



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

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



September 2021

Gayle Hamilton, James Mabli, Jonathan Bigelow, Stephen Freedman, Kelsey Schaberg, Gretchen Rowe, Richard Hendra, Julie Hartnack

Submitted to:

U.S. Department of Agriculture
Food Nutrition Service
1320 Braddock Place
Alexandria, VA 22314
Project Officer: Danielle Deemer
Contract Number: AG-3198-B-15-
0002/12319818F0080

Submitted by:

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



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Appendix A

Overview of 10 pilots

Table A.1. Overview of pilots

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

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

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

^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.

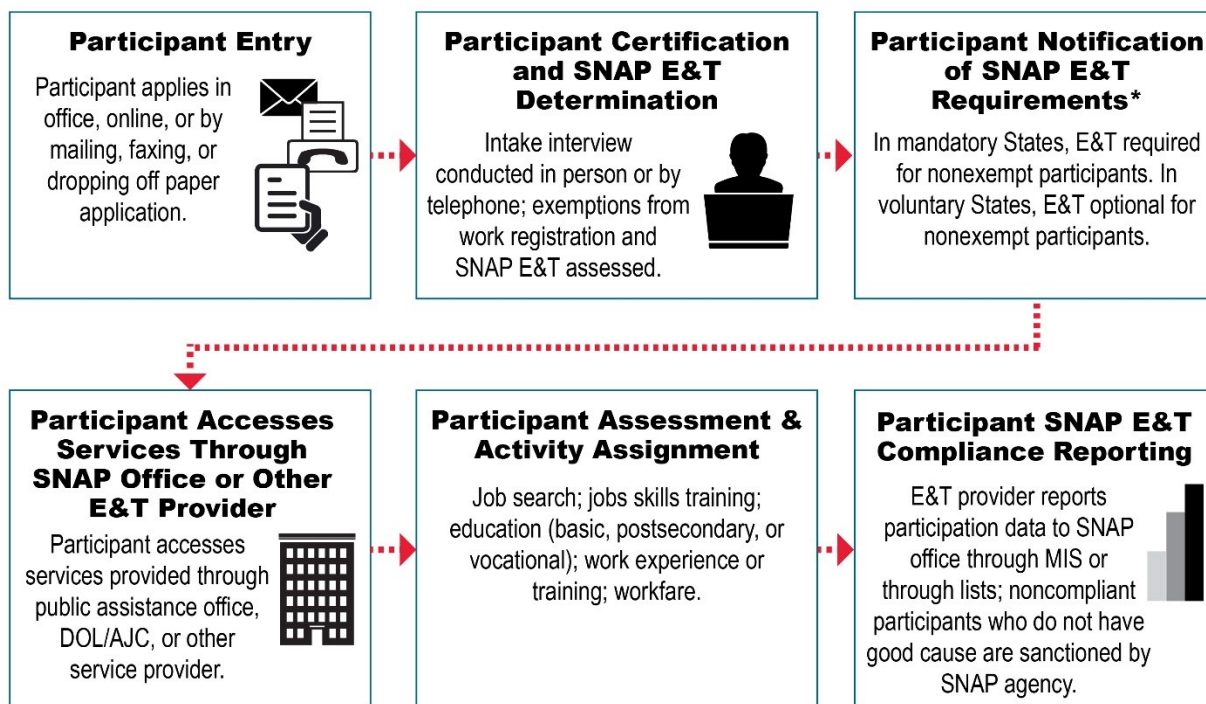
The number of hours individuals participate in E&T programs is determined by States and depends on the specific component being offered.² However, Federal regulations mandate that a subset of work registrants, able-bodied adults without dependents (ABAWD), must work at least 80 hours per month, participate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

	Percentage of individuals
Average age (years)	33.2
Age (%)	
18 to 49 years old	99.9
18 to 24 years old	21.3
25 to 49 years old	78.7
50 to 59 years old	0.1
Over 60 years old	0.0
Gender (%)	
Male	52.2
Female	47.7
Other	0.1
Race and Ethnicity (%)	
Hispanic	3.2
Asian	0.8
Black, non-Hispanic	79.5
Native Hawaiian/Pacific Islander/Native American	0.6
White, non-Hispanic	13.0
Other, multiple races	2.9
Speak English as primary language (%)	98.9
Education ^a (%)	
Less than high school	21.0
High school or equivalent	56.7
Degree	13.7
Certificate	8.3
Other	0.3
Employment Status (%)	
Employed at random assignment	6.3
Employed part time	5.9
Employed full time	0.3
Not employed at random assignment but worked in past	88.0
Short-term unemployed	59.6
Long-term unemployed	28.4
Not employed at random assignment and never worked in past	5.7
Household size (number)	2.4
Presence of children (%)	
In households with children	4.9
In households without children	95.1
Married or cohabiting (%)	4.2
Sample size	4,596

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

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

Note: All values are percentages unless otherwise noted. Individuals in the pilot consist of all SNAP WORKS 2.0 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

	Percentage of SNAP WORKS 2.0 group	Percentage of Control group	Difference
Average age (years)	33.2	33.2	0.0 (0)
Age (%)			
18 to 49 years old	99.9	100.0	0.0 (0.1)
18 to 24 years old	21.5	21.0	0.4 (1.2)
25 to 49 years old	78.4	78.9	-0.5 (1.2)
50 to 59 years old	0.1	0.0	0.0 (0.1)
60 years and older	0.0	0.0	0.0 (-)
Gender (%)			
Male	52.9	51.5	1.4 (1.5)
Female	47.0	48.5	-1.4 (1.5)
Other	0.1	0.0	0.0 (0.1)
Race and Ethnicity (%)			
Hispanic	2.9	3.5	-0.6 (0.5)
Asian	1.0	0.7	0.3 (0.3)
Black, non-Hispanic	79.0	80.0	-1.0 (1.1)
Native Hawaiian/Pacific Islander/Native American	0.7	0.5	0.2 (0.2)
White, non-Hispanic	13.5	12.5	1.0 (1.0)
Other, multiple races	3.0	2.8	0.2 (0.5)
Speak English as primary language (%)	98.8	99.0	-0.3 (0.3)
Education ^a (%)			
Less than high school	20.3	21.7	-1.5 (1.2)
High school or equivalent	56.3	57.0	-0.7 (1.5)
Degree	14.7	12.8	1.9* (1.0)
Certificate	8.4	8.1	0.2 (0.8)
Other	0.3	0.3	0.0 (0.2)
Employment Status (%)			
Employed at random assignment	6.1	6.5	-0.4 (0.7)
Employed part time	5.6	6.2	-0.6 (0.7)
Employed full time	0.4	0.3	0.2 (0.2)
Not employed at random assignment but worked in past	87.9	88.1	-0.3 (1.0)
Short-term unemployed	59.4	59.7	-0.4 (1.4)
Long-term unemployed	28.5	28.4	0.1 (1.3)
Not employed at random assignment and never worked in past	6.1	5.4	0.7 (0.7)
Household size (number)	2.4	2.4	0.0 (0)

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

	Percentage of SNAP WORKS 2.0 group	Percentage of Control group	Difference
Presence of children (%)			
In households with children	5.0	4.9	0.2 (0.6)
In households without children	95.0	95.1	-0.2 (0.6)
Married or cohabiting (%)	4.1	4.4	-0.3 (0.6)
Sample size	2,291	2,305	

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

Note: All values are percentages unless otherwise noted. Individuals in the pilot consist of all SNAP WORKS 2.0 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”.

***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.

Appendix D
Participation analysis
(Chapter III supplementary tables)

I. Main tables

Table D.1. Overall participation in SNAP Works 2.0 and by type of activity

Measure	SNAP Works 2.0 group
Engaged in SNAP Works 2.0 (%)	68.7
Ever created Employ GA account	55.6
Received any services (%)	57.6
Assessed (%)	31.9
Developed an individual career plan (%)	53.3
Started any employment and training related activity (excluding support services) (%)	54.8
Started activity (%)	
Job search	49.6
Job search training	48.6
Life skills training	31.6
Occupational skills training	5.4
Basic education	1.1
Work-based learning	0.4
Post-secondary education	0.0
Completed activity (%)	
Job search	49.6
Job search training	48.6
Life skills training	31.6
Occupational skills training	3.1
Basic education	0.6
Work-based learning	0.3
Post-secondary education	0.0
Completed activity, among those that started activity (%)	
Job search	100.0
Job search training	100.0
Life skills training	100.0
Occupational skills training	57.7
Basic education	53.8
Work-based learning	60.0
Post-secondary education	—
Sample size	2,291

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

Note: Engaged in SNAP Works 2.0 represents any post-random assignment contact with the pilot (including receipt of case management, orientations, assessments, support services, or activities). Received any service excludes orientations, case management, and support services. Hyphens indicate that detailed information for participants in the activity is not provided because the relevant statistic is undefined since either no one started the activity or, among individuals who started it, everyone completed the activity.

Table D.2. Number and order of activities, and length of engagement

Measure	SNAP Works 2.0 group
Number of different types of activities started (%)	
0	45.2
1	8.6
2	13.1
3	16.1
4 or more	17.0
Activities started first, among those who started at least one activity (%)	
At least 2 activities started on the same day	38.4
Job search	36.9
Job search training	22.1
Life skills training	2.0
Financial services	0.6
Occupational skills training	0.1
Basic education	0.0
Degree	0.0
Post-employment services	0.0
Work-based learning	0.0
Post-secondary education	0.0
Activities among those participating in only one activity, among individuals who started an activity (%)	
Job search	56.1
Job search training	40.9
Life skills training	2.5
Financial services	0.5
Basic education	0.0
Degree	0.0
Post-employment services	0.0
Occupational skills training	0.0
Work-based learning	0.0
Post-secondary education	—
Three most frequent combinations of activities in the order started, among those who started more than one (%)	
Job search training and job search	94.8
Job search and life skills training	65.8
Job search training and life skills training	66.1
Average time between starting each activity in the most frequent combinations, among those who started more than one (days)	

Table D.2. Number and order of activities, and length of engagement *(continued)*

Measure	SNAP Works 2.0 group
Job search training and job search	14.6
Job search and life skills training	25.5
Job search training and life skills training	21.3
Mean length of time engaged in SNAP Works 2.0 (days)	11.2
Length of time active in SNAP Works 2.0 among those who engaged in SNAP Works 2.0 (days)	
Mean	16.3
25th percentile	2.0
50th percentile (median)	5.0
75th percentile	10.0
Mean length of time in activity among those in activity (days)	
Basic education	108.1
Occupational skills training	102.7
Work-based learning	42.9
Job search training	2.9
Job search	2.3
Life skills training	1.3
Post-secondary education	0.0
Sample size	2,291

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

Note: Hyphens indicate that detailed information for participants in the activity is not provided because the relevant statistic is undefined since either no one started the activity or, among individuals who started it, everyone completed the activity.

Table D.3. Receipt of case management contacts

Measure	SNAP Works 2.0 group
Any contact (%)	92.5
Average number of contacts per person	14.0
Average number of contacts per person, among those with a contact	15.1
Among contacts, type of contact (%)	
In person	17.7
Telephone	38.4
Electronic (email, text, social media)	18.8
Mail	23.9
Average number of contacts per person per month, among those with a contact	1.3
Average number of contacts per person per month, by type, among those with a contact	
In person	0.2
Telephone	0.4
Electronic (email, text, social media)	0.3
Mail	0.3
Sample size	200

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

Note: Data in this table represents all contacts that case managers documented between themselves and individuals in SNAP Works 2.0. 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. Evaluation team members reviewed and coded electronic case notes for a randomly selected subsample of SNAP Works 2.0 group members and used these data to analyze the frequency and type of communications between SNAP Works 2.0 group members and DFCS, GDOL, and LWIA staff.

Table D.4. Receipt of support services and incentives

Measure	SNAP Works 2.0 group
Received any support service (%)	25.1
Received any support service, by type (%)	
Transportation	13.8
Legal assistance	10.2
Housing/utility assistance	9.3
Financial aid	9.0
Medical care	8.0
Commodities	5.6
Employment/occupational skills training supplies (uniform/boots/clothes/tools)	1.7
Crisis intervention	0.3
Substance use disorder treatment	0.3
Medical coverage	0.3
Mental healthcare	0.1
Received any support service, by type, among those who received a support (%)	
Transportation	55.0
Legal assistance	40.7
Housing/utility assistance	37.0
Financial aid	36.0
Medical care	32.0
Commodities	22.3
Employment/occupational skills training supplies (uniform/boots/clothes/tools)	7.0
Medical coverage	1.0
Crisis intervention	1.0
Substance use disorder treatment	1.2
Mental healthcare	0.5
Received any incentive (%)	46.4
Average amounts of incentives paid per person, among those who received an incentive (\$)	73
Sample size	2,291

Source: SNAP employment and training evaluation administrative service use 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	SNAP Works 2.0 group
Started adult basic education (%)	0.3
Completed adult basic education (%)	0.1
Completed adult basic education, among those who started (%)	50.0
Started GED (%)	0.9
Completed GED (%)	0.5
Completed GED, among those who started (%)	52.2
Received an occupational skills training credential or certification (%)	3.5
Type of occupational skills training credential received, among those who received one (top 5 credentials) (%)	
Certified nursing assistant (CNA)	12.9
Forklift operation	12.9
Medical technician	11.8
Administrative assistant	10.6
Medical assistant	10.6
Received an education degree or certificate (%)	0.3
Type of education degree or certificate received, among those who received one (top 5 degrees) (%)	—
Started work-based learning (%)	0.4
Type of work-based learning, among those who started (%)	—
Completed work-based learning (%)	0.3
Completed work-based learning, among those who started (%)	60.0
Sample size	2,291

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

Note: Hyphens indicate that detailed information for participants in the activity is not provided because the relevant statistic is undefined since either no one met the condition or, among individuals who started an activity, everyone completed the activity.

Table D.6. Extent and timing of SNAP Works 2.0 exits

Measure	SNAP Works 2.0
Exited SNAP Works 2.0 for any reason (%)	90.1
Reason for SNAP Works 2.0 exit, among those who exited (%)	
Never attended orientation	33.7
Employed	21.8
Discontinued services	15.7
Ineligible to continue	15.2
Terminated	11.8
Other reason	1.5
Completed the program	0.3
Timing of exit, by quarter (%)	
Never exited	9.9
In months 1 to 3 after random assignment	72.4
In months 4 to 6 after random assignment	9.1
In months 7 to 9 after random assignment	4.8
In months 10 to 12 after random assignment	3.9
Exited prior to starting any employment and training-related activity (%)	43.7
Sample size	2,291

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

Table D.7a. Characteristics of SNAP 2.0 group members by engagement status

Response	Percentage of all SNAP 2.0 group members	Percentage of individuals engaged after assignment	Percentage of individuals not engaged after assignment
Age			†††
18 to 49 years old	99.9	99.9	99.9
18 to 24 years old	21.5	18.2	28.7***
25 to 49 years old	78.4	81.8	71.2***
50 to 59 years old	0.1	0.1	0.1
Over 60 years old	0.0	0.0	0.0
Gender			†††
Male	52.9	50.2	58.8***
Female	47.0	49.7	41.2***
Other	0.1	0.1	0.0
Race and Ethnicity			
Hispanic	2.9	2.9	2.9
Asian	1.2	1.0	1.7
Black, non-Hispanic	81.9	83.0	79.5**
Native Hawaiian/Pacific Islander/Native American	0.8	0.6	1.1
White, non-Hispanic	15.7	15.4	16.4
Other, multiple races	2.4	2.5	2.2
Education			†††
Less than high school	20.3	18.1	25.1***
High school or equivalent	56.4	55.6	57.9
Degree	14.7	16.9	9.7***
Certificate	8.4	9.0	7.0*
Other	0.3	0.4	0.3
Employment Status			
Employed at random assignment	6.1	6.4	5.4
Employed part time	92.8	93.0	92.3
Employed full time	7.2	7.0	7.7
Not employed at random assignment but worked in past	87.9	88.0	87.6
Short-term unemployed	67.3	66.9	68.2
Long-term unemployed	32.5	32.8	31.8
Not employed at random assignment and never worked in past	6.1	5.7	7.0

Table D.7a. Characteristics of SNAP 2.0 group members by engagement status
(continued)

Response	Percentage of all SNAP 2.0 group members	Percentage of individuals engaged after assignment	Percentage of individuals not engaged after assignment
Living situation (%)			
Married or cohabiting	4.1	4.1	4.0
Not married or cohabiting	95.9	95.9	96.0
Presence of children			
In household with children	5.0	5.1	4.9
In household without children	95.0	94.9	95.1
Geographic location			
Lives in Atlanta metro area	75.1	75.2	74.9
Does not live in Atlanta metro area	24.9	24.8	25.1
Sample size	2,291	1,573	718

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

Note: Engaged after assignment represents any post-random assignment contact with the pilot (including receipt of case management, orientations, assessments, support services, or activities).

***/**/* Difference between those who engaged 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.7b. Characteristics of SNAP 2.0 group members by assessment status

Response	Percentage of all SNAP 2.0 group members	Percentage of individuals assessed	Percentage of individuals not assessed
Age			†
18 to 49 years old	99.9	99.9	99.9
18 to 24 years old	21.5	18.5	22.9**
25 to 49 years old	78.4	81.4	77.1**
50 to 59 years old	0.1	0.1	0.1
Over 60 years old	0.0	0.0	0.0
Gender			†††
Male	52.9	47.3	55.5***
Female	47.0	52.6	44.4***
Other	0.1	0.1	0.1
Race and Ethnicity			
Hispanic	2.9	3.6	2.6
Asian	1.2	1.4	1.2
Black, non-Hispanic	81.9	81.4	82.1
Native Hawaiian/Pacific Islander/Native American	0.8	0.8	0.8
White, non-Hispanic	15.7	16.7	15.2
Other, multiple races	2.4	2.6	2.4
Education			
Less than high school	20.3	15.3	22.5***
High school or equivalent	56.3	55.8	56.6
Degree	14.7	18.5	12.9***
Certificate	8.4	10.1	7.6**
Other	0.3	0.3	0.4
Employment Status			
Employed at random assignment	6.1	7.3	5.5
Employed part time	92.8	90.6	94.2
Employed full time	7.2	9.4	5.8
Not employed at random assignment but worked in past	87.9	86.6	88.5
Short-term unemployed	67.3	65.5	68.1
Long-term unemployed	32.5	34.2	31.7
Not employed at random assignment and never worked in past	6.1	6.2	6.0
Living situation			

Table D.7b. Characteristics of SNAP 2.0 group members by assessment status
(continued)

Response	Percentage of all SNAP 2.0 group members	Percentage of individuals assessed	Percentage of individuals not assessed
Married or cohabiting	4.1	4.7	3.8
Not married or cohabiting	95.9	95.3	96.2
Presence of children			
In household with children	5.0	5.1	5.0
In household without children	95.0	94.9	95.0
Geographic location			
Lives in Atlanta metro area	75.0	76.7	74.4
Does not live in Atlanta metro area	25.0	23.3	25.6
Sample size	2,291	730	1,561

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

***/**/* Difference between those who were assessed and those who were not significantly different from zero at the .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 SNAP Works 2.0 group members by completion status in most common activities, among individuals who started an activity

	Completed Job Search	Did Not Complete Job Search	Completed Job Search Training	Did Not Complete Job Search Training	Completed Occupational Skills Training	Did Not Complete Occupational Skills Training	Completed Life Skills Training	Did Not Complete Life Skills Training
Age (%)						†		
18 to 49 years old	99.9	—	99.9	—	100.0	100.0	99.9	—
18 to 24 years old	17.2	—	17.8	—	9.9	19.2	17.1	—
25 to 49 years old	82.7	—	82.1	—	90.1	80.8	82.7	—
50 to 59 years old	0.1	—	0.1	—	0.0	0.0	0.1	—
60 years and older	0.0	—	0.0	—	0.0	0.0	0.0	—
Gender (%)						††		
Male	48.5	—	49.1	—	45.1	40.4	47.0	—
Female	51.3	—	50.7	—	54.9	59.6	52.8	—
Other	0.2	—	0.2	—	0.0	0.0	0.3	—
Race and Ethnicity (%)								
Hispanic	2.7	—	3.0	—	4.2	1.9	2.9	—
Asian	1.1	—	1.1	—	1.4	0.0	1.0	—
Black, non-Hispanic	82.9	—	81.3	—	90.1	75.0**	81.2	—
Native Hawaiian/Pacific Islander/Native American	0.7	—	0.5	—	0.0	0.0	0.7	—
White, non-Hispanic	15.3	—	16.7	—	9.9	23.1**	17.1	—
Other, multiple races	2.6	—	2.6	—	5.6	0.0*	2.5	—
Education (%)						†††		

Table D.8. Characteristics of SNAP Works 2.0 group members by completion status in most common activities, among individuals who started an activity *(continued)*

	Completed Job Search	Did Not Complete Job Search	Completed Job Search Training	Did Not Complete Job Search Training	Completed Occupational Skills Training	Did Not Complete Occupational Skills Training	Completed Life Skills Training	Did Not Complete Life Skills Training
Less than high school	17.1	—	17.0	—	1.4	0.0	17.5	—
High school or equivalent	53.6	—	54.7	—	56.3	51.9	52.8	—
Degree	19.6	—	18.7	—	29.6	25.0	19.2	—
Certificate	9.2	—	9.2	—	11.3	23.1*	10.1	—
Other	0.4	—	0.5	—	1.4	0.0	0.4	—
Employment Status (%)						†		
Employed at random assignment	6.5	—	6.6	—	9.9	9.6	6.1	—
Employed part time	95.9	—	95.9	—	100.0	100.0	97.7	—
Employed full time	4.1	—	4.1	—	0.0	0.0	2.3	—
Employed in prior year	88.2	—	87.6	—	88.7	86.5	89.2	—
Short-term unemployed	65.7	—	65.9	—	65.1	62.2	64.1	—
Long-term unemployed	34.0	—	33.9	—	34.9	37.8	35.8	—
Not employed at random assignment and never worked in past	5.3	—	5.7	—	1.4	3.8	4.7	—
Living situation (%)								
Married or cohabiting	4.1	—	4.3	—	4.2	1.9	4.3	—
Not married or cohabiting	95.9	—	95.7	—	95.8	98.1	95.7	—

Table D.8. Characteristics of SNAP Works 2.0 group members by completion status in most common activities, among individuals who started an activity *(continued)*

	Completed Job Search	Did Not Complete Job Search	Completed Job Search Training	Did Not Complete Job Search Training	Completed Occupational Skills Training	Did Not Complete Occupational Skills Training	Completed Life Skills Training	Did Not Complete Life Skills Training
Presence of children (%)		—						—
In households with children	4.9	—	5.4	—	1.4	3.8	5.5	—
In households without children	95.1	—	94.6	—	98.6	96.2	94.5	—
Geographic location (%)								
Lives in Atlanta metro area	80.8	—	78.0	—	78.9	67.3	81.4	—
Does not live in Atlanta metro area	19.2	—	22.0	—	21.1	32.7	18.6	—
Sample size	1,136	0	1,114	0	71	52	724	0

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

Note: Hyphens indicate that detailed information for participants in the activity is not provided because the relevant statistic is undefined since everyone completed the activity, among individuals who started it.

***/**/* Difference between those who completed and those who did not significantly different 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 SNAP Works 2.0 group members first participated in services and activities by Quarter after random assignment

	All SNAP Works 2.0 group members	Participation during each quarter				Cumulative participation across quarters			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Engaged in SNAP Works 2.0 (%)	68.7	67.4	0.7	0.2	0.3	67.4	68.1	68.4	68.7
Received any services (%)	57.6	55.0	1.2	0.7	0.7	55.0	56.2	56.9	57.6
Assessed (%)	31.9	23.7	4.9	2.0	1.3	23.7	28.6	30.6	31.9
Developed an individual career plan (%)	53.3	51.8	0.7	0.3	0.6	51.8	52.4	52.7	53.3
Started any employment and training related activity (%)	54.8	53.4	0.5	0.4	0.4	53.4	54.0	54.4	54.8
Started activity (%):									
Job search	49.6	47.6	0.9	0.6	0.4	47.6	48.5	49.2	49.6
Job search training	48.6	46.3	1.3	0.6	0.4	46.3	47.6	48.2	48.6
Life skills training	31.6	28.4	2.2	0.6	0.5	28.4	30.6	31.1	31.6
Occupational skills training	5.4	1.7	2.4	0.9	0.4	1.7	4.1	4.9	5.4
Basic education	1.1	0.7	0.4	0.0	0.0	0.7	1.1	1.1	1.1
Work-based learning	0.4	0.2	0.2	0.0	0.0	0.2	0.4	0.4	0.4
Completed activity among those who started (%)									
Job search	100.0	96.0	1.9	1.3	0.9	96.0	97.9	99.1	100.0
Job search training	100.0	95.2	2.6	1.3	0.9	95.2	97.9	99.1	100.0
Life skills training	100.0	89.8	6.9	1.8	1.5	89.8	96.7	98.5	100.0
Occupational skills training	57.7	13.0	20.3	17.1	7.3	13.0	33.3	50.4	57.7
Basic education	53.8	42.2	7.8	3.9	0.0	42.2	49.9	53.8	53.8
Work-based learning	60.0	30.0	30.0	0.0	0.0	30.0	60.0	60.0	60.0
Contact with individuals enrolled									
First contact (%)	92.5	91.0	0.5	0.0	1.0	91.0	91.5	91.5	92.5
Average number of contacts per person during SNAP Works 2.0, among those with a contact	15.1	9.7	2.4	1.8	1.2	9.7	12.1	13.9	15.1
Certification and degrees (%)									

Table D.9. Timing of when SNAP Works 2.0 group members first participated in services and activities by Quarter after random assignment *(continued)*

	All SNAP Works 2.0 group members	Participation during each quarter				Cumulative participation across quarters			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Received a training credential or certification	3.5	0.9	1.8	0.5	0.3	0.9	2.8	3.2	3.5
Received an education degree or certificate	0.3	0.1	0.0	0.1	0.0	0.1	0.1	0.3	0.3
Exited SNAP Works 2.0 for any reason (%)	90.1	72.4	9.1	4.8	3.9	72.4	81.5	86.3	90.1
Sample size	2,291								

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

Note: Engaged in SNAP Works 2.0 represents any post-random assignment contact with the pilot (including receipt of case management, orientations, assessments, support services, or activities). Received any service excludes orientations, case management, and support services.

II. Subgroup tables and key findings

We examined variation in the incidence of engagement in SNAP Works 2.0 and participation in employment and training-related activities among SNAP Works 2.0 group members with different characteristics. Subgroups were defined by reported baseline characteristics including age, barriers to employment,⁵ presence of children in the household, extent of recent employment history, and household income relative to the federal poverty level.

Overall, there were some differences in engagement and service use by subgroup, although with some inconsistencies in the pattern of differences. In general, subgroups with greater levels of disadvantage had a lower incidence of engagement in SNAP Works 2.0 and a lower incidence of participation in employment or training-related activities, compared with subgroups with less disadvantage. For example, among the barriers to employment subgroups (based on prior employment and educational attainment at random assignment), SNAP Works 2.0 group members with the greatest barriers trailed their counterparts with the least barriers by 6 to 11 percentage points in most measures of engagement or participation in employment or training-related activities. In addition, the subgroup with extremely low household income relative to Federal poverty levels had lower rates of participation in job search training and life skills workshops, compared with SNAP Works 2.0 group members with higher household income. In contrast, subgroups without recent work history recorded greater incidence of participation in employment and training-related activities, overall and in most specific activities, compared with employed SNAP Works 2.0 group members.

Subgroup comparisons also show that a larger proportion of SNAP Works 2.0 group members in prime working age (ages 25 to 49) at the time of random assignment participated in employment and training-related activities, compared with young adults (ages 18 to 24). Finally, use of services, in general or for specific services, did not vary much for households with and without children.⁶

⁵ Barriers to employment were measured using a categorical variable. The category of least barriers to employment included individuals who were employed within the 12 months prior to random assignment and had a high school diploma or equivalent. The category of moderate barriers included individuals who had been unemployed for at least the 12 months prior to random assignment or had an education level less than a high school diploma or equivalent. The category of greatest barriers included individuals who were not employed in the 12 months prior to random assignment and had less than a high school diploma or equivalent.

⁶ Only five percent of individuals lived in households with children, however.

Table D.10. Participation in SNAP Works 2.0, by subgroup

	Sample size	Engaged in SNAP Works 2.0	Assessed	Developed a career plan	Started any employment and training related activity	Started key activity:				Completed key activity:			
						Job search training	Social Services	Job search	Occupational skills training	Job search training	Social Services	Job search	Occupational skills training
Age (%)													
18 to 24 years old	492	58.1	27.4	42.1	44.1	40.2	25.2	39.6	3.4	40.2	25.2	39.6	1.4
25 to 49 years old	1,797	71.6	33.1	56.4	57.7	50.9	33.3	52.3	5.9	50.9	33.3	52.3	3.6
50 years and older	2	50.0†††	50.0†	50.0†††	50.0†††	50.0†††	50.0†††	50.0†††	0.0†	50.0†††	50.0†††	50.0†††	0.0†
Presence of children (%)													
Individuals in households with children	115	69.6	32.2	54.8	57.4	52.2	34.8	48.7	2.6	52.2	34.8	48.7	0.9
Individuals in households without children	2,176	68.6	31.8	53.2	54.6	48.4	31.4	49.6	5.5	48.4	31.4	49.6	3.2
Employment history (%)													
Employed in 12 months prior to random assignment	1,532	68.6	31.2	52.9	53.5	47.9	30.6	48.9	5.5	47.9	30.6	48.9	3.3
Not employed in 12 months prior to random assignment	759	68.8	33.2††	54.0†	57.3†††	50.1†††	33.6†††	51.0†††	5.1	50.1†††	33.6†††	51.0†††	2.8
Barrier to employment (%)													
Least barriers (employed in past 12 months and completed high school or equivalent)	1,257	69.8	32.9	54.4	55.3	49.6	31.6	50.8	6.7	49.6	31.6	50.8	4.0

Table D.10. Participation in SNAP Works 2.0, by subgroup *(continued)*

	Sample size	Engaged in SNAP Works 2.0	Assessed	Developed a career plan	Started any employment and training related activity	Started key activity:				Completed key activity:			
						Job search training	Social Services	Job search	Occupational skills training	Job search training	Social Services	Job search	Occupational skills training
Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)	834	69.4	32.0	53.6	55.5	48.7	32.3	49.0	4.6	48.7	32.3	49.0	2.4
Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)	196	58.7†††	25.0†	44.9††	48.5	42.3	29.1	44.4	0.5†††	42.3	29.1	44.4	0.5††
Household income (%)													
Less than 50% of FPL	1,953	68.5	31.3	53.3	54.4	48.1	32.1	49.6	5.7	48.1	32.1	49.6	3.4
Greater than or equal to 50% of FPL	145	75.2	41.4	60.7	63.4	60.0	37.9	56.6	8.8	60.0	37.9	56.6	3.4
Geographic location (%)													
Lives in Atlanta metro area	1,721	68.7	32.5	56.4	57.9	50.5	34.2	53.3	5.3	50.5	34.2	53.3	3.3
Does not live in Atlanta metro area	570	68.4	29.8	44.0†††	45.4†††	43.0†††	23.7†††	38.2†††	5.6	43.0†††	23.7†††	38.2†††	2.6

Source: SNAP employment and training evaluation administrative service use 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.

Appendix E

Differences in service receipt between research groups
(Chapter IV supplementary tables)

I. Main tables

Table E.1. Participation in SNAP Works 2.0 or existing SNAP E&T services

Service	SNAP Works 2.0 group	Control group	Difference
Assessed (%)	31.8	0.8	31.0*** (3.0)
Started any employment and training related activity (excluding support services) (%)	54.8	26.3	28.5*** (3.3)
Started activity (%)			
Job search	49.5	26.9	22.6*** (3.3)
Job search training	48.6	0.3	48.3*** (3.2)
Life skills training	31.5	0.7	30.8*** (3.0)
Occupational skills training	5.3	0.5	4.8*** (1.5)
Basic education	1.2	0.0	1.3* (0.7)
Work-based learning	0.4	0.0	0.5 (0.4)
Sample size	2,291	253	

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

Note: Data on services received by control group members through the existing SNAP E&T program were recorded from case files by DFCS staff for a subsample of control group members.
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 SNAP Works 2.0 services, existing SNAP E&T services, or community-offered services

Service	SNAP Works 2.0 group	Control group	Difference
Completed career assessment tests (%)	44.9	18.9	26.0*** (1.9)
Participated in job search training or assistance activities or education or training programs (%)	56.4	35.3	21.1*** (2.2)
Participated in job search training or assistance activities (%)	50.0	27.6	22.4*** (2.1)
Participated in education or training programs (%)	26.4	16.7	9.7*** (1.8)
General job skills training	15.4	8.6	6.8*** (1.4)
Occupational skills training	14.9	8.6	6.3*** (1.4)
Education	11.6	8.1	3.6*** (1.3)
Work-based learning	0.0	0.1	0.0 (0.1)
Sample size	1,273	1,198	

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 SNAP Works 2.0 services, existing SNAP E&T services, or community-offered services, by Quarter after random assignment

Service	Quarter 1			Quarter 2			Quarter 3			Quarter 4		
	SNAP Works 2.0 group	Control group	Difference	SNAP Works 2.0 group	Control group	Difference	SNAP Works 2.0 group	Control group	Difference	SNAP Works 2.0 group	Control group	Difference
Completed career assessment tests	9.4	3.6	5.8*** (1.0)	10.8	3.2	7.5*** (1.0)	9.1	2.1	7.0*** (0.9)	7.3	2.1	5.2*** (0.8)
Participated in job search training or assistance activities or education or training programs (%)	13.3	8.3	5.1*** (1.3)	14.9	7.5	7.4*** (1.3)	13.4	7.0	6.5*** (1.3)	12.0	7.0	5.0*** (1.2)
Participated in job search training or assistance activities	10.4	4.9	5.5*** (1.1)	11.4	4.1	7.3*** (1.1)	10.2	3.3	6.9*** (1.0)	8.6	3.1	5.5*** (0.9)
Participated in education or training programs	13.3	8.3	5.1*** (1.3)	14.9	7.5	7.4*** (1.3)	13.4	7.0	6.5*** (1.3)	12.0	7.0	5.0*** (1.2)
Sample size	1,273	1,198		1,273	1,198		1,273	1,198		1,273	1,198	

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 control group percentage at the .10 level, two-tailed test.

Table E.4. Completion of SNAP Works 2.0 or existing SNAP E&T services

Service	SNAP Works 2.0 group	Control group	Difference
Completed activity (%)			
Job search	49.5	11.8	37.7*** (3.2)
Job search training	48.6	0.3	48.3*** (3.2)
Life skills training	31.5	0.7	30.8*** (3.0)
Occupational skills training	3.1	0.2	2.9** (1.1)
Basic education	0.6	0.0	0.6 (0.5)
Work-based learning	0.3	0.0	0.2 (0.3)
Received a training credential or certification (%)	3.4	0.4	3.1*** (1.2)
Sample size	2,291	253	

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

Note: Data on services received by control group members through the existing SNAP E&T program were recorded from case files by DFCS staff for a subsample of control group members. 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

	SNAP Works 2.0 group	Control group	Difference
Mean length of time spent in all activities and programs (months)	1.3	0.7	0.6*** (0.1)
Mean number of hours per week spent in program	3.9	2.5	1.4*** (0)
Percentage of individuals who are still in the program as of the survey interview date (%)			
All activities	9.5	5.5	3.9*** (1.1)
Programs with general job skills training	4.4	2.0	2.3*** (0.8)
Programs with occupational skills training	5.4	2.6	2.9*** (0.8)
Programs with education	5.2	3.0	2.2** (0.9)
Programs with work-based learning	0.0	0.1	-0.1 (0.0)
Percentage who completed the program (%)			
All activities	12.5	9.2	3.2** (1.3)
Programs with general job skills training	8.3	6.0	2.3** (1.1)
Programs with occupational skills training	7.1	4.9	2.2** (1.0)
Programs with education	3.3	3.8	-0.5 (0.8)
Programs with work-based learning	0.1	0.0	0.1 (0.0)
Type of certificate or degree/diploma received (%)			
Participation/attendance	1.0	0.5	0.5* (0.3)
Adult basic education	0.0	0.0	0.0 (0.0)
High school diploma / GED	0.3	0.6	-0.3 (0.3)
Associate's degree	0.1	0.1	-0.1 (0.1)
Bachelor's degree	0.0	0.2	-0.2* (0.1)
English proficiency certification or TOEFL	0.0	0.0	0.0 (0.0)
Occupational certificate or license	6.0	3.3	2.7*** (0.9)
Other	0.8	0.7	0.2 (0.4)
Sample size	1,273	1,198	

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

	SNAP Works 2.0 group	Control group	Difference
Percentage who completed the program, among those participants who started (%)			
All activities	46.2	55.7	-9.5** (4.6)
Programs with general job skills training	31.0	35.7	-4.7 (4.3)
Programs with occupational skills training	27.0	29.3	-2.3 (4.1)
Programs with education	12.9	22.3	-9.4*** (3.6)
Programs with work-based learning	0.2	0.0	0.2 (0.2)
Percentage who received a diploma, degree, certification, or license after completing program (%)			
All activities	29.4	30.1	-0.7 (4.5)
Programs with general job skills training	20.3	18.5	1.9 (3.7)
Programs with occupational skills training	20.1	20.1	-0.1 (3.9)
Programs with education	9.0	14.1	-5.2 (3.3)
Programs with work-based learning	0.2	0.0	0.2 (0.2)
Type of certificate or degree/diploma received (%)			
Participation/attendance	3.5	3.0	0.5 (1.5)
Adult basic education	0.0	0.0	0.0 (0.0)
High school diploma / GED	0.5	3.8	-3.3* (1.8)
Associate's degree	0.4	0.8	-0.4 (0.5)
Bachelor's degree	0.0	1.3	-1.3* (0.8)
English proficiency certification or TOEFL	0.0	0.0	0.0 (0.0)
Occupational certificate or license	23.0	19.6	3.4 (4.0)
Other	3.2	3.9	-0.7 (1.9)
Sample size	1,273	1,198	

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 SNAP Works 2.0 or existing SNAP E&T services

Service	SNAP Works 2.0 group	Control group	Difference
Any contact with case manager (%)	92.5	NA	92.5
Average number of contacts with case manager per person during pilot	14.0	NA	14.0
Received any support service (%)	25.1	93.2	-68.1*** (2.8)
Received support service, by type (%)			
Transportation	13.9	92.8	-79.0*** (2.3)
Legal assistance	10.0	1.7	8.3*** (1.9)
Housing/utility assistance	9.3	0.0	9.7*** (1.9)
Financial aid	9.1	0.0	9.8*** (1.8)
Medical care	8.1	0.0	8.4*** (1.7)
Commodities	5.7	0.0	6.8*** (1.5)
Employment/occupational skills training supplies (uniform/boots/clothes/tools)	1.7	0.5	1.2 (0.8)
Received any incentive payment (%)	46.4	0.2	46.1*** (3.2)
Sample size	2,291	253	

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

Note: NA indicates the grantee or provider were not able to provide the data. Data on services received by control group members through the existing SNAP E&T program were recorded from case files by DFCS staff for a subsample of control group members. 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 SNAP Works 2.0, existing SNAP E&T, or community-offered programs

Service	SNAP Works 2.0 group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	47.6	24.8	22.7*** (2.1)
Average number of contacts with an employment professional or case manager	8.1	5.0	3.1*** (1)
Mode of contacts (%)			
Mostly in person	68.6	58.0	10.6*** (3.7)
Mostly by phone	17.3	28.8	-11.6*** (3.2)
Equally in person and by phone	13.7	12.5	1.2 (2.4)
Any support service (excluding mental health or substance use counseling)	30.2	14.3	15.9*** (1.8)
Any support service	32.6	17.5	15.2*** (1.9)
Childcare assistance including vouchers or funds (%)	1.9	1.2	0.7 (0.5)
Transportation assistance (such as gas cards or bus passes) (%)	22.6	6.5	16.1*** (1.5)
Housing assistance (%)	4.4	3.6	0.8 (0.8)
Mental health or substance use counseling (%)	5.1	4.3	0.8 (0.9)
Clothes, uniforms, tools, or other supplies and equipment (%)	4.1	2.6	1.5* (0.9)
Other (%)	3.0	2.4	0.6 (0.7)
Sample size	1,273	1,198	

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.13 show differences between the SNAP Works 2.0 and control groups in service use among subgroups defined by reported baseline characteristics. Subgroups included: 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; and individuals employed at any point or not employed at all in the 12 months before random assignment. All findings are based on 12-month survey data.

In most of the identified subgroups, large proportions of both SNAP Works 2.0 and control group members participated in services within the 12-month follow-up period. Across the subgroups, participation in services among SNAP Works 2.0 group members was generally higher than among control group members. As evident below, differences between the two research groups do not appear to be concentrated among individuals with certain characteristics, with the exception of age.

Across the age subgroups, participation rates in any services as well as in particular types of services were generally higher in the SNAP Works 2.0 group than in the control group. The differences in participation rates between research groups, however, were larger for individuals ages 25 to 49 than for the 18-to-24-year-old subgroup. (Very few individuals enrolled in the Georgia pilot were age 50 or over.) For example, the difference between research groups in participation in any activity was 25 percentage points for the 25-to-49-year-old subgroup while this difference was 5 percentage points (and not statistically significant) for the 18-to-24-year-old subgroup. This difference, and several others related to participation in specific types of activities, were statistically significant across the two subgroups. Thus, SNAP Works 2.0 resulted in larger participation increases, relative to the control group, for “middle-aged” individuals than for younger or older individuals.

Similarly, SNAP Works 2.0 group participation rates were higher than those of the control group across several other subgroups – individuals with varying severity of barriers to employment and individuals with and without recent employment. For these subgroups, differences between the SNAP Works 2.0 and control groups in participating in services generally were of a similar magnitude across the subgroups.⁷

⁷ Only a small percentage of individuals enrolled in the Georgia pilot were living in households with children as of random assignment or had household income levels that were greater than or equal to the FPL at that point. Because of this, a comparison of differences in participation between the SNAP Works 2.0 and control groups across these subgroups is not discussed in this section. Appendix Tables E.12 and E.13 shows rates of service use among these subgroups.

Table E.9. Service use, by age

Service	Age 18 to 24			Age 25 to 49		
	SNAP Works 2.0 group	Control group	Difference	SNAP Works 2.0 group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	31.8	20.1	11.7*** (4.1)	51.8	26.0	25.7***+++ (2.3)
Completed career assessment tests (%)	30.9	16.5	14.4*** (4.1)	48.6	19.5	29.0***+++ (2.2)
Participated in job search training or assistance activities or education or training programs (%)	41.9	36.9	5.0 (4.9)	59.7	34.9	24.7***+++ (2.4)
Participated in job search training or assistance activities (%)	36.9	22.5	14.4*** (4.5)	53.0	28.9	24.2***+ (2.4)
Participated in education or training programs (%)	20.0	23.0	-3.1 (4.2)	28.0	15.1	12.9***+++ (2.0)
Type of services received (%)						
General job skills training	10.9	8.7	2.2 (2.6)	16.4	8.6	7.8***+ (1.6)
Occupational skills training	11.9	9.2	2.6 (2.9)	15.7	8.4	7.2*** (1.5)
Adult basic education	11.6	15.4	-3.8 (3.5)	11.4	6.2	5.2***++ (1.4)
Work-based learning	0.0	0.3	-0.3 (0.2)	0.1	0.0	0.1 (0.0)
On-the-job training	0.0	0.3	-0.3 (0.2)	0.1	0.0	0.1 (0.0)
General job skills training, occupational skills training, adult basic education, or work-based learning	19.7	22.2	-2.5 (4.2)	27.3	14.9	12.5***+++ (2.0)
Mean length of time spent in all activities and programs (months)	1.0	0.9	0.1 (0.3)	1.4	0.7	0.7***++ (0.1)
Percentage who completed the program (all activities) (%)	6.4	9.5	-3.1 (2.2)	14.3	9.2	5.1***+++ (1.6)
Received certificate or degree/diploma (%)	1.9	2.8	-0.9 (1.2)	7.1	3.5	3.6***+++ (1.1)
Any support service	25.8	11.1	14.7*** (3.6)	34.5	19.1	15.4*** (2.2)
Any support service (excluding mental health or substance use counseling)	23.1	10.4	12.7*** (3.4)	32.0	15.3	16.6*** (2.0)
Sample size	262	230		1,009	968	

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)		
	SNAP Works 2.0 group	Control group	Difference	SNAP Works 2.0 group	Control group	Difference	SNAP Works 2.0 group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	49.4	25.1	24.3*** (2.8)	46.0	25.7	20.3*** (3.5)	39.8	23.6	16.2** (6.7)
Completed career assessment tests (%)	46.3	19.2	27.2*** (2.6)	44.5	18.9	25.7*** (3.3)	38.2	19.1	19.1*** (6.4)
Participated in job search training or assistance activities or education or training programs (%)	57.3	37.7	19.6*** (3.0)	56.7	32.5	24.2*** (3.7)	51.0	32.9	18.1** (7.8)
Participated in job search training or assistance activities (%)	51.1	28.0	23.1*** (2.8)	50.7	27.0	23.7*** (3.6)	43.7	24.8	18.9*** (6.9)
Participated in education or training programs (%)	27.9	18.8	9.1*** (2.5)	25.0	13.9	11.0*** (2.8)	25.9	19.1	6.8 (6.6)
Type of services received (%)									
General job skills training	16.0	10.1	5.9*** (2.0)	14.7	7.1	7.6*** (2.3)	16.2	7.5	8.7* (4.9)
Occupational skills training	18.3	10.9	7.4*** (2.1)	11.7	6.6	5.1*** (1.9)	11.7	5.4	6.3 (4.1)
Adult basic education	10.0	7.9	2.1 (1.7)	11.9	7.0	4.9** (2.0)	23.9	15.5	8.4 (6.2)
Work-based learning	0.0	0.1	-0.1 (0.1)	0.1	0.0	0.1 (0.1)	0.1	0.0	0.1 (0.0)
On-the-job training	0.0	0.1	-0.1 (0.1)	0.1	0.0	0.1 (0.1)	0.1	0.0	0.1 (0.0)

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)		
	SNAP Works 2.0 group	Control group	Difference	SNAP Works 2.0 group	Control group	Difference	SNAP Works 2.0 group	Control group	Difference
General job skills training, occupational skills training, adult basic education, or work-based learning	27.3	18.7	8.6*** (2.5)	24.4	13.0	11.5*** (2.8)	25.7	19.1	6.6 (6.6)
Mean length of time spent in all activities and programs (months)	1.4	0.8	0.6*** (0.1)	1.2	0.6	0.5*** (0.2)	1.4	0.4	1.0*** (0.3)
Percentage who completed the program (all activities) (%)	14.9	11.2	3.7* (2.0)	10.6	7.1	3.4* (1.9)	5.0	9.4	-4.4 (4.2)
Received certificate or degree/diploma (%)	7.2	4.9	2.3* (1.3)	4.4	1.3	3.1*** (1.0)	2.6	3.0	-0.4 (2.3)
Any support service	32.8	20.0	12.7*** (2.6)	30.1	15.6	14.5*** (3.0)	45.6	10.6	35.0***††† (6.2)
Any support service (excluding mental health or substance use counseling)	30.2	16.6	13.6*** (2.5)	28.7	12.3	16.4*** (2.9)	40.0	10.6	29.4***† (6.2)
Sample size	706	646		429	427		101	100	

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		
	SNAP Works 2.0 group	Control group	Difference	SNAP Works 2.0 group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	46.9	23.9	23.0*** (2.5)	49.0	27.5	21.4*** (3.6)
Completed career assessment tests (%)	43.9	17.8	26.1*** (2.3)	47.2	21.1	26.1*** (3.4)
Participated in job search training or assistance activities or education or training programs (%)	56.3	36.1	20.3*** (2.7)	56.6	34.1	22.5*** (3.8)
Participated in job search training or assistance activities (%)	49.2	27.3	21.9*** (2.6)	52.0	27.8	24.3*** (3.6)
Participated in education or training programs (%)	27.7	17.8	10.0*** (2.3)	24.2	15.5	8.7*** (3.1)
Type of services received (%)						
General job skills training	15.4	9.4	6.0*** (1.8)	15.3	7.5	7.8*** (2.5)
Occupational skills training	16.3	9.3	7.0*** (1.7)	13.2	7.8	5.4** (2.3)
Adult basic education	12.0	8.2	3.8** (1.7)	11.7	8.3	3.4 (2.3)
Work-based learning	0.0	0.1	-0.1 (0.1)	0.2	0.0	0.2† (0.1)
On-the-job training	0.0	0.1	-0.1 (0.1)	0.2	0.0	0.2† (0.1)
General job skills training, occupational skills training, adult basic education, or work-based learning	27.3	17.7	9.6*** (2.3)	23.6	14.5	9.2*** (3.0)
Mean length of time spent in all activities and programs (months)	1.3	0.8	0.5*** (0.1)	1.3	0.6	0.6*** (0.2)

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		
	SNAP Works 2.0 group	Control group	Difference	SNAP Works 2.0 group	Control group	Difference
Percentage who completed the program (all activities) (%)	13.5	9.6	3.9** (1.7)	10.4	9.1	1.4 (2.2)
Received certificate or degree/diploma (%)	6.5	4.0	2.5** (1.1)	4.7	2.3	2.4* (1.3)
Any support service	32.5	18.4	14.1*** (2.3)	33.3	15.5	17.8*** (3.2)
Any support service (excluding mental health or substance use counseling)	30.2	15.1	15.1*** (2.2)	30.5	12.9	17.6*** (3.1)
Sample size	824	779		417	396	

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		
	SNAP Works 2.0 group	Control group	Difference	SNAP Works 2.0 group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	37.0	30.8	6.2 (9.0)	48.3	24.5	23.8***† (2.1)
Completed career assessment tests (%)	44.7	11.8	32.9*** (7.4)	45.2	19.3	25.9*** (2.0)
Participated in job search training or assistance activities or education or training programs (%)	46.3	37.0	9.3 (10.4)	57.1	35.2	21.9*** (2.2)
Participated in job search training or assistance activities (%)	41.9	32.1	9.8 (10.0)	50.6	27.3	23.3*** (2.1)
Participated in education or training programs (%)	22.2	18.9	3.3 (7.8)	26.8	16.6	10.2*** (1.9)
Type of services received (%)						
General job skills training	9.5	15.8	-6.3 (6.6)	15.8	8.2	7.6***†† (1.5)
Occupational skills training	7.2	10.3	-3.1 (5.7)	15.3	8.5	6.8***† (1.4)
Adult basic education	13.2	11.2	2.0 (6.5)	11.6	7.9	3.7*** (1.4)
Work-based learning	0.1	0.0	0.1 (0.1)	0.1	0.1	0.0 (0.1)
On-the-job training	0.1	0.0	0.1 (0.1)	0.1	0.1	0.0 (0.1)
General job skills training, occupational skills training, adult basic education, or work-based learning	22.4	18.9	3.4 (7.8)	26.2	16.2	10.0*** (1.8)
Mean length of time spent in all activities and programs (months)	1.1	1.0	0.2 (0.5)	1.3	0.7	0.6*** (0.1)
Percentage who completed the program (all activities) (%)	3.7	13.7	-10.1* (5.4)	13.0	9.0	4.0***†† (1.4)

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

Service	Individuals in households with children			Individuals in households without children		
	SNAP Works 2.0 group	Control group	Difference	SNAP Works 2.0 group	Control group	Difference
Received certificate or degree/diploma (%)	0.0	7.1	-7.1* (3.8)	6.3	3.1	3.2***††† (0.9)
Any support service	33.8	22.2	11.6 (9.1)	32.7	17.2	15.4*** (1.9)
Any support service (excluding mental health or substance use counseling)	30.2	18.9	11.3 (9.0)	30.3	14.1	16.2*** (1.8)
Sample size	59	53		1,214	1,145	

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.13. Service use, by monthly income as a percentage of poverty

Service	Lives in household with income less than 50 percent of the Federal poverty level			Lives in household with income greater than or equal to 50 percent of the Federal poverty level		
	SNAP Works 2.0 group	Control group	Difference	SNAP Works 2.0 group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	47.3	25.5	21.7*** (2.3)	52.9	20.1	32.7*** (6.7)
Completed career assessment tests (%)	45.2	18.9	26.4*** (2.1)	45.4	21.4	24.0*** (7.4)
Participated in job search training or assistance activities or education or training programs (%)	55.4	34.6	20.8*** (2.4)	62.2	38.4	23.8*** (7.5)
Participated in job search training or assistance activities (%)	49.7	27.2	22.4*** (2.3)	56.2	31.2	25.0*** (7.7)
Participated in education or training programs (%)	26.4	16.5	9.9*** (2.0)	29.9	16.7	13.2** (6.1)
Type of services received (%)						
General job skills training	15.1	8.8	6.3*** (1.6)	22.8	8.0	14.8*** (5.0)
Occupational skills training	15.7	8.4	7.2*** (1.5)	12.6	6.1	6.5* (3.9)
Adult basic education	11.5	8.0	3.6** (1.5)	15.1	7.5	7.6* (4.3)
Work-based learning	0.0	0.0	0.0 (0.0)	0.9	0.7	0.2 (0.9)
On-the-job training	0.0	0.0	0.0 (0.0)	0.9	0.7	0.2 (0.9)
General job skills training, occupational skills training, adult basic education, or work-based learning	25.8	16.2	9.6*** (2.0)	30.2	14.4	15.7*** (6.0)
Mean length of time spent in all activities and programs (months)	1.3	0.7	0.6*** (0.1)	1.6	0.8	0.8* (0.4)
Percentage who completed the program (all activities) (%)	12.9	9.3	3.6** (1.5)	10.6	8.1	2.5 (4.3)

Table E.13. Service use, by monthly income as a percentage of poverty (*continued*)

Service	Lives in household with income less than 50 percent of the Federal poverty level			Lives in household with income greater than or equal to 50 percent of the Federal poverty level		
	SNAP Works 2.0 group	Control group	Difference	SNAP Works 2.0 group	Control group	Difference
Received certificate or degree/diploma (%)	6.1	3.5	2.6*** (1.0)	5.5	0.0	5.5*** (2.0)
Any support service	33.0	17.5	15.5*** (2.0)	34.3	19.3	14.9** (6.4)
Any support service (excluding mental health or substance use counseling)	30.3	14.5	15.9*** (1.9)	31.6	16.0	15.5** (6.1)
Sample size	1,069	1,000		90	103	

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

	SNAP WORKS 2.0 group	Control group	Difference
Employment rate (%)			
Quarter 1	50.8	52.5	-1.8 (1.6)
Quarter 2	51.7	52.4	-0.7 (1.6)
Quarter 3	54.0	51.7	2.3 (1.6)
Quarter 4	52.2	50.1	2.1 (1.6)
Year 1	71.4	70.0	1.4 (1.5)
Average quarterly employment rate	52.2	51.7	0.5 (1.3)
Total earnings (\$)			
Quarter 1	1,428	1,590	-162** (75)
Quarter 2	1,799	1,924	-125 (88)
Quarter 3	2,059	1,991	68 (93)
Quarter 4	2,131	2,032	98 (97)
Year 1	7,417	7,538	-121 (301)
Sample size	1,698	1,709	

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

	SNAP WORKS 2.0 group	Control group	Difference
Employment rate (%)			
Quarter 1	37.2	37.5	-0.3 (2.1)
Quarter 2	42.6	45.7	-3.1 (2.1)
Quarter 3	45.8	48.5	-2.7 (2.2)
Quarter 4	50.4	52.2	-1.8 (2.2)
Year 1	61.8	64.4	-2.6 (2.1)
Employed at the time of the survey interview	41.8	44.4	-2.7 (2.2)
Total earnings (\$)			
Quarter 1	1,661	1,686	-25 (130)
Quarter 2	2,308	2,273	35 (150)
Quarter 3	2,417	2,541	-125 (159)
Quarter 4	2,554	2,627	-73 (151)
Year 1	8,940	9,127	-187 (529)
Sample size	1,273	1,198	

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

	SNAP WORKS 2.0 group	Control group	Difference
Average hours worked per week (#)			
Quarter 1	10.8	11.5	-0.7 (0.8)
Quarter 2	14.7	15.0	-0.3 (0.9)
Quarter 3	15.1	16.3	-1.3 (0.9)
Quarter 4	16.1	17.0	-0.9 (0.9)
Year 1	14.2	15.0	-0.8 (0.8)
Number of jobs held over the year (%)			
0	38.5	35.8	2.7 (2.1)
1	34.5	38.4	-3.8* (2.1)
2	18.9	17.2	1.7 (1.7)
3	6.0	6.0	0.1 (1.1)
4	1.6	1.8	-0.2 (0.6)
5 or more	0.5	0.9	-0.4 (0.4)
Mean	1.0	1.0	0.0 (0.1)
Sample size	1,273	1,198	

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

Characteristic	SNAP WORKS 2.0 group	Control group	Difference
Hours worked per week (%)			
Less than 20	15.2	17.7	-2.5 (2.4)
21 to 34	25.7	22.5	3.1 (2.9)
35 or more (employed full time)	59.1	59.8	-0.7 (3.2)
Average	34.0	34.4	-0.5 (0.8)
Weekly earnings (%)			
\$1 to \$499	67.4	72.7	-5.3* (3.0)
\$500 to \$999	29.0	24.7	4.3 (3.0)
\$1,000 to \$1,499	3.1	1.8	1.4 (1.0)
\$1,500 to \$2,000	0.4	0.7	-0.3 (0.3)
\$2,000 and above	0.1	0.2	-0.1 (0.2)
Benefits available at job (%)			
Any benefit	67.8	71.7	-3.8 (3.1)
Health insurance or HMO/PPO plan membership	56.2	63.5	-7.3** (3.3)
Dental insurance	47.7	54.5	-6.8** (3.5)
Paid vacation	44.0	49.0	-5.0 (3.5)
Paid holidays	41.7	46.5	-4.8 (3.4)
Paid sick leave	31.6	38.3	-6.7** (3.3)
Any paid time off	55.2	58.9	-3.7 (3.4)
Pension or retirement benefits	41.4	48.1	-6.7** (3.4)
Tuition assistance or reimbursement	19.3	20.6	-1.3 (2.7)
Type of employment (%)			
Regular full- or part-time	72.4	78.1	-5.7* (2.9)
Temporary or on-call	12.2	11.4	0.8 (2.2)
Self-employed or independent contractor or consultant	11.0	7.7	3.3* (1.8)
Day laborer	4.4	2.8	1.6 (1.2)
Occupation			
Material Moving Workers	7.6	8.2	-0.6 (1.7)
Retail Sales Workers	5.7	7.6	-1.9 (1.5)
Food and Beverage Serving Workers	6.0	5.4	0.7 (1.4)
Information and Record Clerks	6.5	4.8	1.7 (1.4)
Material Recording, Scheduling, Dispatching, and Distributing Workers	4.2	5.1	-0.9 (1.4)
Building Cleaning and Pest Control Workers	5.2	2.5	2.7** (1.1)

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

Characteristic	SNAP WORKS 2.0 group	Control group	Difference
Cooks and Food Preparation Workers	2.2	6.0	-3.9*** (1.1)
Motor Vehicle Operators	5.5	2.9	2.6** (1.2)
Other Protective Service Workers	2.0	2.5	-0.5 (0.9)
Construction Trades Workers	1.7	1.4	0.4 (0.7)
Sample size	518	517	

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

	SNAP WORKS		
Characteristic	2.0 group	Control group	Difference
Hours worked per week (%)			
0	59.3	55.5	3.8* (2.1)
1 to 20	5.9	7.9	-1.9* (1.1)
21 to 34	10.2	10.0	0.1 (1.3)
35 or more (employed full time)	24.6	26.6	-2.0 (1.9)
Average	14.0	15.3	-1.3 (0.8)
Weekly earnings (%)			
\$0	60.3	56.1	4.2* (2.1)
\$1 to \$499	26.5	31.9	-5.5*** (2.0)
\$500 to \$999	11.8	10.8	0.9 (1.4)
\$1,000 to \$1,499	1.3	0.8	0.5 (0.4)
\$1,500 to \$2,000	0.1	0.3	-0.2 (0.1)
\$2,000 and above	0.1	0.1	0.0 (0.1)
Benefits available at job (%)			
Any benefit	27.5	31.4	-4.0* (2.0)
Health insurance or HMO/PPO plan membership	22.9	27.9	-5.0** (2.0)
Dental insurance	19.6	23.9	-4.3** (1.9)
Paid vacation	17.8	21.5	-3.7** (1.8)
Paid holidays	17.4	20.4	-2.9* (1.7)
Paid sick leave	13.4	16.8	-3.5** (1.6)
Any paid time off	22.4	25.8	-3.4* (1.9)
Pension or retirement benefits	17.2	21.1	-3.9** (1.8)
Tuition assistance or reimbursement	8.3	9.0	-0.7 (1.2)
Type of employment (%)			
Not employed	59.5	55.5	3.9* (2.1)
Regular full- or part-time	29.5	34.7	-5.2*** (2.0)
Temporary or on-call	4.9	5.1	-0.2 (1.0)
Self-employed or independent contractor or consultant	4.5	3.4	1.1 (0.8)
Day laborer	1.6	1.2	0.4 (0.5)
Occupation			
Material Moving Workers	3.0	3.7	-0.7 (0.8)

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

Characteristic	SNAP WORKS		Difference
	2.0 group	Control group	
Retail Sales Workers	2.4	3.4	-1.0 (0.7)
Food and Beverage Serving Workers	2.3	2.4	-0.1 (0.6)
Information and Record Clerks	2.7	2.1	0.6 (0.6)
Material Recording, Scheduling, Dispatching, and Distributing Workers	1.6	2.3	-0.6 (0.6)
Building Cleaning and Pest Control Workers	1.9	1.1	0.8* (0.4)
Cooks and Food Preparation Workers	0.8	2.7	-1.9*** (0.5)
Motor Vehicle Operators	2.3	1.3	1.0** (0.5)
Other Protective Service Workers	0.8	1.1	-0.3 (0.4)
Construction Trades Workers	0.7	0.6	0.1 (0.3)
Sample size	1,273	1,198	

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

	SNAP WORKS 2.0 group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)			
Quarter 1	97.2	96.2	1.0* (0.5)
Quarter 2	72.6	66.7	6.0*** (1.3)
Quarter 3	52.5	50.6	1.9 (1.4)
Quarter 4	48.4	46.7	1.7 (1.4)
SNAP participation among any other household members (%)			
Quarter 1	12.4	12.5	-0.1 (0.8)
Quarter 2	11.7	11.4	0.3 (0.9)
Quarter 3	9.7	9.5	0.2 (0.8)
Quarter 4	8.7	8.4	0.3 (0.8)
SNAP participation by any individual in household ^a (%)			
Quarter 1	97.3	96.3	1.0* (0.5)
Quarter 2	72.9	66.8	6.1*** (1.3)
Quarter 3	52.7	50.8	2.0 (1.4)
Quarter 4	48.8	47.0	1.9 (1.4)
Mean number of months of SNAP participation in the 12 months after random assignment (#)			
Among individuals enrolled in pilot	7.0	6.7	0.4*** (0.1)
Among any other household members	1.0	1.0	0.0 (0.1)
Among any individual in household ^a	7.1	6.7	0.4*** (0.1)
Exited SNAP within 12 months of random assignment (%)			
Among individuals enrolled in pilot	78.3	77.1	1.2 (1.2)
Among any other household members	12.2	11.5	0.7 (0.8)
Among any individual in household ^a	80.3	78.9	1.3 (1.1)
Sample size	2,291	2,305	

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

Note: Standard errors in parentheses.

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

***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

	SNAP WORKS 2.0 Group	Control group	Difference
Average SNAP benefits received (\$)			
Quarter 1	505	464	41*** (7)
Quarter 2	307	303	4 (8)
Quarter 3	254	252	2 (9)
Quarter 4	212	212	0 (8)
Year 1	1,278	1,232	47* (25)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a			
Quarter 1	78.5	71.5	7.0*** (0.9)
Quarter 2	47.1	46.0	1.2 (1.2)
Quarter 3	38.7	38.1	0.6 (1.3)
Quarter 4	32.3	31.8	0.4 (1.2)
Year 1	49.2	46.9	2.2** (0.9)
Sample size	2,291	2,305	

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, TANF benefit amounts, and Medicaid coverage rates, based on SNAP administrative data

	SNAP WORKS 2.0 group	Control group	Difference
TANF participation (%)			
Quarter 1	0.1	0.1	0.0 (0.1)
Quarter 2	0.2	0.1	0.1 (0.1)
Quarter 3	0.1	0.1	0.0 (0.1)
Quarter 4	0.0	0.1	0.0 (0.0)
Average TANF benefit amounts received (\$)			
Quarter 1	1	0	0 (1)
Quarter 2	1	0	1 (1)
Quarter 3	0	0	0 (0)
Quarter 4	0	0	0 (0)
Medicaid participation (%)			
Quarter 1	6.1	5.1	1.0 (1.1)
Quarter 2	6.3	5.1	1.2 (0.9)
Quarter 3	5.6	5.2	0.4 (0.8)
Quarter 4	5.2	4.6	0.6 (0.7)
Sample size	2,291	2,305	

Source: SNAP employment and training evaluation SNAP administrative 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 F.8. Impacts on participation in other public assistance programs in the 12 months since random assignment, based on 12-month survey data

Program	SNAP WORKS 2.0 group	Control group	Difference
Public assistance receipt in the 12 months since random assignment (%)			
General assistance	0.8	0.8	0.0 (0.4)
Unemployment insurance	3.6	3.6	0.0 (0.7)
Supplemental Security Income	6.5	6.2	0.2 (1.1)
Section 8, Housing Choice Vouchers, or Public Housing Assistance	4.3	4.2	0.0 (0.9)
Medicaid	10.7	9.6	1.1 (1.3)
Supplemental Nutrition Program for Women, Infants, and Children (WIC)	4.9	3.7	1.1 (0.9)
Sample size	1,273	1,198	

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 SNAP Works 2.0 on employment, earnings, and receipt of public assistance outcomes for select subgroups of individuals enrolled in SNAP Works 2.0. Subgroups were based on individuals' age, barriers to employment, recent employment history, and income relative to the FPL.⁸

The analyses presented in Chapter V showed that, for the full sample, SNAP Works 2.0 did not lead to an increase in employment in Quarter 4, or to a reduction in the percentage of individuals participating in SNAP in Quarter 4. The analysis of impacts by subgroup generally mirrored these findings:

- The differences in impacts on employment in Quarter 4 based on UI wage records and survey data were not statistically significant across any of the subgroups (Appendix Table F.9 to F.18). There were also no impacts on employment in Quarter 4 within any of the subgroups.
- The difference in impacts on SNAP participation in Quarter 4 was statistically significant across the subgroups based on income relative to FPL (Appendix Table F.23). The effects within both subgroups were not statistically significant; however, among those in households with an income of less than 50 percent of the FPL, there was a positive difference, while among those in households with an income of 50 percent of the FPL or greater, there was a negative difference.

Subgroup findings for impacts in other quarters included the following:

- Across the age subgroups, there were some statistically significant differences in impacts on employment and earnings. There were positive and statistically significant impacts on employment and earnings in Quarter 2 based on the UI data for individuals ages 18 to 24, but not for individuals ages 25 to 49 (Appendix Table F.9). In the survey data, there was a negative and statistically significant impact on employment in Year 1 for individuals ages 18 to 24; the employment impact for individuals ages 25 to 49 was not statistically significant (Appendix Table F.14).
- Across the barriers to employment subgroups, there were statistically significant differences in the employment impacts based on the survey data in Quarters 1 and 2 and in Year 1 overall, as well as in the SNAP participation impacts in Quarter 1. Among those with moderate barriers to employment, SNAP Works 2.0 group members were less likely to have been employed in Year 1 than control group members. There was no statistically significant difference in the Year 1 employment rate among those with the least barriers or among those with the greatest barriers (Appendix Table F.15). There were statistically significant impacts

⁸ Only a small percentage of individuals enrolled in the Georgia pilot were living in households with children as of random assignment. Because of this, a comparison of differences in employment, earnings, and receipt of public assistance impacts between the SNAP Works 2.0 and control groups across these subgroups is not discussed in this section. Appendix Tables F.12, F.17, and F.22 show impacts of SNAP Work 2.0 on these outcomes among subgroups defined by the presence of children in the household.

on SNAP participation among those with moderate barriers to employment in all four quarters (Appendix Table F.20).

- Across the recent employment history subgroups, there were statistically significant differences in impacts on employment in Quarters 1 and 3 (based on the UI data) (Appendix Table F.11). Among those who did not work in the year before random assignment, SNAP Works 2.0 decreased employment by a statistically significant amount in Quarter 1. The estimated difference among those who did work in the year prior to random assignment was not statistically significant. In Quarter 3, SNAP Works 2.0 increased employment by a statistically significant amount among those employed in the year before random assignment, but not among those who were not employed in the prior year. SNAP Works 2.0 increased SNAP participation by a statistically significant amount in Quarters 1 and 2 among those who did not work in the year before random assignment and in Quarter 2 among both recent employment history subgroups (Appendix Table F.21).
- The difference in impacts on Quarter 4 earnings was statistically significant across the subgroups based on income relative to the FPL (based on the UI data) (Appendix Table F.13). Among those in households with an income at or above 50 percent of the FPL, SNAP Works 2.0 increased earnings by a statistically significant amount (but not among those in a household with an income below 50 percent of the FPL).

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		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
Employment rate (%)						
Quarter 1	60.1	57.3	2.8 (3.5)	48.4	51.2	-2.8 (1.8)
Quarter 2	60.4	54.6	5.8* (3.5)	49.5	51.9	-2.4†† (1.8)
Quarter 3	63.6	56.7	6.9** (3.5)	51.5	50.2	1.3 (1.8)
Quarter 4	60.4	58.0	2.4 (3.5)	49.8	47.9	2.0 (1.8)
Year 1	80.4	77.3	3.1 (2.9)	69.0	67.9	1.1 (1.7)
Average quarterly employment rate	61.1	56.7	4.5* (2.7)	49.8	50.3	-0.5 (1.5)
Total earnings (\$)						
Quarter 1	1,414	1,348	67 (134)	1,437	1,660	-223**† (88)
Quarter 2	1,648	1,470	178 (148)	1,854	2,055	-201*†† (104)
Quarter 3	1,939	1,608	331** (166)	2,105	2,100	5 (110)
Quarter 4	1,928	1,768	160 (174)	2,192	2,109	83 (114)
Year 1	6,929	6,194	735 (514)	7,588	7,925	-337† (357)
Sample size	357	379		1,340	1,329	

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)		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
Employment rate (%)									
Quarter 1	60.9	59.8	1.1 (2.2)	40.2	46.1	-5.9** (2.7)	28.6	30.7	-2.1 (5.7)
Quarter 2	59.5	60.0	-0.5 (2.2)	42.8	45.0	-2.1 (2.7)	37.3	29.8	7.4 (5.7)
Quarter 3	62.7	59.4	3.4 (2.2)	45.4	44.0	1.5 (2.7)	30.2	30.6	-0.5 (5.6)
Quarter 4	59.1	58.6	0.5 (2.2)	45.3	41.8	3.5 (2.7)	32.8	27.4	5.3 (5.7)
Year 1	79.9	77.7	2.2 (1.8)	61.9	62.1	-0.2 (2.6)	55.3	49.2	6.1 (6.2)
Average quarterly employment rate	60.6	59.5	1.1 (1.7)	43.4	44.2	-0.8 (2.2)	32.2	29.6	2.6 (4.3)
Total earnings (\$)									
Quarter 1	1,808	1,988	-180 (112)	1,020	1,194	-174 (112)	681	662	19 (183)
Quarter 2	2,300	2,397	-97 (132)	1,276	1,481	-205 (133)	779	697	82 (207)
Quarter 3	2,667	2,535	132 (143)	1,440	1,482	-42 (135)	533	672	-139 (182)
Quarter 4	2,746	2,542	204 (146)	1,536	1,575	-39 (149)	726	751	-25 (213)
Year 1	9,520	9,462	58 (453)	5,272	5,732	-460 (461)	2,720	2,781	-62 (670)
Sample size	926	933		588	601		129	125	

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		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
Employment rate (%)						
Quarter 1	59.9	58.4	1.5 (2.0)	30.8	39.6	-8.8***††† (2.8)
Quarter 2	59.0	58.1	0.9 (2.0)	35.4	39.2	-3.8 (2.8)
Quarter 3	62.3	58.0	4.3** (2.0)	35.4	37.7	-2.3† (2.9)
Quarter 4	58.9	57.3	1.6 (2.0)	37.3	34.6	2.7 (2.9)
Year 1	79.5	76.9	2.5 (1.7)	53.5	54.4	-0.9 (2.9)
Average quarterly employment rate	60.0	58.0	2.1 (1.6)	34.7	37.8	-3.1† (2.3)
Total earnings (\$)						
Quarter 1	1,715	1,823	-108 (97)	821	1,101	-279** (118)
Quarter 2	2,158	2,207	-49 (114)	1,053	1,333	-280** (141)
Quarter 3	2,479	2,338	142 (123)	1,131	1,289	-158 (142)
Quarter 4	2,543	2,354	189 (126)	1,304	1,397	-93 (159)
Year 1	8,895	8,721	174 (389)	4,310	5,119	-809 (493)
Sample size	1,112	1,145		534	515	

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		
	SNAP WORKS 2.0 group	Control group	SNAP WORKS 2.0 group / Control Difference	SNAP WORKS 2.0 group	Control group	SNAP WORKS 2.0 group / Control Difference
Employment rate (%)						
Quarter 1	47.2	46.7	0.5 (8.0)	50.8	52.8	-2.0 (1.6)
Quarter 2	50.0	54.6	-4.7 (7.9)	51.8	52.4	-0.6 (1.6)
Quarter 3	60.9	55.9	5.0 (7.0)	53.6	51.5	2.1 (1.6)
Quarter 4	58.8	51.9	6.8 (7.5)	51.8	50.0	1.8 (1.7)
Year 1	78.1	70.6	7.5 (6.1)	71.1	69.9	1.2 (1.5)
Average quarterly employment rate	54.2	52.3	1.9 (5.6)	52.0	51.7	0.3 (1.3)
Total earnings (\$)						
Quarter 1	1,330	1,447	-117 (317)	1,435	1,597	-162** (77)
Quarter 2	1,418	1,704	-286 (333)	1,813	1,935	-122 (91)
Quarter 3	2,130	1,776	353 (375)	2,053	2,002	51 (96)
Quarter 4	2,301	2,085	215 (446)	2,119	2,031	87 (100)
Year 1	7,178	7,012	166 (1,157)	7,420	7,566	-146 (311)
Sample size	82	76		1,616	1,633	

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 total earnings, based on UI wage records, by monthly income as a percentage of poverty

	Lives in household with income less than 50 percent of the Federal poverty level			Lives in household with income greater than or equal to 50 percent of the Federal poverty level		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
Employment rate (%)						
Quarter 1	50.6	52.3	-1.8 (1.7)	53.9	47.8	6.1 (6.3)
Quarter 2	51.8	52.3	-0.4 (1.7)	55.8	48.7	7.1 (6.2)
Quarter 3	54.4	51.5	2.8* (1.7)	57.2	54.7	2.5 (6.1)
Quarter 4	52.2	50.2	2.0 (1.7)	55.9	50.4	5.5 (6.5)
Year 1	71.4	70.0	1.4 (1.6)	74.4	66.7	7.7 (5.7)
Average quarterly employment rate	52.3	51.6	0.7 (1.4)	55.7	50.4	5.3 (5.0)
Total earnings (\$)						
Quarter 1	1,428	1,601	-172** (80)	1,352	1,286	66 (233)
Quarter 2	1,815	1,929	-114 (95)	1,877	1,609	268 (289)
Quarter 3	2,080	1,998	82 (100)	2,031	1,882	149 (304)
Quarter 4	2,132	2,081	51 (105)	2,245	1,507	738**†† (316)
Year 1	7,456	7,609	-153 (324)	7,505	6,283	1,221 (994)
Sample size	1,490	1,496		107	122	

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.14. 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		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
Employment rate (%)						
Quarter 1	38.8	40.7	-1.8 (4.9)	37.0	36.6	0.4 (2.4)
Quarter 2	47.0	54.3	-7.3 (5.0)	42.0	43.5	-1.5 (2.4)
Quarter 3	48.1	52.2	-4.1 (4.7)	45.4	47.5	-2.1 (2.4)
Quarter 4	58.2	59.5	-1.2 (4.9)	48.5	50.4	-1.9 (2.4)
Year 1	67.4	76.3	-8.9** (4.3)	60.7	61.4	-0.6† (2.3)
Employed at the time of the survey interview	43.0	53.7	-10.7** (5.0)	41.8	42.2	-0.4† (2.4)
Average earnings per week during the quarter (\$)						
Quarter 1	1,616	1,832	-216 (284)	1,689	1,649	40 (143)
Quarter 2	2,250	2,144	106 (296)	2,346	2,307	38 (170)
Quarter 3	1,999	2,358	-359 (312)	2,529	2,590	-61 (183)
Quarter 4	2,155	2,674	-518* (296)	2,653	2,617	36 (173)
Year 1	8,020	9,008	-987 (1,033)	9,216	9,163	53 (601)
Sample size	262	230		1,009	968	

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 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)		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
Employment rate (%)									
Quarter 1	45.3	41.8	3.4 (2.9)	30.0	37.9	-7.9** (3.5)	22.0	18.0	4.0†† (5.7)
Quarter 2	52.4	52.7	-0.2 (3.0)	33.2	43.6	-10.4*** (3.6)	24.2	20.5	3.7†† (5.0)
Quarter 3	55.8	56.9	-1.0 (2.9)	37.9	43.1	-5.2 (3.7)	17.8	27.7	-9.8* (5.6)
Quarter 4	60.1	61.4	-1.4 (2.9)	42.5	46.7	-4.2 (3.7)	28.4	25.9	2.5 (6.0)
Year 1	71.3	71.5	-0.2 (2.7)	52.3	61.8	-9.5*** (3.5)	45.0	39.2	5.8† (7.3)
Employed at the time of the survey interview	51.6	50.9	0.7 (3.0)	32.8	42.5	-9.7*** (3.6)	18.2	21.4	-3.2† (5.6)
Average earnings per week during the quarter (\$)									
Quarter 1	2,069	2,072	-4 (199)	1,314	1,491	-178 (196)	756	584	172 (232)
Quarter 2	2,888	2,837	51 (227)	1,798	2,010	-213 (231)	874	521	353 (218)
Quarter 3	3,093	3,235	-142 (237)	1,905	2,092	-187 (252)	584	714	-129 (226)
Quarter 4	3,244	3,365	-121 (228)	2,057	2,117	-59 (231)	907	875	32 (269)
Year 1	11,293	11,510	-216 (801)	7,074	7,711	-637 (818)	3,121	2,693	428 (811)
Sample size	706	646		429	427		101	100	

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 recent employment history

	Employed in 12 months prior to random assignment			Not employed in 12 months prior to random assignment		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
Employment rate (%)						
Quarter 1	43.1	41.4	1.7 (2.7)	26.3	31.2	-4.9 (3.6)
Quarter 2	48.9	51.8	-2.9 (2.7)	30.2	34.9	-4.7 (3.6)
Quarter 3	53.0	55.6	-2.6 (2.7)	31.0	35.6	-4.6 (3.5)
Quarter 4	57.9	60.6	-2.7 (2.7)	36.0	37.0	-1.0 (3.6)
Year 1	70.1	71.9	-1.8 (2.5)	45.5	50.8	-5.3 (3.8)
Employed at the time of the survey interview	48.4	51.0	-2.5 (2.7)	28.6	33.2	-4.6 (3.5)
Average earnings per week during the quarter (\$)						
Quarter 1	1,901	2,004	-102 (175)	1,153	1,130	23 (177)
Quarter 2	2,619	2,699	-79 (198)	1,652	1,523	129 (220)
Quarter 3	2,814	3,035	-221 (209)	1,622	1,640	-19 (239)
Quarter 4	3,015	3,175	-160 (202)	1,760	1,646	114 (215)
Year 1	10,350	10,913	-563 (705)	6,187	5,939	248 (758)
Sample size	824	779		417	396	

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 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		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
Employment rate (%)						
Quarter 1	49.3	43.4	5.9 (9.8)	36.7	37.2	-0.5 (2.2)
Quarter 2	50.8	51.3	-0.5 (10.5)	42.2	45.4	-3.2 (2.2)
Quarter 3	52.5	51.0	1.6 (10.5)	45.2	48.4	-3.2 (2.2)
Quarter 4	60.0	54.8	5.2 (10.2)	49.6	52.1	-2.5 (2.2)
Year 1	68.9	68.4	0.5 (9.9)	61.2	64.1	-2.9 (2.1)
Employed at the time of the survey interview	45.4	46.0	-0.6 (9.7)	41.3	44.3	-3.1 (2.2)
Average earnings per week during the quarter (\$)						
Quarter 1	2,437	1,761	676 (535)	1,628	1,681	-53 (133)
Quarter 2	2,858	2,277	582 (691)	2,283	2,273	10 (153)
Quarter 3	2,692	2,550	142 (656)	2,405	2,541	-136 (164)
Quarter 4	2,882	2,814	68 (683)	2,542	2,616	-74 (155)
Year 1	10,870	9,402	1,468 (2,378)	8,857	9,111	-254 (541)
Sample size	59	53		1,214	1,145	

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.18. Impacts on quarterly and year 1 employment rates and average earnings per week, based on 12-month survey data, by monthly income as a percentage of poverty

	Lives in household with income less than 50 percent of the Federal poverty level			Lives in household with income greater than or equal to 50 percent of the Federal poverty level		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
Employment rate (%)						
Quarter 1	37.1	37.4	-0.3 (2.3)	43.2	37.0	6.2 (7.7)
Quarter 2	43.1	45.5	-2.5 (2.3)	46.3	44.0	2.3 (7.8)
Quarter 3	45.6	48.1	-2.5 (2.4)	43.5	47.8	-4.3 (7.8)
Quarter 4	50.1	51.9	-1.8 (2.3)	46.9	50.8	-4.0 (7.9)
Year 1	62.5	64.6	-2.1 (2.3)	57.2	61.3	-4.1 (7.3)
Employed at the time of the survey interview	41.7	45.3	-3.6 (2.3)	40.0	39.3	0.7 (7.5)
Average earnings per week during the quarter (\$)						
Quarter 1	1,655	1,718	-63 (143)	1,752	1,568	184 (402)
Quarter 2	2,299	2,288	11 (163)	2,619	2,272	347 (578)
Quarter 3	2,385	2,552	-167 (173)	2,316	2,438	-122 (580)
Quarter 4	2,507	2,639	-133 (164)	2,575	2,371	204 (574)
Year 1	8,845	9,197	-352 (577)	9,262	8,649	613 (1,959)
Sample size	1,069	1,000		90	103	

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.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 age

	Age 18 to 24			Age 25 to 49		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Quarter 1	96.2	94.2	1.9 (1.4)	97.5	96.8	0.8 (0.5)
Quarter 2	67.9	60.6	7.3** (3.0)	73.9	68.3	5.6*** (1.5)
Quarter 3	48.1	46.0	2.2 (3.1)	53.5	51.8	1.7 (1.6)
Quarter 4	43.9	43.3	0.6 (3.1)	49.6	47.5	2.1 (1.6)
Average monthly SNAP benefits received (\$)						
Quarter 1	520	465	55*** (17)	500	464	37*** (7)
Quarter 2	311	289	22 (20)	306	306	-1 (9)
Quarter 3	253	244	9 (21)	255	254	1 (10)
Quarter 4	202	218	-16 (19)	214	211	4 (9)
Year 1	1,286	1,217	69 (62)	1,275	1,234	41 (28)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Quarter 1	72	64	8*** (2.1)	80	74	7*** (1.0)
Quarter 2	42	38	3 (2.5)	49	48	1 (1.4)
Quarter 3	34	32	2 (2.7)	40	40	0 (1.5)
Quarter 4	27	28	-1 (2.4)	34	33	1 (1.3)
Year 1	44	41	3* (1.9)	51	49	2** (1.0)
Sample size	492	485		1,797	1,819	

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 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)		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Quarter 1	96.5	96.3	0.3 (0.7)	98.5	96.0	2.5*** (0.8)	96.8	96.4	0.4† (1.5)
Quarter 2	70.2	65.3	4.9*** (1.8)	75.3	67.2	8.1*** (2.2)	76.8	73.6	3.2 (4.2)
Quarter 3	47.6	47.2	0.4 (2.0)	58.0	53.6	4.4* (2.4)	60.4	58.5	1.8 (5.0)
Quarter 4	43.0	42.8	0.3 (1.9)	54.0	49.5	4.6* (2.4)	57.8	58.5	-0.7 (5.0)
Average monthly SNAP benefits received (\$)									
Quarter 1	493	453	40*** (9)	520	474	46*** (12)	509	486	23 (23)
Quarter 2	280	280	0 (11)	330	324	5 (14)	355	352	3 (31)
Quarter 3	223	226	-3 (12)	285	277	8 (15)	319	307	12 (33)
Quarter 4	178	184	-7 (11)	241	233	7 (14)	296	288	8 (32)
Year 1	1,173	1,143	30 (33)	1,376	1,309	66 (44)	1,478	1,433	45 (96)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Quarter 1	78	71	7*** (1.3)	79	73	7*** (1.5)	76	72	4 (3.3)
Quarter 2	44	43	1 (1.6)	50	48	2 (2.0)	52	53	-1 (4.2)

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 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)		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
Quarter 3	35	35	0 (1.7)	43	41	2 (2.2)	46	46	1 (4.7)
Quarter 4	28	28	0 (1.6)	36	35	1 (2.0)	43	43	1 (4.4)
Year 1	46	44	2* (1.2)	52	49	3* (1.5)	55	54	1 (3.3)
Sample size	1,229	1,215		810	845		194	193	

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.21. 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		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Quarter 1	96.9	95.9	1.0 (0.7)	98.1	96.6	1.5* (0.8)
Quarter 2	70.9	64.4	6.5*** (1.7)	76.5	71.5	5.0** (2.2)
Quarter 3	48.8	47.7	1.1 (1.8)	60.2	56.5	3.8 (2.5)
Quarter 4	44.9	43.6	1.3 (1.8)	55.6	52.8	2.8 (2.5)
Average monthly SNAP benefits received (\$)						
Quarter 1	494	451	42*** (8)	526	489	37*** (12)
Quarter 2	284	282	2 (10)	348	345	3 (15)
Quarter 3	228	232	-5 (11)	307	292	16 (16)
Quarter 4	185	191	-6 (10)	264	253	11 (16)
Year 1	1,191	1,157	34 (30)	1,446	1,379	67 (47)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Quarter 1	78	70	8*** (1.1)	79	74	5*** (1.6)
Quarter 2	45	43	1 (1.5)	52	52	0 (2.2)
Quarter 3	35	35	0 (1.6)	46	45	1 (2.3)
Quarter 4	29	28	0 (1.4)	39	38	1 (2.2)
Year 1	47	44	2** (1.1)	54	52	2 (1.6)
Sample size	1,495	1,512		743	744	

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.22. 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		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Quarter 1	99.3	94.6	4.8*** (1.3)	97.1	96.3	0.8††† (0.5)
Quarter 2	74.0	58.5	15.5*** (6.0)	72.6	67.1	5.5*** (1.4)
Quarter 3	54.0	44.1	9.8 (6.5)	52.4	50.9	1.5 (1.5)
Quarter 4	50.9	40.5	10.3 (6.5)	48.3	47.0	1.3 (1.5)
Average monthly SNAP benefits received (\$)						
Quarter 1	504	415	89*** (31)	505	467	38*** (7)
Quarter 2	320	265	55 (38)	306	305	1 (9)
Quarter 3	269	226	43 (40)	254	253	0 (9)
Quarter 4	240	195	46 (40)	211	213	-2 (8)
Year 1	1,333	1,101	232** (114)	1,276	1,239	37† (26)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Quarter 1	77	64	14*** (4.3)	79	72	7*** (0.9)
Quarter 2	47	39	7 (5.5)	47	46	1 (1.2)
Quarter 3	39	33	6 (5.8)	39	38	0 (1.3)
Quarter 4	34	27	7 (5.1)	32	32	0 (1.2)
Year 1	49	41	8** (4.0)	49	47	2** (0.9)
Sample size	115	112		2,176	2,193	

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.23. Impacts on quarterly SNAP participation rates and average monthly SNAP benefit amount per Quarter and in Year 1, based on SNAP administrative data, by monthly income as a percentage of poverty

	Lives in household with income less than 50 percent of the Federal poverty level			Lives in household with income greater than or equal to 50 percent of the Federal poverty level		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Quarter 1	98.3	97.2	1.1** (0.5)	97.4	96.8	0.5 (1.7)
Quarter 2	72.3	67.0	5.3*** (1.4)	79.8	69.6	10.2** (4.9)
Quarter 3	52.4	51.3	1.1 (1.5)	55.1	48.8	6.4 (5.5)
Quarter 4	48.9	46.6	2.3 (1.5)	44.2	52.6	-8.4† (5.4)
Average monthly SNAP benefits received (\$)						
Quarter 1	514	469	45*** (7)	545	540	5 (34)
Quarter 2	303	302	1 (9)	385	364	21 (41)
Quarter 3	254	254	1 (9)	310	282	28 (43)
Quarter 4	214	209	5 (9)	216	295	-79*†† (42)
Year 1	1,286	1,234	52** (26)	1,456	1,480	-24 (128)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Quarter 1	82	75	7*** (0.9)	57	57	0†† (3.5)
Quarter 2	48	47	1 (1.3)	40	39	1 (4.0)
Quarter 3	40	40	0 (1.4)	31	28	3 (4.2)
Quarter 4	33	33	1 (1.3)	22	31	-9**†† (3.9)
Year 1	51	49	2** (1.0)	38	39	-1 (3.1)
Sample size	1,953	1,955		145	162	

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

Outcome	SNAP WORKS		Difference
	2.0 group	Control group	
Food security ^a (%)			
Living in a household that is food insecure	57.8	59.0	-1.2 (2.2)
Living in a household with very low food security	39.2	39.2	0.0 (2.2)
Health and well-being			
Reported “very good” or “excellent” health status (versus “fair” or “poor”) (%)	34.2	33.9	0.3 (2.1)
Screened positively for depression (%)	23.7	22.8	1.0 (1.9)
Average self-esteem score (out of 5)	4.0	4.1	-0.1* (0)
Average self-efficacy score (out of 5)	3.5	3.5	0.0 (0)
Housing status (%)			
Owns or rents a home or an apartment	33.0	31.5	1.5 (2.0)
Lives with parents, relative, or friend	48.9	51.3	-2.4 (2.2)
Shares housing with roommates, friends, or partner	7.7	7.2	0.6 (1.2)
Group quarters	0.8	0.7	0.2 (0.3)
Homeless	6.3	7.3	-1.0 (1.1)
Incarcerated	0.0	0.0	0.0 (0.0)
Other, don’t know, or refused	3.3	2.2	1.1 (0.7)
Had housing 12 months after random assignment	93.6	92.6	0.9 (1.1)
Sample size	1,273	1,198	

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 SNAP Works 2.0 on well-being outcomes for select subgroups of individuals enrolled in SNAP Works 2.0. Subgroups were based on individuals' age, barriers to employment, recent employment history, and income relative to the FPL.⁹

The analyses presented in Chapter V showed that, for the full sample, SNAP Works 2.0 did not change the likelihood of food insecurity or very low food security relative to the control group. These findings were generally similar across subgroups:

- The differences in impacts on food security were not statistically significant across the subgroups based on age, barriers to employment, and income relative to the FPL.
- The difference in impacts across the recent employment history subgroups was statistically significant for food insecurity, but not for very low food security. Among those who did not work in the year before random assignment, SNAP Works 2.0 decreased the rate of food insecurity by a statistically significant amount: 8 percentage points. There was no statistically significant difference in the rates of food insecurity among those who were employed at some point in the year before random assignment.

⁹ Only a small percentage of individuals enrolled in the Georgia pilot were living in households with children as of random assignment. Because of this, a comparison of differences in impacts on well-being between the SNAP Works 2.0 and control groups across these subgroups is not discussed in this section. Appendix Table F.28 shows impacts of SNAP Work 2.0 on these outcomes among subgroups defined by the presence of children in the household.

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

	Age 18 to 24			Age 25 to 49		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	53.6	51.7	1.9 (5.0)	59.5	60.9	-1.4 (2.5)
Living in a household with very low food security	32.2	31.8	0.4 (4.7)	41.0	41.1	0.0 (2.5)
Sample size	262	230		1,009	968	

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.26. 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)		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
Food security ^a (%)									
Living in a household that is food insecure	60.8	58.4	2.4 (3.0)	53.6	58.3	-4.7 (3.7)	57.3	60.8	-3.4 (7.5)
Living in a household with very low food security	39.6	40.7	-1.1 (3.0)	39.8	35.6	4.2 (3.6)	33.7	40.0	-6.2 (7.7)
Sample size	706	646		429	427		101	100	

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.27. 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		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	60.7	58.2	2.5 (2.7)	51.9	59.9	-8.0**†† (3.7)
Living in a household with very low food security	40.1	40.2	-0.1 (2.8)	36.2	36.3	0.0 (3.8)
Sample size	824	779		417	396	

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

	Individuals in households with children			Individuals in households without children		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	50.4	61.3	-10.9 (9.9)	58.0	58.8	-0.8 (2.3)
Living in a household with very low food security	34.9	32.7	2.2 (8.7)	39.2	39.5	-0.3 (2.2)
Sample size	59	53		1,214	1,145	

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.29. Impacts on food security, based on 12-month survey data, by monthly income as a percentage of poverty

	Lives in household with income less than 50 percent of the Federal poverty level			Lives in household with income greater than or equal to 50 percent of the Federal poverty level		
	SNAP WORKS 2.0 group	Control group	Difference	SNAP WORKS 2.0 group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	58.3	58.9	-0.5 (2.4)	51.3	52.8	-1.4 (7.6)
Living in a household with very low food security	39.9	38.6	1.3 (2.4)	31.6	39.8	-8.2 (7.3)
Sample size	1,069	1,000		90	103	

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 resources
Total Pilot cost	\$4,090,250 100.0%	\$3,550,205 86.8%	\$540,046 13.2%
Planning period cost	\$109,820 2.7%	\$43,617 1.1%	\$66,203 1.6%
Ongoing cost	\$3,980,430 97.3%	\$3,506,587 85.7%	\$473,843 11.6%

Source: SNAP WORKS 2.0 cost workbooks.

Note: The planning period occurred in the year after the FNS grant was awarded and before SNAP WORKS 2.0 launched (April 2015 to February 2016). Service delivery costs represent the total reported in quarterly workbooks following the launch of SNAP WORKS 2.0. Cost workbooks asked for the total costs of the services provided to individuals in the SNAP WORKS 2.0 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 resources
Planning Period	\$109,820	\$43,617	\$66,203
Pilot services			
Quarter 1	\$240,084	\$189,169	\$50,915
Quarter 2	\$461,307	\$369,535	\$91,771
Quarter 3	\$699,859	\$601,577	\$98,283
Quarter 4	\$681,507	\$592,778	\$88,730
Quarter 5	\$554,287	\$513,716	\$40,571
Quarter 6	\$674,746	\$625,580	\$49,165
Quarter 7	\$668,640	\$614,231	\$54,409

Source: SNAP WORKS 2.0 cost workbooks 2015-2017.

Note: The planning period occurred in the year after the FNS grant was awarded and before SNAP WORKS 2.0 launched (April 2015 to February 2016). Service delivery costs represent the total reported in quarterly workbooks following the launch of SNAP WORKS 2.0. Cost workbooks asked for the total costs of the services provided to individuals in the SNAP WORKS 2.0 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		In-kind	
Total cost	\$4,090,250	\$3,550,205	86.8%	\$540,046	13.2%
Staff costs	\$3,221,838	\$2,683,403	83.3%	\$538,435	16.7%
Staff costs	\$3,221,838	\$2,683,403	83.3%	\$538,435	16.7%
Administrative staff costs ^a	\$689,196	\$286,397	8.9%	\$402,799	12.5%
Direct service staff costs	\$2,532,642	\$2,397,006	74.4%	\$135,636	4.2%
Volunteer costs	\$0	\$0	0.0%	\$0	0.0%
Direct service costs	\$167,250	\$165,639	99.0%	\$1,611	1.0%
Direct partner and provider services	\$7,560	\$5,949	78.7%	\$1,611	21.3%
Support services	\$3,345	\$3,345	100.0%	\$0	0.0%
Other service contracts ^b	\$156,345	\$156,345	100.0%	\$0	0.0%
New pilot supplies and equipment costs	\$2,967	\$2,967	100.0%	\$0	0.0%
Supplies	\$2,967	\$2,967	100.0%	\$0	0.0%
Equipment	\$0	\$0	0.0%	\$0	0.0%
Other overhead-operating costs	\$698,196	\$698,196	100.0%	\$0	0.0%
Overhead	\$83,529	\$83,529	100.0%	\$0	0.0%
Facilities and utilities	\$60,822	\$60,822	100.0%	\$0	0.0%
Indirect costs	\$553,845	\$553,845	100.0%	\$0	0.0%

Source: SNAP WORKS 2.0 cost workbooks

Note: Cost workbooks asked for the total costs of the services provided to individuals in the SNAP WORKS 2.0 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. DFCS provided support services for all treatment group members while they received the main set of GDOL employment services, but DFCS was not able to report those costs in the cost workbooks, which were likely substantial. GDOL and LWIA reported that they did not incur separate facility costs, and that their facility costs were included as part of their total overhead cost. LWIA issued vouchers to training providers for services like occupational training or work-based learning, and those vouchers are categorized as other service contracts. All costs are presented in 2016 dollars.

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

^b Other service contracts represent costs paid by a partner or provider to another organization for a direct service. We assumed service contracts included all the costs of service, including staff, direct costs, supplies and equipment, and other overhead and operating costs.