



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

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



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

May 2022

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May 2022

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Appendix A

Overview of 10 pilots

Table A.1. Overview of pilots

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

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

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

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

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

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

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

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

Appendix B

Background on SNAP E&T and work requirements

SNAP E&T Program Background

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

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

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

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

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.

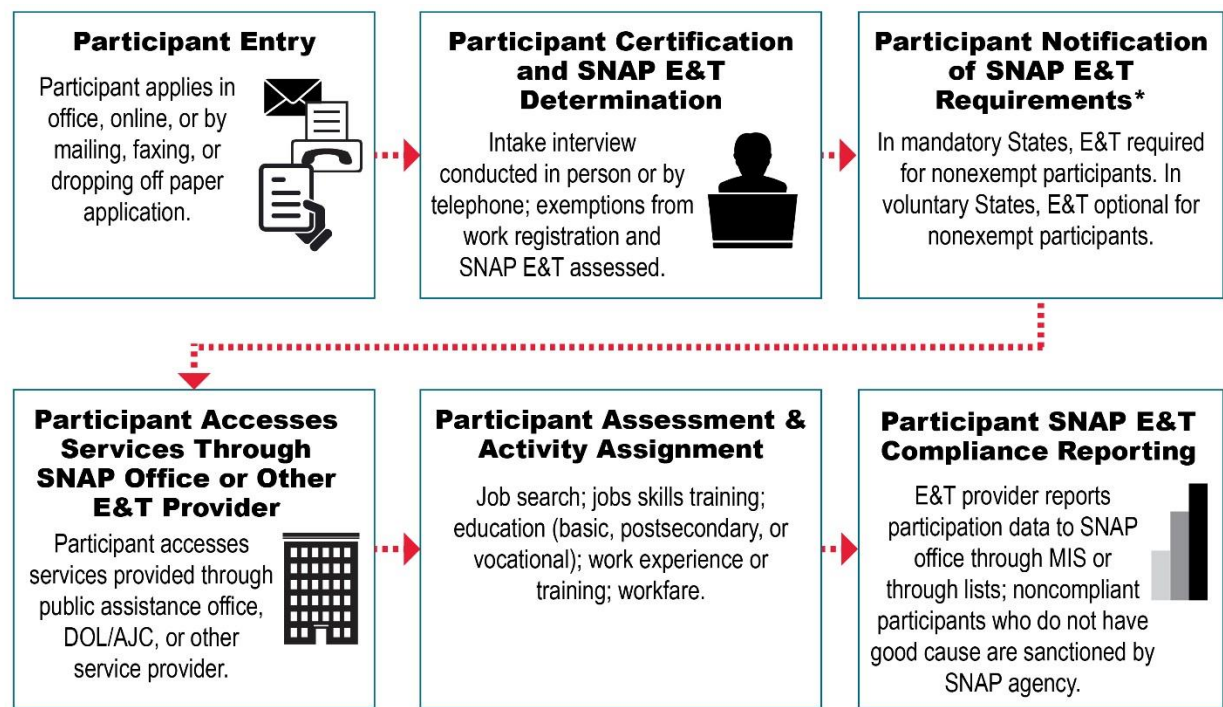
The number of hours individuals participate in E&T programs is determined by States and depends on the specific component being offered.² However, Federal regulations mandate that a subset of work registrants, able-bodied adults without dependents (ABAWD), must work at least 80 hours per month, participate 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)	37.2	36.7
Age (%)		
18 to 49	81.9	83.1
18 to 24	13.0	13.9
25 to 49	68.8	69.3
50 to 59	17.2	15.8
60 years and older	1.0	1.1
Gender (%)		
Male	25.6	25.0
Female	74.2	74.8
Other	0.1	0.1
Race and ethnicity (%)		
Hispanic	3.7	3.8
Asian	1.0	1.0
Black, non-Hispanic	70.8	71.7
Native Hawaiian/Pacific Islander/Native American	0.8	0.7
White, non-Hispanic	19.6	18.7
Other; more than one race	4.1	4.1
Speak English as primary language (%)	98.2	98.3
Education ^a (%)		
No high school diploma or equivalent	19.8	19.1
High school diploma or equivalent	62.1	63.7
Degree	10.2	9.5
Certificate	7.7	7.4
Other	0.2	0.2
Employment status (%)		
Employed at random assignment	28.0	27.7
Employed part time	21.5	21.1
Employed full time	6.5	6.7
Not employed at random assignment but worked in past	66.2	66.3
Short-term unemployed ^b	38.0	38.8
Long-term unemployed ^c	28.2	27.5
Not employed at random assignment and never worked in past	5.8	6.0
Employment experience in the two years before random assignment ^d (%)		
Consistently employed	31.5	32.3
Sometimes employed	35.2	35.8
Never employed	33.3	31.8
Household size (number)	3.0	3.0
Presence of children (%)		
In households with children	55.4	55.5

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

Characteristic	Individuals enrolled in the pilot through December 2017	All individuals enrolled in the pilot
In households without children	44.6	44.5
Married or cohabiting (%)	10.6	10.4
Barriers to employment (%)		
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	55.8	56.8
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	36.4	35.7
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	7.8	7.6
ABAWD status (%)		
ABAWD	26.7	27.8
Non-ABAWD	73.3	72.2
Urbanicity ^e (%)		
Metropolitan	74.8	74.9
Micropolitan	13.6	13.9
Rural	11.6	11.2
SNAP participation in the year before random assignment (%)		
0 months	7.4	7.7
1 to 3 months	15.3	16.3
4 to 6 months	8.4	8.9
7 to 9 months	9.2	9.2
10 to 12 months	59.6	57.9
Sample size	3,836	5,021

Source: SNAP employment and training baseline information registration form (March 2016 through June 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 EleVAte 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 June 2018 (which is used for the participation analysis [Appendix D]). Restricting the data for these analyses provides a longer observation period (up to 36 months) through which to observe differences in service receipt and impacts between research groups.

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

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

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

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

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

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

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

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

ABAWD = Able bodied adult without dependents

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

Characteristic	EleVAte group	Control group	Difference
Average age (years)	36.8	37.5	-0.6* (0.4)
Age (%)			
18 to 49	82.2	81.5	0.7 (1.2)
18 to 24	13.9	12.2	1.7 (1.1)
25 to 49	68.3	69.3	-1.0 (1.5)
50 to 59	16.8	17.5	-0.7 (1.2)
60 years and older	1.0	1.0	0.0 (0.3)
Gender (%)			
Male	24.9	26.4	-1.5 (1.4)
Female	75.0	73.5	1.6 (1.4)
Other	0.1	0.2	-0.1 (0.1)
Race and ethnicity (%)			
Hispanic	3.3	4.1	-0.8 (0.6)
Asian	1.0	1.0	-0.1 (0.3)
Black, non-Hispanic	71.8	69.9	1.9 (1.5)
Native Hawaiian/Pacific Islander/Native American	0.8	0.7	0.0 (0.3)
White, non-Hispanic	19.2	20.1	-0.9 (1.3)
Other; more than one race	4.0	4.2	-0.2 (0.6)
Speak English as primary language (%)	98.0	98.3	-0.3 (0.4)
Education ^a (%)			
No high school diploma or equivalent	19.2	20.3	-1.1 (1.3)
High school diploma or equivalent	63.1	61.2	2.0 (1.6)
Degree	10.3	10.1	0.2 (1.0)
Certificate	7.2	8.2	-1.0 (0.9)
Other	0.2	0.2	-0.1 (0.1)
Employment status (%)			
Employed at random assignment	28.2	27.9	0.3 (1.5)
Employed part time	21.7	21.4	0.2 (1.3)
Employed full time	6.5	6.5	0.0 (0.8)
Not employed at random assignment but worked in past	65.6	66.7	-1.2 (1.5)
Short-term unemployed ^b	37.7	38.3	-0.6 (1.6)
Long-term unemployed ^c	27.9	28.4	-0.6 (1.5)
Not employed at random assignment and never worked in past	6.2	5.3	0.9 (0.8)
Employment experience in the two years before random assignment ^d (%)			
Consistently employed	30.7	32.3	-1.6 (1.5)
Sometimes employed	35.5	34.8	0.7 (1.5)
Never employed	33.8	32.9	0.9 (1.5)
Household size (number)	3.0	3.0	0.0 (0.1)

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

Characteristic	EleVAte group	Control group	Difference
Presence of children (%)			
In households with children	55.9	54.9	1.0 (1.6)
In households without children	44.1	45.1	-1.0 (1.6)
Married or cohabiting (%)	11.0	10.2	0.8 (1.0)
Barriers to employment (%)			
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	56.2	55.4	0.8 (1.6)
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	36.2	36.5	-0.3 (1.6)
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	7.6	8.0	-0.5 (0.9)
ABAWD status (%)			
ABAWD	26.3	27.1	-0.8 (1.4)
Non-ABAWD	73.7	72.9	0.8 (1.4)
Urbanicity ^e (%)			
Metropolitan	74.5	75.0	-0.4 (1.4)
Micropolitan	13.4	13.9	-0.5 (1.1)
Rural	12.1	11.1	1.0 (1.0)
SNAP participation in the year before random assignment (%)			
0 months	6.9	8.0	-1.1 (0.8)
1 to 3 months	15.5	15.1	0.4 (1.2)
4 to 6 months	8.8	8.0	0.8 (0.9)
7 to 9 months	9.7	8.6	1.1 (0.9)
10 to 12 months	59.1	60.2	-1.1 (1.6)
Sample size	1,925	1,911	

Source: SNAP employment and training baseline information registration form (March 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	EleVAte group	Control group	Difference
Average age (years)	36.3	37.5	-0.7** (0.3)
Age (%)			
18 to 49	83.6	81.5	0.8 (1.1)
18 to 24	14.7	12.2	1.6* (1.0)
25 to 49	68.9	69.3	-0.8 (1.3)
50 to 59	15.5	17.5	-0.5 (1.0)
60 years and older	0.9	1.0	-0.3 (0.3)
Gender (%)			
Male	24.4	26.4	-1.3 (1.2)
Female	75.5	73.5	1.4 (1.2)
Other	0.1	0.2	-0.1 (0.1)
Race and ethnicity (%)			
Hispanic	3.3	4.1	-1.0* (0.5)
Asian	1.0	1.0	0.1 (0.3)
Black, non-Hispanic	72.4	69.9	1.2 (1.3)
Native Hawaiian/Pacific Islander/Native American	0.8	0.7	0.1 (0.2)
White, non-Hispanic	18.4	20.1	-0.7 (1.1)
Other; more than one race	4.3	4.2	0.3 (0.6)
Speak English as primary language (%)	98.2	98.3	-0.2 (0.4)
Education ^a (%)			
No high school diploma or equivalent	18.8	20.3	-0.6 (1.1)
High school diploma or equivalent	64.2	61.2	0.8 (1.4)
Degree	9.8	10.1	0.4 (0.8)
Certificate	7.1	8.2	-0.6 (0.7)
Other	0.2	0.2	-0.1 (0.1)
Employment status (%)			
Employed at random assignment	28.2	27.9	1.0 (1.3)
Employed part time	21.2	21.4	0.3 (1.2)
Employed full time	7.0	6.5	0.7 (0.7)
Not employed at random assignment but worked in past	65.7	66.7	-1.2 (1.3)
Short-term unemployed ^b	38.5	38.3	-0.7 (1.4)
Long-term unemployed ^c	27.2	28.4	-0.5 (1.3)
Not employed at random assignment and never worked in past	6.1	5.3	0.2 (0.7)
Employment experience in the two years before random assignment ^d (%)			
Consistently employed	31.7	32.3	-1.2 (1.3)
Sometimes employed	36.0	34.8	0.2 (1.4)
Never employed	32.3	32.9	1.0 (1.3)
Household size (number)	3.0	3.0	0.0 (0.0)
Presence of children (%)			
In households with children	55.7	54.9	0.5 (1.4)

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

Characteristic	EleVAte group	Control group	Difference
In households without children	44.3	45.1	-0.5 (1.4)
Married or cohabiting (%)	10.7	10.2	0.6 (0.9)
Barriers to employment (%)			
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	57.4	55.4	1.2 (1.4)
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	35.1	36.5	-1.1 (1.4)
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	7.5	8.0	-0.1 (0.7)
ABAWD status (%)			
ABAWD	27.8	27.1	-0.1 (1.3)
Non-ABAWD	72.2	72.9	0.1 (1.3)
Urbanicity ^e (%)			
Metropolitan	74.8	75.0	-0.1 (1.2)
Micropolitan	13.8	13.9	-0.4 (1.0)
Rural	11.4	11.1	0.4 (0.9)
SNAP participation in the year before random assignment (%)			
0 months	7.5	8.0	-0.5 (0.8)
1 to 3 months	16.4	15.1	0.2 (1.0)
4 to 6 months	9.3	8.0	0.8 (0.8)
7 to 9 months	9.6	8.6	0.8 (0.8)
10 to 12 months	57.2	60.2	-1.3 (1.4)
Sample size	2,512	2,509	

Source: SNAP employment and training baseline information registration form (March 2016 through June 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 EleVAte group members who enrolled before and after the halfway point of enrollment, among those enrolled through December 2017

	Among EleVAte group members		
	Earlier enrollment (March 2016 to April 2017)	Later enrollment (May 2017 to December 2017)	Difference
Average age (years)	38.4	35.0	-3.4 ^{^^} (0.5)
Age (%)			†††
18 to 49	77.4	87.7	10.3 ^{^^} (1.7)
18 to 24	11.7	16.3	4.6 ^{^^} (1.6)
25 to 49	65.7	71.4	5.7 ^{^^} (2.1)
50 to 59	21.3	11.6	-9.7 ^{^^} (1.7)
60 years and older	1.3	0.7	-0.6 (0.4)
Gender (%)			†††
Male	27.7	21.6	-6.2 ^{^^} (2.0)
Female	72.1	78.4	6.4 ^{^^} (2.0)
Other	0.2	0.0	-0.2 (0.1)
Race and ethnicity (%)			††
Hispanic	3.6	2.9	-0.7 (0.8)
Asian	1.3	0.7	-0.6 (0.4)
Black, non-Hispanic	69.5	74.4	4.8 [^] (2.0)
Native Hawaiian/Pacific Islander/Native American	0.5	1.1	0.6 (0.4)
White, non-Hispanic	21.1	17.0	-4.0 [^] (1.8)
Other; more than one race	4.1	3.9	-0.2 (0.9)
Speak English as primary language (%)	97.6	98.4	0.9 (0.6)
Education ^a (%)			†††
No high school diploma or equivalent	21.5	16.7	-4.8 ^{^^} (1.8)
High school diploma or equivalent	58.8	68.2	9.4 ^{^^} (2.2)
Degree	11.4	9.0	-2.3 [^] (1.4)
Certificate	8.3	5.9	-2.4 [^] (1.2)
Other	0.1	0.2	0.1 (0.2)
Employment status (%)			
Employed at random assignment	25.4	31.4	6.0 ^{^^} (2.1)
Employed part time	21.2	22.2	1.1 (1.9)
Employed full time	4.2	9.1	4.9 ^{^^} (1.2)
Not employed at random assignment but worked in past	66.8	64.2	-2.5 (2.2)
Short-term unemployed ^b	35.1	40.7	5.6 [^] (2.2)
Long-term unemployed ^c	31.6	23.6	-8.1 ^{^^} (2.0)
Not employed at random assignment and never worked in past	7.8	4.4	-3.5 ^{^^} (1.1)
Employment experience in the two years before random assignment ^d (%)			†††
Consistently employed	26.1	36.0	9.8 ^{^^} (2.1)
Sometimes employed	36.6	34.3	-2.3 (2.2)

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)*

	Among EleVAte group members		
	Earlier enrollment (March 2016 to April 2017)	Later enrollment (May 2017 to December 2017)	Difference
Never employed	37.3	29.7	-7.5 ^{^^} (2.1)
Household size (number)	2.9	3.1	0.2 ^{^^} (0.1)
Presence of children (%)			
In households with children	50.2	62.4	12.2 ^{^^} (2.2)
In households without children	49.8	37.6	-12.2 ^{^^} (2.2)
Married or cohabiting (%)	11.8	10.0	-1.8 (1.4)
Barriers to employment (%)			†††
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	51.1	62.1	11.0 ^{^^} (2.3)
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	38.7	33.4	-5.3 [^] (2.2)
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	10.2	4.5	-5.7 ^{^^} (1.2)
ABAWD status (%)			
ABAWD	27.4	25.0	-2.4 (2.0)
Non-ABAWD	72.6	75.0	2.4 (2.0)
Urbanicity ^e (%)			†††
Metropolitan	68.6	81.4	12.7 ^{^^} (1.9)
Micropolitan	16.2	10.1	-6.2 ^{^^} (1.5)
Rural	15.2	8.6	-6.6 ^{^^} (1.4)
SNAP participation in the year before random assignment (%)			
0 months	5.8	8.1	2.2 [^] (1.2)
1 to 3 months	15.2	15.9	0.7 (1.7)
4 to 6 months	8.0	9.8	1.9 (1.3)
7 to 9 months	9.8	9.6	-0.2 (1.3)
10 to 12 months	61.2	56.6	-4.6 ^{^^} (2.2)
Sample size	1,030	895	

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

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)*

^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 EleVAte 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 (March 2016 to April 2017)				Later enrollment (May 2017 to December 2017)			
	All	EleVate group	Control group	Difference	All	EleVate group	Control group	Difference
Average age (years)	38.7	38.4	38.9	-0.5 (0.5)	35.4	35.0	35.8	-0.8 (0.5)
Age (%)								
18 to 49	77.2	77.4	76.9	0.5 (1.9)	87.3	87.7	86.9	0.8 (1.6)
18 to 24	10.9	11.7	10.1	1.6 (1.4)	15.5	16.3	14.6	1.7 (1.7)
25 to 49	66.2	65.7	66.8	-1.1 (2.1)	71.8	71.4	72.3	-0.9 (2.1)
50 to 59	21.7	21.3	22.0	-0.7 (1.8)	11.9	11.6	12.2	-0.6 (1.5)
60 years and older	1.2	1.3	1.1	0.2 (0.5)	0.8	0.7	0.9	-0.2 (0.4)
Gender (%)								†††
Male	28.6	27.7	29.5	-1.8 (2.0)	22.1	21.6	22.7	-1.1 (2.0)
Female	71.2	72.1	70.3	1.8 (2.0)	77.8	78.4	77.2	1.2 (2.0)
Other	0.2	0.2	0.2	0.0 (0.2)	0.1	0.0	0.1	-0.1 (0.1)
Race and ethnicity (%)								
Hispanic	3.7	3.6	3.8	-0.2 (0.8)	3.7	2.9	4.4	-1.5* (0.9)
Asian	1.3	1.3	1.3	0.0 (0.5)	0.7	0.7	0.8	-0.1 (0.4)
Black, non-Hispanic	68.6	69.5	67.6	1.9 (2.0)	73.4	74.4	72.5	1.9 (2.1)
Native Hawaiian/Pacific Islander/Native American	0.4	0.5	0.4	0.1 (0.3)	1.1	1.1	1.1	0.0 (0.5)
White, non-Hispanic	21.7	21.1	22.3	-1.3 (1.8)	17.3	17.0	17.5	-0.5 (1.8)
Other; more than one race	4.3	4.1	4.6	-0.5 (0.9)	3.8	3.9	3.7	0.2 (0.9)
Speak English as primary language (%)	97.9	97.6	98.1	-0.6 (0.6)	98.5	98.4	98.5	-0.1 (0.6)
Education ^a (%)								
No high school diploma or equivalent	21.7	21.5	22.0	-0.5 (1.8)	17.5	16.7	18.3	-1.6 (1.8)
High school diploma or equivalent	58.5	58.8	58.2	0.6 (2.2)	66.4	68.2	64.6	3.5 (2.2)
Degree	11.1	11.4	10.8	0.5 (1.4)	9.2	9.0	9.3	-0.2 (1.4)
Certificate	8.6	8.3	8.8	-0.5 (1.2)	6.7	5.9	7.6	-1.6 (1.2)
Other	0.1	0.1	0.2	-0.1 (0.2)	0.2	0.2	0.2	0.0 (0.2)

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 (March 2016 to April 2017)				Later enrollment (May 2017 to December 2017)			
	All	EleVAte group	Control group	Difference	All	EleVAte group	Control group	Difference
Employment status (%)								
Employed at random assignment	25.6	25.4	25.8	-0.4 (1.9)	30.9	31.4	30.4	1.0 (2.2)
Employed part time	20.7	21.2	20.2	1.0 (1.8)	22.5	22.2	22.8	-0.6 (2.0)
Employed full time	4.9	4.2	5.6	-1.3 (1.0)	8.4	9.1	7.6	1.6 (1.3)
Not employed at random assignment but worked in past	67.3	66.8	67.8	-1.0 (2.1)	64.9	64.2	65.5	-1.3 (2.3)
Short-term unemployed ^b	35.4	35.1	35.6	-0.5 (2.1)	41.1	40.7	41.5	-0.8 (2.3)
Long-term unemployed ^c	31.9	31.6	32.2	-0.6 (2.1)	23.8	23.6	24.1	-0.5 (2.0)
Not employed at random assignment and never worked in past	7.1	7.8	6.4	1.4 (1.1)	4.2	4.4	4.0	0.3 (1.0)
Employment experience in the two years before random assignment ^d (%)								
Consistently employed	28.1	26.1	30.0	-3.9** (2.0)	35.4	36.0	34.8	1.1 (2.3)
Sometimes employed	35.0	36.6	33.3	3.3 (2.1)	35.4	34.3	36.6	-2.3 (2.3)
Never employed	37.0	37.3	36.7	0.6 (2.1)	29.2	29.7	28.6	1.2 (2.2)
Household size (number)	2.9	2.9	2.9	0.0 (0.1)	3.1	3.1	3.1	0.0 (0.1)
Presence of children (%)								
In households with children	49.5	50.2	48.8	1.4 (2.2)	62.2	62.4	62.0	0.4 (2.3)
In households without children	50.5	49.8	51.2	-1.4 (2.2)	37.8	37.6	38.0	-0.4 (2.3)
Married or cohabiting (%)	11.4	11.8	10.9	0.9 (1.4)	9.7	10.0	9.3	0.7 (1.4)
Composite barriers (%)								†
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	50.3	51.1	49.5	1.6 (2.2)	62.2	62.1	62.4	-0.3 (2.3)
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	40.1	38.7	41.4	-2.7 (2.2)	32.1	33.4	30.9	2.5 (2.2)

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 (March 2016 to April 2017)				Later enrollment (May 2017 to December 2017)			
	All	EleVAte group	Control group	Difference	All	EleVAte group	Control group	Difference
Most barriers (not employed in past 12 months <i>and</i> no high school diploma or equivalent)	9.7	10.2	9.1	1.1 (1.3)	5.6	4.5	6.7	-2.2** (1.1)
ABAWD status (%)								
ABAWD	28.0	27.4	28.6	-1.2 (2.0)	25.2	25.0	25.3	-0.3 (2.1)
Non-ABAWD	72.0	72.6	71.4	1.2 (2.0)	74.8	75.0	74.7	0.3 (2.1)
Urbanicity ^e (%)								
Metropolitan	69.2	68.6	69.7	-1.1 (2.0)	81.2	81.4	81.1	0.3 (1.9)
Micropolitan	16.2	16.2	16.2	0.1 (1.6)	10.7	10.1	11.3	-1.2 (1.5)
Rural	14.6	15.2	14.1	1.0 (1.6)	8.1	8.6	7.6	0.9 (1.3)
SNAP participation in the year before random assignment (%)								
0 months	6.2	5.8	6.5	-0.7 (1.1)	8.9	8.1	9.7	-1.7 (1.4)
1 to 3 months	14.4	15.2	13.7	1.5 (1.6)	16.3	15.9	16.7	-0.8 (1.8)
4 to 6 months	7.6	8.0	7.2	0.8 (1.2)	9.4	9.8	9.0	0.8 (1.4)
7 to 9 months	9.3	9.8	8.8	1.0 (1.3)	9.0	9.6	8.5	1.1 (1.4)
10 to 12 months	62.5	61.2	63.8	-2.6 (2.1)	56.3	56.6	56.1	0.5 (2.4)
Sample size	2,056	1,030	1,026		1,780	895	885	

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

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)*

^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 EleVAte 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 EleVAte through December 2017 compared to all individuals enrolled

Service	Individuals enrolled in EleVAte through December 2017	All individuals enrolled in EleVAte
Received any services ^a (%)	83.8	82.6
Started any employment or training-related activity (%)	61.7	61.4
Job search training	46.9	46.5
CRC	28.2	28.5
Life skills training	42.6	42.7
MRT	42.5	42.4
Job search	33.0	31.3
Occupational skills training	18.5	17.8
Basic education	16.3	14.5
Completed any employment or training-related activity (%)	58.2	57.8
Job search training	46.0	45.0
CRC	26.1	25.3
Life skills training	40.9	40.3
MRT	40.7	39.8
Job search	33.0	31.3
Occupational skills training	17.1	16.0
Basic education	2.4	2.1
Any contact with case manager (%) ^b	94.0	NA
Received any support service (%)	51.4	49.9
Exited the pilot (%)	100.0	100.0
Exited without receiving any services	16.2	17.4
Exited after receiving any service but did not participate in an employment or training activity	22.1	21.1
Sample size	1,925	2,512

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 December 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 comparison is not applicable because no contact data were collected for individuals randomly assigned after December 2017. CRC=Career Readiness Certification. MRT=Moral Reconation Therapy.

^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 Contact measures are calculated during 12 months of follow up data for a randomly selected sample of 200 EleVAte group members in the early cohort.

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

Time period	EleVAte group members with a participation window (enrollment to end of EleVAte)	EleVAte group members who participated
12 months	80.2	22.2
18 months	55.4	8.0
24 months	28.4	2.4
30 months	9.8	0.2
Sample size	2,512	2,512

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 December 2018), during which an EleVAte group member could participate in program services or activities. The table shows the percentage of EleVAte 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. An EleVAte group member could have from 0 to 4 of these participation windows, depending on his or her date of random assignment.

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

Service	EleVAte group
Received any services ^a (%)	82.6
Assessed (%)	79.0
Developed an individual career plan (ICP) (%)	78.3
Started any employment or training-related activity (%)	61.4
Job search training	46.5
CRC	28.5
Life skills training	42.7
MRT	42.4
Job search	31.3
Occupational skills training	17.8
Basic education	14.5
Completed any employment or training-related activity (%)	57.8
Job search training	45.0
CRC	25.3
Life skills training	40.3
MRT	39.8
Job search	31.3
Occupational skills training	16.0
Basic education	2.1
Completed activity, among those who started an activity (%)	94.2
Job search training	96.8
CRC	89.0
Life skills training	94.5
MRT	93.9
Job search	100.0
Occupational skills training	89.9
Basic education	14.3
Sample size	2,512

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. CRC = Career Readiness Certification. MRT=Moral Reconation Therapy.

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

Service	EleVAte group members		
	Earlier enrollment	Later enrollment	Difference
Started any employment or training-related activity (%)	60.5	62.0	-1.5 (2.0)
Job search training	43.9	48.2^^	-4.4^^ (2.0)
CRC	27.3	29.3	-2.0 (1.8)
Life skills training	40.8	44.0	-3.2 (2.0)
MRT	40.7	43.6	-2.9 (2.0)
Job search	30.8	31.6	-0.9 (1.9)
Occupational skills training	21.0	15.5	5.5^^^ (1.6)
Basic education	22.2	9.1	13.1^^^ (1.5)
Completed any employment or training-related activity (%)	56.0	59.0	-3.0 (2.0)
Job search training	43.4	46.1	-2.7 (2.0)
CRC	25.8	25.0	0.9 (1.8)
Life skills training	39.2	41.1	-1.9 (2.0)
MRT	39.0	40.4	-1.3 (2.0)
Job search	30.8	31.6	-0.9 (1.9)
Occupational skills training	19.7	13.4	6.3^^^ (1.5)
Basic education	3.6	1.0	2.6^^^ (0.6)
Completed any employment or training-related activity, among those who started an activity (%)	92.6	95.2	-2.6^^ (1.3)
Job search training	98.9	95.5	3.4^^^ (0.9)
CRC	94.7	85.3	9.4^^^ (2.2)
Life skills training	96.2	93.4	2.8^^ (1.3)
MRT	95.9	92.6	3.4^^ (1.4)
Job search	100.0	100.0	0.0 (-)
Occupational skills training	94.0	86.1	7.9^^^ (2.8)
Basic education	16.2	11.1	5.0 (3.6)
Any contact with case manager (%)	90.0	98.0	-8.0^^ (3.3)
Received any support service (%)	54.8	46.5	8.3^^^ (2.0)
Exited after receiving any service but did not participate in an employment or training-related activity (%)	24.2	19.0	5.1^^^ (1.7)
Sample size	1,030	1,482	

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 RISE (May 2017). "Earlier enrollment" refers to individuals enrolled before that point (March 2016-April 2017), and "later enrollment" refers to individuals enrolled during and after that point (May 2017-June 2018). CRC=Career Readiness Certification. MRT=Moral Reconciliation Therapy. Standard errors in parentheses.

^^/^^/^^ 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	EleVAte group
Number of different types of activities started (%)	
0	38.6
1	13.8
2	15.5
3	15.1
4 or more	17.0
Activities started first, among those who started at least one activity (%)	
Life skills training	29.6
At least 2 activities started on the same day	23.3
Job search training	19.0
Basic education	12.3
Occupational skills training	9.5
Job search	5.8
Degree	0.4
Financial services	0.0
Post-employment services	0.0
Activities started, among those starting only one activity (%)	
Life skills training	29.2
Job search training	27.5
Basic education	19.7
Occupational skills training	14.5
Job search	8.7
Degree	0.6
Financial services	0.0
Post-employment services	0.0
Three most frequent combinations of activities in the order started, among those who started more than one activity (%)	
Job search training and life skills training	74.7
Job search training and job search	57.0
Job search and life skills training	49.5
Average time between starting each activity in the most frequent combinations, among those who started more than one (days)	
Job search training and life skills training	30.8
Job search training and job search	86.4
Job search and life skills training	106.8
Mean length of time engaged in EleVAte (days)	74.4
Length of time active in EleVAte, among those who engaged in EleVAte (days)	
Mean	88.0
25th percentile	4.0
50th percentile (median)	43.0
75th percentile	123.0
Mean length of time in an activity, among those who started it (days)	
Basic education	181.1

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

Timing	EleVAte group
Occupational skills training	90.0
Job search training	53.1
Life skills training	36.4
Job search	4.6
Sample size	2,512

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

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

	All EleVAte group members	During the quarter							Q11-pgm end
		Q1	Q2	Q3	Q4	Q5-6	Q7-8	Q9-10	
Received any services ^a (%)	82.6	82.0	0.3	0.1	0.0	0.1	0.0	0.0	0.0
Assessed (%)	79.0	78.3	0.6	0.1	0.0	0.0	0.0	0.0	0.0
Developed an individual career plan (%)	78.3	77.4	0.7	0.1	0.1	0.0	0.0	0.0	0.0
Started any employment or training-related activity (%)	61.4	55.7	4.5	0.6	0.5	0.2	0.0	0.0	0.0
Completed any employment or training-related activity (%)	57.8	43.5	9.1	3.1	1.6	0.5	0.0	0.0	0.0
Received an occupational skills training credential or certification (%)	13.9	1.9	5.7	3.7	1.3	1.1	0.2	0.0	0.0
First contact ^b (%)	94.0	82.5	9.5	2.0	0.0	NA	NA	NA	NA
Average number of contacts per person during EleVAte, among those with a contact (#)	8.8	4.5	2.1	1.4	0.8	NA	NA	NA	NA
Received any support service (%)	49.9	44.1	3.9	0.8	0.3	0.9	0.0	0.0	0.0
Sample size	2,512								

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

Note: The column labeled “Q11-pgm end” displays the percentage of EleVAte group members who first participated in program services or activities during or after quarter 11 of follow-up. The EleVAte program ended in December 2018.

^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 Contact measures are calculated during 12 months of follow up data for a randomly selected sample of 200 EleVAte group members in the early cohort. NA indicates “not applicable” because contact were not collected beyond 12 months of follow-up.

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

Type of service	EleVAte group
Started any occupational skills training, education, or work-based learning activity (%)	27.7
Completed any occupational skills training, education, or work-based learning activity (%)	17.6
Completed any occupational skills training, education, or work-based learning activity, among those who started (%)	63.3
Occupational skills training	
Top five occupational skills trainings started (%)	
Medical administration	3.7
CPR/First aid	3.3
Certified medical assistant (CMA)	2.5
Phlebotomy	2.4
Certified nursing assistant (CNA)	2.1
Top five occupational skills trainings completed (%)	
CPR/First aid	3.3
Medical administration	3.2
Phlebotomy	2.1
Certified medical assistant (CMA)	2.1
Certified medical assistant (CNA)	1.8
Top five occupational skills trainings completed, among those who started (%)	
CPR/First aid	100.0
Certified nursing assistant (CNA)	88.5
Phlebotomy	88.5
Medical administration	86.0
Certified medical assistant (CMA)	85.5
Received an occupational skills training credential or certification (%)	13.9
Type of occupational skills training credential received, among those who received one (top 5 credentials) (%)	
CPR/First aid	38.9
Medical administration	19.8
Certified nursing assistant (CNA)	13.3
Phlebotomy	11.1
Information technology (IT)	8.2
Education	
Started GED class (%)	2.7
Completed GED class (%)	0.8
Completed GED class, among those who started (%)	29.0
Received an education degree or certificate (%)	0.0
Type of education degree or certificate received, among those who received one (top 5 degrees) (%)	NA
Work-based learning	
Started work-based learning (%)	0.1
Type of work-based learning, among those who started (%)	NA

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

Type of service	EleVAte group
Completed work-based learning (%)	0.1
Completed work-based learning, among those who started (%)	100.0
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	2,512

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

Note: NA indicates the grantee or provider were not able to provide the data. CPR= Cardiopulmonary Resuscitation. GED=General Educational Development.

Table D.8. Receipt of support services

Support services	EleVAte group
Received any support service (%)	49.9
Received support service, by type (%)	
Transportation	48.4
Commodities	11.5
Housing/utility assistance	7.2
Employment/occupational skills training supplies (uniform/boots/clothes/tools)	3.3
Books	2.1
Medical care	1.5
Childcare	0.2
Received support service, by type, among those who received a support (%)	
Transportation	97.0
Commodities	23.1
Housing/utility assistance	14.5
Employment/occupational skills training supplies (uniform/boots/clothes/tools)	6.7
Books	4.2
Medical care	3.0
Childcare	0.3
Average number of months of support service receipt, among those who received a support service (months)	3.5
Transportation	3.4
Commodities	1.4
Housing/utility assistance	1.4
Employment/occupational skills training supplies (uniform/boots/clothes/tools)	1.2
Books	1.1
Medical care	1.6
Childcare	2.0
Total amount of support services paid per person, among those who received a support (\$)	
Mean	360
25th percentile	60
50th percentile (median)	226
75th percentile	551
Total amount of support services paid on average per person, by type, among those who received a support (\$)	
Housing/utility assistance	436
Childcare	404
Transportation	248
Commodities	167
Medical care	165
Employment/occupational skills training supplies (uniform/boots/clothes/tools)	138
Books	103
Mean length of time engaged in EleVAte, among those who received a support service (days)	104.5
Mean length of time engaged in EleVAte, among those who did not receive a support service (days)	44.4

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

Support services	EleVAte group
Support service receipt by participation in employment or training-related activities	
Started an employment or training-related activity (%)	61.4
Received support services	68.2
Did not receive support services	31.8
Completed an employment or training-related activity, among those who started	94.2
Received support services	69.6
Did not receive support services	30.4
Did not start an employment or training-related activity	38.6
Received support services	20.7
Did not receive support services	79.3
Average amounts of support services paid per person, among those who received a support (\$)	360
Started an employment or training-related activity (\$)	411
Completed an employment or training-related activity, among those who started (\$)	418
Sample size	2,512

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

Table D.9. Receipt of case management contacts^a

Type of service	EleVAte group
Any contact (%)	94.0
Average number of contacts per person (#)	8.3
Average number of contacts per person, among those with a contact (#)	8.8
Average total time in case management contact, among those with a contact (minutes) ^b	NA
Among contacts, type of contact (%)	
In person	28.0
Telephone	42.9
Electronic (email, text, social media)	12.3
Letter	16.7
Average number of contacts per person per month, among those with a contact (#)	0.7
Average number of contacts per person per month, by type, among those with a contact (#)	
In person	0.2
Telephone	0.3
Electronic (email, text, social media)	0.1
Letter	0.1
Sample size	200

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

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

^a Contact measures are calculated during 12 months of follow up data for a randomly selected sample of 200 EleVAte group members in the early cohort.

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

Table D.10. Extent and timing of EleVAte exits

Exits	EleVAte group
Reason for EleVAte exit, among those who exited (%)	
Discontinued services	34.6
Other ^a	27.3
Never attended orientation	11.9
Exited due to EleVAte ending	9.0
Exited due to employment	8.5
Completed	7.6
Became ineligible for SNAP or pilot	1.0
Timing of exit (%)	
In Quarter 1 after random assignment	30.8
In Quarter 2 after random assignment	19.3
In Quarter 3 after random assignment	16.3
In Quarter 4 after random assignment	11.4
In Quarters 5 to 6 after random assignment	14.2
In Quarters 7 to 8 after random assignment	5.5
In Quarters 9 to 10 after random assignment	2.3
In or after Quarter 11 after random assignment	0.2
Exited SNAP in the month before, in the month of, or in the month after the month of exit from pilot (%)	11.1
Re-entered EleVAte after an exit (%)	14.2
Exits in relation to other measures	
Exited after participating in an employment or training-related activity (%)	59.6
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	14.5
Did not become employed around pilot exit	31.6
Already employed	53.9
Exited pilot within 3 months by receipt of support services (%)	
Exited pilot within 3 months and received a support service	23.1
Exited pilot within 3 months without receiving a support service	76.9
Exited pilot within 12 months by receipt of support services (%)	
Exited pilot within 12 months and received a support service	43.2
Exited pilot within 12 months without receiving a support service	56.8
Sample size	2,512

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

^aRepresents that no exit reason was coded.

Table D.11. Characteristics of EleVAte 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	30.8	69.2	
Age (%)			††	
18 to 49	83.6	82.8	83.9	-1.1 (1.6)
18 to 24	14.7	17.2	13.6	3.6**(1.5)
25 to 49	68.9	65.6	70.3	-4.7**(2.0)
50 to 59	15.5	16.4	15.1	1.3 (1.6)
60 years and older	0.9	0.8	1.0	-0.2 (0.4)
Gender (%)			†††	
Male	24.4	28.4	22.6	5.9*** (1.9)
Female	75.6	71.6	77.3	-5.8*** (1.9)
Other	0.1	0.0	0.1	-0.1 (0.1)
Race and Ethnicity (%)				
Hispanic	3.3	2.8	3.5	-0.6 (0.8)
Asian	1.4	1.3	1.4	-0.1 (0.5)
Black, non-Hispanic	76.6	76.6	76.6	0.0 (0.8)
Native Hawaiian/Pacific Islander/Native American	0.8	0.8	0.9	-0.1 (0.4)
White, non-Hispanic	21.1	20.5	21.3	-0.7 (1.8)
Other; more than one race	3.7	2.7	4.2	-1.5* (0.8)
Education (%)			†	
No high school diploma or equivalent	18.8	21.4	17.6	3.8** (1.7)
High school diploma or equivalent	64.2	63.7	64.4	-0.7 (2.1)
Degree	9.8	8.8	10.2	-1.4 (1.3)
Certificate	7.1	6.1	7.6	-1.5 (1.1)
Other	0.2	0.0	0.2	-0.2 (0.2)
Employment Status (%)			††	
Employed at random assignment	28.3	25.2	29.6	-4.4** (1.9)
Employed part time	75.1	74.4	75.3	-1.0 (3.6)
Employed full time	24.9	25.6	24.7	1.0 (3.6)
Not employed at random assignment but worked in past ^a	65.7	67.4	64.9	2.5 (2.1)
Short-term unemployed	58.4	59.6	57.9	1.7 (2.6)
Long-term unemployed	41.5	40.2	42.0	-1.8 (2.6)
Not employed at random assignment and never worked in past	6.1	7.4	5.5	1.9* (1.0)
Presence of children (%)				
In households with children	55.7	55.6	55.8	-0.3 (2.1)
In households without children	44.3	44.4	44.2	0.3 (2.1)
Sample size	2,512	774	1,738	

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 EleVAte 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 EleVAte group members by pilot participation and assessment status

Characteristics	All EleVAte group members	Received any service			Assessment		
		Received	Did not receive	Difference	Assessed	Not assessed	Difference
Total participation	100.0	82.6	17.4		79.0	21.0	
Age (%)							
18 to 49	83.6	83.8	82.4	1.4 (1.9)	84.0	81.8	2.2 (1.8)
18 to 24	14.7	14.4	16.2	-1.8 (1.9)	14.2	16.7	-2.5 (1.7)
25 to 49	68.9	69.4	66.2	3.2 (2.4)	69.9	65.2	4.7**(2.3)
50 to 59	15.5	15.2	16.9	-1.7 (1.9)	15.0	17.4	-2.4 (1.8)
Over 60 years old	0.9	1.0	0.7	0.3 (0.5)	1.0	0.8	0.2 (0.5)
Gender (%)			†††			†††	
Male	24.4	23.1	30.4	-7.3*** (2.3)	22.7	30.5	-7.8*** (2.1)
Female	75.6	76.8	69.6	7.2*** (2.3)	77.2	69.5	7.7*** (2.1)
Other	0.1	0.1	0.0	0.1 (0.1)	0.1	0.0	0.1 (0.1)
Race and Ethnicity (%)							
Hispanic	3.3	3.5	2.1	1.5 (0.9)	3.4	2.7	0.8 (0.9)
Asian	1.4	1.4	1.1	0.3 (0.6)	1.4	1.3	0.0 (0.6)
Black, non-Hispanic	76.6	75.6	81.3	-5.7** (2.2)	75.0	82.6	-7.6*** (2.1)
Native Hawaiian/Pacific Islander/Native American	0.8	0.9	0.7	0.2 (0.5)	0.9	0.6	0.3 (0.4)
White, non-Hispanic	21.1	21.9	16.9	5.0** (2.1)	22.5	15.5	7.0*** (2.0)
Other; more than one race	3.7	4.0	2.7	1.2 (1.0)	4.1	2.5	1.6* (0.9)
Education (%)			†††			†††	
No high school diploma or equivalent	18.8	17.6	24.2	6.6*** (2.1)	17.5	23.5	-5.9*** (1.9)
High school diploma or equivalent	64.2	64.2	64.2	0.0 (2.5)	64.5	62.9	1.6 (2.3)
Degree	9.8	10.4	6.6	3.8** (1.6)	10.5	7.0	3.5** (1.5)
Certificate	7.1	7.6	5.0	2.5* (1.4)	7.3	6.6	0.6 (1.3)

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

Characteristics	All EleVAte group members	Received any service			Assessment		
		Received	Did not receive	Difference	Assessed	Not assessed	Difference
Other	0.2	0.2	0.0	0.2 (0.2)	0.2	0.0	0.2 (0.2)
Employment Status (%)			††				
Employed at random assignment	28.3	29.6	22.1	7.4*** (2.4)	29.4	24.1	5.3** (2.2)
Employed part time	75.1	76.0	69.1	6.9 (4.7)	76.3	69.3	7.0* (4.2)
Employed full time	24.9	24.0	30.9	6.9 (4.7)	23.7	30.7	-7.0* (4.2)
Not employed at random assignment but worked in past ^b	65.7	64.4	71.9	-7.5*** (2.5)	64.6	69.9	-5.3** (2.3)
Short-term unemployed	58.4	58.3	59.0	-0.8 (3.1)	58.6	57.7	0.9 (2.9)
Long-term unemployed	41.5	41.6	40.6	1.0 (3.1)	41.3	42.0	-0.7 (2.9)
Not employed at random assignment and never worked in past	6.1	6.1	5.9	0.1 (1.3)	6.0	6.1	0.0 (1.2)
Presence of children (%)							
In households with children	55.7	56.3	53.2	3.1 (2.6)	56.5	52.8	3.7 (2.4)
In households without children	44.3	43.7	46.8	-3.1 (2.6)	43.5	47.2	-3.7 (2.4)
Sample size	2,512	2,074	438		1,984	528	

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

Characteristics	Job search training			Job search			Life skills training			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	96.8	3.2		100.0	0.0		94.5	5.5		89.9	10.1	
Age (%)												
18 to 49	84.8	91.9	-7.1 (6.0)	83.6	-	-	85.3	89.8	-4.5 (4.7)	85.8	84.4	1.3 (5.5)
18 to 24	14.0	13.5	0.5 (5.8)	12.3	-	-	14.0	10.2	3.8 (4.6)	12.2	6.7	5.6 (5.0)
25 to 49	70.8	78.4	-7.6 (7.6)	71.2	-	-	71.3	79.7	-8.4 (6.0)	73.6	77.8	-4.2 (6.9)
50 to 59	14.3	8.1	6.2 (5.8)	15.6	-	-	13.6	10.2	3.5 (4.6)	13.7	15.6	-1.8 (5.5)
60 years and older	0.9	0.0	0.9 (1.5)	0.8	-	-	1.1	0.0	1.1 (1.4)	0.5	0.0	0.5 (1.1)
Gender (%)		††								†††		
Male	20.8	37.8	-17.0**(6.8)	20.7	-	-	21.5	23.7	-2.2 (5.5)	23.7	6.7	17.0*** (6.5)
Female	79.0	62.2	16.9**(6.9)	79.3	-	-	78.3	76.3	2.0 (5.5)	76.1	93.3	-17.3*** (6.5)
Other	0.2	0.0	0.2 (0.7)	0.0	-	-	0.2	0.0	0.2 (0.6)	0.2	0.0	0.2 (0.7)
Race and Ethnicity (%)												
Hispanic	3.1	13.5	-10.4*** (3.0)	3.8	-	-	3.3	8.5	-5.2** (2.5)	5.0	2.2	2.8 (3.3)
Asian	1.5	0.0	1.5 (2.0)	2.3	-	-	1.4	0.0	1.4 (1.5)	2.7	2.2	0.5 (2.5)
Black, non-Hispanic	74.3	64.9	9.5 (7.3)	72.0	-	-	74.7	69.5	5.2 (5.8)	64.6	71.1	-6.5 (7.5)
Native Hawaiian/Pacific Islander/Native American	1.2	0.0	1.2 (1.8)	0.8	-	-	1.0	0.0	1.0 (1.3)	0.5	0.0	0.5 (1.1)
White, non-Hispanic	23.7	32.4	-8.7 (1.2)	24.2	-	-	23.5	23.7	-0.2 (5.7)	29.9	26.7	3.3 (7.2)
Other; more than one race	4.6	8.1	-3.5 (3.5)	3.7	-	-	4.7	3.4	1.3 (2.8)	2.5	0.0	2.5 (2.3)
Education (%)										†		
No high school diploma or equivalent	15.8	18.9	-3.1 (6.1)	16.0	-	-	13.7	18.6	-4.9 (4.6)	12.0	26.7	-14.7*** (5.3)

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

Characteristics	Job search training			Job search			Life skills training			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	65.8	64.9	1.0 (7.9)	64.8	-	-	66.9	62.7	4.2 (6.3)	69.6	53.3	16.2**(7.3)
Degree	11.2	10.8	0.4 (5.3)	12.2	-	-	11.7	11.9	-0.1 (4.3)	10.5	13.3	-2.9 (4.9)
Certificate	6.9	5.4	1.5 (4.2)	6.6	-	-	7.3	6.8	0.5 (3.5)	7.5	6.7	0.8 (4.1)
Other	0.2	0.0	0.2 (0.7)	0.4			0.3	0.0	0.3 (0.7)	0.5	0.0	0.5 (1.1)
Employment Status (%)												
Employed at random assignment	29.0	24.3	4.7 (7.6)	31.9	-	-	28.1	28.8	-0.7 (6.0)	31.7	31.1	0.6 (7.3)
Employed part time	76.2	77.8	-1.6 (14.4)	77.7	-	-	78.6	70.6	8.0 (10.3)	70.9	71.4	-0.6 (12.9)
Employed full time	23.8	22.2	1.6 (14.4)	22.3	-	-	21.4	29.4	-8.0 (10.3)	29.1	28.6	0.6 (12.9)
Not employed at random assignment but worked in past ^a	65.1	64.9	0.3 (8.0)	63.1	-	-	65.3	66.1	-0.8 (6.4)	64.3	66.7	-2.3 (7.5)
Short-term unemployed	57.5	75.0	-17.5*(10.2)	55.6	-	-	58.9	46.2	12.7 (8.1)	58.1	60.0	-1.9 (9.5)
Long-term unemployed	42.4	25.0	17.4*(10.2)	44.4	-	-	41.1	53.8	-12.7 (8.1)	41.9	40.0	1.9 (9.5)
Not employed at random assignment and never worked in past	5.8	10.8	-5.0 (4.0)	5.0	-	-	6.6	5.1	1.5 (3.3)	4.0	2.2	1.8 (3.0)
Presence of children (%)												
In households with children	57.3	51.4	6.0 (8.3)	56.7	-	-	57.8	50.8	7.0 (6.6)	60.8	73.3	-12.5 (7.6)
In households without children	42.7	48.6	-6.0 (8.3)	43.3	-	-	42.2	49.2	-7.0 (6.6)	39.2	26.7	12.5 (7.6)
Sample size	1,130	37		786	0		1,013	59		401	45	

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

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

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, barriers to employment,⁵ and household income) (Appendix Tables D.14). Key findings include the following:

The youngest and oldest individuals (ages 18 to 24 and ages 50 or older) were less likely than individuals ages 25 to 49 to start or complete an employment or training-related activity. They were also more likely to exit EleVAte within three months of enrollment. Of the three age groups, the youngest individuals (ages 18 to 24) had the highest rate of exit from EleVAte within the first three months after enrollment.

Individuals without children were more likely than individuals with children to complete an employment or training-related activity. They also were more likely to receive any support service.

In general, individuals who were more advantaged when they enrolled in EleVAte had higher levels of engagement and service receipt. Individuals with the least barriers to employment (employed in past 12 months and completed high school or equivalent) were more likely than those with more barriers to receive any services and start or complete an employment or training-related activity. They were also less likely to exit the EleVAte program within the first three months of enrollment than individuals with more barriers. Additionally, individuals with incomes greater or equal to 50 percent of Federal Poverty Line had lower rates of exit from EleVAte in the first three months of enrollment than those with lower income levels.

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

Table D.14 . Participation in EleVAte 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 (%) ^b	Received any support service (%)	Exited in the first 3 months		Exited after 3 months		
Total participation (%)		82.6	61.4		57.8	94.0	49.9	30.8		69.2		
Age (%)												
18 to 24	369	80.8	57.5		54.2	100.0	48.5	36.0		64.0		
25 to 49	1,730	83.2	63.2		59.9	93.1	49.8	29.4		70.6		
50 years and older	413	81.4	57.4	††	52.1	†††	93.1	51.6	32.2	††	67.8	††
Presence of children (%)												
In households with children	1,400	83.4	62.8		59.9	95.6	46.6	30.7		69.3		
In households without children	1,112	81.6	59.6		55.2	††	92.0	54.0	†††	30.9	69.1	
Recent employment history (%)												
Employed in 12 months prior to random assignment	1,709	83.3	61.6		58.3	94.3	48.7	30.1		69.9		
Not employed in 12 months prior to random assignment	782	81.1	61.0		56.8	93.3	51.9	32.4		67.6		
Barrier to employment (%)												
Fewest barriers (employed in past 12 months)	1,427	84.8	64.0		61.5	95.5	50.4	29.0		71.0		

Table D.14 . Participation in EleVAte 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 (%) ^b	Received any support service (%)	Exited in the first 3 months		Exited after 3 months		
and high school or equivalent)														
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	873	79.5		57.6		52.6		91.3	47.9		33.2		66.8	
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	187	80.2	†††	59.4	†††	54.0	†††	94.7	52.4		34.2	†	65.8	†
Household Income (%)														
Less than 50 percent of FPL	1,741	82.7		60.9		57.4		94.4	50.5		31.8		68.2	
Greater or equal to 50 percent of FPL	667	83.7		63.0		59.5		94.1	49.3		27.9	†	72.1	†
Sample size	2,512	2,074		1,542		1,452		188	1,253		774		1,738	

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.

^b Contact measures are calculated during 12 months of follow up data for a randomly selected sample of 200 EleVAte group members in the early cohort.

FPL = Federal Poverty Level

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

Appendix E

Differences in service receipt analysis

I. Main Tables

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

	EleVAte group	Control group	Difference
Participated in job search training or assistance activities or in education or training programs (%)	75.8	56.9	18.8*** (2.6)
Participated in job search training or assistance activities (%)	55.0	37.5	17.6*** (2.7)
Participated in education or training programs (%)	68.6	45.7	22.9*** (2.7)
General job skills training	43.6	21.8	21.8*** (2.6)
Occupational skills training	49.6	31.0	18.6*** (2.7)
Education	28.3	20.8	7.5*** (2.4)
Work-based learning	0.6	0.1	0.5* (0.3)
Sample size	779	744	

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

Note: Standard errors in parentheses.

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

	EleVAte group	Control group	Difference
Participated in job search training or assistance activities or in education or training programs (%)			
Year 1	68.5	44.7	23.8*** (2.7)
Years 2 or 3	34.7	33.1	1.6 (2.7)
Participated job search training or assistance activities (%)			
Year 1	46.5	29.4	17.2*** (2.6)
Years 2 or 3	20.6	18.0	2.6 (2.2)
Participated education or training programs (%)			
Year 1	59.5	29.7	29.8*** (2.6)
Quarter 1	47.7	19.4	28.3*** (2.5)
Quarter 2	44.6	18.2	26.4*** (2.4)
Quarter 3	30.5	16.3	14.2*** (2.3)
Quarter 4	24.3	13.5	10.8*** (2.1)
Year 2	26.9	21.8	5.2** (2.4)
Quarter 5	22.1	16.3	5.9*** (2.2)
Quarter 6	18.1	15.3	2.8 (2.0)
Quarter 7	13.7	12.8	0.9 (1.8)
Quarter 8	12.5	12.8	-0.3 (1.8)
Year 3	18.5	19.7	-1.2 (2.2)
Quarter 9	12.2	13.5	-1.3 (1.8)
Quarter 10	12.8	13.6	-0.7 (1.8)
Quarter 11	11.3	12.2	-0.9 (1.7)
Quarter 12	11.2	12.2	-1.0 (1.7)
Years 2 or 3	22.8	23.0	-0.2 (2.4)
Sample size	779	744	

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 EleVAte 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

	EleVAte group	Control group	Difference
Timing of participation relative to end of pilot period			
Participated before pilot end date	63.5	37.5	26.0*** (2.7)
Participated after pilot end date	19.1	22.7	-3.6 (2.3)
Among those who participated after the pilot end date			
Started all programs before pilot end date	34.3	38.7	-4.4 (5.7)
Started at least one program after pilot end date	65.7	61.3	4.4 (5.7)
Sample size	779	744	

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

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

***/**/* Difference between EleVAte 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

	EleVAte group	Control group	Difference
Mean length of time spent in all activities and programs (months)	6.6	4.4	2.1*** (0.4)
Mean number of hours per week spent in programs	11.1	5.5	5.6*** (0.7)
Percentage of individuals still in a program as of the date of the 36-month follow-up survey interview			
All activities	8.2	10.2	-2.0 (1.6)
Programs with general job skills training	2.6	2.9	-0.3 (0.8)
Programs with occupational skills training	5.1	7.0	-1.9 (1.3)
Programs with education	3.7	4.5	-0.8 (1.0)
Programs with work-based learning	0.1	0.1	0.0 (0.1)
Percentage who completed a program			
All activities	49.0	28.6	20.5*** (2.6)
Programs with general job skills training	30.7	15.0	15.7*** (2.3)
Programs with occupational skills training	36.0	19.2	16.9*** (2.4)
Programs with education	16.5	9.4	7.0*** (1.8)
Programs with work-based learning	0.2	0.0	0.2 (0.1)
Type of certificate or degree/diploma received (%)			
Participation/attendance	4.2	4.2	0.0 (1.1)
Adult basic education	0.5	0.0	0.5** (0.2)
High school diploma/GED	2.2	1.2	1.1* (0.6)
Associate's degree	0.8	1.5	-0.7 (0.6)
Bachelor's degree	0.5	0.5	-0.1 (0.3)
English proficiency certification or TOEFL	0.2	0.2	0.0 (0.2)
Occupational certificate or license	38.2	18.5	19.7*** (2.4)
Other	3.5	2.7	0.8 (1.0)
Sample size	779	744	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Mean length of time spent in all activities and programs (months)	3.6	1.6	2.0*** (0.2)	1.8	1.5	0.2 (0.2)	1.2	1.3	-0.1 (0.2)
Mean number of hours per week spent in programs	10.2	4.9	5.3*** (0.6)	12.0	5.9	6.1*** (0.8)	11.2	5.7	5.5*** (0.8)
Percentage who completed a program	35.2	16.8	18.3*** (2.3)	14.1	8.5	5.6*** (1.7)	7.6	8.1	-0.4 (1.5)
Percentage who received an occupational certificate or license	27.3	11.0	16.4*** (2.1)	10.3	4.1	6.2*** (1.4)	4.7	5.4	-0.7 (1.2)
Sample size	779	744		779	744		779	744	

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

Note: Standard errors in parentheses.

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

	EleVAte group	Control group	Difference
Percentage who completed a program, among those who started a program			
All activities	70.7	61.9	8.8** (3.6)
Programs with general job skills training	44.0	33.4	10.6*** (3.7)
Programs with occupational skills training	52.2	42.6	9.6** (3.8)
Programs with education	24.4	21.0	3.4 (3.1)
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	65.7	55.0	10.7*** (3.7)
Programs with general job skills training	41.8	30.3	11.5*** (3.6)
Programs with occupational skills training	46.3	37.3	9.0** (3.7)
Programs with education	22.2	17.3	4.9* (2.9)
Programs with work-based learning	0.3	0.0	0.3* (0.2)
Type of certificate or degree/diploma received (%)			
Participation/attendance	5.4	8.7	-3.3 (2.0)
Adult basic education	0.7	0.0	0.7** (0.3)
High school diploma/GED	3.7	2.6	1.1 (1.1)
Associate's degree	1.4	3.3	-2.0* (1.1)
Bachelor's degree	0.8	1.2	-0.4 (0.5)
English proficiency certification or TOEFL	0.3	0.3	-0.1 (0.4)
Occupational certificate or license	54.7	39.9	14.9*** (3.8)
Other	5.1	5.9	-0.8 (1.7)
Sample size	550	336	

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

Note: Standard errors in parentheses.

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

Service	EleVAte group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	44.4	38.9	5.5** (2.7)
Average number of contacts with an employment professional or case manager	4.9	3.1	1.9*** (0.5)
Completed career assessment tests (%)	51.2	32.2	19.0*** (2.7)
Received any support service (excluding mental health or substance use counseling) (%)	68.4	54.5	13.9*** (2.7)
Received any support service (%)	72.0	62.6	9.4*** (2.6)
Child care assistance including vouchers or funds	9.4	9.1	0.3 (1.5)
Transportation assistance (such as gas cards or bus passes)	51.0	30.4	20.6*** (2.6)
Housing assistance	25.3	27.0	-1.7 (2.3)
Mental health or substance use counseling	13.8	20.8	-7.0*** (2.0)
Clothes, uniforms, tools, or other supplies and equipment	20.8	10.7	10.1*** (1.9)
Other	7.3	8.8	-1.5 (1.5)
Sample size	779	744	

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

Note: Standard errors in parentheses.

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

Service	Year 1			Year 2 and Year 3		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	36.7	31.0	5.7** (2.6)	16.0	16.2	-0.2 (2.0)
Average number of contacts with an employment professional or case manager	10.2	6.5	3.7*** (1.1)	6.5	6.5	0.0 (0.9)
Mode of contacts (%)						
Mostly in person	66.2	68.5	-2.3 (4.3)	46.7	56.2	-9.6 (6.6)
Mostly by phone	20.6	17.7	2.9 (3.7)	32.8	17.3	15.5*** (5.5)
Equally in person and by phone	12.4	12.8	-0.4 (3.1)	13.9	19.8	-5.9 (4.9)
Completed career assessment tests (%)	44.4	26.2	18.2*** (2.6)	16.9	12.1	4.8** (1.9)
Received any support service (%)	63.1	48.6	14.6*** (2.7)	42.7	44.6	-1.9 (2.8)
Child care assistance including vouchers or funds	5.5	7.1	-1.5 (1.2)	6.7	6.2	0.4 (1.3)
Transportation assistance (such as gas cards or bus passes)	46.8	24.4	22.3*** (2.4)	14.7	12.4	2.3 (1.9)
Housing assistance	16.2	18.7	-2.5 (2.0)	20.9	21.5	-0.6 (2.2)
Mental health or substance use counseling	7.3	11.6	-4.3*** (1.5)	11.5	16.3	-4.8*** (1.9)
Clothes, uniforms, tools, or other supplies and equipment	15.7	6.7	9.0*** (1.6)	8.0	4.8	3.3** (1.3)
Other	4.1	3.9	0.1 (1.1)	3.7	5.9	-2.2* (1.2)
Sample size	779	744		779	744	

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 EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	48.5	41.4	7.1** (3.4)	34.5	34.4	0.1 (4.3)
Completed career assessment tests (%)	59.1	33.6	25.5*** (3.3)^^	35.7	29.4	6.3 (4.5)
Participated in job search training or assistance activities or in education or training programs (%)	89.3	56.8	32.5*** (2.7)^^	45.5	57.0	-11.5** (4.9)
Participated in job search training or assistance activities (%)	64.6	36.7	27.9*** (3.2)^^	33.1	38.8	-5.7 (4.6)
Participated in education or training programs (%)	84.4	46.8	37.6*** (3.0)^^	33.9	43.7	-9.8** (4.7)
General job skills training	53.9	22.6	31.3*** (3.2)^^	20.0	20.4	-0.4 (3.8)
Occupational skills training	63.6	31.8	31.8*** (3.2)^^	19.1	29.5	-10.4** (4.1)
Education	33.7	22.1	11.6*** (3.0)^^	18.7	18.5	0.1 (3.6)
Work-based learning	0.4	0.1	0.3 (0.3)	1.1	0.0	1.1 (0.7)
Mean length of time spent in all activities and programs (months)	8.3	4.6	3.7*** (0.5)^^	3.1	4.2	-1.0 (0.7)
Completed a program (all activities) (%)	64.3	30.2	34.2*** (3.2)^^	16.3	25.6	-9.3** (3.9)
Received certificate or degree/diploma (%)	50.7	18.9	31.8*** (3.0)^^	10.9	17.6	-6.7* (3.6)
Received any support service (%)	77.7	61.9	15.8*** (3.1)^^	60.4	63.9	-3.5 (4.8)
Received any support service (excluding mental health or substance use counseling) (%)	74.6	53.2	21.3*** (3.2)^^	55.7	56.7	-1.0 (4.8)
Sample size	545	478		234	266	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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			
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	
Received career counseling or one-on-one assistance from employment professional or case manager (%)	13.7	27.4	-13.7 (14.6)	51.8	38.7	13.1** (5.9) ^	47.5	43.7	3.8 (4.2)	
Completed career assessment tests (%)	8.8	41.6	-32.8** (13.6)	56.8	32.6	24.2*** (5.6)^^	63.4	33.8	29.6*** (4.2)^^	###
Participated in job search training or assistance activities or in education or training programs (%)	63.5	54.5	9.0 (18.4)	92.8	56.9	35.9*** (4.3)	88.3	57.1	31.1*** (3.4)	
Participated in job search training or assistance activities (%)	32.5	22.5	10.0 (15.6)	72.5	33.5	39.0*** (5.6)^	64.2	39.4	24.8*** (4.0)	#
Participated in education or training programs (%)	41.4	49.8	-8.4 (16.9)	93.3	49.6	43.7*** (4.7)^^	83.0	45.4	37.6*** (3.7)^^	##
General job skills training	15.8	22.4	-6.6 (14.0)	62.4	22.1	40.3*** (5.5)^^	53.7	22.9	30.8*** (4.0)^^	###
Occupational skills training	19.1	33.1	-14.0 (11.8)	69.2	34.4	34.8*** (5.8)^^	65.4	30.5	34.9*** (4.0)^^	###
Education	10.9	25.0	-14.1* (8.3)	36.3	22.2	14.1*** (5.2)^^	32.9	21.9	11.0*** (3.7)^^	##
Work-based learning	0.0	0.0	0.0* (0.2)	0.5	0.0	0.5 (0.4)	0.4	0.2	0.2 (0.4)	
Mean length of time spent in all activities and programs (months)	2.6	4.3	-1.7 (1.9)	8.6	4.2	4.3*** (0.9)^^	8.4	4.8	3.6*** (0.7)^^	##
Completed a program (all activities) (%)	9.9	21.7	-11.8 (12.9)	78.6	27.7	50.9*** (5.4)^^	61.5	32.0	29.5*** (4.1)^^	###
Received certificate or degree/ diploma (%)	8.5	13.3	-4.8 (6.3)	64.8	19.6	45.3*** (5.0)^^	46.5	19.0	27.5*** (3.9)^^	###
Received any support service (%)	24.7	43.0	-18.3 (15.3)	76.4	55.8	20.5*** (5.3)^^	82.7	66.4	16.4*** (3.7)^^	#
Received any support service (excluding mental health or substance use counseling) (%)	24.9	36.4	-11.5 (15.2)	76.3	49.0	27.3*** (5.3)^^	78.0	56.6	21.5*** (3.9)^^	#
Sample size	27	20		176	151		342	307		

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

Note: Standard errors in parentheses.

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

***/**/* Difference between EleVAte 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 (March 2016 to April 2017)			Later enrollment (May 2017 to December 2017)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	47.5	36.6	10.9*** (3.6)	40.5	41.6	-1.1†† (4.0)
Completed career assessment tests (%)	51.1	32.4	18.7*** (3.6)	51.0	31.9	19.1*** (3.9)
Participated in job search training or assistance activities or in education or training programs (%)	72.8	54.5	18.3*** (3.5)	78.5	59.8	18.7*** (3.9)
Participated in job search training or assistance activities (%)	53.3	36.5	16.8*** (3.5)	55.9	38.6	17.3*** (4.1)
Participated in education or training programs (%)	67.3	44.2	23.0*** (3.6)	70.1	47.4	22.6*** (4.2)
General job skills training	42.6	22.3	20.4*** (3.4)	44.4	21.3	23.1*** (3.9)
Occupational skills training	48.2	29.1	19.1*** (3.5)	51.2	33.2	18.1*** (4.1)
Education	28.7	20.5	8.2*** (3.1)	27.9	21.2	6.7* (3.6)
Work-based learning	1.0	0.0	1.0** (0.4)	0.1	0.2	-0.1†† (0.3)
Mean length of time spent in all activities and programs (months)	6.4	3.8	2.6*** (0.5)	6.7	5.2	1.5** (0.7)
Completed a program (all activities) (%)	47.3	27.4	19.9*** (3.4)	51.0	30.0	21.0*** (4.1)
Received certificate or degree/diploma (%)	35.8	19.3	16.5*** (3.2)	40.2	17.5	22.8*** (3.7)
Received any support service (%)	73.7	60.1	13.6*** (3.5)	69.7	65.6	4.1† (4.0)
Received any support service (excluding mental health or substance use counseling) (%)	69.9	51.9	18.0*** (3.5)	66.8	57.6	9.3** (4.1)
Sample size	442	403		337	341	

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

Note: Standard errors in parentheses.

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

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

II. Subgroup tables and key findings

Appendix Tables E.11 through E.15 show differences in service use between the EleVAte 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 EleVAte-control contrasts in service use across all subgroups, although particularly for those defined by income and the presence of children in the household.

Across age subgroups, EleVAte led to an increase in participation in work-based learning for younger adults (of 3 percentage points), and smaller effects for older adults (Appendix Table E.11). There were no other differences in impacts by age.

Across the barriers to employment subgroups, EleVAte led to a large increase in the receipt of a certificate or a degree/diploma for individuals with few barriers to employment (24 percentage points; Appendix Table E.12). Effects for the group with moderate barriers were somewhat smaller (15 percentage points), and effects for those with the most barriers were smaller (11 percentage points) and statistically insignificant.

EleVAte led to an increase in participation in education activities among individuals who had not been employed in the 12 months prior to random assignment (an impact of 14 percentage points; Appendix Table E.13). Effects for those who had worked in the prior year were small and statistically insignificant (4 percentage points).

EleVAte led to larger impacts on program completion and the receipt of a certificate or degree/diploma among individuals in household with children (impacts of 25 percentage points for both outcomes; Appendix Table E.14). Effects for those in households without children were smaller (15 and 13 percentage points, respectively). In contrast, impacts on months spent in activities were smaller for those in households with children, compared with impacts for those in households without children (one versus three months).

Across groups defined by income, EleVAte led to larger increases on several outcomes for individuals in households with income above 50 percent of the poverty line, compared with those with lower incomes. For the former group, EleVAte increased program completion by 29 percentage points, increased the receipt of a certificate or degree/diploma by 24 percentage points, and increased the receipt of support services by 17 percentage points. Effects for those in lower income households were 16, 18, and 6 percentage points, respectively.

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	36.9	40.2	-3.3 (8.3)	44.0	38.0	6.0* (3.3)	52.5	41.7	10.7* (5.5)
Completed career assessment tests (%)	49.2	32.9	16.3* (9.1)	51.2	31.1	20.1*** (3.2)	53.2	36.0	17.2*** (5.5)
Participated in job search training or assistance activities or in education or training programs (%)	73.8	58.4	15.4* (8.5)	75.8	57.8	18.0*** (3.1)	77.5	53.2	24.3*** (5.3)
Participated in job search training or assistance activities (%)	58.4	36.0	22.4** (9.0)	53.3	36.8	16.5*** (3.3)	60.2	40.8	19.4*** (5.3)
Participated in education or training programs (%)	64.1	48.0	16.1* (8.8)	69.9	47.5	22.4*** (3.2)	67.6	38.2	29.4*** (5.7)
General job skills training	44.9	14.7	30.2*** (7.4)	43.0	22.1	20.9*** (3.1)	45.3	24.7	20.7*** (5.5)
Occupational skills training	52.1	29.5	22.6** (8.8)	49.8	32.3	17.6*** (3.2)	48.6	27.2	21.4*** (5.7)
Education	41.6	24.7	17.0** (7.6)	27.6	21.1	6.5** (2.8)	25.7	18.0	7.7 (4.9)
Work-based learning	2.9	0.0	2.9** (1.3)	0.4	0.0	0.4* (0.2)	0.0	0.5	-0.4†† (0.4)
Mean length of time spent in all activities and programs (months)	5.9	5.8	0.1 (1.5)	6.7	4.5	2.2*** (0.5)	6.8	3.5	3.3*** (0.9)
Completed a program (all activities) (%)	44.5	32.0	12.5 (8.5)	51.2	28.3	22.9*** (3.1)	44.8	28.0	16.8*** (5.5)
Received certificate or degree/diploma (%)	37.1	25.7	11.5 (7.8)	40.8	17.5	23.3*** (2.8)	31.5	18.3	13.3** (5.2)
Received any support service (%)	74.0	56.9	17.1* (8.8)	70.7	63.0	7.7** (3.2)	75.2	64.8	10.4** (5.2)
Received any support service (excluding mental health or substance use counseling) (%)	66.7	50.9	15.8* (8.9)	66.9	54.8	12.1*** (3.2)	74.4	55.6	18.7*** (5.4)
Sample size	82	55		528	519		169	170	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	45.4	39.5	6.0 (3.6)	44.1	39.4	4.6 (4.4)	38.2	35.2	3.0 (9.5)
Completed career assessment tests (%)	52.5	33.5	19.0*** (3.6)	51.9	28.9	22.9*** (4.3)	45.0	35.7	9.3 (9.2)
Participated in job search training or assistance activities or in education or training programs (%)	78.2	59.4	18.8*** (3.4)	72.1	54.0	18.1*** (4.4)	77.5	54.9	22.6** (8.9)
Participated in job search training or assistance activities (%)	54.6	37.6	17.0*** (3.7)	55.8	37.8	18.1*** (4.4)	56.2	35.6	20.6** (9.4)
Participated in education or training programs (%)	70.7	47.9	22.7*** (3.6)	65.6	42.0	23.6*** (4.5)	68.2	46.7	21.4** (9.2)
General job skills training	46.0	23.6	22.4*** (3.5)	41.1	17.8	23.3*** (4.1)	45.0	26.4	18.7** (9.2)
Occupational skills training	54.6	33.5	21.1*** (3.6)	45.7	27.5	18.2*** (4.4)	36.7	33.2	3.5 (9.3)
Education	22.7	18.3	4.5 (3.0)	32.6	21.5	11.1*** (4.1)	47.5	32.7	14.9 (9.6)
Work-based learning	0.4	0.2	0.2 (0.3)	0.4	0.0	0.4 (0.3)	2.6	0.0	2.6 (2.3)
Mean length of time spent in all activities and programs (months)	6.6	4.9	1.7*** (0.6)	6.5	3.6	2.9*** (0.7)	5.4	4.8	0.7 (1.5)
Completed a program (all activities) (%)	55.0	30.3	24.6*** (3.5)	42.5	27.8	14.7*** (4.4)	34.0	18.2	15.8** (7.4)
Received certificate or degree/diploma (%)	43.2	19.4	23.8*** (3.2)	32.2	17.7	14.5*** (3.9)	23.4	12.6	10.8† (6.7)
Received any support service (%)	73.5	60.5	12.9*** (3.5)	70.8	64.4	6.4 (4.4)	72.1	71.1	1.0 (9.0)

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)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received any support service (excluding mental health or substance use counseling) (%)	70.1	53.6	16.6*** (3.5)	66.1	55.3	10.8** (4.5)	67.6	58.1	9.6 (9.8)
Sample size	438	420		280	260		54	57	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	44.2	37.7	6.5** (3.3)	44.5	41.9	2.6 (4.7)
Completed career assessment tests (%)	49.2	30.9	18.3*** (3.3)	55.8	35.0	20.8*** (4.6)
Participated in job search training or assistance activities or in education or training programs (%)	77.0	61.1	16.0*** (3.2)	74.1	49.2	24.9*** (4.5)
Participated in job search training or assistance activities (%)	54.4	38.7	15.6*** (3.4)	57.0	35.1	21.9*** (4.4)
Participated in education or training programs (%)	69.0	48.6	20.5*** (3.3)	68.4	40.3	28.1*** (4.7)
General job skills training	42.9	22.4	20.5*** (3.1)	46.2	21.1	25.1*** (4.5)
Occupational skills training	50.9	32.2	18.7*** (3.3)	47.8	28.6	19.2*** (4.7)
Education	25.6	21.5	4.2 (2.9)	33.5	19.7	13.8***† (4.2)
Work-based learning	0.3	0.1	0.2 (0.2)	0.9	0.0	0.9 (0.7)
Mean length of time spent in all activities and programs (months)	6.7	4.7	1.9*** (0.5)	6.3	3.9	2.4*** (0.7)
Completed a program (all activities) (%)	51.1	30.8	20.2*** (3.3)	45.4	24.1	21.3*** (4.4)
Received certificate or degree/diploma (%)	40.0	20.1	19.9*** (3.0)	34.3	15.1	19.2*** (4.1)
Received any support service (%)	71.6	61.7	9.9*** (3.3)	73.8	65.2	8.6* (4.4)
Received any support service (excluding mental health or substance use counseling) (%)	69.0	55.6	13.4*** (3.3)	68.6	52.7	15.9*** (4.7)
Sample size	526	488		248	250	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	41.4	35.7	5.7 (3.5)	48.2	43.0	5.2 (4.2)
Completed career assessment tests (%)	52.3	31.1	21.2*** (3.5)	49.4	33.5	15.9*** (4.0)
Participated in job search training or assistance activities or in education or training programs (%)	76.8	57.4	19.3*** (3.4)	74.5	56.3	18.3*** (4.0)
Participated in job search training or assistance activities (%)	52.1	34.8	17.3*** (3.6)	58.6	40.9	17.7*** (4.0)
Participated in education or training programs (%)	70.2	45.1	25.1*** (3.5)	66.7	46.4	20.2*** (4.1)
General job skills training	43.4	18.3	25.1*** (3.3)	43.5	26.3	17.2*** (4.1)
Occupational skills training	52.3	31.1	21.2*** (3.6)	46.3	30.9	15.4*** (4.1)
Education	27.3	21.2	6.1** (3.1)	30.0	20.4	9.6*** (3.6)
Work-based learning	0.7	0.2	0.5 (0.4)	0.5	0.0	0.5* (0.3)
Mean length of time spent in all activities and programs (months)	6.5	5.1	1.3** (0.6)	6.8	3.6	3.2***†† (0.6)
Completed a program (all activities) (%)	51.0	25.9	25.1*** (3.4)	46.5	32.0	14.5***†† (3.9)
Received certificate or degree/diploma (%)	42.4	17.5	25.0*** (3.2)	32.6	19.7	12.8***†† (3.5)
Received any support service (%)	72.8	65.1	7.8** (3.4)	70.8	59.6	11.2*** (4.0)
Received any support service (excluding mental health or substance use counseling) (%)	70.7	60.4	10.3*** (3.4)	65.6	47.0	18.6*** (4.2)
Sample size	427	435		352	309	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	44.2	40.9	3.3 (3.2)	43.5	33.8	9.7* (5.2)
Completed career assessment tests (%)	51.6	33.4	18.2*** (3.1)	51.8	31.3	20.5*** (5.2)
Participated in job search training or assistance activities or in education or training programs (%)	74.9	57.7	17.2*** (3.0)	78.9	57.0	21.9*** (5.2)
Participated in job search training or assistance activities (%)	55.4	40.0	15.4*** (3.2)	54.9	33.4	21.5*** (5.4)
Participated in education or training programs (%)	67.2	45.2	22.0*** (3.2)	72.8	48.7	24.1*** (5.4)
General job skills training	42.7	22.7	20.0*** (3.1)	44.6	19.8	24.8*** (5.0)
Occupational skills training	49.1	30.7	18.5*** (3.2)	50.9	34.9	16.1*** (5.5)
Education	28.2	20.6	7.6*** (2.8)	29.7	22.0	7.7* (4.6)
Work-based learning	0.7	0.1	0.6* (0.4)	0.3	0.0	0.3 (0.3)
Mean length of time spent in all activities and programs	6.1	4.2	1.9*** (0.5)	7.5	5.3	2.1** (0.9)
Completed a program (all activities) (%)	46.5	30.1	16.5*** (3.1)	55.9	26.6	29.3***†† (5.2)
Received certificate or degree/diploma (%)	37.5	19.0	18.4*** (2.8)	41.6	17.9	23.7*** (4.7)
Received any support service (%)	70.5	64.5	6.1* (3.1)	75.4	58.0	17.3***† (5.0)
Received any support service (excluding mental health or substance use counseling) (%)	67.2	56.0	11.2*** (3.2)	70.3	51.6	18.7*** (5.2)
Sample size	558	521		193	195	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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 (\$)	EleVAte group	Control group	Difference
Year 1	6,974	7,573	-599*** (226)
Quarter 1	1,321	1,502	-182*** (55)
Quarter 2	1,711	1,851	-139** (67)
Quarter 3	1,889	2,031	-142* (73)
Quarter 4	2,052	2,189	-137* (78)
Year 2	9,176	9,562	-386 (307)
Quarter 5	2,251	2,271	-20 (83)
Quarter 6	2,345	2,351	-6 (85)
Quarter 7	2,275	2,489	-214** (88)
Quarter 8	2,305	2,451	-146 (89)
Year 3	9,274	9,835	-561 (363)
Quarter 9	2,389	2,524	-136 (92)
Quarter 10	2,364	2,471	-107 (92)
Quarter 11	2,308	2,408	-100 (93)
Quarter 12	2,199	2,356	-158 (102)
Years 1, 2, and 3	25,151	26,850	-1,699** (816)
Years 2 and 3	18,309	19,342	-1,033 (647)
Sample size	1,925	1,911	

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

Note: Standard errors in parentheses.

***/**/* Difference between the EleVAte 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 (%)	EleVAte group	Control group	Difference
Year 1	70.9	73.0	-2.2* (1.3)
Quarter 1	49.7	53.5	-3.9*** (1.3)
Quarter 2	52.9	57.9	-5.0*** (1.4)
Quarter 3	54.9	57.3	-2.4* (1.4)
Quarter 4	55.5	58.6	-3.1** (1.4)
Average quarterly employment rate in Year 1	53.2	56.8	-3.6*** (1.1)
Year 2	68.2	69.4	-1.2 (1.3)
Quarter 5	55.6	56.5	-0.9 (1.4)
Quarter 6	56.4	57.8	-1.3 (1.4)
Quarter 7	55.1	58.5	-3.5** (1.5)
Quarter 8	55.4	57.4	-2.1 (1.5)
Average quarterly employment rate in Year 2	55.6	57.6	-1.9 (1.2)
Year 3	65.3	67.5	-2.2 (1.5)
Quarter 9	55.2	56.3	-1.1 (1.5)
Quarter 10	53.3	54.0	-0.7 (1.5)
Quarter 11	52.1	53.0	-1.0 (1.5)
Quarter 12	49.8	53.3	-3.4** (1.6)
Average quarterly employment rate in Year 3	52.5	55.0	-2.5* (1.4)
Ever employed in Years 1, 2, or 3	82.1	82.0	0.0 (1.2)
Ever employed in Years 2 or 3	74.4	75.4	-1.1 (1.4)
Average number of quarters employed			
Year 1	2.1	2.3	-0.1*** (<0.1)
Year 2	2.2	2.3	-0.1 (0.1)
Year 3	2.1	2.2	-0.1* (0.1)
Years 1, 2, and 3	6.4	6.8	-0.4*** (0.1)
Years 2 and 3	4.3	4.5	-0.2** (0.1)
Sample size	1,925	1,911	

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

Note: Standard errors in parentheses.

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

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

Total earnings (\$)	EleVAte group	Control group	Difference
Year 1	7,731	8,092	-361 (493)
Quarter 1	1,419	1,532	-112 (124)
Quarter 2	1,889	1,973	-84 (138)
Quarter 3	2,141	2,250	-109 (151)
Quarter 4	2,310	2,358	-48 (155)
Year 2	13,713	12,522	1,191 (996)
Quarter 5	3,091	2,886	205 (252)
Quarter 6	3,411	3,113	299 (282)
Quarter 7	3,540	3,247	293 (280)
Quarter 8	3,671	3,276	395* (240)
Year 3	14,143	12,573	1,570** (777)
Quarter 9	3,820	3,366	454* (232)
Quarter 10	3,709	3,253	456** (212)
Quarter 11	3,424	3,065	358* (206)
Quarter 12	3,190	2,889	302 (211)
Years 1, 2, and 3	35,587	33,187	2,400 (1,813)
Years 2 and 3	27,856	25,094	2,761* (1,587)
Sample size	779	744	

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

Note: Standard errors in parentheses.

***/**/* Difference between the EleVAte 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 (%)	EleVAte group	Control group	Difference
Year 1	59.2	64.6	-5.3** (2.5)
Quarter 1	38.5	39.8	-1.3 (2.5)
Quarter 2	45.4	48.2	-2.8 (2.6)
Quarter 3	47.4	54.7	-7.2*** (2.6)
Quarter 4	52.1	57.4	-5.3** (2.6)
Year 2	74.2	72.2	2.0 (2.3)
Quarter 5	64.9	61.2	3.7 (2.5)
Quarter 6	65.1	61.5	3.5 (2.5)
Quarter 7	62.8	62.0	0.8 (2.6)
Quarter 8	64.5	61.4	3.1 (2.6)
Year 3	72.3	71.8	0.5 (2.4)
Quarter 9	65.3	63.5	1.8 (2.6)
Quarter 10	64.4	64.2	0.2 (2.6)
Quarter 11	60.5	60.7	-0.2 (2.6)
Quarter 12	57.8	57.5	0.3 (2.7)
Ever employed in Years 1, 2, or 3	83.8	83.8	0.0 (1.8)
Ever employed in Years 2 or 3	80.4	79.5	0.9 (2.0)
Employed at the time of the 12-month survey interview	48.1	49.6	-1.5 (2.6)
Employed at the time of the 36-month survey interview	52.3	50.7	1.6 (2.7)
Average number of months employed			
Year 1	5.0	5.4	-0.4 (0.3)
Year 2	7.2	7.0	0.2 (0.3)
Year 3	7.0	6.9	0.1 (0.3)
Years 1, 2, and 3	19.2	19.2	0.0 (0.7)
Years 2 and 3	14.2	13.9	0.4 (0.5)
Sample size	779	744	

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

Note: Standard errors in parentheses.

***/**/* Difference between the EleVAte 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	EleVAte group	Control group	Difference
Year 1	13.9	14.6	-0.7 (0.8)
Quarter 1	10.6	11.1	-0.5 (0.8)
Quarter 2	13.7	14.2	-0.5 (0.9)
Quarter 3	15.3	16.2	-1.0 (1.0)
Quarter 4	16.2	17.0	-0.8 (1.0)
Year 2	21.8	20.4	1.4 (1.0)
Quarter 5	20.7	19.9	0.9 (1.1)
Quarter 6	21.9	19.9	2.0* (1.2)
Quarter 7	21.9	20.9	1.0 (1.2)
Quarter 8	22.6	21.0	1.6 (1.2)
Year 3	21.3	19.4	2.0* (1.0)
Quarter 9	23.0	20.5	2.5** (1.2)
Quarter 10	22.8	19.9	2.8** (1.2)
Quarter 11	21.0	19.2	1.8 (1.1)
Quarter 12	18.6	17.9	0.7 (1.1)
Years 1, 2, and 3	19.0	18.1	0.9 (0.8)
Years 2 and 3	21.6	19.9	1.7* (0.9)
Sample size	779	744	

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

Note: Standard errors in parentheses.

***/**/* Difference between the EleVAte 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 (%)	EleVAte group	Control group	Difference
Employed at the time of the 36-month survey interview	52.3	50.7	1.6 (2.7)
Hours worked per week			
Less than 20	15.0	17.9	-2.9 (2.8)
21 to 34	25.2	26.3	-1.1 (3.4)
35 or more (employed full time)	59.6	55.9	3.8 (3.8)
Average	34.6	33.2	1.4* (0.9)
Weekly earnings			
\$1 to \$499	71.6	68.1	3.5 (4.2)
\$500 to \$999	27.0	28.8	-1.7 (4.1)
\$1,000 to \$1,499	0.2	2.9	-2.6*** (0.9)
\$1,500 to \$2,000	0.7	0.3	0.4 (0.5)
\$2,000 and above	0.4	0.0	0.4 (0.3)
Benefits available at job			
Any benefit	73.4	70.2	3.2 (3.6)
Health insurance or HMO/PPO plan	62.8	58.9	3.9 (3.8)
Dental insurance	54.5	52.4	2.2 (3.9)
Paid vacation	50.4	50.8	-0.4 (4.0)
Paid holidays	53.6	49.0	4.6 (4.0)
Paid sick leave	43.6	40.6	3.0 (3.9)
Any paid time off	63.3	61.6	1.6 (3.8)
Pension or retirement benefits	49.0	49.9	-0.8 (3.9)
Tuition assistance or reimbursement	29.2	26.4	2.8 (3.7)
Type of employment			
Regular full or part time	80.2	84.8	-4.6 (3.0)
Temporary or on call	6.7	6.4	0.3 (1.9)
Self-employed or independent contractor or consultant	12.2	7.0	5.2** (2.3)
Day laborer	0.9	1.8	-1.0 (0.9)
Occupation			
Office and administrative support	9.8	13.3	-3.4 (2.3)
Health care support	12.3	10.2	2.1 (2.3)
Personal care and service	10.6	9.0	1.5 (2.3)
Sales	9.4	10.9	-1.5 (2.5)
Food preparation and serving	7.8	8.5	-0.7 (2.0)
Transportation and material moving	6.5	7.5	-1.0 (1.8)
Building and grounds cleaning and maintenance	6.5	6.5	0.0 (1.8)
Management	4.5	3.0	1.5 (1.3)
Production	2.7	2.4	0.3 (1.0)
Educational instruction and library	1.8	3.0	-1.2 (1.1)
Sample size	501	475	

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

Note: Standard errors in parentheses.

***/**/* Difference between the EleVAte 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 (%)	EleVAte group	Control group	Difference
Hours worked per week			
0	50.4	51.7	-1.4 (2.8)
1 to 20	7.2	7.9	-0.7 (1.4)
21 to 34	12.2	12.8	-0.6 (1.8)
35 or more (employed full time)	30.2	27.6	2.6 (2.6)
Average	17.4	16.2	1.2 (1.1)
Weekly earnings			
\$0	59.6	61.8	-2.3 (3.0)
\$1 to \$499	28.2	25.7	2.6 (2.7)
\$500 to \$999	11.5	11.2	0.3 (1.9)
\$1,000 to \$1,499	0.3	1.1	-0.9** (0.4)
\$1,500 to \$2,000	0.2	0.1	0.1 (0.2)
\$2,000 and above	0.2	0.0	0.2* (0.1)
Benefits available at job			
Any benefit	36.6	33.7	2.9 (2.7)
Health insurance or HMO/PPO plan	31.7	28.3	3.4 (2.5)
Dental insurance	27.8	25.0	2.7 (2.4)
Paid vacation	25.6	24.5	1.1 (2.4)
Paid holidays	27.5	23.6	3.9 (2.4)
Paid sick leave	22.1	19.3	2.8 (2.3)
Any paid time off	31.6	29.6	2.0 (2.6)
Pension or retirement benefits	25.3	23.8	1.4 (2.3)
Tuition assistance or reimbursement	14.5	12.6	1.9 (1.9)
Type of employment			
Not employed	50.6	51.9	-1.3 (2.8)
Regular full or part time	40.7	41.2	-0.5 (2.8)
Temporary or on call	3.3	3.1	0.2 (1.0)
Self-employed or independent contractor or consultant	5.1	2.9	2.2* (1.1)
Day laborer	0.4	0.9	-0.5 (0.5)
Occupation			
Office and administrative support	4.9	6.7	-1.9 (1.2)
Health care support	6.4	5.2	1.2 (1.2)
Personal care and service	5.5	4.6	1.0 (1.3)
Sales	4.8	5.5	-0.7 (1.3)
Food preparation and serving	3.9	4.3	-0.4 (1.0)
Transportation and material moving	3.6	3.8	-0.1 (0.9)
Building and grounds cleaning and maintenance	3.3	3.3	0.0 (0.9)
Management	2.2	1.5	0.7 (0.7)
Production	1.3	1.2	0.2 (0.5)
Educational instruction and library	1.0	1.5	-0.5 (0.5)
Sample size	779	744	

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

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

Note: Standard errors in parentheses.

***/**/* Difference between the EleVAte 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 (%)	EleVAte group	Control group	Difference
SNAP participation by individual enrolled in pilot			
Year 1	97.8	97.3	0.5 (0.5)
Quarter 1	97.1	95.9	1.2** (0.6)
Quarter 2	89.5	87.5	2.0** (1.0)
Quarter 3	81.3	76.1	5.2*** (1.3)
Quarter 4	74.3	70.4	3.9*** (1.3)
Year 2	74.9	71.2	3.7*** (1.3)
Quarter 5	68.2	63.0	5.3*** (1.4)
Quarter 6	64.5	61.7	2.8* (1.4)
Quarter 7	60.2	59.5	0.7 (1.5)
Quarter 8	56.7	56.9	-0.2 (1.5)
Year 3	62.2	62.8	-0.6 (1.5)
Quarter 9	54.8	55.1	-0.3 (1.5)
Quarter 10	53.3	53.6	-0.3 (1.5)
Quarter 11	52.8	52.6	0.2 (1.5)
Quarter 12	51.0	52.9	-1.9 (1.5)
Years 1, 2, or 3	98.5	98.0	0.5 (0.4)
Years 2 or 3	78.9	76.5	2.4* (1.3)
SNAP participation among any other household members			
Year 1	NA	NA	NA
Quarter 1	NA	NA	NA
Quarter 2	NA	NA	NA
Quarter 3	NA	NA	NA
Quarter 4	NA	NA	NA
Year 2	NA	NA	NA
Quarter 5	NA	NA	NA
Quarter 6	NA	NA	NA
Quarter 7	NA	NA	NA
Quarter 8	NA	NA	NA
Year 3	NA	NA	NA
Quarter 9	NA	NA	NA
Quarter 10	NA	NA	NA
Quarter 11	NA	NA	NA
Quarter 12	NA	NA	NA
Years 1, 2, or 3	7.0	6.4	0.5 (0.6)
Years 2 or 3	0.0	0.0	0.0 (0.0)
SNAP participation by any individual in household ^a			
Year 1	97.8	97.3	0.5 (0.5)
Quarter 1	97.1	95.9	1.2** (0.6)
Quarter 2	89.5	87.5	2.0** (1.0)

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

SNAP participation (%)	EleVAte group	Control group	Difference
Quarter 3	81.3	76.1	5.2*** (1.3)
Quarter 4	74.3	70.4	3.9*** (1.3)
Year 2	74.9	71.2	3.7*** (1.3)
Quarter 5	68.2	63.0	5.3*** (1.4)
Quarter 6	64.5	61.7	2.8* (1.4)
Quarter 7	60.2	59.5	0.7 (1.5)
Quarter 8	56.7	56.9	-0.2 (1.5)
Year 3	62.2	62.8	-0.6 (1.5)
Quarter 9	54.8	55.1	-0.3 (1.5)
Quarter 10	53.3	53.6	-0.3 (1.5)
Quarter 11	52.8	52.6	0.2 (1.5)
Quarter 12	51.0	52.9	-1.9 (1.5)
Years 1, 2, or 3	98.5	98.0	0.5 (0.4)
Years 2 or 3	78.9	76.5	2.4* (1.3)
Sample size	1,925	1,911	

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

Note: NA indicates that data were not available from the provider. 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 EleVAte 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	EleVAte group	Control group	Difference
Average SNAP benefits received (\$)			
Year 1	3,186	3,018	168*** (46)
Quarter 1	918	891	27** (11)
Quarter 2	832	788	43*** (13)
Quarter 3	754	701	52*** (15)
Quarter 4	683	637	46*** (16)
Year 2	2,307	2,218	89 (59)
Quarter 5	639	589	50*** (17)
Quarter 6	591	558	33** (17)
Quarter 7	555	550	5 (17)
Quarter 8	523	522	1 (17)
Year 3	2,128	2,103	25 (68)
Quarter 9	509	506	3 (17)
Quarter 10	518	510	8 (18)
Quarter 11	546	525	21 (19)
Quarter 12	556	562	-7 (20)
Years 1, 2, and 3	7,621	7,339	282** (143)
Years 2 and 3	4,435	4,321	114 (115)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a			
Year 1	66.9	63.2	3.7*** (0.9)
Quarter 1	78.6	76.9	1.7* (0.9)
Quarter 2	70.0	65.8	4.2*** (1.1)
Quarter 3	63.1	58.2	4.9*** (1.2)
Quarter 4	56.1	52.1	4.0*** (1.3)
Year 2	46.3	44.2	2.0* (1.1)
Quarter 5	51.9	47.3	4.6*** (1.3)
Quarter 6	47.4	44.6	2.8** (1.3)
Quarter 7	44.1	43.6	0.5 (1.3)
Quarter 8	41.6	41.4	0.2 (1.3)
Year 3	41.8	41.5	0.3 (1.2)
Quarter 9	40.5	39.8	0.7 (1.3)
Quarter 10	40.5	40.2	0.2 (1.3)
Quarter 11	42.9	41.6	1.3 (1.4)
Quarter 12	43.3	44.3	-1.0 (1.4)
Years 1, 2, and 3	51.7	49.7	2.0** (0.9)
Years 2 and 3	44.0	42.9	1.2 (1.1)
Sample size	1,925	1,911	

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 EleVAte 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 and benefit amounts, based on SNAP administrative data

Outcome	EleVAte group	Control group	Difference
TANF participation (%)			
Year 1	5.1	5.9	-0.8 (0.7)
Quarter 1	2.6	3.3	-0.7 (0.5)
Quarter 2	3.3	3.8	-0.4 (0.6)
Quarter 3	4.0	4.7	-0.7 (0.7)
Quarter 4	4.4	5.4	-1.0 (0.8)
Year 2	6.7	7.4	-0.7 (0.9)
Quarter 5	4.6	5.5	-0.9 (0.9)
Quarter 6	5.5	5.0	0.5 (0.9)
Quarter 7	4.7	5.4	-0.7 (0.9)
Quarter 8	4.7	5.5	-0.8 (0.9)
Year 3	4.4	6.1	-1.7** (0.9)
Quarter 9	3.1	3.8	-0.7 (0.8)
Quarter 10	2.4	3.3	-0.9 (0.7)
Quarter 11	1.7	2.6	-0.9 (0.6)
Quarter 12	2.2	3.2	-1.0 (0.7)
Years 1, 2, or 3	7.3	8.7	-1.4* (0.8)
Years 2 or 3	7.2	8.9	-1.7* (1.0)
Average TANF benefit amounts received (\$)			
Year 1	86	107	-21 (15)
Quarter 1	16	24	-8** (3.7)
Quarter 2	22	27	-4 (4.6)
Quarter 3	29	37	-8 (6.1)
Quarter 4	33	43	-9 (7.0)
Year 2	126	130	-4 (21)
Quarter 5	40	41	-1 (7.4)
Quarter 6	40	36	4 (7.5)
Quarter 7	35	39	-4 (7.5)
Quarter 8	36	38	-2 (7.3)
Year 3	56	71	-15 (13)
Quarter 9	24	28	-4 (6.6)
Quarter 10	15	19	-4 (4.9)
Quarter 11	11	16	-4 (4.5)
Quarter 12	15	20	-4 (5.3)
Years 1, 2, and 3	211	241	-30 (32)
Years 2 and 3	128	137	-9 (21)
Sample size	1,925	1,911	

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

Note: Standard errors in parentheses.

TANF = Temporary Assistance for Needy Families

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Public assistance receipt (%)									
General assistance	1.8	2.1	-0.3 (0.8)	1.3	2.8	-1.5* (0.8)	3.1	4.1	-1.0 (1.0)
Unemployment insurance	4.0	4.7	-0.7 (1.1)	14.8	16.9	-2.1 (2.0)	17.5	19.2	-1.7 (2.1)
Supplemental Security Income	15.0	18.1	-3.1 (1.9)	19.2	20.1	-0.9 (2.1)	23.0	25.0	-1.9 (2.2)
Section 8, Housing Choice Vouchers, or Public Housing Assistance	22.1	21.0	1.0 (2.1)	24.1	23.7	0.4 (2.2)	27.7	27.7	0.1 (2.3)
Medicaid	57.3	58.8	-1.5 (2.3)	72.2	76.2	-4.0* (2.2)	78.8	81.1	-2.3 (2.1)
Supplemental Nutrition Program for Women, Infants, and Children (WIC)	12.8	14.8	-2.1 (1.8)	14.3	13.2	1.1 (1.9)	19.4	19.3	0.1 (2.1)
Sample size	779	744		779	744		779	744	

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 EleVAte 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	EleVAte group	Control group	Difference
Food security ^a (%)			
Living in a household that is food insecure	44.6	48.6	-4.0 (2.8)
Living in a household with very low food security	28.2	26.9	1.3 (2.5)
Health and well-being			
Reported “very good” or “excellent” health status (versus “fair” or “poor”) (%)	30.8	27.7	3.1 (2.5)
Screened positively for depression ^b (%)	23.9	26.7	-2.8 (2.4)
Average self-esteem score (out of 5)	3.8	3.8	0.1 (0.1)
Average self-efficacy score (out of 5)	3.4	3.4	0.0 (<0.1)
Housing status (%)			
Owns or rents a home or an apartment	71.1	71.3	-0.1 (2.5)
Lives with parents, relative, or friend	23.4	21.4	2.0 (2.4)
Shares housing with roommates, friends, or partner	1.6	2.3	-0.7 (0.8)
Group quarters	0.6	1.0	-0.4 (0.5)
Homeless	1.9	2.9	-1.0 (0.8)
Incarcerated	0.0	0.0	0.0 (0.0)
Other, don’t know, or refused	0.1	0.1	0.0 (0.1)
Had housing at the time of the 36-month interview	98.1	97.1	1.0 (0.8)
Sample size	779	744	

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 EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)						
Year 1	69.5	72.6	-3.0* (1.6)	72.1	73.9	-1.8 (2.0)
Year 2	69.4	69.5	-0.2 (1.7)	65.6	69.1	-3.5 (2.2)
Year 3	67.0	68.2	-1.2 (1.9)	62.1	66.3	-4.2* (2.5)
Years 1, 2, or 3	81.9	82.7	-0.9 (1.5)	81.6	80.8	0.9 (2.0)
Years 2 or 3	75.8	76.1	-0.3 (1.7)	71.3	74.2	-2.9 (2.3)
Total earnings (\$)						
Year 1	7,019	7,561	-542* (280)	7,038	7,592	-554 (376)
Year 2	9,910	9,667	243 (397)^	8,120	9,383	-1,263*** (479)
Year 3	10,070	10,239	-169 (468)	8,107	9,107	-1,000* (570)
Years 1, 2, and 3	26,750	27,420	-670 (1,037)	22,823	25,823	-3,001** (1,306)
Years 2 and 3	19,863	19,895	-32 (829)^	15,968	18,347	-2,379** (1,021)
Sample size	1,194	1,202		731	709	

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 EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)									
Year 1	70.7	75.0	-4.3 (7.9)	69.6	71.5	-2.0 (2.9)	69.2	72.8	-3.6* (2.0)
Year 2	67.3	65.4	1.9 (8.6)	69.2	69.6	-0.4 (3.0)	70.0	69.7	0.3 (2.1)
Year 3	61.9	65.9	-4.0 (10.2)	66.3	69.0	-2.7 (3.3)	68.6	67.9	0.8 (2.4)
Years 1, 2, or 3	80.9	80.5	0.4 (8.2)	80.9	82.1	-1.2 (2.7)	82.7	83.2	-0.5 (1.9)
Years 2 or 3	68.5	70.7	-2.3 (9.6)	75.0	77.2	-2.1 (3.0)	77.3	75.9	1.4 (2.2)
Total earnings (\$)									
Year 1	6,069	6,890	-821 (1,091)	7,427	7,717	-290 (497)	6,875	7,527	-652* (357)
Year 2	7,218	9,782	-2,564 (1,727)	10,662	10,012	651 (743)^	9,786	9,482	304 (492)
Year 3	6,846	11,146	-4,300* (2,325)	11,266	10,599	667 (881)^^	9,780	9,990	-210 (576)^
Years 1, 2, and 3	18,422	27,398	-8,976* (5,127)	28,654	28,252	402 (1,923)^	26,384	26,968	-584 (1,280)
Years 2 and 3	13,041	20,540	-7,499* (4,087)	21,501	20,540	960 (1,555)^	19,600	19,502	98 (1,020)^
Sample size	67	53		373	365		754	784	

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 EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)						
Year 1	59.4	64.8	-5.4* (3.1)	57.8	64.2	-6.5 (4.4)
Year 2	74.7	71.1	3.6 (2.8)	70.5	74.1	-3.6 (3.9)
Year 3	74.2	72.3	1.9 (3.0)	67.4	70.9	-3.4 (4.1)
Years 1, 2, or 3	84.5	84.0	0.5 (2.2)	81.4	83.5	-2.0 (3.2)
Years 2 or 3	81.2	78.8	2.4 (2.5)^	76.2	80.9	-4.7 (3.5)
Total earnings (\$)						
Year 1	7,535	8,155	-620 (600)	8,251	7,977	274 (837)
Year 2	13,409	12,053	1,356 (967)	13,689	13,380	309 (2,300)
Year 3	14,712	12,417	2,296** (970)	12,701	12,859	-157 (1,312)
Years 1, 2, and 3	35,657	32,625	3,032 (2,129)	34,641	34,216	426 (3,406)
Years 2 and 3	28,121	24,470	3,652** (1,794)	26,391	26,239	152 (3,186)
Employed at the time of the 36-month survey interview (%)	54.3	50.4	3.8 (3.4)	46.1	51.1	-5.1 (4.8)
Sample size	545	478		234	266	

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 EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)									
Year 1	37.0	63.5	-26.5 (15.9)	56.6	66.0	-9.5* (5.2)	61.6	64.1	-2.5 (3.8)
Year 2	71.0	69.9	1.1 (12.7)	76.7	69.1	7.6 (4.9)	75.7	72.2	3.5 (3.5)
Year 3	55.7	73.3	-17.6 (14.0)	75.6	75.2	0.4 (5.1)	76.4	70.7	5.8 (3.6)
Years 1, 2, or 3	83.1	81.6	1.5 (9.5)	84.6	84.4	0.2 (3.7)	85.6	83.8	1.8 (2.7)
Years 2 or 3	77.2	77.9	-0.8 (11.2)	81.4	79.7	1.7 (4.2)	82.1	78.3	3.8 (3.1)
Total earnings (\$)									
Year 1	6,253	7,169	-915 (2,280)	7,484	9,168	-1,683 (1,097)	7,592	7,662	-69 (719)
Year 2	10,543	8,671	1,872 (2,865)	16,055	13,393	2,662 (2,246)	12,606	11,490	1,116 (972)
Year 3	8,074	9,052	-978 (4,483)	17,022	12,723	4,299** (2,143)	14,560	12,382	2,177** (1,045)
Years 1, 2, and 3	24,870	24,892	-22 (8,197)	40,562	35,284	5,278 (4,702)	34,758	31,534	3,224 (2,287)
Years 2 and 3	18,617	17,723	894 (6,829)	33,077	26,116	6,961* (4,188)	27,165	23,872	3,293* (1,816)
Employed at the time of the 36-month survey (%)	34.0	55.8	-21.8 (16.5)	56.3	49.1	7.3 (5.6)^	55.6	50.7	4.9 (4.2)
Sample size	27	20		176	151		342	307	

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 EleVAte 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		
	EleVate group	Control group	Difference	EleVate group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Year 1	98.1	97.4	0.7 (0.6)	97.3	97.2	0.1 (0.8)
Year 2	75.7	71.8	3.9** (1.7)	73.2	70.1	3.1 (2.3)
Year 3	63.0	62.1	1.0 (1.9)	61.0	64.0	-3.1 (2.4)
Years 1, 2, or 3	98.7	98.0	0.7 (0.5)	98.0	98.0	0.0 (0.7)
Years 2 or 3	79.9	76.7	3.1** (1.6)	77.2	76.2	1.1 (2.1)
Average SNAP benefits received (\$)						
Year 1	3,372	3,172	200*** (59)	2,872	2,755	116 (74)
Year 2	2,450	2,308	143* (75)	2,079	2,067	13 (95)
Year 3	2,227	2,179	48 (88)	1,981	1,975	6 (106)
Years 1, 2, and 3	8,049	7,658	390** (182)	6,932	6,797	135 (230)
Years 2 and 3	4,677	4,486	191 (147)	4,060	4,041	19 (183)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Year 1	68.0	63.1	4.9*** (1.1)^	64.6	63.4	1.2 (1.5)
Year 2	47.0	43.6	3.4** (1.4)	45.1	45.2	-0.1 (1.9)
Year 3	41.5	40.7	0.8 (1.5)	42.4	42.8	-0.4 (2.0)
Years 1, 2, and 3	52.2	49.2	3.0*** (1.1)	50.8	50.6	0.2 (1.5)
Years 2 and 3	44.3	42.2	2.1 (1.3)	43.8	44.1	-0.3 (1.8)
Mean number of months of SNAP participation	23.2	22.2	1.1** (0.4)	22.2	22.3	0.0 (0.6)
Exited SNAP within 36 months of random assignment (%)	71.9	72.2	-0.3 (1.7)	72.3	72.1	0.2 (2.2)
Sample size	1,194	1,202		731	709	

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

^^/^ Significant difference 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Year 1	99.0	100.0	-1.0 (1.6)	98.3	97.3	1.1 (0.9)	98.0	97.3	0.7 (0.8)
Year 2	72.0	73.1	-1.1 (7.8)	74.4	75.9	-1.5 (2.9)	76.5	69.8	6.8*** (2.1) #
Year 3	66.0	61.5	4.5 (8.3)	62.4	66.8	-4.4 (3.3)	63.7	59.8	3.9* (2.4)
Years 1, 2, or 3	98.6	100.0	-1.4 (1.5)	98.9	97.8	1.1 (0.8)	98.6	98.0	0.6 (0.7)
Years 2 or 3	73.9	75.0	-1.1 (7.6)	79.8	81.6	-1.9 (2.6)	80.7	74.5	6.2*** (2.0) ##
Average SNAP benefits received (\$)									
Year 1	3,530	3,672	-142 (270)	3,285	3,119	166 (109)	3,417	3,167	250*** (73)
Year 2	2,269	2,298	-30 (348)	2,371	2,280	92 (130)	2,539	2,322	217** (96)
Year 3	2,477	2,454	22 (418)	2,053	2,071	-17 (155)	2,312	2,210	101 (112)
Years 1, 2, and 3	8,275	8,425	-150 (835)	7,710	7,469	240 (321)	8,268	7,700	568** (232)
Years 2 and 3	4,745	4,753	-7 (646)	4,425	4,351	74 (255)	4,851	4,533	318* (189)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Year 1	67.0	65.5	1.4 (5.4)	66.7	63.8	2.9 (2.0)	68.8	62.7	6.1*** (1.4)
Year 2	43.7	38.0	5.7 (6.4)	46.2	45.6	0.5 (2.5)	47.8	43.1	4.8*** (1.8)
Year 3	42.0	35.7	6.4 (6.8)	39.2	41.2	-2.0 (2.7)	42.9	40.8	2.1 (1.9)
Years 1, 2, and 3	51.1	46.4	4.7 (5.2)	50.8	50.4	0.4 (2.0)	53.2	48.9	4.3*** (1.4)
Years 2 and 3	42.8	36.7	6.1 (5.9)	42.7	43.4	-0.7 (2.4)	45.4	42.0	3.4** (1.7)
Sample size	67	53		373	365		754	784	

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 EleVAte 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 (March 2016 to April 2017)			Later enrollment (May 2017 to December 2017)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%) based on UI data	71.1	73.6	-2.4 (1.8)	79.8	78.7	1.2 (2.2)
Employment rate (%) based on survey data	74.9	77.0	-2.1 (2.8)	86.2	82.6	3.7 (2.9)
Total earnings (\$) based on UI data	17,334	18,525	-1,191 (796)	19,945	20,750	-805 (1,097)
Total earnings (\$) based on survey data	24,341	24,225	116 (1,809)	31,205	26,123	5,082** (2,589)
Average number of hours worked per week	19.7	20.0	-0.3 (1.2)	23.5	19.8	3.7***^^ (1.4)
SNAP participation (%)	79.1	78.0	1.1 (1.7)	78.6	74.8	3.8** (1.9)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a	42.3	42.2	0.1 (1.5)	46.0	43.7	2.4 (1.6)
Average number of months of SNAP participation	12.9	13.1	-0.2 (0.4)	13.3	12.7	0.6 (0.4)
Living in a household that is food insecure ^b	45.3	51.9	-6.6* (3.8)	43.4	44.7	-1.4 (4.1)
Living in a household with very low food security ^b	26.2	30.0	-3.8 (3.3)	30.0	23.3	6.8*^^ (3.6)
Sample size (UI)	1,030	1,026		895	885	
Sample size (survey)	442	403		337	341	
Sample size (SNAP)	1,030	1,026		895	885	

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 EleVAte 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	EleVAte group	Control group	Difference
Employment patterns ^a (%)			
Consistently employed in Quarters 1 through 12	36.1	39.6	-3.5** (1.5)
Sometimes employed in Quarters 1 through 12	35.1	34.1	1.0 (1.6)
Seldom or never employed in Quarters 1 through 12	28.8	26.3	2.5* (1.4)
Number of unemployment spells in Quarters 1 through 12 (%)			
0	18.9	22.8	-3.9*** (1.3)
1	49.9	48.5	1.4 (1.7)
2 or more	31.3	28.7	2.5 (1.6)
Among those employed at random assignment, number of unemployment spells in Quarters 1 through 12 (%)			
0	33.3	40.0	-6.7*** (2.3)
1	40.6	37.1	3.4 (2.5)
2 or more	26.2	22.9	3.3 (2.1)
Among those unemployed at random assignment, number of unemployment spells in Quarters 1 through 12 (%)			
0	6.4	7.5	-1.0 (1.2)
1	57.8	58.6	-0.8 (2.3)
2 or more	35.8	33.9	1.9 (2.3)
Sample size	1,925	1,911	

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 EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Average number of quarters employed									
Year 1	3.7	3.7	0.0 (<0.1)	2.0	2.2	-0.2*** (0.1)	0.3	0.2	0.1**††† (<0.1)
Year 2	3.9	3.9	0.0 (<0.1)	2.2	2.2	0.0 (0.1)	0.1	0.1	0.0 (<0.1)
Year 3	3.8	3.8	-0.1** (<0.1)	2.0	1.9	0.1 (0.1)	0.2	0.2	0.0 (<0.1)
Years 1, 2, and 3	11.3	11.4	-0.1 (<0.1)	6.2	6.3	-0.1*** (0.1)	0.6	0.5	0.1**††† (<0.1)
Years 2 and 3	7.7	7.7	-0.1 (<0.1)	4.2	4.1	0.1*** (0.1)	0.3	0.2	0.0**††† (<0.1)
Number of unemployment spells in Quarters 1 through 12 (%)									
0	52.1	57.5	-5.4** (2.7)	0.0	0.0	0.0 (0.4)	0.2	0.0	0.2† (0.3)
1	38.2	35.9	2.3 (2.7)	38.4	36.8	1.6 (2.9)	78.4	82.6	-4.3 (2.6)
2 or more	9.6	6.5	3.1** (1.5)	61.9	63.2	-1.3 (2.8)	21.5	17.4	4.1 (2.6)
Sample size	585	642		578	554		461	426	

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 EleVAte 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	EleVAte group	Control group	Difference
Employment patterns ^a (%)			
Consistently employed in Quarters 1 through 12	36.1	38.8	-2.7 (2.5)
Sometimes employed in Quarters 1 through 12	39.9	36.9	3.0 (2.7)
Seldom or never employed in Quarters 1 through 12	24.0	24.3	-0.3 (2.2)
Experienced a job loss (%)			
Year 1	29.4	32.0	-2.7 (2.6)
Year 2	35.0	33.5	1.5 (2.7)
Year 3	39.6	40.3	-0.7 (2.7)
Years 1, 2, or 3	67.3	67.7	-0.4 (2.5)
Years 2 or 3	59.0	58.4	0.6 (2.6)
Number of unemployment spells in Quarters 1 through 12 (%)			
0	12.7	14.3	-1.6 (1.8)
1	48.5	45.1	3.4 (2.8)
2 or more	38.8	40.6	-1.8 (2.7)
Among those not employed at the time of the 12-month interview, percentage employed at 36 months	34.1	28.4	5.7 (3.5)
Among those employed at the time of the 12-month interview, percentage employed at 36 months	72.3	73.3	-0.9 (3.6)
Sample size	779	744	

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 EleVAte 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	EleVAte group	Control group	Difference
Average number of jobs held			
Year 1	0.8	0.9	-0.1 (0.1)
Year 2	1.1	1.0	0.0 (<0.1)
Year 3	1.1	1.1	0.0 (0.1)
Years 1, 2, and 3	1.9	1.9	0.0 (0.1)
Years 2 and 3	1.5	1.5	0.0 (0.1)
Number of jobs held at the time of the 12-month interview (%)			
0	51.9	48.4	3.5 (2.6)
1	45.0	47.9	-2.9 (2.7)
2 or more	3.1	3.7	-0.5 (1.0)
Number of jobs held at the time of the 36-month interview (%)			
0	47.4	48.5	-1.2 (2.8)
1	48.1	47.2	0.8 (2.8)
2 or more	4.6	4.2	0.3 (1.0)
Among those not employed at the time of the 12-month interview, percentage employed at 2 or more jobs at 36 months	1.6	2.5	-1.0 (1.1)
Among those employed at 1 job at the time of the 12-month interview, percentage employed at 2 or more jobs at 36 months	5.8	5.1	0.7 (1.6)
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	30.3	14.5	15.8 (13.6)
Sample size	779	744	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Weekly earnings (%)						
\$1 to \$499	53.5	52.2	1.3 (2.6)	65.4	66.6	-1.3 (2.6)
\$500 to \$999	37.7	39.6	-1.9 (2.6)	24.9	23.0	1.9 (2.4)
\$1,000 to \$1,499	8.1	7.5	0.6 (1.5)	9.2	9.4	-0.2 (1.6)
\$1,500 to \$2,000	0.4	0.6	-0.2 (0.4)	0.2	0.9	-0.7** (0.3)
\$2,000 and above	0.3	0.0	0.3* (0.1)	0.2	0.1	0.1 (0.2)
Benefits available at job (%)						
Any benefit	30.6	28.3	2.3 (2.4)	25.6	22.5	3.1 (2.4)
Health insurance or HMO/PPO plan	25.1	22.4	2.7 (2.3)	21.7	18.8	2.9 (2.2)
Dental insurance	21.8	18.7	3.1 (2.2)	18.8	17.3	1.5 (2.1)
Paid vacation	19.1	18.8	0.3 (2.2)	17.3	16.2	1.1 (2.1)
Paid holidays	20.2	18.1	2.1 (2.1)	18.9	15.2	3.7* (2.1)
Paid sick leave	15.3	14.2	1.1 (2.0)	15.8	13.5	2.3 (2.0)
Any paid time off	23.9	22.5	1.4 (2.3)	22.0	19.6	2.4 (2.2)
Pension or retirement benefits	20.5	15.7	4.9** (2.1)	16.7	15.8	0.9 (2.0)
Tuition assistance or reimbursement	8.6	7.3	1.2 (1.6)	9.5	8.5	1.1 (1.6)
Occupation (top 10 at 12 months after random assignment) (%)						
Food preparation and serving	7.3	7.7	-0.4 (1.4)	5.0	6.1	-1.1 (1.2)
Sales	6.3	6.0	0.2 (1.3)	5.2	6.0	-0.8 (1.3)
Office and administrative support	5.9	7.6	-1.7 (1.3)	6.6	9.4	-2.8* (1.5)
Health care support	7.0	4.5	2.5** (1.1)	7.2	6.5	0.7 (1.3)
Personal care and service	5.2	6.1	-0.9 (1.2)	6.7	5.2	1.5 (1.4)
Transportation and material moving	4.8	5.3	-0.5 (1.2)	5.0	5.8	-0.8 (1.2)
Building and grounds cleaning and maintenance	4.9	4.0	0.9 (1.2)	3.8	3.7	0.0 (1.0)
Production	2.3	2.1	0.2 (0.7)	2.1	1.6	0.4 (0.7)
Educational instruction and library	1.3	1.2	0.1 (0.5)	1.0	1.8	-0.8 (0.6)
Protective service	1.1	1.7	-0.6 (0.6)	2.2	1.6	0.6 (0.8)
Occupation (top 10 at 36 months after random assignment) (%)						
Office and administrative support	5.9	7.6	-1.7 (1.3)	6.6	9.4	-2.8* (1.5)
Health care support	7.0	4.5	2.5** (1.1)	7.2	6.5	0.7 (1.3)
Personal care and service	5.2	6.1	-0.9 (1.2)	6.7	5.2	1.5 (1.4)
Sales	6.3	6.0	0.2 (1.3)	5.2	6.0	-0.8 (1.3)
Food preparation and serving	7.3	7.7	-0.4 (1.4)	5.0	6.1	-1.1 (1.2)

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Transportation and material moving	4.8	5.3	-0.5 (1.2)	5.0	5.8	-0.8 (1.2)
Building and grounds cleaning and maintenance	4.9	4.0	0.9 (1.2)	3.8	3.7	0.0 (1.0)
Management	0.4	0.1	0.3 (0.2)	2.5	1.5	1.0 (0.7)
Production	2.3	2.1	0.2 (0.7)	2.1	1.6	0.4 (0.7)
Educational instruction and library	1.3	1.2	0.1 (0.5)	1.0	1.8	-0.8 (0.6)
Sample size	779	744		779	744	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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	EleVAte group	Control group	Difference
Average number of months participating in SNAP			
Year 1	9.8	9.3	0.4*** (0.1)
Year 2	7.1	6.8	0.2 (0.1)
Year 3	6.0	6.1	0.0 (0.2)
Years 1, 2, and 3	22.8	22.2	0.6* (0.3)
Years 2 and 3	13.1	12.9	0.2 (0.3)
Number of SNAP spells in Years 1, 2, and 3 (%)			
1	65.3	63.2	2.1 (1.5)
2	28.9	27.8	1.1 (1.4)
3 or more	5.8	9.0	-3.2*** (0.8)
Exited SNAP in Years 1, 2, or 3 (%)	72.1	72.2	-0.1 (1.3)
Ever re-entered SNAP after exiting in Years 1, 2, or 3 (%)	48.4	51.2	-2.8 (1.9)
Average length of first SNAP spell after re-entry (months)	10.9	10.7	0.3 (0.4)
Ever re-entered SNAP within 4 months of exit (%)	25.1	26.0	-0.9 (1.6)
Sample size	1,925	1,911	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Average number of months participating in SNAP									
Year 1	9.4	9.0	0.5** (0.2)	10.1	9.4	0.7*** (0.2)	10.1	9.9	0.2 (0.2)
Year 2	6.2	5.9	0.3 (0.3)	7.3	7.0	0.3 (0.3)	7.8	8.0	-0.2 (0.3)
Year 3	5.4	5.1	0.3 (0.3)	6.0	6.5	-0.4 (0.3)	6.6	7.1	-0.5 (0.4)
Years 1, 2, and 3	21.0	19.9	1.1* (0.6)	23.4	22.9	0.6 (0.6)	24.4	24.9	-0.5 (0.8)
Years 2 and 3	11.6	11.0	0.6 (0.5)	13.3	13.5	-0.1 (0.5)	14.4	15.0	-0.7 (0.7)
Number of SNAP spells in Years 1, 2, and 3 (%)									
1	60.0	62.0	-2.0 (2.8)	63.6	58.1	5.5* (2.8)	79.1	73.0	6.1***† (2.8)
2	32.2	26.9	5.3** (2.6)	31.0	33.6	-2.6 (2.7)	18.2	21.4	-3.2†† (2.7)
3 or more	7.8	11.1	-3.3** (1.6)	5.4	8.3	-2.9** (1.5)	2.7	5.6	-2.9** (1.4)
Exited SNAP in Years 1, 2, or 3 (%)	79.0	80.5	-1.5 (2.1)	73.3	72.9	0.4 (2.5)	59.8	58.0	1.8 (3.1)
Ever re-entered SNAP after exiting in Years 1, 2, or 3 (%)	50.9	47.4	3.4 (3.1)	49.8	57.7	-8.0** (3.4)	36.7	46.6	-9.9***†† (4.3)
Average length of first SNAP spell after re-entry (months)	10.1	9.1	1.0 (0.6)	10.7	11.4	-0.7 (0.7)	13.0	12.2	0.8 (1.3)
Ever re-entered SNAP within 4 months of exit (%)	28.3	24.1	4.2 (2.8)	22.8	26.9	-4.0 (3.0)	22.8	29.2	-6.3*†† (3.7)
Sample size	585	642		578	554		461	426	

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 EleVAte 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 (%)	EleVAte 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	38.8	31.7	7.0* (3.6)
Living in a household that was food insecure at 12-months and food insecure at 36-months	61.2	68.3	-7.0* (3.6)
Living in a household that was food secure at 12-months and food insecure at 36-months	25.8	26.6	-0.7 (3.6)
Living in a household that was food secure at 12-months and food secure at 36-months	74.2	73.4	0.7 (3.6)
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	44.4	47.5	-3.2 (4.8)
Living in a household that had very low food security at 12-months and had very low food security at 36-months	55.6	52.5	3.2 (4.8)
Living in a household that did not have very low food security at 12-months and had very low food security at 36-months	16.2	15.3	0.9 (2.4)
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	83.8	84.7	-0.9 (2.4)
Sample size	779	744	

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 EleVAte 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 EleVAte 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 EleVAte and control groups in average earnings based on UI data, but a statistically significant increase based on survey data. Based on the UI data only, EleVAte led to an increase in employment in the two-year period (Years 2 and 3) following random assignment. EleVAte led to an increase in SNAP participation.

The analysis of impacts by subgroup showed few statistically significant differences across subgroups:

- Based on UI data, there were no differences in impacts on earnings in the two-year period across all subgroups (Appendix Tables F.28 to F.37). The survey data, in contrast, did show one difference. While EleVAte had impacts on earnings for individuals ages 18 to 24, it had no impact on earnings for older individuals.
- There were no statistically significant differences in effects on SNAP participation across subgroups (Appendix Tables F.38 to F.42).

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)									
Year 1	80.3	85.8	-5.5* (3.1)	74.2	75.1	-1.0 (1.5)	52.4	56.9	-4.5 (3.2)
Year 2	80.4	79.8	0.6 (3.4)	71.3	71.6	-0.3 (1.6)	48.4	54.0	-5.6 (3.4)
Year 3	73.7	77.5	-3.8 (4.0)	69.2	70.8	-1.6 (1.8)	47.3	50.2	-3.0 (3.7)
Years 1, 2, or 3	90.5	93.7	-3.2 (2.5)	85.5	84.8	0.7 (1.4)	65.2	65.6	-0.3 (3.4)
Years 2 or 3	85.6	86.4	-0.7 (3.2)	77.8	78.8	-1.0 (1.7)	56.0	57.1	-1.1 (3.6)
Total earnings (\$)									
Year 1	7,131	7,145	-14 (514)	7,498	8,049	-552* (283)	4,870	6,067	-1,197** (504)
Year 2	9,029	9,552	-523 (795)	9,873	9,996	-123 (377)	6,666	7,941	-1,275* (703)
Year 3	9,331	9,662	-331 (961)	10,037	10,544	-506 (449)	6,660	7,479	-819 (800)
Years 1, 2, and 3	25,427	26,516	-1,089 (2,066)	27,253	28,724	-1,472 (1,010)	17,837	20,544	-2,707 (1,819)
Years 2 and 3	18,320	19,360	-1,040 (1,684)	19,856	20,633	-777 (798)	13,087	14,854	-1,766 (1,449)
Sample size	267	233		1,315	1,325		343	353	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)									
Year 1	82.3	83.2	-0.9 (1.5)	59.6	62.4	-2.8 (2.3)	45.7	53.8	-8.1 (5.3)
Year 2	77.5	76.8	0.7 (1.7)	58.3	62.1	-3.8 (2.4)	50.8	53.2	-2.4 (5.2)
Year 3	72.2	74.5	-2.3 (2.0)	57.4	61.7	-4.3 (2.6)	57.0	50.7	6.3 (5.8)
Years 1, 2, or 3	89.4	89.0	0.4 (1.4)	75.2	75.6	-0.4 (2.3)	66.5	68.3	-1.8 (5.4)
Years 2 or 3	82.2	81.8	0.4 (1.7)	66.0	70.0	-4.0 (2.5)	62.5	61.7	0.8 (5.5)
Total earnings (\$)									
Year 1	9,228	9,650	-423 (341)	4,613	5,359	-746** (317)	2,444	3,765	-1,321** (592)
Year 2	11,711	11,940	-229 (455)	6,394	7,264	-870* (450)	4,050	4,159	-110 (714)
Year 3	11,498	12,611	-1,113** (546)	6,831	7,245	-414 (521)	5,725	4,127	1,598*†† (937)
Years 1, 2, and 3	32,246	34,420	-2,173* (1,224)	17,723	19,495	-1,772 (1,172)	12,264	12,343	-79 (1,997)
Years 2 and 3	23,149	24,725	-1,576 (968)	13,108	14,253	-1,145 (933)	9,842	8,431	1,411 (1,554)
Sample size	1,072	1,049		690	692		144	152	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)						
Year 1	81.8	83.4	-1.6 (1.4)	48.7	51.8	-3.1 (2.6)
Year 2	77.5	77.0	0.5 (1.5)	49.1	53.8	-4.7*† (2.7)
Year 3	72.5	75.6	-3.1* (1.8)	51.4	52.3	-0.9 (2.9)
Years 1, 2, or 3	89.3	89.5	-0.2 (1.3)	67.9	67.9	0.0 (2.6)
Years 2 or 3	82.0	82.4	-0.4 (1.6)	59.7	62.5	-2.9 (2.7)
Total earnings (\$)						
Year 1	8,828	9,302	-475 (297)	3,206	4,030	-824** (330)
Year 2	11,268	11,480	-212 (399)	4,881	5,695	-813* (461)
Year 3	11,075	11,997	-922* (478)	5,794	5,718	75 (533)
Years 1, 2, and 3	30,982	32,837	-1,856* (1,071)	13,939	15,420	-1,482 (1,212)
Years 2 and 3	22,268	23,525	-1,256 (848)	10,655	11,390	-736 (959)
Sample size	1,294	1,285		615	611	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)						
Year 1	75.7	76.8	-1.1 (1.6)	65.0	68.5	-3.5* (2.0)
Year 2	75.4	74.3	1.1 (1.7)	59.3	63.4	-4.1*† (2.1)
Year 3	73.4	72.1	1.4 (2.0)	55.6	62.1	-6.5***††† (2.4)
Years 1, 2, or 3	87.3	85.8	1.5 (1.5)	75.9	77.6	-1.7 (2.0)
Years 2 or 3	81.3	80.5	0.9 (1.8)	66.0	69.5	-3.5 (2.2)
Total earnings (\$)						
Year 1	7,872	8,660	-788** (312)	5,873	6,248	-375 (328)
Year 2	10,482	10,787	-305 (416)	7,556	8,068	-513 (457)
Year 3	10,864	10,880	-16 (503)	7,372	8,596	-1,224***† (523)
Years 1, 2, and 3	28,871	30,154	-1,283 (1,117)	20,723	22,933	-2,210* (1,197)
Years 2 and 3	21,183	21,537	-354 (888)	14,884	16,740	-1,856** (944)
Sample size	1,076	1,050		849	861	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)						
Year 1	69.5	71.2	-1.6 (1.5)	76.0	77.0	-1.0 (2.3)
Year 2	66.3	68.3	-1.9 (1.6)	74.5	72.9	1.6 (2.6)
Year 3	63.7	65.8	-2.2 (1.8)	68.9	73.2	-4.3 (3.1)
Years 1, 2, or 3	81.7	80.1	1.6 (1.4)	83.7	87.2	-3.5† (2.4)
Years 2 or 3	73.2	73.7	-0.4 (1.6)	78.0	81.0	-3.0 (2.8)
Total earnings (\$)						
Year 1	6,281	6,860	-579** (260)	9,166	9,744	-578 (491)
Year 2	8,483	8,953	-470 (359)	11,311	11,434	-123 (654)
Year 3	8,759	9,272	-513 (422)	10,980	11,411	-431 (800)
Years 1, 2, and 3	23,285	24,837	-1,552* (939)	31,508	32,991	-1,483 (1,824)
Years 2 and 3	17,139	18,095	-956 (750)	22,235	23,035	-801 (1,427)
Sample size	1,409	1,380		442	444	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)									
Year 1	65.3	75.3	-10.0 (8.1)	63.1	66.3	-3.2 (3.0)	41.7	52.1	-10.4* (5.5)
Year 2	90.3	73.0	17.3*** (6.5)	76.2	75.1	1.1 (2.7)	58.0	60.5	-2.5†† (5.5)
Year 3	90.6	81.0	9.6 (6.0)	75.6	72.9	2.7 (2.9)	51.2	62.8	-11.6***†† (5.4)
Years 1, 2, or 3	96.4	96.6	-0.2 (3.6)	86.7	85.3	1.4 (2.2)	66.7	71.2	-4.5 (4.9)
Years 2 or 3	94.3	85.9	8.4 (5.2)	83.9	81.9	2.0 (2.4)	60.7	67.2	-6.5 (5.3)
Average earnings during the year (\$)									
Year 1	10,250	8,478	1,771 (1,335)	8,103	8,270	-166 (601)	4,681	7,103	-2,422***†† (955)
Year 2	19,598	9,103	10,495*** (3,295)	13,691	12,893	798 (952)	9,672	12,814	-3,142††† (2,172)
Year 3	19,507	11,478	8,029*** (2,008)	14,439	12,911	1,528 (959)	9,976	11,769	-1,793††† (1,516)
Years 1, 2, and 3	49,355	29,060	20,295*** (5,191)	36,233	34,074	2,159 (2,068)	24,329	31,685	-7,356*††† (3,879)
Years 2 and 3	39,105	20,581	18,524*** (4,661)	28,130	25,805	2,326 (1,761)	19,648	24,582	-4,934††† (3,399)
Sample size	82	55		528	519		169	170	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)									
Year 1	74.1	77.4	-3.3 (3.2)	44.2	52.1	-7.9* (4.3)	21.1	41.2	-20.2** (9.2)
Year 2	83.1	85.3	-2.2 (2.6)	65.4	59.0	6.4 (4.4)	50.2	47.7	2.4 (9.3)
Year 3	81.9	82.4	-0.5 (2.9)	63.1	61.2	1.9 (4.4)	49.4	49.4	0.0 (9.6)
Years 1, 2, or 3	91.3	94.0	-2.7 (1.9)	76.9	73.3	3.6 (3.6)	61.9	63.3	-1.4 (8.2)
Years 2 or 3	88.5	91.5	-3.0 (2.1)	73.3	68.7	4.6 (4.0)	56.7	50.9	5.7 (8.8)
Average earnings during the year (\$)									
Year 1	10,602	10,770	-167 (738)	4,605	5,535	-930 (710)	1,541	2,018	-476 (726)
Year 2	16,875	15,284	1,591 (1,318)	9,898	8,699	1,199 (1,156)	4,661	10,835	-6,174* (3,599)
Year 3	17,255	15,655	1,600 (1,024)	10,181	9,558	623 (1,123)	5,377	5,679	-302 (1,486)
Years 1, 2, and 3	44,732	41,708	3,024 (2,417)	24,684	23,792	891 (2,513)	11,579	18,532	-6,953 (4,810)
Years 2 and 3	34,130	30,939	3,191 (2,079)	20,079	18,257	1,822 (2,110)	10,038	16,514	-6,476 (4,626)
Sample size	438	420		280	260		54	57	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)						
Year 1	72.2	76.7	-4.5 (3.0)	33.0	41.5	-8.5* (4.6)
Year 2	82.3	83.4	-1.0 (2.5)	59.0	51.4	7.6 (4.7)
Year 3	80.6	80.1	0.5 (2.8)	56.3	56.7	-0.4 (4.7)
Years 1, 2, or 3	91.4	92.9	-1.5 (1.8)	69.0	67.0	2.0 (4.1)
Years 2 or 3	88.0	90.3	-2.3 (2.1)	66.3	59.8	6.4† (4.4)
Average earnings during the year (\$)						
Year 1	10,104	10,404	-300 (667)	3,073	3,580	-507 (617)
Year 2	16,449	14,780	1,669 (1,242)	8,234	8,292	-58 (1,428)
Year 3	16,915	14,941	1,974** (1,001)	8,740	8,125	615 (1,110)
Years 1, 2, and 3	43,468	40,125	3,343 (2,330)	20,047	19,997	50 (2,670)
Years 2 and 3	33,364	29,721	3,643* (2,023)	16,974	16,417	557 (2,346)
Sample size	526	488		248	250	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)						
Year 1	65.2	67.2	-2.1 (3.3)	51.4	61.2	-9.8*** (3.8)
Year 2	79.8	77.5	2.3 (2.9)	67.2	65.5	1.8 (3.7)
Year 3	80.4	76.0	4.4 (3.0)	61.7	66.5	-4.7† (3.9)
Years 1, 2, or 3	89.1	87.9	1.2 (2.1)	77.1	78.5	-1.4 (3.1)
Years 2 or 3	86.6	84.6	2.0 (2.3)	72.3	73.1	-0.8 (3.4)
Average earnings during the year (\$)						
Year 1	8,564	8,967	-403 (686)	6,725	6,980	-255 (682)
Year 2	15,225	13,107	2,118 (1,309)	11,772	11,777	-5 (1,337)
Year 3	15,426	13,640	1,786* (959)	12,430	11,216	1,213 (1,242)
Years 1, 2, and 3	39,215	35,715	3,501 (2,340)	30,927	29,974	953 (2,707)
Years 2 and 3	30,651	26,747	3,904* (2,025)	24,202	22,994	1,208 (2,352)
Sample size	427	435		352	309	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)						
Year 1	58.1	63.4	-5.2* (3.0)	65.1	67.7	-2.5 (4.6)
Year 2	72.8	71.5	1.4 (2.8)	78.5	73.2	5.3 (3.9)
Year 3	71.0	71.2	-0.2 (2.9)	76.4	73.4	3.0 (4.3)
Years 1, 2, or 3	83.3	83.0	0.3 (2.2)	85.2	85.8	-0.6 (3.2)
Years 2 or 3	79.5	78.4	1.1 (2.5)	82.8	82.2	0.7 (3.5)
Average earnings during the year (\$)						
Year 1	7,263	7,372	-109 (561)	9,154	10,280	-1,126 (1,055)
Year 2	13,440	12,239	1,201 (1,244)	14,583	13,262	1,321 (1,257)
Year 3	13,938	11,932	2,007** (927)	14,542	14,121	421 (1,326)
Years 1, 2, and 3	34,642	31,542	3,100 (2,153)	38,279	37,662	617 (3,055)
Years 2 and 3	27,379	24,170	3,208* (1,919)	29,125	27,382	1,742 (2,379)
Sample size	558	521		193	195	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Year 1	96.3	96.6	-0.3 (1.5)	98.0	97.4	0.6 (0.6)	98.5	97.5	1.0 (1.0)
Year 2	69.1	66.5	2.5 (3.9)	74.8	71.2	3.7** (1.6)	77.9	74.3	3.7 (3.1)
Year 3	58.1	62.7	-4.6 (4.1)	63.3	62.7	0.6 (1.8)	60.2	63.2	-2.9 (3.6)
Years 1, 2, or 3	97.8	98.7	-0.9 (1.0)	98.6	97.7	0.8 (0.5)	98.7	98.6	0.1 (0.8)
Years 2 or 3	73.2	73.8	-0.6 (3.6)	79.5	76.3	3.2** (1.5)	79.4	79.1	0.4 (3.0)
Average annual SNAP benefits received (\$)									
Year 1	2,789	2,657	132 (140)	3,534	3,379	155*** (58)	2,145	1,899	246*** (75)
Year 2	2,049	2,060	-11 (172)	2,569	2,486	83 (75)	1,469	1,318	150 (92)
Year 3	2,032	2,117	-85 (201)	2,394	2,360	34 (87)	1,163	1,130	32 (99)
Years 1, 2, and 3	6,870	6,834	37 (423)	8,497	8,225	273 (182)	4,776	4,348	428* (225)
Years 2 and 3	4,081	4,177	-96 (331)	4,963	4,846	118 (147)	2,632	2,449	183 (174)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Year 1	59.3	55.7	3.5 (2.7)	66.8	63.8	3.1*** (1.1)	72.0	66.1	5.9*** (2.3)
Year 2	42.0	39.0	3.0 (3.1)	45.9	44.9	1.0 (1.3)	49.8	45.3	4.5 (2.9)
Year 3	39.0	40.4	-1.4 (3.4)	42.5	42.2	0.3 (1.4)	40.4	39.4	1.0 (3.0)
Years 1, 2, and 3	46.8	45.2	1.6 (2.5)	51.8	50.4	1.4 (1.1)	54.1	50.2	3.9* (2.3)
Years 2 and 3	40.5	39.8	0.7 (2.9)	44.2	43.6	0.6 (1.3)	45.2	42.3	2.9 (2.7)
Sample size	267	233		1,315	1,325		343	353	

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 EleVAte 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)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Year 1	97.0	96.2	0.8 (0.8)	99.1	98.7	0.4 (0.6)	99.5	98.7	0.8 (1.1)
Year 2	70.4	67.8	2.6 (1.9)	79.3	73.4	5.9*** (2.2)	87.0	83.5	3.4 (4.1)
Year 3	58.0	58.5	-0.6 (2.0)	66.2	66.3	-0.2 (2.4)	74.0	74.3	-0.3 (5.1)
Years 1, 2, or 3	98.0	97.2	0.7 (0.6)	99.3	98.8	0.4 (0.5)	99.4	99.3	0.0 (0.7)
Years 2 or 3	75.3	73.0	2.2 (1.8)	82.2	78.8	3.5* (2.0)	90.4	89.4	0.9 (3.7)
Average annual SNAP benefits received (\$)									
Year 1	3,140	2,970	169*** (64)	3,248	3,092	156** (75)	3,282	3,035	247* (144)
Year 2	2,153	2,140	13 (81)	2,515	2,298	216** (98)	2,504	2,408	96 (203)
Year 3	1,990	1,930	60 (92)	2,268	2,284	-16 (111)	2,474	2,374	100 (248)
Years 1, 2, and 3	7,283	7,041	242 (194)	8,030	7,674	356 (239)	8,260	7,817	443 (495)
Years 2 and 3	4,143	4,070	72 (156)	4,783	4,583	200 (191)	4,978	4,782	196 (408)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Year 1	62.9	59.8	3.1** (1.2)	71.3	66.7	4.5*** (1.5)	75.4	69.8	5.6* (3.1)
Year 2	41.0	40.3	0.8 (1.5)	52.3	47.8	4.5** (1.9)	57.1	54.5	2.7 (4.2)
Year 3	37.6	36.6	1.0 (1.6)	45.4	46.0	-0.6 (2.1)	54.3	52.1	2.2 (4.7)
Years 1, 2, and 3	47.3	45.7	1.6 (1.2)	56.3	53.6	2.7* (1.6)	62.7	59.1	3.5 (3.3)
Years 2 and 3	39.4	38.5	0.9 (1.4)	48.8	46.9	1.9 (1.8)	55.8	53.4	2.4 (4.0)
Sample size	1,072	1,049		690	692		144	152	

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 EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Year 1	97.2	96.7	0.6 (0.7)	99.4	98.7	0.7 (0.5)
Year 2	72.1	68.9	3.2* (1.7)	81.1	75.8	5.4** (2.2)
Year 3	60.0	60.2	-0.2 (1.8)	66.8	67.6	-0.8 (2.6)
Years 1, 2, or 3	98.1	97.6	0.5 (0.5)	99.4	98.9	0.5 (0.5)
Years 2 or 3	76.9	74.2	2.7* (1.6)	83.5	81.2	2.3 (2.1)
Average annual SNAP benefits received (\$)						
Year 1	3,203	3,019	184*** (58)	3,156	3,021	135* (78)
Year 2	2,243	2,200	43 (72)	2,449	2,255	194* (103)
Year 3	2,096	2,060	37 (83)	2,185	2,160	25 (117)
Years 1, 2, and 3	7,542	7,279	263 (175)	7,790	7,435	355 (252)
Years 2 and 3	4,339	4,260	80 (140)	4,634	4,415	220 (202)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Year 1	64.3	60.5	3.8*** (1.1)	72.6	68.7	3.8** (1.6)
Year 2	42.9	41.4	1.5 (1.4)	53.7	49.8	3.9* (2.1)
Year 3	39.3	38.7	0.6 (1.4)	46.9	46.5	0.3 (2.3)
Years 1, 2, and 3	48.9	47.0	1.9* (1.1)	57.8	55.2	2.6 (1.7)
Years 2 and 3	41.2	40.1	1.0 (1.3)	50.2	48.2	2.1 (2.0)
Sample size	1,294	1,285		615	611	

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 EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Year 1	98.4	98.1	0.3 (0.5)	97.2	96.4	0.8 (0.8)
Year 2	80.6	77.5	3.1* (1.7)	67.9	63.4	4.5** (2.2)
Year 3	68.9	68.7	0.2 (1.9)	54.1	55.5	-1.4 (2.3)
Years 1, 2, or 3	99.0	98.4	0.6 (0.5)	97.8	97.6	0.3 (0.7)
Years 2 or 3	84.0	81.6	2.3 (1.6)	72.8	70.3	2.5 (2.1)
Average annual SNAP benefits received (\$)						
Year 1	4,385	4,158	228*** (75)	1,720	1,628	93** (45)
Year 2	3,269	3,158	111 (96)	1,134	1,073	61 (57)
Year 3	3,050	2,993	57 (112)	1,010	1,018	-8 (61)
Years 1, 2, and 3	10,705	10,309	396* (234)	3,864	3,718	146 (137)
Years 2 and 3	6,319	6,151	168 (188)	2,144	2,091	53 (108)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Year 1	68.5	65.1	3.5*** (1.1)	64.8	60.9	3.9*** (1.5)
Year 2	50.6	49.0	1.6 (1.5)	41.0	38.4	2.5 (1.8)
Year 3	46.4	46.3	0.0 (1.6)	36.2	35.6	0.7 (1.9)
Years 1, 2, and 3	55.3	53.6	1.6 (1.1)	47.4	45.0	2.4* (1.4)
Years 2 and 3	48.5	47.7	0.9 (1.4)	38.6	37.1	1.6 (1.7)
Sample size	1,076	1,050		849	861	

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 EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Year 1	98.7	98.2	0.5 (0.5)	98.8	99.3	-0.5 (0.6)
Year 2	75.6	72.8	2.7* (1.5)	75.0	68.5	6.5** (2.9)
Year 3	63.5	64.6	-1.0 (1.7)	59.8	60.6	-0.8 (3.2)
Years 1, 2, or 3	99.1	98.7	0.4 (0.4)	99.5	99.6	-0.1 (0.5)
Years 2 or 3	79.6	78.1	1.5 (1.4)	78.4	73.9	4.5 (2.8)
Average annual SNAP benefits received (\$)						
Year 1	3,328	3,170	159*** (52)	2,972	2,790	182* (104)
Year 2	2,381	2,295	87 (68)	2,198	2,137	61 (131)
Year 3	2,136	2,151	-15 (77)	2,197	2,102	95 (154)
Years 1, 2, and 3	7,845	7,615	230 (162)	7,367	7,029	338 (322)
Years 2 and 3	4,517	4,446	71 (131)	4,395	4,240	156 (262)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Year 1	72.5	68.5	4.0*** (1.0)	53.5	51.8	1.6 (1.9)
Year 2	49.1	46.9	2.2 (1.3)	39.7	38.5	1.1 (2.3)
Year 3	43.5	43.6	-0.1 (1.4)	38.0	37.6	0.4 (2.5)
Years 1, 2, and 3	55.1	53.1	2.0* (1.1)	43.8	42.8	1.0 (1.8)
Years 2 and 3	46.3	45.3	1.0 (1.3)	38.9	38.1	0.8 (2.2)
Sample size	1,409	1,380		442	444	

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 EleVAte 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 EleVAte 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, EleVAte had no impact on the likelihood of food insecurity and very low food security for EleVAte 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 by age. EleVAte led to large reduction in food insecurity for the youngest age group, compared with no statistically significant effects for the older 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Living in a household that is food insecure	37.9	58.6	-20.8** (8.8)	43.8	47.9	-4.1 (3.4)	50.3	46.5	3.8† (5.9)
Living in a household with very low food security	23.6	29.1	-5.5 (7.8)	26.9	26.6	0.3 (3.0)	34.6	26.9	7.7 (5.4)
Sample size	82	55		528	519		169	170	

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 EleVAte 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)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Living in a household that is food insecure	42.8	46.5	-3.7 (3.8)	45.4	48.8	-3.4 (4.8)	58.8	63.2	-4.4 (9.3)
Living in a household with very low food security	28.8	24.2	4.5 (3.2)	25.4	29.0	-3.6 (4.1)	43.7	36.4	7.2 (9.5)
Sample size	438	420		280	260		54	57	

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 EleVAte 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

Food security ^a (%)	Employed in the 12 months before random assignment			Not employed in the 12 months before random assignment		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Living in a household that is food insecure	42.9	46.9	-4.0 (3.5)	49.0	52.5	-3.4 (4.8)
Living in a household with very low food security	28.6	25.3	3.3 (3.0)	28.1	30.2	-2.1 (4.3)
Sample size	526	488		248	250	

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 EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Food security^a (%)						
Living in a household that is food insecure	41.6	44.0	-2.4 (3.7)	48.7	54.5	-5.8 (4.2)
Living in a household with very low food security	23.9	23.9	0.0 (3.1)	33.5	30.7	2.8 (4.0)
Sample size	427	435		352	309	

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

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

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

Food security^a (%)	Lives in household with income below 50 percent of the federal poverty level			Lives in household with income equal to or above 50 percent of the federal poverty level		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Living in a household that is food insecure	46.4	50.0	-3.6 (3.3)	39.8	44.9	-5.1 (5.4)
Living in a household with very low food security	28.7	29.6	-0.9 (3.0)	25.8	21.2	4.5 (4.3)
Sample size	558	521		193	195	

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 EleVAte 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) EleVAte, (2) all services EleVAte group members received through EleVAte, 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 EleVAte:** Estimated using SNAP employment and training evaluation actual reported costs by EleVAte grantee, partners, and providers from 2015 to 2019 (Tables G.1. – G.4.). These costs include time for planning, recruiting, and providing services under EleVAte to the EleVAte group.
- **Costs of all services EleVAte group members received:** Estimated using the unit costs of specific EleVAte 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 EleVAte group members received through EleVAte, existing SNAP E&T, or the community. The difference between the total cost of EleVAte and the cost of all EleVAte group services likely represents services that EleVAte group members received outside of EleVAte. 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 EleVAte 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 EleVAte unit costs reflect the average number of assessments EleVAte 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 EleVAte 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 EleVAte group. For example, a higher cost in Table G.6b than in Table G.6a. could suggest that EleVAte 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 ELEVAte, which covered EleVAte and control group members, (2) EleVAte services, (3) all services EleVAte 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. EleVAte 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	\$14,800,044	100.0	\$14,534,453	98.2	\$265,591
Planning period cost	\$281,527	1.9	\$238,256	1.6	\$43,271
Service period cost	\$14,518,517	98.1	\$14,296,197	96.6	\$222,320
Quarter 1	\$849,981	--	\$843,305	--	\$6,676
Quarter 2	\$1,007,776	--	\$873,170	--	\$134,606
Quarter 3	\$971,098	--	\$959,485	--	\$11,613
Quarter 4	\$1,119,381	--	\$1,110,224	--	\$9,157
Quarter 5	\$1,177,844	--	\$1,168,636	--	\$9,208
Quarter 6	\$1,066,821	--	\$1,057,659	--	\$9,163
Quarter 7	\$1,590,501	--	\$1,580,756	--	\$9,745
Quarter 8	\$1,270,813	--	\$1,261,985	--	\$8,828
Quarter 9	\$1,306,092	--	\$1,296,118	--	\$9,975
Quarter 10	\$1,870,699	--	\$1,861,906	--	\$8,793
Quarter 11	\$1,880,617	--	\$1,877,219	--	\$3,398
Quarter 12	\$406,895	--	\$405,737	--	\$1,158

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

Note: This table presents pilot costs, which were primarily for the EleVAte 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 EleVAte launch (April 2015 to March 2016). Service delivery costs represent the total reported in quarterly workbooks following the launch of EleVAte. 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 EleVAte 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. EleVAte 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	\$14,800,044	\$14,534,453	98.2	\$265,591	1.8
Staff and volunteer costs	\$923,117	\$789,278	85.5	\$133,839	14.5
Staff	\$859,758	\$789,278	91.8	\$70,481	8.2
Administrative staff ^a	\$835,900	\$765,420	89.0	\$70,481	8.2
Direct service staff	\$23,858	\$23,858	2.8	\$0	0.0
Volunteer	\$63,359	\$0	0.0	\$63,359	100.0
Direct service costs	\$13,592,641	\$13,463,119	99.1	\$129,523	1.0
Direct E&T services	\$1,662,517	\$1,532,995	92.2	\$129,523	7.8
Support services	\$572,780	\$572,780	100.0	\$0	0.0
Other service contracts ^b	\$11,357,344	\$11,357,344	100.0	\$0	0.0
New pilot supplies and equipment costs	\$6,562	\$6,427	100.0	\$135	0.0
Supplies	\$6,427	\$6,427	100.0	\$0	0.0
Equipment	\$135	\$0	0.0	\$135	100.0
Other overhead operating costs ^c	\$277,724	\$275,630	99.3	\$2,094	0.8
Overhead	\$136,932	\$134,838	98.5	\$2,094	1.5
Facilities and utilities	\$0	\$0	0.0	\$0	0.0
Indirect costs	\$140,792	\$140,792	100.0	\$0	0.0

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

Note: This table presents pilot costs, which were primarily for the EleVAte 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 EleVAte 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 of the EleVAte costs Community College services are bundled together in the reported costs of service contracts to VCCS. It is possible that some funding leveraged from other sources by the Community Colleges is not reported because we only collected the cost of their service contracts to VCCS. 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, all EleVAte Community College services are reported as direct service contracts.

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

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

Costs	Total costs	Percentage of total
Total costs ^a	\$14,800,044	100.0
Direct services estimates	\$13,538,202	91.5
Assessments	\$107,081	0.7
Case management	\$1,478,383	10.0
Job readiness or life skills workshop	\$9,314,289	62.9
Education	\$597,323	4.0
Occupational skills training	\$1,371,626	9.3
Support services	\$572,780	3.9
Work-based learning	\$0	0.0
Other direct service contracts	\$96,720	0.7
Administration estimates	\$1,261,842	8.5
Ongoing administration costs ^b	\$876,627	5.9
Recruitment costs ^c	\$103,687	0.7
Planning period costs ^a	\$281,527	1.9

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

Note: This table presents pilot costs, which were primarily for the EleVAte 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 a contract for moral reconnection therapy. We assumed these costs were either built into those payments or the associated staff time and costs were represented as case management. All of the EleVAte costs Community College services are bundled together as service contracts to VCCS, and we attributed a percentage of overall costs from these contracts to ongoing administration and recruitment costs based on time-use survey data. 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 EleVAte-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 EleVAte and control group members into the pilot. Half of the individuals recruited were randomly assigned to the EleVAte group and half were assigned to the control group.

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

Costs	Total costs	Percentage of total
Total costs ^a	\$14,800,044	100.0
Operating costs by service type ^b	\$14,414,829	97.4
Assessments	\$114,064	0.8
Case management	\$1,574,801	10.6
Job readiness or life skills workshop	\$9,921,749	67.0
Education	\$636,279	4.3
Occupational skills training	\$1,461,081	9.9
Support services	\$610,136	4.1
Work-based learning	\$0	0.0
Other direct service contracts	\$96,720	0.7
Other administration estimates	\$385,214	2.6
Recruitment costs	\$103,687	0.7
Planning period costs	\$281,527	1.9

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

Note: This table presents pilot costs, which were primarily for the EleVAte 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 a contract for moral reconnection therapy. We assumed these costs were either built into those payments or the associated staff time and costs were represented as case management. All of the EleVAte costs Community College services are bundled together as service contracts to VCCS, and we attributed a percentage of overall costs from these contracts to ongoing administration and recruitment costs based on time-use survey data. 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 EleVAte-related activities that are not direct services, including staff meetings and supervision and other activities. The ongoing administration costs presented in Table G.3a have been allocated proportionally across direct service types in this table.

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

Key activities	Percentage of total time
Direct service activities	
Assessments	10.0
Case management	26.4
Job readiness or life skills workshop	13.2
Administration activities	
Staff meetings and supervision	20.5
Recruitment and enrollment	18.9
Other pilot activities	7.4
Evaluation activities	3.6
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 EleVAte group for EleVAte 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 cost estimate ^a	\$13,766,053	100.0
Operating costs by service type ^b		
Assessments	\$71,646	0.5
Case management	\$1,579,691	11.5
Job readiness or life skills workshop	\$9,818,630	71.3
Education	\$697,268	5.1
Occupational skills training	\$643,161	4.7
Support services	\$858,937	6.2
Work-based learning	--	--
Other direct service contracts ^c	\$96,720	0.7

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

Note: This table estimates the cost of all services EleVAte group members might have received from the pilot EleVAte 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. EleVAte 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 EleVAte cost data. The estimates in this table test the sensitivity of the EleVAte 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 EleVAte group member for each type of direct service and the number of EleVAte group members who received each type of direct service. Costs of each service type per EleVAte 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 EleVAte group members who received a given direct service, we applied the survey-based percentage of EleVAte group members who received the direct service in the surveys to the total number of EleVAte group members enrolled in the pilot. The EleVAte 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. Hyphens indicate that the activity was not offered.

^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 EleVAte 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 EleVAte group services only).

Table G.5b. Estimated costs, overall and by service type for the EleVAte group for EleVAte 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	\$6,860,376	100.0
Operating costs by service type ^b		
Assessments	\$19,177	0.3
Case management	\$2,311,500	33.7
Job readiness or life skills workshop ^c	\$85,082	1.2
Education	\$1,665,533	24.3
Occupational skills training	\$697,205	10.2
Support services ^d	\$290,241	4.2
Work-based learning ^e	\$1,791,637	26.1
Other direct service contracts ^f	\$96,720	0.7

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 EleVAte 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 EleVAte 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 EleVAte 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 EleVAte group members who received a given direct service, we applied the survey-based percentage of EleVAte group members who received the direct service in the surveys to the total number of EleVAte 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 EleVAte and control group members) or other direct service contract costs (which covered EleVAte 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 Virginia 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 workshop.

^d The cost of support services was estimated using FNS-583 data on existing SNAP E&T support service expenditures (also called participant reimbursements) and participation numbers from fiscal year 2018 for Virginia. 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 EleVAte 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 services costs estimate	\$4,794,514	100.0
Operating costs by service type ^a		
Assessments	\$11,632	0.2
Case management	\$1,376,291	28.7
Job readiness or life skills workshop ^b	\$56,471	1.2
Education	\$1,768,908	36.9
Occupational skills training	\$253,491	5.3
Support services ^c	\$245,007	5.1
Work-based learning ^d	\$1,082,713	22.6

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

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

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

^b Job readiness or life skills workshop costs are equated with the costs of similar services from the WIA Gold Standard Evaluation. The most similar WIA Gold Standard evaluation services were job club (an open group meeting to discuss job search strategies), resource room visits (an open room with computers and job search resources), and workshop (a structured class on a job search topic, such as resume writing). Based on the existing SNAP E&T services available in Virginia 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 workshop.

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

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

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

Costs	Total costs	Percentage of total
Total service costs estimate	\$10,004,540	100.0
Operating costs by service type ^a		
Assessments	\$44,619	0.4
Case management	\$1,619,948	16.2
Job readiness or life skills workshop	\$6,690,940	66.9
Education	\$567,787	5.7
Occupational skills training	\$240,088	2.4
Support services	\$744,438	7.4
Work-based learning	--	--

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

Note: This sensitivity analysis provides context for how control group costs compare to EleVAte group costs. The estimates in this table test the sensitivity of the control group cost estimates to using EleVAte group costs per individual by service type to calculate an alternative estimate. The estimates were calculated as the product of the EleVAte 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 EleVAte 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. Hyphens indicate that the activity was not offered.

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

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

	Mean
Cost of pilot recruitment per individual (EleVAte and control group members)	\$21
Cost of services per EleVAte group member	
EleVAte services only	\$5,741
Operating costs ^a	\$5,513
Subsidized earnings while in program	\$0
Support services while in program	\$228
EleVAte services, existing SNAP E&T services, or community-offered services	\$5,046
Operating costs ^a	\$4,726
Subsidized earnings while in program	\$0
Support services while in program	\$320
Cost of services per control group member	\$1,822
Operating costs	\$1,293
Subsidized earnings while in program	\$432
Support services while in program	\$98

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

Note: The estimates in this table describe the cost per individual of pilot recruitment and ongoing services and administration for EleVAte 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 EleVAte and control groups. The cost of services per EleVAte and control group member are the means of the individual-level estimates of the costs of services for each EleVAte and control group member based on the services they received and the per individual costs by service type. We use the difference of the EleVAte and control group costs estimated using the 12- and 36- 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 (\$5,580) 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 EleVAte group member, (EleVAte services only): standard error \$88; range \$634–\$13,209; confidence interval \$5,341–\$5,685.

Cost per EleVAte group member (EleVAte services, existing SNAP E&T services, or community-offered services): standard error \$158; range \$634–\$13,209; confidence interval \$4,416–\$5,037.

Cost per control group member: standard error \$133; range \$0–\$29,478; confidence interval \$1,032–\$1,554.

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

	Perspective		
	EleVAte group	Government and taxpayers	Society
Benefits (\$)			
Employment and earnings			
Earnings (UI wage records)	-1,542**	0	-1,542
Fringe benefits	-322	0	-322
Tax payments	631	-631	0
Use of public benefits			
SNAP benefits	252**	-252	0
TANF benefits	-26	26	0
Reduced administration costs	0	-28	-28
Total benefits	-1,008	-885	-1,892
Costs (\$)			
Net operating costs	0	-3,433	-3,433
Net subsidized earnings while in services	0	432	432
Net support services while in services	222	-222	0
Total costs	222	-3,224	-3,002
Net benefit (\$)	-785	-4,109	-4,894
Benefit-cost ratio			-0.63

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

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

***/**/* Difference in earnings between the EleVAte 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 EleVAte group member is \$88 and of the cost per control group member is \$133.

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

	Perspective		
	EleVAte group	Government and taxpayers	Society
Benefits (\$)			
Employment and earnings			
Earnings (survey data)	1,996	0	1,996
Fringe benefits	417	0	417
Tax payments	-1,472	1,472	0
Use of public benefits			
SNAP benefits	252**	-252	0
TANF benefits	-26	26	0
Reduced administration costs	0	-28	-28
Total benefits	1,166	1,218	2,385
Costs (\$)			
Net operating costs	0	-3,433	-3,433
Net subsidized earnings while in services	0	432	432
Net support services while in services	222	-222	0
Total costs	222	-3,224	-3,002
Net benefit (\$)	1,389	-2,006	-617
Benefit-cost ratio			0.79

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 EleVAte grantee, partners, and providers, 2015-2018; SNAP employment and training evaluation administrative service use data; and WIA Gold Standard Evaluation cost estimates, 2012.

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.***/**/* Difference between EleVAte 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 EleVAte group member is \$88 and of the cost per control group member is \$133.

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 EleVAte.** The main analysis assumes that EleVAte group members received additional services outside of P2P 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 EleVAte group members, and assume any difference in estimate costs of EleVAte and all services EleVAte group members received based on the survey is attributed to services received outside of EleVAte. Survey data are self-reported and could over or underestimate the services that EleVAte group members received. This sensitivity analysis uses the alternative assumption that EleVAte group members only received services through EleVAte and estimates the net benefits using these alternate estimates of costs.

Table G.10. Benefits and costs associated with EleVAte services, existing SNAP E&T services, or community-offered services, for the EleVAte 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
	EleVAte group	Government and taxpayers	Society	
UI wage records (\$)				
Main specification	-785	-4,109	-4,894	-0.63
5% lower fringe rate	-708	-4,109	-4,817	-0.60
5% higher fringe rate	-863	-4,109	-4,971	-0.66
5% lower tax rate	-863	-4,031	-4,894	-0.63
5% higher tax rate	-708	-4,186	-4,894	-0.63
2% discount rate	-314	-4,735	-5,049	-0.62
4% discount rate	-387	-4,346	-4,733	-0.65
Subsidized earnings not included in UI wage records	-1,217	-4,109	-5,326	-0.55
Using costs of EleVAte services only	-877	-4,803	-5,680	-0.50
36-month survey data (\$)				
Main specification	1,389	-2,006	-617	0.79
5% lower fringe rate	1,289	-2,006	-717	0.76
5% higher fringe rate	1,488	-2,006	-517	0.83
5% lower tax rate	1,488	-2,105	-617	0.79
5% higher tax rate	1,289	-1,906	-617	0.79
2% discount rate	1,308	-1,962	-655	0.79
4% discount rate	1,949	-2,523	-574	0.8
Using costs of EleVAte services only	1,297	-2,700	-1,403	0.63

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

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

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

		Sensitivity analyses from the perspective of individuals							
		Fringe rates		Tax rates		Discount rates		Subsidized earnings	Cost estimates
								Not included in UI wage records	Using costs of EleVate 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 (UI wage records)	-1,542	-1,542	-1,542	-1,542	-1,542	-1,569	-1,515	-1,542	-1,542
Fringe benefits	-322	-245	-399	-322	-322	-328	-317	-322	-322
Tax payments	631	631	631	554	708	1,128	1,004	631	631
Use of public benefits									
SNAP benefits	252	252	252	252	252	257	247	252	252
TANF benefits	-26	-26	-26	-26	-26	-27	-26	-26	-26
Reduced administration costs	0	0	0	0	0	0	0	0	0
Total benefits	-1,008	-931	-1,085	-1,085	-931	-538	-607	-1,008	-1,008
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	-432	0

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

		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
Net support services while in services	222	222	222	222	222	225	220	222	130
Total costs	222	222	222	222	222	225	220	-209	130
Net benefit (\$)	-785	-708	-863	-863	-708	-314	-387	-1,217	-877

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

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

***/**/* Difference between EleVAte 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 EleVAte group member is \$88 and of the cost per control group member is \$133.

Table G.11b. Benefits and costs associated with EleVAte services, existing SNAP E&T services, or community-offered services, for the EleVAte 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
		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 EleVate services only
Main specification									
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	-631	-631	-631	-554	-708	-1,128	-1,004	-631	-631
Use of public benefits									
SNAP benefits	-252	-252	-252	-252	-252	-257	-247	-252	-252
TANF benefits	26	26	26	26	26	27	26	26	26
Reduced administration costs	-28	-28	-28	-28	-28	-29	-28	-28	-28
Total benefits	-885	-885	-885	-807	-962	-1,387	-1,252	-885	-885
Costs (\$)									
Net operating costs	-3,433	-3,433	-3,433	-3,433	-3,433	-3,539	-3,323	-3,433	-4,220
Net subsidized earnings while in services	432	432	432	432	432	415	449	432	432

Table G.11b. Benefits and costs associated with EleVAte services, existing E&T services, or community-offered services, for the EleVAte 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								
	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 EleVAte services only
Net support services while in services	-222	-222	-222	-222	-222	-225	-220	-222	-130
Total costs	-3,224	-3,224	-3,224	-3,224	-3,224	-3,348	-3,094	-3,224	-3,919
Net benefit (\$)	-4,109	-4,109	-4,109	-4,031	-4,186	-4,735	-4,346	-4,109	-4,803

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

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

***/**/* Difference between EleVAte 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 EleVAte group member is \$88 and of the cost per control group member is \$133.

Table G.11c. Benefits and costs associated with EleVAte services, existing SNAP E&T services, or community-offered services, for the EleVAte 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
		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 EleVAte services only
Benefits (\$)										
Employment and earnings										
Earnings (UI wage records)	-1,542	-1,542	-1,542	-1,542	-1,542	-1,569	-1,515	-1,542	-1,542	
Fringe benefits	-322	-245	-399	-322	-322	-328	-317	-322	-322	
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	-28	-28	-28	-28	-28	-29	-28	-28	-28	
Total benefits	-1,892	-1,815	-1,969	-1,892	-1,892	-1,925	-1,859	-1,892	-1,892	
Costs (\$)										
Net operating costs	-3,433	-3,433	-3,433	-3,433	-3,433	-3,539	-3,323	-3,433	-4,220	
Net subsidized earnings while in services	432	432	432	432	432	415	449	0	432	
Net support services while in services	0	0	0	0	0	0	0	0	0	
Total costs	-3,002	-3,002	-3,002	-3,002	-3,002	-3,124	-2,874	-3,433	-3,788	

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

	Sensitivity analyses from the perspective of society								
	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 EleVate services only
Net benefit (\$)	-4,894	-4,817	-4,971	-4,894	-4,894	-5,049	-4,733	-5,326	-5,680
Benefit-cost ratio	-0.63	-0.60	-0.66	-0.63	-0.63	-0.62	-0.65	-0.55	-0.50

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

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.***/**/* Difference between EleVAte 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 EleVAte group member is \$88 and of the cost per control group member is \$133.

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

	Sensitivity analyses from the perspective of individuals							
	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 EleVAte services only
Benefits (\$)								
Employment and earnings								
Earnings (36-month survey data)	1,996	1,996	1,996	1,996	1,996	2,066	1,926	1,996
Fringe benefits	417	317	517	417	417	432	402	417
Tax payments	-1,472	-1,472	-1,472	-1,372	-1,572	-1,645	-820	-1,472
Use of public benefits								
SNAP benefits	252	252	252	252	252	257	247	252
TANF benefits	-26	-26	-26	-26	-26	-27	-26	-26
Reduced administration costs	0	0	0	0	0	0	0	0
Total benefits	1,166	1,066	1,266	1,266	1,066	1,083	1,729	1,166
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	222	222	222	222	222	225	220	130
Total costs	222	222	222	222	222	225	220	130
Net benefit (\$)	1,389	1,289	1,488	1,488	1,289	1,308	1,949	1,297

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

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

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

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

***/**/* Difference between EleVAte 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 EleVAte group member is \$88 and of the cost per control group member is \$133.

Table G.12b. Benefits and costs associated with EleVAte services, existing SNAP E&T services, or community-offered services, for the EleVAte 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 EleVAte 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	1,472	1,472	1,472	1,372	1,572	1,645	820	1,472
Use of public benefits								
SNAP benefits	-252	-252	-252	-252	-252	-257	-247	-252
TANF benefits	26	26	26	26	26	27	26	26
Reduced administration costs	-28	-28	-28	-28	-28	-29	-28	-28
Total benefits	1,218	1,218	1,218	1,119	1,318	1,386	571	1,218
Costs (\$)								
Net operating costs	-3,433	-3,433	-3,433	-3,433	-3,433	-3,539	-3,323	-4,220
Net subsidized earnings while in services	432	432	432	432	432	415	449	432
Net support services while in services	-222	-222	-222	-222	-222	-225	-220	-130
Total costs	-3,224	-3,224	-3,224	-3,224	-3,224	-3,348	-3,094	-3,919
Net benefit (\$)	-2,006	-2,006	-2,006	-2,105	-1,906	-1,962	-2,523	-2,700

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

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

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

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

***/**/* Difference between EleVAte 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 EleVAte group member is \$88 and of the cost per control group member is \$133.

Table G.12c. Benefits and costs associated with EleVAte services, existing SNAP E&T services, or community-offered services, for the EleVAte 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 EleVAte services only
Benefits (\$)									
Employment and earnings									
Earnings (36-month survey data)	1,996	1,996	1,996	1,996	1,996	2,066	1,926	1,996	
Fringe benefits	417	317	517	417	417	432	402	417	
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	-28	-28	-28	-28	-28	-29	-28	-28	
Total benefits	2,385	2,285	2,484	2,385	2,385	2,469	2,301	2,385	
Costs (\$)									
Net operating costs	-3,433	-3,433	-3,433	-3,433	-3,433	-3,539	-3,323	-4,220	
Net subsidized earnings while in services	432	432	432	432	432	415	449	432	
Net support services while in services	0	0	0	0	0	0	0	0	
Total costs	-3,002	-3,002	-3,002	-3,002	-3,002	-3,124	-2,874	-3,788	
Net benefit (\$)	-617	-717	-517	-617	-617	-655	-574	-1,403	
Benefit-cost ratio	0.79	0.76	0.83	0.79	0.79	0.79	0.8	0.63	

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

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

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

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

The standard error of the cost per EleVAte group member is \$88 and of the cost per control group member is \$132.8.

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 EleVAte group members, the differences in service receipt between EleVAte and control group members, and the impacts of EleVAte 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. About 58 percent of individuals who were randomly assigned through December 2017 had at least 25 percent of their Year 3 observation period occur after COVID began. 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 some differences in the characteristics of EleVAte 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 younger than those interviewed earlier, a larger percentage were female, and they were more educated (more likely to have a high school diploma or equivalent). They were also more likely to live in a household with children and more likely to live in a metropolitan area. They had also participated in SNAP for fewer months in the year prior to random assignment. This suggests that differences observed in Year 3 outcomes before and after the COVID-19 pandemic began may in part reflect differences in individual characteristics measured in the baseline registration form.
- There is no evidence that trends in monthly rates of participation in education or training activities changed after the COVID-19 pandemic began (Appendix Table H.2). Beginning in October 2018, EleVAte group members had similar rates of participation in education and training activities, compared to control group members, and these differences generally did not change after that point. (Because these are participation rates defined in calendar months and not time relative to random assignment, these monthly trends do not measure effects of EleVAte on activity participation.)
- Among individuals whose 36-month survey interview took place before the COVID-19 pandemic began, EleVAte group members were less likely than control group members to work between 1 and 20 hours per week and more likely to receive the employer-provided benefits of pension or retirement benefits and tuition assistance or reimbursement. The opposite was true for individuals interviewed after the COVID-19 pandemic began (Appendix Table H.3). Other impacts on job characteristics were generally similar for individuals interviewed before and after the COVID-19 pandemic began.
- Impacts of EleVAte on earnings and employment were generally negative for the first two years after random assignment for individuals in the before COVID group. In contrast, effects were generally small and statistically insignificant for the after COVID group, with the exception of positive effects on employment in the Year 3 (Appendix Table H.4).
- EleVAte 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 earlier (Appendix Table H.5). Although EleVAte reduced food insecurity for those interviewed before COVID, the differences in impacts between the two groups was not

- statistically significant. However, EleVATe led to an increase in self-rated health status for the before COVID group but had no impact for the after COVID group.
- Trends based on survey data may suggest that the difference between EleVATe and control groups in monthly employment and earnings changed around the time of the COVID-19 pandemic (Appendix Table H.6). Differences in earnings and employment between the EleVATe and control groups were generally positive through early 2020, with differences in earnings ranging from \$110 to \$230. Beginning in April 2020, however, differences fell in size. (Because these estimates are defined in calendar months and not time relative to random assignment, these are monthly trends and do not measure pilot effects.) These patterns were not observed in the UI data (Appendix Table H.7).
 - Trends in monthly SNAP participation did not change around the time the COVID-19 pandemic began (Appendix Table H.8).

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

	Before COVID-19 began	After COVID- 19 began	Difference
Average age (years)	39.5	36.0	-3.5 ^{^^} (0.9)
Age (%)			†††
18 to 49	75.3	84.9	9.6 ^{^^} (3.1)
18 to 24	8.5	16.2	7.7 ^{^^} (2.8)
25 to 49	66.8	68.7	1.9 (3.7)
50 to 59	23.8	14.1	-9.7 ^{^^} (3.0)
60 and older	1.0	1.1	0.1 (0.8)
Gender (%)			†††
Male	23.9	16.9	-7.0 ^{^^} (3.1)
Female	75.9	83.1	7.2 ^{^^} (3.1)
Other	0.2	0.0	-0.2 (0.2)
Race and ethnicity (%)			††
Hispanic	3.1	3.6	0.5 (1.4)
Asian	1.5	0.2	-1.3 ^{^^} (0.6)
Black, non-Hispanic	71.7	71.0	-0.7 (3.6)
Native Hawaiian/Pacific Islander/Native American	0.6	0.4	-0.2 (0.5)
White, non-Hispanic	20.4	20.3	-0.1 (3.3)
Other; more than one race	2.7	4.5	1.8 (1.5)
Speak English as primary language (%)	97.3	98.6	1.3 (1.0)
Education ^a (%)			†
No high school diploma or equivalent	21.8	16.2	-5.6 [^] (3.1)
High school diploma or equivalent	56.0	65.2	9.2 ^{^^} (3.8)
Degree	13.8	12.2	-1.6 (2.5)
Certificate	8.2	5.7	-2.5 (1.9)
Other	0.2	0.7	0.5 (0.7)
Employment status (%)			
Employed at random assignment	28.1	28.5	0.3 (3.4)
Employed part time	23.3	19.9	-3.4 (3.0)
Employed full time	4.9	8.6	3.8 ^{^^} (1.9)
Not employed at random assignment but worked in past	65.2	66.8	1.6 (3.6)
Short-term unemployed ^b	36.0	39.6	3.6 (3.9)
Long-term unemployed ^c	29.1	27.1	-2.0 (3.5)
Not employed at random assignment and never worked in past	6.7	4.7	-2.0 (1.8)
Employment experience in the two years before random assignment ^d (%)			
Consistently employed	30.3	32.5	2.2 (3.6)
Sometimes employed	34.6	37.0	2.5 (3.8)
Never employed	35.1	30.5	-4.7 (3.7)
Household size (number)	3.0	3.1	0.1 (0.1)

Table H.1. Characteristics of EleVAte 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	48.5	63.9	15.4 ^{^^^} (3.8)
In households without children	51.5	36.1	-15.4 ^{^^^} (3.8)
Married or cohabiting (%)	11.2	10.9	-0.3 (2.3)
Barriers to employment (%)			
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	53.1	59.3	6.2 (3.9)
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	38.6	33.6	-5.0 (3.8)
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	8.3	7.1	-1.2 (2.2)
ABAWD status (%)			
ABAWD	27.3	22.5	-4.7 (3.4)
Non-ABAWD	72.7	77.5	4.7 (3.4)
Urbanicity ^e (%)			†††
Metropolitan	69.8	79.5	9.7 ^{^^^} (3.4)
Micropolitan	13.4	11.1	-2.2 (2.6)
Rural	16.9	9.4	-7.4 ^{^^^} (2.6)
SNAP participation in the year before random assignment (%)			†††
0 months	4.3	6.8	2.5 (1.9)
1 to 3 months	15.1	18.2	3.1 (3.1)
4 to 6 months	6.4	9.1	2.7 (2.2)
7 to 9 months	13.6	6.1	-7.5 ^{^^^} (2.3)
10 to 12 months	60.6	59.8	-0.8 (3.9)
Sample size	370	409	

Source: SNAP employment and training baseline information registration form (March 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 EleVAte 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 EleVAte 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 EleVAte 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 EleVAte 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 (%)	EleVAte group	Control group	Difference
2016			
May	41.5	13.8	27.7 (17.6)
June	42.0	6.0	36.0*** (7.6)
July	35.6	5.7	29.9*** (6.0)
August	38.7	9.6	29.1*** (5.3)
September	38.1	8.8	29.3*** (4.8)
October	40.8	12.2	28.6*** (4.5)
November	38.2	10.6	27.6*** (3.9)
December	30.4	11.8	18.6*** (3.6)
2017			
January	27.9	12.8	15.1*** (3.4)
February	29.0	12.5	16.5*** (3.3)
March	29.3	14.8	14.6*** (3.4)
April	29.9	12.7	17.2*** (3.0)
May	32.2	13.1	19.1*** (2.9)
June	30.6	13.7	16.9*** (2.9)
July	27.2	12.8	14.5*** (2.6)
August	31.6	11.4	20.3*** (2.5)
September	31.4	11.9	19.6*** (2.4)
October	31.1	12.6	18.6*** (2.3)
November	27.5	13.2	14.3*** (2.2)
December	25.9	12.7	13.2*** (2.1)
2018			
January	24.6	12.5	12.1*** (2.1)
February	25.6	13.4	12.2*** (2.1)
March	24.5	13.8	10.6*** (2.1)
April	22.3	13.9	8.3*** (2.1)
May	21.7	13.5	8.2*** (2.1)
June	18.3	11.6	6.7*** (1.9)
July	16.3	10.2	6.0*** (1.8)
August	16.6	12.1	4.5** (1.8)
September	16.8	13.0	3.8** (1.9)
October	15.6	13.2	2.4 (1.9)
November	14.3	13.3	0.9 (1.8)
December	13.6	12.6	1.0 (1.8)
2019			
January	12.2	13.4	-1.2 (1.8)
February	11.6	12.4	-0.8 (1.8)
March	11.0	12.8	-1.8 (1.7)
April	10.8	12.8	-2.1 (1.8)
May	11.0	11.4	-0.4 (1.7)
June	11.1	10.9	0.2 (1.7)

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

Participation in education or training activities (%)	EleVAte group	Control group	Difference
July	10.2	10.9	-0.7 (1.7)
August	11.4	11.5	-0.1 (1.8)
September	10.5	11.2	-0.7 (1.8)
October	10.1	11.2	-1.1 (1.9)
November	9.6	11.4	-1.8 (1.9)
December	9.3	11.5	-2.2 (2.0)
2020			
January	10.7	12.5	-1.8 (2.2)
February	10.4	12.3	-2.0 (2.2)
March	11.0	11.1	-0.1 (2.3)
April	9.7	10.1	-0.4 (2.2)
May	9.6	10.9	-1.4 (2.4)
June	8.6	11.2	-2.6 (2.5)
July	9.1	12.6	-3.5 (3.0)
August	8.6	14.6	-5.9* (3.1)
September	13.6	14.8	-1.2 (4.5)
October	15.9	17.0	-1.1 (5.6)
November	18.2	11.5	6.7 (7.1)
December	29.2	15.1	14.1 (13.9)
Sample size	779	744	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Hours worked per week (%)						
0	50.8	48.6	2.2 (4.0)	50.2	54.1	-3.9 (3.9)
1 to 20	6.4	10.4	-4.0* (2.2)	7.5	6.1	1.4† (1.8)
21 to 34	15.3	14.9	0.4 (2.9)	10.0	11.2	-1.3 (2.2)
35 or more (employed full time)	27.2	26.2	1.1 (3.7)	32.4	28.6	3.8 (3.5)
Average	17.0	16.5	0.6 (1.5)	17.6	16.0	1.5 (1.5)
Weekly earnings (%)						
\$0	59.3	57.7	1.6 (4.3)	59.8	64.9	-5.1 (4.1)
\$1 to \$499	30.1	32.2	-2.0 (4.1)	26.8	20.9	5.9 (3.6)
\$500 to \$999	9.6	7.9	1.6 (2.6)	13.0	13.6	-0.6 (2.7)
\$1,000 to \$1,499	0.3	1.9	-1.6** (0.7)	0.2	0.6	-0.4 (0.3)
\$1,500 to \$2,000	0.6	0.3	0.3 (0.4)	0.0	0.0	0.0 (<0.1)
\$2,000 and above	0.1	0.0	0.1* (<0.1)	0.2	0.0	0.2 (0.2)
Benefits available at job (%)						
Any benefit	36.3	32.3	4.0 (3.7)	36.7	34.7	2.0 (3.7)
Health insurance or HMO/PPO plan	30.2	25.5	4.8 (3.5)	32.7	30.3	2.4 (3.6)
Dental insurance	25.8	23.2	2.6 (3.4)	29.0	26.4	2.5 (3.4)
Paid vacation	24.0	23.3	0.7 (3.5)	26.6	25.4	1.3 (3.3)
Paid holidays	27.4	23.7	3.7 (3.4)	27.6	23.6	4.0 (3.2)
Paid sick leave	20.2	16.0	4.3 (3.2)	23.2	21.7	1.5 (3.2)
Any paid time off	31.0	28.6	2.5 (3.6)	31.8	30.3	1.5 (3.5)
Pension or retirement benefits	26.7	20.8	5.9* (3.3)	24.1	26.0	-1.9† (3.2)
Tuition assistance or reimbursement	17.2	11.1	6.2** (2.8)	12.2	13.7	-1.5†† (2.6)
Type of employment (%)						
Not employed	50.8	48.6	2.2 (4.0)	50.5	54.3	-3.8 (3.9)
Regular full or part time	39.2	42.2	-3.0 (3.9)	41.6	40.4	1.2 (3.8)
Temporary or on call	3.4	3.4	0.0 (1.5)	3.1	2.8	0.3 (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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Self-employed or independent contractor or consultant	6.3	3.7	2.6 (1.8)	4.1	2.3	1.8 (1.4)
Day laborer	0.2	2.0	-1.8*** (0.7)	0.6	0.1	0.5††† (0.5)
Occupation (%)						
Office and administrative support	4.2	5.6	-1.5 (1.6)	5.4	7.5	-2.1 (1.6)
Healthcare support	7.3	5.2	2.1 (1.9)	5.6	5.1	0.5 (1.6)
Personal care and service	5.8	4.6	1.2 (1.9)	5.2	4.6	0.6 (1.6)
Sales	3.6	6.5	-3.0 (1.9)	5.8	4.7	1.1 (1.7)
Food preparation and serving	5.2	6.7	-1.5 (1.8)	3.0	2.5	0.5 (1.1)
Transportation and material moving	4.6	5.2	-0.6 (1.7)	3.0	2.8	0.3 (1.0)
Building and grounds cleaning and maintenance	4.0	2.9	1.1 (1.2)	2.9	3.6	-0.7 (1.3)
Management	2.2	1.3	0.9 (0.9)	2.2	1.7	0.6 (1.0)
Production	1.4	0.8	0.6 (0.6)	1.3	1.5	-0.2 (0.7)
Educational instruction and library	0.6	1.7	-1.0* (0.6)	1.3	1.4	-0.1 (0.8)
Sample size	370	332		409	412	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)						
Year 1	66.3	70.1	-3.9** (1.9)	75.1	75.8	-0.7 (1.7)
Quarter 1	46.3	48.9	-2.6 (1.9)	52.9	57.9	-5.0*** (1.9)
Quarter 2	48.3	53.6	-5.3*** (2.0)	57.2	61.8	-4.6** (1.9)
Quarter 3	49.2	54.9	-5.8*** (2.0)	60.1	59.5	0.7†† (2.0)
Quarter 4	49.7	55.6	-5.8*** (2.1)	60.7	61.4	-0.7† (2.0)
Year 2	62.9	67.2	-4.3** (2.0)	73.0	71.4	1.6†† (1.8)
Quarter 5	51.6	54.2	-2.6 (2.1)	59.3	58.7	0.6 (2.0)
Quarter 6	52.0	54.6	-2.6 (2.1)	60.4	60.7	-0.3 (2.0)
Quarter 7	50.3	57.4	-7.1*** (2.1)	59.4	59.6	-0.2†† (2.0)
Quarter 8	50.0	56.7	-6.6*** (2.1)	60.3	58.2	2.1††† (2.0)
Year 3	61.2	65.6	-4.4** (2.0)	70.8	70.0	0.7† (2.3)
Quarter 9	50.2	54.8	-4.6** (2.1)	59.8	57.7	2.1†† (2.1)
Quarter 10	49.4	54.1	-4.7** (2.1)	57.0	53.9	3.1††† (2.0)
Quarter 11	50.1	53.0	-2.9 (2.1)	53.8	53.0	0.8 (2.1)
Quarter 12	48.9	53.5	-4.7** (2.1)	51.1	52.9	-1.8 (2.5)
Total earnings (\$)						
Year 1	5,918	6,918	-1,000*** (312)	7,955	8,183	-228† (326)
Quarter 1	1,152	1,329	-177** (75)	1,478	1,664	-185** (79)
Quarter 2	1,482	1,617	-136 (90)	1,926	2,068	-141 (97)
Quarter 3	1,589	1,947	-358*** (103)	2,168	2,110	58††† (104)
Quarter 4	1,696	2,025	-330*** (106)	2,382	2,342	40†† (113)
Year 2	8,057	8,917	-860** (424)	10,207	10,163	45 (441)
Quarter 5	1,989	2,151	-162 (115)	2,493	2,383	110† (119)
Quarter 6	2,074	2,177	-103 (117)	2,593	2,512	81 (123)
Quarter 7	1,998	2,333	-335*** (121)	2,529	2,634	-105 (126)
Quarter 8	1,996	2,256	-260** (121)	2,592	2,633	-41 (129)

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Year 3	8,909	9,410	-501 (479)	9,755	10,395	-639 (555)
Quarter 9	2,127	2,353	-226* (129)	2,631	2,684	-54 (130)
Quarter 10	2,180	2,356	-176 (129)	2,536	2,578	-41 (130)
Quarter 11	2,284	2,371	-87 (132)	2,333	2,443	-110 (130)
Quarter 12	2,316	2,330	-15 (134)	2,044	2,391	-347** (155)
Sample size	928	921		997	990	

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 EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	44.5	51.6	-7.1* (4.1)	44.8	46.4	-1.6 (3.8)
Living in a household with very low food security	27.3	29.0	-1.7 (3.6)	28.8	25.3	3.4 (3.3)
Health and well-being						
Reported “very good” or “excellent” health status (versus “fair” or “poor”) (%)	32.7	23.9	8.8** (3.6)	29.5	30.5	-1.0† (3.5)
Screened positively for depression ^b (%)	23.4	28.7	-5.3 (3.6)	24.4	25.2	-0.8 (3.3)
Average self-esteem score (out of 5)	3.8	3.7	0.2 (0.1)	3.8	3.8	0.0 (0.1)
Average self-efficacy score (out of 5)	3.4	3.4	0.0 (0.1)	3.5	3.4	0.0 (<0.1)
Housing status (%)						
Owns or rents a home or an apartment	63.5	67.1	-3.6 (3.8)	76.9	74.4	2.5 (3.3)
Lives with parents, relative, or friend	30.4	24.9	5.6 (3.5)	18.2	18.8	-0.6 (3.0)
Shares housing with roommates, friends, or partner	2.0	3.1	-1.2 (1.3)	1.5	1.8	-0.3 (0.9)
Group quarters	0.6	1.6	-1.0 (0.7)	0.6	0.5	0.0 (0.6)
Homeless	2.3	2.2	0.1 (1.1)	1.6	3.4	-1.9* (1.0)
Incarcerated	0.0	0.0	0.0 (0.0)	0.0	0.0	0.0 (0.0)
Other, don’t know, or refused	0.1	0.0	0.1 (0.1)	0.0	0.2	-0.2 (0.1)
Had housing at the time of the 36-month interview	97.7	97.8	-0.1 (1.1)	98.4	96.5	1.9* (1.0)
Sample size	370	332		409	412	

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 EleVAte 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 (\$)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
2016						
May	17.2	29.0	-11.8 (20.1)	145	337	-191 (268)
June	30.2	34.2	-4.0 (11.0)	330	571	-241 (192)
July	31.0	34.3	-3.3 (7.2)	393	610	-217 (145)
August	33.5	29.1	4.4 (5.9)	393	533	-140 (117)
September	33.0	26.9	6.1 (5.0)	458	465	-6 (102)
October	28.4	32.1	-3.7 (4.7)	363	489	-126 (83)
November	28.1	33.3	-5.3 (4.4)	384	506	-122 (79)
December	27.4	37.2	-9.8** (4.0)	372	553	-182** (71)
2017						
January	31.8	35.6	-3.8 (3.8)	452	520	-68 (67)
February	32.6	38.9	-6.3* (3.7)	500	547	-47 (67)
March	33.8	41.5	-7.8** (3.6)	505	590	-86 (67)
April	34.3	42.0	-7.7** (3.5)	508	593	-85 (62)
May	34.1	41.6	-7.5** (3.3)	497	587	-90 (62)
June	36.3	45.4	-9.2*** (3.3)	548	643	-95 (61)
July	37.8	45.8	-8.0** (3.1)	578	637	-59 (60)
August	41.8	45.6	-3.8 (3.1)	657	707	-51 (78)
September	43.6	46.4	-2.8 (2.9)	667	770	-102 (72)
October	47.2	46.8	0.4 (2.8)	723	792	-69 (72)
November	48.8	49.5	-0.7 (2.8)	761	822	-61 (68)
December	48.0	50.3	-2.2 (2.7)	755	826	-71 (64)
2018						
January	47.0	50.6	-3.6 (2.7)	769	819	-50 (63)
February	48.3	51.2	-2.9 (2.6)	799	813	-14 (64)
March	47.8	51.9	-4.1 (2.6)	796	835	-39 (64)
April	50.2	53.6	-3.3 (2.6)	849	886	-37 (67)
May	51.5	54.4	-2.9 (2.6)	877	903	-26 (65)
June	53.8	56.3	-2.6 (2.6)	960	922	38 (67)
July	55.1	56.2	-1.1 (2.6)	982	900	81 (64)
August	57.5	58.1	-0.6 (2.6)	1,073	938	135 (87)
September	59.1	59.3	-0.2 (2.6)	1,107	938	169* (87)
October	59.1	59.4	-0.2 (2.6)	1,108	960	148* (87)
November	60.0	59.7	0.3 (2.7)	1,125	974	151* (82)
December	60.3	58.6	1.7 (2.6)	1,119	958	160* (83)
2019						
January	61.2	58.7	2.4 (2.6)	1,164	979	185** (84)
February	60.6	58.4	2.3 (2.6)	1,175	993	182** (85)
March	60.2	59.6	0.6 (2.6)	1,172	1,014	158* (86)

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

	Employment rate (%)			Earnings (\$)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
April	59.5	59.9	-0.3 (2.6)	1,172	1,036	136* (77)
May	59.5	58.5	1.0 (2.7)	1,184	1,053	131 (81)
June	60.1	57.5	2.5 (2.7)	1,209	1,013	196** (81)
July	59.8	55.8	4.0 (2.8)	1,251	1,000	251*** (84)
August	62.6	57.2	5.4* (2.8)	1,311	1,030	281*** (88)
September	62.7	58.3	4.5 (2.9)	1,298	1,050	247*** (85)
October	63.1	59.6	3.4 (3.0)	1,315	1,087	228** (90)
November	64.2	58.9	5.3* (3.2)	1,297	1,113	185** (91)
December	63.8	59.8	4.0 (3.3)	1,277	1,125	152 (94)
2020						
January	63.5	60.2	3.3 (3.4)	1,235	1,110	126 (96)
February	64.0	59.9	4.1 (3.5)	1,295	1,063	233** (97)
March	63.7	58.5	5.1 (3.6)	1,194	1,081	113 (94)
April	56.9	49.9	7.0* (3.8)	1,019	939	80 (93)
May	52.3	47.7	4.6 (3.9)	929	911	18 (99)
June	53.1	50.9	2.2 (4.3)	968	952	16 (110)
July	52.1	50.9	1.2 (4.9)	926	941	-15 (114)
August	54.4	50.1	4.3 (5.3)	901	949	-48 (124)
September	55.3	52.3	3.0 (5.9)	869	1,064	-195 (147)
October	56.4	54.2	2.2 (6.7)	867	1,112	-245 (176)
November	52.7	50.8	1.9 (9.0)	797	962	-166 (234)
December	72.5	40.8	31.7* (17.9)	830	721	109 (404)
Sample size	779	744		779	744	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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 (\$)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
2016						
April–June	50.0	37.5	12.5 (34.1)	2,229	252	1,977 (1,355)
July–September	46.1	48.1	-2.0 (4.4)	1,244	1,828	-584*** (214)
October–December	48.8	52.9	-4.1 (3.1)	1,533	1,569	-36 (136)
2017						
January–March	44.5	48.1	-3.6 (2.4)	1,226	1,425	-199** (100)
April–June	48.0	53.9	-5.9*** (2.0)	1,412	1,692	-280*** (92)
July–September	50.0	56.1	-6.1*** (1.7)	1,573	1,831	-258*** (82)
October–December	54.0	58.4	-4.4*** (1.5)	1,876	2,097	-221*** (79)
2018						
January–March	53.1	57.0	-3.8*** (1.4)	1,792	1,959	-167** (71)
April–June	56.0	57.6	-1.6 (1.4)	2,131	2,209	-78 (79)
July–September	55.2	57.8	-2.6* (1.4)	2,215	2,315	-101 (85)
October–December	55.5	59.2	-3.6** (1.4)	2,353	2,488	-135 (88)
2019						
January–March	53.6	56.6	-2.9** (1.5)	2,273	2,330	-57 (87)
April–June	56.2	56.9	-0.7 (1.5)	2,405	2,461	-56 (90)
July–September	55.1	56.8	-1.7 (1.5)	2,451	2,515	-64 (93)
October–December	55.4	56.4	-0.9 (1.5)	2,574	2,665	-91 (95)
2020						
January–March	53.0	54.3	-1.3 (1.5)	2,371	2,475	-104 (93)
April–June	47.1	47.6	-0.5 (1.5)	2,033	2,097	-64 (93)
July–September	46.5	48.9	-2.4 (1.5)	2,069	2,242	-172* (94)
Sample size	1,925	1,911		1,925	1,911	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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 (\$)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
2016						
April	100.0	87.5	12.5 (7.2)	276	238	38 (81)
May	96.9	86.8	10.1* (5.7)	274	287	-13 (25)
June	89.2	89.8	-0.5 (3.7)	283	312	-29* (17)
July	89.9	86.0	3.9 (3.2)	268	276	-8 (14)
August	88.9	87.7	1.2 (2.5)	266	266	1 (11)
September	93.0	90.2	2.8 (2.0)	287	279	8 (9.6)
October	91.5	89.0	2.5 (1.9)	287	280	7 (8.8)
November	89.5	86.1	3.4* (1.9)	284	273	10 (8.1)
December	85.9	83.7	2.2 (1.9)	272	262	11 (8.0)
2017						
January	84.7	82.9	1.9 (1.9)	262	253	9 (8.0)
February	88.5	85.7	2.9* (1.6)	271	260	11 (7.3)
March	84.6	82.0	2.7 (1.7)	261	248	13* (7.5)
April	83.2	80.3	2.9* (1.7)	262	248	14** (7.1)
May	83.9	79.9	4.0** (1.6)	269	254	15** (6.7)
June	84.1	80.5	3.6** (1.5)	269	256	13** (6.2)
July	83.3	80.1	3.2** (1.4)	273	255	17*** (6.0)
August	82.8	80.3	2.5* (1.4)	273	257	16*** (5.9)
September	81.7	78.9	2.9** (1.3)	271	258	13** (5.7)
October	80.0	77.8	2.2 (1.3)	260	250	9* (5.5)
November	78.6	76.3	2.3* (1.3)	257	247	10* (5.3)
December	75.2	73.2	2.0 (1.3)	246	239	8 (5.5)
2018						
January	73.8	71.0	2.7** (1.3)	237	229	8 (5.4)
February	71.7	69.1	2.6* (1.4)	233	225	8 (5.5)
March	70.0	67.0	3.0** (1.4)	226	216	9 (5.6)
April	68.1	65.0	3.1** (1.4)	221	209	13** (5.6)
May	66.3	62.9	3.4** (1.4)	217	203	14** (5.6)
June	64.3	60.9	3.5** (1.4)	210	198	12** (5.7)
July	61.5	58.7	2.7* (1.5)	203	193	10* (5.8)
August	59.4	57.2	2.2 (1.5)	195	189	6 (5.8)
September	56.6	55.3	1.3 (1.5)	187	183	4 (5.8)
October	54.9	53.2	1.8 (1.5)	183	180	3 (5.8)
November	53.8	51.8	2.1 (1.5)	180	174	6 (5.8)
December	55.4	53.3	2.1 (1.5)	185	173	12** (5.9)
2019						
January	55.7	53.3	2.3 (1.5)	182	170	12** (5.9)
February	54.1	52.6	1.5 (1.5)	178	167	11* (5.9)
March	54.0	52.6	1.4 (1.5)	175	169	7 (5.9)

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

	SNAP participation (%)			Benefit amount (\$)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
April	52.9	53.3	-0.4 (1.5)	171	167	3 (5.9)
May	52.0	52.9	-0.9 (1.5)	168	169	-1 (5.9)
June	51.1	52.4	-1.4 (1.5)	166	167	-1 (6.0)
July	50.3	51.7	-1.4 (1.5)	161	164	-3 (6.0)
August	49.9	51.1	-1.3 (1.5)	161	164	-3 (6.0)
September	50.8	52.0	-1.2 (1.5)	158	160	-2 (6.0)
October	50.4	50.9	-0.5 (1.5)	158	155	2 (6.0)
November	50.0	50.2	-0.2 (1.5)	155	156	0 (6.1)
December	47.9	48.1	-0.2 (1.5)	155	154	2 (6.1)
2020						
January	47.8	48.1	-0.3 (1.5)	151	151	0 (6.0)
February	47.3	47.3	0.1 (1.5)	150	151	0 (6.0)
March	47.8	47.9	-0.1 (1.5)	203	202	1 (7.1)
April	49.4	50.1	-0.7 (1.5)	208	208	0 (7.1)
May	49.7	50.5	-0.8 (1.5)	209	211	-2 (7.1)
June	49.5	50.4	-0.9 (1.5)	209	210	-1 (7.1)
July	49.7	50.8	-1.1 (1.5)	209	212	-3 (7.2)
August	49.6	50.2	-0.6 (1.5)	206	208	-1 (7.1)
September	49.0	49.9	-0.9 (1.5)	204	207	-3 (7.1)
October	47.9	48.6	-0.7 (1.5)	211	212	-1 (7.6)
November	47.3	46.8	0.4 (1.5)	208	206	2 (7.6)
December	46.6	47.5	-0.8 (1.5)	205	209	-4 (7.5)
Sample size	1,925	1,911		1,925	1,911	

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

Note: Standard errors in parentheses.

***/**/* Difference between EleVAte 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Not employed (%)	48.1	45.0	3.1 (3.9)	47.4	52.5	-5.1 (3.8)
Reason for not working (%)						
Could not find work in the area	8.9	11.5	-2.7 (2.5)	9.8	9.0	0.8 (2.2)
Lack necessary schooling, training, skills or expertise	0.1	0.0	0.1 (0.1)	0.1	1.0	-0.9*†† (0.5)
Could not get along with supervisors or co-workers	0.0	0.0	0.0 (<0.1)	0.2	0.0	0.2 (0.1)
Physical or mental health problems	20.8	15.1	5.7** (2.9)	13.6	12.5	1.1 (2.4)
Alcohol or substance use disorder	0.0	0.3	-0.3 (0.2)	0.0	0.0	0.0 (<0.1)
Family responsibilities; caring for children, spouse or parents; pregnancy	6.9	4.2	2.7 (1.7)	7.3	7.1	0.2 (2.0)
Attending school	1.9	2.8	-0.8 (1.3)	0.0	0.7	-0.7* (0.4)
Transportation issues or problems	2.1	3.6	-1.5 (1.3)	0.5	1.2	-0.6 (0.7)
Language barrier or limited English proficiency	0.3	0.0	0.3* (0.2)	0.3	0.0	0.3 (0.2)
Chose not to work	0.0	0.2	-0.2 (0.2)	0.6	0.0	0.6**†† (0.3)
Other	6.9	5.5	1.4 (1.8)	14.8	20.0	-5.1*† (3.0)
Sample size	370	332		409	412	

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 EleVAte 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.