



# Expanding Opportunities & Reducing Barriers to Work: Illinois Final Report Appendices

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



(Evaluation of USDA, Supplemental Nutrition Assistance Program (SNAP) Employment and Training Pilots)

**May 2022**

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**May 2022**

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## **Appendix A**

### **Overview of 10 Pilots**

**Table A.1. Overview of pilots**

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

Note: Work registrants are SNAP participants who have not met any Federal exemptions from SNAP work requirements and are therefore required to register for work. Federal exemptions apply to individuals who are younger than 16 or older than 59; physically or mentally unfit for employment; subject to and complying with work requirements for another program; a caretaker of a dependent child younger than 6 or an incapacitated individual; participating in a drug or alcohol treatment and rehabilitation program; employed at least 30 hours a week; or enrolled at least half time in a recognized school or training program.

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

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

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

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

## **Appendix B**

### **Background on SNAP E&T and Work Requirements**

## SNAP E&T Program Background

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

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

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

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

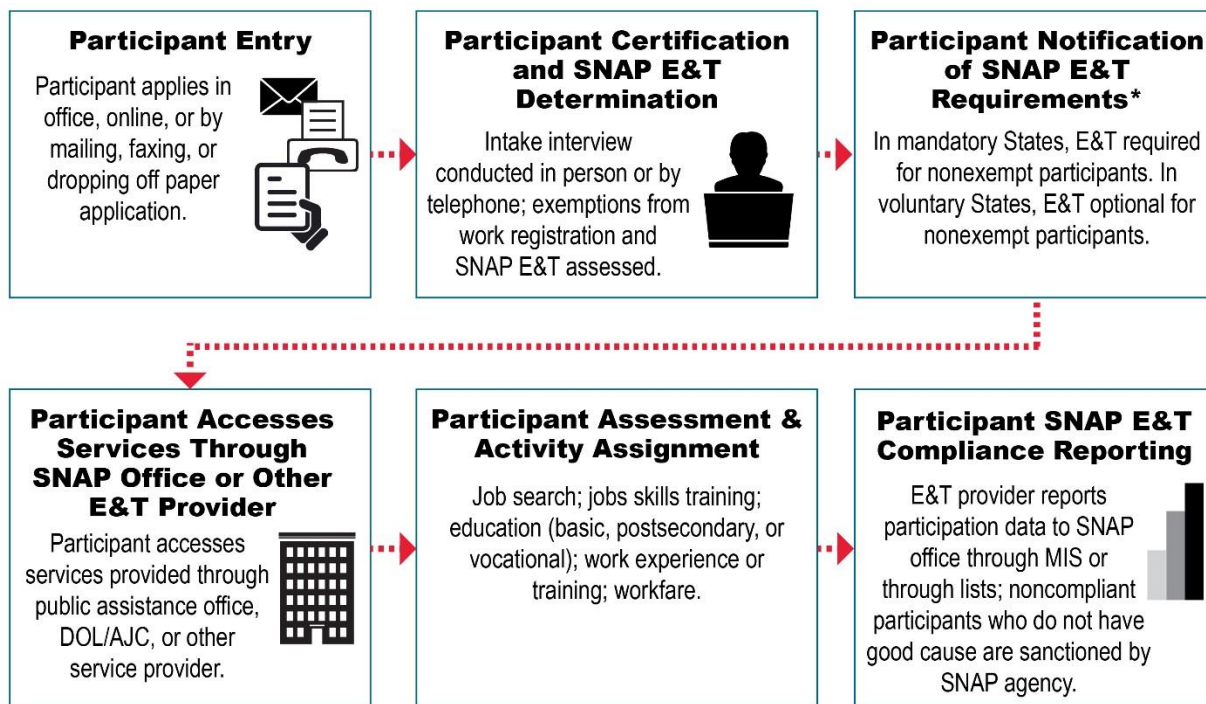
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<sup>1</sup>Based on FNS 583 data for FY 2018 provided by FNS.

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.

**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

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

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

participate in a qualifying work or education and training program for at least 80 hours per month, or comply with a workfare program.<sup>3</sup> Those ABAWDs who do not comply face a 3-month limit on benefit receipt during any 36-month period.<sup>4</sup> States may—but are not required to—use the SNAP E&T program to help ABAWDs meet this work requirement, which often means offering 80 hours of qualifying E&T activities or the required number of workfare hours. Even in States where E&T is voluntary, ABAWDs may choose to participate in E&T as a way to meet their work requirement.

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

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



## **Appendix C**

### **Baseline characteristics**

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

Characteristic	All individuals
Average age (years)	33.7
Age (%)	
18 to 49	97.8
18 to 24	20.3
25 to 49	77.5
50 to 59	2.0
60 years and older	0.3
Gender (%)	
Male	65.3
Female	34.6
Other	0.1
Race and ethnicity (%)	
Hispanic	13.5
Asian	0.7
Black, non-Hispanic	63.1
Native Hawaiian/Pacific Islander/Native American	0.6
White, non-Hispanic	19.1
Other; more than one race	3.1
Speak English as primary language (%)	98.1
Education <sup>a</sup> (%)	
No high school diploma or equivalent	22.8
High school diploma or equivalent	61.5
Degree	10.5
Certificate	5.0
Other	0.2
Employment status (%)	
Employed at random assignment	6.7
Employed part time	5.6
Employed full time	1.1
Not employed at random assignment but worked in past	82.7
Short-term unemployed <sup>b</sup>	44.3
Long-term unemployed <sup>c</sup>	38.4
Not employed at random assignment and never worked in past	10.5
Employment experience in the two years before random assignment <sup>d</sup> (%)	
Consistently employed	13.9
Sometimes employed	39.8
Never employed	46.3
Household size (number)	2.2
Presence of children (%)	
In households with children	9.7
In households without children	90.3
Married or cohabiting (%)	4.2

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

Characteristic	All individuals
Barriers to employment (%)	
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	42.7
Moderate barriers (not employed in past 12 months <i>or</i> no high school diploma or equivalent)	45.2
Most barriers (not employed in past 12 months <i>and</i> no high school diploma or equivalent)	12.1
ABAWD status (%)	
ABAWD	87.1
Non-ABAWD	12.9
Urbanicity <sup>e</sup> (%)	
Metropolitan	96.2
Micropolitan	2.8
Rural	1.0
SNAP participation in the year before random assignment (%)	
0 months	13.9
1 to 3 months	8.7
4 to 6 months	12.7
7 to 9 months	16.6
10 to 12 months	47.9
<b>Sample size</b>	<b>5,012</b>

Source: SNAP employment and training baseline information registration form (March 2016 through September 2017 data); SNAP employment and training evaluation UI wage records, weighted data; SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Individuals enrolled in the pilot include all EPIC and control group members who completed a baseline enrollment registration and did not subsequently revoke their consent to participate in the evaluation of the pilot.

<sup>a</sup> “High school diploma or equivalent” includes these survey response options: “GED or other high school equivalency,” “high school diploma,” and “some college, but no degree.” “Degree” includes these survey response options: “associates degree,” “bachelor’s degree or equivalent,” “master’s degree or higher.” “Certificate” includes these survey response options: “Adult Basic Education certificate,” “vocational/technical degree or certificate,” and “business degree or certificate.” “Other” includes credentials listed via a write-in survey response.

<sup>b</sup> “Short-term unemployed” is defined as being unemployed for one year or less at the time of the baseline interview.

<sup>c</sup> “Long-term unemployed” is defined as being unemployed for more than a year at the time of the baseline interview.

<sup>d</sup> Employment experience is defined using UI wage record data for the two years before random assignment.

“Consistently employed” includes individuals who were employed for at least 7 out of 8 quarters preceding random assignment. “Sometimes employed” includes individuals who were employed for 2 to 6 quarters preceding random assignment. “Never employed” includes individuals who were employed for at most 1 quarter preceding random assignment.

<sup>e</sup> Metropolitan areas are urbanized areas of 50,000 people or more or areas in which most or many commuters in the area commuted to an urbanized area. Micropolitan areas are large urban clusters of 10,000 to 49,999 or areas in which most commuters in the area commuted to a large urban cluster. Rural areas are small urban clusters of 2,500 to 9,999 people or areas in which most commuters in the area commuted to a small urban cluster; includes areas outside of urbanized areas and urban clusters.

ABAWD = Able bodied adult without dependents

**Table C.2. Baseline equivalence across research groups**

Characteristic	EPIC group	Control group	Difference
Average age (years)	33.8	33.6	0.2 (0.3)
Age (%)			
18 to 49	97.9	97.6	0.3 (0.4)
18 to 24	19.4	21.2	-1.8 (1.1)
25 to 49	78.5	76.5	2.0* (1.2)
50 to 59	1.8	2.1	-0.3 (0.4)
60 years and older	0.3	0.2	0.0 (0.1)
Gender (%)			
Male	65.4	65.2	0.2 (1.3)
Female	34.5	34.7	-0.2 (1.3)
Other	0.1	0.1	0.0 (0.1)
Race and ethnicity (%)			
Hispanic	13.5	13.5	0.1 (1.0)
Asian	0.5	0.8	-0.4 (0.2)
Black, non-Hispanic	62.3	63.9	-1.6 (1.4)
Native Hawaiian/Pacific Islander/Native American	0.7	0.5	0.2 (0.2)
White, non-Hispanic	19.4	18.7	0.7 (1.1)
Other; more than one race	3.6	2.6	1.0** (0.5)
Speak English as primary language (%)	98.4	97.9	0.5 (0.4)
Education <sup>a</sup> (%)			
No high school diploma or equivalent	22.4	23.2	-0.7 (1.2)
High school diploma or equivalent	61.1	61.9	-0.8 (1.4)
Degree	10.7	10.3	0.4 (0.9)
Certificate	5.5	4.5	1.0 (0.6)
Other	0.2	0.1	0.2 (0.1)
Employment status (%)			
Employed at random assignment	6.9	6.6	0.4 (0.7)
Employed part time	5.7	5.5	0.2 (0.7)
Employed full time	1.2	1.0	0.2 (0.3)
Not employed at random assignment but worked in past	83.3	82.2	1.1 (1.1)
Short-term unemployed <sup>b</sup>	44.1	44.5	-0.4 (1.4)
Long-term unemployed <sup>c</sup>	39.2	37.6	1.5 (1.4)
Not employed at random assignment and never worked in past	9.8	11.3	-1.5* (0.9)
Employment experience in the two years before random assignment <sup>d</sup> (%)			
Consistently employed	13.4	14.3	-0.9 (1.0)
Sometimes employed	39.9	39.6	0.3 (1.4)
Never employed	46.7	46.0	0.6 (1.4)
Household size (number)	2.2	2.2	0.0 (0.0)
Presence of children (%)			
In households with children	9.8	9.5	0.3 (0.8)
In households without children	90.2	90.5	-0.3 (0.8)
Married or cohabiting (%)	4.0	4.4	-0.3 (0.6)

**Table C.2. Baseline equivalence across research groups** *(continued)*

Characteristic	EPIC group	Control group	Difference
Barriers to employment (%)			
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	43.2	42.2	1.0 (1.4)
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	44.9	45.5	-0.6 (1.4)
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	11.9	12.3	-0.4 (0.9)
ABAWD status (%)			
ABAWD	87.1	87.1	0.0 (0.9)
Non-ABAWD	12.9	12.9	0.0 (0.9)
Urbanicity <sup>e</sup> (%)			
Metropolitan	95.7	96.6	-0.9* (0.5)
Micropolitan	3.2	2.4	0.8* (0.5)
Rural	1.1	1.0	0.1 (0.3)
SNAP participation in the year before random assignment (%)			
0 months	13.4	14.5	-1.0 (1.0)
1 to 3 months	9.0	8.5	0.5 (0.8)
4 to 6 months	12.6	12.9	-0.3 (0.9)
7 to 9 months	16.6	16.6	0.0 (1.1)
10 to 12 months	48.3	47.5	0.8 (1.4)
<b>Sample size</b>	<b>2,503</b>	<b>2,509</b>	

Source: SNAP employment and training baseline information registration form (March 2016 through September 2017 data); SNAP employment and training evaluation UI wage records, weighted data; SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

<sup>a</sup> "High school diploma or equivalent" includes these survey response options: "GED or other high school equivalency," "high school diploma," and "some college, but no degree." "Degree" includes these survey response options: "associates degree," "bachelor's degree or equivalent," "master's degree or higher." "Certificate" includes these survey response options: "Adult Basic Education certificate," "vocational/technical degree or certificate," and "business degree or certificate." "Other" includes credentials listed via a write-in survey response.

<sup>b</sup> "Short-term unemployed" is defined as being unemployed for one year or less at the time of the baseline interview.

<sup>c</sup> "Long-term unemployed" is defined as being unemployed for more than a year at the time of the baseline interview.

<sup>d</sup> Employment experience is defined using UI wage record data for the two years before random assignment.

"Consistently employed" includes individuals who were employed for at least 7 out of 8 quarters preceding random assignment. "Sometimes employed" includes individuals who were employed for 2 to 6 quarters preceding random assignment. "Never employed" includes individuals who were employed for at most 1 quarter preceding random assignment.

<sup>e</sup> Metropolitan areas are urbanized areas of 50,000 people or more or areas in which most or many commuters in the area commuted to an urbanized area. Micropolitan areas are large urban clusters of 10,000 to 49,999 or areas in which most commuters in the area commuted to a large urban cluster. Rural areas are small urban clusters of 2,500 to 9,999 people or areas in which most commuters in the area commuted to a small urban cluster; includes areas outside of urbanized areas and urban clusters.

\*\*\*/\*\*/\* 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.

ABAWD = Able bodied adult without dependents

**Table C.3. Characteristics of EPIC group members who enrolled before and after the halfway point of enrollment**

	Among EPIC group members		
	Earlier enrollment (March 2016 to November 2016)	Later enrollment (December 2016 to September 2017)	Difference
Average age (years)	33.6	33.9	0.3 (0.4)
Age (%)			
18 to 49	98.1	97.8	-0.3 (0.6)
18 to 24	19.8	19.2	-0.6 (1.7)
25 to 49	78.3	78.6	0.2 (1.7)
50 to 59	1.6	2.0	0.4 (0.5)
60 years and older	0.3	0.2	-0.1 (0.2)
Gender (%)			
Male	64.0	66.1	2.1 (2.0)
Female	35.9	33.7	-2.2 (2.0)
Other	0.1	0.1	0.0 (0.1)
Race and ethnicity (%)			†††
Hispanic	10.4	15.2	4.8 <sup>^^</sup> (1.4)
Asian	0.8	0.3	-0.5 (0.3)
Black, non-Hispanic	62.8	62.0	-0.8 (2.0)
Native Hawaiian/Pacific Islander/Native American	0.4	0.9	0.4 (0.3)
White, non-Hispanic	22.2	17.9	-4.3 <sup>^^</sup> (1.7)
Other; more than one race	3.4	3.7	0.4 (0.8)
Speak English as primary language (%)	98.4	98.3	-0.1 (0.5)
Education <sup>a</sup> (%)			
No high school diploma or equivalent	24.2	21.4	-2.8 (1.8)
High school diploma or equivalent	58.3	62.7	4.4 <sup>^^</sup> (2.0)
Degree	11.4	10.3	-1.1 (1.3)
Certificate	5.9	5.2	-0.7 (1.0)
Other	0.1	0.3	0.2 (0.2)
Employment status (%)			
Employed at random assignment	6.8	7.0	0.2 (1.1)
Employed part time	5.3	6.0	0.7 (1.0)
Employed full time	1.6	1.1	-0.5 (0.5)
Not employed at random assignment but worked in past	83.1	83.4	0.2 (1.6)
Short-term unemployed <sup>b</sup>	42.3	45.1	2.8 (2.1)
Long-term unemployed <sup>c</sup>	40.8	38.2	-2.6 (2.0)
Not employed at random assignment and never worked in past	10.1	9.6	-0.4 (1.2)
Employment experience in the two years before random assignment <sup>d</sup> (%)			
Consistently employed	12.5	14.0	1.4 (1.4)

**Table C.3. Characteristics of EPIC group members who enrolled before and after the halfway point of enrollment**  
(continued)

	Among EPIC group members		Difference
	Earlier enrollment (March 2016 to November 2016)	Later enrollment (December 2016 to September 2017)	
Sometimes employed	40.1	39.8	-0.3 (2.0)
Never employed	47.4	46.2	-1.2 (2.1)
Household size (number)	2.2	2.2	0.0 (0.1)
Presence of children (%)			
In households with children	8.5	10.5	2.1^ (1.2)
In households without children	91.5	89.5	-2.1^ (1.2)
Married or cohabiting (%)	5.5	3.2	-2.2^^ (0.9)
Barriers to employment (%)			
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	41.8	44.0	2.2 (2.1)
Moderate barriers (not employed in past 12 months <i>or</i> no high school diploma or equivalent)	44.9	44.8	-0.1 (2.1)
Most barriers (not employed in past 12 months <i>and</i> no high school diploma or equivalent)	13.3	11.2	-2.1 (1.4)
ABAWD status (%)			
ABAWD	88.2	86.6	-1.6 (1.4)
Non-ABAWD	11.8	13.4	1.6 (1.4)
Urbanicity <sup>e</sup> (%)			††
Metropolitan	94.3	96.5	2.1^^ (0.9)
Micropolitan	3.9	2.8	-1.2 (0.8)
Rural	1.7	0.8	-0.9^ (0.5)
SNAP participation in the year before random assignment (%)			††
0 months	16.0	12.0	-4.0^^^ (1.5)
1 to 3 months	7.9	9.7	1.8 (1.2)
4 to 6 months	12.6	12.6	-0.1 (1.4)
7 to 9 months	15.0	17.5	2.5^ (1.5)
10 to 12 months	48.5	48.2	-0.3 (2.1)
<b>Sample size</b>	<b>894</b>	<b>1,609</b>	

Source: SNAP employment and training baseline information registration form (March 2016 to September 2017 data); SNAP employment and training evaluation UI wage records, weighted data; SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

<sup>a</sup> “High school diploma or equivalent” includes these survey response options: “GED or other high school equivalency,” “high school diploma,” and “some college, but no degree.” “Degree” includes these survey response options: “associates degree,” “bachelor’s degree or equivalent,” “master’s degree or higher.” “Certificate” includes these survey response options: “Adult Basic Education certificate,” “vocational/technical degree or certificate,” and “business degree or certificate.” “Other” includes credentials listed via a write-in survey response.

<sup>b</sup> “Short-term unemployed” is defined as being unemployed for one year or less at the time of the baseline interview.

**Table C.3. Characteristics of EPIC group members who enrolled before and after the halfway point of enrollment**  
(continued)

<sup>c</sup> “Long-term unemployed” is defined as being unemployed for more than a year at the time of the baseline interview.

<sup>d</sup> Employment experience is defined using UI wage record data for the two years before random assignment. “Consistently employed” includes individuals who were employed for at least 7 out of 8 quarters preceding random assignment. “Sometimes employed” includes individuals who were employed for 2 to 6 quarters preceding random assignment. “Never employed” includes individuals who were employed for at most 1 quarter preceding random assignment.

<sup>e</sup> Metropolitan areas are urbanized areas of 50,000 people or more or areas in which most or many commuters in the area commuted to an urbanized area. Micropolitan areas are large urban clusters of 10,000 to 49,999 or areas in which most commuters in the area commuted to a large urban cluster. Rural areas are small urban clusters of 2,500 to 9,999 people or areas in which most commuters in the area commuted to a small urban cluster; includes areas outside of urbanized areas and urban clusters.

^^/^^/^^ Significantly different from EPIC group members who enrolled before mid-enrollment at the 0.01/0.05/0.10 level, two-tailed test.

+++ / ++ / + Difference in distribution of characteristics across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

ABAWD = Able bodied adult without dependents



**Table C.4. Baseline equivalence across research groups among all individuals who enrolled before and after the halfway point of enrollment**

	Earlier enrollment (March 2016 to November 2016)				Later enrollment (December 2016 to September 2017)			
	All	EPIC group	Control group	Difference	All	EPIC group	Control group	Difference
Average age (years)	33.6	33.6	33.6	0.1 (0.4)	33.8	33.9	33.6	0.3 (0.3)
Age (%)								
18 to 49	97.9	98.1	97.8	0.3 (0.7)	97.7	97.8	97.6	0.2 (0.5)
18 to 24	19.8	19.8	19.7	0.0 (1.9)	20.6	19.2	22.0	-2.8* (1.4)
25 to 49	78.2	78.3	78.1	0.3 (1.9)	77.1	78.6	75.6	3.0** (1.5)
50 to 59	1.8	1.6	2.1	-0.5 (0.6)	2.1	2.0	2.1	-0.2 (0.5)
60 years and older	0.2	0.3	0.1	0.2 (0.2)	0.3	0.2	0.3	-0.1 (0.2)
Gender (%)								
Male	64.5	64.0	65.1	-1.1 (2.3)	65.7	66.1	65.3	0.9 (1.7)
Female	35.3	35.9	34.8	1.1 (2.3)	34.2	33.7	34.6	-0.9 (1.7)
Other	0.1	0.1	0.1	0.0 (0.2)	0.1	0.1	0.1	0.0 (0.1)
Race and ethnicity (%)								†††
Hispanic	10.4	10.4	10.4	0.0 (1.4)	15.2	15.2	15.2	0.0 (1.3)
Asian	0.6	0.8	0.3	0.5 (0.4)	0.7	0.3	1.1	-0.8*** (0.3)
Black, non-Hispanic	63.4	62.8	63.9	-1.1 (2.3)	62.9	62.0	63.9	-1.9 (1.7)
Native Hawaiian/Pacific Islander/Native American	0.5	0.4	0.5	-0.1 (0.3)	0.7	0.9	0.4	0.4 (0.3)
White, non-Hispanic	22.4	22.2	22.5	-0.3 (2.0)	17.2	17.9	16.5	1.3 (1.3)
Other; more than one race	2.8	3.4	2.3	1.1 (0.8)	3.3	3.7	2.8	0.9 (0.6)
Speak English as primary language (%)	98.5	98.4	98.6	-0.1 (0.6)	97.9	98.3	97.5	0.8 (0.5)
Education <sup>a</sup> (%)				†††				
No high school diploma or equivalent	24.2	24.2	24.3	0.0 (2.0)	22.0	21.4	22.5	-1.1 (1.5)
High school diploma or equivalent	59.4	58.3	60.4	-2.1 (2.3)	62.7	62.7	62.8	-0.1 (1.7)
Degree	10.9	11.4	10.4	1.0 (1.5)	10.3	10.3	10.3	0.0 (1.1)
Certificate	5.4	5.9	5.0	1.0 (1.1)	4.7	5.2	4.3	1.0 (0.8)
Other	0.1	0.1	0.0	0.1 (-)	0.2	0.3	0.1	0.2 (0.2)

**Table C.4. Baseline equivalence across research groups among all individuals who enrolled before and after the halfway point of enrollment** *(continued)*

	Earlier enrollment (March 2016 to November 2016)				Later enrollment (December 2016 to September 2017)			
	All	EPIC group	Control group	Difference	All	EPIC group	Control group	Difference
Employment status (%)								
Employed at random assignment	6.9	6.8	7.0	-0.1 (1.2)	6.7	7.0	6.3	0.7 (0.9)
Employed part time	5.3	5.3	5.3	0.0 (1.1)	5.8	6.0	5.6	0.3 (0.8)
Employed full time	1.6	1.6	1.7	-0.1 (0.6)	0.9	1.1	0.7	0.4 (0.3)
Not employed at random assignment but worked in past	82.1	83.1	81.1	2.0 (1.8)	83.1	83.4	82.7	0.6 (1.3)
Short-term unemployed <sup>b</sup>	43.6	42.3	44.8	-2.5 (2.3)	44.7	45.1	44.4	0.8 (1.8)
Long-term unemployed <sup>c</sup>	38.6	40.8	36.3	4.5** (2.3)	38.3	38.2	38.4	-0.1 (1.7)
Not employed at random assignment and never worked in past	11.0	10.1	11.9	-1.9 (1.5)	10.3	9.6	10.9	-1.3 (1.1)
Employment experience in the two years before random assignment <sup>d</sup> (%)								
Consistently employed	12.8	12.5	13.0	-0.4 (1.6)	14.5	14.0	15.1	-1.2 (1.2)
Sometimes employed	40.4	40.1	40.8	-0.8 (2.3)	39.4	39.8	38.9	0.9 (1.7)
Never employed	46.8	47.4	46.2	1.2 (2.4)	46.1	46.2	45.9	0.3 (1.8)
Household size (number)	2.3	2.2	2.3	0.0 (0.1)	2.2	2.2	2.2	0.0 (0.1)
Presence of children (%)								
In households with children	8.0	8.5	7.6	0.8 (1.3)	10.6	10.5	10.6	0.0 (1.1)
In households without children	92.0	91.5	92.4	-0.8 (1.3)	89.4	89.5	89.4	0.0 (1.1)
Married or cohabiting (%)	5.2	5.5	4.9	0.5 (1.0)	3.6	3.2	4.0	-0.8 (0.7)
Composite barriers (%)								
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	41.9	41.8	42.0	-0.2 (2.3)	43.1	44.0	42.3	1.7 (1.8)
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	45.1	44.9	45.3	-0.4 (2.4)	45.2	44.8	45.6	-0.7 (1.8)

**Table C.4. Baseline equivalence across research groups among all individuals who enrolled before and after the halfway point of enrollment** *(continued)*

	Earlier enrollment (March 2016 to November 2016)				Later enrollment (December 2016 to September 2017)			
	All	EPIC group	Control group	Difference	All	EPIC group	Control group	Difference
Most barriers (not employed in past 12 months <i>and</i> no high school diploma or equivalent)	13.0	13.3	12.7	0.6 (1.6)	11.7	11.2	12.1	-1.0 (1.1)
ABAWD status (%)								
ABAWD	88.6	88.2	89.0	-0.8 (1.5)	86.3	86.6	86.1	0.5 (1.2)
Non-ABAWD	11.4	11.8	11.0	0.8 (1.5)	13.7	13.4	13.9	-0.5 (1.2)
Urbanicity <sup>e</sup> (%)								
Metropolitan	95.1	94.3	95.8	-1.4 (1.0)	96.8	96.5	97.1	-0.6 (0.6)
Micropolitan	3.2	3.9	2.5	1.4* (0.8)	2.6	2.8	2.3	0.4 (0.6)
Rural	1.7	1.7	1.7	0.0 (0.6)	0.7	0.8	0.6	0.2 (0.3)
SNAP participation in the year before random assignment (%)								
0 months	16.8	16.0	17.5	-1.5 (1.8)	12.4	12.0	12.7	-0.7 (1.2)
1 to 3 months	7.7	7.9	7.5	0.4 (1.3)	9.3	9.7	9.0	0.6 (1.0)
4 to 6 months	12.3	12.6	11.9	0.8 (1.5)	13.0	12.6	13.5	-0.9 (1.2)
7 to 9 months	15.7	15.0	16.3	-1.3 (1.7)	17.2	17.5	16.8	0.7 (1.3)
10 to 12 months	47.6	48.5	46.8	1.7 (2.4)	48.1	48.2	48.0	0.3 (1.8)
<b>Sample size</b>	<b>1,801</b>	<b>894</b>	<b>907</b>		<b>3,211</b>	<b>1,609</b>	<b>1,602</b>	

Source: SNAP employment and training baseline information registration form (March 2016 to September 2017 data); SNAP employment and training evaluation UI wage records, weighted data; SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: Standard errors in parentheses.

<sup>a</sup> “High school diploma or equivalent” includes these survey response options: “GED or other high school equivalency,” “high school diploma,” and “some college, but no degree.” “Degree” includes these survey response options: “associates degree,” “bachelor’s degree or equivalent,” “master’s degree or higher.” “Certificate” includes these survey response options: “Adult Basic Education certificate,” “vocational/technical degree or certificate,” and “business degree or certificate.” “Other” includes credentials listed via a write-in survey response.

<sup>b</sup> “Short-term unemployed” is defined as being unemployed for one year or less at the time of the baseline interview.

<sup>c</sup> “Long-term unemployed” is defined as being unemployed for more than a year at the time of the baseline interview.

**Table C.4. Baseline equivalence across research groups among all individuals who enrolled before and after the halfway point of enrollment** *(continued)*

<sup>d</sup> Employment experience is defined using UI wage record data for the two years before random assignment. “Consistently employed” includes individuals who were employed for at least 7 out of 8 quarters preceding random assignment. “Sometimes employed” includes individuals who were employed for 2 to 6 quarters preceding random assignment. “Never employed” includes individuals who were employed for at most 1 quarter preceding random assignment.

<sup>e</sup> Metropolitan areas are urbanized areas of 50,000 people or more or areas in which most or many commuters in the area commuted to an urbanized area. Micropolitan areas are large urban clusters of 10,000 to 49,999 or areas in which most commuters in the area commuted to a large urban cluster. Rural areas are small urban clusters of 2,500 to 9,999 people or areas in which most commuters in the area commuted to a small urban cluster; includes areas outside of urbanized areas and urban clusters.

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

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

ABAWD = Able bodied adult without dependents

## **Appendix D**

### **Participation analysis**

## I. Main tables

**Table D.1. Percentage of EPIC group members with a potential window of participation and who actually participated in EPIC, by length of time**

Time period	EPIC group members with participation window (enrollment to end of EPIC)	EPIC group members who participated
For 12 months	100.0	26.6
For 18 months	94.9	16.3
For 24 months	56.8	7.3
For 30 months	13.7	1.6
<b>Sample size</b>	<b>2,504</b>	<b>2,504</b>

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

Note: A “participation window” indicates the number of months from random assignment until the program ended (in March 2019), during which an EPIC group member could participate in program services or activities. The table shows the percentage of EPIC group members with participation windows of 12 months or more following random assignment; 18 months or more; 24 months or more; and 30 months or more. An EPIC group member could have from 1 to 4 of these participation windows, depending on his or her date of random assignment.

**Table D.2. Overall participation in EPIC and by type of activities**

<b>Service</b>	<b>EPIC group</b>
Received any services <sup>a</sup> (%)	69.4
Assessed (%)	56.4
Developed an individual career plan (ICP) (%)	59.9
Started any employment or training-related activity (%)	65.5
Job search	57.1
Occupational skills training	45.8
Work-based learning	30.1
Job search training	29.2
Post-employment services	30.6
Postsecondary education	15.3
Basic education	12.0
Social services	4.0
Completed any employment or training-related activity (%)	50.7
Job search	41.9
Occupational skills training	23.2
Work-based learning	12.9
Job search training	19.3
Post-employment services	20.4
Postsecondary education	4.6
Basic education	4.4
Social services	2.7
Completed activity, among those who started an activity (%)	77.4
Job search	73.3
Occupational skills training	50.6
Work-based learning	42.7
Job search training	66.1
Post-employment services	66.8
Postsecondary education	30.4
Basic education	36.9
Social services	66.3
<b>Sample size</b>	<b>2,504</b>

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

<sup>a</sup> "Received any services" measures engagement in activities, including assessments, developing an individual career plan (ICP), and employment or training-related activities; the measure does not include orientations, case management, and support services because individuals often engaged once to meet with a case manager or get a support service, but then did not return for more meaningful activities and services.

**Table D.3. Overall participation in EPIC and by type of activity, by timing of enrollment**

Service	EPIC group members		
	Earlier enrollment	Later enrollment	Difference
Started any employment or training-related activity (%)	70.2	62.9	7.3 <sup>^^</sup> (1.9)
Job search	60.4	55.2	5.3 <sup>^^</sup> (2.1)
Occupational skills training	49.8	43.5	6.3 <sup>^^</sup> (2.1)
Work-based learning	33.3	28.3	5.0 <sup>^^</sup> (1.9)
Job search training	31.2	28.2	3.0 (1.9)
Post-employment services	29.8	31.0	-1.1 (1.9)
Postsecondary education	19.0	13.2	5.8 <sup>^^</sup> (1.6)
Basic education	11.6	12.2	-0.6 (1.3)
Social services	4.2	3.9	0.3 (0.8)
Completed any employment or training-related activity (%)	52.4	49.7	2.7 (2.1)
Job search	43.9	40.7	3.2 (2.1)
Occupational skills training	24.6	22.4	2.2 (1.8)
Work-based learning	16.2	11.0	5.2 <sup>^^</sup> (1.5)
Job search training	19.0	19.5	-0.5 (1.6)
Post-employment services	21.8	19.6	2.1 (1.7)
Postsecondary education	6.0	3.9	2.2 <sup>^^</sup> (0.9)
Basic education	3.5	5.0	-1.5 <sup>^</sup> (0.8)
Social services	2.8	2.6	0.2 (0.7)
Completed any employment or training-related activity, among those who started an activity (%)	74.7	79.1	-4.4 <sup>^^</sup> (2.2)
Job search	72.6	73.8	-1.1 (2.4)
Occupational skills training	49.3	51.4	-2.1 (3.0)
Work-based learning	48.7	38.8	9.8 <sup>^^</sup> (3.7)
Job search training	60.9	69.3	-8.4 <sup>^^</sup> (3.6)
Post-employment services	73.0	63.5	9.6 <sup>^^</sup> (3.5)
Postsecondary education	31.8	29.2	2.5 (4.8)
Basic education	29.8	40.6	-10.8 <sup>^</sup> (5.7)
Social services	65.8	66.7	-0.9 (9.8)
Any contact with case manager (%) <sup>a</sup>	98.5	98.5	0.0 (1.8)
Received any support service (%)	59.9	56.1	3.8 <sup>^</sup> (2.1)
Exited after receiving any service but did not participate in an employment or training-related activity (%)	2.8	4.1	-1.3 <sup>^</sup> (0.7)
<b>Sample size</b>	<b>895</b>	<b>1,609</b>	

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

Note: The table compares participation rates for those who were enrolled before versus after the halfway point of enrollment into EPIC (December 2016). "Earlier enrollment" refers to individuals enrolled before that point (March 2016–November 2016), and "later enrollment" refers to individuals enrolled during and after that point (December 2016–September 2017). Standard errors in parentheses.

<sup>a</sup> Contact measures are calculated during 12 months of follow up data for a randomly selected sample of EPIC group members in the early cohort.

<sup>^^</sup>/<sup>^^</sup>/<sup>^</sup> Significantly different from the earlier enrollment group at the 0.01/0.05/0.10 level, two-tailed test.



**Table D.4. Timing of receipt of services**

Timing	EPIC group
Number of different types of activities started (%)	
0	34.5
1	7.5
2	10.1
3	10.5
4 or more	37.4
Activities started first, among those who started at least one activity (%)	
At least 2 activities started on the same day	39.7
Job search	33.2
Occupational skills training	9.0
Basic education	5.0
Post-employment services	3.7
Work-based learning	3.4
Job search training	2.3
Financial services	1.3
Postsecondary education	1.3
Social services	0.7
Health services	0.4
Degree	0.1
Activities started, among those starting only one activity (%)	
Job search	48.1
Basic education	14.3
Post-employment services	12.7
Occupational skills training	10.1
Job search training	4.8
Work-based learning	4.2
Postsecondary education	2.6
Social services	1.6
Health services	1.1
Financial services	0.5
Three most frequent combinations of activities in the order started, among those who started more than one activity (%)	
Occupational skills training and job search	72.3
Job search training and job search	48.4
Work-based learning and job search	48.7
Average time between starting each activity in the most frequent combinations, among those who started more than one (days)	
Occupational skills training and job search	72.4
Job search training and job search	38.3
Work-based learning and job search	77.7
Mean length of time engaged in EPIC (days)	111.3
Length of time active in EPIC, among those who engaged in EPIC (days)	
Mean	159.5

**Table D.4. Timing of receipt of services** *(continued)*

Timing	EPIC group
25th percentile	32.0
50th percentile (median)	99.0
75th percentile	232.0
Mean length of time in an activity, among those who started it (days)	
Post-employment services	83.1
Social services	71.7
Work-based learning	71.5
Basic education	69.1
Occupational skills training	63.3
Postsecondary education	53.7
Job search training	48.5
Job search	48.2
<b>Sample size</b>	<b>2,504</b>

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

**Table D.5. Timing of when EPIC group members first participated in services and activities, by quarter after random assignment**

	All EPIC group members	During the quarter							Q11-pgm end
		Q1	Q2	Q3	Q4	Q5-6	Q7-8	Q9-10	
Received any services <sup>a</sup> (%)	69.4	63.9	3.0	1.4	0.5	0.4	0.2	0.0	0.0
Assessed (%)	56.4	48.2	3.4	2.2	0.9	1.3	0.4	0.0	0.0
Developed an individual career plan (%)	59.9	51.8	4.3	2.0	0.7	1.0	0.3	0.0	0.0
Started any employment or training-related activity (%)	65.5	57.1	4.8	1.9	0.8	0.6	0.3	0.0	0.0
Completed any employment or training-related activity (%)	50.7	35.2	8.3	3.2	1.9	1.5	0.6	0.0	0.0
Received an occupational skills training credential or certification (%)	20.6	7.9	6.7	3.4	1.6	0.6	0.3	0.0	0.0
First contact <sup>b</sup> (%)	98.5	96.0	2.0	0.0	0.5	NA	NA	NA	NA
Average number of contacts per person during EPIC, among those with a contact (#)	12.5	6.1	3.1	2.2	1.1	NA	NA	NA	NA
Received any support service (%)	57.4	43.4	5.9	3.7	1.9	2.3	0.3	0.0	0.0
<b>Sample size</b>	<b>2,504</b>								

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

Note: The column labeled “Q11-pgm end” displays the percentage of EPIC group members who first participated in program services or activities during or after quarter 11 of follow-up. The EPIC program ended in March 2019.

<sup>a</sup> “Received any services” measures engagement in activities, including assessments, developing an individual career plan (ICP), and employment or training-related activities; the measure does not include orientations, case management, and support services because individuals often engaged once to meet with a case manager or get a support service, but then did not return for more meaningful activities and services.

<sup>b</sup> Contact measures are calculated during 12 months of follow up data for a randomly selected sample of 200 EPIC group members in the early cohort.

NA indicates “not applicable” because contact were not collected beyond 12 months of follow-up.

**Table D.6. Participation, completion, and length of engagement by type of occupational skills training, education, and work-based learning activity**

Type of service	EPIC group
Started any occupational skills training, education, or work-based learning activity (%)	54.8
Completed any occupational skills training, education, or work-based learning activity (%)	30.5
Completed any occupational skills training, education, or work-based learning activity, among those who started (%)	55.7
<b>Occupational skills training</b>	
Top five occupational skills trainings started (%)	NA
Top five occupational skills trainings completed (%)	NA
Top five occupational skills trainings completed, among those who started (%)	NA
Received an occupational skills training credential or certification (%)	20.6
Type of occupational skills training credential received, among those who received one (top 5 credentials) (%)	NA
<b>Education</b>	
Started GED class (%)	0.0
Completed GED class (%)	0.0
Completed GED class, among those who started (%)	0.0
Received an education degree or certificate (%)	1.7
Type of education degree or certificate received, among those who received one (top 5 degrees) (%)	
Associate's degree	7.0
GED	93.0
<b>Work-based learning</b>	
Started work-based learning (%)	30.1
Type of work-based learning, among those who started (%)	
Paid work experience	56.2
Unspecified work experience <sup>a</sup>	43.1
On-the-job training	34.7
Unpaid work experience	23.5
Completed work-based learning (%)	12.9
Completed work-based learning, among those who started (%)	42.7
Average amount of subsidy per person, among those who started (\$)	NA
Average total number of hours spent in work-based learning (hours)	NA
Average per-hour subsidy per person, among those who started (\$)	NA
Average number of weeks spent in work-based learning, by type of work-based learning, among those who started	
Paid work experience	8.9
Unspecified work experience <sup>a</sup>	7.8
On-the-job training	4.6
Unpaid work experience	12.4
<b>Sample size</b>	<b>2,504</b>

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

Note: NA indicates the grantee or provider were not able to provide the data. Some EPIC group members participated in more than one type of work-based learning activity.

<sup>a</sup> Some instances of work experience were recorded without the specification of paid or unpaid.

**Table D.7. Receipt of support services**

<b>Support services</b>	<b>EPIC group</b>
Received any support service (%)	57.4
Received support service, by type (%)	
Transportation	56.1
Employment/occupational skills training supplies (uniform/boots/clothes/tools)	7.4
Childcare	0.4
Received support service, by type, among those who received a support (%)	
Transportation	97.6
Employment/occupational skills training supplies (uniform/boots/clothes/tools)	12.9
Childcare	0.8
Average number of months of support service receipt, among those who received a support service (months)	1.6
Transportation	1.5
Employment/occupational skills training supplies (uniform/boots/clothes/tools)	1.2
Childcare	1.0
Total amount of support services paid per person, among those who received a support (\$)	NA
Average amounts of support services paid per person, by type, among those who received a support (\$)	NA
Mean length of time engaged in EPIC, among those who received a support service (days)	163.2
Mean length of time engaged in EPIC, among those who did not receive a support service (days)	41.3
<b>Support service receipt by participation in employment or training-related activities</b>	
Started an employment or training-related activity (%)	61.4
Received support services	84.5
Did not receive support services	15.5
Completed an employment or training-related activity, among those who started (%)	94.2
Received support services	85.7
Did not receive support services	14.3
Did not start an employment or training-related activity (%)	34.5
Received support services	6.0
Did not receive support services	94.0
Average amounts of support services paid per person, among those who received a support (\$)	NA
Started an employment or training-related activity	NA
Completed an employment or training-related activity, among those who started	NA
<b>Sample size</b>	<b>2,504</b>

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

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

**Table D.8. Receipt of case management contacts<sup>a</sup>**

Type of service	EPIC group
Any contact (%)	98.5
Average number of contacts per person (#)	12.4
Average number of contacts per person, among those with a contact (#)	12.5
Average total time in case management contact, among those with a contact (minutes) <sup>b</sup>	NA
Among contacts, type of contact (%)	
In person	35.7
Telephone	25.7
Electronic (email, text, social media)	11.6
Letter	26.6
Average number of contacts per person per month, among those with a contact (#)	1.0
Average number of contacts per person per month, by type, among those with a contact (#)	
In person	0.4
Telephone	0.3
Electronic (email, text, social media)	0.2
Letter	0.2
<b>Sample size</b>	<b>2,504</b>

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

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

<sup>a</sup>Contact measures are calculated during 12 months of follow up data for a randomly selected sample of EPIC group members in the early cohort.

<sup>b</sup>The number of minutes represents the total amount of time each individual was in contact with their case manager among all contacts, averaged across all individuals who had a contact.

**Table D.9. Extent and timing of EPIC exits**

<b>Exits</b>	<b>EPIC group</b>
Reason for EPIC exit, among those who exited (%)	
Left before completing	38.2
Ineligible to continue	26.8
Exited due to employment	24.2
Still active	10.0
Completed	0.8
Timing of exit (%)	
In Quarter 1 after random assignment	35.5
In Quarter 2 after random assignment	15.7
In Quarter 3 after random assignment	12.1
In Quarter 4 after random assignment	9.9
In Quarters 5 to 6 after random assignment	10.3
In Quarters 7 to 8 after random assignment	8.9
In Quarters 9 to 10 after random assignment	5.8
In or after Quarter 11 after random assignment	1.6
Exited SNAP in the month before, in the month of, or in the month after the month of exit from pilot (%)	23.9
Re-entered EPIC after an exit (%)	31.5
<b>Exit status in relation to other measures</b>	
Treatment group members who exited after participating in an employment or training-related activity (%)	64.3
Employment status around time of exit (%)	
Became employed in the period between two months before or two months after the month of exit from pilot	27.3
Did not become employed around pilot exit	39.9
Already employed	32.9
Exited pilot within 3 months by receipt of support services (%)	
Exited pilot within 3 months and received a support service	19.8
Exited pilot within 3 months without receiving a support service	80.2
Exited pilot within 12 months by receipt of support services (%)	
Exited pilot within 12 months and received a support service	49.5
Exited pilot within 12 months without receiving a support service	50.5
<b>Sample size</b>	<b>2,504</b>

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

**Table D.10 . Characteristics of EPIC group members, by exit status**

Characteristics	All individuals	Exited in the first 3 months	Exited after the first 3 months	Difference
Total exits (%)	100.0	35.5	64.5	
Age (%)				
18 to 49	97.9	98.4	97.6	0.8 (0.6)
18 to 24	19.4	20.7	18.7	2.0 (1.7)
25 to 49	78.5	77.8	78.9	-1.1 (1.7)
50 to 59	1.8	1.6	2.0	-0.4 (0.6)
60 years and older	0.3	0.0	0.4	-0.4**(0.2)
Gender (%)			†††	
Male	65.3	70.2	62.6	7.6*** (2.0)
Female	34.5	29.8	37.2	-7.4*** (2.0)
Other	0.1	0.0	0.2	-0.2 (0.1)
Race and Ethnicity (%)				
Hispanic	13.5	13.7	13.4	0.3 (1.4)
Asian	1.0	1.0	1.1	0.0 (0.4)
Black, non-Hispanic	65.9	67.2	65.1	2.1 (2.0)
Native Hawaiian/Pacific Islander/Native American	0.6	0.7	0.6	0.1 (0.3)
White, non-Hispanic	27.6	26.2	28.3	-2.1 (1.9)
Other; more than one race	3.2	2.7	3.4	-0.7 (0.7)
Education (%)				
No high school diploma or equivalent	22.5	23.9	21.7	2.2 (1.7)
High school diploma or equivalent	61.1	60.6	61.4	-0.8 (2.0)
Degree	10.7	10.4	10.8	-0.4 (1.3)
Certificate	5.5	4.8	5.8	-1.0 (0.9)
Other	0.2	0.2	0.2	0.0 (0.2)
Employment Status (%)				
Employed at random assignment	6.9	6.0	7.5	-1.5 (1.1)
Employed part time	82.8	86.8	81.0	5.8 (6.2)
Employed full time	17.2	13.2	19.0	-5.8 (6.2)
Not employed at random assignment but worked in past <sup>a</sup>	83.3	83.4	83.2	0.2 (1.6)
Short-term unemployed	52.7	54.6	51.7	2.9 (2.3)
Long-term unemployed	47.2	45.4	48.3	-2.8 (2.3)
Not employed at random assignment and never worked in past	9.8	10.7	9.3	1.4 (1.2)
Presence of children (%)			††	
In households with children	9.9	8.0	10.9	-2.9**(1.2)
In households without children	90.1	92.0	89.1	2.9**(1.2)
<b>Sample size</b>	<b>2,504</b>	<b>890</b>	<b>1,614</b>	

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

Note: Standard errors in parentheses. Significant test to determine difference across race and ethnicity groups not included because participants were able to self-identify as multiple racial and ethnic identities.



**Table D.10. Characteristics of EPIC group members, by exit status** *(continued)*

<sup>a</sup> Short-term unemployment measures unemployment that lasted at most 12 months. Long-term unemployment measures unemployment that lasted for more than 12 months.

\*\*\*/\*\*/\* Difference between those who exited during the first 3 months of follow-up and those who exited after 3 months 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.11. Characteristics of EPIC group members by pilot participation and assessment status**

Characteristics	All EPIC group members	Received any service <sup>a</sup>			Assessment		
		Received	Did not receive	Difference	Assessed	Not assessed	Difference
Total participation	100.0	69.4	30.6		56.4	43.6	
Age (%)			††				
18 to 49	97.9	97.5	98.7	-1.2*(0.6)	97.4	98.5	-1.2**(0.6)
18 to 24	19.4	18.3	21.9	-3.6**(1.7)	18.8	20.2	-1.3 (1.6)
25 to 49	78.5	79.2	76.8	2.4 (1.8)	78.6	78.4	0.2 (1.7)
50 to 59	1.8	2.1	1.3	0.8 (0.6)	2.1	1.5	0.7 (0.5)
Over 60 years old	0.3	0.4	0.0	0.4*(0.2)	0.5	0.0	0.5**(0.2)
Gender (%)			†††			††	
Male	65.3	63.3	69.9	-6.6*** (2.1)	63.5	67.7	-4.3** (1.9)
Female	34.5	36.5	30.1	6.4*** (2.1)	36.4	32.2	4.2** (1.9)
Other	0.1	0.2	0.0	0.2 (0.1)	0.1	0.1	0.0 (0.1)
Race and Ethnicity (%)							
Hispanic	13.5	13.4	13.8	-0.4 (1.5)	13.6	13.5	0.1 (1.4)
Asian	1.0	1.1	0.9	0.2 (0.4)	1.1	0.9	0.2 (0.4)
Black, non-Hispanic	65.9	65.0	67.8	-2.8 (2.1)	64.8	67.3	-2.5 (1.9)
Native Hawaiian/Pacific Islander/Native American	0.6	0.5	1.0	-0.6* (0.3)	0.6	0.7	-0.2 (0.3)
White, non-Hispanic	27.6	28.4	25.7	2.7 (1.9)	28.9	25.8	3.0* (1.8)
Other; more than one race	3.2	3.6	2.1	1.5** (0.8)	3.5	2.7	0.9 (0.7)
Education (%)						††	
No high school diploma or equivalent	22.5	21.9	23.7	-1.8 (1.8)	22.8	22.1	0.7 (1.7)
High school diploma or equivalent	61.1	60.8	61.8	-1.0 (2.1)	61.8	60.2	1.6 (2.0)
Degree	10.7	10.9	10.2	0.8 (1.3)	9.1	12.8	-3.8*** (1.2)
Certificate	5.5	6.2	3.9	2.2** (1.0)	6.2	4.5	1.7* (0.9)
Other	0.2	0.2	0.4	-0.2 (0.2)	0.1	0.4	-0.2 (0.2)
Employment Status (%)							
Employed at random assignment	6.9	7.7	5.3	2.3** (1.1)	7.6	6.0	1.6 (1.0)

**Table D.11 . Characteristics of EPIC group members by pilot participation and assessment status** *(continued)*

Characteristics	All EPIC group members	Received any service <sup>a</sup>			Assessment		
		Received	Did not receive	Difference	Assessed	Not assessed	Difference
Employed part time	82.8	80.5	90.2	-9.8 (6.7)	81.5	84.8	-3.4 (5.9)
Employed full time	17.2	19.5	9.8	9.8 (6.7)	18.5	15.2	3.4 (5.9)
Not employed at random assignment but worked in past <sup>b</sup>	83.3	83.1	83.7	-0.6 (1.6)	83.3	83.2	0.1 (1.5)
Short-term unemployed	52.7	52.2	53.9	-1.7 (2.4)	53.0	52.3	0.7 (2.2)
Long-term unemployed	47.2	47.7	46.1	1.6 (2.4)	46.9	47.7	-0.8 (2.2)
Not employed at random assignment and never worked in past	9.8	9.3	11.0	-1.7 (1.3)	9.1	10.7	-1.7 (1.2)
Presence of children (%)			†††			†††	
In households with children	9.9	10.9	7.6	3.3**(1.3)	11.7	7.5	4.2*** (1.2)
In households without children	90.1	89.1	92.4	-3.3**(1.3)	88.3	92.5	-4.2*** (1.2)
<b>Sample size</b>	<b>2,504</b>	<b>1,737</b>	<b>767</b>		<b>1,413</b>	<b>1,091</b>	

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

Note: Significant test to determine difference across race and ethnicity groups not included because participants were able to self-identify as multiple racial and ethnic identities. Standard errors in parentheses.

<sup>a</sup> "Received any services" measures engagement in activities, including assessments, developing an individual career plan (ICP), and employment or training-related activities; the measure does not include orientations, case management, and support services because individuals often engaged once to meet with a case manager or get a support service, but then did not return for more meaningful activities and services.

<sup>b</sup> Short-term unemployment measures unemployment that lasted at most 12 months. Long-term unemployment measures unemployment that lasted for more than 12 months.

\*\*\*/\*\*/\* Difference between those who received services/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.12 . Characteristics of EPIC group members by completion status in most common activities, among individuals who started an activity**

Characteristics	Job search			Occupational skills training			Work-based learning			Job search training		
	Completed	Did not complete	Difference	Completed	Did not complete	Difference	Completed	Did not complete	Difference	Completed	Did not complete	Difference
Total completion among those who started	73.3	26.7		50.6	49.4		42.7	57.3		66.1	33.9	
Age (%)												
18 to 49	97.9	98.2	-0.3 (0.8)	96.9	97.9	-1.0 (0.9)	96.9	97.0	-0.1 (1.3)	98.1	98.4	-0.2 (1.0)
18 to 24	17.2	20.7	-3.6 (2.3)	16.6	20.8	-4.3*(2.3)	17.1	18.3	-1.2 (2.8)	17.6	21.0	-3.4 (3.0)
25 to 49	80.7	77.4	3.3 (2.4)	80.3	77.0	3.3 (2.4)	79.8	78.7	1.1 (3.0)	80.6	77.4	3.2 (3.2)
50 to 59	1.7	1.0	0.7 (0.7)	2.6	1.6	1.0 (0.8)	2.2	2.3	-0.1 (1.1)	1.2	1.2	0.0 (0.9)
60 years and older	0.4	0.8	-0.4 (0.4)	0.5	0.5	0.0 (0.4)	0.9	0.7	0.2 (0.7)	0.6	0.4	0.2 (0.6)
Gender (%)					†††							
Male	61.0	71.1	-10.2*** (2.9)	61.2	68.4	-7.2** (2.8)	64.0	67.4	-3.4 (3.5)	68.2	69.8	-1.6 (3.6)
Female	38.9	28.6	10.3*** (2.9)	38.8	31.3	7.5*** (2.8)	36.0	32.4	3.6 (3.5)	31.8	30.2	1.6 (3.6)
Other	0.1	0.0	-0.2 (0.2)	0.0	0.4	-0.4 (0.2)	0.0	0.2	-0.2 (0.3)	0.0	0.0	0.0 (0.0)
Race and Ethnicity (%)												
Hispanic	14.1	12.1	2.0 (2.0)	15.2	11.3	3.9* (2.0)	12.1	13.4	-1.3 (2.5)	12.6	15.7	-3.1 (2.7)
Asian	1.2	0.5	0.7 (0.6)	1.4	0.7	0.7 (0.6)	1.6	0.0	1.6*** (0.6)	0.6	1.2	-0.6 (0.7)
Black, non-Hispanic	61.8	74.3	-12.4*** (2.8)	66.6	61.5	5.1* (2.8)	59.9	64.4	-4.4 (3.6)	62.8	68.1	-5.3 (3.7)
Native Hawaiian/Pacific Islander/Native American	0.7	0.0	0.7 (0.4)	0.5	0.5	0.0 (0.4)	1.2	0.2	1.0* (0.6)	0.0	0.4	-0.4 (0.3)
White, non-Hispanic	31.0	18.6	12.4*** (2.7)	25.3	32.3	-7.0*** (2.7)	34.2	29.4	4.8 (3.4)	31.0	22.2	8.8** (3.5)
Other; more than one race	3.8	2.1	1.7 (1.1)	3.8	3.5	0.3 (1.1)	5.3	3.5	1.8 (1.5)	4.3	3.2	1.1 (1.5)
Education (%)					†††							
No high school diploma or equivalent	18.5	26.8	-8.3*** (2.4)	14.7	23.7	-9.0*** (2.3)	18.9	20.8	-1.9 (2.9)	18.6	24.2	-5.6* (3.1)
High school diploma or equivalent	62.9	58.3	4.6 (2.9)	64.7	60.2	4.4 (2.9)	62.7	63.9	-1.2 (3.6)	61.4	58.5	2.9 (3.8)
Degree	12.6	9.2	3.4* (1.9)	12.4	11.7	0.8 (1.9)	12.4	11.1	1.3 (2.4)	14.3	11.3	3.0 (2.6)
Certificate	5.8	5.5	0.3 (1.4)	7.9	4.4	3.5** (1.4)	5.6	4.2	1.4 (1.6)	5.8	6.0	-0.3 (1.8)

**Table D.12 . Characteristics of EPIC group members by completion status in most common activities, among individuals who started an activity**  
(continued)

Characteristics	Job search			Occupational skills training			Work-based learning			Job search training		
	Completed	Did not complete	Difference	Completed	Did not complete	Difference	Completed	Did not complete	Difference	Completed	Did not complete	Difference
Other	0.2	0.3	-0.1 (0.3)	0.3	0.0	0.3 (0.2)	0.3	0.0	0.3 (0.3)	0.0	0.0	0.0 (0.0)
Employment Status (%)							†††					
Employed at random assignment	7.0	6.8	0.1 (1.5)	7.9	7.2	0.7 (1.6)	9.3	6.0	3.3*(1.9)	7.2	6.9	0.4 (2.0)
Employed part time	83.6	73.1	10.5 (9.0)	80.4	82.9	-2.5 (8.4)	80.0	84.6	-4.6 (10.4)	82.9	76.5	6.4 (11.8)
Employed full time	16.4	26.9	-10.5 (9.0)	19.6	17.1	2.5 (8.4)	20.0	15.4	4.6 (10.4)	17.1	23.5	-6.4 (11.8)
Not employed at random assignment but worked in past <sup>a</sup>	85.1	81.1	4.0*(2.2)	84.5	81.8	2.7 (2.2)	85.7	81.5	4.2 (2.7)	83.3	83.5	-0.2 (2.9)
Short-term unemployed	52.8	52.1	0.7 (3.3)	49.6	52.5	-2.9 (3.2)	44.6	56.0	-11.4*** (4.0)	53.1	45.9	7.2*(4.3)
Long-term unemployed	47.1	47.9	-0.8 (3.3)	50.4	47.5	2.9 (3.2)	55.1	44.0	11.0*** (4.0)	46.9	54.1	-7.2*(4.3)
Not employed at random assignment and never worked in past	7.9	12.1	-4.2**(1.7)	7.6	11.0	-3.4**(1.7)	5.0	12.5	-7.5*** (2.1)	9.5	9.7	-0.2 (2.3)
Presence of children (%)		††						††			††	
In households with children	9.5	12.3	-2.8 (1.8)	11.2	9.7	1.5 (1.8)	5.9	10.0	-4.1** (2.0)	7.4	12.1	-4.7** (2.2)
In households without children	90.5	87.7	2.8 (1.8)	88.8	90.3	-1.5 (1.8)	94.1	90.0	4.1** (2.0)	92.6	87.9	4.7** (2.2)
<b>Sample size</b>	<b>1,048</b>	<b>381</b>		<b>580</b>	<b>566</b>		<b>322</b>	<b>432</b>		<b>484</b>	<b>248</b>	

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

Note: Standard errors in parentheses. Significant test to determine difference across race and ethnicity groups not included because participants were able to self-identify as multiple racial and ethnic identities.

<sup>a</sup> Short-term unemployment measures unemployment that lasted at most 12 months. Long-term unemployment measures unemployment that lasted for more than 12 months.

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

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

## II. Subgroup tables and key findings

Overall, there were several significant differences in engagement and service receipt by subgroups (based on age, presence of children in the household, employment history, barriers to employment,<sup>5</sup> and household income) (Appendix Tables D.13). Key findings include the following:

In general, individuals who were less advantaged when they enrolled in EPIC had lower levels of engagement and service receipt than individuals who were more advantaged when they enrolled in EPIC. The youngest individuals (ages 18 to 24) were less likely than older individuals to receive any services, start or complete an employment or training-related activity, or receive a support service. Individuals who were employed in the 12 months prior to random assignment were also more likely than individuals who were not employed in the 12 months prior to random assignment to complete an employment or training-related activity. Additionally, individuals with the least barriers to employment (employed in past 12 months and completed high school or equivalent) were more likely than those with more barriers to complete an employment or training-related activity. Finally, individuals with household incomes greater than or equal to 50 percent of the Federal Poverty Line were more likely than individuals with household incomes less than 50 percent of the Federal Poverty line to receive any services, start or complete an employment or training-related activity, and remain enrolled in the EPIC program for longer than three months.

Following a similar trend, individuals in households without children were more likely than individuals in households with children to have a contact with a case manager. However, it is important to note that contact measures were calculated for only a selected sample of EPIC group members. By contrast, individuals in households without children were more likely to exit the EPIC program within the first three months of program enrollment than individuals in households with children.

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

**Table D.13 . Participation in EPIC by type of activity, by subgroup**

Characteristics	Sample size	Received any services <sup>a</sup>	Started any employment or training-related activity		Completed any employment or training-related activity		Any contact with case manager (%) <sup>b</sup>		Received any support service (%)		Exited in the first 3 months		Exited after 3 months		
Total participation (%)		69.4		65.5		50.7		98.5		57.4		35.5		64.5	
Age (%)															
18 to 24	486	65.4		62.3		46.1		97.4		52.9		37.9		62.1	
25 to 49	1,964	70.1		66.0		51.5		98.7		58.6		35.2		64.8	
50 years and older	53	81.1	††	77.4	†	64.2	††	100.0		58.5	†	26.4		73.6	
Presence of children (%)															
In households with children	246	76.8		71.1		53.7		88.2		61.8		28.5		71.5	
In households without children	2,257	68.6		64.9	†	50.4		99.5	†††	57.0		36.3	††	63.7	††
Recent employment history (%)															
Employed in 12 months prior to random assignment	1,339	69.8		66.2		52.8		99.0		57.1		35.6		64.4	
Not employed in 12 months prior to random assignment	1,155	68.9		64.7		48.2	††	97.9		57.8		35.5		64.5	
Barrier to employment (%)															
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	1,076	69.7		66.7		55.1		100.0		56.5		34.9		65.1	
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	1,117	70.1		65.2		49.7		97.5		59.1		35.7		64.3	

**Table D.13 . Participation in EPIC by type of activity, by subgroup** (*continued*)

Characteristics	Sample size	Received any services <sup>a</sup>	Started any employment or training-related activity			Completed any employment or training-related activity		Any contact with case manager (%) <sup>b</sup>	Received any support service (%)	Exited in the first 3 months		Exited after 3 months			
Most barriers (not employed in past 12 months <i>and</i> no high school diploma or equivalent)	297	65.3						†††	96.6		54.5	37.7		62.3	
Household Income (%)															
Less than 50 percent of FPL	1,714	68.6							98.7		57.5	35.9		64.1	
Greater or equal to 50 percent of FPL	145	78.6	††			†††		††	100.0		59.3	22.1	†††	77.9	†††
Sample size	2,504	1,737							197		1,438	889		1,614	

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

Note: Significant test to determine difference across race and ethnicity groups not included because participants were able to self-identify as multiple racial and ethnic identities.

<sup>a</sup> “Received any services” measures engagement in activities, including assessments, developing an individual career plan (ICP), and employment or training-related activities; the measure does not include orientations, case management, and support services because individuals often engaged once to meet with a case manager or get a support service, but then did not return for more meaningful activities and services.

<sup>b</sup> Contact measures are calculated during 12 months of follow up data for a randomly selected sample of EPIC group members in the early cohort.

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

FPL = Federal Poverty Level



## **Appendix E**

### **Differences in service receipt analysis**

## I. Main tables

**Table E.1. Participation in EPIC services, existing E&T services, or community-offered services in the three years following random assignment**

	EPIC group	Control group	Difference
Participated in job search training or assistance activities or in education or training programs (%)	75.1	56.6	18.5*** (2.6)
Participated in job search training or assistance activities (%)	64.0	46.3	17.7*** (2.7)
Participated in education or training programs (%)	57.3	35.5	21.8*** (2.7)
General job skills training	37.3	22.2	15.1*** (2.5)
Occupational skills training	36.1	20.5	15.6*** (2.4)
Education	21.5	13.4	8.2*** (2.1)
Work-based learning	0.8	0.3	0.5 (0.4)
<b>Sample size</b>	<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

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

**Table E.2. Percentage of individuals participating in EPIC services, existing E&T services, or community-offered services, by quarter and year after random assignment**

	EPIC group	Control group	Difference
Participated in job search training or assistance activities or in education or training programs (%)			
Year 1	65.9	42.7	23.2*** (2.7)
Years 2 or 3	39.4	32.7	6.6** (2.6)
Participated job search training or assistance activities (%)			
Year 1	56.6	35.2	21.4*** (2.7)
Years 2 or 3	28.1	24.3	3.8 (2.4)
Participated education or training programs (%)			
Year 1	44.3	23.4	20.9*** (2.6)
Quarter 1	32.4	13.5	18.9*** (2.2)
Quarter 2	28.9	13.9	14.9*** (2.2)
Quarter 3	20.1	11.6	8.4*** (1.9)
Quarter 4	16.1	11.2	5.0*** (1.9)
Year 2	25.6	19.1	6.5*** (2.3)
Quarter 5	18.1	14.1	4.0** (2.0)
Quarter 6	17.5	12.3	5.2*** (2.0)
Quarter 7	15.2	10.8	4.4** (1.9)
Quarter 8	15.3	11.0	4.3** (1.9)
Year 3	19.0	12.8	6.3*** (2.0)
Quarter 9	15.0	9.6	5.4*** (1.8)
Quarter 10	14.0	9.2	4.8*** (1.8)
Quarter 11	11.8	9.2	2.7 (1.7)
Quarter 12	10.5	8.2	2.4 (1.6)
Years 2 or 3	23.2	17.8	5.4** (2.2)
<b>Sample size</b>	<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: The surveys collected the start and end dates for participation in education or training programs, but not for participation in job search training or assistance activities. As a result, quarterly estimates of participation in job search training and assistance activities cannot be estimated. Standard errors in parentheses.

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

**Table E.2a. Percentage of individuals participating in education or training programs, by timing of participation relative to the end of the pilot**

	EPIC group	Control group	Difference
Timing of participation relative to end of pilot period			
Participated before pilot end date	52.6	30.9	21.7*** (2.7)
Participated after pilot end date	17.1	11.8	5.3*** (1.9)
Among those who participated after the pilot end date			
Started all programs before pilot end date	47.9	48.8	-0.9 (7.5)
Started at least one program after pilot end date	52.1	51.2	0.9 (7.5)
<b>Sample size</b>	<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: The EPIC pilot operation period ended on February 2019. Standard errors in parentheses.

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

**Table E.3. Amount of time spent in service or program, completion rates, and types of certifications or degrees received in the three years following random assignment**

	EPIC group	Control group	Difference
Mean length of time spent in all activities and programs (months)	5.3	3.3	2.0*** (0.4)
Mean number of hours per week spent in programs	9.9	4.3	5.6*** (0.7)
Percentage of individuals still in the program as of a date of the 36-month follow-up survey interview			
All activities	7.9	6.7	1.2 (1.4)
Programs with general job skills training	3.7	2.4	1.3 (0.9)
Programs with occupational skills training	5.3	4.7	0.7 (1.2)
Programs with education	4.6	2.5	2.1** (1.0)
Programs with work-based learning	0.5	0.1	0.4 (0.3)
Percentage who completed a program			
All activities	40.4	23.2	17.3*** (2.5)
Programs with general job skills training	26.9	16.1	10.8*** (2.2)
Programs with occupational skills training	25.2	12.6	12.6*** (2.0)
Programs with education	11.9	7.2	4.7*** (1.6)
Programs with work-based learning	0.3	0.2	0.1 (0.2)
Type of certificate or degree/diploma received (%)			
Participation/attendance	5.5	3.3	2.2** (1.0)
Adult basic education	0.2	0.0	0.2* (0.1)
High school diploma/GED	2.4	1.0	1.4* (0.8)
Associate's degree	1.1	1.0	0.2 (0.6)
Bachelor's degree	0.2	0.3	-0.1 (0.2)
English proficiency certification or TOEFL	0.2	0.0	0.2* (0.1)
Occupational certificate or license	25.6	11.9	13.7*** (2.0)
Other	2.6	1.5	1.1 (0.7)
<b>Sample size</b>	<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

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

GED = General Education Development

TOEFL = Test of English as a Foreign Language

**Table E.4. Time spent in service or program, completion rates, and types of certifications or degrees received, by year after random assignment**

	Year 1			Year 2			Year 3		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Mean length of time spent in all activities and programs (months)	2.2	1.1	1.1*** (0.2)	1.7	1.2	0.5*** (0.2)	1.3	1.0	0.4** (0.2)
Mean number of hours per week spent in programs	8.6	4.0	4.6*** (0.6)	10.9	4.6	6.3*** (0.8)	10.4	4.4	6.1*** (0.7)
Percentage who completed a program	27.8	12.5	15.3*** (2.1)	11.4	10.0	1.4 (1.6)	8.8	5.6	3.2** (1.4)
Percentage who received an occupational certificate or license	18.0	5.7	12.3*** (1.6)	7.1	4.8	2.3* (1.2)	4.6	2.2	2.4*** (0.9)
<b>Sample size</b>	<b>813</b>	<b>783</b>		<b>813</b>	<b>783</b>		<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

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

**Table E.5. Nonexperimental measures of completion rates among EPIC and control group members and credential receipt rates among program completers in the three years following random assignment**

	EPIC group	Control group	Difference
Percentage who completed a program, among those who started a program			
All activities	70.3	66.3	4.0 (3.8)
Programs with general job skills training	46.9	46.2	0.7 (4.1)
Programs with occupational skills training	45.4	36.2	9.3** (3.8)
Programs with education	21.2	20.6	0.6 (3.3)
Programs with work-based learning	0.4	0.6	-0.2 (0.5)
Percentage who received a diploma, degree, certification, or license after completing program			
All activities	58.5	48.7	9.7** (4.1)
Programs with general job skills training	37.5	31.7	5.8 (3.9)
Programs with occupational skills training	36.8	28.8	8.1** (3.6)
Programs with education	17.0	16.4	0.7 (3.1)
Programs with work-based learning	0.4	0.6	-0.2 (0.5)
Type of certificate or degree/diploma received (%)			
Participation/attendance	9.6	9.6	0.0 (2.3)
Adult basic education	0.5	0.0	0.5* (0.3)
High school diploma/GED	4.3	2.8	1.5 (1.8)
Associate's degree	2.0	2.8	-0.8 (1.3)
Bachelor's degree	0.4	0.9	-0.5 (0.6)
English proficiency certification or TOEFL	0.3	0.0	0.3 (0.2)
Occupational certificate or license	43.6	34.1	9.5** (3.8)
Other	5.1	4.2	0.8 (1.6)
<b>Sample size</b>	<b>470</b>	<b>283</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

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

GED = General Education Development

TOEFL = Test of English as a Foreign Language

**Table E.6. Receipt of case management and support services through EPIC, existing E&T, or community-offered programs in the three years following random assignment**

Service	EPIC group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	57.2	44.5	12.7*** (2.7)
Average number of contacts with an employment professional or case manager	8.8	5.2	3.6*** (0.8)
Completed career assessment tests (%)	55.2	41.2	14.0*** (2.8)
Received any support service (excluding mental health or substance use counseling) (%)	56.6	44.9	11.7*** (2.7)
Received any support service (%)	58.8	50.0	8.9*** (2.7)
Child care assistance including vouchers or funds	2.8	2.7	0.1 (0.9)
Transportation assistance (such as gas cards or bus passes)	47.3	35.7	11.6*** (2.7)
Housing assistance	9.1	10.6	-1.5 (1.6)
Mental health or substance use counseling	10.2	12.4	-2.1 (1.6)
Clothes, uniforms, tools, or other supplies and equipment	17.7	9.8	7.9*** (1.9)
Other	5.5	4.1	1.5 (1.1)
<b>Sample size</b>	<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

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



**Table E.7. Receipt of case management and support services through EPIC, existing E&T, or community-offered programs**

Service	Year 1			Year 2 and Year 3		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	50.6	35.3	15.4*** (2.7)	23.6	20.1	3.5 (2.2)
Average number of contacts with an employment professional or case manager	13.6	9.3	4.3*** (1.3)	8.0	9.7	-1.7 (1.4)
Mode of contacts (%)						
Mostly in person	77.3	77.7	-0.4 (3.4)	61.7	67.7	-6.0 (5.2)
Mostly by phone	10.5	12.3	-1.8 (2.8)	17.7	17.2	0.5 (4.1)
Equally in person and by phone	11.7	9.6	2.2 (2.3)	13.1	9.1	4.0 (3.0)
Completed career assessment tests (%)	49.2	32.5	16.6*** (2.7)	19.4	17.8	1.5 (2.2)
Received any support service (%)	50.7	39.7	11.0*** (2.7)	28.2	26.1	2.2 (2.4)
Child care assistance including vouchers or funds	1.9	1.6	0.3 (0.7)	1.1	1.3	-0.2 (0.5)
Transportation assistance (such as gas cards or bus passes)	43.1	28.5	14.6*** (2.6)	16.3	14.6	1.7 (2.0)
Housing assistance	6.3	6.6	-0.2 (1.4)	6.3	8.1	-1.8 (1.4)
Mental health or substance use counseling	6.5	8.0	-1.5 (1.4)	6.9	8.0	-1.1 (1.3)
Clothes, uniforms, tools, or other supplies and equipment	14.1	7.1	7.1*** (1.6)	6.6	4.1	2.5** (1.3)
Other	1.8	1.6	0.2 (0.6)	3.8	2.5	1.3 (0.9)
<b>Sample size</b>	<b>813</b>	<b>783</b>		<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses. The 12-month survey requested information about receipt of case management and support services between the date of random assignment and the date of the 12-month interview. The 36-month survey requested information about receipt of case management and support services between the date of the 12-month interview and the date of the 36-month interview. As a result, it is not possible to provide quarterly estimates in any year or to estimate receipt of assistance separately in Years 2 and 3.

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

**Table E.8. Receipt of services and participation in activities, by starting any employment or training-related activity**

Service	Started an activity			Did not start an activity		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	64.1	43.8	20.3*** (4.1) <sup>^^</sup>	52.8	44.9	7.9** (3.8)
Completed career assessment tests (%)	58.6	40.8	17.9*** (4.2)	52.2	41.5	10.7*** (3.8)
Participated in job search training or assistance activities or in education or training programs (%)	81.0	58.3	22.8*** (3.8)	71.6	55.5	16.2*** (3.6)
Participated in job search training or assistance activities (%)	70.5	49.8	20.6*** (4.1)	60.1	43.8	16.3*** (3.7)
Participated in education or training programs (%)	63.9	38.7	25.2*** (4.0)	52.4	33.1	19.3*** (3.6)
General job skills training	42.3	24.7	17.6*** (3.8)	34.0	20.4	13.5*** (3.3)
Occupational skills training	41.4	22.6	18.7*** (3.8)	31.5	18.9	12.6*** (3.1)
Education	24.1	14.1	10.0*** (3.2)	19.7	12.8	6.8** (2.8)
Work-based learning	1.5	0.3	1.1 (0.8)	0.5	0.2	0.3 (0.3)
Mean length of time spent in all activities and programs (months)	6.1	3.7	2.5*** (0.7)	4.8	3.1	1.7*** (0.5)
Completed a program (all activities) (%)	48.8	26.4	22.4*** (3.8) <sup>^</sup>	34.1	20.9	13.2*** (3.3)
Received certificate or degree/diploma (%)	30.7	15.1	15.6*** (3.1)	22.0	9.7	12.4*** (2.5)
Received any support service (%)	63.7	50.2	13.6*** (4.1)	55.7	49.8	5.9 (3.7)
Received any support service (excluding mental health or substance use counseling) (%)	61.6	45.9	15.7*** (4.1)	53.1	44.1	9.0** (3.8)
<b>Sample size</b>	<b>401</b>	<b>332</b>		<b>412</b>	<b>451</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

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

<sup>^^</sup>/<sup>^</sup>/<sup>^</sup> Difference across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

**Table E.9. Receipt of services and participation in activities, by completion of employment or training-related activities**

Service	Did not complete an activity			Completed education or training activities			Completed job search or job search training activities			
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference	
Received career counseling or one-on-one assistance from employment professional or case manager (%)	52.5	53.0	-0.5 (11.6)	65.5	46.1	19.3*** (4.9)	68.6	27.5	41.0*** (8.7)^^	##
Completed career assessment tests (%)	46.1	48.6	-2.5 (11.4)	63.4	41.9	21.5*** (5.0)^	64.9	30.2	34.7*** (9.2)^^	##
Participated in job search training or assistance activities or in education or training programs (%)	67.1	59.3	7.8 (10.4)	83.0	60.2	22.8*** (4.6)	88.0	50.4	37.6*** (8.6)^^	#
Participated in job search training or assistance activities (%)	55.2	47.8	7.4 (11.6)	72.0	51.3	20.7*** (4.8)	78.6	45.4	33.2*** (9.6)^	
Participated in education or training programs (%)	56.5	51.9	4.6 (11.0)	67.7	39.6	28.1*** (4.9)^	53.3	24.7	28.6*** (9.1)^	
General job skills training	37.4	26.7	10.7 (10.8)	47.0	25.8	21.2*** (4.7)	32.5	20.1	12.4 (8.4)	
Occupational skills training	23.6	25.7	-2.1 (10.0)	46.2	23.5	22.6*** (4.5)^^	41.9	17.4	24.5*** (8.8)^^	#
Education	31.2	32.0	-0.8 (11.0)	24.2	11.8	12.4*** (3.6)	13.8	6.6	7.2 (6.6)	
Work-based learning	0.0	0.0	0.0 (0.9)	1.7	0.2	1.5 (1.0)	0.9	1.2	-0.3 (0.9)	
Mean length of time spent in all activities and programs (months)	5.6	5.2	0.4 (1.8)	6.5	3.7	2.8*** (0.8)	5.4	2.1	3.4* (1.7)	
Completed a program (all activities) (%)	28.9	29.8	-0.9 (11.5)	56.7	28.4	28.3*** (4.6)^^	35.5	16.6	18.9** (7.8)	###
Received certificate or degree/diploma (%)	10.4	16.0	-5.6 (8.6)	37.8	15.3	22.4*** (3.6)^^	20.3	14.3	6.1 (7.3)	###
Received any support service (%)	59.4	46.3	13.1 (10.0)	68.2	50.3	18.0*** (4.9)	44.0	54.8	-10.8 (9.7)^	###
Received any support service (excluding mental health or substance use counseling) (%)	56.5	42.6	14.0 (10.1)	65.7	45.7	20.0*** (4.9)	43.2	50.7	-7.5 (9.7)	###
<b>Sample size</b>	<b>46</b>	<b>52</b>		<b>296</b>	<b>227</b>		<b>59</b>	<b>53</b>		

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

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

**Table E.9 Receipt of services and participation in activities, by completion of employment or training-related activities (*continued*)**

^^/^^/^^ Significantly different from individuals who did not complete an activity at the 0.01/0.05/0.10 level, two-tailed test.

##### Based on a joint test, impacts statistically differ across completion groups at the 0.01/0.05/0.10 level.

**Table E.10. Receipt of services and participation in activities, by timing of enrollment**

Service	Earlier enrollment (March 2016 to November 2016)			Later enrollment (December 2016 to September 2017)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	57.2	49.8	7.4* (4.3)	56.3	41.4	14.9*** (3.4)
Completed career assessment tests (%)	58.1	38.3	19.8*** (4.5)	53.0	42.8	10.2***† (3.6)
Participated in job search training or assistance activities or in education or training programs (%)	78.1	58.6	19.4*** (4.1)	73.7	55.5	18.2*** (3.3)
Participated in job search training or assistance activities (%)	67.6	47.1	20.5*** (4.3)	62.1	45.9	16.2*** (3.4)
Participated in education or training programs (%)	57.3	40.1	17.2*** (4.4)	56.6	32.8	23.8*** (3.4)
General job skills training	37.2	24.5	12.7*** (4.0)	36.6	20.9	15.7*** (3.1)
Occupational skills training	35.4	22.7	12.7*** (3.7)	36.0	19.2	16.9*** (3.0)
Education	20.9	15.0	5.9* (3.4)	21.6	12.4	9.2*** (2.6)
Work-based learning	0.3	0.0	0.3 (0.2)	1.0	0.4	0.7 (0.6)
Mean length of time spent in all activities and programs (months)	5.4	3.4	2.0*** (0.6)	5.2	3.3	1.9*** (0.5)
Completed a program (all activities) (%)	38.9	26.0	12.9*** (4.0)	40.4	21.6	18.8*** (3.2)
Received certificate or degree/diploma (%)	26.4	11.2	15.2*** (3.1)	25.0	12.4	12.6*** (2.5)
Received any support service (%)	59.3	50.8	8.5* (4.3)	58.6	49.5	9.1*** (3.4)
Received any support service (excluding mental health or substance use counseling) (%)	57.7	46.8	10.9** (4.4)	56.0	43.7	12.3*** (3.4)
<b>Sample size</b>	<b>298</b>	<b>278</b>		<b>515</b>	<b>505</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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.

## II. Subgroup tables and key findings

Appendix Tables E.11 through E.14 show differences in service use between the EPIC and control groups for subgroups defined by reported baseline characteristics. Primary subgroups include: individuals of different ages—young adults (18 to 24 years old), adults (25 to 49 years old), and older adults (50 years and older); individuals with barriers to employment of varying degrees; individuals employed at any point or not employed at all in the 12 months before random assignment; and individuals living in households with children or without children. All findings are based on survey data.

Overall, the effects of EPIC across subgroups were very similar. There were a few statistically significant differences in EPIC-control contrasts in service use across subgroups defined by employment history and presence of children in the household. There were no statistically significant differences in EPIC-control contrasts across subgroups defined by age or barriers to employment.

Among individual who were employed in the 12 months prior to random assignment, EPIC led to an increase in participation in work-based learning (1 percentage point increase; Appendix Table E.13). EPIC had no impact on this outcome among individuals who had not worked in the prior 12 months.

Across subgroups defined by presence of children in the household, there were few statistically significant differences in EPIC-control contrasts in service use. Among those in households without children, EPIC led to an increase in the receipt of case management and time spent in all activities and programs (15 percentage point and 2 percentage point increases respectively; Appendix Table E.14). Among those in households with children, the difference in receipt of case management was negative 8 percentage points and the difference in time spent in all activities and programs was less than one percent. Neither of these differences were statistically significant.

**Table E.11. Receipt of services and participation in activities, by age**

Service	Ages 18 to 24			Ages 25 to 49			Age 50 or older		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	38.7	32.6	6.2 (6.5)	62.1	47.2	14.9*** (3.0)	58.3	59.4	-1.0 (13.8)
Completed career assessment tests (%)	43.1	40.1	3.0 (6.6)	58.7	41.5	17.2*** (3.1)	55.1	36.3	18.8 (13.4)
Participated in job search training or assistance activities or in education or training programs (%)	70.2	54.2	16.0** (6.7)	77.5	57.4	20.1*** (2.8)	55.4	50.9	4.5 (13.0)
Participated in job search training or assistance activities (%)	52.9	43.4	9.5 (6.9)	67.6	47.6	20.0*** (3.0)	51.8	30.4	21.4* (11.3)
Participated in education or training programs (%)	57.5	35.0	22.5*** (6.7)	57.9	35.4	22.4*** (3.0)	51.1	38.7	12.4 (14.5)
General job skills training	32.9	19.6	13.3** (6.1)	38.2	22.8	15.4*** (2.7)	40.2	28.7	11.6 (12.4)
Occupational skills training	27.5	23.2	4.3 (6.3)	38.5	19.8	18.7*** (2.6)	33.7	18.4	15.2 (15.2)
Education	24.2	13.1	11.1** (5.1)	21.2	13.7	7.5*** (2.3)	28.5	2.6	25.8** (11.0)
Work-based learning	0.6	0.5	0.1 (0.6)	0.2	0.2	0.0 (0.2)	22.1	0.0	22.1* (11.4)
Mean length of time spent in all activities and programs (months)	5.6	2.9	2.8*** (0.9)	5.3	3.3	1.9*** (0.5)	6.4	5.3	1.2 (2.7)
Completed a program (all activities) (%)	39.3	23.5	15.7** (6.3)	41.3	23.0	18.3*** (2.7)	25.9	22.3	3.6 (14.8)
Received certificate or degree/diploma (%)	23.0	7.7	15.3*** (4.3)	26.5	12.9	13.6*** (2.3)	17.8	14.8	3.0 (11.4)
Received any support service (%)	53.4	45.8	7.6 (7.0)	59.2	51.0	8.2*** (3.0)	82.5	53.5	29.1** (12.1)
Received any support service (excluding mental health or substance use counseling) (%)	49.7	42.3	7.5 (7.0)	57.6	45.5	12.1*** (3.0)	79.1	47.7	31.4** (11.9)
<b>Sample size</b>	<b>124</b>	<b>138</b>		<b>665</b>	<b>616</b>		<b>24</b>	<b>29</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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. Receipt of services and participation in activities, by severity of barriers to employment**

Service	Fewest barriers (employed in past 12 months and high school diploma or equivalent)			Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)			Most barriers (not employed in past 12 months and no high school diploma or equivalent)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	61.0	46.1	14.8*** (4.0)	55.4	44.6	10.9*** (4.1)	51.4	39.7	11.7 (9.0)
Completed career assessment tests (%)	57.6	44.1	13.5*** (4.2)	55.8	40.6	15.1*** (4.2)	47.7	37.2	10.5 (9.3)
Participated in job search training or assistance activities or in education or training programs (%)	71.3	56.7	14.6*** (3.9)	76.9	57.9	18.9*** (3.9)	77.2	53.9	23.2** (9.2)
Participated in job search training or assistance activities (%)	58.8	44.9	13.9*** (4.0)	67.5	49.3	18.2*** (4.0)	68.8	41.3	27.5*** (9.2)
Participated in education or training programs (%)	57.9	35.0	23.0*** (3.8)	56.9	37.3	19.6*** (4.1)	53.6	31.9	21.8** (8.9)
General job skills training	36.2	19.6	16.6*** (3.5)	39.1	25.8	13.3*** (3.9)	36.0	18.9	17.0** (7.3)
Occupational skills training	43.2	23.1	20.1*** (3.7)	33.2	19.1	14.1*** (3.5)	20.2	15.3	5.0 (7.6)
Education	18.3	10.6	7.7*** (2.8)	22.4	13.8	8.6*** (3.2)	26.8	21.7	5.1 (7.9)
Work-based learning	0.9	0.2	0.7 (0.5)	0.9	0.4	0.5 (0.7)	0.0	0.0	0.0 (0.3)
Mean length of time spent in all activities and programs (months)	5.2	3.1	2.2*** (0.6)	5.3	3.6	1.7** (0.7)	4.6	3.5	1.1 (1.5)
Completed a program (all activities) (%)	42.8	25.0	17.8*** (3.7)	38.5	23.2	15.3*** (3.7)	36.4	17.0	19.4*** (7.3)
Received certificate or degree/diploma (%)	28.7	13.1	15.6*** (3.1)	24.1	12.1	12.0*** (2.9)	17.3	8.7	8.6 (5.3)
Received any support service (%)	61.5	50.9	10.6*** (4.0)	56.3	51.1	5.2 (4.2)	54.9	42.0	12.9 (9.2)
Received any support service (excluding mental health or substance use counseling) (%)	58.0	46.3	11.6*** (4.1)	55.0	44.9	10.1** (4.2)	55.0	38.1	17.0* (8.9)



**Table E.12 Receipt of services and participation in activities, by severity of barriers to employment** *(continued)*

Service	Fewest barriers (employed in past 12 months and high school diploma or equivalent)			Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)			Most barriers (not employed in past 12 months and no high school diploma or equivalent)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
<b>Sample size</b>	<b>368</b>	<b>366</b>		<b>372</b>	<b>341</b>		<b>71</b>	<b>71</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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. Receipt of services and participation in activities, by recent employment history**

Service	Employed in the 12 months before random assignment			Not employed in the 12 months before random assignment		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	57.2	45.3	11.9*** (3.8)	56.8	44.4	12.4*** (4.0)
Completed career assessment tests (%)	55.9	44.7	11.2*** (3.9)	54.4	38.3	16.1*** (4.0)
Participated in job search training or assistance activities or in education or training programs (%)	73.4	57.8	15.7*** (3.6)	76.3	56.2	20.1*** (3.8)
Participated in job search training or assistance activities (%)	59.6	46.1	13.5*** (3.8)	68.3	47.2	21.1*** (3.9)
Participated in education or training programs (%)	58.2	37.5	20.7*** (3.7)	55.8	34.0	21.8*** (4.0)
General job skills training	34.3	20.8	13.5*** (3.4)	40.3	24.4	16.0*** (3.7)
Occupational skills training	39.7	22.8	16.9*** (3.4)	31.6	18.4	13.2*** (3.4)
Education	22.4	14.3	8.1*** (2.9)	20.6	12.7	7.9*** (3.0)
Work-based learning	1.4	0.2	1.2** (0.6)	0.1	0.4	-0.2†† (0.3)
Mean length of time spent in all activities and programs (months)	5.5	3.3	2.2*** (0.6)	5.0	3.4	1.6** (0.6)
Completed a program (all activities) (%)	40.2	25.5	14.6*** (3.6)	40.3	21.2	19.1*** (3.5)
Received certificate or degree/diploma (%)	25.7	11.4	14.3*** (2.7)	25.5	12.9	12.6*** (2.9)
Received any support service (%)	61.1	48.9	12.2*** (3.8)	56.0	51.3	4.7 (4.0)
Received any support service (excluding mental health or substance use counseling) (%)	57.9	43.7	14.2*** (3.8)	55.1	46.2	8.9** (4.0)
<b>Sample size</b>	<b>431</b>	<b>428</b>		<b>381</b>	<b>350</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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.14. Receipt of services and participation in activities, by presence of children in household**

Service	Individuals in households with children			Individuals in households without children		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Received career counseling or one-on-one assistance from employment professional or case manager (%)	36.2	43.8	-7.6 (8.4)	59.1	44.5	14.6***†† (2.9)
Completed career assessment tests (%)	38.4	33.8	4.6 (8.1)	56.8	42.0	14.8*** (2.9)
Participated in job search training or assistance activities or in education or training programs (%)	71.9	44.2	27.7*** (8.1)	75.5	57.6	17.9*** (2.8)
Participated in job search training or assistance activities (%)	51.2	34.1	17.1** (8.5)	65.3	47.3	17.9*** (2.9)
Participated in education or training programs (%)	58.9	34.9	24.0*** (7.9)	57.2	35.4	21.8*** (2.8)
General job skills training	36.3	22.9	13.4* (7.6)	37.4	22.3	15.1*** (2.6)
Occupational skills training	39.9	29.1	10.9 (7.5)	35.8	19.7	16.1*** (2.5)
Education	21.0	15.0	6.1 (6.9)	21.6	13.1	8.5*** (2.2)
Work-based learning	0.1	0.7	-0.6 (0.6)	0.8	0.2	0.6 (0.4)
Mean length of time spent in all activities and programs (months)	4.0	3.9	0.1 (1.0)	5.4	3.2	2.2***†† (0.5)
Completed a program (all activities) (%)	40.4	26.3	14.1* (7.2)	40.5	23.0	17.5*** (2.6)
Received certificate or degree/diploma (%)	31.9	14.8	17.1*** (6.3)	25.0	11.8	13.2*** (2.1)
Received any support service (%)	62.1	55.1	7.0 (9.5)	58.7	49.6	9.1*** (2.8)
Received any support service (excluding mental health or substance use counseling) (%)	56.6	55.1	1.5 (9.7)	56.7	44.0	12.7*** (2.8)
<b>Sample size</b>	<b>82</b>	<b>79</b>		<b>731</b>	<b>704</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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.15. Impacts on SNAP sanctions**

SNAP sanctions for individual enrolled in pilot (%) <sup>a</sup>	EPIC Group	Control Group	Difference
Year 1	24.1	16.3	7.8*** (1.2)
Quarter 1	6.1	4.6	1.5* (0.8)
Quarter 2	12.9	7.5	5.3*** (1.0)
Quarter 3	16.7	10.8	5.9*** (1.2)
Quarter 4	16.8	11.1	5.7*** (1.2)
Year 2	27.5	17.0	10.6*** (1.4)
Quarter 5	16.6	9.6	7.0*** (1.1)
Quarter 6	17.1	9.4	7.7*** (1.1)
Quarter 7	17.9	10.4	7.5*** (1.2)
Quarter 8	18.1	11.5	6.6*** (1.2)
Year 3	22.3	16.1	6.2*** (1.3)
Quarter 9	17.9	12.0	5.9*** (1.2)
Quarter 10	16.3	11.2	5.0*** (1.2)
Quarter 11	14.6	10.3	4.2*** (1.1)
Quarter 12	12.2	8.9	3.3*** (1.0)
Ever sanctioned in Years 1, 2, or 3	40.8	29.5	11.3*** (1.6)
Ever sanctioned in Years 2 or 3	33.3	23.0	10.2*** (1.5)
<b>Sample size</b>	<b>1,668</b>	<b>1,672</b>	

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

<sup>a</sup> Sanction is defined as having one of the codes indicate that a sanction had occurred in a month or, after a change to Illinois' data system in 2017, whether a binary variable in the data system indicated that a sanction had occurred (codes were not used to identify sanctions after the 2017 system change).

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

## **Appendix F**

### **Impact analysis**

## I. Main tables for earnings, employment, receipt of public assistance, and well-being outcomes

**Table F.1. Impacts on quarterly and annual total earnings, based on UI wage records**

Total earnings (\$)	EPIC group	Control group	Difference
Year 1	5,673	5,865	-192 (214)
Quarter 1	923	1,045	-122** (50)
Quarter 2	1,323	1,420	-98 (62)
Quarter 3	1,633	1,611	23 (68)
Quarter 4	1,795	1,789	5 (73)
Year 2	8,432	8,239	194 (296)
Quarter 5	1,946	1,901	45 (77)
Quarter 6	2,032	2,060	-28 (81)
Quarter 7	2,181	2,120	61 (84)
Quarter 8	2,274	2,158	116 (86)
Year 3	9,369	8,662	707** (329)
Quarter 9	2,290	2,181	109 (89)
Quarter 10	2,402	2,180	222** (90)
Quarter 11	2,354	2,201	152* (90)
Quarter 12	2,327	2,097	231** (91)
Years 1, 2, and 3	23,480	22,754	726 (730)
Years 2 and 3	17,806	16,895	911 (584)
<b>Sample size</b>	<b>2,503</b>	<b>2,509</b>	

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

Note: Standard errors in parentheses.

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

**Table F.2. Impacts on quarterly and annual employment rates and number of quarters employed, based on UI wage records**

Employment rate (%)	EPIC group	Control group	Difference
Year 1	65.0	63.9	1.1 (1.2)
Quarter 1	38.9	41.6	-2.6** (1.3)
Quarter 2	44.3	44.0	0.3 (1.3)
Quarter 3	45.9	46.7	-0.7 (1.3)
Quarter 4	47.1	47.8	-0.8 (1.3)
Average quarterly employment rate in Year 1	44.1	45.0	-1.0 (1.0)
Year 2	63.5	63.1	0.4 (1.3)
Quarter 5	47.7	48.2	-0.5 (1.3)
Quarter 6	48.7	47.6	1.2 (1.3)
Quarter 7	48.4	48.8	-0.4 (1.3)
Quarter 8	49.3	48.5	0.7 (1.3)
Average quarterly employment rate in Year 2	48.5	48.3	0.2 (1.1)
Year 3	60.7	60.0	0.7 (1.3)
Quarter 9	47.9	47.2	0.6 (1.3)
Quarter 10	48.2	47.7	0.5 (1.4)
Quarter 11	47.1	46.4	0.7 (1.3)
Quarter 12	46.3	43.5	2.8** (1.3)
Average quarterly employment rate in Year 3	47.4	46.2	1.1 (1.2)
Ever employed in Years 1, 2, or 3	80.0	77.7	2.3** (1.1)
Ever employed in Years 2 or 3	71.2	70.2	1.0 (1.2)
Average number of quarters employed			
Year 1	1.8	1.8	0.0 (<0.1)
Year 2	1.9	1.9	0.0 (0.1)
Year 3	1.9	1.9	0.1 (0.1)
Years 1, 2, and 3	5.6	5.6	0.0 (0.1)
Years 2 and 3	3.8	3.8	0.1 (0.1)
<b>Sample size</b>	<b>2,503</b>	<b>2,509</b>	

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

Note: Standard errors in parentheses.

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

**Table F.3. Impacts on quarterly and annual earnings, based on survey data**

<b>Total earnings (\$)</b>	<b>EPIC group</b>	<b>Control group</b>	<b>Difference</b>
Year 1	6,669	6,857	-188 (514)
Quarter 1	1,008	1,133	-125 (129)
Quarter 2	1,545	1,565	-20 (149)
Quarter 3	1,983	1,986	-4 (168)
Quarter 4	2,136	2,176	-40 (182)
Year 2	14,286	13,481	805 (904)
Quarter 5	3,275	2,865	410* (230)
Quarter 6	3,576	3,402	174 (255)
Quarter 7	3,676	3,540	136 (268)
Quarter 8	3,759	3,674	85 (255)
Year 3	13,980	13,662	318 (883)
Quarter 9	3,800	3,796	4 (253)
Quarter 10	3,652	3,559	93 (246)
Quarter 11	3,468	3,362	106 (244)
Quarter 12	3,060	2,945	115 (233)
Years 1, 2, and 3	34,935	34,000	935 (1,889)
Years 2 and 3	28,267	27,143	1,123 (1,645)
<b>Sample size</b>	<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses. Estimates are based on information provided by individuals who completed both the 12-month and the 36-month survey interviews.

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



**Table F.4. Impacts on quarterly and annual employment rates and number of months employed, based on survey data**

Employment rate (%)	EPIC group	Control group	Difference
Year 1	55.6	53.5	2.2 (2.7)
Quarter 1	25.5	27.6	-2.0 (2.4)
Quarter 2	35.7	35.3	0.4 (2.6)
Quarter 3	42.6	41.1	1.5 (2.7)
Quarter 4	45.8	44.9	0.9 (2.7)
Year 2	75.3	68.8	6.5*** (2.5)
Quarter 5	58.8	55.9	2.9 (2.8)
Quarter 6	61.2	58.0	3.2 (2.7)
Quarter 7	60.6	58.8	1.8 (2.7)
Quarter 8	62.8	59.5	3.4 (2.7)
Year 3	71.4	69.3	2.1 (2.5)
Quarter 9	62.2	60.6	1.6 (2.8)
Quarter 10	58.8	59.3	-0.5 (2.8)
Quarter 11	56.3	53.8	2.6 (2.8)
Quarter 12	54.7	48.3	6.4** (2.7)
Ever employed in Years 1, 2, or 3	86.0	79.5	6.5*** (2.0)
Ever employed in Years 2 or 3	82.9	77.0	5.9*** (2.2)
Employed at the time of the 12-month survey interview	37.8	38.6	-0.8 (2.7)
Employed at the time of the 36-month survey interview	49.5	45.6	4.0 (2.8)
Average number of months employed			
Year 1	3.8	3.8	-0.1 (0.2)
Year 2	6.7	6.5	0.2 (0.3)
Year 3	6.5	6.2	0.3 (0.3)
Years 1, 2, and 3	17.0	16.5	0.5 (0.7)
Years 2 and 3	13.2	12.7	0.5 (0.5)
<b>Sample size</b>	<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

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

**Table F.5. Impacts on quarterly and annual average hours worked per week, based on survey data**

Average number of hours worked per week	EPIC group	Control group	Difference
Year 1	10.4	10.4	0.0 (0.7)
Quarter 1	6.2	7.2	-1.0 (0.7)
Quarter 2	9.3	9.7	-0.4 (0.8)
Quarter 3	12.5	12.0	0.5 (1.0)
Quarter 4	13.5	12.7	0.8 (1.0)
Year 2	19.6	18.8	0.8 (1.1)
Quarter 5	19.3	17.0	2.3** (1.2)
Quarter 6	19.6	18.8	0.9 (1.2)
Quarter 7	18.9	19.6	-0.6 (1.2)
Quarter 8	20.6	19.9	0.7 (1.3)
Year 3	18.3	17.2	1.1 (1.0)
Quarter 9	20.2	19.5	0.8 (1.2)
Quarter 10	19.3	18.4	0.9 (1.2)
Quarter 11	18.0	16.5	1.5 (1.1)
Quarter 12	15.6	14.5	1.1 (1.0)
Years 1, 2, and 3	16.1	15.5	0.6 (0.7)
Years 2 and 3	19.0	18.0	0.9 (0.9)
<b>Sample size</b>	<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

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

**Table F.6. Characteristics of current jobs, among individuals employed at the time of the interview and based on 36-month survey data**

Characteristic (%)	EPIC group	Control group	Difference
Employed at the time of the 36-month survey interview	49.5	45.6	4.0 (2.8)
Hours worked per week			
Less than 20	21.9	24.3	-2.4 (3.6)
21 to 34	18.4	23.7	-5.3 (3.5)
35 or more (employed full time)	59.4	51.7	7.7* (4.2)
Average	34.3	32.7	1.6 (1.2)
Weekly earnings			
\$1 to \$499	54.3	55.0	-0.6 (4.4)
\$500 to \$999	41.0	36.3	4.7 (4.6)
\$1,000 to \$1,499	3.3	6.7	-3.4 (2.2)
\$1,500 to \$2,000	1.4	2.0	-0.6 (1.2)
\$2,000 and above	0.0	0.0	0.0 (0.0)
Benefits available at job			
Any benefit	74.5	74.3	0.2 (3.8)
Health insurance or HMO/PPO plan	63.7	64.9	-1.2 (4.1)
Dental insurance	50.8	52.4	-1.6 (4.3)
Paid vacation	50.8	54.8	-4.0 (4.3)
Paid holidays	53.7	54.9	-1.2 (4.3)
Paid sick leave	45.1	44.7	0.4 (4.3)
Any paid time off	64.8	67.0	-2.3 (4.2)
Pension or retirement benefits	47.1	48.7	-1.7 (4.4)
Tuition assistance or reimbursement	21.2	28.9	-7.7** (3.6)
Type of employment			
Regular full or part time	76.7	77.6	-0.9 (3.6)
Temporary or on call	11.7	5.5	6.2** (2.4)
Self-employed or independent contractor or consultant	9.2	12.1	-2.9 (2.6)
Day laborer	2.3	4.7	-2.4 (1.5)
Occupation			
Transportation and material moving	17.9	16.7	1.1 (2.9)
Personal care and service	6.0	9.3	-3.3 (2.1)
Sales	8.3	6.7	1.6 (2.1)
Office and administrative support	6.3	7.9	-1.6 (1.9)
Food preparation and serving	5.4	7.9	-2.5 (1.8)
Production	8.1	5.7	2.4 (2.2)
Building and grounds cleaning and maintenance	4.4	4.2	0.2 (1.6)
Construction and extraction	3.7	3.6	0.1 (1.4)
Healthcare support	2.7	2.8	-0.1 (1.2)
Protective service	5.0	2.2	2.8** (1.4)
<b>Sample size</b>	<b>457</b>	<b>418</b>	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

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

**Table F.7. Characteristics of current jobs, among all individuals with 36-month survey data**

Characteristic (%)	EPIC group	Control group	Difference
Hours worked per week			
0	54.1	59.7	-5.5** (2.8)
1 to 20	9.6	9.0	0.6 (1.7)
21 to 34	8.2	9.8	-1.6 (1.7)
35 or more (employed full time)	28.0	21.4	6.6*** (2.4)
Average	15.9	13.4	2.5** (1.1)
Weekly earnings			
\$0	61.4	69.3	-7.9*** (2.8)
\$1 to \$499	20.6	16.5	4.1* (2.4)
\$500 to \$999	16.2	11.4	4.8** (2.0)
\$1,000 to \$1,499	1.3	2.2	-0.9 (0.8)
\$1,500 to \$2,000	0.5	0.6	-0.2 (0.4)
\$2,000 and above	0.0	0.0	0.0 (0.0)
Benefits available at job			
Any benefit	34.5	30.9	3.7 (2.7)
Health insurance or HMO/PPO plan	29.5	27.0	2.4 (2.6)
Dental insurance	24.0	21.8	2.1 (2.4)
Paid vacation	23.6	22.7	0.9 (2.4)
Paid holidays	25.0	22.8	2.2 (2.4)
Paid sick leave	21.3	18.6	2.7 (2.3)
Any paid time off	30.4	27.8	2.6 (2.6)
Pension or retirement benefits	22.3	20.3	2.0 (2.3)
Tuition assistance or reimbursement	10.1	12.1	-2.0 (1.7)
Type of employment			
Not employed	54.3	59.7	-5.4* (2.8)
Regular full or part time	35.9	32.4	3.5 (2.7)
Temporary or on call	4.9	1.8	3.1*** (1.0)
Self-employed or independent contractor or consultant	4.0	4.5	-0.5 (1.2)
Day laborer	1.0	1.6	-0.6 (0.6)
Occupation			
Transportation and material moving	8.8	7.6	1.2 (1.5)
Personal care and service	3.0	4.2	-1.3 (1.0)
Sales	4.0	3.0	1.0 (1.0)
Office and administrative support	3.3	3.6	-0.3 (0.9)
Food preparation and serving	2.6	3.6	-1.0 (0.9)
Production	3.9	2.6	1.3 (1.1)
Building and grounds cleaning and maintenance	2.0	1.9	0.1 (0.8)
Construction and extraction	1.8	1.6	0.2 (0.7)
Healthcare support	1.5	1.3	0.2 (0.6)
Protective service	2.2	1.0	1.2* (0.7)
<b>Sample size</b>	<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

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

**Table F.8. Impacts on quarterly and annual SNAP participation rates, based on SNAP administrative data**

SNAP participation (%)	EPIC group	Control group	Difference
SNAP participation by individual enrolled in pilot			
Year 1	98.2	98.3	-0.1 (0.4)
Quarter 1	97.3	97.4	-0.1 (0.4)
Quarter 2	77.0	78.3	-1.3 (1.1)
Quarter 3	62.4	65.0	-2.6** (1.3)
Quarter 4	55.5	58.8	-3.2** (1.4)
Year 2	64.1	67.4	-3.3** (1.3)
Quarter 5	50.6	56.1	-5.6*** (1.3)
Quarter 6	49.4	54.4	-5.1*** (1.4)
Quarter 7	46.8	52.5	-5.7*** (1.4)
Quarter 8	45.3	51.3	-6.0*** (1.4)
Year 3	58.4	61.5	-3.1** (1.3)
Quarter 9	44.5	49.4	-4.9*** (1.4)
Quarter 10	44.1	50.2	-6.1*** (1.4)
Quarter 11	46.4	49.3	-2.9** (1.4)
Quarter 12	48.1	50.9	-2.8** (1.4)
Years 1, 2, and 3	99.3	99.3	0.0 (0.2)
Years 2 and 3	72.2	74.6	-2.4** (1.2)
SNAP participation among any other household members			
Year 1	12.1	11.6	0.6 (0.7)
Quarter 1	9.7	10.0	-0.3 (0.7)
Quarter 2	8.2	8.8	-0.7 (0.6)
Quarter 3	7.3	7.5	-0.2 (0.6)
Quarter 4	8.2	7.6	0.6 (0.7)
Year 2	10.8	10.3	0.5 (0.8)
Quarter 5	8.3	7.9	0.5 (0.7)
Quarter 6	8.3	7.8	0.5 (0.7)
Quarter 7	8.3	7.7	0.6 (0.7)
Quarter 8	8.5	7.6	0.9 (0.7)
Year 3	11.1	9.8	1.3* (0.8)
Quarter 9	9.0	7.6	1.4** (0.7)
Quarter 10	8.6	7.7	0.8 (0.7)
Quarter 11	8.8	7.5	1.3* (0.7)
Quarter 12	9.0	8.0	1.0 (0.7)
Years 1, 2, and 3	16.7	15.9	0.8 (0.9)
Years 2 and 3	13.2	12.3	0.9 (0.8)
SNAP participation by any individual in household <sup>a</sup>			
Year 1	98.2	98.3	-0.1 (0.4)
Quarter 1	97.3	97.4	-0.1 (0.4)
Quarter 2	77.0	78.3	-1.3 (1.1)
Quarter 3	62.4	65.0	-2.6** (1.3)

**Table F.8. Impacts on quarterly and annual SNAP participation rates, based on SNAP administrative data**  
(continued)

SNAP participation (%)	EPIC group	Control group	Difference
Quarter 4	55.5	58.8	-3.2** (1.4)
Year 2	64.1	67.4	-3.3** (1.3)
Quarter 5	50.6	56.1	-5.6*** (1.3)
Quarter 6	49.4	54.4	-5.1*** (1.4)
Quarter 7	46.8	52.5	-5.7*** (1.4)
Quarter 8	45.3	51.3	-6.0*** (1.4)
Year 3	58.4	61.5	-3.1** (1.3)
Quarter 9	44.5	49.4	-4.9*** (1.4)
Quarter 10	44.1	50.2	-6.1*** (1.4)
Quarter 11	46.4	49.3	-2.9** (1.4)
Quarter 12	48.1	50.9	-2.8** (1.4)
Years 1, 2, and 3	99.3	99.3	0.0 (0.2)
Years 2 and 3	72.2	74.6	-2.4** (1.2)
<b>Sample size</b>	<b>2,503</b>	<b>2,509</b>	

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

Note: Standard errors in parentheses.

<sup>a</sup> Any individual in household includes the individual enrolled in the pilot and any other members of their household.

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

**Table F.9. Impacts on average monthly SNAP benefit amount per quarter and year, based on SNAP administrative data**

Average SNAP benefits	EPIC group	Control group	Difference
Average SNAP benefits received (\$)			
Year 1	1,559	1,572	-13 (25)
Quarter 1	563	548	16*** (6.0)
Quarter 2	407	403	4 (8.1)
Quarter 3	313	327	-15* (8.4)
Quarter 4	277	294	-17** (8.6)
Year 2	1,019	1,119	-100*** (32)
Quarter 5	269	295	-26*** (9.1)
Quarter 6	259	283	-23*** (9.0)
Quarter 7	249	276	-27*** (9.2)
Quarter 8	242	265	-23** (9.2)
Year 3	1,047	1,087	-40 (35)
Quarter 9	243	260	-17* (9.3)
Quarter 10	248	265	-18* (9.6)
Quarter 11	265	269	-4 (9.8)
Quarter 12	292	293	-2 (10)
Years 1, 2, and 3	3,626	3,778	-152** (76)
Years 2 and 3	2,066	2,206	-140** (62)
Average monthly SNAP benefits received as a percentage of maximum benefit amount <sup>a</sup>			
Year 1	58.2	60.2	-2.0** (0.8)
Quarter 1	85.8	84.9	0.8 (0.7)
Quarter 2	60.9	61.7	-0.7 (1.1)
Quarter 3	46.1	49.8	-3.7*** (1.2)
Quarter 4	39.6	44.2	-4.6*** (1.2)
Year 2	35.5	41.7	-6.2*** (1.0)
Quarter 5	37.7	44.1	-6.4*** (1.2)
Quarter 6	36.2	42.3	-6.0*** (1.2)
Quarter 7	34.5	41.0	-6.6*** (1.2)
Quarter 8	33.4	39.3	-5.9*** (1.2)
Year 3	35.8	39.6	-3.8*** (1.1)
Quarter 9	33.2	38.2	-5.0*** (1.2)
Quarter 10	33.6	38.6	-5.0*** (1.2)
Quarter 11	36.0	39.0	-3.0** (1.2)
Quarter 12	39.9	42.3	-2.4** (1.2)
Years 1, 2, and 3	43.3	47.2	-4.0*** (0.8)
Years 2 and 3	35.7	40.7	-4.9*** (0.9)
<b>Sample size</b>	<b>2,503</b>	<b>2,509</b>	

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

Note: Standard errors in parentheses.

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

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

**Table F.10. Impacts on quarterly and annual TANF participation rates, TANF benefit amounts, and Medicaid coverage rates, based on SNAP administrative data**

Outcome	EPIC group	Control group	Difference
TANF participation (%)			
Year 1	0.6	0.3	0.3* (0.2)
Quarter 1	0.1	0.0	0.1** (0.1)
Quarter 2	0.1	0.1	0.0 (0.1)
Quarter 3	0.3	0.1	0.2* (0.1)
Quarter 4	0.4	0.2	0.2 (0.1)
Year 2	1.1	1.1	0.1 (0.3)
Quarter 5	0.7	0.4	0.3* (0.2)
Quarter 6	0.8	0.7	0.1 (0.2)
Quarter 7	0.9	0.9	0.0 (0.3)
Quarter 8	0.6	0.9	-0.3 (0.2)
Year 3	1.4	1.4	0.0 (0.3)
Quarter 9	0.7	1.0	-0.2 (0.3)
Quarter 10	0.9	0.9	0.0 (0.3)
Quarter 11	1.1	0.9	0.2 (0.3)
Quarter 12	1.1	0.9	0.2 (0.3)
Years 1, 2, or 3	2.0	1.6	0.4 (0.4)
Years 2 or 3	1.8	1.6	0.2 (0.4)
Average TANF benefit amounts received (\$)			
Year 1	4	1	3* (1.4)
Quarter 1	1	0	1** (0.3)
Quarter 2	1	0	1 (0.5)
Quarter 3	1	0	1 (0.6)
Quarter 4	2	1	1 (0.7)
Year 2	21	24	-3 (6.8)
Quarter 5	4	3	2 (1.5)
Quarter 6	5	5	0 (1.7)
Quarter 7	6	8	-2 (2.3)
Quarter 8	6	9	-3 (2.4)
Year 3	37	32	5 (10)
Quarter 9	7	9	-2 (2.8)
Quarter 10	8	8	0 (2.8)
Quarter 11	10	8	3 (2.9)
Quarter 12	11	7	4 (2.8)
Years 1, 2, and 3	62	57	5 (16)
Years 2 and 3	58	56	2 (15)
Medicaid coverage (%)			
Year 1	80.8	81.5	-0.7 (1.0)
Quarter 1	69.4	70.6	-1.2 (1.2)
Quarter 2	69.9	70.6	-0.6 (1.2)
Quarter 3	69.4	70.8	-1.4 (1.2)
Quarter 4	71.1	72.0	-0.9 (1.2)



**Table F.10. Impacts on quarterly and annual TANF participation rates, TANF benefit amounts, and Medicaid coverage rates, based on SNAP administrative data** *(continued)*

Outcome	EPIC group	Control group	Difference
Year 2	80.2	81.0	-0.8 (1.1)
Quarter 5	71.1	72.7	-1.7 (1.2)
Quarter 6	69.4	72.4	-3.0** (1.3)
Quarter 7	69.1	71.6	-2.5** (1.3)
Quarter 8	66.9	68.4	-1.5 (1.3)
Year 3	72.3	73.0	-0.7 (1.2)
Quarter 9	64.2	64.6	-0.4 (1.3)
Quarter 10	62.9	64.2	-1.3 (1.3)
Quarter 11	62.7	63.5	-0.8 (1.3)
Quarter 12	63.1	63.2	-0.1 (1.3)
Years 1, 2, or 3	93.0	93.1	-0.1 (1.3)
Years 2 or 3	84.7	85.4	-0.7 (1.0)
<b>Sample size</b>	<b>2,503</b>	<b>2,509</b>	

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

Note: Standard errors in parentheses.

TANF = Temporary Assistance for Needy Families

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

**Table F.11 Impacts on participation in other public assistance programs in the 36 months since random assignment, based on survey data**

Program	Year 1			Year 2 or Year 3			Years 1, 2, or 3		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Public assistance receipt (%)									
General assistance	1.6	1.2	0.5 (0.6)	1.4	0.9	0.5 (0.5)	2.7	2.0	0.7 (0.7)
Unemployment insurance	5.0	7.6	-2.6** (1.3)	10.1	9.4	0.7 (1.6)	13.6	15.9	-2.3 (2.0)
Supplemental Security Income	6.1	7.0	-0.8 (1.3)	7.0	8.1	-1.1 (1.4)	11.0	12.7	-1.6 (1.7)
Section 8, Housing Choice Vouchers, or Public Housing Assistance	7.5	8.4	-0.9 (1.5)	8.4	9.1	-0.7 (1.5)	10.3	12.8	-2.5 (1.7)
Medicaid	55.3	53.6	1.8 (2.8)	48.1	50.6	-2.5 (2.8)	70.0	69.7	0.3 (2.5)
Supplemental Nutrition Program for Women, Infants, and Children (WIC)	4.9	3.6	1.2 (1.1)	6.0	4.5	1.6 (1.4)	8.3	7.1	1.2 (1.5)
<b>Sample size</b>	<b>813</b>	<b>783</b>		<b>813</b>	<b>783</b>		<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 12- and 36-month survey, weighted data.

Note: Standard errors in parentheses. The 12-month survey requested information about receipt of public assistance benefits between the date of random assignment and the date of the 12-month interview. The 36-month survey requested information about receipt of public assistance benefits between the dates of the 12- and 36-month interviews. As a result, it is not possible to provide quarterly estimates in any year or to estimate receipt of assistance separately in Years 2 and 3.

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

**Table F.12. Impacts on food security, health, well-being, and housing status, based on 36-month survey data**

Outcome	EPIC group	Control group	Difference
Food security <sup>a</sup> (%)			
Living in a household that is food insecure	52.4	50.1	2.3 (2.8)
Living in a household with very low food security	32.7	33.2	-0.6 (2.6)
Health and well-being			
Reported “very good” or “excellent” health status (versus “fair” or “poor”) (%)	34.1	33.1	1.0 (2.6)
Screened positively for depression <sup>b</sup> (%)	20.3	22.2	-1.9 (2.3)
Average self-esteem score (out of 5)	3.9	3.9	0.0 (0.1)
Average self-efficacy score (out of 5)	3.5	3.4	0.1** (<0.1)
Housing status (%)			
Owens or rents a home or an apartment	51.2	52.6	-1.4 (2.7)
Lives with parents, relative, or friend	37.9	38.4	-0.6 (2.7)
Shares housing with roommates, friends, or partner	5.5	4.5	1.0 (1.2)
Group quarters	1.2	0.5	0.7* (0.5)
Homeless	3.0	3.5	-0.6 (1.0)
Incarcerated	0.0	0.0	0.0 (0.0)
Other, don’t know, or refused	0.9	0.3	0.5 (0.4)
Had housing at the time of the 36-month interview	97.0	96.4	0.5 (1.0)
<b>Sample size</b>	<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

<sup>a</sup> Food security measured over the 30 days prior to the 36-month interview.

<sup>b</sup> Depression measured two weeks prior to the 36-month interview.

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

**Table F.13. Impacts on annual employment rates and total earnings, based on UI wage records, by whether individuals started an employment or training-related activity**

Outcome	Started an activity			Did not start an activity		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)						
Year 1	65.3	61.6	3.7* (1.9)^	64.1	65.6	-1.5 (1.6)
Year 2	64.6	60.8	3.8* (2.0)^	62.4	64.8	-2.4 (1.7)
Year 3	61.5	58.1	3.4* (2.0)^	59.7	61.4	-1.7 (1.7)
Years 1, 2, or 3	80.4	76.0	4.4*** (1.7)^	79.3	78.8	0.4 (1.4)
Years 2 or 3	72.1	67.7	4.3** (1.9)^	70.1	71.9	-1.8 (1.6)
Total earnings (\$)						
Year 1	5,430	5,551	-121 (319)	5,741	6,086	-345 (286)
Year 2	8,449	8,098	351 (458)	8,367	8,338	29 (387)
Year 3	9,356	8,772	585 (513)	9,303	8,586	717* (428)
Years 1, 2, and 3	23,247	22,434	814 (1,124)	23,416	22,979	437 (958)
Years 2 and 3	17,813	16,877	936 (911)	17,674	16,908	766 (760)
<b>Sample size</b>	<b>1,036</b>	<b>1,033</b>		<b>1,467</b>	<b>1,476</b>	

Source: SNAP employment and training evaluation UI wage records, weighted data; and SNAP employment and training administrative service use data.

Note: Standard errors in parentheses.

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

^^/^^/^ Significantly different from individuals who did not start an activity at the 0.01/0.05/0.10 level, two-tailed test.

**Table F.14. Impacts on annual employment rates and total earnings, based on UI wage records, by completion of employment or training-related activities**

Outcome	Did not complete an activity			Completed education or training activities			Completed job search or job search training activities		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)									
Year 1	61.2	57.0	4.2 (5.3)	65.8	62.7	3.1 (2.3)	66.8	61.2	5.6 (5.0)
Year 2	68.1	61.6	6.5 (5.2)	65.2	60.9	4.3* (2.4)	61.0	59.9	1.1 (5.2)
Year 3	57.9	59.0	-1.1 (5.4)	63.0	59.3	3.7 (2.4)	61.9	52.3	9.6* (5.1)
Years 1, 2, or 3	80.6	75.5	5.1 (4.6)	80.7	76.4	4.3** (2.0)	81.6	75.2	6.3 (4.4)
Years 2 or 3	71.9	70.9	1.0 (5.1)	73.0	67.7	5.3** (2.3)	72.7	65.6	7.0 (4.9)
Total earnings (\$)									
Year 1	5,078	5,510	-431 (834)	5,743	5,536	207 (383)	4,673	5,785	-1,111 (796)
Year 2	6,698	7,596	-898 (979)	9,290	8,399	891 (580)	6,917	7,202	-285 (1,022)
Year 3	7,753	8,431	-678 (1,182)	10,200	9,094	1,106* (643)	8,093	7,630	464 (1,134)
Years 1, 2, and 3	19,529	21,536	-2,007 (2,574)	25,253	23,049	2,205 (1,399)	19,692	20,616	-924 (2,596)
Years 2 and 3	14,449	16,027	-1,577 (2,020)	19,501	17,505	1,997* (1,147)	15,020	14,831	188 (2,012)
<b>Sample size</b>	<b>155</b>	<b>155</b>		<b>709</b>	<b>718</b>		<b>172</b>	<b>160</b>	

Source: SNAP employment and training evaluation UI wage records, weighted data; and SNAP employment and training administrative service use data.

Note: Standard errors in parentheses.

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

^^/^^/^ Significantly different from individuals who did not complete an activity at the 0.01/0.05/0.10 level, two-tailed test.

###/###/# Based on a joint test, impacts statistically differ across completion groups at the 0.01/0.05/0.10 level.

**Table F.15. Impacts on annual employment rates and total earnings, based on survey data, by whether individuals started an employment or training-related activity**

Outcome	Started an activity			Did not start an activity		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)						
Year 1	58.9	53.3	5.6 (4.1)	51.9	53.6	-1.7 (3.7)
Year 2	76.3	63.8	12.5*** (3.8)^	73.7	72.4	1.4 (3.4)
Year 3	74.1	65.0	9.1** (3.7)^	67.4	72.3	-5.0 (3.4)
Years 1, 2, or 3	86.7	73.9	12.8*** (3.0)^	84.7	83.6	1.1 (2.7)
Years 2 or 3	83.8	70.8	13.0*** (3.2)^	80.8	81.5	-0.7 (2.9)
Total earnings (\$)						
Year 1	7,157	6,100	1,057 (719)^	6,113	7,395	-1,282* (714)
Year 2	14,031	12,065	1,966* (1,079)	14,121	14,489	-368 (1,343)
Year 3	13,637	13,198	439 (1,163)	13,835	13,992	-158 (1,231)
Years 1, 2, and 3	34,824	31,362	3,462 (2,271)	34,068	35,876	-1,808 (2,768)
Years 2 and 3	27,668	25,262	2,405 (1,981)	27,955	28,481	-526 (2,385)
Employed at the time of the 36-month survey interview (%)	52	42	10** (4.2)^	47	48	-2 (3.7)
<b>Sample size</b>	<b>401</b>	<b>332</b>		<b>412</b>	<b>451</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data; and SNAP employment and training administrative service use data.

Note: Standard errors in parentheses.

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

^^/^/^^ Significantly different from individuals who did not start an activity at the 0.01/0.05/0.10 level, two-tailed test.

**Table F.16. Impacts on annual employment rates and average earnings, based on survey data, by completion of employment or training-related activities**

Outcome	Did not complete an activity			Completed education or training activities			Completed job search or job search training activities		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)									
Year 1	55.7	44.6	11.1 (11.4)	62.2	55.9	6.3 (4.7)	42.8	52.6	-9.8 (8.8)
Year 2	72.7	69.7	2.9 (10.7)	76.3	64.6	11.7*** (4.3)	72.7	55.4	17.3* (9.0)
Year 3	66.9	74.4	-7.5 (9.6)	77.9	64.3	13.7*** (4.3)^	71.8	59.5	12.3 (9.0)
Years 1, 2, or 3	84.4	80.0	4.4 (7.0)	88.0	73.4	14.6*** (3.6)	76.3	71.2	5.1 (8.2)
Years 2 or 3	82.5	75.7	6.8 (7.6)	84.6	71.4	13.2*** (3.8)	78.6	64.9	13.6 (8.2)
Total earnings (\$)									
Year 1	7,347	3,558	3,789** (1,856)	7,669	6,694	975 (823)	6,142	6,437	-295 (1,850)
Year 2	11,163	12,816	-1,652 (3,030)	15,154	12,311	2,844** (1,313)	12,186	10,762	1,424 (2,364)
Year 3	8,192	9,960	-1,768 (2,530)	15,313	14,164	1,149 (1,461)	14,689	12,792	1,897 (2,786)
Years 1, 2, and 3	26,703	26,334	369 (5,839)	38,136	33,168	4,968* (2,722)	33,017	29,991	3,026 (5,676)
Years 2 and 3	19,355	22,775	-3,420 (5,052)	30,467	26,474	3,993* (2,408)	26,875	23,554	3,321 (4,743)
Employed at the time of the 36-month survey (%)	34	32	2 (11.3)	58	43	15*** (5.0)	43	49	-6 (10.9)
Sample size	46	52		296	227		59	53	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data; and SNAP employment and training administrative service use data.

Note: Standard errors in parentheses.

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

^^/^^/^ Significantly different from individuals who did not complete an activity at the 0.01/0.05/0.10 level, two-tailed test.

###/###/# Based on a joint test, impacts statistically differ across completion groups at the 0.01/0.05/0.10 level.

**Table F.17. Impacts on annual SNAP participation rates, SNAP benefit amounts, number of months of SNAP participation, and SNAP exit rates, based on SNAP administrative data, by whether individuals started an employment or training-related activity**

Outcome	Started an activity			Did not start an activity		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Year 1	99.0	98.5	0.5 (0.5)	97.7	98.2	-0.5 (0.5)
Year 2	69.1	71.1	-2.0 (1.9)	60.3	64.8	-4.5*** (1.7)
Year 3	62.9	63.7	-0.8 (2.1)	54.8	60.0	-5.2*** (1.8)
Years 1, 2, or 3	99.7	99.6	0.1 (0.2)	99.0	99.1	-0.1 (0.4)
Years 2 or 3	76.1	77.7	-1.5 (1.8)	69.0	72.4	-3.4** (1.6)
Average SNAP benefits received (\$)						
Year 1	1,732	1,707	25 (40)	1,434	1,477	-43 (32)
Year 2	1,124	1,220	-96* (50)	945	1,048	-103** (42)
Year 3	1,123	1,173	-50 (56)	989	1,027	-38 (46)
Years 1, 2, and 3	3,980	4,101	-121 (119)	3,367	3,552	-185* (100)
Years 2 and 3	2,247	2,393	-146 (96)	1,934	2,075	-141* (80)
Average monthly SNAP benefits received as a percentage of maximum benefit amount <sup>a</sup>						
Year 1	63.1	63.7	-0.5 (1.2)	54.8	57.8	-3.0*** (1.1)
Year 2	39.7	45.2	-5.5*** (1.6)	32.4	39.2	-6.8*** (1.3)
Year 3	39.7	42.3	-2.6 (1.7)	32.8	37.7	-4.9*** (1.4)
Years 1, 2, and 3	47.6	50.5	-2.9** (1.2)	40.1	45.0	-4.8*** (1.0)
Years 2 and 3	39.8	43.8	-4.0*** (1.5)	32.7	38.5	-5.8*** (1.2)
Mean number of months of SNAP participation	19.6	20.6	-1.0** (0.5)^	16.2	18.4	-2.2*** (0.4)
Exited SNAP within 36 months of random assignment (%)	88.3	85.4	2.9** (1.4)	93.7	90.3	3.4*** (1.0)
<b>Sample size</b>	<b>1,036</b>	<b>1,033</b>		<b>1,467</b>	<b>1,476</b>	

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

Note: Standard errors in parentheses.

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

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

^^/^^/^^ Significantly different from individuals who did not start an activity at the 0.01/0.05/0.10 level, two-tailed test.



**Table F.18. Impacts on annual SNAP participation rates, SNAP benefit amounts, number of months of SNAP participation, and SNAP exit rates, based on SNAP administrative data, by completion of employment or training-related activities**

Outcome	Did not complete an activity			Completed education or training activities			Completed job search or job search training activities		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Year 1	99.3	98.0	1.2 (1.0)	98.9	98.5	0.4 (0.6)	99.2	99.4	-0.2 (0.8)
Year 2	64.9	72.9	-7.9 (5.2)	69.0	71.8	-2.8 (2.4)	72.3	68.1	4.1 (4.8)^
Year 3	60.6	68.9	-8.3 (5.4)	62.4	63.7	-1.3 (2.5)	66.1	59.9	6.3 (5.1)^
Years 1, 2, or 3	100.0	99.3	0.6 (0.5)	99.7	99.6	0.2 (0.3)	99.3	100.0	-0.7 (0.5)^
Years 2 or 3	73.0	80.1	-7.1 (4.8)	76.3	78.3	-2.0 (2.2)	77.1	74.5	2.6 (4.6)
Average SNAP benefits received (\$)									
Year 1	1,402	1,751	-350*** (105)	1,776	1,733	43 (48)^	1,813	1,533	280*** (89)^
Year 2	1,053	1,298	-245** (125)	1,106	1,234	-129** (61)	1,229	1,095	134 (120)^
Year 3	1,013	1,152	-139 (132)	1,099	1,166	-66 (68)	1,253	1,225	29 (147)
Years 1, 2, and 3	3,468	4,201	-734** (297)	3,981	4,134	-152 (143)^	4,295	3,853	442 (295)^
Years 2 and 3	2,066	2,450	-384* (232)	2,205	2,400	-195* (117)	2,482	2,320	162 (244)
Average monthly SNAP benefits received as a percentage of maximum benefit amount <sup>a</sup>									
Year 1	50.2	62.6	-12.4*** (3.2)	64.8	65.1	-0.3 (1.5)^	66.6	59.2	7.5** (3.0)^
Year 2	39.1	48.0	-8.9** (4.3)	38.7	46.0	-7.4*** (1.9)	44.0	40.4	3.6 (4.0)^
Year 3	36.9	41.6	-4.8 (4.4)	38.5	42.6	-4.1** (2.0)	45.8	42.7	3.0 (4.5)
Years 1, 2, and 3	42.2	50.8	-8.6*** (3.2)	47.4	51.3	-3.9*** (1.4)	52.1	47.4	4.7 (3.1)^
Years 2 and 3	38.0	44.6	-6.6* (3.9)	38.6	44.4	-5.8*** (1.8)	45.0	41.5	3.5 (3.8)^
<b>Sample size</b>	<b>155</b>	<b>155</b>		<b>709</b>	<b>718</b>		<b>172</b>	<b>160</b>	

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

Note: Standard errors in parentheses.

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

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

^^/^^/^ Significantly different from individuals who did not complete an activity at the 0.01/0.05/0.10 level, two-tailed test.

**Table F.19. Impacts on Year 2 and 3 outcomes, by timing of enrollment**

Outcome	Earlier enrollment (March 2016 to November 2016)			Later enrollment (December 2016 to September 2017)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%) based on UI data	70.6	72.1	-1.5 (2.0)	71.5	69.1	2.3 (1.5)
Employment rate (%) based on survey data	85.6	79.8	5.7 (3.6)	81.8	75.5	6.3** (2.7)
Total earnings (\$) based on UI data	16,552	16,714	-162 (973)	18,513	16,998	1,515** (729)
Total earnings (\$) based on survey data	28,124	26,699	1,426 (2,499)	28,415	27,396	1,019 (2,138)
Average number of hours worked per week	19.5	17.2	2.3 (1.4)	18.8	18.5	0.3 (1.2)
SNAP participation (%)	71.2	74.1	-2.9 (2.0)	72.7	74.8	-2.1 (1.5)
Average monthly SNAP benefits received as a percentage of maximum benefit amount <sup>a</sup>	34.7	41.0	-6.3*** (1.5)	36.2	40.5	-4.3*** (1.1)
Average number of months of SNAP participation	9.8	11.6	-1.8*** (0.4)	10.2	11.2	-1.0*** (0.3)
Living in a household that is food insecure <sup>b</sup>	51.8	49.1	2.7 (4.6)	52.5	50.6	1.9 (3.5)
Living in a household with very low food security <sup>b</sup>	38.6	33.5	5.1 (4.3)	29.4	33.1	-3.7 (3.3)
<b>Sample size (UI)</b>	<b>894</b>	<b>907</b>		<b>1,609</b>	<b>1,602</b>	
<b>Sample size (survey)</b>	<b>298</b>	<b>278</b>		<b>515</b>	<b>505</b>	
<b>Sample size (SNAP)</b>	<b>894</b>	<b>907</b>		<b>1,609</b>	<b>1,602</b>	

Source: SNAP employment and training evaluation UI wage records, weighted data. SNAP employment and training evaluation 36-month survey, weighted data.

Note: Outcomes based on UI data include employment rate and earnings. Outcomes based on survey data include employment rate, earnings, average number of hours worked per week, and food security status. Outcomes based on SNAP administrative data include SNAP participation status, monthly SNAP benefit amount, and duration of SNAP participation. Standard errors in parentheses.

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

<sup>b</sup> Food security measured over the 30 days prior to the 36-month survey interview.

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

^^/^^/^^ Significantly different from earlier enrollment at the 0.01/0.05/0.10 level, two-tailed test.

## II. Changes in earnings, employment, receipt of public assistance, and well-being outcomes over time

**Table F.20. Changes in employment, based on UI wage records**

Outcome	EPIC group	Control group	Difference
Employment patterns <sup>a</sup> (%)			
Consistently employed in Quarters 1 through 12	27.0	27.1	-0.1 (1.2)
Sometimes employed in Quarters 1 through 12	39.4	38.3	1.1 (1.4)
Seldom or never employed in Quarters 1 through 12	33.6	34.6	-1.0 (1.2)
Number of unemployment spells in Quarters 1 through 12 (%)			
0	12.5	13.4	-0.9 (0.9)
1	49.1	50.4	-1.4 (1.4)
2 or more	38.4	36.2	2.2* (1.3)
Among those employed at random assignment, number of unemployment spells in Quarters 1 through 12 (%)			
0	25.8	26.9	-1.1 (2.2)
1	38.3	39.8	-1.4 (2.4)
2 or more	35.9	33.3	2.5 (2.3)
Among those unemployed at random assignment, number of unemployment spells in Quarters 1 through 12 (%)			
0	6.0	6.9	-0.9 (0.8)
1	54.1	55.5	-1.4 (1.7)
2 or more	39.9	37.6	2.3 (1.6)
<b>Sample size</b>	<b>2,503</b>	<b>2,509</b>	

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

Note: Standard errors in parentheses.

<sup>a</sup> Employment patterns are defined using UI wage records for the 12 quarters following random assignment.

“Consistently employed” includes individuals who were employed for at least 10 out of 12 quarters following random assignment. “Sometimes employed” includes individuals who were employed for 3 to 9 quarters following random assignment. “Seldom or never employed” includes individuals who were employed for 0 to 3 quarters following random assignment.

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

**Table F.21. Changes in employment, by employment patterns in Quarters 1 through 12 after random assignment, based on UI wage records**

	Consistently employed			Sometimes employed			Seldom or never employed		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Average number of quarters employed									
Year 1	3.5	3.6	-0.1*** (<0.1)	1.8	1.9	-0.1 (0.1)	0.3	0.3	0.1**††† (<0.1)
Year 2	3.9	3.9	0.0 (<0.1)	2.1	2.2	-0.1 (0.1)	0.1	0.1	0.0 (<0.1)
Year 3	3.8	3.8	0.1* (<0.1)	2.1	2.0	0.0 (0.1)	0.1	0.1	0.0 (<0.1)
Years 1, 2, and 3	11.2	11.3	-0.1*** (<0.1)	6.0	6.2	-0.1 (0.1)	0.6	0.5	0.1**††† (<0.1)
Years 2 and 3	7.7	7.6	0.1*** (<0.1)	4.2	4.3	0.0 (0.1)	0.3	0.3	0.0**††† (<0.1)
Number of unemployment spells in Quarters 1 through 12 (%)									
0	46.2	49.4	-3.2 (2.7)	0.1	0.0	0.1 (0.2)	0.1	0.0	0.1 (0.2)
1	43.5	41.3	2.2 (2.7)	31.0	32.9	-1.9 (2.1)	74.1	77.0	-2.9 (2.0)
2 or more	10.4	9.3	1.1 (1.6)	68.9	67.1	1.8 (2.1)	25.7	23	2.8 (2.0)
<b>Sample size</b>	<b>668</b>	<b>678</b>		<b>978</b>	<b>961</b>		<b>855</b>	<b>867</b>	

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

Note: Employment patterns are defined using UI wage records for the 12 quarters following random assignment. "Consistently employed" includes individuals who were employed for at least 10 out of 12 quarters following random assignment. "Sometimes employed" includes individuals who were employed for 3 to 9 quarters following random assignment. "Seldom or never employed" includes individuals who were employed for 0 to 3 quarters following random assignment. Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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. Changes in employment, based on survey data**

Outcome	EPIC group	Control group	Difference
Employment patterns <sup>a</sup> (%)			
Consistently employed in Quarters 1 through 12	28.2	28.2	0.0 (2.4)
Sometimes employed in Quarters 1 through 12	48.9	42.5	6.3** (2.8)
Seldom or never employed in Quarters 1 through 12	23.0	29.3	-6.3*** (2.4)
Experienced a job loss (%)			
Year 1	30.6	29.4	1.2 (2.5)
Year 2	39.1	30.4	8.7*** (2.7)
Year 3	38.2	40.9	-2.7 (2.7)
Years 1, 2, or 3	70.3	66.0	4.3* (2.5)
Years 2 or 3	61.8	57.3	4.5* (2.7)
Number of unemployment spells in Quarters 1 through 12 (%)			
0	4.2	6.9	-2.8** (1.2)
1	42.2	46.7	-4.5 (2.8)
2 or more	53.7	46.4	7.3*** (2.8)
Among those not employed at the time of the 12-month interview, percentage employed at 36 months	35.6	28.6	7.0** (3.3)
Among those employed at the time of the 12-month interview, percentage employed at 36 months	69.4	64.4	5.0 (4.1)
<b>Sample size</b>	<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

<sup>a</sup> Employment patterns are defined using survey data for the 12 quarters following random assignment. "Consistently employed" includes individuals who were employed for at least 10 out of 12 quarters following random assignment. "Sometimes employed" includes individuals who were employed for 3 to 9 quarters following random assignment. "Seldom or never employed" includes individuals who were employed for 0 to 3 quarters following random assignment.

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

**Table F.23. Changes in number of jobs held, based on survey data**

Outcome	EPIC group	Control group	Difference
Average number of jobs held			
Year 1	0.8	0.7	0.0 (0.1)
Year 2	1.1	1.0	0.1** (0.1)
Year 3	1.0	0.9	0.0 (0.1)
Years 1, 2, and 3	1.9	1.7	0.2** (0.1)
Years 2 and 3	1.4	1.3	0.1** (0.1)
Number of jobs held at the time of the 12-month interview (%)			
0	60.3	61.3	-1.0 (2.7)
1	37.3	35.9	1.4 (2.7)
2 or more	2.4	2.8	-0.4 (0.9)
Number of jobs held at the time of the 36-month interview (%)			
0	50.8	57.6	-6.8** (2.7)
1	45.8	39.7	6.1** (2.7)
2 or more	3.4	2.7	0.7 (0.9)
Among those not employed at the time of the 12-month interview, percentage employed at 2 or more jobs at 36 months	1.8	0.9	0.9 (0.9)
Among those employed at 1 job at the time of the 12-month interview, percentage employed at 2 or more jobs at 36 months	5.2	4.0	1.2 (1.5)
Among those employed at 2 or more jobs at the time of the 12-month interview, percentage employed at 2 or more jobs at 36 months	20.3	17.3	2.9 (13.1)
<b>Sample size</b>	<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

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

**Table F.24. Changes in wages and job characteristics, among all individuals, based on survey data**

Outcome	12 months after random assignment			36 months after random assignment		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Weekly earnings (%)						
\$1 to \$499	65.2	63.7	1.5 (2.7)	65.3	72.9	-7.6*** (2.5)
\$500 to \$999	24.2	27.0	-2.8 (2.5)	19.1	14.9	4.2** (2.1)
\$1,000 to \$1,499	9.5	7.8	1.7 (1.5)	14.0	9.7	4.4** (1.7)
\$1,500 to \$2,000	1.2	1.0	0.2 (0.5)	1.2	1.8	-0.6 (0.6)
\$2,000 and above	0.0	0.4	-0.5*** (0.2)	0.4	0.7	-0.3 (0.4)
Benefits available at job (%)						
Any benefit	22.2	23.4	-1.2 (2.4)	24.4	19.3	5.1** (2.3)
Health insurance or HMO/PPO plan	17.4	18.4	-1.0 (2.2)	21.1	16.9	4.1* (2.2)
Dental insurance	13.3	14.2	-0.9 (1.9)	16.9	14.2	2.7 (2.0)
Paid vacation	12.8	15.3	-2.5 (1.9)	15.9	14.0	1.9 (1.9)
Paid holidays	15.6	15.3	0.3 (2.0)	17.6	13.9	3.7* (2.0)
Paid sick leave	10.9	11.5	-0.5 (1.8)	14.9	11.8	3.1* (1.9)
Any paid time off	17.4	18.9	-1.6 (2.1)	20.5	17.2	3.4 (2.2)
Pension or retirement benefits	12.8	14.5	-1.7 (1.9)	15.0	12.6	2.4 (1.8)
Tuition assistance or reimbursement	7.4	8.9	-1.6 (1.5)	7.1	7.6	-0.5 (1.4)
Occupation (top 10 at 12 months after random assignment) (%)						
Transportation and material moving	8.8	10.7	-1.9 (1.6)	12.4	9.8	2.6 (1.7)
Food preparation and serving	5.7	5.9	-0.2 (1.3)	3.7	4.5	-0.8 (1.0)
Production	5.2	6.2	-1.0 (1.3)	4.9	3.0	1.8 (1.2)
Office and administrative support	5.4	5.0	0.4 (1.1)	3.8	4.3	-0.5 (1.0)
Sales	5.1	3.8	1.3 (1.1)	5.6	4.1	1.5 (1.2)
Building and grounds cleaning and maintenance	3.4	3.0	0.4 (0.9)	2.7	3.1	-0.3 (0.9)
Personal care and service	2.4	3.7	-1.2 (0.8)	3.4	5.8	-2.4** (1.2)
Healthcare support	1.5	1.6	0.0 (0.6)	2.0	1.4	0.6 (0.7)
Construction and extraction	1.4	1.7	-0.3 (0.6)	2.6	2.4	0.1 (0.8)
Protective service	1.4	1.3	0.1 (0.6)	2.4	1.2	1.1 (0.7)
Occupation (top 10 at 36 months after random assignment) (%)						
Transportation and material moving	8.8	10.7	-1.9 (1.6)	12.4	9.8	2.6 (1.7)
Personal care and service	2.4	3.7	-1.2 (0.8)	3.4	5.8	-2.4** (1.2)
Sales	5.1	3.8	1.3 (1.1)	5.6	4.1	1.5 (1.2)

**Table F.24. Changes in wages and job characteristics, among all individuals, based on survey data**  
(continued)

Outcome	12 months after random assignment			36 months after random assignment		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Office and administrative support	5.4	5.0	0.4 (1.1)	3.8	4.3	-0.5 (1.0)
Food preparation and serving	5.7	5.9	-0.2 (1.3)	3.7	4.5	-0.8 (1.0)
Production	5.2	6.2	-1.0 (1.3)	4.9	3.0	1.8 (1.2)
Building and grounds cleaning and maintenance	3.4	3.0	0.4 (0.9)	2.7	3.1	-0.3 (0.9)
Construction and extraction	1.4	1.7	-0.3 (0.6)	2.6	2.4	0.1 (0.8)
Healthcare support	1.5	1.6	0.0 (0.6)	2.0	1.4	0.6 (0.7)
Protective service	1.4	1.3	0.1 (0.6)	2.4	1.2	1.1 (0.7)
<b>Sample size</b>	<b>813</b>	<b>783</b>		<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

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



**Table F.25. Changes in SNAP participation, based on SNAP administrative data**

Outcome	EPIC group	Control group	Difference
Average number of months participating in SNAP			
Year 1	7.6	8.0	-0.3*** (0.1)
Year 2	5.1	5.8	-0.8*** (0.1)
Year 3	5.0	5.5	-0.5*** (0.1)
Years 1, 2, and 3	17.7	19.3	-1.7*** (0.3)
Years 2 and 3	10.1	11.4	-1.3*** (0.2)
Number of SNAP spells in Years 1, 2, and 3 (%)			
1	39.6	41.4	-1.8 (1.4)
2	34.4	38.5	-4.1*** (1.4)
3 or more	25.9	20.0	5.9*** (1.2)
Exited SNAP in Years 1, 2, or 3 (%)	91.5	88.3	3.3*** (0.8)
Ever re-entered SNAP after exiting in Years 1, 2, or 3 (%)	66.1	66.4	-0.3 (1.4)
Average length of first SNAP spell after re-entry (months)	9.7	11.1	-1.5*** (0.3)
Ever re-entered SNAP within 4 months of exit (%)	36.3	35.9	0.4 (1.4)
<b>Sample size</b>	<b>2,503</b>	<b>2,509</b>	

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

Note: Standard errors in parentheses.

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

**Table F.26. Changes in SNAP participation, by employment patterns in Quarters 1 through 12 after random assignment, based on SNAP administrative data**

	Consistently employed			Sometimes employed			Seldom or never employed		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Average number of months participating in SNAP									
Year 1	7.5	7.5	-0.1 (0.2)	7.9	8.0	-0.1 (0.2)	7.4	8.2	-0.8***††† (0.2)
Year 2	4.1	4.3	-0.2 (0.2)	5.8	6.4	-0.6*** (0.2)	5.1	6.5	-1.4***††† (0.2)
Year 3	3.8	3.9	0.0 (0.3)	5.6	6.0	-0.4* (0.2)	5.2	6.3	-1.0***†† (0.2)
Years 1, 2, and 3	15.4	15.7	-0.3 (0.5)	19.3	20.4	-1.1** (0.5)	17.7	20.9	-3.2***††† (0.5)
Years 2 and 3	7.9	8.2	-0.3 (0.4)	11.4	12.4	-1.0*** (0.4)	10.3	12.7	-2.4***††† (0.4)
Number of SNAP spells in Years 1, 2, and 3 (%)									
1	45.0	47.7	-2.7 (2.7)	30.0	32.4	-2.4 (2.1)	45.8	46.4	-0.6 (2.4)
2	33.7	34.8	-1.1 (2.6)	37.6	44.1	-6.6*** (2.2)	31.9	35.4	-3.5 (2.3)
3 or more	21.3	17.5	3.8* (2.1)	32.4	23.5	8.9*** (2.0)	22.3	18.2	4.1** (1.9)
Exited SNAP in Years 1, 2, or 3 (%)	94.5	93.3	1.2 (1.3)	92.3	91.1	1.2 (1.3)	88.4	81.4	7.1***††† (1.6)
Ever re-entered SNAP after exiting in Years 1, 2, or 3 (%)	58.1	56.1	2.0 (2.7)	75.9	74.3	1.7 (2.0)	61.4	66.0	-4.5* (2.5)
Average length of first SNAP spell after re-entry (months)	8.8	9.3	-0.5 (0.5)	9.9	11.3	-1.3*** (0.4)	10.1	12.4	-2.3***† (0.6)
Ever re-entered SNAP within 4 months of exit (%)	32.5	28.8	3.7 (2.6)	42.9	39.9	3.0 (2.3)	32.3	37.4	-5.2**†† (2.5)
<b>Sample size</b>	<b>668</b>	<b>678</b>		<b>978</b>	<b>961</b>		<b>855</b>	<b>867</b>	

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

Note: Employment patterns are defined using UI wage records for the 12 quarters following random assignment. “Consistently employed” includes individuals who were employed for at least 10 out of 12 quarters following random assignment. “Sometimes employed” includes individuals who were employed for 3 to 9 quarters following random assignment. “Seldom or never employed” includes individuals who were employed for 0 to 3 quarters following random assignment. Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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. Changes in food insecurity, based on survey data**

<b>Food security<sup>a</sup> (%)</b>	<b>EPIC group</b>	<b>Control group</b>	<b>Difference</b>
<b>Changes in food insecurity</b>			
Living in a household that was food insecure at 12-months and food secure at 36-months	31.4	33.2	-1.7 (3.5)
Living in a household that was food insecure at 12-months and food insecure at 36-months	68.6	66.8	1.7 (3.5)
Living in a household that was food secure at 12-months and food insecure at 36-months	31.4	26.7	4.8 (3.9)
Living in a household that was food secure at 12-months and food secure at 36-months	68.6	73.3	-4.8 (3.9)
<b>Changes in very low food security</b>			
Living in a household that had very low food security at 12-months and did not have very low food security at 36-months	42.8	42.4	0.4 (4.4)
Living in a household that had very low food security at 12-months and had very low food security at 36-months	57.2	57.6	-0.4 (4.4)
Living in a household that did not have very low food security at 12-months and had very low food security at 36-months	19.0	17.6	1.4 (2.7)
Living in a household that did not have very low food security at 12-months and did not have very low food security at 36-months	81.0	82.4	-1.4 (2.7)
<b>Sample size</b>	<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

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

\*\*\*/\*\*/\* Difference between EPIC group 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. Subgroup tables and key findings for earnings, employment, and receipt of public assistance outcomes

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

The analyses presented in Chapter VII showed that for the full sample, there were no statistically significant differences between the EPIC and control groups in average earnings. Based on the survey data only, EPIC led to an increase in employment in the two-year period (Years 2 and 3) following random assignment. EPIC reduced SNAP participation in the two-year period (Years 2 and 3).

The analysis of impacts by subgroup showed some statistically significant differences across subgroups:

- Based on UI data, effects on employment and earnings over the two-year period (Years 2 or 3) did not differ across subgroups (Appendix Tables F.28 to F.36). The survey data showed some differences, with larger effects on employment and earnings for individuals with moderate and the most barriers to employment, relative to no effects for individuals with the fewest barriers. A similar pattern was found based on employment in the 12 months prior to random assignment, with larger effects on employment for individuals who had not worked in the prior 12 months.
- There were generally few statistically significant differences in SNAP participation or SNAP benefit receipt in the two-year period (Years 2 and 3) following random assignment following random assignment (Appendix Tables F.37 to F.40). There were two exceptions to this finding. First, EPIC led to larger reductions in SNAP participation among individuals aged 25 to 49 than those older than 49 or younger than 25. Second, EPIC led to larger reductions in SNAP participation for individuals in households with children, compared to effects for those in households without children.

**Table F.28. Impacts on annual employment rates and total earnings, based on UI wage records, by age**

Outcome	Ages 18 to 24			Ages 25 to 49			Age 50 or older		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)									
Year 1	76.6	72.5	4.1 (2.6)	62.0	61.6	0.3 (1.4)	58.8	61.1	-2.3 (7.9)
Year 2	72.6	71.6	1.0 (2.7)	61.2	61.0	0.2 (1.5)	52.9	56.0	-3.1 (8.1)
Year 3	73.7	68.2	5.5** (2.8)	57.3	58.3	-0.9 (1.5)	50.1	44.2	5.8† (7.6)
Years 1, 2, or 3	90.5	84.7	5.8*** (2.0)	77.2	75.9	1.3 (1.3)	73.4	69.5	3.9 (7.5)
Years 2 or 3	82.2	79.1	3.1 (2.4)	68.3	68.1	0.2 (1.4)	62.1	59.4	2.7 (7.9)
Total earnings (\$)									
Year 1	5,794	5,677	116 (438)	5,667	5,903	-236 (249)	4,525	6,332	-1,807 (1,182)
Year 2	8,096	8,031	66 (592)	8,531	8,382	149 (347)	6,543	5,466	1,077 (1,510)
Year 3	8,825	7,892	932 (635)	9,544	8,967	577 (387)	5,872	5,717	155 (1,669)
Years 1, 2, and 3	22,729	21,601	1,129 (1,419)	23,744	23,235	509 (859)	16,939	17,515	-576 (3,660)
Years 2 and 3	16,930	15,923	1,007 (1,124)	18,077	17,341	736 (688)	12,415	11,183	1,231 (2,854)
<b>Sample size</b>	<b>486</b>	<b>531</b>		<b>1,964</b>	<b>1,919</b>		<b>53</b>	<b>59</b>	

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

Note: Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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 annual employment rates and total earnings, based on UI wage records, by severity of barriers to employment**

Outcome	Fewest barriers (employed in past 12 months and high school diploma or equivalent)			Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)			Most barriers (not employed in past 12 months and no high school diploma or equivalent)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)									
Year 1	77.5	77.7	-0.2 (1.7)	58.7	55.8	2.9 (2.0)	46.2	48.0	-1.8 (3.8)
Year 2	74.6	73.9	0.7 (1.8)	56.9	57.2	-0.2 (2.0)	50.1	48.6	1.4 (3.9)
Year 3	69.6	70.0	-0.4 (1.9)	55.2	53.8	1.4 (2.0)	50.5	49.3	1.2 (3.9)
Years 1, 2, or 3	88.0	87.1	0.9 (1.4)	76.0	72.2	3.9** (1.8)	67.1	66.6	0.6 (3.7)
Years 2 or 3	80.3	79.6	0.7 (1.7)	65.1	64.8	0.3 (1.9)	62.4	58.4	4.0 (3.8)
Total earnings (\$)									
Year 1	7,481	7,902	-421 (365)	4,676	4,816	-139 (303)	3,096	2,745	351 (432)
Year 2	10,520	10,609	-89 (479)	7,301	7,105	196 (440)	5,387	4,256	1,131* (657)
Year 3	11,414	11,067	347 (537)	8,365	7,434	931* (481)	5,845	4,846	999 (735)
Years 1, 2, and 3	29,418	29,578	-160 (1,188)	20,348	19,321	1,027 (1,077)	14,322	11,847	2,475 (1,595)
Years 2 and 3	21,936	21,676	259 (943)	15,673	14,523	1,149 (866)	11,229	9,102	2,127 (1,301)
<b>Sample size</b>	<b>1,076</b>	<b>1,053</b>		<b>1,117</b>	<b>1,135</b>		<b>297</b>	<b>308</b>	

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

Note: Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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.30. Impacts on annual employment rates and total earnings, based on UI wage records, by recent employment history**

Outcome	Employed in the 12 months before random assignment			Not employed in the 12 months before random assignment		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)						
Year 1	76.3	76.9	-0.6 (1.6)	52.4	49.6	2.9 (2.0)
Year 2	72.9	72.5	0.4 (1.7)	52.9	52.7	0.2 (2.0)
Year 3	68.3	68.7	-0.4 (1.7)	52.1	50.3	1.8 (2.0)
Years 1, 2, or 3	87.9	86.6	1.2 (1.3)	71.2	67.7	3.5* (1.8)
Years 2 or 3	79.0	78.7	0.3 (1.5)	62.3	60.8	1.6 (1.9)
Total earnings (\$)						
Year 1	7,038	7,428	-391 (319)	4,096	4,100	-4 (279)
Year 2	9,949	9,861	87 (418)	6,683	6,383	300 (417)
Year 3	10,701	10,295	406 (464)	7,790	6,773	1,017** (462)
Years 1, 2, and 3	27,690	27,585	105 (1,037)	18,569	17,220	1,349 (1,017)
Years 2 and 3	20,651	20,157	494 (820)	14,476	13,138	1,338 (827)
<b>Sample size</b>	<b>1,339</b>	<b>1,324</b>		<b>1,155</b>	<b>1,174</b>	

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

Note: Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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.31. Impacts on annual employment rates and total earnings, based on UI wage records, by presence of children**

Outcome	Individuals in households with children			Individuals in households without children		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)						
Year 1	74.2	67.2	7.0* (3.8)	64.1	63.6	0.5 (1.3)
Year 2	69.1	68.0	1.1 (4.0)	62.9	62.7	0.2 (1.4)
Year 3	61.8	66.7	-4.9 (4.0)	60.6	59.3	1.2 (1.4)
Years 1, 2, or 3	84.0	80.0	4.0 (3.2)	79.5	77.4	2.1* (1.2)
Years 2 or 3	73.0	73.1	-0.1 (3.8)	70.9	69.9	1.0 (1.3)
Total earnings (\$)						
Year 1	7,022	6,604	418 (693)	5,536	5,788	-252 (225)
Year 2	11,036	10,125	912 (1,039)	8,175	8,053	122 (309)
Year 3	11,579	10,616	964 (1,146)	9,145	8,466	679** (342)
Years 1, 2, and 3	29,635	27,344	2,290 (2,512)	22,863	22,293	569 (762)
Years 2 and 3	22,614	20,740	1,874 (2,054)	17,326	16,513	813 (608)
<b>Sample size</b>	<b>246</b>	<b>238</b>		<b>2,257</b>	<b>2,271</b>	

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

Note: Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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.32. Impacts on annual employment rates and annual earnings, based on survey data, by age**

Outcome	Ages 18 to 24			Ages 25 to 49			Age 50 or older		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)									
Year 1	61.9	55.0	7.0 (6.8)	54.1	54.1	0.0 (3.0)	56.2	21.2	35.0***†† (12.2)
Year 2	79.5	73.4	6.1 (5.5)	74.0	67.9	6.2** (2.8)	81.2	58.5	22.8* (12.5)
Year 3	77.5	72.8	4.7 (5.9)	69.9	68.5	1.3 (2.8)	55.8	62.8	-7.0 (16.3)
Years 1, 2, or 3	92.9	85.8	7.1** (3.4)	84.0	78.0	6.0** (2.4)	88.3	72.9	15.5 (10.1)
Years 2 or 3	89.8	83.9	5.9 (4.1)	81.0	75.4	5.6** (2.5)	80.8	70.1	10.7 (11.3)
Average earnings during the year (\$)									
Year 1	6,584	5,991	593 (1,155)	6,797	7,269	-472 (588)	4,700	1,784	2,916***†† (1,068)
Year 2	12,128	13,272	-1,143 (1,795)	15,058	13,682	1,376 (1,043)	9,412	8,965	448 (2,688)
Year 3	13,018	11,670	1,347 (1,760)	14,490	14,396	94 (1,028)	3,949	8,438	-4,488**† (2,059)
Years 1, 2, and 3	31,730	30,933	797 (3,553)	36,345	35,348	997 (2,209)	18,062	19,186	-1,125 (4,555)
Years 2 and 3	25,146	24,942	204 (3,071)	29,548	28,079	1,469 (1,929)	13,362	17,403	-4,041 (3,957)
<b>Sample size</b>	<b>124</b>	<b>138</b>		<b>665</b>	<b>616</b>		<b>24</b>	<b>29</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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.33. Impacts on annual employment rates and annual earnings, based on survey data, by severity of barriers to employment**

Outcome	Fewest barriers (employed in past 12 months and high school diploma or equivalent)			Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)			Most barriers (not employed in past 12 months and no high school diploma or equivalent)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)									
Year 1	60.4	68.8	-8.3** (3.9)	55.9	44.6	11.3*** (4.2)	38.8	28.0	10.8††† (8.8)
Year 2	77.7	79.2	-1.4 (3.3)	72.3	62.7	9.6** (4.0)	80.4	56.2	24.2***††† (8.2)
Year 3	78.3	79.0	-0.8 (3.3)	66.2	64.5	1.7 (4.0)	68.1	53.1	15.0 (9.1)
Years 1, 2, or 3	87.9	90.1	-2.2 (2.4)	83.1	72.1	11.0*** (3.3)	90.3	70.5	19.8***††† (7.4)
Years 2 or 3	85.7	88.1	-2.5 (2.6)	80.1	70.4	9.7*** (3.5)	85.9	64.6	21.3***††† (7.7)
Average earnings during the year (\$)									
Year 1	8,172	9,790	-1,618* (878)	5,959	5,409	550 (723)	3,802	1,957	1,845†† (1,253)
Year 2	16,896	15,968	928 (1,293)	12,654	12,683	-29 (1,443)	12,831	7,589	5,242** (2,305)
Year 3	17,341	17,505	-163 (1,390)	11,610	12,220	-610 (1,334)	11,824	5,639	6,185***††† (1,954)
Years 1, 2, and 3	42,409	43,263	-854 (2,906)	30,224	30,312	-89 (2,908)	28,457	15,185	13,272***†† (4,307)
Years 2 and 3	34,237	33,473	764 (2,448)	24,265	24,904	-639 (2,570)	24,655	13,228	11,427***†† (3,920)
<b>Sample size</b>	<b>368</b>	<b>366</b>		<b>372</b>	<b>341</b>		<b>71</b>	<b>71</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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.34. Impacts on annual employment rates and annual earnings, based on survey data, by recent employment history**

Outcome	Employed in the 12 months before random assignment			Not employed in the 12 months before random assignment		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)						
Year 1	63.3	65.0	-1.7 (3.7)	47.9	40.5	7.5*† (4.0)
Year 2	77.7	77.3	0.4 (3.3)	72.7	59.7	12.9***†† (3.9)
Year 3	77.5	78.6	-1.2 (3.2)	65.1	59.2	5.9 (4.0)
Years 1, 2, or 3	89.8	89.5	0.3 (2.2)	82.1	69.1	13.0***††† (3.5)
Years 2 or 3	86.9	87.0	-0.1 (2.5)	79.1	66.6	12.5***††† (3.6)
Average earnings during the year (\$)						
Year 1	8,000	8,834	-834 (798)	5,209	4,721	488 (647)
Year 2	16,188	14,800	1,388 (1,151)	12,278	12,040	239 (1,398)
Year 3	15,760	16,744	-984 (1,235)	12,110	10,414	1,696 (1,268)
Years 1, 2, and 3	39,947	40,377	-430 (2,570)	29,597	27,175	2,422 (2,781)
Years 2 and 3	31,948	31,543	404 (2,168)	24,388	22,454	1,934 (2,495)
<b>Sample size</b>	<b>431</b>	<b>428</b>		<b>381</b>	<b>350</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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.35. Impacts on annual employment rates and annual earnings, based on survey data, by presence of children**

Outcome	Individuals in households with children			Individuals in households without children		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)						
Year 1	59.4	50.3	9.1 (9.4)	55.2	53.8	1.4 (2.9)
Year 2	87.2	64.3	22.8*** (7.8)	74.3	69.2	5.1*†† (2.6)
Year 3	75.0	68.9	6.1 (8.8)	71.2	69.4	1.9 (2.6)
Years 1, 2, or 3	90.7	75.3	15.4** (6.9)	85.7	79.9	5.8*** (2.1)
Years 2 or 3	90.8	72.6	18.2** (7.1)	82.3	77.4	4.9**† (2.3)
Average earnings during the year (\$)						
Year 1	6,773	7,137	-364 (1,638)	6,652	6,843	-191 (543)
Year 2	15,319	19,425	-4,105 (4,530)	14,257	12,963	1,294 (878)
Year 3	16,263	17,738	-1,475 (4,338)	13,837	13,334	503 (868)
Years 1, 2, and 3	38,355	44,299	-5,944 (9,429)	34,745	33,140	1,605 (1,849)
Years 2 and 3	31,583	37,163	-5,580 (8,497)	28,094	26,297	1,797 (1,590)
<b>Sample size</b>	<b>82</b>	<b>79</b>		<b>731</b>	<b>704</b>	

Source: SNAP employment and training evaluation 12- and 36- month surveys, weighted data.

Note: Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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.36. Impacts on annual employment rates and annual earnings, based on survey data, by monthly income as a percentage of poverty**

Outcome	Lives in household with income below 50 percent of the federal poverty level			Lives in household with income equal to or above 50 percent of the federal poverty level		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)						
Year 1	55.6	49.7	6.0* (3.2)	42.0	71.5	-29.5***††† (10.4)
Year 2	74.0	66.7	7.3** (3.0)	74.0	73.0	1.0 (9.4)
Year 3	70.3	67.7	2.6 (3.0)	81.1	74.7	6.4 (8.5)
Years 1, 2, or 3	85.5	76.1	9.4*** (2.5)	83.0	83.1	-0.1 (7.7)
Years 2 or 3	82.4	74.5	8.0*** (2.6)	82.3	79.1	3.2 (8.0)
Average earnings during the year (\$)						
Year 1	6,754	6,400	354 (616)	2,908	9,245	-6,337***††† (1,620)
Year 2	12,883	12,937	-55 (933)	14,171	15,611	-1,440 (3,634)
Year 3	13,114	12,849	265 (946)	11,915	14,042	-2,127 (2,705)
Years 1, 2, and 3	32,750	32,186	564 (2,012)	28,994	38,898	-9,904 (6,445)
Years 2 and 3	25,996	25,786	210 (1,704)	26,086	29,653	-3,567 (5,567)
<b>Sample size</b>	<b>581</b>	<b>531</b>		<b>65</b>	<b>60</b>	

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Standard errors in parentheses.

\*\*\*/\*\*/\* Difference between EPIC group 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.37. Impacts on annual SNAP participation rates and average SNAP benefit amount per year, based on SNAP administrative data, by age**

Outcome	Ages 18 to 24			Ages 25 to 49			Age 50 or older		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Year 1	97.8	98.3	-0.5 (0.9)	98.3	98.3	0.1 (0.4)	100.0	100.0	0.0 (0.2)
Year 2	64.8	64.8	0.0 (2.9)	63.5	67.4	-3.9*** (1.5)	85.8	89.7	-3.9 (5.6)
Year 3	59.5	59.7	-0.2 (3.0)	57.9	61.3	-3.4** (1.5)	74.8	84.6	-9.8 (6.9)
Years 1, 2, or 3	99.6	99.0	0.6 (0.5)	99.2	99.4	-0.2 (0.3)	100.0	100.0	0.0 (0.2)
Years 2 or 3	75.5	71.6	3.9 (2.7)	71.0	74.9	-3.8*** (1.4)	90.0	91.4	-1.3†† (5.1)
Average annual SNAP benefits received (\$)									
Year 1	1,603	1,560	43 (68)	1,534	1,561	-27 (27)	2,081	2,039	42 (139)
Year 2	1,042	1,125	-84 (82)	1,000	1,103	-102*** (35)	1,603	1,590	13 (176)
Year 3	1,082	1,109	-27 (88)	1,034	1,071	-37 (39)	1,298	1,421	-123 (177)
Years 1, 2, and 3	3,727	3,794	-67 (200)	3,568	3,734	-166** (83)	4,982	5,049	-67 (378)
Years 2 and 3	2,124	2,235	-111 (157)	2,034	2,174	-139** (67)	2,901	3,011	-110 (314)
Average monthly SNAP benefits received as a percentage of maximum benefit amount <sup>a</sup>									
Year 1	53.0	55.3	-2.3 (1.8)	59.2	61.0	-1.8** (0.9)	76.1	79.0	-2.9 (4.7)
Year 2	31.7	37.5	-5.9*** (2.1)	36.0	42.2	-6.2*** (1.1)	58.8	61.6	-2.9 (6.5)
Year 3	32.7	36.1	-3.4 (2.2)	36.4	40.0	-3.7*** (1.2)	48.4	57.2	-8.8 (7.0)
Years 1, 2, and 3	39.3	43.1	-3.8** (1.6)	44.0	47.8	-3.9*** (0.9)	60.9	66.0	-5.1 (4.8)
Years 2 and 3	32.3	36.8	-4.5** (1.9)	36.3	41.2	-4.9*** (1.1)	53.5	59.5	-6.0 (6.1)
<b>Sample size</b>	<b>486</b>	<b>531</b>		<b>1,964</b>	<b>1,919</b>		<b>53</b>	<b>59</b>	

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

Note: Standard errors in parentheses.

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

\*\*\*/\*\*/\* Difference between EPIC group 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.38. Impacts on annual SNAP participation rates and average SNAP benefit amount per year , based on SNAP administrative data, by severity of barriers to employment**

Outcome	Fewest barriers (employed in past 12 months and high school diploma or equivalent)			Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)			Most barriers (not employed in past 12 months and no high school diploma or equivalent)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)									
Year 1	98.1	98.6	-0.5 (0.5)	98.4	97.9	0.5 (0.6)	98.3	99.0	-0.8 (0.9)
Year 2	63.3	66.2	-2.9 (2.0)	65.3	67.3	-2.0 (1.9)	63.3	71.5	-8.2** (3.7)
Year 3	56.7	59.9	-3.1 (2.0)	59.8	62.9	-3.2 (2.0)	60.1	62.0	-1.9 (3.9)
Years 1, 2, or 3	99.2	99.5	-0.3 (0.3)	99.4	99.0	0.3 (0.4)	99.3	99.7	-0.4 (0.6)
Years 2, or 3	71.7	72.4	-0.7 (1.9)	72.9	75.5	-2.6 (1.8)	71.9	78.3	-6.4* (3.4)
Average annual SNAP benefits received (\$)									
Year 1	1,560	1,530	30 (39)	1,582	1,568	15 (36)	1,466	1,694	-228***††† (67)
Year 2	1,007	1,099	-92* (49)	1,033	1,129	-97** (49)	1,020	1,126	-106 (83)
Year 3	1,002	1,063	-62 (54)	1,103	1,119	-16 (54)	1,010	1,048	-38 (90)
Years 1, 2, and 3	3,568	3,692	-124 (118)	3,718	3,816	-98 (117)	3,497	3,869	-372* (192)
Years 2 and 3	2,008	2,162	-154 (93)	2,136	2,248	-112 (95)	2,030	2,174	-144 (156)
Average monthly SNAP benefits received as a percentage of maximum benefit amount <sup>a</sup>									
Year 1	56.8	57.0	-0.2 (1.2)	60.2	61.5	-1.3 (1.2)	55.7	65.8	-10.1***††† (2.3)
Year 2	34.2	39.1	-4.9*** (1.5)	36.4	43.2	-6.8*** (1.5)	37.0	44.8	-7.7*** (3.0)
Year 3	33.4	36.5	-3.1** (1.6)	37.9	41.9	-4.0** (1.6)	36.3	41.9	-5.6* (3.1)
Years 1, 2, and 3	41.6	44.3	-2.7** (1.1)	45.0	48.9	-3.9*** (1.1)	43.0	50.9	-7.9*** (2.2)
Years 2 and 3	33.9	37.8	-3.9*** (1.4)	37.3	42.6	-5.3*** (1.4)	36.7	43.3	-6.7** (2.7)
<b>Sample size</b>	<b>1,076</b>	<b>1,053</b>		<b>1,117</b>	<b>1,135</b>		<b>297</b>	<b>308</b>	

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

Note: Standard errors in parentheses.

**Table F.38. Impacts on annual SNAP participation rates and average SNAP benefit amount per year , based on SNAP administrative data, by severity of barriers to employment** *(continued)*

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

\*\*\*/\*\*/\* Difference between EPIC group 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.39. Impacts on annual SNAP participation rates and average SNAP benefit amount per year, based on SNAP administrative data, by recent employment history**

Outcome	Employed in the 12 months before random assignment			Not employed in the 12 months before random assignment		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Year 1	98.1	98.4	-0.3 (0.5)	98.4	98.2	0.1 (0.5)
Year 2	64.5	66.6	-2.1 (1.8)	63.8	68.2	-4.4** (1.9)
Year 3	58.4	60.5	-2.2 (1.8)	58.7	62.6	-3.9** (2.0)
Years 1, 2, or 3	99.2	99.4	-0.2 (0.3)	99.4	99.2	0.2 (0.3)
Years 2, or 3	72.9	73.4	-0.6 (1.6)	71.5	75.8	-4.3** (1.8)
Average annual SNAP benefits received (\$)						
Year 1	1,554	1,514	41 (36)	1,562	1,630	-68*†† (35)
Year 2	1,024	1,113	-90** (45)	1,014	1,122	-108** (46)
Year 3	1,057	1,095	-38 (50)	1,042	1,077	-35 (50)
Years 1, 2, and 3	3,635	3,722	-87 (108)	3,619	3,830	-211* (109)
Years 2 and 3	2,081	2,208	-128 (86)	2,057	2,200	-143 (88)
Average monthly SNAP benefits received as a percentage of maximum benefit amount <sup>a</sup>						
Year 1	56.8	56.7	0.1 (1.1)	59.8	64.0	-4.2***††† (1.2)
Year 2	34.5	39.8	-5.2*** (1.3)	36.6	43.8	-7.2*** (1.5)
Year 3	35.0	37.8	-2.8** (1.4)	36.8	41.7	-4.9*** (1.6)
Years 1, 2, and 3	42.2	44.9	-2.6*** (1.0)	44.5	49.9	-5.4***† (1.1)
Years 2 and 3	34.9	38.8	-3.9*** (1.2)	36.8	42.8	-6.0*** (1.4)
<b>Sample size</b>	<b>1,339</b>	<b>1,324</b>		<b>1,155</b>	<b>1,174</b>	

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

Note: Standard errors in parentheses.

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

\*\*\*/\*\*/\* Difference between EPIC group 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.40. Impacts on annual SNAP participation rates and average SNAP benefit amount per year, based on SNAP administrative data, by presence of children**

Outcome	Individuals in households with children			Individuals in households without children		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
SNAP participation by individual enrolled in pilot (%)						
Year 1	98.5	99.6	-1.1 (0.9)	98.2	98.2	0.0 (0.4)
Year 2	64.6	79.5	-14.9*** (3.8)	64.1	66.1	-2.1††† (1.4)
Year 3	61.1	67.2	-6.1 (4.2)	58.2	61.0	-2.8** (1.4)
Years 1, 2, or 3	99.6	99.6	0.0 (0.6)	99.3	99.3	0.0 (0.2)
Years 2 or 3	70.5	82.5	-12.0*** (3.6)	72.3	73.7	-1.4††† (1.3)
Average annual SNAP benefits received (\$)						
Year 1	2,540	2,419	121 (136)	1,451	1,482	-31 (24)
Year 2	1,831	1,892	-62 (160)	928	1,039	-110*** (31)
Year 3	1,659	1,849	-190 (174)	978	1,008	-30 (34)
Years 1, 2, and 3	6,029	6,160	-131 (410)	3,357	3,528	-171** (72)
Years 2 and 3	3,489	3,741	-252 (313)	1,906	2,047	-141** (59)
Average monthly SNAP benefits received as a percentage of maximum benefit amount <sup>a</sup>						
Year 1	59.5	62.9	-3.4 (2.5)	58.1	59.9	-1.8** (0.8)
Year 2	39.6	46.3	-6.7** (3.1)	35.1	41.2	-6.1*** (1.1)
Year 3	37.3	45.6	-8.3** (3.4)	35.6	39.0	-3.4*** (1.1)
Years 1, 2, and 3	45.6	51.7	-6.1** (2.4)	43.0	46.8	-3.7*** (0.8)
Years 2 and 3	38.4	45.8	-7.3** (3.0)	35.4	40.1	-4.7*** (1.0)
<b>Sample size</b>	<b>246</b>	<b>238</b>		<b>2,257</b>	<b>2,271</b>	

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

Note: Standard errors in parentheses.

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

\*\*\*/\*\*/\* Difference between EPIC group 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.

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

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

The analyses presented in Chapter VII showed that for the full sample, EPIC had no impact on the likelihood of food insecurity and very low food security for EPIC group members relative to control group members. Across most subgroups, the impacts did not differ statistically (Appendix Tables F.41 to F.44). However, EPIC increased food insecurity among individuals with moderate barriers to employment, compared with no effect for those with the fewest or the most barriers.

**Table F.41. Impacts on food security, based on 36-month survey data, by age**

Food security <sup>a</sup> (%)	Ages 18 to 24			Ages 25 to 49			Age 50 or older		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Living in a household that is food insecure	52.4	42.7	9.6 (7.1)	51.5	51.6	0.0 (3.1)	82.6	70.9	11.7 (11.3)
Living in a household with very low food security	32.5	29.6	2.8 (6.3)	31.7	34.0	-2.2 (2.9)	63.9	44.1	19.9 (14.5)
<b>Sample size</b>	<b>124</b>	<b>138</b>		<b>665</b>	<b>616</b>		<b>24</b>	<b>29</b>	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

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

\*\*\*/\*\*/\* Difference between EPIC group 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.42. Impacts on food security, based on 36-month survey data, by severity of barriers to employment**

	Fewest barriers (employed in past 12 months and high school diploma or equivalent)			Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)			Most barriers (not employed in past 12 months and no high school diploma or equivalent)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Food security <sup>a</sup> (%)									
Living in a household that is food insecure	51.4	51.9	-0.4 (4.2)	55.5	45.5	10.0** (4.2)	49.2	62.3	-13.1†† (9.5)
Living in a household with very low food security	36.7	35.1	1.6 (4.0)	31.5	30.5	0.9 (3.8)	27.1	37.9	-10.8 (8.0)
<b>Sample size</b>	<b>368</b>	<b>366</b>		<b>372</b>	<b>341</b>		<b>71</b>	<b>71</b>	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

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

\*\*\*/\*\*/\* Difference between EPIC group 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.43. Impacts on food security, based on 36-month survey data, by recent employment history**

	Employed in the 12 months before random assignment			Not employed in the 12 months before random assignment		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
<b>Food security<sup>a</sup> (%)</b>						
Living in a household that is food insecure	53.0	52.9	0.1 (3.9)	52.4	47.0	5.4 (4.1)
Living in a household with very low food security	36.9	36.3	0.6 (3.7)	28.2	29.7	-1.5 (3.7)
<b>Sample size</b>	<b>431</b>	<b>428</b>		<b>381</b>	<b>350</b>	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

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

\*\*\*/\*\*/\* Difference between EPIC group 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.44. Impacts on food security, based on 36-month survey data, by presence of children**

	Individuals in households with children			Individuals in households without children		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
<b>Food security<sup>a</sup> (%)</b>						
Living in a household that is food insecure	57.1	42.2	14.9 (9.7)	51.9	50.8	1.1 (2.9)
Living in a household with very low food security	37.1	26.2	11.0 (8.0)	32.3	33.9	-1.6 (2.8)
<b>Sample size</b>	<b>82</b>	<b>79</b>		<b>731</b>	<b>704</b>	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

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

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

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

## **Appendix G**

### **Cost-Benefit analysis**



### Cost estimation and analysis methods

The following series of tables present cost estimates of (1) EPIC, (2) all services EPIC group members received through EPIC, existing SNAP E&T, or community services, and (3) all services control group members received through existing SNAP E&T and the community. Below we describe the method of calculating each type of cost and the data sources used.

- **Costs of EPIC:** Estimated using SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers from 2015 to 2019 (Tables G.1. – G.4.). These costs include time for planning, recruiting, and providing services under EPIC to the EPIC group.
- **Costs of all services EPIC group members received:** Estimated using the unit costs of specific EPIC services (such as job search assistance) and individual-level data from the 12- and 36- month survey data on service receipt (Table G.5a.). These are the estimated costs of all services EPIC group members received through EPIC, existing SNAP E&T, or the community. The difference between the total cost of EPIC and the cost of all EPIC group services likely represents services that EPIC group members received outside of EPIC. Table G.5b presents a sensitivity analysis which uses the unit costs of services based on WIA data and survey data on service receipt to estimate the costs of all services EPIC group members received. The WIA data on unit costs of services was used to estimate the costs of all control group services because it reflects similar types of services to what control group members received. The difference between the estimates presented in G.5a. and G.5b is the source of the unit costs and could reflect differences in the level of cost available. For example, we assumed individuals received one assessment in using WIA unit costs, but EPIC unit costs reflect the average number of assessments EPIC group members received. More detail on these data sources and associated assumptions is presented in the technical supplement.
- **Costs of all services control group members received:** Estimated using the unit costs of specific services based on data from the WIA Gold Standard Evaluation (described in Chapter II and the technical supplement) and individual-level data from the 12- and 36- month survey data on service receipt (Table G.6a.). These are the estimated costs of all services control group members received through existing SNAP E&T and the community. Table G.6b presents a sensitivity analysis which uses the unit costs of services based on EPIC data and survey data on service receipt to estimate the costs of all services control group members received. The difference between the estimates presented in G.6a. and G.6b is the source of the unit costs and could highlight differences in the level of cost available for the EPIC group. For example, a higher cost in Table G.6b than in Table G.6a. could suggest that EPIC services were more expensive and took a longer time per person than is reflected in the WIA unit costs.
- **Per individual costs of services:** Table G.7. presents the cost per individual for (1) recruitment into EPIC, which covered EPIC and control group members, (2) EPIC services, (3) all services EPIC group members received, and (4) all services control group members received. Costs of recruitment per individual represent the average cost of recruiting one individual. The mean costs of services per individual and are estimated using the data sources described above for each group.

**Table G.1. EPIC cost summary, by funding source and percentage of total**

Cost category	Total cost	Percentage of total cost (%)	Grant funded		Other sources	
			Costs funded	Percentage of total cost (%)	Costs funded	Percentage of total cost (%)
Total costs	\$16,323,517	100.0	\$12,080,965	74.0	\$4,242,552	26.0
Planning period cost	\$279,680	1.7	\$242,857	1.5	\$36,823	0.2
Service period cost	\$16,043,837	98.3	\$11,838,109	72.5	\$4,205,728	25.8
Quarter 1	\$1,153,680	--	\$1,001,896	--	\$151,785	--
Quarter 2	\$1,075,266	--	\$785,049	--	\$290,216	--
Quarter 3	\$1,450,920	--	\$1,130,301	--	\$320,619	--
Quarter 4	\$1,408,415	--	\$1,070,632	--	\$337,782	--
Quarter 5	\$1,429,536	--	\$1,145,602	--	\$283,934	--
Quarter 6	\$1,527,546	--	\$1,096,601	--	\$430,945	--
Quarter 7	\$1,395,397	--	\$1,075,741	--	\$319,656	--
Quarter 8	\$1,363,381	--	\$932,746	--	\$430,635	--
Quarter 9	\$1,158,916	--	\$702,578	--	\$456,337	--
Quarter 10	\$1,241,146	--	\$833,096	--	\$408,050	--
Quarter 11	\$2,839,634	--	\$2,063,864	--	\$775,770	--

Source: SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers, 2015-2019.

Note: This table presents pilot costs, which were primarily for the EPIC group but also included planning and recruiting efforts that affected the control group. The planning period was considered to encompass the time between the award of the FNS grant and EPIC launch (April 2015 to March 2016). Service delivery costs represent the total reported in quarterly workbooks following the launch of EPIC. The final quarterly workbook included costs for any closeout activities that occurred after services ended. Cost workbooks asked for the total costs of the services provided to individuals in the EPIC group. For all costs reported in the workbooks, respondents were asked to report the percentage of the cost that was funded by the FNS grant. Remaining costs are assumed to be covered by other sources. All costs are presented in 2016 dollars. Hyphens indicate that percentage of total cost was not calculated for this period.

**Table G.2. EPIC cost summary, by resource category**

Resource category	Total	Grant funded		Other sources	
		Costs funded	Percentage of total category cost (%)	Costs funded	Percentage of total category cost (%)
Total costs	\$16,323,517	\$12,080,965	74.0	\$4,242,552	26.0
Staff and volunteer costs	\$7,259,903	\$5,758,506	79.3	\$1,501,397	20.7
Staff	\$7,242,446	\$5,758,506	79.5	\$1,483,939	20.5
Administrative staff <sup>a</sup>	\$3,406,797	\$2,669,775	36.9	\$737,022	10.2
Direct service staff	\$3,835,648	\$3,088,731	42.7	\$746,918	10.3
Volunteer	\$17,458	\$0	0.0	\$17,458	100.0
Direct service costs	\$4,607,224	\$4,260,421	92.5	\$346,804	7.5
Direct E&T services	\$1,956,589	\$1,718,645	87.8	\$237,944	12.2
Support services	\$512,044	\$403,184	78.7	\$108,860	21.3
Other service contracts <sup>b</sup>	\$2,138,592	\$2,138,592	100.0	\$0	0.0
New pilot supplies and equipment costs	\$183,293	\$183,278	100.0	\$16	0.0
Supplies	\$71,111	\$71,095	100.0	\$16	0.0
Equipment	\$112,182	\$112,182	100.0	\$0	0.0
Other overhead operating costs <sup>c</sup>	\$4,273,096	\$1,878,761	44.0	\$2,394,335	56.0
Overhead	\$474,498	\$447,286	94.3	\$27,213	5.7
Facilities and utilities	\$2,905,647	\$543,520	18.7	\$2,362,127	81.3
Indirect costs	\$892,951	\$887,955	99.4	\$4,996	0.6

Source: SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers, 2015-2019.

Note: This table presents pilot costs, which were primarily for the EPIC group but also included planning and recruiting efforts that affected the control group. Cost workbooks asked for the total costs of the services provided to individuals in the EPIC group. For all costs reported in the workbooks, respondents were asked to report the percentage of the cost that was funded by the FNS grant. Remaining costs are assumed to be covered by other sources. One provider— Instituto del Progreso Latino— reported that their facility and utility costs were included in the indirect cost rate. Another provider — Man-Tra-Con Corporation— reported that some of their facilities (like public libraries) were free and therefore incurred no costs. Three providers used donated facilities to provide direct services. We used the square footage of the space used for services and the zip code to estimate a cost for these facilities. All costs are presented in 2016 dollars.

<sup>a</sup> We used staff titles and primary responsibilities reported in the cost workbooks to categorize staff and their associated costs as either administrative (including staff such as accountants, executive leadership, supervisors, or SNAP eligibility staff) or direct service related (including partner and provider staff delivering services such as case management).

<sup>b</sup> Other service contracts represent costs paid by a partner or provider to another organization for a direct service, such as education or occupational skills training. We assumed service contracts included all the costs of service, including staff, direct costs, supplies and equipment, and other overhead and operating costs. For example, a contract for vocational training with specific providers.

<sup>c</sup> Overhead and operating costs include those for facilities, utilities, and other administrative and indirect expenses.

**Table G.3a. Estimated EPIC costs overall and by service type**

<b>Costs</b>	<b>Total costs</b>	<b>Percentage of total</b>
Total costs <sup>a</sup>	\$16,323,517	100.0
Direct services estimates	\$6,926,356	42.4
Assessments	\$740,891	4.5
Case management	\$1,009,150	6.2
Job readiness or life skills workshop	\$1,028,727	6.3
Education	\$127,000	0.8
Occupational skills training	\$1,645,838	10.1
Support services	\$518,360	3.2
Work-based learning	\$1,059,696	6.5
Other direct service contracts	\$796,695	4.9
Administration estimates	\$9,397,160	57.6
Ongoing administration costs <sup>b</sup>	\$6,774,100	41.5
Recruitment costs <sup>c</sup>	\$2,343,380	14.4
Planning period costs <sup>a</sup>	\$279,680	1.7

Source: SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers, 2015-2019; and SNAP employment and training evaluation survey of direct service provider time use, 2016-2018.

Note: This table presents pilot costs, which were primarily for the EPIC group but also included planning and recruiting efforts that affected the control group. The estimated costs of case management, job readiness or life skills workshop, and assessments include costs for staff, supplies and equipment, and overhead and operating costs, which were allocated using the average percentage of time spent on these activities in the time-use survey. The estimated costs of support services, other direct service contracts, work-based learning, occupational skills training, and education do not include costs for staff, supplies and equipment, or overhead and operating costs. Other direct service contracts included technical support to some providers. We assumed these costs were either built into those payments or the associated staff time and costs were represented as case management. All costs are presented in 2016 dollars.

<sup>a</sup> Represents the actual reported cost presented in Table G.1. The other costs presented in this table were estimated as described in the table note.

<sup>b</sup> Ongoing administration costs include service contracts that cannot be assigned to one of the defined direct services, such as a subcontract for interpretation services. Ongoing administration costs also include the costs of other EPIC-related activities that are not direct services, including staff meetings and supervision and other activities.

<sup>c</sup> Recruitment costs include labor, service contracts, and other costs used to recruit both EPIC and control group members into the pilot. Half of the individuals recruited were randomly assigned to the EPIC group and half were assigned to the control group.

**Table G.3b. Estimated EPIC costs overall and by service type, including the costs of ongoing administration**

Costs	Total costs	Percentage of total
Total costs <sup>a</sup>	\$16,323,517	100.0
Operating costs by service type <sup>b</sup>	\$13,700,457	83.9
Assessments	\$1,559,675	9.6
Case management	\$2,124,397	13.0
Job readiness or life skills workshop	\$2,165,609	13.3
Education	\$267,351	1.6
Occupational skills training	\$3,464,709	21.2
Support services	\$1,091,218	6.7
Work-based learning	\$2,230,803	13.7
Other direct service contracts	\$796,695	4.9
Other administration estimates	\$2,623,060	16.1
Recruitment costs	\$2,343,380	14.4
Planning period costs	\$279,680	1.7

Source: SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers, 2015-2019; and SNAP employment and training evaluation survey of direct service provider time use, 2016-2018.

Note: This table presents pilot costs, which were primarily for the EPIC group but also included planning and recruiting efforts that affected the control group. The estimated costs of case management, job readiness or life skills workshop, and assessments include costs for staff, supplies and equipment, and overhead and operating costs, which were allocated using the average percentage of time spent on these activities in the time-use survey. The estimated costs of support services, other direct service contracts, work-based learning, occupational skills training, and education do not include costs for staff, supplies and equipment, or overhead and operating costs. Other direct service contracts included technical support to some providers. We assumed these costs were either built into those payments or the associated staff time and costs were represented as case management. All costs are presented in 2016 dollars.

<sup>a</sup> Represents the actual reported cost presented in Table G.1. The other costs presented in this table were estimated as described in the table note.

<sup>b</sup> Operating costs are the estimated cost of direct services including the ongoing administration cost. Ongoing administration costs include other direct service contracts that cannot be assigned to one of the defined direct services, such as a subcontract for interpretation services. Ongoing administration costs also include the costs of other EPIC-related activities that are not direct services, including staff meetings and supervision and other activities. The ongoing administration costs presented in Table G.3a have been allocated proportionally across direct service types in this table.

**Table G.4. Average percentage of time direct service provider staff spent on key pilot activities**

Key activities	Percentage of total time
Direct service activities	
Assessments	9.4
Case management	21.8
Job readiness or life skills workshop	13.2
Administration activities	
Staff meetings and supervision	20.1
Recruitment and enrollment	29.5
Other pilot activities	0.4
Evaluation activities	5.7
<b>Total</b>	<b>100</b>

Source: SNAP employment and training evaluation survey of direct service provider time use, 2016-2018.

Note: This table shows the average percentage of time direct service staff spent on key pilot activities during the first, second, and third rounds of the time-use survey (fall 2016, summer 2017, and summer 2018). Twenty-five direct service staff were randomly selected to respond in each round. Direct services, including support services, other direct service contracts, work-based learning, occupational skills training, and education, are not included because we assumed staff costs were either built into those payments or the associated staff time and costs were represented as case management. Evaluation costs are excluded from all cost estimates, but this table includes time staff spent on the evaluation.

**Table G.5a. Estimated costs overall and by service type for the EPIC group for EPIC services, existing SNAP E&T services, or community-offered services, using pilot cost estimates and survey data**

Costs	Total costs	Percentage of total
Total service costs estimate <sup>a</sup>	\$13,026,587	100.0
Operating costs by service type <sup>b</sup>		
Assessments	\$1,613,312	12.4
Case management	\$2,262,146	17.4
Job readiness or life skills workshop	\$5,077,347	39.0
Education	\$143,896	1.1
Occupational skills training	\$444,675	3.4
Support services	\$1,202,336	9.2
Work-based learning	\$1,486,180	11.4
Other direct service contracts <sup>c</sup>	\$796,695	6.1

Source: SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers, 2015-2019; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: This table estimates the cost of all services EPIC group members might have received from the pilot EPIC services, existing SNAP E&T services, or community offered services. The pilot cost estimates reflect the costs of services funded by grant and non-grant sources through pilot service providers. EPIC group members could have received services through existing SNAP E&T or other community-offered programs while enrolled in the pilot, which would not be reflected in the EPIC cost data. The SNAP employment and training evaluation 12- and 36-month surveys provide information on services received through the pilot, existing SNAP E&T, and other community-offered programs. The estimates were calculated as the product of the costs per EPIC group member for each type of direct service and the number of EPIC group members who received each type of direct service. Costs of each service type per EPIC group member were calculated by dividing the overall cost of each direct service by the number of individuals in the administrative service use data who received that service. Administrative service use data on receipt of case management was missing, so we assumed all individuals received it to calculate the cost of that service type. To estimate the number of all EPIC group members who received a given direct service, we applied the survey-based percentage of EPIC group members who received the direct service in the surveys to the total number of EPIC group members enrolled in the pilot. The EPIC cost of administration was added by applying the percentage of total costs represented by the costs of administration to each estimate. All costs are presented in 2016 dollars. Hyphens indicate that the activity was not offered.

<sup>a</sup> This total cost estimate is the sum of the estimates of direct services and ongoing administration costs. It does not include recruitment or planning period costs (which covered both EPIC and control group members).

<sup>b</sup> Operating costs are the estimated cost of direct services including the ongoing administration cost.

<sup>c</sup> Represents the actual cost reported for other direct service contract costs (which covered EPIC group services only).

**Table G.5b. Estimated costs, overall and by service type for the EPIC group for EPIC services, existing SNAP E&T services, or community-offered services: sensitivity analysis using WIA cost estimates and survey data**

Costs	Total costs	Percentage of total
Total service costs estimate <sup>a</sup>	\$8,486,163	100.0
Operating costs by service type <sup>b</sup>		
Assessments	\$21,188	0.2
Case management	\$3,961,250	46.7
Job readiness or life skills workshop <sup>c</sup>	\$103,343	1.2
Education	\$1,178,471	13.9
Occupational skills training	\$492,042	5.8
Support services <sup>d</sup>	\$328,519	3.9
Work-based learning <sup>e</sup>	\$2,401,349	28.3
Other direct service contracts <sup>f</sup>	\$796,695	4.9

Source: WIA Gold Standard Evaluation cost estimates 2012; SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: This sensitivity analysis provides context for how EPIC group costs compare to estimated control group costs, which were calculated using data from the WIA Gold Standard Evaluation. The estimates in this table test the sensitivity of the EPIC group cost estimates to using the same methods that were used to calculate the control group cost estimates. The estimates were calculated as the product of the WIA costs per individual for each type of direct service and the number of EPIC group members who received each type of direct service in the SNAP employment and training evaluation 12- and 36- month survey data. To estimate the number of all EPIC group members who received a given direct service, we applied the survey-based percentage of EPIC group members who received the direct service in the surveys to the total number of EPIC group members enrolled in the pilot. Administration costs are included in the WIA cost estimates and are therefore represented in these estimates. All costs are presented in 2016 dollars.

<sup>a</sup> This total cost estimate is the sum of the estimates of direct services and ongoing administration costs. It does not include recruitment or planning period costs (which covered both EPIC and control group members) or other direct service contract costs (which covered EPIC group services only).

<sup>b</sup> Operating costs are the estimated cost of direct services including the ongoing administration cost.

<sup>c</sup> Job readiness or life skills workshop costs are equated with the costs of similar services from the WIA Gold Standard Evaluation. The most similar WIA Gold Standard evaluation services were job club (an open group meeting to discuss job search strategies), resource room visits (an open room with computers and job search resources), and workshop (a structured class on a job search topic, such as resume writing). Based on the existing SNAP E&T services available in Illinois we assumed that control group members who reported receiving job search assistance or job readiness or skills training in the SNAP employment and training evaluation 12- or 36- month survey received or participated in 1 job club and 1 resource room visit.

<sup>d</sup> The cost of support services was estimated using FNS-583 data on existing SNAP E&T support service expenditures (also called participant reimbursements) and participation numbers from fiscal year 2018 for Illinois. This is the same cost that was used for other control group estimates instead of using WIA Gold Standard Evaluation cost estimates on support services.

<sup>e</sup> Work-based learning costs are equated with the costs of similar services from the WIA Gold Standard evaluation. The most similar WIA Gold Standard evaluation services were on-the-job training (subsidized specific job training which occurs with an employer in a workplace) and other training at an employer.

<sup>f</sup> This is the actual cost reported for other direct service contract costs (which covered EPIC group services only).



**Table G.6a. Estimated costs overall and by service type for the control group for existing SNAP E&T services or community-offered services, using WIA costs and survey data**

Costs	Total costs	Percentage of total
Total service costs estimate	\$4,671,604	100.0
Operating costs by service type <sup>a</sup>		
Assessments	\$15,721	0.3
Case management	\$2,374,171	50.8
Job readiness or life skills workshop <sup>b</sup>	\$72,556	1.6
Education	\$676,786	14.5
Occupational skills training	\$159,746	3.4
Support services <sup>c</sup>	\$273,063	5.8
Work-based learning <sup>d</sup>	\$1,099,562	23.5

Source: WIA Gold Standard Evaluation cost estimates 2012; FNS-583 data 2018; SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: Control group cost estimates were calculated as the product of the WIA costs per individual for each type of direct service and the number of control group members who received each type of direct service in the SNAP employment and training evaluation 12- and 36- month survey data. To estimate the number of all control group members who received a given direct service, we applied the survey-based percentage of control group members who received the direct service in the surveys to the total number of control group members enrolled in the pilot. Administration costs are included in the WIA cost estimates and are therefore represented in these estimates. All costs are presented in 2016 dollars.

<sup>a</sup> Operating costs are the estimated cost of direct services including the ongoing administration cost.

<sup>b</sup> Job readiness or life skills workshop costs are equated with the costs of similar services from the WIA Gold Standard Evaluation. The most similar WIA Gold Standard evaluation services were job club (an open group meeting to discuss job search strategies), resource room visits (an open room with computers and job search resources), and workshop (a structured class on a job search topic, such as resume writing). Based on the existing SNAP E&T services available in Illinois we assumed that control group members who reported receiving job search assistance or job readiness or skills training in the SNAP employment and training evaluation 12- or 36- month survey received or participated in 1 job club and 1 resource room visit.

<sup>c</sup> The cost of support services was estimated using FNS-583 data on existing SNAP E&T support service expenditures (also called participant reimbursements) and participation numbers from fiscal year 2018.

<sup>d</sup> Work-based learning costs are equated with the costs of similar services from the WIA Gold Standard evaluation. The most similar WIA Gold Standard evaluation services were on-the-job training (subsidized specific job training which occurs with an employer in a workplace) and other training at an employer.

**Table G.6b. Estimated costs overall and by service type for the control group for existing SNAP E&T services or community-offered services: sensitivity analyses using pilot cost estimates and survey data**

Costs	Total costs	Percentage of total
Total service costs estimate	\$11,558,604	100.0
Operating costs by service type <sup>a</sup>		
Assessments	\$1,441,122	12.5
Case management	\$2,728,834	23.6
Job readiness or life skills workshop	\$4,291,576	37.1
Education	\$104,162	0.9
Occupational skills training	\$173,805	1.5
Support services	\$1,203,143	10.4
Work-based learning	\$819,267	7.1

Source: SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers, 2015-2019; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: This sensitivity analysis provides context for how control group costs compare to EPIC group costs. The estimates in this table test the sensitivity of the control group cost estimates to using EPIC group costs per individual by service type to calculate an alternative estimate. The estimates were calculated as the product of the EPIC group costs per individual for each type of direct service and the number of control group members who received each type of direct service in the SNAP employment and training evaluation 12- and 36- month survey data. To estimate the number of all control group members who received a given direct service, we applied the survey-based percentage of control group members who received the direct service in the surveys to the total number of control group members enrolled in the pilot. The EPIC cost of administration was added by applying the percentage of total costs represented by costs of administration to each estimate. All costs are presented in 2016 dollars.

<sup>a</sup> Operating costs are the estimated cost of direct services including the ongoing administration cost.

**Table G.7. Costs per individual, for EPIC and control group members**

	Mean
Cost of pilot recruitment per individual (EPIC and control group members)	\$467
Cost of services per EPIC group member	
EPIC services only	\$5,477
Operating costs <sup>a</sup>	\$4,847
Subsidized earnings while in program	\$423
Support services while in program	\$207
EPIC services, existing SNAP E&T services, or community-offered services	\$4,869
Operating costs <sup>a</sup>	\$4,390
Subsidized earnings while in program	\$265
Support services while in program	\$214
Cost of services per control group member	\$1,795
Operating costs	\$1,248
Subsidized earnings while in program	\$438
Support services while in program	\$109

Source: SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers, 2015-2019; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Note: The estimates in this table describe the cost per individual of pilot recruitment and ongoing services and administration for EPIC and control group members. The cost of pilot recruitment per individual is the overall cost of recruitment divided by the number of individuals enrolled in both the EPIC and control groups. The cost of services per EPIC and control group member are the means of the individual-level estimates of the costs of services for each EPIC and control group member based on the services they received and the per individual costs by service type. We use the difference of the EPIC and control group costs estimated using the 12- and 36-month survey data as the net costs presented in the cost-benefit analysis in subsequent tables because these costs most accurately reflect all the services individuals received and which contributed to impacts on earnings and other outcomes. All costs are presented in 2016 dollars.

<sup>a</sup> Operating costs are the estimated cost of direct services including the ongoing administration cost.

The costs of supplies and equipment (\$6,592) that were incurred during the planning period are included in the operating costs amount per individual. No other planning period costs are included.

Cost per EPIC group member, (EPIC services only): standard error \$73; range \$907–\$11,090; confidence interval \$4,705–\$4,990.

Cost per EPIC group member (EPIC services, existing SNAP E&T services, or community-offered services): standard error \$86; range \$907–\$11,090; confidence interval \$4,221–\$4,558.

Cost per control group member: standard error \$113; range \$0–\$31,515; confidence interval \$1,026–\$1,470.

### Cost-benefit analysis methods

The cost-benefit accounting frameworks presented in the following series of tables provides a list of potential benefits and costs from three perspectives (1) individuals enrolled in services, (2) government and taxpayers, and (3) society, which represents the sum of the other two perspectives. Below we describe the method of calculating the benefit or cost and the data sources used.

- **Earnings:** Estimated using the cumulative earnings outcomes based on UI wage records and 12- and 36-month follow-up survey data.
- **Fringe benefits:** Estimated using the average value of fringe benefits as a percentage of earnings from the Department of Labor National Compensation Survey (20.9 percent of earnings).
- **Taxes:** Estimated using the marginal tax rate for federal, State, and Social Security taxes on earnings for the State and year. The estimate uses the marital status of the majority of individuals in the baseline survey data. A 2.6 percent excise tax is also included. Tax rates were calculated using TaxSim, a tax simulator from the National Bureau of Economic Research, available at <http://users.nber.org/~taxsim/taxsim32/>. A tax value which is positive to individuals and negative to government and taxpayers reflects that individuals received a tax refund.
- **SNAP and TANF benefits:** Estimated using the cumulative SNAP and TANF benefits outcomes based on SNAP administrative data.
- **Administration costs:** Estimated using publicly available information on the fraction of assistance accounted for by administrative costs from Food and Nutrition Service and Administration for Children and Families sources. Estimate for SNAP: 11.8 percent of benefits (Food and Nutrition Service. “Supplemental Nutrition Assistance Program State Activity Report, Fiscal Year 2016.” Available at <https://fns-prod.azureedge.net/sites/default/files/snap/FY16-State-Activity-Report.pdf> accessed December 15, 2020. (Table 10 total, p. 12 divided by Table 5 total, p. 5). Estimate for TANF: 6.3 percent of benefits (“TANF Financial Data, Fiscal Year 2016.” Available at <https://www.acf.hhs.gov/ofa/resource/tanf-financial-data-fy-2016> accessed December 15, 2020. [Table A.1, p. 6]).
- **Net operating costs:** Estimated by calculating the difference between EPIC and control group costs per individual. These costs excluded planning period costs but included the costs of supplies and equipment incurred during the planning period that supported ongoing services once they started.
- **Net subsidized earnings and support service costs:** Estimated by calculating the difference between EPIC and control group costs per individual. Subsidized earnings and support services directly benefit individuals while they are enrolled in services. We assumed the subsidized earnings benefitting individuals are reflected in the earnings impacts presented as the first row in the benefits section of the table. All earnings presented in the first row in the benefits section of the table are included in the fringe and tax estimates, though we do not know the extent to which subsidized earnings would have translated into these benefits in practice. These subsidized earnings are offset by the costs to government and taxpayers, which is represented in the second row of the costs section of the table. We presented the support services as a benefit (positive transfer) to individuals under the third row of the cost section of the table and these support services are offset by the costs to government and taxpayers in the same row. Both subsidized earnings and support services are assumed to have a net neutral (zero) benefit to society because the benefits are offset by the costs.

- **Net benefit:** Estimated by calculating the difference between total benefits and total costs for each perspective. A negative net benefit is a net cost to that perspective.
- **Benefit cost ratio:** Estimated by calculating the quotient of total benefits and total costs to society. A benefit-cost ratio greater than one represents greater benefits than costs to society, and a number less than one suggests fewer benefits than costs. For example, a benefit-cost ratio of two suggests that society benefits by two dollars for every one dollar invested; a benefit-cost ratio of negative 2 suggests that society loses two dollars for every one dollar invested.

**Table G.8. Benefits and costs associated with EPIC services, existing SNAP E&T services, or community-offered services, for the EPIC group compared to the control group, UI wage records**

	Perspective		
	EPIC group	Government and taxpayers	Society
Benefits (\$)			
Employment and earnings			
Earnings (UI wage records)	600	0	600
Fringe benefits	125	0	125
Tax payments	-145	145	0
Use of public benefits			
SNAP benefits	-136**	136	0
TANF benefits	5	-5	0
Reduced administration costs	0	16	16
Total benefits	448	293	741
Costs (\$)			
Net operating costs	0	-3,142	-3,142
Net subsidized earnings while in services	0	173	173
Net support services while in services	105	-105	0
Total costs	105	-3,074	-2,968
Net benefit (\$)	553	-2,781	-2,228
Benefit-cost ratio			0.25

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers, 2015-2019; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates, 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

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

The standard error of the cost per EPIC group member is \$73 and of the cost per control group member is \$113.

**Table G.9. Benefits and costs associated with EPIC services, existing SNAP E&T services, or community-offered services, for the EPIC group compared to the control group, 36-month survey data**

	Perspective		
	EPIC group	Government and taxpayers	Society
Benefits (\$)			
Employment and earnings			
Earnings (survey data)	815	0	815
Fringe benefits	170	0	170
Tax payments	-207	207	0
Use of public benefits			
SNAP benefits	-136**	136	0
TANF benefits	5	-5	0
Reduced administration costs	0	16	16
Total benefits	646	355	1,001
Costs (\$)			
Net operating costs	0	-3,142	-3,142
Net subsidized earnings while in services	0	173	173
Net support services while in services	105	-105	0
Total costs	105	-3,074	-2,968
Net benefit (\$)	752	-2,719	-1,968
Benefit-cost ratio			0.34

Source: SNAP employment and training evaluation 12- and 36-month surveys, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers, 2015-2019; SNAP employment and training evaluation administrative service use data; and WIA Gold Standard Evaluation cost estimates, 2012.

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

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

The standard error of the cost per EPIC group member is \$73 and of the cost per control group member is \$113.

### Sensitivity analyses for cost-benefit analysis

We conducted a number of sensitivity analyses to determine whether the main conclusions are sensitive to the many assumptions needed to conduct a cost-benefit analysis. We examined the sensitivity of our results to the following changes in these assumptions to ensure that none were crucial to our findings.

- **Alternative fringe benefit rates.** The main analysis uses a single fringe benefit rate for the pilot (20.9 percent). Individuals' actual fringe benefit rates could vary based on their employment and other household factors (such as having children). We used an alternative fringe benefit rate to assess the sensitivity of benefit estimates to those assumptions. We decreased and increased fringe benefit rates by 5 percent of earnings to estimate an alternative set of net benefits and benefit-cost ratios.
- **Alternative tax rates.** The main analysis uses a single marginal tax rate for the pilot based on the earnings impact and the characteristics of individuals in the pilot at enrollment. Individuals' effective tax rates could vary based on their earnings and other deductions (such as having children). We decreased and increased tax rates by 5 percent to estimate an alternative set of net benefits and benefit-cost ratios.
- **Alternative discount rates.** The main analysis uses discount rate to convert all benefits and costs incurred after 2016 to their 2016 value. The discount rate was based on the rate of return of a 30-year Treasury bond rate as of January 1, 2016 (approximately when the pilots started), which was 2.98 percent. This sensitivity analysis uses an alternative Treasury bond rate to assess the sensitivity of estimates to different rates of return through the discount rate. We used discount rates of 2 percent and 4 percent to estimate an alternative set of net benefits and benefit-cost ratios.
- **Alternative assumption that subsidized earnings are not included in UI wage record estimates of earnings.** The main analysis assumes that subsidized earnings provided to individuals engaged in work-based learning activities were reported to State UI agencies and were included in UI wage record estimates of earnings. It is possible that not all providers reported subsidized earnings to State UI agencies. This sensitivity analysis uses the alternative assumption that subsidized earnings are not included in UI wage record estimates of earnings, but instead were a direct transfer benefitting individuals. There were no changes to how this assumption impacted the costs of subsidized earnings to the government or society. We assumed subsidized earnings are included in 36-month survey estimates of earnings.
- **Alternative assumption that treatment group members only received services through GOALS.** The main analysis assumes that GOALS group members received additional services outside of GOALS through existing SNAP E&T and the community. We use data from the 12- and 36-month follow-up surveys to estimate service receipt for GOALS group members, and assume any difference in estimate costs of GOALS and all services GOALS group members received based on the survey is attributed to services received outside of GOALS. Survey data are self-reported and could over or underestimate the services that GOALS group members received. This sensitivity analysis uses the alternative assumption that GOALS group members only received services through GOALS and estimates the net benefits using these alternate estimates of costs.



**Table G.10. Benefits and costs associated with EPIC services, existing SNAP E&T services, or community-offered services, for the EPIC group compared to the control group: summary of sensitivity analyses for UI wage records and 36-month survey data**

	Net benefit, by perspective			Benefit-cost ratio for society
	EPIC group	Government and taxpayers	Society	
UI wage records (\$)				
Main specification	553	-2,781	-2,228	0.25
5% lower fringe rate	524	-2,781	-2,258	0.24
5% higher fringe rate	583	-2,781	-2,198	0.26
5% lower tax rate	583	-2,811	-2,228	0.25
5% higher tax rate	524	-2,751	-2,228	0.25
2% discount rate	573	-2,887	-2,315	0.25
4% discount rate	338	-2,473	-2,135	0.25
Subsidized earnings not included in UI wage records	380	-2,781	-2,401	0.24
Using costs of EPIC services only	546	-3,390	-2,844	0.21
36-month survey data (\$)				
Main specification	752	-2,719	-1,968	0.34
5% lower fringe rate	711	-2,719	-2,008	0.32
5% higher fringe rate	792	-2,719	-1,927	0.35
5% lower tax rate	792	-2,760	-1,968	0.34
5% higher tax rate	711	-2,678	-1,968	0.34
2% discount rate	769	-2,825	-2,056	0.33
4% discount rate	734	-2,608	-1,874	0.34
Using costs of EPIC services only	744	-3,328	-2,584	0.28

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers 2015-2019; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Notes: The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

**Table G.11a. Benefits and costs associated with EPIC services, existing SNAP E&T services, or community-offered services, for the EPIC group compared to the control group, UI wage records: sensitivity analyses from the perspective of EPIC group members**

		Sensitivity analyses from the perspective of individuals							Cost estimates
		Fringe rates		Tax rates		Discount rates		Subsidized earnings	
		5% lower fringe rate	5% higher fringe rate	5% lower tax rate	5% higher tax rate	2% discount rate	4% discount rate	Not included in UI wage records	
Main specification									Using costs of EPIC services only
Benefits (\$)									
Employment and earnings									
Earnings (UI wage records)	600	600	600	600	600	622	578	600	600
Fringe benefits	125	95	155	125	125	130	121	125	125
Tax payments	-145	-145	-145	-115	-175	-151	-337	-145	-145
Use of public benefits									
SNAP benefits	-136	-136	-136	-136	-136	-139	-134	-136	-136
TANF benefits	5	5	5	5	5	5	5	5	5
Reduced administration costs	0	0	0	0	0	0	0	0	0
Total benefits	448	418	478	478	418	467	233	448	448
Costs (\$)									
Net operating costs	0	0	0	0	0	0	0	0	0
Net subsidized earnings while in services	0	0	0	0	0	0	0	-173	0
Net support services while in services	105	105	105	105	105	106	105	105	98
Total costs	105	105	105	105	105	106	105	-68	98
Net benefit (\$)	553	524	583	583	524	573	338	380	546

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers, 2015-2019; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates, 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

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

The standard error of the cost per EPIC group member is \$73 and of the cost per control group member is \$113.

**Table G.11b. Benefits and costs associated with EPIC services, existing SNAP E&T services, or community-offered services, for the EPIC group compared to the control group, UI wage records: sensitivity analyses from the perspective of government and taxpayers**

		Sensitivity analyses from the perspective of government and taxpayers							
		Fringe rates		Tax rates		Discount rates		Subsidized earnings	Cost estimates
								Not included in UI wage records	Using costs of EPIC services only
	Main specification	5% lower fringe rate	5% higher fringe rate	5% lower tax rate	5% higher tax rate	2% discount rate	4% discount rate		
Benefits (\$)									
Employment and earnings									
Earnings (UI wage records)	0	0	0	0	0	0	0	0	0
Fringe benefits	0	0	0	0	0	0	0	0	0
Tax payments	145	145	145	115	175	151	337	145	145
Use of public benefits									
SNAP benefits	136	136	136	136	136	139	134	136	136
TANF benefits	-5	-5	-5	-5	-5	-5	-5	-5	-5
Reduced administration costs	16	16	16	16	16	16	15	16	16
Total benefits	293	293	293	263	323	301	481	293	293
Costs (\$)									
Net operating costs	-3,142	-3,142	-3,142	-3,142	-3,142	-3,236	-3,044	-3,142	-3,599
Net subsidized earnings while in services	173	173	173	173	173	154	195	173	15
Net support services while in services	-105	-105	-105	-105	-105	-106	-105	-105	-98
Total costs	-3,074	-3,074	-3,074	-3,074	-3,074	-3,188	-2,954	-3,074	-3,683
Net benefit	-2,781	-2,781	-2,781	-2,811	-2,751	-2,887	-2,473	-2,781	-3,390

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers, 2015-2019; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates, 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

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

The standard error of the cost per EPIC group member is \$73 and of the cost per control group member is \$113.

**Table G.11c. Benefits and costs associated with EPIC services, existing SNAP E&T services, or community-offered services, for the EPIC group compared to the control group, UI wage records: sensitivity analyses from the perspective of society**

		Sensitivity analyses from the perspective of society							Cost estimates
		Fringe rates		Tax rates		Discount rates		Subsidized earnings	
		5% lower fringe rate	5% higher fringe rate	5% lower tax rate	5% higher tax rate	2% discount rate	4% discount rate	Not included in UI wage records	
Main specification									Using costs of EPIC services only
Benefits (\$)									
Employment and earnings									
Earnings (UI wage records)	600	600	600	600	600	622	578	600	600
Fringe benefits	125	95	155	125	125	130	121	125	125
Tax payments	0	0	0	0	0	0	0	0	0
Use of public benefits									
SNAP benefits	0	0	0	0	0	0	0	0	0
TANF benefits	0	0	0	0	0	0	0	0	0
Reduced administration costs	16	16	16	16	16	16	15	16	16
Total benefits	741	711	771	741	741	768	714	741	741
Costs (\$)									
Net operating costs	-3,142	-3,142	-3,142	-3,142	-3,142	-3,236	-3,044	-3,142	-3,599
Net subsidized earnings while in services	173	173	173	173	173	154	195	0	15
Net support services while in services	0	0	0	0	0	0	0	0	0
Total costs	-2,968	-2,968	-2,968	-2,968	-2,968	-3,082	-2,849	-3,142	-3,584
Net benefit (\$)	-2,228	-2,258	-2,198	-2,228	-2,228	-2,315	-2,135	-2,401	-2,844
Benefit-cost ratio	0.25	0.24	0.26	0.25	0.25	0.25	0.25	0.24	0.21

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers, 2015-2019; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates, 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater

**Table G.11c. Benefits and costs associated with EPIC services, existing SNAP E&T services, or community-offered services, for the EPIC group compared to the control group, UI wage records: sensitivity analyses from the perspective of society** *(continued)*

than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

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

The standard error of the cost per EPIC group member is \$73 and of the cost per control group member is \$113.

**Table G.12a. Benefits and costs associated with EPIC services, existing SNAP E&T services, or community-offered services, for the EPIC group compared to the control group, 36-month survey data: sensitivity analyses from the perspective of EPIC group members**

		Sensitivity analyses from the perspective of individuals						Cost estimates  Using costs of EPIC services only
		Fringe rates		Tax rates		Discount rates		
		Main specification	5% lower fringe rate	5% higher fringe rate	5% lower tax rate	5% higher tax rate	2% discount rate	
Benefits (\$)								
Employment and earnings								
Earnings (36-month survey data)	815	815	815	815	815	836	794	815
Fringe benefits	170	130	211	170	170	175	166	170
Tax payments	-207	-207	-207	-167	-248	-213	-202	-207
Use of public benefits								
SNAP benefits	-136	-136	-136	-136	-136	-139	-134	-136
TANF benefits	5	5	5	5	5	5	5	5
Reduced administration costs	0	0	0	0	0	0	0	0
Total benefits	646	605	687	687	605	664	629	646
Costs (\$)								
Net operating costs	0	0	0	0	0	0	0	0
Net subsidized earnings while in services	0	0	0	0	0	0	0	0
Net support services while in services	105	105	105	105	105	106	105	98
Total costs	105	105	105	105	105	106	105	98
Net benefit (\$)	752	711	792	792	711	769	734	744

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers, 2015-2019; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates, 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

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

The standard error of the cost per EPIC group member is \$73 and of the cost per control group member is \$113.

**Table G.12b. Benefits and costs associated with EPIC services, existing SNAP E&T services, or community-offered services, for the EPIC group compared to the control group, 36-month survey data: sensitivity analyses from the perspective of government and taxpayers**

		Sensitivity analyses from the perspective of government and taxpayers						Cost estimates Using costs of EPIC services only
		Fringe rates		Tax rates		Discount rates		
		Main specification	5% lower fringe rate	5% higher fringe rate	5% lower tax rate	5% higher tax rate	2% discount rate	
Benefits (\$)								
Employment and earnings								
Earnings (36-month survey data)	0	0	0	0	0	0	0	0
Fringe benefits	0	0	0	0	0	0	0	0
Tax payments	207	207	207	167	248	213	202	207
Use of public benefits								
SNAP benefits	136	136	136	136	136	139	134	136
TANF benefits	-5	-5	-5	-5	-5	-5	-5	-5
Reduced administration costs	16	16	16	16	16	16	15	16
Total benefits	355	355	355	314	395	363	346	355
Costs (\$)								
Net operating costs	-3,142	-3,142	-3,142	-3,142	-3,142	-3,236	-3,044	-3,599
Net subsidized earnings while in services	173	173	173	173	173	154	195	15
Net support services while in services	-105	-105	-105	-105	-105	-106	-105	-98
Total costs	-3,074	-3,074	-3,074	-3,074	-3,074	-3,188	-2,954	-3,683
Net benefit (\$)	-2,719	-2,719	-2,719	-2,760	-2,678	-2,825	-2,608	-3,328

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers, 2015-2019; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates, 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.

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

The standard error of the cost per EPIC group member is \$73 and of the cost per control group member is \$113.

**Table G.12c. Benefits and costs associated with EPIC services, existing SNAP E&T services, or community-offered services, for the EPIC group compared to the control group, 36-month survey data: sensitivity analyses from the perspective of society**

		Sensitivity analyses from the perspective of society						Costs estimate Using costs of EPIC services only
		Fringe rates		Tax rates		Discount rates		
		Main specification	5% lower fringe rate	5% higher fringe rate	5% lower tax rate	5% higher tax rate	2% discount rate	
Benefits (\$)								
Employment and earnings								
Earnings (36-month survey data)	815	815	815	815	815	836	794	815
Fringe benefits	170	130	211	170	170	175	166	170
Tax payments	0	0	0	0	0	0	0	0
Use of public benefits								
SNAP benefits	0	0	0	0	0	0	0	0
TANF benefits	0	0	0	0	0	0	0	0
Reduced administration costs	16	16	16	16	16	16	15	16
Total benefits	1,001	960	1,042	1,001	1,001	1,026	975	1,001
Costs (\$)								
Net operating costs	-3,142	-3,142	-3,142	-3,142	-3,142	-3,236	-3,044	-3,599
Net subsidized earnings while in services	173	173	173	173	173	154	195	15
Net support services while in services	0	0	0	0	0	0	0	0
Total costs	-2,968	-2,968	-2,968	-2,968	-2,968	-3,082	-2,849	-3,584
Net benefit (\$)	-1,968	-2,008	-1,927	-1,968	-1,968	-2,056	-1,874	-2,584
Benefit-cost ratio	0.34	0.32	0.35	0.34	0.34	0.33	0.34	0.28

Source: SNAP employment and training evaluation UI wage records, weighted data; SNAP administrative data; SNAP employment and training evaluation actual reported costs by EPIC grantee, partners, and providers, 2015-2019; SNAP employment and training evaluation administrative service use data; WIA Gold Standard Evaluation cost estimates, 2012; and SNAP employment and training evaluation 12- and 36-month surveys, weighted data.

Notes: Earnings, SNAP benefits, and TANF benefits are the impact estimates presented in Chapter VII. The net benefit is the difference between total benefits and total costs. A negative net benefit is a net cost. The benefit-cost ratio is the quotient of the total benefits and total costs. A benefit-cost ratio greater than one represents greater benefits than costs, and a number less than one suggests fewer benefits than costs. All benefits and costs are presented in 2016 dollars.\*\*\*/\*\*/\* Difference between EPIC group and control group significantly different from zero at the 0.01/0.05/0.10 level, two-tailed test.

The standard error of the cost per EPIC group member is \$73 and of the cost per control group member is \$113.



## **Appendix H**

### **COVID-19 analysis**

## I. Supplementary tables and key findings relative to when the COVID-19 pandemic began

This section describes how the characteristics of EPIC group members, the differences in service receipt between EPIC and control group members, and the impacts of EPIC on outcomes varied relative to when the COVID-19 pandemic began. We defined the beginning of the COVID-19 pandemic as March 27, 2020, the date of the nationwide enactment of the CARES Act. For about 43 percent of individuals randomly assigned through December 2017, the COVID-19 pandemic took place during their third year after random assignment. Therefore, these analyses provide descriptive context around the factors that might affect the Year 3 outcomes presented in Chapters VI and VII. We consider individuals who were randomly assigned at least three years before the onset of COVID as being in the “before COVID-19 began” group and those who were randomly assigned within three years of the pandemic as being in the “after COVID-19 began” group.

Analyses relative to the beginning of the COVID-19 pandemic showed the following:

- There were some differences in the characteristics of EPIC group members whose 36-month survey interview took place before and after the COVID-19 pandemic began (Appendix Table H.1). Those who were interviewed after the COVID-19 pandemic began were younger than those interviewed before it began, fewer were female, and they were more likely to have a high school diploma or equivalent. They were also more likely to be not employed at random assignment and have never worked in the past. Thus, differences observed in Year 3 outcomes before and after the COVID-19 pandemic began may reflect differences in individual characteristics measured in the baseline registration form.
- There is little evidence that trends in monthly rates of participation in education or training activities changed after the COVID-19 pandemic began (Appendix Table H.2). Throughout 2019, EPIC group members were between 3 and 4 percentage points more likely to participate in education and training activities, compared to control group members. Beginning in January 2020, effects became smaller and statistically insignificant, with no apparent changes before or after June 2020. (Because these are participation rates defined in calendar months and not time relative to random assignment, these monthly trends do not measure effects of EPIC on activity participation.)
- Among individuals whose 36-month survey interview took place after the COVID-19 pandemic began, EPIC group members were more likely than control group members to receive employer-provided benefits; this effect was not apparent for individuals interviewed before the COVID-19 pandemic began (Appendix Table H.3). Other impacts on job characteristics were generally similar for individuals interviewed before and after the COVID-19 pandemic began.
- There were few impacts of EPIC on earnings and employment in the years and quarters following random assignment. These findings were largely similar for individuals in each COVID group, with the exception of increases in employment and earnings in Quarters 1 and 12 for the after COVID-19 group, with no effects or negative effects in those quarters for the before COVID group (Appendix Table H.4).
- EPIC had no impact on food security or well-being. Findings for individuals whose 36-month survey interview took place after the COVID-19 pandemic began were similar to those interviewed later (Appendix Table H.5). Two exceptions are: 1) EPIC led to a reduction in the risk for depression for those interviewed after the pandemic began; and 2) EPIC led to an increase in the percentage of individuals who had housing, among those interviewed after the pandemic began, with no effects for those interviewed before the pandemic.
- Trends based on survey data may suggest that the difference between EPIC and control groups in monthly employment and earnings changed around the time of the COVID-19 pandemic

(Appendix Table H.6). In the months leading up to the pandemic, EPIC group members earned more than those in the control group, but these differences were not statistically significant and ranged between \$50 and \$160. Beginning in April 2020, differences in earnings increased in size and became statistically significant. Differences in employment rates show a similar pattern. (Because these are employment rates defined in calendar months and not time relative to random assignment, these are monthly trends and do not measure pilot effects.) These patterns were also observed in the UI data (Appendix Table H.7).

- Trends in monthly SNAP participation did not change around the time the COVID-19 pandemic began (Appendix Table H.8).

**Table H.1. Characteristics of EPIC group members interviewed before and after the COVID-19 pandemic began**

	Before COVID-19 began	After COVID-19 began	Difference
Average age (years)	34.3	33.9	-0.5 (0.8)
Age (%)			†††
18 to 49	96.8	98.8	1.9 <sup>^</sup> (1.1)
18 to 24	20.0	17.8	-2.2 (3.5)
25 to 49	76.9	81.0	4.1 (3.6)
50 to 59	2.5	1.2	-1.3 (1.0)
60 and older	0.6	0.0	-0.6 <sup>^^</sup> (0.3)
Gender (%)			†††
Male	62.3	63.9	1.6 (3.9)
Female	37.6	36.1	-1.4 (3.9)
Other	0.1	0.0	-0.1 (0.1)
Race and ethnicity (%)			
Hispanic	13.1	12.1	-1.0 (2.6)
Asian	1.2	0.4	-0.8 (0.6)
Black, non-Hispanic	61.3	65.0	3.7 (3.9)
Native Hawaiian/Pacific Islander/Native American	0.2	1.0	0.8 (0.7)
White, non-Hispanic	20.9	18.3	-2.7 (3.2)
Other; more than one race	3.3	3.2	-0.1 (1.6)
Speak English as primary language (%)	98.5	97.9	-0.7 (1.0)
Education <sup>a</sup> (%)			†††
No high school diploma or equivalent	24.2	17.6	-6.7 <sup>^</sup> (3.5)
High school diploma or equivalent	59.1	63.3	4.1 (4.0)
Degree	10.5	11.5	1.0 (2.1)
Certificate	6.1	7.0	0.9 (2.1)
Other	0.0	0.6	0.6 (-)
Employment status (%)			
Employed at random assignment	6.5	7.6	1.1 (1.9)
Employed part time	5.4	6.8	1.4 (1.8)
Employed full time	1.0	0.7	-0.3 (0.5)
Not employed at random assignment but worked in past	86.6	78.1	-8.5 <sup>^^^</sup> (3.3)
Short-term unemployed <sup>b</sup>	45.3	40.8	-4.5 (4.1)
Long-term unemployed <sup>c</sup>	41.3	37.3	-4.0 (4.0)
Not employed at random assignment and never worked in past	7.0	14.4	7.4 <sup>^^^</sup> (2.8)
Employment experience in the two years before random assignment <sup>d</sup> (%)			
Consistently employed	15.1	11.9	-3.2 (2.6)
Sometimes employed	39.6	42.0	2.4 (4.1)
Never employed	45.3	46.1	0.8 (4.1)
Household size (number)	2.2	2.3	0.1 (0.1)

**Table H.1 Characteristics of EPIC group members who were interviewed before and after the COVID-19 pandemic began, among those enrolled through December 2017** *(continued)*

	Before COVID-19 began	After COVID-19 began	Difference
Presence of children (%)			
In households with children	8.5	10.2	1.7 (2.4)
In households without children	91.5	89.8	-1.7 (2.4)
Married or cohabiting (%)	4.1	4.3	0.1 (1.5)
Barriers to employment (%)			
Fewest barriers (employed in past 12 months and high school diploma or equivalent)	42.0	42.9	0.9 (4.1)
Moderate barriers (not employed in past 12 months or no high school diploma or equivalent)	46.1	47.4	1.3 (4.1)
Most barriers (not employed in past 12 months and no high school diploma or equivalent)	11.9	9.8	-2.2 (2.7)
ABAWD status (%)			
ABAWD	87.1	88.3	1.2 (2.6)
Non-ABAWD	12.9	11.7	-1.2 (2.6)
Urbanicity <sup>e</sup> (%)			
Metropolitan	94.5	95.2	0.7 (2.2)
Micropolitan	4.5	2.2	-2.3 (1.7)
Rural	1.0	2.5	1.6 (1.4)
SNAP participation in the year before random assignment (%)			
0 months	10.7	9.3	-1.5 (2.6)
1 to 3 months	7.8	6.8	-1.0 (2.0)
4 to 6 months	11.9	13.8	1.8 (2.8)
7 to 9 months	16.3	16.4	0.0 (3.2)
10 to 12 months	53.2	53.8	0.6 (4.1)
<b>Sample size</b>	<b>477</b>	<b>336</b>	

Source: SNAP employment and training baseline information registration form (March 2016 to September 2017 data); SNAP employment and training evaluation UI wage records, weighted data; SNAP employment and training evaluation SNAP administrative data, weighted data.

Note: The table shows baseline characteristics for EPIC group members who enrolled through December 2017 and completed the 36-month interview before the beginning of the COVID-19 pandemic (estimated as March 27, 2020) and those who completed the 36-month interview on or after March 27, 2020. Individuals enrolled in the pilot include all EPIC group members who completed a baseline enrollment registration and did not subsequently revoke their consent to participate in the evaluation of the pilot. Standard errors in parentheses.

<sup>a</sup> "High school diploma 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".

<sup>b</sup> "Short-term unemployed" is defined as being unemployed for one year or less at the time of the baseline interview.

<sup>c</sup> "Long-term unemployed" is defined as being unemployed for more than a year at the time of the baseline interview.

<sup>d</sup> Employment experience is defined using UI wage record data for the two years prior to random assignment.

"Consistently employed" includes individuals who were employed for at least 7 out of 8 quarters preceding random assignment. "Sometimes employed" includes individuals who were employed for 2-6 quarters preceding random

**Table H.1 Characteristics of EPIC group members who were interviewed before and after the COVID-19 pandemic began, among those enrolled through December 2017** *(continued)*

assignment. “Never employed” includes individuals who were employed for at most 1 quarter preceding random assignment.

<sup>e</sup> Metropolitan areas are urbanized areas of 50,000 people or more or areas in which most or many commuters in the area commuted to an urbanized area. Micropolitan areas: Large urban clusters of 10,000 to 49,999 or areas in which most commuters in the area commuted to a large urban cluster. Rural areas: Small urban clusters of 2,500 to 9,999 people or areas in which most commuters in the area commuted to a small urban cluster. Includes areas outside of urbanized areas and urban clusters.

^^/^^/^^ Significantly different from EPIC group members who were interviewed before the COVID-19 pandemic began at the 0.01/0.05/0.10 level, two-tailed test.

+++ / ++ / + Difference in distribution of characteristics across subgroups significantly different at the 0.01/0.05/0.10 level, two-tailed test.

ABAWD = Able bodied adult without dependents

**Table H.2. Trends in calendar month participation in education or training activities**

Participation in education or training activities (%)	EPIC group	Control group	Difference
2016			
May	40.5	5.6	34.8** (12.8)
June	29.1	21.1	8.0 (13.9)
July	21.1	13.2	7.9 (7.9)
August	33.4	11.5	21.9*** (6.1)
September	31.8	9.0	22.9*** (5.1)
October	28.7	11.0	17.7*** (4.3)
November	27.7	11.9	15.8*** (3.9)
December	23.7	9.5	14.2*** (3.1)
2017			
January	22.1	10.4	11.8*** (2.9)
February	21.3	11.7	9.6*** (2.8)
March	21.9	10.6	11.3*** (2.6)
April	22.7	11.3	11.4*** (2.5)
May	22.8	10.2	12.7*** (2.4)
June	19.7	11.1	8.5*** (2.2)
July	19.3	10.1	9.2*** (2.1)
August	18.9	11.0	7.9*** (2.1)
September	16.6	10.3	6.3*** (1.8)
October	18.3	10.3	8.0*** (1.9)
November	17.3	10.6	6.7*** (1.8)
December	15.7	10.4	5.3*** (1.8)
2018			
January	15.8	9.7	6.1*** (1.8)
February	16.4	9.9	6.5*** (1.8)
March	16.3	10.0	6.4*** (1.8)
April	14.5	10.5	4.0** (1.8)
May	14.1	11.5	2.6 (1.8)
June	13.5	11.2	2.3 (1.8)
July	13.3	9.8	3.5** (1.7)
August	13.4	10.8	2.6 (1.8)
September	14.1	11.0	3.1* (1.8)
October	13.8	10.5	3.3* (1.8)
November	13.0	9.0	4.0** (1.7)
December	12.6	8.7	3.9** (1.7)
2019			
January	11.9	8.7	3.2* (1.7)
February	12.2	7.9	4.3** (1.7)
March	11.6	7.9	3.7** (1.7)
April	11.3	7.5	3.8** (1.6)
May	11.7	7.3	4.4*** (1.7)

**Table H.2. Trends in calendar month participation in education or training activities** *(continued)*

Participation in education or training activities (%)	EPIC group	Control group	Difference
June	11.5	7.4	4.1** (1.7)
July	11.4	7.9	3.5** (1.7)
August	12.0	8.3	3.8** (1.8)
September	11.7	7.9	3.8** (1.8)
October	11.4	7.3	4.1** (1.8)
November	9.9	7.1	2.8 (1.8)
December	10.6	7.0	3.6* (1.9)
2020			
January	11.0	8.7	2.3 (2.3)
February	10.0	9.0	1.0 (2.4)
March	10.5	8.6	2.0 (2.5)
April	9.2	6.1	3.1 (2.3)
May	9.0	6.0	2.9 (2.5)
June	9.2	5.9	3.3 (2.9)
July	8.4	5.0	3.3 (3.4)
August	11.5	3.9	7.6* (4.3)
September	14.9	3.4	11.5 (7.0)
<b>Sample size</b>	<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

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



**Table H.3. Characteristics of current jobs, among all individuals with 36-month survey data who were interviewed before and after the COVID-19 pandemic began**

Outcome	Before COVID-19 began			After COVID-19 began		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Hours worked per week (%)						
0	50.7	55.9	-5.1 (3.7)	59.2	65.5	-6.3 (4.2)
1 to 20	10.5	8.8	1.7 (2.3)	8.2	9.4	-1.2 (2.7)
21 to 34	10.1	11.2	-1.0 (2.4)	5.5	7.8	-2.4 (2.0)
35 or more (employed full time)	28.6	23.9	4.6 (3.2)	26.9	17.3	9.7*** (3.4)
Average	16.8	15.0	1.8 (1.4)	14.6	11.0	3.7** (1.6)
Weekly earnings (%)						
\$0	56.4	65.0	-8.7** (3.8)	68.9	75.8	-7.0* (4.1)
\$1 to \$499	25.4	18.1	7.3** (3.4)	13.8	13.9	-0.1 (3.1)
\$500 to \$999	17.0	13.4	3.6 (2.7)	14.9	8.5	6.4** (2.8)
\$1,000 to \$1,499	1.1	2.4	-1.4 (1.1)	1.7	1.8	-0.1 (1.0)
\$1,500 to \$2,000	0.2	1.1	-0.9 (0.5)	0.7	0.0	0.7†† (0.5)
\$2,000 and above	0.0	0.0	0.0 (0.0)	0.0	0.0	0.0 (0.0)
Benefits available at job (%)						
Any benefit	35.2	35.4	-0.1 (3.6)	33.5	23.9	9.6**† (3.8)
Health insurance or HMO/PPO plan	30.4	30.7	-0.2 (3.5)	27.9	21.5	6.4* (3.7)
Dental insurance	24.9	25.1	-0.2 (3.3)	22.5	16.8	5.7* (3.4)
Paid vacation	24.0	25.6	-1.6 (3.2)	23.1	18.1	5.0 (3.4)
Paid holidays	25.7	26.4	-0.6 (3.3)	23.9	17.3	6.6** (3.3)
Paid sick leave	22.6	20.7	1.8 (3.0)	19.5	15.2	4.3 (3.3)
Any paid time off	30.9	31.9	-1.0 (3.5)	29.8	21.6	8.1**† (3.7)
Pension or retirement benefits	22.9	22.9	0.0 (3.1)	21.3	16.2	5.1 (3.3)
Tuition assistance or reimbursement	11.3	14.2	-2.9 (2.5)	8.6	8.6	0.0 (2.2)
Type of employment (%)						
Not employed	50.9	55.9	-5.0 (3.7)	59.3	65.5	-6.2 (4.2)
Regular full or part time	36.9	36.6	0.3 (3.6)	34.3	26.0	8.3** (3.9)
Temporary or on call	5.8	1.6	4.1*** (1.4)	3.4	2.0	1.4 (1.4)

**Table H.3. Characteristics of current jobs, among all individuals with 36-month survey data who were interviewed before and after the COVID-19 pandemic began**  
(continued)

Outcome	Before COVID-19 began			After COVID-19 began		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Self-employed or independent contractor or consultant	5.0	4.1	0.9 (1.6)	2.8	5.2	-2.4 (1.7)
Day laborer	1.5	1.7	-0.3 (0.9)	0.2	1.4	-1.1* (0.7)
Occupation (%)						
Transportation and material moving	11.2	10.0	1.1 (2.3)	5.2	4.1	1.2 (1.7)
Personal care and service	3.5	4.9	-1.4 (1.5)	2.2	3.2	-1.0 (1.2)
Sales	3.8	2.5	1.3 (1.3)	4.3	3.9	0.4 (1.5)
Office and administrative support	3.2	3.3	-0.1 (1.2)	3.6	4.0	-0.4 (1.4)
Food preparation and serving	3.0	4.7	-1.8 (1.3)	1.9	1.6	0.3 (0.9)
Production	3.8	2.9	1.0 (1.3)	3.8	2.3	1.6 (1.8)
Building and grounds cleaning and maintenance	2.2	2.0	0.2 (1.0)	1.8	1.7	0.1 (1.2)
Construction and extraction	2.6	1.4	1.2 (0.9)	0.7	1.6	-0.9† (0.7)
Healthcare support	2.1	1.3	0.8 (0.8)	0.5	1.2	-0.7 (0.7)
Protective service	2.4	0.9	1.4 (0.9)	2.1	1.1	1.0 (1.0)
<b>Sample size</b>	<b>477</b>	<b>447</b>		<b>336</b>	<b>335</b>	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

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

†††/††/† Significantly different from before the COVID-19 pandemic began at the 0.01/0.05/0.10 level, two-tailed test.

**Table H.4. Impacts on quarterly and annual employment rates and total earnings for individuals whose 12th quarter after random assignment was before or after the COVID-19 pandemic began, based on UI wage records**

	Before COVID-19 began			After COVID-19 began		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Employment rate (%)						
Year 1	64.6	64.6	0.1 (1.5)	65.8	62.7	3.0 (2.1)
Quarter 1	36.3	41.5	-5.1*** (1.6)	43.9	41.7	2.2††† (2.1)
Quarter 2	43.1	43.8	-0.6 (1.6)	46.5	44.4	2.1 (2.2)
Quarter 3	45.9	47.1	-1.2 (1.6)	46.1	45.9	0.2 (2.2)
Quarter 4	47.5	48.1	-0.6 (1.6)	46.2	47.3	-1.0 (2.2)
Year 2	63.0	64.1	-1.1 (1.6)	64.5	61.4	3.1 (2.2)
Quarter 5	47.0	48.0	-1.0 (1.7)	49.1	48.7	0.4 (2.2)
Quarter 6	48.6	47.9	0.6 (1.6)	49.0	46.8	2.2 (2.3)
Quarter 7	48.7	49.9	-1.2 (1.7)	48.0	46.8	1.2 (2.3)
Quarter 8	48.6	48.4	0.2 (1.7)	50.4	48.7	1.8 (2.3)
Year 3	60.4	61.2	-0.8 (1.6)	61.3	57.7	3.6 (2.2)
Quarter 9	47.6	46.7	0.9 (1.7)	48.5	48.2	0.2 (2.3)
Quarter 10	47.7	47.8	-0.1 (1.7)	49.2	47.7	1.5 (2.3)
Quarter 11	47.8	48.6	-0.8 (1.7)	45.7	42.1	3.6 (2.3)
Quarter 12	47.1	46.8	0.3 (1.7)	44.6	37.1	7.4***†† (2.3)
Total earnings (\$)						
Year 1	5,527	5,879	-352 (263)	5,944	5,839	105 (368)
Quarter 1	838	1,055	-217*** (61)	1,082	1,025	57††† (88)
Quarter 2	1,254	1,406	-152** (75)	1,451	1,448	3 (109)
Quarter 3	1,632	1,644	-12 (86)	1,633	1,546	87 (114)
Quarter 4	1,803	1,774	29 (91)	1,778	1,819	-41 (125)
Year 2	8,425	8,247	177 (364)	8,459	8,222	237 (508)
Quarter 5	1,919	1,901	18 (96)	2,002	1,902	100 (131)
Quarter 6	2,026	2,050	-24 (100)	2,044	2,079	-35 (140)
Quarter 7	2,222	2,148	73 (105)	2,105	2,066	40 (141)
Quarter 8	2,258	2,149	109 (105)	2,307	2,176	132 (150)

**Table H.4. Impacts on quarterly and annual employment rates and total earnings for individuals whose 12<sup>th</sup> quarter after random assignment was before or after the COVID-19 pandemic began, based on UI wage records** *(continued)*

	Before COVID-19 began			After COVID-19 began		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Year 3	9,334	8,981	353 (411)	9,434	8,057	1,377** (544)
Quarter 9	2,229	2,169	59 (108)	2,409	2,202	206 (153)
Quarter 10	2,360	2,174	185* (111)	2,483	2,190	293* (155)
Quarter 11	2,370	2,313	58 (112)	2,321	1,991	331** (152)
Quarter 12	2,375	2,325	51 (114)	2,232	1,664	567***††† (150)
<b>Sample size</b>	<b>1,627</b>	<b>1,642</b>		<b>876</b>	<b>867</b>	

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

Note: Individuals were included in the before-COVID-19-began group if their 12th quarter after random assignment was January 2020 to March 2020 or earlier. Individuals were included in the after-COVID-19-began group if their 12th quarter after random assignment was April 2020 to June 2020 or later. Standard errors in parentheses.

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

†††/††/† Significantly different from before the COVID-19 pandemic began at the 0.01/0.05/0.10 level, two-tailed test.

**Table H.5. Impacts on food security, health, well-being, and housing status for individuals interviewed before and after the COVID-19 pandemic began, based on 36-month survey data**

Outcome	Before COVID-19 began			After COVID-19 began		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Food security <sup>a</sup> (%)						
Living in a household that is food insecure	52.3	50.0	2.3 (3.6)	52.5	50.2	2.3 (4.4)
Living in a household with very low food security	34.2	34.6	-0.3 (3.4)	29.9	31.1	-1.3 (4.1)
Health and well-being						
Reported “very good” or “excellent” health status (versus “fair” or “poor”) (%)	34.3	35.9	-1.6 (3.4)	33.8	29.2	4.6 (3.9)
Screened positively for depression <sup>b</sup> (%)	22.6	20.8	1.8 (3.0)	16.6	23.9	-7.3**†† (3.5)
Average self-esteem score (out of 5)	3.9	3.9	0.0 (0.1)	4.0	4.0	0.0 (0.1)
Average self-efficacy score (out of 5)	3.5	3.5	0.1 (<0.1)	3.5	3.4	0.1 (0.1)
Housing status (%)						
Owns or rents a home or an apartment	48.4	52.2	-3.8 (3.5)	55.2	53.4	1.9 (4.4)
Lives with parents, relative, or friend	39.9	38.1	1.8 (3.5)	35.3	39.2	-3.8 (4.3)
Shares housing with roommates, friends, or partner	5.3	6.2	-0.9 (1.7)	5.4	1.9	3.5**† (1.5)
Group quarters	1.3	0.3	1.1** (0.5)	1.1	0.7	0.3 (0.9)
Homeless	3.7	2.7	1.0 (1.2)	1.9	4.5	-2.6*† (1.5)
Incarcerated	0.0	0.0	0.0 (0.0)	0.0	0.0	0.0 (0.0)
Other, don’t know, or refused	1.0	0.5	0.5 (0.6)	0.6	0.0	0.6** (0.3)
Had housing at the time of the 36-month interview	96.2	97.3	-1.0 (1.3)	98.1	95.5	2.5*† (1.5)
<b>Sample size</b>	<b>477</b>	<b>447</b>		<b>336</b>	<b>335</b>	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

<sup>a</sup> Food security measured over the 30 days prior to the 36-month interview.

<sup>b</sup> Depression measured two weeks prior to the 36-month interview.

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

†††/††/† Significantly different from before the COVID-19 pandemic began at the 0.01/0.05/0.10 level, two-tailed test.

**Table H.6. Trends in calendar month employment rate and earnings, based on 36-month survey data**

	Employment rate (%)			Earnings (\$)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
2016						
May	6.9	0.0	6.9 (4.5)	7	0	7 (4.8)
June	8.4	22.7	-14.3 (11.1)	59	349	-290* (149)
July	21.3	22.0	-0.7 (8.7)	267	381	-114 (149)
August	21.5	22.4	-0.9 (6.7)	325	336	-10 (125)
September	24.5	20.8	3.7 (5.4)	338	310	28 (101)
October	21.2	25.6	-4.4 (4.9)	334	418	-84 (98)
November	23.1	24.7	-1.6 (4.3)	377	371	6 (81)
December	26.3	22.8	3.5 (3.7)	411	366	44 (75)
2017						
January	26.4	23.3	3.1 (3.5)	408	381	27 (66)
February	23.8	26.4	-2.6 (3.2)	408	464	-57 (69)
March	26.0	27.9	-1.8 (3.1)	450	505	-56 (67)
April	26.1	28.7	-2.7 (2.9)	428	481	-53 (60)
May	27.5	29.4	-1.8 (2.9)	451	531	-80 (63)
June	29.3	30.2	-1.0 (2.7)	525	541	-16 (65)
July	30.2	30.8	-0.7 (2.7)	522	548	-27 (61)
August	31.3	34.5	-3.2 (2.7)	593	601	-8 (62)
September	36.2	33.4	2.8 (2.6)	673	602	71 (71)
October	38.6	36.0	2.6 (2.6)	729	637	92 (62)
November	44.2	40.9	3.3 (2.7)	821	719	103 (65)
December	44.6	42.2	2.4 (2.7)	809	745	64 (66)
2018						
January	44.6	43.9	0.7 (2.7)	819	768	51 (61)
February	46.8	43.2	3.6 (2.7)	888	788	100 (65)
March	47.6	45.8	1.8 (2.8)	913	846	67 (67)
April	49.0	47.3	1.7 (2.8)	945	912	32 (68)
May	51.7	49.9	1.7 (2.8)	1,035	950	86 (75)
June	53.1	52.7	0.4 (2.8)	1,059	1,020	39 (76)
July	55.4	53.6	1.8 (2.8)	1,116	1,057	60 (77)
August	55.8	55.2	0.7 (2.8)	1,120	1,140	-20 (80)
September	55.0	55.9	-0.9 (2.8)	1,126	1,172	-46 (81)
October	56.4	55.8	0.6 (2.8)	1,156	1,207	-52 (85)
November	58.0	57.6	0.4 (2.8)	1,214	1,244	-31 (89)
December	57.6	56.6	0.9 (2.8)	1,217	1,232	-16 (90)
2019						
January	56.3	56.7	-0.4 (2.8)	1,224	1,219	5 (90)
February	56.7	54.6	2.1 (2.8)	1,206	1,209	-3 (89)
March	56.5	54.8	1.7 (2.8)	1,204	1,185	19 (89)

**Table H.6. Trends in calendar month employment rate and earnings, based on 36-month survey data** *(continued)*

	Employment rate (%)			Earnings (\$)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
April	55.5	55.8	-0.3 (2.8)	1,177	1,222	-45 (90)
May	54.1	55.1	-1.0 (2.8)	1,161	1,204	-43 (89)
June	53.8	54.9	-1.1 (2.8)	1,172	1,219	-48 (96)
July	54.0	54.7	-0.7 (2.9)	1,144	1,223	-79 (90)
August	55.6	54.5	1.0 (3.0)	1,193	1,178	15 (91)
September	55.5	52.6	2.9 (3.0)	1,212	1,162	49 (96)
October	56.9	52.0	4.9 (3.1)	1,279	1,162	116 (105)
November	54.7	51.7	3.0 (3.3)	1,241	1,122	120 (103)
December	54.6	48.2	6.4* (3.5)	1,173	1,014	159 (102)
2020						
January	52.2	47.7	4.5 (3.6)	1,136	1,017	119 (105)
February	52.5	48.6	4.0 (4.0)	1,120	1,070	50 (120)
March	52.9	47.9	5.1 (4.1)	1,136	1,082	53 (134)
April	47.4	34.5	12.9*** (4.5)	1,036	725	311** (134)
May	46.2	33.7	12.5** (5.0)	1,008	732	276* (154)
June	46.4	36.4	10.0* (5.4)	987	759	229 (175)
July	44.8	36.2	8.6 (6.4)	1,097	816	282 (228)
August	58.6	35.4	23.2*** (7.8)	1,465	916	550* (310)
September	41.9	34.2	7.7 (11.5)	821	1,101	-280 (430)
<b>Sample size</b>	<b>813</b>	<b>783</b>		<b>813</b>	<b>783</b>	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: Standard errors in parentheses.

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

**Table H.7. Trends in calendar quarter employment rate and earnings, based on UI wage records**

	Employment rate (%)			Earnings (\$)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
2016						
April–June	0.0	16.7	-16.7 (11.2)	0	29	-29 (19)
July–September	35.5	42.6	-7.1 (5.3)	665	1,126	-461** (194)
October–December	43.1	46.6	-3.5 (3.0)	1,102	1,265	-162 (126)
2017						
January–March	37.9	40.7	-2.8 (2.0)	1,011	1,142	-131 (84)
April–June	41.2	44.2	-3.0* (1.6)	1,208	1,379	-171** (75)
July–September	44.6	44.2	0.3 (1.4)	1,437	1,431	6 (70)
October–December	47.9	47.7	0.2 (1.3)	1,732	1,654	78 (71)
2018						
January–March	45.9	45.0	1.0 (1.3)	1,698	1,663	35 (71)
April–June	47.6	48.1	-0.5 (1.3)	1,926	1,897	30 (77)
July–September	48.4	49.5	-1.1 (1.3)	2,051	2,064	-14 (81)
October–December	49.4	49.2	0.2 (1.3)	2,258	2,214	44 (87)
2019						
January–March	46.0	45.7	0.3 (1.3)	2,109	2,067	42 (85)
April–June	48.3	48.4	-0.1 (1.3)	2,293	2,209	83 (88)
July–September	49.1	48.6	0.6 (1.3)	2,369	2,254	116 (90)
October–December	49.0	48.8	0.3 (1.3)	2,521	2,376	145 (94)
2020						
January–March	45.9	44.5	1.4 (1.3)	2,306	2,156	150* (90)
April–June	40.9	38.3	2.6** (1.3)	2,053	1,774	279*** (89)
July–September	40.1	37.2	2.8** (1.3)	2,106	1,825	281*** (91)
<b>Sample size</b>	<b>2,503</b>	<b>2,509</b>		<b>2,503</b>	<b>2,509</b>	

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

Note: Standard errors in parentheses.

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



**Table H.8. Trends in calendar month SNAP participation and SNAP benefit amount**

	SNAP participation (%)			Benefit amount (\$)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
2016						
April	100.0	83.3	16.7 (11.2)	194	162	32 (22)
May	95.0	95.1	-0.1 (4.5)	192	189	3 (12)
June	92.6	92.1	0.5 (3.2)	174	178	-4 (8.0)
July	93.9	87.2	6.8** (3.0)	178	172	6 (7.3)
August	92.6	88.8	3.9 (2.4)	184	182	2 (5.7)
September	88.7	88.5	0.2 (2.3)	179	184	-5 (6.0)
October	88.1	87.2	0.9 (2.0)	180	181	-1 (5.3)
November	85.1	87.0	-2.0 (1.8)	174	179	-5 (4.5)
December	83.0	85.2	-2.1 (1.6)	171	170	1 (4.1)
2017						
January	78.5	81.7	-3.1* (1.6)	164	165	-1 (4.0)
February	73.8	78.6	-4.8*** (1.6)	154	159	-5 (4.0)
March	71.4	76.0	-4.6*** (1.5)	151	155	-4 (3.9)
April	68.2	72.7	-4.5*** (1.5)	144	149	-4 (3.6)
May	67.4	71.0	-3.6** (1.4)	141	143	-1 (3.5)
June	63.4	66.0	-2.6* (1.4)	133	131	2 (3.4)
July	59.5	62.1	-2.5* (1.4)	123	122	1 (3.3)
August	58.0	59.2	-1.2 (1.4)	119	116	4 (3.1)
September	53.5	57.0	-3.5*** (1.3)	110	111	-1 (3.1)
October	51.7	55.1	-3.5*** (1.3)	105	107	-2 (3.0)
November	49.1	52.8	-3.6*** (1.3)	98	101	-4 (3.0)
December	56.0	60.1	-4.1*** (1.3)	111	115	-3 (3.1)
2018						
January	54.3	58.6	-4.3*** (1.3)	107	111	-4 (3.2)
February	52.0	57.8	-5.8*** (1.4)	104	110	-7** (3.2)
March	50.1	56.6	-6.5*** (1.4)	100	108	-8** (3.2)
April	46.1	54.7	-8.6*** (1.4)	91	104	-12*** (3.2)
May	44.4	53.6	-9.2*** (1.4)	88	100	-12*** (3.2)
June	43.7	52.2	-8.5*** (1.4)	86	98	-12*** (3.2)
July	42.7	50.5	-7.8*** (1.4)	85	95	-10*** (3.2)
August	42.2	49.4	-7.2*** (1.4)	85	94	-9*** (3.2)
September	39.8	47.3	-7.5*** (1.3)	82	91	-9*** (3.2)
October	38.3	46.1	-7.8*** (1.3)	81	89	-9*** (3.2)
November	39.3	46.8	-7.5*** (1.3)	81	90	-9*** (3.2)
December	39.7	45.6	-5.9*** (1.3)	81	89	-7** (3.2)
2019						
January	39.6	45.3	-5.7*** (1.3)	80	88	-8** (3.2)
February	39.5	44.9	-5.4*** (1.3)	81	87	-6* (3.3)
March	39.1	44.3	-5.2*** (1.3)	81	85	-4 (3.3)

**Table H.8. Trends in calendar month SNAP participation and SNAP benefit amount** *(continued)*

	SNAP participation (%)			Benefit amount (\$)		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
April	39.4	45.1	-5.6*** (1.3)	81	86	-5 (3.3)
May	39.7	45.2	-5.4*** (1.3)	82	86	-4 (3.3)
June	40.9	45.8	-4.9*** (1.3)	84	88	-4 (3.4)
July	40.9	45.8	-4.9*** (1.3)	83	89	-7** (3.4)
August	41.0	45.6	-4.7*** (1.3)	84	89	-5 (3.3)
September	42.2	45.7	-3.5*** (1.3)	85	89	-5 (3.4)
October	42.5	45.1	-2.6* (1.3)	87	90	-3 (3.4)
November	43.4	45.6	-2.2 (1.4)	90	90	0 (3.4)
December	43.2	45.4	-2.2 (1.4)	89	91	-3 (3.4)
2020						
January	42.5	45.8	-3.3** (1.4)	87	91	-4 (3.4)
February	42.6	45.7	-3.1** (1.4)	88	92	-4 (3.4)
March	43.4	46.2	-2.8** (1.4)	90	92	-2 (3.4)
April	48.4	51.8	-3.4** (1.4)	118	121	-3 (3.9)
May	50.8	53.4	-2.5* (1.4)	123	124	-1 (3.9)
June	51.3	53.5	-2.3* (1.4)	124	125	-1 (3.9)
July	50.9	52.9	-2.0 (1.4)	122	123	-1 (3.9)
August	50.6	53.0	-2.4* (1.4)	123	124	-1 (3.9)
September	52.0	54.3	-2.3* (1.4)	124	127	-3 (3.9)
October	52.8	54.6	-1.7 (1.4)	133	134	-1 (4.1)
November	52.9	54.7	-1.8 (1.4)	132	135	-2 (4.1)
December	52.9	54.6	-1.7 (1.4)	133	135	-2 (4.1)
<b>Sample size</b>	<b>2,503</b>	<b>2,509</b>		<b>2,503</b>	<b>2,509</b>	

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

Note: Standard errors in parentheses.

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

**Table H.9. Reasons for not working by timing of when the COVID-19 pandemic began, among all individuals with 36-month survey data**

Outcome	Before COVID-19 began			After COVID-19 began		
	EPIC group	Control group	Difference	EPIC group	Control group	Difference
Not employed (%)	45.8	51.1	-5.2 (3.6)	56.9	59.8	-2.9 (4.2)
Reason for not working (%)						
Could not find work in the area	15.0	16.4	-1.4 (2.5)	16.6	18.1	-1.5 (3.5)
Lack necessary schooling, training, skills or expertise	0.1	0.6	-0.5 (0.4)	0.5	0.1	0.3† (0.3)
Could not get along with supervisors or co-workers	0.0	0.0	0.0** (<0.1)	0.3	0.0	0.3 (0.2)
Physical or mental health problems	12.4	12.7	-0.3 (2.2)	9.3	9.8	-0.5 (2.5)
Alcohol or substance use disorder	0.0	0.3	-0.3 (0.2)	0.0	0.3	-0.3 (0.2)
Family responsibilities; caring for children, spouse or parents; pregnancy	4.2	4.1	0.2 (1.4)	2.0	2.2	-0.2 (1.1)
Attending school	1.2	1.7	-0.4 (0.9)	0.2	0.7	-0.5 (0.5)
Transportation issues or problems	2.4	4.1	-1.7 (1.4)	0.5	1.0	-0.5 (0.6)
Language barrier or limited English proficiency	0.0	0.0	0.0 (0.0)	0.0	0.0	0.0 (0.0)
Chose not to work	0.4	0.9	-0.5 (0.6)	0.0	0.0	0.0** (0.1)
Other	9.4	9.5	0.0 (2.2)	27.7	26.8	0.9 (3.9)
<b>Sample size</b>	<b>477</b>	<b>447</b>		<b>336</b>	<b>335</b>	

Source: SNAP employment and training evaluation 36-month survey, weighted data.

Note: "Other" responses include criminal justice backgrounds, the COVID-19 pandemic, being laid off or fired, moving away, retirement, and ending seasonal/temporary employment. Standard errors in parentheses.

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

†††/††/† Significantly different from before the COVID-19 pandemic began at the 0.01/0.05/0.10 level, two-tailed test.