



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

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



January 2021

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Submitted to:

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Contract Number: AG-3198-B-15-0002/12319818F0080

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Appendix A

Overview of 10 pilots

Table A.1. Overview of pilots

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

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

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

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

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

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

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

Appendix B

Background on SNAP E&T and work requirements

SNAP E&T Program Background

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

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

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

Only a small percentage of SNAP participants are expected to participate in SNAP E&T each year. The program generally targets “work registrants,” who are individuals not meeting a Federal exemption and who must comply with SNAP work requirements, including registering for work at an appropriate employment office, participating in an employment and training program if assigned by a State agency, and accepting an offer of suitable employment. During the certification and recertification process, SNAP eligibility staff assess whether each individual in the SNAP household meets one of the Federal exemptions, which include individuals who are younger than 16 years old or older than 59, disabled, working 30 hours a week or in another work program, receiving unemployment compensation, caring for an incapacitated adult or a child under age 6, participating in a drug or alcohol treatment program, or students enrolled at

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

least half time in school. The majority of SNAP participants are not work registrants, as over two-thirds are children (44 percent), elderly adults (14 percent), or have a disability (10 percent) (Cronquist 2019). In FY 2018, just under 30 percent of SNAP participants were identified as work registrants.

The majority of work registrants were not expected to participate in SNAP E&T programs. In addition to the large number of States with voluntary programs, States may, and often do, exempt additional work registrants from E&T due to State-determined criteria, such as lack of available training services or employment in the area, or lack of transportation. Although many SNAP E&T participants are work registrants, some are not, as States also may serve SNAP participants who meet a Federal or State exemption but nevertheless volunteer to participate in E&T. During the certification or recertification interview, States screen for Federal and State exemptions to determine who to refer to the E&T program and may also inform exempt individuals about the E&T program and where to obtain services. In FY 2018, just over 1 percent of SNAP participants took part in a SNAP E&T program nationally.

Depending on the State and types of E&T activities offered, services can be provided directly by public assistance agencies; the Department of Labor (DOL), such as an employment service or an American Job Center (AJC); community colleges; or community-based service providers. Providers often administer assessments to gauge individuals' needs and employment barriers, and then assign activities based on these individualized assessments. Exhibit B.1 illustrates a general overview of how SNAP participants access these services nationally. Note that there is variation in the process and programs across States.

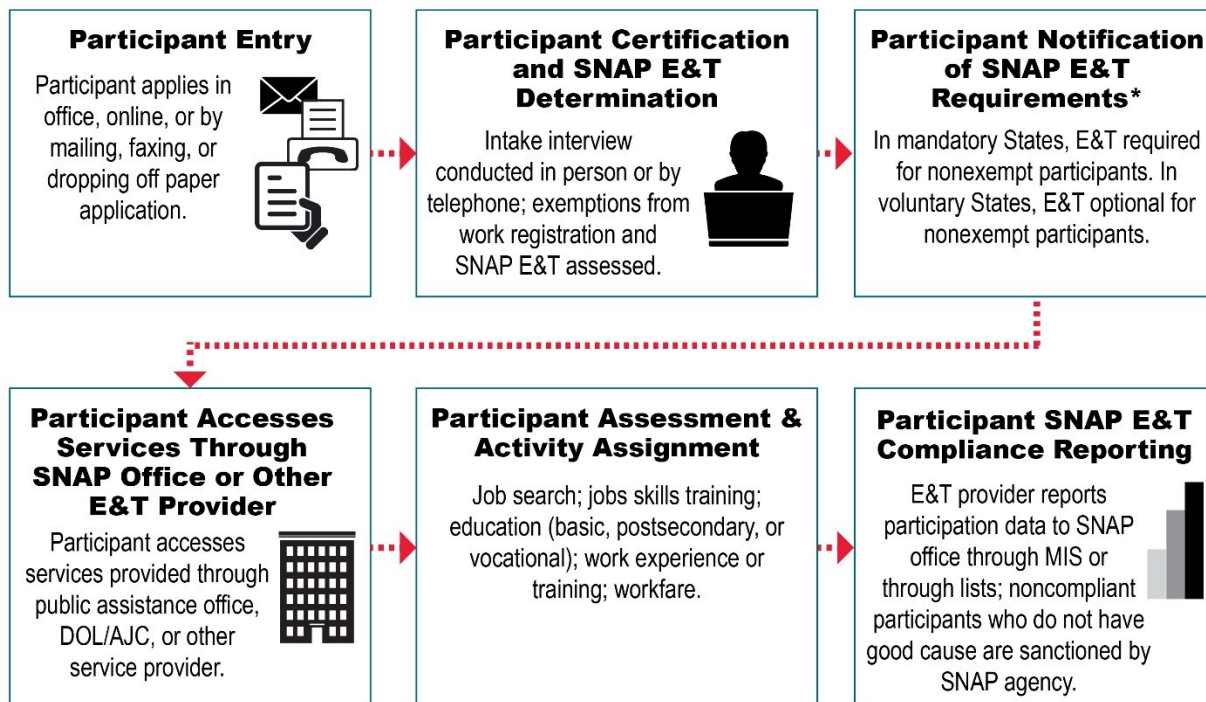
The number of hours individuals participate in E&T programs is determined by States and depends on the specific component being offered.² However, Federal regulations mandate that a subset of work registrants, able-bodied adults without dependents (ABAWD), must work at least 80 hours per month, participate in a qualifying work or education and training program for at least 80 hours per month, or comply with a workfare program.³ Those ABAWDs who do not comply face a 3-month limit on benefit receipt during any 36-month period.⁴ States may—but are not required to—use the SNAP E&T program to help ABAWDs meet this work requirement, which often means offering 80 hours of qualifying E&T activities or the required number of workfare hours. Even in States where E&T is voluntary, ABAWDs may choose to participate in E&T as a way to meet their work requirement.

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

³ ABAWDs are defined as individuals ages 18 to 49 who are not caring for a child or incapacitated household member, not physically or mentally unfit for employment, not pregnant, and not already exempt from SNAP work registration.

⁴ States may request a waiver of the time limit for people in areas with an unemployment rate greater than 10 percent or those in areas with insufficient jobs. States also have authority to exempt individuals using the 15 percent exemption authorized by the Balanced Budget Act.

Exhibit B.1. How SNAP offices help SNAP participants access E&T services



*Participants who were exempt from work registration or participation may volunteer for E&T.

AJC = American Job Center; DOL = U.S. Department of Labor; MIS = management information system

Appendix C

Baseline information characteristics
(Chapter I supplementary tables)

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

	Percentage of individuals
Average age (years)	38.8
Age (%)	
18 to 49 years old	77.8
18 to 24 years old	12.9
25 to 49 years old	64.9
50 to 59 years old	17.7
60 years and older	4.6
Gender (%)	
Male	55.8
Female	43.9
Other	0.4
Race and Ethnicity (%)	
Hispanic	2.9
Asian	0.5
Black, non-Hispanic	4.6
Native Hawaiian/Pacific Islander/Native American	1.2
White, non-Hispanic	85.9
Other, multiple races	5.0
Speak English as primary language (%)	98.8
Education ^a (%)	
Less than high school	18.7
High school or equivalent	65.7
Degree	11.2
Certificate	4.2
Other	0.1
Employment Status (%)	
Employed at random assignment	13.5
Employed part time	11.2
Employed full time	2.4
Not employed at random assignment but worked in past	83.4
Short-term unemployed	47.9
Long-term unemployed	35.4
Not employed at random assignment and never worked in past	3.1

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

	Percentage of individuals
Household size (number)	1.9
Presence of children (%)	
In households with children	13.8
In households without children	86.2
Married or cohabiting (%)	10.6
Sample size	2,756

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

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

^a“High school or equivalent” includes survey response options “GED or other high school equivalency”, “high school diploma”, and “some college, but no degree”. “Degree” includes survey response options “Associates degree”, “Bachelor’s degree or equivalent”, “Master’s degree or higher”. “Certificate” includes survey response options “Adult Basic Education certificate”, “Vocational/technical degree or certificate”, and “business degree or certificate”.

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

	Percentage of JFI group	Percentage of control group	Difference
Average age (years)	38.6	38.9	-0.3 (0)
Age (%)			
18 to 49 years old	77.1	78.5	-1.4 (1.6)
18 to 24 years old	12.7	13.0	-0.3 (1.3)
25 to 49 years old	64.4	65.4	-1.1 (1.8)
50 to 59 years old	18.5	16.8	1.7 (1.5)
60 years and older	4.4	4.7	-0.3 (0.8)
Gender (%)			
Male	55.3	56.2	-0.8 (1.9)
Female	44.3	43.5	0.8 (1.9)
Other	0.4	0.4	0.0 (0.2)
Race and Ethnicity (%)			
Hispanic	2.5	3.3	-0.7 (0.6)
Asian	0.4	0.7	-0.3 (0.3)
Black, non-Hispanic	4.9	4.3	0.6 (0.8)
Native Hawaiian/Pacific Islander/Native American	1.2	1.2	0.1 (0.4)
White, non-Hispanic	86.1	85.6	0.4 (1.3)
Other, multiple races	4.9	5.0	-0.1 (0.8)
Speak English as primary language (%)	99.3	98.4	0.9** (0.4)
Education ^a (%)			
Less than high school	18.7	18.7	0.0 (1.5)
High school or equivalent	65.1	66.4	-1.3 (1.8)
Degree	12.0	10.5	1.5 (1.2)
Certificate	4.1	4.3	-0.2 (0.8)
Other	0.1	0.1	0.0 (0.1)
Employment Status (%)			
Employed at random assignment	13.7	13.4	0.2 (1.3)
Employed part time	11.2	11.1	0.1 (1.2)
Employed full time	2.5	2.3	0.1 (0.6)
Not employed at random assignment but worked in past	83.1	83.7	-0.6 (1.4)
Short-term unemployed	46.4	49.5	-3.1* (1.9)
Long-term unemployed	36.7	34.2	2.5 (1.8)
Not employed at random assignment and never worked in past	3.3	2.9	0.4 (0.6)

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

	Percentage of JFI group	Percentage of control group	Difference
Household size (number)	1.9	1.9	0.0 (0)
Presence of children (%)			
In households with children	13.8	13.7	0.1 (1.3)
In households without children	86.2	86.3	-0.1 (1.3)
Married or cohabiting (%)	11.6	9.5	2.2* (1.2)
Sample size	1,378	1,378	

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

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

^a“High school or equivalent” includes survey response options “GED or other high school equivalency”, “high school diploma”, and “some college, but no degree”. “Degree” includes survey response options “Associates degree”, “Bachelor’s degree or equivalent”, “Master’s degree or higher”. “Certificate” includes survey response options “Adult Basic Education certificate”, “Vocational/technical degree or certificate”, and “business degree or certificate”.

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

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

Appendix D
Participation analysis
(Chapter III supplementary tables)

I. Main tables

Table D.1. Overall participation in JFI and by type of activity

Service	JFI
Engaged in JFI	96.2
Received any services	95.6
Assessed	88.8
Started any employment and training related activity	87.5
Started activity (%)	
Job search assistance	71.3
GCRC	48.3
Occupational skills training	24.5
Work-based learning	6.7
Workfare	4.1
Post-secondary education	2.0
Basic education	1.8
Completed activity (%)	
Job search assistance	26.9
GCRC	2.7
Occupational skills training	15.8
Work-based learning	4.5
Workfare	2.4
Post-secondary education	0.2
Basic education	0.2
Completed activity, among those that started activity (%)	
Job search assistance	37.6
GCRC	5.6
Occupational skills training	64.7
Work-based learning	66.7
Workfare	57.9
Post-secondary education	10.7
Basic education	12.0
Sample Size	1,378

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

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

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

	JFI
Number of different types of activities started (%)	
0	12.6
1	37.1
2	28.3
3	12.2
4 or more	9.9
Activities started first, among those who started at least one activity (%)	
Job search assistance	56.4
GCRC	32.3
Occupational skills training	6.9
Workfare	2.6
Work-based learning	0.9
Basic education	0.5
Post-secondary education	0.4
Activities among those participating in only one activity, among individuals who started an activity (%)	
Job search assistance	68.1
GCRC	23.7
Occupational skills training	5.9
Post-secondary education	0.6
Work-based learning	0.6
Basic education	0.2
Workfare	1.0
Three most frequent combinations of activities in the order started, among those who started more than one (%)	
GCRC and job search assistance	18.4
Job search assistance and GCRC	16.9
Job search assistance and occupational skills training	7.1
Average time between starting each activity in the most frequent combinations, among those who started more than one (days)	
GCRC and job search assistance	32.1
Job search assistance and GCRC	74.4
Job search assistance and occupational skills training	88.8
Mean length of time engaged in JFI (days)	256.3
Length of time active in JFI, among those who engaged in JFI (days)	
Mean	258.4
25th percentile	160.0
50th percentile (median)	282.0

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

	JFI
75th percentile	366.0
Mean length of time in activity, among those in activity (days)	
Basic education	168.8
Job search assistance	107.5
Work-based learning	63.1
Post-secondary education	62.0
Workfare	50.6
Occupational skills training	51.9
GCRC	44.3
Sample Size	1,378

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

Table D.3. Receipt of case management contacts

Type of service	JFI
Any contact (%)	85.6 ^a
Sample Size	1,378

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

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

^aJFI staff did not track the number and type of all contacts. They provided data for only a subset of the contacts, which vastly underestimates the average number of contacts. Therefore, we are not presenting these data.

Table D.4. Receipt of support services

Type of service	JFI
Received any support service (%)	70.2
Received support service, by type (%)	
Employment/training supplies (uniform/boots/clothes/tools)	56.5
Transportation	48.1
Housing	34.0
Medical	19.4
Mental health treatment	16.3
Fees/Books/Educational Supplies	10.6
Substance use treatment	9.0
Child care	0.1
Received support service, by type, among those who received a support (%)	
Employment/training supplies (uniform/boots/clothes/tools)	80.5
Transportation	68.5
Housing	48.5
Mental health treatment	23.2
Medical	27.7
Fees/Books/Educational Supplies	15.1
Substance use treatment	12.8
Child care	0.1
Total amounts of support services paid per person, among those who received a support (\$)	
Mean	1,472
25th percentile	250
50th percentile (median)	758
75th percentile	1,913
Average amounts of support services paid per person, by type, among those who received a support (\$)	
Housing	1,600
Fees/Books/Educational Supplies	622
Medical	480
Transportation	459
Substance use treatment	371 ^a
Employment/training supplies (uniform/boots/clothes/tools)	337
Mental health treatment	237 ^a
Child care	200
Incentives	
Member of "high" value incentive group (%)	49.6

Table D.4. Receipt of support services *(continued)*

Type of service	JFI
Received first incentive payment in “high” value incentive group (%) ^b	95.9
Received second incentive payment in “high” value incentive group (%)	35.2
Average amount paid to “high” value incentive group (\$) ^c	43
Member of “low” value incentive group (%)	50.4
Received first incentive payment in “low” value incentive group (%) ^b	95.5
Received second incentive payment in “low” value incentive group (%)	30.7
Average amount paid to “low” value incentive group (\$) ^c	33
Sample Size	1,378

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

^aThese values are not representative of the total cost of these services, as most individuals used Medicaid to pay for treatment or costs were paid by VR or through other means. The amounts in this table are the average paid with JFI funds, which generally were minimal.

^bJFI staff did not document receipt of the first incentive payment, but indicated that everyone that attended their first meeting received the \$25 payment. Therefore, we used those who attended at least one appointment as a proxy for receipt of the first payment. JFI staff did track who received the second incentive, which was less prevalent.

^cThe high incentive group was eligible to received up to \$75 (\$25 for the first incentive and \$50 for the second), and the low incentive group was eligible to received up to \$50 (\$25 for the first incentive and \$25 for the second). This measure calculates the average amount of the total incentives received among those who received the first incentive.

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

Type of service	JFI
Started occupational skills training (%)	24.5
Completed occupational skills training (%)	15.8
Completed occupational skills training, among those who started (%)	64.7
Started adult basic education (%)	1.8
Completed adult basic education (%)	0.2
Completed adult basic education, among those who started (%)	12.0
Received an occupational skills training credential or certification (%)	7.2
Type of occupational skills training credential received, among those who received one (top 5 credentials) (%)	
WorkKeys	100.0
GCRC	37.4
Started work-based learning (%)	6.7
Type of work-based learning, among those who started (%)	
Work experience	72.0
Job shadowing/tour	36.6
On-the-job training	17.2
Volunteer	6.5
Internship	3.2
Completed work-based learning (%)	4.5
Completed work-based learning, among those who started (%)	66.7
Average amount of subsidy per person, among those who started (\$)	2,365
Sample Size	1,378

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

^aJFI staff did not track the type of training individuals started or completed.

Table D.6. Extent and timing of JFI exits

	JFI
Exited JFI for any reason (%)	63.8
Reason for JFI exit, among those who exited (%)	
Discontinued services	37.5
Ineligible	36.2
Completed services	26.3
Timing of exit (%)	
Never exited	36.2
In months 1 to 3 after random assignment	6.5
In months 4 to 6 after random assignment	25.9
In months 7 to 9 after random assignment	16.5
In months 10 to 12 after random assignment	14.9
Sample Size	1,378

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

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

	Percentage of all JFI 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	77.1	77.0	78.8	76.7	80.0
18 to 24 years old	12.7	12.7	11.5	12.3	15.5
25 to 49 years old	64.4	64.3	67.3	64.3	64.5
50 to 59 years old	18.5	18.6	17.3	18.9	15.5
60 years and older	4.4	4.4	3.8	4.4	4.5
Gender					
			†		
Male	55.4	55.1	61.5	55.3	56.1
Female	44.3	44.6	36.5	44.4	43.2
Other	0.4	0.3	1.9	0.3	0.6
Race and Ethnicity					
Hispanic	2.5	2.2	11.5**	2.1	5.8*
Asian	0.5	0.5	0.0	0.5	0.6
Black, non-Hispanic	5.5	5.5	5.8	5.7	3.9
Native Hawaiian/Pacific Islander/Native American	0.1	0.2	0.0	0.2	0.0
White, non-Hispanic	87.3	87.3	86.5	86.8	91.0*
Other, multiple races	4.6	4.6	3.8	4.9	1.9**
Education					
Less than high school	18.7	18.8	15.4	19.1	15.5
High school or equivalent	65.1	64.9	69.2	64.8	67.7
Degree	12.0	12.1	11.5	12.0	12.3
Certificate	4.1	4.1	3.8	4.1	4.5
Other	0.1	0.1	0.0	0.1	0.0
Employment Status					
Employed at random assignment	14.1	13.7	23.5	14.2	13.4
Employed part time	81.9	81.8	83.3	81.5	85.0
Employed full time	18.1	18.2	16.7	18.5	15.0
Not employed at random assignment but worked in past	83.1	83.4	75.0	83.1	83.2
Short-term unemployed	55.5	55.7	48.7	55.0	58.9
Long-term unemployed	44.3	44.0	51.3	44.7	41.1

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

	Percentage of all JFI group members	Percentage of individuals engaged after assignment	Percentage of individuals not engaged after assignment	Percentage of individuals assessed	Percentage of individuals not assessed
Not employed at random assignment and never worked in past	3.3	3.3	1.9	3.2	3.9
Presence of children					
In households with children	13.8	13.7	17.3	12.9	20.6**
In households without children	86.2	86.3	82.7	87.1	79.4**
Homeless	69.7	69.5	75.0	69.2	73.5
Substance use	39.0	39.1	38.5	38.8	40.6
Formerly incarcerated	47.5	47.6	44.2	48.4	40.0**
Mental health issues	55.7	56.0	50.0	55.9	54.2
Sample size	1,378	1,326	52	1,223	155

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

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

Table D.8. Characteristics of JFI group members by completion status in most common activities, among individuals who started an activity

	Completed job search	Did not complete job search	Completed GCRC	Did not complete GCRC	Completed occupational skills training	Did not complete occupational skills training	Completed work-based learning	Did not complete work-based learning
Age (%)		††		†		†††		
18 to 49 years old	77.6	72.1*	59.5	76.9**	87.2	68.1***	67.7	61.3
18 to 24 years old	12.2	10.6	8.1	13.2	15.1	10.9	17.7	16.1
25 to 49 years old	65.4	61.5	51.4	63.8	72.0	57.1***	50.0	45.2
50 to 59 years old	20.3	21.7	32.4	18.8*	10.6	24.4***	27.4	25.8
60 years and older	2.2	6.2***	8.1	4.3	2.3	7.6**	4.8	12.9
Gender (%)				††				
Male	58.9	53.0*	32.4	53.3***	57.8	56.3	40.3	54.8
Female	40.5	46.8*	67.6	46.6***	41.3	43.7	59.7	45.2
Other	0.5	0.2	0.0	0.2	0.9	0.0	0.0	0.0
Race and Ethnicity (%)								
Hispanic	1.4	2.3	5.4	2.4	2.8	2.5	3.2	3.2
Asian	0.3	0.8	0.0	0.2	0.5	0.0	0.0	0.0
Black, non-Hispanic	5.9	5.4	0.0	4.9***	5.0	11.8**	1.6	6.5
Native Hawaiian/Pacific Islander/Native American	0.0	0.2	0.0	0.2	0.0	0.8	0.0	0.0
White, non-Hispanic	87.0	86.1	89.2	88.6	87.2	79.8	93.5	87.1
Other, multiple races	4.3	5.5	5.4	3.7	4.1	5.9	3.2	6.5
Education (%)								
Less than high school	16.8	18.4	10.8	18.1	18.8	19.3	14.5	16.1
High school or equivalent	64.1	64.8	70.3	68.0	65.1	58.8	67.7	61.3

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

	Completed job search	Did not complete job search	Completed GCRC	Did not complete GCRC	Completed occupational skills training	Did not complete occupational skills training	Completed work-based learning	Did not complete work-based learning
Degree	14.9	12.9	13.5	9.7	13.8	18.5	14.5	22.6
Certificate	4.3	3.8	5.4	4.0	2.3	3.4	3.2	0.0
Other	0.0	0.2	0.0	0.2	0.0	0.0	0.0	0.0
Employment Status (%)								
Employed at random assignment	13.4	16.5	17.1	13.5	15.6	22.2	12.1	7.1
Employed part time	79.2	80.6	100.0	77.8***	72.7	88.5**	100.0	100.0
Employed full time	20.8	19.4	0.0	22.2***	27.3	11.5**	0.0	0.0
Not employed at random assignment but worked in past	83.5	80.9	78.4	82.4	81.7	76.5	82.3	83.9
Short-term unemployed	54.0	51.0	41.4	53.7	68.5	56.0*	52.9	50.0
Long-term unemployed	45.6	48.6	58.6	45.9	31.5	44.0*	47.1	50.0
Not employed at random assignment and never worked in past	3.5	3.1	5.4	4.8	3.2	1.7	6.5	9.7
Presence of children (%)								
In households with children	10.3	15.8**	13.5	15.1	11.0	16.8	11.3	6.5
In households without children	89.7	84.2**	86.5	84.9	89.0	83.2	88.7	93.5
Homeless	69.5	69.2	67.6	69.6	74.8	68.1	75.8	67.7
Substance use	33.0	42.6***	29.7	38.6	33.5	33.6	27.4	35.5

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

	Completed job search	Did not complete job search	Completed GCRC	Did not complete GCRC	Completed occupational skills training	Did not complete occupational skills training	Completed work-based learning	Did not complete work-based learning
Formerly incarcerated	49.2	46.0	32.4	49.0**	48.2	45.4	35.5	58.1**
Mental health issues	51.4	59.7**	78.4	59.3***	55.5	40.3***	69.4	64.5
Sample size	370	613	37	629	218	119	62	31

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

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

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

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

	All JFI group members	Participation during each quarter				Cumulative participation across quarters			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4 ^a
Engaged in JFI	96.2	94.4	1.4	0.3	0.2	94.4	95.8	96.1	96.3
Received any services	95.6	93.7	1.5	0.3	0.2	93.7	95.1	95.4	95.6
Assessed	88.8	85.6	2.2	0.6	0.4	85.6	87.8	88.4	88.8
Started any employment and training related activity	87.5	83.5	2.8	0.9	0.4	83.5	86.3	87.2	87.5
Started activity (%):									
Job search assistance	71.3	66.0	3.3	1.3	0.7	66.0	69.3	70.6	71.3
GCRC	48.3	39.9	5.7	2.2	0.4	39.9	45.6	47.9	48.3
Occupational skills training	24.5	16.2	4.9	2.2	1.2	16.2	21.0	23.2	24.5
Work-based learning	6.7	2.9	1.9	1.2	0.7	2.9	4.8	6.0	6.7
Workfare	4.1	3.4	0.5	0.1	0.1	3.4	3.9	4.1	4.1
Post-secondary education	2.0	1.1	0.7	0.1	0.1	1.1	1.8	2.0	2.0
Basic education	1.8	1.2	0.6	0.1	0.0	1.2	1.7	1.8	1.8
Completed activity, among those who started (%):									
Job search assistance	37.6	27.7	5.3	2.5	2.1	27.7	33.0	35.5	37.6
GCRC	5.6	2.7	1.7	0.9	0.3	2.7	4.4	5.3	5.6
Occupational skills training	64.7	35.3	16.3	7.7	5.3	35.3	51.6	59.3	64.7
Work-based learning	66.7	20.4	22.6	15.1	8.6	20.4	43.0	58.1	66.7
Workfare	57.9	40.4	12.3	3.5	1.8	40.4	52.6	56.1	57.9
Post-secondary education	10.7	0.0	7.2	3.6	0.0	0.0	7.2	10.7	10.7
Basic education	12.0	4.0	8.0	0.0	0.0	4.0	12.0	12.0	12.0

Table D.9. Timing of JFI group participation, in each follow-up quarter *(continued)*

	All JFI group members	Participation during each quarter				Cumulative participation across quarters			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4 ^a
Contact									
First contact (%)	85.6	81.0	3.2	0.9	0.8	81.0	84.2	85.1	85.8
Certification and degrees (%)									
Received an occupational skills training credential or certification	7.2	5.8	1.0	0.1	0.2	5.8	6.8	7.0	7.2
Exited JFI for any reason (%)	63.8	6.5	25.9	16.5	14.9	6.5	32.4	48.9	63.8
Sample Size	1,378								

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

Note: Engaged in JFI 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.

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

II. Subgroup tables and key findings

Overall, there were several significant differences in engagement and service receipt by subgroups (based on age, presence of children in the household, employment history, barriers to employment,⁵ and household income) (Appendix Tables D.10 to D.12). Key findings include the following:

- Overall, individuals ages 18 to 49 were less likely than older individuals to start job search and to have any contact with a counselor or to receive a support service. Differences in support services received were significant for transportation and medical support services. These individuals also were more likely than older individuals to exit JFI for any reason and were less likely to leave because they completed services.
- Individuals who lived in households with children were less likely than those in households without children to complete an assessment, complete job search, and receive a support for substance use treatment or mental health treatment.
- Individuals with the greatest barriers to employment were less likely than those with fewer barriers to start job search or occupational skills training. They also were less likely to receive housing support services and were more likely to exit JFI before completing services.
- Individuals with household incomes below 50 percent of the Federal poverty level (FPL) were less likely to start job search and the GCRC course, but were more likely to start occupational skills training than those with incomes greater than or equal to 50 percent of the FPL. They also were less likely to receive any contact from a counselor and any support services. In addition, individuals with lower household incomes were more likely to exit JFI for any reason and less likely to complete JFI services.

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

Table D.10a. Overall participation in JFI, by subgroup

	Sample size	Engaged in JFI	Assessed	Started any employment and training related activity
Age (%)				
18 to 24 years old	175	96.6	86.3	85.7
25 to 49 years old	887	96.1	88.7	86.4
50 years and older	316	96.5	90.2	91.8††
Presence of children (%)				
In households with children	190	95.3	83.2	88.9
In households without children	1,188	96.4	89.6†††	87.3
Recent employment history (%)				
Employed in 12 months prior to random assignment	851	96.4	88.5	87.3
Not employed in 12 months prior to random assignment	514	95.9	88.9	87.5
Barrier to employment (%)				
Least barriers (employed in past 12 months and completed high school or equivalent)	699	96.0	88.0	86.6
Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)	565	96.6	89.2	89.6
Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)	101	95.0	90.1	81.2††
Household Income (%)				
Less than 50 percent of FPL	885	96.3	89.0	87.3
Greater or equal to 100 percent of FPL	473	96.0	88.4	89.0

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.

Table D.10b. Participation in JFI by activity, by subgroup

	Sample size	Started key activity:				Completed key activity:			
		Job search	GCRC	Occupational skills training	Work-based learning	Job search	GCRC	Occupational skills training	Work-based learning
Age (%)									
18 to 24 years old	175	62.9	49.1	26.3	9.1	25.7	1.7	18.9	6.3
25 to 49 years old	887	69.8	47.4	25.4	5.1	27.3	2.1	17.7	3.5
50 years and older	316	80.4†††	50.6	20.9	10.1†††	26.3	4.7††	8.9†††	6.3†
Presence of children (%)									
In households with children	190	71.1	52.6	23.2	4.7	20.0	2.6	12.6	3.7
In households without children	1,188	71.4	47.6	24.7	7.1	27.9††	2.7	16.3	4.6
Recent employment history (%)									
Employed in 12 months prior to random assignment	851	68.6	46.5	28.1	5.9	26.0	2.1	18.8	4.1
Not employed in 12 months prior to random assignment	514	75.3†††	50.8	19.1†††	8.4†	28.4	3.7†	11.3†††	5.3
Barrier to employment (%)									
Least barriers (employed in past 12 months and completed high school or equivalent)	699	68.5	46.5	27.9	6.3	26.3	2.3	19.0	4.6
Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)	565	75.4	51.0	21.6	7.3	28.0	3.4	12.6	4.2
Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)	101	65.3††	43.6	19.8††	7.9	24.8	2.0	13.9†††	5.9
Household Income (%)									
Less than 50 percent of FPL	885	70.1	46.7	26.2	6.7	27.7	2.0	18.6	4.4
Greater or equal to 50 percent of FPL	473	74.8†	53.1††	21.8†	7.0	25.4	3.8†	10.8†††	4.7

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.

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

	Sample size	Any contact (%)
Age (%)		
18 to 24 years old	175	80.6
25 to 49 years old	887	84.2
50 years and older	316	92.4†††
Presence of children (%)		
In households with children	190	84.7
In households without children	1,188	85.8
Recent employment history (%)		
Employed in 12 months prior to random assignment	851	85.3
Not employed in 12 months prior to random assignment	514	85.8
Barrier to employment (%)		
Least barriers (employed in past 12 months and completed high school or equivalent)	699	84.7
Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)	565	86.4
Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)	101	86.1
Household Income (%)		
Less than 50 percent of FPL	885	83.8
Greater or equal to 50 percent of FPL	473	89.4†††

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

FPL = Federal Poverty Level

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

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

	Sample size	Received any support service (%)	Type of support received among those who received a support (%)							
			Employment/ training supplies	Transportation	Housing	Mental health treatment	Medical	Substance use treatment	Fees/Books/ Educational Supplies	Child care
Age (%)										
18 to 24 years old	175	55.4	78.4	54.6	39.2	21.6	17.5	10.3	14.4	0.0
25 to 49 years old	887	69.1	80.9	67.9	50.1	23.7	25.3	13.5	15.2	0.2
50 years and older	316	81.6†††	80.2	75.2†††	48.1	22.9	37.2†††	12.0	15.1	0.0
Presence of children (%)										
In households with children	190	68.9	73.3	67.2	43.5	15.3	19.8	6.9	16.0	0.0
In households without children	1,188	70.5	81.6††	68.7	49.2	24.5††	28.9††	13.7††	14.9	0.1
Recent employment history (%)										
Employed in 12 months prior to random assignment	851	69.9	80.2	69.9	52.3	23.0	26.9	12.6	15.1	0.0
Not employed in 12 months prior to random assignment	514	70.6	81.5	65.8	42.1†††	23.7	28.7	13.2	14.9	0.3
Barrier to employment (%)										
Least barriers (employed in past 12 months and completed high school or equivalent)	699	69.8	80.1	69.5	53.9	23.0	26.4	12.1	15.6	0.0
Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)	565	70.3	81.4	68.5	43.6	23.9	29.2	14.6	14.9	0.3

Table D.11b. Receipt of support services, by subgroup *(continued)*

	Sample size	Received any support service (%)	Type of support received among those who received a support (%)							
			Employment/ training supplies	Transportation	Housing	Mental health treatment	Medical	Substance use treatment	Fees/Books/ Educational Supplies	Child care
Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)	101	72.3	80.8	60.3	38.4†††	21.9	26.0	8.2	12.3	0.0
Household Income (%)										
Less than 50 percent of FPL	885	66.7	81.5	68.1	48.0	24.2	27.6	15.9	14.1	0.2
Greater or equal to 50 percent of FPL	473	77.6†††	78.5	69.2	49.3	21.3	27.8	7.9†††	16.3	0.0

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

FPL = Federal Poverty Level

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

Table D.12. Extent and reason for JFI exits, by subgroup

			Reason for JFI exit, among those who exited (%)		
			Discontinued services	Ineligible	Completed services
Sample size	Exited JFI for any reason				
Age (%)					
18 to 24 years old	175	78.3	43.1	38.7	18.2
25 to 49 years old	887	67.8	36.6	38.1	25.3
50 years and older	316	44.6†††	36.2	25.5††	38.3†††
Presence of children (%)					
In households with children	190	58.4	42.3	33.3	24.3
In households without children	1,188	64.6†	36.8	36.6	26.6
Recent employment history (%)					
Employed in 12 months prior to random assignment	851	68.0	33.2	38.3	28.5
Not employed in 12 months prior to random assignment	514	56.8†††	45.5†††	32.2†	22.3††
Barrier to employment (%)					
Least barriers (employed in past 12 months and completed high school or equivalent)	699	68.0	31.4	39.4	29.3
Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)	565	58.9	43.5	32.4	24.0
Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)	101	62.4†††	49.2†††	33.3	17.5†
Household Income (%)					
Less than 50 percent of FPL	885	71.3	37.9	38.2	23.9
Greater or equal to 50 percent of FPL	473	48.8†††	37.2	28.1†††	34.6†††

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

FPL = Federal Poverty Level

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

Appendix E

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

I. Main tables

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

Service	JFI group	Control group	Difference
Assessed (%)	88.9	27.7	61.2*** (1.3)
Started any employment and training related activity (%)	87.5	41.0	46.5*** (1.5)
Started activity			
Job search assistance	71.4	22.9	48.5*** (1.6)
GCRC	48.4	0.0	48.4*** (1.0)
Occupational skills training	24.4	20.1	4.4*** (1.5)
Work-based learning	6.8	1.2	5.7*** (0.6)
Workfare	4.2	4.9	-0.7 (0.8)
Post-secondary education	2.0	0.0	2.0*** (0.3)
Basic education	1.8	0.0	1.8*** (0.3)
Sample size	1,378	1,378	

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 JFI services, existing SNAP E&T services, or community-offered services

Service	JFI group	Control group	Difference
Completed career assessment tests (%)	21.7	25.5	-3.8 (2.6)
Participated in job search training or assistance activities or education or training programs (%)	53.8	43.6	10.2*** (3.2)
Participated in job search training or assistance activities (%)	44.7	37.4	7.3** (3.2)
Participated in education or training programs (%)	30.4	20.2	10.1*** (2.7)
General job skills training	20.0	10.6	9.4*** (2.2)
Occupational skills training	18.4	11.3	7.1*** (2.2)
Education	13.8	8.2	5.7*** (2.0)
Work-based learning	0.1	0.0	0.1 (0.1)
Sample size	664	587	

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

Service	Quarter 1			Quarter 2			Quarter 3			Quarter 4		
	JFI group	Control group	Difference	JFI group	Control group	Difference	JFI group	Control group	Difference	JFI group	Control group	Difference
Completed career assessment tests (%)	6.6	6.6	0.0 (1.6)	7.6	6.0	1.6 (1.6)	4.3	7.0	-2.7* (1.4)	5.3	7.8	-2.5* (1.5)
Participated in job search training or assistance activities or education or training programs (%)	17.7	11.9	5.8*** (2.2)	16.8	11.8	5.0** (2.2)	11.2	13.0	-1.8 (2.0)	12.0	12.5	-0.6 (2.0)
Participated in job search training or assistance activities (%)	12.8	8.7	4.1** (2.0)	12.4	8.2	4.3** (1.9)	7.5	8.3	-0.9 (1.6)	7.5	9.1	-1.5 (1.7)
Participated in education or training programs (%)	17.7	11.9	5.8*** (2.2)	16.8	11.8	5.0** (2.2)	11.2	13.0	-1.8 (2.0)	12.0	12.5	-0.6 (2.0)
Sample size	664	587		664	587		664	587		664	587	

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 JFI and existing SNAP E&T services

Service	JFI group	Control group	Difference
Completed activity (%)			
Job search assistance	26.8	22.9	4.0** (1.6)
Occupational skills training	15.8	15.8	0.0 (1.3)
Work-based learning	4.5	0.7	3.8*** (0.5)
GCRC	2.7	0.0	2.7*** (0.3)
Workfare	2.5	3.4	-0.9 (0.6)
Basic education	0.2	0.0	0.2** (0.1)
Post-secondary education	0.2	0.0	0.2** (0.1)
Received an occupational skills training credential or certification (%)	8.3	0.8	7.5*** (0.7)
Sample size	1,378	1,378	

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

	JFI group	Control group	Difference
Mean length of time spent in all activities and programs (months)	1.3	1.2	0.1 (0.2)
Mean number of hours per week spent in program	3.8	2.7	1.1** (1)
Percentage of individuals who are still in the program as of the survey interview date (%)			
All activities	9.8	8.3	1.5 (1.7)
Programs with general job skills training	5.2	4.1	1.2 (1.2)
Programs with occupational skills training	6.2	3.7	2.5** (1.2)
Programs with education	5.1	3.6	1.5 (1.2)
Programs with work-based learning	0.0	0.0	0.0 (0.0)
Percentage who completed the program (%)			
All activities	18.1	11.1	6.9*** (2.2)
Programs with general job skills training	12.8	5.5	7.3*** (1.8)
Programs with occupational skills training	10.2	6.7	3.5** (1.8)
Programs with education	5.7	3.6	2.1 (1.3)
Programs with work-based learning	0.1	0.0	0.1 (0.1)
Type of certificate or degree/diploma received (%)			
Participation/attendance	2.0	1.3	0.7 (0.6)
Adult basic education	0.0	0.0	0.0 (0.0)
High school diploma / GED	0.4	1.4	-1.1* (0.6)
Associate's degree	0.1	0.0	0.1 (0.1)
Bachelor's degree	0.3	0.3	0.0 (0.3)
English proficiency certification or TOEFL	0.0	0.0	0.0 (0.0)
Occupational certificate or license	7.0	5.3	1.7 (1.5)
Other	2.2	0.4	1.8*** (0.6)
Sample size	664	587	

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

	JFI group	Control group	Difference
Percentage who completed the program, among those participants who started (%)			
All activities	58.1	55.7	2.4 (6.2)
Programs with general job skills training	43.2	27.4	15.7*** (5.8)
Programs with occupational skills training	32.7	33.6	-0.9 (6.2)
Programs with education	19.6	18.1	1.5 (4.9)
Programs with work-based learning	0.7	0.0	0.7** (0.3)
Percentage who received a diploma, degree, certification, or license after completing program (%)			
All activities	37.4	43.2	-5.8 (6.3)
Programs with general job skills training	28.3	18.4	9.9** (4.9)
Programs with occupational skills training	24.2	26.5	-2.3 (5.9)
Programs with education	15.2	13.7	1.4 (4.5)
Programs with work-based learning	0.0	0.0	0.0 (0.0)
Type of certificate or degree/diploma received (%)			
Participation/attendance	6.7	6.4	0.3 (2.5)
Adult basic education	0.0	0.0	0.0 (0.0)
High school diploma / GED	2.8	7.2	-4.4* (2.2)
Associate's degree	0.4	0.0	0.4 (0.4)
Bachelor's degree	0.2	1.3	-1.1 (1.7)
English proficiency certification or TOEFL	0.0	0.0	0.0 (0.0)
Occupational certificate or license	20.0	26.6	-6.7 (5.8)
Other	7.7	2.2	5.5** (2.2)
Sample size	664	587	

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 JFI or existing SNAP E&T services

Service	JFI group	Control group	Difference
Any contact with case manager (%)	85.6	57.7	28.0*** (1.5)
Received any support service (%)	70.3	1.8	68.5*** (1.1)
Received support service, by type (%)			
Employment/training supplies (uniform/boots/clothes/tools)	56.8	0.9	55.9*** (1.1)
Transportation	48.2	0.7	47.5*** (1.1)
Housing	34.2	0.1	34.1*** (1.0)
Medical	19.5	0.1	19.5*** (0.8)
Mental health treatment	16.4	0.0	16.4*** (0.7)
Fees/Books/Educational Supplies	10.6	0.5	10.1*** (0.7)
Substance use treatment	9.0	0.0	9.0*** (0.6)
Child care	0.1	0.0	0.1 (0.1)
Sample size	1,378	1,378	

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

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

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

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

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

Service	JFI group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	68.9	55.6	13.3*** (3.1)
Average number of contacts with an employment professional or case manager	10.8	9.6	1.2 (1)
Mode of contacts (%)			
Mostly in person	85.1	86.1	-1.0 (2.8)
Mostly by phone	5.8	7.3	-1.5 (2.2)
Equally in person and by phone	8.7	6.4	2.3 (1.8)
Any support service (excluding mental health or substance use counseling)	65.6	49.8	15.9*** (3.2)
Any support service	73.9	64.8	9.1*** (3.0)
Childcare assistance including vouchers or funds (%)	6.3	6.7	-0.4 (1.4)
Transportation assistance (such as gas cards or bus passes) (%)	37.8	21.5	16.3*** (2.8)
Housing assistance (%)	32.5	23.4	9.1*** (2.8)
Mental health or substance use counseling (%)	40.9	37.7	3.3 (3.0)
Clothes, uniforms, tools, or other supplies and equipment (%)	28.3	13.7	14.6*** (2.4)
Other (%)	7.5	7.6	-0.1 (1.6)
Sample size	664	587	

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

Note: Standard errors in parentheses.

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

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

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

II. Subgroup tables and key findings

Appendix Tables E.9 through E.13 show differences in service use between JFI and control groups for subgroups defined by reported baseline characteristics. Primary subgroups include individuals of different ages—young adults (18 to 24 years old), adults (25 to 49 years old), and older adults (50 years and older); individuals with barriers to employment of varying degrees; individuals employed at any point or not employed at all in the 12 months before random assignment; individuals living in households with children or without children; and individuals with income less than 50 percent of the FPL or with income greater than or equal to 50 percent of the FPL. All findings are based on the 12-month follow-up survey.

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

Across age subgroups, JFI group participation rates in any services were generally higher than those of the control group for older age subgroups, ages 25 to 49 and age 50 or older. Differences were not apparent for those in the younger subgroup—ages 18 to 24—with the exception of a few services, such as completing a career assessment, where control group members participated more frequently. JFI-control group differences in participation in any service (job search training or assistance activities or education or training activities) were larger for individuals age 50 or older than for younger individuals. The same pattern existed for completion rates.

For most measures of service receipt, JFI-control group differences did not vary across the three subgroups defined by the extent of barriers to employment. An exception was the receipt of support services. JFI-control group differences in the receipt of support services were positive for individuals with the least barriers to employment or with moderate barriers, and were negative for individuals with the greatest barriers.

JFI-control group differences in participation in services were found for individuals with recent employment but generally not for those without recent employment. Although the JFI-control group difference in completion rates was larger for individuals without recent employment than for those with recent employment, there generally were no significant differences across subgroups.

JFI-control group differences in participation generally did not vary across subgroups defined by presence of children in the household. An exception was that JFI-control group differences in participation in any services were found for individuals in households with children, but not for individuals in households without children.

For income subgroups, JFI-control group differences in the mean length of stay and rate of completion of program activities were found for individuals with income greater than or equal to 50 percent of the FPL than for individuals with income less than 50 percent of the FPL.

Table E.9. Service use, by age

Service	Age 18 to 24			Age 25 to 49			Age 50 or older		
	JFI Group	Control group	Difference	JFI group	Control group	Difference	JFI group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	51.6	53.6	-2.0 (9.8)	71.7	54.8	16.9*** (3.8)	66.4	60.5	5.8† (5.5)
Completed career assessment tests (%)	10.9	43.2	-32.3*** (7.2)	22.7	23.0	-0.3 (3.3)	23.9	24.6	-0.7††† (4.6)
Participated in job search training or assistance activities or education or training programs (%)	45.7	59.7	-14.0 (11.0)	54.8	41.8	13.0*** (4.0)	56.1	41.7	14.4***† (5.3)
Participated in job search training or assistance activities (%)	38.6	49.5	-11.0 (9.7)	44.7	35.6	9.1** (4.0)	50.0	37.9	12.0** (5.4)
Participated in education or training programs (%)	28.6	32.1	-3.5 (9.7)	29.9	18.5	11.4*** (3.2)	32.8	18.8	14.0*** (4.8)
Type of services received (%)									
General job skills training	18.2	16.1	2.1 (7.5)	19.7	8.8	10.9*** (2.6)	21.5	12.2	9.3** (3.7)
Occupational skills training	16.9	21.5	-4.6 (5.7)	19.0	10.0	9.0*** (2.7)	20.5	10.3	10.2***† (3.9)
Adult basic education	14.1	23.6	-9.5 (6.4)	14.3	7.0	7.3*** (2.2)	14.0	5.3	8.7***†† (3.5)
Work-based learning	0.8	0.0	0.8** (0.3)	0.0	0.0	0.0* (0.0)	0.0	0.0	0.0†† (0.0)
On-the-job training	0.8	0.0	0.8** (0.3)	0.0	0.0	0.0* (0.0)	0.0	0.0	0.0†† (0.0)
General job skills training, occupational skills training, adult basic education, or work-based learning	28.1	29.9	-1.8 (9.4)	29.9	18.1	11.8*** (3.2)	31.8	18.3	13.5*** (4.8)
Mean length of time spent in all activities and programs (months)	1.3	2.1	-0.8 (0.5)	1.3	1.0	0.3 (0.2)	1.5	1.3	0.3 (0.3)
Percentage who completed the program (all activities) (%)	15.8	20.9	-5.1 (8.5)	17.8	11.4	6.4** (2.8)	18.4	5.5	12.9***† (3.1)
Received certificate or degree/diploma (%)	1.2	5.8	-4.6 (5.2)	7.9	6.0	1.9 (2.0)	5.7	2.6	3.1 (2.0)
Any support service	56.3	57.6	-1.3 (9.5)	76.1	63.0	13.1*** (3.8)	73.7	74.1	-0.4† (5.3)
Any support service (excluding mental health or substance use counseling)	48.2	47.1	1.1 (9.2)	66.2	44.8	21.4*** (3.9)	69.5	65.5	4.0†† (5.5)
Sample size	74	63		397	358		193	166	

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

Note: Standard errors in parentheses.

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

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

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

Service	Least barriers (employed in past 12 months and completed high school or equivalent)			Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)			Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)		
	JFI group	Control group	Difference	JFI group	Control group	Difference	JFI group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	68.9	58.4	10.5** (4.3)	70.9	54.5	16.4*** (4.8)	61.8	49.2	12.6 (15.2)
Completed career assessment tests (%)	20.4	24.5	-4.0 (3.6)	25.6	27.6	-2.1 (4.4)	6.8	29.6	-22.9** (9.0)
Participated in job search training or assistance activities or education or training programs (%)	53.0	47.9	5.2 (4.5)	56.7	40.5	16.1*** (5.0)	53.8	39.4	14.4 (14.3)
Participated in job search training or assistance activities (%)	43.9	41.1	2.8 (4.5)	47.2	34.5	12.7** (5.0)	45.4	36.4	9.1 (13.5)
Participated in education or training programs (%)	27.2	20.4	6.8* (3.6)	35.6	20.7	14.9*** (4.4)	30.4	25.4	5.1 (12.9)
Type of services received (%)									
General job skills training	17.5	10.9	6.6** (2.9)	24.2	10.9	13.3*** (3.7)	14.2	10.1	4.1 (7.3)
Occupational skills training	16.5	14.0	2.5 (3.0)	21.9	8.4	13.6*** (3.5)	8.9	12.0	-3.1†† (7.4)
Adult basic education	11.7	6.0	5.8** (2.4)	14.9	10.2	4.7 (3.3)	31.1	22.2	8.9 (12.0)
Work-based learning	0.2	0.0	0.2 (0.2)	0.0	0.0	0.0 (0.0)	0.0	0.0	0.0 (0.1)
On-the-job training	0.2	0.0	0.2 (0.2)	0.0	0.0	0.0 (0.0)	0.0	0.0	0.0 (0.1)
General job skills training, occupational skills training, adult basic education, or work- based learning	26.8	20.2	6.7* (3.6)	35.4	19.4	16.1*** (4.4)	30.8	25.4	5.4 (12.9)
Mean length of time spent in all activities and programs (months)	1.2	1.2	0.0 (0.3)	1.6	1.3	0.3 (0.3)	1.6	1.4	0.2 (0.9)
Percentage who completed the program (all activities) (%)	15.1	11.3	3.9 (2.9)	22.6	12.1	10.6*** (3.8)	12.3	8.2	4.1 (9.0)

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

Service	Least barriers (employed in past 12 months and completed high school or equivalent)			Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)			Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)		
	JFI group	Control group	Difference	JFI group	Control group	Difference	JFI group	Control group	Difference
Received certificate or degree/diploma (%)	7.6	6.6	1.0 (2.2)	7.5	4.6	3.0 (2.1)	1.0	0.0	1.0 (3.0)
Any support service	73.2	62.2	10.9*** (4.2)	75.4	66.4	9.0* (4.6)	64.2	86.8	-22.6*†† (12.5)
Any support service (excluding mental health or substance use counseling)	64.9	45.0	19.8*** (4.3)	66.7	53.8	12.9*** (4.9)	51.5	72.7	-21.2†† (13.8)
Sample size	333	315		283	228		42	36	

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

Note: Standard errors in parentheses.

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

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

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

Service	Employed in 12 months prior to random assignment			Not employed in 12 months prior to random assignment		
	JFI group	Control group	Difference	JFI group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	67.3	55.4	12.0*** (4.0)	71.3	57.8	13.5*** (4.9)
Completed career assessment tests (%)	20.6	25.3	-4.8 (3.2)	23.6	26.3	-2.8 (4.4)
Participated in job search training or assistance activities or education or training programs (%)	51.8	46.1	5.8 (4.2)	56.3	40.9	15.4*** (5.1)
Participated in job search training or assistance activities (%)	43.2	39.8	3.4 (4.1)	46.7	34.4	12.3** (4.9)
Participated in education or training programs (%)	27.9	21.1	6.8** (3.4)	34.4	19.3	15.0*** (4.5)
Type of services received (%)						
General job skills training	17.2	11.0	6.2** (2.7)	24.4	9.9	14.5***† (3.7)
Occupational skills training	17.6	13.4	4.2 (2.8)	19.3	7.6	11.6***† (3.2)
Adult basic education	12.8	7.8	5.0** (2.4)	14.6	9.3	5.3* (3.2)
Work-based learning	0.2	0.0	0.2 (0.1)	0.0	0.0	0.0 (0.0)
On-the-job training	0.2	0.0	0.2 (0.1)	0.0	0.0	0.0 (0.0)
General job skills training, occupational skills training, adult basic education, or work-based learning	27.6	20.6	7.0** (3.4)	34.2	18.5	15.8*** (4.4)
Mean length of time spent in all activities and programs (months)	1.2	1.3	-0.1 (0.2)	1.6	1.2	0.5 (0.3)
Percentage who completed the program (all activities) (%)	14.4	12.6	1.9 (2.7)	23.6	8.5	15.1***††† (3.5)
Received certificate or degree/diploma (%)	7.1	5.8	1.4 (2.0)	6.7	4.7	2.0 (2.1)
Any support service	71.8	61.5	10.3*** (3.8)	76.4	71.3	5.0 (4.9)
Any support service (excluding mental health or substance use counseling)	63.9	45.9	17.9*** (3.9)	67.0	57.5	9.5* (5.2)

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

Service	Employed in 12 months prior to random assignment			Not employed in 12 months prior to random assignment		
	JFI group	Control group	Difference	JFI group	Control group	Difference
Sample size	398	366		260	214	

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

Note: Standard errors in parentheses.

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

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

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

Service	Individuals in households with children			Individuals in households without children		
	JFI group	Control group	Difference	JFI group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	68.2	55.0	13.2 (8.1)	68.7	55.9	12.8*** (3.4)
Completed career assessment tests (%)	16.1	25.0	-8.9 (6.3)	23.0	25.7	-2.8 (2.9)
Participated in job search training or assistance activities or education or training programs (%)	47.1	53.2	-6.1 (8.8)	54.4	42.5	11.9***† (3.5)
Participated in job search training or assistance activities (%)	34.3	40.6	-6.3 (8.2)	46.6	37.3	9.3***† (3.4)
Participated in education or training programs (%)	28.1	27.5	0.7 (7.9)	30.3	19.3	11.0*** (2.9)
Type of services received (%)						
General job skills training	15.2	10.0	5.2 (5.5)	20.5	10.6	9.9*** (2.4)
Occupational skills training	17.2	16.2	1.0 (6.7)	18.1	10.7	7.4*** (2.3)
Adult basic education	16.0	12.3	3.8 (4.6)	14.0	7.7	6.3*** (2.1)
Work-based learning	0.0	0.0	0.0 (0.1)	0.1	0.0	0.1 (0.1)
On-the-job training	0.0	0.0	0.0 (0.1)	0.1	0.0	0.1 (0.1)
General job skills training, occupational skills training, adult basic education, or work-based learning	27.6	27.5	0.1 (7.9)	30.1	18.6	11.5*** (2.9)
Mean length of time spent in all activities and programs (months)	1.3	1.7	-0.4 (0.6)	1.3	1.2	0.2 (0.2)
Percentage who completed the program (all activities) (%)	18.5	18.4	0.2 (6.7)	17.9	10.1	7.8*** (2.4)
Received certificate or degree/diploma (%)	7.4	8.8	-1.4 (5.0)	6.7	4.9	1.8 (1.6)
Any support service	80.6	74.8	5.7 (6.4)	72.9	63.4	9.5*** (3.3)
Any support service (excluding mental health or substance use counseling)	73.3	60.8	12.5* (7.4)	64.0	48.3	15.7*** (3.5)
Sample size	103	88		561	499	

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

Note: Standard errors in parentheses.

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

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

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

Service	Lives in household with income less than 50 percent of the Federal poverty level			Lives in household with income greater than or equal to 50 percent of the Federal poverty level		
	JFI group	Control group	Difference	JFI group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	67.6	55.3	12.3*** (4.1)	71.1	56.7	14.4*** (4.5)
Completed career assessment tests (%)	20.4	23.7	-3.3 (3.4)	24.0	29.1	-5.1 (4.3)
Participated in job search training or assistance activities or education or training programs (%)	51.9	41.2	10.8** (4.3)	56.8	48.3	8.5* (4.7)
Participated in job search training or assistance activities (%)	44.2	35.7	8.4** (4.1)	45.3	40.7	4.7 (4.7)
Participated in education or training programs (%)	26.9	19.7	7.2** (3.5)	36.8	21.7	15.2*** (4.3)
Type of services received (%)						
General job skills training	17.4	9.9	7.4*** (2.8)	24.5	11.9	12.6*** (3.6)
Occupational skills training	16.4	10.6	5.8** (2.8)	21.8	12.7	9.0** (3.6)
Adult basic education	13.2	7.2	6.1*** (2.4)	15.0	10.1	5.0 (3.3)
Work-based learning	0.2	0.0	0.2 (0.1)	0.0	0.0	0.0 (0.0)
On-the-job training	0.2	0.0	0.2 (0.1)	0.0	0.0	0.0 (0.0)
General job skills training, occupational skills training, adult basic education, or work-based learning	26.7	19.1	7.6** (3.5)	36.6	20.9	15.7*** (4.3)
Mean length of time spent in all activities and programs (months)	1.0	1.2	-0.2 (0.2)	1.9	1.2	0.7**†† (0.3)
Percentage who completed the program (all activities) (%)	14.9	11.9	3.0 (2.9)	23.7	9.9	13.8***†† (3.3)
Received certificate or degree/diploma (%)	5.9	6.0	-0.1 (2.0)	9.0	4.2	4.8** (2.2)
Any support service	71.3	61.6	9.7** (4.0)	77.8	69.7	8.2* (4.2)
Any support service (excluding mental health or substance use counseling)	63.0	45.3	17.7*** (4.2)	70.1	56.6	13.5*** (4.5)
Sample size	380	343		280	241	

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

	JFI group	Control group	Difference
Employment rate (%)			
Quarter 1	44.6	46.5	-1.9 (1.9)
Quarter 2	47.3	47.7	-0.4 (1.9)
Quarter 3	45.5	46.3	-0.8 (1.9)
Quarter 4	43.9	45.2	-1.3 (1.9)
Year 1	64.2	66.1	-1.9 (1.8)
Average quarterly employment rate	45.3	46.4	-1.1 (1.5)
Total earnings (\$)			
Quarter 1	1,389	1,484	-95 (86)
Quarter 2	1,614	1,714	-100 (97)
Quarter 3	1,676	1,743	-68 (101)
Quarter 4	1,774	1,859	-84 (108)
Year 1	6,453	6,800	-347 (328)
Sample size	1,156	1,142	

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

	JFI group	Control group	Difference
Employment rate (%)			
Quarter 1	39.7	40.4	-0.7 (3.1)
Quarter 2	44.3	44.0	0.3 (3.0)
Quarter 3	47.8	48.0	-0.2 (3.0)
Quarter 4	49.3	48.3	1.0 (3.0)
Year 1	62.9	61.1	1.8 (2.9)
Employed at the time of the survey interview	44.1	41.6	2.4 (3.1)
Total earnings (\$)			
Quarter 1	1,719	1,885	-166 (178)
Quarter 2	2,217	2,170	46 (200)
Quarter 3	2,423	2,392	32 (206)
Quarter 4	2,483	2,426	57 (208)
Year 1	8,842	8,874	-32 (690)
Sample size	664	587	

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

	JFI group	Control group	Difference
Average hours worked per week (#)			
Quarter 1	10.4	11.7	-1.3 (1.0)
Quarter 2	13.4	13.2	0.2 (1.1)
Quarter 3	14.3	14.2	0.1 (1.1)
Quarter 4	14.6	14.3	0.4 (1.1)
Year 1	13.2	13.3	-0.2 (1.0)
Number of jobs held over the year (%)			
0	37.1	38.9	-1.8 (2.9)
1	36.1	33.5	2.5 (3.1)
2	19.5	20.0	-0.5 (2.5)
3	5.8	5.9	-0.2 (1.3)
4	0.9	1.0	0.0 (0.6)
5 or more	0.6	0.7	-0.1 (0.4)
Mean	1.0	1.0	0.0 (0.1)
Sample size	664	587	

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	JFI group	Control group	Difference
Hours worked per week (%)			
Less than 20	31.0	23.3	7.7* (4.0)
21 to 34	22.6	28.7	-6.1 (4.0)
35 or more (employed full time)	46.4	48.0	-1.6 (4.7)
Average	30.6	31.5	-0.9 (1.2)
Weekly earnings (%)			
\$1 to \$499	69.4	67.5	1.9 (4.2)
\$500 to \$999	27.5	28.8	-1.3 (4.2)
\$1,000 to \$1,499	2.2	3.7	-1.5 (1.6)
\$1,500 to \$2,000	0.6	0.0	0.6** (0.3)
\$2,000 and above	0.2	0.0	0.2 (0.2)
Benefits available at job (%)			
Any benefit	54.6	62.5	-7.8 (4.8)
Health insurance or HMO/PPO plan membership	37.4	41.0	-3.6 (4.8)
Dental insurance	27.0	27.6	-0.6 (4.3)
Paid vacation	41.4	42.2	-0.8 (4.8)
Paid holidays	36.2	41.3	-5.1 (4.8)
Paid sick leave	32.1	34.0	-1.9 (4.7)
Any paid time off	49.7	52.7	-3.0 (4.8)
Pension or retirement benefits	28.3	34.7	-6.4 (4.4)
Tuition assistance or reimbursement	13.4	9.9	3.5 (3.1)
Type of employment (%)			
Regular full- or part-time	84.9	85.8	-0.9 (3.3)
Temporary or on-call	9.1	6.5	2.6 (2.5)
Self-employed or independent contractor or consultant	5.1	6.8	-1.8 (2.1)
Day laborer	1.0	0.9	0.1 (0.7)
Occupation			
Retail Sales Workers	5.0	7.9	-2.9 (2.0)
Building Cleaning and Pest Control Workers	7.2	5.8	1.4 (2.1)
Cooks and Food Preparation Workers	4.8	5.0	-0.2 (1.8)
Food and Beverage Serving Workers	4.9	3.1	1.8 (1.6)

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

Characteristic	JFI group	Control group	Difference
Material Moving Workers	5.3	1.7	3.6*** (1.2)
Other Personal Care and Service Workers	4.1	4.8	-0.7 (1.5)
Construction Trades Workers	3.0	2.3	0.7 (1.4)
Information and Record Clerks	2.3	3.0	-0.7 (1.2)
Material Recording, Scheduling, Dispatching, and Distributing Workers	4.0	4.9	-0.8 (1.7)
Other Food Preparation and Serving Related Workers	4.1	2.3	1.8 (1.5)
Sample size	284	247	

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	JFI group	Control group	Difference
Hours worked per week (%)			
0	55.9	59.0	-3.2 (3.1)
1 to 20	14.3	9.5	4.7** (1.9)
21 to 34	9.4	11.8	-2.3 (1.9)
35 or more (employed full time)	20.4	19.7	0.8 (2.5)
Average	13.4	12.9	0.5 (1.1)
Weekly earnings (%)			
\$0	56.8	59.8	-3.0 (3.1)
\$1 to \$499	30.3	27.1	3.2 (2.9)
\$500 to \$999	11.6	11.6	0.1 (2.1)
\$1,000 to \$1,499	0.9	1.5	-0.5 (0.7)
\$1,500 to \$2,000	0.2	0.0	0.2 (0.1)
\$2,000 and above	0.1	0.0	0.1 (0.1)
Benefits available at job (%)			
Any benefit	24.1	24.9	-0.8 (2.7)
Health insurance or HMO/PPO plan membership	16.2	16.4	-0.2 (2.3)
Dental insurance	11.7	11.0	0.7 (2.0)
Paid vacation	18.0	16.8	1.2 (2.4)
Paid holidays	15.9	16.5	-0.6 (2.3)
Paid sick leave	14.3	13.6	0.7 (2.2)
Any paid time off	22.4	21.0	1.4 (2.6)
Pension or retirement benefits	12.8	13.8	-1.0 (2.1)
Tuition assistance or reimbursement	6.2	3.9	2.3* (1.3)
Type of employment (%)			
Not employed	56.2	59.1	-2.9 (3.1)
Regular full- or part-time	36.8	35.1	1.8 (3.0)
Temporary or on-call	4.2	2.7	1.5 (1.1)
Self-employed or independent contractor or consultant	2.4	2.8	-0.4 (0.9)
Day laborer	0.4	0.4	0.0 (0.3)
Occupation			
Retail Sales Workers	2.2	3.2	-1.1 (0.9)
Building Cleaning and Pest Control Workers	3.4	2.4	1.0 (0.9)
Cooks and Food Preparation Workers	2.2	2.1	0.1 (0.7)
Food and Beverage Serving Workers	2.1	1.3	0.8 (0.7)
Material Moving Workers	2.4	0.7	1.7*** (0.5)
Other Personal Care and Service Workers	1.7	2.0	-0.3 (0.6)
Construction Trades Workers	1.5	0.9	0.6 (0.6)
Information and Record Clerks	1.0	1.2	-0.3 (0.5)
Material Recording, Scheduling, Dispatching, and Distributing Workers	1.4	2.0	-0.6 (0.8)

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

Characteristic	JFI group	Control group	Difference
Other Food Preparation and Serving Related Workers	2.1	0.9	1.2* (0.7)
Sample size	664	587	

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

	JFI group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)			
Quarter 1	98.1	98.2	0.0 (0.5)
Quarter 2	80.9	80.2	0.7 (1.4)
Quarter 3	67.9	66.6	1.3 (1.6)
Quarter 4	64.0	63.9	0.1 (1.7)
SNAP participation among any other household members (%)			
Quarter 1	21.0	21.2	-0.2 (1.1)
Quarter 2	24.0	24.7	-0.7 (1.3)
Quarter 3	27.3	29.0	-1.6 (1.5)
Quarter 4	27.5	29.4	-1.9 (1.6)
SNAP participation by any individual in household ^a (%)			
Quarter 1	98.1	98.2	0.0 (0.5)
Quarter 2	80.9	80.2	0.7 (1.4)
Quarter 3	67.9	66.6	1.3 (1.6)
Quarter 4	64.0	63.9	0.1 (1.7)
Mean number of months of SNAP participation in the 12 months after random assignment (months)			
Among individuals enrolled in pilot	8.5	8.5	0.1 (0.1)
Among any other household members	2.0	2.2	-0.2 (0.1)
Among any individual in household ^a	8.5	8.5	0.1 (0.1)
Exited SNAP within 12 months of random assignment (%)			
Among individuals enrolled in pilot	59.9	58.4	1.4 (1.7)
Among any other household members	14.1	12.5	1.6 (1.2)
Among any individual in household ^a	62.1	60.9	1.2 (1.7)
Sample size	1,378	1,378	

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

Note: Standard errors in parentheses.

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

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

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

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

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

	JFI group	Control group	Difference
Average SNAP benefits received (\$)			
Quarter 1	594	589	5 (9)
Quarter 2	447	448	-1 (12)
Quarter 3	407	399	7 (13)
Quarter 4	368	375	-7 (14)
Year 1	1,816	1,811	4 (38)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a			
Quarter 1	83.0	81.2	1.8* (1.0)
Quarter 2	60.1	59.4	0.7 (1.4)
Quarter 3	53.6	51.4	2.2 (1.5)
Quarter 4	48.9	48.5	0.4 (1.5)
Year 1	61.5	60.2	1.2 (1.1)
Sample size	1,378	1,378	

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

Note: Standard errors in parentheses.

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

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

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

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

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

	JFI group	Control group	Difference
TANF participation (%)			
Quarter 1	1.7	2.0	-0.2 (0.5)
Quarter 2	2.5	3.1	-0.6 (0.6)
Quarter 3	2.9	4.1	-1.1* (0.7)
Quarter 4	3.5	4.5	-1.0 (0.7)
Average TANF benefit amounts received (\$)			
Quarter 1	15	18	-3 (5)
Quarter 2	26	36	-10 (7)
Quarter 3	35	46	-11 (9)
Quarter 4	40	47	-7 (9)
Medicaid coverage (%)			
Quarter 1	88.7	89.1	-0.4 (1.1)
Quarter 2	88.3	89.3	-1.0 (1.1)
Quarter 3	87.0	87.3	-0.3 (1.2)
Quarter 4	85.0	85.6	-0.6 (1.3)
Sample size	1,378	1,378	

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	JFI group	Control group	Difference
Public assistance receipt in the 12 months since random assignment (%)			
General assistance	15.3	16.4	-1.1 (2.2)
Unemployment insurance	8.7	9.8	-1.1 (1.7)
Supplemental Security Income	28.1	24.9	3.2 (2.6)
Section 8, Housing Choice Vouchers, or Public Housing Assistance	19.1	16.8	2.4 (2.2)
Medicaid	89.6	87.1	2.5 (2.1)
Supplemental Nutrition Program for Women, Infants, and Children (WIC)	10.9	10.3	0.6 (1.9)
Sample size	664	587	

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

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

- With few exceptions, impacts on employment in Quarter 4 based on UI wage records and survey data were not statistically different across subgroups (Appendix Tables F.9 to F.18). There was a negative impact of 9 percentage points on the employment rate in Quarter 4 for older adults—ages 50 or older—but no impact for younger individuals (Appendix Table F.9). There was also a positive impact of 8 percentage points on the employment rate in Quarter 4 for JFI group members not employed in the 12 months before random assignment, but no impact for those employed during this period (Appendix Table F.16).
- There were no significant impacts on SNAP participation in Quarter 4 across subgroups (Appendix Tables F.19 to F.24).

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

- Across the age subgroups, generally there were no significant differences in impacts on employment or SNAP participation (Appendix Table F.19). There was a lower likelihood of participating in SNAP for individuals ages 18 to 24 in Quarter 1, but not in later quarters, when differences in SNAP participation rates of JFI and control group members became positive. A similar pattern existed for average SNAP benefits received, where early differences were negative and not statistically significant, but became positive and statistically significant in Quarter 4.
- Based on survey data, there were negative impacts on employment in Quarters 1 and 2, and on earnings in Quarters 2 and 3, for individuals with the greatest barriers to employment (Appendix Table F.15). However, over time the employment rate and earnings for this subgroup of JFI group members increased much faster than for the corresponding control group members, leading to positive, but statistically insignificant differences in employment rates and earnings in Quarter 4. This pattern may reflect JFI group members receiving JFI early in the follow-up period, but experiencing employment gains in Quarters 3 and 4 once JFI group members completed services and began looking for and finding jobs. Generally, there were no impacts on SNAP participation across barrier to employment subgroups.
- Across subgroups defined by recent employment history, presence of children, and income, generally there were no impacts on SNAP participation.

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		
	JFI group	Control group	Difference	JFI group	Control group	Difference	JFI group	Control group	Difference
Employment rate (%)									
Quarter 1	49.3	46.0	3.2 (5.7)	45.9	49.2	-3.3 (2.4)	39.6	39.1	0.4 (3.8)
Quarter 2	59.0	44.8	14.2** (5.6)	47.3	50.0	-2.7 (2.4)	41.8	42.7	-0.9†† (3.8)
Quarter 3	57.4	48.1	9.3 (5.6)	46.9	47.4	-0.5 (2.4)	36.4	42.4	-6.0† (3.8)
Quarter 4	56.2	47.5	8.7 (5.5)	45.3	45.0	0.3 (2.4)	35.5	44.3	-8.8**†† (3.9)
Year 1	78.5	71.4	7.1 (5.0)	65.6	67.5	-1.9 (2.2)	53.7	58.9	-5.2 (3.9)
Average quarterly employment rate	55.5	46.6	8.9** (4.2)	46.4	47.9	-1.6 (1.9)	38.3	42.1	-3.8†† (3.0)
Total earnings (\$)									
Quarter 1	1,263	1,130	133 (205)	1,498	1,580	-82 (111)	1,196	1,420	-224 (176)
Quarter 2	1,715	1,195	520** (237)	1,723	1,854	-130 (126)	1,310	1,624	-314†† (195)
Quarter 3	1,829	1,438	390 (252)	1,761	1,827	-67 (131)	1,419	1,687	-268 (204)
Quarter 4	2,077	1,785	292 (286)	1,871	1,904	-34 (140)	1,479	1,762	-283 (204)
Year 1	6,883	5,548	1,335* (785)	6,852	7,165	-313 (428)	5,404	6,493	-1,089*† (654)
Sample size	148	151		734	738		274	253	

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

Note: Standard errors in parentheses.

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

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

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

	Least barriers (employed in past 12 months and completed high school or equivalent)			Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)			Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)		
	JFI group	Control group	Difference	JFI group	Control group	Difference	JFI group	Control group	Difference
Employment rate (%)									
Quarter 1	56.4	56.1	0.3 (2.7)	33.8	38.3	-4.5 (3.0)	22.8	24.5	-1.6 (6.6)
Quarter 2	60.5	58.0	2.5 (2.6)	34.3	38.5	-4.2 (3.0)	27.9	26.7	1.2 (6.7)
Quarter 3	55.7	56.7	-1.0 (2.7)	36.9	36.7	0.2 (3.1)	24.2	27.9	-3.7 (6.5)
Quarter 4	53.9	54.2	-0.3 (2.7)	35.3	36.0	-0.7 (3.1)	22.0	33.7	-11.7* (6.3)
Year 1	75.5	77.0	-1.5 (2.3)	53.2	56.1	-2.9 (3.0)	47.7	46.5	1.2 (7.3)
Average quarterly employment rate	56.6	56.3	0.4 (2.1)	35.1	37.4	-2.3 (2.4)	24.2	28.2	-4.0 (4.9)
Total earnings (\$)									
Quarter 1	1,863	1,888	-25 (135)	941	1,127	-187 (120)	413	666	-254 (222)
Quarter 2	2,165	2,151	15 (147)	1,096	1,330	-234 (144)	591	830	-239 (244)
Quarter 3	2,205	2,208	-3 (152)	1,170	1,318	-148 (150)	703	865	-162 (250)
Quarter 4	2,329	2,318	11 (164)	1,224	1,412	-188 (158)	784	1,170	-386 (262)
Year 1	8,563	8,565	-2 (494)	4,431	5,186	-755 (489)	2,491	3,532	-1,041 (817)
Sample size	592	600		466	440		87	90	

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

Note: Standard errors in parentheses.

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

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

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

	Employed in 12 months prior to random assignment			Not employed in 12 months prior to random assignment		
	JFI group	Control group	Difference	JFI group	Control group	Difference
Employment rate (%)						
Quarter 1	55.4	56.5	-1.1 (2.4)	26.4	29.0	-2.6 (3.0)
Quarter 2	58.6	57.1	1.5 (2.4)	27.8	31.2	-3.4 (3.1)
Quarter 3	54.9	55.9	-1.0 (2.4)	29.9	29.8	0.2 (3.1)
Quarter 4	53.6	53.7	0.0 (2.5)	27.1	30.8	-3.7 (3.1)
Year 1	75.4	77.0	-1.6 (2.1)	44.9	47.4	-2.5 (3.3)
Average quarterly employment rate	55.6	55.8	-0.2 (1.9)	27.8	30.2	-2.4 (2.5)
Total earnings (\$)						
Quarter 1	1,806	1,854	-48 (119)	665	842	-177 (111)
Quarter 2	2,082	2,093	-11 (131)	800	1,061	-261* (134)
Quarter 3	2,145	2,122	23 (137)	869	1,087	-218 (139)
Quarter 4	2,257	2,289	-32 (148)	906	1,127	-221 (146)
Year 1	8,290	8,358	-68 (442)	3,239	4,117	-878* (457)
Sample size	720	727		425	404	

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		
	JFI group	Control group	Difference	JFI group	Control group	Difference
Employment rate (%)						
Quarter 1	51.2	57.6	-6.4 (4.6)	43.9	44.9	-1.0 (2.0)
Quarter 2	53.9	60.8	-6.9 (4.8)	46.3	45.7	0.6 (2.1)
Quarter 3	55.2	52.4	2.9 (5.1)	44.2	45.5	-1.2 (2.1)
Quarter 4	57.8	54.4	3.4 (5.0)	41.9	43.9	-2.0 (2.1)
Year 1	69.9	74.6	-4.6 (4.4)	63.5	64.9	-1.4 (2.0)
Average quarterly employment rate	54.6	56.3	-1.8 (3.8)	44.1	45.0	-0.9 (1.6)
Total earnings (\$)						
Quarter 1	1,932	1,835	97 (234)	1,316	1,431	-115 (92)
Quarter 2	2,189	2,093	96 (252)	1,530	1,658	-127 (104)
Quarter 3	2,019	2,012	8 (245)	1,623	1,704	-81 (110)
Quarter 4	2,203	2,296	-94 (263)	1,703	1,793	-90 (118)
Year 1	8,343	8,236	107 (801)	6,172	6,586	-413 (356)
Sample size	157	154		999	988	

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		
	JFI group	Control group	Difference	JFI group	Control group	Difference
Employment rate (%)						
Quarter 1	44.1	46.8	-2.7 (2.5)	44.0	45.8	-1.8 (2.8)
Quarter 2	46.7	47.0	-0.3 (2.5)	47.8	48.6	-0.8 (3.0)
Quarter 3	45.2	46.9	-1.7 (2.5)	44.9	45.3	-0.4 (3.1)
Quarter 4	43.0	45.2	-2.2 (2.5)	45.0	45.3	-0.4 (3.1)
Year 1	65.4	66.7	-1.3 (2.3)	61.1	64.9	-3.8 (2.9)
Average quarterly employment rate	44.8	46.5	-1.7 (1.9)	45.4	46.3	-0.9 (2.3)
Total earnings (\$)						
Quarter 1	1,331	1,528	-197* (113)	1,463	1,410	53 (130)
Quarter 2	1,616	1,728	-112 (126)	1,571	1,688	-117 (150)
Quarter 3	1,708	1,779	-71 (132)	1,570	1,693	-123 (156)
Quarter 4	1,834	1,931	-97 (143)	1,619	1,745	-126 (160)
Year 1	6,489	6,966	-477 (430)	6,223	6,536	-313 (501)
Sample size	736	742		401	389	

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.

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		
	JFI group	Control group	Difference	JFI group	Control group	Difference	JFI group	Control group	Difference
Employment rate (%)									
Quarter 1	39.1	38.1	1.1 (9.8)	41.4	41.0	0.4 (3.9)	33.6	40.9	-7.3 (4.9)
Quarter 2	50.9	35.9	15.0* (8.9)	45.0	46.8	-1.8 (3.8)	38.2	40.6	-2.4 (4.8)
Quarter 3	57.7	49.9	7.8 (10.0)	48.6	50.2	-1.6 (3.9)	40.6	40.3	0.4 (4.8)
Quarter 4	63.5	53.1	10.5 (9.9)	50.1	49.3	0.9 (3.8)	41.4	43.0	-1.6 (5.0)
Year 1	73.6	60.7	12.9 (10.1)	63.7	62.1	1.6 (3.7)	56.2	58.5	-2.3 (4.9)
Employed at the time of the survey interview	49.4	52.2	-2.7 (9.9)	44.8	41.1	3.8 (3.8)	41.1	37.7	3.4 (5.2)
Average earnings per week during the quarter (\$)									
Quarter 1	1,341	1,377	-36 (396)	1,768	2,041	-274 (226)	1,734	1,713	21 (353)
Quarter 2	2,150	1,698	452 (514)	2,265	2,429	-163 (252)	2,180	1,677	503 (374)
Quarter 3	2,580	2,197	383 (529)	2,467	2,589	-122 (257)	2,348	1,834	514 (388)
Quarter 4	2,915	2,461	455 (606)	2,584	2,564	19 (256)	2,233	1,963	270 (386)
Year 1	8,986	7,732	1,254 (1,825)	9,084	9,624	-540 (850)	8,494	7,187	1,307 (1,389)
Sample size	74	63		397	358		193	166	

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

Note: Standard errors in parentheses.

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

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

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

	Least barriers (employed in past 12 months and completed high school or equivalent)			Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)			Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)		
	JFI group	Control group	Difference	JFI group	Control group	Difference	JFI group	Control group	Difference
Employment rate (%)									
Quarter 1	50.3	51.8	-1.4 (4.5)	29.4	26.3	3.0 (4.2)	4.9	22.1	-17.2**† (8.1)
Quarter 2	54.0	56.3	-2.3 (4.4)	35.0	28.4	6.6 (4.3)	11.4	30.0	-18.6*† (10.6)
Quarter 3	58.4	60.0	-1.7 (4.2)	35.2	32.4	2.7 (4.3)	28.9	40.8	-11.9 (14.7)
Quarter 4	60.2	60.3	0.0 (4.2)	35.4	33.3	2.1 (4.4)	36.6	32.8	3.8 (11.4)
Year 1	73.2	76.5	-3.3 (3.8)	51.1	42.8	8.3* (4.6)	48.6	40.8	7.8 (11.7)
Employed at the time of the survey interview	51.1	50.5	0.6 (4.2)	32.7	30.1	2.6 (4.4)	37.9	29.3	8.5 (11.5)
Average earnings per week during the quarter (\$)									
Quarter 1	2,273	2,388	-116 (263)	1,165	1,355	-190 (243)	134	673	-539* (290)
Quarter 2	2,852	2,691	160 (300)	1,558	1,509	50 (259)	242	1,424	-1,183**† (543)
Quarter 3	3,273	2,964	309 (317)	1,480	1,695	-214 (251)	424	1,556	-1,133**† (543)
Quarter 4	3,268	3,008	261 (326)	1,514	1,764	-250 (264)	1,347	1,083	264 (454)
Year 1	11,666	11,052	615 (1,039)	5,718	6,323	-605 (912)	2,147	4,737	-2,590* (1,459)
Sample size	333	315		283	228		42	36	

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

Note: Standard errors in parentheses.

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

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

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

	Employed in 12 months prior to random assignment			Not employed in 12 months prior to random assignment		
	JFI group	Control group	Difference	JFI group	Control group	Difference
Employment rate (%)						
Quarter 1	48.1	50.6	-2.5 (4.1)	25.8	20.0	5.8 (4.1)
Quarter 2	52.0	53.5	-1.5 (4.0)	31.1	25.1	5.9 (4.3)
Quarter 3	55.7	58.1	-2.4 (3.9)	32.9	28.1	4.8 (4.5)
Quarter 4	57.1	59.5	-2.4 (3.9)	34.8	26.4	8.4*† (4.4)
Year 1	71.6	74.5	-2.9 (3.6)	47.1	35.3	11.8**†† (4.8)
Employed at the time of the survey interview	47.8	50.7	-2.9 (3.9)	35.4	23.4	12.0***†† (4.5)
Average earnings per week during the quarter (\$)						
Quarter 1	2,153	2,360	-207 (244)	971	984	-13 (210)
Quarter 2	2,721	2,623	98 (276)	1,317	1,285	31 (241)
Quarter 3	3,012	2,905	107 (285)	1,340	1,397	-58 (252)
Quarter 4	2,994	3,006	-12 (292)	1,521	1,300	222 (243)
Year 1	10,880	10,894	-14 (946)	5,149	4,967	183 (860)
Sample size	398	366		260	214	

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		
	JFI group	Control group	Difference	JFI group	Control group	Difference
Employment rate (%)						
Quarter 1	60.1	48.2	12.0* (7.1)	37.7	39.3	-1.5† (3.3)
Quarter 2	60.9	60.4	0.5 (7.9)	42.2	41.7	0.6 (3.3)
Quarter 3	61.3	58.2	3.0 (7.2)	46.3	46.5	-0.2 (3.3)
Quarter 4	59.2	54.6	4.6 (7.2)	48.2	47.4	0.7 (3.3)
Year 1	72.8	72.0	0.8 (6.6)	62.2	59.7	2.6 (3.2)
Employed at the time of the survey interview	48.6	45.1	3.5 (7.7)	43.9	41.0	2.9 (3.3)
Average earnings per week during the quarter (\$)						
Quarter 1	2,330	2,500	-170 (501)	1,637	1,796	-159 (192)
Quarter 2	2,901	2,709	191 (462)	2,130	2,090	40 (220)
Quarter 3	3,167	2,577	591 (490)	2,357	2,361	-4 (226)
Quarter 4	3,076	2,699	377 (519)	2,432	2,384	47 (229)
Year 1	11,474	10,485	989 (1,637)	8,556	8,631	-75 (758)
Sample size	103	88		561	499	

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		
	JFI group	Control group	Difference	JFI group	Control group	Difference
Employment rate (%)						
Quarter 1	38.8	40.1	-1.3 (4.2)	40.7	41.5	-0.8 (4.1)
Quarter 2	43.2	43.9	-0.7 (4.1)	45.7	44.6	1.1 (4.2)
Quarter 3	50.5	49.5	1.0 (4.1)	43.1	45.9	-2.8 (4.2)
Quarter 4	52.3	50.5	1.8 (4.1)	43.4	45.1	-1.7 (4.2)
Year 1	65.1	62.7	2.4 (4.0)	58.9	59.2	-0.3 (3.9)
Employed at the time of the survey interview	46.9	42.1	4.8 (4.1)	37.5	41.2	-3.8 (4.4)
Average earnings per week during the quarter (\$)						
Quarter 1	1,803	1,960	-157 (245)	1,535	1,781	-245 (220)
Quarter 2	2,311	2,346	-35 (274)	2,005	1,896	109 (252)
Quarter 3	2,604	2,699	-95 (283)	2,071	1,892	180 (259)
Quarter 4	2,805	2,737	68 (283)	1,896	1,921	-25 (265)
Year 1	9,523	9,741	-218 (940)	7,507	7,489	18 (869)
Sample size	380	343		280	241	

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		
	JFI group	Control group	Difference	JFI group	Control group	Difference	JFI group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Quarter 1	96.5	98.8	-2.3** (1.0)	98.1	97.8	0.3 (0.7)	99.1	99.0	0.1† (0.7)
Quarter 2	76.9	76.4	0.5 (4.4)	79.0	78.1	0.9 (1.8)	89.2	88.9	0.4 (2.4)
Quarter 3	60.2	57.2	3.0 (4.9)	64.5	64.1	0.5 (2.1)	82.4	79.7	2.7 (3.0)
Quarter 4	59.5	52.7	6.8 (5.0)	61.5	61.6	-0.2 (2.1)	74.7	77.4	-2.7 (3.2)
Average monthly SNAP benefits received (\$)									
Quarter 1	581	611	-30 (28)	611	601	10 (12)	548	537	11 (15)
Quarter 2	415	405	11 (36)	450	453	-4 (15)	456	456	0 (20)
Quarter 3	351	349	3 (37)	407	404	3 (17)	439	413	25 (22)
Quarter 4	371	302	69* (41)	365	384	-20 (18)	375	388	-13 (23)
Year 1	1,718	1,666	52 (113)	1,832	1,843	-10 (50)	1,818	1,795	23 (66)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Quarter 1	81.9	84.0	-2.1 (2.8)	82.6	80.0	2.6** (1.2)	84.8	83.2	1.6 (2.0)
Quarter 2	54.4	54.4	0.0 (4.2)	57.7	56.8	0.9 (1.7)	71.0	70.2	0.8 (2.9)
Quarter 3	44.4	43.2	1.2 (4.4)	50.7	49.0	1.7 (1.9)	68.1	63.7	4.4 (3.1)
Quarter 4	43.3	36.4	6.9 (4.3)	46.2	46.7	-0.5 (1.9)	60.6	60.9	-0.3 (3.3)
Year 1	56.2	54.6	1.6 (3.1)	59.4	58.2	1.1 (1.4)	71.2	69.5	1.6 (2.4)
Sample size	175	179		887	902		316	297	

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

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*)

Note: Standard errors in parentheses.

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

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

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

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

	Least barriers (employed in past 12 months and completed high school or equivalent)			Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)			Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)		
	JFI group	Control group	Difference	JFI group	Control group	Difference	JFI group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Quarter 1	98.1	97.4	0.7 (0.7)	97.9	99.2	-1.4** (0.6)	99.1	98.1	1.0†† (1.0)
Quarter 2	76.8	75.2	1.7 (2.1)	84.7	85.4	-0.7 (2.1)	91.0	87.3	3.7 (4.0)
Quarter 3	61.9	61.6	0.3 (2.3)	73.0	71.7	1.4 (2.5)	81.0	76.6	4.4 (5.1)
Quarter 4	56.9	58.6	-1.7 (2.4)	70.4	69.0	1.4 (2.6)	78.0	74.7	3.3 (5.3)
Average monthly SNAP benefits received (\$)									
Quarter 1	587	584	4 (13)	592	585	7 (13)	677	646	31 (30)
Quarter 2	414	432	-18 (17)	465	457	8 (18)	608	518	90**†† (39)
Quarter 3	372	367	5 (19)	428	432	-4 (20)	534	467	67 (45)
Quarter 4	325	350	-25 (19)	398	396	3 (21)	504	454	50 (48)
Year 1	1,698	1,733	-35 (55)	1,883	1,869	14 (59)	2,323	2,085	238* (139)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Quarter 1	80.9	78.2	2.7* (1.5)	84.6	83.7	0.9 (1.5)	90.4	88.5	1.9 (2.7)
Quarter 2	53.7	54.4	-0.7 (2.0)	65.5	63.7	1.8 (2.2)	77.4	70.6	6.8 (4.2)
Quarter 3	47.2	44.7	2.5 (2.1)	59.1	58.2	0.9 (2.5)	67.6	63.9	3.7 (5.3)
Quarter 4	41.2	42.6	-1.4 (2.1)	55.3	53.9	1.4 (2.5)	66.8	62.1	4.7 (5.1)
Year 1	55.9	55.2	0.7 (1.5)	66.2	64.9	1.3 (1.8)	75.5	71.4	4.1 (3.5)
Sample size	699	730		565	527		101	107	

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)*

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

Note: Standard errors in parentheses.

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

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

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

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

	Employed in 12 months prior to random assignment			Not employed in 12 months prior to random assignment		
	JFI group	Control group	Difference	JFI group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Quarter 1	97.9	97.4	0.5 (0.7)	98.5	99.6	-1.1**† (0.5)
Quarter 2	77.4	75.4	2.1 (1.9)	87.1	88.7	-1.6 (2.0)
Quarter 3	62.3	61.8	0.5 (2.1)	77.2	75.5	1.7 (2.5)
Quarter 4	58.0	59.4	-1.4 (2.2)	74.4	72.0	2.4 (2.6)
Average monthly SNAP benefits received (\$)						
Quarter 1	584	581	3 (12)	613	603	10 (13)
Quarter 2	415	425	-10 (15)	504	492	12 (18)
Quarter 3	371	372	-2 (17)	470	450	20 (20)
Quarter 4	334	354	-20 (18)	428	415	13 (21)
Year 1	1,704	1,733	-29 (50)	2,015	1,961	54 (61)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Quarter 1	81.3	78.5	2.7** (1.3)	86.1	85.8	0.2 (1.4)
Quarter 2	54.8	54.3	0.6 (1.8)	69.3	68.6	0.7 (2.2)
Quarter 3	47.6	45.6	2.0 (2.0)	63.9	61.9	2.0 (2.5)
Quarter 4	42.5	43.3	-0.9 (1.9)	59.9	57.8	2.1 (2.5)
Year 1	56.7	55.6	1.1 (1.4)	69.7	68.6	1.2 (1.8)
Sample size	851	879		514	486	

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

Note: Standard errors in parentheses.

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

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

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

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

	Individuals in households with children			Individuals in households without children		
	JFI group	Control group	Difference	JFI group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Quarter 1	99.1	100.0	-0.9 (0.6)	98.0	97.9	0.1 (0.6)
Quarter 2	92.2	92.0	0.1 (2.9)	79.2	78.4	0.8 (1.6)
Quarter 3	86.5	86.2	0.3 (3.4)	65.0	63.6	1.4 (1.8)
Quarter 4	80.1	79.7	0.4 (3.9)	61.7	61.5	0.2 (1.8)
Average monthly SNAP benefits received (\$)						
Quarter 1	1,056	1,061	-5 (43)	521	514	8 (8)
Quarter 2	890	910	-19 (50)	375	375	0 (11)
Quarter 3	850	837	14 (56)	336	331	6 (12)
Quarter 4	741	765	-24 (60)	310	314	-4 (13)
Year 1	3,537	3,573	-35 (177)	1,543	1,534	9 (35)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Quarter 1	75.4	71.8	3.6 (2.6)	84.3	82.6	1.6 (1.1)
Quarter 2	64.2	61.3	2.9 (3.4)	59.5	59.1	0.4 (1.5)
Quarter 3	60.9	56.8	4.1 (3.8)	52.6	50.7	1.9 (1.7)
Quarter 4	54.3	52.5	1.8 (4.0)	48.3	47.9	0.4 (1.7)
Year 1	63.6	60.6	3.0 (2.9)	61.3	60.2	1.1 (1.2)
Sample size	190	189		1,188	1,189	

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

Note: Standard errors in parentheses.

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

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

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

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

	Lives in household with income less than 50 percent of the Federal poverty level			Lives in household with income greater than or equal to 50 percent of the Federal poverty level		
	JFI group	Control group	Difference	JFI group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Quarter 1	98.6	98.1	0.6 (0.6)	99.2	99.2	0.0 (0.6)
Quarter 2	77.4	75.7	1.7 (1.9)	88.8	89.5	-0.7 (2.0)
Quarter 3	62.3	60.3	2.0 (2.1)	78.8	78.6	0.2 (2.5)
Quarter 4	58.1	58.0	0.2 (2.2)	75.6	75.2	0.4 (2.6)
Average monthly SNAP benefits received (\$)						
Quarter 1	596	583	13 (10)	600	607	-7 (18)
Quarter 2	418	394	24* (14)	510	555	-45**††† (21)
Quarter 3	359	343	16 (16)	502	509	-6 (24)
Quarter 4	326	325	1 (16)	448	470	-22 (25)
Year 1	1,699	1,644	55 (45)	2,062	2,141	-80 (72)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Quarter 1	89.7	87.0	2.7*** (1.1)	71.7	71.0	0.8 (1.9)
Quarter 2	59.9	57.3	2.6 (1.8)	61.4	63.8	-2.3† (2.2)
Quarter 3	50.6	48.5	2.0 (2.0)	59.8	57.2	2.6 (2.5)
Quarter 4	45.8	45.1	0.7 (2.0)	55.0	54.7	0.3 (2.5)
Year 1	61.6	59.6	2.0 (1.3)	62.0	61.7	0.3 (1.9)
Sample size	885	888		473	476	

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

Note: Standard errors in parentheses.

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

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

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

III. Main tables for well-being outcomes

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

Outcome	JFI group	Control group	Difference
Food security ^a (%)			
Living in a household that is food insecure	62.0	60.6	1.4 (3.2)
Living in a household with very low food security	41.7	45.1	-3.4 (3.2)
Health and well-being			
Reported “very good” or “excellent” health status (versus “fair” or “poor”) (%)	20.0	22.3	-2.3 (2.7)
Screened positively for depression (%)	40.2	37.6	2.6 (3.1)
Average self-esteem score (out of 5)	3.3	3.4	-0.1 (0.0)
Average self-efficacy score (out of 5)	3.2	3.2	0.0 (0.0)
Housing status (%)			
Owns or rents a home or an apartment	57.9	55.5	2.3 (3.1)
Lives with parents, relative, or friend	20.7	22.9	-2.2 (2.7)
Shares housing with roommates, friends, or partner	8.4	7.2	1.1 (1.7)
Group quarters	4.8	4.6	0.3 (1.5)
Homeless	5.7	7.0	-1.3 (1.5)
Incarcerated	0.0	0.0	0.0 (0.0)
Other, don’t know, or refused	2.5	2.8	-0.2 (1.0)
Had housing 12 months after random assignment	94.2	93.0	1.3 (1.5)
Sample size	664	587	

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

Note: Standard errors in parentheses.

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

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

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

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

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

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

The analyses presented in Chapter V showed that for the full sample, JFI had no impact on the likelihood of food insecurity and very low food security for JFI group members relative to control group members. These findings were generally similar across subgroups:

- Across the age and presence of children subgroups, the impacts did not differ statistically (Appendix Tables F.25, F.26, F.28, and F.29).
- Across the subgroups defined by barriers to employment, JFI led to a 13 percentage point decrease in food insecurity for individuals with the greatest barriers to employment.
- Across the subgroups defined by recent employment history, JFI led to a 9 percentage point increase in food insecurity for individuals not employed in the 12 months before random assignment; there was no impact on food insecurity for those employed during that period (Appendix Table F.27).
- The percentage of individuals experiencing very low food security decreased by 11 percentage points for individuals living in households with income greater than or equal to 50 percent of the FPL (Appendix Table F.29). In contrast, there was no impact for those with household income below 50 percent of the FPL.

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		
	JFI group	Control group	Difference	JFI group	Control group	Difference	JFI group	Control group	Difference
Food security ^a (%)									
Living in a household that is food insecure	65.7	60.4	5.3 (9.7)	65.1	62.8	2.3 (4.0)	54.0	55.5	-1.5 (5.4)
Living in a household with very low food security	42.4	42.3	0.0 (9.7)	45.7	48.8	-3.1 (4.1)	31.4	36.8	-5.4 (5.2)
Sample size	74	63		397	358		193	166	

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

Note: Standard errors in parentheses.

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

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

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

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

	Least barriers (employed in past 12 months and completed high school or equivalent)			Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)			Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)		
	JFI group	Control group	Difference	JFI group	Control group	Difference	JFI group	Control group	Difference
Food security ^a (%)									
Living in a household that is food insecure	58.7	63.3	-4.6 (4.3)	66.3	58.1	8.2* (4.8)	47.2	60.6	-13.4† (16.0)
Living in a household with very low food security	40.1	45.5	-5.4 (4.5)	44.8	46.7	-1.9 (5.1)	41.9	51.4	-9.5 (15.8)
Sample size	333	315		283	228		42	36	

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

Note: Standard errors in parentheses.

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

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

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

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

	Employed in 12 months prior to random assignment			Not employed in 12 months prior to random assignment		
	JFI group	Control group	Difference	JFI group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	58.9	62.5	-3.6 (4.0)	66.2	57.0	9.1*†† (5.0)
Living in a household with very low food security	38.9	45.6	-6.7 (4.1)	46.3	45.6	0.7 (5.2)
Sample size	398	366		260	214	

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

Note: Standard errors in parentheses.

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

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

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

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

	Individuals in households with children			Individuals in households without children		
	JFI group	Control group	Difference	JFI group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	63.7	61.8	1.9 (8.3)	61.9	60.6	1.4 (3.5)
Living in a household with very low food security	35.2	46.3	-11.1 (8.1)	42.6	45.3	-2.7 (3.5)
Sample size	103	88		561	499	

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

Note: Standard errors in parentheses.

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

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

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

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

	Lives in household with income less than 50 percent of the Federal poverty level			Lives in household with income greater than or equal to 50 percent of the Federal poverty level		
	JFI group	Control group	Difference	JFI group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	60.4	56.9	3.4 (4.2)	64.7	66.6	-1.9 (4.5)
Living in a household with very low food security	42.4	41.4	1.0 (4.1)	40.2	51.0	-10.8**† (4.8)
Sample size	380	343		280	241	

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

Note: Standard errors in parentheses.

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

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

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

Appendix G
Analysis of costs
(Chapter VI supplementary tables)

Table G.1. Cost summary

Cost category	Total	Grant funded	Other sources
Total Pilot cost	\$6,431,812 100.0%	\$5,023,499 78.1%	\$1,408,313 21.9%
Planning period cost	\$197,050 3.1%	\$156,137 2.4%	\$40,913 0.6%
Ongoing cost	\$6,234,762 96.9%	\$4,867,363 75.7%	\$1,367,400 21.3%

Source: JFI cost workbooks 2015 - 2017.

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

Table G.2. Cost summary by quarter

Quarter of cost data collection	Total	Grant funded	Other sources
Planning period	\$197,050	\$156,137	\$40,913
Pilot services			
Quarter 1	\$674,693	\$634,042	\$40,652
Quarter 2	\$1,277,896	\$1,087,062	\$190,834
Quarter 3	\$649,334	\$408,726	\$240,609
Quarter 4	\$727,916	\$506,876	\$221,040
Quarter 5	\$917,117	\$676,965	\$240,152
Quarter 6	\$891,421	\$682,963	\$208,458
Quarter 7	\$1,096,385	\$870,730	\$225,655

Source: JFI cost workbooks 2015 - 2017.

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

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

Resource Category	Total	Grant funded		In-kind	
Total cost	\$6,431,812	\$5,023,499	78.1%	\$1,408,313	21.9%
Staff costs	\$2,034,410	\$1,823,688	89.6%	\$210,723	10.4%
Staff costs	\$2,034,410	\$1,823,688	89.6%	\$210,723	10.4%
Administrative staff costs ^a	\$1,123,218	\$1,034,909	50.9%	\$88,309	4.3%
Direct service staff costs	\$911,192	\$788,778	38.8%	\$122,414	6.0%
Volunteer costs	\$0	\$0	0.0%	\$0	0.0%
Direct service costs	\$2,535,879	\$2,252,429	88.8%	\$283,449	11.2%
Direct partner and provider services	\$333,228	\$169,438	50.9%	\$163,790	49.2%
Support services	\$988,625	\$868,966	87.9%	\$119,660	12.1%
Other service contracts ^b	\$1,214,026	\$1,214,026	100.0%	\$0	0.0%
New pilot supplies and equipment costs	\$29,227	\$29,227	100.0%	\$0	0.0%
Supplies	\$29,227	\$29,227	100.0%	\$0	0.0%
Equipment	\$0	\$0	0.0%	\$0	0.0%
Other overhead-operating costs	\$1,832,296	\$918,155	50.1%	\$914,141	49.9%
Overhead	\$1,319,831	\$475,800	36.1%	\$844,031	64.0%
Facilities and utilities	\$157,706	\$87,596	55.5%	\$70,110	44.5%
Indirect costs	\$354,759	\$354,759	100.0%	\$0	0.0%

Source: JFI cost workbooks

Note: Cost workbooks asked for the total costs of the services provided to individuals in the JFI 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. VDOL noted that it does provide some other funding to JFI group members for WIOA and Wagner-Peyser services, but it was not able to report these costs. VR was able to estimate the non-staff costs (direct services, supplies and equipment, and overhead and operating), but was not able to estimate the value of staff time for VR counselors funded with other sources (which was likely substantial). AHS, VDOL, and VR reported that some or all of their utilities costs were included in reported facilities costs. One provider used donated facilities to provide direct services. We used the square footage of the space used for services and the zip code to estimate a cost for these facilities. All costs are presented in 2016 dollars.

^aWe used staff titles and primary responsibilities reported in the cost workbooks to categorize staff and their associated costs as either administrative (including staff such as accountants, executive leadership, or SNAP eligibility staff) or direct service-related.

^bOther 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. For example, VR had a direct service contract with VABIR in Vermont, and one CAA (Capstone Community Action) had direct service contracts (for recruiting) with four other CAAs.