



# Expanding Opportunities & Reducing Barriers to Work: Kansas 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/<br>rural | Type of<br>State E&T<br>program                                 | Enrollment<br>start date | Pilot<br>services<br>end date | Enrolled<br>in pilot <sup>a</sup> |
|-------------|--------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|-----------------|-----------------------------------------------------------------|--------------------------|-------------------------------|-----------------------------------|
| 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 <sup>b</sup> | 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 <sup>c</sup> | 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                             |

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

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

<sup>a</sup> 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.

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

<sup>c</sup> 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.<sup>1</sup>

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

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<sup>1</sup>Based 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.<sup>2</sup> 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.<sup>3</sup> Those ABAWDs who do not comply face a 3-month limit on benefit receipt during any 36-month period.<sup>4</sup> 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.

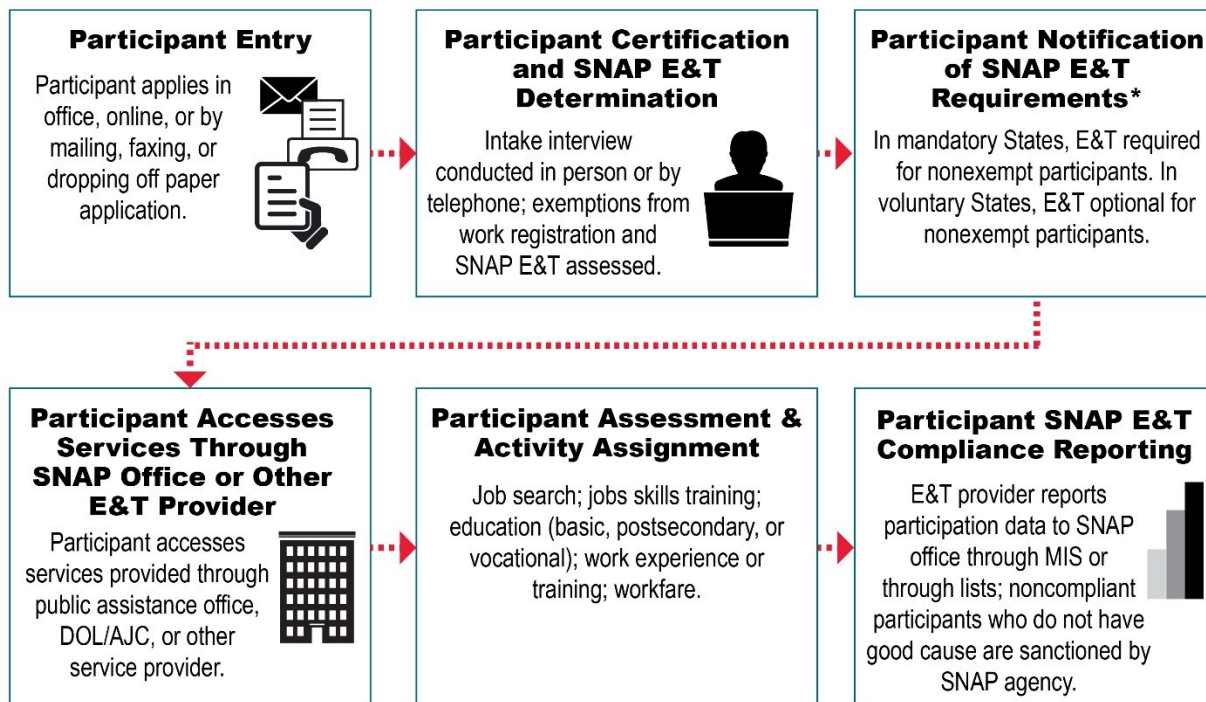
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<sup>2</sup> States may not mandate more than 120 hours of participation per month. Participants who wish to do so, however, can participate for an unlimited number of additional hours.

<sup>3</sup> 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.

<sup>4</sup> 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)                                        | 37.4                      |
| Age (%)                                                    |                           |
| 18 to 49 years old                                         | 81.8                      |
| 18 to 24 years old                                         | 13.2                      |
| 25 to 49 years old                                         | 68.6                      |
| 50 to 59 years old                                         | 15.9                      |
| Over 60 years old                                          | 2.2                       |
| Gender (%)                                                 |                           |
| Male                                                       | 39.1                      |
| Female                                                     | 60.9                      |
| Other                                                      | 0.1                       |
| Race and Ethnicity (%)                                     |                           |
| Hispanic                                                   | 15.6                      |
| Asian                                                      | 0.6                       |
| Black, non-Hispanic                                        | 23.5                      |
| Native Hawaiian/Pacific Islander/Native American           | 2.2                       |
| White, non-Hispanic                                        | 51.4                      |
| Other, multiple races                                      | 6.7                       |
| Speak English as primary language (%)                      | 95.4                      |
| Education <sup>a</sup> (%)                                 |                           |
| Less than high school                                      | 23.2                      |
| High school or equivalent                                  | 55.6                      |
| Degree                                                     | 8.3                       |
| Certificate                                                | 11.9                      |
| Other                                                      | 0.9                       |
| Employment Status (%)                                      |                           |
| Employed at random assignment                              | 16.1                      |
| Employed part time                                         | 11.8                      |
| Employed full time                                         | 4.3                       |
| Not employed at random assignment but worked in past       | 81.7                      |
| Short-term unemployed                                      | 56.5                      |
| Long-term unemployed                                       | 25.2                      |
| Not employed at random assignment and never worked in past | 2.1                       |
| Household size (number)                                    | 2.8                       |
| Presence of children (%)                                   |                           |
| In households with children                                | 41.8                      |
| In households without children                             | 58.2                      |
| Married or cohabiting (%)                                  | 14.4                      |
| <b>Sample size</b>                                         | <b>3,961</b>              |

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

Note: All values are percentages unless otherwise noted. Individuals in the pilot consist of all GOALS 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)*

<sup>a</sup> “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<br>GOALS group | Percentage of<br>Control group | Difference   |
|------------------------------------------------------------|------------------------------|--------------------------------|--------------|
| Average age (years)                                        | 37.1                         | 37.7                           | -0.6 (0)     |
| Age (%)                                                    |                              |                                |              |
| 18 to 49 years old                                         | 82.6                         | 81.1                           | 1.5 (1.2)    |
| 18 to 24 years old                                         | 13.9                         | 12.5                           | 1.5 (1.1)    |
| 25 to 49 years old                                         | 68.6                         | 68.6                           | 0.0 (1.5)    |
| 50 to 59 years old                                         | 15.2                         | 16.6                           | -1.4 (1.2)   |
| Over 60 years old                                          | 2.2                          | 2.3                            | -0.1 (0.5)   |
| Gender (%)                                                 |                              |                                |              |
| Male                                                       | 39.7                         | 38.5                           | 1.2 (1.5)    |
| Female                                                     | 60.2                         | 61.5                           | -1.3 (1.6)   |
| Other                                                      | 0.1                          | 0.0                            | 0.1 (-)      |
| Race and Ethnicity (%)                                     |                              |                                |              |
| Hispanic                                                   | 15.3                         | 16.0                           | -0.7 (1.0)   |
| Asian                                                      | 0.7                          | 0.5                            | 0.2 (0.2)    |
| Black, non-Hispanic                                        | 23.4                         | 23.6                           | -0.1 (1.3)   |
| Native Hawaiian/Pacific Islander/Native American           | 2.3                          | 2.1                            | 0.2 (0.5)    |
| White, non-Hispanic                                        | 51.3                         | 51.6                           | -0.3 (1.5)   |
| Other, multiple races                                      | 7.0                          | 6.3                            | 0.7 (0.8)    |
| Speak English as primary language (%)                      | 95.2                         | 95.5                           | -0.3 (0.6)   |
| Education <sup>a</sup> (%)                                 |                              |                                |              |
| Less than high school                                      | 24.2                         | 22.3                           | 1.9 (1.3)    |
| High school or equivalent                                  | 54.3                         | 57.0                           | -2.7* (1.6)  |
| Degree                                                     | 8.6                          | 8.0                            | 0.6 (0.9)    |
| Certificate                                                | 12.1                         | 11.8                           | 0.3 (1.0)    |
| Other                                                      | 0.9                          | 1.0                            | -0.1 (0.3)   |
| Employment Status (%)                                      |                              |                                |              |
| Employed at random assignment                              | 16.1                         | 16.2                           | -0.1 (1.2)   |
| Employed part time                                         | 12.1                         | 11.5                           | 0.5 (1.0)    |
| Employed full time                                         | 4.0                          | 4.6                            | -0.6 (0.6)   |
| Not employed at random assignment but worked in past       | 81.3                         | 82.2                           | -0.9 (1.2)   |
| Short-term unemployed                                      | 57.8                         | 55.2                           | 2.6 (1.6)    |
| Long-term unemployed                                       | 23.5                         | 26.9                           | -3.4** (1.4) |
| Not employed at random assignment and never worked in past | 2.6                          | 1.7                            | 0.9** (0.5)  |
| Household size (number)                                    | 2.8                          | 2.8                            | 0.0 (0)      |
| Presence of children (%)                                   |                              |                                |              |
| In households with children                                | 42.3                         | 41.2                           | 1.2 (1.6)    |
| In households without children                             | 57.7                         | 58.8                           | -1.2 (1.6)   |
| Married or cohabiting (%)                                  | 15.0                         | 13.7                           | 1.3 (1.1)    |
| <b>Sample size</b>                                         | <b>1,987</b>                 | <b>1,974</b>                   |              |

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

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

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

<sup>a</sup> “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 GOALS and by type of activities**

| Service                                                                              | GOALS group  |
|--------------------------------------------------------------------------------------|--------------|
| Engaged in GOALS (%)                                                                 | 91.9         |
| Received any services (%)                                                            | 91.9         |
| Assessed (%)                                                                         | 58.3         |
| Started any employment and training related activity (excluding support services)(%) | 90.4         |
| Started activity (%)                                                                 |              |
| Job search                                                                           | 65.8         |
| Job search training                                                                  | 59.4         |
| Post-employment services                                                             | 29.9         |
| Occupational skills training                                                         | 16.9         |
| Basic education                                                                      | 5.7          |
| Social services                                                                      | 5.3          |
| Work-based learning                                                                  | 0.2          |
| Post-secondary education                                                             | 0.0          |
| Completed activity (%)                                                               |              |
| Job search                                                                           | 65.0         |
| Job search training                                                                  | 43.7         |
| Post-employment services                                                             | 23.6         |
| Occupational skills training                                                         | 13.0         |
| Basic education                                                                      | 4.8          |
| Social services                                                                      | 3.1          |
| Work-based learning                                                                  | 0.1          |
| Post-secondary education                                                             | 0.0          |
| Completed activity, among those who started activity (%)                             |              |
| Job search                                                                           | 98.8         |
| Job search training                                                                  | 73.6         |
| Post-employment services                                                             | 78.8         |
| Occupational skills training                                                         | 77.1         |
| Basic education                                                                      | 85.0         |
| Social services                                                                      | 58.5         |
| Work-based learning                                                                  | 50.0         |
| Post-secondary education                                                             | —            |
| <b>Sample size</b>                                                                   | <b>1,987</b> |

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

Note: Engaged in GOALS represents any post-random assignment contact with the pilot (including receipt of case management, orientations, assessments, support services, or activities). Received any service excludes orientations, case management, and support services. Hyphens indicate that detailed information for participants in the activity is not provided because the relevant statistic is undefined since no one participated in the activity.

**Table D.2. Timing of receipt of services**

|                                                                                                                | GOALS group |
|----------------------------------------------------------------------------------------------------------------|-------------|
| Number of different types of activities started (%)                                                            |             |
| 0                                                                                                              | 9.6         |
| 1                                                                                                              | 28.1        |
| 2                                                                                                              | 36.4        |
| 3                                                                                                              | 16.9        |
| 4 or more                                                                                                      | 9.0         |
| Activities started first, among those who started at least one activity (%)                                    |             |
| Started two or more activities on the same day                                                                 | 35.8        |
| Job search                                                                                                     | 37.5        |
| Job search training                                                                                            | 22.6        |
| Post-employment services                                                                                       | 1.4         |
| Occupational skills training                                                                                   | 1.2         |
| Social services                                                                                                | 0.7         |
| Health services                                                                                                | 0.6         |
| Basic education                                                                                                | 0.2         |
| Work-based learning                                                                                            | 0.1         |
| Degree                                                                                                         | 0.0         |
| Financial services                                                                                             | 0.0         |
| Post-secondary education                                                                                       | —           |
| Activities among those participating in only one activity, among individuals who started an activity (%)       |             |
| Job search                                                                                                     | 62.7        |
| Job search training                                                                                            | 31.4        |
| Post-employment services                                                                                       | 3.8         |
| Social services                                                                                                | 0.7         |
| Occupational skills training                                                                                   | 0.7         |
| Health services                                                                                                | 0.5         |
| Basic education                                                                                                | 0.2         |
| Degree                                                                                                         | 0.0         |
| Financial services                                                                                             | 0.0         |
| Work-based learning                                                                                            | 0.0         |
| Post-secondary education                                                                                       | 0.0         |
| Three most frequent combinations of activities in the order started, among those who started more than one (%) |             |
| Job search training and job search                                                                             | 59.6        |
| Job search training and post-employment services                                                               | 31.5        |
| Job search and post-employment services                                                                        | 32.4        |

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

|                                                                                                                             | GOALS group  |
|-----------------------------------------------------------------------------------------------------------------------------|--------------|
| Average time between starting each activity in the most frequent combinations, among those who started more than one (days) |              |
| Job search training and job search                                                                                          | 25.3         |
| Job search training and post-employment services                                                                            | 111.0        |
| Job search and post-employment services                                                                                     | 106.2        |
| Mean length of time engaged in GOALS (days)                                                                                 | 146.5        |
| Length of time active in GOALS, among those who engaged in the GOALS (days)                                                 |              |
| Mean                                                                                                                        | 159.4        |
| 25th percentile                                                                                                             | 89.0         |
| 50th percentile (median)                                                                                                    | 142.0        |
| 75th percentile                                                                                                             | 217.0        |
| Mean length of time in activity, among those in activity (days)                                                             |              |
| Job search training                                                                                                         | 133.6        |
| Social services                                                                                                             | 130.7        |
| Job search                                                                                                                  | 123.8        |
| Post-employment services                                                                                                    | 91.6         |
| Occupational skills training                                                                                                | 88.3         |
| Basic education                                                                                                             | 80.7         |
| Post-secondary education                                                                                                    | —            |
| Work-based learning                                                                                                         | 75.5         |
| <b>Sample size</b>                                                                                                          | <b>1,987</b> |

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

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

**Table D.3. Receipt of support services**

| Type of service                  | GOALS group  |
|----------------------------------|--------------|
| Received any support service (%) | 73.8         |
| <b>Sample size</b>               | <b>1,987</b> |

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

**Table D.4. Participation, completion, and length of engagement by type of occupational skills training, education, and work-based learning activity**

| Type of service                                                                                                | GOALS group  |
|----------------------------------------------------------------------------------------------------------------|--------------|
| Started adult basic education (%)                                                                              | 5.4          |
| Completed adult basic education (%)                                                                            | 4.8          |
| Completed adult basic education, among those who started (%)                                                   | 88.0         |
| Started GED (%)                                                                                                | 0.4          |
| Completed GED (%)                                                                                              | 0.1          |
| Completed GED, among those who started (%)                                                                     | 14.3         |
| Received an occupational skills training credential or certification (%)                                       | 0.0          |
| Type of occupational skills training credential received, among those who received one (top 5 credentials) (%) | —            |
| Received an education degree or certificate (%)                                                                | 0.0          |
| Type of education degree or certificate received, among those who received one (top 5 degrees) (%)             | —            |
| Started work-based learning (%)                                                                                | 0.2          |
| Type of work-based learning, among those who started (%)                                                       | —            |
| Work experience (paid or unpaid)                                                                               | 100.0        |
| Completed work-based learning (%)                                                                              | 0.1          |
| Completed work-based learning, among those who started (%)                                                     | 50.0         |
| <b>Sample size</b>                                                                                             | <b>1,987</b> |

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

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

**Table D.5. Extent and timing of GOALS exits**

|                                                               | GOALS group  |
|---------------------------------------------------------------|--------------|
| Exited GOALS for any reason (%)                               | 78.3         |
| Reason for GOALS exit, among those who exited (%)             |              |
| Terminated                                                    | 49.5         |
| Employed                                                      | 25.5         |
| Discontinued services                                         | 9.2          |
| Other reason                                                  | 7.2          |
| Ineligible to continue                                        | 7.1          |
| Never attended orientation                                    | 1.3          |
| Timing of exit, by quarter (%)                                |              |
| Never exited                                                  | 21.7         |
| In months 1 to 3 after random assignment                      | 22.6         |
| In months 4 to 6 after random assignment                      | 26.0         |
| In months 7 to 9 after random assignment                      | 18.3         |
| In months 10 to 12 after random assignment                    | 11.4         |
| Exited prior to starting any employment and training-activity | 8.6          |
| <b>Sample size</b>                                            | <b>1,987</b> |

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

**Table D.6. Characteristics of GOALS group members by engagement status and assessment status**

|                                                  | Percentage of all GOALS 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                               | 82.6                                  | 82.7                                               | 81.4                                                   | 81.1                               | 84.7**                                 |
| 18 to 24 years old                               | 13.9                                  | 13.8                                               | 15.5                                                   | 13.3                               | 14.9                                   |
| 25 to 49 years old                               | 68.6                                  | 68.9                                               | 65.8                                                   | 67.8                               | 69.8                                   |
| 50 to 59 years old                               | 15.2                                  | 15.3                                               | 14.9                                                   | 17.1                               | 12.7***                                |
| Over 60 years old                                | 2.2                                   | 2.0                                                | 3.7                                                    | 1.8                                | 2.7                                    |
| Gender                                           |                                       |                                                    |                                                        |                                    |                                        |
| Male                                             | 39.7                                  | 39.6                                               | 39.8                                                   | 38.5                               | 41.3                                   |
| Female                                           | 60.2                                  | 60.3                                               | 59.6                                                   | 61.5                               | 58.5                                   |
| Other                                            | 0.1                                   | 0.1                                                | 0.6**                                                  | 0.0                                | 0.2*                                   |
| Race and Ethnicity                               |                                       |                                                    |                                                        |                                    |                                        |
| Hispanic                                         | 15.2                                  | 14.5                                               | 24.2***                                                | 14.9                               | 15.7                                   |
| Asian                                            | 1.1                                   | 1.1                                                | 1.2                                                    | 1.2                                | 1.0                                    |
| Black, non-Hispanic                              | 27.5                                  | 28.0                                               | 22.4                                                   | 27.0                               | 28.3                                   |
| Native Hawaiian/Pacific Islander/Native American | 0.6                                   | 0.4                                                | 1.9**                                                  | 0.4                                | 0.7                                    |
| White, non-Hispanic                              | 66.2                                  | 66.4                                               | 64.6                                                   | 67.4                               | 64.6                                   |
| Other, multiple races                            | 7.2                                   | 7.4                                                | 5.6                                                    | 7.1                                | 7.5                                    |
| Education                                        |                                       |                                                    |                                                        |                                    |                                        |
| Less than high school                            | 24.2                                  | 23.8                                               | 29.2                                                   | 23.0                               | 25.8                                   |
| High school or equivalent                        | 54.3                                  | 54.5                                               | 51.6                                                   | 54.0                               | 54.6                                   |
| Degree                                           | 8.6                                   | 8.8                                                | 5.6                                                    | 9.8                                | 6.8**                                  |
| Certificate                                      | 12.1                                  | 12.1                                               | 11.8                                                   | 12.2                               | 12.0                                   |
| Other                                            | 0.9                                   | 0.8                                                | 1.9                                                    | 0.9                                | 0.8                                    |
| Employment Status                                |                                       |                                                    | †                                                      |                                    |                                        |
| Employed at random assignment                    | 16.1                                  | 16.3                                               | 13.7                                                   | 15.9                               | 16.4                                   |
| Employed part time                               | 75.0                                  | 76.5                                               | 54.5**                                                 | 78.3                               | 70.6                                   |
| Employed full time                               | 25.0                                  | 23.5                                               | 45.5**                                                 | 21.7                               | 29.4                                   |

**Table D.6. Characteristics of GOALS group members by engagement status and assessment status** *(continued)*

|                                                                  | Percentage<br>of all<br>GOALS<br>group<br>members | Percentage<br>of<br>individuals<br>engaged<br>after<br>assignment | Percentage of<br>individuals<br>not engaged<br>after<br>assignment | Percentage<br>of<br>individuals<br>assessed | Percentage<br>of<br>individuals<br>not<br>assessed |
|------------------------------------------------------------------|---------------------------------------------------|-------------------------------------------------------------------|--------------------------------------------------------------------|---------------------------------------------|----------------------------------------------------|
| Employed in prior year                                           | 81.3                                              | 80.9                                                              | 85.7                                                               | 81.0                                        | 81.6                                               |
| Short-term unemployed                                            | 70.8                                              | 71.4                                                              | 64.5*                                                              | 71.1                                        | 70.4                                               |
| Long-term unemployed                                             | 29.1                                              | 28.5                                                              | 35.5*                                                              | 28.9                                        | 29.4                                               |
| Not employed at random<br>assignment and never worked<br>in past | 2.6                                               | 2.8                                                               | 0.6*                                                               | 3.1                                         | 1.9                                                |
| Living situation                                                 |                                                   |                                                                   |                                                                    |                                             |                                                    |
| Married or cohabiting                                            | 15.0                                              | 15.0                                                              | 14.9                                                               | 16.0                                        | 13.5                                               |
| Not married or cohabiting                                        | 85.0                                              | 85.0                                                              | 85.1                                                               | 84.0                                        | 86.5                                               |
| Presence of children                                             |                                                   |                                                                   |                                                                    |                                             |                                                    |
| In households with children                                      | 42.3                                              | 41.8                                                              | 47.8                                                               | 41.8                                        | 43.1                                               |
| In households without<br>children                                | 57.7                                              | 58.2                                                              | 52.2                                                               | 58.2                                        | 56.9                                               |
| Geographic location                                              |                                                   |                                                                   |                                                                    |                                             |                                                    |
|                                                                  |                                                   |                                                                   | ††                                                                 |                                             | †††                                                |
| Southeast region                                                 | 15.3                                              | 15.8                                                              | 9.9**                                                              | 18.6                                        | 10.7***                                            |
| Other regions                                                    | 84.7                                              | 84.2                                                              | 90.1**                                                             | 81.4                                        | 89.3***                                            |
| <b>Sample size</b>                                               | 1,987                                             | 1,826                                                             | 161                                                                | 1,159                                       | 828                                                |

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 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.7. Characteristics of GOALS group members by completion status in most common activities, among individuals who started an activity**

|                                                     | Completed<br>job search | Did not<br>complete<br>job search | Completed<br>job search<br>training | Did not<br>complete<br>job search<br>training | Completed<br>occupational<br>skills<br>training | Did not<br>complete<br>occupational<br>skills<br>training | Completed<br>post-<br>employment<br>services | Did not<br>complete<br>post-<br>employment<br>services |
|-----------------------------------------------------|-------------------------|-----------------------------------|-------------------------------------|-----------------------------------------------|-------------------------------------------------|-----------------------------------------------------------|----------------------------------------------|--------------------------------------------------------|
| Age (%)                                             |                         |                                   |                                     | †                                             |                                                 | †                                                         |                                              | †††                                                    |
| 18 to 49 years old                                  | 82.2                    | 81.3                              | 81.6                                | 83.3                                          | 81.9                                            | 76.6                                                      | 80.2                                         | 82.5                                                   |
| 18 to 24 years old                                  | 14.7                    | 0.0*                              | 12.8                                | 11.9                                          | 10.8                                            | 9.1                                                       | 9.8                                          | 8.7                                                    |
| 25 to 49 years old                                  | 67.5                    | 81.3                              | 68.8                                | 71.4                                          | 71.0                                            | 67.5                                                      | 70.4                                         | 73.8                                                   |
| 50 to 59 years old                                  | 15.9                    | 18.8                              | 16.1                                | 14.1                                          | 15.4                                            | 20.8                                                      | 17.7                                         | 14.3                                                   |
| Over 60 years old                                   | 1.9                     | 0.0                               | 2.3                                 | 2.6                                           | 2.7                                             | 2.6                                                       | 2.1                                          | 3.2                                                    |
| Gender (%)                                          |                         |                                   |                                     |                                               |                                                 | †††                                                       |                                              |                                                        |
| Male                                                | 40.9                    | 43.8                              | 39.5                                | 38.6                                          | 28.2                                            | 39.0*                                                     | 43.5                                         | 26.2***                                                |
| Female                                              | 59.1                    | 56.3                              | 60.4                                | 61.4                                          | 71.8                                            | 61.0*                                                     | 56.3                                         | 73.8***                                                |
| Other                                               | 0.0                     | 0.0                               | 0.1                                 | 0.0                                           | 0.0                                             | 0.0                                                       | 0.2                                          | 0.0                                                    |
| Race and Ethnicity (%)                              |                         |                                   |                                     |                                               |                                                 |                                                           |                                              |                                                        |
| Hispanic                                            | 15.9                    | 6.3                               | 14.2                                | 10.9                                          | 13.9                                            | 6.5*                                                      | 11.1                                         | 9.5                                                    |
| Asian                                               | 1.2                     | 0.0                               | 0.5                                 | 1.3                                           | 0.4                                             | 1.3                                                       | 1.5                                          | 0.0                                                    |
| Black, non-Hispanic                                 | 27.3                    | 12.5                              | 29.0                                | 31.5                                          | 30.9                                            | 35.1                                                      | 28.4                                         | 33.3                                                   |
| Native Hawaiian/Pacific<br>Islander/Native American | 0.5                     | 0.0                               | 0.5                                 | 0.3                                           | 0.0                                             | 1.3*                                                      | 0.0                                          | 0.0                                                    |
| White, non-Hispanic                                 | 66.7                    | 75.0                              | 65.8                                | 62.7                                          | 65.3                                            | 58.4                                                      | 67.4                                         | 62.7                                                   |
| Other, multiple races                               | 6.7                     | 0.0                               | 6.4                                 | 10.0**                                        | 7.3                                             | 6.5                                                       | 8.7                                          | 9.5                                                    |
| Education (%)                                       |                         |                                   |                                     | ††                                            |                                                 |                                                           |                                              | ††                                                     |
| Less than high school                               | 24.8                    | 31.3                              | 22.9                                | 23.2                                          | 22.4                                            | 28.6                                                      | 20.9                                         | 18.3                                                   |
| High school or equivalent                           | 54.1                    | 62.5                              | 53.0                                | 53.7                                          | 53.7                                            | 48.1                                                      | 53.9                                         | 57.9                                                   |
| Degree                                              | 8.7                     | 0.0                               | 9.6                                 | 8.0                                           | 9.7                                             | 5.2                                                       | 10.0                                         | 10.3                                                   |
| Certificate                                         | 11.5                    | 6.3                               | 13.5                                | 14.5                                          | 13.9                                            | 18.2                                                      | 14.5                                         | 11.9                                                   |

**Table D.7. Characteristics of GOALS group members by completion status in most common activities, among individuals who started an activity (continued)**

|                                                                  | Completed<br>job search | Did not<br>complete<br>job search | Completed<br>job search<br>training | Did not<br>complete<br>job search<br>training | Completed<br>occupational<br>skills<br>training | Did not<br>complete<br>occupational<br>skills<br>training | Completed<br>post-<br>employment<br>services | Did not<br>complete<br>post-<br>employment<br>services |
|------------------------------------------------------------------|-------------------------|-----------------------------------|-------------------------------------|-----------------------------------------------|-------------------------------------------------|-----------------------------------------------------------|----------------------------------------------|--------------------------------------------------------|
| Other                                                            | 0.9                     | 0.0                               | 1.0                                 | 0.6                                           | 0.4                                             | 0.0                                                       | 0.6                                          | 1.6                                                    |
| Employment Status (%)                                            |                         |                                   |                                     |                                               |                                                 |                                                           |                                              |                                                        |
| Employed at random<br>assignment                                 | 15.1                    | 12.5                              | 15.4                                | 17.0                                          | 15.8                                            | 20.8                                                      | 14.7                                         | 16.7                                                   |
| Employed part time                                               | 75.4                    | 100.0                             | 75.4                                | 83.0                                          | 70.7                                            | 75.0                                                      | 73.9                                         | 81.0                                                   |
| Employed full time                                               | 24.6                    | 0.0                               | 24.6                                | 17.0                                          | 29.3                                            | 25.0                                                      | 26.1                                         | 19.0                                                   |
| Employed in prior year                                           | 81.9                    | 87.5                              | 81.8                                | 80.1                                          | 79.9                                            | 76.6                                                      | 82.9                                         | 81.0                                                   |
| Short-term unemployed                                            | 71.8                    | 64.3                              | 69.8                                | 68.7                                          | 67.6                                            | 72.9                                                      | 74.6                                         | 71.6                                                   |
| Long-term unemployed                                             | 28.1                    | 35.7                              | 30.1                                | 31.3                                          | 32.4                                            | 27.1                                                      | 25.4                                         | 28.4                                                   |
| Not employed at random<br>assignment and never worked<br>in past | 3.0                     | 0.0                               | 2.8                                 | 2.9                                           | 4.2                                             | 2.6                                                       | 2.3                                          | 2.4                                                    |
| Living situation (%)                                             |                         |                                   |                                     |                                               |                                                 |                                                           |                                              |                                                        |
| Married or cohabiting                                            | 15.3                    | 6.3                               | 15.0                                | 14.1                                          | 17.0                                            | 5.2***                                                    | 17.3                                         | 13.5                                                   |
| Not married or cohabiting                                        | 84.7                    | 93.8                              | 85.0                                | 85.9                                          | 83.0                                            | 94.8***                                                   | 82.7                                         | 86.5                                                   |
| Presence of children (%)                                         |                         |                                   |                                     | ††                                            |                                                 | ††                                                        |                                              | †                                                      |
| In households with children                                      | 40.9                    | 56.3                              | 38.9                                | 44.7*                                         | 47.9                                            | 46.8                                                      | 38.4                                         | 42.9                                                   |
| In households without children                                   | 59.1                    | 43.8                              | 61.1                                | 55.3*                                         | 52.1                                            | 53.2                                                      | 61.6                                         | 57.1                                                   |
| Geographic location (%)                                          |                         | ††                                |                                     | †††                                           |                                                 | †                                                         |                                              | †††                                                    |
| Southeast region                                                 | 16.6                    | 25.0                              | 12.0                                | 11.3                                          | 17.8                                            | 20.8                                                      | 19.8                                         | 23.0                                                   |
| Other regions                                                    | 83.4                    | 75.0                              | 88.0                                | 88.7                                          | 82.2                                            | 79.2                                                      | 80.2                                         | 77.0                                                   |
| <b>Sample size</b>                                               | <b>1,291</b>            | <b>16</b>                         | <b>869</b>                          | <b>311</b>                                    | <b>259</b>                                      | <b>77</b>                                                 | <b>469</b>                                   | <b>126</b>                                             |

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

\*\*\*/\*\*/\* Difference between who completed and those who did not significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

†††/††/† Difference across groups defined by individual characteristics significantly different at the 0.01/0.05/0.10 level, two-tailed test.

**Table D.8. Timing of when GOALS group members first participated in services and activities, by Quarter after random assignment**

|                                                          | All<br>GOALS<br>group<br>members | Participation during each quarter |      |      |     | Cumulative participation across quarters |      |      |      |
|----------------------------------------------------------|----------------------------------|-----------------------------------|------|------|-----|------------------------------------------|------|------|------|
|                                                          |                                  | Q1                                | Q2   | Q3   | Q4  | Q1                                       | Q2   | Q3   | Q4   |
| Engaged in GOALS (%)                                     | 91.9                             | 91.4                              | 0.3  | 0.1  | 0.2 | 91.4                                     | 91.7 | 91.7 | 91.9 |
| Received any services (%)                                | 91.9                             | 91.4                              | 0.3  | 0.1  | 0.2 | 91.4                                     | 91.7 | 91.7 | 91.9 |
| Assessed (%)                                             | 58.3                             | 56.6                              | 0.9  | 0.5  | 0.4 | 56.6                                     | 57.5 | 57.9 | 58.3 |
| Started any employment and training related activity (%) | 90.4                             | 89.6                              | 0.5  | 0.1  | 0.3 | 89.6                                     | 90.1 | 90.2 | 90.4 |
| Started activity (%):                                    |                                  |                                   |      |      |     |                                          |      |      |      |
| Job search                                               | 65.8                             | 65.3                              | 0.2  | 0.2  | 0.2 | 65.3                                     | 65.4 | 65.6 | 65.8 |
| Job search training                                      | 59.4                             | 54.4                              | 2.5  | 1.4  | 1.1 | 54.4                                     | 56.9 | 58.3 | 59.4 |
| Post-employment services                                 | 29.9                             | 17.1                              | 8.2  | 3.0  | 1.7 | 17.1                                     | 25.3 | 28.2 | 29.9 |
| Occupational skills training                             | 16.9                             | 12.5                              | 3.0  | 0.7  | 0.8 | 12.5                                     | 15.5 | 16.2 | 16.9 |
| Basic education                                          | 5.7                              | 4.3                               | 0.7  | 0.3  | 0.4 | 4.3                                      | 5.0  | 5.3  | 5.7  |
| Social services                                          | 5.3                              | 3.7                               | 0.9  | 0.5  | 0.3 | 3.7                                      | 4.6  | 5.1  | 5.3  |
| Completed activity, among those who started (%):         |                                  |                                   |      |      |     |                                          |      |      |      |
| Job search                                               | 98.8                             | 45.0                              | 39.9 | 10.3 | 3.6 | 45.0                                     | 84.9 | 95.2 | 98.8 |

**Table D.8. Timing of when GOALS group members first participated in services and activities, by Quarter after random assignment** *(continued)*

|                                                 | All<br>GOALS<br>group<br>members | Participation during each quarter |      |      |      | Cumulative participation across quarters |      |      |      |
|-------------------------------------------------|----------------------------------|-----------------------------------|------|------|------|------------------------------------------|------|------|------|
|                                                 |                                  | Q1                                | Q2   | Q3   | Q4   | Q1                                       | Q2   | Q3   | Q4   |
| Job search training                             | 73.6                             | 28.5                              | 30.4 | 9.7  | 5.1  | 28.5                                     | 58.9 | 68.6 | 73.6 |
| Post-employment services                        | 78.8                             | 10.8                              | 37.5 | 22.2 | 8.4  | 10.8                                     | 48.2 | 70.4 | 78.8 |
| Occupational skills training                    | 77.1                             | 29.5                              | 29.8 | 12.5 | 5.4  | 29.5                                     | 59.2 | 71.7 | 77.1 |
| Basic education                                 | 85.0                             | 32.7                              | 38.1 | 7.1  | 7.1  | 32.7                                     | 70.8 | 77.9 | 85.0 |
| Social services                                 | 58.5                             | 8.5                               | 23.6 | 19.8 | 6.6  | 8.5                                      | 32.1 | 51.9 | 58.5 |
| Certification and degrees (%)                   |                                  |                                   |      |      |      |                                          |      |      |      |
| Received a training credential or certification | 0.0                              | 0.0                               | 0.0  | 0.0  | 0.0  | 0.0                                      | 0.0  | 0.0  | 0.0  |
| Received an education degree or certificate     | 0.0                              | 0.0                               | 0.0  | 0.0  | 0.0  | 0.0                                      | 0.0  | 0.0  | 0.0  |
| Exited GOALS for any reason (%)                 | 78.3                             | 22.7                              | 26.0 | 18.3 | 11.4 | 22.7                                     | 48.6 | 66.9 | 78.3 |
| <b>Sample Size</b>                              | <b>1,987</b>                     |                                   |      |      |      |                                          |      |      |      |

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

Note: Engaged in GOALS 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 engagement and service use rates among GOALS group members with different characteristics. Subgroups were defined by reported baseline characteristics, including age, barriers to employment,<sup>5</sup> presence of children in the household, extent of recent employment history, and household income relative to the federal poverty level.

The patterns of service use did not vary much for GOALS group members with different characteristics (Appendix Table D.9). The largest differences in service use occurred for subgroups defined by age at random assignment. GOALS group members age 18 to 24 had the lowest rates of participation in job search training and occupational skills training, compared with older GOALS group members. They also were the least likely to receive employment retention services – as were GOALS group members who entered the evaluation with the most severe barriers to employment. Finally, GOALS group members with household incomes below 50 percent of the federal poverty level had a higher incidence of participation in supervised job search and a lower incidence of attendance in occupational skills training courses, compared with GOALS group members with higher incomes.

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

**Table D.9. Participation in pilot and services, by subgroup**

|                                                      | Sample size | Engaged in GOALS | Assessed | Started any employment and training related activity | Started key activity: |                          |            |                              | Completed key activity: |                          |            |                              |
|------------------------------------------------------|-------------|------------------|----------|------------------------------------------------------|-----------------------|--------------------------|------------|------------------------------|-------------------------|--------------------------|------------|------------------------------|
|                                                      |             |                  |          |                                                      | Job search training   | Post-employment services | Job search | Occupational skills training | Job search training     | Post-employment Services | Job search | Occupational skills training |
| Age (%)                                              |             |                  |          |                                                      |                       |                          |            |                              |                         |                          |            |                              |
| 18 to 24 years old                                   | 277         | 91.0             | 55.6     | 88.4                                                 | 53.4                  | 20.6                     | 68.6       | 12.6                         | 40.1                    | 16.6                     | 68.6       | 10.1                         |
| 25 to 49 years old                                   | 1364        | 92.2             | 57.6     | 90.9                                                 | 60.1                  | 31.0                     | 64.8       | 17.3                         | 43.8                    | 24.2                     | 63.9       | 13.5                         |
| 50 years and older                                   | 346         | 91.3             | 63.3†    | 90.2                                                 | 61.3†                 | 33.2†††                  | 67.3       | 18.8†                        | 46.2                    | 26.9†††                  | 66.5       | 13.6                         |
| Presence of children (%)                             |             |                  |          |                                                      |                       |                          |            |                              |                         |                          |            |                              |
| Individuals in households with children              | 841         | 90.8             | 57.6     | 89.4                                                 | 56.7                  | 27.8                     | 63.9       | 19.0                         | 40.2                    | 21.4                     | 62.8       | 14.7                         |
| Individuals in households without children           | 1,146       | 92.7             | 58.9     | 91.2                                                 | 61.3††                | 31.5†                    | 67.2       | 15.4††                       | 46.3†††                 | 25.2††                   | 66.6†      | 11.8†                        |
| Employment history (%)                               |             |                  |          |                                                      |                       |                          |            |                              |                         |                          |            |                              |
| Employed in 12 months prior to random assignment     | 1,500       | 92.5             | 58.0     | 90.8                                                 | 58.3                  | 30.7                     | 65.7       | 16.3                         | 42.7                    | 24.3                     | 65.0       | 12.3                         |
| Not employed in 12 months prior to random assignment | 487         | 90.1†            | 59.3     | 89.3                                                 | 62.8                  | 27.7                     | 65.9       | 18.7                         | 47.0                    | 21.6                     | 64.9       | 15.2                         |
| Barrier to employment (%)                            |             |                  |          |                                                      |                       |                          |            |                              |                         |                          |            |                              |

**Table D.9. Participation in pilot and services, by subgroup** *(continued)*

|                                                                                                      | Sample size | Engaged in GOALS | Assessed | Started any employment and training related activity | Started key activity: |                          |            |                              | Completed key activity: |                          |            |                              |
|------------------------------------------------------------------------------------------------------|-------------|------------------|----------|------------------------------------------------------|-----------------------|--------------------------|------------|------------------------------|-------------------------|--------------------------|------------|------------------------------|
|                                                                                                      |             |                  |          |                                                      | Job search training   | Post-employment services | Job search | Occupational skills training | Job search training     | Post-employment Services | Job search | Occupational skills training |
| Least barriers (employed in past 12 months and completed high school or equivalent)                  | 1,153       | 93.1             | 58.3     | 91.8                                                 | 59.3                  | 32.6                     | 65.0       | 16.8                         | 43.5                    | 25.3                     | 64.4       | 12.9                         |
| Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)  | 686         | 90.5             | 60.1     | 88.8                                                 | 59.0                  | 26.5                     | 67.1       | 16.5                         | 43.4                    | 22.0                     | 65.9       | 12.8                         |
| Greatest barriers (not employed in past 12 months and completed less than high school or equivalent) | 141         | 89.4†            | 51.1     | 88.7†                                                | 61.0                  | 26.2††                   | 66.0       | 20.6                         | 46.1                    | 18.4†                    | 65.2       | 15.6                         |
| Household income (%)                                                                                 |             |                  |          |                                                      |                       |                          |            |                              |                         |                          |            |                              |
| Less than 50% of FPL                                                                                 | 1,362       | 92.6             | 58.5     | 91.1                                                 | 61.8                  | 30.7                     | 65.6       | 16.2                         | 45.3                    | 23.9                     | 64.8       | 12.7                         |
| Greater than or equal to 50% of FPL                                                                  | 522         | 91.8             | 60.1     | 90.0                                                 | 56.5                  | 27.6                     | 66.3       | 19.7††                       | 41.6                    | 22.0                     | 65.5       | 14.6††                       |
| Geographic location (%)                                                                              |             |                  |          |                                                      |                       |                          |            |                              |                         |                          |            |                              |
| Southeast region                                                                                     | 305         | 94.8             | 70.8     | 93.8                                                 | 45.6                  | 40.0                     | 71.5       | 20.3                         | 34.1                    | 30.5                     | 70.2       | 15.1                         |

**Table D.9. Participation in pilot and services, by subgroup** *(continued)*

|               | Sample size | Engaged in GOALS | Assessed | Started any employment and training related activity | Started key activity: |                          |            |                              | Completed key activity: |                          |            |                              |
|---------------|-------------|------------------|----------|------------------------------------------------------|-----------------------|--------------------------|------------|------------------------------|-------------------------|--------------------------|------------|------------------------------|
|               |             |                  |          |                                                      | Job search training   | Post-employment services | Job search | Occupational skills training | Job search training     | Post-employment Services | Job search | Occupational skills training |
| Other regions | 1682        | 91.4††           | 56.1†††  | 89.8††                                               | 61.9†††               | 28.1†††                  | 64.7††     | 16.3†                        | 45.5†††                 | 22.4†††                  | 64.0††     | 12.7                         |

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 GOALS or existing SNAP E&T services**

| Service                                                                               | GOALS group  | Control group | Difference    |
|---------------------------------------------------------------------------------------|--------------|---------------|---------------|
| Assessed (%)                                                                          | 58.4         | 31.1          | 27.3*** (1.4) |
| Started any employment and training related activity (excluding support services) (%) | 90.5         | 74.3          | 16.2*** (1.1) |
| Started activity (%)                                                                  |              |               |               |
| Job search                                                                            | 65.8         | 56.8          | 9.1*** (1.4)  |
| Job search training                                                                   | 59.4         | 38.5          | 20.9*** (1.4) |
| Post-employment services                                                              | 29.9         | 16.6          | 13.3*** (1.3) |
| Occupational skills training                                                          | 17.0         | 3.6           | 13.4*** (0.9) |
| Basic education                                                                       | 5.7          | 1.0           | 4.7*** (0.6)  |
| Social services                                                                       | 5.4          | 0.2           | 5.1*** (0.5)  |
| <b>Sample size</b>                                                                    | <b>1,987</b> | <b>1,974</b>  |               |

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 GOALS services, existing SNAP E&T services, or community-offered services**

| Service                                                                                            | GOALS group | Control group | Difference    |
|----------------------------------------------------------------------------------------------------|-------------|---------------|---------------|
| Completed career assessment tests (%)                                                              | 39.4        | 33.1          | 6.4** (2.5)   |
| Participated in job search training or assistance activities or education or training programs (%) | 49.3        | 38.8          | 10.5*** (2.6) |
| Participated in job search training or assistance activities (%)                                   | 37.5        | 27.5          | 10.1*** (2.4) |
| Participated in education or training programs (%)                                                 | 29.5        | 21.6          | 7.9*** (2.3)  |
| General job skills training                                                                        | 15.4        | 9.3           | 6.1*** (1.7)  |
| Occupational skills training                                                                       | 18.7        | 10.7          | 8.1*** (1.8)  |
| Education                                                                                          | 13.0        | 11.2          | 1.8 (1.7)     |
| Work-based learning                                                                                | 0.1         | 0.1           | 0.0 (0.1)     |
| <b>Sample size</b>                                                                                 | <b>926</b>  | <b>855</b>    |               |

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

| Service                                                                                            | Quarter 1   |               |              | Quarter 2   |               |             | Quarter 3   |               |            | Quarter 4   |               |            |
|----------------------------------------------------------------------------------------------------|-------------|---------------|--------------|-------------|---------------|-------------|-------------|---------------|------------|-------------|---------------|------------|
|                                                                                                    | GOALS group | Control group | Difference   | GOALS group | Control group | Difference  | GOALS group | Control group | Difference | GOALS group | Control group | Difference |
| Completed career assessment tests                                                                  | 11.0        | 7.1           | 3.9*** (1.5) | 9.6         | 7.1           | 2.5* (1.4)  | 7.4         | 6.5           | 0.9 (1.3)  | 6.9         | 6.8           | 0.1 (1.4)  |
| Participated in job search training or assistance activities or education or training programs (%) | 18.1        | 12.5          | 5.6*** (1.9) | 16.2        | 11.9          | 4.3** (1.8) | 12.4        | 10.4          | 2.1 (1.6)  | 11.4        | 11.1          | 0.3 (1.7)  |
| Participated in job search training or assistance activities                                       | 11.9        | 6.6           | 5.3*** (1.5) | 9.5         | 6.1           | 3.4** (1.4) | 7.0         | 4.9           | 2.0* (1.2) | 6.5         | 5.0           | 1.5 (1.2)  |
| Participated in education or training programs                                                     | 18.1        | 12.5          | 5.6*** (1.9) | 16.2        | 11.9          | 4.3** (1.8) | 12.4        | 10.4          | 2.1 (1.6)  | 11.4        | 11.1          | 0.3 (1.7)  |
| <b>Sample size</b>                                                                                 | <b>926</b>  | <b>855</b>    |              | <b>926</b>  | <b>855</b>    |             | <b>926</b>  | <b>855</b>    |            | <b>926</b>  | <b>855</b>    |            |

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 GOALS and existing SNAP E&T services**

| Service                                                                  | GOALS group  | Control group | Difference    |
|--------------------------------------------------------------------------|--------------|---------------|---------------|
| Completed activity (%)                                                   |              |               |               |
| Job search                                                               | 65.0         | 56.2          | 8.9*** (1.4)  |
| Job search training                                                      | 43.8         | 28.7          | 15.1*** (1.4) |
| Post-employment services                                                 | 23.6         | 15.0          | 8.5*** (1.2)  |
| Occupational skills training                                             | 13.1         | 3.2           | 9.9*** (0.9)  |
| Basic education                                                          | 4.8          | 0.8           | 4.0*** (0.5)  |
| Social services                                                          | 3.1          | 0.2           | 2.9*** (0.4)  |
| Received an occupational skills training credential or certification (%) | 0.0          | 0.0           | 0.0 (0.0)     |
| <b>Sample size</b>                                                       | <b>1,987</b> | <b>1,974</b>  |               |

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**

|                                                                                            | GOALS group | Control group | Difference   |
|--------------------------------------------------------------------------------------------|-------------|---------------|--------------|
| Mean length of time spent in all activities and programs (months)                          | 1.4         | 1.1           | 0.3* (0.2)   |
| Mean number of hours per week spent in program                                             | 5.3         | 3.3           | 2.0*** (1)   |
| Percentage of individuals who are still in the program as of the survey interview date (%) |             |               |              |
| All activities                                                                             | 8.0         | 8.9           | -1.0 (1.5)   |
| Programs with general job skills training                                                  | 3.6         | 3.4           | 0.1 (1.0)    |
| Programs with occupational skills training                                                 | 4.5         | 3.8           | 0.7 (1.1)    |
| Programs with education                                                                    | 4.5         | 6.1           | -1.6 (1.2)   |
| Programs with work-based learning                                                          | 0.0         | 0.1           | -0.1 (0.1)   |
| Percentage who completed the program (%)                                                   |             |               |              |
| All activities                                                                             | 18.5        | 11.5          | 6.9*** (1.8) |
| Programs with general job skills training                                                  | 10.4        | 5.5           | 4.9*** (1.4) |
| Programs with occupational skills training                                                 | 11.4        | 6.5           | 4.9*** (1.3) |
| Programs with education                                                                    | 6.8         | 4.6           | 2.2* (1.2)   |
| Programs with work-based learning                                                          | 0.1         | 0.0           | 0.1 (0.1)    |
| Type of certificate or degree/diploma received (%)                                         |             |               |              |
| Participation/attendance                                                                   | 2.1         | 1.2           | 0.9 (0.6)    |
| Adult basic education                                                                      | 0.0         | 0.0           | 0.0 (0.0)    |
| High school diploma / GED                                                                  | 1.3         | 1.1           | 0.1 (0.6)    |
| Associate's degree                                                                         | 0.5         | 0.1           | 0.4* (0.3)   |
| Bachelor's degree                                                                          | 0.1         | 0.0           | 0.1* (0.1)   |
| English proficiency certification or TOEFL                                                 | 0.0         | 0.0           | 0.0 (0.0)    |
| Occupational certificate or license                                                        | 10.4        | 6.6           | 3.8*** (1.3) |
| Other                                                                                      | 1.4         | 0.4           | 1.0** (0.5)  |
| <b>Sample size</b>                                                                         | <b>926</b>  | <b>855</b>    |              |

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**

|                                                                                                   | GOALS group | Control group | Difference   |
|---------------------------------------------------------------------------------------------------|-------------|---------------|--------------|
| Percentage who completed the program, among those participants who started (%)                    |             |               |              |
| All activities                                                                                    | 65.4        | 54.8          | 10.7** (5.0) |
| Programs with general job skills training                                                         | 35.9        | 25.7          | 10.1** (4.5) |
| Programs with occupational skills training                                                        | 40.3        | 31.2          | 9.1** (4.5)  |
| Programs with education                                                                           | 22.3        | 21.9          | 0.4 (4.2)    |
| Programs with work-based learning                                                                 | 0.2         | 0.0           | 0.2 (0.2)    |
| Percentage who received a diploma, degree, certification, or license after completing program (%) |             |               |              |
| All activities                                                                                    | 54.6        | 44.1          | 10.6** (4.9) |
| Programs with general job skills training                                                         | 27.9        | 20.0          | 7.9** (3.9)  |
| Programs with occupational skills training                                                        | 35.2        | 26.4          | 8.7** (4.2)  |
| Programs with education                                                                           | 19.3        | 18.0          | 1.3 (4.0)    |
| Programs with work-based learning                                                                 | 0.2         | 0.0           | 0.2 (0.2)    |
| Type of certificate or degree/diploma received (%)                                                |             |               |              |
| Participation/attendance                                                                          | 6.7         | 5.5           | 1.2 (2.2)    |
| Adult basic education                                                                             | 0.0         | 0.0           | 0.0 (0.0)    |
| High school diploma / GED                                                                         | 4.1         | 5.4           | -1.3 (2.3)   |
| Associate's degree                                                                                | 2.0         | 0.5           | 1.6* (0.8)   |
| Bachelor's degree                                                                                 | 0.5         | 0.0           | 0.5 (0.3)    |
| English proficiency certification or TOEFL                                                        | 0.0         | 0.0           | 0.0 (0.0)    |
| Occupational certificate or license                                                               | 38.7        | 31.4          | 7.3* (4.4)   |
| Other                                                                                             | 4.8         | 1.9           | 2.9* (1.7)   |
| <b>Sample size</b>                                                                                | <b>926</b>  | <b>855</b>    |              |

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 GOALS, existing SNAP E&T, or community-offered programs**

| Service                                                                                              | GOALS group | Control group | Difference    |
|------------------------------------------------------------------------------------------------------|-------------|---------------|---------------|
| Received career counseling or one-on-one assistance from employment professional or case manager (%) | 54.4        | 44.8          | 9.6*** (2.6)  |
| Average number of contacts with an employment professional or case manager                           | 11.1        | 8.3           | 2.8*** (1)    |
| Mode of contacts (%)                                                                                 |             |               |               |
| Mostly in person                                                                                     | 75.5        | 69.2          | 6.3* (3.3)    |
| Mostly by phone                                                                                      | 12.5        | 17.5          | -5.1** (2.5)  |
| Equally in person and by phone                                                                       | 10.3        | 12.9          | -2.5 (2.3)    |
| Any support service (excluding mental health or substance use counseling)                            | 57.7        | 46.6          | 11.1*** (2.6) |
| Any support service                                                                                  | 62.5        | 53.4          | 9.1*** (2.6)  |
| Childcare assistance including vouchers or funds (%)                                                 | 8.3         | 6.8           | 1.5 (1.2)     |
| Transportation assistance (such as gas cards or bus passes) (%)                                      | 41.3        | 28.1          | 13.2*** (2.4) |
| Housing assistance (%)                                                                               | 15.3        | 15.6          | -0.4 (1.9)    |
| Mental health or substance use counseling (%)                                                        | 19.3        | 17.3          | 2.0 (2.1)     |
| Clothes, uniforms, tools, or other supplies and equipment (%)                                        | 23.3        | 12.0          | 11.3*** (1.9) |
| Other (%)                                                                                            | 4.6         | 6.2           | -1.5 (1.2)    |
| <b>Sample size</b>                                                                                   | <b>926</b>  | <b>855</b>    |               |

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.8 through E.12 show differences between the GOALS group and the control group 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; individuals living in households with and without children; and individuals in households with income less than 50 percent of the FPL or with income greater than or equal to this threshold. In addition, given that one of the four Kansas pilot regions did not offer an existing SNAP E&T program, which could result in greater participation differences between the GOALS and control group in that region, a final examined subgroup separates that region from the other three regions. All findings are based on the 12-month follow-up survey.

In each of the identified subgroups, large proportions of both GOALS and control group members participated in services within the 12-month follow-up period. Across the subgroups, participation in services among GOALS group members was generally higher than among control group members. With some exceptions, noted below, differences between the two research groups do not appear to be concentrated among individuals with certain characteristics.

Across the age subgroups, for example, participation rates in any services were generally higher in the GOALS group than in the control group. The differences were generally larger for individuals who were age 50 and older than for the two younger subgroups. These differences, however, were not statistically significant across the subgroups.

Across the barriers to employment subgroups, differences between the GOALS and control groups in participating in services were generally larger for individuals with the greatest barriers to employment than for those with the least barriers, and differences often were not apparent or were not statistically significant for individuals with moderate levels of barriers.

For the subgroups based on recent employment history, differences between the GOALS and control groups in participating in any services were observed for individuals who had employment at some point in the 12 months before random assignment; but differences were not observed among individuals who had no employment in the year before random assignment. The pattern was the same for job search training and assistance and for education or training.

Differences between the GOALS and control groups in participation in services were similar for individuals with and without children in their households.

Among individuals in households with income lower or higher than 50 percent of the Federal poverty level, differences between the GOALS and control groups in participation were statistically significant for individuals with lower income levels and generally not statistically significant for individuals with higher income levels. In addition, the differences were not statistically significant across the two subgroups.

GOALS-control group differences in participating in any services were evident both for individuals in the one region (southeast) in which existing SNAP E&T services were *not* available to control group members and for individuals in the other three regions in which existing SNAP E&T services were available (not shown in Appendix Tables). Participation differences were larger for the southeast region than for the other three regions (grouped together); essentially, control group participation rates were lower in southeast than control group participation rates in the other regions while the GOALS group participation rates were similar across the two groupings of regions. The differences in participation and length of stay between the two research groups were statistically significant across the two subgroups.

**Table E.8. Service use, by age**

| Service                                                                                                  | Age 18 to 24 |               |             | Age 25 to 49 |               |               | Age 50 or older |               |               |
|----------------------------------------------------------------------------------------------------------|--------------|---------------|-------------|--------------|---------------|---------------|-----------------|---------------|---------------|
|                                                                                                          | GOALS group  | Control group | Difference  | GOALS group  | Control group | Difference    | GOALS group     | Control group | Difference    |
| Received career counseling or one-on-one assistance from employment professional or case manager (%)     | 41.4         | 30.2          | 11.2 (7.2)  | 56.1         | 44.6          | 11.6*** (3.2) | 57.0            | 55.0          | 2.0 (5.8)     |
| Completed career assessment tests (%)                                                                    | 30.8         | 27.1          | 3.7 (6.9)   | 40.7         | 33.9          | 6.7** (3.1)   | 39.8            | 33.7          | 6.1 (5.3)     |
| Participated in job search training or assistance activities or education or training programs (%)       | 44.6         | 32.8          | 11.9 (7.5)  | 48.9         | 40.8          | 8.1** (3.2)   | 53.0            | 35.3          | 17.7*** (5.6) |
| Participated in job search training or assistance activities (%)                                         | 26.9         | 16.7          | 10.2* (6.1) | 36.6         | 28.5          | 8.2*** (3.0)  | 47.8            | 31.0          | 16.8*** (5.4) |
| Participated in education or training programs (%)                                                       | 29.4         | 22.8          | 6.7 (6.3)   | 29.2         | 22.8          | 6.4** (2.8)   | 29.8            | 16.4          | 13.4*** (4.6) |
| Type of services received (%)                                                                            |              |               |             |              |               |               |                 |               |               |
| General job skills training                                                                              | 13.0         | 4.6           | 8.4** (3.9) | 14.7         | 9.7           | 5.0** (2.1)   | 18.6            | 10.8          | 7.8** (3.9)   |
| Occupational skills training                                                                             | 12.7         | 7.8           | 4.9 (4.2)   | 19.3         | 11.8          | 7.5*** (2.3)  | 20.0            | 8.4           | 11.5*** (3.6) |
| Adult basic education                                                                                    | 18.6         | 15.5          | 3.1 (5.5)   | 13.0         | 12.1          | 1.0 (2.1)     | 9.2             | 5.3           | 3.9 (2.8)     |
| Work-based learning                                                                                      | 0.0          | 0.0           | 0.0 (0.0)   | 0.0          | 0.1           | -0.1 (0.1)    | 0.4             | 0.0           | 0.4 (0.3)     |
| On-the-job training                                                                                      | 0.0          | 0.0           | 0.0 (0.0)   | 0.0          | 0.1           | -0.1 (0.1)    | 0.4             | 0.0           | 0.4 (0.3)     |
| General job skills training, occupational skills training, adult basic education, or work-based learning | 29.3         | 22.8          | 6.6 (6.3)   | 29.1         | 22.7          | 6.4** (2.8)   | 28.5            | 16.4          | 12.1*** (4.6) |

**Table E.8. Service use, by age** *(continued)*

| Service                                                                   | Age 18 to 24 |               |            | Age 25 to 49 |               |               | Age 50 or older |               |               |
|---------------------------------------------------------------------------|--------------|---------------|------------|--------------|---------------|---------------|-----------------|---------------|---------------|
|                                                                           | GOALS group  | Control group | Difference | GOALS group  | Control group | Difference    | GOALS group     | Control group | Difference    |
| Mean length of time spent in all activities and programs (months)         | 1.2          | 1.3           | -0.2 (0.4) | 1.5          | 1.1           | 0.4* (0.2)    | 1.2             | 0.9           | 0.3 (0.3)     |
| Percentage who completed the program (all activities) (%)                 | 16.5         | 10.6          | 5.9 (4.9)  | 17.9         | 12.0          | 5.9*** (2.2)  | 21.1            | 10.4          | 10.6*** (3.9) |
| Received certificate or degree/diploma (%)                                | 7.6          | 6.2           | 1.4 (3.5)  | 10.9         | 7.0           | 3.8** (1.7)   | 10.0            | 5.1           | 4.9* (2.5)    |
| Any support service                                                       | 49.9         | 49.6          | 0.4 (7.9)  | 65.1         | 54.1          | 11.0*** (3.2) | 62.8            | 53.2          | 9.5* (5.6)    |
| Any support service (excluding mental health or substance use counseling) | 44.7         | 37.5          | 7.1 (7.3)  | 59.8         | 48.1          | 11.7*** (3.2) | 59.8            | 47.1          | 12.7** (5.6)  |
| <b>Sample size</b>                                                        | <b>105</b>   | <b>96</b>     |            | <b>620</b>   | <b>574</b>    |               | <b>201</b>      | <b>185</b>    |               |

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.9. Service use, by severity of barriers to employment**

| Service                                                                                              | Least barriers<br>(employed in past 12 months and<br>completed high school<br>or equivalent) |                  |               | Moderate barriers<br>(not employed in past 12 months<br>or completed less than high<br>school or equivalent) |                  |            | Greatest barriers<br>(not employed in past 12 months<br>and completed less than high<br>school or equivalent) |                  |                  |
|------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|------------------|---------------|--------------------------------------------------------------------------------------------------------------|------------------|------------|---------------------------------------------------------------------------------------------------------------|------------------|------------------|
|                                                                                                      | GOALS<br>group                                                                               | Control<br>group | Difference    | GOALS<br>group                                                                                               | Control<br>group | Difference | GOALS<br>group                                                                                                | Control<br>group | Difference       |
| Received career counseling or one-on-one assistance from employment professional or case manager (%) | 55.3                                                                                         | 48.1             | 7.1** (3.4)   | 49.9                                                                                                         | 41.3             | 8.6* (4.6) | 72.6                                                                                                          | 35.9             | 36.7***†† (9.9)  |
| Completed career assessment tests (%)                                                                | 41.7                                                                                         | 37.4             | 4.4 (3.3)     | 34.8                                                                                                         | 27.7             | 7.1* (4.1) | 45.9                                                                                                          | 26.5             | 19.4* (9.9)      |
| Participated in job search training or assistance activities or education or training programs (%)   | 52.6                                                                                         | 39.0             | 13.5*** (3.4) | 41.1                                                                                                         | 38.7             | 2.4 (4.5)  | 60.6                                                                                                          | 36.4             | 24.2***† (9.9)   |
| Participated in job search training or assistance activities (%)                                     | 39.3                                                                                         | 28.9             | 10.4*** (3.1) | 32.5                                                                                                         | 26.4             | 6.1 (4.2)  | 43.9                                                                                                          | 19.8             | 24.0** (9.4)     |
| Participated in education or training programs (%)                                                   | 31.5                                                                                         | 20.2             | 11.3*** (3.0) | 21.9                                                                                                         | 23.0             | -1.1 (3.7) | 45.0                                                                                                          | 26.9             | 18.1*†† (9.3)    |
| Type of services received (%)                                                                        |                                                                                              |                  |               |                                                                                                              |                  |            |                                                                                                               |                  |                  |
| General job skills training                                                                          | 16.9                                                                                         | 9.5              | 7.4*** (2.3)  | 10.7                                                                                                         | 9.8              | 0.9 (2.5)  | 24.3                                                                                                          | 5.9              | 18.4***†† (6.7)  |
| Occupational skills training                                                                         | 22.3                                                                                         | 11.1             | 11.1*** (2.5) | 11.1                                                                                                         | 11.1             | 0.0 (2.6)  | 24.9                                                                                                          | 5.5              | 19.4***††† (6.6) |
| Adult basic education                                                                                | 11.8                                                                                         | 8.7              | 3.1 (2.0)     | 11.0                                                                                                         | 12.8             | -1.7 (2.9) | 37.1                                                                                                          | 25.5             | 11.5 (8.9)       |
| Work-based learning                                                                                  | 0.1                                                                                          | 0.0              | 0.1 (0.1)     | 0.0                                                                                                          | 0.2              | -0.2 (0.2) | 0.2                                                                                                           | 0.0              | 0.2***† (0.1)    |
| On-the-job training                                                                                  | 0.1                                                                                          | 0.0              | 0.1 (0.1)     | 0.0                                                                                                          | 0.2              | -0.2 (0.2) | 0.2                                                                                                           | 0.0              | 0.2***† (0.1)    |
| General job skills training, occupational skills training,                                           | 31.4                                                                                         | 20.1             | 11.3*** (3.0) | 21.1                                                                                                         | 23.0             | -1.9 (3.6) | 44.9                                                                                                          | 26.9             | 18.1*††† (9.3)   |

**Table E.9. Service use, by severity of barriers to employment** *(continued)*

| Service                                                                         | Least barriers<br>(employed in past 12 months and<br>completed high school<br>or equivalent) |                  |              | Moderate barriers<br>(not employed in past 12 months<br>or completed less than high<br>school or equivalent) |                  |             | Greatest barriers<br>(not employed in past 12 months<br>and completed less than high<br>school or equivalent) |                  |                 |
|---------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|------------------|--------------|--------------------------------------------------------------------------------------------------------------|------------------|-------------|---------------------------------------------------------------------------------------------------------------|------------------|-----------------|
|                                                                                 | GOALS<br>group                                                                               | Control<br>group | Difference   | GOALS<br>group                                                                                               | Control<br>group | Difference  | GOALS<br>group                                                                                                | Control<br>group | Difference      |
| adult basic education, or<br>work-based learning                                |                                                                                              |                  |              |                                                                                                              |                  |             |                                                                                                               |                  |                 |
| Mean length of time spent in<br>all activities and programs<br>(months)         | 1.7                                                                                          | 1.0              | 0.7*** (0.2) | 0.9                                                                                                          | 1.2              | -0.3 (0.2)  | 1.6                                                                                                           | 1.9              | -0.3††† (0.7)   |
| Percentage who completed<br>the program (all activities) (%)                    | 20.8                                                                                         | 12.5             | 8.3*** (2.4) | 12.2                                                                                                         | 11.0             | 1.2 (2.8)   | 25.9                                                                                                          | 7.7              | 18.2***†† (7.1) |
| Received certificate or<br>degree/diploma (%)                                   | 11.8                                                                                         | 7.2              | 4.5*** (1.8) | 7.1                                                                                                          | 6.4              | 0.7 (2.1)   | 13.1                                                                                                          | 2.7              | 10.4* (5.4)     |
| Any support service                                                             | 64.0                                                                                         | 56.8             | 7.2** (3.3)  | 58.9                                                                                                         | 49.0             | 9.9** (4.8) | 67.5                                                                                                          | 47.8             | 19.7* (10.6)    |
| Any support service<br>(excluding mental health or<br>substance use counseling) | 60.1                                                                                         | 50.2             | 9.9*** (3.4) | 51.8                                                                                                         | 42.9             | 8.9* (4.7)  | 63.8                                                                                                          | 35.0             | 28.8*** (10.2)  |
| <b>Sample size</b>                                                              | <b>569</b>                                                                                   | <b>505</b>       |              | <b>285</b>                                                                                                   | <b>289</b>       |             | <b>61</b>                                                                                                     | <b>51</b>        |                 |

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 recent employment history**

| Service                                                                                                  | Employed in 12 months<br>prior to random assignment |                  |               | Not employed in 12 months<br>prior to random assignment |               |                |
|----------------------------------------------------------------------------------------------------------|-----------------------------------------------------|------------------|---------------|---------------------------------------------------------|---------------|----------------|
|                                                                                                          | GOALS<br>group                                      | Control<br>group | Difference    | GOALS group                                             | Control group | Difference     |
| Received career counseling or one-on-one assistance from employment professional or case manager (%)     | 52.6                                                | 43.5             | 9.1*** (3.0)  | 61.4                                                    | 48.5          | 12.9** (5.4)   |
| Completed career assessment tests (%)                                                                    | 39.5                                                | 34.0             | 5.5* (2.9)    | 39.9                                                    | 30.3          | 9.6* (5.0)     |
| Participated in job search training or assistance activities or education or training programs (%)       | 51.8                                                | 37.8             | 14.0*** (3.0) | 42.2                                                    | 41.5          | 0.7†† (5.2)    |
| Participated in job search training or assistance activities (%)                                         | 38.2                                                | 26.2             | 12.0*** (2.8) | 35.7                                                    | 31.0          | 4.7 (5.0)      |
| Participated in education or training programs (%)                                                       | 31.8                                                | 21.3             | 10.4*** (2.7) | 22.6                                                    | 22.4          | 0.2†† (4.3)    |
| Type of services received (%)                                                                            |                                                     |                  |               |                                                         |               |                |
| General job skills training                                                                              | 16.2                                                | 8.9              | 7.3*** (2.0)  | 13.2                                                    | 10.5          | 2.7 (3.5)      |
| Occupational skills training                                                                             | 20.9                                                | 10.2             | 10.7*** (2.1) | 12.1                                                    | 12.3          | -0.2††† (3.5)  |
| Adult basic education                                                                                    | 13.4                                                | 11.5             | 2.0 (2.0)     | 13.1                                                    | 10.7          | 2.4 (3.2)      |
| Work-based learning                                                                                      | 0.1                                                 | 0.0              | 0.1 (0.1)     | 0.1                                                     | 0.3           | -0.2 (0.2)     |
| On-the-job training                                                                                      | 0.1                                                 | 0.0              | 0.1 (0.1)     | 0.1                                                     | 0.3           | -0.2 (0.2)     |
| General job skills training, occupational skills training, adult basic education, or work-based learning | 31.3                                                | 21.3             | 10.1*** (2.7) | 22.6                                                    | 22.4          | 0.2† (4.3)     |
| Mean length of time spent in all activities and programs (months)                                        | 1.6                                                 | 1.0              | 0.6*** (0.2)  | 0.9                                                     | 1.4           | -0.5*††† (0.3) |
| Percentage who completed the program (all activities) (%)                                                | 19.5                                                | 11.6             | 7.9*** (2.1)  | 15.2                                                    | 11.4          | 3.8 (3.6)      |

**Table E.10. Service use, by recent employment history** *(continued)*

| Service                                                                   | Employed in 12 months<br>prior to random assignment |                  |               | Not employed in 12 months<br>prior to random assignment |               |              |
|---------------------------------------------------------------------------|-----------------------------------------------------|------------------|---------------|---------------------------------------------------------|---------------|--------------|
|                                                                           | GOALS<br>group                                      | Control<br>group | Difference    | GOALS group                                             | Control group | Difference   |
| Received certificate or degree/diploma (%)                                | 11.0                                                | 6.6              | 4.4*** (1.5)  | 8.3                                                     | 6.7           | 1.7 (2.8)    |
| Any support service                                                       | 61.7                                                | 53.6             | 8.1*** (3.0)  | 65.1                                                    | 52.8          | 12.3** (5.3) |
| Any support service (excluding mental health or substance use counseling) | 58.1                                                | 47.3             | 10.8*** (3.0) | 56.4                                                    | 44.7          | 11.6** (5.4) |
| <b>Sample size</b>                                                        | <b>705</b>                                          | <b>635</b>       |               | <b>215</b>                                              | <b>218</b>    |              |

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 presence of children**

| Service                                                                                                  | Individuals in households with children |               |               | Individuals in households without children |               |               |
|----------------------------------------------------------------------------------------------------------|-----------------------------------------|---------------|---------------|--------------------------------------------|---------------|---------------|
|                                                                                                          | GOALS group                             | Control group | Difference    | GOALS group                                | Control group | Difference    |
| Received career counseling or one-on-one assistance from employment professional or case manager (%)     | 50.5                                    | 37.7          | 12.8*** (3.8) | 57.3                                       | 50.1          | 7.2** (3.6)   |
| Completed career assessment tests (%)                                                                    | 38.9                                    | 31.4          | 7.5** (3.6)   | 39.8                                       | 34.3          | 5.6 (3.4)     |
| Participated in job search training or assistance activities or education or training programs (%)       | 48.2                                    | 38.2          | 10.0*** (3.8) | 50.1                                       | 39.2          | 10.9*** (3.5) |
| Participated in job search training or assistance activities (%)                                         | 31.7                                    | 24.4          | 7.4** (3.4)   | 42.0                                       | 29.8          | 12.2*** (3.4) |
| Participated in education or training programs (%)                                                       | 30.3                                    | 24.6          | 5.8* (3.4)    | 28.6                                       | 19.4          | 9.3*** (3.0)  |
| Type of services received (%)                                                                            |                                         |               |               |                                            |               |               |
| General job skills training                                                                              | 14.3                                    | 9.9           | 4.3* (2.5)    | 16.0                                       | 8.8           | 7.2*** (2.3)  |
| Occupational skills training                                                                             | 20.0                                    | 13.2          | 6.8** (2.7)   | 17.7                                       | 8.8           | 8.9*** (2.4)  |
| Adult basic education                                                                                    | 13.2                                    | 14.2          | -0.9 (2.8)    | 12.8                                       | 9.0           | 3.7* (2.1)    |
| Work-based learning                                                                                      | 0.0                                     | 0.2           | -0.1 (0.1)    | 0.1                                        | 0.0           | 0.1 (0.1)     |
| On-the-job training                                                                                      | 0.0                                     | 0.2           | -0.1 (0.1)    | 0.1                                        | 0.0           | 0.1 (0.1)     |
| General job skills training, occupational skills training, adult basic education, or work-based learning | 30.1                                    | 24.4          | 5.7* (3.4)    | 28.2                                       | 19.4          | 8.8*** (3.0)  |
| Mean length of time spent in all activities and programs (months)                                        | 1.5                                     | 1.4           | 0.1 (0.3)     | 1.3                                        | 0.9           | 0.4** (0.2)   |
| Percentage who completed the program (all activities) (%)                                                | 19.0                                    | 12.9          | 6.1** (2.7)   | 18.1                                       | 10.6          | 7.5*** (2.4)  |

**Table E.11. Service use, by presence of children** *(continued)*

| Service                                                                   | Individuals in households with children |               |             | Individuals in households without children |               |               |
|---------------------------------------------------------------------------|-----------------------------------------|---------------|-------------|--------------------------------------------|---------------|---------------|
|                                                                           | GOALS group                             | Control group | Difference  | GOALS group                                | Control group | Difference    |
| Received certificate or degree/diploma (%)                                | 13.3                                    | 9.1           | 4.2* (2.2)  | 8.0                                        | 4.7           | 3.4** (1.6)   |
| Any support service                                                       | 62.1                                    | 57.3          | 4.8 (3.9)   | 62.7                                       | 50.5          | 12.2*** (3.6) |
| Any support service (excluding mental health or substance use counseling) | 59.4                                    | 51.3          | 8.1** (3.9) | 56.4                                       | 43.1          | 13.2*** (3.5) |
| <b>Sample size</b>                                                        | <b>411</b>                              | <b>390</b>    |             | <b>515</b>                                 | <b>465</b>    |               |

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 monthly income as a percentage of poverty**

| Service                                                                                                  | Lives in household with income less than 50 percent of the Federal poverty level |               |               | Lives in household with income greater than or equal to 50 percent of the Federal poverty level |               |             |
|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|---------------|---------------|-------------------------------------------------------------------------------------------------|---------------|-------------|
|                                                                                                          | GOALS group                                                                      | Control group | Difference    | GOALS group                                                                                     | Control group | Difference  |
| Received career counseling or one-on-one assistance from employment professional or case manager (%)     | 54.9                                                                             | 43.2          | 11.7*** (3.3) | 53.4                                                                                            | 48.1          | 5.3 (4.6)   |
| Completed career assessment tests (%)                                                                    | 41.1                                                                             | 31.5          | 9.6*** (3.1)  | 36.8                                                                                            | 37.0          | -0.3† (4.5) |
| Participated in job search training or assistance activities or education or training programs (%)       | 50.7                                                                             | 39.0          | 11.7*** (3.2) | 47.5                                                                                            | 40.2          | 7.3 (4.6)   |
| Participated in job search training or assistance activities (%)                                         | 40.1                                                                             | 28.1          | 11.9*** (3.0) | 31.7                                                                                            | 27.2          | 4.4 (4.1)   |
| Participated in education or training programs (%)                                                       | 29.8                                                                             | 20.6          | 9.2*** (2.7)  | 30.6                                                                                            | 25.1          | 5.5 (4.1)   |
| Type of services received (%)                                                                            |                                                                                  |               |               |                                                                                                 |               |             |
| General job skills training                                                                              | 15.6                                                                             | 9.2           | 6.4*** (2.1)  | 16.0                                                                                            | 10.4          | 5.6* (3.2)  |
| Occupational skills training                                                                             | 18.0                                                                             | 9.9           | 8.1*** (2.2)  | 21.1                                                                                            | 13.0          | 8.1** (3.3) |
| Adult basic education                                                                                    | 13.3                                                                             | 9.6           | 3.7* (2.0)    | 13.2                                                                                            | 15.4          | -2.2 (3.4)  |
| Work-based learning                                                                                      | 0.1                                                                              | 0.0           | 0.1 (0.1)     | 0.0                                                                                             | 0.2           | -0.2 (0.2)  |
| On-the-job training                                                                                      | 0.1                                                                              | 0.0           | 0.1 (0.1)     | 0.0                                                                                             | 0.2           | -0.2 (0.2)  |
| General job skills training, occupational skills training, adult basic education, or work-based learning | 29.3                                                                             | 20.5          | 8.8*** (2.7)  | 30.5                                                                                            | 25.1          | 5.4 (4.1)   |
| Mean length of time spent in all activities and programs (months)                                        | 1.4                                                                              | 1.0           | 0.5** (0.2)   | 1.4                                                                                             | 1.5           | -0.1 (0.3)  |
| Percentage who completed the program (all activities) (%)                                                | 18.5                                                                             | 11.0          | 7.5*** (2.2)  | 18.7                                                                                            | 13.0          | 5.7* (3.2)  |

**Table E.12. Service use, by monthly income as a percentage of poverty** *(continued)*

| Service                                                                   | Lives in household with income less than 50 percent of the Federal poverty level |               |               | Lives in household with income greater than or equal to 50 percent of the Federal poverty level |               |              |
|---------------------------------------------------------------------------|----------------------------------------------------------------------------------|---------------|---------------|-------------------------------------------------------------------------------------------------|---------------|--------------|
|                                                                           | GOALS group                                                                      | Control group | Difference    | GOALS group                                                                                     | Control group | Difference   |
| Received certificate or degree/diploma (%)                                | 9.1                                                                              | 6.1           | 3.0* (1.6)    | 12.5                                                                                            | 7.9           | 4.6* (2.6)   |
| Any support service                                                       | 64.0                                                                             | 53.5          | 10.5*** (3.3) | 60.6                                                                                            | 53.4          | 7.2 (4.7)    |
| Any support service (excluding mental health or substance use counseling) | 58.4                                                                             | 46.6          | 11.7*** (3.3) | 57.9                                                                                            | 46.5          | 11.4** (4.6) |
| <b>Sample size</b>                                                        | <b>610</b>                                                                       | <b>545</b>    |               | <b>279</b>                                                                                      | <b>282</b>    |              |

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**

|                                   | GOALS group  | Control group | Difference   |
|-----------------------------------|--------------|---------------|--------------|
| Employment rate (%)               |              |               |              |
| Quarter 1                         | 58.9         | 59.3          | -0.4 (1.5)   |
| Quarter 2                         | 58.7         | 57.9          | 0.8 (1.6)    |
| Quarter 3                         | 58.3         | 55.7          | 2.6 (1.6)    |
| Quarter 4                         | 59.5         | 55.2          | 4.3*** (1.6) |
| Year 1                            | 77.5         | 75.9          | 1.5 (1.3)    |
| Average quarterly employment rate | 58.8         | 57.0          | 1.8 (1.2)    |
| Total earnings (\$)               |              |               |              |
| Quarter 1                         | 1,601        | 1,591         | 10 (69)      |
| Quarter 2                         | 1,933        | 1,805         | 127 (80)     |
| Quarter 3                         | 2,037        | 1,942         | 94 (83)      |
| Quarter 4                         | 2,167        | 1,979         | 189** (85)   |
| Year 1                            | 7,738        | 7,317         | 420 (267)    |
| <b>Sample size</b>                | <b>1,727</b> | <b>1,712</b>  |              |

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**

|                                              | GOALS group | Control group | Difference |
|----------------------------------------------|-------------|---------------|------------|
| Employment rate (%)                          |             |               |            |
| Quarter 1                                    | 42.8        | 44.8          | -2.1 (2.6) |
| Quarter 2                                    | 54.0        | 52.6          | 1.3 (2.6)  |
| Quarter 3                                    | 57.7        | 57.7          | -0.1 (2.6) |
| Quarter 4                                    | 60.8        | 58.3          | 2.4 (2.6)  |
| Year 1                                       | 73.2        | 73.0          | 0.1 (2.3)  |
| Employed at the time of the survey interview | 54.3        | 51.3          | 3.0 (2.6)  |
| Total earnings (\$)                          |             |               |            |
| Quarter 1                                    | 1,853       | 1,885         | -32 (147)  |
| Quarter 2                                    | 2,482       | 2,418         | 64 (159)   |
| Quarter 3                                    | 2,773       | 2,712         | 61 (178)   |
| Quarter 4                                    | 2,978       | 2,862         | 116 (189)  |
| Year 1                                       | 10,086      | 9,877         | 209 (576)  |
| <b>Sample size</b>                           | <b>926</b>  | <b>855</b>    |            |

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**

|                                       | GOALS group | Control group | Difference |
|---------------------------------------|-------------|---------------|------------|
| Average hours worked per week (#)     |             |               |            |
| Quarter 1                             | 13.2        | 13.5          | -0.3 (1.0) |
| Quarter 2                             | 17.4        | 17.0          | 0.4 (1.0)  |
| Quarter 3                             | 18.9        | 18.4          | 0.5 (1.1)  |
| Quarter 4                             | 20.0        | 19.3          | 0.7 (1.1)  |
| Year 1                                | 17.4        | 17.0          | 0.3 (0.9)  |
| Number of jobs held over the year (%) |             |               |            |
| 0                                     | 27.2        | 27.6          | -0.4 (2.3) |
| 1                                     | 37.6        | 38.5          | -0.9 (2.6) |
| 2                                     | 23.9        | 22.1          | 1.9 (2.2)  |
| 3                                     | 8.4         | 9.8           | -1.3 (1.6) |
| 4                                     | 2.5         | 1.7           | 0.7 (0.7)  |
| 5 or more                             | 0.4         | 0.3           | 0.1 (0.3)  |
| Mean                                  | 1.2         | 1.2           | 0.0 (0.1)  |
| <b>Sample size</b>                    | <b>926</b>  | <b>855</b>    |            |

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                                                        | GOALS group | Control group | Difference  |
|-----------------------------------------------------------------------|-------------|---------------|-------------|
| Hours worked per week (%)                                             |             |               |             |
| Less than 20                                                          | 17.3        | 19.9          | -2.6 (2.6)  |
| 21 to 34                                                              | 23.0        | 25.7          | -2.6 (3.2)  |
| 35 or more (employed full time)                                       | 59.7        | 54.5          | 5.2 (3.5)   |
| Average                                                               | 34.5        | 33.5          | 1.0 (0.9)   |
| Weekly earnings (%)                                                   |             |               |             |
| \$1 to \$499                                                          | 78.1        | 78.5          | -0.4 (3.0)  |
| \$500 to \$999                                                        | 20.2        | 20.0          | 0.2 (3.0)   |
| \$1,000 to \$1,499                                                    | 1.2         | 1.4           | -0.1 (0.7)  |
| \$1,500 to \$2,000                                                    | 0.5         | 0.2           | 0.4 (0.3)   |
| \$2,000 and above                                                     | 0.0         | 0.0           | 0.0 (0.0)   |
| Benefits available at job (%)                                         |             |               |             |
| Any benefit                                                           | 72.2        | 68.1          | 4.1 (3.3)   |
| Health insurance or HMO/PPO plan membership                           | 60.5        | 53.2          | 7.3** (3.6) |
| Dental insurance                                                      | 48.1        | 45.5          | 2.7 (3.6)   |
| Paid vacation                                                         | 49.4        | 45.4          | 4.0 (3.6)   |
| Paid holidays                                                         | 50.4        | 48.9          | 1.5 (3.6)   |
| Paid sick leave                                                       | 38.1        | 34.2          | 3.9 (3.4)   |
| Any paid time off                                                     | 59.8        | 57.2          | 2.5 (3.5)   |
| Pension or retirement benefits                                        | 43.7        | 39.4          | 4.3 (3.5)   |
| Tuition assistance or reimbursement                                   | 17.6        | 16.6          | 1.0 (2.7)   |
| Type of employment (%)                                                |             |               |             |
| Regular full- or part-time                                            | 88.7        | 84.1          | 4.6* (2.4)  |
| Temporary or on-call                                                  | 6.8         | 10.1          | -3.4* (2.0) |
| Self-employed or independent contractor or consultant                 | 3.0         | 4.5           | -1.5 (1.3)  |
| Day laborer                                                           | 1.6         | 1.3           | 0.3 (0.8)   |
| Occupation                                                            |             |               |             |
| Retail Sales Workers                                                  | 8.8         | 5.8           | 3.0* (1.6)  |
| Nursing, Psychiatric, and Home Health Aides                           | 7.8         | 8.9           | -1.1 (1.7)  |
| Food and Beverage Serving Workers                                     | 5.4         | 6.3           | -0.9 (1.4)  |
| Cooks and Food Preparation Workers                                    | 4.1         | 6.3           | -2.3 (1.5)  |
| Information and Record Clerks                                         | 6.0         | 5.3           | 0.6 (1.4)   |
| Building Cleaning and Pest Control Workers                            | 3.2         | 5.4           | -2.2* (1.3) |
| Other Personal Care and Service Workers                               | 3.9         | 6.1           | -2.2 (1.6)  |
| Material Moving Workers                                               | 4.4         | 4.3           | 0.1 (1.5)   |
| Material Recording, Scheduling, Dispatching, and Distributing Workers | 3.5         | 2.0           | 1.5 (1.0)   |
| Motor Vehicle Operators                                               | 3.4         | 2.3           | 1.0 (1.0)   |
| <b>Sample size</b>                                                    | <b>503</b>  | <b>439</b>    |             |

**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                                        | GOALS group | Control group | Difference  |
|-------------------------------------------------------|-------------|---------------|-------------|
| Hours worked per week (%)                             |             |               |             |
| 0                                                     | 46.9        | 49.4          | -2.5 (2.6)  |
| 1 to 20                                               | 9.7         | 10.0          | -0.4 (1.5)  |
| 21 to 34                                              | 11.7        | 13.0          | -1.3 (1.8)  |
| 35 or more (employed full time)                       | 31.7        | 27.5          | 4.2* (2.3)  |
| Average                                               | 18.2        | 16.9          | 1.3 (1.0)   |
| Weekly earnings (%)                                   |             |               |             |
| \$0                                                   | 47.4        | 50.0          | -2.6 (2.6)  |
| \$1 to \$499                                          | 40.6        | 39.2          | 1.4 (2.6)   |
| \$500 to \$999                                        | 11.0        | 10.0          | 1.0 (1.7)   |
| \$1,000 to \$1,499                                    | 0.7         | 0.7           | 0.0 (0.3)   |
| \$1,500 to \$2,000                                    | 0.2         | 0.1           | 0.2 (0.1)   |
| \$2,000 and above                                     | 0.0         | 0.0           | 0.0 (0.0)   |
| Benefits available at job (%)                         |             |               |             |
| Any benefit                                           | 38.1        | 34.3          | 3.8 (2.4)   |
| Health insurance or HMO/PPO plan membership           | 31.8        | 26.8          | 5.0** (2.3) |
| Dental insurance                                      | 25.4        | 22.9          | 2.5 (2.2)   |
| Paid vacation                                         | 25.9        | 22.8          | 3.0 (2.2)   |
| Paid holidays                                         | 27.0        | 24.6          | 2.4 (2.2)   |
| Paid sick leave                                       | 19.9        | 17.2          | 2.7 (1.9)   |
| Any paid time off                                     | 31.7        | 28.8          | 2.9 (2.3)   |
| Pension or retirement benefits                        | 23.3        | 19.8          | 3.4* (2.0)  |
| Tuition assistance or reimbursement                   | 9.7         | 8.4           | 1.3 (1.4)   |
| Type of employment (%)                                |             |               |             |
| Not employed                                          | 47.1        | 49.8          | -2.7 (2.6)  |
| Regular full- or part-time                            | 47.1        | 42.2          | 4.9* (2.6)  |
| Temporary or on-call                                  | 3.4         | 5.1           | -1.7 (1.0)  |
| Self-employed or independent contractor or consultant | 1.5         | 2.3           | -0.7 (0.7)  |
| Day laborer                                           | 0.9         | 0.6           | 0.2 (0.4)   |
| Occupation                                            |             |               |             |
| Retail Sales Workers                                  | 4.4         | 2.9           | 1.4* (0.8)  |
| Nursing, Psychiatric, and Home Health Aides           | 4.0         | 4.5           | -0.5 (0.9)  |

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

| Characteristic                                                        | GOALS group | Control group | Difference  |
|-----------------------------------------------------------------------|-------------|---------------|-------------|
| Food and Beverage Serving Workers                                     | 2.7         | 3.2           | -0.5 (0.7)  |
| Cooks and Food Preparation Workers                                    | 1.9         | 3.2           | -1.3* (0.8) |
| Information and Record Clerks                                         | 3.2         | 2.7           | 0.5 (0.7)   |
| Building Cleaning and Pest Control Workers                            | 1.8         | 2.7           | -0.9 (0.7)  |
| Other Personal Care and Service Workers                               | 2.3         | 3.1           | -0.7 (0.8)  |
| Material Moving Workers                                               | 2.4         | 2.2           | 0.2 (0.8)   |
| Material Recording, Scheduling, Dispatching, and Distributing Workers | 1.9         | 1.0           | 0.9* (0.5)  |
| Motor Vehicle Operators                                               | 1.8         | 1.2           | 0.7 (0.5)   |
| <b>Sample size</b>                                                    | <b>926</b>  | <b>855</b>    |             |

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**

|                                                                                          | GOALS<br>group | Control<br>group | Difference   |
|------------------------------------------------------------------------------------------|----------------|------------------|--------------|
| SNAP participation by individual enrolled in pilot (%)                                   |                |                  |              |
| Quarter 1                                                                                | 99.4           | 98.5             | 0.9*** (0.3) |
| Quarter 2                                                                                | 83.3           | 79.5             | 3.8*** (1.2) |
| Quarter 3                                                                                | 64.6           | 62.7             | 1.8 (1.4)    |
| Quarter 4                                                                                | 61.1           | 59.4             | 1.8 (1.4)    |
| SNAP participation among any other household members (%)                                 |                |                  |              |
| Quarter 1                                                                                | 48.6           | 46.5             | 2.1** (1.1)  |
| Quarter 2                                                                                | 43.5           | 41.3             | 2.1* (1.1)   |
| Quarter 3                                                                                | 38.4           | 36.0             | 2.4** (1.2)  |
| Quarter 4                                                                                | 37.0           | 35.6             | 1.4 (1.2)    |
| SNAP participation by any individual in household <sup>a</sup> (%)                       |                |                  |              |
| Quarter 1                                                                                | 99.4           | 98.5             | 0.9*** (0.3) |
| Quarter 2                                                                                | 83.4           | 79.6             | 3.8*** (1.2) |
| Quarter 3                                                                                | 65.1           | 62.9             | 2.2 (1.4)    |
| Quarter 4                                                                                | 61.6           | 59.7             | 1.9 (1.4)    |
| Mean number of months of SNAP participation in the 12 months after random assignment (#) |                |                  |              |
| Among individuals enrolled in pilot                                                      | 8.4            | 8.2              | 0.3*** (0.1) |
| Among any other household members                                                        | 4.6            | 4.4              | 0.3** (0.1)  |
| Among any individual in household <sup>a</sup>                                           | 8.5            | 8.2              | 0.3*** (0.1) |
| Exited SNAP within 12 months of random assignment (%)                                    |                |                  |              |
| Among individuals enrolled in pilot                                                      | 61.7           | 63.3             | -1.7 (1.4)   |
| Among any other household members                                                        | 28.1           | 27.2             | 0.9 (1.3)    |
| Among any individual in household <sup>a</sup>                                           | 64.8           | 65.7             | -0.9 (1.4)   |
| <b>Sample size</b>                                                                       | <b>1,987</b>   | <b>1,974</b>     |              |

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

Note: Standard errors in parentheses.

<sup>a</sup> 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**

|                                                                                               | GOALS group  | Control group | Difference   |
|-----------------------------------------------------------------------------------------------|--------------|---------------|--------------|
| Average SNAP benefits received (\$)                                                           |              |               |              |
| Quarter 1                                                                                     | 887          | 878           | 9 (11)       |
| Quarter 2                                                                                     | 677          | 638           | 39*** (14)   |
| Quarter 3                                                                                     | 569          | 539           | 30** (15)    |
| Quarter 4                                                                                     | 520          | 499           | 22 (15)      |
| Year 1                                                                                        | 2,653        | 2,554         | 99** (44)    |
| Average monthly SNAP benefits received as a percentage of maximum benefit amount <sup>a</sup> |              |               |              |
| Quarter 1                                                                                     | 82.3         | 81.7          | 0.7 (0.8)    |
| Quarter 2                                                                                     | 59.1         | 55.2          | 3.9*** (1.1) |
| Quarter 3                                                                                     | 47.0         | 44.6          | 2.4** (1.2)  |
| Quarter 4                                                                                     | 42.3         | 40.5          | 1.8 (1.2)    |
| Year 1                                                                                        | 57.8         | 55.6          | 2.2** (0.9)  |
| <b>Sample size</b>                                                                            | <b>1,987</b> | <b>1,974</b>  |              |

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

Note: Standard errors in parentheses.

<sup>a</sup> 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**

|                                            | GOALS<br>group | Control<br>group | Difference |
|--------------------------------------------|----------------|------------------|------------|
| TANF participation (%)                     |                |                  |            |
| Quarter 1                                  | 1.5            | 1.6              | -0.1 (0.4) |
| Quarter 2                                  | 1.5            | 1.6              | 0.0 (0.4)  |
| Quarter 3                                  | 1.8            | 1.4              | 0.4 (0.4)  |
| Quarter 4                                  | 1.8            | 1.3              | 0.5 (0.4)  |
| Average TANF benefit amounts received (\$) |                |                  |            |
| Quarter 1                                  | 10             | 10               | 0 (3)      |
| Quarter 2                                  | 11             | 11               | 0 (3)      |
| Quarter 3                                  | 11             | 10               | 1 (3)      |
| Quarter 4                                  | 10             | 8                | 2 (3)      |
| Medicaid participation (%)                 |                |                  |            |
| Quarter 1                                  | 32.4           | 30.3             | 2.1* (1.3) |
| Quarter 2                                  | 34.5           | 32.6             | 1.9 (1.3)  |
| Quarter 3                                  | 34.6           | 32.6             | 2.0 (1.3)  |
| Quarter 4                                  | 34.1           | 31.8             | 2.3* (1.3) |
| <b>Sample size</b>                         | <b>1,987</b>   | <b>1,974</b>     |            |

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                                                                | GOALS group | Control group | Difference |
|------------------------------------------------------------------------|-------------|---------------|------------|
| Public assistance receipt in the 12 months since random assignment (%) |             |               |            |
| General assistance                                                     | 1.3         | 1.2           | 0.0 (0.5)  |
| Unemployment insurance                                                 | 5.7         | 4.6           | 1.2 (1.0)  |
| Supplemental Security Income                                           | 14.8        | 16.3          | -1.6 (1.8) |
| Section 8, Housing Choice Vouchers, or Public Housing Assistance       | 13.6        | 15.3          | -1.7 (1.8) |
| Medicaid                                                               | 42.7        | 45.8          | -3.1 (2.2) |
| Supplemental Nutrition Program for Women, Infants, and Children (WIC)  | 15.4        | 13.9          | 1.5 (1.8)  |
| <b>Sample size</b>                                                     | <b>926</b>  | <b>855</b>    |            |

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 GOALS on employment, earnings, and receipt of public assistance outcomes for select subgroups of individuals enrolled in GOALS. Subgroups were based on individuals' age, barriers to employment, presence of children in the household, recent employment history, and income relative to the FPL. Additionally, impacts are presented by subgroups based on whether individuals were in a region that offered existing SNAP E&T services or not (as discussed in Chapter IV, one of the four Kansas pilot regions – the southeast region – did not offer existing SNAP E&T services).

The analyses presented in Chapter V showed that, for the full sample, GOALS led to an increase in employment in Quarter 4 based on the UI data but not based on the survey data, and did not lead to a reduction in SNAP participation in Quarter 4. The analysis of impacts by subgroup generally mirrored these findings:

- Across the age subgroups, the difference in impacts on employment in Quarter 4 were statistically significant (based on both data sources) (Appendix Tables F.9 and F.14). In both data sources, among those ages 50 and older, GOALS increased employment by a statistically significant amount. Among those ages 18 to 24 and ages 25 to 49, the estimated impacts were not statistically significant.
- The difference in impacts on employment in Quarter 4 based on the UI wage records was statistically significant for the subgroup based on the availability of existing SNAP E&T services in the region (not shown in Appendix Tables). There was a positive and statistically significant impact on Quarter 4 employment among those in regions with existing SNAP E&T services, and a negative and not statistically significant difference among those in the region without existing SNAP E&T services.
- The differences in impacts on SNAP participation in Quarter 4 across subgroups were not statistically significant.

Subgroup findings based on impacts in other quarters included the following:

- There were generally no statistically significant differences in impacts on employment, earnings, or SNAP participation across the subgroups based on barriers to employment, recent employment history, and income relative to the FPL.
- Across the age subgroups, there were statistically significant differences in impacts on several outcomes. In general, the findings show that GOALS increased employment and earnings by statistically significant amounts among those ages 50 and older and increased SNAP participation and benefits by statistically significant amounts among those ages 25 to 49 (the estimated impacts among those ages 18 to 24 were not statistically significant for the most part) (Appendix Tables F.9, F.14, and F.19).
- Across the subgroups based on the presence of children in the household, there were statistically significant differences in impacts on employment in Quarter 1 and on

earnings in Quarters 2, 3, and 4 (based on the UI data) (Appendix Table F.12). Among individuals in households without children, GOALS increased earnings by statistically significant amounts in those quarters. The estimated impact on employment was positive but not statistically significant. Among individuals in households with children, the employment and earnings impacts were negative or not statistically significant throughout the follow-up period.

- Across the subgroups based on the availability of existing SNAP E&T services in the region, there were some statistically significant differences in impacts on employment and earnings (based on the UI data) and on SNAP participation. GOALS increased employment – in Quarters 3 and 4 – and earnings – in Quarter 4 – by statistically significant amounts among those in the regions with existing SNAP E&T services, but not among those in the region without existing SNAP E&T services (not shown in Appendix Tables). Additionally, GOALS increased SNAP participation in Quarters 1 and 2 by a statistically significant amount among those in the region without existing SNAP E&T services. Among those in the regions with existing SNAP E&T services, the SNAP participation impacts in those quarters were smaller and only statistically significant in Quarter 2. The decrease in the SNAP participation rate for control group members was earlier and steeper among those in the region without existing SNAP E&T services than among those in regions with existing SNAP E&T services. It is possible that that control group members may have exited SNAP earlier due to the lack of any available SNAP E&T services.

**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 |               |                  |
|-----------------------------------|--------------|---------------|------------|--------------|---------------|------------|-----------------|---------------|------------------|
|                                   | GOALS group  | Control group | Difference | GOALS group  | Control group | Difference | GOALS group     | Control group | Difference       |
| Employment rate (%)               |              |               |            |              |               |            |                 |               |                  |
| Quarter 1                         | 60.3         | 63.6          | -3.3 (4.2) | 60.6         | 63.4          | -2.8 (1.9) | 52.7            | 42.0          | 10.7***††† (3.6) |
| Quarter 2                         | 57.1         | 62.2          | -5.2 (4.3) | 60.7         | 60.6          | 0.0 (1.9)  | 53.0            | 45.6          | 7.4***† (3.7)    |
| Quarter 3                         | 59.3         | 59.0          | 0.3 (4.2)  | 60.2         | 58.7          | 1.5 (1.9)  | 51.3            | 43.2          | 8.1** (3.7)      |
| Quarter 4                         | 64.4         | 60.4          | 4.0 (4.2)  | 60.5         | 58.1          | 2.4 (1.9)  | 53.1            | 41.7          | 11.4***† (3.7)   |
| Year 1                            | 81.8         | 81.1          | 0.7 (3.4)  | 79.0         | 79.4          | -0.4 (1.6) | 69.6            | 60.4          | 9.2***†† (3.5)   |
| Average quarterly employment rate | 60.3         | 61.3          | -1.0 (3.2) | 60.5         | 60.2          | 0.3 (1.5)  | 52.5            | 43.1          | 9.4***†† (3.0)   |
| Total earnings (\$)               |              |               |            |              |               |            |                 |               |                  |
| Quarter 1                         | 1,334        | 1,469         | -135 (164) | 1,740        | 1,759         | -19 (87)   | 1,305           | 1,080         | 225 (146)        |
| Quarter 2                         | 1,647        | 1,705         | -58 (193)  | 2,035        | 1,960         | 75 (99)    | 1,776           | 1,327         | 449** (179)      |
| Quarter 3                         | 1,771        | 1,861         | -90 (202)  | 2,132        | 2,102         | 30 (104)   | 1,875           | 1,435         | 440** (189)      |
| Quarter 4                         | 1,859        | 1,950         | -91 (206)  | 2,253        | 2,141         | 113 (105)  | 2,084           | 1,429         | 656***†† (193)   |
| Year 1                            | 6,612        | 6,985         | -373 (640) | 8,159        | 7,961         | 198 (334)  | 7,040           | 5,271         | 1,769***†† (599) |
| <b>Sample size</b>                | <b>245</b>   | <b>217</b>    |            | <b>1,173</b> | <b>1,164</b>  |            | <b>309</b>      | <b>331</b>    |                  |

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<br>(employed in past 12 months and<br>completed high school<br>or equivalent) |                  |              | Moderate barriers<br>(not employed in past 12 months or<br>completed less than high school or<br>equivalent) |                  |            | Greatest barriers<br>(not employed in past 12 months and<br>completed less than high school or<br>equivalent) |                  |            |
|--------------------------------------|----------------------------------------------------------------------------------------------|------------------|--------------|--------------------------------------------------------------------------------------------------------------|------------------|------------|---------------------------------------------------------------------------------------------------------------|------------------|------------|
|                                      | GOALS<br>group                                                                               | Control<br>group | Difference   | GOALS<br>group                                                                                               | Control<br>group | Difference | GOALS<br>group                                                                                                | Control<br>group | Difference |
| Employment rate (%)                  |                                                                                              |                  |              |                                                                                                              |                  |            |                                                                                                               |                  |            |
| Quarter 1                            | 66.0                                                                                         | 66.1             | -0.1 (2.0)   | 52.7                                                                                                         | 51.8             | 0.9 (2.7)  | 30.9                                                                                                          | 40.7             | -9.9 (6.3) |
| Quarter 2                            | 65.5                                                                                         | 64.6             | 0.9 (2.0)    | 52.9                                                                                                         | 50.5             | 2.4 (2.8)  | 31.8                                                                                                          | 40.7             | -9.0 (6.3) |
| Quarter 3                            | 65.0                                                                                         | 62.4             | 2.6 (2.0)    | 51.7                                                                                                         | 49.3             | 2.4 (2.8)  | 36.4                                                                                                          | 35.2             | 1.3 (6.4)  |
| Quarter 4                            | 66.9                                                                                         | 61.1             | 5.9*** (2.0) | 51.2                                                                                                         | 49.5             | 1.6 (2.8)  | 40.3                                                                                                          | 35.2             | 5.1 (6.4)  |
| Year 1                               | 83.9                                                                                         | 81.3             | 2.6 (1.6)    | 71.2                                                                                                         | 70.7             | 0.6 (2.5)  | 55.2                                                                                                          | 58.3             | -3.2 (6.4) |
| Average quarterly<br>employment rate | 65.9                                                                                         | 63.6             | 2.3 (1.6)    | 52.1                                                                                                         | 50.3             | 1.8 (2.2)  | 34.8                                                                                                          | 38.0             | -3.1 (5.1) |
| Total earnings (\$)                  |                                                                                              |                  |              |                                                                                                              |                  |            |                                                                                                               |                  |            |
| Quarter 1                            | 1,910                                                                                        | 1,868            | 42 (96)      | 1,311                                                                                                        | 1,292            | 19 (109)   | 610                                                                                                           | 810              | -199 (208) |
| Quarter 2                            | 2,261                                                                                        | 2,080            | 181* (110)   | 1,628                                                                                                        | 1,547            | 81 (129)   | 784                                                                                                           | 833              | -49 (230)  |
| Quarter 3                            | 2,375                                                                                        | 2,240            | 135 (114)    | 1,684                                                                                                        | 1,647            | 37 (136)   | 952                                                                                                           | 962              | -10 (250)  |
| Quarter 4                            | 2,547                                                                                        | 2,221            | 326*** (116) | 1,784                                                                                                        | 1,758            | 26 (140)   | 945                                                                                                           | 1,066            | -122 (258) |
| Year 1                               | 9,093                                                                                        | 8,408            | 685* (365)   | 6,406                                                                                                        | 6,244            | 162 (441)  | 3,291                                                                                                         | 3,670            | -379 (847) |
| <b>Sample size</b>                   | <b>996</b>                                                                                   | <b>976</b>       |              | <b>592</b>                                                                                                   | <b>614</b>       |            | <b>119</b>                                                                                                    | <b>108</b>       |            |

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<br>prior to random assignment |                  |             | Not employed in 12 months<br>prior to random assignment |                  |            |
|-----------------------------------|-----------------------------------------------------|------------------|-------------|---------------------------------------------------------|------------------|------------|
|                                   | GOALS<br>group                                      | Control<br>group | Difference  | GOALS<br>group                                          | Control<br>group | Difference |
| Employment rate (%)               |                                                     |                  |             |                                                         |                  |            |
| Quarter 1                         | 65.8                                                | 66.5             | -0.8 (1.8)  | 40.3                                                    | 39.1             | 1.1 (3.2)  |
| Quarter 2                         | 64.2                                                | 64.1             | 0.1 (1.8)   | 44.0                                                    | 40.7             | 3.3 (3.3)  |
| Quarter 3                         | 63.7                                                | 61.5             | 2.2 (1.8)   | 44.0                                                    | 40.2             | 3.8 (3.3)  |
| Quarter 4                         | 65.0                                                | 60.8             | 4.2** (1.8) | 44.5                                                    | 39.6             | 5.0 (3.3)  |
| Year 1                            | 83.2                                                | 81.7             | 1.6 (1.4)   | 62.1                                                    | 60.0             | 2.1 (3.2)  |
| Average quarterly employment rate | 64.7                                                | 63.3             | 1.4 (1.4)   | 43.2                                                    | 39.9             | 3.3 (2.7)  |
| Total earnings (\$)               |                                                     |                  |             |                                                         |                  |            |
| Quarter 1                         | 1,840                                               | 1,819            | 21 (83)     | 948                                                     | 947              | 1 (121)    |
| Quarter 2                         | 2,190                                               | 2,036            | 154 (95)    | 1,236                                                   | 1,152            | 83 (143)   |
| Quarter 3                         | 2,284                                               | 2,206            | 78 (100)    | 1,348                                                   | 1,211            | 137 (149)  |
| Quarter 4                         | 2,431                                               | 2,216            | 216** (101) | 1,434                                                   | 1,305            | 129 (155)  |
| Year 1                            | 8,746                                               | 8,277            | 468 (317)   | 4,966                                                   | 4,616            | 350 (499)  |
| <b>Sample size</b>                | <b>1,300</b>                                        | <b>1,255</b>     |             | <b>418</b>                                              | <b>450</b>       |            |

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 |               |                |
|-----------------------------------|-----------------------------------------|---------------|--------------|--------------------------------------------|---------------|----------------|
|                                   | GOALS group                             | Control group | Difference   | GOALS group                                | Control group | Difference     |
| Employment rate (%)               |                                         |               |              |                                            |               |                |
| Quarter 1                         | 59.1                                    | 63.8          | -4.7** (2.3) | 58.7                                       | 56.0          | 2.7†† (2.1)    |
| Quarter 2                         | 62.7                                    | 64.0          | -1.3 (2.4)   | 55.8                                       | 53.6          | 2.2 (2.1)      |
| Quarter 3                         | 64.2                                    | 62.1          | 2.1 (2.4)    | 54.1                                       | 51.1          | 3.0 (2.1)      |
| Quarter 4                         | 67.1                                    | 64.5          | 2.5 (2.4)    | 54.0                                       | 48.5          | 5.5*** (2.1)   |
| Year 1                            | 80.0                                    | 80.2          | -0.1 (2.0)   | 75.7                                       | 72.9          | 2.8 (1.8)      |
| Average quarterly employment rate | 63.3                                    | 63.6          | -0.4 (1.9)   | 55.7                                       | 52.3          | 3.4** (1.7)    |
| Total earnings (\$)               |                                         |               |              |                                            |               |                |
| Quarter 1                         | 1,758                                   | 1,821         | -63 (107)    | 1,484                                      | 1,425         | 59 (90)        |
| Quarter 2                         | 2,125                                   | 2,172         | -47 (123)    | 1,791                                      | 1,542         | 249**† (105)   |
| Quarter 3                         | 2,214                                   | 2,357         | -143 (129)   | 1,904                                      | 1,644         | 260**†† (109)  |
| Quarter 4                         | 2,449                                   | 2,507         | -58 (133)    | 1,960                                      | 1,599         | 361***†† (110) |
| Year 1                            | 8,546                                   | 8,857         | -310 (413)   | 7,140                                      | 6,211         | 929***†† (350) |
| <b>Sample size</b>                | <b>714</b>                              | <b>716</b>    |              | <b>1,013</b>                               | <b>996</b>    |                |

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

Note: Standard errors in parentheses.

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

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

**Table F.13. Impacts on quarterly and year 1 employment rates and total earnings, based on UI wage records, by monthly income as a percentage of poverty**

|                                   | Lives in household with income less than 50 percent of the Federal poverty level |               |            | Lives in household with income greater than or equal to 50 percent of the Federal poverty level |               |             |
|-----------------------------------|----------------------------------------------------------------------------------|---------------|------------|-------------------------------------------------------------------------------------------------|---------------|-------------|
|                                   | GOALS group                                                                      | Control group | Difference | GOALS group                                                                                     | Control group | Difference  |
| Employment rate (%)               |                                                                                  |               |            |                                                                                                 |               |             |
| Quarter 1                         | 55.2                                                                             | 56.0          | -0.9 (2.0) | 66.6                                                                                            | 67.7          | -1.1 (2.7)  |
| Quarter 2                         | 54.7                                                                             | 53.7          | 1.0 (2.0)  | 67.0                                                                                            | 68.0          | -1.0 (2.8)  |
| Quarter 3                         | 54.0                                                                             | 51.6          | 2.5 (2.0)  | 68.1                                                                                            | 65.6          | 2.5 (2.9)   |
| Quarter 4                         | 55.7                                                                             | 51.9          | 3.8* (1.9) | 69.3                                                                                            | 63.4          | 5.9** (2.9) |
| Year 1                            | 74.7                                                                             | 74.4          | 0.2 (1.7)  | 83.3                                                                                            | 79.4          | 4.0* (2.3)  |
| Average quarterly employment rate | 54.9                                                                             | 53.3          | 1.6 (1.6)  | 67.7                                                                                            | 66.2          | 1.6 (2.2)   |
| Total earnings (\$)               |                                                                                  |               |            |                                                                                                 |               |             |
| Quarter 1                         | 1,436                                                                            | 1,446         | -10 (84)   | 1,923                                                                                           | 1,919         | 4 (126)     |
| Quarter 2                         | 1,768                                                                            | 1,631         | 137 (97)   | 2,291                                                                                           | 2,164         | 127 (150)   |
| Quarter 3                         | 1,882                                                                            | 1,752         | 129 (102)  | 2,359                                                                                           | 2,347         | 13 (152)    |
| Quarter 4                         | 1,982                                                                            | 1,788         | 194* (104) | 2,565                                                                                           | 2,413         | 152 (157)   |
| Year 1                            | 7,067                                                                            | 6,617         | 450 (326)  | 9,138                                                                                           | 8,842         | 296 (492)   |
| <b>Sample size</b>                | <b>1,169</b>                                                                     | <b>1,173</b>  |            | <b>462</b>                                                                                      | <b>465</b>    |             |

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

Note: Standard errors in parentheses.

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

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

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

|                                                   | Age 18 to 24 |               |                | Age 25 to 49 |               |            | Age 50 or older |               |                |
|---------------------------------------------------|--------------|---------------|----------------|--------------|---------------|------------|-----------------|---------------|----------------|
|                                                   | GOALS group  | Control group | Difference     | GOALS group  | Control group | Difference | GOALS group     | Control group | Difference     |
| Employment rate (%)                               |              |               |                |              |               |            |                 |               |                |
| Quarter 1                                         | 38.6         | 46.6          | -8.0 (7.1)     | 45.3         | 47.9          | -2.6 (3.2) | 36.4            | 32.6          | 3.8 (4.9)      |
| Quarter 2                                         | 53.1         | 49.0          | 4.2 (7.4)      | 55.8         | 56.2          | -0.4 (3.3) | 47.6            | 42.3          | 5.4 (5.3)      |
| Quarter 3                                         | 58.2         | 60.6          | -2.4 (7.4)     | 59.8         | 60.4          | -0.7 (3.2) | 49.9            | 46.4          | 3.4 (5.3)      |
| Quarter 4                                         | 54.9         | 54.5          | 0.4 (7.5)      | 63.2         | 63.5          | -0.3 (3.2) | 56.2            | 42.2          | 14.0***† (5.2) |
| Year 1                                            | 71.6         | 72.2          | -0.6 (6.8)     | 74.9         | 77.3          | -2.4 (2.8) | 67.7            | 58.3          | 9.4* (5.0)     |
| Employed at the time of the survey interview      | 47.5         | 48.9          | -1.4 (7.7)     | 57.4         | 55.7          | 1.7 (3.2)  | 48.2            | 37.2          | 10.9** (5.1)   |
| Average earnings per week during the quarter (\$) |              |               |                |              |               |            |                 |               |                |
| Quarter 1                                         | 1,477        | 1,975         | -498 (383)     | 2,057        | 2,014         | 42 (185)   | 1,391           | 1,365         | 26 (271)       |
| Quarter 2                                         | 2,071        | 2,093         | -22 (382)      | 2,704        | 2,631         | 72 (202)   | 1,973           | 1,864         | 109 (311)      |
| Quarter 3                                         | 2,033        | 2,449         | -416 (354)     | 3,098        | 2,986         | 113 (233)  | 2,142           | 1,904         | 237 (336)      |
| Quarter 4                                         | 2,303        | 2,515         | -212 (419)     | 3,277        | 3,229         | 48 (242)   | 2,393           | 1,776         | 617* (360)     |
| Year 1                                            | 7,883        | 9,032         | -1,148 (1,286) | 11,135       | 10,860        | 275 (741)  | 7,899           | 6,910         | 989 (1,108)    |
| <b>Sample size</b>                                | <b>105</b>   | <b>96</b>     |                | <b>620</b>   | <b>574</b>    |            | <b>201</b>      | <b>185</b>    |                |

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

Note: Standard errors in parentheses.

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

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

**Table F.15. Impacts on quarterly and year 1 employment rates and average earnings per week, based on 12-month survey data, by severity of barriers to employment**

|                                                      | Least barriers<br>(employed in past 12 months and<br>completed high school<br>or equivalent) |                  |            | Moderate barriers<br>(not employed in past 12 months<br>or completed less than high<br>school or equivalent) |                  |             | Greatest barriers<br>(not employed in past 12 months and<br>completed less than high school or<br>equivalent) |                  |              |
|------------------------------------------------------|----------------------------------------------------------------------------------------------|------------------|------------|--------------------------------------------------------------------------------------------------------------|------------------|-------------|---------------------------------------------------------------------------------------------------------------|------------------|--------------|
|                                                      | GOALS<br>group                                                                               | Control<br>group | Difference | GOALS<br>group                                                                                               | Control<br>group | Difference  | GOALS<br>group                                                                                                | Control<br>group | Difference   |
| Employment rate (%)                                  |                                                                                              |                  |            |                                                                                                              |                  |             |                                                                                                               |                  |              |
| Quarter 1                                            | 48.0                                                                                         | 50.3             | -2.2 (3.4) | 38.3                                                                                                         | 39.7             | -1.4 (4.5)  | 20.5                                                                                                          | 23.4             | -2.8 (8.9)   |
| Quarter 2                                            | 59.3                                                                                         | 57.2             | 2.1 (3.4)  | 48.0                                                                                                         | 49.6             | -1.6 (4.6)  | 36.3                                                                                                          | 27.3             | 9.0 (10.0)   |
| Quarter 3                                            | 62.8                                                                                         | 61.9             | 1.0 (3.4)  | 52.1                                                                                                         | 54.9             | -2.8 (4.6)  | 41.0                                                                                                          | 36.0             | 5.0 (10.6)   |
| Quarter 4                                            | 66.9                                                                                         | 64.9             | 2.0 (3.3)  | 54.8                                                                                                         | 52.7             | 2.1 (4.6)   | 38.3                                                                                                          | 30.3             | 8.0 (9.6)    |
| Year 1                                               | 80.9                                                                                         | 77.2             | 3.7 (2.9)  | 63.9                                                                                                         | 71.9             | -8.1* (4.2) | 48.6                                                                                                          | 43.0             | 5.5† (10.8)  |
| Employed at the time of the<br>survey interview      | 60.8                                                                                         | 55.9             | 4.8 (3.3)  | 49.4                                                                                                         | 49.4             | 0.0 (4.6)   | 23.7                                                                                                          | 20.1             | 3.6 (7.6)    |
| Average earnings per week<br>during the quarter (\$) |                                                                                              |                  |            |                                                                                                              |                  |             |                                                                                                               |                  |              |
| Quarter 1                                            | 2,189                                                                                        | 2,169            | 21 (197)   | 1,574                                                                                                        | 1,563            | 11 (252)    | 389                                                                                                           | 1,011            | -622 (432)   |
| Quarter 2                                            | 2,877                                                                                        | 2,767            | 110 (215)  | 2,058                                                                                                        | 2,059            | 0 (266)     | 1,069                                                                                                         | 1,110            | -41 (527)    |
| Quarter 3                                            | 3,160                                                                                        | 3,145            | 15 (246)   | 2,436                                                                                                        | 2,269            | 167 (292)   | 1,332                                                                                                         | 1,260            | 72 (554)     |
| Quarter 4                                            | 3,442                                                                                        | 3,373            | 69 (262)   | 2,572                                                                                                        | 2,349            | 223 (306)   | 961                                                                                                           | 1,055            | -94 (542)    |
| Year 1                                               | 11,667                                                                                       | 11,453           | 214 (786)  | 8,640                                                                                                        | 8,239            | 401 (959)   | 3,751                                                                                                         | 4,436            | -685 (1,898) |
| Sample size                                          | 569                                                                                          | 505              |            | 285                                                                                                          | 289              |             | 61                                                                                                            | 51               |              |

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

Note: Standard errors in parentheses.

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

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

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

|                                                         | Employed in 12 months<br>prior to random assignment |                  |            | Not employed in 12 months<br>prior to random assignment |                  |             |
|---------------------------------------------------------|-----------------------------------------------------|------------------|------------|---------------------------------------------------------|------------------|-------------|
|                                                         | GOALS<br>group                                      | Control<br>group | Difference | GOALS<br>group                                          | Control<br>group | Difference  |
| Employment rate (%)                                     |                                                     |                  |            |                                                         |                  |             |
| Quarter 1                                               | 47.0                                                | 49.7             | -2.6 (3.0) | 29.7                                                    | 30.9             | -1.2 (4.9)  |
| Quarter 2                                               | 57.5                                                | 57.8             | -0.3 (3.1) | 42.5                                                    | 37.8             | 4.7 (5.3)   |
| Quarter 3                                               | 62.1                                                | 62.0             | 0.1 (3.0)  | 42.8                                                    | 45.5             | -2.7 (5.3)  |
| Quarter 4                                               | 65.6                                                | 64.3             | 1.3 (3.0)  | 45.4                                                    | 41.1             | 4.3 (5.3)   |
| Year 1                                                  | 78.2                                                | 77.5             | 0.6 (2.6)  | 57.8                                                    | 60.2             | -2.4 (5.1)  |
| Employed at the time of<br>the survey interview         | 59.4                                                | 56.3             | 3.1 (3.0)  | 39.7                                                    | 37.0             | 2.8 (5.0)   |
| Average earnings per<br>week during the quarter<br>(\$) |                                                     |                  |            |                                                         |                  |             |
| Quarter 1                                               | 2,076                                               | 2,132            | -56 (175)  | 1,159                                                   | 1,170            | -11 (260)   |
| Quarter 2                                               | 2,722                                               | 2,739            | -17 (189)  | 1,698                                                   | 1,486            | 212 (279)   |
| Quarter 3                                               | 3,057                                               | 3,052            | 5 (218)    | 1,862                                                   | 1,728            | 134 (290)   |
| Quarter 4                                               | 3,330                                               | 3,279            | 51 (232)   | 1,832                                                   | 1,652            | 180 (305)   |
| Year 1                                                  | 11,185                                              | 11,202           | -17 (690)  | 6,551                                                   | 6,036            | 515 (1,003) |
| <b>Sample size</b>                                      | <b>705</b>                                          | <b>635</b>       |            | <b>215</b>                                              | <b>218</b>       |             |

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

Note: Standard errors in parentheses.

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

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

**Table F.17. Impacts on quarterly and year 1 employment rates and average earnings per week, based on 12-month survey data, by presence of children**

|                                                   | Individuals in households with children |               |             | Individuals in households without children |               |            |
|---------------------------------------------------|-----------------------------------------|---------------|-------------|--------------------------------------------|---------------|------------|
|                                                   | GOALS group                             | Control group | Difference  | GOALS group                                | Control group | Difference |
| Employment rate (%)                               |                                         |               |             |                                            |               |            |
| Quarter 1                                         | 44.5                                    | 51.0          | -6.6* (3.9) | 41.4                                       | 40.2          | 1.2 (3.4)  |
| Quarter 2                                         | 56.2                                    | 58.6          | -2.4 (3.9)  | 52.2                                       | 48.2          | 4.0 (3.6)  |
| Quarter 3                                         | 63.0                                    | 65.0          | -2.0 (3.8)  | 53.5                                       | 52.4          | 1.1 (3.6)  |
| Quarter 4                                         | 66.7                                    | 66.5          | 0.3 (3.8)   | 56.1                                       | 52.3          | 3.8 (3.5)  |
| Year 1                                            | 77.4                                    | 78.4          | -1.0 (3.4)  | 70.0                                       | 69.1          | 0.9 (3.2)  |
| Employed at the time of the survey interview      | 62.1                                    | 61.0          | 1.1 (3.8)   | 48.5                                       | 44.1          | 4.4 (3.5)  |
| Average earnings per week during the quarter (\$) |                                         |               |             |                                            |               |            |
| Quarter 1                                         | 1,903                                   | 2,200         | -296 (214)  | 1,802                                      | 1,652         | 150 (200)  |
| Quarter 2                                         | 2,573                                   | 2,846         | -273 (244)  | 2,395                                      | 2,100         | 295† (207) |
| Quarter 3                                         | 2,999                                   | 3,124         | -125 (247)  | 2,577                                      | 2,407         | 170 (249)  |
| Quarter 4                                         | 3,200                                   | 3,284         | -84 (257)   | 2,781                                      | 2,549         | 233 (267)  |
| Year 1                                            | 10,676                                  | 11,454        | -778 (829)  | 9,555                                      | 8,707         | 848 (786)  |
| <b>Sample size</b>                                | <b>411</b>                              | <b>390</b>    |             | <b>515</b>                                 | <b>465</b>    |            |

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

Note: Standard errors in parentheses.

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

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

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

|                                                   | Lives in household with income less than 50 percent of the Federal poverty level |               |            | Lives in household with income greater than or equal to 50 percent of the Federal poverty level |               |            |
|---------------------------------------------------|----------------------------------------------------------------------------------|---------------|------------|-------------------------------------------------------------------------------------------------|---------------|------------|
|                                                   | GOALS group                                                                      | Control group | Difference | GOALS group                                                                                     | Control group | Difference |
| Employment rate (%)                               |                                                                                  |               |            |                                                                                                 |               |            |
| Quarter 1                                         | 39.0                                                                             | 40.9          | -1.8 (3.2) | 50.4                                                                                            | 53.5          | -3.1 (4.5) |
| Quarter 2                                         | 51.4                                                                             | 49.4          | 2.0 (3.3)  | 59.1                                                                                            | 59.1          | 0.0 (4.6)  |
| Quarter 3                                         | 54.2                                                                             | 54.1          | 0.0 (3.3)  | 64.3                                                                                            | 65.2          | -0.9 (4.5) |
| Quarter 4                                         | 57.9                                                                             | 54.5          | 3.4 (3.2)  | 65.2                                                                                            | 66.7          | -1.6 (4.5) |
| Year 1                                            | 69.7                                                                             | 71.4          | -1.7 (3.0) | 78.6                                                                                            | 77.4          | 1.2 (4.0)  |
| Employed at the time of the survey interview      | 51.0                                                                             | 47.6          | 3.4 (3.2)  | 60.2                                                                                            | 59.1          | 1.1 (4.4)  |
| Average earnings per week during the quarter (\$) |                                                                                  |               |            |                                                                                                 |               |            |
| Quarter 1                                         | 1,742                                                                            | 1,675         | 67 (184)   | 2,066                                                                                           | 2,296         | -230 (249) |
| Quarter 2                                         | 2,401                                                                            | 2,224         | 177 (198)  | 2,623                                                                                           | 2,755         | -132 (277) |
| Quarter 3                                         | 2,720                                                                            | 2,546         | 174 (234)  | 2,840                                                                                           | 2,990         | -149 (268) |
| Quarter 4                                         | 2,934                                                                            | 2,718         | 217 (251)  | 3,028                                                                                           | 3,168         | -141 (275) |
| Year 1                                            | 9,796                                                                            | 9,163         | 634 (742)  | 10,557                                                                                          | 11,209        | -652 (919) |
| <b>Sample size</b>                                | <b>610</b>                                                                       | <b>545</b>    |            | <b>279</b>                                                                                      | <b>282</b>    |            |

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

Note: Standard errors in parentheses.

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

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

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

|                                                                                               | Age 18 to 24 |               |             | Age 25 to 49 |               |              | Age 50 or older |               |               |
|-----------------------------------------------------------------------------------------------|--------------|---------------|-------------|--------------|---------------|--------------|-----------------|---------------|---------------|
|                                                                                               | GOALS group  | Control group | Difference  | GOALS group  | Control group | Difference   | GOALS group     | Control group | Difference    |
| SNAP participation by individual enrolled in pilot (%)                                        |              |               |             |              |               |              |                 |               |               |
| Quarter 1                                                                                     | 99.7         | 97.6          | 2.1** (0.9) | 99.3         | 98.7          | 0.6 (0.4)    | 99.4            | 98.4          | 1.0 (0.7)     |
| Quarter 2                                                                                     | 77.1         | 76.0          | 1.1 (3.5)   | 83.1         | 78.1          | 5.0*** (1.4) | 87.3            | 87.1          | 0.2 (2.4)     |
| Quarter 3                                                                                     | 59.8         | 55.3          | 4.5 (4.0)   | 64.3         | 61.3          | 3.1* (1.7)   | 68.4            | 72.9          | -4.5 (3.4)    |
| Quarter 4                                                                                     | 57.4         | 53.7          | 3.7 (4.0)   | 60.4         | 57.5          | 2.9* (1.7)   | 66.2            | 70.0          | -3.7 (3.4)    |
| Average monthly SNAP benefits received (\$)                                                   |              |               |             |              |               |              |                 |               |               |
| Quarter 1                                                                                     | 879          | 854           | 25 (30)     | 975          | 961           | 14 (14)      | 568             | 592           | -24 (15)      |
| Quarter 2                                                                                     | 639          | 577           | 62 (38)     | 748          | 698           | 50*** (18)   | 440             | 459           | -19†† (20)    |
| Quarter 3                                                                                     | 547          | 502           | 45 (42)     | 634          | 587           | 47** (20)    | 353             | 393           | -41*††† (22)  |
| Quarter 4                                                                                     | 524          | 488           | 36 (44)     | 574          | 538           | 36* (20)     | 328             | 365           | -37†† (22)    |
| Year 1                                                                                        | 2,588        | 2,420         | 168 (123)   | 2,931        | 2,783         | 148*** (57)  | 1,688           | 1,809         | -120*††† (63) |
| Average monthly SNAP benefits received as a percentage of maximum benefit amount <sup>a</sup> |              |               |             |              |               |              |                 |               |               |
| Quarter 1                                                                                     | 78.8         | 78.8          | 0.0 (2.3)   | 82.5         | 81.2          | 1.3 (0.9)    | 83.9            | 85.2          | -1.3 (1.9)    |
| Quarter 2                                                                                     | 52.4         | 47.1          | 5.3* (3.1)  | 58.3         | 53.2          | 5.1*** (1.4) | 65.4            | 67.6          | -2.2† (2.7)   |
| Quarter 3                                                                                     | 41.9         | 36.2          | 5.7* (3.3)  | 46.4         | 42.3          | 4.1*** (1.5) | 52.2            | 58.2          | -6.0*†† (3.2) |

**Table F.19. Impacts on quarterly SNAP participation rates and average monthly SNAP benefit amount per Quarter and in Year 1, based on SNAP administrative data, by age (continued)**

|                    | Age 18 to 24 |               |            | Age 25 to 49 |               |              | Age 50 or older |               |               |
|--------------------|--------------|---------------|------------|--------------|---------------|--------------|-----------------|---------------|---------------|
|                    | GOALS group  | Control group | Difference | GOALS group  | Control group | Difference   | GOALS group     | Control group | Difference    |
| Quarter 4          | 40.0         | 34.2          | 5.8* (3.2) | 40.9         | 38.0          | 2.9** (1.4)  | 48.4            | 53.7          | -5.3*†† (3.2) |
| Year 1             | 53.6         | 49.3          | 4.4* (2.3) | 57.2         | 53.9          | 3.3*** (1.0) | 62.5            | 66.3          | -3.7*†† (2.2) |
| <b>Sample size</b> | <b>277</b>   | <b>246</b>    |            | <b>1,364</b> | <b>1,355</b>  |              | <b>346</b>      | <b>373</b>    |               |

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

Note: Standard errors in parentheses.

<sup>a</sup> Maximum household SNAP benefit amounts normalized by household size.

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

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

**Table F.20. Impacts on quarterly SNAP participation rates and average monthly SNAP benefit amount per Quarter and in Year 1, based on SNAP administrative data, by severity of barriers to employment**

|                                                                                                        | Least barriers<br>(employed in past 12 months and<br>completed high school or equivalent) |                  |              | Moderate barriers<br>(not employed in past 12 months<br>or completed less than high<br>school or equivalent) |                  |            | Greatest barriers<br>(not employed in past 12 months<br>and completed less than high<br>school or equivalent) |                  |              |
|--------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|------------------|--------------|--------------------------------------------------------------------------------------------------------------|------------------|------------|---------------------------------------------------------------------------------------------------------------|------------------|--------------|
|                                                                                                        | GOALS<br>group                                                                            | Control<br>group | Difference   | GOALS<br>group                                                                                               | Control<br>group | Difference | GOALS<br>group                                                                                                | Control<br>group | Difference   |
| SNAP participation by<br>individual enrolled in pilot (%)                                              |                                                                                           |                  |              |                                                                                                              |                  |            |                                                                                                               |                  |              |
| Quarter 1                                                                                              | 99.3                                                                                      | 98.2             | 1.1** (0.5)  | 99.5                                                                                                         | 99.3             | 0.2 (0.4)  | 99.9                                                                                                          | 97.6             | 2.4**† (1.0) |
| Quarter 2                                                                                              | 83.8                                                                                      | 78.3             | 5.5*** (1.6) | 82.0                                                                                                         | 80.6             | 1.4 (2.0)  | 81.7                                                                                                          | 83.7             | -2.0 (4.4)   |
| Quarter 3                                                                                              | 64.4                                                                                      | 60.9             | 3.5* (1.9)   | 65.1                                                                                                         | 65.1             | 0.1 (2.3)  | 58.0                                                                                                          | 61.8             | -3.8 (5.5)   |
| Quarter 4                                                                                              | 59.9                                                                                      | 57.8             | 2.2 (1.9)    | 62.8                                                                                                         | 60.9             | 1.9 (2.4)  | 58.1                                                                                                          | 61.8             | -3.7 (5.4)   |
| Average monthly SNAP<br>benefits received (\$)                                                         |                                                                                           |                  |              |                                                                                                              |                  |            |                                                                                                               |                  |              |
| Quarter 1                                                                                              | 861                                                                                       | 869              | -7 (14)      | 923                                                                                                          | 895              | 27 (18)    | 909                                                                                                           | 863              | 46 (41)      |
| Quarter 2                                                                                              | 655                                                                                       | 617              | 38** (18)    | 704                                                                                                          | 665              | 39* (23)   | 674                                                                                                           | 654              | 20 (52)      |
| Quarter 3                                                                                              | 549                                                                                       | 513              | 36* (20)     | 600                                                                                                          | 571              | 29 (26)    | 546                                                                                                           | 565              | -19 (57)     |
| Quarter 4                                                                                              | 499                                                                                       | 472              | 28 (20)      | 547                                                                                                          | 529              | 19 (26)    | 524                                                                                                           | 535              | -10 (56)     |
| Year 1                                                                                                 | 2,565                                                                                     | 2,471            | 95 (58)      | 2,774                                                                                                        | 2,660            | 114 (75)   | 2,653                                                                                                         | 2,617            | 36 (177)     |
| Average monthly SNAP<br>benefits received as a<br>percentage of maximum<br>benefit amount <sup>a</sup> |                                                                                           |                  |              |                                                                                                              |                  |            |                                                                                                               |                  |              |
| Quarter 1                                                                                              | 81.2                                                                                      | 80.9             | 0.3 (1.1)    | 83.5                                                                                                         | 82.5             | 1.0 (1.3)  | 86.2                                                                                                          | 83.5             | 2.7 (2.8)    |
| Quarter 2                                                                                              | 58.4                                                                                      | 53.4             | 5.0*** (1.5) | 59.3                                                                                                         | 57.0             | 2.3 (1.9)  | 60.2                                                                                                          | 57.8             | 2.4 (4.4)    |
| Quarter 3                                                                                              | 46.4                                                                                      | 42.8             | 3.6** (1.7)  | 47.9                                                                                                         | 46.6             | 1.2 (2.1)  | 45.4                                                                                                          | 44.1             | 1.3 (4.8)    |
| Quarter 4                                                                                              | 40.6                                                                                      | 38.9             | 1.8 (1.6)    | 44.2                                                                                                         | 41.9             | 2.3 (2.0)  | 43.4                                                                                                          | 42.8             | 0.5 (4.7)    |

**Table F.20. Impacts on quarterly SNAP participation rates and average monthly SNAP benefit amount per Quarter and in Year 1, based on SNAP administrative data, by severity of barriers to employment (*continued*)**

|                    | Least barriers<br>(employed in past 12 months and<br>completed high school or equivalent) |                  |             | Moderate barriers<br>(not employed in past 12 months<br>or completed less than high<br>school or equivalent) |                  |            | Greatest barriers<br>(not employed in past 12 months<br>and completed less than high<br>school or equivalent) |                  |            |
|--------------------|-------------------------------------------------------------------------------------------|------------------|-------------|--------------------------------------------------------------------------------------------------------------|------------------|------------|---------------------------------------------------------------------------------------------------------------|------------------|------------|
|                    | GOALS<br>group                                                                            | Control<br>group | Difference  | GOALS<br>group                                                                                               | Control<br>group | Difference | GOALS<br>group                                                                                                | Control<br>group | Difference |
| Year 1             | 56.8                                                                                      | 54.2             | 2.6** (1.1) | 58.9                                                                                                         | 57.2             | 1.7 (1.4)  | 59.2                                                                                                          | 57.1             | 2.1 (3.5)  |
| <b>Sample size</b> | <b>1,151</b>                                                                              | <b>1,115</b>     |             | <b>672</b>                                                                                                   | <b>716</b>       |            | <b>140</b>                                                                                                    | <b>123</b>       |            |

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

Note: Standard errors in parentheses.

<sup>a</sup> Maximum household SNAP benefit amounts normalized by household size.

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

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

**Table F.21. Impacts on quarterly SNAP participation rates and average monthly SNAP benefit amount per Quarter and in Year 1, based on SNAP administrative data, by recent employment history**

|                                                                                                        | Employed in 12 months<br>prior to random assignment |                  |              | Not employed in 12 months<br>prior to random assignment |                  |            |
|--------------------------------------------------------------------------------------------------------|-----------------------------------------------------|------------------|--------------|---------------------------------------------------------|------------------|------------|
|                                                                                                        | GOALS<br>group                                      | Control<br>group | Difference   | GOALS<br>group                                          | Control<br>group | Difference |
| SNAP participation by<br>individual enrolled in pilot<br>(%)                                           |                                                     |                  |              |                                                         |                  |            |
| Quarter 1                                                                                              | 99.4                                                | 98.3             | 1.0*** (0.4) | 99.4                                                    | 99.2             | 0.1 (0.5)  |
| Quarter 2                                                                                              | 82.9                                                | 78.6             | 4.3*** (1.4) | 84.3                                                    | 82.3             | 2.0 (2.3)  |
| Quarter 3                                                                                              | 64.3                                                | 61.6             | 2.7* (1.6)   | 64.7                                                    | 65.8             | -1.1 (2.7) |
| Quarter 4                                                                                              | 60.0                                                | 58.1             | 1.9 (1.7)    | 63.9                                                    | 62.7             | 1.2 (2.8)  |
| Average monthly SNAP<br>benefits received (\$)                                                         |                                                     |                  |              |                                                         |                  |            |
| Quarter 1                                                                                              | 900                                                 | 899              | 0 (13)       | 855                                                     | 823              | 32 (20)    |
| Quarter 2                                                                                              | 685                                                 | 645              | 40** (16)    | 654                                                     | 621              | 33 (25)    |
| Quarter 3                                                                                              | 580                                                 | 545              | 34* (18)     | 542                                                     | 525              | 17 (27)    |
| Quarter 4                                                                                              | 523                                                 | 500              | 23 (18)      | 517                                                     | 491              | 25 (28)    |
| Year 1                                                                                                 | 2,687                                               | 2,590            | 97* (52)     | 2,568                                                   | 2,461            | 107 (83)   |
| Average monthly SNAP<br>benefits received as a<br>percentage of maximum<br>benefit amount <sup>a</sup> |                                                     |                  |              |                                                         |                  |            |
| Quarter 1                                                                                              | 81.3                                                | 80.9             | 0.4 (0.9)    | 85.5                                                    | 84.2             | 1.3 (1.5)  |
| Quarter 2                                                                                              | 58.0                                                | 54.0             | 4.0*** (1.3) | 61.9                                                    | 58.8             | 3.1 (2.3)  |
| Quarter 3                                                                                              | 46.3                                                | 43.7             | 2.7* (1.4)   | 48.7                                                    | 46.9             | 1.8 (2.4)  |
| Quarter 4                                                                                              | 40.8                                                | 39.3             | 1.5 (1.4)    | 46.4                                                    | 43.3             | 3.2 (2.4)  |
| Year 1                                                                                                 | 56.7                                                | 54.6             | 2.1** (1.0)  | 60.8                                                    | 58.4             | 2.4 (1.7)  |
| <b>Sample size</b>                                                                                     | <b>1,498</b>                                        | <b>1,439</b>     |              | <b>478</b>                                              | <b>526</b>       |            |

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

Note: Standard errors in parentheses.

<sup>a</sup> Maximum household SNAP benefit amounts normalized by household size.

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

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

**Table F.22. Impacts on quarterly SNAP participation rates and average monthly SNAP benefit amount per Quarter and in Year 1, based on SNAP administrative data, by presence of children**

|                                                                                               | Individuals in households with children |               |              | Individuals in households without children |               |              |
|-----------------------------------------------------------------------------------------------|-----------------------------------------|---------------|--------------|--------------------------------------------|---------------|--------------|
|                                                                                               | GOALS group                             | Control group | Difference   | GOALS group                                | Control group | Difference   |
| SNAP participation by individual enrolled in pilot (%)                                        |                                         |               |              |                                            |               |              |
| Quarter 1                                                                                     | 99.7                                    | 98.5          | 1.2*** (0.4) | 99.2                                       | 98.5          | 0.6 (0.4)    |
| Quarter 2                                                                                     | 90.6                                    | 88.8          | 1.8 (1.5)    | 78.2                                       | 73.0          | 5.1*** (1.7) |
| Quarter 3                                                                                     | 79.9                                    | 76.9          | 3.1 (2.0)    | 53.7                                       | 52.8          | 0.9 (2.0)    |
| Quarter 4                                                                                     | 76.9                                    | 73.8          | 3.1 (2.1)    | 49.9                                       | 49.3          | 0.6 (2.0)    |
| Average monthly SNAP benefits received (\$)                                                   |                                         |               |              |                                            |               |              |
| Quarter 1                                                                                     | 1,380                                   | 1,372         | 9 (22)       | 539                                        | 532           | 6 (9)        |
| Quarter 2                                                                                     | 1,141                                   | 1,084         | 57** (29)    | 351                                        | 325           | 26** (12)    |
| Quarter 3                                                                                     | 1,007                                   | 951           | 55* (31)     | 264                                        | 251           | 13 (13)      |
| Quarter 4                                                                                     | 925                                     | 888           | 37 (32)      | 238                                        | 226           | 12 (13)      |
| Year 1                                                                                        | 4,453                                   | 4,295         | 158* (92)    | 1,392                                      | 1,335         | 57 (37)      |
| Average monthly SNAP benefits received as a percentage of maximum benefit amount <sup>a</sup> |                                         |               |              |                                            |               |              |
| Quarter 1                                                                                     | 80.2                                    | 79.3          | 0.9 (1.2)    | 83.8                                       | 83.3          | 0.5 (1.1)    |
| Quarter 2                                                                                     | 66.3                                    | 62.4          | 3.9** (1.6)  | 53.9                                       | 50.1          | 3.8** (1.6)  |
| Quarter 3                                                                                     | 58.5                                    | 54.2          | 4.3** (1.8)  | 38.8                                       | 37.8          | 1.0 (1.7)    |
| Quarter 4                                                                                     | 53.5                                    | 50.8          | 2.7 (1.8)    | 34.3                                       | 33.2          | 1.1 (1.6)    |
| Year 1                                                                                        | 64.8                                    | 61.9          | 2.9** (1.3)  | 52.8                                       | 51.2          | 1.6 (1.1)    |
| <b>Sample size</b>                                                                            | <b>841</b>                              | <b>813</b>    |              | <b>1,146</b>                               | <b>1,161</b>  |              |

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

Note: Standard errors in parentheses.

<sup>a</sup> Maximum household SNAP benefit amounts normalized by household size.

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

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

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

|                                                                                               | Lives in household with income less than 50 percent of the Federal poverty level |               |              | Lives in household with income greater than or equal to 50 percent of the Federal poverty level |               |            |
|-----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|---------------|--------------|-------------------------------------------------------------------------------------------------|---------------|------------|
|                                                                                               | GOALS group                                                                      | Control group | Difference   | GOALS group                                                                                     | Control group | Difference |
| SNAP participation by individual enrolled in pilot (%)                                        |                                                                                  |               |              |                                                                                                 |               |            |
| Quarter 1                                                                                     | 99.5                                                                             | 98.6          | 0.8** (0.3)  | 99.2                                                                                            | 98.5          | 0.8 (0.6)  |
| Quarter 2                                                                                     | 82.0                                                                             | 77.8          | 4.2*** (1.4) | 87.7                                                                                            | 84.3          | 3.4 (2.2)  |
| Quarter 3                                                                                     | 61.7                                                                             | 59.4          | 2.2 (1.7)    | 74.4                                                                                            | 73.6          | 0.8 (2.6)  |
| Quarter 4                                                                                     | 58.9                                                                             | 56.5          | 2.3 (1.7)    | 68.7                                                                                            | 69.2          | -0.5 (2.8) |
| Average monthly SNAP benefits received (\$)                                                   |                                                                                  |               |              |                                                                                                 |               |            |
| Quarter 1                                                                                     | 903                                                                              | 889           | 14 (11)      | 845                                                                                             | 855           | -10 (25)   |
| Quarter 2                                                                                     | 670                                                                              | 618           | 52*** (16)   | 712                                                                                             | 707           | 5 (31)     |
| Quarter 3                                                                                     | 554                                                                              | 526           | 28 (18)      | 620                                                                                             | 608           | 11 (31)    |
| Quarter 4                                                                                     | 509                                                                              | 484           | 25 (18)      | 566                                                                                             | 567           | 0 (32)     |
| Year 1                                                                                        | 2,635                                                                            | 2,516         | 119** (50)   | 2,743                                                                                           | 2,737         | 6 (97)     |
| Average monthly SNAP benefits received as a percentage of maximum benefit amount <sup>a</sup> |                                                                                  |               |              |                                                                                                 |               |            |
| Quarter 1                                                                                     | 89.3                                                                             | 88.1          | 1.2 (0.8)    | 63.2                                                                                            | 64.6          | -1.4 (1.7) |
| Quarter 2                                                                                     | 61.1                                                                             | 56.8          | 4.3*** (1.4) | 54.4                                                                                            | 51.7          | 2.6 (2.1)  |
| Quarter 3                                                                                     | 47.5                                                                             | 45.5          | 2.0 (1.5)    | 46.3                                                                                            | 44.1          | 2.2 (2.3)  |
| Quarter 4                                                                                     | 43.1                                                                             | 41.1          | 2.0 (1.5)    | 41.7                                                                                            | 40.7          | 1.0 (2.2)  |
| Year 1                                                                                        | 60.4                                                                             | 58.1          | 2.3** (1.0)  | 51.5                                                                                            | 50.3          | 1.2 (1.7)  |
| <b>Sample size</b>                                                                            | <b>1,362</b>                                                                     | <b>1,376</b>  |              | <b>522</b>                                                                                      | <b>522</b>    |            |

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

Note: Standard errors in parentheses.

<sup>a</sup> Maximum household SNAP benefit amounts normalized by household size.

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

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

### III. Main tables for well-being outcomes

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

| Outcome                                                                         | GOALS group | Control group | Difference  |
|---------------------------------------------------------------------------------|-------------|---------------|-------------|
| Food security <sup>a</sup> (%)                                                  |             |               |             |
| Living in a household that is food insecure                                     | 58.6        | 59.6          | -1.0 (2.6)  |
| Living in a household with very low food security                               | 37.4        | 38.6          | -1.2 (2.6)  |
| Health and well-being                                                           |             |               |             |
| Reported “very good” or “excellent” health status (versus “fair” or “poor”) (%) | 24.5        | 23.3          | 1.2 (2.2)   |
| Screened positively for depression (%)                                          | 27.7        | 29.9          | -2.2 (2.4)  |
| Average self-esteem score (out of 5)                                            | 3.6         | 3.6           | 0.0 (0)     |
| Average self-efficacy score (out of 5)                                          | 3.4         | 3.4           | 0.0 (0)     |
| Housing status (%)                                                              |             |               |             |
| Owns or rents a home or an apartment                                            | 64.6        | 61.3          | 3.3 (2.5)   |
| Lives with parents, relative, or friend                                         | 22.0        | 26.1          | -4.0* (2.3) |
| Shares housing with roommates, friends, or partner                              | 5.8         | 5.2           | 0.6 (1.2)   |
| Group quarters                                                                  | 3.0         | 2.8           | 0.2 (0.9)   |
| Homeless                                                                        | 3.4         | 3.7           | -0.4 (1.0)  |
| Incarcerated                                                                    | 0.0         | 0.0           | 0.0 (0.0)   |
| Other, don’t know, or refused                                                   | 1.2         | 0.9           | 0.3 (0.5)   |
| Had housing 12 months after random assignment                                   | 96.6        | 96.3          | 0.3 (1.0)   |
| <b>Sample size</b>                                                              | <b>926</b>  | <b>855</b>    |             |

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

Note: Standard errors in parentheses.

<sup>a</sup> 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 GOALS on well-being outcomes for select subgroups of individuals enrolled in GOALS. Subgroups were based on individuals' age, barriers to employment, presence of children in the household, recent employment history, and income relative to the FPL. Additionally, impacts are presented by subgroups based on whether individuals were in a region that offered existing SNAP E&T services or not (as discussed in Chapter IV, one of the four Kansas pilot regions – the southeast region – did not offer existing SNAP E&T services).

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

- The differences in food security impacts were not statistically significant across the subgroups based on age, recent employment history, availability of existing SNAP E&T services in the region (not shown in Appendix Tables), and income relative to the FPL.
- The estimated difference in impacts across the barriers to employment subgroups was statistically significant for food insecurity. Among those with the greatest barriers to employment, GOALS decreased the rate of food insecurity by a statistically significant amount (22 percentage point difference). The difference in the rates of food insecurity across research groups was not statistically significant among those with the least barriers or among those with moderate barriers (Appendix Table F.26).
- The estimated differences in food insecurity and very low food security impacts across the subgroups based on the presence of children in the household were statistically significant. Among individuals in households without children, GOALS decreased the rate of very low food security. Conversely, among individuals in households with children, GOALS increased the rate of very low food security (Appendix Table F.28).

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

|                                                   | Age 18 to 24 |               |            | Age 25 to 49 |               |            | Age 50 or older |               |            |
|---------------------------------------------------|--------------|---------------|------------|--------------|---------------|------------|-----------------|---------------|------------|
|                                                   | GOALS group  | Control group | Difference | GOALS group  | Control group | Difference | GOALS group     | Control group | Difference |
| Food security <sup>a</sup> (%)                    |              |               |            |              |               |            |                 |               |            |
| Living in a household that is food insecure       | 52.2         | 60.4          | -8.2 (7.7) | 59.6         | 58.5          | 1.1 (3.2)  | 59.1            | 63.1          | -4.0 (5.3) |
| Living in a household with very low food security | 31.6         | 33.5          | -2.0 (7.3) | 38.5         | 38.0          | 0.5 (3.2)  | 37.2            | 43.8          | -6.7 (5.4) |
| <b>Sample size</b>                                | <b>105</b>   | <b>96</b>     |            | <b>620</b>   | <b>574</b>    |            | <b>201</b>      | <b>185</b>    |            |

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

Note: Standard errors in parentheses.

<sup>a</sup> Food security measured over the 30 days prior to the survey interview.

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

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

**Table F.26. Impacts on food security, based on 12-month survey data, by severity of barriers to employment**

|                                                      | Least barriers<br>(employed in past 12 months<br>and completed high school or<br>equivalent) |                  |            | Moderate barriers<br>(not employed in past 12 months<br>or completed less than high school<br>or equivalent) |                  |            | Greatest barriers<br>(not employed in past 12 months and<br>completed less than high school or<br>equivalent) |                  |                |
|------------------------------------------------------|----------------------------------------------------------------------------------------------|------------------|------------|--------------------------------------------------------------------------------------------------------------|------------------|------------|---------------------------------------------------------------------------------------------------------------|------------------|----------------|
|                                                      | GOALS<br>group                                                                               | Control<br>group | Difference | GOALS<br>group                                                                                               | Control<br>group | Difference | GOALS<br>group                                                                                                | Control<br>group | Difference     |
| Food security <sup>a</sup> (%)                       |                                                                                              |                  |            |                                                                                                              |                  |            |                                                                                                               |                  |                |
| Living in a household that<br>is food insecure       | 59.1                                                                                         | 58.3             | 0.8 (3.3)  | 58.4                                                                                                         | 58.7             | -0.3 (4.6) | 53.3                                                                                                          | 75.5             | -22.2**† (9.0) |
| Living in a household with<br>very low food security | 39.1                                                                                         | 39.0             | 0.1 (3.4)  | 33.1                                                                                                         | 35.9             | -2.8 (4.6) | 37.6                                                                                                          | 50.0             | -12.4 (9.8)    |
| <b>Sample size</b>                                   | <b>569</b>                                                                                   | <b>505</b>       |            | <b>285</b>                                                                                                   | <b>289</b>       |            | <b>61</b>                                                                                                     | <b>51</b>        |                |

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

Note: Standard errors in parentheses.

<sup>a</sup> Food security measured over the 30 days prior to the survey interview.

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

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

**Table F.27. Impacts on food security, based on 12-month survey data, by recent employment history**

|                                                         | Employed in 12 months<br>prior to random assignment |                  |            | Not employed in 12 months<br>prior to random assignment |                  |            |
|---------------------------------------------------------|-----------------------------------------------------|------------------|------------|---------------------------------------------------------|------------------|------------|
|                                                         | GOALS<br>group                                      | Control<br>group | Difference | GOALS<br>group                                          | Control<br>group | Difference |
| Food security <sup>a</sup> (%)                          |                                                     |                  |            |                                                         |                  |            |
| Living in a household<br>that is food insecure          | 59.4                                                | 59.3             | 0.1 (3.0)  | 56.2                                                    | 60.3             | -4.2 (5.1) |
| Living in a household<br>with very low food<br>security | 37.9                                                | 37.3             | 0.6 (3.0)  | 34.3                                                    | 42.0             | -7.7 (4.9) |
| <b>Sample size</b>                                      | <b>705</b>                                          | <b>635</b>       |            | <b>215</b>                                              | <b>218</b>       |            |

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

Note: Standard errors in parentheses.

<sup>a</sup> Food security measured over the 30 days prior to the survey interview.

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

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

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

|                                                   | Individuals in households with children |               |             | Individuals in households without children |               |                 |
|---------------------------------------------------|-----------------------------------------|---------------|-------------|--------------------------------------------|---------------|-----------------|
|                                                   | GOALS group                             | Control group | Difference  | GOALS group                                | Control group | Difference      |
| Food security <sup>a</sup> (%)                    |                                         |               |             |                                            |               |                 |
| Living in a household that is food insecure       | 58.9                                    | 54.6          | 4.3 (3.9)   | 58.6                                       | 63.4          | -4.8† (3.4)     |
| Living in a household with very low food security | 38.1                                    | 29.9          | 8.2** (3.7) | 37.1                                       | 45.1          | -8.0**††† (3.6) |
| <b>Sample size</b>                                | <b>411</b>                              | <b>390</b>    |             | <b>515</b>                                 | <b>465</b>    |                 |

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

Note: Standard errors in parentheses.

<sup>a</sup> Food security measured over the 30 days prior to the survey interview.

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

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

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

|                                                   | Lives in household with income less than 50 percent of the Federal poverty level |               |            | Lives in household with income greater than or equal to 50 percent of the Federal poverty level |               |            |
|---------------------------------------------------|----------------------------------------------------------------------------------|---------------|------------|-------------------------------------------------------------------------------------------------|---------------|------------|
|                                                   | GOALS group                                                                      | Control group | Difference | GOALS group                                                                                     | Control group | Difference |
| Food security <sup>a</sup> (%)                    |                                                                                  |               |            |                                                                                                 |               |            |
| Living in a household that is food insecure       | 59.2                                                                             | 58.5          | 0.7 (3.2)  | 56.8                                                                                            | 63.3          | -6.6 (4.5) |
| Living in a household with very low food security | 39.1                                                                             | 39.0          | 0.1 (3.3)  | 34.4                                                                                            | 37.8          | -3.4 (4.4) |
| <b>Sample size</b>                                | <b>610</b>                                                                       | <b>545</b>    |            | <b>279</b>                                                                                      | <b>282</b>    |            |

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

Note: Standard errors in parentheses.

<sup>a</sup> 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     | <b>\$5,045,656</b><br>100.0% | <b>\$4,914,546</b><br>97.4% | <b>\$131,110</b><br>2.6% |
| Planning period cost | \$493,113<br>9.8%            | \$368,932<br>7.3%           | \$124,181<br>2.5%        |
| Ongoing cost         | \$4,552,543<br>90.2%         | \$4,545,614<br>90.1%        | \$6,929<br>0.1%          |

Source: GOALS cost workbooks.

Note: The planning period occurred in the year after the FNS grant was awarded and before GOALS launched (April 2015 to January 2016). Service delivery costs represent the total reported in quarterly workbooks following the launch of GOALS. Cost workbooks asked for the total costs of the services provided to individuals in the GOALS group. For all costs reported in the workbooks, respondents were asked to report the percentage of the cost that was funded by the FNS grant. Remaining costs 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 | In-kind   |
|---------------------------------|-----------|--------------|-----------|
| Planning period                 | \$493,113 | \$368,932    | \$124,181 |
| Pilot services                  |           |              |           |
| Quarter 1                       | \$458,749 | \$457,139    | \$1,610   |
| Quarter 2                       | \$395,311 | \$395,311    | \$0       |
| Quarter 3                       | \$530,302 | \$530,302    | \$0       |
| Quarter 4                       | \$462,469 | \$461,702    | \$767     |
| Quarter 5                       | \$501,988 | \$501,136    | \$852     |
| Quarter 6                       | \$744,322 | \$742,856    | \$1,466   |
| Quarter 7                       | \$648,527 | \$647,778    | \$748     |
| Quarter 8                       | \$810,875 | \$809,390    | \$1,485   |

Source: GOALS cost workbooks.

Note: The planning period occurred in the year after the FNS grant was awarded and before GOALS launched (April 2015 to January 2016). Service delivery costs represent the total reported in quarterly workbooks following the launch of GOALS. Cost workbooks asked for the total costs of the services provided to individuals in the GOALS group. For all costs reported in the workbooks, respondents were asked to report the percentage of the cost that was funded by the FNS grant. Remaining costs were assumed to be covered by other sources. All costs are presented in 2016 dollars.

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

| Resource Category                             | Total              | Grant funded       |               | Other sources    |             |
|-----------------------------------------------|--------------------|--------------------|---------------|------------------|-------------|
| <b>Total cost</b>                             | <b>\$5,045,656</b> | <b>\$4,914,546</b> | <b>97.4%</b>  | <b>\$131,110</b> | <b>2.6%</b> |
| <b>Staff costs</b>                            | <b>\$2,372,040</b> | <b>\$2,247,253</b> | <b>94.7%</b>  | <b>\$124,787</b> | <b>5.3%</b> |
| Staff costs                                   | \$2,372,040        | \$2,247,253        | 94.7%         | \$124,787        | 5.3%        |
| Administrative staff costs <sup>a</sup>       | \$1,422,418        | \$1,349,837        | 56.9%         | \$72,581         | 3.1%        |
| Direct service staff costs                    | \$949,622          | \$897,416          | 37.8%         | \$52,206         | 2.2%        |
| Volunteer costs                               | \$0                | \$0                | 0.0%          | \$0              | 0.0%        |
| <b>Direct service costs</b>                   | <b>\$1,070,600</b> | <b>\$1,064,593</b> | <b>99.4%</b>  | <b>\$6,007</b>   | <b>0.6%</b> |
| Direct partner and provider services          | \$319,567          | \$316,145          | 99%           | \$3,422          | 1%          |
| Support services                              | \$231,510          | \$228,925          | 99%           | \$2,585          | 1%          |
| Other service contracts <sup>b</sup>          | \$519,524          | \$519,524          | 100%          | \$0              | 0%          |
| <b>New pilot supplies and equipment costs</b> | <b>\$146,548</b>   | <b>\$146,548</b>   | <b>100.0%</b> | <b>\$0</b>       | <b>0.0%</b> |
| Supplies                                      | \$141,096          | \$141,096          | 100.0%        | \$0              | 0.0%        |
| Equipment                                     | \$5,452            | \$5,452            | 100.0%        | \$0              | 0.0%        |
| <b>Other overhead-operating costs</b>         | <b>\$1,456,467</b> | <b>\$1,456,151</b> | <b>100.0%</b> | <b>\$316</b>     | <b>0.0%</b> |
| Overhead                                      | \$401,694          | \$401,378          | 100%          | \$316            | 0%          |
| Facilities and utilities                      | \$992,673          | \$992,673          | 100.0%        | \$0              | 0.0%        |
| Indirect costs                                | \$62,101           | \$62,101           | 100.0%        | \$0              | 0.0%        |

Source: GOALS cost workbooks

Note: Cost workbooks asked for the total costs of the services provided to individuals in the GOALS group. For all costs reported in the workbooks, respondents were asked to report the percentage of the cost that was funded by the FNS grant. Remaining costs were assumed to be covered by other sources. Some of the GOALS providers were not able to provide cost workbooks that included a detailed breakdown of costs by category. Instead, DCF used service providers' invoices to record costs by category if they were broken out on the invoice. It is possible that some categories of costs may include other categories as well. For example, there may be some indirect costs reported as facilities costs, or staff costs reported as direct service costs, because that was how the service provider reported those costs on their invoice. It is also possible that some funding from other sources that was leveraged by these direct service providers is not reported in the findings described in section A.1. All costs are presented in 2016 dollars.

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

<sup>b</sup> 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.