



Expanding Opportunities & Reducing Barriers to Work: California Interim Report Appendices

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



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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

^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, pilot 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

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

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 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.

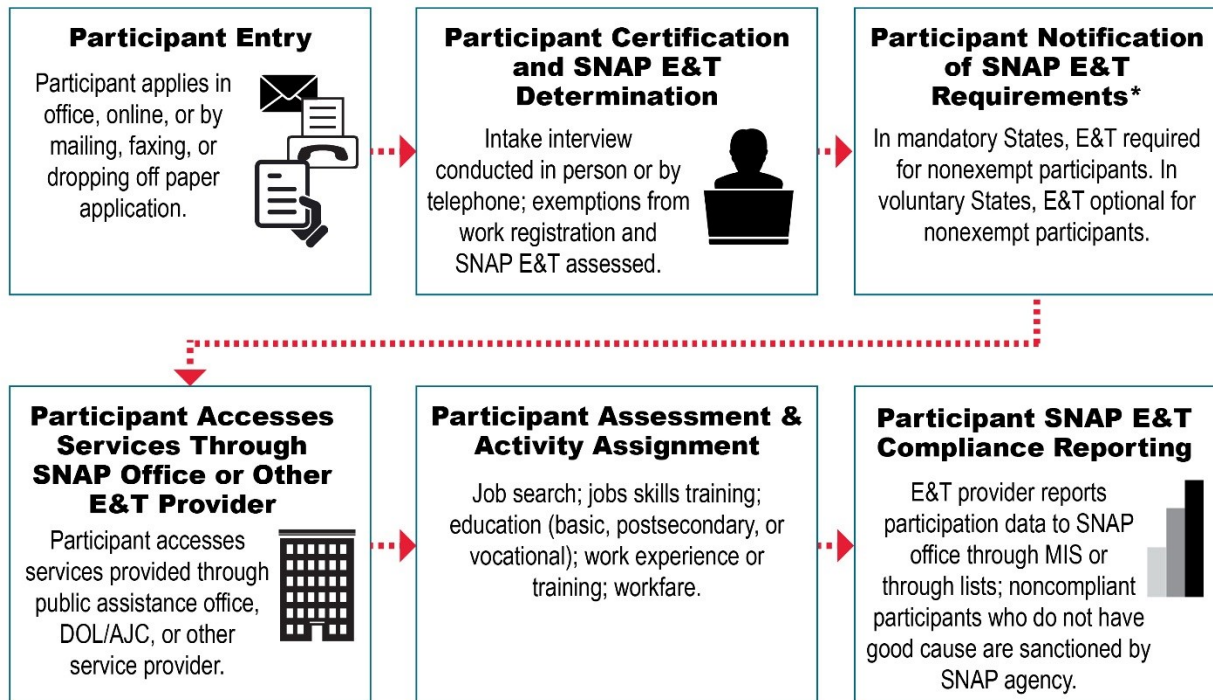
The number of hours individuals participate in E&T programs is determined by States and depends on the specific component being offered.² However, Federal regulations mandate that a subset of work registrants, able-bodied adults without dependents (ABAWD), must work at least 80 hours per month, participate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

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

Characteristics	Percentage of individuals
Average age (years)	34.9
Age (%)	
18 to 49 years old	87.3
18 to 24 years old	20.0
25 to 49 years old	67.3
50 to 59 years old	12.6
Over 60 years old	0.1
Gender (%)	
Male	40.3
Female	59.6
Other	0.0
Race and Ethnicity (%)	
Hispanic	61.2
Asian	4.6
Black, non-Hispanic	13.6
Native Hawaiian/Pacific Islander/Native American	1.3
White, non-Hispanic	15.3
Other, multiple races	4.0
Speak English as primary language (%)	92.4
Education ^a (%)	
Less than high school	24.1
High school or equivalent	51.7
Degree	9.7
Certificate	13.5
Other	1.0
Employment Status (%)	
Employed at random assignment	22.2
Employed part time	20.6
Employed full time	1.6
Not employed at random assignment but worked in past	71.0
Short-term unemployed	36.6
Long-term unemployed	34.3

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

Characteristics	Percentage of individuals
Not employed at random assignment and never worked in past	6.8
Household size (number)	3.4
Presence of children (%)	
In households with children	47.4
In households without children	52.6
Married or cohabiting (%)	16.5
Sample size	3,895

Source: SNAP E&T baseline information registration form (January 2016 through June 2017 data).

Note: All values are percentages unless otherwise noted. Individuals in the pilot consist of all CBA and control group members who completed a baseline enrollment registration and did not subsequently choose to revoke their consent to participate in the evaluation.

^a“High school 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”.

Table C.2. Baseline equivalence across research groups among all individuals enrolled in the pilot

Characteristics	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA / ES control group difference
Average age (years)	35.19	35	34.48	0.19 (0)	0.72 (1)
Age (%)					
18 to 49 years old	86.6	86.0	89.2	0.6 (1.2)	-2.6 (1.6)
18 to 24 years old	19.6	20.1	20.1	-0.5 (1.4)	-0.5 (2.0)
25 to 49 years old	67.0	65.9	69.0	1.1 (1.7)	-2.1 (2.3)
50 to 59 years old	13.4	13.9	10.6	-0.6 (1.2)	2.7* (1.6)
Over 60 years old	0.1	0.1	0.2	0.0 (0.1)	-0.1 (0.2)
Gender (%)					
Male	40.7	40.3	40.1	0.4 (1.7)	0.6 (2.4)
Female	59.3	59.6	59.9	-0.3 (1.7)	-0.6 (2.4)
Other	0.0	0.1	0.0	-0.1 (0.1)	0.0 (-)
Race and Ethnicity (%)					
Hispanic	61.2	60.5	61.9	0.7 (1.7)	-0.7 (2.4)
Asian	4.6	3.9	5.2	0.7 (0.7)	-0.6 (1.1)
Black, non-Hispanic	13.0	14.5	13.1	-1.5 (1.2)	-0.1 (1.7)
Native Hawaiian/Pacific Islander/Native American	1.6	1.4	1.0	0.3 (0.4)	0.6 (0.6)
White, non-Hispanic	14.9	16.3	14.8	-1.4 (1.3)	0.1 (1.7)
Other, multiple races	4.7	3.4	4.0	1.3* (0.7)	0.7 (1.1)
Speak English as primary language (%)	91.8	92.9	92.4	-1.1 (0.9)	-0.6 (1.3)
Education ^a (%)					
Less than high school	24.8	24.3	23.3	0.5 (1.5)	1.5 (2.2)
High school or equivalent	51.0	49.9	54.2	1.0 (1.8)	-3.2 (2.5)
Degree	10.7	10.5	8.0	0.3 (1.1)	2.7* (1.5)

Table C.2. Baseline equivalence across research groups among all individuals enrolled in the pilot *(continued)*

Characteristics	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA / ES control group difference
Certificate	12.9	14.3	13.3	-1.4 (1.2)	-0.3 (1.6)
Other	0.6	1.0	1.3	-0.4 (0.3)	-0.6 (0.5)
Employment Status (%)					
Employed at random assignment	23.1	23.1	20.5	0.0 (1.5)	2.6 (2.1)
Employed part time	21.3	21.8	18.9	-0.5 (1.5)	2.4 (2.0)
Employed full time	1.8	1.3	1.6	0.5 (0.4)	0.2 (0.7)
Not employed at random assignment but worked in past	70.1	70.8	72.0	-0.7 (1.6)	-1.9 (2.3)
Short-term unemployed	34.3	36.4	39.2	-2.1 (1.7)	-4.9** (2.4)
Long-term unemployed	35.8	34.4	32.8	1.4 (1.7)	3.0 (2.4)
Not employed at random assignment and never worked in past	6.8	6.1	7.5	0.7 (0.9)	-0.7 (1.3)
Household size (number)	3.4	3.4	3.5	0.0 (0)	-0.1 (0)
Presence of children (%)					
In households with children	46.5	45.7	49.9	0.8 (1.8)	-3.4 (2.5)
In households without children	53.5	54.3	50.1	-0.8 (1.8)	3.4 (2.5)
Married or cohabiting (%)	17.5	16.0	16.2	1.5 (1.3)	1.3 (1.9)
Sample size	1,797	1,465	633		

Source: SNAP E&T baseline information registration form (January 2016 through June 2017 data).

Note: All values are percentages unless otherwise noted. Individuals in the pilot consist of all CBA and control group members who completed a baseline enrollment registration and did not subsequently choose to revoke their consent to participate in the evaluation. Standard errors in parentheses.

^a“High school 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”.

***/**/* 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.

Appendix D
Participation analysis
(Chapter III supplementary tables)

I. Main tables

Table D.1. Overall participation in CBA and by type of activities

Service	CBA group
Engaged in CBA (%)	99.7
Received any services (%)	93.6
Assessed (%)	90.0
Developed an individual career plan (%)	90.0
Started any employment and training related activity (%)	77.0
Started activity (%)	
Job readiness workshops	69.9
Occupational skills training	24.7
GED class	20.4
Work-based learning	2.4
Completed activity (%)	
Job readiness workshops	48.8
Occupational skills training	13.1
GED class	2.1
Work-based learning	1.0
Completed activity, among those who started activity (%)	
Job readiness workshops	69.9
Occupational skills training	53.1
GED class	10.4
Work-based learning	43.1
Sample size	1,797

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

Note: “Engaged in CBA” measures any drop off between random assignment and first contact with CBA staff related to services, including attendance at orientations, meetings with case managers, receipt of support services, receipt of skills or needs assessments, or participation in an education, training, or employment activity. “Received any service” measures engagement in activities, including assessments, ICP, and education, training, or employment activities; the measure does not include services—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. “Started any post-intake and assessment activity” includes only those who participated in an education, training, or employment activity, which generally occurred after upfront intake and assessments.

Table D.2. Timing of receipt of services

Timing	CBA group
Number of different types of activities started (%)	
0	23.0
1	41.0
2	31.0
3	4.8
4 or more	0.2
Activities started first, those who started at least one activity (%)	
Job readiness workshops	76.2
GED class	23.8
Occupational skills training	0.0
Work-based learning	0.0
Activities among those participating in only one activity, among individuals who started an activity (%)	
Job readiness workshops	82.5
GED class	14.4
Occupational skills training	3.1
Work-based learning	0.0
Three most frequent combinations of activities in the order started, among those who started more than one (%)	
Job readiness workshops and Occupational skills training	46.6
Job readiness workshops and GED class	21.5
GED class and Job readiness workshops	5.1
Average time between starting each activity in the most frequent combinations, among those who started more than one (days)	
Job readiness workshops and Occupational skills training	127.4
Job readiness workshops and GED class	49.9
GED class and Occupational skills training	38.5
Mean length of time engaged in CBA (days)	323.6
Length of time active in CBA, among those who engaged in the CBA (days)	
Mean	323.7
25th percentile	347.7
50th percentile (median)	365.0

Table D.2. Timing of receipt of services *(continued)*

Timing	CBA group
75th percentile	365.0
Mean length of time in activity, among those in activity (days)	
GED class	342.1
Occupational skills training	184.4
Job readiness workshops	148.6
Number of days in class	2.4
Work-based learning	77.2
Sample size	1,797

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

Table D.3. Receipt of case management contacts

Type of service	CBA group
Any contact (%)	96.4
Average number of contacts per person	26.7
Average number of contacts per person, among those with a contact	27.7
Average total time in case management contact, among those with a contact (minutes) ^a	526.8
Among contacts, type of contact (%)	
In person	28.8
Telephone	39.2
Electronic (email, text, social media)	30.8
Mail	1.2
Average number of contacts per person per month, among those with a contact	2.8
Average number of contacts per person per month, by type, among those with a contact	
In person	0.7
Telephone	1.1
Electronic (email, text, social media)	1.0
Mail	0.0
Sample size	1,797

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

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

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

Table D.4. Receipt of support services

Type of service	CBA group
Received any support service (%)	39.4
Received support service, by type (%)	
Transportation	17.5
Training and work items (books, fees, uniforms, boots, clothes, tools)	37.4
Received support service, by type, among those who received a support (%)	
Transportation	44.5
Training and work items (books, fees, uniforms, boots, clothes, tools)	95.0
Total amount of support services paid per person, among those who received a support (\$)	
Mean	471
25th percentile	125
50th percentile (median)	267
75th percentile	621
Average amounts of support services paid per person, by type, among those who received a support (\$)	
Training and work items (books, fees, uniforms, boots, clothes, tools)	415
Transportation	172
Sample size	1,797

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

Table D.5. Participation, completion, and length of engagement by type of occupational skills training, education, and work-based learning activity

Type of service	CBA group
Started occupational skills training (%)	24.7
Top five occupational skills trainings started (%)	
First aid	3.5
Certified nursing assistant	2.6
Commercial driver license	1.8
Nursing	1.7
Software, computer, and keyboard training	1.3
Completed occupational skills training (%)	13.1
Top five occupational skills trainings completed (%)	
First aid	3.5
Certified nursing assistant	1.8
Culinary or hospitality	1.6
Construction	1.5
Software, computer, and keyboard training	0.9
Completed occupational skills training, among those who started (%)	53.1
Top five occupational skills trainings completed, among those who started (%)	
First aid	100.0
Construction	93.8
Culinary or hospitality	84.6
Software, computer, and keyboard training	74.3
Certified nursing assistant	68.1
Started GED class (%)	20.4
Completed GED class (%)	2.1
Completed GED class, among those who started (%)	10.4
Received an occupational skills training credential or certification (%)	5.0
Type of occupational skills training credential received, among those who received one (top 5 credentials) (%)	
First aid	39.2
Culinary	13.2
Certified Nursing Assistant	9.7

Table D.5. Participation, completion, and length of engagement by type of occupational skills training, education, and work-based learning activity *(continued)*

Type of service	CBA group
Security	7.6
Software, computer, and keyboard training	3.2
Received an education degree or certificate (%)	2.1
Type of education degree or certificate received, among those who received one (top 5 degrees) (%)	
GED	100.0
Started work-based learning ^a (%)	2.4
Completed work-based learning (%)	1.0
Completed work-based learning, among those who started (%)	43.1
Average amount of subsidy per person, among those who started (\$)	2,761
Average number of hours per week spent in work-based learning, among those who started	27.2
Average number of weeks spent in work-based learning, among those who started	11.0
Sample size	1,797

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

^aAll work-based learning was subsidized employment.

Table D.6. Extent and timing of CBA exits

Exits	CBA group
Exited the CBA for any reason (%)	26.8
Reason for CBA exit, among those who exited (%)	
Discontinued services	64.9
Terminated for cause	24.4
Ineligible to continue	10.4
Completed services	0.2
Timing of exit (%)	
Never exited	73.2
In months 1 to 3 after random assignment	2.5
In months 4 to 6 after random assignment	8.7
In months 7 to 9 after random assignment	7.9
In months 10 to 12 after random assignment	7.6
Sample size	1,797

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

Table D.7. Characteristics of CBA group members by engagement status and assessment status

Characteristics	Percentage of all CBA group members	Percentage of individuals engaged after assignment	Percentage of individuals not engaged after assignment	Percentage of individuals assessed	Percentage of individuals not assessed
Age					
18 to 49 years old	86.6	86.6	100.0	86.4	88.4
18 to 24 years old	19.6	19.7	0.0	20.1	15.0*
25 to 49 years old	67.0	66.9	100.0	66.2	73.4**
50 to 59 years old	13.4	13.4	0.0	13.5	11.6
Over 60 years old	0.1	0.1	0.0	0.1	0.0
Gender					
					††
Male	40.7	40.7	40.0	39.9	47.8**
Female	59.3	59.3	60.0	60.1	52.2**
Other	0.0	0.0	0.0	0.0	0.0
Race and Ethnicity					
Hispanic	61.2	61.1	100.0	61.0	63.2
Asian	5.2	5.2	0.0	5.4	3.3
Black, non-Hispanic	14.2	14.2	20.0	14.0	16.2
Native Hawaiian/Pacific Islander/Native American	0.7	0.7	0.0	0.7	1.2
White, non-Hispanic	26.5	26.6	20.0	26.4	27.4
Other, multiple races	3.4	3.4	0.0	3.5	2.8
Education					
					†
Less than high school	24.8	24.8	0.0	24.0	31.8**
High school or equivalent	51.0	51.0	40.0	51.6	45.6
Degree	10.7	10.7	20.0	11.1	7.0**
Certificate	12.9	12.8	40.0	12.7	14.6
Other	0.6	0.6	0.0	0.6	1.0

Table D.7. Characteristics of CBA group members by engagement status and assessment status *(continued)*

Characteristics	Percentage of all CBA group members	Percentage of individuals engaged after assignment	Percentage of individuals not engaged after assignment	Percentage of individuals assessed	Percentage of individuals not assessed
Employment Status					
Employed at random assignment	24.8	24.7	40.0	25.4	19.1*
Employed part time	91.9	91.8	100.0	92.0	90.3
Employed full time	8.1	8.2	0.0	8.0	9.7
Not employed at random assignment but worked in past	70.1	70.1	60.0	69.4	76.9**
Short-term unemployed	48.6	48.7	0.0	48.0	54.1
Long-term unemployed	51.2	51.1	100.0	51.8	45.9
Not employed at random assignment and never worked in past	6.8	6.8	0.0	7.0	5.0
Presence of children					
In households with children	46.5	46.5	60.0	46.2	49.0
In households without children	53.5	53.5	40.0	53.8	51.0
Sample size	1,797	1,792	5	1,620	177

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

***/**/* Difference between those who engaged/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.8. Characteristics of CBA group members by completion status in most common activities, among individuals who started an activity

Characteristics	Completed GED class	Did not complete GED class	Completed job readiness workshops	Did not complete job readiness workshops	Completed occupational skills training	Did not complete occupational skills training	Completed work-based learning	Did not complete work-based learning
Age (%)						††		
18 to 49 years old	93.9	87.1	85.4	85.5	82.0	90.9***	85.7	87.2
18 to 24 years old	42.4	16.1***	18.0	20.1	15.1	29.2***	4.6	11.5
25 to 49 years old	51.5	70.9**	67.4	65.4	66.9	61.8	81.1	75.7
50 to 59 years old	6.1	12.9	14.5	14.5	17.7	9.1***	14.3	12.8
60 years and older	0.0	0.0	0.1	0.0	0.4	0.0	0.0	0.0
Gender (%)		†						
Male	56.8	41.9*	36.6	41.3	36.6	33.5	64.3	51.2
Female	43.2	58.1*	63.4	58.7	63.4	66.5	35.7	48.8
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Race and Ethnicity (%)				†††		†		
Hispanic	52.2	65.3	59.5	67.7***	60.8	64.8	53.5	57.8
Asian	8.4	1.1	6.2	2.6***	4.9	7.9	9.6	11.5
Black, non-Hispanic	16.0	15.3	15.9	10.1***	13.9	14.4	4.6	15.9
Native Hawaiian/Pacific Islander/Native American	2.6	0.6	0.5	1.0	1.6	0.0	0.0	4.0
White, non-Hispanic	25.1	26.5	26.0	25.9	25.0	22.9	32.2	20.3
Other, multiple races	2.6	2.8	2.5	4.2	5.4	1.3**	0.0	4.0
Education (%)		†††		†††		†		
Less than high school	84.5	81.2	13.3	40.8***	12.1	5.3***	20.4	12.4

Table D.8. Characteristics of CBA group members by completion status in most common activities, among individuals who started an activity *(continued)*

Characteristics	Completed GED class	Did not complete GED class	Completed job readiness workshops	Did not complete job readiness workshops	Completed occupational skills training	Did not complete occupational skills training	Completed work-based learning	Did not complete work-based learning
High school or equivalent	5.2	9.5	56.7	42.3***	58.2	66.6*	34.7	61.4*
Degree	0.0	3.9***	13.8	6.9***	16.3	13.0	29.1	8.9
Certificate	0.0	4.2***	15.8	9.2***	12.5	14.3	15.9	17.2
Other	10.3	1.2*	0.3	0.8	0.8	0.9	0.0	0.0
Employment Status (%)				†				
Employed at random assignment	31.4	18.6	28.1	22.0**	26.0	33.4	24.9	24.5
Employed part time	100.0	94.8*	93.7	92.0	93.8	94.9	100.0	100.0
Employed full time	0.0	5.2*	6.3	8.0	6.2	5.1	0.0	0.0
Not employed at random assignment but worked in past	57.1	73.0*	67.8	72.5*	71.0	62.0**	71.3	75.5
Short-term unemployed	48.6	44.2	47.2	49.4	47.3	56.4	69.8	41.5
Long-term unemployed	51.4	55.8	52.6	50.1	52.7	42.7*	30.2	58.5
Not employed at random assignment and never worked in past	16.8	10.3	5.7	7.0	4.1	6.9	5.0	0.0
Presence of children (%)								
In households with children	44.7	50.1	48.2	48.4	49.4	55.0	53.4	42.9
In households without children	55.3	49.9	51.8	51.6	50.6	45.0	46.6	57.1
Sample size	37	331	885	373	236	211	19	24

Table D.8. Characteristics of CBA group members by completion status in most common activities, among individuals who started an activity *(continued)*

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

***/**/* 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.

Table D.9. Timing of when CBA group members first participated in services and activities, by Quarter after random assignment

	All CBA group members	During the quarter				Cumulatively across quarters			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4 ^a
Engaged in the CBA (%)	99.7	99.2	0.2	0.2	0.0	99.2	99.4	99.7	99.7
Received any services (%)	93.6	92.0	0.7	0.5	0.5	92.0	92.7	93.2	93.6
Assessed (%)	90.0	87.5	1.1	0.8	0.6	87.5	88.6	89.4	90.0
Developed an individual career plan (%)	90.0	87.5	1.1	0.8	0.6	87.5	88.6	89.4	90.0
Started any employment and training related activity (%)	77.0	71.0	3.0	1.6	1.4	71.0	74.1	75.7	77.1
Percentage started activity:									
Job readiness workshops	69.9	65.3	3.1	1.6	1.2	65.3	68.4	70.0	71.2
Occupational skills training	24.7	10.9	6.3	4.3	3.2	10.9	17.2	21.4	24.7
GED class	20.4	17.0	2.0	0.7	0.7	17.0	19.0	19.8	20.4
Work-based learning	2.4	0.2	0.4	0.7	1.1	0.2	0.6	1.3	2.4
Percentage completed activity, among those who started:									
Job readiness workshops	69.9	49.9	11.0	5.4	3.7	49.9	60.9	66.2	69.9
Occupational skills training	53.1	10.6	14.3	16.7	11.5	10.6	24.9	41.6	53.1
GED class	10.4	1.7	4.1	3.4	1.2	1.7	5.8	9.2	10.4
Work-based learning	43.1	0.0	10.8	10.9	21.4	0.0	10.8	21.7	43.1
Contact with individuals enrolled									

Table D.9. Timing of when CBA group members first participated in services and activities, by Quarter after random assignment *(continued)*

	All CBA group members	During the quarter				Cumulatively across quarters			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4 ^a
First contact (%)	96.4	92.8	1.6	1.3	0.7	92.8	94.4	95.7	96.4
Average number of contacts per person during CBA, among those with a contact	27.7	10.1	5.9	5.5	6.1	10.1	16.1	16.1	27.7
Exits									
Exited the CBA for any reason (%)	26.8	2.5	8.7	7.9	7.6	2.5	11.2	19.1	26.8
Sample size	1,797								

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

^aThe total cumulative value does not always equal the total number among all group members because the start dates for some variables were missing for a small number of individuals.

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, employment history, barriers to employment,⁵ and household income) (Appendix Tables D.10 to D.12). Key findings include the following:

- Younger individuals (ages 18 to 24) were less likely than individuals in other age groups to start and complete job readiness workshops. They were also less likely than individuals in other age groups to receive any support service.
- Individuals with the greatest barriers to employment (not employed in the past 12 months and completed less than high school or equivalent) were less likely than those with fewer barriers to be assessed. They were also less likely to start and complete job readiness workshops or occupational skills training. By contrast, they were more likely to start and complete GED classes. Those with the greatest barriers were less likely to receive any support service and they had fewer case management contacts on average. Those with the greatest barriers were more likely to exit CBA for any reason.

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.10a. Overall participation in CBA, by subgroup

Characteristics	Sample size	Engaged in CBA	Assessed	Developed an individual career plan	Started any employment and training related activity
Age (%)					
18 to 24 years old	354	100.0	92.4	90.5	74.0
25 to 49 years old	1,206	99.6	89.1	87.0	77.3
50 years and older	237	100.0	91.3	88.2	80.0
Presence of children (%)					
In households with children	829	99.6	89.5	86.8	80.0
In households without children	968	99.8	90.5	88.8	74.4†††
Recent employment history (%)					
Employed in 12 months prior to random assignment	1,043	99.8	89.8	87.3	76.8
Not employed in 12 months prior to random assignment	736	99.9	90.7	88.9	77.9
Barrier to employment (%)					
Least barriers (employed in past 12 months and completed high school or equivalent)	815	99.8	90.0	87.5	74.8
Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)	742	99.9	91.7	90.0	78.6
Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)	218	100.0	85.3††	82.6††	82.8††

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

Note: The table includes up to four activities. If more than four activities are offered, those which were most frequently started are included in the table.

FPL = Federal Poverty Level

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

Table D.10b. Participation in CBA by type of activity, by subgroup

Characteristics	Sample size	Started key activity:				Completed key activity:			
		Job readiness workshops	Occupation-al skills training	GED class	Subsidized employment	Job readiness workshops	Occupation-al skills training	GED class	Work-based learning
Age (%)									
18 to 24 years old	354	66.2	27.3	19.6	1.1	44.6	10.1	4.6	0.2
25 to 49 years old	1,206	69.7	23.8	21.0	2.8	49.2	13.1	1.6	1.3
50 years and older	237	76.1††	25.5	18.6	2.4	53.3	17.6††	1.0†††	1.1
Presence of children (%)									
In households with children	829	72.5	27.6	21.7	2.5	50.6	13.9	2.0	1.2
In households without children	968	67.6††	22.1†††	19.2	2.4	47.3	12.4	2.2	0.9
Recent employment history (%)									
Employed in 12 months prior to random assignment	1,043	70.8	26.8	17.8	2.7	49.8	13.5	2.0	1.4
Not employed in 12 months prior to random assignment	736	68.9	21.8††	24.3†††	1.9	48.0	12.6	2.3	0.5†
Barrier to employment (%)									
Least barriers (employed in past 12 months and completed high school or equivalent)	815	72.7	31.5	4.1	3.0	56.2	15.6	0.2	1.4
Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)	742	71.0	22.0	24.1	2.1	48.1	12.2	2.8	0.8

Table D.10b. Participation in CBA by type of activity, by subgroup *(continued)*

Characteristics	Sample size	Started key activity:				Completed key activity:			
		Job readiness workshops	Occupational skills training	GED class	Subsidized employment	Job readiness workshops	Occupational skills training	GED class	Work-based learning
Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)	218	57.9†††	9.0†††	69.4†††	1.2	26.0†††	7.3†††	7.2†††	0.4

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

Note: The table includes up to four activities. If more than four activities are offered, those which were most frequently started are included in the table.

FPL = Federal Poverty Level

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

Table D.11a. Receipt of case management, by subgroup

Characteristics	Sample size	Any contact (%)	Average number of contacts per person during CBA, among those with a contact
Age			
18 to 24 years old	354	95.9	26.1
25 to 49 years old	1,206	96.3	28.2
50 years and older	237	97.3	27.2††
Presence of children			
In households with children	829	95.7	27.7
In households without children	968	96.9	27.7
Recent employment history			
Employed in 12 months prior to random assignment	1,043	96.6	27.7
Not employed in 12 months prior to random assignment	736	96.2	27.4
Barrier to employment			
Least barriers (employed in past 12 months and completed high school or equivalent)	815	96.6	27.4
Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)	742	95.8	28.7
Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)	218	98.2	24.9††

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

FPL = Federal Poverty Level.

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

Table D.11b. Receipt of support services, by subgroup

Characteristics	Sample size	Type of support received among those who received a support (%)		
		Received any support service (%)	Transportation	Work items
Age				
18 to 24 years old	354	35.7	45.9	94.8
25 to 49 years old	1,206	39.4	44.6	95.7
50 years and older	237	44.9†	42.0	92.4
Presence of children				
In households with children	829	40.6	46.5	95.3
In households without children	968	38.3	42.6	94.7
Recent employment history				
Employed in 12 months prior to random assignment	1,043	41.6	48.7	94.3
Not employed in 12 months prior to random assignment	736	36.5††	37.3†††	96.0
Barrier to employment				
Least barriers (employed in past 12 months and completed high school or equivalent)	815	43.9	50.8	94.2
Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)	742	37.9	38.5	94.8
Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)	218	29.2†††	33.7†††	100.0

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

FPL = Federal Poverty Level.

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

Table D.12. Extent and reasons for CBA exits, by subgroup

Characteristics	Sample size	Exited for any reason	Reason for CBA exit, among those who exited (%)			
			Completed the program	Discontinued services	Terminated for cause	Ineligible
Age						
18 to 24 years old	354	27.8	0.0	68.1	24.2	7.7
25 to 49 years old	1,206	26.8	0.3	65.4	24.3	10.0
50 years and older	237	25.1	0.0	57.2	25.6	17.1
Presence of children						
In households with children	829	25.0	0.5	64.7	25.3	9.6
In households without children	968	28.3	0.0	65.1	23.8	11.1
Recent employment history						
Employed in 12 months prior to random assignment	1,043	24.3	0.4	66.2	22.4	11.0
Not employed in 12 months prior to random assignment	736	30.0†††	0.0	62.8	27.1	10.1
Barrier to employment						
Least barriers (employed in past 12 months and completed high school or equivalent)	815	23.4	0.5	63.0	23.5	13.0
Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)	742	28.4	0.0	67.6	23.3	9.1
Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)	218	32.4††	0.0	60.7	30.6	8.7

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

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 between research groups
(Chapter IV supplementary tables)

I. Main tables

Table E.1. Participation in CBA or existing SNAP E&T services

Service	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Assessed (%)	90.0	0.0	87.4	90.0*** (0.6)	2.6 (1.7)
Started any employment and training related activity (%)	77.0	0.0	64.0	76.9*** (0.8)	13.1*** (2.3)
Started activity (%)					
Job readiness workshops	69.9	0.0	58.0	69.7*** (0.9)	11.8*** (2.4)
Occupational skills training	24.7	0.0	21.9	24.5*** (0.8)	2.8 (2.0)
Basic education	20.4	0.0	10.0	20.7*** (0.8)	10.4*** (1.3)
Work-based learning	2.4	0.0	0.0	2.3*** (0.3)	2.4*** (0.3)
Sample size	1,797	1,465	633		

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

Note: Standard errors in parentheses.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

Table E.2. Participation in CBA services, existing SNAP E&T services, or community-offered services

Service	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Completed career assessment tests (%)	24.3	9.2	25.5	15.2*** (1.7)	-1.2 (3.0)
Participated in job search training or assistance activities or education or training programs (%)	75.4	30.6	68.2	44.9***	7.3** (3.3)
Participated in job search training or assistance activities (%)	65.3	16.5	59.0	48.9*** (2.1)	6.4* (3.4)
Participated in education or training programs (%)	51.9	20.4	43.1	31.6*** (2.2)	8.8** (3.5)
General job skills training	33.2	8.6	23.7	24.6*** (1.8)	9.4*** (2.9)
Occupational skills training	28.9	12.1	27.1	16.9*** (1.9)	1.9 (3.1)
Education	26.7	8.8	16.7	18.0*** (1.8)	10.1*** (2.6)
Work-based learning	0.3	0.2	0.9	0.1 (0.2)	-0.6 (0.9)
Sample size	1,044	838	363		

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

Note: Standard errors in parentheses.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

Table E.3. Percentage of individuals participating in CBA services, existing SNAP E&T services, or community-offered services in each Quarter after random assignment

Service	Quarter 1			Quarter 2			Quarter 3			Quarter 4		
	CBA group	NS control group	ES control group	CBA group	NS control group	ES control group	CBA group	NS control group	ES control group	CBA group	NS control group	ES control group
Completed career assessment tests	10.7	8.6*** (1.0)	2.2 (2.1)	11.3	9.6*** (1.0)	2.0 (2.1)	11.2	10.0*** (1.1)	2.2 (2.1)	9.9	10.4*** (1.0)	2.3 (2.2)
Participated in job search training or assistance activities or education or training programs (%)	33.4	10.9*** (1.9)	26.1** (3.0)	35.3	10.9*** (1.9)	28.5** (3.1)	35.7	10.9*** (1.9)	28.8** (3.1)	32.7	11.7*** (1.9)	27.6 (3.2)
Participated in job search training or assistance activities	27.7	19.7*** (1.5)	3.3*** (2.8)	29.0	22.3*** (1.4)	2.4** (2.9)	29.6	22.2*** (1.5)	2.6*** (2.9)	27.1	20.0*** (1.5)	3.5** (2.9)
Participated in education or training programs	33.4	10.9*** (1.9)	26.1** (3.0)	35.3	10.9*** (1.9)	28.5** (3.1)	35.7	10.9*** (1.9)	28.8** (3.1)	32.7	11.7*** (1.9)	27.6
Sample size	1,044	838	363	1,044	838	363	1,044	838	363	1,044	838	363

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

Note: Standard errors in parentheses.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

Table E.4. Completion of CBA and existing SNAP E&T services

Service	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA / ES control group difference
Completed activity (%)					
Job readiness workshops	48.8	0.0	40.4	48.7*** (1.0)	8.4*** (2.4)
Occupational skills training	13.1	0.0	11.6	12.8*** (0.6)	1.5 (1.5)
Basic education	2.1	0.0	1.5	2.2*** (0.3)	0.6 (0.6)
Work-based learning	1.0	0.0	0.0	1.0*** (0.2)	1.0*** (0.2)
Received an occupational skills training credential or certification (%)	5.0	0.0	6.6	4.8*** (0.4)	-1.6 (1.1)
Sample size	1,797	1,465	633		

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

Note: Standard errors in parentheses.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

Table E.5. Amount of time spent in service or program, completion rates, and types of certifications or degrees received

	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA / ES control group difference
Mean length of time spent in all activities and programs (months)	3.7	1.1	2.9	2.5*** (0.2)	0.7** (0.3)
Mean number of hours per week spent in program	5.7	3.4	6.8	2.3*** (0)	-1.2 (1)
Percentage of individuals who are still in the program as of the survey interview date (%)					
All activities	29.4	10.2	23.9	19.2*** (1.8)	5.6* (3.0)
Programs with general job skills training	18.6	4.2	12.0	14.4*** (1.4)	6.5*** (2.3)
Programs with occupational skills training	17.6	6.3	17.3	11.2*** (1.5)	0.3 (2.6)
Programs with education	15.7	4.5	8.6	11.3*** (1.4)	7.1*** (2.0)
Programs with work-based learning	0.1	0.1	0.0	0.0 (0.1)	0.1 (0.1)
Percentage who completed the program (%)					
All activities	17.6	7.5	16.3	10.0*** (1.6)	1.1 (2.5)
Programs with general job skills training	10.5	3.6	8.2	7.0*** (1.2)	2.2 (1.9)
Programs with occupational skills training	9.2	4.5	9.0	4.6*** (1.2)	0.1 (1.9)
Programs with education	6.1	2.5	3.9	3.7*** (0.9)	2.2* (1.2)
Programs with work-based learning	0.1	0.1	0.9	0.0 (0.1)	-0.8 (0.9)
Type of certificate or degree/diploma received (%)					
Participation/attendance	3.0	0.4	1.9	2.6*** (0.6)	1.1 (1.1)
Adult basic education	0.1	0.0	0.0	0.1 (0.1)	0.1 (0.1)
High school diploma / GED	1.4	1.0	1.1	0.5 (0.5)	0.4 (0.7)
Associate's degree	0.5	0.1	0.0	0.4* (0.2)	0.5*** (0.2)
Bachelor's degree	0.2	0.1	0.0	0.1 (0.1)	0.2** (0.1)
English proficiency certification or TOEFL	0.0	0.0	0.0	0.0 (0.0)	0.0 (0.0)
Occupational certificate or license	8.5	4.1	8.8	4.4*** (1.2)	-0.5 (1.8)
Other	1.2	0.4	2.2	0.8* (0.5)	-1.0 (0.9)
Sample size	1,044	838	363		

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

Note: Standard errors in parentheses.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

Table E.6. Nonexperimental measures of completion rates among participants and credential receipt rates among program completers

	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA / ES control group difference
Percentage who completed the program, among those participants who started (%)					
All activities	34.4	37.2	35.3	-2.8 (4.4)	-1.4 (4.5)
Programs with general job skills training	20.5	16.9	19.6	3.6 (3.6)	0.8 (3.8)
Programs with occupational skills training	17.7	22.8	18.7	-5.1 (3.7)	-1.0 (3.8)
Programs with education	12.3	12.8	8.7	-0.5 (3.0)	3.3 (2.6)
Programs with work-based learning	0.2	0.6	2.1	-0.4 (0.6)	-2.0 (1.7)
Percentage who received a diploma, degree, certification, or license after completing program (%)					
All activities	28.5	28.7	28.6	-0.2 (4.1)	-0.7 (4.4)
Programs with general job skills training	17.0	13.1	14.2	3.9 (3.3)	2.7 (3.3)
Programs with occupational skills training	15.5	17.0	15.9	-1.5 (3.3)	-0.5 (3.6)
Programs with education	10.2	9.5	7.0	0.7 (2.7)	2.8 (2.4)
Programs with work-based learning	0.2	0.6	2.1	-0.4 (0.6)	-2.0 (1.7)
Type of certificate or degree/diploma received (%)					
Participation/attendance	5.8	2.6	4.5	3.1** (1.5)	1.3 (2.1)
Adult basic education	0.2	0.0	0.1	0.2 (0.2)	0.1 (0.1)
High school diploma / GED	3.1	4.2	2.7	-1.2 (1.5)	0.0 (1.4)
Associate's degree	1.0	1.2	0.0	-0.2 (1.1)	1.0*** (0.3)
Bachelor's degree	0.4	0.4	-0.1	0.0 (0.4)	0.5*** (0.2)
English proficiency certification or TOEFL	0.0	0.0	0.0	0.0 (0.0)	0.0 (0.0)
Occupational certificate or license	16.7	20.5	19.5	-3.8 (3.5)	-3.0 (3.8)
Other	2.3	2.1	4.7	0.2 (1.7)	-2.4 (2.0)

Table E.6. Nonexperimental measures of completion rates among participants and credential receipt rates among program completers *(continued)*

	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA / ES control group difference
Sample size	1,044	838	363		

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

Note: Standard errors in parentheses.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

Table E.7. Receipt of case management and support services through CBA or existing SNAP E&T services

Service	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA / ES control group difference
Any contact with case manager (%)	96.5	0.0	91.6	96.2*** (0.3)	4.6*** (1.3)
Average number of contacts with case manager per person during pilot	26.8	0.0	22.4	26.4*** (0.4)	5.1*** (0.8)
Received any support service (%)	39.4	0.0	31.0	39.1*** (0.9)	8.4*** (2.2)
Received support service, by type (%)					
Transportation	17.5	0.0	15.8	17.4*** (0.7)	1.7 (1.8)
Training and work items (books, fees, uniforms, boots, clothes, tools)	37.4	0.0	28.0	37.1*** (0.9)	9.4*** (2.2)
Sample size	1,797	1,465	633		

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

Note: Standard errors in parentheses.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

Table E.8. Receipt of case management and support services through CBA, existing SNAP E&T, or community-offered programs

Service	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA / ES control group difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	59.9	17.8	58.2	42.1*** (2.1)	1.8 (3.4)
Average number of contacts with an employment professional or case manager	11.4	5.4	8.9	6.0*** (1)	2.5** (1)
Mode of contacts (%)					
Mostly in person	72.7	65.0	76.0	7.7* (4.5)	-3.2 (3.6)
Mostly by phone	10.9	24.8	13.9	-14.0*** (4.0)	-3.2 (2.8)
Equally in person and by phone	16.1	10.2	8.5	5.9** (2.8)	7.5*** (2.7)
Any support service (excluding mental health or substance use counseling)	46.6	24.5	45.3	22.1*** (2.3)	1.2 (3.2)
Any support service	49.3	28.9	49.2	20.4*** (2.3)	0.1 (3.2)
Childcare assistance including vouchers or funds (%)	4.4	3.2	3.1	1.2 (0.9)	1.3 (1.1)
Transportation assistance (such as gas cards or bus passes) (%)	27.0	8.6	23.7	18.4*** (1.8)	3.2 (2.9)
Housing assistance (%)	10.3	11.5	15.3	-1.3 (1.4)	-5.0** (2.2)
Mental health or substance use counseling (%)	7.5	7.6	9.9	-0.1 (1.3)	-2.3 (1.8)
Clothes, uniforms, tools, or other supplies and equipment (%)	22.2	5.3	18.3	16.9*** (1.5)	3.9 (2.6)
Other (%)	4.0	3.3	6.1	0.7 (0.9)	-2.1 (1.6)
Sample size	1,044	838	363		

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

Note: Standard errors in parentheses.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

II. Subgroup tables and key findings

Appendix Tables E.9 through E.12 show differences in service use between the CBA and control groups for subgroups defined by reported baseline characteristics. 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; and individuals living in households with children or without children. All findings are based on the 12-month follow-up survey.

In most of the identified subgroups, CBA group participation rates in services within the 12-month follow-up period were generally higher than those of the ES control group, but these contrasts did not differ statistically across subgroups. Exceptions included the CBA-ES control group contrast in receipt of a support service, which was larger for individuals with the greatest barriers compared to those with least barriers, and CBA-ES control group contrast in participation in job search training or assistance or education or training programs, which was greater for individuals who were employed in the 12 months before random assignment, but not for those who were not employed in this period, and greater for individuals with the greatest barriers, compared to those with the least barriers.

CBA group participation rates in services also were generally higher than those of the NS control group. These contrasts in service use differed for several subgroups defined by barriers to employment, recent employment history, and presence of children in the household. There were generally no statistically significant differences in CBA-NS control group contrasts across subgroups defined by age.

CBA group members were more likely than NS control group members to participate in job search training or assistance activities for individuals regardless of the extent of barriers to employment. This contrast was larger for individuals with the least barriers to employment (54 percentage point difference) and moderate barriers to employment (47 percentage point difference) than for those with the greatest barriers (36 percentage point difference). Differences between research groups in completion rates followed a similar pattern.

For subgroups defined by prior employment, the CBA-NS control group differences in participation in job search training and assistance activities and in education or training programs were larger for individuals who were employed in the 12 months before random assignment, relative to those who were not employed in this period (52 percentage point difference for individuals who were employed versus a 43 percentage point difference for individuals who were not employed).

CBA group members were more likely than NS control group members to complete activities. This contrast was larger for individuals in households with children (14 percentage points) than for those in households without children (7 percentage points). The CBA-NS control group difference in the percentage who received support services also varied across subgroups—the contrast between the CBA group and NS control group was larger for individuals in households

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without children (23 percentage point difference), relative to individuals in households with children (17 percentage point difference).

Table E.9. Service use, by age

Service	Age 18 to 24					Age 25 to 49					Age 50 or older				
	CBA Group	NS control group	ES control group	CBA/ NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA/ NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA/ NS control group difference	CBA/ ES control group difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	51.7	17.8	51.7	34.0*** (5.4)	-0.4 (8.7)	59.9	17.7	56.4	42.2*** (2.6)	3.3 (4.1)	71.5	21.2	73.4	50.3*** (5.5)	-2.7 (8.6)
Completed career assessment tests (%)	19.0	8.9	13.3	10.1** (4.1)	5.3 (6.3)	25.4	9.7	25.6	15.7*** (2.1)	-0.4 (3.5)	26.1	6.8	36.0	19.2*** (4.0)	-7.7 (9.1)
Participated in job search training or assistance activities or education or training programs (%)	73.1	37.5	64.7	35.5*** (5.8)	8.4 (8.0)	75.4	29.6	66.3	45.8*** (2.7)	8.9** (3.9)	78.5	20.5	81.5	58.0***†† (5.5)	-3.5 (7.1)
Participated in job search training or assistance activities (%)	59.5	15.5	51.6	43.9*** (5.0)	8.2 (9.2)	66.0	16.7	56.3	49.3*** (2.6)	9.5** (4.0)	68.1	12.6	80.7	55.4*** (5.4)	-10.9† (7.5)
Participated in education or training programs (%)	52.4	28.9	45.8	23.5*** (6.4)	6.8 (8.7)	51.8	19.1	42.1	32.7*** (2.6)	9.8** (4.1)	52.1	13.3	43.3	38.8*** (5.6)	6.7 (8.8)
Type of services received (%)															
General job skills training	35.1	16.4	25.3	18.8*** (5.5)	10.1 (8.8)	32.4	7.1	22.3	25.2*** (2.1)	9.9*** (3.2)	36.9	8.3	30.8	28.6*** (4.8)	5.8 (9.4)
Occupational skills training	24.8	16.2	27.4	8.6* (5.1)	-2.3 (8.8)	30.6	10.9	25.5	19.7*** (2.2)	5.2 (3.5)	24.7	7.7	34.6	17.0*** (4.4)	-10.8 (7.0)
Adult basic education	27.0	12.3	19.2	14.7*** (4.6)	8.2 (7.4)	26.3	9.5	17.6	16.9*** (2.1)	8.8*** (3.1)	25.0	1.4	7.4	23.6*** (3.7)	16.1*** (4.8)

Table E.9. Service use, by age *(continued)*

Service	Age 18 to 24					Age 25 to 49					Age 50 or older				
	CBA Group	NS control group	ES control group	CBA/ NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA/ NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA/ NS control group difference	CBA/ ES control group difference
Work-based learning	0.0	0.6	-0.1	-0.6 (0.6)	0.1 (0.3)	0.5	0.1	1.3	0.4 (0.2)	-0.8 (1.1)	0.0	0.0	0.1	0.0 (0.0)	-0.1 (0.3)
On-the-job training	0.0	0.6	-0.1	-0.6 (0.6)	0.1 (0.1)	0.3	0.1	0.0	0.2 (0.2)	0.3* (0.2)	0.0	0.0	0.0	0.0 (0.0)	0.0 (0.1)
General job skills training, occupational skills training, adult basic education, or work-based learning	51.5	28.9	45.8	22.5*** (6.4)	5.7 (8.7)	51.6	19.2	42.1	32.4*** (2.6)	9.5** (4.1)	52.1	13.4	43.3	38.7*** (5.6)	6.7 (8.8)
Mean length of time spent in all activities and programs (months)	3.6	1.8	3.4	1.7*** (0.6)	0.1 (0.8)	3.7	1.1	2.9	2.6*** (0.2)	0.8** (0.4)	3.7	0.5	2.7	3.2*** (0.4)	0.8 (0.8)
Percentage who completed the program (all activities) (%)	16.0	8.4	24.5	7.6* (4.0)	-9.0 (7.9)	18.3	7.7	13.8	10.6*** (1.9)	4.3 (2.8)	18.1	7.0	16.5	11.1*** (3.9)	0.5 (7.0)
Received certificate or degree/diploma (%)	7.4	4.0	10.0	3.4 (3.3)	-2.6 (5.5)	9.1	4.1	6.2	5.0*** (1.4)	2.7 (1.8)	7.9	4.2	16.1	3.6 (2.5)	-8.5 (6.3)
Any support service	43.7	22.3	37.0	21.4*** (5.9)	7.4 (8.2)	49.5	30.3	51.0	19.2*** (2.8)	-1.6 (3.7)	56.2	28.2	59.5	28.0*** (6.1)	-5.7 (9.7)
Any support service (excluding mental health or substance use counseling)	39.4	16.7	35.7	22.7*** (5.7)	4.4 (8.1)	47.8	25.9	46.9	21.9*** (2.7)	0.6 (3.7)	53.9	26.1	54.1	27.8*** (6.0)	-2.9 (9.8)
Sample size	188	160	60			706	549	260			150	129	43		

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

Note: Standard errors in parentheses.

***/**/* 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.

Table E.10. Service use, by severity of barriers to employment

Service	Least barriers (employed in past 12 months and completed high school or equivalent)					Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)					Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	63.9	18.2	59.0	45.6*** (3.1)	4.6 (4.7)	60.6	18.4	60.1	42.1*** (3.3)	1.2 (5.5)	45.1	14.5	47.3	30.6*** (7.3)	-1.6 (12.1)
Completed career assessment tests (%)	26.5	9.1	28.2	17.4*** (2.4)	-1.9 (4.4)	22.8	8.6	24.3	14.2*** (2.6)	-1.1 (4.8)	21.4	16.1	23.6	5.3 (6.5)	-2.6 (7.7)
Participated in job search training or assistance activities or education or training programs (%)	77.6	30.6	66.8	47.0*** (3.1)	10.7** (4.6)	72.3	28.6	75.6	43.8*** (3.7)	-2.8 (4.6)	76.4	43.2	54.6	33.2*** (7.4)	21.4*† † (11.3)
Participated in job search training or assistance activities (%)	69.5	15.3	57.5	54.2*** (2.9)	11.7** (4.8)	63.4	16.7	67.2	46.7*** (3.4)	-3.3 (5.0)	60.8	25.2	37.8	35.7*** †† (7.1)	21.6**† † (10.0)
Participated in education or training programs (%)	52.2	20.1	39.2	32.1*** (3.2)	12.3** (4.9)	48.3	18.6	49.1	29.7*** (3.5)	-0.6 (5.7)	63.0	31.2	40.8	31.8*** (7.8)	22.0* (11.9)
Type of services received (%)															
General job skills training	35.0	8.9	19.9	26.2*** (2.6)	14.5*** (2.9)	30.1	7.2	29.3	23.0*** (2.8)	1.1 (4.9)	33.8	13.1	19.9	20.7*** (6.9)	11.8† (9.9)

Table E.10. Service use, by severity of barriers to employment *(continued)*

Service	Least barriers (employed in past 12 months and completed high school or equivalent)					Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)					Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Occupational skills training	34.1	13.9	26.7	20.2*** (2.8)	7.0 (4.5)	25.0	10.5	28.5	14.5*** (2.8)	-3.3 (5.2)	23.5	10.4	17.5	13.2** (5.5)	5.7 (7.7)
Adult basic education	19.9	6.2	9.0	13.7*** (2.2)	10.5*** (2.7)	28.3	8.8	21.2	19.5*** (2.8)	7.1 (4.5)	52.0	21.9	33.7	30.1*** † (7.6)	18.6 (11.8)
Work-based learning	0.2	0.4	2.0	-0.2 (0.3)	-1.7 (1.6)	0.0	0.0	-0.1	0.0 (0.0)	0.1 (0.3)	2.1	-0.2	0.4	2.2** (1.1)	2.0 (1.3)
On-the-job training	0.0	0.4	0.0	-0.4 (0.3)	0.0 (0.0)	0.0	0.0	0.0	0.0 (0.0)	0.0 (0.0)	2.1	-0.2	0.1	2.3**†† (1.1)	2.3** (1.1)
General job skills training, occupational skills training, adult basic education, or work-based learning	51.9	20.1	39.2	31.7*** (3.2)	12.0** (4.9)	47.9	18.6	49.2	29.3*** (3.5)	-1.1 (5.6)	63.0	31.1	40.7	31.9*** (7.9)	22.0*† (11.9)
Mean length of time spent in all activities and programs	3.5	1.2	2.1	2.3*** (0.3)	1.4*** (0.4)	3.5	1.0	4.0	2.5*** (0.3)	-0.5 (0.6)	4.9	1.4	3.2	3.5*** (0.7)	1.6†† (1.3)
Percentage who completed the program (all activities) (%)	22.1	9.6	18.5	12.5*** (2.6)	3.5 (3.8)	14.1	5.4	13.6	8.7*** (2.2)	0.2 (3.5)	8.0	8.6	11.7	-0.7†† (4.5)	-4.5 (6.7)
Received certificate or degree/diploma (%)	11.8	5.5	12.5	6.3*** (2.0)	-0.9 (3.1)	5.6	3.3	4.8	2.3 (1.6)	0.7 (2.1)	4.2	0.8	2.7	3.4* (2.1)	1.2 (3.3)

Table E.10. Service use, by severity of barriers to employment *(continued)*

Service	Least barriers (employed in past 12 months and completed high school or equivalent)					Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)					Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Any support service	49.7	26.7	52.0	23.0*** (3.3)	-2.7 (4.7)	48.0	31.1	46.9	16.9*** (3.7)	1.0 (4.9)	56.3	30.1	32.2	26.2*** (7.5)	24.7**† (10.3)
Any support service (excluding mental health or substance use counseling)	47.6	23.5	48.1	24.0*** (3.2)	-1.2 (4.6)	45.2	25.1	45.0	20.1*** (3.5)	0.1 (4.8)	52.9	26.7	31.3	26.2*** (7.3)	22.5**† (10.3)
Sample size	494	408	185			434	335	140			103	87	32		

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

Note: Standard errors in parentheses.

***/**/* 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.

Table E.11. Service use, by recent employment history

Service	Employed in 12 months prior to random assignment					Not employed in 12 months prior to random assignment				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	61.7	17.2	57.7	44.5*** (2.7)	4.0 (4.4)	57.4	18.6	58.4	38.8*** (3.5)	-0.6 (5.6)
Completed career assessment tests (%)	24.9	8.1	27.5	16.8*** (2.1)	-2.6 (3.9)	23.3	10.8	22.6	12.5*** (2.8)	0.7 (4.6)
Participated in job search training or assistance activities or education or training programs (%)	78.2	30.2	64.6	48.0*** (2.9)	13.6*** (4.1)	70.9	31.7	74.7	39.3***† (3.7)	-3.8††† (5.3)
Participated in job search training or assistance activities (%)	68.4	16.1	54.6	52.3*** (2.7)	13.8*** (4.3)	61.2	17.8	66.8	43.3***†† (3.5)	-5.4††† (5.4)
Participated in education or training programs (%)	55.0	19.2	39.9	35.8*** (2.9)	15.0*** (4.4)	46.8	22.7	48.7	24.1***††† (3.5)	-2.3†† (5.6)
Type of services received (%)										

Table E.11. Service use, by recent employment history *(continued)*

Service	Employed in 12 months prior to random assignment					Not employed in 12 months prior to random assignment				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
General job skills training	35.3	8.0	21.4	27.3*** (2.3)	13.8*** (3.7)	29.3	9.8	27.2	19.5***†† (2.9)	2.0†† (4.7)
Occupational skills training	33.1	11.3	24.9	21.8*** (2.5)	8.2** (4.0)	22.6	13.4	28.4	9.1***††† (2.9)	-6.1†† (4.6)
Adult basic education	27.2	7.9	13.0	19.3*** (2.3)	14.1*** (2.9)	26.0	10.6	23.3	15.4*** (2.7)	2.6†† (4.5)
Work-based learning	0.1	0.3	1.5	-0.2 (0.2)	-1.3 (1.2)	0.5	0.0	-0.2	0.6**†† (0.3)	0.8* (0.4)
On-the-job training	0.0	0.3	0.0	-0.3 (0.2)	0.0 (0.0)	0.5	0.0	-0.1	0.6***††† (0.3)	0.6**†† (0.3)
General job skills training, occupational skills training, adult basic education, or work- based learning	54.5	19.2	40.0	35.3*** (2.9)	14.5*** (4.4)	46.6	22.7	48.6	24.0***†† (3.5)	-2.5†† (5.6)
Mean length of time spent in all activities and programs	3.7	1.2	2.5	2.6*** (0.3)	1.2*** (0.4)	3.5	1.1	3.6	2.4*** (0.3)	-0.1†† (0.6)
Percentage who completed the program (all activities) (%)	20.3	8.9	17.0	11.4*** (2.2)	3.3 (3.2)	13.0	5.7	13.4	7.4*** (2.2)	-0.4 (3.4)

Table E.11. Service use, by recent employment history *(continued)*

Service	Employed in 12 months prior to random assignment					Not employed in 12 months prior to random assignment				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Received certificate or degree/diploma (%)	10.3	4.8	10.2	5.5*** (1.6)	0.1 (2.4)	5.1	3.2	5.4	2.0 (1.5)	-0.3 (2.3)
Any support service	49.4	27.3	47.6	22.1*** (3.0)	1.4 (4.2)	48.3	31.4	50.7	17.0*** (3.8)	-1.6 (5.0)
Any support service (excluding mental health or substance use counseling)	46.8	24.2	44.4	22.6*** (2.9)	2.0 (4.1)	45.4	24.6	46.6	20.8*** (3.6)	-0.4 (5.0)
Sample size	612	508	227			421	326	132		

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

Note: Standard errors in parentheses.

***/**/* 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.

Table E.12. Service use, by presence of children

Service	Individuals in households with children					Individuals in households without children				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	56.7	16.8	59.0	39.9*** (3.0)	-2.5 (4.4)	62.7	18.7	57.6	44.0*** (3.0)	5.2 (5.2)
Completed career assessment tests (%)	25.5	11.0	27.5	14.4*** (2.5)	-2.2 (3.9)	23.5	7.5	23.0	16.0*** (2.3)	0.3 (4.2)
Participated in job search training or assistance activities or education or training programs (%)	78.8	33.4	72.2	45.4*** (3.2)	6.6 (4.3)	72.3	28.0	63.6	44.3*** (3.2)	8.8* (4.8)
Participated in job search training or assistance activities (%)	66.2	16.7	61.0	49.5*** (3.1)	5.0 (4.5)	64.5	16.0	56.1	48.5*** (2.9)	8.6* (4.9)
Participated in education or training programs (%)	56.6	23.6	46.1	33.0*** (3.3)	10.7** (4.6)	47.7	17.8	38.9	29.9*** (3.1)	8.6* (5.1)
Type of services received (%)										
General job skills training	32.6	7.3	23.9	25.3*** (2.4)	8.8** (4.1)	33.9	9.4	23.1	24.5*** (2.7)	10.5** (4.1)
Occupational skills training	33.4	14.4	26.6	19.1*** (2.8)	6.9* (4.0)	24.8	10.4	26.3	14.4*** (2.6)	-1.4 (4.3)
Adult basic education	28.8	10.1	22.2	18.7*** (2.6)	6.6* (3.9)	24.6	7.6	10.6	17.0*** (2.4)	14.4*** (3.0)
Work-based learning	0.5	0.2	0.2	0.3 (0.4)	0.2 (0.4)	0.1	0.2	1.6	-0.1 (0.2)	-1.4 (1.7)
On-the-job training	0.5	0.2	-0.1	0.3 (0.4)	0.6* (0.3)	0.0	0.2	0.0	-0.2 (0.2)	0.0† (0.0)

Table E.12. Service use, by presence of children (*continued*)

Service	Individuals in households with children					Individuals in households without children				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
General job skills training, occupational skills training, adult basic education, or work-based learning	56.6	23.6	46.1	33.0*** (3.3)	10.7** (4.6)	47.0	17.8	39.0	29.2*** (3.1)	7.9 (5.1)
Mean length of time spent in all activities and programs	3.9	1.4	3.2	2.5*** (0.3)	0.8* (0.4)	3.4	0.9	2.6	2.5*** (0.3)	0.9* (0.4)
Percentage who completed the program (all activities) (%)	21.0	7.4	15.1	13.6*** (2.3)	5.9* (3.2)	14.4	7.7	17.5	6.6***†† (2.2)	-3.2† (3.7)
Received certificate or degree/diploma (%)	10.9	4.7	8.8	6.2*** (1.8)	1.9 (2.5)	6.4	3.6	8.7	2.8* (1.5)	-2.6 (2.7)
Any support service	50.8	34.1	47.5	16.7*** (3.4)	2.9 (4.2)	48.1	25.0	49.7	23.1*** (3.2)	-1.6 (4.7)
Any support service (excluding mental health or substance use counseling)	47.6	31.0	45.7	16.5*** (3.4)	1.6 (4.1)	45.8	19.6	44.2	26.2***†† (3.0)	1.5 (4.7)
Sample size	509	396	200			535	442	163		

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

Note: Standard errors in parentheses.

***/**/* 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.

Appendix F

Impacts on employment, earnings, receipt of public assistance,
and well-being outcomes
(Chapter V supplementary tables)

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

Table F.1. Impacts on quarterly and year 1 employment rates and total earnings, based on UI wage records

	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Employment rate (%)					
Quarter 1	44.2	45.2	42.4	-1.0 (1.5)	1.8 (2.0)
Quarter 2	48.2	46.5	48.8	1.7 (1.5)	-0.6 (2.1)
Quarter 3	47.7	47.9	48.6	-0.2 (1.6)	-0.9 (2.1)
Quarter 4	50.2	48.9	48.7	1.3 (1.6)	1.6 (2.3)
Year 1	65.3	64.1	65.0	1.2 (1.5)	0.3 (2.1)
Average quarterly employment rate	47.6	47.1	47.1	0.4 (1.2)	0.5 (1.7)
Total earnings (\$)					
Quarter 1	1,409	1,356	1,420	53 (71)	-11 (93)
Quarter 2	1,690	1,590	1,701	100 (79)	-11 (106)
Quarter 3	1,838	1,716	1,853	122 (86)	-15 (115)
Quarter 4	2,104	1,917	2,007	187** (93)	97 (130)
Year 1	7,041	6,579	6,981	462* (274)	60 (368)
Sample size	1,797	1,465	633		

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

Note: Standard errors in parentheses.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

Table F.2. Impacts on quarterly and year 1 employment rates and average earnings per week, based on 12-month survey data

	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Employment rate (%)					
Quarter 1	33.2	34.8	34.3	-1.7 (2.2)	-1.2 (2.7)
Quarter 2	39.4	40.2	43.4	-0.8 (2.2)	-4.0 (3.0)
Quarter 3	44.0	42.0	44.5	2.0 (2.3)	-0.5 (3.1)
Quarter 4	47.8	43.6	44.7	4.2* (2.3)	3.0 (3.2)
Year 1	59.1	56.1	56.8	3.0 (2.3)	2.3 (3.0)
Employed at the time of the survey interview	42.8	39.5	40.8	3.3 (2.3)	1.9 (3.0)
Average earnings per week (\$)					
Quarter 1	1,360	1,332	1,522	28 (114)	-163 (145)
Quarter 2	1,763	1,789	1,908	-26 (132)	-145 (166)
Quarter 3	2,033	1,852	2,095	181 (135)	-61 (184)
Quarter 4	2,261	1,893	2,017	369*** (137)	239 (177)
Year 1	7,417	6,866	7,541	552 (445)	-130 (575)
Sample size	1,044	838	363		

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

Note: Standard errors in parentheses.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

Table F.3. Impacts on quarterly and year 1 average hours worked per week and number of jobs, based on 12-month survey data

	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Average hours worked per week (#)					
Quarter 1	9.1	8.7	9.3	0.3 (0.7)	-0.3 (0.9)
Quarter 2	11.6	11.5	11.9	0.1 (0.8)	-0.3 (1.0)
Quarter 3	13.1	11.9	12.9	1.2 (0.8)	0.2 (1.1)
Quarter 4	14.2	12.0	12.2	2.3*** (0.8)	2.0* (1.1)
Year 1	12.0	11.0	11.6	1.0 (0.7)	0.4 (0.9)
Number of jobs held over the year (%)					
0	41.1	44.2	43.3	-3.1 (2.3)	-2.2 (3.0)
1	36.7	34.0	36.7	2.8 (2.4)	0.0 (3.2)
2	15.2	15.8	13.4	-0.6 (1.8)	1.6 (2.2)
3	5.6	4.6	5.1	0.9 (1.1)	0.5 (1.4)
4	1.0	1.1	1.4	-0.1 (0.5)	-0.4 (0.7)
5 or more	0.5	0.3	0.1	0.1 (0.3)	0.4* (0.2)
Mean	0.9	0.9	0.9	0.0 (0.1)	0.1 (0.1)
Sample size	1,044	838	363		

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

Note: Standard errors in parentheses.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

Table F.4a. Characteristics of current jobs, among individuals employed at the time of the interview and based on 12-month survey data

Characteristic	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Hours worked per week (%)					
Less than 20	29.9	31.9	28.8	-2.0 (3.5)	0.8 (4.5)
21 to 34	27.1	28.6	33.5	-1.5 (3.5)	-6.5 (4.7)
35 or more (employed full time)	43.0	39.5	37.7	3.5 (3.7)	5.7 (4.9)
Average	30.4	29.0	29.4	1.4 (0.9)	1.1 (1.3)
Weekly earnings (%)					
\$1 to \$499	76.5	80.7	79.3	-4.2 (3.1)	-3.3 (4.0)
\$500 to \$999	22.1	18.3	19.8	3.9 (3.1)	2.7 (4.0)
\$1,000 to \$1,499	0.7	0.8	1.0	-0.1 (0.5)	-0.2 (0.6)
\$1,500 to \$2,000	0.6	0.4	0.0	0.2 (0.4)	0.7** (0.3)
\$2,000 and above	0.1	0.0	-0.1	0.2 (0.1)	0.2 (0.1)
Benefits available at job (%)					
Any benefit	69.6	70.4	70.7	-0.8 (3.4)	-1.0 (4.4)
Health insurance or HMO/PPO plan membership	44.5	42.1	48.8	2.4 (3.8)	-4.1 (5.0)
Dental insurance	35.3	30.0	36.5	5.3 (3.5)	-1.0 (4.7)
Paid vacation	35.2	35.2	34.1	0.0 (3.7)	1.4 (4.7)
Paid holidays	40.1	35.1	35.0	5.0 (3.6)	5.5 (4.5)
Paid sick leave	55.0	57.3	50.4	-2.3 (3.7)	4.7 (5.0)
Any paid time off	60.7	61.4	58.1	-0.7 (3.7)	2.8 (4.9)
Pension or retirement benefits	34.9	29.1	35.0	5.8* (3.5)	0.3 (4.9)
Tuition assistance or reimbursement	12.6	14.5	14.0	-1.9 (2.6)	-1.2 (3.3)
Type of employment (%)					
Regular full- or part-time	80.7	83.6	83.5	-3.0 (2.8)	-2.8 (3.7)
Temporary or on-call	8.7	9.6	8.9	-0.9 (2.2)	-0.2 (2.9)
Self-employed or independent contractor or consultant	8.9	4.8	6.8	4.0** (1.8)	2.0 (2.4)
Day laborer	1.8	1.9	0.8	-0.2 (0.9)	1.0 (0.9)
Occupation					
Other Personal Care and Service Workers	8.6	9.2	14.7	-0.6 (2.0)	-6.0** (3.0)
Retail Sales Workers	5.8	6.6	5.5	-0.9 (1.7)	0.3 (2.2)
Information and Record Clerks	5.4	3.7	8.6	1.6 (1.5)	-3.3 (2.5)
Material Moving Workers	4.1	3.3	2.2	0.9 (1.2)	1.8 (1.6)

Table F.4a. Characteristics of current jobs, among individuals employed at the time of the interview and based on 12-month survey data *(continued)*

Characteristic	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Food and Beverage Serving Workers	3.0	3.6	3.1	-0.6 (1.2)	0.1 (1.5)
Motor Vehicle Operators	2.5	2.5	4.0	-0.1 (1.0)	-1.6 (1.6)
Building Cleaning and Pest Control Workers	1.6	2.1	5.5	-0.5 (0.8)	-3.9** (1.7)
Material Recording, Scheduling, Dispatching, and Distributing Workers	2.3	3.6	1.6	-1.3 (1.2)	0.7 (0.9)
Nursing, Psychiatric, and Home Health Aides	2.4	3.2	2.7	-0.8 (1.1)	-0.3 (1.1)
Other Protective Service Workers	3.9	2.5	2.2	1.5 (1.2)	1.7 (1.6)
Sample size	449	346	163		

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

Note: Standard errors in parentheses.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

Table F.4b. Characteristics of current jobs, among all individuals with 12-month survey data

Characteristic	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Hours worked per week (%)					
0	57.8	60.5	59.6	-2.7 (2.3)	-1.7 (3.0)
1 to 20	12.6	12.6	11.3	0.0 (1.6)	1.3 (2.1)
21 to 34	11.4	11.8	13.8	-0.4 (1.6)	-2.5 (2.3)
35 or more (employed full time)	18.2	15.1	15.3	3.1* (1.8)	2.9 (2.3)
Average	12.8	11.3	11.9	1.5* (0.8)	0.9 (1.0)
Weekly earnings (%)					
\$0	58.8	61.8	61.7	-2.9 (2.3)	-2.7 (3.0)
\$1 to \$499	31.5	31.2	30.4	0.2 (2.2)	0.9 (2.9)
\$500 to \$999	9.1	6.6	7.6	2.5* (1.3)	1.5 (1.6)
\$1,000 to \$1,499	0.3	0.2	0.3	0.0 (0.2)	0.0 (0.2)
\$1,500 to \$2,000	0.2	0.1	0.0	0.1 (0.2)	0.3** (0.1)
\$2,000 and above	0.1	0.0	0.0	0.1 (0.0)	0.1 (0.0)
Benefits available at job (%)					
Any benefit	29.2	27.4	29.1	1.7 (2.1)	0.0 (2.8)
Health insurance or HMO/PPO plan membership	18.6	16.2	20.2	2.4 (1.8)	-1.6 (2.5)
Dental insurance	14.8	11.7	15.4	3.1* (1.6)	-0.7 (2.3)
Paid vacation	14.8	13.5	14.2	1.3 (1.7)	0.5 (2.2)
Paid holidays	16.8	13.4	14.9	3.4** (1.7)	1.9 (2.2)
Paid sick leave	23.0	22.2	20.1	0.8 (2.0)	2.8 (2.4)
Any paid time off	25.5	23.7	23.7	1.7 (2.0)	1.6 (2.6)
Pension or retirement benefits	14.6	11.1	14.6	3.5** (1.6)	0.0 (2.2)
Tuition assistance or reimbursement	5.3	6.0	6.1	-0.7 (1.1)	-0.8 (1.4)
Type of employment (%)					
Not employed	58.2	60.8	60.2	-2.6 (2.3)	-1.9 (3.0)

Table F.4b. Characteristics of current jobs, among all individuals with 12-month survey data *(continued)*

Characteristic	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Regular full- or part-time	33.8	32.8	33.2	1.0 (2.2)	0.4 (2.9)
Temporary or on-call	3.6	3.8	3.8	-0.1 (0.9)	-0.1 (1.2)
Self-employed or independent contractor or consultant	3.7	2.0	2.4	1.7** (0.8)	1.2 (1.0)
Day laborer	0.7	0.6	0.3	0.1 (0.3)	0.4 (0.4)
Occupation					
Other Personal Care and Service Workers	3.6	4.1	6.7	-0.5 (0.9)	-3.1** (1.4)
Retail Sales Workers	2.4	2.8	2.0	-0.4 (0.7)	0.4 (0.9)
Information and Record Clerks	2.3	1.5	3.6	0.8 (0.6)	-1.4 (1.1)
Material Moving Workers	1.7	1.1	1.3	0.6 (0.5)	0.5 (0.7)
Food and Beverage Serving Workers	1.3	1.6	1.3	-0.3 (0.5)	0.0 (0.6)
Motor Vehicle Operators	1.0	0.9	1.7	0.2 (0.4)	-0.6 (0.6)
Building Cleaning and Pest Control Workers	0.7	0.8	1.8	-0.2 (0.3)	-1.1 (0.7)
Material Recording, Scheduling, Dispatching, and Distributing Workers	1.0	1.5	0.5	-0.5 (0.5)	0.4 (0.4)
Nursing, Psychiatric, and Home Health Aides	1.0	1.4	0.8	-0.4 (0.5)	0.2 (0.4)
Other Protective Service Workers	1.7	0.9	1.0	0.8 (0.5)	0.6 (0.7)
Sample size	1,044	838	363		

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

Note: Standard errors in parentheses.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

Table F.5. Impacts on quarterly SNAP participation rates, number of months of SNAP participation, and SNAP exit rates, based on SNAP administrative data

	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
SNAP participation by individual enrolled in pilot (%)					
Quarter 1	98.2	97.9	97.4	0.3 (0.5)	0.8 (0.7)
Quarter 2	92.2	91.4	90.4	0.7 (1.0)	1.7 (1.3)
Quarter 3	83.8	84.1	85.4	-0.3 (1.3)	-1.5 (1.7)
Quarter 4	80.1	80.1	80.3	0.0 (1.4)	-0.2 (1.8)
SNAP participation among any other household members (%)					
Quarter 1	49.5	47.2	51.9	2.3* (1.2)	-2.3 (1.7)
Quarter 2	50.2	47.9	52.9	2.3* (1.3)	-2.5 (1.8)
Quarter 3	53.3	50.3	54.1	2.9** (1.3)	-0.6 (1.9)
Quarter 4	53.1	50.9	53.8	2.2 (1.4)	-0.7 (1.9)
SNAP participation by any individual in household ^a (%)					
Quarter 1	98.2	97.9	97.4	0.3 (0.5)	0.8 (0.7)
Quarter 2	92.2	91.4	90.4	0.7 (1.0)	1.7 (1.3)
Quarter 3	83.8	84.1	85.4	-0.3 (1.3)	-1.5 (1.7)
Quarter 4	80.1	80.1	80.3	0.0 (1.4)	-0.2 (1.8)
Mean number of months of SNAP participation in the 12 months after random assignment (#)					
Among individuals enrolled in pilot	10.1	10.1	10.2	0.0 (0.1)	-0.1 (0.1)
Among any other household members	5.2	5.0	5.4	0.2* (0.1)	-0.2 (0.2)
Among any individual in household ^a	10.1	10.1	10.2	0.0 (0.1)	-0.1 (0.1)
Exited SNAP within 12 months of random assignment (%)					
Among individuals enrolled in pilot	37.1	37.7	34.0	-0.7 (1.6)	3.1 (2.2)
Among any other household members	16.5	15.0	15.8	1.5 (1.2)	0.8 (1.7)
Among any individual in household ^a	39.0	39.7	35.8	-0.7 (1.6)	3.2 (2.2)
Sample size	1,797	1,465	633		

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

Note: Standard errors in parentheses.

Table F.5. Impacts on quarterly SNAP participation rates, number of months of SNAP participation, and SNAP exit rates, based on SNAP administrative data *(continued)*

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

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

Table F.6. Impacts on average monthly SNAP benefit amount per Quarter and in Year 1, based on SNAP administrative data

	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Average SNAP benefits received (\$)					
Quarter 1	901	888	876	14 (11)	25 (17)
Quarter 2	807	793	802	15 (13)	5 (19)
Quarter 3	738	737	756	1 (15)	-18 (20)
Quarter 4	689	691	719	-2 (16)	-31 (21)
Year 1	3,135	3,108	3,153	27 (45)	-18 (66)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a					
Quarter 1	82.1	81.6	80.1	0.5 (0.9)	2.0 (1.2)
Quarter 2	72.2	71.1	71.1	1.1 (1.1)	1.2 (1.5)
Quarter 3	65.5	65.7	66.8	-0.2 (1.3)	-1.3 (1.7)
Quarter 4	60.6	61.1	63.3	-0.5 (1.4)	-2.7 (1.8)
Year 1	70.1	69.9	70.3	0.2 (0.9)	-0.2 (1.3)
Sample size	1,797	1,465	633		

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.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

Table F.7. Impacts on quarterly TANF participation rates and TANF benefit amounts, based on SNAP administrative data

	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
TANF participation (%)					
Quarter 1	18.7	17.3	16.7	1.4 (0.9)	1.9 (1.3)
Quarter 2	18.1	17.4	18.9	0.7 (1.0)	-0.8 (1.5)
Quarter 3	18.3	19.5	21.1	-1.2 (1.1)	-2.8 (1.7)
Quarter 4	17.7	19.2	20.1	-1.5 (1.2)	-2.4 (1.7)
Average TANF benefit amounts received (\$)					
Quarter 1	216	225	221	-9 (12)	-5 (18)
Quarter 2	226	252	256	-26* (15)	-31 (23)
Quarter 3	240	276	295	-35** (17)	-55** (26)
Quarter 4	243	283	305	-40** (18)	-62** (29)
Sample size	1,797	1,465	633		

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

Note: NA indicates the grantee or provider were not able to provide the data. Standard errors in parentheses.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

Table F.8. Impacts on participation in other public assistance programs in the 12 months since random assignment, based on 12-month survey data

Program	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Public assistance receipt in the 12 months since random assignment (%)					
General assistance	7.2	6.0	8.8	1.2 (1.3)	-1.6 (1.9)
Unemployment insurance	12.1	12.8	11.9	-0.7 (1.5)	0.3 (2.1)
Supplemental Security Income	9.0	10.0	14.3	-1.0 (1.4)	-5.3** (2.4)
Section 8, Housing Choice Vouchers, or Public Housing Assistance	14.2	14.3	17.7	-0.1 (1.6)	-3.6 (2.4)
Medicaid	85.8	82.0	84.9	3.8** (1.9)	1.0 (2.4)
Supplemental Nutrition Program for Women, Infants, and Children (WIC)	14.0	15.0	13.5	-1.1 (1.6)	0.5 (2.0)
Sample size	1,044	838	363		

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

Note: Standard errors in parentheses.

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test.

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

This section presents impacts of CBA for select subgroups of individuals enrolled in CBA. Subgroups were based on individuals' age, barriers to employment, recent employment history, and presence of children in the household.

The analyses presented in Chapter V showed that for the full sample, relative to the NS control group, CBA led to an increase in employment in Quarter 4 based only on survey data but not UI data, and did not change the likelihood of participating in SNAP in Quarter 4. There were no significant differences in these measures between CBA group members and members of the ES control group. The analysis of impacts by subgroup generally mirrored these findings, although there were several differences across subgroups:

- With one exception, impacts on employment in Quarter 4 were not statistically different across any subgroup (Appendix Tables F.9 to F.16). There was a negative impact on employment in Quarter 4 for the CBA group relative to the ES control group among individuals age 18 to 24, but positive impacts for the CBA group relative to each of the control groups among individuals age 25 to 49; there were no impacts among individuals older than 49 (Appendix Table F.13).
- Relative to the ES control group, CBA participation is associated with a greater likelihood of participating in SNAP in Quarter 4 among individuals with the greatest barriers to employment, decreased likelihood of participating among those with moderate barriers, and no impacts on participation among those with the least barriers (Appendix Table F.18). The impacts on SNAP participation in Quarter 4 were not statistically different across subgroups for age, recent employment history, or presence of children.

Subgroup findings based on impacts on earnings included the following:

- Across the age subgroups, there were significant differences in impacts on earnings in Quarter 4. CBA group members had significantly higher earnings relative to members of the NS control group among individuals age 25 to 49, but not among individuals age 18 to 24 or age 50 and older (Appendix Table F.9).

Table F.9. Impacts on quarterly and year 1 employment rates and total earnings, based on UI wage records, by age

	Age 18 to 24					Age 25 to 49					Age 50 or older				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Employment rate (%)															
Quarter 1	50.5	49.5	46.5	1.0 (3.4)	4.3 (4.8)	44.1	46.2	43.6	-2.1 (1.8)	0.6 (2.5)	34.9	32.4	30.5	2.5 (4.0)	4.3 (5.9)
Quarter 2	51.5	53.5	57.1	-2.0 (3.7)	-5.1 (5.0)	48.9	46.4	48.4	2.4 (1.9)	0.5 (2.6)	39.1	35.4	38.9	3.6 (4.2)	0.5 (5.7)
Quarter 3	52.2	58.3	59.4	-6.0 (3.7)	-6.9 (4.9)	48.3	48.0	47.9	0.4 (1.9)	0.3 (2.6)	37.2	32.5	36.4	4.7 (4.1)	0.8 (6.2)
Quarter 4	56.8	60.1	59.6	-3.3 (3.7)	-2.8 (5.1)	50.6	48.8	47.5	1.8 (1.9)	3.1 (2.7)	38.2	33.5	39.4	4.7 (4.4)	-1.0 (6.5)
Year 1	73.3	76.0	77.4	-2.6 (3.2)	-3.6 (4.5)	65.1	64.0	64.7	1.0 (1.8)	0.4 (2.5)	54.4	47.8	46.7	6.5 (4.3)	7.5 (6.0)
Average quarterly employment rate	52.8	55.4	55.6	-2.6 (2.7)	-2.6 (3.7)	48.0	47.4	46.8	0.6 (1.5)	1.2 (2.0)	37.4	33.5	36.3	3.9 (3.3)	1.1 (5.1)
Total earnings (\$)															
Quarter 1	1,390	1,557	1,560	-167 (147)	-177 (192)	1,455	1,385	1,451	70 (88)	5 (117)	1,174	865	1,088	309 (189)	135 (244)
Quarter 2	1,525	1,774	1,888	-249 (160)	-357* (212)	1,786	1,627	1,727	160 (99)	58 (134)	1,406	1,042	1,342	365*†† (205)	125 (274)
Quarter 3	1,585	1,914	1,958	-329* (176)	-371 (232)	1,983	1,751	1,878	232** (108)	102 (144)	1,433	1,162	1,700	271†† (226)	-190 (325)
Quarter 4	1,874	2,103	2,150	-229 (177)	-280 (227)	2,275	1,991	2,021	284** (118)	248 (167)	1,554	1,249	1,838	305†† (249)	-224 (369)
Year 1	6,374	7,348	7,556	-974* (550)	-1,185 (721)	7,499	6,753	7,077	746** (341)	413 (465)	5,567	4,318	5,968	1,249*†† (740)	-154 (996)
Sample size	354	300	127			1,206	964	433			237	201	73		

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

Note: Standard errors in parentheses.

***/**/* 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.

Table F.10. Impacts on quarterly and year 1 employment rates and total earnings, based on UI wage records, by severity of barriers to employment

	Least barriers (employed in past 12 months and completed high school or equivalent)					Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)					Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Employment rate (%)															
Quarter 1	61.6	64.2	62.3	-2.7 (2.3)	-0.7 (3.2)	32.2	30.2	26.2	2.0 (2.3)	5.9** (3.0)	22.3	26.2	23.6	-3.8 (4.1)	-1.1 (6.5)
Quarter 2	65.0	63.6	66.2	1.3 (2.3)	-1.3 (3.2)	36.9	32.9	35.0	4.0* (2.4)	1.9 (3.3)	25.2	30.2	30.7	-5.1 (4.2)	-5.8 (6.7)
Quarter 3	63.6	64.3	66.4	-0.7 (2.3)	-2.9 (3.1)	36.6	35.2	34.4	1.4 (2.4)	2.1 (3.3)	27.0	28.3	33.0	-1.3 (4.3)	-6.2 (6.7)
Quarter 4	66.4	64.1	64.7	2.3 (2.3)	1.8 (3.4)	38.8	38.0	36.2	0.8 (2.5)	2.5 (3.7)	29.1	28.8	31.2	0.3 (4.3)	-2.3 (7.1)
Year 1	82.5	80.8	81.4	1.7 (1.9)	1.1 (2.8)	53.4	50.8	53.8	2.6 (2.5)	-0.5 (3.5)	42.9	46.9	41.3	-4.0 (4.7)	1.6 (7.0)
Average quarterly employment rate	64.2	64.1	64.9	0.1 (1.8)	-0.8 (2.5)	36.1	34.1	32.9	2.1 (1.9)	3.1 (2.5)	25.9	28.4	29.6	-2.5 (3.2)	-3.9 (5.8)
Total earnings (\$)															
Quarter 1	2,092	2,046	2,207	45 (122)	-117 (160)	938	852	854	87 (95)	85 (133)	526	573	412	-47 (143)	121 (132)
Quarter 2	2,359	2,373	2,541	-14 (133)	-186 (181)	1,224	1,002	1,071	222** (111)	156 (146)	780	733	732	47 (149)	42 (200)
Quarter 3	2,562	2,487	2,674	75 (145)	-113 (190)	1,309	1,172	1,244	138 (120)	66 (167)	957	680	897	277* (162)	57 (215)
Quarter 4	2,842	2,720	2,818	122 (154)	21 (208)	1,586	1,361	1,321	226* (133)	264 (190)	1,109	720	1,123	389** (181)	-27 (337)
Year 1	9,855	9,626	10,240	228 (461)	-395 (611)	5,058	4,385	4,490	672* (387)	571 (540)	3,372	2,706	3,164	666 (491)	192 (717)
Sample size	815	688	312			742	588	250			218	176	64		

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

Note: Standard errors in parentheses.

***/**/* 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.

Table F.11. Impacts on quarterly and year 1 employment rates and total earnings, based on UI wage records, by recent employment history

	Employed in 12 months prior to random assignment					Not employed in 12 months prior to random assignment				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Employment rate (%)										
Quarter 1	59.2	61.3	59.4	-2.1 (2.0)	-0.1 (2.8)	23.2	22.5	18.7	0.7 (2.2)	4.6 (3.0)
Quarter 2	62.9	61.0	63.7	1.9 (2.0)	-0.8 (2.8)	27.5	26.5	28.3	1.0 (2.3)	-0.8 (3.4)
Quarter 3	61.0	62.0	64.0	-1.0 (2.1)	-3.1 (2.8)	28.8	27.8	27.6	1.0 (2.4)	1.4 (3.3)
Quarter 4	64.0	62.6	61.4	1.3 (2.1)	2.6 (3.0)	30.7	29.9	31.7	0.8 (2.5)	-0.9 (3.6)
Year 1	80.7	79.3	79.9	1.4 (1.7)	0.8 (2.5)	43.9	42.5	44.5	1.4 (2.6)	-0.6 (3.7)
Average quarterly employment rate	61.8	61.7	62.2	0.0 (1.6)	-0.4 (2.2)	27.6	26.7	26.6	0.9 (1.9)	1.1 (2.6)
Total earnings (\$)										
Quarter 1	1,992	1,922	2,087	69 (105)	-96 (139)	595	580	492	15 (84)	101 (105)
Quarter 2	2,236	2,192	2,382	44 (114)	-148 (154)	912	769	770	142 (102)	144 (133)
Quarter 3	2,403	2,348	2,571	54 (125)	-169 (163)	1,035	854	868	181* (109)	172 (152)
Quarter 4	2,695	2,578	2,625	118 (133)	69 (178)	1,249	1,010	1,167	239** (122)	85 (191)
Year 1	9,326	9,040	9,665	286 (395)	-345 (525)	3,790	3,214	3,298	576 (353)	502 (485)
Sample size	1,043	887	385			736	571	243		

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

Note: Standard errors in parentheses.

***/**/* 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.

Table F.12. Impacts on quarterly and year 1 employment rates and total earnings, based on UI wage records, by presence of children

	Individuals in households with children					Individuals in households without children				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Employment rate (%)										
Quarter 1	47.9	50.6	47.0	-2.7 (2.2)	1.1 (2.9)	40.9	40.8	38.4	0.1 (2.0)	2.4 (2.9)
Quarter 2	51.9	50.8	53.3	1.0 (2.3)	-1.4 (3.1)	45.0	43.2	44.6	1.8 (2.1)	0.3 (3.0)
Quarter 3	53.0	52.5	52.5	0.6 (2.3)	0.6 (3.0)	43.0	44.2	45.3	-1.2 (2.1)	-2.3 (3.0)
Quarter 4	55.8	53.6	50.6	2.2 (2.4)	5.2 (3.3)	45.3	45.2	47.3	0.1 (2.2)	-2.1 (3.1)
Year 1	68.4	69.5	70.6	-1.2 (2.1)	-2.2 (2.9)	62.7	60.2	59.9	2.5 (2.0)	2.7 (2.9)
Average quarterly employment rate	52.2	51.9	50.8	0.3 (1.8)	1.4 (2.4)	43.5	43.4	43.9	0.2 (1.6)	-0.4 (2.4)
Total earnings (\$)										
Quarter 1	1,512	1,593	1,653	-81 (106)	-139 (130)	1,314	1,156	1,222	158*† (94)	92 (134)
Quarter 2	1,781	1,848	2,006	-67 (119)	-221 (155)	1,606	1,387	1,433	218**† (107)	174† (144)
Quarter 3	2,062	1,955	2,079	107 (131)	-12 (166)	1,638	1,530	1,659	109 (116)	-18 (160)
Quarter 4	2,488	2,223	2,170	265* (145)	318* (190)	1,768	1,682	1,877	85 (122)	-108 (179)
Year 1	7,843	7,618	7,909	225 (413)	-54 (539)	6,326	5,755	6,191	571 (370)	140 (503)
Sample size	829	670	323			968	795	310		

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

Note: Standard errors in parentheses.

***/**/* 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.

Table F.13. Impacts on quarterly and year 1 employment rates and average earnings per week, based on 12-month survey data, by age

	Age 18 to 24					Age 25 to 49					Age 50 or older				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Employment rate (%)															
Quarter 1	35.9	36.5	44.4	-0.6 (5.6)	-7.3 (7.7)	34.0	35.5	33.4	-1.5 (2.6)	0.5 (3.2)	25.2	27.4	34.8	-2.3 (5.3)	-9.2 (7.6)
Quarter 2	38.0	44.0	60.6	-6.0 (5.9)	-21.9*** (8.0)	41.4	39.7	42.2	1.7 (2.7)	-0.8 (3.5)	31.0	36.5	39.2	-5.5 (5.6)	-7.4†† (7.5)
Quarter 3	43.7	47.4	59.3	-3.7 (6.3)	-14.9* (7.9)	45.8	41.4	43.5	4.4 (2.7)	2.1 (3.6)	34.5	36.8	38.7	-2.3 (5.9)	-3.4 (7.5)
Quarter 4	45.1	52.5	63.0	-7.4 (6.1)	-17.8** (8.5)	49.8	42.6	41.6	7.2*** (2.8)	8.0** (3.7)	38.6	37.7	39.5	0.9† (5.9)	-1.9†† (9.0)
Year 1	61.5	65.5	81.5	-4.0 (5.8)	-18.8*** (6.9)	59.9	54.9	51.8	5.0* (2.8)	8.0** (3.5)	49.3	50.4	56.5	-1.1 (5.5)	-8.2††† (7.9)
Employed at the time of the survey interview	40.8	51.6	55.3	-10.9* (6.0)	-14.3* (8.6)	45.3	37.2	36.9	8.1*** (2.7)	8.4** (3.5)	31.6	35.1	44.1	-3.4††† (5.5)	-14.0*††† (8.4)
Average earnings per week during the quarter(\$)															
Quarter 1	1,455	1,540	2,095	-85 (326)	-583 (388)	1,420	1,282	1,446	139 (137)	-36 (167)	987	1,215	1,691	-228 (281)	-677 (626)
Quarter 2	1,631	1,968	2,413	-337 (332)	-744* (413)	1,884	1,799	1,920	85 (167)	-47 (200)	1,405	1,532	1,519	-127 (306)	-93 (384)
Quarter 3	1,778	2,092	2,635	-314 (344)	-840** (421)	2,193	1,859	2,104	333** (165)	72 (222)	1,587	1,645	1,692	-58 (339)	-114 (406)

Table F.13. Impacts on quarterly and year 1 employment rates and average earnings per week, based on 12-month survey data, by age (continued)

	Age 18 to 24					Age 25 to 49					Age 50 or older				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Quarter 4	2,077	2,135	2,588	-58 (375)	-505 (420)	2,411	1,882	1,933	529*** (165)	458** (209)	1,693	1,604	1,775	89 (379)	-48 (488)
Year 1	6,941	7,735	9,730	-794 (1,174)	-2,672* (1,385)	7,908	6,821	7,403	1,087** (544)	448 (685)	5,673	5,997	6,676	-324 (1,180)	-932 (1,501)
Sample size	188	160	60			706	549	260			150	129	43		

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

Note: Standard errors in parentheses.

***/**/* 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.

Table F.14. Impacts on quarterly and year 1 employment rates and average earnings per week, based on 12-month survey data, by severity of barriers to employment

	Least barriers (employed in past 12 months and completed high school or equivalent)					Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)					Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA / ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA / ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA / ES control group difference
Employment rate (%)															
Quarter 1	46.5	52.0	55.8	-5.5* (3.3)	-9.2** (4.4)	24.6	20.8	19.8	3.8 (3.2)	4.7 (4.3)	11.2	19.0	5.5	-7.7† (6.4)	5.2†† (4.7)
Quarter 2	56.0	59.3	64.4	-3.3 (3.4)	-8.1* (4.5)	27.6	25.3	27.2	2.4 (3.3)	0.2 (4.9)	16.8	18.1	23.9	-1.3 (6.4)	-8.4 (11.1)
Quarter 3	61.4	61.6	65.1	-0.2 (3.3)	-3.7 (4.6)	32.1	27.7	27.7	4.3 (3.5)	4.2 (4.9)	19.6	15.2	26.6	4.4 (6.4)	-8.1 (11.9)
Quarter 4	65.6	61.0	63.9	4.6 (3.4)	1.7 (4.9)	37.0	31.2	28.8	5.7 (3.6)	8.0 (5.0)	19.4	19.6	29.2	-0.3 (6.5)	-10.1 (11.8)
Year 1	78.9	75.4	79.4	3.5 (2.9)	-0.7 (4.1)	46.5	41.4	40.0	5.0 (3.7)	6.5 (5.1)	28.6	29.8	36.6	-1.1 (7.8)	-8.8 (9.7)
Employed at the time of the survey interview	59.3	55.8	56.8	3.5 (3.4)	2.5 (4.6)	31.2	28.6	30.5	2.6 (3.5)	0.8 (5.0)	21.5	14.9	27.5	6.6 (6.2)	-6.5 (7.7)
Average earnings per week during the quarter(\$)															
Quarter 1	1,969	2,151	2,709	-182 (195)	-744*** (266)	949	634	647	315** (147)	305* (184)	383	779	221	-396†† (290)	135††† (197)
Quarter 2	2,561	2,802	2,987	-241 (220)	-420 (281)	1,187	932	1,083	255 (167)	108 (237)	538	897	837	-359† (307)	-352 (397)

Table F.14. Impacts on quarterly and year 1 employment rates and average earnings per week, based on 12-month survey data, by severity of barriers to employment (continued)

	Least barriers (employed in past 12 months and completed high school or equivalent)					Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)					Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Quarter 3	3,009	2,843	3,046	166 (223)	-35 (308)	1,323	1,108	1,362	216 (184)	-45 (275)	740	697	962	43 (297)	-278 (509)
Quarter 4	3,226	2,906	3,057	320 (228)	166 (305)	1,585	1,139	1,184	446** (187)	412* (241)	986	831	946	155 (349)	-28 (510)
Year 1	10,765	10,702	11,799	63 (742)	-1,034 (1,002)	5,044	3,813	4,276	1,232** (600)	780 (792)	2,647	3,203	2,966	-557 (1,107)	-522 (1,491)
Sample size	494	408	185			434	335	140			103	87	32		

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

Note: Standard errors in parentheses.

***/**/* 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.

Table F.15. Impacts on quarterly and year 1 employment rates and average earnings per week, based on 12-month survey data, by recent employment history

	Employed in 12 months prior to random assignment					Not employed in 12 months prior to random assignment				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Employment rate (%)										
Quarter 1	44.4	47.6	50.2	-3.2 (3.0)	-5.6 (3.8)	16.6	16.2	12.4	0.4 (3.0)	4.2† (3.7)
Quarter 2	52.6	55.0	59.3	-2.4 (3.0)	-6.5 (4.0)	19.7	18.5	21.6	1.3 (3.1)	-1.8 (4.6)
Quarter 3	58.6	56.2	58.4	2.4 (3.1)	0.3 (4.1)	22.1	21.1	26.0	1.0 (3.2)	-3.9 (4.7)
Quarter 4	62.8	57.4	56.2	5.4* (3.1)	6.4 (4.3)	25.7	24.3	29.2	1.4 (3.4)	-3.3 (5.0)
Year 1	75.6	72.1	73.2	3.5 (2.8)	2.2 (3.8)	34.9	33.9	34.6	1.0 (3.8)	0.3 (5.0)
Employed at the time of the survey interview	55.8	52.6	52.6	3.2 (3.0)	3.0 (4.0)	23.3	21.7	24.5	1.6 (3.3)	-1.3 (4.7)
Average earnings per week during the quarter (\$)										
Quarter 1	1,839	1,889	2,422	-50 (168)	-574*** (224)	632	512	298	119 (126)	353***††† (134)
Quarter 2	2,381	2,514	2,709	-133 (189)	-318 (236)	800	725	821	75 (155)	-8 (225)
Quarter 3	2,756	2,546	2,728	210 (194)	44 (254)	918	831	1,241	87 (158)	-314 (264)
Quarter 4	2,973	2,620	2,705	352* (197)	271 (255)	1,179	866	1,068	312* (168)	115 (234)
Year 1	9,949	9,570	10,564	379 (646)	-577 (834)	3,529	2,935	3,428	594 (511)	146 (741)
Sample size	612	508	227			421	326	132		

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

Note: Standard errors in parentheses.

***/**/* 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.

Table F.16. Impacts on quarterly and year 1 employment rates and average earnings per week, based on 12-month survey data, by presence of children

	Individuals in households with children					Individuals in households without children				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Employment rate (%)										
Quarter 1	37.8	38.9	38.1	-1.1 (3.2)	0.1 (3.6)	29.0	31.5	31.0	-2.5 (3.0)	-2.3 (4.1)
Quarter 2	44.8	42.5	42.9	2.3 (3.2)	2.2 (4.0)	34.5	38.2	44.4	-3.7 (3.1)	-9.8**†† (4.4)
Quarter 3	49.7	43.5	43.3	6.2* (3.3)	6.4 (4.1)	38.8	40.7	46.5	-2.0† (3.1)	-7.5†† (4.6)
Quarter 4	53.0	46.9	46.7	6.1* (3.4)	6.2 (4.2)	43.0	41.1	44.7	1.9 (3.2)	-1.6 (4.7)
Year 1	63.9	58.1	59.8	5.7* (3.3)	3.9 (4.0)	55.0	54.5	54.6	0.4 (3.1)	0.2 (4.5)
Employed at the time of the survey interview	48.8	42.3	45.3	6.5* (3.4)	3.6 (4.1)	37.2	37.4	38.4	-0.2 (3.0)	-1.3 (4.4)
Average earnings per week during the quarter (\$)										
Quarter 1	1,522	1,535	1,826	-13 (173)	-298 (207)	1,216	1,165	1,265	51 (155)	-54 (211)
Quarter 2	1,886	1,905	1,946	-19 (191)	-52 (216)	1,643	1,717	1,909	-74 (184)	-259 (251)
Quarter 3	2,221	2,024	2,129	197 (203)	96 (248)	1,853	1,730	2,121	124 (180)	-260 (271)
Quarter 4	2,564	2,128	2,153	437** (207)	405* (241)	1,984	1,718	1,998	265 (182)	-15 (262)
Year 1	8,193	7,591	8,054	601 (669)	150 (789)	6,696	6,330	7,292	366 (597)	-589 (852)
Sample size	509	396	200			535	442	163		

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

Note: Standard errors in parentheses.

***/**/* 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.

Table F.17. Impacts on quarterly SNAP participation rates and average monthly SNAP benefit amount per quarter and in year 1, based on SNAP administrative data, by age

	Age 18 to 24					Age 25 to 49					Age 50 or older				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
SNAP participation by individual enrolled in pilot (%)															
Quarter 1	96.6	96.5	92.7	0.1 (1.4)	3.8 (2.5)	98.6	98.2	98.9	0.4 (0.5)	-0.3 (0.6)	98.2	97.3	96.5	0.9 (1.3)	2.1 (2.0)
Quarter 2	87.3	86.7	82.1	0.6 (2.7)	5.2 (3.8)	92.8	92.5	92.8	0.3 (1.1)	0.0 (1.5)	96.3	92.1	88.9	4.2** (2.1)	7.6**† (3.6)
Quarter 3	78.9	78.1	74.2	0.8 (3.2)	4.6 (4.6)	85.0	85.7	87.7	-0.7 (1.5)	-2.6 (1.9)	85.0	84.7	89.3	0.3 (3.3)	-4.3 (4.0)
Quarter 4	75.5	73.9	72.2	1.6 (3.4)	3.3 (4.6)	80.8	81.7	82.3	-0.9 (1.6)	-1.5 (2.2)	83.2	80.4	82.6	2.8 (3.6)	0.6 (4.6)
Average monthly SNAP benefits received (\$)															
Quarter 1	818	795	776	23 (26)	42 (43)	977	965	956	12 (14)	20 (19)	641	625	616	16 (19)	36 (39)
Quarter 2	707	679	643	28 (31)	60 (46)	881	873	894	8 (17)	-14 (23)	589	538	557	51** (26)	37 (49)
Quarter 3	643	614	614	29 (32)	26 (48)	806	812	832	-6 (19)	-26 (25)	536	528	569	7 (28)	-28 (46)
Quarter 4	603	549	582	53 (34)	16 (50)	750	769	790	-18 (20)	-41 (26)	510	505	569	6 (32)	-58 (46)
Year 1	2,771	2,638	2,615	133 (100)	145 (165)	3,415	3,419	3,471	-4 (58)	-60 (80)	2,276	2,196	2,311	80 (81)	-12 (155)
Average monthly SNAP benefits															

Table F.17. Impacts on quarterly SNAP participation rates and average monthly SNAP benefit amount per quarter and in year 1, based on SNAP administrative data, by age (continued)

	Age 18 to 24					Age 25 to 49					Age 50 or older				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
received as a percentage of maximum benefit amount ^a															
Quarter 1	75.9	75.4	74.7	0.5 (2.3)	1.2 (3.3)	83.3	82.4	81.0	0.9 (1.1)	2.3* (1.4)	85.3	85.9	84.4	-0.6 (2.3)	1.4 (3.8)
Quarter 2	62.2	62.6	59.5	-0.5 (2.8)	2.5 (3.9)	73.9	72.8	73.3	1.1 (1.4)	0.5 (1.8)	79.0	74.2	75.2	4.8 (3.0)	3.7 (4.7)
Quarter 3	56.8	56.7	56.3	0.1 (3.1)	0.2 (4.3)	66.8	67.0	68.5	-0.3 (1.6)	-1.7 (2.1)	72.3	71.5	72.8	0.8 (3.5)	-0.6 (5.2)
Quarter 4	52.7	50.0	52.8	2.8 (3.2)	-0.3 (4.4)	61.1	63.2	64.7	-2.1 (1.6)	-3.6* (2.1)	70.0	66.8	72.8	3.2 (3.7)	-3.1 (5.2)
Year 1	61.9	61.2	60.8	0.7 (2.3)	0.9 (3.4)	71.2	71.3	71.9	-0.1 (1.1)	-0.7 (1.5)	76.6	74.5	76.2	2.1 (2.6)	0.5 (4.0)
Sample size	354	300	127			1,206	964	433			237	201	73		

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 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.

Table F.18. Impacts on quarterly SNAP participation rates and average monthly SNAP benefit amount per quarter and in year 1, based on SNAP administrative data, by severity of barriers to employment

	Least barriers (employed in past 12 months and completed high school or equivalent)					Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)					Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
SNAP participation by individual enrolled in pilot (%)															
Quarter 1	97.9	97.3	96.0	0.6 (0.8)	1.9 (1.1)	98.0	98.2	98.2	-0.2 (0.7)	-0.2 (1.0)	99.6	98.8	99.7	0.8 (0.8)	-0.1 (0.5)
Quarter 2	90.2	90.0	87.2	0.2 (1.6)	3.1 (2.2)	93.3	91.9	93.5	1.4 (1.5)	-0.2 (1.8)	96.2	94.2	91.7	2.0 (2.1)	4.4 (3.6)
Quarter 3	81.1	80.3	80.7	0.8 (2.0)	0.4 (2.7)	85.0	87.2	89.8	-2.2 (1.9)	-4.9** (2.2)	90.5	87.1	86.0	3.4 (2.9)	4.2 (4.4)
Quarter 4	76.5	75.2	74.8	1.3 (2.2)	1.7 (2.9)	81.4	84.0	86.4	-2.6 (2.1)	-5.2** (2.5)	90.2	85.6	81.3	4.6 (3.1)	8.9*†† (4.9)
Average monthly SNAP benefits received (\$)															
Quarter 1	882	854	847	28 (17)	38 (26)	919	910	901	9 (16)	20 (24)	912	920	906	-8 (31)	-1 (39)
Quarter 2	778	749	766	30 (21)	15 (30)	829	836	827	-7 (20)	3 (28)	844	797	853	46 (36)	-16 (58)
Quarter 3	701	672	710	29 (22)	-6 (32)	758	786	787	-28 (23)	-29 (29)	814	806	808	8 (37)	1 (61)
Quarter 4	651	631	666	20 (24)	-13 (33)	710	736	755	-26 (24)	-45 (30)	767	758	801	9 (37)	-39 (70)
Year 1	3,012	2,906	2,988	106 (69)	34 (105)	3,216	3,268	3,269	-52 (71)	-51 (96)	3,337	3,281	3,369	56 (114)	-55 (194)

Table F.18. Impacts on quarterly SNAP participation rates and average monthly SNAP benefit amount per quarter and in year 1, based on SNAP administrative data, by severity of barriers to employment *(continued)*

	Least barriers (employed in past 12 months and completed high school or equivalent)					Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)					Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)				
	CBA	NS	ES	CBA / NS	CBA/ ES	CBA	NS	ES	CBA / NS	CBA/ ES	CBA	NS	ES	CBA / NS	CBA/ ES
	Group	control group	control group	control group difference	control group difference	Group	control group	control group	control group difference	control group difference	Group	control group	control group	control group difference	control group difference
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a															
Quarter 1	79.4	77.4	75.5	2.0 (1.4)	3.9** (1.9)	83.7	84.0	84.1	-0.3 (1.3)	-0.3 (1.9)	87.7	88.3	84.7	-0.5 (2.2)	2.8 (3.2)
Quarter 2	67.6	66.0	65.1	1.6 (1.7)	2.5 (2.4)	74.8	75.2	76.2	-0.4 (1.8)	-1.5 (2.3)	81.6	76.5	74.9	5.1* (3.0)	6.6 (4.5)
Quarter 3	60.5	58.7	60.8	1.8 (2.0)	-0.4 (2.7)	67.9	70.7	72.2	-2.9 (2.0)	-4.5* (2.5)	77.4	74.8	69.6	2.6 (3.4)	7.7† (5.1)
Quarter 4	55.4	54.2	56.4	1.2 (2.0)	-1.0 (2.8)	63.5	66.5	69.0	-3.0 (2.1)	-5.7** (2.6)	71.4	69.3	70.1	2.1 (3.5)	1.2 (5.5)
Year 1	65.7	64.1	64.5	1.7 (1.4)	1.2 (2.0)	72.4	74.1	75.3	-1.7 (1.5)	-2.9 (1.9)	79.4	77.1	75.0	2.2 (2.5)	4.3 (3.9)
Sample size	815	688	312			742	588	250			218	176	64		

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 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.

Table F.19. Impacts on quarterly SNAP participation rates and average monthly SNAP benefit amount per quarter and in year 1, based on SNAP administrative data, by recent employment history

	Employed in 12 months prior to random assignment					Not employed in 12 months prior to random assignment				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
SNAP participation by individual enrolled in pilot (%)										
Quarter 1	98.2	97.3	96.8	0.9 (0.7)	1.4 (0.9)	98.1	98.7	98.0	-0.7 (0.7)	0.1 (1.1)
Quarter 2	91.3	90.9	88.7	0.4 (1.3)	2.6 (1.9)	93.6	92.1	92.4	1.6 (1.5)	1.1 (1.9)
Quarter 3	81.3	81.7	82.9	-0.3 (1.7)	-1.5 (2.3)	87.5	87.6	88.0	-0.1 (1.8)	-0.7 (2.3)
Quarter 4	76.9	76.7	76.5	0.2 (1.9)	0.5 (2.5)	84.9	84.8	84.6	0.0 (2.0)	0.0 (2.6)
Average monthly SNAP benefits received (\$)										
Quarter 1	891	862	849	28* (15)	45** (23)	917	923	911	-5 (16)	2 (23)
Quarter 2	792	769	772	22 (18)	23 (26)	831	824	843	7 (20)	-16 (28)
Quarter 3	714	701	725	13 (20)	-8 (28)	775	787	794	-12 (22)	-23 (31)
Quarter 4	664	659	680	5 (21)	-13 (28)	727	733	764	-6 (24)	-42 (32)
Year 1	3,060	2,991	3,025	69 (61)	47 (90)	3,250	3,267	3,311	-17 (68)	-80 (99)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a										
Quarter 1	80.3	78.2	76.6	2.1* (1.2)	3.6** (1.7)	84.9	86.3	85.0	-1.4†† (1.3)	-0.1 (1.8)

Table F.19. Impacts on quarterly SNAP participation rates and average monthly SNAP benefit amount per quarter and in year 1, based on SNAP administrative data, by recent employment history (continued)

	Employed in 12 months prior to random assignment					Not employed in 12 months prior to random assignment				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Quarter 2	68.9	67.9	67.0	1.0 (1.5)	1.9 (2.1)	77.0	75.7	76.5	1.3 (1.8)	0.5 (2.3)
Quarter 3	61.3	61.0	62.7	0.3 (1.7)	-1.5 (2.3)	71.7	72.2	71.8	-0.5 (2.0)	-0.2 (2.6)
Quarter 4	56.3	56.3	58.5	-0.1 (1.8)	-2.2 (2.4)	66.9	67.6	69.0	-0.7 (2.1)	-2.3 (2.8)
Year 1	66.7	65.9	66.2	0.8 (1.2)	0.5 (1.8)	75.1	75.4	75.5	-0.3 (1.5)	-0.6 (2.0)
Sample size	1,043	887	385			736	571	243		

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 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.

Table F.20. Impacts on quarterly SNAP participation rates and average monthly SNAP benefit amount per quarter and in year 1, based on SNAP administrative data, by presence of children

	Individuals in households with children					Individuals in households without children				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
SNAP participation by individual enrolled in pilot (%)										
Quarter 1	98.2	97.9	96.7	0.3 (0.7)	1.5 (1.1)	98.1	97.8	97.9	0.4 (0.7)	0.2 (0.9)
Quarter 2	93.3	92.9	91.4	0.4 (1.3)	2.0 (1.7)	91.2	90.0	89.5	1.2 (1.4)	1.7 (2.0)
Quarter 3	88.4	88.2	86.6	0.2 (1.7)	1.7 (2.2)	79.9	80.4	84.2	-0.5 (1.9)	-4.3*† (2.5)
Quarter 4	84.8	84.9	83.3	-0.1 (1.8)	1.5 (2.3)	76.0	76.2	77.7	-0.1 (2.0)	-1.8 (2.8)
Average monthly SNAP benefits received (\$)										
Quarter 1	1,263	1,256	1,221	6 (21)	41 (30)	587	570	576	17* (10)	11 (14)
Quarter 2	1,151	1,143	1,141	8 (25)	10 (34)	510	488	507	22* (13)	3 (18)
Quarter 3	1,063	1,064	1,090	0 (27)	-28 (36)	457	451	461	6 (14)	-5 (20)
Quarter 4	998	1,012	1,054	-14 (29)	-56 (38)	421	409	424	12 (15)	-4 (21)
Year 1	4,475	4,475	4,506	0 (84)	-34 (119)	1,974	1,917	1,969	58 (42)	4 (62)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a										
Quarter 1	77.1	76.7	74.5	0.4 (1.3)	2.6 (1.8)	86.5	85.8	84.8	0.7 (1.2)	1.7 (1.8)

Table F.20. Impacts on quarterly SNAP participation rates and average monthly SNAP benefit amount per quarter and in year 1, based on SNAP administrative data, by presence of children *(continued)*

	Individuals in households with children					Individuals in households without children				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Quarter 2	69.5	69.7	66.9	-0.2 (1.6)	2.6 (2.0)	74.6	72.3	74.3	2.3 (1.6)	0.3 (2.3)
Quarter 3	64.9	65.0	64.7	-0.1 (1.7)	0.1 (2.1)	66.1	66.2	68.5	-0.1 (1.9)	-2.4 (2.7)
Quarter 4	60.2	61.7	63.1	-1.6 (1.8)	-3.0 (2.3)	61.0	60.4	63.4	0.6 (2.0)	-2.4 (2.8)
Year 1	67.9	68.3	67.3	-0.4 (1.3)	0.6 (1.7)	72.0	71.1	72.7	0.9 (1.4)	-0.7 (2.0)
Sample size	829	670	323			968	795	310		

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 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.

III. Main tables for well-being outcomes

Table F.21. Impacts on food security, health, well-being, and housing status, based on 12-month survey data

Outcome	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Food security ^a (%)					
Living in a household that is food insecure	45.9	52.0	47.5	-6.1** (2.5)	-1.6 (3.4)
Living in a household with very low food security	28.6	30.5	25.5	-1.9 (2.3)	3.1 (3.0)
Health and well-being					
Reported “very good” or “excellent” health status (versus “fair” or “poor”) (%)	30.1	26.7	27.9	3.3 (2.2)	2.3 (3.2)
Screened positively for depression (%)	17.6	22.6	19.7	-5.0*** (2.0)	-2.0 (2.5)
Average self-esteem score (out of 5)	3.7	3.7	3.6	0.0 (0)	0.1 (0)
Average self-efficacy score (out of 5)	3.5	3.4	3.4	0.0 (0)	0.1 (0)
Housing status (%)					
Owns or rents a home or an apartment	47.7	49.2	47.4	-1.5 (2.3)	0.2 (2.8)
Lives with parents, relative, or friend	37.6	35.1	39.3	2.5 (2.3)	-1.7 (3.0)
Shares housing with roommates, friends, or partner	6.7	4.7	5.7	2.0* (1.1)	1.0 (1.6)
Group quarters	1.2	0.8	0.5	0.4 (0.6)	0.7 (0.6)
Homeless	5.4	7.5	5.7	-2.0 (1.3)	-0.2 (1.6)
Incarcerated	0.0	0.0	0.0	0.0 (0.0)	0.0 (0.0)
Other, don’t know, or refused	1.3	2.7	1.4	-1.4* (0.8)	0.0 (0.8)
Had housing 12 months after random assignment	94.5	92.4	94.3	2.1 (1.3)	0.2 (1.6)
Sample size	1,044	838	363		

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

Note: Standard errors in parentheses.

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

***Significantly different from zero at the .01 level, two-tailed test.

**Significantly different from zero at the .05 level, two-tailed test.

*Significantly different from zero at the .10 level, two-tailed test

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

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

The analyses presented in Chapter V showed that for the full sample, CBA decreased the likelihood of food insecurity for CBA group members relative to members of the NS control group, but had no effect relative to members of the ES control group. For very low food security, there were no significant differences across research groups. These findings were generally similar across subgroups, with the following exceptions:

- CBA led to a decrease in the rate of food insecurity for CBA group members relative to members of the NS control group for individuals age 25 to 49 and age 50 and older, but not for individuals 18 to 24 (Appendix Table F.22). CBA led to an increase in very low food security for CBA group members relative to members of each control group among individuals age 18 to 24, but not for older individuals

Table F.22. Impacts on food security, based on 12-month survey data, by age

	Age 18 to 24						Age 24 to 49						Age 50 or older					
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference		CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference		CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA Group / Control difference	
Food security ^a (%)																		
Living in a household that is food insecure	43.2	35.5	35.3	7.7 (6.1)	8.5 (8.0)	47.0	55.3	49.3	-8.3*** (3.1)	-2.3 (4.0)	43.5	56.5	56.6	-13.1**†† (6.6)	-11.9 (9.7)			
Living in a household with very low food security	26.6	17.9	11.8	8.7* (5.0)	15.2*** (5.8)	29.2	33.4	28.5	-4.2 (2.9)	0.8 (3.7)	27.7	33.9	29.6	-6.2† (6.1)	-1.7† (9.1)			
Sample size	188	160	60			706	549	260					150	129	43			

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

Note: Standard errors in parentheses.

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

***/**/* 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.

Table F.23. Impacts on food security, based on 12-month survey data, by severity of barriers to employment

	Least barriers (employed in past 12 months and completed high school or equivalent)					Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)					Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Food security ^a (%)															
Living in a household that is food insecure	43.7	53.8	51.7	-10.1*** (3.5)	-8.5* (4.8)	48.9	52.4	43.4	-3.5 (3.9)	4.8 (5.7)	44.7	53.3	33.4	-8.6 (8.5)	11.3† (10.0)
Living in a household with very low food security	27.7	31.4	26.5	-3.7 (3.3)	0.8 (4.3)	29.6	32.0	23.1	-2.4 (3.5)	6.2 (4.8)	29.8	26.7	23.9	3.1 (7.5)	5.5 (9.0)
Sample size	494	408	185			434	335	140			103	87	32		

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

Note: Standard errors in parentheses.

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

***/**/* 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.

Table F.24. Impacts on food security, based on 12-month survey data, by recent employment history

	Employed in 12 months prior to random assignment					Not employed in 12 months prior to random assignment				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Food security ^a (%)										
Living in a household that is food insecure	46.1	53.1	49.2	-7.0** (3.2)	-3.4 (4.4)	46.0	49.9	43.2	-3.9 (4.0)	3.0 (5.5)
Living in a household with very low food security	28.7	30.2	23.7	-1.5 (2.9)	4.8 (3.8)	28.7	30.1	26.7	-1.4 (3.5)	2.4 (4.8)
Sample size	612	508	227			421	326	132		

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

Note: Standard errors in parentheses.

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

***/**/* 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.

Table F.25. Impacts on food security, based on 12-month survey data, by presence of children

	Individuals in households with children					Individuals in households without children				
	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference	CBA Group	NS control group	ES control group	CBA / NS control group difference	CBA/ ES control group difference
Food security ^a (%)										
Living in a household that is food insecure	40.5	46.4	38.1	-5.9* (3.5)	2.6 (4.4)	50.6	56.5	55.8	-6.0* (3.5)	-5.3 (5.3)
Living in a household with very low food security	22.7	23.1	15.8	-0.4 (2.9)	6.9** (3.4)	33.8	36.6	33.7	-2.8 (3.4)	0.1 (4.9)
Sample size	509	396	200			535	442	163		

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

Note: Standard errors in parentheses.

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

***/**/* 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.

Appendix G
Analysis of costs
(Chapter VI supplementary tables)

Table G.1. Cost summary

Cost category	Total	Grant funded	Other sources
Total Pilot cost	\$6,567,991 100.0%	\$5,036,781 76.7%	\$1,531,210 23.3%
Planning period cost	\$197,736 3.0%	\$125,851 1.9%	\$71,885 1%
Ongoing cost	\$6,370,255 97.0%	\$4,910,930 74.8%	\$1,459,325 22.2%

Source: CBA cost workbooks 2015-2017.

Note: The planning period occurred in the year after the FNS grant was awarded and before CBA launched (April 2015 to January 2016). Service delivery costs represent the total reported in quarterly workbooks following the launch of CBA. One partner – DSS – reported about two weeks of costs in the planning period workbook that should have been included instead in the first quarter of services workbook. Cost workbooks asked for the total costs of the services provided to individuals in the CBA 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 were assumed to be covered by other sources. All costs are presented in 2016 dollars.

Table G.2. Quarterly cost summary

Quarter of cost data collection	Total	Grant funded	Other sources
Planning period	\$197,736	\$125,851	\$71,885
Pilot services			
Quarter 1	\$323,848	\$279,704	\$44,144
Quarter 2	\$646,705	\$570,816	\$75,889
Quarter 3	\$829,301	\$682,578	\$146,723
Quarter 4	\$829,148	\$539,686	\$289,462
Quarter 5	\$903,494	\$620,536	\$282,958
Quarter 6	\$952,183	\$704,619	\$247,564
Quarter 7	\$1,040,500	\$843,367	\$97,133
Quarter 8	\$845,075	\$669,624	\$175,451

Source: CBA cost workbooks 2015-2017.

Note: The planning period occurred in the year after the FNS grant was awarded and before CBA launched (April 2015 to January 2016). Service delivery costs represent the total reported in quarterly workbooks following the launch of CBA. One partner – DSS – reported about two weeks of costs in the planning period workbook that should have been included instead in the first quarter of services workbook. Cost workbooks asked for the total costs of the services provided to individuals in the CBA 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 were assumed to be covered by other sources. All costs are presented in 2016 dollars.

Table G.3. Pilot cost by resource category and percent of total

Resource Category	Total	Grant funded		Other sources	
Total cost	\$6,567,991	\$5,036,781	76.7%	\$1,531,210	23.3%
Staff costs	\$4,712,864	\$3,410,509	72.4%	\$1,302,356	27.6%
Staff costs	\$4,712,864	\$3,410,509	72.4%	\$1,302,356	27.6%
Administrative staff costs ^a	\$981,424	\$756,806	16.1%	\$224,618	4.8%
Direct service staff costs	\$3,731,440	\$2,653,703	56.3%	\$1,077,737	22.9%
Volunteer costs	\$0	\$0	0.0%	\$0	0.0%
Direct service costs	\$770,890	\$666,046	86.4%	\$104,844	13.6%
Direct partner and provider services	\$513,088	\$431,458	84.1%	\$81,630	15.9%
Support services	\$129,900	\$106,686	82.1%	\$23,214	17.9%
Other service contracts ^b	\$127,902	\$127,902	100.0%	\$0	0.0%
New pilot supplies and equipment costs	\$147,079	\$127,196	86.5%	\$19,884	13.5%
Supplies	\$147,079	\$127,196	86.5%	\$19,884	13.5%
Equipment	\$0	\$0	0.0%	\$0	0.0%
Other overhead-operating costs	\$937,158	\$833,031	88.9%	\$104,126	11.1%
Overhead	\$127,966	\$98,548	77.0%	\$29,418	23.0%
Facilities and utilities	\$208,778	\$134,070	64.2%	\$74,708	35.8%
Indirect costs	\$600,414	\$600,414	100.0%	\$0	0.0%

Source: CBA cost workbooks 2015-2017.

Note: Cost workbooks asked for the total costs of the services provided to individuals in the CBA 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 were assumed to be covered by other sources. Salaries for one partner – DSS – were approximated because of confidentiality issues. Salaries were estimated by taking the mid-point of the staff salary range. These costs include approximately one week of staff time that should have been included in the first service workbook, but could not be separated out. One of RAB's locations used donated facilities to provide direct services. All costs are presented in 2016 dollars.

^aWe used staff titles and primary responsibilities reported in the cost workbooks to categorize staff and their associated costs as administrative- or direct service-related.

^bOther service contracts represent costs paid by a partner or provider to another organization for a direct service. We assume service contracts include all the costs of service, including staff, direct costs, supplies and equipment, and other overhead and operating costs. For example, RAB had a direct subcontract with Fresno Economic Development Corporation.