



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

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



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Appendix A

Overview of 10 pilots

Table A.1. Overview of pilots

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

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

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

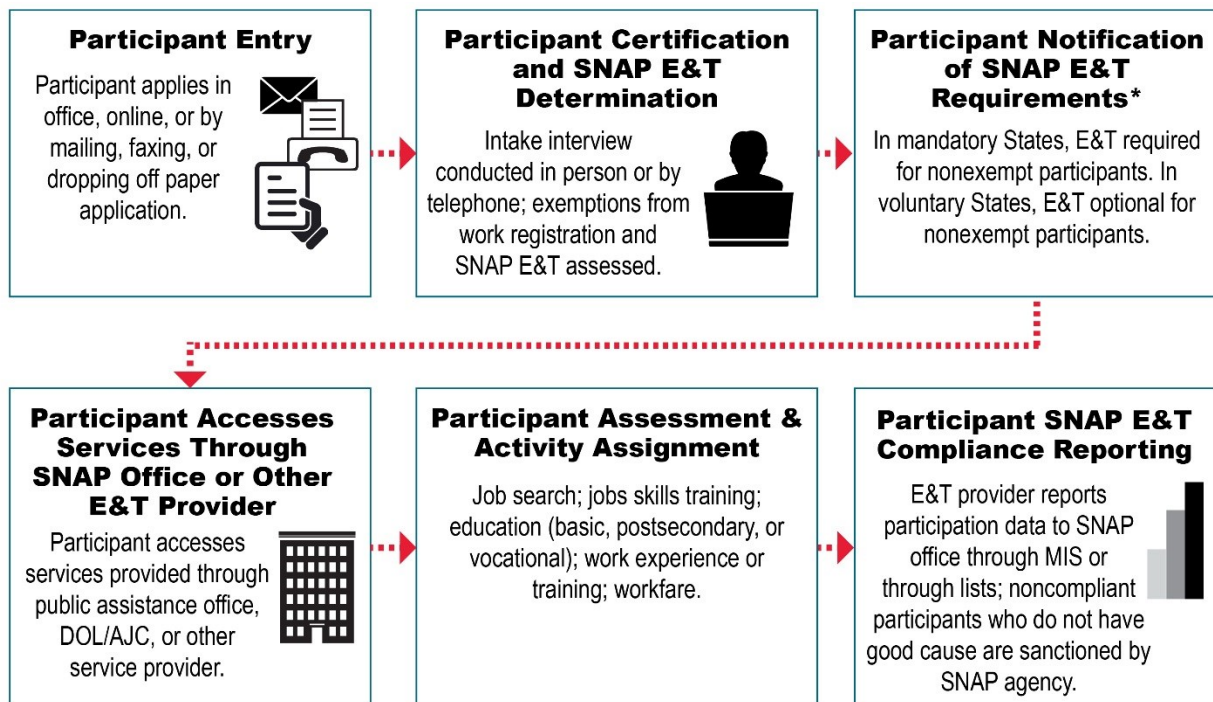
The number of hours individuals participate in E&T programs is determined by States and depends on the specific component being offered.² However, Federal regulations mandate that a subset of work registrants, able-bodied adults without dependents (ABAWD), must work at least 80 hours per month, participate 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)	33.7
Age (%)	
18 to 49 years old	97.8
18 to 24 years old	20.3
25 to 49 years old	77.5
50 to 59 years old	2.0
60 years and older	0.3
Gender (%)	
Male	65.3
Female	34.6
Other	0.1
Race and Ethnicity (%)	
Hispanic	13.5
Asian	0.7
Black, non-Hispanic	63.1
Native Hawaiian/Pacific Islander/Native American	0.6
White, non-Hispanic	19.1
Other, multiple races	3.1
Speak English as primary language (%)	98.1
Education ^a (%)	
Less than high school	22.8
High school or equivalent	61.5
Degree	10.5
Certificate	5.0
Other	0.2
Employment Status (%)	
Employed at random assignment	6.7
Employed part time	5.6
Employed full time	1.1
Not employed at random assignment but worked in past	82.7
Short-term unemployed	44.3
Long-term unemployed	38.4
Not employed at random assignment and never worked in past	10.5
Household size (number)	2.2
Presence of children (%)	
In households with children	9.7
In households without children	90.3
Married or cohabiting (%)	4.2
Sample size	5,012

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

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

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

^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 EPIC group	Percentage of Control group	Difference
Average age (years)	33.8	33.6	0.2 (0)
Age (%)			
18 to 49 years old	97.9	97.6	0.3 (0.4)
18 to 24 years old	19.4	21.2	-1.8 (1.1)
25 to 49 years old	78.5	76.5	2.0* (1.2)
50 to 59 years old	1.8	2.1	-0.3 (0.4)
60 years and older	0.3	0.2	0.0 (0.1)
Gender (%)			
Male	65.4	65.2	0.2 (1.3)
Female	34.5	34.7	-0.2 (1.3)
Other	0.1	0.1	0.0 (0.1)
Race and Ethnicity (%)			
Hispanic	13.5	13.5	0.1 (0.9)
Asian	0.5	0.8	-0.4 (0.2)
Black, non-Hispanic	62.3	63.9	-1.6 (1.3)
Native Hawaiian/Pacific Islander/Native American	0.7	0.5	0.2 (0.2)
White, non-Hispanic	19.4	18.7	0.7 (1.0)
Other, multiple races	3.6	2.6	1.0** (0.5)
Speak English as primary language (%)	98.4	97.9	0.5 (0.4)
Education ^a (%)			
Less than high school	22.4	23.2	-0.7 (1.2)
High school or equivalent	61.1	61.9	-0.8 (1.4)
Degree	10.7	10.3	0.4 (0.9)
Certificate	5.5	4.5	1.0 (0.6)
Other	0.2	0.1	0.2 (0.1)
Employment Status (%)			
Employed at random assignment	6.9	6.6	0.4 (0.7)
Employed part time	5.7	5.5	0.2 (0.6)
Employed full time	1.2	1.0	0.2 (0.3)
Not employed at random assignment but worked in past	83.3	82.2	1.1 (1.1)
Short-term unemployed	44.1	44.5	-0.4 (1.4)
Long-term unemployed	39.2	37.6	1.5 (1.4)
Not employed at random assignment and never worked in past	9.8	11.3	-1.5* (0.9)
Household size (number)	2.2	2.2	0.0 (0)
Presence of children (%)			
In households with children	9.8	9.5	0.3 (0.8)
In households without children	90.2	90.5	-0.3 (0.8)
Married or cohabiting (%)	4.0	4.4	-0.3 (0.6)
Sample size	2,503	2,509	

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

Note: All values are percentages unless otherwise noted. Individuals in the pilot consist of all EPIC and control group members who completed a baseline enrollment registration and did not

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

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 EPIC and by type of activities

Service	EPIC group
Engaged in EPIC (%)	69.0
Received any services (%)	68.6
Assessed (%)	53.8
Developed an individual career plan (%)	58.3
Started any employment and training related activity (%)	64.4
Started activity (%)	
Job search	55.3
Occupational skills training	43.4
Work-based learning	28.1
Job search training	27.6
Post-employment services	26.7
Post-secondary education	13.7
Basic education	10.7
Social services	3.4
Completed activity (%)	
Job search	38.5
Occupational skills training	21.5
Work-based learning	10.8
Job search training	17.1
Post-employment services	13.5
Post-secondary education	4.2
Basic education	3.3
Social services	1.6
Completed activity, among those who started activity (%)	
Job search	69.6
Occupational skills training	49.6
Work-based learning	38.4
Job search training	62.0
Post-employment services	50.6
Post-secondary education	30.2
Basic education	30.7
Social services	46.4
Sample size	2,503

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

Note: Engaged in EPIC 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.

Table D.2. Timing of receipt of services

	EPIC group
Number of different types of activities started (%)	
0	35.6
1	8.3
2	11.1
3	11.0
4 or more	33.9
Activities started first, among those who started at least one activity (%)	
Started two or more activities on the same day	39.7
Job search	33.4
Occupational skills training	9.2
Basic education	4.6
Post-employment services	3.7
Work-based learning	3.3
Job search training	2.3
Financial services	1.3
Post-secondary education	1.3
Social services	0.6
Degree	0.2
Health services	0.4
Activities among those participating in only one activity, among individuals who started an activity	
Job search	48.3
Post-employment services	12.9
Basic education	12.4
Occupational skills training	11.5
Job search training	5.3
Work-based learning	4.8
Post-secondary education	2.4
Social services	1.4
Financial services	0.5
Health services	0.5
Degree	0.0
Three most frequent combinations of activities in the order started, among those who started more than one (%)	
Occupational skills training and job search	69.7
Job search training and job search	46.9
Work-based learning and job search	46.2

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

	EPIC group
Average time between starting each activity in the most frequent combinations, among those who started more than one (days)	
Occupational skills training and job search	58.7
Job search training and job search	19.8
Work-based learning and job search	60.0
Mean length of time engaged in EPIC (days)	88.2
Length of time active in EPIC, among those who engaged in the EPIC (days)	
Mean	127.8
25th percentile	32.0
50th percentile (median)	93.0
75th percentile	211.0
Mean length of time in activity, among those in activity (days)	
Post-employment services	70.5
Work-based learning	62.6
Social services	61.0
Occupational skills training	60.2
Basic education	57.9
Post-secondary education	49.0
Job search	42.4
Job search training	42.9
Sample size	2,504

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

Table D.3. Receipt of case management contacts

Type of service	EPIC group
Any contact (%)	98.5
Average number of contacts per person	12.4
Average number of contacts per person, among those with a contact	12.6
Average total time in case management contact, among those with a contact (hours) ^a	NA
Among contacts, type of contact (%)	
In person	35.7
Telephone	25.7
Electronic (email, text, social media)	11.6
Mail	26.6
Average number of contacts per person per month, among those with a contact	1.0
Average number of contacts per person per month, by type, among those with a contact	
In person	0.4
Telephone	0.3
Electronic (email, text, social media)	0.2
Mail	0.2
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 EPIC. 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 EPIC group members and used these data to analyze the frequency and type of communications between EPIC group members and DHS and CBO staff. NA indicates not applicable or the grantee or provider was not able to provide the data.

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

Table D.4. Receipt of support services

Type of service	EPIC group
Received any support service (%)	54.4
Received support service, by type (%)	
Transportation	53.2
Employment/training supplies (uniform/boots/clothes/tools)	4.1
Child care	0.3
Received support service, by type, among those who received a support (%)	
Transportation	97.7
Employment/training supplies (uniform/boots/clothes/tools)	7.6
Child care	0.5
Average amounts of support services paid per person, among those who received a support (\$)	NA
Average amounts of support services paid per person, by type, among those who received each type of support (\$)	NA
Sample size	2,504

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

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

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

Type of service	EPIC group
Started occupational skills training (top 5 occupational skills trainings) (%)	NA
Completed occupational skills training (top 5 occupational skills trainings) (%)	NA
Completed occupational skills training, among those who started (top 5 occupational skills trainings) (%)	NA
Started adult basic education (%)	10.7
Completed adult basic education (%)	3.3
Completed adult basic education, among those who started (%)	30.7
Started GED (%)	0.0
Completed GED (%)	0.0
Completed GED, among those who started (%)	—
Received an occupational skills training credential or certification (%)	19.2
Type of occupational skills training credential received, among those who received one (top 5 credentials) (%)	NA
Received an education degree or certificate (%)	1.4
Type of education degree or certificate received, among those who received one (top 5 degrees) (%)	NA
Started work-based learning (%)	28.1
Type of work-based learning, among those who started (%)	
Unspecified work experience ^a	58.2
Paid work experience	26.7
Unpaid work experience	24.3
On-the-job training	38.0
Completed work-based learning (%)	10.8
Completed work-based learning, among those who started (%)	38.4
Average amount of subsidy per person, by type of work-based learning, among those who started (\$)	NA
Average number of hours per week spent in work-based learning, by type of work-based learning, among those who started	NA
Average number of weeks spent in work-based learning, by type of work-based learning, among those who started	
Unspecified work experience ^a	8
Paid work experience	5
Unpaid work experience	11
On-the-job training	5
Sample size	2,504

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

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

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

^a Some instances of work experience were recorded without the specification of paid or unpaid.

Table D.6. Extent and timing of EPIC exits

Type of service	EPIC group
Exited EPIC for any reason (%)	73.5
Reason for EPIC exit, among those who exited (%)	
Never attended orientation	35.2
Employed	26.7
Ineligible to continue	26.3
Discontinued services	11.2
Completed the program	0.6
Terminated	0.0
Other reason	0.0
Timing of exit, by quarter (%)	
Never exited	26.5
In months 1 to 3 after random assignment	36.0
In months 4 to 6 after random assignment	15.6
In months 7 to 9 after random assignment	12.1
In months 10 to 12 after random assignment	9.8
Exited prior to starting any employment and training-related activity	32.3
Sample size	2,504

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

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

	Percentage of all EPIC group members	Percentage of individuals engaged after assignment	Percentage of individuals not engaged after assignment	Percentage of individuals assessed	Percentage of individuals not assessed
Age			††		
18 to 49 years old	97.9	97.5	98.7*	97.6	98.3
18 to 24 years old	19.4	18.3	21.9**	18.7	20.2
25 to 49 years old	78.5	79.2	76.8	78.9	78.0
50 to 59 years old	1.8	2.1	1.3	1.9	1.7
60 years and older	0.3	0.4	0.0**	0.5	0.0***
Gender			†††		
Male	65.3	63.4	69.6***	64.2	66.7
Female	34.5	36.4	30.4***	35.7	33.2
Other	0.1	0.2	0.0	0.1	0.1
Race and Ethnicity					
Hispanic	13.5	13.4	13.9	13.8	13.2
Asian	1.0	1.1	0.9	1.1	1.0
Black, non-Hispanic	65.9	65.0	67.8	64.8	67.1
Native Hawaiian/Pacific Islander/Native American	0.6	0.5	1.0*	0.6	0.7
White, non-Hispanic	27.6	28.4	25.6	29.1	25.8*
Other, multiple races	3.2	3.6	2.1**	3.7	2.5*
Education					††
Less than high school	22.5	22.1	23.3	23.2	21.6
High school or equivalent	61.1	60.6	62.1	61.6	60.5
Degree	10.7	10.9	10.2	9.1	12.5***
Certificate	5.5	6.1	4.0**	5.9	4.9
Other	0.2	0.2	0.4	0.1	0.4*
Employment Status			†		
Employed at random assignment	6.9	7.8	5.2**	7.6	6.2
Employed part time	82.8	80.6	90.0	81.4	84.7
Employed full time	17.2	19.4	10.0	18.6	15.3

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

	Percentage of all EPIC group members	Percentage of individuals engaged after assignment	Percentage of individuals not engaged after assignment	Percentage of individuals assessed	Percentage of individuals not assessed
Employed in prior year	83.3	83.0	83.8	83.2	83.4
Short-term unemployed	52.7	52.5	53.1	53.1	52.3
Long-term unemployed	47.2	47.4	46.9	46.8	47.7
Not employed at random assignment and never worked in the past	9.8	9.2	11.1	9.3	10.4
Living situation			†		
Married or cohabiting	4.0	4.5	3.0*	4.2	3.9
Not married or cohabiting	96.0	95.5	97.0	95.8	96.1
Presence of children			††		†††
In households with children	9.9	10.8	7.7**	11.4	8.1***
In households without children	90.1	89.2	92.3**	88.6	91.9***
Location					
Chicago area	67.5	67.5	67.4	68.3	66.5
Downstate/western	32.5	32.5	32.6	31.7	33.5
Sample size	2,504	1,728	776	1,348	1,156

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, assessment, support services, or activities).

***/**/* Difference between those who engaged/were assessed and those who did 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 EPIC 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 post- employment services	Did not complete post- employment services
Age (%)								
18 to 49 years old	98.0	98.1	98.1	98.1	96.7	98.0	97.3	97.6
18 to 24 years old	17.3	19.7	18.9	17.9	16.7	20.1	20.7	16.4
25 to 49 years old	80.7	78.4	79.2	80.2	80.0	77.9	76.6	81.2
50 to 59 years old	1.6	1.2	1.2	1.5	2.8	1.5	2.4	1.8
60 years and older	0.4	0.7	0.7	0.4	0.6	0.5	0.3	0.6
Gender (%)								
				††				†
Male	61.9	69.4***	68.5	69.5	62.5	67.8*	57.7	67.6***
Female	38.0	30.4***	31.5	30.5	37.5	31.8**	42.0	32.4**
Other	0.1	0.2	0.0	0.0	0.0	0.4	0.3	0.0
Race and Ethnicity (%)								
Hispanic	13.9	12.1	11.9	17.2*	15.2	11.3*	14.5	16.1
Asian	1.2	0.7	0.5	1.5	1.5	0.5	1.2	1.5
Black, non-Hispanic	63.6	70.5**	64.5	62.2	66.6	61.1*	65.7	57.3**
Native Hawaiian/Pacific Islander/Native American	0.7	0.0*	0.0	0.4	0.6	0.5	1.2	0.0**
White, non-Hispanic	29.8	22.1***	30.4	26.3	25.2	32.7***	27.2	38.5***
Other, multiple races	3.9	2.4	4.2	3.8	4.1	3.3	5.0	3.3
Education (%)								
				††		†††		†††
Less than high school	19.3	24.9**	19.2	21.8	14.8	22.5***	12.1	20.6***

Table D.8. Characteristics of EPIC 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 post- employment services	Did not complete post- employment services
High school or equivalent	62.6	58.9	62.6	57.6	65.1	60.1*	66.3	59.4*
Degree	12.4	9.5	13.1	13.7	12.1	12.2	15.4	12.1
Certificate	5.5	6.4	5.1	6.9	7.8	4.9*	6.2	7.9
Other	0.2	0.2	0.0	0.0	0.2	0.2	0.0	0.0
Employment Status (%)								†††
Employed at random assignment	7.2	6.9	7.0	7.3	8.3	7.1	8.3	9.7
Employed part time	84.1	72.4	83.3	84.2	80.0	84.6	85.7	78.1
Employed full time	15.9	27.6	16.7	15.8	20.0	15.4	14.3	21.9
Employed in prior year	84.6	81.5	83.2	83.6	83.9	81.9	87.3	81.5**
Short-term unemployed	53.9	50.7	54.2	47.0*	50.2	51.8	61.7	53.2**
Long-term unemployed	46.0	49.3	45.8	53.0*	49.8	48.2	38.3	46.8**
Not employed at random assignment and never worked in the past	8.2	11.6**	9.8	9.2	7.8	11.0*	4.4	8.8**
Living situation (%)								†
Married or cohabiting	4.9	3.6	3.5	3.8	5.2	3.5	4.1	6.4
Not married or cohabiting	95.1	96.4	96.5	96.2	94.8	96.5	95.9	93.6
Presence of children (%)								
In households with children	9.4	12.4*	7.7	10.3	11.1	10.4	13.3	7.9**
In households without children	90.6	87.6*	92.3	89.7	88.9	89.6	86.7	92.1**

Table D.8. Characteristics of EPIC 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 post- employment services	Did not complete post- employment services
Location (%)								†††
Chicago	62.2	83.6***	61.9	81.7***	74.6	58.5***	61.8	50.6***
Downstate/western	37.8	16.4***	38.1	18.3***	25.4	41.5***	38.2	49.4***
Sample size	964	421	428	262	539	547	338	330

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, assessment, support services, or activities).

***/**/* Difference across subgroups defined by completion status 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 EPIC group members first participated in services and activities, by Quarter after random assignment

	All EPIC group members	Participation during each quarter				Cumulative participation across quarters			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Engaged in EPIC (%)	69.0	64.7	2.5	1.5	0.4	64.7	67.2	68.7	69.0
Received any services (%)	68.6	63.7	2.9	1.5	0.5	63.7	66.6	68.1	68.6
Assessed (%)	53.8	47.4	3.4	2.1	0.9	47.4	50.8	52.9	53.8
Developed an individual career plan (%)	58.4	51.6	4.2	1.9	0.7	51.6	55.8	57.6	58.4
Started any employment and training related activity	64.4	56.9	4.8	1.9	0.8	56.9	61.7	63.6	64.4
Started activity (%):									
Job search	55.3	46.4	5.1	2.6	1.2	46.4	51.5	54.1	55.3
Occupational skills training	43.4	29.0	8.3	4.1	2.0	29.0	37.3	41.3	43.4
Work-based learning	28.1	16.3	7.1	3.4	1.2	16.3	23.4	26.8	28.1
Jobs search training	27.6	22.8	2.5	1.5	0.7	22.8	25.4	26.8	27.6
Post-employment services	26.7	9.1	8.1	5.3	4.2	9.1	17.3	22.5	26.7
Basic education	10.7	7.6	1.5	1.1	0.4	7.6	9.1	10.2	10.7
Social services	3.4	2.5	0.4	0.2	0.2	2.5	2.9	3.1	3.4
Completed activity, among those who started (%):									
Job search	69.6	50.0	11.1	5.0	3.5	50.0	61.1	66.1	69.6
Occupational skills training	49.6	18.6	17.9	8.3	4.9	18.6	36.5	44.8	49.6
Work-based learning	38.4	14.2	13.2	6.8	4.1	14.2	27.5	34.3	38.4
Job search training	62.0	43.3	11.0	4.8	2.9	43.3	54.4	59.1	62.0

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

	All EPIC group members	Participation during each quarter				Cumulative participation across quarters			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Post-employment services	50.6	2.1	16.5	17.4	14.7	2.1	18.6	35.9	50.6
Basic education	30.7	13.3	12.0	4.5	1.1	13.1	25.1	29.6	30.7
Social services	46.4	20.2	9.5	9.5	7.1	20.2	29.8	39.3	46.4
Contact with individuals enrolled									
First contact (%)	98.5	96.0	2.0	0.0	0.5	96.0	98.0	98.0	98.5
Average number of contacts per person during EPIC, among those with a contact	12.5	6.1	3.1	2.2	1.1	6.1	9.2	11.5	12.5
Certification and degrees (%)									
Received a training credential or certification	19.2	7.8	6.5	3.4	1.5	7.8	14.3	17.7	19.2
Received an education degree or certificate	1.4	0.6	0.5	0.3	0.1	0.6	1.0	1.4	1.4
Exited EPIC for any reason (%)	73.5	36.0	15.6	12.1	9.8	36.0	51.6	63.7	73.5
Sample Size	2,504								

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

Note: Engaged in EPIC 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 service use and completion for selected subgroups among EPIC group members. Subgroups were defined by reported baseline characteristics including age, barriers to employment,⁵ presence of children in the household, and recent employment history.

Overall, there was considerable variation in service use by relative levels of disadvantage. For example, among subgroups defined by the composite measure of severity of barriers to employment, the subgroup with the greatest barriers had the lowest incidence of overall engagement in EPIC, creating an ISTEP, or starting any employment or training-related activity. They also had the lowest incidence of starting most activities.

Service use levels also varied for subgroups defined by EPIC group members' age at the time of random assignment. Young adults (age 18 to 24) had the lowest levels of service use for several measures (including overall engagement in EPIC and starting an employment and training-related activity), whereas the small subgroup of EPIC group members age 50 and older had the highest levels. In addition, the incidence of engagement in EPIC and of starting any employment and training-related activity was higher for EPIC group members with children in their household than for EPIC group members who, at baseline, lived in households without children.

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 or higher degree. 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.

Table D.10. Participation in EPIC, by subgroup

	Sample size	Engaged in EPIC	Assessed	Developed a career plan	Started any employment and training related activity	Started key activity:				Completed key activity:			
						Job search	Job search training	Post-employment services	Occupational skills training	Job search	Job search training	Post-employment services	Occupational skills training
Age (%)													
18 to 24 years old	486	65.0	51.9	55.1	60.7	51.4	26.3	25.5	41.2	34.4	16.7	14.4	18.5
25 to 49 years old	1,964	69.7	54.1	59.0	65.0	56.4	28.0	26.8	43.6	39.6	17.3	13.2	21.9
50 years and older	53	81.1††	62.3	66.0	77.4††	50.9	24.5	32.1	54.7	35.8†	15.1	17.0	34.0††
Presence of children (%)													
Individuals in households with children	246	76.0	62.2	66.6	70.7	58.1	24.4	28.9	47.6	37.0	13.4	18.3	24.4
Individuals in households without children	2,257	68.3††	52.9†††	57.5†††	63.8††	55.0	27.9	26.5	42.9	38.7	17.5	13.0††	21.2
Employment history (%)													
Employed in 12 months prior to random assignment	1,340	69.9	55.1	60.1	65.1	56.1	27.2	30.1	42.5	40.4	17.6	16.5	21.6
Not employed in 12 months prior to random assignment	1,163	68.0	52.5	56.4	63.7	54.4	27.9	22.7†††	44.4††	36.4	16.5	10.0†††	21.5
Barrier to employment (%)													
Least barriers (employed in past 12 months and completed high school or equivalent)	1,077	69.7	54.3	60.9	65.6	56.6	28.3	32.2	44.1	41.5	18.6	18.0	23.4

Table D.10. Participation in EPIC, by subgroup *(continued)*

	Sample size	Engaged in EPIC	Assessed	Developed a career plan	Started any employment and training related activity	Started key activity:				Completed key activity:			
						Job search	Job search training	Post-employment services	Occupational skills training	Job search	Job search training	Post-employment services	Occupational skills training
Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)	1,124	69.3	53.6	58.4	64.1	55.5	27.2	23.9	44.6	37.6	16.2	11.7	21.5
Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)	301	65.4	53.2	49.2†††	61.5	49.8	26.2	17.3†††	36.2††	30.9†††	15.3	4.3†††	14.6†††
Geographic location (%)													
Chicago	1,689	69.1	54.5	56.7	64.6	56.4	28.4	22.3	42.7	35.5	15.7	12.4	23.8
Downstate/western	814	68.9	52.5	61.9††	64.1	53.2	25.9	35.9†††	44.7	44.7†††	20.0†††	15.8††	16.8†††

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 EPIC or existing SNAP E&T services

Service	EPIC group	Control group	Difference
Assessed (%)	53.9	0.0	53.8*** (1.0)
Started any employment and training related activity (excluding support services) (%)	64.4	17.1	47.3*** (1.2)
Started activity (%)			
Job search	55.3	1.5	53.8*** (1.0)
Occupational skills training	43.3	3.2	40.1*** (1.0)
Work-based learning	28.1	5.4	22.6*** (1.0)
Job search training	27.5	8.2	19.3*** (1.1)
Post-employment services	26.6	0.0	26.6*** (0.9)
Basic education	10.7	0.6	10.1*** (0.6)
Social services	3.4	0.0	3.3*** (0.4)
Sample size	2,504	2,509	

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

Note: Standard errors in parentheses.

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

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

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

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

Service	EPIC group	Control group	Difference
Completed career assessment tests (%)	45.5	34.2	11.3*** (2.1)
Participated in job search training or assistance activities or education or training programs (%)	62.7	45.2	17.5*** (2.2)
Participated in job search training or assistance activities (%)	53.8	37.5	16.3*** (2.2)
Participated in education or training programs (%)	43.9	25.5	18.5*** (2.1)
General job skills training	29.0	16.2	12.8*** (1.9)
Occupational skills training	26.8	13.2	13.6*** (1.7)
Education	16.5	10.3	6.2*** (1.5)
Work-based learning	0.2	0.1	0.1 (0.1)
Sample size	1,237	1,194	

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

Service	Quarter 1			Quarter 2			Quarter 3			Quarter 4		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Completed career assessment tests	19.3	8.6	10.7*** (1.5)	18.6	7.6	11.0*** (1.4)	14.8	6.5	8.2*** (1.3)	10.4	6.6	3.8*** (1.3)
Participated in job search training or assistance activities or education or training programs (%)	29.5	13.7	15.9*** (1.7)	26.0	13.3	12.7*** (1.7)	20.2	12.8	7.4*** (1.6)	15.8	12.5	3.3** (1.6)
Participated in job search training or assistance activities	23.9	10.0	13.9*** (1.6)	21.8	9.7	12.1*** (1.6)	17.2	9.3	7.9*** (1.5)	13.2	9.0	4.2*** (1.4)
Participated in education or training programs	29.5	13.7	15.9*** (1.7)	26.0	13.3	12.7*** (1.7)	20.2	12.8	7.4*** (1.6)	15.8	12.5	3.3** (1.6)
Sample size	1,237	1,194		1,237	1,194		1,237	1,194		1,237	1,194	

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

Note: Standard errors in parentheses.

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

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

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

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

Service	EPIC group	Control group	Difference
Completed activity (%)			
Job search	38.5	0.8	37.7*** (1.0)
Occupational skills training	21.5	1.3	20.2*** (0.9)
Job search training	17.1	3.0	14.0*** (0.8)
Post-employment services	13.5	0.0	13.5*** (0.7)
Work-based learning	10.8	3.2	7.6*** (0.7)
Basic education	3.3	0.1	3.1*** (0.4)
Social services	1.6	0.0	1.5*** (0.3)
Received a training credential or certification (%)	19.1	1.3	17.8*** (0.8)
Sample size	2,504	2,509	

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

Note: Standard errors in parentheses.

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

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

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

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

	EPIC group	Control group	Difference
Mean length of time spent in all activities and programs (months)	2.1	1.3	0.9*** (0.1)
Mean number of hours per week spent in program	8.0	4.1	4.0*** (0)
Percentage of individuals who are still in the program as of the survey interview date (%)			
All activities	11.8	8.7	3.1** (1.4)
Programs with general job skills training	5.8	4.1	1.7* (1.0)
Programs with occupational skills training	7.5	3.9	3.6*** (1.0)
Programs with education	5.3	4.4	0.9 (1.0)
Programs with work-based learning	0.1	0.0	0.1 (0.1)
Percentage who completed the program (%)			
All activities	25.5	13.1	12.5*** (1.7)
Programs with general job skills training	17.3	8.8	8.5*** (1.4)
Programs with occupational skills training	15.8	7.2	8.6*** (1.3)
Programs with education	7.5	4.8	2.7** (1.1)
Programs with work-based learning	0.1	0.1	0.0 (0.1)
Type of certificate or degree/diploma received (%)			
Participation/attendance	2.8	1.4	1.4** (0.6)
Adult basic education	0.1	0.0	0.1 (0.1)
High school diploma / GED	1.1	0.6	0.5 (0.4)
Associate's degree	0.0	0.4	-0.4*** (0.1)
Bachelor's degree	0.0	0.1	-0.1 (0.1)
English proficiency certification or TOEFL	0.1	0.0	0.1* (0.1)
Occupational certificate or license	16.1	6.2	10.0*** (1.3)
Other	2.0	0.3	1.7*** (0.4)
Sample size	1,237	1,194	

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

	EPIC group	Control group	Difference
Percentage who completed the program, among those participants who started (%)			
All activities	58.0	51.6	6.4* (3.9)
Programs with general job skills training	39.1	34.6	4.5 (3.6)
Programs with occupational skills training	36.6	28.3	8.3** (3.6)
Programs with education	17.7	18.7	-1.1 (3.0)
Programs with work-based learning	0.2	0.3	-0.1 (0.2)
Percentage who received a diploma, degree, certification, or license after completing program (%)			
All activities	47.7	33.1	14.6*** (3.8)
Programs with general job skills training	30.2	21.0	9.3*** (3.1)
Programs with occupational skills training	30.5	18.8	11.6*** (3.2)
Programs with education	13.7	12.9	0.8 (2.6)
Programs with work-based learning	0.2	0.3	-0.1 (0.2)
Type of certificate or degree/diploma received (%)			
Participation/attendance	6.2	5.6	0.6 (1.6)
Adult basic education	0.2	0.0	0.2 (0.2)
High school diploma / GED	2.5	2.3	0.2 (1.2)
Associate's degree	0.0	1.5	-1.5*** (0.6)
Bachelor's degree	0.0	0.0	0.0 (0.0)
English proficiency certification or TOEFL	0.2	0.0	0.2 (0.2)
Occupational certificate or license	36.9	24.5	12.4*** (3.4)
Other	4.5	1.3	3.1*** (1.2)
Sample size	1,237	1,194	

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 EPIC or existing SNAP E&T services

Service	EPIC group	Control group	Difference
Any contact with case manager (%)	98.5	NA	98.5
Average number of contacts with case manager per person during pilot	12.4	NA	12.4
Received any support service (%)	54.5	20.3	34.1*** (1.3)
Received support service, by type (%)			
Transportation	53.2	19.8	33.5*** (1.3)
Employment/occupational skills training supplies (uniform/boots/clothes/tools)	4.1	1.9	2.1*** (0.5)
Financial aid	0.0	0.7	-0.7*** (0.2)
Sample size	2,504	2,509	

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. 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 EPIC, existing SNAP E&T, or community-offered programs

Service	EPIC group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	47.0	34.6	12.4*** (2.1)
Average number of contacts with an employment professional or case manager	13.6	8.1	5.5*** (1)
Mode of contacts (%)			
Mostly in person	78.3	78.6	-0.2 (2.7)
Mostly by phone	9.5	11.3	-1.8 (2.1)
Equally in person and by phone	11.9	9.4	2.5 (1.9)
Any support service (excluding mental health or substance use counseling)	45.6	34.7	10.8*** (2.1)
Any support service	48.0	38.1	9.9*** (2.2)
Childcare assistance including vouchers or funds (%)	1.8	1.6	0.2 (0.6)
Transportation assistance (such as gas cards or bus passes) (%)	39.6	26.8	12.7*** (2.0)
Housing assistance (%)	6.8	6.3	0.5 (1.2)
Mental health or substance use counseling (%)	6.2	7.6	-1.4 (1.1)
Clothes, uniforms, tools, or other supplies and equipment (%)	12.4	6.1	6.3*** (1.2)
Other (%)	1.9	2.3	-0.4 (0.6)
Sample size	1,237	1,194	

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

Note: Standard errors in parentheses.

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

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

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

II. Subgroup tables and key findings

Appendix Tables E.9 through E.12 show differences between the EPIC and control groups in service use among subgroups defined by reported baseline characteristics. Primary 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; individuals employed at any point or not employed at all in the 12 months before random assignment; and individuals living in households with and without children. All findings are based on the 12-month follow-up survey.

In most of the identified subgroups, large proportions of both EPIC and control group members participated in services within the 12-month follow-up period. Across the subgroups, participation in services among EPIC 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.

Among the age subgroups, for example, EPIC group participation rates in training were higher than those of the control group for the 18-to-24-year-old subgroup and the 25-to-49-year-old subgroup, but not for the individuals age 50 or over. In addition, the EPIC-control difference in training was larger for individuals ages 25 to 49 than for individuals 18 to 24. EPIC-control differences in the receipt of support services were greater for individuals age 50 or over than for the two other age-based subgroups. The 50 or over subgroup, however, was very small.

Among individuals with varying severity of barriers to employment and individuals with and without recent employment, EPIC group participation rates were higher than those of the control group, and these differences did not vary across the subgroups.

Findings were generally similar for individuals with and without children in their households. The EPIC-control group difference in the receipt of career counseling or one-on-one assistance from employment professionals or case managers, however, was statistically significant only for individuals in households without children. A similar pattern existed for the mean length of time spent in all activities or programs.⁶

⁶ Household income information was missing for a high proportion of individuals enrolled in the Illinois pilot. Because of this, a comparison of differences in participation between the EPIC and control groups among individuals living in households with lower or higher incomes relative to the FPL is not included in this section.

Table E.9. Service use, by age

Service	Age 18 to 24			Age 25 to 49			Age 50 or older		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	31.4	26.3	5.1 (4.7)	51.3	37.2	14.1*** (2.5)	53.6	28.8	24.8** (11.0)
Completed career assessment tests (%)	34.3	31.2	3.1 (4.8)	48.6	34.9	13.6*** (2.5)	55.5	37.9	17.7 (11.5)
Participated in job search training or assistance activities or education or training programs (%)	58.3	42.1	16.2*** (5.3)	64.4	45.9	18.5*** (2.5)	50.1	48.2	1.9 (11.1)
Participated in job search training or assistance activities (%)	45.0	33.3	11.6** (5.1)	56.5	38.8	17.7*** (2.5)	49.0	36.7	12.4 (10.6)
Participated in education or training programs (%)	42.9	24.5	18.3*** (4.8)	44.6	25.6	19.0*** (2.4)	37.6	26.8	10.7 (11.8)
Type of services received (%)									
General job skills training	25.1	12.7	12.4*** (4.1)	29.8	16.9	12.8*** (2.1)	37.3	23.1	14.2 (11.3)
Occupational skills training	19.5	11.4	8.0** (3.6)	29.4	13.6	15.7*** (2.0)	12.9	15.6	-2.7†† (9.6)
Adult basic education	22.2	11.6	10.5*** (4.1)	15.2	10.2	5.0*** (1.7)	3.8	0.0	3.8 (4.4)
Work-based learning	0.2	0.3	-0.1 (0.2)	0.1	0.1	0.1 (0.1)	2.7	0.0	2.7 (2.3)
On-the-job training	0.2	0.3	-0.1 (0.2)	0.1	0.1	0.1 (0.1)	2.7	0.0	2.7 (2.3)
General job skills training, occupational skills training, adult basic education, or work-based learning	43.0	24.5	18.4*** (4.8)	44.3	25.4	19.0*** (2.3)	37.7	26.8	10.9 (11.8)
Mean length of time spent in all activities and programs (months)	2.2	1.2	1.0*** (0.3)	2.2	1.3	0.9*** (0.2)	1.8	1.6	0.2 (0.8)

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

Service	Age 18 to 24			Age 25 to 49			Age 50 or older		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Percentage who completed the program (all activities) (%)	20.1	10.6	9.5*** (3.5)	27.5	13.7	13.8*** (1.9)	22.0	13.2	8.8 (10.2)
Received certificate or degree/diploma (%)	12.6	3.2	9.3*** (2.5)	17.4	6.8	10.6*** (1.5)	15.6	9.8	5.8 (8.9)
Any support service	37.6	35.5	2.1 (5.2)	50.3	39.0	11.3*** (2.4)	66.7	36.9	29.8***† (10.9)
Any support service (excluding mental health or substance use counseling)	35.3	33.7	1.6 (5.1)	47.7	35.3	12.4*** (2.4)	62.7	28.8	33.8***†† (10.9)
Sample size	219	233		989	920		29	41	

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)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	51.3	36.1	15.2*** (3.2)	46.0	34.4	11.6*** (3.2)	36.2	31.3	5.0 (6.4)
Completed career assessment tests (%)	47.5	36.2	11.3*** (3.2)	46.6	35.2	11.4*** (3.2)	35.6	26.0	9.6 (6.9)
Participated in job search training or assistance activities or education or training programs (%)	60.8	43.3	17.5*** (3.2)	65.6	48.8	16.8*** (3.4)	57.4	39.7	17.6** (7.2)
Participated in job search training or assistance activities (%)	51.3	35.7	15.5*** (3.3)	57.8	41.1	16.6*** (3.4)	51.1	30.8	20.3*** (6.9)
Participated in education or training programs (%)	42.4	23.8	18.6*** (3.0)	46.2	28.4	17.8*** (3.3)	40.1	22.5	17.6*** (6.5)
Type of services received (%)									
General job skills training	27.2	15.0	12.2*** (2.6)	31.4	19.0	12.3*** (3.0)	27.4	10.2	17.2*** (5.3)
Occupational skills training	31.0	13.9	17.0*** (2.6)	25.5	13.5	11.9*** (2.5)	19.2	9.5	9.6* (5.1)
Adult basic education	12.1	8.0	4.1** (1.9)	19.4	10.8	8.5*** (2.4)	18.8	17.2	1.5 (5.4)
Work-based learning	0.3	0.0	0.3** (0.2)	0.1	0.2	-0.1 (0.2)	0.1	0.0	0.1 (0.1)
On-the-job training	0.3	0.0	0.3** (0.2)	0.1	0.2	-0.1 (0.2)	0.1	0.0	0.1 (0.1)
General job skills training, occupational skills training, adult basic education, or work-based learning	42.4	23.7	18.8*** (3.0)	45.8	28.1	17.7*** (3.3)	40.1	22.5	17.6*** (6.5)

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)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Mean length of time spent in all activities and programs (months)	2.2	1.1	1.1*** (0.2)	2.2	1.4	0.8*** (0.2)	1.9	1.4	0.6 (0.4)
Percentage who completed the program (all activities) (%)	27.2	14.8	12.5*** (2.6)	25.2	12.4	12.8*** (2.4)	22.4	11.3	11.1** (5.2)
Received certificate or degree/diploma (%)	18.0	7.8	10.2*** (2.1)	16.1	5.4	10.7*** (1.9)	10.6	4.2	6.4** (3.2)
Any support service	49.2	38.3	11.0*** (3.2)	48.3	39.6	8.7*** (3.3)	41.2	32.1	9.1 (6.9)
Any support service (excluding mental health or substance use counseling)	46.7	35.9	10.7*** (3.2)	46.2	35.1	11.1*** (3.3)	38.5	28.4	10.2 (6.9)
Sample size	575	534		541	532		118	121	

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		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	47.9	34.7	13.3*** (2.9)	45.3	34.4	10.9*** (3.1)
Completed career assessment tests (%)	45.1	35.0	10.1*** (2.9)	45.5	33.7	11.8*** (3.2)
Participated in job search training or assistance activities or education or training programs (%)	62.3	44.6	17.7*** (3.0)	62.3	46.4	15.9*** (3.3)
Participated in job search training or assistance activities (%)	51.1	36.3	14.8*** (3.0)	56.4	39.3	17.0*** (3.2)
Participated in education or training programs (%)	44.3	26.0	18.3*** (2.9)	43.2	25.1	18.1*** (3.1)
Type of services received (%)						
General job skills training	27.2	15.7	11.4*** (2.5)	30.7	16.8	13.9*** (2.8)
Occupational skills training	28.8	13.0	15.8*** (2.3)	24.3	13.6	10.8*** (2.5)
Adult basic education	16.3	10.9	5.4*** (2.1)	16.7	9.7	6.9*** (2.3)
Work-based learning	0.3	0.0	0.3** (0.1)	0.2	0.2	-0.1 (0.2)
On-the-job training	0.3	0.0	0.3** (0.1)	0.2	0.2	-0.1 (0.2)
General job skills training, occupational skills training, adult basic education, or work-based learning	44.3	25.9	18.4*** (2.9)	42.8	24.9	18.0*** (3.1)
Mean length of time spent in all activities and programs (months)	2.2	1.2	1.0*** (0.2)	2.1	1.4	0.8*** (0.2)
Percentage who completed the program (all activities) (%)	25.5	13.3	12.2*** (2.3)	25.5	12.9	12.5*** (2.5)
Received certificate or degree/diploma (%)	16.6	6.6	10.0*** (1.8)	15.7	5.8	9.9*** (1.8)
Any support service	49.6	36.9	12.8*** (2.9)	45.7	39.6	6.2* (3.2)

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		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Any support service (excluding mental health or substance use counseling)	46.8	33.8	13.0*** (2.9)	43.8	35.7	8.1** (3.2)
Sample size	688	637		548	550	

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		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	29.9	33.5	-3.6 (6.4)	48.7	34.8	13.9***††† (2.3)
Completed career assessment tests (%)	34.0	28.0	6.0 (6.3)	46.6	34.9	11.6*** (2.3)
Participated in job search training or assistance activities or education or training programs (%)	56.9	41.4	15.5** (6.9)	63.0	45.7	17.3*** (2.3)
Participated in job search training or assistance activities (%)	41.4	31.0	10.5 (6.8)	54.9	38.3	16.6*** (2.3)
Participated in education or training programs (%)	42.3	29.1	13.2** (6.3)	43.8	25.1	18.7*** (2.2)
Type of services received (%)						
General job skills training	29.4	13.4	16.0*** (5.4)	28.8	16.5	12.3*** (2.0)
Occupational skills training	28.8	20.1	8.8 (5.8)	26.4	12.5	13.9*** (1.8)
Adult basic education	17.7	14.0	3.7 (5.3)	16.3	9.9	6.4*** (1.6)
Work-based learning	0.0	0.5	-0.5 (0.4)	0.2	0.1	0.2 (0.1)
On-the-job training	0.0	0.5	-0.5 (0.4)	0.2	0.1	0.2 (0.1)
General job skills training, occupational skills training, adult basic education, or work-based learning	42.4	29.1	13.4** (6.3)	43.6	24.9	18.7*** (2.2)
Mean length of time spent in all activities and programs (months)	1.9	1.8	0.1 (0.4)	2.2	1.2	1.0***† (0.1)
Percentage who completed the program (all activities) (%)	31.8	14.3	17.5*** (5.4)	24.8	13.0	11.8*** (1.8)

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

Service	Individuals in households with children			Individuals in households without children		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Received certificate or degree/diploma (%)	22.6	6.7	15.9*** (4.3)	15.5	6.1	9.4*** (1.3)
Any support service	49.2	36.6	12.6* (6.6)	47.8	38.4	9.5*** (2.3)
Any support service (excluding mental health or substance use counseling)	46.3	36.6	9.6 (6.7)	45.4	34.6	10.8*** (2.3)
Sample size	125	124		1,112	1,070	

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

	EPIC group	Control group	Difference
Employment rate (%)			
Quarter 1	36.3	41.5	-5.2*** (1.6)
Quarter 2	43.1	43.8	-0.7 (1.6)
Quarter 3	45.8	47.1	-1.3 (1.6)
Quarter 4	47.5	48.1	-0.6 (1.6)
Year 1	64.7	64.5	0.2 (1.5)
Average quarterly employment rate	43.2	45.1	-1.9 (1.3)
Total earnings (\$)			
Quarter 1	839	1,051	-213*** (60)
Quarter 2	1,250	1,403	-153** (75)
Quarter 3	1,630	1,641	-11 (86)
Quarter 4	1,800	1,765	34 (90)
Year 1	5,518	5,861	-342 (263)
Sample size	1,627	1,642	

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

	EPIC group	Control group	Difference
Employment rate (%)			
Quarter 1	25.0	29.1	-4.1** (2.0)
Quarter 2	34.1	36.0	-1.9 (2.1)
Quarter 3	41.0	40.6	0.4 (2.2)
Quarter 4	44.7	43.9	0.8 (2.2)
Year 1	56.8	56.6	0.3 (2.1)
Employed at the time of the survey interview	35.9	36.5	-0.6 (2.1)
Total earnings (\$)			
Quarter 1	1,034	1,163	-129 (110)
Quarter 2	1,580	1,593	-13 (123)
Quarter 3	1,979	1,889	89 (132)
Quarter 4	2,151	2,063	88 (144)
Year 1	6,743	6,707	36 (436)
Sample size	1,237	1,194	

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

	EPIC group	Control group	Difference
Average hours worked per week (#)			
Quarter 1	6.3	7.6	-1.3** (0.6)
Quarter 2	9.5	10.3	-0.8 (0.7)
Quarter 3	12.2	12.0	0.2 (0.8)
Quarter 4	13.1	12.8	0.4 (0.8)
Year 1	10.3	10.7	-0.4 (0.6)
Number of jobs held over the year (%)			
0	43.2	43.5	-0.3 (2.1)
1	37.9	37.0	0.9 (2.2)
2	13.6	14.3	-0.7 (1.5)
3	3.9	3.9	0.0 (0.9)
4	1.0	0.8	0.2 (0.4)
5 or more	0.4	0.5	-0.1 (0.3)
Mean	0.8	0.8	0.0 (0.0)
Sample size	1,237	1,194	

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

Note: Standard errors in parentheses.

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

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

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

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

Characteristic	EPIC group	Control group	Difference
Hours worked per week (%)			
Less than 20	25.0	26.3	-1.3 (3.3)
21 to 34	27.1	26.1	1.0 (3.3)
35 or more (employed full time)	47.9	47.6	0.3 (3.6)
Average	31.5	31.9	-0.3 (0.9)
Weekly earnings (%)			
\$1 to \$499	73.7	74.7	-1.0 (3.2)
\$500 to \$999	22.2	21.8	0.3 (3.1)
\$1,000 to \$1,499	4.0	2.6	1.4 (1.2)
\$1,500 to \$2,000	0.0	0.9	-0.9** (0.4)
\$2,000 and above	0.2	0.0	0.2 (0.1)
Benefits available at job (%)			
Any benefit	62.4	61.7	0.7 (3.6)
Health insurance or HMO/PPO plan membership	49.8	47.1	2.7 (3.7)
Dental insurance	37.7	35.9	1.8 (3.5)
Paid vacation	38.4	40.9	-2.5 (3.6)
Paid holidays	45.2	42.1	3.1 (3.6)
Paid sick leave	32.3	31.0	1.3 (3.4)
Any paid time off	51.4	51.8	-0.4 (3.6)
Pension or retirement benefits	38.8	36.7	2.1 (3.6)
Tuition assistance or reimbursement	19.7	20.3	-0.6 (2.9)
Type of employment (%)			
Regular full- or part-time	79.0	75.0	4.1 (3.0)
Temporary or on-call	12.2	11.8	0.4 (2.4)
Self-employed or independent contractor or consultant	7.0	7.0	0.0 (1.7)
Day laborer	1.7	6.2	-4.5*** (1.4)
Occupation			
Material Moving Workers	7.7	11.1	-3.5* (2.0)
Retail Sales Workers	7.4	5.5	1.9 (1.6)
Food and Beverage Serving Workers	6.0	5.3	0.7 (1.5)
Building Cleaning and Pest Control Workers	4.4	4.1	0.3 (1.3)
Motor Vehicle Operators	4.9	5.9	-1.0 (1.5)
Cooks and Food Preparation Workers	4.4	4.2	0.1 (1.4)
Material Recording, Scheduling, Dispatching, and Distributing Workers	2.2	4.2	-2.0* (1.1)
Other Personal Care and Service Workers	4.2	5.9	-1.7 (1.4)
Food Processing Workers	2.5	1.8	0.7 (0.9)
Information and Record Clerks	4.1	2.8	1.3 (1.1)
Sample size	446	434	

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

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

Note: Standard errors in parentheses.

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

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

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

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

Characteristic	EPIC group	Control group	Difference
Hours worked per week (%)			
0	64.9	64.2	0.7 (2.1)
1 to 20	8.7	9.4	-0.7 (1.3)
21 to 34	9.1	9.3	-0.3 (1.3)
35 or more (employed full time)	17.3	17.0	0.3 (1.6)
Average	11.2	11.4	-0.2 (0.7)
Weekly earnings (%)			
\$0	65.6	65.1	0.6 (2.1)
\$1 to \$499	24.6	26.1	-1.6 (2.0)
\$500 to \$999	8.3	7.6	0.6 (1.2)
\$1,000 to \$1,499	1.5	0.9	0.6 (0.4)
\$1,500 to \$2,000	0.0	0.3	-0.3*** (0.1)
\$2,000 and above	0.1	0.0	0.1 (0.0)
Benefits available at job (%)			
Any benefit	21.5	21.9	-0.4 (1.8)
Health insurance or HMO/PPO plan membership	17.5	16.8	0.7 (1.7)
Dental insurance	13.3	12.8	0.5 (1.4)
Paid vacation	13.7	14.6	-0.8 (1.5)
Paid holidays	15.5	15.0	0.5 (1.5)
Paid sick leave	11.2	11.0	0.2 (1.3)
Any paid time off	17.8	18.4	-0.6 (1.7)
Pension or retirement benefits	13.3	13.1	0.3 (1.5)
Tuition assistance or reimbursement	7.0	7.2	-0.2 (1.1)
Type of employment (%)			
Not employed	65.3	64.2	1.1 (2.1)
Regular full- or part-time	27.4	26.9	0.5 (1.9)
Temporary or on-call	4.4	4.2	0.2 (0.9)
Self-employed or independent contractor or consultant	2.3	2.5	-0.2 (0.6)
Day laborer	0.6	2.2	-1.6*** (0.5)
Occupation			
Material Moving Workers	2.7	4.0	-1.3* (0.7)
Retail Sales Workers	2.3	2.0	0.3 (0.6)
Food and Beverage Serving Workers	1.8	1.9	-0.2 (0.5)
Building Cleaning and Pest Control Workers	1.6	1.5	0.1 (0.5)
Motor Vehicle Operators	2.1	2.1	-0.1 (0.6)
Cooks and Food Preparation Workers	1.5	1.5	-0.1 (0.5)
Material Recording, Scheduling, Dispatching, and Distributing Workers	0.8	1.5	-0.7* (0.4)
Other Personal Care and Service Workers	1.3	2.1	-0.8 (0.5)
Food Processing Workers	0.9	0.7	0.3 (0.3)

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

Characteristic	EPIC group	Control group	Difference
Information and Record Clerks	1.4	1.0	0.4 (0.4)
Sample size	1,237	1,194	

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

	EPIC group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)			
Quarter 1	97.3	97.4	-0.1 (0.4)
Quarter 2	77.0	78.3	-1.3 (1.2)
Quarter 3	62.4	65.0	-2.6** (1.3)
Quarter 4	55.6	58.8	-3.2** (1.4)
SNAP participation among any other household members (%)			
Quarter 1	9.7	10.0	-0.2 (0.7)
Quarter 2	8.2	8.8	-0.6 (0.6)
Quarter 3	7.4	7.5	-0.1 (0.6)
Quarter 4	8.2	7.6	0.7 (0.6)
SNAP participation by any individual in household ^a (%)			
Quarter 1	97.3	97.4	-0.1 (0.4)
Quarter 2	77.0	78.3	-1.3 (1.2)
Quarter 3	62.4	65.0	-2.6** (1.3)
Quarter 4	55.6	58.8	-3.2** (1.4)
Mean number of months of SNAP participation in the 12 months after random assignment (#)			
Among individuals enrolled in pilot	7.6	8.0	-0.3*** (0.1)
Among any other household members	0.9	0.9	0.0 (0.1)
Among any individual in household ^a	7.6	8.0	-0.3*** (0.1)
Exited SNAP within 12 months of random assignment (%)			
Among individuals enrolled in pilot	75.1	68.9	6.2*** (1.2)
Among any other household members	8.3	7.9	0.4 (0.7)
Among any individual in household ^a	77.0	70.5	6.5*** (1.2)
Sample size	2,503	2,509	

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

	EPIC group	Control group	Difference
Average SNAP benefits received (\$)			
Quarter 1	559	542	17*** (6)
Quarter 2	407	403	4 (8)
Quarter 3	313	327	-14 (8)
Quarter 4	277	293	-16* (9)
Year 1	1,556	1,565	-9 (25)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a			
Quarter 1	84.9	84.0	0.9 (0.7)
Quarter 2	60.9	61.6	-0.8 (1.1)
Quarter 3	46.1	49.8	-3.7*** (1.2)
Quarter 4	39.6	44.1	-4.6*** (1.2)
Year 1	58.0	59.9	-2.0** (0.8)
Sample size	2,503	2,509	

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

	EPIC group	Control group	Difference
TANF participation (%)			
Quarter 1	0.1	0.0	0.1** (0.1)
Quarter 2	0.1	0.1	0.0 (0.1)
Quarter 3	0.3	0.1	0.2* (0.1)
Quarter 4	0.4	0.2	0.2 (0.1)
Average TANF benefit amounts received (\$)			
Quarter 1	1	0	1** (0)
Quarter 2	1	0	1 (0)
Quarter 3	1	0	1 (1)
Quarter 4	2	1	1 (1)
Medicaid participation (%)			
Quarter 1	69.4	70.6	-1.3 (1.2)
Quarter 2	69.9	70.6	-0.7 (1.2)
Quarter 3	69.4	70.8	-1.4 (1.2)
Quarter 4	71.1	72.0	-0.9 (1.2)
Sample size	2,503	2,509	

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	EPIC group	Control group	Difference
Public assistance receipt in the 12 months since random assignment (%)			
General assistance	1.4	1.1	0.3 (0.5)
Unemployment insurance	5.2	6.4	-1.2 (1.0)
Supplemental Security Income	7.3	6.9	0.5 (1.2)
Section 8, Housing Choice Vouchers, or Public Housing Assistance	8.1	7.6	0.4 (1.2)
Medicaid	54.7	53.1	1.6 (2.2)
Supplemental Nutrition Program for Women, Infants, and Children (WIC)	4.3	4.4	-0.1 (0.9)
Sample size	1,237	1,194	

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 EPIC on employment, earnings, and receipt of public assistance outcomes for select subgroups of individuals. Subgroups were based on individuals' age, barriers to employment, recent employment history, and presence of children in the household.⁷

The analyses presented in Chapter V showed that for the full sample, EPIC did not lead to an increase in employment in Quarter 4, but did reduce SNAP participation in Quarter 4. The analysis of impacts by subgroup generally mirrored these findings:

- The differences in impacts on employment in Quarter 4 across most subgroups were not statistically significant (Appendix Tables F.9 to F.16). One exception was for the subgroup based on the presence of children in the household.⁸ The difference in impacts on employment in Quarter 4 across those subgroups was statistically significant based on the survey data (Appendix Table F.16). Among individuals in households with children, EPIC increased employment by a statistically significant amount. The difference in employment rates among those in households without children was not statistically significant.
- Differences in impacts on SNAP participation in Quarter 4 were statistically significant for the subgroups based on barriers to employment and recent employment history (Appendix Tables F.18 and F.19). There was a statistically significant reduction in SNAP participation in Quarter 4 for individuals with the greatest barriers to employment, but not for individuals with moderate barriers or the least barriers to employment. Among those who did not work in the 12 months before random assignment, EPIC reduced SNAP participation by a statistically significant amount. The impact on SNAP participation among those who did work in the 12 months before random assignment was not statistically significant.

Subgroup findings for impacts in other quarters included the following:

- Within the subgroups based on age, there were some statistically significant differences in the impacts on employment, earnings, and SNAP participation. For example, EPIC reduced SNAP participation among those ages 25 to 49 in Quarters 3 and 4 but not among those ages 18 to 24 (Appendix Table F.17). (The sample size for the 50 or older subgroup is very small.)
- Across the barriers to employment subgroups, there were some statistically significant differences in the impacts on employment, earnings, and SNAP participation. In general, EPIC reduced employment and earnings among those with the least barriers to

⁷ Household income information was missing for a high proportion of individuals enrolled in the Illinois pilot. Because of this, a discussion of differences in impacts between the EPIC and control groups among individuals living in households with lower or higher incomes relative to the FPL is not included in this section.

⁸ The sample size for the 50 or older subgroup is very small and therefore, differences in impacts across the age subgroups are not highlighted.

employment and decreased SNAP participation among those with the greatest barriers to employment (Appendix Tables F.10, F.14, and F.18).

- Across the recent employment history subgroups, there were statistically significant differences in impacts on employment in Quarters 1 and 2 (based on the survey data) and on SNAP participation in Quarters 2, 3, and 4. Among those employed in the 12 months prior to random assignment, EPIC reduced employment by a statistically significant amount in Quarters 1 and 2 based on the survey data (but not among those not employed in the 12 months prior to random assignment) (Appendix Table F.15). Among those not employed in the 12 months prior to random assignment, there were statistically significant reductions in SNAP participation in Quarters 2, 3, and 4 (but not among those employed in the 12 months prior to random assignment) (Appendix Table F.19).
- Differences in employment impacts in Quarters 2 and 4 were statistically significant (based on the survey data) across the subgroups based on the presence of children in the household (Appendix Table F.16). EPIC increased employment by a statistically significant amount in Quarters 2 and 4 among those in households with children. Among those in households without children, the employment difference were negative but not statistically significant in both quarters.

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

	Age 18 to 24			Age 25 to 49			Age 50 or older		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)									
Quarter 1	39.5	46.0	-6.6* (3.6)	35.1	39.5	-4.4** (1.8)	39.1	62.2	-23.2** (9.5)
Quarter 2	50.1	49.6	0.6 (3.7)	41.3	41.6	-0.3 (1.8)	37.0	62.4	-25.4***†† (9.4)
Quarter 3	53.9	51.9	2.0 (3.6)	44.1	45.4	-1.3 (1.9)	25.9	57.9	-32.0***††† (9.0)
Quarter 4	57.3	50.8	6.6* (3.7)	45.0	47.3	-2.3 (1.9)	37.1	51.3	-14.2†† (9.4)
Year 1	76.6	71.7	4.9 (3.1)	61.6	62.5	-0.9 (1.8)	54.6	66.8	-12.2 (9.0)
Average quarterly employment rate	50.2	49.6	0.6 (2.7)	41.4	43.5	-2.1 (1.5)	34.8	58.5	-23.7***††† (7.5)
Total earnings (\$)									
Quarter 1	834	990	-156 (124)	826	1,050	-224*** (70)	1,108	1,572	-464 (393)
Quarter 2	1,203	1,364	-162 (151)	1,262	1,391	-129 (88)	888	2,059	-1,171***† (455)
Quarter 3	1,677	1,503	174 (177)	1,639	1,665	-26 (100)	780	2,060	-1,281***††† (396)
Quarter 4	1,807	1,616	191 (184)	1,815	1,800	15 (106)	1,088	1,973	-885***† (411)
Year 1	5,521	5,474	47 (531)	5,541	5,905	-364 (308)	3,864	7,664	-3,800***†† (1,437)
Sample size	330	339		1,254	1,257		43	46	

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)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)									
Quarter 1	48.8	55.0	-6.2** (2.6)	29.1	33.1	-4.0* (2.3)	19.4	27.1	-7.7* (4.0)
Quarter 2	55.9	56.6	-0.6 (2.5)	36.0	35.5	0.5 (2.4)	25.9	31.7	-5.8 (4.3)
Quarter 3	57.4	61.6	-4.2* (2.5)	39.4	38.4	1.0 (2.4)	32.2	31.1	1.1 (4.5)
Quarter 4	59.6	60.1	-0.5 (2.6)	41.7	41.7	0.0 (2.5)	30.2	31.6	-1.4 (4.4)
Year 1	78.3	79.3	-1.0 (2.1)	57.9	55.6	2.3 (2.5)	45.0	49.2	-4.2 (4.7)
Average quarterly employment rate	55.4	58.3	-2.9 (2.0)	36.5	37.2	-0.7 (1.9)	26.9	30.4	-3.5 (3.4)
Total earnings (\$)									
Quarter 1	1,195	1,526	-331*** (109)	655	777	-122 (82)	281	475	-194** (98)
Quarter 2	1,676	1,968	-292** (130)	998	1,081	-83 (105)	670	683	-13 (145)
Quarter 3	2,063	2,220	-157 (144)	1,407	1,339	68 (123)	1,001	769	232 (181)
Quarter 4	2,242	2,359	-116 (152)	1,610	1,451	159 (129)	1,016	911	105 (198)
Year 1	7,176	8,073	-897** (449)	4,670	4,647	23 (371)	2,968	2,838	130 (533)
Sample size	685	683		718	748		213	200	

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		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)						
Quarter 1	46.5	53.6	-7.1*** (2.3)	24.5	28.0	-3.5 (2.2)
Quarter 2	53.2	55.0	-1.7 (2.3)	31.6	31.4	0.3 (2.3)
Quarter 3	54.9	58.3	-3.5 (2.3)	35.6	34.6	1.0 (2.4)
Quarter 4	56.8	57.7	-1.0 (2.3)	37.2	37.4	-0.2 (2.4)
Year 1	76.5	77.5	-1.0 (1.9)	51.6	50.3	1.3 (2.4)
Average quarterly employment rate	52.8	56.2	-3.3* (1.8)	32.2	32.8	-0.6 (1.8)
Total earnings (\$)						
Quarter 1	1,114	1,444	-330*** (95)	518	617	-99† (71)
Quarter 2	1,534	1,809	-275** (113)	911	949	-38 (96)
Quarter 3	1,904	2,043	-139 (124)	1,303	1,184	120 (116)
Quarter 4	2,097	2,166	-69 (131)	1,442	1,309	133 (122)
Year 1	6,650	7,462	-812** (389)	4,175	4,059	116† (344)
Sample size	861	865		758	768	

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		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)						
Quarter 1	43.6	48.1	-4.5 (5.0)	35.7	40.8	-5.1*** (1.7)
Quarter 2	51.4	49.5	1.9 (5.2)	42.4	43.2	-0.8 (1.7)
Quarter 3	53.6	55.0	-1.4 (5.2)	45.2	46.3	-1.2 (1.7)
Quarter 4	56.6	51.6	5.0 (5.3)	46.8	47.8	-1.0 (1.7)
Year 1	72.8	67.3	5.5 (4.8)	64.0	64.2	-0.2 (1.6)
Average quarterly employment rate	51.3	51.0	0.3 (4.1)	42.5	44.5	-2.0 (1.3)
Total earnings (\$)						
Quarter 1	1,030	1,178	-148 (188)	816	1,039	-223*** (64)
Quarter 2	1,581	1,598	-17 (245)	1,211	1,383	-173** (79)
Quarter 3	2,039	1,749	289 (276)	1,583	1,632	-49 (90)
Quarter 4	2,269	2,043	226 (305)	1,757	1,739	18 (95)
Year 1	6,918	6,569	350 (858)	5,367	5,793	-427 (276)
Sample size	166	149		1,461	1,493	

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

Note: Standard errors in parentheses.

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

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

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

	Age 18 to 24			Age 25 to 49			Age 50 or older		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)									
Quarter 1	30.3	32.4	-2.0 (4.7)	23.8	28.8	-5.0** (2.2)	34.4	12.5	21.9**†† (8.9)
Quarter 2	35.9	43.0	-7.1 (5.1)	33.8	34.5	-0.7 (2.3)	35.0	20.6	14.4 (10.3)
Quarter 3	43.0	47.4	-4.4 (5.2)	40.1	39.2	0.9 (2.4)	49.1	22.6	26.6**† (11.8)
Quarter 4	51.8	48.4	3.4 (5.2)	42.8	43.3	-0.5 (2.4)	41.2	22.6	18.6 (11.7)
Year 1	64.2	64.8	-0.5 (5.0)	54.9	55.2	-0.3 (2.4)	52.3	27.6	24.7**† (11.3)
Employed at the time of the survey interview	36.7	42.5	-5.8 (5.2)	35.4	35.3	0.1 (2.3)	32.2	21.9	10.3 (12.6)
Average earnings per week during the quarter (\$)									
Quarter 1	1,218	1,161	57 (296)	999	1,195	-196* (118)	1,125	393	731**†† (328)
Quarter 2	1,527	1,621	-95 (318)	1,618	1,617	1 (136)	1,289	745	545 (460)
Quarter 3	1,909	1,916	-7 (315)	2,026	1,922	104 (150)	1,136	832	304 (416)
Quarter 4	2,083	2,006	78 (325)	2,211	2,130	81 (164)	1,273	755	518 (486)
Year 1	6,737	6,704	33 (1,065)	6,855	6,865	-10 (489)	4,823	2,725	2,098 (1,368)
Sample size	219	233		989	920		29	41	

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

Note: Standard errors in parentheses.

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

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

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

	Least barriers (employed in past 12 months and completed high school or equivalent)			Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)			Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)									
Quarter 1	29.8	41.0	-11.2*** (3.1)	22.3	21.2	1.1 (2.8)	18.8	15.9	2.9††† (5.6)
Quarter 2	42.5	50.1	-7.6** (3.3)	29.2	27.1	2.1 (3.1)	25.8	18.4	7.3†† (6.2)
Quarter 3	49.8	53.4	-3.6 (3.3)	37.5	33.4	4.0 (3.3)	27.5	21.2	6.2 (6.3)
Quarter 4	53.7	55.8	-2.0 (3.2)	41.6	38.0	3.6 (3.3)	27.6	19.7	7.9 (6.2)
Year 1	65.3	71.0	-5.6* (3.0)	54.0	48.1	5.9* (3.3)	39.2	34.1	5.0†† (7.3)
Employed at the time of the survey interview	42.9	45.3	-2.4 (3.2)	33.4	32.4	1.0 (3.2)	19.4	16.8	2.7 (5.4)
Average earnings per week during the quarter (\$)									
Quarter 1	1,243	1,769	-526*** (185)	934	762	172 (151)	675	558	117††† (236)
Quarter 2	2,019	2,353	-334 (209)	1,313	1,117	197 (170)	1,025	735	289† (274)
Quarter 3	2,460	2,613	-153 (216)	1,750	1,511	239 (196)	1,229	751	478* (288)
Quarter 4	2,535	2,798	-264 (225)	2,071	1,712	359 (223)	1,102	764	338† (268)
Year 1	8,257	9,533	-1,277* (712)	6,069	5,102	967 (635)	4,031	2,808	1,223†† (966)
Sample size	575	534		541	532		118	121	

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

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

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

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

	Employed in 12 months prior to random assignment			Not employed in 12 months prior to random assignment		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)						
Quarter 1	29.4	38.0	-8.7*** (2.8)	20.4	19.4	1.0†† (2.6)
Quarter 2	40.3	46.3	-6.0** (3.0)	27.5	25.0	2.5†† (2.9)
Quarter 3	48.7	49.4	-0.8 (3.0)	33.0	31.1	1.9 (3.1)
Quarter 4	52.6	53.0	-0.4 (3.0)	36.7	34.1	2.5 (3.1)
Year 1	66.1	68.5	-2.5 (2.9)	47.3	43.8	3.5 (3.2)
Employed at the time of the survey interview	43.1	43.9	-0.8 (3.0)	28.2	28.6	-0.4 (3.0)
Average earnings per week during the quarter (\$)						
Quarter 1	1,245	1,632	-387** (172)	804	659	145†† (128)
Quarter 2	1,945	2,157	-212 (193)	1,171	987	183 (144)
Quarter 3	2,393	2,428	-35 (202)	1,534	1,310	224 (167)
Quarter 4	2,525	2,666	-141 (221)	1,762	1,415	348**† (177)
Year 1	8,109	8,883	-774 (681)	5,271	4,371	900*†† (517)
Sample size	688	637		548	550	

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

Note: Standard errors in parentheses.

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

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

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

	Individuals in households with children			Individuals in households without children		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)						
Quarter 1	32.4	27.8	4.6 (6.3)	24.3	29.2	-5.0** (2.1)
Quarter 2	45.7	32.1	13.6** (6.6)	33.0	36.4	-3.5†† (2.2)
Quarter 3	52.3	41.2	11.1 (7.0)	39.9	40.6	-0.6 (2.3)
Quarter 4	51.4	38.9	12.5* (7.0)	44.0	44.4	-0.4† (2.3)
Year 1	64.7	47.8	16.9** (6.6)	56.1	57.5	-1.4††† (2.3)
Employed at the time of the survey interview	42.6	33.6	8.9 (6.6)	35.4	36.9	-1.5 (2.2)
Average earnings per week during the quarter (\$)						
Quarter 1	1,055	1,216	-161 (321)	1,033	1,160	-127 (116)
Quarter 2	2,002	1,345	657** (333)	1,542	1,621	-79†† (131)
Quarter 3	2,524	1,893	631 (400)	1,927	1,892	35 (140)
Quarter 4	2,448	2,043	405 (455)	2,121	2,068	53 (152)
Year 1	8,030	6,497	1,533 (1,333)	6,623	6,740	-117 (462)
Sample size	125	124		1,112	1,070	

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

Note: Standard errors in parentheses.

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

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

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

	Age 18 to 24			Age 25 to 49			Age 50 or older		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Quarter 1	96.9	97.5	-0.7 (1.0)	97.4	97.3	0.1 (0.5)	98.2	98.3	-0.1 (2.2)
Quarter 2	73.1	74.4	-1.3 (2.7)	77.7	78.9	-1.2 (1.3)	95.2	94.9	0.2 (4.2)
Quarter 3	58.3	57.5	0.9 (3.1)	62.9	66.4	-3.5** (1.5)	89.3	86.3	3.1 (6.2)
Quarter 4	52.8	51.4	1.4 (3.0)	55.9	60.1	-4.2*** (1.5)	77.8	82.9	-5.1 (7.2)
Average monthly SNAP benefits received (\$)									
Quarter 1	601	572	29 (18)	547	533	14** (6)	592	586	6 (37)
Quarter 2	419	398	21 (22)	400	400	0 (9)	546	546	-1 (41)
Quarter 3	308	301	7 (21)	310	330	-19** (9)	493	472	21 (49)
Quarter 4	269	284	-15 (22)	274	291	-17* (9)	467	428	39 (48)
Year 1	1,597	1,554	43 (68)	1,531	1,554	-23 (27)	2,098	2,032	65 (138)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Quarter 1	81.5	82.7	-1.1 (1.7)	85.9	84.2	1.7** (0.8)	85.8	90.7	-4.9 (4.1)
Quarter 2	55.2	56.1	-0.9 (2.5)	61.9	62.5	-0.6 (1.3)	79.8	84.4	-4.5 (5.7)
Quarter 3	40.1	42.9	-2.8 (2.6)	47.1	51.0	-3.9*** (1.4)	72.2	73.4	-1.2 (6.8)
Quarter 4	33.6	38.2	-4.5* (2.5)	40.5	45.1	-4.6*** (1.4)	65.7	66.8	-1.1 (7.1)
Year 1	52.8	55.1	-2.2 (1.8)	58.9	60.7	-1.8* (0.9)	75.9	78.8	-2.9 (4.7)
Sample size	486	531		1,964	1,919		53	59	

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

Note: Standard errors in parentheses.

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

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

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

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

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

	Least barriers (employed in past 12 months and completed high school or equivalent)			Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)			Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Quarter 1	97.6	97.3	0.3 (0.7)	97.4	97.3	0.1 (0.7)	95.9	98.4	-2.5* (1.3)
Quarter 2	78.1	76.7	1.4 (1.8)	77.2	79.7	-2.5 (1.7)	72.0	78.3	-6.3*† (3.4)
Quarter 3	62.9	62.1	0.9 (2.0)	63.3	66.3	-3.0 (2.0)	57.1	69.5	-12.4***††† (3.8)
Quarter 4	56.7	56.7	-0.1 (2.1)	55.7	58.7	-3.1 (2.0)	53.0	65.3	-12.3***†† (3.9)
Average monthly SNAP benefits received (\$)									
Quarter 1	558	543	15 (10)	564	539	26*** (9)	543	545	-3 (17)
Quarter 2	408	387	21* (13)	417	410	7 (12)	364	424	-60***††† (23)
Quarter 3	317	311	5 (13)	318	327	-9 (12)	282	369	-87***††† (24)
Quarter 4	274	281	-7 (13)	280	286	-6 (13)	278	346	-68***† (24)
Year 1	1,556	1,523	33 (39)	1,579	1,562	18 (37)	1,466	1,684	-218***††† (69)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Quarter 1	83.5	82.8	0.7 (1.1)	86.5	84.9	1.6 (1.1)	83.8	84.8	-1.0 (2.1)
Quarter 2	59.8	57.8	2.0 (1.7)	63.4	63.9	-0.6 (1.7)	55.0	65.9	-10.9***††† (3.3)
Quarter 3	44.9	45.9	-1.0 (1.8)	48.3	51.2	-2.9 (1.8)	42.4	57.4	-15.0***††† (3.5)
Quarter 4	37.7	40.3	-2.6 (1.7)	41.1	44.9	-3.8** (1.8)	41.0	53.3	-12.3***†† (3.5)
Year 1	56.6	56.8	-0.2 (1.2)	59.9	61.3	-1.3 (1.2)	55.6	65.4	-9.8***††† (2.3)
Sample size	1,076	1,053		1,117	1,135		297	308	

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

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

Note: Standard errors in parentheses.

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

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

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

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

	Employed in 12 months prior to random assignment			Not employed in 12 months prior to random assignment		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Quarter 1	97.3	97.1	0.2 (0.6)	97.3	97.7	-0.4 (0.6)
Quarter 2	77.5	75.4	2.2 (1.6)	76.2	81.5	-5.3***††† (1.7)
Quarter 3	62.2	62.1	0.0 (1.8)	62.8	68.1	-5.3***†† (1.9)
Quarter 4	56.6	56.9	-0.3 (1.8)	54.6	60.8	-6.2***†† (2.0)
Average monthly SNAP benefits received (\$)						
Quarter 1	555	540	15* (9)	564	544	20** (8)
Quarter 2	406	379	27** (11)	407	428	-21*††† (12)
Quarter 3	313	307	6 (12)	312	347	-35***†† (12)
Quarter 4	276	281	-6 (12)	278	304	-25** (12)
Year 1	1,549	1,507	42 (36)	1,562	1,623	-61*†† (35)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Quarter 1	83.1	82.4	0.8 (1.0)	87.0	85.8	1.2 (1.0)
Quarter 2	59.7	56.9	2.8* (1.6)	62.1	66.9	-4.8***††† (1.7)
Quarter 3	44.6	45.6	-0.9 (1.6)	47.7	54.4	-6.7***†† (1.8)
Quarter 4	38.1	40.7	-2.6* (1.6)	41.4	47.7	-6.4*** (1.8)
Year 1	56.5	56.5	0.0 (1.1)	59.6	63.7	-4.1***†† (1.2)
Sample size	1,339	1,324		1,155	1,174	

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

Note: Standard errors in parentheses.

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

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

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

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

	Individuals in households with children			Individuals in households without children		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Quarter 1	97.1	97.4	-0.4 (1.5)	97.3	97.4	-0.1 (0.5)
Quarter 2	80.2	83.4	-3.2 (3.3)	76.7	77.8	-1.1 (1.2)
Quarter 3	66.6	74.4	-7.8** (3.9)	62.0	64.0	-2.0 (1.4)
Quarter 4	60.4	68.0	-7.7* (4.1)	55.1	57.8	-2.7* (1.4)
Average monthly SNAP benefits received (\$)						
Quarter 1	821	738	82** (35)	530	522	9†† (6)
Quarter 2	663	613	50 (40)	379	381	-2 (8)
Quarter 3	542	554	-12 (41)	288	303	-15* (8)
Quarter 4	507	501	6 (44)	251	271	-19** (8)
Year 1	2,532	2,406	126 (136)	1,448	1,476	-27 (24)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Quarter 1	83.0	81.4	1.6 (2.4)	85.1	84.3	0.8 (0.8)
Quarter 2	62.5	63.8	-1.4 (3.5)	60.7	61.4	-0.7 (1.2)
Quarter 3	48.1	56.4	-8.3** (3.5)	45.9	49.1	-3.2** (1.3)
Quarter 4	42.5	48.4	-5.9* (3.6)	39.2	43.6	-4.4*** (1.2)
Year 1	59.2	62.5	-3.4 (2.5)	57.8	59.7	-1.8** (0.8)
Sample size	246	238		2,257	2,271	

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

Note: Standard errors in parentheses.

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

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

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

III. Main tables for well-being outcomes

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

Outcome	EPIC group	Control group	Difference
Food security ^a (%)			
Living in a household that is food insecure	57.3	60.1	-2.8 (2.2)
Living in a household with very low food security	35.3	40.6	-5.3** (2.2)
Health and well-being			
Reported “very good” or “excellent” health status (versus “fair” or “poor”) (%)	35.3	32.4	2.9 (2.1)
Screened positively for depression (%)	18.4	22.7	-4.2** (1.8)
Average self-esteem score (out of 5)	3.9	3.8	0.1 (0)
Average self-efficacy score (out of 5)	3.5	3.4	0.0 (0)
Housing status (%)			
Owns or rents a home or an apartment	32.9	33.1	-0.2 (2.0)
Lives with parents, relative, or friend	51.7	52.0	-0.3 (2.2)
Shares housing with roommates, friends, or partner	7.0	6.3	0.7 (1.1)
Group quarters	1.4	1.3	0.1 (0.5)
Homeless	5.1	6.5	-1.4 (1.0)
Incarcerated	0.0	0.0	0.0 (0.0)
Other, don’t know, or refused	1.9	0.8	1.1** (0.5)
Had housing 12 months after random assignment	94.8	93.5	1.4 (1.0)
Sample size	1,237	1,194	

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 EPIC on well-being outcomes for select subgroups of individuals. Subgroups were based on individuals' age, barriers to employment, recent employment history, and presence of children in the household.⁹

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

- There were no statistically significant differences in food security impacts across the subgroups based on age, barriers to employment, recent employment history, or the presence of children in the household.
- Within some of the subgroups, there were statistically significant impacts on very low food security. EPIC decreased the rate of very low food security by a statistically significant amount among those with the least and greatest barriers to employment (but not among those with moderate barriers to employment); among those who did not work in the 12 months before random assignment among those who did work in the 12 months before random assignment; and among those in households without children (but not among those in households with children) (Appendix Tables F.23 to F.25).

⁹ Household income information was missing for a high proportion of individuals enrolled in the Illinois pilot. Because of this, a discussion of differences in impacts between the EPIC and control groups among individuals living in households with lower or higher incomes relative to the FPL is not included in this section.

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

	Age 18 to 24			Age 25 to 49			Age 50 or older		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Food security ^a (%)									
Living in a household that is food insecure	58.1	55.1	3.0 (5.2)	57.9	62.3	-4.4* (2.4)	45.9	42.1	3.8 (12.5)
Living in a household with very low food security	32.3	41.1	-8.8* (5.2)	36.6	40.9	-4.3* (2.5)	22.8	31.2	-8.4 (11.6)
Sample size	219	233		989	920		29	41	

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

Note: Standard errors in parentheses.

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

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

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

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

	Least barriers (employed in past 12 months and completed high school or equivalent)			Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)			Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Food security ^a (%)									
Living in a household that is food insecure	58.7	59.8	-1.1 (3.2)	55.6	58.8	-3.2 (3.3)	60.1	67.8	-7.8 (7.1)
Living in a household with very low food security	37.5	43.1	-5.6* (3.3)	34.6	36.9	-2.3 (3.2)	29.2	47.6	-18.4** (7.3)
Sample size	575	534		541	532		118	121	

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

Note: Standard errors in parentheses.

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

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

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

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

	Employed in 12 months prior to random assignment			Not employed in 12 months prior to random assignment		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	60.3	61.5	-1.3 (3.0)	53.5	59.0	-5.5* (3.2)
Living in a household with very low food security	38.3	43.8	-5.5* (3.0)	31.7	37.5	-5.9* (3.1)
Sample size	688	637		548	550	

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

Note: Standard errors in parentheses.

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

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

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

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

	Individuals in households with children			Individuals in households without children		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	55.7	57.8	-2.1 (7.2)	57.5	60.2	-2.7 (2.3)
Living in a household with very low food security	29.5	35.7	-6.2 (6.3)	36.1	41.0	-5.0** (2.3)
Sample size	125	124		1,112	1,070	

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

Note: Standard errors in parentheses.

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

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

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

Appendix G
Analysis of costs
(Chapter VI supplementary tables)

Table G.1. Cost summary

Cost category	Total	Grant funded	Other sources
Total Pilot cost	\$9,845,192 100.0%	\$7,653,793 77.7%	\$2,191,398 22.3%
Planning period cost	\$279,680 2.8%	\$242,857 2.5%	\$36,823 0.4%
Ongoing cost	\$9,565,512 97.2%	\$7,410,937 75.3%	\$2,154,575 21.9%

Source: EPIC cost workbooks 2015-2017.

Note: The planning period was considered to encompass the time between the award of the FNS grant and EPIC launch (April 2015 to March 2016). Service delivery costs represent the total reported in quarterly workbooks following the launch of EPIC. Cost workbooks asked for the total costs of the services provided to individuals in the EPIC group. For all costs reported in the workbooks, respondents were asked to report the percentage of the cost that was funded by the FNS grant. Remaining costs were assumed to be covered by other sources. All costs are presented in 2016 dollars.

Table G.2. Quarterly cost summary

Quarter of cost data collection	Total	Grant funded	Other sources
Planning period	\$279,680	\$242,857	\$36,823
Pilot services			
Quarter 1	\$1,153,738	\$1,001,946	\$151,792
Quarter 2	\$1,074,939	\$784,805	\$290,134
Quarter 3	\$1,449,974	\$1,129,530	\$320,444
Quarter 4	\$1,449,282	\$1,101,665	\$347,618
Quarter 5	\$1,459,126	\$1,177,862	\$281,263
Quarter 6	\$1,552,023	\$1,117,792	\$434,231
Quarter 7	\$1,426,429	\$1,097,336	\$329,093

Source: EPIC cost workbooks 2015-2017.

Note: The planning period was considered to encompass the time between the award of the FNS grant and EPIC launch (April 2015 to March 2016). Service delivery costs represent the total reported in quarterly workbooks following the launch of EPIC. Cost workbooks asked for the total costs of the services provided to individuals in the EPIC 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. Costs by category and funding source

Resource Category	Total	Grant funded		In-kind	
Total cost	\$9,845,192	\$7,653,793	77.7%	\$2,191,398	22.3%
Staff costs	\$4,747,087	\$3,971,115	83.7%	\$775,972	16.4%
Staff costs	\$4,747,087	\$3,971,115	83.7%	\$775,972	16.4%
Administrative staff costs ^a	\$2,383,147	\$1,947,969	41.0%	\$435,178	9.2%
Direct service staff costs	\$2,363,940	\$2,023,146	42.6%	\$340,794	7.2%
Volunteer costs	\$0	\$0	0.0%	\$0	0.0%
Direct service costs	\$2,594,051	\$2,314,820	89.2%	\$279,231	10.8%
Direct partner and provider services	\$1,300,972	\$1,092,423	84.0%	\$208,549	16.0%
Support services	\$348,650	\$277,968	79.7%	\$70,682	20.3%
Other service contracts ^b	\$944,429	\$944,429	100.0%	\$0	0.0%
New pilot supplies and equipment costs	\$153,216	\$153,216	100.0%	\$0	0.0%
Supplies	\$39,292	\$39,292	100.0%	\$0	0.0%
Equipment	\$113,924	\$113,924	100.0%	\$0	0.0%
Other overhead-operating costs	\$2,350,838	\$1,214,643	51.7%	\$1,136,195	48.3%
Overhead	\$291,902	\$269,981	92.5%	\$21,921	7.5%
Facilities and utilities	\$1,405,121	\$295,988	21.1%	\$1,109,133	78.9%
Indirect costs	\$653,815	\$648,673	99.2%	\$5,141	0.8%

Source: EPIC cost workbooks 2015-2017.

Note: Cost workbooks asked for the total costs of the services provided to individuals in the EPIC 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. One provider – IDPL - reported that all of their facility and utility costs were included in reported indirect cost rate. Another provider – Mantracon - reported that some of their facilities (like public libraries and participants' homes) were free and therefore incurred no costs. Three providers used donated facilities to provide direct services. We used the square footage of the space used for services and the zip code to estimate a cost for these facilities. All costs are presented in 2016 dollars.

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

^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.