



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

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



January 2021

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

Submitted to:

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

Submitted by:

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



USDA is an equal opportunity provider, employer, and lender.

CONTENTS

APPENDIX A: OVERVIEW OF 10 PILOTS	A.1
APPENDIX B: BACKGROUND ON SNAP E&T AND WORK REQUIREMENTS	B.1
SNAP E&T Program Background	B.2
APPENDIX C: BASELINE INFORMATION CHARACTERISTICS (CHAPTER I SUPPLEMENTARY TABLES)	C.1
APPENDIX D: PARTICIPATION ANALYSIS (CHAPTER III SUPPLEMENTARY TABLES)	D.1
I. Main tables	D.2
II. Subgroup tables and key findings	D.18
APPENDIX E: DIFFERENCES IN SERVICE RECEIPT BETWEEN RESEARCH GROUPS (CHAPTER IV SUPPLEMENTARY TABLES)	E.1
I. Main tables	E.3
II. Subgroup tables and key findings	E.11
APPENDIX F: IMPACTS ON EMPLOYMENT, EARNINGS, RECEIPT OF PUBLIC ASSISTANCE, AND WELL-BEING OUTCOMES (CHAPTER V SUPPLEMENTARY TABLES)	F.1
I. Main tables for employment, earnings, and receipt of public assistance outcomes	F.2
II. Subgroup tables and key findings for employment, earnings, and public assistance outcomes	F.13
III. Main tables for well-being outcomes	F.32
IV. Subgroup tables and key findings for well-being outcomes	F.33
APPENDIX G: ANALYSIS OF COSTS (CHAPTER VI SUPPLEMENTARY TABLES)	G.1

TABLES

A.1	Overview of pilots.....	A.2
C.1	Characteristics of all individuals enrolled in the pilot	C.2
C.2	Baseline equivalence across research groups among all individuals enrolled in the pilot	C.4
D.1	Overall participation in EleVAte and by type of activities.....	D.2
D.2	Timing of receipt of services	D.4
D.3	Receipt of case management contacts.....	D.6
D.4	Receipt of support services.....	D.7
D.5	Participation, completion, and length of engagement by type of occupational skills training, education, and work-based learning activity	D.8
D.6	Extent and timing of EleVAte exits.....	D.10
D.7	Characteristics of EleVAte group members by engagement status and assessment status	D.11
D.8	Characteristics of EleVAte group members by completion status in most common activities, among individuals who started an activity.....	D.13
D.9	Timing of when EleVAte group members first participated in services and activities, by Quarter after random assignment	D.16
D.10	Participation in pilot and services, by subgroup.....	D.20
E.1	Participation in EleVAte or existing SNAP E&T services.....	E.3
E.2	Participation in EleVAte services, existing SNAP E&T services, or community-offered services	E.4
E.3	Percentage of individuals participating in EleVAte services, existing SNAP E&T services, or community-offered services, by Quarter after random assignment.....	E.5
E.4	Completion of EleVAte and existing SNAP E&T services	E.6
E.5	Amount of time spent in service or program, completion rates, and types of certifications or degrees received	E.7
E.6	Nonexperimental measures of completion rates among participants and credential receipt rates among program completers	E.8
E.7	Receipt of case management and support services through EleVAte or existing SNAP E&T services	E.9
E.8	Receipt of case management and support services through EleVAte, existing SNAP E&T, or community-offered programs.....	E.10
E.9	Service use, by age.....	E.13
E.10	Service use, by severity of barriers to employment	E.15
E.11	Service use, by recent employment history	E.17

E.12	Service use, by presence of children	E.19
E.13	Service use, by monthly income as a percentage of poverty	E.21
F.1	Impacts on quarterly and year 1 employment rates and total earnings, based on UI wage records	F.2
F.2	Impacts on quarterly and year 1 employment rates and average earnings per week, based on 12-month survey data	F.3
F.3	Impacts on quarterly and year 1 average hours worked per week and number of jobs, based on 12-month survey data	F.4
F.4a	Characteristics of current jobs, among individuals employed at the time of the interview and based on 12-month survey data	F.5
F.4b	Characteristics of current jobs, among all individuals with 12-month survey data	F.7
F.5	Impacts on quarterly SNAP participation rates, number of months of SNAP participation, and SNAP exit rates, based on SNAP administrative data.....	F.9
F.6	Impacts on average monthly SNAP benefit amount per Quarter and in Year 1, based on SNAP administrative data	F.10
F.7	Impacts on quarterly TANF participation rates and TANF benefit amounts, based on SNAP administrative data	F.11
F.8	Impacts on participation in other public assistance programs in the 12 months since random assignment, based on 12-month survey data.....	F.12
F.9	Impacts on quarterly and year 1 employment rates and total earnings, based on UI wage records, by age	F.15
F.10	Impacts on quarterly and year 1 employment rates and total earnings, based on UI wage records, by severity of barriers to employment.....	F.16
F.11	Impacts on quarterly and year 1 employment rates and total earnings, based on UI wage records, by recent employment history	F.17
F.12	Impacts on quarterly and year 1 employment rates and total earnings, based on UI wage records, by presence of children.....	F.18
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	F.19
F.14	Impacts on quarterly and year 1 employment rates and average earnings per week, based on 12-month survey data, by age.....	F.20
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	F.21
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	F.22
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.....	F.23
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	F.24

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	F.25
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	F.27
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	F.29
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.....	F.30
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.....	F.31
F.24	Impacts on food security, health, well-being, and housing status, based on 12-month survey data.....	F.32
F.25	Impacts on food security, based on 12-month survey data, by age	F.34
F.26	Impacts on food security, based on 12-month survey data, by severity of barriers to employment.....	F.35
F.27	Impacts on food security, based on 12-month survey data, by recent employment history	F.36
F.28	Impacts on food security, based on 12-month survey data, by presence of children.....	F.37
F.29	Impacts on food security, based on 12-month survey data, by monthly income as a percentage of poverty	F.38
G.1	Cost summary	G.2
G.2	Quarterly cost summary	G.2
G.3	Pilot cost by resource category and percent of total.....	G.3

EXHIBITS

B.1	How SNAP offices help SNAP participants access E&T services	B.4
-----	---	-----

Appendix A

Overview of 10 pilots

Table A.1. Overview of pilots

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

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

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

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

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

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

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

Appendix B

Background on SNAP E&T and work requirements

SNAP E&T Program Background

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

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

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

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

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

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

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

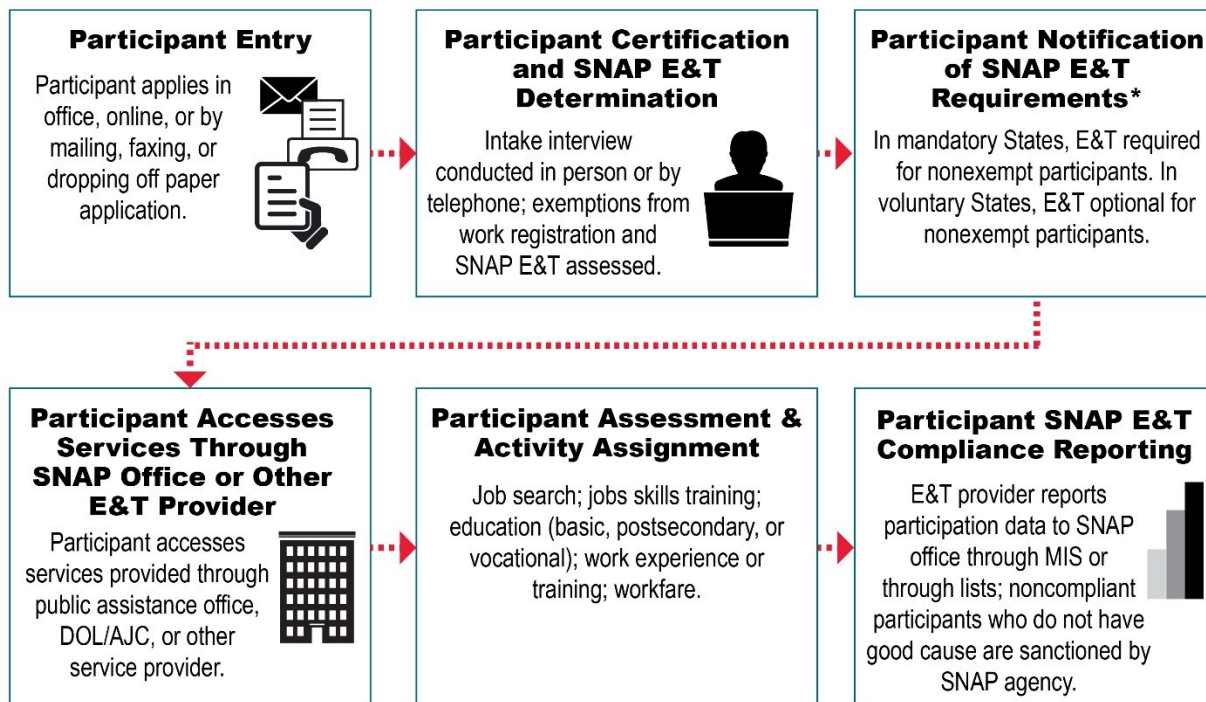
Depending on the State and types of E&T activities offered, services can be provided directly by public assistance agencies; the Department of Labor (DOL), such as an employment service or an American Job Center (AJC); community colleges; or community-based service providers. Providers often administer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

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

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

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

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

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

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

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

Appendix C

Baseline information characteristics
(Chapter I supplementary tables)

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

Characteristics	Percentage of individuals
Average age (years)	37.2
Age (%)	
18 to 49 years old	81.9
18 to 24 years old	13.0
25 to 49 years old	68.8
50 to 59 years old	17.2
Over 60 years old	1.0
Gender (%)	
Male	25.6
Female	74.2
Other	0.1
Race and Ethnicity (%)	
Hispanic	3.7
Asian	1.0
Black, non-Hispanic	70.8
Native Hawaiian/Pacific Islander/Native American	0.8
White, non-Hispanic	19.6
Other, multiple races	4.1
Speak English as primary language (%)	98.2
Education ^a (%)	
Less than high school	19.8
High school or equivalent	62.1
Degree	10.2
Certificate	7.7
Other	0.2
Employment Status (%)	
Employed at random assignment	28.0
Employed part time	21.5
Employed full time	6.5
Not employed at random assignment but worked in past	66.2
Short-term unemployed	38.0
Long-term unemployed	28.2
Not employed at random assignment and never worked in past	5.8

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

Characteristics	Percentage of individuals
Household size (number)	3.0
Presence of children (%)	
In households with children	55.4
In households without children	44.6
Married or cohabiting (%)	10.6
Sample size	3,836

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 EleVAte and control group members who completed a baseline enrollment registration and did not subsequently choose to revoke their consent to participate in the evaluation.

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

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

Characteristics	Percentage of EleVAte group	Percentage of Control group	Difference
Average age (years)	36.8	37.5	-0.6* (0)
Age (%)			
18 to 49 years old	82.2	81.5	0.7 (1.2)
18 to 24 years old	13.9	12.2	1.7 (1.1)
25 to 49 years old	68.3	69.3	-1.0 (1.5)
50 to 59 years old	16.8	17.5	-0.7 (1.2)
60 years and older	1.0	1.0	0.0 (0.3)
Gender (%)			
Male	24.9	26.4	-1.5 (1.4)
Female	75.0	73.5	1.6 (1.4)
Other	0.1	0.2	-0.1 (0.1)
Race and Ethnicity (%)			
Hispanic	3.3	4.1	-0.8 (0.6)
Asian	1.0	1.0	-0.1 (0.3)
Black, non-Hispanic	71.8	69.9	1.9 (1.4)
Native Hawaiian/Pacific Islander/Native American	0.8	0.7	0.0 (0.3)
White, non-Hispanic	19.2	20.1	-0.9 (1.1)
Other, multiple races	4.0	4.2	-0.2 (0.6)
Speak English as primary language (%)	98.0	98.3	-0.3 (0.4)
Education ^a (%)			
Less than high school	19.2	20.3	-1.1 (1.3)
High school or equivalent	63.1	61.2	2.0 (1.6)
Degree	10.3	10.1	0.2 (1.0)
Certificate	7.2	8.2	-1.0 (0.9)
Other	0.2	0.2	-0.1 (0.1)
Employment Status (%)			
Employed at random assignment	28.2	27.9	0.3 (1.4)
Employed part time	21.7	21.4	0.2 (1.3)
Employed full time	6.5	6.5	0.0 (0.8)
Not employed at random assignment but worked in past	65.6	66.7	-1.2 (1.5)
Short-term unemployed	37.7	38.3	-0.6 (1.6)
Long-term unemployed	27.9	28.4	-0.6 (1.4)

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

Characteristics	Percentage of EleVAte group	Percentage of Control group	Difference
Not employed at random assignment and never worked in past	6.2	5.3	0.9 (0.7)
Household size (number)	3.0	3.0	0.0 (0)
Presence of children (%)			
In households with children	55.9	54.9	1.0 (1.6)
In households without children	44.1	45.1	-1.0 (1.6)
Married or cohabiting (%)	11.0	10.2	0.8 (1.0)
Sample size	1,925	1,911	

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 EleVAte and control group members who completed a baseline enrollment registration and did not subsequently choose to revoke their consent to participate in the evaluation. Standard errors in parentheses.

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

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

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

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

Appendix D
Participation analysis
(Chapter III supplementary tables)

I. Main tables

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

Service	EleVAte group
Engaged in EleVAte (%)	84.9
Received any services (%)	83.6
Assessed (%)	80.2
Developed an individual career plan (%)	79.0
Started any employment and training related activity (excluding support services) (%)	61.4
Started activity (%)	
Job search training	46.2
CRC	27.7
Life skills training	42.3
MRT	42.2
Job search	30.7
Occupational skills training	18.0
Basic education	16.0
Work-based learning	0.1
Post-secondary education	0.0
Completed activity (%)	
Job search training	44.5
CRC	25.1
Life skills training	40.5
MRT	40.4
Job search	30.7
Occupational skills training	16.0
Basic education	2.2
Work-based learning	0.1
Post-secondary education	0.0
Completed activity, among those who started activity (%)	
Job search training	96.4
CRC	90.8
Life skills training	95.6
MRT	95.6
Job search	100.0
Occupational skills training	88.8
Basic education	13.6
Work-based learning	100.0

Table D.1. Overall participation in EleVAte and by type of activities *(continued)*

Service	EleVAte group
Post-secondary education	—
Sample size	1,925

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

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

Table D.2. Timing of receipt of services

	EleVAte group
Number of different types of activities started (%)	
0	38.6
1	14.6
2	14.6
3	14.9
4 or more	17.2
Activities started first, among those who started at least one activity (%)	
Life skills training	29.8
At least 2 activities started on the same day	21.8
Job search training	18.6
Basic education	13.2
Occupational skills training	10.2
Job search	6.2
Degree	0.3
Work-based learning	0.0
Financial services	0.0
Post-employment services	0.0
Post-secondary education	0.0
Activities among those participating in only one activity, among individuals who started an activity (%)	
Life skills training	29.4
Job search training	26.2
Basic education	20.6
Occupational skills training	14.5
Job search	8.9
Degree	0.4
Financial services	0.0
Post-employment services	0.0
Work-based learning	0.0
Post-secondary education	0.0
Three most frequent combinations of activities in the order started, among those who started more than one (%)	
Job search training and life skills training	75.7
Job search training and job search	58.0
Job search and life skills training	50.2
Average time between starting each activity in the most frequent combinations, among individuals who started more than one (days)	

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

	EleVAte group
Job search training and life skills training	32.7
Job search training and job search	73.6
Job search and life skills training	92.9
Mean length of time engaged in EleVAte (days)	73.1
Length of time active in EleVAte, among those who engaged in the EleVAte (days)	
Mean	86.0
25th percentile	4.0
50th percentile (median)	49.0
75th percentile	138.0
Mean length of time in activity, among those in activity (days)	
Basic education	153.0
Occupational skills training	88.6
Job search training	57.6
Life skills training	37.1
Job search	2.7
Post-secondary education	—
Work-based learning	78.0
Sample size	1,925

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

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

Table D.3. Receipt of case management contacts

Type of service	EleVAte ggroup
Any contact (%)	94.0
Average number of contacts per person	8.3
Average number of contacts per person, among those with a contact	8.8
Among contacts, type of contact (%)	
In person	28.0
Telephone	42.9
Electronic (email, text, social media)	12.3
Mail	16.7
Average number of contacts per person per month, among those with a contact	0.7
Average number of contacts per person per month, by type, among those with a contact	
In person	0.2
Telephone	0.3
Electronic (email, text, social media)	0.1
Mail	0.1
Sample size	200

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

Note: Data in this table represents all contacts that case managers documented between themselves and individuals in EleVAte. In some cases, this could include contact that was not direct communication (such as mailing documents to an individual), but even this is likely a needed service that helps the individual. We did exclude contacts, such as leaving a phone message or sending mass mailings, where applicable. Evaluation team members reviewed and coded electronic case notes for a randomly selected subsample of EleVAte group members and used these data to analyze the frequency and type of communications between EleVAte group members and community college, DSS, and other EleVAte-associated staff.

Table D.4. Receipt of support services and incentives

Type of service	EleVAte group
Received any support service (%)	50.2
Received any support service, by type (%)	
Transportation	48.9
Commodities	12.2
Housing/utility assistance	7.4
Employment/occupational skills training supplies (uniform/boots/clothes/tools)	3.6
Books	1.8
Medical care	1.3
Childcare	0.1
Legal assistance	0.1
Medical coverage	0.1
Received any support service, by type, among those who received a support (%)	
Transportation	97.4
Commodities	24.2
Housing/utility assistance	14.7
Employment/occupational skills training supplies (uniform/boots/clothes/tools)	7.1
Books	3.6
Medical care	2.6
Childcare	0.2
Legal assistance	0.1
Medical coverage	0.1
Average amounts of support services paid per person, among those who received a support (\$)	344
Average amounts of support services paid per person, by type, among those who received each type of support (\$)	
Housing/utility assistance	408
Childcare	398
Transportation	238
Commodities	157
Medical care	138
Employment/occupational skills training supplies (uniform/boots/clothes/tools)	132
Books	95
Received any incentives (%)	2.1
Average amounts of incentives paid per person, among those who received an incentive (\$)	83
Sample size	1,925

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

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

Type of service	EleVAte group
Started occupational skills training (%)	18.0
Top five occupational skills trainings started (%)	
CPR/First aid	19.3
Medical administration	17.9
Phlebotomy	13.8
Certified medical assistant (CMA)	13.3
Certified nursing assistant (CNA)	13.0
Completed occupational skills training (%)	16.0
Top five occupational skills trainings completed (%)	
CPR/First aid	19.0
Medical administration	13.3
Phlebotomy	12.4
Certified nursing assistant (CNA)	11.8
Certified medical assistant (CMA)	11.8
Completed occupational skills training, among those who started (%)	88.8
Top five occupational skills trainings completed, among those who started (%)	
CPR/First aid	98.5
Certified nursing assistant (CNA)	91.1
Phlebotomy	89.6
Certified medical assistant (CMA)	89.1
Medical administration	74.2
Started adult basic education (%)	14.1
Completed adult basic education (%)	1.7
Completed adult basic education, among those who started (%)	12.1
Started GED (%)	3.1
Completed GED (%)	0.8
Completed GED, among those who started (%)	25.0
Received an occupational skills training credential or certification (%)	13.0
Type of occupational skills training credential received, among those who received one (top 5 credentials) (%)	
CPR/First aid	38.2
Medical administration	19.5
Certified nursing assistant (CNA)	14.3
Phlebotomy	13.9
Information technology (IT)	6.4

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

Type of service	EleVAte group
Received an education degree or certificate (%)	0.0
Type of education degree or certificate received, among those who received one (top 5 degrees) (%)	—
Started work-based learning (%)	0.1
Type of work-based learning, among those who started (%)	—
Completed work-based learning (%)	0.1
Completed work-based learning, among those who started (%)	100.0
Sample size	1,925

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

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

Table D.6. Extent and timing of EleVAte exits

	EleVAte group
Exited EleVAte for any reason (%)	69.5
Reason for EleVAte exit, among those who exited (%)	
Discontinued services	45.4
Reason not recorded	23.8
Never attended orientation	16.4
Employed	8.5
Completed the program	4.3
Ineligible to continue	1.6
Terminated	0.0
Timing of exit (%)	
Never exited	30.5
In months 1 to 3 after random assignment	29.8
In months 4 to 6 after random assignment	19.6
In months 7 to 9 after random assignment	11.7
In months 10 to 12 after random assignment	8.4
Exited prior to starting any employment and training-related activity	35.9
Sample size	1,925

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

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

	Percentage of all EleVAte group members	Percentage of individuals engaged after assignment	Percentage of individuals not engaged after assignment	Percentage of individuals assessed	Percentage of individuals not assessed
Age					
18 to 49 years old	82.2	82.3	81.4	82.7	80.1
18 to 24 years old	13.9	13.4	16.6	13.4	16.0
25 to 49 years old	68.3	68.9	64.8	69.3	64.2*
50 to 59 years old	16.8	16.6	17.9	16.3	19.1
Over 60 years old	1.0	1.0	0.7	1.0	0.8
Gender			†††		†††
Male	24.9	23.6	32.1***	23.3	31.2***
Female	75.0	76.3	67.9***	76.5	68.8***
Other	0.1	0.1	0.0	0.1	0.0
Race and Ethnicity					
Hispanic	3.3	3.6	1.4*	3.6	2.1
Asian	1.4	1.5	0.7	1.4	1.0
Black, non-Hispanic	75.6	74.5	82.1***	73.9	82.5***
Native Hawaiian/Pacific Islander/Native American	0.8	0.9	0.7	0.9	0.5
White, non-Hispanic	22.0	22.9	16.9**	23.4	16.2***
Other, multiple races	3.4	3.6	2.4	3.7	2.4
Education			††		†††
Less than high school	19.2	18.1	25.5***	17.9	24.6***
High school or equivalent	63.1	63.3	62.1	63.4	62.0
Degree	10.3	10.8	7.2*	11.1	6.8**
Certificate	7.2	7.6	5.2	7.4	6.5
Other	0.2	0.2	0.0	0.2	0.0
Employment Status					
Employed at random assignment	28.2	29.1	23.4*	29.1	24.6*
Employed part time	76.8	78.3	66.2**	79.1	66.0***
Employed full time	23.2	21.7	33.8**	20.9	34.0***
Employed in prior year	65.6	64.5	71.7**	64.7	69.4*

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

	Percentage of all EleVAte group members	Percentage of individuals engaged after assignment	Percentage of individuals not engaged after assignment	Percentage of individuals assessed	Percentage of individuals not assessed
Short-term unemployed	57.3	56.9	59.6	57.6	56.2
Long-term unemployed	42.5	43.0	39.9	42.3	43.4
Not employed at random assignment and never worked in past	6.2	6.4	4.8	6.2	6.0
Living situation					
Married or cohabiting	11.0	11.1	10.3	11.3	9.9
Not married or cohabiting	89.0	88.9	89.7	88.7	90.1
Presence of children					
In households with children	55.9	56.4	53.1	56.4	53.7
In households without children	44.1	43.6	46.9	43.6	46.3
Program component			†††		†††
EleVAte Virginia Online	15.2	13.1	27.2***	12.7	25.4***
Job Skills Training Program	37.6	36.9	41.4	36.9	40.3
PluggedIn Virginia	47.2	50.0	31.4***	50.4	34.3
Sample size	1,925	1,635	290	1,543	382

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

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

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

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

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

	Completed Job Search	Did Not Complete Job Search	Completed Job Search Training	Did Not Complete Job Search Training	Completed Occupational Skills training	Did Not Complete Occupational Skills Training	Completed Life Skills Training	Did Not Complete Life Skills Training
Age (%)				†		†		†
18 to 49 years old	82.6	—	83.9	84.4	85.4	76.9	83.6	88.9
18 to 24 years old	12.5	—	13.2	12.5	12.0	5.1	12.8	5.6
25 to 49 years old	70.1	—	70.7	71.9	73.4	71.8	70.7	83.3
50 to 59 years old	16.6	—	15.2	15.6	14.0	23.1	15.3	11.1
60 years and older	0.8	—	0.9	0.0	0.6	0.0	1.2	0.0
Gender (%)		†		†††				††
Male	22.2	—	21.0	34.4*	24.4	7.7**	22.5	25
Female	77.8	—	78.9	62.5**	75.3	92.3**	77.3	75
Other	0.0	—	0.1	3.1***	0.3	0.0	0.3	0.0
Race and Ethnicity (%)								
Hispanic	4.2	—	3.5	15.6***	3.9	7.7	3.7	5.6
Asian	2.5	—	1.5	0.0	2.6	2.6	1.3	0.0
Black, non-Hispanic	71.2	—	72.7	65.7	64.3	66.7	72.9	66.7
Native Hawaiian/Pacific Islander/Native American	0.8	—	1.2	0.0	0.6	0.0	1.0	0.0
White, non-Hispanic	25.0	—	25.3	28.1	30.2	33.3	25.2	27.8
Other, multiple races	4.1	—	4.3	6.3	2.3	5.1	4.2	2.8
Education (%)		†		††				†††
Less than high school	17.1	—	16.7	15.6	13.6	17.9	14.4	22.2
High school or equivalent	62.3	—	64.3	56.3	68.2	59.0	65.1	61.1

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

	Completed Job Search	Did Not Complete Job Search	Completed Job Search Training	Did Not Complete Job Search Training	Completed Occupational Skills training	Did Not Complete Occupational Skills Training	Completed Life Skills Training	Did Not Complete Life Skills Training
Degree	12.5	—	11.9	15.6	10.1	12.8	12.7	11.1
Certificate	7.8	—	6.9	12.5	7.8	10.3	7.6	5.6
Other	0.3	—	0.2	0.0	0.3	0.0	0.3	0.0
Employment Status (%)								
Employed at random assignment	30.6	—	28.5	25.0	28.6	28.2	26.6	27.8
Employed part time	78.5	—	80.3	75.2	71.6	63.6	81.6	80.0
Employed full time	21.5	—	19.7	25.0	28.4	36.4	18.4	20.0
Employed in prior year	63.1	—	65.1	75.0	66.2	69.2	66.4	69.4
Short-term unemployed	54.2	—	55.9	70.8	58.3	59.3	57.8	44.0
Long-term unemployed	45.8	—	43.9	29.2	41.7	40.7	42.2	56.0
Not employed at random assignment and never worked in past	6.3	—	6.4	0.0	5.2	2.6	7.1	2.8
Living situation (%)						†††		
Married or cohabiting	11.5	—	11.7	12.5	14.9	15.4	12.3	5.6
Not married or cohabiting	88.5	—	88.3	87.5	85.1	84.6	87.7	94.4
Presence of children (%)						††		
In households with children	56.7	—	57.5	56.3	61.0	64.1	56.7	58.3
In households without children	43.3	—	42.5	43.8	39.0	35.9	43.3	41.7
Program component (%)		†		†††		†††		†††
EleVAte Virginia Online	12.7	—	11.4	12.5	8.1	17.9**	10.0	16.7
Job Skills Training Program	39.8	—	37.1	31.3	43.2	20.5***	39.2	27.9

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

	Completed Job Search	Did Not Complete Job Search	Completed Job Search Training	Did Not Complete Job Search Training	Completed Occupational Skills training	Did Not Complete Occupational Skills Training	Completed Life Skills Training	Did Not Complete Life Skills Training
PluggedIn Virginia	47.5	—	51.5	56.3	48.7	61.5	50.8	55.6
Sample size	591	0	857	32	308	39	779	36

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

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

***/**/* Difference between those who completed and those who did not significantly different 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, two-tailed test.

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

	All EleVAte group members	During each quarter				Cumulative participation across quarters			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Engaged in EleVAte (%)	84.9	84.6	0.2	0.1	0.0	84.6	84.8	84.9	84.9
Received any services (%)	83.6	83.2	0.2	0.2	0.0	83.2	83.4	83.6	83.6
Assessed (%)	80.2	79.5	0.5	0.1	0.1	79.5	80.0	80.1	80.2
Developed an individual career plan (%)	79.0	78.1	0.7	0.1	0.1	78.1	78.8	78.9	79.0
Started any employment and training related activity (%)	61.4	55.7	4.3	0.7	0.7	55.7	60.0	60.7	61.4
Started activity (%):									
Jobs search training	46.2	36.1	6.6	2.3	1.2	36.1	42.7	45.0	46.2
Life skills training	42.3	38.5	3.1	0.5	0.3	38.5	41.6	42.0	42.3
Job search	30.7	15.1	7.9	4.4	3.3	15.1	23.0	27.4	30.7
Occupational skills training	18.0	10.3	5.0	2.2	0.5	10.3	15.3	17.5	18.0
Basic education	16.0	14.7	0.9	0.3	0.1	14.7	15.6	16.0	16.0
Work-based learning	0.1	0.0	0.1	0.1	0.0	0.0	0.1	0.1	0.1
Completed activity, among those who started (%):									
Job search training	96.4	56.8	20.0	13.6	6.1	56.8	76.8	90.4	96.4
Life skills training	95.6	75.6	15.1	3.2	1.8	75.6	90.7	93.9	95.6
Job search	100.0	49.2	25.7	14.4	10.7	49.2	75.0	89.3	100.0
Occupational skills training	88.8	19.3	40.6	23.3	5.7	19.3	59.9	83.3	88.8

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

	All EleVAte group members	During each quarter				Cumulative participation across quarters			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Basic education	13.6	3.6	7.5	2.0	0.7	3.6	11.0	13.0	13.6
Work-based learning	100.0	0.0	50.0	0.0	0.0	0.0	50.0	50.0	100.0
Contact with individuals enrolled									
First contact (%)	94.0	82.5	9.5	2.0	0.0	82.5	92.0	94.0	94.0
Average number of contacts per person during EleVAte, among those with a contact	8.8	4.5	2.1	1.4	0.8	4.5	6.5	8.0	8.8
Certification and degrees (%)									
Received a training credential or certification	13.0	1.6	5.7	4.3	1.6	1.6	7.2	11.5	13.0
Received an education degree or certificate	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Exited EleVAte for any reason (%)	69.5	29.8	19.6	11.7	8.4	29.8	49.4	61.1	69.5
Sample size	1,925								

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

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

II. Subgroup tables and key findings

We examined engagement and service use rates among EleVAte group members with different characteristics. Subgroups were defined by reported baseline characteristics including age, barriers to employment⁵, presence of children in the household, extent of previous recent employment history, and household income relative to the federal poverty level. In addition, since baseline reading levels determined EleVAte group members' eligibility for service components, we also examined engagement and service use rates for subgroups with differing baseline reading levels.

Overall, there were some differences in engagement and service use by subgroup, most clearly for subgroups with different baseline reading levels. As noted in Chapter II, each of the three EleVAte service components offered a mix of services designed to meet the unique challenges to employment encountered by individuals reading at different levels. As shown in Appendix Table D.10, EleVAte group members eligible for the PIVA service component had a greater incidence of engagement than their counterparts in the Elevate Virginia Online service component: engagement rates were 17 percentage points higher. By a smaller margin (of 7 percentage points) EleVAte group members eligible for the PIVA service component were also more likely to engage in EleVAte than individuals eligible for the JSTP service component. EleVAte group members assigned to EleVAte Virginia Online had the lowest levels of participation overall and in each activity displayed in Appendix Table D.10. In contrast, participation among EleVAte group members eligible for the other two program components was higher, and similar proportions of individuals eligible for these two components started three of the four activities shown in Appendix Table D.10.

Other subgroups showed less variation in measures of engagement and service receipt. For example, 64 percent of EleVAte group members with the least barriers to employment started an employment or training-related activity, which exceeded the rate for the subgroup with moderate barriers by 6 percentage points, but was only slightly higher than the rate for the subgroup with the greatest barriers (63 percent). Variation in service use was similar for each specific activity. (Appendix Table D.10) EleVAte group members in subgroups defined by employment or joblessness in the year before random assignment had similar incidences of engagement and use of services as did EleVAte group members in subgroups defined by whether their household income was above or below 50 percent of the Federal poverty level.

To a limited extent, subgroups defined by age at random assignment varied in engagement and service use. Rates of engagement and of starting employment or training activities were slightly higher for prime working age EleVAte group members (ages 25 to 49) than for young adults (ages 18 to 24) or EleVAte group members age 50 or over. In contrast, subgroups defined by the

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

Virginia

baseline presence or absence of children in the household generally had similar levels of engagement and service use.

Table D.10. Participation in pilot and services, by subgroup

	Sample size	Engaged in EleVAte	Assessed	Developed a career plan	Started any employment and training related activity	Started key activity:				Completed key activity:			
						Job search training	Life skills training	Job search	Occupational skills training	Job search training	Life skills training	Job search	Occupational skills training
Age (%)													
18 to 24 years old	267	82.0	77.2	75.7	56.9	43.8	38.2	27.7	14.6	42.3	37.5	27.7	13.9
25 to 49 years old	1,315	85.7	81.4	79.8	63.0	47.8	44.2	31.5	19.3	46.1	41.9	31.5	17.2
50 years and older	343	84.3	77.8	78.1	58.9	41.7†	38.5†	30.0	15.7†	40.2	37.3	30.0	13.1
Presence of children (%)													
Individuals in households with children	1,076	85.7	80.9	79.4	62.4	47.5	43.0	31.1	19.8	45.8	41.1	31.1	17.5
Individuals in households without children	849	84.0	79.2	78.4	60.2	44.5	41.5	30.2	15.8††	42.9	39.7	30.2	14.1†
Employment history (%)													
Employed in 12 months prior to random assignment	1,297	85.0	81.0	79.0	61.1	45.9	41.6	30.7	18.5	44.0	40.0	30.7	16.3

Table D.10. Participation in pilot and services, by subgroup *(continued)*

	Sample size	Engaged in EleVAte	Assessed	Developed a career plan	Started any employment and training related activity	Started key activity:				Completed key activity:			
						Job search training	Life skills training	Job search	Occupational skills training	Job search training	Life skills training	Job search	Occupational skills training
Not employed in 12 months prior to random assignment	627	84.8	78.3	78.9	62.0	46.7	43.9	30.8	17.1	45.6	41.5	30.8	15.3
Barrier to employment (%)													
Least barriers (employed in past 12 months and completed high school or equivalent)	1,074	86.6	83.1	81.2	63.6	48.3	44.8	32.1	19.9	46.3	43.3	32.1	17.8
Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)	703	82.5	75.8	75.1	57.8	42.2	38.5	27.9	15.4	41.1	36.1	27.9	13.4

Table D.10. Participation in pilot and services, by subgroup *(continued)*

	Sample size	Engaged in EleVAte	Assessed	Developed a career plan	Started any employment and training related activity	Started key activity:				Completed key activity:			
						Job search training	Life skills training	Job search	Occupational skills training	Job search training	Life skills training	Job search	Occupational skills training
Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)	147	84.4†	79.6†††	81.0†††	62.6†	49.0††	42.2††	33.2	16.3††	47.6†	40.1††	33.3	15.0††
Household income (%)													
Less than 50% of FPL	1,403	85.2	80.8	79.5	61.4	46.1	42.6	30.4	18.0	44.4	40.8	30.4	16.0
Greater than or equal to 50% of FPL	448	85.0	79.5	77.9	62.1	48.0	43.1	32.1	17.2	46.2	40.8	32.1	15.0
Program component (%)													
EleVAte Virginia Online	293	73.0	66.9	66.2	52.6	34.8	28.7	25.6	10.9	33.4	26.6	25.6	8.5
Job Skills Training Program	724	83.4	78.7	77.2	59.4	45.4	43.5	32.5	19.5	43.9	42.1	32.5	18.4
PluggedIn Virginia	908	90†††	85.6†††	84.5†††	65.9†††	50.6†††	45.8†††	30.9†	19.2†††	48.6†††	43.6†††	30.9†	16.5†††

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.

Table D.10. Participation in pilot and services, by subgroup *(continued)*

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 EleVAte or existing SNAP E&T services

Service	EleVAte group	Control group	Difference
Assessed (%)	80.2	0.0	80.2*** (0.9)
Started any employment and training related activity (excluding support services) (%)	61.4	14.7	46.7*** (1.4)
Started activity (%)			
Job search training	46.3	4.1	42.2*** (1.2)
Life skills training	42.4	1.7	40.7*** (1.1)
Job search	30.8	0.0	31.0*** (1.0)
Occupational skills training	17.9	11.0	7.0*** (1.1)
Basic education	16.0	0.5	15.5*** (0.8)
Work-based learning	0.1	1.1	-1.0*** (0.3)
Sample size	1,925	1,911	

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

Service	EleVAte group	Control group	Difference
Completed career assessment tests (%)	43.2	25.4	17.8*** (2.0)
Participated in job search training or assistance activities or education or training programs (%)	67.4	42.6	24.8*** (2.2)
Participated in job search training or assistance activities (%)	44.0	28.1	15.9*** (2.1)
Participated in education or training programs (%)	61.6	30.9	30.7*** (2.2)
General job skills training	36.5	14.9	21.5*** (1.9)
Occupational skills training	43.1	19.6	23.6*** (2.0)
Education	22.4	12.1	10.3*** (1.6)
Work based learning	0.2	0.0	0.2* (0.1)
Sample size	1,131	1,110	

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

Service	Quarter 1			Quarter 2			Quarter 3			Quarter 4		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Completed career assessment tests	28.5	7.2	21.3*** (1.6)	26.5	7.8	18.7*** (1.5)	18.0	6.7	11.4*** (1.4)	13.5	4.7	8.8*** (1.2)
Participated in job search training or assistance activities or education or training programs (%)	46.1	16.8	29.3*** (2.0)	43.2	16.9	26.3*** (1.9)	30.1	14.6	15.4*** (1.8)	23.1	12.3	10.8*** (1.7)
Participated in job search training or assistance activities	28.8	9.9	18.9*** (1.6)	27.7	9.8	17.9*** (1.6)	19.3	7.6	11.7*** (1.4)	14.9	5.2	9.7*** (1.2)
Participated in education or training programs	46.1	16.8	29.3*** (2.0)	43.2	16.9	26.3*** (1.9)	30.1	14.6	15.4*** (1.8)	23.1	12.3	10.8*** (1.7)
Sample size	1,131	1,110		1,131	1,110		1,131	1,110		1,131	1,110	

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 EleVAte and existing SNAP E&T services

Service	EleVAte group	Control group	Difference
Completed activity (%)			
Job search training	44.6	4.1	40.5*** (1.2)
Life skills training	40.6	1.6	38.9*** (1.1)
Job search	30.8	0.0	31.0*** (1.0)
Occupational skills training	15.9	10.3	5.6*** (1.1)
Basic education	2.2	0.6	1.7*** (0.4)
Work-based learning	0.1	1.1	-1.0*** (0.3)
Received an occupational skills training credential or certification (%)	13.0	0.0	13.1*** (0.8)
Sample size	1,925	1,911	

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

	EleVAte group	Control group	Difference
Mean length of time spent in all activities and programs (months)	3.5	1.4	2.1*** (0.2)
Mean number of hours per week spent in program	10.3	4.9	5.4*** (1)
Percentage of individuals who are still in the program as of the survey interview date (%)			
All activities	14.8	9.4	5.4*** (1.4)
Programs with general job skills training	7.4	3.6	3.8*** (1.0)
Programs with occupational skills training	10.0	5.6	4.4*** (1.2)
Programs with education	5.4	4.6	0.8 (0.9)
Programs with work-based learning	0.0	0.0	0.0 (0.0)
Percentage who completed the program (%)			
All activities	35.2	16.9	18.3*** (1.9)
Programs with general job skills training	21.3	8.5	12.7*** (1.5)
Programs with occupational skills training	25.1	11.5	13.6*** (1.7)
Programs with education	10.9	4.5	6.3*** (1.1)
Programs with work-based learning	0.0	0.0	0.0 (0.0)
Type of certificate or degree/diploma received (%)			
Participation/attendance	2.7	1.4	1.3** (0.7)
Adult basic education	0.5	0.0	0.5*** (0.2)
High school diploma / GED	1.0	0.6	0.5 (0.4)
Associate's degree	0.2	0.5	-0.3 (0.2)
Bachelor's degree	0.2	0.0	0.2** (0.1)
English proficiency certification or TOEFL	0.2	0.1	0.1 (0.1)
Occupational certificate or license	26.4	10.8	15.7*** (1.7)
Other	3.0	1.5	1.4** (0.7)
Sample size	1,131	1,110	

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

	EleVAte group	Control group	Difference
Percentage who completed the program, among those participants who started (%)			
All activities	57.4	55.2	2.2 (3.4)
Programs with general job skills training	34.3	27.9	6.3** (3.1)
Programs with occupational skills training	39.7	37.6	2.1 (3.4)
Programs with education	17.6	14.8	2.8 (2.5)
Programs with work-based learning	0.1	0.0	0.1 (0.1)
Percentage who received a diploma, degree, certification, or license after completing program (%)			
All activities	52.6	47.2	5.4 (3.4)
Programs with general job skills training	32.1	24.0	8.1*** (3.0)
Programs with occupational skills training	36.1	33.3	2.8 (3.3)
Programs with education	16.2	12.3	3.9* (2.3)
Programs with work-based learning	0.1	0.0	0.1 (0.1)
Type of certificate or degree/diploma received (%)			
Participation/attendance	4.3	4.7	-0.4 (1.5)
Adult basic education	0.7	0.0	0.7*** (0.3)
High school diploma / GED	1.8	1.9	0.0 (0.9)
Associate's degree	0.5	1.8	-1.3* (0.7)
Bachelor's degree	0.2	0.0	0.2* (0.1)
English proficiency certification or TOEFL	0.3	0.3	0.0 (0.4)
Occupational certificate or license	43.3	35.2	8.0** (3.4)
Other	5.1	4.9	0.1 (1.4)
Sample size	1,131	1,110	

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 EleVAte or existing SNAP E&T services

Service	EleVAte group	Control group	Difference
Any contact with case manager (%)	95.0	NA	95.0
Average number of contacts with case manager per person during pilot	9.1	NA	9.1
Received any support service (%)	50.4	0.0	50.4*** (1.1)
Received support service, by type (%)			
Transportation	49.1	0.0	49.1*** (1.1)
Commodities	12.2	0.0	12.2*** (0.7)
Housing/utility assistance	7.4	0.0	7.4*** (0.6)
Employment/occupational skills training supplies (uniform/boots/clothes/tools)	3.6	0.0	3.6*** (0.4)
Books	1.8	0.0	1.8*** (0.3)
Childcare	0.1	0.0	0.1* (0.1)
Medical care	1.3	0.0	1.3*** (0.3)
Sample size	1,925	1,911	

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

Note: NA indicates the grantee or provider were not able to provide the data. Community colleges also did not track support service information for the control group. Standard errors in parentheses.

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

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

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

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

Service	EleVAte group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	34.6	29.8	4.9** (2.0)
Average number of contacts with an employment professional or case manager	10.1	6.2	3.8*** (1)
Mode of contacts (%)			
Mostly in person	67.7	69.2	-1.5 (3.6)
Mostly by phone	19.0	17.3	1.7 (3.0)
Equally in person and by phone	12.6	12.3	0.3 (2.6)
Any support service (excluding mental health or substance use counseling)	58.4	40.4	18.0*** (2.2)
Any support service	60.3	46.1	14.2*** (2.2)
Childcare assistance including vouchers or funds (%)	5.8	7.2	-1.4 (1.1)
Transportation assistance (such as gas cards or bus passes) (%)	44.6	23.3	21.3*** (1.9)
Housing assistance (%)	15.8	18.0	-2.1 (1.6)
Mental health or substance use counseling (%)	6.5	10.9	-4.4*** (1.2)
Clothes, uniforms, tools, or other supplies and equipment (%)	15.1	7.5	7.6*** (1.3)
Other (%)	4.5	3.2	1.3 (0.8)
Sample size	1,131	1,110	

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

Note: Standard errors in parentheses.

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

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

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

II. Subgroup tables and key findings

Appendix Tables E.9 through E.13 show differences between the EleVAte and control groups in service use among subgroups defined by reported baseline characteristics. Primary subgroups included: individuals of different ages – young adults (18 to 24 years old), adults (25 to 49 years old), and older adults (50 years and older); individuals with barriers to employment of varying degrees; individuals employed at any point or not employed at all in the 12 months before random assignment; individuals living in households with children or without children; and individuals in households with income less than 50 percent of the FPL or with income greater than or equal to this threshold. In addition, subgroups defined by assigned program component were also examined.

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

Across the age subgroups, for example, EleVAte group participation rates in any services were generally higher than those of the control group and any differences across the subgroups were not statistically significant. EleVAte-control differences in average length of time spent in any services or activities did differ across subgroups. Length of stay was longer for the EleVAte group than the control group, and the difference between the research groups was largest for individuals ages 25 to 49 and those 50 or older, and smallest for individuals age 18 to 24. EleVAte-control differences in certificate or degree receipt also varied across the subgroups. Receipt was greater for the EleVAte group than the control group, with the difference between the research groups largest for the 25-to-49-year-old subgroup and smallest for individuals age 50 or older.

Across the barriers to employment subgroups, EleVAte-control group differences in participating in any services were generally larger for individuals with the least barriers to employment than for those with the greatest or moderate levels of barriers. This pattern was statistically significant across the subgroups only regarding differences in rates of completion and in certificate or degree receipt.

EleVAte-control group differences in participation in services were similar for individuals who had or did not have employment at some point in the 12 months before random assignment.

Differences in participation in services were similar for individuals in households with children and those in households without children, with several exceptions: Among individuals without children, differences in adult basic education participation were larger and differences in completion rates and in certificate or degree receipt were smaller, compared with individuals with children in their households.

Among individuals with higher and lower incomes, EleVAte group members' participation rates in services were higher than those of control group members. These differences were generally larger for individuals in households with incomes greater than or equal to 50 percent of the FPL, relative to those with lower income. This pattern was statistically significant across the subgroups in regards to participation in general job skills training programs and rates of completion of any activity.

EleVAte-control group differences in participating in any services were evident for individuals in all three service component subgroups (not shown in Appendix Tables).⁶ EleVAte-control differences in participation in any services, in education or training programs, and in occupational skills training by itself were lower among individuals in the EleVAte Virginia Online subgroup (individuals with the lowest baseline reading levels) than among individuals in the other two subgroups. In addition, differences in certificate or degree receipt were smallest in the EleVAte Virginia Online subgroup. All of these differences across the subgroups were statistically significant.

⁶ As described in Chapter II, individuals with the highest reading levels, who were in the PluggedIn Virginia subgroup, did not necessarily participate in PluggedIn Virginia (PIVA) services. They were eligible for such services but, after meeting with staff during orientation and assessments, could opt to participate in different services, such as those offered in the Job Skills Training Program (JTSP) service component. As a result, this subgroup analysis is more reflective of EleVAte-control participation differences across individuals with varying baseline reading competency levels than of differences across individuals who received distinctly different EleVAte services.

Table E.9. Service use, by age

Service	Age 18 to 24			Age 25 to 49			Age 50 or older		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	29.3	25.2	4.2 (5.6)	34.3	29.4	4.9** (2.5)	39.6	33.8	5.8 (4.5)
Completed career assessment tests (%)	35.9	28.5	7.4 (6.5)	43.2	23.8	19.4*** (2.4)	48.0	29.1	18.9*** (4.4)
Participated in job search training or assistance activities or education or training programs (%)	63.5	42.6	20.9*** (6.7)	68.3	42.9	25.4*** (2.7)	66.5	41.7	24.8*** (4.5)
Participated in job search training or assistance activities (%)	39.2	24.9	14.3** (6.2)	43.0	27.1	16.0*** (2.5)	50.5	34.2	16.3*** (4.4)
Participated in education or training programs (%)	57.2	30.3	26.9*** (6.4)	62.9	31.7	31.2*** (2.6)	59.2	28.7	30.5*** (4.6)
Type of services received (%)									
General job skills training	31.8	11.2	20.6*** (5.0)	36.6	15.5	21.1*** (2.3)	38.8	15.5	23.3*** (4.0)
Occupational skills training	40.0	18.1	21.8*** (5.5)	45.0	19.9	25.1*** (2.4)	38.5	19.2	19.3*** (4.4)
Adult basic education	23.7	15.4	8.3 (5.1)	22.3	11.5	10.8*** (1.9)	22.5	12.3	10.3*** (3.7)
Work based learning	1.0	0.0	1.0 (0.7)	0.1	0.0	0.1 (0.1)	0.1	0.0	0.1** (0.1)
On-the-job training	1.0	0.0	1.0 (0.7)	0.1	0.0	0.1 (0.1)	0.1	0.0	0.1** (0.1)
General job skills training, occupational skills training, adult basic education, or work-based learning	57.2	30.3	26.9*** (6.4)	62.8	31.6	31.2*** (2.6)	58.9	27.7	31.2*** (4.6)
Mean length of time spent in all activities and programs (months)	2.5	1.2	1.2*** (0.4)	3.8	1.5	2.3*** (0.2)	3.5	1.4	2.2***†† (0.3)
Percentage who completed the program (all activities) (%)	32.3	12.6	19.7*** (4.9)	36.8	17.5	19.3*** (2.3)	30.6	17.6	13.1*** (4.1)

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

Service	Age 18 to 24			Age 25 to 49			Age 50 or older		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received certificate or degree/diploma (%)	21.6	8.5	13.1*** (4.0)	29.1	11.0	18.1*** (2.0)	19.3	11.4	7.8**†† (3.6)
Any support service	46.9	40.4	6.6 (6.5)	60.6	46.6	14.0*** (2.6)	67.5	47.6	19.9*** (4.6)
Any support service (excluding mental health or substance use counseling)	45.1	34.6	10.4 (6.5)	58.7	41.2	17.5*** (2.6)	66.3	41.3	25.0*** (4.7)
Sample size	133	119		765	761		233	230	

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, 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)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	36.0	29.1	6.9** (2.7)	33.7	31.5	2.2 (3.4)	23.3	30.4	-7.1 (7.1)
Completed career assessment tests (%)	44.6	25.5	19.1*** (2.7)	42.9	24.6	18.3*** (3.4)	37.5	29.4	8.1 (8.2)
Participated in job search training or assistance activities or education or training programs (%)	69.0	42.3	26.7*** (2.9)	66.1	42.7	23.4*** (3.7)	61.4	45.8	15.6** (7.9)
Participated in job search training or assistance activities (%)	42.9	27.5	15.5*** (2.7)	46.2	28.7	17.5*** (3.5)	40.0	31.3	8.7 (7.7)
Participated in education or training programs (%)	63.4	30.5	33.0*** (2.8)	59.5	30.9	28.6*** (3.7)	56.2	36.6	19.6** (8.0)
Type of services received (%)									
General job skills training	35.6	14.8	20.8*** (2.4)	37.4	14.7	22.6*** (3.2)	36.5	19.7	16.8** (7.1)
Occupational skills training	47.1	20.5	26.6*** (2.7)	38.9	18.4	20.5*** (3.2)	33.4	19.7	13.7* (7.2)
Adult basic education	19.0	10.1	8.9*** (2.0)	23.9	13.0	11.0*** (2.8)	36.6	23.3	13.4* (7.5)
Work based learning	0.0	0.0	0.0 (0.0)	0.0	0.0	0.0 (0.1)	1.6	0.0	1.6 (1.3)
On-the-job training	0.0	0.0	0.0 (0.0)	0.0	0.0	0.0 (0.1)	1.6	0.0	1.6 (1.3)
General job skills training, occupational skills training,	63.3	30.4	32.9*** (2.8)	59.3	30.3	28.9*** (3.7)	56.2	36.6	19.5** (8.0)

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)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
adult basic education, or work-based learning									
Mean length of time spent in all activities and programs (months)	3.4	1.5	1.9*** (0.2)	3.5	1.3	2.2*** (0.3)	3.9	1.7	2.2*** (0.6)
Percentage who completed the program (all activities) (%)	40.7	16.3	24.4*** (2.6)	27.9	17.9	9.9*** (2.9)	29.9	19.1	10.8††† (7.3)
Received certificate or degree/diploma (%)	31.3	11.0	20.3*** (2.3)	20.1	10.9	9.3*** (2.5)	20.7	9.6	11.1*††† (5.7)
Any support service	61.4	44.3	17.2*** (2.9)	59.0	46.1	12.9*** (3.7)	60.9	59.3	1.6 (7.6)
Any support service (excluding mental health or substance use counseling)	59.7	39.6	20.2*** (2.9)	57.2	40.2	16.9*** (3.6)	56.8	48.2	8.7 (7.9)
Sample size	636	614		406	398		79	88	

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	34.4	28.1	6.3** (2.5)	34.4	33.8	0.6 (3.7)
Completed career assessment tests (%)	42.0	23.3	18.7*** (2.5)	45.6	30.1	15.5*** (3.7)
Participated in job search training or assistance activities or education or training programs (%)	68.0	42.6	25.4*** (2.7)	66.3	43.0	23.3*** (3.9)
Participated in job search training or assistance activities (%)	42.3	26.8	15.6*** (2.5)	47.2	31.4	15.8*** (3.8)
Participated in education or training programs (%)	61.9	31.3	30.6*** (2.6)	61.0	30.2	30.8*** (3.8)
Type of services received (%)						
General job skills training	34.9	14.7	20.2*** (2.3)	39.9	15.8	24.1*** (3.3)
Occupational skills training	44.1	19.4	24.7*** (2.5)	41.1	19.8	21.3*** (3.5)
Adult basic education	21.2	12.0	9.2*** (2.0)	24.4	12.4	12.0*** (2.9)
Work based learning	0.0	0.0	0.0 (0.0)	0.4	0.0	0.4 (0.3)
On-the-job training	0.0	0.0	0.0 (0.0)	0.4	0.0	0.4 (0.3)
General job skills training, occupational skills training, adult basic education, or work-based learning	61.7	31.2	30.5*** (2.6)	61.0	29.6	31.4*** (3.8)
Mean length of time spent in all activities and programs (months)	3.4	1.5	1.9*** (0.2)	3.8	1.3	2.5*** (0.3)
Percentage who completed the program (all activities) (%)	36.8	16.4	20.3*** (2.3)	32.9	18.0	14.9*** (3.3)

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received certificate or degree/diploma (%)	28.1	11.4	16.7*** (2.1)	24.1	9.6	14.5*** (2.7)
Any support service	60.0	44.2	15.7*** (2.7)	61.2	50.0	11.2*** (3.8)
Any support service (excluding mental health or substance use counseling)	58.4	40.4	18.1*** (2.7)	59.1	41.0	18.1*** (3.8)
Sample size	752	737		372	364	

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		
	EleVAté group	Control group	Difference	EleVAté group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	32.8	29.0	3.8 (2.7)	37.0	30.7	6.4** (3.1)
Completed career assessment tests (%)	42.3	25.1	17.2*** (2.7)	44.2	25.8	18.4*** (3.1)
Participated in job search training or assistance activities or education or training programs (%)	68.6	44.1	24.5*** (2.9)	66.1	40.8	25.2*** (3.3)
Participated in job search training or assistance activities (%)	43.0	27.3	15.7*** (2.8)	45.3	29.2	16.1*** (3.0)
Participated in education or training programs (%)	63.0	32.1	30.9*** (2.9)	59.8	29.5	30.3*** (3.3)
Type of services received (%)						
General job skills training	35.7	13.7	22.0*** (2.4)	37.1	16.5	20.6*** (2.9)
Occupational skills training	46.7	20.9	25.8*** (2.7)	38.6	17.9	20.7*** (3.0)
Adult basic education	20.3	12.6	7.7*** (2.1)	25.3	11.6	13.7***† (2.6)
Work based learning	0.3	0.0	0.3 (0.2)	0.1	0.0	0.1* (0.1)
On-the-job training	0.3	0.0	0.3 (0.2)	0.1	0.0	0.1* (0.1)
General job skills training, occupational skills training, adult basic education, or work-based learning	63.1	31.9	31.2*** (2.9)	59.4	29.2	30.3*** (3.3)
Mean length of time spent in all activities and programs (months)	3.5	1.5	1.9*** (0.2)	3.7	1.3	2.4*** (0.2)
Percentage who completed the program (all activities) (%)	37.5	16.2	21.3*** (2.5)	31.9	17.8	14.1***† (2.8)

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

Service	Individuals in households with children			Individuals in households without children		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received certificate or degree/diploma (%)	29.3	10.8	18.5*** (2.2)	22.5	10.7	11.8***†† (2.4)
Any support service	61.7	48.1	13.6*** (2.9)	58.4	43.5	14.8*** (3.3)
Any support service (excluding mental health or substance use counseling)	60.8	45.3	15.5*** (2.9)	55.5	34.3	21.3*** (3.2)
Sample size	639	635		492	475	

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	33.6	30.6	3.0 (2.4)	37.1	26.6	10.5*** (4.0)
Completed career assessment tests (%)	43.1	26.9	16.2*** (2.4)	43.0	23.6	19.4*** (4.1)
Participated in job search training or assistance activities or education or training programs (%)	66.5	42.6	23.8*** (2.6)	72.1	44.0	28.1*** (4.4)
Participated in job search training or assistance activities (%)	44.3	29.2	15.2*** (2.4)	43.2	26.0	17.2*** (4.2)
Participated in education or training programs (%)	59.7	29.7	29.9*** (2.6)	68.8	33.9	34.9*** (4.4)
Type of services received (%)						
General job skills training	34.9	15.4	19.5*** (2.2)	40.0	13.1	27.0***† (3.7)
Occupational skills training	43.0	18.9	24.1*** (2.4)	44.4	22.0	22.5*** (4.1)
Adult basic education	22.5	11.6	10.9*** (1.9)	23.4	13.7	9.7*** (3.4)
Work based learning	0.3	0.0	0.3* (0.1)	0.0	0.0	0.0† (0.1)
On-the-job training	0.3	0.0	0.3* (0.1)	0.0	0.0	0.0† (0.1)
General job skills training, occupational skills training, adult basic education, or work-based learning	59.7	29.5	30.1*** (2.6)	68.1	33.7	34.4*** (4.4)
Mean length of time spent in all activities and programs (months)	3.4	1.4	2.0*** (0.2)	4.2	1.6	2.7***† (0.3)
Percentage who completed the program (all activities) (%)	34.5	17.4	17.0*** (2.3)	39.6	15.2	24.5***† (3.7)

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

Service	Lives in household with income less than 50 percent of the Federal poverty level			Lives in household with income greater than or equal to 50 percent of the Federal poverty level		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Received certificate or degree/diploma (%)	26.7	11.1	15.5*** (2.0)	27.7	9.3	18.5*** (3.2)
Any support service	59.0	47.4	11.5*** (2.6)	64.4	42.2	22.2***†† (4.3)
Any support service (excluding mental health or substance use counseling)	57.0	41.6	15.5*** (2.6)	62.5	37.3	25.1***† (4.3)
Sample size	820	774		269	290	

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

	EleVAte group	Control group	Difference
Employment rate (%)			
Quarter 1	48.1	51.6	-3.5** (1.6)
Quarter 2	51.4	57.0	-5.6*** (1.7)
Quarter 3	52.0	57.0	-4.9*** (1.7)
Quarter 4	51.4	55.8	-4.4** (1.8)
Year 1	69.0	71.8	-2.8* (1.5)
Average quarterly employment rate	50.7	55.3	-4.6*** (1.3)
Total earnings (\$)			
Quarter 1	1,216	1,433	-217*** (66)
Quarter 2	1,644	1,806	-162** (81)
Quarter 3	1,713	2,021	-307*** (89)
Quarter 4	1,832	2,059	-226** (94)
Year 1	6,406	7,318	-913*** (274)
Sample size	1,293	1,285	

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

	EleVAte group	Control group	Difference
Employment rate (%)			
Quarter 1	36.6	38.6	-2.0 (2.1)
Quarter 2	43.2	46.1	-2.9 (2.1)
Quarter 3	45.4	50.3	-4.9** (2.2)
Quarter 4	49.7	52.8	-3.1 (2.2)
Year 1	60.9	63.1	-2.2 (2.0)
Employed at the time of the survey interview	45.3	46.7	-1.4 (2.1)
Average earnings per week (\$)			
Quarter 1	1,375	1,566	-191* (103)
Quarter 2	1,851	1,994	-142 (120)
Quarter 3	2,089	2,221	-132 (129)
Quarter 4	2,237	2,325	-88 (132)
Year 1	7,552	8,106	-554 (425)
Sample size	1,131	1,110	

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

	EleVAte group	Control group	Difference
Average hours worked per week (#)			
Quarter 1	10.2	11.1	-0.9 (0.7)
Quarter 2	13.3	13.9	-0.6 (0.8)
Quarter 3	14.8	15.5	-0.7 (0.8)
Quarter 4	15.6	16.0	-0.4 (0.8)
Year 1	13.5	14.1	-0.6 (0.7)
Number of jobs held over the year (%)			
0	39.3	37.1	2.2 (2.0)
1	38.6	41.1	-2.5 (2.2)
2	16.4	16.4	0.1 (1.6)
3	4.4	3.6	0.8 (0.9)
4	1.0	1.2	-0.2 (0.5)
5 or more	0.2	0.5	-0.3 (0.3)
Mean	0.9	0.9	0.0 (0.0)
Sample size	1,131	1,110	

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	EleVAte group	Control group	Difference
Hours worked per week (%)			
Less than 20	18.7	21.4	-2.7 (2.5)
21 to 34	28.9	31.2	-2.2 (3.1)
35 or more (employed full time)	52.3	47.4	4.9 (3.2)
Average	32.9	32.1	0.8 (0.7)
Weekly earnings (%)			
\$1 to \$499	80.3	79.7	0.6 (2.7)
\$500 to \$999	17.8	18.2	-0.4 (2.6)
\$1,000 to \$1,499	1.3	2.1	-0.8 (0.8)
\$1,500 to \$2,000	0.6	0.0	0.6** (0.3)
\$2,000 and above	0.0	0.0	0.0 (0.0)
Benefits available at job (%)			
Any benefit	64.6	60.9	3.7 (3.2)
Health insurance or HMO/PPO plan membership	53.8	48.6	5.2 (3.3)
Dental insurance	44.2	41.0	3.2 (3.3)
Paid vacation	40.9	40.8	0.0 (3.3)
Paid holidays	42.1	40.6	1.5 (3.3)
Paid sick leave	32.5	30.6	1.9 (3.1)
Any paid time off	50.3	49.3	1.0 (3.4)
Pension or retirement benefits	41.8	36.1	5.7* (3.3)
Tuition assistance or reimbursement	18.4	16.6	1.7 (2.7)
Type of employment (%)			
Regular full- or part-time	83.4	83.9	-0.5 (2.4)
Temporary or on-call	7.1	8.1	-1.0 (1.6)
Self-employed or independent contractor or consultant	7.4	5.8	1.7 (1.7)
Day laborer	2.1	2.2	-0.1 (0.9)
Occupation			
Retail Sales Workers	7.4	7.2	0.2 (1.6)
Food and Beverage Serving Workers	5.7	6.3	-0.5 (1.4)
Nursing, Psychiatric, and Home Health Aides	9.1	6.9	2.2 (1.6)
Other Personal Care and Service Workers	7.1	9.7	-2.6 (1.8)
Building Cleaning and Pest Control Workers	6.7	3.8	2.9** (1.4)
Information and Record Clerks	3.1	3.5	-0.4 (1.0)
Cooks and Food Preparation Workers	2.8	5.1	-2.3* (1.2)
Material Moving Workers	3.3	3.1	0.2 (1.0)
Material Recording, Scheduling, Dispatching, and Distributing Workers	1.6	3.3	-1.7* (1.0)
Motor Vehicle Operators	3.0	3.2	-0.2 (1.0)
Sample size	505	530	

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

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

Note: Standard errors in parentheses.

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

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

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

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

Characteristic	EleVAte group	Control group	Difference
Hours worked per week (%)			
0	55.4	53.5	1.9 (2.1)
1 to 20	8.0	10.0	-2.0 (1.3)
21 to 34	13.0	14.5	-1.5 (1.6)
35 or more (employed full time)	23.6	22.0	1.6 (1.8)
Average	14.8	14.9	-0.1 (0.8)
Weekly earnings (%)			
\$0	56.3	54.4	2.0 (2.1)
\$1 to \$499	35.2	36.4	-1.2 (2.1)
\$500 to \$999	7.6	8.3	-0.7 (1.2)
\$1,000 to \$1,499	0.6	1.0	-0.4 (0.4)
\$1,500 to \$2,000	0.2	0.0	0.2** (0.1)
\$2,000 and above	0.0	0.0	0.0 (0.0)
Benefits available at job (%)			
Any benefit	28.7	27.8	0.9 (2.0)
Health insurance or HMO/PPO plan membership	23.8	22.2	1.6 (1.8)
Dental insurance	19.5	18.7	0.7 (1.7)
Paid vacation	18.0	18.7	-0.6 (1.7)
Paid holidays	18.7	18.6	0.1 (1.7)
Paid sick leave	14.2	14.0	0.2 (1.6)
Any paid time off	22.4	22.5	-0.1 (1.8)
Pension or retirement benefits	18.8	16.5	2.3 (1.7)
Tuition assistance or reimbursement	8.2	7.6	0.6 (1.3)
Type of employment (%)			
Not employed	55.5	53.5	2.0 (2.1)
Regular full- or part-time	37.5	39.0	-1.6 (2.1)
Temporary or on-call	3.0	3.8	-0.8 (0.7)
Self-employed or independent contractor or consultant	3.2	2.7	0.5 (0.8)
Day laborer	0.8	1.0	-0.2 (0.4)
Occupation			
Retail Sales Workers	3.4	3.4	0.0 (0.7)
Food and Beverage Serving Workers	2.5	2.9	-0.4 (0.7)

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

Characteristic	EleVAte group	Control group	Difference
Nursing, Psychiatric, and Home Health Aides	4.1	3.2	0.9 (0.7)
Other Personal Care and Service Workers	3.1	4.5	-1.4* (0.8)
Building Cleaning and Pest Control Workers	2.9	1.8	1.1* (0.7)
Information and Record Clerks	1.3	1.6	-0.3 (0.5)
Cooks and Food Preparation Workers	1.4	2.4	-1.0* (0.5)
Material Moving Workers	1.6	1.4	0.1 (0.5)
Material Recording, Scheduling, Dispatching, and Distributing Workers	0.8	1.5	-0.7 (0.5)
Motor Vehicle Operators	1.2	1.5	-0.2 (0.5)
Sample size	1,131	1,110	

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

	EleVAte group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)			
Quarter 1	97.1	95.9	1.2** (0.6)
Quarter 2	89.5	87.5	2.0** (1.0)
Quarter 3	81.3	76.1	5.2*** (1.3)
Quarter 4	74.1	70.0	4.1*** (1.4)
SNAP participation among any other household members (%)			
Quarter 1	7.1	6.5	0.6 (0.8)
Quarter 2	1.3	1.2	0.0 (0.4)
Quarter 3	0.0	0.0	0.0 (0.0)
Quarter 4	0.0	0.0	0.0 (0.0)
SNAP participation by any individual in household ^a (%)			
Quarter 1	97.1	95.9	1.2** (0.6)
Quarter 2	89.5	87.5	2.0** (1.0)
Quarter 3	81.3	76.1	5.2*** (1.3)
Quarter 4	74.1	70.0	4.1*** (1.4)
Mean number of months of SNAP participation in the 12 months after random assignment (#)			
Among individuals enrolled in pilot	9.7	9.3	0.4*** (0.1)
Among any other household members	0.2	0.2	0.0 (0.0)
Among any individual in household ^a	9.7	9.3	0.4*** (0.1)
Exited SNAP within 12 months of random assignment (%)			
Among individuals enrolled in pilot	43.2	46.5	-3.3** (1.5)
Among any other household members	9.5	8.4	1.2 (0.9)
Among any individual in household ^a	49.2	51.6	-2.4 (1.5)
Sample size	1,925	1,911	

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

	EleVAte group	Control group	Difference
Average SNAP benefits received (\$)			
Quarter 1	916	889	27** (11)
Quarter 2	831	787	45*** (13)
Quarter 3	753	701	52*** (15)
Quarter 4	672	631	40** (16)
Year 1	3,172	3,007	165*** (46)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a			
Quarter 1	78.4	76.7	1.6* (0.9)
Quarter 2	69.9	65.6	4.3*** (1.1)
Quarter 3	62.9	58.1	4.9*** (1.2)
Quarter 4	56.0	51.9	4.0*** (1.3)
Year 1	66.8	63.1	3.7*** (0.9)
Sample size	1,925	1,911	

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

Note: Standard errors in parentheses.

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

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

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

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

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

	EleVAte group	Control group	Difference
TANF participation (%)			
Quarter 1	2.6	3.3	-0.7 (0.5)
Quarter 2	3.3	3.8	-0.5 (0.6)
Quarter 3	4.0	4.7	-0.8 (0.7)
Quarter 4	4.4	5.4	-1.0 (0.8)
Average TANF benefit amounts received (\$)			
Quarter 1	16	24	-8** (4)
Quarter 2	22	27	-5 (5)
Quarter 3	28	37	-8 (6)
Quarter 4	33	43	-10 (7)
Sample size	1,925	1,911	

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	EleVAte group	Control group	Difference
Public assistance receipt in the 12 months since random assignment (%)			
General assistance	1.6	1.7	-0.1 (0.6)
Unemployment insurance	3.1	4.1	-1.0 (0.8)
Supplemental Security Income	15.1	17.0	-1.9 (1.5)
Section 8, Housing Choice Vouchers, or Public Housing Assistance	21.0	20.7	0.3 (1.7)
Medicaid	56.5	58.8	-2.3 (1.9)
Supplemental Nutrition Program for Women, Infants, and Children (WIC)	13.0	14.6	-1.7 (1.5)
Sample size	1,131	1,110	

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 public assistance outcomes

This section presents impacts of EleVAte on employment, earnings, and public assistance outcomes for select subgroups of individuals enrolled in EleVAte. Subgroups were based on individuals' age, barriers to employment, presence of children in the household, recent employment history, and income relative to the FPL.

The analyses presented in Chapter V showed that, for the full sample, EleVAte decreased employment in Quarter 4 based on the UI data, had no effect on employment in Quarter 4 based on the survey data, and increased the likelihood of participating in SNAP in Quarter 4. The analysis of impacts by subgroup generally mirrored these findings:

- 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). Among some of the subgroups, there were impacts on Quarter 4 employment. For example, in the UI data, there was a negative and statistically significant impact among those ages 25 to 49 (but not among those ages 18 to 24 or among those ages 50 and older), among those with the least barriers to employment (but not among those with moderate or the greatest barriers), among those employed in the year prior to random assignment (but not among those not employed in that year), among those in households without children (but not among those in households with children), and among those in households with an income less than 50 percent of the FPL (but not among those in households with an income at or above 50 percent of the FPL).
- There were no statistically significant differences in impacts on SNAP participation in Quarter 4 across subgroups (Appendix Tables F.19 to F.23). Among some of the subgroups, there were positive impacts on SNAP participation in Quarter 4: for individuals ages 25 to 49 and ages 50 and older (but not for individuals ages 18 to 24); for individuals with moderate barriers and the greatest barriers to employment (but not for individuals with the least barriers); for individuals who worked in the 12 months prior to random assignment and for individuals who did not work; for individuals in households with children and for individuals in households without children; and for individuals in households with an income less than 50 percent of the FPL (but not for individuals in household with an income at or above 50 percent of the FPL).

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

- Across the age subgroups, the difference in impacts on employment in Quarter 3 based on the survey data was statistically significant (Appendix Table F.14). In Quarter 3, EleVAte decreased employment by a statistically significant amount among those ages 50 and older, but not among those ages 18 to 24 or ages 25 to 49. The estimated differences in SNAP participation impacts across the age subgroups were not statistically significant (Appendix Table F.19).
- There were generally no statistically significant differences in impacts on employment, earnings, or SNAP participation across the barriers to employment subgroups. Within those

subgroups, there were statistically significant impacts on some outcomes. For example, EleVAte decreased employment based on the UI data by a statistically significant amount in Quarters 2, 3, and 4 among those with the least barriers to employment and in Quarters 1, 2, and 3 among those with the greatest barriers (Appendix Table F.10).

- Across the subgroups based on recent employment history, there were generally no statistically significant differences in impacts on earnings, employment, or SNAP participation. However, there were some statistically significant impacts within the subgroups. For example, there were positive impacts on SNAP participation among those who worked in the 12 months prior to random assignment (in Quarters 1 through 4) and among those who did not work in the 12 months prior to random assignment (in Quarters 3 and 4) (Appendix Table F.21).
- Across the subgroups based on the presence of children in the household, there were generally no statistically significant differences in impacts on earnings, employment, or SNAP participation. Within these subgroups, there were statistically significant impacts on some outcomes. For example, among individuals in households without children, EleVAte decreased employment in Quarters 1 through 4 and earnings in Quarters 1 and 3 based on the UI data. Among individuals in households with children, EleVAte decreased employment in Quarters 2 and 3 and earnings in Quarters 1 through 4.

There were generally no statistically significant differences in impacts on employment, earnings, or SNAP participation across the household income relative to FPL subgroups. Within those subgroups, there were statistically significant impacts on some outcomes. For example, EleVAte increased SNAP participation among those in households with income less than 50 percent of the FPL in all four quarters (but not among those in a household with an income at or above 50 percent of the FPL) (Appendix Table F.23).

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)									
Quarter 1	51.9	59.1	-7.2 (4.8)	51.8	54.5	-2.7 (2.0)	34.8	38.7	-3.8 (3.4)
Quarter 2	64.2	66.4	-2.2 (5.1)	54.9	59.3	-4.4** (2.1)	34.6	44.9	-10.3*** (3.6)
Quarter 3	61.3	66.5	-5.1 (4.9)	56.2	60.5	-4.3** (2.2)	34.6	40.9	-6.2* (3.6)
Quarter 4	59.1	60.6	-1.5 (5.2)	55.5	59.6	-4.2* (2.2)	35.5	41.2	-5.7 (3.7)
Year 1	78.1	83.2	-5.1 (4.1)	73.9	75.6	-1.8 (1.9)	49.7	54.0	-4.3 (3.7)
Average quarterly employment rate	59.1	63.1	-4.0 (3.6)	54.6	58.5	-3.9** (1.6)	34.9	41.4	-6.5** (2.9)
Total earnings (\$)									
Quarter 1	1,146	1,352	-206 (155)	1,331	1,582	-251*** (84)	891	998	-107 (130)
Quarter 2	1,734	1,857	-123 (215)	1,800	1,933	-134 (102)	1,110	1,373	-263 (165)
Quarter 3	1,801	2,042	-241 (240)	1,885	2,164	-280** (113)	1,149	1,552	-403** (176)
Quarter 4	1,673	2,002	-329 (251)	2,055	2,262	-208* (120)	1,245	1,438	-193 (179)
Year 1	6,353	7,252	-900 (687)	7,070	7,942	-872** (348)	4,395	5,360	-965* (554)
Sample size	170	137		856	874		267	274	

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)		
	EleVate group	Control group	Difference	EleVate group	Control group	Difference	EleVate group	Control group	Difference
Employment rate (%)									
Quarter 1	61.8	65.0	-3.1 (2.3)	37.4	39.9	-2.5 (2.7)	15.1	25.7	-10.6** (5.2)
Quarter 2	63.1	68.4	-5.3** (2.3)	42.1	44.5	-2.4 (2.8)	26.2	43.1	-16.8***† (6.0)
Quarter 3	63.7	68.8	-5.1** (2.4)	42.6	44.9	-2.3 (2.8)	27.2	39.4	-12.3** (6.1)
Quarter 4	61.7	66.2	-4.5* (2.4)	43.1	45.7	-2.7 (2.9)	31.5	39.4	-8.0 (6.0)
Year 1	81.0	83.0	-2.0 (1.9)	59.2	60.4	-1.1 (2.8)	43.8	55.9	-12.1* (6.3)
Average quarterly employment rate	62.6	67.1	-4.5** (1.8)	41.3	43.8	-2.5 (2.2)	25.0	36.9	-11.9*** (4.4)
Total earnings (\$)									
Quarter 1	1,654	1,914	-259** (103)	827	1,015	-188** (91)	403	456	-53 (152)
Quarter 2	2,205	2,373	-168 (128)	1,155	1,245	-90 (107)	592	895	-303 (190)
Quarter 3	2,261	2,600	-339** (137)	1,259	1,454	-195 (124)	603	1,163	-560** (227)
Quarter 4	2,380	2,706	-326** (146)	1,348	1,430	-82 (127)	737	1,151	-414* (229)
Year 1	8,500	9,592	-1,092** (430)	4,589	5,145	-555 (368)	2,335	3,665	-1,331** (671)
Sample size	689	665		478	498		110	109	

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)						
Quarter 1	61.2	64.6	-3.4 (2.1)	24.0	27.7	-3.7 (2.7)
Quarter 2	63.2	67.6	-4.4** (2.1)	30.1	36.9	-6.9** (3.0)
Quarter 3	62.9	68.5	-5.6*** (2.2)	32.4	35.4	-3.0 (3.0)
Quarter 4	61.9	65.9	-4.0* (2.2)	32.4	37.2	-4.8 (3.0)
Year 1	80.5	83.0	-2.5 (1.7)	48.3	50.9	-2.6 (3.1)
Average quarterly employment rate	62.3	66.7	-4.4*** (1.6)	29.7	34.3	-4.6** (2.3)
Total earnings (\$)						
Quarter 1	1,605	1,845	-239*** (90)	504	671	-167* (89)
Quarter 2	2,107	2,272	-165 (110)	831	929	-98 (109)
Quarter 3	2,177	2,498	-322*** (119)	880	1,142	-262** (126)
Quarter 4	2,291	2,547	-256** (127)	1,010	1,181	-172 (131)
Year 1	8,179	9,162	-983*** (372)	3,225	3,924	-699* (381)
Sample size	834	831		446	443	

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, 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)						
Quarter 1	54.3	56.2	-1.9 (2.2)	41.7	46.8	-5.0** (2.4)
Quarter 2	57.1	61.1	-4.0* (2.3)	45.4	52.5	-7.2*** (2.5)
Quarter 3	58.3	63.8	-5.5** (2.4)	45.4	49.7	-4.2* (2.5)
Quarter 4	57.1	59.5	-2.3 (2.4)	45.3	51.9	-6.6** (2.6)
Year 1	75.0	76.0	-1.1 (2.0)	62.9	67.3	-4.4* (2.3)
Average quarterly employment rate	56.7	60.1	-3.4* (1.8)	44.5	50.2	-5.7*** (2.0)
Total earnings (\$)						
Quarter 1	1,382	1,640	-258*** (94)	1,045	1,213	-168* (92)
Quarter 2	1,778	2,083	-305*** (114)	1,500	1,510	-10† (114)
Quarter 3	1,897	2,275	-378*** (126)	1,516	1,750	-234* (125)
Quarter 4	2,030	2,320	-290** (131)	1,626	1,780	-154 (135)
Year 1	7,086	8,318	-1,231*** (386)	5,689	6,253	-565 (390)
Sample size	673	663		620	622	

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)						
Quarter 1	44.8	48.4	-3.7* (1.9)	60.2	62.3	-2.1 (3.4)
Quarter 2	49.0	53.7	-4.7** (2.0)	61.4	68.7	-7.3** (3.5)
Quarter 3	50.4	54.6	-4.2** (2.0)	59.9	67.5	-7.5** (3.7)
Quarter 4	48.8	54.5	-5.8*** (2.1)	62.9	61.9	1.0 (3.8)
Year 1	67.9	69.5	-1.6 (1.8)	75.2	78.2	-2.9 (3.2)
Average quarterly employment rate	48.2	52.8	-4.6*** (1.5)	61.1	65.1	-4.0 (2.8)
Total earnings (\$)						
Quarter 1	1,068	1,243	-175** (72)	1,774	2,091	-317* (166)
Quarter 2	1,510	1,602	-92 (90)	2,215	2,644	-430** (198)
Quarter 3	1,589	1,857	-269*** (99)	2,296	2,645	-350* (209)
Quarter 4	1,690	1,888	-198* (106)	2,449	2,777	-328 (228)
Year 1	5,856	6,589	-733** (305)	8,733	10,158	-1,424** (665)
Sample size	985	977		253	252	

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

Note: Standard errors in parentheses.

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

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

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

	Age 18 to 24			Age 25 to 49			Age 50 or older		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)									
Quarter 1	42.0	46.5	-4.5 (6.5)	38.5	39.5	-1.0 (2.5)	24.9	30.2	-5.3 (4.0)
Quarter 2	53.3	53.5	-0.2 (6.6)	45.2	46.9	-1.7 (2.6)	28.6	38.5	-9.9** (4.3)
Quarter 3	55.1	54.2	0.8 (6.4)	48.2	51.9	-3.7 (2.6)	27.6	42.2	-14.7***†† (4.2)
Quarter 4	58.1	53.8	4.3 (6.5)	52.9	55.2	-2.3 (2.6)	32.5	43.4	-10.8** (4.3)
Year 1	73.8	70.9	3.0 (5.9)	63.3	65.7	-2.4 (2.5)	43.4	48.9	-5.5 (4.4)
Employed at the time of the survey interview	53.0	46.2	6.9 (6.4)	47.7	49.7	-2.0 (2.6)	31.0	36.2	-5.1 (4.2)
Average earnings per week during the quarter (\$)									
Quarter 1	1,736	1,753	-17 (316)	1,436	1,616	-181 (127)	817	1,264	-446** (189)
Quarter 2	2,534	2,046	488 (343)	1,915	2,057	-142 (148)	1,041	1,731	-690***†† (220)
Quarter 3	2,789	2,202	587 (375)	2,188	2,320	-131 (159)	1,129	1,876	-747***††† (229)
Quarter 4	2,703	1,937	766** (365)	2,383	2,503	-120 (165)	1,297	1,935	-638***††† (239)
Year 1	9,762	7,938	1,824 (1,189)	7,922	8,496	-574 (526)	4,284	6,806	-2,522***††† (763)
Sample size	133	119		765	761		233	230	

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)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)									
Quarter 1	49.3	51.6	-2.2 (3.0)	23.4	25.7	-2.3 (3.2)	10.3	10.3	-0.1 (4.7)
Quarter 2	56.7	60.5	-3.8 (3.0)	30.3	30.3	0.0 (3.4)	12.2	20.4	-8.2 (5.8)
Quarter 3	58.8	63.2	-4.4 (3.0)	31.8	35.5	-3.7 (3.5)	19.3	31.4	-12.1* (7.1)
Quarter 4	62.6	66.3	-3.7 (2.9)	35.4	37.4	-1.9 (3.5)	22.5	31.1	-8.6 (7.3)
Year 1	75.5	76.9	-1.4 (2.6)	44.9	48.1	-3.1 (3.6)	31.4	39.9	-8.5 (7.6)
Employed at the time of the survey interview	57.8	59.3	-1.5 (2.9)	31.7	32.8	-1.1 (3.4)	19.3	24.0	-4.7 (6.9)
Average earnings per week during the quarter (\$)									
Quarter 1	1,909	2,131	-222 (159)	826	993	-167 (142)	272	252	20 (129)
Quarter 2	2,563	2,664	-101 (181)	1,103	1,253	-150 (168)	377	754	-377 (232)
Quarter 3	2,881	2,906	-26 (193)	1,229	1,401	-172 (167)	563	1,236	-673* (347)
Quarter 4	2,961	3,049	-88 (193)	1,383	1,488	-105 (171)	646	1,199	-554 (352)
Year 1	10,313	10,750	-437 (641)	4,540	5,135	-595 (575)	1,858	3,441	-1,584* (932)
Sample size	636	614		406	398		79	88	

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)						
Quarter 1	48.1	49.5	-1.4 (2.8)	13.7	16.9	-3.2 (2.8)
Quarter 2	54.9	57.1	-2.2 (2.7)	19.8	24.3	-4.5 (3.3)
Quarter 3	56.7	60.5	-3.7 (2.7)	23.2	30.3	-7.1** (3.5)
Quarter 4	60.8	63.2	-2.3 (2.7)	27.8	31.9	-4.1 (3.6)
Year 1	74.8	74.8	0.0 (2.4)	33.7	39.7	-6.0 (3.7)
Employed at the time of the survey interview	56.9	57.1	-0.2 (2.7)	22.5	25.9	-3.4 (3.4)
Average earnings per week during the quarter (\$)						
Quarter 1	1,870	2,026	-157 (142)	411	638	-227** (114)
Quarter 2	2,418	2,489	-71 (160)	739	1,000	-261* (157)
Quarter 3	2,690	2,727	-37 (169)	909	1,203	-294* (179)
Quarter 4	2,854	2,842	12 (173)	1,036	1,295	-259 (182)
Year 1	9,831	10,084	-253 (565)	3,095	4,136	-1,041* (564)
Sample size	752	737		372	364	

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, 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)						
Quarter 1	42.2	42.1	0.1 (2.8)	29.5	34.3	-4.7 (3.1)
Quarter 2	48.5	49.4	-0.9 (2.8)	36.6	42.0	-5.4* (3.2)
Quarter 3	52.6	55.6	-3.0 (2.9)	36.5	43.7	-7.3** (3.2)
Quarter 4	55.9	56.3	-0.4 (2.9)	42.1	48.3	-6.2* (3.2)
Year 1	67.4	66.0	1.5 (2.7)	52.6	59.6	-6.9**†† (3.1)
Employed at the time of the survey interview	50.1	49.9	0.2 (2.8)	39.3	42.6	-3.3 (3.1)
Average earnings per week during the quarter (\$)						
Quarter 1	1,607	1,809	-202 (143)	1,077	1,261	-184 (146)
Quarter 2	2,071	2,309	-238 (167)	1,578	1,597	-19 (167)
Quarter 3	2,389	2,588	-198 (181)	1,717	1,759	-43 (178)
Quarter 4	2,498	2,614	-116 (182)	1,912	1,962	-51 (189)
Year 1	8,566	9,319	-753 (604)	6,284	6,580	-296 (575)
Sample size	639	635		492	475	

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Employment rate (%)						
Quarter 1	32.8	35.2	-2.3 (2.5)	48.7	48.3	0.4 (4.0)
Quarter 2	40.8	42.6	-1.8 (2.5)	50.3	56.3	-5.9 (4.1)
Quarter 3	42.3	47.1	-4.7* (2.6)	55.0	59.5	-4.5 (4.1)
Quarter 4	46.7	50.8	-4.1 (2.6)	60.1	59.7	0.5 (4.1)
Year 1	58.9	60.5	-1.6 (2.5)	69.1	70.4	-1.2 (3.6)
Employed at the time of the survey interview	41.8	43.7	-2.0 (2.5)	57.5	56.4	1.1 (4.0)
Average earnings per week during the quarter (\$)						
Quarter 1	1,246	1,413	-167 (122)	1,777	1,994	-216 (208)
Quarter 2	1,714	1,837	-123 (139)	2,189	2,469	-279 (236)
Quarter 3	1,948	2,063	-115 (150)	2,451	2,709	-258 (275)
Quarter 4	2,112	2,210	-98 (157)	2,610	2,729	-120 (265)
Year 1	7,020	7,524	-504 (491)	9,027	9,901	-874 (893)
Sample size	820	774		269	290	

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Quarter 1	95.1	94.9	0.3 (1.9)	97.2	96.4	0.8 (0.7)	98.3	94.6	3.7*** (1.3)
Quarter 2	82.3	82.0	0.3 (3.3)	89.4	87.8	1.6 (1.2)	94.8	89.8	4.9** (2.0)
Quarter 3	73.8	68.7	5.2 (3.9)	81.0	76.9	4.0*** (1.5)	87.3	77.6	9.7*** (2.8)
Quarter 4	63.1	61.4	1.7 (4.1)	74.3	71.0	3.4** (1.6)	80.2	72.0	8.3*** (3.1)
Average monthly SNAP benefits received (\$)									
Quarter 1	830	805	26 (32)	1,013	990	23* (14)	611	565	46** (19)
Quarter 2	748	677	70* (41)	917	882	36** (17)	564	501	63*** (20)
Quarter 3	643	607	36 (46)	838	787	51*** (20)	507	436	70*** (25)
Quarter 4	563	554	9 (48)	748	709	39* (20)	455	389	66** (26)
Year 1	2,784	2,642	141 (140)	3,517	3,369	149** (58)	2,137	1,892	245*** (75)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Quarter 1	72.8	71.6	1.2 (2.6)	78.5	77.2	1.2 (1.0)	81.8	78.2	3.6 (2.2)
Quarter 2	63.1	56.8	6.3* (3.3)	69.7	66.3	3.4*** (1.3)	75.3	69.0	6.3** (2.6)
Quarter 3	54.3	49.2	5.0 (3.6)	63.0	58.7	4.3*** (1.4)	68.4	61.6	6.8** (3.0)
Quarter 4	47.8	44.3	3.5 (3.6)	55.7	52.3	3.4** (1.5)	62.2	55.6	6.6** (3.2)
Year 1	59.4	55.6	3.8 (2.7)	66.7	63.7	3.1*** (1.1)	71.8	66.0	5.8** (2.3)
Sample size	267	233		1,315	1,325		343	353	

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

Note: Standard errors in parentheses.

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*)

^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)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Quarter 1	96.5	94.9	1.7** (0.8)	98.0	97.1	0.9 (0.8)	97.6	96.7	0.9 (1.9)
Quarter 2	87.1	85.1	2.0 (1.4)	92.5	89.7	2.7* (1.5)	92.6	94.1	-1.5 (2.9)
Quarter 3	76.8	73.1	3.7** (1.8)	86.1	78.2	7.9*** (2.0)	92.8	87.5	5.3 (3.4)
Quarter 4	68.1	65.8	2.2 (1.9)	80.6	73.8	6.8*** (2.1)	89.2	80.9	8.2** (4.1)
Average monthly SNAP benefits received (\$)									
Quarter 1	927	889	39** (16)	907	902	6 (17)	885	845	40 (34)
Quarter 2	828	782	46** (19)	833	796	37* (22)	856	792	64 (39)
Quarter 3	729	684	44** (22)	783	716	67*** (25)	803	748	56 (48)
Quarter 4	640	603	36 (22)	710	670	40 (26)	737	641	96* (51)
Year 1	3,124	2,959	165*** (64)	3,234	3,083	150** (76)	3,281	3,026	255* (145)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a									
Quarter 1	76.7	74.1	2.6** (1.2)	80.5	80.1	0.4 (1.4)	81.5	78.3	3.2 (3.2)
Quarter 2	66.5	62.6	3.9*** (1.5)	73.5	68.8	4.7*** (1.8)	78.1	71.9	6.2* (3.5)
Quarter 3	57.8	54.6	3.1* (1.7)	68.7	60.8	7.9*** (2.0)	73.8	69.2	4.7 (4.1)
Quarter 4	50.3	47.5	2.8* (1.7)	62.2	56.8	5.4*** (2.1)	69.0	59.6	9.4** (4.5)

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

	Least barriers (employed in past 12 months and completed high school or equivalent)			Moderate barriers (not employed in past 12 months or completed less than high school or equivalent)			Greatest barriers (not employed in past 12 months and completed less than high school or equivalent)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Year 1	62.9	59.7	3.2*** (1.2)	71.1	66.7	4.4*** (1.5)	75.6	69.7	5.8* (3.1)
Sample size	1,072	1,049		690	692		144	152	

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Quarter 1	96.8	95.3	1.5** (0.7)	98.0	96.9	1.1 (0.9)
Quarter 2	87.8	85.4	2.4* (1.3)	92.9	91.8	1.1 (1.5)
Quarter 3	78.2	73.4	4.8*** (1.6)	88.2	81.7	6.5*** (2.0)
Quarter 4	70.0	66.9	3.1* (1.7)	83.2	76.4	6.8*** (2.2)
Average monthly SNAP benefits received (\$)						
Quarter 1	935	898	38*** (14)	875	873	2 (18)
Quarter 2	842	792	50*** (17)	811	779	32 (22)
Quarter 3	749	695	54*** (19)	765	715	50** (26)
Quarter 4	661	624	37* (20)	697	645	52** (27)
Year 1	3,186	3,008	179*** (58)	3,149	3,012	137* (78)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Quarter 1	77.2	74.7	2.5** (1.1)	81.0	80.6	0.4 (1.5)
Quarter 2	67.7	63.1	4.6*** (1.4)	74.9	70.9	4.0** (1.8)
Quarter 3	59.5	54.9	4.6*** (1.5)	70.4	64.6	5.8*** (2.1)
Quarter 4	52.2	48.6	3.6** (1.5)	64.3	58.6	5.8*** (2.2)
Year 1	64.2	60.4	3.8*** (1.1)	72.5	68.7	3.8** (1.6)
Sample size	1,294	1,285		615	611	

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Quarter 1	97.6	97.1	0.5 (0.7)	96.5	94.3	2.2** (1.0)
Quarter 2	92.3	91.4	0.9 (1.2)	85.9	82.6	3.4** (1.7)
Quarter 3	85.8	81.4	4.3*** (1.6)	75.8	69.5	6.3*** (2.0)
Quarter 4	80.0	75.9	4.0** (1.7)	66.8	62.7	4.1* (2.2)
Average monthly SNAP benefits received (\$)						
Quarter 1	1,235	1,198	37** (18)	528	512	15 (11)
Quarter 2	1,143	1,092	51** (22)	451	414	37*** (13)
Quarter 3	1,046	972	75*** (25)	394	370	24† (15)
Quarter 4	941	884	57** (26)	342	323	19 (15)
Year 1	4,365	4,146	219*** (75)	1,714	1,619	95** (45)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Quarter 1	77.0	75.5	1.5 (1.1)	80.1	78.2	1.8 (1.4)
Quarter 2	71.4	68.2	3.2** (1.3)	68.1	62.5	5.6*** (1.8)
Quarter 3	65.8	60.8	4.9*** (1.5)	59.4	54.7	4.7** (2.0)
Quarter 4	59.7	55.5	4.2*** (1.6)	51.4	47.6	3.8* (2.0)
Year 1	68.5	65.0	3.5*** (1.1)	64.7	60.8	3.9*** (1.5)
Sample size	1,076	1,050		849	861	

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Quarter 1	98.5	97.3	1.1** (0.5)	98.5	98.9	-0.4 (0.8)
Quarter 2	90.9	88.0	2.9** (1.1)	89.2	90.4	-1.2† (2.0)
Quarter 3	82.7	77.0	5.7*** (1.4)	80.2	76.5	3.7 (2.7)
Quarter 4	75.2	71.4	3.8** (1.6)	73.3	68.7	4.6 (2.9)
Average monthly SNAP benefits received (\$)						
Quarter 1	975	950	25** (12)	812	799	12 (25)
Quarter 2	868	823	45*** (15)	779	732	47 (31)
Quarter 3	780	727	53*** (18)	722	667	55 (34)
Quarter 4	692	654	38** (18)	642	600	42 (35)
Year 1	3,314	3,153	161*** (52)	2,955	2,798	156 (103)
Average monthly SNAP benefits received as a percentage of maximum benefit amount ^a						
Quarter 1	86.7	84.9	1.8** (0.9)	59.4	60.4	-0.9 (1.9)
Quarter 2	75.9	71.0	4.9*** (1.2)	55.8	53.9	1.9 (2.2)
Quarter 3	67.5	62.1	5.4*** (1.4)	51.9	49.0	3.0 (2.4)
Quarter 4	59.5	55.3	4.1*** (1.5)	47.0	44.2	2.8 (2.5)
Year 1	72.4	68.4	4.0*** (1.0)	53.5	51.8	1.7 (1.9)
Sample size	1,403	1,377		448	447	

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	EleVAte group	Control group	Difference
Food security ^a (%)			
Living in a household that is food insecure	51.4	52.7	-1.4 (2.3)
Living in a household with very low food security	29.4	32.0	-2.6 (2.1)
Health and well-being			
Reported “very good” or “excellent” health status (versus “fair” or “poor”) (%)	29.1	31.3	-2.2 (2.1)
Screened positively for depression (%)	21.4	24.0	-2.6 (1.9)
Average self-esteem score (out of 5)	3.9	3.8	0.1 (0)
Average self-efficacy score (out of 5)	3.4	3.4	0.0 (0)
Housing status (%)			
Owns or rents a home or an apartment	61.3	59.4	1.9 (2.0)
Lives with parents, relative, or friend	29.8	32.8	-3.0 (2.0)
Shares housing with roommates, friends, or partner	4.2	3.4	0.8 (0.9)
Group quarters	1.2	0.4	0.8** (0.4)
Homeless	2.2	2.9	-0.6 (0.7)
Incarcerated	0.0	0.0	0.0 (0.0)
Other, don’t know, or refused	1.2	1.1	0.2 (0.5)
Had housing 12 months after random assignment	97.8	97.1	0.6 (0.7)
Sample size	1,131	1,110	

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

The analyses presented in Chapter V of the report showed that for the full sample, EleVAte did not change the likelihood of food insecurity or very low food security. These findings were generally similar across subgroups:

- There were no statistically significant differences in impacts on food security across the subgroups based on age (Appendix Table F.25); barriers to employment (Appendix Table F.26); recent employment history (Appendix Table F.27), the presence of children in the household (Appendix Table F.28); or income relative to 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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Food security ^a (%)									
Living in a household that is food insecure	45.2	44.2	1.0 (6.8)	52.4	53.8	-1.4 (2.8)	50.9	54.5	-3.6 (5.1)
Living in a household with very low food security	28.2	25.7	2.6 (5.6)	29.6	32.1	-2.5 (2.5)	29.2	35.8	-6.6 (4.7)
Sample size	133	119		765	761		233	230	

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)		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Food security ^a (%)									
Living in a household that is food insecure	51.5	53.4	-1.8 (3.1)	50.9	50.7	0.2 (3.9)	57.7	55.8	1.9 (8.1)
Living in a household with very low food security	30.4	33.4	-3.0 (2.8)	28.9	31.1	-2.2 (3.4)	28.9	25.4	3.5 (7.4)
Sample size	636	614		406	398		79	88	

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	50.4	53.2	-2.8 (2.8)	54.0	51.6	2.5 (4.0)
Living in a household with very low food security	29.0	32.8	-3.8 (2.6)	30.7	30.5	0.3 (3.6)
Sample size	752	737		372	364	

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	49.3	51.4	-2.1 (3.0)	53.8	54.4	-0.6 (3.5)
Living in a household with very low food security	27.8	30.3	-2.5 (2.7)	31.3	34.1	-2.8 (3.2)
Sample size	639	635		492	475	

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		
	EleVAte group	Control group	Difference	EleVAte group	Control group	Difference
Food security ^a (%)						
Living in a household that is food insecure	51.5	51.2	0.3 (2.7)	50.8	55.2	-4.4 (4.6)
Living in a household with very low food security	29.4	30.8	-1.4 (2.5)	29.1	34.0	-4.9 (4.3)
Sample size	820	774		269	290	

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, 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	\$8,207,866 100.0%	\$7,973,375 97.1%	\$234,490 2.9%
Planning period cost	\$281,527 3.4%	\$238,256 2.9%	\$43,271 0.5%
Ongoing cost	\$7,926,339 96.6%	\$7,735,120 94.2%	\$191,219 2.3%

Source: EleVAte cost workbooks 2015-2017.

Note: The planning period occurred in the year after the FNS grant was awarded and before EleVAte launched (March 2015 to March 2016). Service delivery costs represent the total reported in quarterly workbooks following the launch of EleVAte. Cost workbooks asked for the total costs of the services provided to individuals in the EleVAte 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. It is possible that some funding leveraged from other sources by the Community Colleges is not reported because we only collected the cost of their service contracts to VCCS. All costs are presented in 2016 dollars.

Table G.2. Quarterly cost summary

Quarter of cost data collection	Total	Grant funded	Other sources
Planning period	\$281,527	\$238,256	\$43,271
Pilot services			
Quarter 1	\$850,024	\$843,347	\$6,677
Quarter 2	\$1,007,491	\$872,923	\$134,568
Quarter 3	\$970,234	\$958,627	\$11,607
Quarter 4	\$1,151,581	\$1,142,158	\$9,423
Quarter 5	\$1,212,030	\$1,202,551	\$9,479
Quarter 6	\$1,097,914	\$1,088,480	\$9,433
Quarter 7	\$1,637,066	\$1,627,034	\$10,031

Source: EleVAte cost workbooks 2015-2017.

Note: The planning period occurred in the year after the FNS grant was awarded and before EleVAte launched (March 2015 to March 2016). Service delivery costs represent the total reported in quarterly workbooks following the launch of EleVAte. Cost workbooks asked for the total costs of the services provided to individuals in the EleVAte 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. It is possible that some funding leveraged from other sources by the Community Colleges is not reported because we only collected the cost of their service contracts to VCCS. 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	\$8,207,866	\$7,973,375	97.1%	\$234,490	2.9%
Staff costs	\$622,374	\$519,601	83.5%	\$102,773	16.5%
Staff costs	\$575,608	\$519,601	90.3%	\$56,007	9.7%
Administrative staff costs ^a	\$559,128	\$514,731	89.4%	\$44,396	7.7%
Direct service staff costs	\$16,480	\$4,869	0.9%	\$11,611	2.0%
Volunteer costs	\$46,766	\$0	0.0%	\$46,766	100.0%
Direct service costs	\$7,375,765	\$7,246,277	98.2%	\$129,487	1.8%
Direct partner and provider services	\$598,705	\$469,218	78.4%	\$129,487	21.6%
Support services	\$300,181	\$300,181	100.0%	\$0	0.0%
Other service contracts ^b	\$6,476,879	\$6,476,879	100.0%	\$0	0.0%
New pilot supplies and equipment costs	\$6,210	\$6,075	100.0%	\$135	0.0%
Supplies	\$6,075	\$6,075	100.0%	\$0	0.0%
Equipment	\$135	\$0	0.0%	\$135	100.0%
Other overhead-operating costs	\$203,517	\$201,422	99.0%	\$2,095	1.0%
Overhead	\$102,516	\$100,421	98.0%	\$2,095	2.0%
Facilities and utilities	\$0	\$0	0.0%	\$0	0.0%
Indirect costs	\$101,001	\$101,001	100.0%	\$0	0.0%

Source: EleVAte cost workbooks 2015-2017.

Note: Cost workbooks asked for the total costs of the services provided to individuals in the EleVAte group. For all costs reported in the workbooks, respondents were asked to report the percentage of the cost that was funded by the FNS grant. Remaining costs were assumed to be covered by other sources. Some of the EleVAte providers were not able to provide cost workbooks that included a detailed breakdown of costs by category. Instead, VCCS reported direct services provided by Community Colleges as service contracts. It is possible that some funding leveraged from other sources by the Community Colleges is not reported because we only collected the cost of their service contracts to VCCS. Cost workbooks asked only for the costs of facilities used to provide direct services to participants. All of the EleVAte costs of facilities are bundled together in the reported costs of service contracts. All costs are presented in 2016 dollars.

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

^bOther service contracts represent costs paid by a partner or provider to another organization for a direct service. We assumed service contracts include all the costs of service, including staff, direct costs, supplies and equipment, and other overhead and operating costs. For example, VCCS had service contracts with the Community Colleges providing EleVAte direct services.