3,466	-964	0.73
5% higher tax rate	2,280	-3,243	-964	0.73
2% discount rate	2,551	-3,630	-1,078	0.72
4% discount rate	2,347	-3,190	-843	0.76
Using costs of GOALS services only	2,409	-1,732	677	1.34

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers 2015-2019; 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 GOALS services, existing SNAP E&T services, or community-offered services, for the GOALS group compared to the control group, UI wage records: sensitivity analyses from the perspective of GOALS group members

	Sensitivity analyses from the perspective of individuals								
	Fringe rates			Tax rates		Discount rates		Subsidized earnings	Cost estimates
	Main specification	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	Using costs of GOALS services only
Benefits (\$)									
Employment and earnings									
Earnings (UI wage records)	1,162	1,162	1,162	1,162	1,162	1,182	1,142	1,162	1,162
Fringe benefits	243	185	301	243	243	247	239	243	243
Tax payments	-390	-390	-390	-332	-448	-306	-470	-390	-390
Use of public benefits									
SNAP benefits	168	168	168	168	168	173	163	168	168
TANF benefits	-3	-3	-3	-3	-3	-4	-3	-3	-3
Reduced administration costs	0	0	0	0	0	0	0	0	0
Total benefits	1,180	1,122	1,238	1,238	1,122	1,292	1,071	1,180	1,180
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	-313	0
Net support services while in services	235	235	235	235	235	237	232	235	253
Total costs	235	235	235	235	235	237	232	-78	253
Net benefit (\$)	1,415	1,357	1,473	1,473	1,357	1,530	1,304	1,102	1,433

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

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers, 2015-2019; 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 between GOALS 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 GOALS group member is \$132 and of the cost per control group member is \$187.

Table G.11b. Benefits and costs associated with GOALS services, existing SNAP E&T services, or community-offered services, for the GOALS 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								
	Fringe rates			Tax rates		Discount rates		Subsidized earnings	Cost estimates
	Main specification	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	Using costs of GOALS 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	390	390	390	332	448	306	470	390	390
Use of public benefits									
SNAP benefits	-168	-168	-168	-168	-168	-173	-163	-168	-168
TANF benefits	3	3	3	3	3	4	3	3	3
Reduced administration costs	-20	-20	-20	-20	-20	-20	-19	-20	-20
Total benefits	206	206	206	148	264	117	291	206	206
Costs (\$)									
Net operating costs	-3,947	-3,947	-3,947	-3,947	-3,947	-4,099	-3,790	-3,947	-2,306
Net subsidized earnings while in services	313	313	313	313	313	302	326	313	313
Net support services while in services	-235	-235	-235	-235	-235	-237	-232	-235	-253

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

	Sensitivity analyses from the perspective of government and taxpayers								
	Fringe rates			Tax rates		Discount rates		Subsidized earnings	Cost estimates
	Main specification	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	Using costs of GOALS services only
Total costs	-3,869	-3,869	-3,869	-3,869	-3,869	-4,035	-3,696	-3,869	-2,246
Net benefit (\$)	-3,663	-3,663	-3,663	-3,721	-3,605	-3,918	-3,405	-3,663	-2,041

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers, 2015-2019; 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 between GOALS 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 GOALS group member is \$132 and of the cost per control group member is \$187.

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

		Sensitivity analyses from the perspective of society							
		Fringe rates		Tax rates		Discount rates		Subsidized earnings	Cost estimates
		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	Using costs of GOALS services only
Benefits (\$)									
Employment and earnings									
Earnings (UI wage records)	1,162	1,162	1,162	1,162	1,162	1,182	1,142	1,162	1,162
Fringe benefits	243	185	301	243	243	247	239	243	243
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	-20	-20	-20	-20	-20	-20	-19	-20	-20
Total benefits	1,386	1,328	1,444	1,386	1,386	1,409	1,362	1,386	1,386
Costs (\$)									
Net operating costs	-3,947	-3,947	-3,947	-3,947	-3,947	-4,099	-3,790	-3,947	-2,306
Net subsidized earnings while in services	313	313	313	313	313	302	326	0	313
Net support services while in services	0	0	0	0	0	0	0	0	0
Total costs	-3,634	-3,634	-3,634	-3,634	-3,634	-3,797	-3,464	-3,947	-1,993
Net benefit (\$)	-2,248	-2,306	-2,190	-2,248	-2,248	-2,388	-2,102	-2,561	-608

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

	Sensitivity analyses from the perspective of society								
	Main specification	Fringe rates		Tax rates		Discount rates		Subsidized earnings	Cost estimates
		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	Using costs of GOALS services only
Benefit-cost ratio	0.38	0.37	0.40	0.38	0.38	0.37	0.39	0.35	0.7

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers, 2015-2019; 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 between GOALS 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 GOALS group member is \$132 and of the cost per control group member is \$187.

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

		Sensitivity analyses from the perspective of individuals						
		Fringe rates		Tax rates		Discount rates		Cost estimates
								Using costs of GOALS services only
	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)	2,225	2,225	2,225	2,225	2,225	2,266	2,184	2,225
Fringe benefits	465	354	576	465	465	474	456	465
Tax payments	-698	-698	-698	-587	-809	-594	-685	-698
Use of public benefits								
SNAP benefits	168	168	168	168	168	173	163	168
TANF benefits	-3	-3	-3	-3	-3	-4	-3	-3
Reduced administration costs	0	0	0	0	0	0	0	0
Total benefits	2,156	2,045	2,267	2,267	2,045	2,314	2,115	2,156
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	235	235	235	235	235	237	232	253
Total costs	235	235	235	235	235	237	232	253
Net benefit (\$)	2,391	2,280	2,502	2,502	2,280	2,551	2,347	2,409

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers, 2015-2019; 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 between GOALS 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 GOALS group member is \$132 and of the cost per control group member is \$187.

Table G.12b. Benefits and costs associated with GOALS services, existing SNAP E&T services, or community-offered services, for the GOALS 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								
	Fringe rates			Tax rates		Discount rates		Cost estimates
	Main specification	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 GOALS services only
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	698	698	698	587	809	594	685	698
Use of public benefits								
SNAP benefits	-168	-168	-168	-168	-168	-173	-163	-168
TANF benefits	3	3	3	3	3	4	3	3
Reduced administration costs	-20	-20	-20	-20	-20	-20	-19	-20
Total benefits	514	514	514	403	625	405	506	514
Costs (\$)								
Net operating costs	-3,947	-3,947	-3,947	-3,947	-3,947	-4,099	-3,790	-2,306
Net subsidized earnings while in services	313	313	313	313	313	302	326	313
Net support services while in services	-235	-235	-235	-235	-235	-237	-232	-253
Total costs	-3,869	-3,869	-3,869	-3,869	-3,869	-4,035	-3,696	-2,246
Net benefit (\$)	-3,355	-3,355	-3,355	-3,466	-3,243	-3,630	-3,190	-1,732

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers, 2015-2019; 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.12b. Benefits and costs associated with GOALS services, existing SNAP E&T services, or community-offered services, for the GOALS group compared to the control group, 36-month survey data: sensitivity analyses from the perspective of government and taxpayers *(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 GOALS 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 GOALS group member is \$132 and of the cost per control group member is \$187.

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

	Sensitivity analyses from the perspective of society							
	Fringe rates		Tax rates		Discount rates		Cost estimates	
	Main specification	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 GOALS services only
Benefits (\$)								
Employment and earnings								
Earnings (36-month survey data)	2,225	2,225	2,225	2,225	2,225	2,266	2,184	2,225
Fringe benefits	465	354	576	465	465	474	456	465
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	-20	-20	-20	-20	-20	-20	-19	-20
Total benefits	2,670	2,559	2,782	2,670	2,670	2,719	2,621	2,670
Costs (\$)								
Net operating costs	-3,947	-3,947	-3,947	-3,947	-3,947	-4,099	-3,790	-2,306
Net subsidized earnings while in services	313	313	313	313	313	302	326	313
Net support services while in services	0	0	0	0	0	0	0	0
Total costs	-3,634	-3,634	-3,634	-3,634	-3,634	-3,797	-3,464	-1,993
Net benefit (\$)	-964	-1,075	-852	-964	-964	-1,078	-843	677
Benefit-cost ratio	0.73	0.70	0.77	0.73	0.73	0.72	0.76	1.34

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by GOALS grantee, partners, and providers, 2015-2019; 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.12c. Benefits and costs associated with GOALS services, existing SNAP E&T services, or community-offered services, for the GOALS group compared to the control group, 36-month survey data: 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 GOALS 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 GOALS group member is \$132 and of the cost per control group member is \$187.

Appendix H.

COVID-19 analysis

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

This section describes how the characteristics of GOALS group members, the differences in service receipt between GOALS and control group members, and the impacts of GOALS 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 41 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 GOALS 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 less likely than those interviewed before it began to report having an “other” educational credential and less likely to report not working at random assignment and having never worked in the past. 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.
- There is some evidence that trends in monthly rates of participation in education or training activities changed after the COVID-19 pandemic began (Appendix Table H.2). The GOALS group had similar participation rates as the control group through 2019 and the first half of 2020. Starting in July 2020 and for four months, differences in participation rates ranged from 7 to 10 percentage points and were statistically significant. (Because these are participation rates defined in calendar months and not time relative to random assignment, these monthly trends do not measure effects of GOALS on activity participation.)
- There were few differences in impacts on job characteristics for those whose 36-month survey interview took place before versus after the COVID-19 pandemic began. (Appendix Table H.3). The GOALS group was less likely to work in temporary or on-call jobs, among those interviewed after the pandemic, an effect not observed for those interviewed before the pandemic.
- There were some impacts of GOALS on earnings and employment based on UI data in the years and quarters following random assignment. These findings were generally similar for individuals in each COVID group (Appendix Table H.4).
- GOALS had no impact on food security or well-being. Findings for individuals whose 36-month survey interview took place after the COVID-19 pandemic began were similar to those interviewed later (Appendix Table H.5).
- Trends based on survey data do not suggest that the difference between the GOALS and control groups in monthly employment and earnings changed around the time of the COVID-19 pandemic (Appendix Table H.6). Differences in earnings between the two groups were small and statistically insignificant in the months leading up to the pandemic. Although those differences did become negative during the summer months, they were not statistically significant. (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.) No differences were observed in the UI data (Appendix Table H.7).

- Trends in monthly SNAP participation differences appear to have changed after the onset of the COVID-19 pandemic began (Appendix Table H.8). Differences were small and statistically insignificant through 2019 and began increasing in 2020. The GOALS group was more likely than the control group to participate in SNAP during the second half of 2020.

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

	Before COVID-19 began	After COVID-19 began	Difference
Average age (years)	38.1	37.7	-0.5 (1.1)
Age (%)			
18 to 49	78.9	82.0	3.0 (3.5)
18 to 24	12.2	11.9	-0.4 (3.4)
25 to 49	66.7	70.1	3.4 (4.4)
50 to 59	17.7	15.2	-2.6 (3.3)
60 and older	3.3	2.9	-0.5 (1.4)
Gender (%)			
Male	37.8	34.8	-3.1 (4.7)
Female	62.2	65.2	3.1 (4.7)
Other	0.0	0.0	0.0 (-)
Race and ethnicity (%)			
Hispanic	16.4	11.4	-5.0 (3.1)
Asian	0.7	1.0	0.2 (0.8)
Black, non-Hispanic	23.6	19.2	-4.4 (3.7)
Native Hawaiian/Pacific Islander/Native American	2.1	1.6	-0.5 (1.2)
White, non-Hispanic	51.8	56.6	4.9 (4.8)
Other; more than one race	5.5	10.3	4.7 (3.2)
Speak English as primary language (%)	95.5	97.2	1.8 (1.6)
Education ^a (%)			†††
No high school diploma or equivalent	21.1	21.6	0.6 (4.0)
High school diploma or equivalent	54.2	55.4	1.3 (4.8)
Degree	11.0	11.3	0.3 (2.9)
Certificate	12.8	11.7	-1.2 (3.1)
Other	0.9	0.0	-0.9 ^{^^} (0.5)
Employment status (%)			
Employed at random assignment	15.7	16.9	1.2 (3.4)
Employed part time	12.3	14.4	2.1 (3.2)
Employed full time	3.5	2.5	-1.0 (1.3)
Not employed at random assignment but worked in past	81.5	82.5	1.1 (3.6)
Short-term unemployed ^b	57.8	59.2	1.3 (4.7)
Long-term unemployed ^c	23.6	23.4	-0.3 (4.1)
Not employed at random assignment and never worked in past	2.8	0.5	-2.2 [^] (1.3)
Employment experience in the two years before random assignment ^d (%)			
Consistently employed	31.4	36.4	5.0 (4.4)
Sometimes employed	36.4	35.6	-0.8 (4.7)
Never employed	32.1	28.0	-4.2 (4.4)
Household size (number)	2.9	2.7	-0.2 (0.2)

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

	Before COVID-19 began	After COVID-19 began	Difference
Presence of children (%)			
In households with children	39.4	44.8	5.4 (4.7)
In households without children	60.6	55.2	-5.4 (4.7)
Married or cohabiting (%)	15.2	15.3	0.1 (3.2)
Barriers to employment (%)			
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	61.5	62.9	1.3 (4.7)
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	31.7	28.8	-2.9 (4.4)
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	6.8	8.4	1.6 (2.8)
ABAWD status (%)			
ABAWD	37.7	37.3	-0.4 (4.8)
Non-ABAWD	62.3	62.7	0.4 (4.8)
Urbanicity ^e (%)			
Metropolitan	55.7	55.8	0.1 (4.8)
Micropolitan	33.0	35.9	3.0 (4.7)
Rural	11.4	8.3	-3.1 (2.9)
SNAP participation in the year before random assignment (%)			
0 months	22.9	21.8	-1.1 (4.1)
1 to 3 months	14.9	18.8	3.9 (3.7)
4 to 6 months	10.8	12.3	1.5 (3.3)
7 to 9 months	9.8	10.0	0.2 (2.7)
10 to 12 months	41.5	37.1	-4.4 (4.6)
Sample size	374	239	

Source: SNAP employment and training baseline information registration form (January 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 GOALS 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 GOALS 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

Table H.1. Characteristics of GOALS group members interviewed before and after the COVID-19 pandemic began *(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: 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 GOALS 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 (%)	GOALS group	Control group	Difference
2016			
February	15.5	10.3	5.2 (11.7)
March	21.1	7.6	13.5 (10.8)
April	21.5	12.0	9.4 (6.5)
May	15.3	9.8	5.5 (5.0)
June	12.6	8.1	4.5 (3.9)
July	11.6	8.4	3.2 (3.6)
August	12.6	12.3	0.3 (3.6)
September	11.0	10.4	0.6 (3.0)
October	8.5	11.7	-3.3 (2.8)
November	5.2	10.6	-5.4** (2.5)
December	6.9	9.0	-2.1 (2.4)
2017			
January	6.8	10.1	-3.3 (2.5)
February	8.0	9.6	-1.6 (2.4)
March	8.3	10.6	-2.3 (2.4)
April	10.6	9.9	0.7 (2.4)
May	9.3	11.9	-2.6 (2.4)
June	9.2	10.4	-1.3 (2.2)
July	9.7	10.4	-0.7 (2.2)
August	11.9	11.3	0.6 (2.2)
September	12.6	10.4	2.2 (2.2)
October	12.4	10.2	2.2 (2.2)
November	12.1	10.4	1.7 (2.2)
December	11.2	10.0	1.2 (2.1)
2018			
January	10.9	11.0	-0.1 (2.0)
February	11.0	10.3	0.7 (2.0)
March	11.1	11.8	-0.7 (2.0)
April	11.3	10.5	0.8 (2.0)
May	10.6	11.1	-0.5 (2.0)
June	11.0	10.0	1.0 (2.0)
July	10.7	9.5	1.2 (2.0)
August	11.8	9.6	2.2 (2.0)
September	10.6	9.5	1.1 (1.9)
October	11.6	9.9	1.7 (2.0)
November	11.7	11.2	0.6 (2.0)
December	11.6	10.7	0.9 (2.0)
2019			
January	11.6	9.7	1.9 (2.0)
February	11.8	9.8	2.0 (2.0)
March	10.9	9.6	1.4 (2.0)

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

Participation in education or training activities (%)	GOALS group	Control group	Difference
April	10.1	9.6	0.5 (2.0)
May	9.6	9.9	-0.3 (2.0)
June	8.7	9.9	-1.2 (2.0)
July	8.5	10.4	-1.9 (2.1)
August	7.3	11.0	-3.7* (2.1)
September	7.4	10.9	-3.5 (2.2)
October	8.1	11.5	-3.3 (2.3)
November	8.1	10.7	-2.6 (2.3)
December	8.9	10.8	-1.9 (2.5)
2020			
January	8.2	12.0	-3.8 (2.7)
February	8.4	11.5	-3.1 (2.9)
March	10.5	11.7	-1.2 (3.3)
April	11.3	11.9	-0.6 (3.4)
May	10.4	9.8	0.6 (3.3)
June	11.8	8.1	3.7 (3.4)
July	13.3	6.5	6.8** (3.4)
August	14.9	4.6	10.3*** (3.3)
September	15.3	5.8	9.5** (3.9)
October	17.5	7.2	10.3** (4.7)
November	7.7	3.9	3.8 (5.0)
December	8.8	12.4	-3.6 (10.2)
Sample size	613	557	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Hours worked per week (%)						
0	45.5	45.0	0.5 (4.0)	51.6	53.4	-1.8 (5.3)
1 to 20	6.2	8.2	-2.0 (2.0)	6.1	6.1	-0.1 (2.3)
21 to 34	9.1	12.8	-3.7 (2.5)	8.4	7.3	1.2 (2.8)
35 or more (employed full time)	38.9	34.0	4.9 (3.9)	33.1	33.2	-0.1 (5.0)
Average	20.2	19.3	0.9 (1.6)	18.0	17.0	1.0 (2.1)
Weekly earnings (%)						
\$0	55.8	57.2	-1.4 (4.5)	61.2	62.7	-1.5 (5.4)
\$1 to \$499	27.5	30.0	-2.4 (4.1)	25.1	21.3	3.8 (4.8)
\$500 to \$999	14.5	10.5	4.0 (3.0)	12.6	14.8	-2.2 (3.9)
\$1,000 to \$1,499	1.6	2.0	-0.4 (1.2)	0.8	0.8	0.0 (0.7)
\$1,500 to \$2,000	0.4	0.3	0.0 (0.6)	0.4	0.4	0.0 (0.5)
\$2,000 and above	0.2	0.0	0.2 (0.2)	0.0	0.0	0.0 (<0.1)
Benefits available at job (%)						
Any benefit	43.1	40.4	2.6 (4.0)	39.6	35.7	3.9 (5.1)
Health insurance or HMO/PPO plan	37.0	30.8	6.2 (3.9)	34.1	31.7	2.4 (4.8)
Dental insurance	30.2	28.2	2.0 (3.7)	29.3	30.1	-0.8 (4.8)
Paid vacation	34.2	28.3	5.9 (3.8)	32.6	28.6	4.0 (4.7)
Paid holidays	32.3	32.1	0.2 (3.8)	33.8	30.8	3.0 (4.9)
Paid sick leave	27.7	22.0	5.6 (3.6)	23.7	23.9	-0.1 (4.4)
Any paid time off	37.6	34.5	3.2 (3.9)	36.2	33.0	3.2 (5.0)
Pension or retirement benefits	30.4	25.0	5.4 (3.7)	28.9	25.1	3.8 (4.7)
Tuition assistance or reimbursement	14.5	15.3	-0.7 (3.0)	13.7	11.2	2.5 (3.2)
Type of employment (%)						
Not employed	45.8	45.0	0.8 (4.1)	51.6	53.4	-1.8 (5.3)
Regular full or part time	46.4	47.3	-0.9 (4.1)	46.5	41.4	5.2 (5.3)
Temporary or on call	1.9	2.5	-0.6 (1.2)	0.2	3.9	-3.7***† (1.2)

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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Self-employed or independent contractor or consultant	4.6	4.1	0.6 (1.7)	1.0	0.9	0.1 (0.7)
Day laborer	1.3	1.2	0.1 (0.9)	0.6	0.4	0.2 (0.5)
Occupation (%)						
Office and administrative support	8.3	6.6	1.7 (2.0)	4.3	3.5	0.8 (1.8)
Food preparation and serving	4.3	7.3	-3.0* (1.8)	4.6	5.2	-0.7 (2.5)
Healthcare support	3.3	3.9	-0.7 (1.4)	5.7	9.4	-3.7 (2.2)
Sales	4.0	4.3	-0.3 (1.5)	3.1	4.0	-0.9 (1.9)
Transportation and material moving	6.2	3.3	2.9* (1.6)	3.1	3.0	0.1 (1.7)
Personal care and service	4.3	3.7	0.6 (1.4)	4.0	2.9	1.1 (1.9)
Production	5.7	2.9	2.7* (1.5)	1.3	2.8	-1.6†† (1.2)
Building and grounds cleaning and maintenance	2.1	5.0	-2.9* (1.6)	1.8	1.1	0.7† (1.0)
Management	3.4	2.5	1.0 (1.4)	4.3	3.2	1.1 (2.2)
Educational instruction and library	1.0	1.4	-0.4 (0.7)	0.4	2.5	-2.1** (1.0)
Sample size	374	340		239	217	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Employment rate (%)						
Year 1	76.8	75.9	1.0 (1.6)	79.3	74.4	4.9** (2.1)
Quarter 1	57.4	59.7	-2.3 (1.8)	60.8	55.8	4.9**†† (2.4)
Quarter 2	57.9	57.9	-0.1 (1.8)	61.8	57.1	4.6* (2.4)
Quarter 3	57.0	55.5	1.5 (1.8)	61.5	56.6	5.0** (2.4)
Quarter 4	57.4	53.5	3.9** (1.8)	63.9	59.5	4.4* (2.4)
Year 2	68.1	63.8	4.4** (1.8)	72.4	68.4	4.1* (2.3)
Quarter 5	55.5	53.7	1.8 (1.9)	59.2	55.8	3.3 (2.4)
Quarter 6	54.6	50.5	4.0** (1.9)	59.2	55.6	3.6 (2.5)
Quarter 7	52.9	49.8	3.1* (1.9)	56.3	55.6	0.7 (2.5)
Quarter 8	52.5	49.4	3.0 (1.9)	57.2	53.7	3.5 (2.5)
Year 3	63.5	60.7	2.8 (1.8)	64.1	63.9	0.2 (3.1)
Quarter 9	51.4	49.6	1.8 (1.9)	55.1	54.7	0.4 (2.5)
Quarter 10	51.4	50.4	1.0 (1.9)	51.4	51.1	0.2 (2.5)
Quarter 11	50.4	50.4	0.0 (1.9)	50.7	50.0	0.7 (2.5)
Quarter 12	49.4	49.4	0.0 (1.9)	47.9	47.7	0.2 (3.2)
Total earnings (\$)						
Year 1	7,278	7,065	212 (303)	8,576	8,163	414 (426)
Quarter 1	1,498	1,525	-27 (77)	1,685	1,739	-54 (109)
Quarter 2	1,821	1,757	64 (90)	2,104	2,023	81 (126)
Quarter 3	1,913	1,892	22 (94)	2,288	2,104	184 (134)
Quarter 4	2,045	1,891	154 (97)	2,500	2,297	203 (138)
Year 2	8,652	7,974	678* (380)	10,010	9,776	234 (543)
Quarter 5	2,126	1,946	181* (103)	2,388	2,359	29 (143)
Quarter 6	2,161	1,984	177* (106)	2,503	2,438	65 (150)
Quarter 7	2,180	2,000	180* (107)	2,538	2,430	107 (154)
Quarter 8	2,185	2,044	140 (109)	2,581	2,548	33 (158)

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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Year 3	8,925	8,763	162 (416)	10,026	9,588	438 (755)
Quarter 9	2,237	2,116	121 (111)	2,585	2,499	86 (160)
Quarter 10	2,199	2,175	24 (112)	2,436	2,375	61 (165)
Quarter 11	2,281	2,247	34 (116)	2,293	2,236	57 (161)
Quarter 12	2,221	2,225	-4 (116)	2,284	2,161	123 (209)
Sample size	1,281	1,272		706	702	

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 GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	51.6	51.3	0.4 (4.1)	51.4	47.3	4.0 (5.4)
Living in a household with very low food security	33.6	31.2	2.4 (3.8)	31.4	31.7	-0.3 (5.0)
Health and well-being						
Reported “very good” or “excellent” health status (versus “fair” or “poor”) (%)	23.8	22.6	1.1 (3.4)	22.7	30.0	-7.3* (4.4)
Screened positively for depression ^b (%)	30.4	27.8	2.6 (3.6)	28.5	33.6	-5.0 (4.9)
Average self-esteem score (out of 5)	3.5	3.4	0.2 (0.1)	3.5	3.7	-0.2† (0.1)
Average self-efficacy score (out of 5)	3.3	3.4	0.0 (0.1)	3.4	3.4	0.0 (0.1)
Housing status (%)						
Owns or rents a home or an apartment	73.9	75.5	-1.6 (3.6)	80.8	83.4	-2.7 (4.1)
Lives with parents, relative, or friend	19.2	18.2	0.9 (3.3)	13.2	9.1	4.2 (3.2)
Shares housing with roommates, friends, or partner	3.3	2.9	0.5 (1.3)	2.0	2.1	-0.1 (1.2)
Group quarters	0.9	0.3	0.6 (0.5)	0.0	0.8	-0.8**†† (0.5)
Homeless	1.6	1.2	0.4 (1.1)	2.9	2.2	0.6 (1.5)
Incarcerated	0.4	0.0	0.4 (0.3)	0.0	0.0	0.0 (0.1)
Other, don’t know, or refused	0.1	0.0	0.1 (0.1)	0.8	0.4	0.4 (0.7)
Had housing at the time of the 36-month interview	98.4	98.8	-0.4 (1.1)	97.2	97.8	-0.6 (1.5)
Sample size	374	340		239	217	

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 GOALS 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 (\$)		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
2016						
February	23.5	0.0	23.5*** (7.7)	326	0	326** (135)
March	15.7	26.0	-10.2 (9.7)	179	355	-177 (152)
April	31.1	31.6	-0.5 (8.2)	667	392	275 (177)
May	34.0	35.8	-1.8 (7.5)	626	473	153 (153)
June	37.6	40.8	-3.2 (6.3)	680	583	97 (142)
July	37.1	42.0	-4.9 (5.8)	749	566	183 (117)
August	39.8	45.6	-5.8 (5.5)	715	575	139 (105)
September	45.6	41.9	3.7 (5.2)	791	522	270*** (95)
October	44.6	46.6	-2.0 (5.0)	803	631	172* (94)
November	44.3	50.8	-6.4 (4.6)	822	780	42 (99)
December	42.1	48.3	-6.3 (4.3)	746	716	30 (87)
2017						
January	42.6	44.8	-2.2 (4.1)	767	715	52 (90)
February	45.2	47.5	-2.2 (3.9)	778	720	58 (81)
March	47.6	52.1	-4.5 (3.8)	834	819	15 (82)
April	50.0	50.6	-0.6 (3.8)	875	804	72 (80)
May	50.7	52.0	-1.3 (3.6)	850	852	-2 (77)
June	51.0	49.6	1.4 (3.5)	895	840	55 (77)
July	51.4	50.1	1.3 (3.4)	948	858	90 (79)
August	53.6	52.7	0.9 (3.4)	1,013	909	105 (86)
September	53.6	54.9	-1.3 (3.4)	988	949	38 (77)
October	54.6	55.0	-0.4 (3.4)	1,119	961	158* (82)
November	55.3	55.2	0.1 (3.4)	1,084	989	94 (80)
December	53.1	52.5	0.6 (3.2)	1,018	1,019	-2 (88)
2018						
January	54.6	50.3	4.2 (3.1)	1,031	1,009	23 (87)
February	57.1	51.2	5.9* (3.2)	1,104	1,000	104 (85)
March	58.7	52.6	6.0* (3.2)	1,098	1,051	47 (87)
April	58.0	53.2	4.8 (3.2)	1,091	1,063	29 (88)
May	60.2	54.5	5.7* (3.2)	1,152	1,026	125 (81)
June	59.7	57.4	2.3 (3.2)	1,145	1,116	29 (83)
July	61.0	56.9	4.1 (3.2)	1,194	1,148	46 (85)
August	62.7	56.5	6.1* (3.2)	1,283	1,168	115 (92)
September	64.1	59.2	4.9 (3.1)	1,275	1,244	31 (94)
October	64.7	60.9	3.9 (3.1)	1,318	1,286	32 (97)
November	64.3	60.5	3.8 (3.2)	1,350	1,267	83 (101)
December	61.8	60.4	1.4 (3.2)	1,299	1,260	39 (98)

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

	Employment rate (%)			Earnings (\$)		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
2019						
January	63.4	60.2	3.2 (3.1)	1,404	1,249	155 (106)
February	61.4	60.8	0.6 (3.1)	1,360	1,251	109 (100)
March	61.1	61.1	-0.1 (3.2)	1,386	1,247	139 (101)
April	60.7	62.9	-2.3 (3.2)	1,353	1,289	64 (100)
May	60.3	62.5	-2.2 (3.3)	1,379	1,259	120 (103)
June	59.7	62.3	-2.5 (3.4)	1,356	1,231	125 (104)
July	60.1	63.4	-3.3 (3.5)	1,366	1,281	85 (107)
August	61.9	63.9	-2.0 (3.5)	1,350	1,281	70 (109)
September	64.1	62.7	1.4 (3.7)	1,374	1,232	143 (113)
October	63.3	63.1	0.2 (3.8)	1,317	1,250	67 (119)
November	62.5	63.3	-0.8 (3.9)	1,305	1,195	110 (114)
December	63.3	61.2	2.1 (4.1)	1,240	1,140	99 (114)
2020						
January	62.1	63.0	-0.8 (4.3)	1,101	1,122	-21 (108)
February	62.8	61.4	1.5 (4.6)	1,166	1,134	32 (115)
March	63.5	61.3	2.2 (5.0)	1,174	1,159	15 (129)
April	54.8	55.3	-0.5 (5.8)	1,135	1,078	57 (146)
May	54.3	53.8	0.5 (6.0)	1,030	1,116	-87 (143)
June	54.6	57.7	-3.1 (6.4)	971	1,178	-207 (152)
July	55.1	57.4	-2.3 (6.7)	1,042	1,196	-154 (165)
August	55.5	59.6	-4.1 (7.7)	1,076	1,280	-204 (174)
September	52.8	49.5	3.3 (8.3)	983	1,035	-52 (197)
October	45.7	52.5	-6.8 (10.1)	877	920	-43 (211)
November	50.3	51.7	-1.4 (10.5)	837	1,150	-313 (257)
December	65.0	40.9	24.1 (18.6)	912	729	183 (415)
Sample size	613	557		613	557	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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 (\$)		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
2016						
April–June	53.6	57.8	-4.2 (4.7)	1,262	1,408	-146 (191)
July–September	60.0	61.7	-1.7 (3.0)	1,817	1,643	174 (150)
October–December	58.4	58.6	-0.3 (2.5)	1,912	1,763	150 (121)
2017						
January–March	57.2	55.0	2.3 (2.2)	1,717	1,653	64 (99)
April–June	57.5	57.2	0.4 (1.9)	1,829	1,759	70 (89)
July–September	57.2	55.6	1.6 (1.7)	1,934	1,840	94 (87)
October–December	57.4	55.2	2.2 (1.6)	2,145	2,043	102 (87)
2018						
January–March	55.0	52.6	2.4 (1.5)	1,989	1,857	133* (77)
April–June	56.9	52.9	4.0*** (1.5)	2,208	2,044	163** (83)
July–September	56.3	52.4	3.9*** (1.5)	2,275	2,145	131 (87)
October–December	56.4	52.9	3.4** (1.5)	2,435	2,307	128 (90)
2019						
January–March	53.8	52.0	1.7 (1.5)	2,257	2,176	81 (87)
April–June	53.2	51.8	1.4 (1.5)	2,388	2,290	97 (91)
July–September	53.4	52.4	1.0 (1.5)	2,384	2,297	87 (94)
October–December	52.1	50.6	1.5 (1.5)	2,506	2,492	14 (101)
2020						
January–March	50.8	50.4	0.4 (1.5)	2,318	2,277	40 (94)
April–June	46.0	45.4	0.6 (1.5)	2,095	2,022	73 (96)
July–September	45.6	44.8	0.8 (1.5)	2,185	2,120	65 (100)
Sample size	1,987	1,974		1,987	1,974	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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 (\$)		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
2016						
February	100.0	100.0	0.0 (0.0)	315	296	19 (46)
March	100.0	97.0	3.0** (1.4)	341	333	8 (17)
April	99.1	94.8	4.3*** (1.5)	349	327	22* (13)
May	95.2	92.2	3.1 (1.9)	323	308	15 (11)
June	93.1	87.9	5.2*** (2.0)	316	291	25** (11)
July	88.7	86.2	2.5 (2.1)	292	280	11 (10)
August	83.7	80.9	2.8 (2.2)	273	271	2 (10)
September	76.9	79.4	-2.5 (2.2)	249	261	-12 (9.5)
October	77.7	77.9	-0.1 (2.1)	256	264	-8 (8.8)
November	75.2	75.4	-0.2 (2.0)	242	242	0 (8.3)
December	74.5	74.3	0.2 (1.9)	245	239	6 (8.0)
2017						
January	73.4	73.1	0.3 (1.9)	236	231	6 (7.8)
February	74.3	73.0	1.4 (1.7)	237	235	3 (7.2)
March	73.2	71.8	1.4 (1.7)	234	227	7 (6.7)
April	71.4	70.4	1.0 (1.6)	224	220	5 (6.5)
May	69.5	67.9	1.6 (1.6)	221	211	11* (6.2)
June	68.0	66.2	1.8 (1.6)	216	208	8 (6.0)
July	65.8	64.1	1.6 (1.5)	213	204	9 (6.0)
August	62.3	61.9	0.4 (1.5)	204	201	3 (5.9)
September	63.2	62.7	0.5 (1.5)	176	176	0 (6.0)
October	59.0	58.1	0.9 (1.5)	186	186	-1 (5.7)
November	58.1	57.2	0.9 (1.5)	183	181	2 (5.6)
December	57.8	56.9	0.9 (1.4)	178	176	2 (5.5)
2018						
January	57.9	57.4	0.4 (1.4)	178	172	5 (5.3)
February	55.3	55.0	0.4 (1.4)	173	168	4 (5.4)
March	53.0	52.6	0.4 (1.4)	167	161	6 (5.5)
April	51.7	49.5	2.2 (1.4)	162	155	7 (5.5)
May	48.9	48.0	0.9 (1.4)	157	151	6 (5.5)
June	47.3	46.6	0.7 (1.4)	152	147	5 (5.5)
July	46.4	45.5	0.9 (1.4)	148	147	1 (5.5)
August	46.2	45.3	0.9 (1.4)	148	145	3 (5.5)
September	46.0	44.5	1.5 (1.5)	146	141	5 (5.6)
October	43.7	42.8	1.0 (1.4)	138	134	4 (5.5)
November	43.1	42.0	1.0 (1.4)	133	130	3 (5.4)
December	42.5	40.3	2.3 (1.4)	133	126	7 (5.4)
2019						
January	41.5	39.9	1.6 (1.4)	127	120	7 (5.4)

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

	SNAP participation (%)			Benefit amount (\$)		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
February	41.5	40.2	1.4 (1.4)	127	121	6 (5.4)
March	40.1	38.2	1.9 (1.4)	120	115	4 (5.4)
April	39.7	37.7	2.0 (1.4)	117	115	2 (5.3)
May	38.5	37.9	0.5 (1.4)	113	113	0 (5.3)
June	38.5	37.5	1.0 (1.4)	116	114	2 (5.4)
July	38.3	38.0	0.3 (1.4)	116	115	1 (5.4)
August	38.2	36.9	1.3 (1.4)	116	113	2 (5.4)
September	38.3	36.8	1.5 (1.4)	118	112	5 (5.5)
October	38.7	37.5	1.2 (1.5)	118	113	6 (5.5)
November	37.9	37.5	0.3 (1.5)	117	112	4 (5.5)
December	37.3	37.6	-0.3 (1.5)	115	112	3 (5.5)
2020						
January	37.5	36.2	1.3 (1.4)	112	106	6 (5.4)
February	37.4	35.2	2.2 (1.4)	116	103	13** (5.4)
March	36.3	34.9	1.4 (1.4)	112	102	10* (5.4)
April	38.1	37.0	1.1 (1.4)	159	152	7 (6.9)
May	39.6	38.0	1.6 (1.5)	165	158	7 (6.9)
June	40.6	38.4	2.2 (1.5)	125	116	8 (5.7)
July	40.0	37.9	2.1 (1.5)	163	154	9 (6.9)
August	40.4	37.2	3.2** (1.5)	165	152	13* (6.9)
September	39.6	35.9	3.7*** (1.5)	120	107	13** (5.6)
October	38.7	35.3	3.5** (1.5)	167	152	15** (7.3)
November	37.5	34.8	2.7* (1.4)	162	150	12* (7.3)
December	37.1	34.0	3.0** (1.4)	116	108	8 (5.8)
Sample size	1,987	1,974		1,987	1,974	

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

Note: Standard errors in parentheses.

***/**/* Difference between GOALS 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		
	GOALS group	Control group	Difference	GOALS group	Control group	Difference
Not employed (%)	43.8	42.3	1.5 (4.0)	49.4	51.8	-2.3 (5.2)
Reason for not working (%)						
Could not find work in the area	7.5	7.9	-0.4 (2.3)	4.5	7.5	-3.0 (2.4)
Lack necessary schooling, training, skills or expertise	0.1	0.5	-0.3 (0.3)	0.0	0.0	0.0 (0.1)
Could not get along with supervisors or co-workers	0.0	0.0	0.0 (0.0)	0.0	0.0	0.0 (0.0)
Physical or mental health problems	15.8	15.8	0.0 (2.8)	18.5	18.9	-0.4 (3.8)
Alcohol or substance use disorder	0.0	0.0	0.0 (0.0)	0.0	0.0	0.0 (0.0)
Family responsibilities; caring for children, spouse or parents; pregnancy	7.3	5.0	2.3 (1.9)	4.4	3.7	0.6 (2.2)
Attending school	0.7	0.9	-0.2 (0.6)	0.1	0.7	-0.5 (0.5)
Transportation issues or problems	2.3	0.8	1.4 (1.0)	2.0	2.1	-0.1 (1.5)
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	0.5	0.5	0.0 (0.4)	0.5	0.3	0.2 (0.4)
Other	9.4	9.9	-0.5 (2.4)	19.3	18.6	0.7 (4.4)
Sample size	374	340		239	217	

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

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

***/**/* Difference between GOALS 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.