

Appendices
References
Recent Publications on MDRC Projects

Jobs First

Final Report on
Connecticut's Welfare Reform Initiative

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Appendix A

Supplementary Exhibits to Chapters 2 and 3

Connecticut's Jobs First Program

Table A.1

**Self-Reported Rates of Participation in Employment-Related Activities
Within 18 Months of Random Assignment**

Activity	Manchester			New Haven			Full Sample		
	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference
Ever participated in:									
Any employment-related activity (%)	60.2	49.6	10.6	65.8	47.9	17.9 ***	64.1	48.7	15.4 ***
Any job search activity (%)	36.7	18.9	17.8 **	39.9	22.1	17.8 ***	39.0	21.5	17.5 ***
Job club/Job Search Skills Training (%)	24.1	7.7	16.4 ***	29.1	14.0	15.1 ***	27.7	12.9	14.9 ***
Independent/Self-Directed Job Search (%)	21.2	11.9	9.3	21.4	11.2	10.2 ***	21.4	11.3	10.1 ***
Any education or training activity (%)	27.8	40.2	-12.4	41.6	33.1	8.5 **	37.9	35.2	2.7
Basic education (%)	8.5	17.7	-9.2 *	18.9	15.4	3.5	16.1	16.3	-0.1
ABE or GED classes (%)	7.7	14.7	-6.9	16.8	12.1	4.7	14.5	12.9	1.6
ESL classes (%)	0.9	3.8	-2.9	4.4	4.5	-0.1	3.4	4.6	-1.2
College (%)	19.4	14.1	5.3	13.8	8.2	5.6 **	14.8	9.8	5.0 **
Vocational training (%)	5.7	18.9	-13.2 **	22.2	17.7	4.5	18.2	18.1	0.2
Other (%)	8.5	4.7	3.7	13.6	9.5	4.1	12.6	8.2	4.4 *
Work experience (%)	2.0	2.0	0.0	2.8	4.4	-1.6	2.7	3.8	-1.1
On-the-job training (%)	1.3	5.5	-4.3	5.3	2.2	3.1 *	4.1	3.1	1.0
Sample size	91	83		288	310		379	393	
<i>Among those who participated, percentage who participated in:</i>									
Any job search activity (%)	60.3	39.6	20.7	60.4	46.5	14.0	60.7	44.4	16.2
Any education or training activity (%)	44.5	82.1	-37.7	63.2	69.3	-6.1	59.0	72.4	-13.4
Both job search and education or training (%)	13.5	23.1	-9.7	28.9	22.4	6.6	25.7	22.3	3.4
Sample size	54	43		188	148		242	191	

(continued)

Table A.1 (continued)

SOURCE: MDRC calculations using Interim Client Survey data.

NOTES: Items in the main section were asked of all 772 survey respondents. The items in the second section were asked of only those survey respondents who took part in any employment-related activity.

Estimates were adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members.

A two tailed t-test was applied to differences between the research groups. Statistical significance levels are indicated as *** =1 percent, ** =5 percent, * =10 percent.

Rounding may cause slight discrepancies in the calculation of differences.

Measures in this table represent weighted averages. To compensate for differences in the proportion of subgroup members chosen to be surveyed, respondents were weighted by the inverse of the probability of being chosen to be interviewed.

Italicized results may not represent true impacts of the program; the groups being compared may have differed in their background characteristics. Thus, significance tests were not conducted.

Connecticut's Jobs First Program

Table A.2

**Messages Heard by Jobs First and AFDC Group Members
While on Welfare, by Site, from the Three-Year Client Survey**

Statement	Manchester			New Haven			Full Sample		
	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference
The staff urged me to get a job as quickly as possible (%)									
Agree a lot	52.3	24.2	28.1	53.0	34.5	18.5	52.9	32.5	20.4
Agree a little	14.8	13.4	1.4	14.1	17.1	-3.0	14.2	16.5	-2.2
The staff pushed me to get off welfare quickly (%)									
Agree a lot	42.1	20.2	21.9	45.1	28.8	16.3	44.5	27.1	17.4
Agree a little	15.6	10.3	5.4	14.1	14.0	0.1	14.4	13.4	0.9
The staff urged me to get education and training (%)									
Agree a lot	20.0	19.7	0.3	18.3	15.1	3.3	18.8	15.9	2.9
Agree a little	13.2	14.5	-1.3	16.5	16.2	0.3	15.8	15.9	-0.1
The staff told me that working would make me better off financially (%)									
Agree a lot	43.0	30.5	12.5	54.4	42.4	12.0	52.0	40.0	12.1
Agree a little	13.4	14.9	-1.5	17.6	16.3	1.3	16.7	16.0	0.7
The staff told me that I would be allowed to keep part of my welfare benefits if I found a job (%)									
Agree a lot	47.7	25.9	21.8	56.6	33.0	23.6	54.8	31.6	23.2
Agree a little	19.6	19.6	0.0	18.6	19.2	-0.6	18.9	19.3	-0.4
Sample size	218	192		838	790		1,056	982	

(continued)

Table A.2 (continued)

SOURCE: MDRC calculations using Three-Year Client Survey data.

NOTES: These items were asked of all survey respondents who reported receiving cash assistance since random assignment.

The data presented here reflect two of the four possible responses. The other options were whether sample members "disagreed a lot" or "disagreed a little" with the statement.

Estimates were adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members.

These results may not represent true impacts of the program; the groups being compared may have differed in their background characteristics because these questions were asked only of respondents who reported that they had received cash assistance. Thus, significance tests were not conducted.

Rounding may cause slight discrepancies in the calculation of differences.

Measures in this table represent weighted averages. To compensate for differences in the proportion of subgroup members chosen to be surveyed, respondents were weighted by the inverse of the probability of being chosen to be interviewed.

Connecticut's Jobs First Program

Table A.3

Perceptions About a Time Limit on Welfare Receipt from the Three-Year Client Survey

Measure	Manchester		New Haven		Full Sample	
	Jobs First Group	AFDC Group	Jobs First Group	AFDC Group	Jobs First Group	AFDC Group
Is/was there a time limit on how long you are/were allowed to receive cash assistance from AFDC/TFA? (%)						
Yes	83.8	27.5	88.4	23.6	87.3	24.5
21 months	73.0	15.3	77.6	17.6	76.6	17.2
Another length	10.1	11.8	9.9	3.8	9.9	5.5
Don't know length	0.8	0.4	0.9	2.2	0.9	1.8
No	14.7	70.6	11.5	75.0	12.3	74.0
Don't know	1.5	1.9	0.2	1.4	0.5	1.5
Sample size	221	194	841	792	1,062	986

SOURCE: MDRC calculations using Three-Year Client Survey data.

NOTES: These items were asked of the 2,056 survey respondents who reported receiving cash assistance since random assignment. Eight of these sample members were dropped from the analysis because they did not respond to the question.

Estimates were adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members.

Distributions may not add to 100 percent because of rounding.

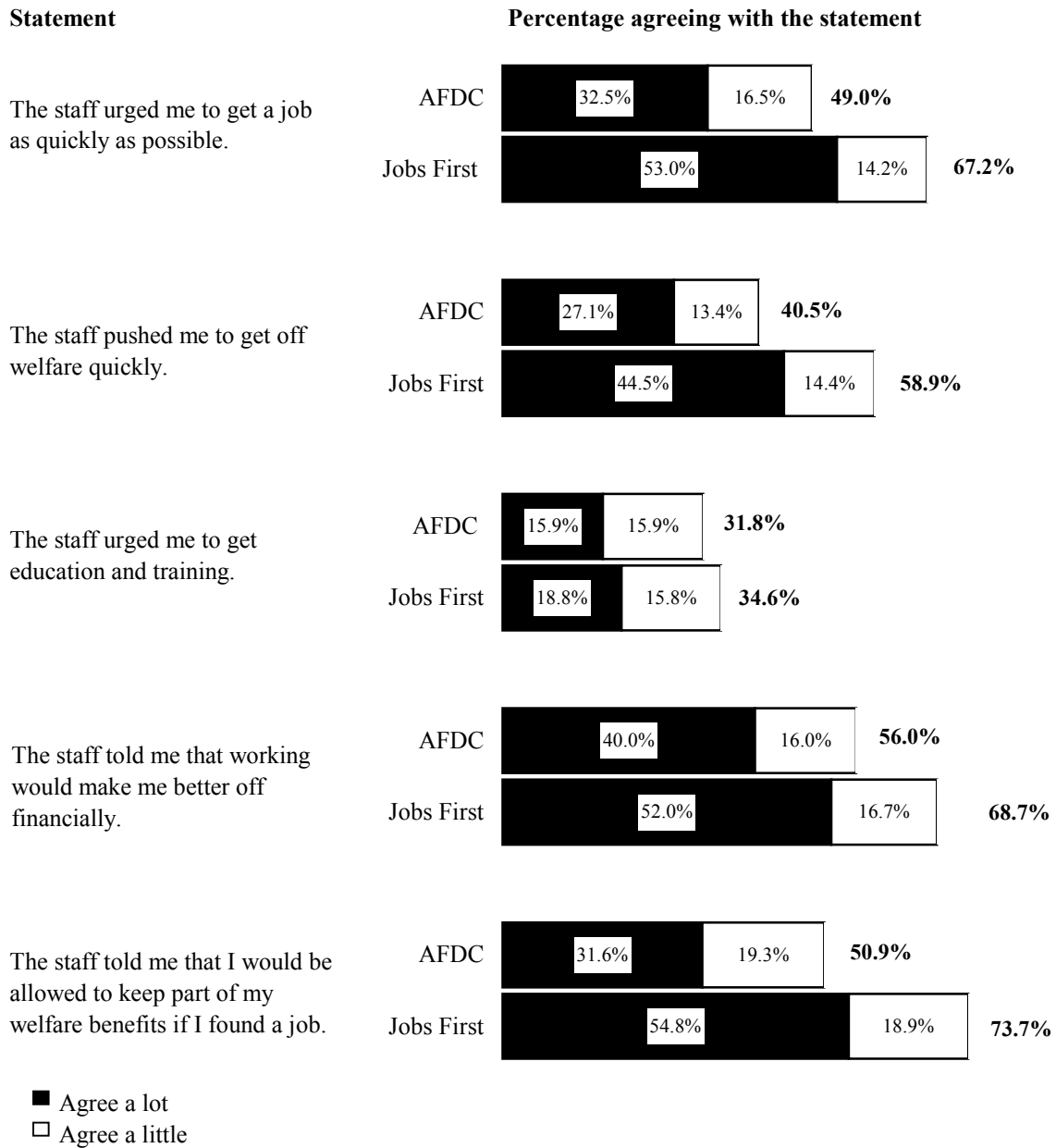
Results in this table were weighted to make them more representative of the full sample.

These results may not represent true impacts of the program; the groups being compared may have differed in their background characteristics because these questions were asked only of respondents who reported that they had received cash assistance. Thus, significance tests were not conducted.

Connecticut's Jobs First Program

Figure A.1

Messages Heard by Jobs First and AFDC Group Members While on Welfare, from the Three-Year Client Survey



(continued)

Figure A.1 (continued)

SOURCE: MDRC calculations using Three-Year Client Survey data.

NOTES: These items were asked of all survey respondents who reported receiving cash assistance since random assignment.

The data presented here reflect two of the four possible responses. The other options were whether sample members "disagreed a lot" or "disagreed a little" with the statement.

Estimates were adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members.

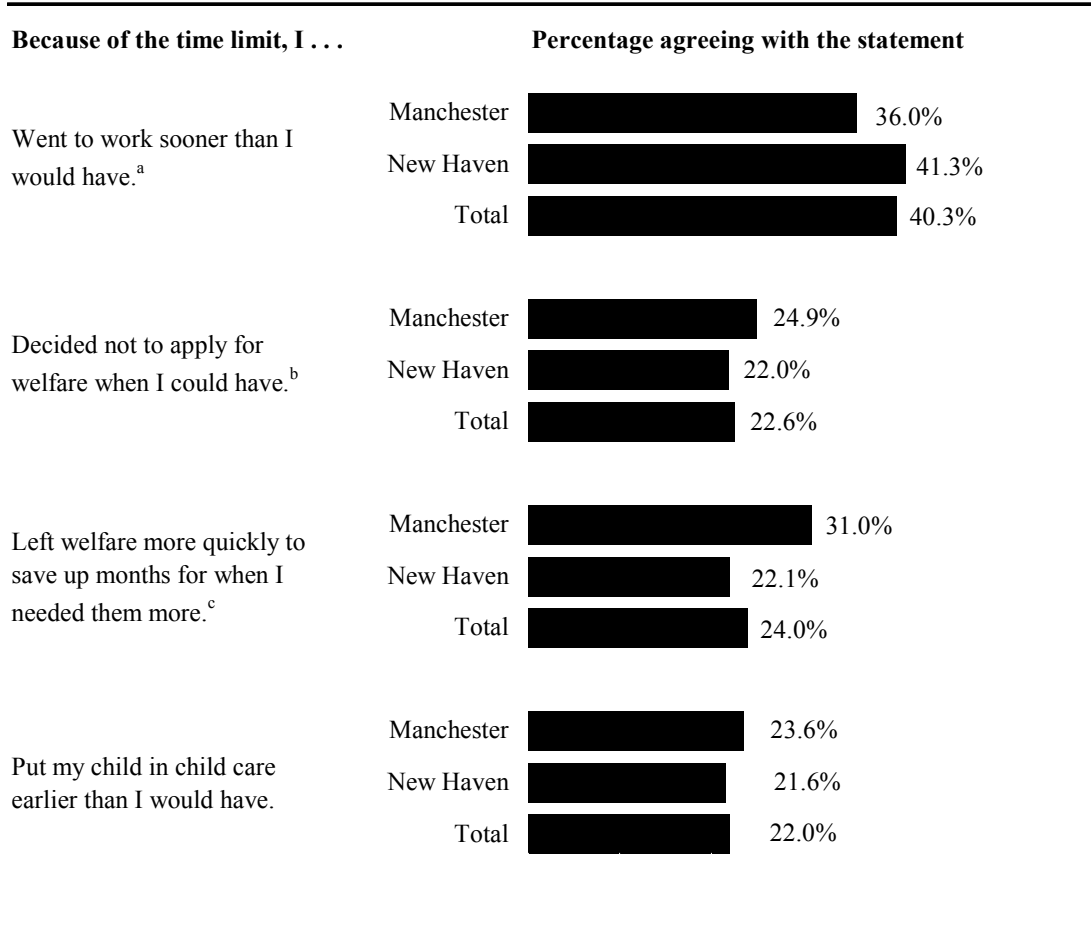
Rounding may cause slight discrepancies in the calculation of sums.

Measures in this table represent weighted averages. To compensate for differences in the proportion of subgroup members chosen to be surveyed, respondents were weighted by the inverse of the probability of being chosen to be interviewed.

Connecticut's Jobs First Program

Figure A.2

Effect of the Time Limit on Jobs First Group Members from the Three-Year Client Survey



SOURCE: MDRC calculations using Three-Year Client Survey data.

NOTES: These items were asked of Jobs First group survey respondents who reported that they had received cash assistance since random assignment and who indicated that they were subject to a time limit. The total sample size is 1,107 (233 in Manchester and 874 in New Haven).

Numbers represent the percentage of respondents who agreed a little or agreed a lot with the specified statement.

^aThis measure was only asked of the 1,009 Jobs First respondents who ever worked since random assignment.

^bThis measure dropped 53 individuals who indicated that the question "Did not apply."

^cThis measure dropped 34 individuals who indicated that the question "Did not apply."

Estimates were adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members.

The results in this figure were weighted to make them more representative of the full sample.

Appendix B

Supplementary Tables to Chapter 4

Connecticut's Jobs First Program

Table B.1

Impacts on Employment, Earnings, Welfare Use, and Income for the Full Sample, by Quarter

Outcome	Jobs First Group	AFDC Group	Difference
Ever employed (%)			
Quarters 1-4	66.7	57.7	9.0 ***
Quarters 5-8	70.8	62.7	8.1 ***
Quarters 9-12	70.8	65.1	5.6 ***
Quarters 13-16	71.9	65.5	6.3 ***
Quarters 1-16	85.6	81.2	4.4 ***
Quarter of random assignment	40.3	38.6	1.7
Quarter 1	44.4	39.2	5.2 ***
Quarter 2	48.7	41.8	6.9 ***
Quarter 3	52.0	43.3	8.6 ***
Quarter 4	52.6	44.6	8.1 ***
Quarter 5	54.5	46.0	8.6 ***
Quarter 6	55.1	46.4	8.8 ***
Quarter 7	57.1	48.6	8.6 ***
Quarter 8	58.0	50.3	7.7 ***
Quarter 9	58.9	51.1	7.8 ***
Quarter 10	58.7	52.6	6.0 ***
Quarter 11	59.1	52.8	6.4 ***
Quarter 12	58.7	53.6	5.2 ***
Quarter 13	60.0	53.9	6.1 ***
Quarter 14	60.6	53.5	7.1 ***
Quarter 15	60.7	53.9	6.8 ***
Quarter 16	60.7	53.1	7.6 ***
Average total earnings (\$)			
Quarters 1-4	4,028	3,831	198
Quarters 5-8	6,105	5,465	640 ***
Quarters 9-12	7,659	7,055	604 **
Quarters 13-16	8,855	8,490	365
Quarters 1-16	26,673	24,861	1,813 **
Quarter of random assignment	610	606	3
Quarter 1	753	753	-1
Quarter 2	962	927	35
Quarter 3	1,103	1,039	64
Quarter 4	1,210	1,112	99 **
Quarter 5	1,365	1,202	163 ***
Quarter 6	1,438	1,308	130 **
Quarter 7	1,573	1,424	149 ***
Quarter 8	1,729	1,531	198 ***
Quarter 9	1,816	1,598	219 ***
Quarter 10	1,846	1,718	128 *
Quarter 11	1,974	1,806	167 **
Quarter 12	2,022	1,932	90
Quarter 13	2,134	2,071	63
Quarter 14	2,189	2,156	34

(continued)

Table B.1 (continued)

Outcome	Jobs First Group	AFDC Group	Difference
Quarter 15	2,269	2,126	143 *
Quarter 16	2,278	2,149	129 *
Ever received any AFDC/TFA payments (%)			
Quarters 1-4	91.7	88.1	3.6 ***
Quarters 5-8	70.9	64.8	6.1 ***
Quarters 9-12	45.7	51.6	-5.8 ***
Quarters 13-16	28.5	38.6	-10.0 ***
Quarters 1-16	93.1	89.9	3.2 ***
Quarter of random assignment	85.3	82.6	2.7 ***
Quarter 1	90.0	84.7	5.3 ***
Quarter 2	83.4	76.3	7.1 ***
Quarter 3	78.0	69.6	8.4 ***
Quarter 4	73.1	65.1	8.0 ***
Quarter 5	67.8	60.9	6.9 ***
Quarter 6	64.6	57.6	7.0 ***
Quarter 7	60.7	53.9	6.8 ***
Quarter 8	45.3	51.0	-5.7 ***
Quarter 9	41.9	47.1	-5.2 ***
Quarter 10	35.6	43.9	-8.4 ***
Quarter 11	31.1	41.3	-10.2 ***
Quarter 12	25.7	37.1	-11.3 ***
Quarter 13	24.0	34.2	-10.2 ***
Quarter 14	21.8	31.9	-10.1 ***
Quarter 15	20.4	29.6	-9.1 ***
Quarter 16	18.8	28.0	-9.3 ***
Average total value of AFDC/TFA payments (\$)			
Quarters 1-4	4,674	3,921	753 ***
Quarters 5-8	3,382	3,019	363 ***
Quarters 9-12	1,838	2,259	-422 ***
Quarters 13-16	1,166	1,645	-479 ***
Quarters 1-16	11,064	10,827	237
Quarter of random assignment	1,061	987	74 ***
Quarter 1	1,287	1,107	179 ***
Quarter 2	1,204	1,010	194 ***
Quarter 3	1,129	930	199 ***
Quarter 4	1,054	873	181 ***
Quarter 5	992	830	162 ***
Quarter 6	945	781	164 ***
Quarter 7	813	723	90 ***
Quarter 8	632	684	-52 **
Quarter 9	568	636	-68 ***
Quarter 10	480	589	-108 ***
Quarter 11	426	540	-113 ***
Quarter 12	363	495	-132 ***
Quarter 13	329	458	-129 ***
Quarter 14	302	432	-130 ***
Quarter 15	282	393	-111 ***

(continued)

Table B.1 (continued)

Outcome	Jobs First Group	AFDC Group	Difference
Quarter 16	255	365	-110 ***
Ever received any Food Stamp payments (%)			
Quarters 1-4	90.3	89.3	1.0
Quarters 5-8	74.2	72.3	1.9
Quarters 9-12	60.6	62.1	-1.5
Quarters 13-16	50.5	53.2	-2.7 *
Quarters 1-16	93.3	91.7	1.6 **
Quarter of random assignment	87.8	87.0	0.8
Quarter 1	87.4	85.6	1.9 *
Quarter 2	82.6	80.0	2.6 **
Quarter 3	78.2	74.6	3.7 ***
Quarter 4	74.6	71.0	3.5 ***
Quarter 5	69.8	67.9	1.9
Quarter 6	67.3	65.1	2.2 *
Quarter 7	64.8	61.6	3.1 **
Quarter 8	58.2	58.8	-0.6
Quarter 9	55.6	56.8	-1.3
Quarter 10	52.2	54.8	-2.6 *
Quarter 11	49.4	52.6	-3.2 **
Quarter 12	46.1	49.3	-3.2 **
Quarter 13	44.9	47.9	-3.0 **
Quarter 14	43.2	45.9	-2.7 **
Quarter 15	41.5	43.9	-2.4 *
Quarter 16	39.3	42.5	-3.3 **
Average total value of Food Stamps received (\$)			
Quarters 1-4	2,041	1,832	209 ***
Quarters 5-8	1,671	1,553	118 ***
Quarters 9-12	1,323	1,333	-10
Quarters 13-16	1,096	1,113	-17
Quarters 1-16	6,133	5,819	314 **
Quarter of random assignment	484	462	22 ***
Quarter 1	547	494	53 ***
Quarter 2	522	470	52 ***
Quarter 3	498	443	55 ***
Quarter 4	475	425	50 ***
Quarter 5	453	414	39 ***
Quarter 6	441	393	47 ***
Quarter 7	407	380	27 ***
Quarter 8	370	366	5
Quarter 9	357	355	1
Quarter 10	339	342	-3
Quarter 11	324	324	0
Quarter 12	303	312	-9
Quarter 13	291	299	-8
Quarter 14	279	284	-6
Quarter 15	268	270	-2

(continued)

Table B.1 (continued)

Outcome	Jobs First Group	AFDC Group	Difference
Quarter 16	260	262	-2
Total income from earnings, AFDC/TFA, and Food Stamps (\$)			
Quarters 1-4	10,744	9,584	1,160 ***
Quarters 5-8	11,158	10,037	1,121 ***
Quarters 9-12	10,819	10,647	172
Quarters 13-16	11,117	11,249	-132
Quarters 1-16	43,870	41,506	2,364 ***
Quarter of random assignment	2,155	2,055	99 ***
Quarter 1	2,586	2,355	231 ***
Quarter 2	2,688	2,407	281 ***
Quarter 3	2,730	2,412	318 ***
Quarter 4	2,739	2,410	329 ***
Quarter 5	2,810	2,447	364 ***
Quarter 6	2,823	2,483	341 ***
Quarter 7	2,794	2,527	266 ***
Quarter 8	2,731	2,581	150 ***
Quarter 9	2,740	2,589	152 **
Quarter 10	2,666	2,649	16
Quarter 11	2,724	2,670	54
Quarter 12	2,689	2,740	-51
Quarter 13	2,754	2,827	-74
Quarter 14	2,770	2,872	-102
Quarter 15	2,819	2,790	30
Quarter 16	2,793	2,776	17
Sample size (total = 4,803)	2,396	2,407	

SOURCE: MDRC calculations using the Three-Year Client Survey data.

NOTES: Estimates were adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members.

A two-tailed t-test was applied to differences between the research groups. Statistical significance levels are indicated as *** = 1 percent, ** = 5 percent, and * = 10 percent.

Rounding may cause slight discrepancies in the calculation of sums and differences.

A total of 30 sample members were excluded from measures involving Year 4 because UI earnings data for the last quarter of the follow-up period were not available for them. For this reason, measures from Years 1-2 and Years 3-4 will not exactly sum into Years 1-4.

Connecticut's Jobs First Program

Table B.2

Impacts on Job Retention

Outcome	Jobs First Group	AFDC Group	Difference	Percentage Change
Ever employed 12 or more consecutive months (%)	56.4	47.7	8.7 ***	18.3
Did not work year 1	40.2	50.3	-10.1 ***	-20.1
Worked in year 1 and				
Worked 18 or more months of years 2 and 3	41.4	34.9	6.6 ***	18.9
Worked less than 18 months of years 2 and 3	18.4	14.9	3.5 **	23.6
Did not work years 1-2	25.5	35.7	-10.2 ***	-28.5
Worked in year 1 or 2 and				
Worked 9 or more months of year 3	53.3	45.3	8.0 ***	17.6
Worked less than 9 months of year 3	21.2	19.0	2.2	11.6
Percentage of months employed	54.4	46.4	8.0 ***	17.2
Percentage of follow-up period employed (%)				
0-24.9 percent of months	27.0	38.4	-11.4 ***	-29.8
25-49.9 percent of months	17.8	14.5	3.2 **	22.3
50-74.9 percent of months	17.7	15.4	2.3	15.0
75-100 percent of months	37.6	31.7	5.9 ***	18.5
Employed all 36 months ^a	18.0	15.2	2.8 *	18.2
Sample size (total = 2,424)	1,249	1,175		

SOURCE: MDRC calculations using the Three-Year Client Survey data.

NOTES: Estimates were adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members.

A two-tailed t-test was applied to differences between the research groups. Statistical significance levels are indicated as *** = 1 percent, ** = 5 percent, and * = 10 percent.

Rounding may cause slight discrepancies in the calculation of sums and differences.

Measures in this table are weighted to make them more representative of the full sample.

^aThis measure indicates whether sample members were employed during all months up to the month of the interview. This was not always 36 months. As mentioned in appendix D, some sample members were interviewed earlier than 36 months, and others were interviewed after 36 months.

Connecticut's Jobs First Program

Table B.3

Experimental Measures of Wage Progression

Outcome	Jobs First Group	AFDC Group	Difference (Impact)	Percentage Change
Wage Progression (%)				
<u>Month 1 to month 36</u>				
Working in month 1, not working in month 36	4.6	6.0	-1.4	-23.1
Not working in month 1, working in month 36	39.1	33.2	5.9 ***	17.6
Working both months, but wages unmeasurable	1.7	1.7	0.0	-1.6
Not working in either month	28.8	36.8	-8.0 ***	-21.9
Working in both months, usable wages, and;				
wage decreased from month 36 to 1	5.0	3.9	1.1	26.9
wage increased 0 to 4.99 percent	6.4	5.2	1.2	22.3
wage increased 5 to 9.99 percent	1.0	0.6	0.4	73.5
wage increased 10 to 19.99 percent	4.0	2.8	1.3 *	45.9
wage increased 20 or more percent	9.4	9.7	-0.3	-3.1
<u>Month 12 to month 36</u>				
Working in month 12, not working in month 36	8.8	7.4	1.4	18.7
Not working in month 12, working in month 36	24.7	23.2	1.5	6.4
Working both months, but wages unmeasurable	2.8	2.5	0.3	12.7
Not working in either month	24.6	35.4	-10.8 ***	-30.6
Working in both months, usable wages, and;				
wage decreased from month 36 to 12	7.1	5.0	2.1 **	41.7
wage increased 0 to 4.99 percent	11.9	11.0	0.9	8.2
wage increased 5 to 9.99 percent	1.9	1.7	0.3	15.1
wage increased 10 to 19.99 percent	6.1	4.0	2.1 **	52.5
wage increased 20 or more percent	12.1	9.8	2.3 *	23.6
<hr/>				
Sample size (total = 2,419) ^a	1,247	1,172		

SOURCE: MDRC calculations using the Three-Year Client Survey data.

NOTES: Estimates were adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members.

A two-tailed t-test was applied to differences between the research groups. Statistical significance levels are indicated as *** = 1 percent, ** = 5 percent, and * = 10 percent.

Rounding may cause slight discrepancies in the calculation of sums and differences.

Measures in this table are weighted to make them more representative of the full sample.

^aFive individuals were dropped from this analysis because they did not have 36 months of follow-up available.

Connecticut's Jobs First Program

Table B.4

Impacts on Child Care Subsidy Receipt Over the Four-Year Follow-Up for All Families with Children

Outcome	Jobs First Group	AFDC Group	Difference (Impact)	Percentage Change
<u>Year 1, child care subsidy receipt</u>				
Any subsidy (%)	44.3	36.4	7.9 ***	21.7
Program-related subsidy(%)	11.4	5.2	6.2 ***	120.4
Work-related subsidy(%)	35.5	27.8	7.7 ***	27.5
Transitional subsidy(%)	8.2	15.4	-7.3 ***	-47.1
Income-eligible subsidy(%)	1.0	3.0	-1.4 ***	-52.3
Average amount received (\$)	1,200	1,013	187 **	18.5
Program-related subsidy(\$)	105	77	28 *	36.5
Work-related subsidy(\$)	906	517	389 ***	75.3
Transitional subsidy(\$)	172	371	-199 ***	-53.7
Income-eligible subsidy(\$)	17	48	-31 **	-64.7
<u>Year 2, child care subsidy receipt</u>				
Any subsidy (%)	36.1	32.6	3.5 *	10.7
Program-related subsidy(%)	4.6	3.9	0.7	17.8
Work-related subsidy(%)	28.6	20.6	8.1 ***	39.3
Transitional subsidy(%)	14.8	15.8	-1.0	-6.1
Income-eligible subsidy(%)	2.0	6.0	-4.4 ***	-70.7
Average amount received (\$)	1,476	1,170	306 ***	26.2
Program-related subsidy(\$)	54	63	-9	-14.5
Work-related subsidy(\$)	1,050	592	458 ***	77.4
Transitional subsidy(\$)	339	369	-30	-8.2
Income-eligible subsidy(\$)	34	147	-112 ***	-76.7
<u>Year 3, child care subsidy receipt</u>				
Any subsidy (%)	36.0	30.8	5.2 ***	16.7
Program-related subsidy(%)	5.6	4.8	0.8	17.0
Work-related subsidy(%)	18.5	15.0	3.5 **	23.6
Transitional subsidy(%)	20.8	13.2	7.7 ***	58.2
Income-eligible subsidy(%)	4.0	11.0	-6.8 ***	-64.6
Average amount received (\$)	1,353	1,101	252 ***	22.9
Program-related subsidy(\$)	46	46	0	-0.8
Work-related subsidy(\$)	514	400	114 **	28.4
Transitional subsidy(\$)	714	360	354 ***	98.4
Income-eligible subsidy(\$)	79	295	-216 ***	-73.2

(continued)

Table B.4 (continued)

Outcome	Jobs First Group	AFDC Group	Difference (Impact)	Percentage Change
Year 4, child care subsidy receipt				
Any subsidy (%)	32.6	29.7	2.9	9.9
Program-related subsidy(%)	4.5	4.6	-0.1	-2.7
Work-related subsidy(%)	10.5	9.8	0.7	7.1
Transitional subsidy(%)	19.2	11.2	8.0 ***	71.0
Income-eligible subsidy(%)	7.0	13.0	-6.3 ***	-49.1
Average amount received (\$)	1,377	1,047	330 ***	31.5
Program-related subsidy(\$)	22	41	-19 *	-47.1
Work-related subsidy(\$)	310	246	64	26.0
Transitional subsidy(\$)	856	360	496 ***	138.0
Income-eligible subsidy(\$)	189	400	-211 ***	-52.7
Sample size (total = 2,272)	1,101	1,171		

SOURCE: MDRC calculations based on child care payment data.

NOTES: The sample includes families with children ages 0-17 at the time of the three-year interview.

A two-tailed t-test was applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

Appendix C

Calculations of Tax-Adjusted Income

This appendix describes how MDRC derived the tax-adjusted income figures reported in Chapter 4. The same general methodology was also used in the benefit-cost analysis (Chapter 7). The appendix also describes some limitations of the approach that was used and discusses why the tax-adjusted income estimates may be lower than some readers might expect.

I. General Approach

The analysis began by calculating each sample member’s annual pretax earnings based on Connecticut’s Unemployment Insurance (UI) records. It was assumed that all sample members paid federal payroll taxes (amounting to 7.65 percent of annual earnings), federal income taxes, and state income taxes. The income tax calculations, which used 1999 tax rules, used the number of children reported by each sample member at baseline, and it was assumed that all sample members claimed the standard deduction.

The analysis assumed that some sample members who were eligible for the federal Earned Income Credit (EIC) did not actually claim it. This assumption is based on national studies which suggest that the take-up rate for the EIC is less than 100 percent. The EIC take-up assumptions in this analysis are based on a question in the Three-Year Client Survey that asked respondents whether they had filed a tax return for the preceding tax year (generally, 1999; administration of the survey began in April 2000). MDRC examined the responses to this question separately for respondents whose earnings in the previous year (according to UI records) fell into the brackets shown in Table C.1. As the table shows, rates of reported tax filing were substantially lower for those with very low earnings in the prior year. (There are several reasons why respondents who had no UI earnings might have filed a tax return; for example, they might have had earnings not reported to the UI system or out-of-state earnings, or their spouse might have had earnings.)

Table C.1

Self-Reported Income Tax Filing, by Earnings Bracket

Annual Earnings in Year Before Survey (\$)	Reported Filing a Federal Tax Return (%)
\$0	37.3
\$1-\$5,000	56.6
\$5,001-\$15,000	86.9
\$15,001 or more	93.5

Based on annual UI earnings and the number of children at baseline, each sample member received an annual EIC estimate, which then was multiplied by the EIC take-up rate for the individual’s level of earnings in that year (see Table C.1). Essentially, the analysis assumed that everyone who reported filing a tax return had claimed the EIC. (People who file a tax return and

appear to be eligible for the EIC but do not claim it will receive a letter from the IRS informing them of the credit and enclosing the necessary forms).¹

II. Limitations of the Analysis

In the absence of actual tax data, it is impossible to derive a completely accurate estimate of sample members' tax-adjusted income. Limitations of the analysis described above include:

- The calculation does not consider the income of other people in the sample members' households. About 10 percent of sample members were married and living with their spouse when the Three-Year Client Survey was administered, and almost half lived with at least one other adult. However, data on the earnings of other household members were only available for the month prior to the survey interview.
- The assumption about the EIC take-up rate may not be entirely accurate. For example, some sample members who filed a tax return may not have claimed the EIC even though they were eligible for it. In the absence of additional data, the analysis assumed that everyone who reported filing a tax return had claimed the credit.
- Some sample members probably had earnings that were taxable but were not reported in the UI records. For example, they may have worked outside Connecticut or for the federal government.
- For simplicity, 1999 tax rules were used throughout the analysis, even though the follow-up period ran from 1996 through 2000.
- The analysis used the number of children reported by each sample member at the point of random assignment. Some people gave birth to additional children after random assignment, but such information is available only for people who responded to the survey.

Despite these limitations, the analysis provides a reasonable estimate of tax-adjusted income. More important, the factors described above should have affected both research groups equally, meaning that the impact estimates should not be affected.

III. Why Wasn't Tax-Adjusted Income Higher?

As discussed in Chapter 4, the above calculations yielded the results shown in Table C.2 for the Jobs First group. Some readers may wonder why tax-adjusted income was only slightly higher (and, in years 3-4, lower) than pretax income. For example, in years 1-2, tax-adjusted income was only about 7 percent higher than pretax earnings. After all, in 1999, the federal EIC

¹The analysis assumed that some sample members had paid state and federal income taxes even though they reported, on the survey, that they had not filed a tax return for the previous year. However, it is important to note that most of the people in that category had earnings that were too low to result in any tax liability.

was worth up to 40 percent of annual earnings for a family with two children — a maximum of \$3,816. One might think that a credit this large would have boosted income further.

Table C.2

Pretax and Tax-Adjusted Annual Earnings for the Jobs First Group

	Pretax Annual Earnings (\$)	Tax-Adjusted Annual Earnings (\$)	Difference Between Gross and After-Tax Earnings (\$)
Years 1-2	5,066	5,425	359
Years 3-4	8,273	8,266	-7

To understand the results, it is important to have a basic understanding of the structure of the EIC, which is illustrated in Table C.3. For a family with one child in 1999, the EIC was worth 34 percent of annual earnings up to \$6,800. For families with earnings between \$6,800 and \$12,460 (the beginning of the phase-out range), the credit was worth \$2,312. Thus, in this “flat” range, the EIC was worth from 34 percent to 19 percent of earnings. The credit then phased out between \$12,460 and \$26,928. For example, for a family with earnings of \$17,000, the credit was worth about \$1,587.² The same basic structure applied to families with two or more children, although the amounts were larger.

Table C.3

Structure of the Federal Earned Income Credit (1999)

Family Size	Credit Percentage	Maximum Benefit	Phase-Out Rate	Phase-Out Range
Families with one child	34% of first \$6,800	\$2,312	15.98%	\$12,460 to \$26,928
Families with two or more children	40% of first \$9,540	\$3,816	21.06%	\$12,460 to \$30,580

There are several reasons why the tax calculation did not add much income for sample members:

- Some 42 percent of sample members had only one child at the point of random assignment. As shown in Table C.3, the EIC was considerably smaller for families with one child than for those with two or more children. For families with one child, the EIC was worth up to 34 percent of annual earnings, with a maximum of \$2,312.

²A separate analysis verified that among families with one child and year 4 earnings between \$16,000 and \$18,000, the EIC (before take-up and tax adjustments) was \$1,595. This analysis also found that the average pre-tax/pretake-up EIC among families with one child and earning between \$6,800 and \$12,460 was \$2,312.

- As noted earlier, the analysis assumed that some sample members who were eligible for the EIC had not claimed it. Overall, it was assumed that approximately 80 percent of those with earnings had claimed the EIC.
- The earnings figures in Table C.2 are averages and include many people who did not work — and thus gained nothing from the EIC — in each year.
- Among those who worked, the levels of earnings in this study were quite high, compared with the levels found in previous studies of similar populations. Thus, many sample members had earnings substantially above the EIC phase-in range. As shown in Table C.4, in year 4 of the follow-up period, among sample members who had one child and worked, 20 percent had earnings in the “flat range” (\$6,800 to \$12,460); 36 percent had earnings in the phase-out range (\$12,460 to \$26,928); and nearly 7 percent earned too much to be eligible for the EIC. Thus, among families who had one child and worked in year 4, the average EIC amount was \$1,059, or 8.2 percent of annual earnings.³ Payroll taxes averaged \$990.6, or 7.7 percent of annual earnings.

Table C.4

**Proportion of Jobs First Group Members
with Year 4 Earnings in the EIC Phase-In Range,
Flat Range, and Phase-Out Range**

Level of Earnings	Sample Members with One Child (%)	Sample Members with Two or More Children (%)
Phase-in range	37.1	40.6
Flat range	20.0	21.1
Phase-out range	36.2	32.7
Ineligible range	6.7	5.5

³Had 100 percent take-up been assumed, the average EIC amount would have been \$1,293.

Appendix D

Three-Year Survey Response Analysis

I. Introduction

The information on program participation, household composition, job characteristics, hardship indicators, and child and family outcomes was derived primarily from the Three-Year Client Survey. This section of the appendix examines response rates for this survey and explores the extent to which the survey respondent sample is representative of the survey sample and the extent to which impact estimates from the survey maintain the unbiased properties of the full sample comparisons.

As discussed in Chapter 1 (see Figure 1.4), this report focuses on 4,803 individuals who applied for or were being recertified for AFDC/TANF benefits between January 1996 and February 1997. This is referred to as the *report sample*. A subset of this sample was selected to participate in the Three-Year Client Survey. This is referred to as the *fielded sample* and includes the 3,017 members of the report sample who entered the study between April 1996 and January 1997. This group is not a random sample of the report sample; therefore, all the results presented from the survey are weighted. A description of the construction of the weight follows this introduction. Of those sampled, 2,424 individuals (about 50 percent of the report sample and 80 percent of the fielded sample) completed the Three-Year Client Survey.¹ The remaining 593 could not be located or were unable or refused to be interviewed.² A subset of the fielded sample, those having children between the ages of 5 and 12 at the time of the survey, was selected for the *focal child sample*. Sample members who completed the survey are referred to as *respondents*, whereas those who were selected for the survey but did not complete it are referred to as *nonrespondents*.

Whenever survey response rates are less than 100 percent, it is important to examine two types of factors that may confound the interpretation of the impact findings. First, the survey sample may be systematically different from the nonrespondent sample. In this case, caution should be used when generalizing impact findings from the survey sample to the full sample. A second and more serious concern is that respondents in the Jobs First group may have different characteristics from respondents in the AFDC group. In this case, differences in outcomes may be due to initial differences in the background characteristics of the individuals in the groups who responded, rather than to an impact from Jobs First.

Section II discusses the creation of the survey weight that was used to make the results generalizable to the report sample. Section III examines survey response rates for key subgroups of the report sample and for the Jobs First and AFDC groups within those subgroups. Section IV examines the extent to which there are systematic differences between survey respondents and nonrespondents. Section V assesses whether there are systematic differences between Jobs First and AFDC group members who responded to the Three-Year Client Sur-

¹The issue of *item nonresponse* — that is, the failure to answer a particular question or set of questions — is not examined here. In most instances, item nonresponse was fairly low for sample members who otherwise responded to the survey.

²The majority, 335, could not be located or their location couldn't be confirmed. Another 174 refused to participate. The remainder were located but couldn't complete the interview (49); were deceased (16); had a language barrier (11); or were incapacitated, incarcerated, or institutionalized (8).

vey. Section VI presents impact findings for the survey sample and compares them with the impact findings for the full sample.

To summarize the results presented below, it should be noted, first, that there are systematic differences in the characteristics of respondents and nonrespondents. As a result, caution should be exercised when generalizing survey findings to the report sample. However, given the high overall response rate (80 percent of those attempted), the findings are reflective of the behavior of most of the sample. Second, there are no systematic differences in measured background characteristics of the Jobs First and AFDC group members who responded to the Three-Year Client Survey. This is primarily true for each of the various subsamples and subgroups used in the report. Furthermore, any random differences that do exist were corrected by the regression adjustment that was applied to all impact estimates. Thus, one may have a high degree of confidence that the impact estimates presented in the report reflect the true impact of Jobs First rather than initial differences between the Jobs First and AFDC groups.

II. The Survey Weight

As mentioned above, because the fielded sample is not a random sample of the report sample, respondents whose children were in age ranges useful for the child survey were deliberately oversampled in order to ensure robust sample sizes for this analysis. Essentially, all families falling in the April 1996 through January 1997 random assignment cohort who were thought to be eligible for the all children sample were selected. After that, a random sample of remaining respondents was selected. Thus, the sample for the Jobs First Three-Year Client Survey was constructed in the following manner.

Of those who were randomly assigned between April 1996 and January 1997:

- All those females with children aged 2 to 9 at baseline were selected.
- All respondents to the 18-month study performed by researchers at Yale and Berkeley were selected.
- A random sample was selected to “fill” the rest of the sample until the fielded sample size of 3,017 was reached.

Because the fielded sample was not created randomly, a weight was constructed in order to make the results generalizable to the full sample. This is necessary because the program experiences of those with children in certain age ranges are not necessarily generalizable to the full sample. Those who were oversampled are given less weight or influence over the results, whereas the experiences of those who were undersampled are given more weight. The following is a technical description of how the weight was developed. As mentioned, 3,744 sample members were randomly assigned from April 1996 to January 1997. This is the full universe out of which the fielded sample was drawn. The weight was created based on the probability of being sampled from this universe. These probabilities were as follows:

- 305 individuals had a 100 percent chance of being sampled, since they were part of the 18-month study performed by researchers at Yale and Berkeley. These individuals were given a weight of 1.

- 2,015 individuals had a 99.12 percent chance of being sampled, because they had a child from age 2 to 9 at baseline and are females. This sample is not 100 percent because 54 sample members with children were deducted from the group because they are males. An additional 18 females with children in this age range were not sampled due to other reasons. This resulted in a weight of $1/.9912 = 1.0089$.
- Of the remaining 1,406 (deducting the 18 females with kids age 2 to 9), 697 were randomly sampled. This is a sampling rate of 49.58 percent, resulting in a weight of $1/.4958 = 2.017$.
- Note: $305 + 2,015 + 697 = 3,017$, the adult survey sample.

These weights were then centered at 1 for the survey sample. When these weights are centered for the survey sample, the distribution of weights is as shown in Box D.1.

Box D.1
Weights Centered at 1 over Survey Sample

Weight	Sample Size	Percentage of Survey Sample
0.7484304001	275	11.34
0.7573085276	1,563	64.48
1.7653727155	586	24.17

Extensive testing showed that the weight didn't dramatically alter the results of this study. The outcomes most directly affected were those relating to household composition.

III. Comparisons Between Jobs First and AFDC Group Members in the Survey Sample

Overall, 80 percent of the fielded sample actually completed the Three-Year Client Survey. This response rate is consistent with rates obtained in other evaluations involving similar target populations. Table D.1 lists the response rates for the fielded sample, the focal child sample, the Teacher's Survey sample, and various key subgroups discussed in the report. The top panel of Table D.1 shows that there were not substantial differences between the Jobs First group and the AFDC group in the proportion of sample members who responded to the Three-Year Client Survey. The response rate for the Jobs First group is 82 percent, while the response rate for the AFDC group is approximately 79 percent (a relatively minor difference). Response rates were somewhat lower for the focal child and teachers surveys.

Table D.1 also indicates that response rates differ across key subgroups. For example, among the subgroups defined by characteristics associated with long-term welfare dependency, nearly 85 percent of the most disadvantaged subgroup responded to the survey, compared with approximately 78 percent of the least disadvantaged. Large differences in response rates across subgroups also were found between applicants (approximately 75 percent) and recipients (approximately 83 percent). Further analyses suggest that discrepancies in survey response rates

Connecticut's Jobs First Program

Table D.1

Three-Year Client Survey Response Rates for Various Subgroups

Outcome (%)	Jobs First Group	AFDC Group	Difference (Impact)
Subsamples			
Full sample	82.0	78.7	3.3
Focal child sample ^a	72.3	69.7	2.6
Teachers survey sample, out of focal child respondents ^b	70.7	69.4	1.3
Teachers survey sample, out of focal child fielded sample ^c	51.7	46.6	5.1
Subgroups			
Levels of disadvantage			
Most disadvantaged	87.8	81.7	6.1
Moderately disadvantaged	81.2	79.6	1.6
Least disadvantaged	80.3	75.7	4.6
District office			
Manchester	81.0	73.9	7.2
New Haven	82.3	80.2	2.0
AFDC history			
Applicants	77.1	73.3	3.8
Recipients	84.6	81.8	2.8
Race/ethnicity			
White	83.9	75.7	8.3
Black	84.2	83.1	1.1
Hispanic	74.5	77.6	-3.1
<hr/>			
Sample size (total = 2,424)	1,249	1,175	

SOURCES: MDRC calculations from the Three-Year Client Survey and the Background Information Forms (BIF) for single-parent cases randomly assigned from January 1996 through February 1997.

NOTES: Rounding may cause slight discrepancies in sums and differences.

^aThe focal child sample consists of women who had children between 2-9 at baseline. Sixty-five women were removed from this response rate because they responded to the survey but their child was no longer in the focal child age range.

^bThere were 681 women attempted for the teachers survey because they completed the focal child survey and were randomly assigned on or after September 1999. Only those who completed a focal child survey were attempted for the teachers survey.

^cThis second, more conservative measure of the teachers survey response rate is computed out of those who were fielded for the focal child survey and randomly assigned on or after September 1999. According to this definition of the fielded sample, 970 were attempted for the teachers survey.

may be associated, in part, with whether administrative records were available for sample members. Table D.1 also shows that Hispanics were relatively less likely to have responded to the survey than other ethnic subgroups.

In general, Table D.1 indicates that the somewhat higher response rates among Jobs First group members carry through many of the subgroups. However, the differences are not large, and they partly reflect patterns from the fielded sample rather than response bias. Furthermore, as the next section shows, the research group is not a significant predictor of response when controlling for other characteristics. Any small differences that result from random variation are corrected by regression adjustment.

IV. Comparisons Between Respondents and Nonrespondents Within the Survey Sample

A key question for interpreting the findings from the Three-Year Client Survey is whether the respondents are representative of the fielded sample. To address this question, multiple regression was used to determine the extent to which the average characteristics of the respondents are different from those of nonrespondents.³ Table D.2 shows the results of this analysis. The parameter estimates in the first column capture the effect of each variable on the probability of completing the Three-Year Client Survey. The p-values and asterisks show the statistical significance of this relationship. The standardized estimates indicate which variables were relatively more important in predicting response to the survey.

Table D.2 indicates that response rates differ by AFDC receipt. For example, survey respondents received approximately \$4,000 in AFDC prior to random assignment, compared with \$3,246 among nonrespondents. Other characteristics are significant on their own but are not significant when regression controls are included. For example, nearly 42 percent of the respondent sample are African-American, compared with 33 percent of the nonrespondent sample. At the time of random assignment, respondents were also more likely to be recipients. However, Table D.2 shows that the largest *net* difference between respondents and nonrespondents is associated with prior welfare receipt. In general, those who responded to the survey tended to have longer AFDC and Food Stamp histories: Over 41 percent of respondents had been on AFDC for five years or more, compared with approximately 31 percent of nonrespondents.

³A separate issue is the representativeness of the survey to the *full* sample. For example, due to changes in sample intake, the survey sample is likely to contain more applicants than the remainder of the report sample. During the cohort when the sample was fielded, roughly 41 percent of sample members were applicants to AFDC. However, during the period of full sample intake not covered by the fielded survey sample (January 1996 through April 1996), approximately 33 percent of sample members were applicants. Therefore, one would expect there to be differences between respondents and the rest of the *full sample* for two reasons: (1) there may be differences in the background characteristics of respondents and nonrespondents in the fielded sample and (2) the pool from which the survey sample was drawn may have slightly different characteristics. Though generalization to the full sample will not be discussed here, Tables D.4 and D.5 confirm that the patterns of impacts for the survey sample and the focal child sample are largely the same as those in the full sample.

Connecticut's Jobs First Program

Table D.2

Estimated Regression Coefficients for the Probability of Being a Respondent on the Three-Year Client Survey

Baseline Variable	Survey Sample			
	Parameter Estimate	P-Value	Standard Error	Standardized Estimate
Aid status: Applicant	-0.14	0.11	0.09	-0.23
Gender: Male	-0.24	0.28	0.22	-0.09
Less than 20 years old	0.31	0.20	0.25	0.40
20-24 years old	0.26	0.28	0.24	0.41
25-34 years old	0.23	0.33	0.24	0.38
35-44 years old	0.39	0.12	0.25	0.38
Black, non-Hispanic	-0.05	0.33	0.05	-0.07
Hispanic	0.00	0.94	0.06	-0.01
Never married	0.02	0.65	0.05	0.03
Married, living together	0.08	0.80	0.31	0.02
Has high school diploma or GED	-0.04	0.37	0.04	-0.06
Employed in prior year	0.07	0.37	0.08	0.11
Employed in prior quarter	0.05	0.45	0.06	0.08
Average earnings in prior year	0.00	0.64	0.00	-0.12
Square of earnings in prior year	0.00	0.52	0.00	0.11
Earnings in prior quarter	0.00	0.74	0.00	0.07
Ever received AFDC in prior quarter	0.00	0.04	0.00	0.47
Ever received AFDC in prior year	-0.25	0.02	0.10	-0.41
Ever received Food Stamps in prior quarter	0.00	0.10	0.00	-0.30
Ever received Food Stamps in prior year	0.05	0.48	0.08	0.09
Age of youngest child	-0.01	0.38	0.01	-0.06
Jobs First group member	0.03	0.46	0.04	0.05
R-square	0.133			
F-statistic	1.440			
P-value of F-statistic	0.099			
Sample size (total = 2,424)				

SOURCES: MDRC calculations from the Three-Year Client Survey and the Background Information Forms (BIF) for single-parent cases randomly assigned from January 1997 through February 1997.

NOTES: A two-tailed t-test was applied to each coefficient estimate. The column labeled "p-value" indicates the statistical significance level of the coefficient: That is, p is the probability that variation in a background characteristic did not contribute to whether or not a sample member was a respondent to the survey.

Statistical significance levels are indicated as *** = 1 percent; ** = 5 percent; * = 10 percent.

These results have not been weighted.

Interestingly, although prior employment and earnings were not significant predictors of survey response, respondents tended to have higher earnings and more labor market attachment than nonrespondents. For example, nearly 36 percent of the respondents worked during the quarter prior to random assignment, compared with approximately 31 percent of the nonrespondents. Also, total earnings during the year prior to random assignment were about \$195 higher for respondents than nonrespondents. As noted above, sample members were tracked through administrative records systems; therefore, those in the UI system or the Eligibility Management System (EMS) were more likely to have been located and to have completed a survey.

The F-statistic and its p-value in the last row of Table D.2 show that, overall, the differences between survey respondents and survey nonrespondents are systematic and mildly statistically significant. However, the level of significance is much lower than is typically found in these kinds of studies, and fewer variables are significant predictors of response than are typically found.⁴ Nevertheless, caution should be exercised when generalizing results from the survey sample to the fielded sample.

V. Background Characteristics of Survey Respondents

The unique strength of a random assignment research design is that, when samples are large enough, as they are in the case of the Jobs First study, they yield two groups for which there are not systematic differences in measured and unmeasured background characteristics at the time sample members are identified for the study. It is possible, however, that the survey response patterns may have created systematic differences between the Jobs First and AFDC groups that were used in the analyses based on the survey data. Furthermore, even after random assignment is conducted, some differences typically remain. Table D.3 presents, one at a time, average characteristics of the Jobs First and AFDC group members who responded to the Three-Year Client Survey and of those who responded to the Focal Child Survey. The table indicates that there are few statistically significant differences in background characteristics between Jobs First and AFDC respondents to the Three-Year Client Survey. Jobs First group members were about 2.5 percentage points more likely to be members of the most disadvantaged group than AFDC group members. Jobs First group members were also more likely to have children who were very young or relatively older. These same differences are evident among the focal child sample.

A more rigorous way to test for such differences is to use multiple regression analysis. This analysis (not shown) indicated that there are no systematic differences in the measured characteristics of Jobs First and AFDC group members who responded to either survey. Only prior earnings and Food Stamp receipt are mildly significant; however, the full set of covariates is unable to predict research status among the respondent sample. These results indicate that one may have a high degree of confidence that the impact estimates derived from the survey data reflect real impacts of Jobs First rather than initial differences between the research groups.

⁴See Bloom et al., 2000a.

Connecticut's Jobs First Program

Table D.3

Background Characteristics of Survey Respondents

Variable	<u>Respondents to the Three-Year Clint Survey</u>			<u>Respondents to the Focal Child Survey</u>		
	Jobs First Group	AFDC Group	Significance of Differences Across Categories	Jobs First Group	AFDC Group	Significance of Differences Across Categories
Percentage of sample	51.5	48.5		50.9	49.1	
Age (%)						
Under 20	7.8	6.2		3.6	2.4	
20-23	20.3	20.9		21.7	22.2	
24-33	42.6	43.2		50.9	52.7	
34-43	24.5	24.9		21.5	20.9	
44 or older	4.8	4.8		2.3	1.8	
Has high school diploma (%)	60.2	62.3		61.5	61.5	
Race/ethnicity (%)						
White, non-Hispanic	38.5	34.7		37.5	32.2	
Black, non-Hispanic	41.0	42.1		40.5	44.5	
Hispanic	19.7	22.9		21.4	23.0	
Other	0.7	0.3		0.6	0.3	
AFDC history (%)						
Applicant	33.2	34.0		24.7	26.2	
Recipient	66.8	66.0		75.3	73.8	
Levels of disadvantage (%)			**			**
Most disadvantaged	15.7	13.2		17.8	15.6	
Moderately disadvantaged	66.5	64.8		67.4	64.7	
Least disadvantaged	17.8	22.1		14.8	19.7	
Age of youngest child (%)			*			*
Under 3 years	38.2	36.8		35.6	34.8	
3-5 years	23.5	27.4		33.8	39.1	
6 years and older	38.3	35.8		30.6	26.1	
Marital status (%)						
Never married	67.9	68.6		68.8	70.2	
Married, living together	0.8	0.8		0.4	0.4	
Married, living apart	12.5	11.9		13.1	11.8	
Legally separated	6.5	6.2		7.0	6.6	
Divorced	11.2	11.4		9.7	9.9	
Widowed	1.1	1.3		0.9	1.1	
Sample size	1,249	1,175		748	721	

(continued)

Table D.3 (continued)

SOURCES: MDRC calculations from the Three-Year Client Survey and Background Information Forms (BIF) for single-parent cases randomly assigned from January 1996 and February 1997.

NOTES: The sample sizes in this table are not equivalent to the sample sizes of the full report sample or other subgroup tables. Some sample members were dropped from this analysis due to missing or incomplete values for the variables used to construct the subgroup.

The General Educational Development (GED) credential is given to those who pass the GED test and is intended to signify knowledge of basic high school subjects.

A chi-square test was applied to differences between the Jobs First and AFDC groups. Statistical significance levels are indicated as *** = 1 percent; ** = 5 percent; * = 10 percent.

Rounding may cause slight discrepancies in sums and differences.

These results have not been weighted.

As mentioned in Chapter 4, despite the fact that the two research groups were created using random assignment, there were pre-random assignment differences in employment and earnings. It is very common that some differences remain, even after random assignment is conducted. The main goal of regression adjustment in a random assignment study is to increase the precision of estimates. However, regression adjustment also serves to adjust for differences that (by chance) remain after random assignment. In the case of the Jobs First report sample, AFDC group members were 4 percentage points more likely to be employed in the year prior to random assignment, and had earnings that were \$420 higher. Because these particular characteristics are highly correlated with certain outcomes, the regression adjustment has more influence than usual over the results. This is particularly the case with earnings outcomes. For example, the unadjusted impact on Year 3 earnings is \$345 (and not significant). When the regression adjustment accounts for the fact that AFDC group members entered the study with somewhat higher earnings and employment, the impact is much larger, \$604 (and statistically significant). Impacts on other outcomes, such as employment, food stamps, AFDC/TFA, and survey outcomes were much less influenced by the regression adjustment. For example, unadjusted impacts on quarterly employment were 6 percentage points in Year 4. After applying the regression adjustment, the impact went up to 6.9 percentage points. Both impacts were statistically significant. As mentioned in Chapter Four, the regression model includes prior earnings, prior employment, and the amount of prior AFDC received. Thus, any pre-random assignment differences in earnings are accounted for by the model.

VI. Administrative Records Impacts for Survey Respondents

Table D.4 presents impact findings for the Three-Year Client Survey sample, and Table D.5 presents impact findings for the Focal Child Survey sample. The tables draw on the administrative records data used in Chapter 4 and show impacts on employment, earnings, AFDC/TFA receipt, AFDC/TFA payments, Food Stamp receipt, and the value of Food Stamp payments. A comparison with the findings for the report sample reproduced in Table D.6 shows that the magnitudes of both the outcomes and the impacts are somewhat larger in the survey respondent samples in years 1-2. However, since (positive) earnings impacts and (negative) AFDC/TFA impacts are both somewhat large, the effect on total income is not dramatically different. Jobs First generated an impact on total income that is about \$300 larger in the survey sample than the report sample. This might partly reflect the fact that the most disadvantaged and recipients — groups that had large income impacts during this time — were somewhat more likely to respond to the survey. In years 3-4, Jobs First generated similar impacts in the respondent sample and the full report sample. Impacts on employment, earnings, welfare use, and income are all similar. This is important, since it reinforces confidence that the results of the three-year survey analysis can be generalized to the full report sample.

Table D.5 shows that impacts among the focal child sample are largely the same as for the full sample (Table D.6) and the survey sample (Table D.4). There are some minor differences. For example, in the first two years of the follow-up period, employment impacts are about 2.3 percentage points larger, and impacts on annual income are about \$417 higher than for the full sample. In the last two years of the follow-up period when most respondents were surveyed, impacts among the focal child sample are similar to impacts among the survey and full samples. That the impacts on economic outcomes are similar in the survey subsamples is not surprising given the relatively minor differences between respondents and nonrespondents discussed above.

Connecticut's Jobs First Program

Table D.4

**Impacts on Employment, Earnings, Welfare Use, and Income
Among the Adult Survey Sample**

Outcome	Jobs First Group	AFDC Group	Difference		Percentage Change
Years 1-2					
Average quarterly employment (%)	56.3	47.4	8.9	***	18.8
Average annual earnings (\$)	5,275	4,812	463	**	9.6
Average quarterly percentage receiving AFDC/TFA (%)	76.0	68.2	7.8	***	11.4
Average annual AFDC/TFA payments (\$)	4,466	3,701	765	***	20.7
Average quarterly percentage receiving Food Stamps (%)	78.3	74.9	3.5	***	4.6
Average annual Food Stamp payments (\$)	2,069	1,854	215	***	11.6
Average annual income from earnings, AFDC/TFA, and Food Stamps (\$)	11,809	10,367	1,442	***	13.9
Years 3-4					
Average quarterly employment (%)	63.4	56.3	7.1	***	12.6
Average annual earnings (\$)	8,500	7,971	529		6.6
Average quarterly percentage receiving AFDC/TFA (%)	31.1	41.6	-10.5	***	-25.3
Average annual AFDC/TFA payments (\$)	1,745	2,249	-504	***	-22.4
Average quarterly percentage receiving Food Stamps (%)	52.9	55.2	-2.3		-4.2
Average annual Food Stamp payments (\$)	1,444	1,418	26		1.8
Average annual income from earnings, AFDC/TFA, and Food Stamps (\$)	11,689	11,638	51		0.4
Sample size (total = 2,424)	1,249	1,175			

SOURCES: MDRC calculations using Connecticut Unemployment Insurance (UI) earnings records, Connecticut AFDC/TFA records, and Food Stamp records.

NOTES: The sample includes members randomly assigned between January 1996 and February 1997.

Dollar averages include zero values for sample members who were not employed or were not receiving AFDC/TFA or Food Stamps.

Estimates were adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members.

A two-tailed t-test was applied to differences between the research groups. Statistical significance levels are indicated as **=1 percent, ***=5 percent, and *=10 percent.

Connecticut's Jobs First Program

Table D.5

**Impacts on Employment, Earnings, Welfare Use, and Income
Among the Focal Child Sample**

Outcome	Jobs First Group	AFDC Group	Difference		Percentage Change
Years 1-2					
Average quarterly employment (%)	60.0	50.0	10.0	***	20.1
Average annual earnings (\$)	5,387	4,992	396		7.9
Average quarterly percentage receiving AFDC/TFA (%)	80.2	72.6	7.6	***	10.5
Average annual AFDC/TFA payments (\$)	4,946	4,088	858	***	21.0
Average quarterly percentage receiving Food Stamps (%)	82.8	79.1	3.8	**	4.8
Average annual Food Stamp payments (\$)	2,338	2,070	268	***	12.9
Average annual income from earnings, AFDC/TFA, and Food Stamps (\$)	12,672	11,150	1,521	***	13.6
Years 3-4					
Average quarterly employment (%)	68.1	60.8	7.3	***	12.0
Average annual earnings (\$)	8,825	8,405	420		5.0
Average quarterly percentage receiving AFDC/TFA (%)	35.7	46.9	-11.2	***	-23.9
Average annual AFDC/TFA payments (\$)	2,098	2,635	-536	***	-20.3
Average quarterly percentage receiving Food Stamps (%)	59.6	60.4	-0.8		-1.3
Average annual Food Stamp payments (\$)	1,736	1,663	73		4.4
Average annual income from earnings, AFDC/TFA, and Food Stamps (\$)	12,659	12,702	-44		-0.3
Sample size (total = 1,469)	748	721			

SOURCES: MDRC calculations using Connecticut Unemployment Insurance (UI) earnings records, Connecticut AFDC/TFA records, and Food Stamp records.

NOTES: The sample includes members randomly assigned between January 1996 and February 1997.

Dollar averages include zero values for sample members who were not employed or were not receiving AFDC/TFA or Food Stamps.

Estimates were adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members.

A two-tailed t-test was applied to differences between the research groups. Statistical significance levels are indicated as **=1 percent, *=5 percent, and *=10 percent.

Connecticut's Jobs First Program

Table D.6

Full-Sample Impacts on Employment, Earnings, Welfare Use, and Income

Outcome	Jobs First Group	AFDC Group	Difference		Percentage Change
Years 1-2					
Average quarterly employment (%)	52.8	45.0	7.8	***	17.3
Average annual earnings (\$)	5,066	4,648	419	***	9
Average quarterly percentage receiving AFDC/TFA (%)	70.4	64.9	5.5	***	8.4
Average annual AFDC/TFA payments (\$)	4,028	3,470	558	***	16
Average quarterly percentage receiving Food Stamps (%)	72.9	70.6	2.3	**	3.2
Average annual Food Stamp payments (\$)	1,856	1,692	164	***	10
Average annual income from earnings, AFDC/TFA, and Food Stamps (\$)	10,952	9,811	1,140	***	12
Years 3-4					
Average quarterly employment (%)	59.7	53.1	6.6	***	12.4
Average annual earnings (\$)	8,273	7,783	490	*	6
Average quarterly percentage receiving AFDC/TFA (%)	27.4	36.6	-9.2	***	-25.0
Average annual AFDC/TFA payments (\$)	1,502	1,949	-447	***	-23
Average quarterly percentage receiving Food Stamps (%)	46.6	49.1	-2.6	**	-5.3
Average annual Food Stamp payments (\$)	1,210	1,220	-9		-1
Average annual income from earnings, AFDC/TFA, and Food Stamps (\$)	10,986	10,952	34		0
Sample size (total = 4,803)	2,396	2,407			

SOURCE: MDRC calculations using Connecticut Unemployment Insurance (UI) earnings records, Connecticut AFDC/TFA records, and Food Stamp records.

NOTES: Dollar averages include zero values for sample members who were not employed or were not receiving AFDC/TFA or Food Stamps. Estimates were adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members.

A two-tailed t-test was applied to differences between the research groups. Statistical significance levels are indicated as **=1 percent, ***=5 percent, and *=10 percent.

Appendix E

Supplementary Table to Chapter 5

Connecticut's Jobs First Program

Table E.1

Additional Survey Measures

Outcome	Jobs First Group	AFDC Group	Difference	Percentage Change
<u>Housing problems (%)</u>				
Leaky roof or ceiling	11.1	11.0	0.1	1.0
Any plumbing that doesn't work	9.1	9.5	-0.5	-5.2
Broken windows	10.6	11.9	-1.3	-10.9
Exposed electrical wires or electrical problems	4.5	5.7	-1.2	-21.2
Rats, mice, roaches, or insects	20.2	21.2	-0.9	-4.4
Unreliable furnace, heater, or boiler	7.0	6.0	1.0	16.0
Stove or fridge doesn't work properly	8.6	8.5	0.0	0.5
<u>Distribution of housing problems (%)</u>				
0 problems	63.4	60.5	2.9	4.7
1 problem	18.9	21.4	-2.5	-11.5
2 problems	7.9	10.2	-2.4 **	-23.0
3-4 problems	8.5	5.6	2.9 ***	51.5
5 or more problems	1.3	2.3	-0.9 *	-40.7
<u>Perceived neighborhood problems (%)^a</u>				
Unemployment	41.0	42.2	-1.1	-2.7
Drug users or pushers	40.9	45.9	-5.1 **	-11.1
Crimes assaults or burglaries	29.7	30.2	-0.5	-1.6
Run-down buildings and yards	30.9	33.1	-2.2	-6.6
Noise, odors, or heavy traffic	41.9	44.9	-3.1	-6.8
<u>Number of neighborhood problems (%)</u>				
0	35.5	29.4	6.0 ***	20.5
1	16.9	19.1	-2.2	-11.4
2-3	22.9	26.7	-3.9 **	-14.4
4 or more	24.7	24.7	0.0	0.0
<u>Financial hardships in the last 12 months (%)</u>				
Did not pay full amount of rent or mortgage	35.5	31.2	4.2 **	13.5
Was evicted from home or apartment for not paying the rent or mortgage	6.4	7.1	-0.6	-8.7
Did not pay the full amount of the gas, oil, or electricity bill	54.9	55.3	-0.5	-0.8
Gas or electricity was ever shut off or oil company would not deliver oil because could not pay bill	18.5	21.9	-3.4 **	-15.7
Had service disconnected by the telephone company because payments were not made	26.3	27.3	-1.0	-3.8

(continued)

Table E.1 (continued)

Outcome	Jobs First Group	AFDC Group	Difference	Percentage Change
Someone in family needed to but couldn't see doctor or go to the hospital because didn't have money or insurance	15.4	15.7	-0.2	-1.6
Someone in family needed to but couldn't go to dentist because didn't have money or insurance	18.8	20.2	-1.4	-7.0
<u>Usage of programs that: (%)</u>				
Help pay rent	29.2	28.1	1.1	3.7
Help pay utility bills	33.9	35.1	-1.3	-3.6
Help pay for prescriptions	53.9	52.3	1.6	3.0
Operate food banks	19.7	21.5	-1.8	-8.4
Operate soup kitchens	4.9	4.0	0.8	20.0
Give away or have low-cost clothing	21.4	20.4	1.0	5.1
<u>Number of services used (%)</u>				
0	23.1	25.6	-2.5	-9.6
1-2	51.5	49.2	2.3	4.7
3 or more	25.4	25.3	0.1	0.6
<u>Food security (%)</u>				
Food secure	61.3	59.8	1.5	2.5
Food insecure	17.1	18.3	-1.2	-6.7
Food insecure with hunger	21.6	21.8	-0.3	-1.1
<u>Other housing arrangements at time of survey (%)</u>				
Lives in a group shelter	0.3	0.6	-0.3	-50.8
Lives in some other arrangement	0.9	1.0	-0.2	-15.0
Currently Homeless, living on street	0.3	0.0	0.3 *	8235.5
Incarcerated	0.3	0.3	0.0	8.0
Lives alone and rent free	0.1	0.1	0.1	75.0
Set up own household so wouldn't have to share a place with family or friends	39.4	40.9	-1.4	-3.5
<u>Neighborhood as place to live/raise children (%)</u>				
Excellent	18.0	16.3	1.8	10.9
Very good	18.1	17.3	0.8	4.6
Good	36.8	39.6	-2.8	-7.0
Not too good	18.2	17.2	1.0	5.8
Poor	8.8	9.6	-0.8	-8.2

(continued)

Table E.1 (continued)

Outcome	Jobs First Group	AFDC Group	Difference	Percentage Change
<u>Taxes (%)</u>				
Filled out tax return for last tax year	71.6	62.0	9.7 ***	15.6
Received or expects EIC for last tax year	59.9	50.2	9.6 ***	19.2
Received or expects tax return	69.2	58.9	10.3 ***	17.6
<u>Family finances (%)</u>				
At the end of the month there is				
Some money left over	14.3	17.1	-2.8 *	-16.1
Just enough to make ends meet	42.0	41.1	0.9	2.2
Not enough money to make ends meet	43.7	41.8	1.9	4.5
How much did you spend for out of pocket on child care for all of your children last month? (\$)				
	71.0	57.3	13.6 **	23.8
Amount spent on transportation last month (\$)				
	27.4	23.6	3.8 ***	16.3
Has borrowed or gotten money from friends/family to help pay rent or bills in the past 12 months (%)				
Not at all	47.5	49.3	-1.9	-3.8
A little	25.3	25.3	0.0	0.1
Some	15.1	14.8	0.3	1.8
A lot	12.1	10.5	1.6	15.0
Sample size (total = 2,424)	1,249	1,175		

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: Estimates were regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members.

Rounding may cause slight discrepancies in the calculation of sums and differences.

A two-tailed t-test was applied to differences between the Jobs First and AFDC groups. Statistical significance levels are indicated as *** = 1 percent; ** = 5 percent; * = 10 percent.

Results in this table were weighted to make them more representative of the full sample.

^aRespondents were asked whether the item was a "big problem," "somewhat of a problem," or "not a problem at all." If respondents indicated that the item was a "big problem" or "somewhat of a problem," they were coded as having a problem with that neighborhood item.

Appendix F

Descriptive Analyses of Jobs First Group Members

I. Introduction

This appendix describes the well-being and sources of income of different subgroups of Jobs First respondents defined by level of poverty and by work and welfare status. It is useful to analyze different subsets of the sample in order to understand how they coped and which needs were most pronounced. It must be emphasized that the patterns discussed in this section were not caused by Jobs First. In almost all cases, the AFDC group had similar outcomes. This snapshot of the Jobs First group is designed to shed light on the experiences of welfare recipients in a program that is reflective of the welfare system in Connecticut and of many programs around the country.¹

The Jobs First group is heterogeneous, and there is substantial variation in key outcomes for subgroups defined by level of poverty and by work and welfare status. Descriptive analysis (discussed below) found that the composition of income for Jobs First group households varied substantially based on level of poverty. Moreover, measures of hardship varied substantially by work and welfare status. In particular, those Jobs First group members who were working and not receiving welfare at the time of the survey fared best. Those who were not working and not receiving Temporary Family Assistance (TFA) experienced high levels of hardship, particularly financial and housing hardship. They were also more likely to be living with other wage-earning adults. A small group of individuals who were living in households that had no earnings, no AFDC/TFA, and no Food Stamps experienced particularly severe levels of hardship.

II. Composition of Income, by Level of Poverty

In Figure F.1, total household income for Jobs First group members in the month prior to the interview is compared with the U.S. poverty threshold for their family size to estimate the poverty rate. It is important to note that this is *not* directly comparable to the official poverty measure. The census only counts the income of related people, whereas this measure includes anyone in the household. These poverty calculations are based on total household income.

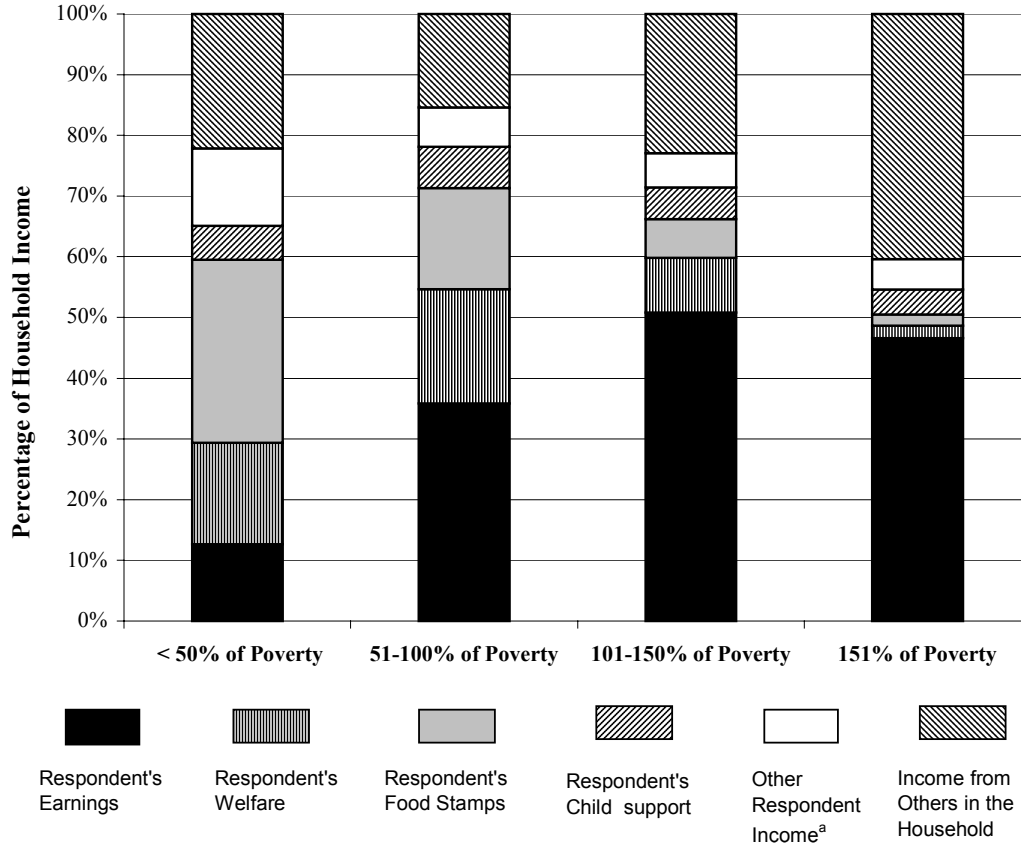
The official federal poverty threshold for a family of three in 1999 was \$13,433. By this metric, an estimated 50 percent of families in the Jobs First group were living in households with income below the poverty threshold, and about 25 percent were living in households with income above 151 percent of the poverty level. Poverty rates would be much higher if Jobs First group households were solely reliant on the respondents' earnings for support. Figure F.1 shows that when sources of income for families at different levels of poverty are compared, it appears that families with income below the poverty level were much more likely to have relied on welfare, and especially on Food Stamps. Those above the poverty line relied on earnings as their primary source of income. Those living from 1 percent to 50 percent above poverty were more likely to be depending on their own earnings as a source of income. Those living above 150 percent of poverty tended to pool their earnings and the earnings of others in their household.

¹It is believed that the Jobs First program in this study was more reflective of the current welfare program than was the program experienced by the AFDC group.

Connecticut's Jobs First Program

Figure F.1

Household Income Composition and Poverty Among Jobs First Group Members



SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: Based on the 1999 federal poverty line. These poverty calculations are based on total household income.

The census only counts the income of related people, whereas this measure includes anyone in the household.

Results in this figure were weighted to make them more representative of the full sample.

^aIncludes disability income.

III. Experience of Hardship, by Work and Welfare Status

This section discusses hardships experienced by four groups of Jobs First respondents who had different income sources according to the Three-Year Client Survey at the time of their interview:

- Respondents who were working for pay and no longer receiving cash assistance
- Respondents who were combining work with welfare
- Respondents who were receiving cash assistance without working
- Respondents who were neither working nor receiving cash assistance

This analysis gives some insights into what could unfold as growing numbers of welfare recipients shift from reliance on welfare only to reliance on earnings or a combination of welfare and earnings — or to loss of welfare benefits without employment when they reach their time limit. Table F.1 shows that the majority of Jobs First group members, 52 percent, were working and not receiving AFDC/TFA at the time of the interview. Approximately 18 percent were not working and not receiving AFDC/TFA. The remaining 30 percent were receiving AFDC and either working or not working.²

Table F.1 shows many of the same hardships presented in Table 5.6 but adds some outcomes of interest for the four categories of Jobs First respondents described above. The table shows that those who were working and not on welfare were faring best and that those who were not working and not on welfare were faring worst. For example, less than 10 percent of those working and not receiving welfare had experienced three or more severe hardships, whereas more than 20 percent of those who were not working and not receiving welfare experienced three or more severe hardships.

The group working and not on welfare differed most from the group neither working nor on welfare in terms of material hardship, social service usage, and food security. The differences shown for housing and neighborhood conditions are minor. Interestingly, while levels of food security are high among those in the no-work, no-welfare group, they are still lower than the sample of women on welfare as measured in the Project on Devolution and Urban Change.³ In general, those who were on welfare at the time of the interview also had more housing and neighborhood problems.

Table F.1 shows that those who were working and not on welfare were faring the best. This group had total household income of \$1,876 per month, compared with \$1,032 per month among those not on welfare and not working. As a result, the work, no-welfare group also had relatively low levels of hardship. Table F.1 shows that Jobs First group members who were not working and not on welfare received more income from others in the household; they were more likely to be living in households with other adults, and those other adults were more

²It should be pointed out that the many AFDC group members — 47 percent — were also working and not receiving AFDC. AFDC group members were somewhat less likely to be in the fourth category. Only 15.8 percent of AFDC group members were not working and not receiving AFDC at the time they were interviewed.

³Polit, London, and Martinez, 2001.

Connecticut's Jobs First Program

Table F.1

Selected Outcomes for the Jobs First Group, by Work and Welfare Status

Outcome	Working, Not on Welfare	Working, on Welfare	Not Working, on Welfare	Not Working, Not on Welfare
Respondent's monthly income (\$)	1,351	1,443	789	492
Income from others in the household (\$)	524	172	318	541
Someone else in the house worked (%)	29.3	11.1	14.4	30.0
Lives with other adults (%)	46.7	29.3	38.8	55.3
Has 4 or more neighborhood problems (%)	21.9	28.4	32.9	23.9
Has 2 or more housing problems (%)	16.5	22.8	21.7	16.4
Has 4 or more material hardships (%)	13.4	14.2	16.2	24.3
Has used 3 or more social services (%)	18.6	28.7	32.3	37.6
Has 3 or more severe hardships (%)	9.5	10.3	17.7	20.1
Is food insecure with hunger (%)	19.0	14.7	27.0	28.4
Lives with family or friends, doesn't pay rent (%)	3.4	0.6	2.2	16.0
Is not covered by health insurance (%)	14.4	5.9	3.7	25.8
Someone in household needed to but couldn't see a doctor (%)	14.5	8.0	10.1	26.7
Was evicted in the last 12 months for not paying rent (%)	4.0	8.6	7.5	11.5
Sample size (total=1,228)	643	126	235	224

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: "Severe hardships" are based on the categories above and include: four or more neighborhood problems, two or more housing problems, four or more material hardships, two or more social services used, and food insecure with hunger. More information is provided in Chapter 5.

Results in this table were weighted to make them more representative of the full sample.

likely to be working. This partly explains how members of this group were able to sustain themselves and their families without increased usage of other social services. However, this group also includes sample members who were clearly experiencing severe hardships. More than one-quarter of this group were not covered by any form of health insurance, and a similar proportion indicated that someone in their household needed to but couldn't afford to visit a doctor in the past year. The percentage who were uninsured is nearly double the percentage in any other group. Over 11 percent of the no-work, no-welfare group had been evicted in the past year. Therefore, it seems that those who were not working and not on welfare fall into two basic groups: (1) those who were living with others who worked (or received welfare) and were not necessarily experiencing severe hardships and (2) those who didn't have access to any earnings or welfare in their household.

A separate analysis (not shown) looked at outcomes among Job First group members who had no *household* earnings and no *household* AFDC receipt. Similar to the 224 Jobs First group members who were not working and not receiving AFDC, this group appears not to have experienced more severe hardships. While this might be surprising, it is likely explained by the fact that these respondents constitute nearly two-thirds of the no-work, no-welfare group. A separate analysis looked at a particularly disadvantaged set of Jobs First group members: individuals who lived in households that had no earnings, no Food Stamps, and no AFDC/TFA. Table F.2 shows that this group faced particularly high levels of hardship. (It must be emphasized again, however, that these levels of hardship did not necessarily have anything to do with the Jobs First program.)

Further analysis looked at measures of hardship among Jobs First respondents by *employment stability* in the year prior to the survey. Jobs First respondents were classified into three groups based on their UI wage records: those who did not work in any of the four quarters of the year prior to survey, those who worked in fewer than four quarters (unstable employment), and those who worked in all four quarters (stable employment). A scale was created that looked at seven different measures of hardship for these three groups. Reports of material hardship were higher among Jobs First sample members who had less stable employment or no work history.

Connecticut's Jobs First Program

Table F.2

Selected Outcomes for Jobs First Group Members Who Lived in Households with No Earnings, No Food Stamps, and No AFDC/TFA

Outcome	
Respondent's monthly income (\$)	497
Income from others in the household (\$)	145
Lives with other adults (%)	31.4
Has 4 or more neighborhood problems (%)	28.8
Has 2 or more housing problems (%)	13.9
Has 4 or more material hardships (%)	36.5
Has used 3 or more social services (%)	39.2
Has 3 or more severe hardships (%)	20.3
Is food insecure with hunger (%)	34.4
Lives with family or friends, doesn't pay rent (%)	19.9
Is not covered by health insurance (%)	40.3
Someone in household needed to but couldn't see a doctor (%)	36.6
Was evicted in the last 12 months for not paying rent (%)	19.6
Sample size	66

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: The largest source of income for this group was "other" income (unspecified), followed closely by disability income and child support.

"Severe hardships" are based on the categories above and include: four or more neighborhood problems, two or more housing problems, four or more material hardships, two or more social services used, and food insecure with hunger. More information is provided in Chapter 5.

Results in this table were weighted to make them more representative of the full sample.

Appendix G

Measures of Child and Family Functioning

This appendix includes the technical information about the measures of children's outcomes and family functioning discussed in Chapter 6 of this report.

I. Parent-Reported Variables

Quality of primary child care. This scale measures the parent's perception of the quality of the child's primary care provider at the time of the three-year survey. The four-item scale includes the items tapping whether the child gets individual attention, the child feels safe and secure, the caregiver is open to new ideas, and the caregiver plans activities for the children. Items are coded on a 4-point scale, ranging from 1 "never" to 4 "always." A summary score was computed by summing the four items on the scale. Indicators of perceptions of high or low quality were created from this sum. A score of 12 or above on the scale is considered a perception of high-quality care (and received scores of 100 for the high-quality perception indicator). A score below 12 on the scale is considered a perception of low-quality care. The outcomes are experimental. That is, the outcomes were created over all sample members, including those who never used care (who received scores of 0). For the scale, $\alpha = .88$.

Quality of the home environment. A scale was created from items adapted from the Home Observation for Measurement of the Environment (HOME) scale.¹ The scale used in this report resembles a modified version of the HOME scale, called the HOME-Short Form (HOME-SF), which was created in the National Longitudinal Survey of Youth (NLSY).² The New Chance Demonstration used a trichotomous coding scheme, which was also used in the present study.³ Each item was recoded to a 3-point scale, with 1 indicating a poor-quality home environment and 3 indicating a high-quality home environment. For the total scale and each of five subscales, the sum of these recoded items was computed, where a higher score indicates a home environment of higher quality.

The five subscales were based on the results of a principal components analysis with a varimax rotation (which is an orthogonal rotation method). These subscales were:

1. *cognitive stimulation*, which includes ten items assessing such things as the number of books in the home, how often the parent reads to the child, whether there is a musical instrument in the home, and whether the child engages in lessons or activities
2. *routines*, which includes seven items assessing the extent to which the child eats and goes to bed at the same time each day and whether household chores are done at a regular time
3. *parental expectations*, which includes five items assessing the extent to which the parent expects the child to make his or her bed, clean up, and bathe without help

¹Bradley and Caldwell, 1984.

²Baker, Kleck, Mott, and Quinlan, 1993.

³See Polit, 1996.

4. *parent-child interaction*, which is an interviewer assessment of five items assessing the extent to which the parent conveyed positive feelings about the child, answered the child's questions, and encouraged the child to contribute to the conversation
5. *physical environment*, which is an interviewer assessment of five items assessing the quality of the home and neighborhood, including the extent to which the home is well lit and clean and the neighborhood is free of vandalism and abandoned buildings and has foliage

Table G.1 lists all the items in the HOME scale for each of the subscales, along with factor loadings for each of the items. Subscales were determined based on the best empirical and theoretical fit to the data. The total score is based on the 32 items included in these five subscales.

Scores on all the subscales and the total score were computed by summing across the selected items. Scores were computed only for those respondents missing less than 25 percent of the total items in each of the scales. For those respondents with at least 75 percent of the items, the sum was computed by summing the items and multiplying the sum by the ratio of the number of items on the scale divided by the number of items minus the number of missing items (to account for missing data). Each subscale had moderate internal reliability, ranging from .59 to .77.⁴ These are listed at the bottom of Table G.1. For the total score, $\alpha = .70$ for the 32-item scale, indicating good internal reliability.

Parenting behavior. Parenting behavior is measured by three scales measuring warmth, harshness, and supervision.

1. Warmth. Parental warmth was measured using three items assessing the number of times the child was shown physical affection, praised, and praised to other adults over the past week. Items were rescaled to a 4-point scale ranging from 1 to 4, in which where 1 corresponds to "0 times," 2 to "1-6 times," 3 to "7 times" or "everyday," and 4 to "all of the time." The scale was computed only for those observations missing none of the total items in the scale. The total score was computed as the average across the three items. The scale had good internal consistency, with $\alpha = .72$ for the three-item scale.

2. Harshness. Parental harshness was measured using six items assessing the number of times in the past week the respondent lost his or her temper; scolded or yelled at, spanked, or grounded the child; took away privileges from the child; or sent the child to his or her room. Items were rescaled to a 4-point scale ranging from 1 to 4, in which 1 corresponds to "0 times," 2 to "1 time," 3 to "2-6 times," and 4 to "7 or more times." For respondents who had answered 75

⁴Information on the items and internal reliability for the three scales that were created to be comparable to studies in the Project on State-Level Child Outcomes is provided in Table G.1.

Connecticut's Jobs First Program

Table G.1

Items and Factor Loadings for HOME Subscales

	Routine Behavior	Cognitive Stimulation	Physical Environment	Parental Expectations	Parent-Child Interaction
<u>Items in total scale</u>					
How often does family eat breakfast at regular time? ^a	0.60				
How often does child have breakfast at regular time?	0.60				
How often does family eat the evening meal together? ^a	0.61				
How often is evening meal served at a regular time? ^a	0.68				
How often do chores get done at a regular time?	0.63				
How often do children go to bed at regular time? ^a	0.55				
How often do special things with children at bedtime? ^a	0.48				
How often do you read stories to child? ^{bc}	0.37	0.34			
How often does child read for enjoyment? ^{bc}	0.30	0.22			
How often do you and child go to the library?		0.40			
How often does your family get a newspaper? ^c		0.39			
How many books does child have? ^c		0.43			
Is there a musical instrument that child can use? ^c		0.44			
Does the family encourage hobbies?		0.39			
Does child get special lessons?		0.48			
How often is child taken to a musical/theatrical performance? ^c		0.55			
How often is child taken to a museum? ^c		0.54			
Neighborhood is attractive looking?			0.35		
Interior of the home is dark or monotonous? ^c			0.68		
All visible rooms of home are reasonably clean? ^c			0.81		
Visible rooms of the home are uncluttered? ^c			0.75		
Building has potentially dangerous hazards? ^c			0.55		
How often is child expected to make own bed? ^d				0.72	
How often is child expected to clean own room? ^d				0.77	
How often is child expected to clean up after spills? ^d				0.75	
How often is child expected to bathe himself/herself? ^d				0.62	
How often is child expected to pick after himself/herself? ^d				0.76	
Encouraged child to contribute to the conversation?					0.57
Answered child's questions or requests verbally?					0.75
Conversed with child excluding scolding?					0.79
Introduced interviewer to child by name?					0.69
Vocally conveyed positive feeling about child?					0.52
Cronbach coefficient alpha for scale	0.72	0.59	0.63	0.77	0.69

(continued)

Table G.1 (continued)

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: Only factor items with loadings above $|\lambda| \geq .30$ are shown.

Bolded factor loadings indicate items that were used to create respective scales.

Except as otherwise noted, items were included on the factors in which they most highly loaded.

^aThese items were used to create the HOME-Family Routines scale for the Project on State-Level Child Outcomes. For the scale, $\alpha = .66$.

^bThese items were included in the cognitive stimulation scale to be consistent with a priori theory.

^cThese items were used to create the HOME-Cognitive Stimulation scale for the Project on State-Level Child Outcomes. One additional item reflecting whether TV programs are discussed with the child was also included in this scale. For the scale, $\alpha = .48$.

^dThese items were used to create the HOME-Emotional Support index for the Project on State-Level Child Outcomes. Five additional items reflecting how often the child eats meals with both respondent and father/father figure, how often the child spends time in an outdoor activity with father/father figure, whether the child is spanked when he/she acts out, how many times in the past week respondent had to spank the child, and how often the family gets together with relative and friends were also included in the scale. For the scale, $\alpha = .38$.

percent of the items, the total score was computed as the average across the nonmissing items. The scale demonstrated very high internal consistency, with $\alpha = .94$.⁵

3. Supervision. Parental supervision measures the extent to which the parent know about the child's whereabouts and activities. The seven items used for this scale included "How often do you know who (CHILD) is with?" "How often do you know when to expect (CHILD) home?" "How often do you know where (CHILD) is when he/she is not at home?" "How often do you know which TV programs (CHILD) watched?" and "How often do you know whether (CHILD) finished any homework?" The scale for each item ranged from 1 "almost never" to 5 "always." The average of the seven items was computed for all cases with responses to at least 75 percent of the items for this scale. Higher scores indicated greater parental supervision. The scale had good internal consistency, with $\alpha = .79$.⁶

Depression. Parents were asked about the number of days they had experienced each of 20 depressive symptoms, using items from the Center for Epidemiological Studies-Depression (CES-D) scale.⁷ Each item was asked on a scale of 1 "rarely [less than 1 day]" to 4 "most [5-7] days." Items were rescored to range from 0 to 3, with high scores indicating more depressive symptoms. A summary score was computed by summing across the 20 items (for individuals with less than 25 percent of items nonmissing). For individuals missing some items, summary scores were multiplied by the ratio of 20 divided by 20 minus the number of missing items. Radloff (1977) has identified a threshold (a score of 16 out of 60) at or above which scores may be indicative of clinical depression. Parents who scored above this cutoff were scored as 100, "at risk of depression," and parents at or below this score were scored as 0, "not at risk." This scale demonstrated very high internal consistency ($\alpha = .91$).

Aggravation. Six items were included in the parental aggravation scale. Items indicated the extent to which the mother felt that the child was hard to care for, the mother was angry with the child, the mother felt trapped by the child, or the child does things that really bother the mother. Responses to the items ranged from 1 "all of the time," to 4 "none of the time." Items were rescored so that high scores indicated greater parental aggravation. Total scores were computed by averaging the items on the scale (for parents with at least 75 percent of the items on the scale completed). Another score, based on the sum of the items, was created to compute the dichotomous measure. For this summary score, scores based on fewer than the six items were multiplied by the ratio of 6 divided by 6 minus the number of missing items. Parents whose total summary scores were above 16.5 were scored as 100, "highly aggravated." Parents below that value were scored as 0. The aggravation scale had good internal consistency, with $\alpha = .77$.⁸

School engagement. School engagement was measured using four items examining children's investment in school. Items included the extent to which the child "does just enough

⁵The harshness scale that was created to be comparable to the studies in the Project on State-Level Child Outcomes included only three of the items ($\alpha = .66$).

⁶The supervision scale that was created to be comparable to the studies in the Project on State-Level Child Outcomes included only four of the items ($\alpha = .70$).

⁷Radloff, 1977.

⁸The aggravation scale that was created to be comparable to the studies in the Project on State-Level Child Outcomes included only four of the items ($\alpha = .65$).

homework to get by” and “only works on schoolwork when forced to.” Responses ranged from 1 “not true” to 3 “often true.” Items were rescored so that high scores indicated greater engagement in school. Summary scores were computed by summing across the four items on the scale for parents with answers to at least three of the four items. (For parents with only three responses, a summary score was computed by multiplying the sum by 4/3.) The school engagement scale had good internal consistency, with $\alpha = .74$.

Behavior problems. Behavior problems were measured from the 28-item Behavioral Problems Index (BPI) that was used in the NLSY.⁹ A total score and two subscales were computed for the 28 items. A 13-item *externalizing behavior subscale* was created to assess the extent to which the child engaged in acting out and aggressive behaviors. A 12-item *internalizing behavior subscale* assessed the extent to which the child was anxious or depressed. Table G.2 lists all the items on the scale, and the factor loadings for the items on the two subscales were based on a maximum likelihood extraction with procrustes rotation (an oblique rotation method), using a target matrix based on a priori theory and existing research. Each item was asked on a scale of 1 “not true” to 3 “often true.” Items were rescored to range from 0 to 2, with higher scores indicating a greater level of behavior problems. The total score and both subscales had very good internal consistency, with $\alpha = .92$ for the total score, $.87$ for the externalizing subscale, and $.82$ for the internalizing subscale.

The total score and the subscales were computed by summing the scores on the items on each of the scales. Summary scores were computed for all respondents with at least 75 percent of the items scored. Respondents with missing items were scored by multiplying the sum of the items completed by the ratio of the total number of items divided by the difference between the number of items and the number of missing items.

Positive behavior. A 7-item subset of the 25-item Positive Behavior Scale (PBS)¹⁰ was available in the three-year survey. Positive behavior was scored using the 7-item scale of statements such as “My child is warm, loving,” “My child gets along with other children,” “My child is helpful and cooperative.” This scale was included to assess the positive aspects of children’s behavior and should not be regarded as merely the inverse of the Behavioral Problems Index. Children who score low on problem behaviors may or may not be engaging in positive behavior. This scale measures the extent to which children are engaging in positive social behavior with their peers.

Respondents answered items on an 11-point scale ranging from 0 “not at all like my child” to 10 “completely like my child.” Scales were computed only for those respondents missing fewer than 25 percent of the total items in the scale. Summary scores were computed by summing the scores on the seven items. Higher scores indicate more positive behavior. Scores based on fewer than seven items were multiplied by the ratio of 7 divided by the difference between 7 and the number of missing items. The internal consistency of the scale was very high ($\alpha = .90$)

⁹Peterson and Zill, 1986.

¹⁰Polit, 1996.

Connecticut's Jobs First Program

Table G.2

Items and Factor Loadings for Behavioral Problems Index (BPI) Subscales

	Internalizing Behavior	Externalizing Behavior
<u>Items in total scale</u>		
Feels or complains that no one loves him or her	0.48	
Is rather high strung, tense, and nervous	0.58	
Is too fearful or anxious	0.62	
Is easily confused, seems to be in a fog	0.48	
Feels worthless or inferior	0.79	
Has obsessions	0.55	
Is unhappy, sad, or depressed	0.78	
Is withdrawn, does not get involved with others	0.61	
Clings to adults	0.26	
Cries too much	0.40	
Demands a lot of attention	0.38	
Is too dependent on others	0.41	
Cheats or tells lies		0.49
Argues too much		0.53
Bullies or is cruel or mean to others		0.48
Is disobedient at home		0.62
Does not seem to feel sorry after misbehavior		0.43
Has trouble getting along with other children		0.43
Is impulsive, or acts without thinking		0.58
Is not liked by other children ^a	0.34	0.23
Is restless or overly active, cannot sit still		0.45
Is stubborn, sullen, or irritable		0.59
Has a very strong temper and loses it easily		0.53
Is disobedient at school		0.53
Has trouble getting along with teachers		0.40
Has sudden changes in mood or feelings	0.31	0.30
Has difficulty concentrating and paying attention	0.35	0.33
Breaks things on purpose	0.25	0.33
Cronbach coefficient alpha for scale	0.82	0.87

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: Only factor items with loadings above |.30| are shown, except in cases where item is included in that factor.

Bolded factor loadings indicate items that were used to create respective scales.

Items were included on the factors in which they most highly loaded.

^aThis item was included in the externalizing behavior scale to be consistent with a priori theory.

High positive behavior and high behavior problems. Measures of dispersion were also constructed for each of the PBS and BPI outcomes. Respondents with values greater than the full sample's 75th percentile were scored as "high" on the scale. For the PBS, the 75th percentile corresponded to a score of 70; for the BPI, the 75th percentile corresponded to a score of 12. Respondents with scores at or above these values were scored as high on that scale and given a score of 100. Respondents with lower scores received a score of 0.

II. Teacher-Reported Variables

Academic functioning. Academic functioning was measured using the Academic Subscale of the Social Skills Rating System, completed by the child's teacher. On this 10-item measure, the teacher rates the child's performance in comparison to other students in the same classroom on reading skill, math skill, intellectual functioning, motivation, oral communication, classroom behavior, and parental encouragement. Each item was asked on a scale of 1 "bottom 10 percent" to 5 "top 10 percent." For respondents who had answered at least 75 percent of the items, the total score was computed as the average across the nonmissing items. The scale demonstrated very high internal consistency, with $\alpha = .94$.

Total classroom skills. Conformity to classroom rules and routines, ability to complete tasks independently, and ability to make transitions without disturbing others are a few of the items assessed with the Total Classroom Skills Scale, an abbreviated version of the School Adjustment Scale. The School Adjustment Scale was developed from a set of classroom observations in schools serving low-income families as part of the Early Window Study,¹¹ an investigation of an ethnically diverse sample of children from low- to moderate-income families. Twelve items were included in the Total Classroom Skills Scale. Responses to the items ranged from 1 "almost never" to 5 "almost always." For respondents who had answered at least 75 percent of the items, the total score was computed as the average across the nonmissing items. The scale demonstrated very high internal consistency, with $\alpha = .97$.

To be consistent with the New Hope study, although not shown in the table, we created three subscales from these twelve items: a three-item Behavior Skills Subscale (complies with teacher requests, observes classroom rules, and behaves so as not to disturb peers); a three-item Transition Skills Subscale (recognizes transition cues and stops ongoing behavior, moves quickly to next activity, completes transition routine without disturbing others); and a six-item Independent Skills Subscale (for example, remains on-task with minimal supervision, manages free time constructively). The internal consistency of the subscales and the total score were all above .91.

Positive behavior. The Positive Behavior Scale (PBS)¹² for teachers has similar or identical items to the one developed for parents. Its 25 items can be divided into three subscales: an eleven-item social competence and sensitivity subscale (for example, gets along well with other children, shows concern for other people's feelings); a nine-item compliance/self-control sub-

¹¹Wright and Huston, 1995

¹²Polit, 1996.

scale (for example, thinks before he/she acts, usually does what I tell him/her); and a five-item autonomy subscale (for example, tries to do things for him/herself, is self-reliant). The teacher responds on a 5-point scale, ranging from 1 “never” to 5 “all of the time.” On each of the three subscales, for respondents who had answered at least 75 percent of the items which make up the respective subscale, the total score was computed as the average across the nonmissing items. The social competence and sensitivity subscale demonstrated very high internal consistency, with $\alpha = .91$. The compliance/self-control subscale demonstrated very high internal consistency, with $\alpha = .92$. The autonomy subscale demonstrated good internal consistency, with $\alpha = .83$. The overall Positive Behavior Scale demonstrated very high internal consistency, with $\alpha = .95$.

Behavior problems. The Total Behavior Problems Scale from the Social Skills Rating System¹³ was measured using 18 items assessing the child’s level of behavioral problems. Items included “fights with others,” “threatens or bullies others,” and “appears lonely.” Responses ranged from 1 “never” to 5 “all of the time.” For respondents who had answered at least 75 percent of the items, the total score was computed as the average across the nonmissing items. The scale demonstrated very high internal consistency, with $\alpha = .90$.

Although scores are not shown in the tables, we created three subscales from the Total Behavior Problems Scale: a six-item internalizing behavior subscale (for example, “appears lonely,” “acts sad or depressed”); a six-item externalizing behavior subscale (for example, “fights with others,” “has temper tantrums”); and a six-item hyperactivity subscale (for example, “is easily distracted,” “disturbs ongoing activities”). The internal consistency of the subscales ranged from .84 to .92.

Frequency of disciplinary action. Teachers also reported how often they had to discipline the child for misbehavior, on a scale ranging from 1 “never” to 5 “several times a week.”

¹³Gresham and Elliot, 1990.

Appendix H

Effect Sizes for Impacts on Child and Family Functioning

This appendix presents the “effect size” of the impacts discussed in Chapter 6. These effect sizes can be used to understand the size of the effects presented in the chapter and to compare the effects in this study with those of other studies.

Effect sizes are computed by dividing the impact (the difference between the AFDC and Jobs First groups) by the standard deviation, or average variation, in the AFDC group. The absolute value of the effect size provides a standard measure of the effect of Jobs First that can be used to compare outcomes measured on very different scales. A larger absolute value indicates a larger impact of the program on that outcome; a smaller absolute value indicates a smaller effect.

Based on the nonexperimental literature, effect sizes of .1, .3, and .5 are considered to be small, medium and large, respectively.¹ Some recent work has suggested that these benchmarks are relatively high relative compared with the effects of programs like Jobs First that target adults, rather than children directly.² Compared with intervention studies aimed at adults and indirectly at children, .1, .2, and .3 may be a more reasonable estimate for small, medium, and large effects. It is noteworthy, however, that the effect size indicates how much of an effect the program may have, not how important that effect is. The importance of the effect depends on both the size of the effect and the extent to which that effect is associated with long-term outcomes for children and families.

Tables H.1 through H.13 include the effect sizes of the impacts discussed in detail in Chapter 6. Next to the impact (the difference between the Jobs First and AFDC group levels), the effect size of the impact is listed.

¹Cohen, 1988; Lipsey, 1990.

²Bos et al., 1999; Hamilton, 2000; Gennetian and Miller, 2000; Morris and Michalopoulos, 2000.

Connecticut's Jobs First Program

Table H.1

Summary of Impacts on Child Care at the Three-Year Follow-Up
for All Children, by Child Age at the Three-Year Follow-Up

Outcome	Ages 0-4			Ages 5-12			Ages 13-17		
	AFDC Group	Difference ^a	Effect Size	AFDC Group	Difference ^a	Effect Size	AFDC Group	Difference ^a	Effect Size
<u>Type of child care arrangement^b in last month (%)</u>									
Currently any child care ^c	57.5	8.6 ***	0.18	45.1	9.9 ***	0.22	8.2	7.5 ***	0.26
Currently any informal care	49.1	6.9 **	0.14	41.7	8.6 ***	0.20	8.0	7.1 ***	0.25
Currently any relative care	41.2	4.2	0.09	35.3	8.2 ***	0.19	6.8	7.0 ***	0.26
Currently any nonrelative care	10.6	2.7	0.09	8.3	1.9	0.08	1.4	0.0	0.00
Currently any formal care	12.7	4.1 **	0.13	4.6	3.7 ***	0.20	0.1	0.6	0.14
<u>Extent of child care in a typical week</u>									
Number of hours in child care	18.8	3.2 ***	0.17	12.0	1.4 **	0.09	1.8	1.8 ***	0.24
0 hours in child care (%)	40.3	-7.6 ***	-0.16	52.0	-9.5 ***	-0.21	91.7	-7.0 ***	-0.24
Less than 20 hours in child care (%)	12.9	-2.3	-0.07	20.0	6.8 ***	0.19	4.0	3.9 **	0.19
20 or more hours in child care (%)	46.8	9.9 ***	0.20	28.0	2.7	0.07	4.3	3.0 *	0.14
<u>Out-of-school activities (%)</u>									
In any after-school activity ^{bd}	2.8	1.3	0.08	37.0	1.8	0.04	38.8	-0.2	0.00
Sample size (total = 4,969)	588	1,204		1,339	2,695		492	1,070	

(continued)

Table H.1 (continued)

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: The sample includes children ages 0-17 at the time of the three-year interview.

A two-tailed t-test was applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent. Standard errors were adjusted to account for shared variance between siblings.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

^aSample size in this column is the sum of the AFDC group and the Jobs First group sample sizes.

^bSee Box 6.1 for more information on these measures.

^cChild care types are not mutually exclusive.

^dSample sizes are smaller for this measure because responses were collected for all children but only in those families with a focal child.

Connecticut's Jobs First Program

Table H.2

**Impacts on Primary Child Care Arrangements at the Three-Year Follow-Up
for Focal Children Aged 5-12 at the Three-Year Follow-Up**

Outcome	Jobs First Group	AFDC Group	Difference (Impact)	Effect Size
<u>Type of primary child care arrangement^a (%)</u>				
Any informal care	52.3	45.9	6.4 **	0.15
Any relative care	44.1	38.3	5.8 **	0.14
Care by parent's partner	3.3	3.9	-0.6	-0.04
Care by noncustodial biological parent	4.7	4.1	0.6	0.03
Care by grandparent	20.2	15.4	4.7 **	0.15
Sibling care	6.7	6.3	0.4	0.02
Care by other relative	9.3	8.6	0.7	0.03
Any nonrelative care	8.2	7.6	0.6	0.03
Any formal care	8.6	7.3	1.3	0.06
Center care	2.6	0.9	1.6 **	0.19
Extended day programs	4.3	4.6	-0.2	-0.01
Summer care, camp, or school	1.7	1.8	-0.1	-0.01
<u>Characteristics of care</u>				
Child in high-quality care (mothers' report) ^b (%)	57.5	49.9	7.7 ***	0.18
Child in low-quality care (mothers' report) ^b (%)	3.9	4.2	-0.3	-0.02
For those in care, characteristics of primary care arrangement				
Group size	4.3	4.7	-0.3	-0.05
Child-staff ratio	2.7	2.8	-0.2	-0.06
Primary caregiver is under 18 years old (%)	8.0	7.5	0.5	0.02
Provider is licensed/regulated (%)	21.7	20.7	1.0	0.03
Sample size (total = 1,469)	748	721		

SOURCE: MDRC calculations using data from the Three-Year Client Survey.

NOTES: The sample includes focal children ages 5-12 at the time of the three-year interview.

A two-tailed t-test was applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

^aSee Box 6.1 for more information on these measures.

^bSee Box 6.2 for more information on these measures.

Connecticut's Jobs First Program

Table H.3

Impacts on Past Child Care Use at the Three-Year Follow-Up for Focal Children Aged 5-12 at the Three-Year Follow-Up

Outcome	Jobs First Group	AFDC Group	Difference (Impact)	Effect Size
<u>Type of child care arrangement,^a months 24-36 (%)</u>				
Ever any child care	86.6	79.4	7.2 ***	0.21
Ever any informal care	77.3	70.4	7.0 ***	0.18
Ever any relative care	69.8	63.1	6.7 ***	0.16
Ever any nonrelative care	17.3	14.4	2.9	0.10
Ever any formal care	40.8	35.8	5.1 **	0.12
<u>Extent of child care use, months 24-36</u>				
Total months in informal care	7.6	6.9	0.7 **	0.15
Total months in formal care	2.9	2.4	0.5 **	0.12
<u>Stable child care,^b months 24-36 (%)</u>				
In a care arrangement continuously for 6 months	79.7	73.5	6.2 ***	0.16
In a formal care arrangement continuously for 6 months	28.9	26.8	2.1	0.05
In an informal care arrangement continuously for 6 months	70.4	63.9	6.5 ***	0.16
<u>Self-care (%)</u>				
Ever in self-care in last two years	7.1	4.8	2.3 *	0.13
Sample size (total = 1,469)	748	721		

SOURCE: MDRC calculations using data from the Three-Year Client Survey.

NOTES: The sample includes focal children ages 5-12 at the time of the three-year interview.

A two-tailed t-test is applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

^aSee Box 6.1 for more information on these measures.

^bSee Box 6.2 for more information on these measures.

Connecticut's Jobs First Program

Table H.4

**Impacts on Child Care Subsidy Assistance Over the Three-Year Follow-Up
for Families with Children Aged 0-17 at the Three-Year Follow-Up**

Outcome	Jobs First Group	AFDC Group	Difference (Impact)	Effect Size
<u>Overall subsidy receipt in years 2-3</u>				
Received any subsidy, years 2-3 (%)	42.0	38.7	3.3 *	0.07
Average amount received year 2 (\$)	1,399	1,111	288 ***	0.12
Average amount received year 3 (\$)	1,352	1,101	252 ***	0.11
Number of months received subsidy, years 2-3	5.6	4.7	0.9 ***	0.12
Length of longest continuous spell (in months, years 2-3)	4.9	4.1	0.8 ***	0.11
<u>Subsidy receipt in years 2-3 by type</u>				
Program-related child care subsidy				
Received subsidy, years 2-3 (%)	6.3	6.4	-0.1	0.00
Average amount received year 2 (\$)	44	59	-15	-0.04
Average amount received year 3 (\$)	46	46	0	0.00
Work-related child care subsidy				
Received subsidy, years 2-3 (%)	32.6	24.5	8.2 ***	0.19
Average amount received year 2 (\$)	999	569	430 ***	0.27
Average amount received year 3 (\$)	514	400	114 **	0.08
Transitional child care subsidy				
Received subsidy, years 2-3 (%)	23.7	20.4	3.3 **	0.08
Average amount received year 2 (\$)	323	341	-18	-0.02
Average amount received year 3 (\$)	714	360	354 ***	0.30
Income-eligible child care subsidy				
Received subsidy, years 2-3 (%)	4.5	12.0	-7.4 ***	-0.22
Average amount received year 2 (\$)	34	142	-108 ***	-0.13
Average amount received year 3 (\$)	79	295	-216 ***	-0.16
Sample size (total = 2,272)	1,101	1,171		

SOURCE: MDRC calculations based on child care payment data from Maximus.

NOTES: The sample includes families with children ages 0-17 at the time of the three-year interview.

A two-tailed t-test was applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

Connecticut's Jobs First Program

Table H.5

**Summary of Impacts on Child Care Subsidy Use and Receipt at the Three-Year Follow-Up
for Children Aged 0-12, by Child Age at the Three-Year Follow-Up**

Outcome	Ages 0-4			Ages 5-12		
	AFDC Group	Difference ^a	Effect Size	AFDC Group	Difference ^a	Effect Size
<u>Subsidy receipt years 2-3 (%)</u>						
Received subsidy, years 2-3	39.4	2.8	0.06	36.4	9.3 ***	0.20
Received subsidy, year 2	27.4	2.4	0.06	28.6	8.8 ***	0.20
Received subsidy, year 3	33.6	4.8 *	0.11	28.0	11.0 ***	0.25
<u>Type of child care subsidy received in years 2-3 (%)</u>						
Formal	5.9	3.7 **	0.19	3.7	2.4 ***	0.12
Quality bonus received	1.3	-0.1	-0.02	0.9	0.3	0.04
Informal	37.0	2.5	0.05	34.8	8.7 ***	0.19
Relative	28.5	0.9	0.02	25.8	9.1 ***	0.21
Nonrelative	14.9	5.3 **	0.15	16.0	3.3 **	0.10
Sample size (total = 3,899)	588	1,204		1,339	2,695	

SOURCE: MDRC calculations based on child care payment data from Maximus.

NOTES: The sample includes children ages 0-12 at the time of the three-year interview.

A two-tailed t-test was applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent. Standard errors were adjusted to account for shared variance between siblings.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

^aSample size in this column is the sum of the AFDC group and the Jobs First group sample sizes.

Connecticut's Jobs First Program

Table H.6

**Impacts on Father Contact at the Three-Year Follow-Up for Focal Children
Aged 5-12 at the Three-Year Follow-Up**

Outcome	Jobs First Group	AFDC Group	Difference (Impact)	Effect Size
<u>Noncustodial biological father's contact (%)</u>				
Bought something for child in last year	45.5	40.6	4.9 *	0.10
Cared for child in last year	30.2	29.9	0.3	0.01
Contacted child by phone/letter in last year	54.3	53.3	1.0	0.02
Sees child weekly	29.7	26.0	3.6	0.08
Sees child monthly	10.4	12.0	-1.6	-0.05
Sees child 1-11 times per year	23.4	24.4	-1.0	-0.02
Does not see child	27.8	29.7	-1.9	-0.04
<u>Noncustodial biological father's financial support (%)</u>				
Has formal child support order	48.8	44.8	4.0	0.08
Received money from father through child support agency in the last year	31.9	29.2	2.7	0.06
Received money directly from father in the last year	15.9	13.4	2.5	0.07
Sample size (total = 1,469)	748	721		

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: The sample includes children ages 5-12 at the time of the three-year interview.

A two-tailed t-test was applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

Connecticut's Jobs First Program

Table H.7

**Impacts on Home Environment at the Three-Year Follow-Up
for Focal Children Aged 5-12 at the Three-Year Follow-Up**

Outcome	Jobs First Group	AFDC Group	Difference (Impact)	Effect Size
Total HOME scale	80.5	80.3	0.2	0.03
HOME routines subscale	17.6	17.8	-0.2	-0.07
HOME cognitive stimulation subscale	22.6	22.2	0.3 *	0.09
HOME expectations subscale	13.7	13.8	-0.1	-0.04
HOME parent-child interaction subscale	13.2	13.3	-0.1	-0.04
HOME physical environment subscale	13.6	13.5	0.0	0.02
Sample size (total = 1,469)	748	721		

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: The sample includes children ages 5-12 at the time of the three-year interview.

A two-tailed t-test was applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

See Box 6.3 and Appendix G for more information on all measures presented in the table.

Connecticut's Jobs First Program

Table H.8

Impacts on Domestic Abuse, Emotional Well-Being, and Parenting Behavior at the Three-Year Follow-Up for Parents of Focal Children Aged 5 to 12

Outcome	Jobs First Group	AFDC Group	Difference (Impact)	Effect Size
<u>Parental domestic abuse (%)</u>				
Abuse by intimate partner last year	21.6	20.8	0.9	0.02
Abuse by other person last year	18.5	14.9	3.6 *	0.10
Ever any abuse since random assignment	35.8	35.4	0.4	0.01
<u>Parental emotional well-being^a</u>				
Depression scale	13.8	13.4	0.5	0.04
At risk of clinical depression (%)	34.2	33.7	0.4	0.01
Aggravation scale	1.6	1.6	0.0	-0.04
Highly aggravated (%)	4.5	5.3	-0.8	-0.04
<u>Parenting behavior^a</u>				
Warmth scale	2.8	2.9	0.0	-0.06
Harsh-parenting scale	1.7	1.7	-0.1 **	-0.12
Supervision scale	4.8	4.8	0.0	0.00
Sample size (total = 1,469)	748	721		

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: The sample includes parents of children ages 5-12 at the time of the three-year interview.

A two-tailed t-test was applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

^aSee Box 6.4 and Appendix G for more information on these measures.

Connecticut's Jobs First Program

Table H.9

**Impacts on School, Behavior, and Health at the Three-Year Follow-Up
for Focal Children Aged 5-12 at the Three-Year Follow-Up**

Outcome	Jobs First Group	AFDC Group	Difference (Impact)	Effect Size
<u>School outcomes</u>				
Average achievement	4.2	4.2	0.0	-0.01
Above average (%)	76.8	76.2	0.6	0.01
Below average (%)	4.9	6.2	-1.4	-0.06
Engagement in school ^a	10.8	10.6	0.1	0.07
Since random assignment, child (%):				
Ever in special education	15.3	14.0	1.2	0.04
Ever repeated a grade ^b	21.6	20.3	1.2	0.03
Ever suspended	7.8	9.1	-1.2	-0.04
<u>Behavioral outcomes^c</u>				
Total behavior problems	8.3	9.2	-0.9 **	-0.10
Externalizing subscore	4.1	4.5	-0.4 *	-0.09
Internalizing subscore	2.9	3.2	-0.4 **	-0.10
High behavior problems (%)	25.4	28.8	-3.4	-0.08
Total positive behavior	61.9	60.8	1.0 *	0.09
High positive behaviors (%)	26.2	26.1	0.0	0.00
<u>Health</u>				
General health	4.4	4.3	0.1	0.05
In good health (%)	84.5	81.2	3.3 *	0.08
Sample size (total = 1,469)	748	721		

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: The sample includes children ages 5-12 at the time of the three-year interview.

A two-tailed t-test was applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

^aSee Box 6.5 and Appendix G for more information on this measure.

^bThis measure assesses whether the child has ever repeated a grade since kindergarten.

^cSee Box 6.6 and Appendix G for more information on this measure.

Connecticut's Jobs First Program

Table H.10

Impacts on Teacher's Report of Children's School and Behavioral Outcomes at the Three-Year Follow-Up for Focal Children Aged 5-12 at the Three-Year Follow-Up

Outcome	Jobs First Group	AFDC Group	Difference (Impact)	Effect Size
<u>School outcomes</u>				
Repeated grade (%)	10.3	13.8	-3.5	-0.10
Academic functioning	3.0	3.0	0.0	0.01
Classroom skills				
Total classroom skills	3.8	3.8	0.0	0.03
Positive behavior				
Social competence	3.8	3.7	0.0	0.08
Compliance	3.6	3.6	0.1	0.07
Autonomy	3.5	3.5	0.1	0.10
Behavior problems				
Total behavior problems	2.2	2.2	0.0	-0.01
Frequency of disciplinary action	2.4	2.5	-0.1	-0.08
<u>Tardiness and absenteeism</u>				
Number of days tardy	3.0	4.1	-1.1	-0.11
Number of days absent	6.7	7.2	-0.4	-0.06
Sample size (total = 466)	244	222		

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: The sample includes children ages 5-12 at the time of the three-year interview.

A two-tailed t-test was applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

See Box 6.7 and Appendix G for more information on all measures presented in the table.

Connecticut's Jobs First Program

Table H.11

Summary of Impacts on Child Care and Child Outcomes at the Three-Year Follow-Up for Focal Children Aged 5-12 at the Three-Year Follow-Up, by Level of Disadvantage

Outcome	Least Disadvantaged			Moderately Disadvantaged			Most Disadvantaged			Variation in Subgroup Impacts
	AFDC Group	Difference ^a	Effect Size	AFDC Group	Difference ^a	Effect Size	AFDC Group	Difference ^a	Effect Size	
<u>Child care, months 24-36 (%)</u>										
Ever any child care	85.3	8.5 **	0.28	81.5	4.4 *	0.13	65.5	16.2 ***	0.39	
Ever any informal care ^b	77.9	6.4	0.18	72.0	3.5	0.09	55.7	21.8 ***	0.50	**
Ever any formal care ^b	35.9	15.2 **	0.36	38.2	3.0	0.07	27.1	2.6	0.07	
<u>Child care stability and quality^c (%)</u>										
Any care continuously for 6 months	85.4	5.2	0.17	75.2	3.7	0.10	54.8	16.6 ***	0.38	
Perception of high-quality care	61.8	8.3	0.19	53.5	5.6 *	0.13	39.6	12.9 *	0.30	
<u>Self-care (%)</u>										
Ever in self-care in last two years	3.7	2.9	0.16	5.2	2.2	0.12	3.9	2.9	0.17	
<u>Children's home environment</u>										
Total HOME score ^d	80.7	0.8	0.11	80.7	-0.2	-0.03	78.4	0.9	0.13	
At risk of clinical depression ^e (%)	30.2	5.8	0.12	34.7	-2.7	-0.06	31.5	11.5 *	0.24	*
Harsh-parenting scale ^e	1.7	0.0	0.01	1.7	-0.1 **	-0.14	1.7	-0.1	-0.10	
Warmth scale ^e	2.9	-0.1	-0.12	2.9	-0.1	-0.10	2.8	0.0	0.06	
Supervision scale ^e	4.8	0.0	-0.03	4.8	0.0	-0.01	4.8	0.0	0.02	
<u>Children's outcomes</u>										
Average academic achievement	4.3	-0.1	-0.07	4.2	0.0	0.02	4.3	0.0	-0.03	
Below-average academic achievement (%)	6.1	0.6	0.03	6.6	-2.1	-0.09	5.5	-1.8	-0.07	
Total behavior problems ^f	9.3	-1.0	-0.11	9.0	-0.6	-0.07	9.9	-1.9 *	-0.22	
Externalizing problems ^f	4.5	-0.4	-0.09	4.4	-0.3	-0.06	5.1	-1.2 **	-0.27	
Internalizing problems ^f	3.3	-0.5	-0.15	3.1	-0.2	-0.07	3.4	-0.6	-0.16	
Total positive behavior ^f	60.8	0.0	0.00	61.0	1.1	0.09	60.6	1.3	0.11	
Sample size (total = 1,469)	142	252		468	974		111	243		

(continued)

Table H.11 (continued)

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: The sample includes focal children ages 5-12 at the time of the three-year interview.

A two-tailed t-test was applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent. Standard errors were adjusted to account for shared variance between siblings.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

A statistical test was performed to determine whether the variation in impacts across subgroups was statistically significant at the 10 percent level or greater. These results are presented in the "variation in subgroup impacts" column. Statistical significance levels are indicated as *** = 1 percent; ** = 5 percent; * = 10 percent.

^aSample size in this column is the sum of the AFDC group and the Jobs First group sample sizes.

^bSee Box 6.1 for more information on this measure.

^cSee Box 6.2 for more information on these measures.

^dSee Box 6.3 and Appendix G for more information on this measure.

^eSee Box 6.4 and Appendix G for more information on these measures.

^fSee Box 6.6 and Appendix G for more information on this measure.

Connecticut's Jobs First Program

Table H.12

Summary of Impacts on Child Care and Child Outcomes at the Three-Year Follow-Up for Focal Children, by Age Group

Outcome	Younger Focal Children ^a			Older Focal Children ^b			Variation in Subgroup Impacts
	AFDC Group	Difference ^c	Effect Size	AFDC Group	Difference ^c	Effect Size	
<u>Child care, months 24-36 (%)</u>							
Ever any child care	80.3	7.8 ***	0.23	78.2	6.9 **	0.19	
Ever any informal care ^d	70.8	6.2 **	0.16	69.6	8.2 **	0.21	
Ever any formal care ^d	37.9	4.3	0.10	33.2	6.2	0.15	
<u>Child care stability and quality^e (%)</u>							
Any care continuously for 6 months	76.3	5.8 **	0.16	69.9	7.2 **	0.18	
Perception of high-quality care	56.2	10.5 ***	0.24	47.8	4.7	0.11	
<u>Self-care (%)</u>							
Ever in self-care in last two years	0.7	0.9	0.11	9.4	4.3 *	0.17	
<u>Children's home environment</u>							
Total HOME score ^f	80.1	0.1	0.02	80.7	0.1	0.02	
At risk of clinical depression ^g (%)	32.6	-0.2	0.00	35.0	1.4	0.03	
Harsh-parenting scale ^g	1.8	-0.1	-0.10	1.7	-0.1 *	-0.14	
Warmth scale ^g	2.9	0.0	-0.06	2.8	0.0	-0.08	
Supervision scale ^g	4.9	0.0	0.00	4.7	0.0	0.01	
<u>Children's outcomes</u>							
Average academic achievement	4.3	0.0	0.01	4.1	0.0	-0.02	
Below-average academic achievement (%)	6.9	-3.6 **	-0.15	5.6	0.9	0.04	*
Total behavior problems ^h	9.1	-1.2 **	-0.14	9.3	-0.6	-0.07	
Externalizing problems ^h	4.4	-0.5 *	-0.11	4.7	-0.3	-0.07	
Internalizing problems ^h	3.3	-0.6 **	-0.16	3.2	-0.2	-0.05	
Total positive behavior ^h	61.0	1.0	0.09	60.5	1.2	0.11	
Sample size (total = 1,468)	412	804		308	664		

(continued)

Table H.12 (continued)

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: The sample includes focal children ages 5-12 at the time of the three-year interview.

A two-tailed t-test was applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent. Standard errors were adjusted to account for shared variance between siblings.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

A statistical test was performed to determine whether the variation in impacts across subgroups was statistically significant at the 10 percent level or greater. These results are presented in the "variation in subgroup impacts" column. Statistical significance levels are indicated as *** = 1 percent; ** = 5 percent; * = 10 percent.

^aThese children were 2-5 at random assignment and 5-9 at the three-year follow-up.

^bThese children were 6-9 at random assignment and 9-12 at the three-year follow-up.

^cSample size in this column is the sum of the AFDC group and the Jobs First group sample sizes.

^dSee Box 6.1 for more information on this measure.

^eSee Box 6.2 for more information on these measures.

^fSee Box 6.3 and Appendix G for more information on this measure.

^gSee Box 6.4 and Appendix G for more information on these measures.

^hSee Box 6.6 and Appendix G for more information on this measure.

Connecticut's Jobs First Program

Table H.13

Summary of Impacts on Child Outcomes at the Three-Year Follow-Up for All Children Ages 13-17 at the Three-Year Follow-Up

Outcome	Jobs First Group	AFDC Group	Difference (Impact)	Effect Size
<u>School outcomes</u>				
Average achievement	3.7	3.9	-0.3 ***	-0.24
Below average (%)	12.7	7.9	4.8 **	0.17
Since random assignment, child (%):				
Ever in special education	19.7	15.5	4.2	0.12
Ever repeated a grade ^a	32.2	29.0	3.2	0.07
Ever suspended	27.3	27.4	-0.1	0.00
Ever expelled	3.9	2.2	1.6	0.11
<u>Police involvement outcomes (%)</u>				
Since random assignment, child:				
Ever arrested	8.9	11.9	-3.0	-0.09
Ever found guilty	4.2	8.1	-3.9 **	-0.14
<u>Fertility outcome (%)</u>				
Since random assignment, child:				
Ever had a baby	4.2	3.3	0.9	0.05
Sample size (total = 1,070)	578	492		

SOURCE: MDRC calculations using data from the Three-Year Client Survey.

NOTES: The sample includes children ages 13-17 at the time of the three-year interview.

A two-tailed t-test is applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent. Standard errors were adjusted to account for shared variance between siblings.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

^aThis measure assesses whether the child has ever repeated a grade since kindergarten.

Appendix I

Subgroup Tables

Connecticut's Jobs First Program

Table I.1

Impacts on Employment, Earnings, Welfare Use, and Income, by Welfare Status

Outcome	Welfare Applicant			Welfare Recipient		
	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference
Years 1-2						
Average quarterly employment (%)	52.8	49.9	2.9 *	52.7	41.9	10.8 ***
Average annual earnings (\$)	5,746	5,785	-39	4,634	3,893	741 ***
Average quarterly percentage receiving AFDC/TFA (%)	59.3	50.6	8.8 ***	77.6	74.1	3.6 ***
Average annual AFDC/TFA payments (\$)	3,233	2,544	688 ***	4,555	4,056	499 ***
Average quarterly percentage receiving Food Stamps (%)	61.2	56.1	5.1 ***	80.5	79.8	0.7
Average annual Food Stamp payments (\$)	1,424	1,211	213 ***	2,141	1,998	143 ***
Average annual income from earnings, AFDC/TFA, and Food Stamps (\$)	10,402	9,540	862 ***	11,330	9,946	1,383 ***
Tax-adjusted income estimate ^a (\$)	10,506	9,590	915 ***	11,842	10,315	1,526 ***
Years 3-4						
Average quarterly employment (%)	59.2	55.1	4.1 **	60.0	51.7	8.3 ***
Average annual earnings (\$)	9,217	8,724	493	7,680	7,152	528 *
Average quarterly percentage receiving AFDC/TFA (%)	21.7	26.0	-4.4 ***	31.4	43.4	-12.0 ***
Average annual AFDC/TFA payments (\$)	1,100	1,336	-236 ***	1,779	2,341	-562 ***
Average quarterly percentage receiving Food Stamps (%)	35.8	36.3	-0.5	53.6	57.4	-3.7 **
Average annual Food Stamp payments (\$)	852	830	21	1,449	1,467	-18
Average annual income from earnings, AFDC/TFA, and Food Stamps (\$)	11,168	10,890	278	10,907	10,960	-53
Tax-adjusted income estimate ^a (\$)	10,727	10,385	342	11,187	11,060	127
Last quarter, year 4						
Ever employed (%)	59.3	53.9	5.3 **	61.5	52.4	9.1 ***
Earnings (\$)	2,515	2,415	101	2,121	1,980	141
Ever received AFDC/TFA (%)	14.7	19.5	-4.9 ***	21.6	33.5	-11.9 ***
AFDC/TFA benefits (\$)	180	246	-67 ***	307	441	-134 ***

(continued)

Table I.1 (continued)

Outcome	Welfare Applicant			Welfare Recipient		
	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference
Ever received Food Stamp benefits (%)	29.8	30.1	-0.3	45.6	50.6	-5.0 ***
Food Stamp benefits (\$)	177	175	2	314	316	-2
Income from earnings, AFDC/TFA, and Food Stamps (\$)	2,872	2,836	36	2,742	2,737	5
Tax-adjusted income estimate ^a (\$)	2,671	2,601	71	2,735	2,686	49
Sample size (Total=4,803)	901	979		1,495	1,428	

SOURCES: MDRC calculations using Connecticut Unemployment Insurance (UI) earnings records, Connecticut AFDC/TFA records, and Food Stamp records.

NOTES: The sample includes members randomly assigned between January 1996 and February 1997.

Dollar averages include zero values for sample members who were not employed or were not receiving AFDC/TFA or Food Stamps.

Estimates were adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members.

A two-tailed t-test was applied to differences between the research groups. Statistical significance levels are indicated as ***=1 percent, **=5 percent, and *=10 percent.

^aThis measure includes total income; federal, state, and payroll taxes; and the federal Earned Income Credit.

Connecticut's Jobs First Program

Table I.2

Impacts on Employment, Earnings, Welfare Use, and Income, by Race/Ethnicity

Outcome	Black			White			Hispanic		
	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference
Years 1-2									
Average quarterly employment (%)	55.1	47.6	7.6 ***	56.5	47.2	9.2 ***	43.3	36.6	6.7 ***
Average annual earnings (\$)	5,349	4,990	359	5,444	4,668	776 ***	4,000	3,643	358
Average quarterly percentage receiving AFDC/TFA (%)	75.0	68.8	6.2 ***	68.3	61.3	7.1 ***	68.9	65.5	3.4
Average annual AFDC/TFA payments (\$)	4,371	3,675	697 ***	3,780	3,170	610 ***	4,017	3,709	308 **
Average quarterly percentage receiving Food Stamps (%)	79.6	75.9	3.7 ***	68.8	65.6	3.2 *	70.9	71.6	-0.7
Average annual Food Stamp payments (\$)	2,005	1,780	225 ***	1,710	1,544	165 ***	1,899	1,868	30
Average annual income from earnings, AFDC/TFA, and Food Stamps (\$)	11,725	10,445	1,281 ***	10,934	9,383	1,551 ***	9,915	9,220	696 **
Tax-adjusted income estimate ^a (\$)	12,111	10,666	1,446 ***	11,329	9,648	1,681 ***	10,270	9,518	752 **
Years 3-4									
Average quarterly employment (%)	63.3	57.2	6.1 ***	61.9	54.7	7.2 ***	50.3	43.2	7.1 ***
Average annual earnings (\$)	8,481	8,033	448	9,055	8,169	886 *	6,571	5,987	584
Average quarterly percentage receiving AFDC/TFA (%)	32.9	42.3	-9.4 ***	21.3	30.0	-8.7 ***	29.4	38.6	-9.2 ***
Average annual AFDC/TFA payments (\$)	1,818	2,218	-400 ***	1,129	1,533	-404 ***	1,639	2,214	-575 ***
Average quarterly percentage receiving Food Stamps (%)	56.1	55.9	0.3	37.0	41.9	-5.0 **	48.1	51.4	-3.3
Average annual Food Stamp payments (\$)	1,471	1,370	100 *	908	991	-83	1,310	1,404	-94
Average annual income from earnings, AFDC/TFA, and Food Stamps (\$)	11,769	11,622	148	11,092	10,693	399	9,520	9,605	-86
Tax-adjusted income estimate ^a (\$)	11,859	11,525	335	10,952	10,435	517	9,735	9,681	54
Last quarter, year 4									
Ever employed (%)	64.6	59.3	5.3 **	62.2	54.5	7.7 ***	51.4	41.5	9.9 ***
Earnings (\$)	2,253	2,302	-49	2,570	2,227	343 **	1,812	1,624	188
Ever received AFDC/TFA (%)	23.1	33.9	-10.8 ***	13.1	21.3	-8.2 ***	22.3	30.9	-8.6 ***
AFDC/TFA benefits (\$)	324	438	-114 ***	170	266	-96 ***	293	430	-137 ***

(continued)

Table I.2 (continued)

Outcome	Black			White			Hispanic		
	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference
Ever received Food Stamp benefits (%)	47.5	49.1	-1.6	28.8	35.2	-6.4 ***	43.9	46.1	-2.3
Food Stamp benefits (\$)	322	296	27	173	204	-31 **	303	323	-20
Income from earnings, AFDC/TFA, and Food Stamps (\$)	2,899	3,035	-136	2,912	2,697	216	2,409	2,377	31
Tax-adjusted income estimate ^a (\$)	2,854	2,908	-54	2,763	2,539	224 *	2,394	2,333	61
Sample size (Total= 4,494) ^b	881	892		867	837		496	521	

SOURCES: MDRC calculations using Connecticut Unemployment Insurance (UI) earnings records, Connecticut AFDC/TFA records, and Food Stamp records.

NOTES: The sample includes members randomly assigned between January 1996 and February 1997.

Dollar averages include zero values for sample members who were not employed or were not receiving AFDC/TFA or Food Stamps.

Estimates were adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members.

A two-tailed t-test was applied to differences between the research groups. Statistical significance levels are indicated as ***=1 percent, **=5 percent, and *=10 percent.

^aThis measure includes total income; federal, state, and payroll taxes; and the federal Earned Income Credit.

^bThis analysis excluded 309 individuals who were missing information on the race variable or were of other ethnicities.

Connecticut's Jobs First Program

Table I.3

Impacts on Employment, Earnings, Welfare Use, and Income, by Site

Outcome	Manchester			New Haven		
	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference
Years 1-2						
Average quarterly employment (%)	61.6	50.0	11.7 ***	50.0	43.4	6.6 ***
Average annual earnings (\$)	6,016	5,350	666 *	4,766	4,413	353 **
Average quarterly percentage receiving AFDC/TFA (%)	63.4	56.6	6.8 ***	72.7	67.5	5.2 ***
Average annual AFDC/TFA payments (\$)	3,489	2,904	584 ***	4,205	3,652	553 ***
Average quarterly percentage receiving Food Stamps (%)	61.5	58.6	3.0	76.6	74.4	2.2 **
Average annual Food Stamp payments (\$)	1,519	1,316	202 ***	1,965	1,814	151 ***
Average annual income from earnings, AFDC/TFA, and Food Stamps (\$)	11,024	9,571	1,453 ***	10,936	9,879	1,057 ***
Tax-adjusted income estimate ^a (\$)	11,489	9,745	1,744 ***	11,268	10,152	1,116 ***
Years 3-4						
Average quarterly employment (%)	63.9	58.3	5.5 **	58.4	51.4	7.0 ***
Average annual earnings (\$)	9,264	8,992	272	7,960	7,382	578 **
Average quarterly percentage receiving AFDC/TFA (%)	17.9	28.6	-10.7 ***	30.5	39.2	-8.7 ***
Average annual AFDC/TFA payments (\$)	899	1,474	-575 ***	1,696	2,106	-410 ***
Average quarterly percentage receiving Food Stamps (%)	32.2	36.4	-4.2 *	51.2	53.3	-2.1
Average annual Food Stamp payments (\$)	761	858	-97	1,356	1,338	17
Average annual income from earnings, AFDC/TFA, and Food Stamps (\$)	10,924	11,324	-400	11,012	10,827	185
Tax-adjusted income estimate ^a (\$)	10,855	10,980	-125	11,038	10,763	274
Last quarter, year 4						
Ever employed (%)	65.3	57.6	7.7 ***	59.2	51.6	7.6 ***
Earnings (\$)	2,615	2,533	82	2,167	2,026	141
Ever received AFDC/TFA (%)	9.7	21.3	-11.5 ***	21.7	30.3	-8.6 ***
AFDC/TFA benefits (\$)	122	273	-151 ***	298	396	-98 ***

(continued)

Table I.3 (continued)

Outcome	Manchester			New Haven		
	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference
Ever received Food Stamp benefits (%)	25.5	30.5	-5.0 *	43.8	46.5	-2.7 *
Food Stamp benefits (\$)	145	180	-36 **	297	288	9
Income from earnings, AFDC/TFA, and Food Stamps (\$)	2,882	2,986	-105	2,762	2,710	52
Tax-adjusted income estimate ^a (\$)	2,759	2,785	-26	2,692	2,613	80
Sample size (Total=4,803)	591	584		1,805	1,823	

SOURCES: MDRC calculations using Connecticut Unemployment Insurance (UI) earnings records, Connecticut AFDC/TFA records, and Food Stamp records.

NOTES: The sample includes members randomly assigned between January 1996 and February 1997.

Dollar averages include zero values for sample members who were not employed or were not receiving AFDC/TFA or Food Stamps.

Estimates were adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members.

A two-tailed t-test was applied to differences between the research groups. Statistical significance levels are indicated as ***=1 percent, **=5 percent, and *=10 percent.

^aThis measure includes total income; federal, state, and payroll taxes; and the federal Earned Income Credit.

Connecticut's Jobs First Program

Table I.4

Survey Impacts on Employment, Earnings, Welfare Use, and Income, by Welfare Status

Outcome	Welfare Applicant			Welfare Recipient		
	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference
Average number living in household	3.4	3.2	0.2	3.6	3.5	0.1
Average number of children in household	1.6	1.6	0.0	2.0	1.9	0.0
Respondent lives with at least one other adult (%)	50.2	45.0	5.2	42.1	41.0	1.1
Respondent is currently married and living with spouse (%)	12.6	13.8	-1.2	7.4	9.0	-1.5
Respondent owns a car, van, or truck (%)	49.7	45.8	3.9	36.2	31.8	4.3 *
Respondent has debt (%)	66.3	67.0	-0.7	63.7	56.4	7.3 ***
Respondent was ever homeless and living on street in past year (%)	3.1	2.8	0.3	2.3	0.8	1.5 **
Respondent didn't pay full amount of rent or mortgage past year (%)	35.2	31.7	3.5	35.6	31.0	4.6 *
Respondent lives with family/friends and pays part of rent or mortgage (%)	12.6	8.4	4.2 *	8.4	5.4	3.0 **
Respondent has ever moved since random assignment (%)	74.2	72.5	1.7	60.7	61.4	-0.7
Average amount of respondent's savings (\$)	167	259	-93 *	147	137	9
Respondent has no health insurance (%)	16.9	23.3	-6.4 **	12.3	15.7	-3.4 *
Children have no health insurance (%)	5.4	3.3	2.1	3.1	5.6	-2.5 **
Four or more neighborhood problems ^a (%)	22.1	21.1	1.0	26.2	26.6	-0.3
Two or more housing problems ^b (%)	15.4	16.0	-0.6	19.0	19.1	-0.1
Four or more material hardships ^c (%)	18.0	16.7	1.3	15.0	16.8	-1.8
Three or more social services used ^d (%)	21.0	17.9	3.1	27.8	29.2	-1.3

(continued)

Table I.4 (continued)

Outcome	Welfare Applicant			Welfare Recipient		
	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference
Food insecure with hunger ^e (%)	20.5	23.1	-2.6	22.2	21.1	1.1
Three or more severe hardships ^f (%)	11.4	10.9	0.5	13.6	12.2	1.4
Sample size (total=2,424)	415	399		834	776	

SOURCE: MDRC calculations from the Three-Year Client Survey data.

NOTES: A two-tailed t-test was applied to differences between the Jobs First and AFDC groups. Statistical significance levels are indicated as *** = 1 percent; ** = 5 percent; * = 10 percent.

Rounding may cause slight discrepancies in the calculation of sums and differences.

Results in this table were weighted to make them more representative of the full sample.

^aNeighborhood problems include the following: unemployment; drug users or pushers; crime, assault, or burglaries; run-down buildings and yards; and noise, odors, or heavy traffic.

^bHousing problems include the following: leaky roof or ceiling; broken plumbing; broken windows; electrical problems; roaches/insects; heating system problems; and broken appliances.

^cMaterial hardships include the following (all over the prior year): could not pay full amount of rent or mortgage; evicted for not paying rent/mortgage; could not pay full amount of utility bills; electricity or gas turned off; telephone disconnected; unmet medical needs; and unmet dental needs.

^dSocial services include the following: rental assistance programs; utility assistance programs; prescription drug assistance programs; food banks; soup kitchens; and secondhand clothes.

^eThe six-item Food Security Scale recommended by the United States Department of Agriculture was used to measure food security. The items in the scale include questions about food consumed and the kind of things people resort to when money allocated for food is exhausted. The scale ranges from 1-6; two or more affirmatives indicate food insecurity, and five or more affirmatives indicate food insecurity with hunger.

^f"Severe hardships" are based on the categories above and include: four or more neighborhood problems; two or more housing problems; four or more material hardships; three or more social services used; and food insecure with hunger.

Connecticut's Jobs First Program

Table I.5

Survey Impacts on Employment, Earnings, Welfare Use, and Income, by Race/Ethnicity

Outcome	Black			White			Hispanic		
	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference
Average number living in household	3.5	3.5	0.1	3.3	3.3	0.0	3.7	3.4	0.3 **
Average number of children in household	2.0	2.0	0.0	1.6	1.6	0.0	2.0	1.9	0.1
Respondent lives with at least one other adult (%)	40.6	36.6	4.1	49.0	53.1	-4.1	45.6	37.0	8.6 *
Respondent is currently married and living with spouse (%)	6.5	10.0	-3.5 **	13.0	12.9	0.1	7.7	9.4	-1.7
Respondent owns a car, van, or truck (%)	27.8	28.2	-0.4	62.2	53.5	8.8 ***	26.7	27.6	-0.9
Respondent has debt (%)	65.5	65.1	0.4	74.2	67.1	7.1 **	44.5	40.9	3.6
Respondent was ever homeless and living on street in past year (%)	2.6	1.5	1.1	2.1	1.2	0.9	3.4	2.1	1.4
Respondent didn't pay full amount of rent or mortgage in past year (%)	37.2	33.1	4.1	36.5	33.6	2.9	28.4	24.5	3.9
Respondent lives with family/friends and pays part of rent or mortgage (%)	7.1	4.6	2.5 *	13.9	10.1	3.8 *	6.8	3.6	3.2
Respondent has ever moved since random assignment (%)	65.6	64.3	1.3	62.8	64.0	-1.2	71.7	68.7	2.9
Average amount of respondent's savings (\$)	96	178	-83 **	252	232	21	93	111	-18
Respondent has no health insurance (%)	12.3	15.9	-3.6	16.8	21.3	-4.6 *	11.9	18.1	-6.2 *
Children have no health insurance (%)	3.6	4.6	-1.0	4.6	6.7	-2.1	3.5	2.6	1.0

(continued)

Table I.5 (continued)

Outcome	Black			White			Hispanic		
	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference
Four or more neighborhood problems ^a (%)	31.0	29.4	1.6	18.5	21.2	-2.8	24.5	22.7	1.9
Two or more housing problems ^b (%)	20.6	22.5	-1.9	15.2	14.6	0.5	16.7	15.1	1.6
Four or more material hardships ^c (%)	17.7	15.9	1.7	16.1	20.1	-3.9	13.3	12.9	0.4
Three or more social services used ^d (%)	28.3	26.9	1.4	21.6	26.0	-4.4	27.3	21.9	5.3
Food insecure with hunger ^e (%)	17.8	20.7	-2.9	25.7	25.0	0.7	21.3	19.0	2.3
Three or more severe hardships ^f (%)	12.7	11.7	1.0	13.5	13.2	0.2	13.4	9.6	3.8
Sample size (total= 2,375)	506	486		475	401		243	264	

(continued)

Table I.5 (continued)

SOURCE: MDRC calculations from the Three-Year Client Survey data.

NOTES: The levels of disadvantage subgroups are based on AFDC history, prior employment, and whether the sample member had a high school diploma or GED. The "Most Disadvantaged" were on welfare for 22 out of 24 months, did not work in the prior year, and had no high school diploma or GED. Sample members in the "Least Disadvantaged" subgroup were not long-term welfare recipients, had recent prior work experience, and had a high school diploma or GED. Those in the "Moderately Disadvantaged" group had some, but not all, of the accumulation risk factors.

A two-tailed t-test was applied to differences between the Jobs First and AFDC groups. Statistical significance levels are indicated as *** = 1 percent; ** = 5 percent; * = 10 percent.

Rounding may cause slight discrepancies in the calculation of sums and differences.

Results in this table were weighted to make them more representative of the full sample.

A total of 49 individuals were excluded from this analysis because they were of other ethnicities, or they did not provide information about their race or ethnicity.

^aNeighborhood problems include the following: unemployment; drug users or pushers; crime, assault, or burglaries; run-down buildings and yards; and noise, odors, or heavy traffic.

^bHousing problems include the following: leaky roof or ceiling; broken plumbing; broken windows; electrical problems; roaches/insects; heating system problems; and broken appliances.

^cMaterial hardships include the following (all over the prior year): could not pay full amount of rent or mortgage; evicted for not paying rent/mortgage; could not pay full amount of utility bills; electricity or gas turned off; telephone disconnected; unmet medical needs; and unmet dental needs.

^dSocial services include the following: rental assistance programs; utility assistance programs; prescription drug assistance programs; food banks; soup kitchens; and secondhand clothes.

^eThe six-item Food Security Scale recommended by the United States Department of Agriculture was used to measure food security. The items in the scale include questions about food consumed and the kind of things people resort to when money allocated for food is exhausted. The scale ranges from 1-6; two or more affirmatives indicate food insecurity, and five or more affirmatives indicate food insecurity with hunger.

^f"Severe hardships" are based on the categories above and include: four or more neighborhood problems; two or more housing problems; four or more material hardships; three or more social services used; and food insecure with hunger.

Connecticut's Jobs First Program

Table I.6

Impacts on Selected Noneconomic Outcomes, by Site

Outcome	Manchester			New Haven		
	Jobs First Group	AFDC Group	Difference	Jobs First Group	AFDC Group	Difference
Average number living in household	3.3	3.2	0.1	3.5	3.4	0.1
Average number of children in household	1.7	1.6	0.1	1.9	1.9	0.0
Respondent lives with at least one other adult (%)	48.7	46.9	1.8	43.7	41.1	2.6
Respondent is currently married and living with spouse (%)	11.5	13.0	-1.5	8.4	10.1	-1.6
Respondent owns a car, van, or truck (%)	58.1	50.8	7.2 *	35.3	32.6	2.8
Respondent has debt (%)	62.9	56.3	6.6	65.3	61.1	4.1 *
Respondent was ever homeless and living on street in past year (%)	4.5	2.5	2.0	2.0	1.2	0.8
Respondent didn't pay full amount of rent or mortgage past year (%)	35.1	26.3	8.8 **	35.7	32.5	3.1
Respondent lives with family/friends and pays part of rent or mortgage (%)	10.2	8.3	1.9	9.8	5.8	4.0 ***
Respondent has ever moved since random assignment (%)	64.1	65.7	-1.6	65.6	65.4	0.2
Average amount of respondent's savings (\$)	159	210	-52	151	172	-21
Respondent has no health insurance (%)	20.0	17.1	2.9	12.1	18.6	-6.5 ***
Children have no health insurance (%)	3.0	3.1	-0.1	4.3	5.0	-0.8
Four or more neighborhood problems ^a (%)	21.8	27.8	-6.0	25.6	23.9	1.7
Two or more housing problems ^b (%)	14.0	15.9	-2.0	18.9	18.8	0.1
Four or more material hardships ^c (%)	19.4	17.0	2.4	15.0	16.7	-1.7
Three or more social services used ^d (%)	28.3	23.8	4.5	24.4	25.7	-1.3
Food insecure with hunger ^e (%)	22.3	28.3	-6.0	21.4	20.0	1.4
Three or more severe hardships ^f (%)	15.1	15.2	-0.1	12.2	10.8	1.4
Sample size (total=2,424)	299	263		950	912	

(continued)

Table I.6 (continued)

SOURCE: MDRC calculations from the Three-Year Client Survey data.

NOTES: A two-tailed t-test was applied to differences between the Jobs First and AFDC groups. Statistical significance levels are indicated as *** = 1 percent; ** = 5 percent; * = 10 percent.

Rounding may cause slight discrepancies in the calculation of sums and differences.

Results in this table were weighted to make them more representative of the full sample.

^aNeighborhood problems include the following: unemployment; drug users or pushers; crime, assault, or burglaries; run-down buildings and yards; and noise, odors, or heavy traffic.

^bHousing problems include the following: leaky roof or ceiling; broken plumbing; broken windows; electrical problems; roaches/insects; heating system problems; and broken appliances.

^cMaterial hardships include the following (all over the prior year): could not pay full amount of rent or mortgage; evicted for not paying rent/mortgage; could not pay full amount of utility bills; electricity or gas turned off; telephone disconnected; unmet medical needs; and unmet dental needs.

^dSocial services include the following: rental assistance programs; utility assistance programs; prescription drug assistance programs; food banks; soup kitchens; and secondhand clothes.

^eThe Six-item Food Security Scale recommended by the United States Department of Agriculture was used to measure food security. The items in the scale include questions about food consumed and the kind of things people resort to when money allocated for food is exhausted. The scale ranges from 1-6; two or more affirmatives indicate food insecurity, and five or more affirmatives indicate food insecurity with hunger.

^f"Severe hardships" are based on the categories above and include: four or more neighborhood problems, two or more housing problems, four or more material hardships, three or more social services used, and food insecure with hunger.

Connecticut's Jobs First Program

Table I.7

**Summary of Impacts on Child Care and Child Outcomes at the Three-Year Follow-Up
for Focal Children Aged 5-12, by Welfare Status**

Outcome	Welfare Applicant			Welfare Recipient		
	Jobs First Group	AFDC Group	Difference ^a	Jobs First Group	AFDC Group	Difference ^a
Child care, months 24-36						
Ever any child care (%)	83.3	81.8	1.5	87.6	78.7	8.9 ***
Ever any informal care ^b (%)	76.0	76.4	-0.5	77.7	68.3	9.4 ***
Ever any formal care ^b (%)	39.3	36.1	3.2	41.5	35.5	6.0 **
Child care stability and quality ^c (%)						
Any care continuously for 6 months	80.8	81.1	-0.4	79.2	70.9	8.3 ***
Perception of high-quality care	59.9	56.8	3.1	59.8	51.0	8.8 ***
Self-care (%)						
Ever in self-care in last two years	8.1	4.1	4.0	6.9	4.9	2.0
Children's home environment						
Total HOME score ^d	81.0	81.3	-0.4	80.4	80.0	0.4
At risk of clinical depression ^e (%)	33.5	32.6	0.9	34.4	34.1	0.4
Harsh-parenting scale ^e	1.6	1.7	-0.1	1.7	1.7	-0.1 *
Warmth scale ^e	2.9	3.0	-0.1 *	2.8	2.8	0.0
Supervision scale ^e	4.8	4.8	-0.1	4.8	4.8	0.0
Children's outcomes						
Average academic achievement	4.2	4.2	0.0	4.2	4.2	0.0
Below-average academic achievement (%)	4.8	6.6	-1.8	4.7	6.3	-1.6
Total behavior problems ^f	7.8	8.6	-0.8	8.5	9.4	-0.9 *
Externalizing problems ^f	4.0	4.3	-0.3	4.2	4.6	-0.5 *
Internalizing problems ^f	2.6	2.9	-0.3	3.0	3.3	-0.4
Total positive behavior ^f	62.2	61.2	0.9	61.7	60.8	1.0
Sample size (total = 1,470)	185	189	374	564	532	1,096

(continued)

Table I.7 (continued)

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: The sample includes focal children ages 5-12 at the time of the three-year interview.

A two-tailed t-test was applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent. Standard errors were adjusted to account for shared variance between siblings.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

A statistical test was performed to determine whether the variation in impacts across subgroups was statistically significant at the 10 percent level or greater. These results are presented in the "variation in subgroup impacts" column. Statistical significance levels are indicated as *** = 1 percent; ** = 5 percent; * = 10 percent.

^aSample size in this column is the sum of the AFDC group and the Jobs First group sample sizes.

^bSee Box 6.1 for more information on this measure.

^cSee Box 6.2 for more information on these measures.

^dSee Box 6.3 and Appendix G for more information on this measure.

^eSee Box 6.4 and Appendix G for more information on this measure.

^fSee Box 6.6 and Appendix G for more information on this measure.

Connecticut's Jobs First Program

Table I.8

**Summary of Impacts on Child Care and Child Outcomes at the Three-Year Follow-Up
for Focal Children Aged 5-12, by Race/Ethnicity**

Outcome	Black			White			Hispanic		
	Jobs First Group	AFDC Group	Difference ^a	Jobs First Group	AFDC Group	Difference ^a	Jobs First Group	AFDC Group	Difference ^a
Child care, months 24-36									
Ever any child care (%)	90.0	85.1	4.9 *	86.0	78.2	7.8 **	81.9	69.7	12.3 **
Ever any informal care ^b (%)	79.8	74.2	5.6 *	75.4	69.6	5.8	76.1	63.6	12.5 **
Ever any formal care ^b (%)	51.0	45.0	6.0	38.1	33.3	4.8	26.7	22.6	4.1
Child care stability and quality ^c (%)									
Any care continuously for 6 months	85.0	78.6	6.4 **	77.8	71.6	6.1	73.2	65.8	7.4
Perception of high-quality care	60.6	56.3	4.4	58.7	50.0	8.7 *	59.8	48.6	11.2 *
Self-care (%)									
Ever in self-care in last two years	7.1	3.2	3.9 **	9.4	4.7	4.6 **	3.5	7.2	-3.7
Children's home environment									
Total HOME score ^d	79.6	80.0	-0.4	81.8	80.3	1.5 **	80.7	81.0	-0.3
At risk of clinical depression ^e (%)	33.9	33.9	0.0	36.1	32.8	3.3	31.7	35.8	-4.1
Harsh-parenting scale ^c	1.7	1.7	-0.1	1.7	1.8	-0.1 *	1.6	1.6	0.0
Warmth scale ^e	2.7	2.8	-0.1 **	2.8	2.8	0.0	3.1	3.2	-0.1
Supervision scale ^e	4.8	4.8	0.0	4.8	4.8	0.0	4.9	4.9	0.0
Children's outcomes									
Average academic achievement	4.2	4.2	-0.1	4.2	4.2	0.1	4.3	4.2	0.1
Below-average academic achievement (%)	4.8	4.8	0.0	4.7	9.4	-4.7 **	5.8	4.3	1.5
Total behavior problems ^f	8.4	8.9	-0.5	9.0	10.1	-1.1	6.8	8.1	-1.3
Externalizing problems ^f	4.1	4.5	-0.5	4.6	4.9	-0.3	3.3	4.0	-0.7
Internalizing problems ^f	2.9	2.9	0.0	3.1	3.7	-0.6 *	2.4	2.9	-0.5
Total positive behavior ^f	61.5	60.6	0.9	60.2	58.7	1.5	64.9	64.6	0.4
Sample size (total=1,447) ^g	299	318	617	278	230	508	158	164	322

(continued)

Table I.8 (continued)

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: The sample includes focal children ages 5-12 at the time of the three-year interview.

A two-tailed t-test was applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent. Standard errors were adjusted to account for shared variance between siblings.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

A statistical test was performed to determine whether the variation in impacts across subgroups was statistically significant at the 10 percent level or greater. These results are presented in the "variation in subgroup impacts" column. Statistical significance levels are indicated as *** = 1 percent; ** = 5 percent; * = 10 percent.

^aSample size in this column is the sum of the AFDC group and the Jobs First group sample sizes.

^bSee Box 6.1 for more information on this measure.

^cSee Box 6.2 for more information on these measures.

^dSee Box 6.3 and Appendix G for more information on this measure.

^eSee Box 6.4 and Appendix G for more information on this measure.

^fSee Box 6.6 and Appendix G for more information on this measure.

^gThe entire focal sample of 1,470 was not analyzed because some respondents (n=23) labeled themselves as "other race/ethnicity," and this group was too small to analyze.

Connecticut's Jobs First Program

Table I.9

**Summary of Impacts on Child Care and Child Outcomes at the Three-Year Follow-Up
for Focal Children Aged 5-12, by Site**

Outcome	Manchester			New Haven		
	Jobs First Group	AFDC Group	Difference ^a	Jobs First Group	AFDC Group	Difference ^a
Child care, months 24-36						
Ever any childcare (%)	83.1	74.7	8.5 *	87.5	80.8	6.7 ***
Ever any informal care ^b (%)	75.8	68.0	7.8	77.7	71.1	6.6 **
Ever any formal care ^b (%)	21.2	18.5	2.7	46.2	40.4	5.8 **
Child care stability and quality ^c (%)						
Any care continuously for 6 months	76.3	67.6	8.7 *	80.6	75.1	5.5 **
Perception of high-quality care	60.6	47.9	12.7 **	59.8	53.6	6.2 **
Self-care						
Ever self-care in last two years (%)	7.0	5.5	1.5	7.2	4.5	2.6 *
Children's home environment						
Total HOME Score ^d	80.4	80.1	0.3	80.5	80.4	0.1
At risk of clinical depression ^e (%)	33.8	33.5	0.4	34.0	34.1	-0.1
Harsh-parenting scale ^e	1.6	1.7	-0.1 *	1.7	1.7	-0.1
Warmth scale ^e	2.7	2.6	0.1	2.9	2.9	-0.1
Supervision scale ^e	4.8	4.8	0.0	4.8	4.8	0.0
Children's outcomes						
Average academic achievement	4.1	4.1	0.1	4.2	4.3	0.0
Below-average academic achievement (%)	5.4	8.0	-2.6	4.7	5.8	-1.1
Total behavior problems ^f	8.4	9.9	-1.5	8.3	8.9	-0.6
Externalizing problems ^f	4.3	4.9	-0.6	4.1	4.4	-0.3
Internalizing problems ^f	2.8	3.6	-0.8 *	2.9	3.1	-0.2
Total positive behavior ^f	61.0	59.8	1.1	62.1	61.2	1.0
Sample size (total=1,470)	392	412	804	357	309	666

(continued)

Table I.9 (continued)

SOURCE: MDRC calculations from the Three-Year Client Survey.

NOTES: The sample includes focal children ages 5-12 at the time of the three-year interview.

A two-tailed t-test was applied to regression-adjusted impact estimates. Statistical significance levels are indicated as ***=1 percent; **=5 percent; *=10 percent. Standard errors were adjusted to account for shared variance between siblings.

Sample size may slightly vary for each outcome variable due to missing data.

Rounding may cause slight discrepancies in sums and differences.

Results in this table were weighted to make them more representative of the full sample.

A statistical test was performed to determine whether the variation in impacts across subgroups was statistically significant at the 10 percent level or greater. These results are presented in the "variation in subgroup impacts" column. Statistical significance levels are indicated as *** = 1 percent; ** = 5 percent; * = 10 percent.

^aSample size in this column is the sum of the AFDC group and the Jobs First group sample sizes.

^bSee Box 6.1 for more information on this measure.

^cSee Box 6.2 for more information on these measures.

^dSee Box 6.3 and Appendix G for more information on this measure.

^eSee Box 6.4 and Appendix G for more information on these measures.

^fSee Box 6.6 and Appendix G for more information on this measure.

Connecticut's Jobs First Program

Table I.10

Five-Year Estimated Net Gains and Losses per Jobs First Group Member of the Least Disadvantaged Subgroup, by Accounting Perspective (in 1999 Dollars)

Component of Analysis	Accounting Perspective			
	Participants (\$)	Government Budget (\$)	Non-participants (\$)	Society (\$)
Earnings	5	0	0	5
Fringe benefits ^a	1	0	0	1
Tax payments				
Payroll taxes	0	1	0	0
Income taxes ^b	268	-268	-268	0
Sales tax	-29	29	29	0
Transfer programs				
AFDC/TFA payments	1,449	-1,449	-1,449	0
Food Stamps	534	-534	-534	0
Medicaid	1,752	-1,752	-1,752	0
Transfer program administration	0	-340	-340	-340
Net cost of Jobs First (minus support service costs)	0	-589	-589	-589
Support service costs ^c	1,210	-1,307	-1,307	-97
Net gain or loss (net present value)	5,189	-6,209	-6,209	-1,020

SOURCES: MDRC calculations from the State of Connecticut AFDC/TFA, Food Stamp, and Medicaid payment records; earnings and benefits records; and published data on tax rates, employee fringe benefits, and transfer program administrative costs.

NOTES: Estimates were regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. Rounding may cause slight discrepancies in the calculation of sums and differences.

Results include estimates of projected program effects beyond the observation period (not shown on a table).

^aThese include employer-paid health and life insurance, pension contributions, and workers' compensation.

^bThis includes state and federal income taxes and the EIC.

^cThe net cost of providing all support services — child care, transportation, and ancillary support — was counted as a cost to the government and to nonparticipants. Only the net cost of child care provided while sample members were participating in a mandatory program was not counted as a benefit to participants.

Connecticut's Jobs First Program

Table I.11

**Five-Year Estimated Net Gains and Losses per Jobs First Group Member
of the Moderately Disadvantaged Subgroup, by Accounting Perspective
(in 1999 Dollars)**

Component of Analysis	Accounting Perspective			
	Participants (\$)	Government Budget (\$)	Non- participants (\$)	Society (\$)
Earnings	3,110	0	0	3,110
Fringe benefits ^a	425	0	0	425
Tax payments				
Payroll taxes	-239	478	239	0
Income taxes ^b	949	-949	-949	0
Sales tax	-63	63	63	0
Transfer programs				
AFDC/TFA payments	20	-20	-20	0
Food Stamps	322	-322	-322	0
Medicaid	1,246	-1,246	-1,246	0
Transfer program administration	0	-138	-138	-138
Net cost of Jobs First (minus support service costs)	0	-969	-969	-969
Support service costs ^c	1,357	-1,444	-1,444	-87
Net gain or loss (net present value)	7,128	-4,548	-4,787	2,341

SOURCES: MDRC calculations from the State of Connecticut AFDC/TFA, Food Stamp, and Medicaid payment records; earnings and benefits records; and published data on tax rates, employee fringe benefits, and transfer program administrative costs.

NOTES: Estimates were regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. Rounding may cause slight discrepancies in the calculation of sums and differences.

Results include estimates of projected program effects beyond the observation period (not shown on a table).

^aThese include employer-paid health and life insurance, pension contributions, and workers' compensation.

^bThis includes state and federal income taxes and the EIC.

^cThe net cost of providing all support services — child care, transportation, and ancillary support — was counted as a cost to the government and to nonparticipants. Only the net cost of child care provided while sample members were participating in a mandatory program was not counted as a benefit to participants.

Connecticut's Jobs First Program

Table I.12

Five-Year Estimated Net Gains and Losses per Jobs First Group Member of the Most Disadvantaged Subgroup, by Accounting Perspective (in 1999 Dollars)

Component of Analysis	Accounting Perspective			
	Participants (\$)	Government Budget (\$)	Non- participants (\$)	Society (\$)
Earnings	3,994	0	0	3,994
Fringe benefits ^a	546	0	0	546
Tax payments				
Payroll taxes	-306	611	306	0
Income taxes ^b	1,547	-1,547	-1,547	0
Sales tax	-32	32	32	0
Transfer programs				
AFDC/TFA payments	-2,411	2,411	2,411	0
Food Stamps	-297	297	297	0
Medicaid	-61	61	61	0
Transfer program administration	0	289	289	289
Net cost of Jobs First (minus support service costs)	0	-1,283	-1,283	-1,283
Support service costs ^c	1,280	-1,489	-1,489	-209
Net gain or loss (net present value)	4,260	-619	-925	3,336

SOURCES: MDRC calculations from the State of Connecticut AFDC/TFA, Food Stamp, and Medicaid payment records; earnings and benefits records; and published data on tax rates, employee fringe benefits, and transfer program administrative costs.

NOTES: Estimates were regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. Rounding may cause slight discrepancies in the calculation of sums and differences.

Results include estimates of projected program effects beyond the observation period (not shown on a table).

^aThese include employer-paid health and life insurance, pension contributions, and workers' compensation.

^bThis includes state and federal income taxes and the EIC.

^cThe net cost of providing all support services — child care, transportation, and ancillary support — was counted as a cost to the government and to nonparticipants. Only the net cost of child care provided while sample members were participating in a mandatory program was not counted as a benefit to participants.

Connecticut's Jobs First Program

Table I.13

Five-Year Estimated Net Gains and Losses per Jobs First Group Member in Manchester, by Accounting Perspective (in 1999 Dollars)

Component of Analysis	Accounting Perspective			
	Participants (\$)	Government Budget (\$)	Non- participants (\$)	Society (\$)
Earnings	2,121	0	0	2,121
Fringe benefits ^a	290	0	0	290
Tax payments				
Payroll taxes	-162	325	162	0
Income taxes ^b	1,496	-1,496	-1,496	0
Sales tax	-37	37	37	0
Transfer programs				
AFDC/TFA payments	-294	294	294	0
Food Stamps	162	-162	-162	0
Medicaid	2,095	-2,095	-2,095	0
Transfer program administration	0	-114	-114	-114
Net cost of Jobs First (minus support service costs)	0	-597	-597	-597
Support service costs ^c	1,235	-1,317	-1,317	-83
Net gain or loss (net present value)	6,906	-5,125	-5,288	1,618

SOURCES: MDRC calculations from the State of Connecticut AFDC/TFA, Food Stamp, and Medicaid payment records; earnings and benefits records; and published data on tax rates, employee fringe benefits, and transfer program administrative costs.

NOTES: Estimates were regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. Rounding may cause slight discrepancies in the calculation of sums and differences.

Results include estimates of projected program effects beyond the observation period (not shown on a table).

^aThese include employer-paid health and life insurance, pension contributions, and workers' compensation.

^bThis includes state and federal income taxes, and the EIC.

^cThe net cost of providing all support services — child care, transportation, and ancillary support — was counted as a cost to the government and to nonparticipants. Only the net cost of child care provided while sample members were participating in a mandatory program was not counted as a benefit to participants.

Connecticut's Jobs First Program

Table I.14

**Five-Year Estimated Net Gains and Losses per Jobs First Group Member
in New Haven, by Accounting Perspective
(in 1999 Dollars)**

Component of Analysis	Accounting Perspective			
	Participants (\$)	Government Budget (\$)	Non-participants (\$)	Society (\$)
Earnings	2,173	0	0	2,173
Fringe benefits ^a	297	0	0	297
Tax payments				
Payroll taxes	-183	366	183	0
Income taxes ^b	560	-560	-560	0
Sales tax	-45	45	45	0
Transfer programs				
AFDC/TFA payments	81	-81	-81	0
Food Stamps	326	-326	-326	0
Medicaid	911	-911	-911	0
Transfer program administration	0	-127	-127	-127
Net cost of Jobs First (minus support service costs)	0	-978	-978	-978
Support service costs ^c	1,217	-1,325	-1,325	-108
Net gain or loss (net present value)	5,337	-3,898	-4,080	1,257

SOURCES: MDRC calculations from the State of Connecticut AFDC/TFA, Food Stamp, and Medicaid payment records; earnings and benefits records; and published data on tax rates, employee fringe benefits, and transfer program administrative costs.

NOTES: Estimates were regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. Rounding may cause slight discrepancies in the calculation of sums and differences.

Results include estimates of projected program effects beyond the observation period (not shown on a table).

^aThese include employer-paid health and life insurance, pension contributions, and workers' compensation.

^bThis includes state and federal income taxes and the EIC.

^cThe net cost of providing all support services — child care, transportation, and ancillary support — was counted as a cost to the government and to nonparticipants. Only the net cost of child care provided while sample members were participating in a mandatory program was not counted as a benefit to participants.

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Recent Publications on MDRC Projects

Note: For works not published by MDRC, the publisher's name is shown in parentheses. With a few exceptions, this list includes reports published by MDRC since 1999. A complete publications list is available from MDRC and on its Web site (www.mdrc.org), from which copies of MDRC's publications can also be downloaded.

Reforming Welfare and Making Work Pay

Next Generation Project

A collaboration among researchers at MDRC and several other leading research institutions focused on studying the effects of welfare, antipoverty, and employment policies on children and families.

How Welfare and Work Policies Affect Children: A Synthesis of Research. 2001. Pamela Morris, Aletha Huston, Greg Duncan, Danielle Crosby, Johannes Bos.

How Welfare and Work Policies Affect Employment and Income: A Synthesis of Research. 2001. Dan Bloom, Charles Michalopoulos.

ReWORKing Welfare: Technical Assistance for States and Localities

A multifaceted effort to assist states and localities in designing and implementing their welfare reform programs. The project includes a series of "how-to" guides, conferences, briefings, and customized, in-depth technical assistance.

After AFDC: Welfare-to-Work Choices and Challenges for States. 1997. Dan Bloom.

Work First: How to Implement an Employment-Focused Approach to Welfare Reform. 1997. Amy Brown.

Business Partnerships: How to Involve Employers in Welfare Reform. 1998. Amy Brown, Maria Buck, Erik Skinner.

Promoting Participation: How to Increase Involvement in Welfare-to-Work Activities. 1999. Gayle Hamilton, Susan Scrivener.

Encouraging Work, Reducing Poverty: The Impact of Work Incentive Programs. 2000. Gordon Berlin.

Steady Work and Better Jobs: How to Help Low-Income Parents Sustain Employment and Advance in the Workforce. 2000. Julie Strawn, Karin Martinson.

Beyond Work First: How to Help Hard-to-Employ Individuals Get Jobs and Succeed in the Workforce. 2001. Amy Brown.

Project on Devolution and Urban Change

A multi-year study in four major urban counties — Cuyahoga County, Ohio (which includes the city of Cleveland), Los Angeles, Miami-Dade, and Philadelphia — that examines how welfare reforms are being implemented and affect poor people, their neighborhoods, and the institutions that serve them.

Big Cities and Welfare Reform: Early Implementation and Ethnographic Findings from the Project on Devolution and Urban Change.

1999. Janet Quint, Kathryn Edin, Maria Buck, Barbara Fink, Yolanda Padilla, Ollis Simmons-Hewitt, Mary Valmont.

Food Security and Hunger in Poor, Mother-Headed Families in Four U.S. Cities. 2000. Denise Polit, Andrew London, John Martinez.

Assessing the Impact of Welfare Reform on Urban Communities: The Urban Change Project and Methodological Considerations. 2000. Charles Michalopoulos, Johannes Bos, Robert Lalonde, Nandita Verma.

Post-TANF Food Stamp and Medicaid Benefits: Factors That Aid or Impede Their Receipt. 2001. Janet Quint, Rebecca Widom.

Social Service Organizations and Welfare Reform. 2001. Barbara Fink, Rebecca Widom.

Monitoring Outcomes for Cuyahoga County's Welfare Leavers: How Are They Faring? 2001. Nandita Verma, Claudia Coulton.

The Health of Poor Urban Women: Findings from the Project on Devolution and Urban Change. 2001. Denise Polit, Andrew London, John Martinez.

Is Work Enough? The Experiences of Current and Former Welfare Mothers Who Work. 2001. Denise Polit, Rebecca Widom, Kathryn Edin, Stan Bowie, Andrew London, Ellen Scott, Abel Valenzuela.

Readying Welfare Recipients for Work: Lessons from Four Big Cities as They Implement Welfare Reform. 2002. Thomas Brock, Laura Nelson, Megan Reiter.

Wisconsin Works

This study examines how Wisconsin's welfare-to-work program, one of the first to end welfare as an entitlement, is administered in Milwaukee.

Complaint Resolution in the Context of Welfare Reform: How W-2 Settles Disputes. 2001. Suzanne Lynn.

Exceptions to the Rule: The Implementation of 24-Month Time-Limit Extensions in W-2. 2001. Susan Gooden, Fred Doolittle.

Matching Applicants with Services: Initial Assessments in the Milwaukee County W-2 Program. 2001. Susan Gooden, Fred Doolittle, Ben Glispie.

Time Limits

Florida's Family Transition Program

An evaluation of Florida's initial time-limited welfare program, which includes services, requirements, and financial work incentives intended to reduce long-term welfare receipt and help welfare recipients find and keep jobs.

The Family Transition Program: Implementation and Three-Year Impacts of Florida's Initial Time-Limited Welfare Program. 1999. Dan Bloom, Mary Farrell, James Kemple, Nandita Verma.

The Family Transition Program: Final Report on Florida's Initial Time-Limited Welfare Program. 2000. Dan Bloom, James Kemple, Pamela Morris, Susan Scrivener, Nandita Verma, Richard Hendra.

Cross-State Study of Time-Limited Welfare

An examination of the implementation of some of the first state-initiated time-limited welfare programs.

Welfare Time Limits: An Interim Report Card. 1999. Dan Bloom.

Connecticut's Jobs First Program

An evaluation of Connecticut's statewide time-limited welfare program, which includes financial work incentives and requirements to participate in employment-related services aimed at rapid job placement. This study provides some of the earliest information on the effects of time limits in major urban areas.

Connecticut Post-Time Limit Tracking Study: Six-Month Survey Results. 1999. Jo Anna Hunter-Manns, Dan Bloom.

Jobs First: Implementation and Early Impacts of Connecticut's Welfare Reform Initiative. 2000. Dan Bloom, Laura Melton, Charles Michalopoulos, Susan Scrivener, Johanna Walter.

Connecticut's Jobs First Program: An Analysis of Welfare Leavers. 2000. Laura Melton, Dan Bloom.

Final Report on Connecticut's Welfare Reform Initiative. 2002. Dan Bloom, Susan Scrivener, Charles Michalopoulos, Pamela Morris, Richard Hendra, Diana-Adams Ciardullo, Johanna Walter.

Vermont's Welfare Restructuring Project

An evaluation of Vermont's statewide welfare reform program, which includes a work requirement after a certain period of welfare receipt, and financial work incentives.

Forty-Two Month Impacts of Vermont's Welfare Restructuring Project. 1999. Richard Hendra, Charles Michalopoulos.

WRP: Key Findings from the Forty-Two-Month Client Survey. 2000. Dan Bloom, Richard Hendra, Charles Michalopoulos.

Financial Incentives

Encouraging Work, Reducing Poverty: The Impact of Work Incentive Programs. 2000. Gordon Berlin.

Minnesota Family Investment Program

An evaluation of Minnesota's pilot welfare reform initiative, which aims to encourage work, alleviate poverty, and reduce welfare dependence.

Reforming Welfare and Rewarding Work: Final Report on the Minnesota Family Investment Program. 2000:

Volume 1: Effects on Adults. Cynthia Miller, Virginia Knox, Lisa Gennetian, Martey Dodoo, Jo Anna Hunter, Cindy Redcross.

Volume 2: Effects on Children. Lisa Gennetian, Cynthia Miller.

Reforming Welfare and Rewarding Work: A Summary of the Final Report on the Minnesota Family Investment Program. 2000. Virginia Knox, Cynthia Miller, Lisa Gennetian.

Final Report on the Implementation and Impacts of the Minnesota Family Investment Program in Ramsey County. 2000. Patricia Auspos, Cynthia Miller, Jo Anna Hunter.

New Hope Project

A test of a community-based, work-focused antipoverty program and welfare alternative operating in Milwaukee.

New Hope for People with Low Incomes: Two-Year Results of a Program to Reduce Poverty and Reform Welfare. 1999. Johannes Bos, Aletha Huston, Robert Granger, Greg Duncan, Thomas Brock, Vonnie McLoyd.

Canada's Self-Sufficiency Project

A test of the effectiveness of a temporary earnings supplement on the employment and welfare receipt of public assistance recipients. Reports on the Self-Sufficiency Project are available from: Social Research and Demonstration Corporation (SRDC), 275 Slater St., Suite 900, Ottawa, Ontario K1P 5H9, Canada. Tel.: 613-237-4311; Fax: 613-237-5045. In the United States, the reports are also available from MDRC.

Does SSP Plus Increase Employment? The Effect of Adding Services to the Self-Sufficiency Project's Financial Incentives (SRDC). 1999. Gail Quets, Philip Robins, Elsie Pan, Charles Michalopoulos, David Card.

When Financial Work Incentives Pay for Themselves: Early Findings from the Self-Sufficiency Project's Applicant Study (SRDC). 1999. Charles Michalopoulos, Philip Robins, David Card.

The Self-Sufficiency Project at 36 Months: Effects of a Financial Work Incentive on Employment and Income (SRDC). 2000. Charles Michalopoulos, David Card, Lisa Gennetian, Kristen Harknett, Philip K. Robins.

The Self-Sufficiency Project at 36 Months: Effects on Children of a Program That Increased Parental Employment and Income (SRDC). 2000. Pamela Morris, Charles Michalopoulos.

When Financial Incentives Pay for Themselves: Interim Findings from the Self-Sufficiency Project's Applicant Study (SRDC). 2001. Charles Michalopoulos, Tracey Hoy.

SSP Plus at 36 Months: Effects of Adding Employment Services to Financial Work Incentives (SRDC). 2001. Ying Lei, Charles Michalopoulos.

Mandatory Welfare Employment Programs

National Evaluation of Welfare-to-Work Strategies

Conceived and sponsored by the U.S. Department of Health and Human Services (HHS), with support from the U.S. Department of Education (ED), this is the largest-scale evaluation ever conducted of different strategies for moving people from welfare to employment.

Do Mandatory Welfare-to-Work Programs Affect the Well-Being of Children? A Synthesis of Child Research Conducted as Part of the National Evaluation of Welfare-to-Work Strategies (HHS/ED). 2000. Gayle Hamilton.

Evaluating Alternative Welfare-to-Work Approaches: Two-Year Impacts for Eleven Programs (HHS/ED). 2000. Stephen Freedman, Daniel

Friedlander, Gayle Hamilton, JoAnn Rock, Marisa Mitchell, Jodi Nudelman, Amanda Schweder, Laura Storto.

Impacts on Young Children and Their Families Two Years After Enrollment: Findings from the Child Outcomes Study (HHS/ED). 2000. Sharon McGroder, Martha Zaslow, Kristin Moore, Suzanne LeMenestrel.

What Works Best for Whom: Impacts of 20 Welfare-to-Work Programs by Subgroup (HHS/ED). 2000.

Charles Michalopoulos, Christine Schwartz.

Evaluating Two Approaches to Case Management: Implementation, Participation Patterns, Costs, and Three-Year Impacts of the Columbus Welfare-to-Work Program (HHS/ED). 2001. Susan Scrivener, Johanna Walter.

How Effective Are Different Welfare-to-Work Approaches? Five-Year Adult and Child Impacts for Eleven Programs—Executive Summary (HHS/ED). 2001. Gayle Hamilton, Stephen Freedman, Lisa Gennetian, Charles Michalopoulos, Johanna Walter, Diana Adams-Ciardullo, Anna Gassman-Pines, Sharon McGroder, Martha Zaslow, Surjeet Ahluwalia, Jennifer Brooks.

Los Angeles's Jobs-First GAIN Program

An evaluation of Los Angeles's refocused GAIN (welfare-to-work) program, which emphasizes rapid employment. This is the first in-depth study of a full-scale "work first" program in one of the nation's largest urban areas.

The Los Angeles Jobs-First GAIN Evaluation: First-Year Findings on Participation Patterns and Impacts. 1999. Stephen Freedman, Marisa Mitchell, David Navarro.

The Los Angeles Jobs-First GAIN Evaluation: Final Report on a Work First Program in a Major Urban Center. 2000. Stephen Freedman, Jean Knab, Lisa Gennetian, David Navarro.

Teen Parents on Welfare

Teenage Parent Programs: A Synthesis of the Long-Term Effects of the New Chance Demonstration, Ohio's Learning, Earning, and Parenting (LEAP) Program, and the Teenage Parent Demonstration (TPD). 1998. Robert Granger, Rachel Cytron.

Ohio's LEAP Program

An evaluation of Ohio's Learning, Earning, and Parenting (LEAP) Program, which uses financial incentives to encourage teenage parents on welfare to stay in or return to school.

LEAP: Final Report on Ohio's Welfare Initiative to Improve School Attendance Among Teenage Parents. 1997. Johannes Bos, Veronica Fellerath.

New Chance Demonstration

A test of a comprehensive program of services that seeks to improve the economic status and general well-being of a group of highly disadvantaged young women and their children.

New Chance: Final Report on a Comprehensive Program for Young Mothers in Poverty and Their Children. 1997. Janet Quint, Johannes Bos, Denise Polit.

Parenting Behavior in a Sample of Young Mothers in Poverty: Results of the New Chance Observational Study. 1998. Martha Zaslow, Carolyn Eldred, editors.

Focusing on Fathers

Parents' Fair Share Demonstration

A demonstration for unemployed noncustodial parents (usually fathers) of children on welfare. PFS aims to improve the men's employment and earnings, reduce child poverty by increasing child support payments, and assist the fathers in playing a broader constructive role in their children's lives.

Fathers' Fair Share: Helping Poor Men Manage Child Support and Fatherhood (Russell Sage Foundation). 1999. Earl Johnson, Ann Levine, Fred Doolittle.

Parenting and Providing: The Impact of Parents' Fair Share on Paternal Involvement. 2000. Virginia Knox, Cindy Redcross.

Working and Earning: The Impact of Parents' Fair Share on Low-Income Fathers' Employment. 2000. John M. Martinez, Cynthia Miller.

The Responsible Fatherhood Curriculum. 2000. Eileen Hayes, with Kay Sherwood.

The Challenge of Helping Low-Income Fathers Support Their Children: Final Lessons from Parents' Fair Share. 2001. Cynthia Miller, Virginia Knox

Career Advancement and Wage Progression

Opening Doors to Earning Credentials

An exploration of strategies for increasing low-wage workers' access to and completion of community college programs.

Opening Doors: Expanding Educational Opportunities for Low-Income Workers. 2001. Susan Golonka, Lisa Matus-Grossman.

Education Reform

Accelerated Schools

This study examines the implementation and impacts on achievement of the Accelerated Schools model, a whole-school reform targeted at at-risk students.

Evaluating the Accelerated Schools Approach: A Look at Early Implementation and Impacts on Student Achievement in Eight Elementary Schools. 2001. Howard Bloom, Sandra Ham, Laura Melton, Julienne O'Brien.

Career Academies

The largest and most comprehensive evaluation of a school-to-work initiative, this study examines a promising approach to high school restructuring and the school-to-work transition.

Career Academies: Building Career Awareness and Work-Based Learning Activities Through Employer Partnerships. 1999. James Kemple, Susan Poglinco, Jason Snipes.

Career Academies: Impacts on Students' Engagement and Performance in High School. 2000. James Kemple, Jason Snipes.

Career Academies: Impacts on Students' Initial Transitions to Post-Secondary Education and Employment. 2001. James Kemple.

Project GRAD

This evaluation examines Project GRAD, an education initiative targeted at urban schools and combining a number of proven or promising reforms.

Building the Foundation for Improved Student Performance: The Pre-Curricular Phase of Project GRAD Newark. 2000. Sandra Ham, Fred Doolittle, Glee Ivory Holton.

LILAA Initiative

This study of the Literacy in Libraries Across America (LILAA) initiative explores the efforts of five adult literacy programs in public libraries to improve learner persistence.

So I Made Up My Mind: Introducing a Study of Adult Learner Persistence in Library Literacy Programs. 2000. John T. Comings, Sondra Cuban.

"I Did It for Myself": Studying Efforts to Increase Adult Learner Persistence in Library Literacy Programs. 2001. John Comings, Sondra Cuban, Johannes Bos, Catherine Taylor.

Toyota Families in Schools

A discussion of the factors that determine whether an impact analysis of a social program is feasible and warranted, using an evaluation of a new family literacy initiative as a case study.

An Evaluability Assessment of the Toyota Families in Schools Program. 2001. Janet Quint.

Project Transition

A demonstration program that tested a combination of school-based strategies to facilitate students' transition from middle school to high school.

Project Transition: Testing an Intervention to Help High School Freshmen Succeed. 1999. Janet Quint, Cynthia Miller, Jennifer Pastor, Rachel Cytron.

Equity 2000

Equity 2000 is a nationwide initiative sponsored by the College Board to improve low-income students' access to college. The MDRC paper examines the implementation of Equity 2000 in Milwaukee Public Schools.

Getting to the Right Algebra: The Equity 2000 Initiative in Milwaukee Public Schools. 1999. Sandra Ham, Erica Walker.

School-to-Work Project

A study of innovative programs that help students make the transition from school to work or careers.

Home-Grown Lessons: Innovative Programs Linking School and Work (Jossey-Bass Publishers). 1995. Edward Pauly, Hilary Kopp, Joshua Haimson.

Home-Grown Progress: The Evolution of Innovative School-to-Work Programs. 1997. Rachel Pedraza, Edward Pauly, Hilary Kopp.

Employment and Community Initiatives

Jobs-Plus Initiative

A multi-site effort to greatly increase employment among public housing residents.

Mobilizing Public Housing Communities for Work: Origins and Early Accomplishments of the Jobs-Plus Demonstration. 1999. James Riccio.

Building a Convincing Test of a Public Housing Employment Program Using Non-Experimental Methods: Planning for the Jobs-Plus Demonstration. 1999. Howard Bloom.

Jobs-Plus Site-by-Site: An Early Look at Program Implementation. 2000. Edited by Susan Philipson Bloom with Susan Blank.

Building New Partnerships for Employment: Collaboration Among Agencies and Public Housing Residents in the Jobs-Plus Demonstration. 2001. Linda Kato, James Riccio.

Neighborhood Jobs Initiative

An initiative to increase employment in a number of low-income communities.

The Neighborhood Jobs Initiative: An Early Report on the Vision and Challenges of Bringing an Employment Focus to a Community-Building Initiative. 2001. Frieda Molina, Laura Nelson.

Connections to Work Project

A study of local efforts to increase competition in the choice of providers of employment services for welfare recipients and other low-income populations. The project also provides assistance to cutting-edge local initiatives aimed at helping such people access and secure jobs.

Designing and Administering a Wage-Paying Community Service Employment Program Under TANF: Some Considerations and Choices. 1999. Kay Sherwood.

San Francisco Works: Toward an Employer-Led Approach to Welfare Reform and Workforce Development. 2000. Steven Bliss.

Canada's Earnings Supplement Project

A test of an innovative financial incentive intended to expedite the reemployment of displaced workers and encourage full-year work by seasonal or part-year workers, thereby also reducing receipt of Unemployment Insurance.

Testing a Re-employment Incentive for Displaced Workers: The Earnings Supplement Project. 1999. Howard Bloom, Saul Schwartz, Susanna Lui-Gurr, Suk-Won Lee.

MDRC Working Papers on Research Methodology

A new series of papers that explore alternative methods of examining the implementation and impacts of programs and policies.

Building a Convincing Test of a Public Housing Employment Program Using Non-Experimental Methods: Planning for the Jobs-Plus Demonstration. 1999. Howard Bloom.

Estimating Program Impacts on Student Achievement Using “Short” Interrupted Time Series. 1999. Howard Bloom.

Using Cluster Random Assignment to Measure Program Impacts: Statistical Implications for the Evaluation of Education Programs. 1999. Howard Bloom, Johannes Bos, Suk-Won Lee.

Measuring the Impacts of Whole School Reforms: Methodological Lessons from an Evaluation of Accelerated Schools. 2001. Howard Bloom.

The Politics of Random Assignment: Implementing Studies and Impacting Policy. 2000. Judith Gueron.

Modeling the Performance of Welfare-to-Work Programs: The Effects of Program Management and Services, Economic Environment, and Client Characteristics. 2001. Howard Bloom, Carolyn Hill, James Riccio.

A Regression-Based Strategy for Defining Subgroups in a Social Experiment. 2001. James Kemple, Jason Snipes.

Extending the Reach of Randomized Social Experiments: New Directions in Evaluations of American Welfare-to-Work and Employment Initiatives. 2001. James Riccio, Howard Bloom.

About MDRC

The Manpower Demonstration Research Corporation (MDRC) is a nonprofit, nonpartisan social policy research organization. We are dedicated to learning what works to improve the well-being of low-income people. Through our research and the active communication of our findings, we seek to enhance the effectiveness of social policies and programs. MDRC was founded in 1974 and is located in New York City and Oakland, California.

MDRC's current projects focus on welfare and economic security, education, and employment and community initiatives. Complementing our evaluations of a wide range of welfare reforms are new studies of supports for the working poor and emerging analyses of how programs affect children's development and their families' well-being. In the field of education, we are testing reforms aimed at improving the performance of public schools, especially in urban areas. Finally, our community projects are using innovative approaches to increase employment in low-income neighborhoods.

Our projects are a mix of demonstrations — field tests of promising program models — and evaluations of government and community initiatives, and we employ a wide range of methods to determine a program's effects, including large-scale studies, surveys, case studies, and ethnographies of individuals and families. We share the findings and lessons from our work — including best practices for program operators — with a broad audience within the policy and practitioner community, as well as the general public and the media.

Over the past quarter century, MDRC has worked in almost every state, all of the nation's largest cities, and Canada. We conduct our projects in partnership with state and local governments, the federal government, public school systems, community organizations, and numerous private philanthropies.