TABLE 1.1 AFDC WELFARE-TO-WORK PROGRAMS: CHARACTERISTICS, COSTS, AND IMPACTS

Program (Ordered by Increasing Net Cost)	Program Activities and Study Characteristics	Coverage/ Mandatoriness	Net Cost Per Experimental	Annual Impacts for All Years of Follow-Up: Outcome	Experimental-Control Difference	Percent Change Over Control Group Level
Broad-Coverage Programs						
Arkansas WORK Program	Sequence of group job search and (for a few) unpaid work experience; low-grant state; highly disadvantaged population; evaluation began in 1983	Mandatory; targeted AFDC applicants and recipients with children 3 or older; few sanctions; 38% ever participated in job search or work experience during 9-month follow-up	$118	Earnings		
				Year 1	$167**	33%
				Year 2	223	23
				Year 3	337**	31
				AFDC payments		
				Year 1	-$145***	-13%
				Year 2	-190***	-19
				Year 3	-168***	-18
Louisville WIN Laboratory Experiment-Individual Job Search	Individual job search; low-grant state; evaluation began in 1978	Mandatory and voluntary; targeted AFDC applicants and recipients with children of any age; 55% ever participated in individual job search during 8-month follow-up	$136[a]	Earnings		
				Year 1	$289**[b]	18%
				Year 2	456**[b]	20
				Year 3	435**[b]	18
				AFDC payments		
				Year 1	-$75*[b]	-3%
				Year 2	-164**[b]	-8
				Year 3	-184**[b]	-10
Cook County WIN Demonstration	Sequence of individual job search and unpaid work experience; program provided little direct assistance, mainly monitored and sanctioned those who did not participate; medium-grant state; highly disadvantaged population; evaluation began in 1985	Mandatory; targeted AFDC applicants and recipients with children 6 or older; many sanctions; 39% ever participated in any activity during 9-month follow-up	$157	Earnings		
				Year 1	$10	1%
				AFDC payments		
				Year 1	-$40	-1%

(continued)

TABLE 1.1 *(continued)*

Program (Ordered by Increasing Net Cost)	Program Activities and Study Characteristics	Coverage/ Mandatoriness	Net Cost Per Experimental	Annual Impacts for All Years of Follow-Up		
				Outcome	Experimental-Control Difference	Percent Change Over Control Group Level
Louisville WIN Laboratory Experiment-Group Job Search	Group job search; low-grant state; evaluation began in 1980	Mandatory and voluntary; targeted AFDC applicants and recipients with children of any age; 65% ever participated in group job search during 6-month follow-up	$230[a]	Earnings		
				Year 1	$464**[c]	43%
				AFDC payments		
				Year 1	-$40[c]	-2%
West Virginia Community Work Experience Program (CWEP)	Open-ended unpaid work experience; rural labor market with very high unemployment; low-grant state; highly disadvantaged population; evaluation began in 1983	Mandatory; targeted AFDC applicants and recipients with children 6 or older; few sanctions; 24% ever participated in work experience during 9-month follow-up	$260	Earnings		
				Year 1	$16	4%
				AFDC payments		
				Year 1	$0	0%
Virginia Employment Services Program (ESP)	Sequence of individual or group job search, unpaid work experience, and some education or job skills training (but only slightly more than controls received on their own); medium-grant state; disadvantaged population; evaluation began in 1983	Mandatory; targeted AFDC applicants and recipients with children 6 or older; few sanctions; 58% ever participated in any activity during 9-month follow-up	$430	Earnings		
				Year 1	$69	5%
				Year 2	280**	14
				Year 3	268*	11
				AFDC payments		
				Year 1	-$69	-3%
				Year 2	-36	-2
				Year 3	-111**	-9

San Diego I (Employment Preparation Program/ Experimental Work Experience Program [EPP/EWEP])	Sequence of group job search and unpaid work experience; substantial program assistance provided; high-grant state; less disadvantaged population; evaluation began in 1982	Mandatory; targeted AFDC applicants with children 6 or older; many sanctions; 46% ever participated in job search or work experience during 9-month follow-up	$636	Earnings		
				Year 1	$443***	23%
				AFDC payments		
				Year 1	-$226***	-8%
San Diego Saturation Work Initiative Model (SWIM)	Sequence of group job search, unpaid work experience, and education and job skills training; high participation and ongoing participation requirement; high-grant state; less disadvantaged population; evaluation began in 1985	Mandatory; targeted AFDC applicants and recipients with children 6 or older; many sanctions; 64% ever participated in any activity during 12-month follow-up	$919	Earnings		
				Year 1	$352***	21%
				Year 2	658***	29
				AFDC payments		
				Year 1	-$407***	-8%
				Year 2	-553***	-14
Baltimore Options Program	Choice of services, including individual or group job search, education, job skills training, unpaid work experience, and on-the-job training; program constrained to serve 1,000 enrollees per year; medium-grant state; less disadvantaged population; evaluation began in 1982	Mandatory; targeted AFDC applicants and recipients with children 6 or older; few sanctions; 45% ever participated in any activity during 12-month follow-up	$953	Earnings		
				Year 1	$140	10%
				Year 2	401***	17
				Year 3	511***	17
				AFDC payments		
				Year 1	$2	0%
				Year 2	-34	-2
				Year 3	-31	-2

(continued)

TABLE 1.1 *(continued)*

Program (Ordered by Increasing Net Cost)	Program Activities and Study Characteristics	Coverage/ Mandatoriness	Net Cost Per Experimental	Annual Impacts for All Years of Follow-Up: Outcome	Experimental-Control Difference	Percent Change Over Control Group Level
Selective-Voluntary Programs						
New Jersey On-the-Job Training (OJT) Program	Subsidized on-the-job training; enrollees quite disadvantaged in terms of prior welfare receipt and recent work histories, but had relatively high levels of GED attainment; medium-grant state; evaluation began in 1984	Voluntary; targeted selected AFDC recipients over 18 with children of any age; 40% participated in employment with OJT (84% ever participated in any WIN or JTPA activity) during 12-month follow-up	$787 [$439][d]	Earnings		
				Year 1	N/A[e]	N/A
				Year 2	$591*[e]	14%
				AFDC payments		
				Year 1	-$190**[e]	-6%
				Year 2	-238*	-11
Maine On-the-Job Training (OJT) Program	Sequence of employability training, unpaid work experience, and subsidized on-the-job training; enrollees quite disadvantaged in terms of prior welfare receipt and recent work histories, but had relatively high levels of GED attainment; medium-grant state; evaluation began in 1983	Voluntary; targeted selected unemployed AFDC recipients on rolls for at least prior 6 months, with children of any age; 90% ever participated in any activity during 12-month follow-up	$2,019 [$1,635][d]	Earnings		
				Year 1	$104	8%
				Year 2	871**	38
				Year 3	941*[f]	34
				AFDC payments		
				Year 1	$64	2%
				Year 2	29	1
				Year 3	80[f]	4

AFDC Homemaker-Home Health Aide Demonstrations	Job skills training and subsidized employment program; varied population; low-, medium-, and high-grant states; evaluation began in 1983	Voluntary; targeted selected AFDC recipients on rolls for at least 90 days who were not employed as home health aides during that time; 84% participated (i.e., entered training)	$9,505 ($5,957-$12,457 across states) [$5,684][d]	Earnings		
				Year 1	$2,026[g]	N/A
				Year 2	1,347[g]	N/A
				Year 3	1,121[g]	N/A
				AFDC and Food Stamp benefits		
				Year 1	-$696[g]	N/A
				Year 2	-855[g]	N/A
				Year 3	-343[g]	N/A
National Supported Work Demonstration	Structured, paid work experience; targeted extremely disadvantaged AFDC recipients; low-, medium-, and high-grant states; evaluation began in 1976	Voluntary; targeted selected AFDC recipients on rolls for 30 of prior 36 months, with children 6 or older; 97% participated (i.e., showed up for their program jobs)	$17,981[a] [$9,447][d,h]	Earnings		
				Year 1	$6,402***[i]	327%
				Year 2	1,368***[i]	36
				Year 3	1,076***[i]	23
				AFDC payments		
				Year 1	-$2,200**[i]	-39%
				Year 2	-1,165***[i]	-26
				Year 3	-401**[i]	-10

SOURCES: Data from the reports listed at the end of this chapter and additional MDRC estimates.

NOTES: The cost estimates reported in this table are the net costs of these programs. These include all expenditures incurred specifically for the programs under study by the operating agency, plus any expenditures by other organizations for services that were an essential part of the program treatment, minus costs to the operating agency or other organizations of serving members of the control groups. See Appendix A for further discussion.

Net costs and annual impacts are in nominal dollars except where noted.

[a]The net cost is adjusted to 1985 dollars.

[b]The impact is adjusted to 1985 dollars. Year 1 begins with the quarter of random assignment. The annual earnings impact for year 3 is based on one quarter of follow-up. The annual AFDC payments impact for year 3 is based on three quarters of follow-up. Statistical significance was not calculated for year 3. However, since the quarterly impacts are statistically significant, the annual impacts are assumed also to be significant.

(continued)

TABLE 1.1 *(continued)*

[c]The impact is adjusted to 1985 dollars. The annual earnings impact is based on two quarters of follow-up. Statistical significance was not calculated. However, since the quarterly impacts are statistically significant, the annual impact is assumed also to be significant. The annual AFDC payments impact is based on four quarters of follow-up.

[d]The bracketed figure excludes wage subsidy payments for participants, whereas the other figure includes them.

[e]A year 1 earnings impact is not available in New Jersey for the same sample as the year 2 impact and is therefore not shown. The annual earnings impact for year 2 is based on three quarters of follow-up. Statistical significance was not calculated for year 2. However, since the earnings impact for quarters 5-7 is statistically significant, the annual impact is assumed also to be significant. Similarly, the quarterly AFDC payments impacts for quarters 2, 3, and 4 of year 1 are statistically significant, so the annual impact is assumed also to be significant.

[f]Annual earnings and AFDC payments impacts for year 3 are based on three quarters of follow-up. Statistical significance was not calculated for year 3. However, since the quarterly earnings impacts are statistically significant, the annual earnings impact is assumed also to be significant.

[g]Cross-state annual impacts are estimated from state-specific impacts presented in Table 5.2, so statistical significance and experimental and control group means are not available. Year 1 is defined by the original researchers as the number of months from random assignment until the typical experimental left subsidized employment. Year 2 is defined as the 12-month period following the time when the typical experimental left subsidized employment. Year 3 is based on all months in the follow-up period after year 2. Average annual impacts for each year were calculated by multiplying the average monthly impacts for that period by 12. Total earnings of the experimental group include both demonstration and non-demonstration earnings. Since the Homemaker-Home Health Aide Demonstrations offered up to a year of subsidized paid employment, earnings and consequently reduced AFDC and Food Stamp benefits during the first two years partly reflect wages earned in the program, and not post-program impacts. In year 2, there were statistically significant gains in monthly earnings in all seven states and welfare savings in six. In year 3, there were significant gains in monthly earnings in five of the seven states and welfare savings in four.

[h]Supported Work projects generated revenues of $4,352 per experimental (in 1985 dollars), which offset part of the cost reported here.

[i]The impact is adjusted to 1985 dollars. Since Supported Work offered up to 18 months of subsidized paid employment, earnings and consequently reduced AFDC payments during the first two years partly reflect wages earned in the program, and not post-program impacts. The annual earnings and AFDC payments impacts for year 3 are based on quarter 9, the last quarter for which there are common follow-up data for all recipients who responded to the final survey. AFDC payments impacts include impacts on General Assistance, Supplemental Security Income, and other unspecified cash welfare.

*Denotes statistical significance at the 10 percent level; ** at the 5 percent level; and *** at the 1 percent level.

TABLE 1.2 RESULTS FROM COMPLETED EVALUATIONS OF WELFARE-TO-WORK PROGRAMS[a]

Evidence on Option 1: Results of Low-Cost, Broad-Coverage Programs (Primarily Mandatory Job Search)

- Consistent and sustained increases in employment and earnings
- Rapid payoff – relatively large welfare savings per dollar spent

But

- Earnings gains mostly from increases in the number of people working and not from increases in earnings for those employed (i.e., not from improved job quality)
- Modest increases in welfare recipients' total income – many remain in poverty and on welfare
- Not all groups benefited. Little or no impact on the most job-ready; earnings gains concentrated in a middle group; most of the welfare savings concentrated among the more disadvantaged, who showed no consistent earnings gains

Evidence on Option 2: Results of Higher-Cost, Selective-Voluntary Programs (Primarily Subsidized Employment)

- Consistent and sustained increases in employment and earnings
- Some improvement in job quality – earnings gains mostly from increases in hours or wages and less from increases in the number of people working
- Supported Work found to be successful with long-term recipients

But

- Slow payoff – relatively small welfare savings per dollar spent
- Except for Supported Work, little information about success with the most disadvantaged
- Many remain in poverty and on welfare
- No completed studies of programs emphasizing education or skills training

Evidence on Option 3: Results of Mixed-Strategy Programs (Combining Higher-Cost and Lower-Cost Services)

- Can meet diverse objectives: some improvement in job quality, relatively large earnings gains, and, in one of the two programs tested (San Diego SWIM), substantial welfare savings and success with the more disadvantaged

NOTE: [a]In this table, increases, gains, and savings refer to differences between the experimental and control groups in the studies.

FIGURE 2.1 FACTORS AFFECTING THE IMPACTS OF WELFARE-TO-WORK PROGRAMS

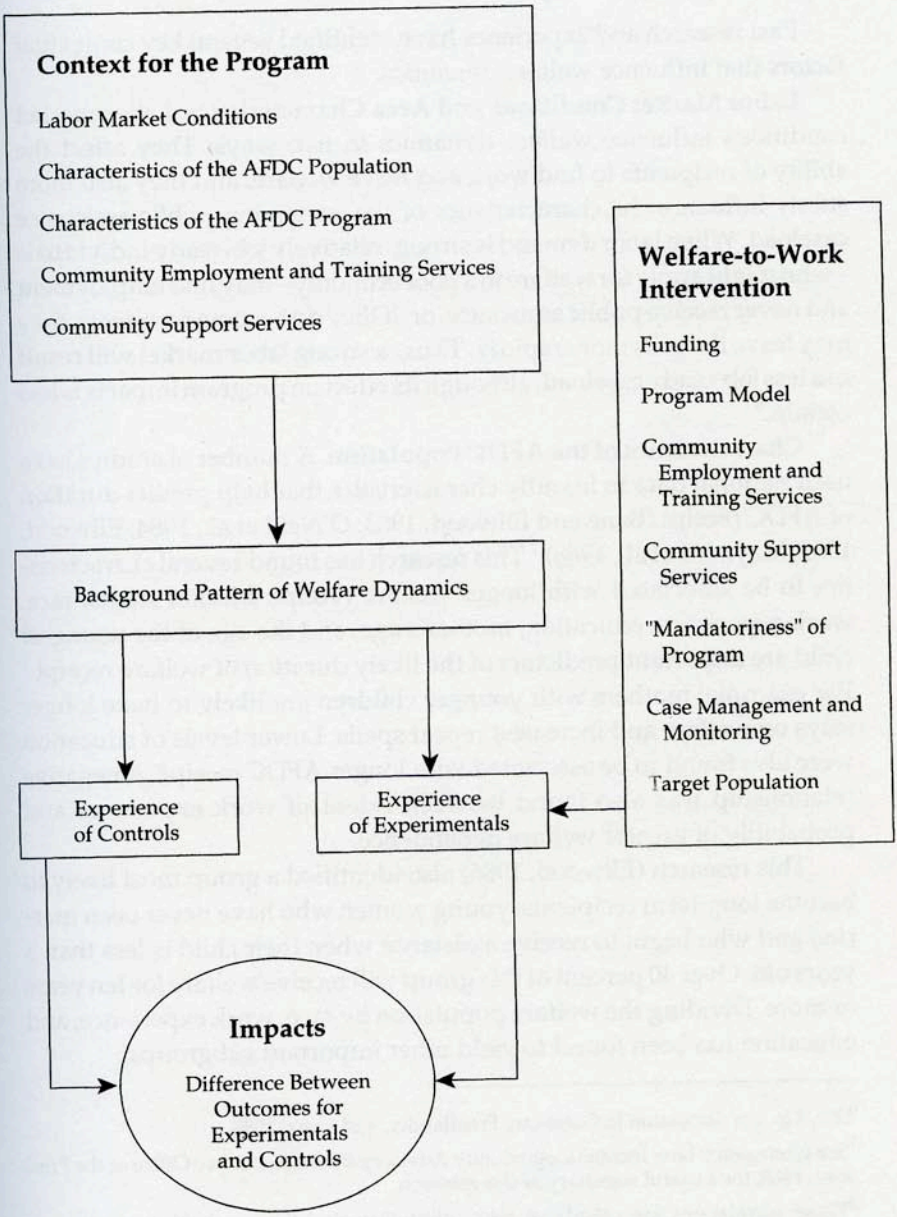
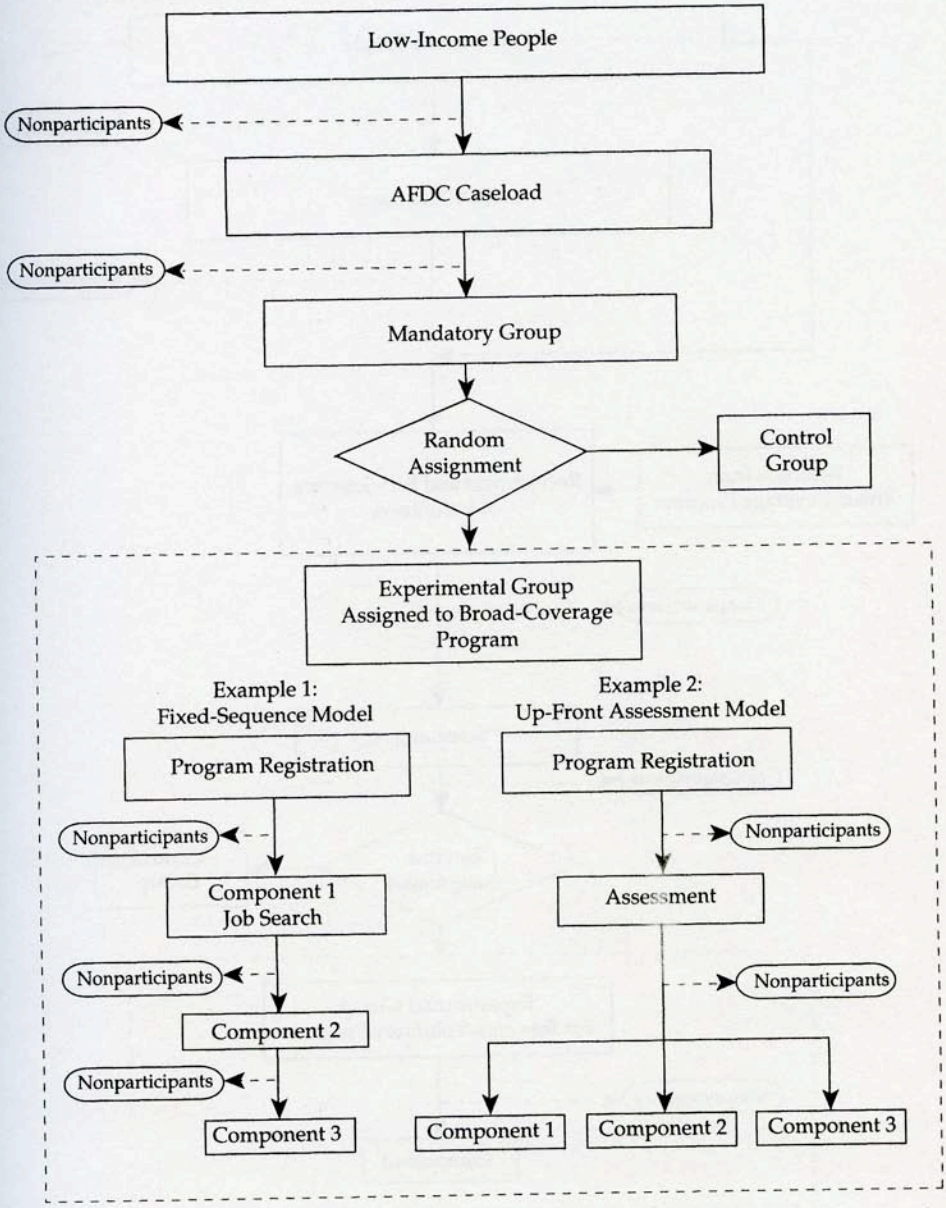


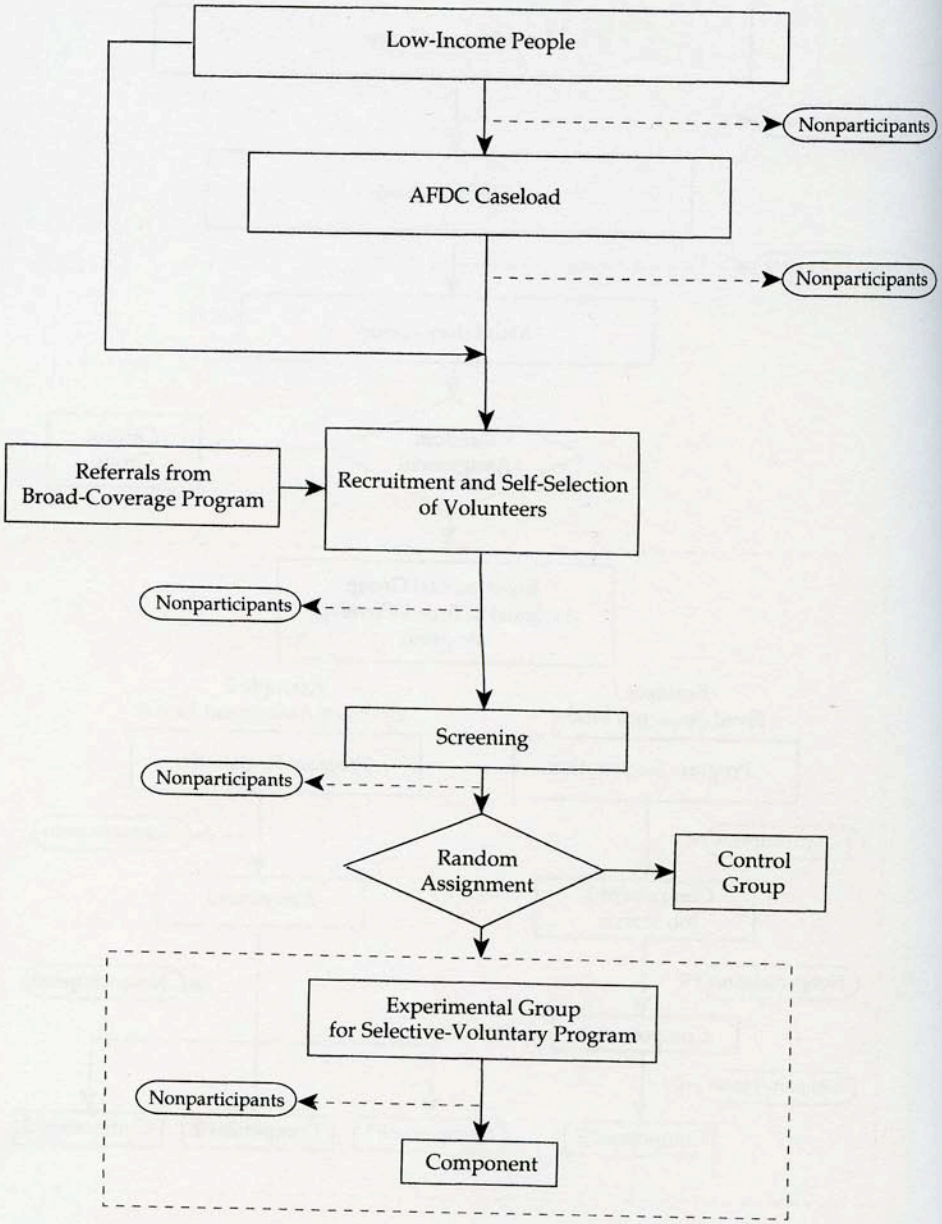
FIGURE 2.2 BROAD-COVERAGE PROGRAMS: EVALUATION DESIGNS AND PROGRAM ACTIVITIES



NOTES: The bottom part of the figure – enclosed within dashed lines – represents program activity captured in evaluations.

In some studies, random assignment occurred at the welfare office prior to program registration, as shown here. In others, random assignment occurred at the welfare-to-work program office.

FIGURE 2.3 SELECTIVE-VOLUNTARY PROGRAMS: EVALUATION DESIGN AND PROGRAM ACTIVITIES



NOTES: The bottom part of the figure – enclosed within dashed lines – represents program activity captured in evaluations.

In these studies, random assignment occurred at the selective-voluntary program office after screening, as shown here.

TABLE 3.1 EVALUATION STUDIES RELATED TO JOBS: BROAD-COVERAGE PROGRAMS

	Arkansas WORK Program	Baltimore Options	Cook County WIN Demonstration
Start Date[a]	1983	1982	1985
Major Program Activities	Sequence of group job search (followed by individual job search) and (for a few) unpaid work experience	Choice of individual or group job search, unpaid work experience, education, job skills training, on-the-job training	Test of 2 programs: (1) individual job search; (2) sequence of IJS and unpaid work experience
Net Cost[b]	$118	$953 for AFDC	$127 for IJS; $157 for IJS/WE
Mandatory or Voluntary	Mandatory	Mandatory	Mandatory
Target Groups	AFDC applicants and recipients with children 3 or older	Applicants and recipients: AFDCs with children 6 or older; AFDC-UPs with children of any age	AFDC applicants and recipients with children 6 or older
Research Design	Random assignment, net impact	Random assignment, net impact	Random assignment, net and differential impacts
Study Scale	2 of 75 counties	10 of 18 income maintenance centers	Countywide
Length of Follow-Up[c]	36 months	36 months	18 months
Outcomes Measured	Employment, earnings, welfare receipt and payments	Employment, earnings, welfare receipt and payments	Employment, earnings, welfare receipt and payments
Impact Findings[d] (or Date Expected)	Increased employment and earnings; reduced welfare receipt and payments	For AFDC: short-term increase in employment; increased earnings; no impact on welfare receipt and payments	For IJS and IJS/WE: no impact on employment and earnings; small reductions in welfare receipt and payments; no effect of WE component over and above the effect of IJS

(continued)

TABLE 3.1 *(continued)*

	Louisville WIN Laboratory Experiments		San Diego I (EPP/EWEP)
	Individual Job Search	Group Job Search	
Start Date[a]	1978	1980	1982
Major Program Activities	Individual job search	Group job search	Test of 2 programs: (1) group job search; (2) sequence of group job search and unpaid work experience
Net Cost[b]	$136 (1985 $)	$230 (1985 $)	For AFDC: $562 for JS; $636 for JS/WE. For AFDC-UP: $586 for JS; $727 for JS/WE
Mandatory or Voluntary	Mandatory and voluntary	Mandatory and voluntary	Mandatory
Target Groups	AFDC applicants and recipients with children of any age	AFDC applicants and recipients with children of any age	AFDC applicants with children 6 or older; AFDC-UP applicants with children of any age
Research Design	Random assignment, net impact	Random assignment, net impact	Random assignment, net and differential impacts
Study Scale	1 office	1 office	Countywide
Length of Follow-Up[c]	33 months	12 months	18 months
Outcomes Measured	Employment, earnings, welfare receipt and payments	Employment, earnings, welfare receipt and payments	Employment, earnings, welfare receipt and payments
Impact Findings[d] (or Date Expected)	Increased employment and earnings; reduced welfare receipt and payments	Increased employment and earnings; no impact on welfare receipt and payments	For AFDC — JS only: inconsistent impact on employment and earnings; short-term reduction in welfare payments. JS/WE: increased employment and earnings; reduced welfare payments. For AFDC-UP — JS only and JS/WE: no impact on employment and earnings; reduced welfare receipt and payments

(continued)

TABLE 3.1 *(continued)*

	San Diego SWIM	Virginia ESP	West Virginia CWEP
Start Date[a]	1985	1983	1983
Major Program Activities	Sequence of group job search, unpaid work experience, and education and job skills training; ongoing participation requirement	Sequence of individual or group job search, unpaid work experience, and some education or job skills training (but only slightly more than controls received on their own)[e]	Open-ended unpaid work experience
Net Cost[b]	$919 for AFDC; $817 for AFDC-UP	$430	$260 for AFDC
Mandatory or Voluntary	Mandatory	Mandatory	Mandatory
Target Groups	Applicants and recipients: AFDCs with children 6 or older; AFDC-UPs with children of any age	AFDC applicants and recipients with children 6 or older	Applicants and recipients: AFDCs with children 6 or older; AFDC-UPs with children of any age
Research Design	Random assignment, net impact	Random assignment, net and differential impacts	AFDC: random assignment, net impact; AFDC-UP: matched-county comparison design, net impact
Study Scale	2 of 7 welfare offices	11 of 124 welfare agencies[f]	AFDC: 9 of 27 administrative areas;[f] AFDC-UP: 8 of 27[f]
Length of Follow-Up[c]	27 months	33 months	21 months
Outcomes Measured	Employment, earnings, welfare receipt and payments	Employment, earnings, welfare receipt and payments	Employment, earnings, welfare receipt and payments
Impact Findings[d] (or Date Expected)	For AFDC: increased employment and earnings; reduced welfare receipt and payments. For AFDC-UP: increased employment and short-term impact on earnings; short-term impact on welfare receipt and reduced welfare payments	Increased employment and earnings; reduced welfare payments	For AFDC: no impact on employment and earnings; reduced welfare receipt and payments in final follow-up quarter

(continued)

TABLE 3.1 *(continued)*

	California GAIN	Florida Project Independence	Food Stamp Employment and Training Program
Start Date[a]	1988	1990	1988
Major Program Activities	Education and job search followed by assessment and further education, unpaid work experience, job skills training, or on-the-job training	Job search for "job-ready" enrollees; assessment followed by education, training, or unpaid work experience for others and completers of job search without a job	Job search, job club, education, job skills training, unpaid work experience
Net Cost[b]	N/A	N/A	N/A
Mandatory or Voluntary	Mandatory	Mandatory	Mandatory
Target Groups	Applicants and recipients: AFDCs with children 6 or older; AFDC-UPs with children of any age	AFDC applicants and recipients with children 3 or older	Food Stamp recipients
Research Design	Random assignment, net impact	Random assignment, net impact	Random assignment, net impact
Study Scale	6 of 58 counties[f]	9 of 67 counties[f]	55 sites in 23 states
Length of Follow-Up[c]	24 months	24 months	12 months
Outcomes Measured	Employment, earnings, job characteristics, welfare receipt and payments, household income, educational achievement and attainment, attitudes	Employment, earnings, job characteristics, welfare receipt and payments, family composition, educational attainment	Employment, earnings, job characteristics, household income, Food Stamp and welfare receipt and payments
Impact Findings[d] (or Date Expected)	Interim, 1991; final, 1993	Interim, 1992; final, 1994	1990

(continued)

TABLE 3.1 *(continued)*

	Illinois Early Access Program	Massachusetts ET Choices	New Jersey REACH
Start Date[a]	1989	1986	1987
Major Program Activities	For most recipients, job search followed by assessment, job club, pre-employment training, education, job skills training, work experience; for a few recipients, education followed by other services	Assessment followed by choice of job search, job club, education, job skills training, and/or supported work; transitional child care, health care	Assessment, education, job skills training, job placement, support services
Net Cost[b]	N/A	N/A	N/A
Mandatory or Voluntary	Mandatory	Voluntary	Mandatory
Target Groups	AFDC recipients with children 3-5	AFDC and AFDC-UP recipients with children of any age	AFDC recipients with children 2 or older
Research Design	Random assignment, net impact	Comparison group	Matched comparison group
Study Scale	1 county	Statewide[f]	Statewide[f]
Length of Follow-Up[c]	18-60 months	36 months	24 months
Outcomes Measured	Employment, welfare receipt and payments, Medicaid receipt	Employment, earnings, wage rates, job retention; welfare receipt, payments, and recidivism; post-program day care use	Employment, earnings, welfare receipt and recidivism, household composition, child support collection
Impact Findings[d] (or Date Expected)	N/A	1990	Interim, 1991; final, 1994

(continued)

TABLE 3.1 *(continued)*

	Ohio Transitions to Independence Evaluation	Pennsylvania Saturation Work Program	Riverside, California, Case Management Study
Start Date[a]	1989	1986	1988
Major Program Activities	Assessment, job club, unpaid work experience, subsidized employment, education, job skills training	Ongoing participation requirement, enhanced case management, day care	Test of GAIN activities with case management provided with registrant-to-staff ratios of approximately (1) 50:1 or (2) 100:1
Net Cost[b]	N/A	N/A	N/A
Mandatory or Voluntary	Mandatory	Mandatory	Mandatory
Target Groups	AFDC recipients with children 6 or older and AFDC-UP recipients	Applicants and recipients: AFDCs with children 6 or older; AFDC-UPs with children of any age	Applicants and recipients: AFDCs with children 6 or older; AFDC-UPs with children of any age
Research Design	Random assignment, net impact	Random assignment, net impact	Random assignment, net and differential impacts
Study Scale	15 counties	6 welfare districts in Philadelphia	Countywide
Length of Follow-Up[c]	48 months	24 months	24 months
Outcomes Measured	Employment, earnings, job characteristics; welfare receipt, payments, duration, and recidivism; child support payments, family formation	Employment, earnings, welfare receipt and payments	Employment, earnings, job characteristics, welfare receipt and payments, household income, educational attainment, attitudes
Impact Findings[d] (or Date Expected)	Interim, 1990, 1991, 1992; final, 1993	1990	1992

(continued)

TABLE 3.1 *(continued)*

	Washington FIP
Start Date[a]	1988
Major Program Activities	Financial incentives for participation, education, job skills training, increased subsidies for in-program child care, extended transitional benefits, cashing out Food Stamps
Net Cost[b]	N/A
Mandatory or Voluntary	Voluntary
Target Groups	AFDC and AFDC-UP recipients with children of any age
Research Design	2 matched groups of 5 counties each were created; 1 group was randomly selected to operate FIP, while the other group does not operate FIP
Study Scale	10 counties, 5 operating FIP and 5 in a comparison group
Length of Follow-Up[c]	36 months
Outcomes Measured	Employment, earnings, welfare receipt, duration, and recidivism
Impact Findings[d] (or Date Expected)	Interim, 1992; final, 1993

(continued)

TABLE 3.1 *(continued)*

NOTES: The programs are organized alphabetically within two categories: completed evaluations, beginning with the Arkansas WORK Program, and those still in progress, beginning with California GAIN.

[a]The start date refers to the start of intake for the research sample.

[b]The costs reported are per experimental unless otherwise noted. All net costs are in nominal dollars except for the costs of the Louisville WIN Laboratory Experiments, which are in 1985 dollars. These net cost estimates include all expenditures by the operating agency specifically for the programs under study, as well as any expenditures by other organizations for services that were considered an essential part of the program treatment (in most of the programs included in this table, participation in these services was mandatory once an individual was assigned to them). However, the costs to operating agencies and to other organizations of serving members of the control groups have been subtracted in order to arrive at the *net* cost estimates. See Appendix A for further discussion.

[c]The follow-up period refers to the longest amount of follow-up available, although it may not apply to all groups or all measures in the study.

[d]For the most part, only statistically significant impacts are reported. In a few cases, however, findings may reflect impacts that are consistent through the follow-up period, but not statistically significant in the final months of follow-up. In multi-year studies, impacts are based on the final year of follow-up.

[e]The Virginia research design called for testing two program models: one providing a sequence of job search and unpaid work experience and the other adding education or job skills training. In practice, the two experimental groups received fairly similar program services and there were not statistically significant differences between them in welfare and employment outcomes. Thus, the results are combined for the two experimental groups. (See Riccio et al., 1986.)

[f]The program operated statewide.

TABLE 3.2 EVALUATION STUDIES RELATED TO JOBS: SELECTIVE-VOLUNTARY PROGRAMS

	AFDC Homemaker-Home Health Aide Demonstrations	Maine OJT	National Supported Work Demonstration
Start Date[a]	1983	1983	1976
Major Program Activities	Home health aide training and subsidized employment	Sequence of employability training, unpaid work experience, and subsidized on-the-job training	Structured, paid work experience
Net Cost[b]	$9,505 ($5,957-$12,457 across states) [$5,684][c]	$2,019 [$1,635][c]	$17,981 [$9,447][c,d] (1985 $)
Mandatory or Voluntary	Voluntary	Voluntary	Voluntary
Target Groups	AFDC recipients for at least 90 days and not employed as home health aide during that time, with children of any age	Unemployed AFDC recipients on welfare for at least prior 6 months, with children of any age	AFDC recipients on welfare for 30 of prior 36 months with children 6 or older, unemployed with limited recent work experience
Research Design	Random assignment, net impact	Random assignment, net impact	Random assignment, net impact
Study Scale	70 sites in 7 states	Statewide	7 sites
Length of Follow-Up[e]	33 months after the end of program participation	33 months	27 months (plus supplemental follow-up averaging 33 months)
Outcomes Measured	Employment, earnings, job characteristics, welfare receipt and payments	Employment, earnings, welfare receipt and payments	Employment, earnings, hours worked, wage rates, welfare receipt and payments, total income, child care use
Impact Findings[f] (or Date Expected)	Increased employment in 4 states; increased earnings in 5; increased wage rates in 4; increased hours of work in 4; reduced AFDC and Food Stamp payments in 4; no effect on Medicaid	Increased employment and earnings; no reductions in welfare receipt and payments	Increased earnings, hours worked, wage rates; decreased welfare receipt and payments; no impact on total income; increased use of child care[g]

(continued)

TABLE 3.2 *(continued)*

	New Jersey OJT	Minority Female Single Parent Demonstration	National JTPA Study
Start Date[a]	1984	1984	1987
Major Program Activities	Subsidized on-the-job training	Education, job skills training, employability training, counseling, child care, other support services	JTPA services, including job search, job skills training, on-the-job training
Net Cost[b]	$787 [$439][c]	$2,679-$4,824 (gross cost) across sites	N/A
Mandatory or Voluntary	Voluntary	Voluntary	Voluntary
Target Groups	AFDC recipients over 18 with children of any age	Minority single mothers with children of any age; 72% on AFDC or other public assistance at baseline	Economically disadvantaged adults and out-of-school youths
Research Design	Random assignment, net impact	Random assignment, net impact	Random assignment, net impact
Study Scale	9 of 21 counties	4 sites[h]	16 service delivery areas
Length of Follow-Up[e]	24 months	60 months	30 months
Outcomes Measured	Employment, earnings, welfare receipt and payments	Employment, earnings, job characteristics, welfare receipt and payments, family formation, home environment, educational attainment, child care use	Employment, earnings, household income, welfare receipt, family composition, educational attainment, criminal behavior
Impact Findings[f] (or Date Expected)	No effect on employment; increased earnings; reduced welfare payments	At 12 months: increased employment, earnings, hours worked, wage rates at 1 site;[h] increased welfare receipt and payments at 1; increased GED attainment at all sites. Interim, 1990, 1991; final, 1993	Interim, 1991; final, 1992

(continued)

TABLE 3.2 *(continued)*

	New York State Comprehensive Employment Opportunity Support Centers (CEOSC)
Start Date[a]	1988
Major Program Activities	Assessment followed by pre-employment training, job skills training, education, job search assistance, support services including on-site child care
Net Cost[b]	N/A
Mandatory or Voluntary	Voluntary
Target Groups	AFDC recipients with children under 6
Research Design	Random assignment, net impact at 1 site; comparison group design at 2 sites
Study Scale	3 sites
Length of Follow-Up[e]	24 months
Outcomes Measured	Employment, earnings, welfare receipt and payments
Impact Findings[f] (or Date Expected)	1991 (comparison group); 1992 (random assignment)

(continued)

TABLE 3.2 *(continued)*

NOTES: The programs are organized alphabetically within two categories: completed evaluations beginning with the AFDC Homemaker-Home Health Aide Demonstrations, and those still in progress, beginning with the Minority Female Single Parent Demonstration.

[a]The start date refers to the start of intake for the research sample.

[b]The costs reported are per experimental unless otherwise noted. All net costs are in nominal dollars except for the costs of the National Supported Work Demonstration, which are in 1985 dollars. These net cost estimates include all expenditures by the operating agency specifically for the programs under study, as well as any expenditures by other organizations for services that were considered an essential part of the program treatment. However, the costs to operating agencies and to other organizations of serving members of the control groups have been subtracted in order to arrive at the *net* cost estimates. See Appendix A for further discussion.

[c]The bracketed figure excludes wage subsidy payments for participants, whereas the other figure includes them.

[d]Supported Work projects generated revenues of $4,352 per experimental (in 1985 dollars), which offset part of the cost reported here.

[e]The follow-up period refers to the longest amount of follow-up available, although it may not apply to all groups or all measures in the study.

[f]For the most part, only statistically significant impacts are reported. In a few cases, however, findings may reflect impacts that are consistent through the follow-up period, but not statistically significant in the final months of follow-up. In multi-year studies, impacts are based on the final year of follow-up. In programs that tested the effects of subsidized employment, the impacts are for the post-demonstration period.

[g]Because the Supported Work impact sample is not consistent for all years of follow-up, the findings reflect estimates from different samples and follow-up periods.

[h]Each of the four Minority Female Single Parent (MFSP) Demonstration sites is a community-based organization. One of the four, the Center for Employment Training (CET), operated MFSP in several northern California locations, but is referred to here as a single site. CET is the MFSP operator that was found to produce statistically significant 12-month impacts on employment, earnings, hours worked, and wage rates.

TABLE 3.3 EVALUATION STUDIES RELATED TO JOBS: EDUCATION SERVICES

	Job Corps Computer-Assisted Instruction Evaluation	SIME/DIME Manpower Experiment
Start Date[a]	1987	1970
Major Program Activities	Substitution of some computer-assisted instruction for regular classroom instruction	Test of 50% and 100% subsidies of education, job skills training, and related child care; vocational counseling
Net Cost	N/A	N/A
Mandatory or Voluntary	Voluntary	Voluntary
Target Groups	Job Corps members; 31% female, 7% parents, 31% from families on public assistance	Low-income persons 16-58 in families with at least 1 child, who were capable of employment, and who were in the Negative Income Tax Experiment
Research Design	Random assignment, net impact	Random assignment, net and differential impacts
Study Scale	10 Job Corps Centers	Research samples in Seattle and Denver
Length of Follow-Up[b]	4 months (average) from pre-test to post-test	6 years
Outcomes Measured	GED test scores, TABE subtest scores, GED attainment, attendance, length of stay in Job Corps	Employment, earnings, participation in education and training
Impact Findings[c] (or Date Expected)	No impacts, except for a small increase in GED class attendance	No consistent impacts on employment or earnings; for single female heads of families, impact on community college attendance of up to 1 college quarter

NOTES: [a]The start date refers to the start of intake for the research sample.

[b]The follow-up period refers to the longest amount of follow-up available, although it may not apply to all groups or all measures in the study.

[c]Only statistically significant impacts are reported.

TABLE 3.4 EVALUATION STUDIES RELATED TO JOBS: YOUTH-ORIENTED SERVICES

	Job Corps	Project Redirection	JOBSTART
Start Date[a]	1977	1980	1985
Major Program Activities	Education, job skills training, job placement, support services, health care, in a residential setting	Education, health and parenting education, family planning, other services	Education, job skills training, job placement, support services
Net Cost[b]	$5,735 per enrollee	$3,540 per participant	N/A
Mandatory or Voluntary	Voluntary	Voluntary	Voluntary
Target Groups	Economically disadvantaged youths 16-21; 42% of females were in families receiving cash welfare prior to enrollment	Teen mothers or pregnant teens, 17 or younger, on AFDC, without high school diploma or GED	Dropouts 17-21, reading below eighth-grade level, JTPA eligible; 50% of females on AFDC at baseline
Research Design	Comparison group, net impact	Matched-sites comparison group, net impact	Random assignment, net impact
Study Scale	One-third of residential Job Corps enrollees	4 sites	13 sites
Length of Follow-Up[c]	54 months	60 months	Approximately 48 months
Outcomes Measured	Employment, earnings, welfare receipt, enrollment in further education or training, military service, criminal behavior, health	Employment, earnings, welfare receipt, educational attainment, household income, parenting skills, child outcomes, fertility	Employment, earnings, educational attainment, welfare receipt, family formation, criminal behavior
Impact Findings[d] (or Date Expected)	Increased employment and earnings; reduced welfare receipt; increased educational attainment; a shift from more to less serious crimes; improved health	Increased employment and earnings; decreased welfare receipt; no effect on educational attainment or household income; positive parenting and child impacts; increase in live births	At 12 months: decreased employment and earnings; increased educational attainment; no impact on welfare receipt. Final, 1993

(continued)

TABLE 3.4 *(continued)*

	New Chance	Ohio LEAP	Teenage Parent Demonstration
Start Date[a]	1989	1989	1987
Major Program Activities	Education, employability training, job skills training, work internship, family planning and health education, health services, parenting education, life skills training, counseling, job placement, on-site child care in most sites	Required school attendance, financial incentives and penalties, case management, child care, transportation, guaranteed summer job	Education, job skills training, job search, life skills instruction, support services, child support enforcement
Net Cost[b]	N/A	N/A	N/A
Mandatory or Voluntary	Voluntary; in some states will meet JOBS participation requirement	Mandatory	Mandatory
Target Groups	AFDC recipients 17-21 who gave birth as teens and are dropouts, with children of any age	Custodial parents on AFDC, under 19, without high school diploma or GED, with children of any age	Teenage AFDC recipients who have 1 child of any age or are pregnant with first child
Research Design	Random assignment, net impact	Random assignment, net impact	Random assignment, net impact
Study Scale	16 sites	12 of 88 counties[e]	2 sites in New Jersey; 1 in Illinois
Length of Follow-Up[c]	36 months	24-48 months	24 months
Outcomes Measured	Employment, earnings, educational attainment and achievement, welfare receipt, fertility, parenting skills, child outcomes	Employment, earnings, welfare receipt, educational attainment, health, family formation, attitudes	Employment, earnings, welfare receipt, educational attainment and achievement, family formation, establishment of paternity and child support, parenting skills
Impact Findings[d] (or Date Expected)	Interim, 1993; final, 1995	Interim, 1992; final, 1995	Interim, 1990; final, 1992

(continued)

TABLE 3.4 *(continued)*

NOTES: The programs are organized alphabetically within two categories: completed evaluations, beginning with Job Corps, and those still in progress, beginning with JOBSTART.

[a]The start date refers to the start of intake for the research sample.

[b]The costs reported are per experimental unless otherwise noted. These net cost estimates exclude the cost of any services that were also provided to members of the control group by the operating agency. The estimates are not strictly equivalent across studies, primarily due to differences in calculating the cost of services to controls.

[c]The follow-up period refers to the longest amount of follow-up available, although it may not apply to all groups or all measures in the study.

[d]For the most part, only statistically significant impacts are reported. In a few cases, however, findings may reflect impacts that are consistent through the follow-up period, but not statistically significant in the final months of follow-up. In multi-year studies, impacts are based on the final year of follow-up. In programs that tested the effects of subsidized employment, the impacts are for the post-demonstration period.

[e]The program operated statewide.

TABLE 3.5 EVALUATION STUDIES RELATED TO JOBS: SUPPORT SERVICES TESTS

	Abecedarian Project	Johns Hopkins Center for School-Aged Mothers	Nurse Home Visitation Program: Pregnancy/ Early Infancy
Start Date[a]	1972	N/A	1978
Major Program Activities	Free educational day care for children from birth to kindergarten entry	Comprehensive hospital-based program including education, social services, outreach	Nurse visits from child's birth until age 2, referrals to services, encouragement to resume school or work
Net Cost	N/A	N/A	N/A
Mandatory or Voluntary	Voluntary	Voluntary	Voluntary
Target Groups	Teenage mothers with risk factors: poverty, low education, mental retardation, psycho-social problems, etc.	Black teenage mothers with infants	First-time mothers under 19 or single or low SES, plus some other volunteers
Research Design	Random assignment, net impact	Hospital comparison group, net impact	Random assignment, net and differential impacts
Study Scale	29 families in 1 site	100 mothers in 1 site	400 mothers in 1 site
Length of Follow-Up[b]	54 months	24 months	46 months postpartum
Outcomes Measured	Maternal welfare receipt, maternal education, fertility	Maternal educational progress, fertility	Maternal school return, welfare receipt, employment, fertility
Impact Findings[c] (or Date Expected)	Less maternal welfare receipt; increased maternal school completion by experimentals; fewer subsequent births	Increased school persistence and graduation; fewer repeat pregnancies	For poor single mothers: smaller or no impacts on schooling and welfare; 82% more months worked; 43% fewer pregnancies

(continued)

TABLE 3.5 *(continued)*

	Teenage Pregnancy Intervention Program	Expanded Child Care Options (ECCO) Demonstration	Illinois Career Advancement Demonstration
Start Date[a]	1979	1990	1989
Major Program Activities	Home visits providing child care instruction, training as nursery aides	Test of 3 programs: (1) high-quality developmental child care and parenting support until youngest child enters first grade; (2) regular-quality, welfare agency-subsidized child care until youngest child enters first grade; (3) regular-quality, welfare agency-subsidized child care while parent is in JOBS plus up to 1 transitional year	Payment for training-related expenses (transportation, child care, fees other than tuition), materials paid to $300
Net Cost	N/A	N/A	N/A
Mandatory or Voluntary	Voluntary	Mandatory (but child care is offered, not required)	Voluntary
Target Groups	Black teenage mothers with infants	AFDC recipients with a child under 3	Former welfare recipients earning less than 185% of standard of need
Research Design	Random assignment, net and differential impacts	Random assignment, net and differential impacts	Random assignment, net impact
Study Scale	120 mothers in 1 site	1,800 families in urban New Jersey	Statewide
Length of Follow-Up[b]	24 months	15 years or more	60 months
Outcomes Measured	Repeat pregnancies, return to school or work	Maternal employment, earnings, welfare receipt and payments, use of education and training, use of child care	Employment, earnings, welfare receipt and payments, Medicaid receipt, Food Stamps
Impact Findings[c] (or Date Expected)	Training reduced repeat pregnancies and speeded return to school or work; home visits had similar, but smaller, impacts	N/A	N/A

(continued)

TABLE 3.5 *(continued)*

	Memphis Nurse Home Visitation Program	Montgomery County, Ohio, Demonstration	North Carolina Guaranteed Child Care Demonstration
Start Date[a]	1990	1989	1988
Major Program Activities	Test of 2 programs: nurse visits for group 1 during pregnancy, for group 2 until child is 2; referrals to services; encouragement to resume school or work	Transitional Medicaid and child care (effective 4/1/90, controls also could receive these services); mandatory assessment; access to employment-related activities	Offer of a guarantee of transitional child care, compared to transitional child care on a space-available basis
Net Cost	N/A	N/A	N/A
Mandatory or Voluntary	Voluntary	Mandatory	Voluntary
Target Groups	Disadvantaged first-time mothers; oversampling women under 18	AFDC recipients with children under 6	AFDC recipients with children 1-5
Research Design	Random assignment, net and differential impacts	Random assignment, net impact	Random assignment, net impact
Study Scale	Over 1,400 mothers in Memphis	1 county	1 county
Length of Follow-Up[b]	24 months postpartum	48 months	12 months
Outcomes Measured	Maternal education, employment, welfare receipt, Medicaid, Food Stamps, fertility, health habits, infant care, service use	Employment, earnings, job characteristics; welfare receipt, duration, and recidivism; Medicaid and child support payments, family formation	Employment, welfare receipt and payments
Impact Findings[c] (or Date Expected)	Reports: 1995, 1997, 1998	Interim, 1990, 1991, 1992; final, 1993	1990

(continued)

TABLE 3.5 *(continued)*

	Texas Transitional Child Care and Medicaid Study	Wisconsin Income Disregard and Transitional Medical Benefits Study
Start Date[a]	1989	N/A
Major Program Activities	Offer of extended transitional child care and Medicaid benefits for those who become employed (effective 4/1/90, controls also could receive these services)	Test of incentives for leaving welfare: 1 year of extended Medicaid eligibility for those who become employed vs. a revised income disregard for those who become employed while on welfare vs. status quo (effective 4/1/90, FSA transitional benefits were made available to all persons affected by the research)
Net Cost	N/A	N/A
Mandatory or Voluntary	Mandatory	Mandatory
Target Groups	AFDC applicants and recipients (age of youngest child not specified)	Current and new AFDC recipients with children 3 months or older
Research Design	Random assignment, net impact	Random assignment, differential impact
Study Scale	Statewide; 90,000 applicants and recipients offered 12 months of transitional benefits; 10,000 applicants and recipients offered 4 months of transitional benefits; both groups offered 12 months of transitional benefits effective 4/1/90	N/A
Length of Follow-Up[b]	36 months	N/A
Outcomes Measured	Employment, earnings, child care use and cost, welfare receipt, payments, and recidivism	Employment, earnings, welfare receipt and payments, Medicaid receipt, job retention
Impact Findings[c] (or Date Expected)	1993	N/A

(continued)

TABLE 3.5 *(continued)*

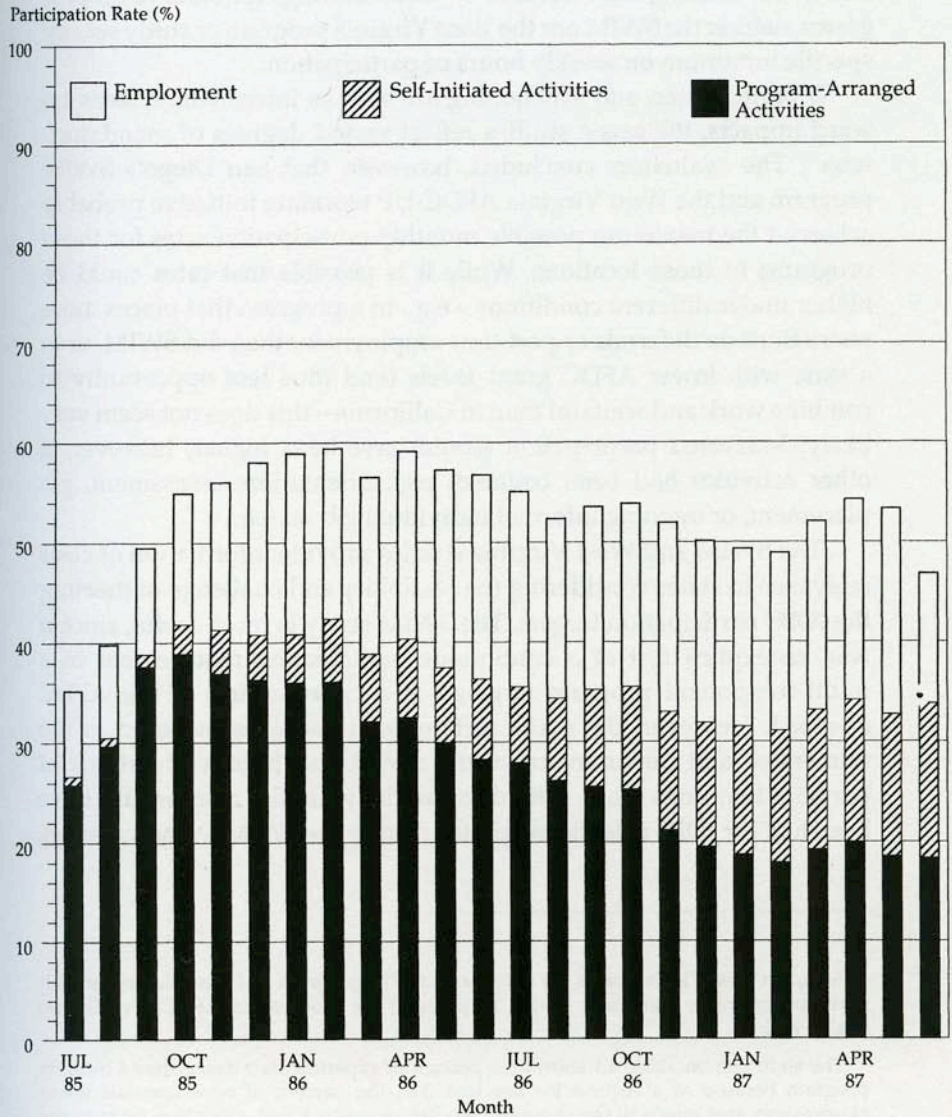
NOTES: The programs are organized alphabetically within two categories: completed evaluations, beginning with the Abecedarian Project, and those still in progress, beginning with the Expanded Child Care Options (ECCO) Demonstration.

[a]The start date refers to the start of intake for the research sample.

[b]The follow-up period refers to the longest amount of follow-up available, although it may not apply to all groups or all measures in the study.

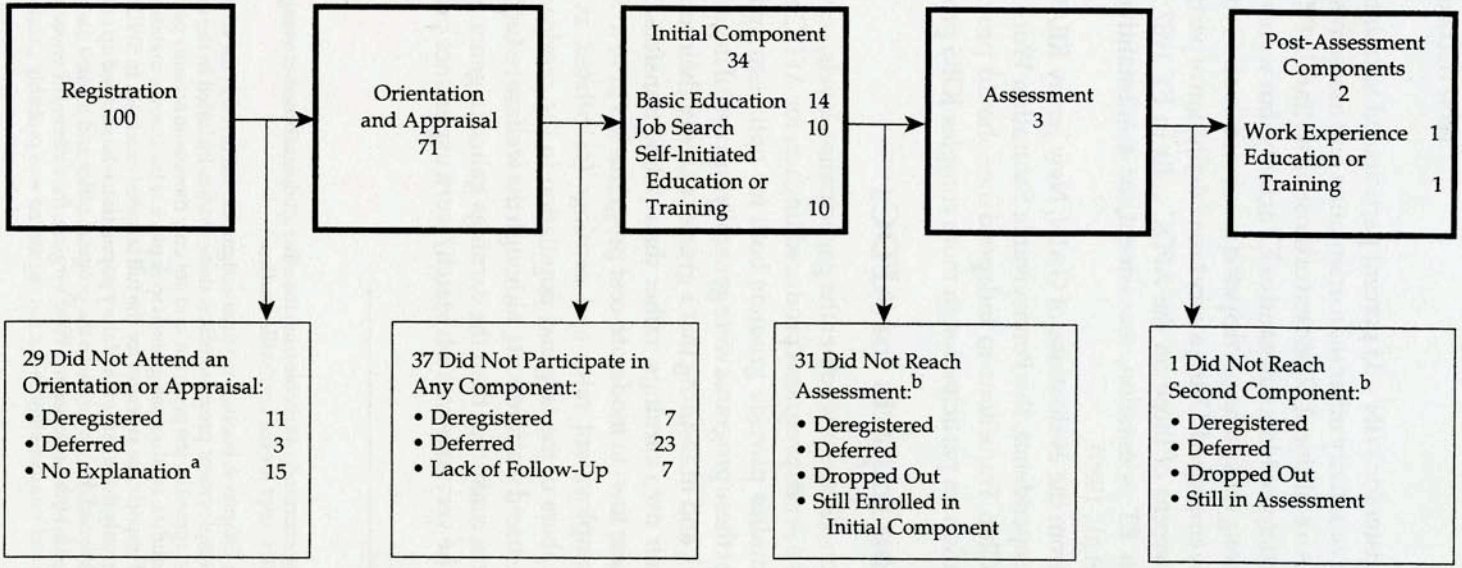
[c]Only statistically significant impacts are reported.

FIGURE 4.1 PERCENT OF AFDC AND AFDC-UP INDIVIDUALS ELIGIBLE FOR SWIM DURING EACH MONTH WHO PARTICIPATED IN PROGRAM-ARRANGED ACTIVITIES, SELF-INITIATED ACTIVITIES, OR EMPLOYMENT, BY TYPE OF ACTIVITY



SOURCE: Adapted from Hamilton, 1988.

FIGURE 4.2 PARTICIPATION PATTERNS AND REASONS FOR NONPARTICIPATION FOR 100 TYPICAL MANDATORY SINGLE-PARENT REGISTRANTS WITHIN SIX MONTHS OF GAIN REGISTRATION



SOURCE: Adapted from Riccio et al., 1989.

NOTES: The 100 typical registrants represent the experiences of a 966-person random sample of single-parent (AFDC) GAIN-mandatory registrants from seven study counties.

Findings for heads of two-parent households (AFDC-UP registrants) were similar to those presented above for single parents.

[a] GAIN case files included no information explaining why these registrants did not attend orientation.

[b] The listed reasons are possible explanations for nonparticipation. Data showing the actual importance of each reason were not collected for this study.

TABLE 4.2 *(continued)*

Location, Outcome, and Follow-Up Period		Experimental Group Mean	Control Group Mean	Difference	Percentage Change
San Diego SWIM					
Average Earnings	Year 1	$2,029	$1,677	$352***	21%
	Year 2	2,903	2,246	658***	29
Employed at End of	Year 1	34.7%	26.9%	7.7***	29%
	Year 2	34.7	29.3	5.4***	18
Average AFDC Payments	Year 1	$4,424	$4,830	-$407***	-8%
	Year 2	3,408	3,961	- 553***	-14
On Welfare at End of	Year 1	66.0%	72.4%	-6.4***	-9%
	Year 2	51.3	58.7	-7.4***	-13
Virginia					
Average Earnings	Year 1	$1,352	$1,282	$ 69	5%
	Year 2	2,268	1,988	280**	14
	Year 3[a]	2,624	2,356	268*	11
Employed at End of	Year 1	34.7%	31.0%	3.8**	12%
	Year 2	39.3	33.3	6.0***	18
	Year 3[b]	38.7	34.1	4.6***	13
Average AFDC Payments	Year 1	$1,961	$2,029	-$ 69	-3%
	Year 2	1,480	1,516	- 36	-2
	Year 3[a]	1,184	1,295	- 111**	-9
On Welfare at End of	Year 1	59.8%	59.4%	0.4	1%
	Year 2	44.0	44.9	-0.9	-2
	Year 3[b]	36.6	39.3	-2.6	-7
West Virginia					
Average Earnings	Year 1	$451	$435	$16	4%
Employed at End of	Year 1	12.0%	13.1%	-1.0	-8%
Average AFDC Payments	Year 1	$1,692	$1,692	$0	0%
On Welfare at End of	Year 1	70.9%	72.5%	-1.5	-2%

SOURCES: Data from Friedlander and Goldman, 1988; Friedlander, 1987; Friedlander et al., 1987; Goldman, Friedlander, and Long, 1986; Hamilton and Friedlander, 1989; Friedlander, 1988a; Friedlander et al., 1986; and additional MDRC estimates of annual values.

NOTES: The earnings and AFDC payments data include zero values for sample members not employed and for sample members not receiving welfare. Estimates are regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. There may be some discrepancies in experimental-control differences because of rounding.

In all programs except the San Diego SWIM program, year 1 begins with the quarter of random assignment. For employment and earnings, the quarter of random assignment refers to the calendar quarter in which random assignment occurred. As a result, "average earnings" in year 1 may include up to two months of earnings prior to random assignment. For AFDC payments, the quarter of random assignment refers to the three months beginning with the month in which an individual was randomly assigned. In the San Diego SWIM program, where all outcomes were calculated for calendar quarters, year 1 begins with the quarter following the quarter of random assignment.

(continued)

TABLE 4.2 *(continued)*

"Employed" or "on welfare" at the end of the year is defined as receiving earnings or welfare payments at some point during the last quarter of the year.

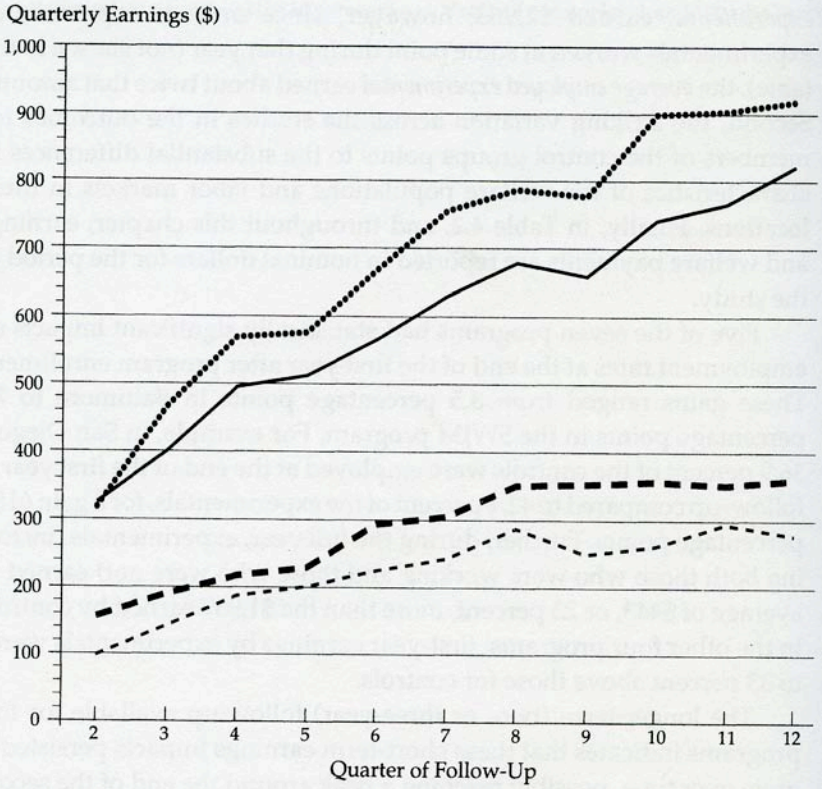
Earnings and AFDC payments are not adjusted for inflation.

[a]Annual earnings and AFDC payments impacts are based on two and three quarters of follow-up, respectively.

[b]Percent employed and on welfare at the end of 2 1/2 and 2 3/4 years, respectively.

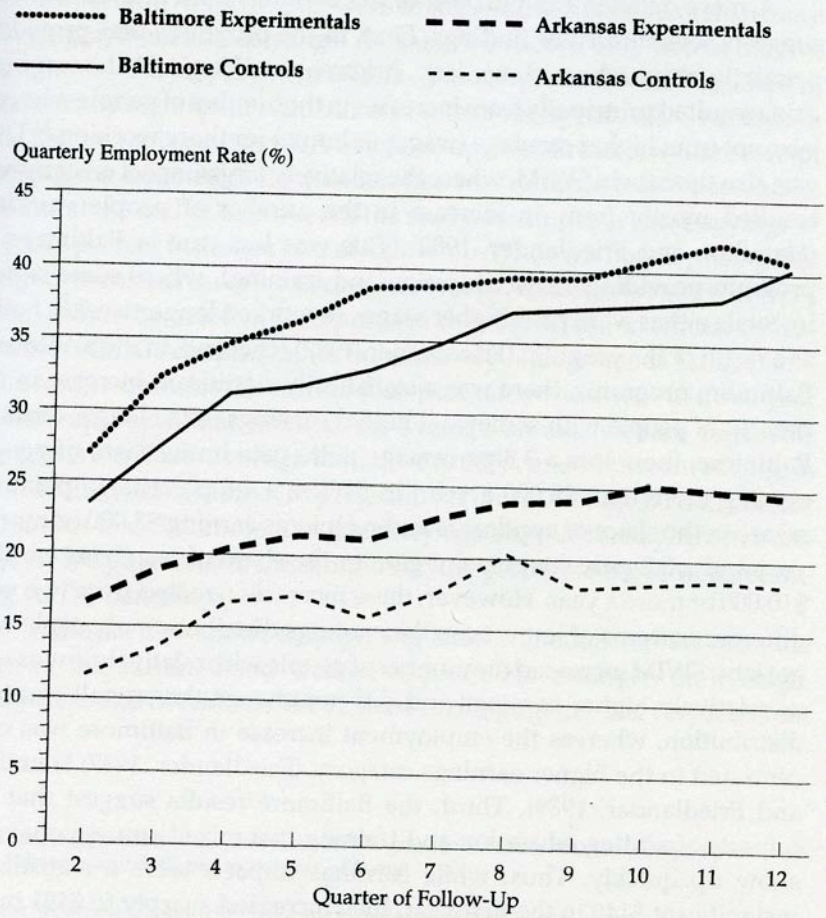
*Denotes statistical significance at the 10 percent level; **at the 5 percent level; and ***at the 1 percent level.

FIGURE 4.3 TRENDS IN AVERAGE QUARTERLY EARNINGS IN ARKANSAS AND BALTIMORE



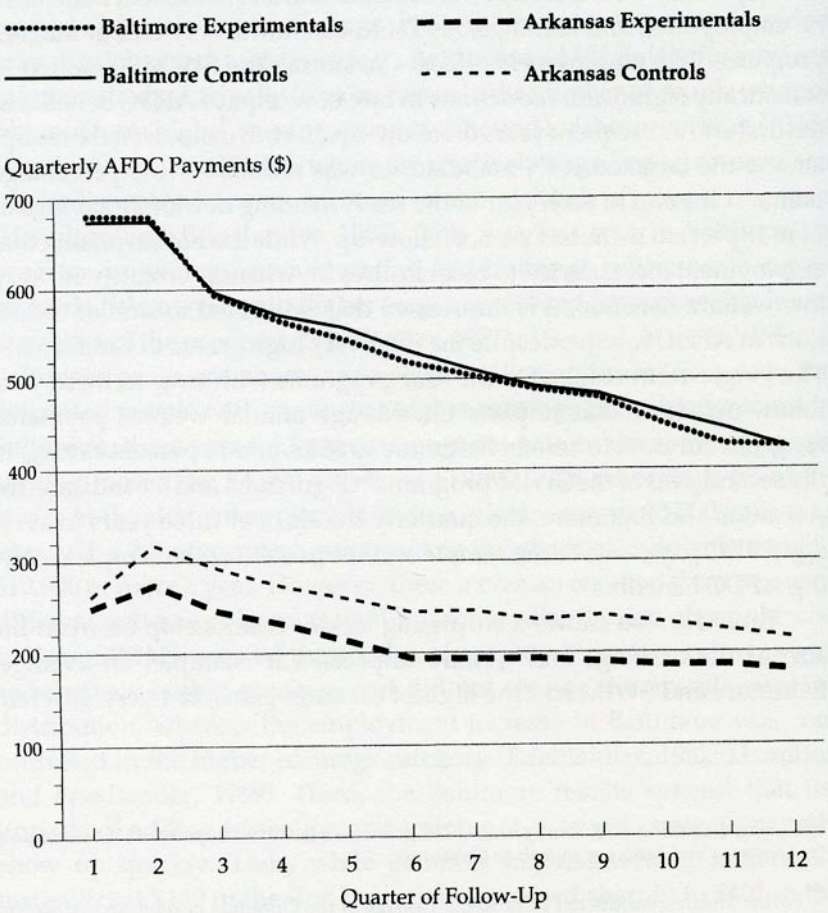
SOURCES: Tables B.1 and B.2.

FIGURE 4.4 TRENDS IN AVERAGE QUARTERLY EMPLOYMENT RATES IN ARKANSAS AND BALTIMORE



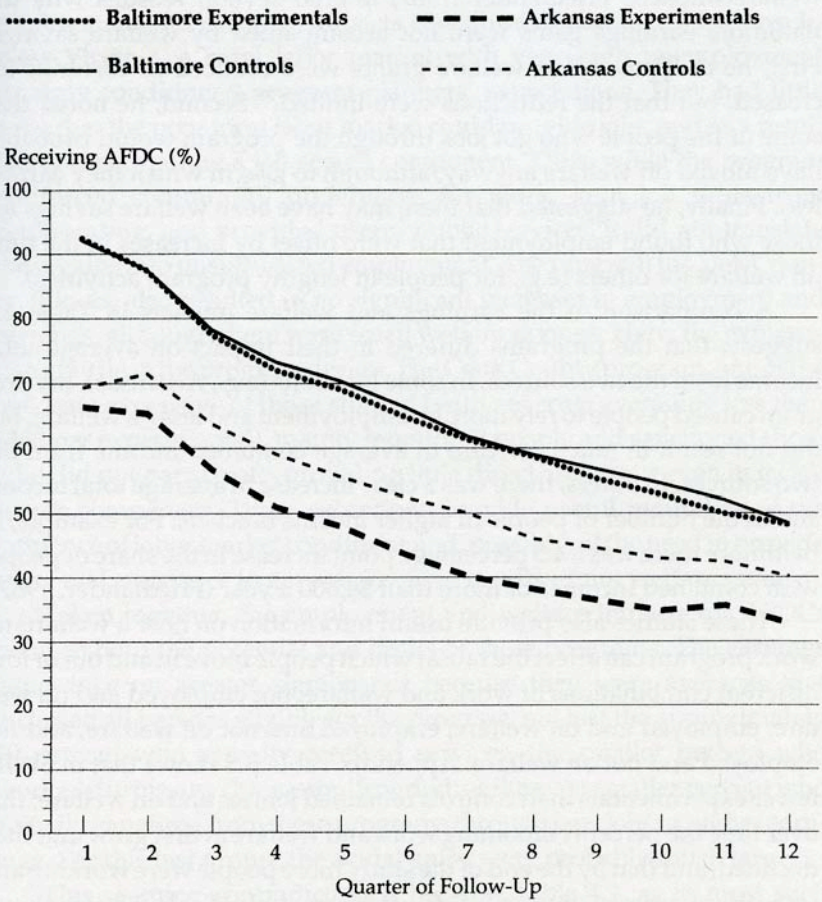
SOURCES: Tables B.1 and B.2.

FIGURE 4.5 TRENDS IN AVERAGE QUARTERLY AFDC PAYMENTS IN ARKANSAS AND BALTIMORE



SOURCES: Tables B.1 and B.2.

FIGURE 4.6 TRENDS IN AVERAGE QUARTERLY AFDC RECEIPT IN ARKANSAS AND BALTIMORE



SOURCES: Tables B.1 and B.2.

TABLE 4.1 PERCENT OF AFDC ELIGIBLES EVER INVOLVED IN SPECIFIED ACTIVITIES WITHIN NINE OR TWELVE MONTHS AFTER RANDOM ASSIGNMENT, FOR SEVEN WELFARE-TO-WORK PROGRAMS

Activity Measure	Arkansas	Baltimore	Cook County	San Diego I	San Diego SWIM	Virginia	West Virginia
	Job Search, Work Experience	Multi-Component	Job Search, Work Experience	Job Search, Work Experience	Job Search, Work Experience, Education, Training	Job Search, Work Experience	Work Experience
Participated in Any Activity (%)	38.0	45.0	38.8	46.4	64.4	58.3	N/A[a]
Participated in:[b]							
Job Search Activities (%)	27.3[c]	24.7	36.1	44.1	50.6	51.0	N/A[a]
Work Experience (%)	2.9	17.5	7.3	13.0	19.5	9.5	23.9
Other Services, including Education and Training (%)[d]	N/A	17.3	4.1	N/A	24.3	11.6	N/A[a]
Deregistered (%)	57.5	37.6	56.9	60.6	61.5	42.3	42.3
Due to Request for Sanctioning (%)	N/A[e]	low[e]	12.4	8.0	10.6	3.8	1.8
Follow-Up Period in Months	9	12	9	9	12	9	9

SOURCES: Data from Friedlander et al., 1985b; Friedlander, 1987; Friedlander et al., 1987; Goldman, Friedlander, and Long, 1986; Hamilton, 1988; Riccio et al., 1986; Friedlander et al., 1986.

NOTES: Estimates are for AFDC applicants and recipients in all locations except San Diego I, which included only applicants. In SWIM, percentages were calculated using a base of all eligibles who registered in the program; in Baltimore, Cook County, San Diego I, and Virginia, the base includes nonregistrants. In Arkansas and West Virginia, the base includes all registrants; however, since the program office and income maintenance office were co-located in both these states, there is probably little difference between the number of people registered and the number eligible but not registered.

[a]West Virginia's program consisted almost exclusively of work experience.

[b]N/A under participation components indicates that such components were not available in the program.

[c]Participation in the individual job search component of the Arkansas demonstration is not included here.

[d]Includes only education and job skills training that were either provided or approved by the programs. Individuals in all seven programs also undertook other education and job skills training. Available data suggest that the experimental-control difference in participation in these services is substantially smaller than the experimental participation rates shown.

[e]While the percent of sample members deregistered owing to a request for sanction is not available in Arkansas or Baltimore, other data suggest that sanctioning was limited. In Baltimore, a special case file study was done of 70 enrollees initially assigned to a program component (or assigned after being in a short-term holding status) who did not attend activities for which they were scheduled. The review indicated that only three of the 70 enrollees were deregistered for noncompliance and that none of the 70 had a financial penalty imposed on them. Administrative records maintained by the Arkansas Department of Social Services indicate that in the two counties studied, 3 and 5 percent of persons in the full caseload (not just the sample) participating in an assessment were sanctioned or deregistered due to noncompliance.

TABLE 4.2 IMPACTS OF SEVEN WELFARE-TO-WORK PROGRAMS ON AFDC ELIGIBLES

Location, Outcome, and Follow-Up Period		Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Arkansas					
Average Earnings	Year 1	$ 674	$ 507	$167**	33%
	Year 2	1,180	957	223	23
	Year 3	1,422	1,085	337**	31
Employed at End of	Year 1	20.4%	16.7%	3.7*	22%
	Year 2	23.9	20.3	3.6	18
	Year 3	24.5	18.3	6.2***	34
Average AFDC Payments	Year 1	$998	$1,143	-$145***	-13%
	Year 2	793	982	- 190***	-19
	Year 3	742	910	- 168***	-18
On Welfare at End of	Year 1	51.0%	59.1%	-8.1***	-14%
	Year 2	38.1	46.0	-7.9***	-17
	Year 3	32.8	40.1	-7.3***	-18
Baltimore					
Average Earnings	Year 1	$1,612	$1,472	$140	10%
	Year 2	2,787	2,386	401***	17
	Year 3	3,499	2,989	511***	17
Employed at End of	Year 1	34.7%	31.2%	3.5**	11%
	Year 2	39.5	37.1	2.4	6
	Year 3	40.7	40.3	0.4	1
Average AFDC Payments	Year 1	$2,520	$2,517	$ 2	0%
	Year 2	2,058	2,092	- 34	-2
	Year 3	1,783	1,815	- 31	-2
On Welfare at End of	Year 1	72.0%	73.3%	-1.4	-2%
	Year 2	58.7	59.0	-0.3	-1
	Year 3	48.2	48.4	-0.2	0
Cook County					
Average Earnings	Year 1	$1,227	$1,217	$10	1%
Employed at End of	Year 1	22.6%	21.4%	1.3	6%
Average AFDC Payments	Year 1	$3,105	$3,146	-$40	-1%
On Welfare at End of	Year 1	78.9%	80.8%	-1.9**	-2%
San Diego I (Applicants Only)					
Average Earnings	Year 1	$2,379	$1,937	$443***	23%
Employed at End of	Year 1	42.4%	36.9%	5.5***	15%
Average AFDC Payments	Year 1	$2,524	$2,750	-$226***	-8%
On Welfare at End of	Year 1	45.8%	47.9%	-2.0	-4%

(continued)

TABLE 4.3 PROGRAM IMPACTS ON QUARTERLY EARNINGS AND AFDC PAYMENTS FOR MAJOR SUBGROUPS OF AFDC APPLICANTS AND RECIPIENTS

Subgroup and Outcome	San Diego I	Baltimore	Virginia	Arkansas	Cook County[a]
First Tier					
Applicants with No Prior AFDC:					
Earnings	$37	$121	-$13	$26	$ ---
AFDC Payments	-5	-9	-28	-31	---
Second Tier					
Applicant Returnees:					
Earnings	$158**	$188***	$114*	$211***	$ ---
AFDC Payments	-47	-15	-16	-19	---
Applicant Returnees with Less than $3,000 Prior Earnings:					
Earnings	151**	253***	20	202**	---
AFDC Payments	-63*	-19	-29	-22	---
Third Tier					
All Recipients:					
Earnings	$ ---	$37	$69*	$19	$46**
AFDC Payments	---	5	-24	-60***	-13
Recipients with More than 2 Years on AFDC:					
Earnings	---	0	110**	14	---
AFDC Payments	---	19	-48**	-44*	---
Recipients with No Prior Earnings:					
Earnings	---	104**	70	29	12
AFDC Payments	---	1	-26	-63***	-6
Recipients with No Prior Earnings and More than 2 Years on AFDC:					
Earnings	---	88	94*	28	---
AFDC Payments	---	-1	-48**	-48*	---
Full Sample					
Quarterly Impact:					
Earnings	$118**	$96***	$72**	$70**	$19
AFDC Payments	-33	-5	-23*	-40***	-13
Average for Control Group:					
Earnings	773	634	541	257	451
AFDC Payments	469	501	345	232	646

(continued)

TABLE 4.3 *(continued)*

SOURCE: Data from Friedlander, 1988b.

NOTES: Tiers are mutually exclusive; subgroups within tiers overlap. All values are quarterly averages for the fourth through the last quarter of follow-up. Estimates include zero values for sample members not employed and for sample members not receiving welfare.

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

[a]The definitions of "applicant" and "recipient" for Cook County are not strictly comparable to those of the other programs. See the text of Friedlander, 1988b, for discussion.

TABLE 4.4 IMPACTS OF THE SAN DIEGO SWIM PROGRAM ON AFDC APPLICANTS AND RECIPIENTS

Outcome and Follow-Up Period	AFDC Applicants				AFDC Recipients			
	Experimental Group Mean	Control Group Mean	Difference	Percentage Change	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Average Earnings								
Year 1	$2,607	$2,238	$369	16%	$1,652	$1,319	$333**	25%
Year 2	3,298	3,011	287	10	2,651	1,762	889***	50
Employed at End of								
Year 1	38.3%	33.2%	5.1**	15%	32.3%	22.9%	9.4***	41%
Year 2	34.2	33.8	0.4	1	34.9	26.5	8.4***	32
Average AFDC Payments								
Year 1	$3,381	$3,724	-$343**	-9%	$5,090	$5,546	-$456***	-8%
Year 2	2,354	2,821	-467***	-17	4,086	4,694	-608***	-13
On Welfare at End of								
Year 1	51.7%	58.0%	-6.4**	-11%	75.2%	81.8%	-6.5***	-8%
Year 2	37.4	43.4	-6.0**	-14	60.3	68.5	-8.1***	-12

SOURCE: Data from Hamilton and Friedlander, 1989.

NOTES: The earnings and AFDC payments data include zero values for sample members not employed and for sample members not receiving welfare. Estimates are regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. There may be some discrepancies in experimental-control differences because of rounding. Year 1 begins with the quarter following the quarter of random assignment, and all outcomes were calculated for calendar quarters.

"Employed" or "on welfare" at the end of the year is defined as receiving earnings or welfare payments at some point during the last quarter of the year.

Earnings and AFDC payments are not adjusted for inflation.

** Denotes statistical significance at the 5 percent level; and *** at the 1 percent level.

TABLE 4.5 IMPACTS OF TWO WELFARE-TO-WORK PROGRAMS ON AFDC-UP ELIGIBLES

Location, Outcome, and Follow-Up Period		Experimental Group Mean	Control Group Mean	Difference	Percentage Change
San Diego I					
Average Earnings	Year 1	$4,563	$4,397	$166	4%
Employed at End of	Year 1	53.3%	53.7%	-0.4	-1%
Average AFDC Payments	Year 1	$2,289	$2,664	-$374***	-14%
On Welfare at End of	Year 1	36.0%	41.7%	-5.7***	-14%
San Diego SWIM					
Average Earnings	Year 1	$3,307	$2,806	$500*	18%
	Year 2	4,294	3,840	454	12
Employed at End of	Year 1	38.0%	33.7%	4.3*	13%
	Year 2	43.7	37.2	6.5**	17
Average AFDC Payments	Year 1	$4,883	$5,300	-$417**	-8%
	Year 2	3,897	4,448	-551***	-12
On Welfare at End of	Year 1	60.3%	62.8%	-2.6	-4%
	Year 2	49.3	50.5	-1.2	-2

SOURCES: Data from Goldman, Friedlander, and Long, 1986; Hamilton and Friedlander, 1989; and additional MDRC estimates of annual values.

NOTES: The earnings and AFDC payments data include zero values for sample members not employed and for sample members not receiving welfare. Estimates are regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. There may be some discrepancies in experimental-control differences because of rounding.

In the San Diego I program, year 1 begins with the quarter of random assignment. For employment and earnings, the quarter of random assignment refers to the calendar quarter in which random assignment occurred. As a result, "average earnings" in year 1 may include up to two months of earnings prior to random assignment. For AFDC payments, the quarter of random assignment refers to the three months beginning with the month in which an individual was randomly assigned. In the San Diego SWIM program, where all outcomes were calculated for calendar quarters, year 1 begins with the quarter following the quarter of random assignment.

"Employed" or "on welfare" at the end of the year is defined as receiving earnings or welfare payments at some point during the last quarter of the year.

Earnings and AFDC payments are not adjusted for inflation.

*Denotes statistical significance at the 10 percent level; **at the 5 percent level; and ***at the 1 percent level.

TABLE 4.6 AFDC WELFARE-TO-WORK PROGRAMS: CHARACTERISTICS, COSTS, AND IMPACTS

Program (Ordered by Increasing Net Cost)	Program Activities and Study Characteristics	Coverage/ Mandatoriness	Net Cost Per Experimental	Annual Impacts for All Years of Follow-Up: Outcome	Experimental-Control Difference	Percent Change Over Control Group Level
Broad-Coverage Programs						
Arkansas WORK Program	Sequence of group job search and (for a few) unpaid work experience; controls excused from all WIN requirements except assessment; low-grant state; highly disadvantaged population; evaluation began in 1983	Mandatory; targeted AFDC applicants and recipients with children 3 or older; few sanctions; 38% ever participated in job search or work experience during 9-month follow-up	$118	Earnings		
				Year 1	$167**	33%
				Year 2	223	23
				Year 3	337**	31
				AFDC payments		
				Year 1	-$145***	-13%
				Year 2	-190***	-19
				Year 3	-168***	-18
Louisville WIN Lab-Individual Job Search	Individual job search; controls eligible for regular WIN services; low-grant state; evaluation began in 1978	Mandatory and voluntary; targeted AFDC applicants and recipients with children of any age; 55% ever participated in individual job search during 8-month follow-up	$136[a]	Earnings		
				Year 1	$289**[b]	18%
				Year 2	456**[b]	20
				Year 3	435**[b]	18
				AFDC payments		
				Year 1	-$75*[b]	-3%
				Year 2	-164**[b]	-8
				Year 3	-184**[b]	-10

Cook County WIN Demonstration	Sequence of individual job search and unpaid work experience; controls excused from all WIN requirements except orientation; program provided little direct assistance, mainly monitored and sanctioned those who did not participate; medium-grant state; highly disadvantaged population; evaluation began in 1985	Mandatory; targeted AFDC applicants and recipients with children 6 or older; many sanctions; 39% ever participated in any activity during 9-month follow-up	$157	Earnings Year 1	$10	1%
				AFDC payments Year 1	-$40	-1%
Louisville WIN Lab-Group Job Search	Group job search; controls eligible for regular WIN services; low-grant state; evaluation began in 1980	Mandatory and voluntary; targeted AFDC applicants and recipients with children of any age; 65% ever participated in group job search during 6-month follow-up	$230[a]	Earnings Year 1	$464**[c]	43%
				AFDC payments Year 1	-$40[c]	-2%
West Virginia CWEP	Open-ended unpaid work experience; controls eligible for all other WIN services; rural labor market with very high unemployment; low-grant state; highly disadvantaged population; evaluation began in 1983	Mandatory; targeted AFDC applicants and recipients with children 6 or older; few sanctions; 24% ever participated in work experience during 9-month follow-up	$260	Earnings Year 1	$16	4%
				AFDC payments Year 1	$0	0%

(continued)

TABLE 4.6 *(continued)*

Program (Ordered by Increasing Net Cost)	Program Activities and Study Characteristics	Coverage/ Mandatoriness	Net Cost Per Experimental	Annual Impacts for All Years of Follow-Up		
				Outcome	Experimental-Control Difference	Percent Change Over Control Group Level
Virginia ESP	Sequence of individual or group job search, unpaid work experience, and some education or job skills training (but only slightly more than controls received on their own); controls excused from all WIN requirements; medium-grant state; disadvantaged population; evaluation began in 1983	Mandatory; targeted AFDC applicants and recipients with children 6 or older; few sanctions; 58% ever participated in any activity during 9-month follow-up	$430	Earnings		
				Year 1	$69	5%
				Year 2	280**	14
				Year 3	268*	11
				AFDC payments		
				Year 1	-$69	-3%
				Year 2	-36	-2
				Year 3	-111**	-9
San Diego I (EPP/EWEP)	Sequence of group job search and unpaid work experience; controls eligible for other WIN services; substantial program assistance provided; high-grant state; less disadvantaged population; evaluation began in 1982	Mandatory; targeted AFDC applicants with children 6 or older; many sanctions; 46% ever participated in job search or work experience during 9-month follow-up	$636	Earnings		
				Year 1	$443***	23%
				AFDC payments		
				Year 1	-$226***	-8%

San Diego SWIM	Sequence of group job search, unpaid work experience, and education and job skills training; controls excused from all WIN requirements; high participation and ongoing participation requirement; high-grant state; less disadvantaged population; evaluation began in 1985	Mandatory; targeted AFDC applicants and recipients with children 6 or older; many sanctions; 64% ever participated in any activity during 12-month follow-up	$919	Earnings		
				Year 1	$352***	21%
				Year 2	658***	29
				AFDC payments		
				Year 1	-$407***	-8%
				Year 2	-553***	-14
Baltimore Options	Choice of services, including individual or group job search, education, job skills training, unpaid work experience, and on-the-job training; controls eligible for regular WIN services; program constrained to serve 1,000 enrollees per year; medium-grant state; less disadvantaged population; evaluation began in 1982	Mandatory; targeted AFDC applicants and recipients with children 6 or older; few sanctions; 45% ever participated in any activity during 12-month follow-up	$953	Earnings		
				Year 1	$140	10%
				Year 2	401***	17
				Year 3	511***	17
				AFDC payments		
				Year 1	$2	0%
				Year 2	-34	-2
				Year 3	-31	-2

(continued)

TABLE 4.6 *(continued)*

Program (Ordered by Increasing Net Cost)	Program Activities and Study Characteristics	Coverage/ Mandatoriness	Net Cost Per Experimental	Annual Impacts for All Years of Follow-Up: Outcome	Experimental-Control Difference	Percent Change Over Control Group Level
Selective-Voluntary Programs						
New Jersey OJT	Subsidized on-the-job training; controls eligible for other WIN services; enrollees quite disadvantaged in terms of prior welfare receipt and recent work histories, but had relatively high levels of GED attainment; medium-grant state; evaluation began in 1984	Voluntary; targeted selected AFDC recipients over 18 with children of any age; 40% participated in employment with OJT (84% ever participated in any WIN or JTPA activity) during 12-month follow-up	$787 [$439][d]	Earnings		
				Year 1	N/A[e]	N/A
				Year 2	$591*[e]	14%
				AFDC payments		
				Year 1	-$190**[e]	-6%
				Year 2	-238*	-11
Maine OJT	Sequence of employability training, unpaid work experience, and subsidized on-the-job training; controls eligible for regular WIN services; enrollees quite disadvantaged in terms of prior welfare receipt and recent work histories, but had relatively high levels of GED attainment; medium-grant state; evaluation began in 1983	Voluntary; targeted selected unemployed AFDC recipients on rolls for at least prior 6 months, with children of any age; 90% ever participated in any activity during 12-month follow-up	$2,019 [$1,635][d]	Earnings		
				Year 1	$104	8%
				Year 2	871**	38
				Year 3	941*[f]	34
				AFDC payments		
				Year 1	$64	2%
				Year 2	29	1
				Year 3	80[f]	4

AFDC Homemaker-Home Health Aide Demonstrations	Job skills training and subsidized employment program; varied population; low-, medium-, and high-grant states; evaluation began in 1983	Voluntary; targeted selected AFDC recipients on rolls for at least 90 days who were not employed as home health aides during that time; 84% participated (i.e., entered training)	$9,505 ($5,957-$12,457 across states) [$5,684][d]	Earnings		
				Year 1	$2,026[g]	N/A
				Year 2	1,347[g]	N/A
				Year 3	1,121[g]	N/A
				AFDC and Food Stamp benefits		
				Year 1	-$696[g]	N/A
				Year 2	-855[g]	N/A
				Year 3	-343[g]	N/A
National Supported Work Demonstration	Structured, paid work experience; targeted extremely disadvantaged AFDC recipients; low-, medium-, and high-grant states; evaluation began in 1976	Voluntary; targeted selected AFDC recipients on rolls for 30 of prior 36 months, with children 6 or older; 97% participated (i.e., showed up for their program jobs)	$17,981[a] [$9,447][d,h]	Earnings		
				Year 1	$6,402***[i]	327%
				Year 2	1,368***[i]	36
				Year 3	1,076***[i]	23
				AFDC payments		
				Year 1	-$2,200**[i]	-39%
				Year 2	-1,165***[i]	-26
				Year 3	-401**[i]	-10

SOURCES: Data from the reports listed at the end of Chapter 1 and additional MDRC estimates.

NOTES: The cost estimates reported in this table are the net costs of these programs. These include all expenditures incurred specifically for the programs under study by the operating agency, plus any expenditures by other organizations for services that were an essential part of the program treatment, minus costs to the operating agency or other organizations of serving members of the control groups. See Appendix A for further discussion.

Net costs and annual impacts are in nominal dollars except where noted.

[a]The net cost is adjusted to 1985 dollars.

(continued)

TABLE 4.6 *(continued)*

[b]The impact is adjusted to 1985 dollars. Year 1 begins with the quarter of random assignment. The annual earnings impact for year 3 is based on one quarter of follow-up. The annual AFDC payments impact for year 3 is based on three quarters of follow-up. Statistical significance was not calculated for year 3. However, since the quarterly impacts are statistically significant, the annual impacts are assumed also to be significant.

[c]The impact is adjusted to 1985 dollars. The annual earnings impact is based on two quarters of follow-up. Statistical significance was not calculated. However, since the quarterly impacts are statistically significant, the annual impact is assumed also to be significant. The annual AFDC payments impact is based on four quarters of follow-up.

[d]The bracketed figure excludes wage subsidy payments for participants, whereas the other figure includes them.

[e]A year 1 earnings impact is not available in New Jersey for the same sample as the year 2 impact and is therefore not shown. The annual earnings impact for year 2 is based on three quarters of follow-up. Statistical significance was not calculated for year 2. However, since the earnings impact for quarters 5-7 is statistically significant, the annual impact is assumed also to be significant. Similarly, the quarterly AFDC payments impacts for quarters 2, 3, and 4 of year 1 are statistically significant, so the annual impact is assumed also to be significant.

[f]Annual earnings and AFDC payments impacts for year 3 are based on three quarters of follow-up. Statistical significance was not calculated for year 3. However, since the quarterly earnings impacts are statistically significant, the annual earnings impact is assumed also to be significant.

[g]Cross-state annual impacts are estimated from state-specific impacts presented in Table 5.2, so statistical significance and experimental and control group means are not available. Year 1 is defined by the original researchers as the number of months from random assignment until the typical experimental left subsidized employment. Year 2 is defined as the 12-month period following the time when the typical experimental left subsidized employment. Year 3 is based on all months in the follow-up period after year 2. Average annual impacts for each year were calculated by multiplying the average monthly impacts for that period by 12. Total earnings of the experimental group include both demonstration and non-demonstration earnings. Since the Homemaker-Home Health Aide Demonstrations offered up to a year of subsidized paid employment, earnings and consequently reduced AFDC and Food Stamp benefits during the first two years partly reflect wages earned in the program, and not post-program impacts. In year 2, there were statistically significant gains in monthly earnings in all seven states and welfare savings in six. In year 3, there were significant gains in monthly earnings in five of the seven states and welfare savings in four.

[h]Supported Work projects generated revenues of $4,352 per experimental (in 1985 dollars), which offset part of the cost reported here.

[i]The impact is adjusted to 1985 dollars. Since Supported Work offered up to 18 months of subsidized paid employment, earnings and consequently reduced AFDC payments during the first two years partly reflect wages earned in the program, and not post-program impacts. The annual earnings and AFDC payments impacts for year 3 are based on quarter 9, the last quarter for which there are common follow-up data for all recipients who responded to the final survey. AFDC payments impacts include impacts on General Assistance, Supplemental Security Income, and other unspecified cash welfare.

*Denotes statistical significance at the 10 percent level; ** at the 5 percent level; and *** at the 1 percent level.

TABLE 5.1 IMPACTS OF THE NATIONAL SUPPORTED WORK DEMONSTRATION ON AFDC RECIPIENTS

Outcome and Follow-Up Period		Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Average Earnings	Year 1	$8,360	$1,958	$6,402***	327%
	Year 2	5,159	3,791	1,368***	36
	Year 3	5,779	4,703	1,076***	23
Employed at End of	Year 1	73.3%	30.4%	42.9***	141%
	Year 2	46.6	42.3	4.3	10
	Year 3	45.3	43.3	2.0	5
Average AFDC Payments[a]	Year 1	$3,472	$5,672	-$2,200**	-39%
	Year 2	3,388	4,553	-1,165***	-26
	Year 3	3,501	3,902	-401**	-10
On Welfare at End of	Year 1	70.4%	85.9%	-15.5***	-18%
	Year 2	64.4	73.5	-9.1***	-12
	Year 3	64.2	71.3	-7.1***	-10

SOURCES: MDRC calculations from Grossman, Maynard, and Roberts, 1985; Hollister, Kemper, and Maynard, 1984.

NOTES: All figures are adjusted to 1985 dollars. The data are regression-adjusted estimates that control for the differences of age, sex, race, education, prior work experience, household composition, and prior welfare receipt. Since only control group means and estimated impacts are available, experimental group means were calculated by adding estimated impacts and control group means.

The follow-up period begins with the day of random assignment. Since Supported Work offered up to 18 months of subsidized paid employment, earnings and consequently reduced AFDC payments during the first two years partly reflect wages earned in the program, and not post-program impacts. The annual earnings and AFDC payments impacts for year 3 are based on quarter 9, the last quarter for which there are common follow-up data for all recipients who responded to the final survey.

Averages were calculated for all members of the sample, including those with no employment or transfer payment receipt in the covered period.

"Employed" or "on welfare" at the end of years 1 and 2 is defined as receiving earnings or welfare payments at some point during the last quarter of the year. For year 3, it is defined as receiving earnings or welfare payments at some point during the first quarter of the year.

[a]Includes AFDC, General Assistance, Supplemental Security Income, and other unspecified cash welfare.

Denotes statistical significance at the 5 percent level; and * at the 1 percent level.

TABLE 5.2 IMPACTS OF THE HOMEMAKER-HOME HEALTH AIDE DEMONSTRATIONS ON AFDC RECIPIENTS

Site	Percent Employed in			Average Annual Earnings in			Average Annual Combined AFDC and Food Stamp Benefits in		
	Year 1[a]	Year 2[a]	Year 3[a]	Year 1	Year 2	Year 3	Year 1	Year 2	Year 3
Arkansas	N/A	N/A	19***	$1,536***	$1,392***	$1,116***	-$204***	-$684***	-$540***
Kentucky	N/A	N/A	2	1,980***	1,344***	1,860***	-996***	-1,008***	-432***
New Jersey	N/A	N/A	11***	3,744***	1,848***	1,344***	-1,740***	-1,212***	36
New York[b]	N/A	N/A	-12	240	684**	132	348***	-168	96
Ohio[c]	N/A	N/A	11***	2,844***	2,268***	1,212***	-972***	-1,020***	-564***
South Carolina	N/A	N/A	3	2,976***	912***	240	-1,080***	-1,428***	-1,008***
Texas	N/A	N/A	21***	864**	984***	1,944***	-228***	-468***	12
Cross-State Average[d]	N/A	N/A	8	2,026	1,347	1,121	-696	-855	-343

SOURCE: MDRC calculations from Bell, Enns, and Orr, 1986.

NOTES: All values are experimental-control differences. Experimental and control group means were not available. Impact estimates average net outcomes for all experimentals, including the small share who did not participate in the homemaker-home health aide sequence. The impacts on experimentals who actually started training were somewhat higher in each state and substantially higher in Texas, where nonparticipation was higher.

Total earnings of the experimental group include both demonstration and non-demonstration earnings. Year 1 is the demonstration period and is defined for each state as the number of months from random assignment until the typical experimental left subsidized employment. Year 1 ranged from 7 months in New York to 12 months in South Carolina. Year 2 is defined as the 12-month period following the time when the typical experimental left subsidized employment. Year 3 is based on all months in the follow-up period after year 2. Average annual impacts for each year were calculated by multiplying the average monthly impacts for that period by 12. Since the Homemaker-Home Health Aide Demonstrations offered up to a year of subsidized

TABLE 5.2 *(continued)*

paid employment, earnings and consequently reduced AFDC and Food Stamp benefits during the first two years partly reflect wages earned in the program, and not post-program impacts.

[a]Unlike the reported earnings impacts, employment impacts were reported by the original researchers only for non-demonstration employment. By year 3 the typical experimental was no longer in subsidized employment, however, so the year 3 employment and earnings impacts both reflect post-program employment and are therefore comparable.

[b]Impacts on AFDC and Food Stamp benefits do not include New York City, where no data were available.

[c]Impacts on AFDC benefits only are available.

[d]Cross-state averages were calculated from the original researchers' state-specific estimates, so statistical significance is not available.

** Denotes statistical significance at the 5 percent level; and *** at the 1 percent level.

TABLE 5.3 IMPACTS OF THE NEW JERSEY AND MAINE ON-THE-JOB TRAINING PROGRAMS ON AFDC ELIGIBLES

Location, Outcome, and Follow-Up Period		Experimental Group Mean	Control Group Mean	Difference	Percentage Change
New Jersey					
Average Earnings[a]	Year 1	N/A	N/A	N/A	N/A
	Year 2	$4,840	$4,249	$591*	14%
Employed at End of	Year 1	54.8%	55.2%	-0.4	-1%
	Year 2[b]	56.1	57.8	-1.7	-3
Average AFDC Payments	Year 1	$3,188	$3,377	-$190**[c]	-6%
	Year 2	1,946	2,184	-238*	-11
On Welfare at End of	Year 1	65.8%	68.6%	-2.8	-4%
	Year 2	45.7	47.5	-1.9	-4
Maine					
Average Earnings[d]	Year 1	$1,466	$1,362	$104	8%
	Year 2	3,183	2,311	871**	38
	Year 3	3,700	2,759	941*	34
Employed at End of	Year 1	52.1%	43.8%	8.3	19%
	Year 2	50.2	43.4	6.9	16
	Year 3[e]	50.4	49.3	1.1	2
Average AFDC Payments[d]	Year 1	$3,419	$3,355	$64	2%
	Year 2	2,609	2,580	29	1
	Year 3	2,191	2,110	80	4
On Welfare at End of	Year 1	81.8%	85.1%	-3.3	-4%
	Year 2	64.4	63.1	1.3	2
	Year 3[e]	55.8	49.8	6.0	12

SOURCES: MDRC calculations from Freedman, Bryant, and Cave, 1988; Auspos, Cave, and Long, 1988.

NOTES: The earnings and AFDC payments data include zero values for sample members not employed and for sample members not receiving welfare. Estimates are regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. There may be some discrepancies in experimental-control differences because of rounding.

"Employed" or "on welfare" at the end of the year is defined as receiving earnings or welfare payments at some point during the last quarter of the year.

Earnings and AFDC payments are not adjusted for inflation.

[a]A year 1 earnings impact is not available in New Jersey for the same sample as the year 2 impact and is therefore not shown. The annual earnings impact for year 2 is based on three quarters of

(continued)

TABLE 5.3 *(continued)*

follow-up. Statistical significance was not calculated for year 2. However, since the earnings impact for quarters 5-7 is statistically significant, the annual impact is assumed also to be significant.

[b]Percent employed at the end of 1 3/4 years.

[c]Statistical significance was not calculated for year 1. However, since the quarterly impacts for quarters 2, 3, and 4 are statistically significant, the annual impact is assumed also to be significant.

[d]For all outcomes, year 1 begins with the quarter of random assignment. The quarter of random assignment refers to the calendar quarter in which random assignment occurred. As a result, "average earnings" and "average AFDC payments" in year 1 may include up to two months of earnings or AFDC payments prior to random assignment. Annual earnings and AFDC payments impacts for year 3 are based on three quarters of follow-up. Statistical significance was not calculated for year 3. However, since the quarterly earnings impacts are statistically significant, the annual earnings impact is assumed also to be significant.

[e]Percent employed and on welfare at the end of 2 3/4 years.

*Denotes statistical significance at the 10 percent level; and ** at the 5 percent level.

TABLE 5.4 SUMMARY OF RESEARCH ON THE RELATIONSHIP OF IMPACT TO LEVEL OF DISADVANTAGEDNESS AND TREATMENT

Level of Disadvantagedness	Low- to Moderate-Cost, Broad-Coverage Programs	Higher-Cost, Selective-Voluntary Programs
Less dependent	No consistent earnings gains or welfare savings	Not tested
Middle group	Consistent earnings gains; no consistent welfare savings	Limited number of studies, which did not cover the full spectrum of the caseload and did not systematically isolate groups by level of disadvantagedness. Consistent earnings gains; usually welfare savings
More dependent	Some (but not consistent) earnings gains; more consistent welfare savings	

TABLE 5.5 SELECTED FIVE-YEAR IMPACTS OF PROJECT REDIRECTION FOR WOMEN WHO WERE RECEIVING AFDC BENEFITS AT BASELINE

Outcome	Project Redirection Group	Comparison Group	Difference
Percent with a Diploma/ GED Certificate	47	43	4
Percent Employed	34	24	10
Mean Weekly Hours Worked	13	8	5**
Mean Weekly Earnings	$76	$37	$39***
Mean Number of Weeks Worked during Previous 12 Months	16	11	5**
Percent Receiving AFDC Benefits	54	66	-12*
Percent Receiving AFDC Benefits at Any Point in Previous 12 Months	57	71	-14**
Mean Number of Pregnancies	3.2	3.2	0.0
Mean Number of Live Births	2.3	2.1	0.2*
Mean Home Environment Score	44	39	5***
Percent Who Had Enrolled Child in Head Start	50	34	16**
Child's Mean Vocabulary Score	87	82	5**

SOURCE: Adapted from Polit, Quint, and Riccio, 1988.

NOTES: The impacts are based on analyses of women in the five-year subsample who had been receiving AFDC benefits at baseline (193 young mothers).

*Denotes statistical significance at the 10 percent level; ** at the 5 percent level; and *** at the 1 percent level. The figures shown have been statistically adjusted for important baseline characteristics.

TABLE A.1 ESTIMATED COSTS PER EXPERIMENTAL OF SELECTED WELFARE-TO-WORK PROGRAMS

Program	Direct Costs		Direct and Indirect Costs		Data Sources
	Gross	Net	Gross	Net	
Broad-Coverage: AFDC					
Arkansas	$122	**$118**	$162	$158	A,J
Baltimore	1,050	**953**	N/A	N/A	A
Cook County: Job search only[a]	107	102	391	**127**	A,J,C
Cook County: Job search/ work experience	154	149	421	**157**	A,J,C
Louisville Group Job Search	552	**230**	N/A	N/A	A
Louisville Individual Job Search	171	**136**	N/A	N/A	A
San Diego I: Job search only[a]	673	**562**	835	510	A,S,O
San Diego I: Job search/ work experience	761	**636**	875	577	A,S,O
San Diego SWIM	842	643	1,545	**919**	A,J,C,E
Virginia	451	412	611	**430**	A,J,C,E
West Virginia	459	**260**	N/A	N/A	A
Broad-Coverage: AFDC-UP					
Baltimore[b]	643	**552**	N/A	N/A	A
San Diego I: Job search only[a]	699	**586**	809	543	A,S,O
San Diego I: Job search/ work experience	850	**727**	836	672	A,S,O
San Diego SWIM	801	604	1,292	**817**	A,J,C,E
West Virginia[b]	537	**136**	N/A	N/A	A
Selective-Voluntary: AFDC					
AFDC Homemaker-Home Health Aide	9,505	**9,505**	N/A	N/A	A
Maine	2,679	**2,019**	2,813	2,286	A,J
New Jersey	1,197	**787**	1,642	860	A,J
Supported Work	17,981	**17,981**	N/A	17,528	A,S

SOURCES: Direct costs were estimated using program accounting and tracking data (A). Indirect costs were estimated using sources indicated in the last column of the table: program accounting and tracking data (A); surveys of the research sample (S); JTPA data (J), which covers only selected training programs for Arkansas; community college data (C); adult education data (E); and other records (O). N/A indicates that indirect cost estimates are not available. Estimates are calculated from data in Friedlander et al., 1985b (Arkansas); Friedlander et al., 1985a (Baltimore); Friedlander et al., 1987 (Cook County); Goldman, 1981 (Louisville); Goldman, Friedlander, and Long, 1986 (San Diego I); Hamilton and Friedlander, 1989 (San Diego SWIM); Riccio et al., 1986 (Virginia); Friedlander at al., 1986 (West Virginia); Orr, 1987 (Homemaker-Home Health Aide); Auspos, Cave, and Long, 1988 (Maine); Freedman, Bryant, and Cave, 1988 (New Jersey); Kemper, Long, and Thornton, 1981 (Supported Work); unpublished MDRC data for Arkansas, San Diego I, Virginia, and West Virginia.

NOTES: "Direct costs" are those incurred by the operating agency, while "indirect costs" were incurred by other agencies; "gross costs" are the full costs per experimental, while "net costs" subtract from gross costs the costs of serving controls. Cost estimates shown in boldface type best reflect the net cost of services in the intended service sequence; these are the costs cited in this volume (see Appendix A text for details).

(continued)

TABLE A.1 *(continued)*

San Diego I costs are expressed in 1983 dollars; Arkansas, Baltimore, Virginia, and West Virginia costs are in 1984 dollars; Maine costs are in 1985 dollars; Cook County, New Jersey, and San Diego SWIM costs are in 1986 dollars; AFDC Homemaker-Home Health Aide costs, which are presented as a range across states, were measured during the 1983-86 period; and Louisville Individual Job Search, Louisville Group Job Search, and Supported Work costs have been adjusted to reflect 1985 dollars.

The direct costs incurred by Supported Work and the AFDC Homemaker-Home Health Aide Demonstrations include wages paid to participants; those amounted to $8,535 per experimental for Supported Work (in 1985 dollars) and $3,821 per experimental in the AFDC Homemaker-Home Health Aide Demonstrations (averaged across seven states). The direct costs in Maine, New Jersey, and Baltimore include the program's share of on-the-job training wages (employers also paid a share); these amounted to $384 in Maine, $348 in New Jersey, and $10 and $4 in Baltimore for AFDC and AFDC-UP experimentals, respectively.

[a]Costs are presented for both the job search and job search/work experience sequences in San Diego I and Cook County for informational purposes. The participation and impact findings presented in the body of this book for both programs are for the job search/work experience sequence.

[b]Costs for the AFDC-UP programs in Baltimore and West Virginia are presented for informational purposes. The impact results are not presented in the body of this book because the sample size in Baltimore was too small to produce reliable impact findings and the West Virginia study produced uncertain results.

TABLE B.1 SUMMARY AND QUARTERLY IMPACTS OF THE ARKANSAS WORK PROGRAM ON AFDC ELIGIBLES

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Ever Employed, Quarters 2-12[a]	41.0%	36.2%	4.8**	13%
Average Number of Quarters with Employment, Quarters 2-12[a]	2.44	1.86	0.58***	31%
Ever Employed				
Quarter of Random Assignment	18.0%	12.3%	5.7***	46%
Quarter 2	16.6	11.6	5.1***	44
Quarter 3	18.9	13.5	5.4***	40
Quarter 4	20.4	16.7	3.7*	22
Quarter 5	21.4	17.2	4.3**	25
Quarter 6	21.2	15.8	5.5***	35
Quarter 7	22.8	17.6	5.2**	30
Quarter 8	23.9	20.3	3.6	18
Quarter 9	24.1	18.0	6.1***	34
Quarter 10	25.2	18.3	6.9***	38
Quarter 11	24.9	18.6	6.3***	34
Quarter 12	24.5	18.3	6.2***	34
Average Total Earnings, Quarters 2-12[a]	$3,165	$2,468	$697**	28%
Average Total Earnings				
Quarter of Random Assignment	$111	$80	$31*	39%
Quarter 2	156	98	58**	59
Quarter 3	190	142	48*	34
Quarter 4	217	187	30	16
Quarter 5	229	201	29	14
Quarter 6	294	225	69*	31
Quarter 7	305	243	61	25
Quarter 8	351	288	64	22
Quarter 9	353	250	104**	42
Quarter 10	357	262	95**	36
Quarter 11	352	295	57	19
Quarter 12	360	278	81*	29

(continued)

TABLE B.1 *(continued)*

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Ever Received Any AFDC Payments, Quarters 1-12	75.3%	79.5%	- 4.2*	- 5%
Average Number of Months Receiving AFDC Payments, Quarters 1-12	15.14	17.78	- 2.64***	- 15%
Ever Received Any AFDC Payments				
Quarter of Random Assignment	66.4%	69.4%	- 3.0	- 4%
Quarter 2	65.4	71.5	- 6.1**	- 9
Quarter 3	56.7	63.8	- 7.1***	- 11
Quarter 4	51.0	59.1	- 8.1***	- 14
Quarter 5	48.0	55.6	- 7.6***	- 14
Quarter 6	43.6	52.5	- 8.9***	- 17
Quarter 7	40.1	50.0	- 9.9***	- 20
Quarter 8	38.1	46.0	- 7.9***	- 17
Quarter 9	36.4	44.5	- 8.1***	- 18
Quarter 10	34.8	42.9	- 8.1***	- 19
Quarter 11	35.6	42.4	- 6.8**	- 16
Quarter 12	32.8	40.1	- 7.3***	- 18
Average Total AFDC Payments Received, Quarters 1-12	$2,533	$3,036	- $502***	- 17%
Average Total AFDC Payments Received				
Quarter of Random Assignment	$248	$261	- $13	- 5%
Quarter 2	274	318	- 44***	- 14
Quarter 3	245	292	- 47***	- 16
Quarter 4	231	272	- 41***	- 15
Quarter 5	213	259	- 46***	- 18
Quarter 6	194	244	- 50***	- 20
Quarter 7	193	245	- 52***	- 21
Quarter 8	193	235	- 41***	- 17
Quarter 9	190	240	- 49***	- 20
Quarter 10	186	232	- 46***	- 20
Quarter 11	186	224	- 38**	- 17
Quarter 12	180	215	- 35**	- 16
Sample Size	560	567		

(continued)

TABLE B.1 *(continued)*

SOURCE: Adapted from Friedlander and Goldman, 1988.

NOTES: The earnings and AFDC payments data include zero values for sample members not employed and for sample members not receiving welfare. Estimates are regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. There may be some discrepancies in experimental-control differences because of rounding.

For employment and earnings, the quarter of random assignment refers to the calendar quarter in which random assignment occurred. For AFDC payments, the quarter of random assignment refers to the three months beginning with the month in which an individual was randomly assigned.

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

[a]Quarter 1, the quarter of random assignment, may contain some earnings from the period prior to random assignment and is therefore excluded from the summary measures of follow-up for employment and earnings.

TABLE B.2 SUMMARY AND QUARTERLY IMPACTS OF THE BALTIMORE OPTIONS PROGRAM ON AFDC ELIGIBLES

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Ever Employed, Quarters 2-12[a]	70.3%	65.5%	4.8***	7%
Average Number of Quarters with Employment, Quarters 2-12[a]	4.10	3.73	0.38***	10%
Ever Employed				
Quarter of Random Assignment	28.0%	26.1%	1.9	7%
Quarter 2	27.0	23.5	3.4**	14
Quarter 3	32.3	27.4	4.9***	18
Quarter 4	34.7	31.2	3.5**	11
Quarter 5	36.3	31.8	4.5***	14
Quarter 6	38.7	33.0	5.7***	17
Quarter 7	38.8	34.9	3.8**	11
Quarter 8	39.5	37.1	2.4	6
Quarter 9	39.5	37.4	2.1	6
Quarter 10	40.8	37.7	3.1*	8
Quarter 11	42.0	38.1	3.9**	10
Quarter 12	40.7	40.3	0.4	1
Average Total Earnings, Quarters 2-12[a]	$7,638	$6,595	$1,043***	16%
Average Total Earnings				
Quarter of Random Assignment	$260	$251	$8	3%
Quarter 2	318	325	- 8	- 2
Quarter 3	466	400	66*	17
Quarter 4	569	495	73*	15
Quarter 5	576	512	64*	12
Quarter 6	668	566	103**	18
Quarter 7	755	630	126***	20
Quarter 8	787	679	108**	16
Quarter 9	777	659	118**	18
Quarter 10	899	741	157***	21
Quarter 11	904	766	138***	18
Quarter 12	919	822	98*	12

(continued)

TABLE B.2 *(continued)*

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Ever Received Any AFDC Payments, Quarters 1-12	95.3%	95.4%	- 0.1	0%
Average Number of Months Receiving AFDC Payments, Quarters 1-12	22.21	22.63	- 0.42	- 2%
Ever Received Any AFDC Payments				
Quarter of Random Assignment	92.4%	92.1%	0.4	0%
Quarter 2	87.4	87.5	- 0.2	0
Quarter 3	77.5	78.3	- 0.7	- 1
Quarter 4	72.0	73.3	- 1.4	- 2
Quarter 5	69.1	70.4	- 1.4	- 2
Quarter 6	64.9	66.4	- 1.5	- 2
Quarter 7	61.3	61.8	- 0.5	- 1
Quarter 8	58.7	59.0	- 0.3	- 1
Quarter 9	55.2	56.7	- 1.6	- 3
Quarter 10	52.8	54.5	- 1.7	- 3
Quarter 11	49.9	52.0	- 2.1	- 4
Quarter 12	48.2	48.4	- 0.2	0
Average Total AFDC Payments Received, Quarters 1-12	$6,361	$6,424	- $63	- 1%
Average Total AFDC Payments Received				
Quarter of Random Assignment	$681	$675	$6	1%
Quarter 2	680	675	5	1
Quarter 3	594	597	- 2	0
Quarter 4	565	571	- 6	- 1
Quarter 5	545	558	- 13	- 2
Quarter 6	519	532	- 12	- 2
Quarter 7	504	511	- 6	- 1
Quarter 8	489	492	- 2	- 1
Quarter 9	480	484	- 4	- 1
Quarter 10	451	463	- 12	- 3
Quarter 11	427	445	- 18	- 4
Quarter 12	425	423	3	1
Sample Size	1,362	1,395		

(continued)

TABLE B.2 *(continued)*

SOURCE: Adapted from Friedlander, 1987.

NOTES: The earnings and AFDC payments data include zero values for sample members not employed an for sample members not receiving welfare. Estimates are regression-adjusted using ordinary least squares controlling for pre-random assignment characteristics of sample members. There may be some discrepancie in experimental-control differences because of rounding.

For employment and earnings, the quarter of random assignment refers to the calendar quarter in whicl random assignment occurred. For AFDC payments, the quarter of random assignment refers to the thre months beginning with the month in which an individual was randomly assigned.

A two-tailed t-test was applied to differences between experimental and control groups. Statistical significanc levels are indicated as: * = 10 percent; ** = 5 percent; and *** = 1 percent.

[a]Quarter 1, the quarter of random assignment, may contain some earnings from the period prior to randon assignment and is therefore excluded from the summary measures of follow-up for employment an earnings.

TABLE B.3 SUMMARY AND QUARTERLY IMPACTS OF THE COOK COUNTY WIN DEMONSTRATION ON AFDC ELIGIBLES

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Ever Employed, Quarters 2-6[a]	36.8%	35.8%	1.0	3%
Average Number of Quarters with Employment, Quarters 2-6[a]	1.09	1.05	0.04	4%
Ever Employed				
Quarter of Random Assignment	16.3%	16.2%	0.1	1%
Quarter 2	17.9	17.8	0.1	1
Quarter 3	20.8	20.1	0.7	3
Quarter 4	22.6	21.4	1.3	6
Quarter 5	23.3	22.4	0.8	4
Quarter 6	24.4	23.4	1.0	4
Average Total Earnings, Quarters 2-6[a]	$1,977	$1,921	$57	3%
Average Total Earnings				
Quarter of Random Assignment	$183	$184	- $1	- 1%
Quarter 2	281	286	- 6	- 2
Quarter 3	359	354	5	1
Quarter 4	405	394	11	3
Quarter 5	437	412	24	6
Quarter 6	496	475	21	5
Ever Received Any AFDC Payments, Quarters 1-6	99.8%	99.8%	- 0.1	0%
Average Number of Months Receiving AFDC Payments, Quarters 1-6	14.23	14.45	- 0.22**	- 2%
Ever Received Any AFDC Payments				
Quarter of Random Assignment	99.6%	99.6%	0.0	0%
Quarter 2	92.5	92.6	- 0.1	0
Quarter 3	83.9	85.5	- 1.6**	- 2
Quarter 4	78.9	80.8	- 1.9**	- 2
Quarter 5	75.1	77.1	- 2.0**	- 3
Quarter 6	70.9	72.7	- 1.8*	- 2

(continued)

TABLE B.3 *(continued)*

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Average Total AFDC Payments Received, Quarters 1-6	$4,416	$4,486	- $70*	- 2%
Average Total AFDC Payments Received				
Quarter of Random Assignment	$842	$833	$9**	1%
Quarter 2	824	824	0	0
Quarter 3	740	763	- 23***	- 3
Quarter 4	700	726	- 26***	- 4
Quarter 5	675	690	- 16*	- 2
Quarter 6	636	650	- 14	- 2
Sample Size	4,050	3,805		

SOURCE: Adapted from Friedlander et al., 1987.

NOTES: The earnings and AFDC payments data include zero values for sample members not employed and for sample members not receiving welfare. Estimates are regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. There may be some discrepancies in experimental-control differences because of rounding.

For employment and earnings, the quarter of random assignment refers to the calendar quarter in which random assignment occurred. For AFDC payments, the quarter of random assignment refers to the three months beginning with the month in which an individual was randomly assigned.

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

[a]Quarter 1, the quarter of random assignment, may contain some earnings from the period prior to random assignment and is therefore excluded from the summary measures of follow-up for employment and earnings.

TABLE B.4 SUMMARY AND QUARTERLY IMPACTS OF SAN DIEGO I (EPP/EWEP) ON AFDC ELIGIBLES

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Ever Employed, Quarters 2-6[a]	61.0%	55.4%	5.6***	10%
Average Number of Quarters with Employment, Quarters 2-6[a]	2.03	1.73	0.29***	17%
Ever Employed				
Quarter of Random Assignment	35.5%	33.1%	2.5	8%
Quarter 2	35.6	28.7	6.9***	24
Quarter 3	40.2	32.3	7.8***	24
Quarter 4	42.4	36.9	5.5***	15
Quarter 5	42.9	37.5	5.4***	14
Quarter 6	41.9	38.1	3.8*	10
Average Total Earnings, Quarters 2-6[a]	$3,802	$3,102	$700***	23%
Average Total Earnings				
Quarter of Random Assignment	$359	$337	$23	7%
Quarter 2	510	369	141***	38
Quarter 3	701	538	163***	30
Quarter 4	810	693	117**	17
Quarter 5	848	729	119**	16
Quarter 6	933	773	161***	21
Ever Received Any AFDC Payments, Quarters 1-6	83.9%	84.3%	- 0.4	0%
Average Number of Months Receiving AFDC Payments, Quarters 1-6	8.13	8.61	- 0.48*	- 6%
Ever Received Any AFDC Payments				
Quarter of Random Assignment	78.3%	80.3%	- 2.0	- 2%
Quarter 2	64.2	67.6	- 3.4*	- 5
Quarter 3	51.8	56.2	- 4.5**	- 8
Quarter 4	45.8	47.9	- 2.0	- 4
Quarter 5	39.5	41.1	- 1.7	- 4
Quarter 6	35.0	36.2	- 1.2	- 3

(continued)

TABLE B.4 *(continued)*

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Average Total AFDC Payments Received, Quarters 1-6	$3,409	$3,697	- $288**	- 8%
Average Total AFDC Payments Received				
Quarter of Random Assignment	$734	$752	- $18	- 2%
Quarter 2	695	765	- 70***	- 9
Quarter 3	582	653	- 71***	- 11
Quarter 4	513	580	- 67**	- 11
Quarter 5	462	501	- 39	- 8
Quarter 6	423	445	- 22	- 5
Sample Size	1,502	873		

SOURCE: Adapted from Goldman, Friedlander, and Long, 1986.

NOTES: The earnings and AFDC payments data include zero values for sample members not employed and for sample members not receiving welfare. Estimates are regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. There may be some discrepancies in experimental-control differences because of rounding.

For employment and earnings, the quarter of random assignment refers to the calendar quarter in which random assignment occurred. For AFDC payments, the quarter of random assignment refers to the three months beginning with the month in which an individual was randomly assigned.

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

[a]Quarter 1, the quarter of random assignment, may contain some earnings from the period prior to random assignment and is therefore excluded from the summary measures of follow-up for employment and earnings.

TABLE B.5 SUMMARY AND QUARTERLY IMPACTS OF THE SAN DIEGO SWIM PROGRAM ON AFDC ELIGIBLES

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Ever Employed, Quarters 2-9	62.5%	50.7%	11.9***	23%
Average Number of Quarters with Employment, Quarters 2-9	2.72	2.15	0.58***	27%
Ever Employed				
Quarter of Random Assignment	27.9%	25.1%	2.7**	11%
Quarter 2	30.7	24.7	6.1***	25
Quarter 3	33.0	25.6	7.4***	29
Quarter 4	33.6	25.8	7.8***	30
Quarter 5	34.7	26.9	7.7***	29
Quarter 6	34.9	26.7	8.2***	31
Quarter 7	35.6	27.4	8.2***	30
Quarter 8	35.2	28.4	6.8***	24
Quarter 9	34.7	29.3	5.4***	18
Average Total Earnings, Quarters 2-9	$4,932	$3,923	$1,009***	26%
Average Total Earnings				
Quarter of Random Assignment	$274	$271	$4	1%
Quarter 2	365	339	27	8
Quarter 3	486	401	85**	21
Quarter 4	568	456	112***	25
Quarter 5	610	482	128***	27
Quarter 6	677	484	193***	40
Quarter 7	717	545	172***	32
Quarter 8	743	597	146***	24
Quarter 9	766	620	146***	24

(continued)

TABLE B.5 *(continued)*

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Ever Received Any AFDC Payments, Quarters 2-10	92.1%	92.9%	- 0.8	- 1%
Average Number of Months Receiving AFDC Payments, Quarters 2-10	16.31	17.94	- 1.63***	- 9%
Ever Received Any AFDC Payments				
Quarter of Random Assignment	91.2%	91.4%	- 0.3	0%
Quarter 2	89.7	89.9	- 0.1	0
Quarter 3	79.0	81.6	- 2.5*	- 3
Quarter 4	70.6	76.1	- 5.5***	- 7
Quarter 5	66.0	72.4	- 6.4***	- 9
Quarter 6	60.9	68.3	- 7.3***	- 11
Quarter 7	57.3	64.7	- 7.4***	- 11
Quarter 8	53.8	60.6	- 6.9***	- 11
Quarter 9	51.3	58.7	- 7.4***	- 13
Quarter 10	48.1	55.1	- 7.0***	- 13
Average Total AFDC Payments Received, Quarters 2-10	$8,590	$9,687	- $1,097***	- 11%
Average Total AFDC Payments Received				
Quarter of Random Assignment	$1,194	$1,194	$0	0%
Quarter 2	1,286	1,333	- 47**	- 4
Quarter 3	1,120	1,225	- 105***	- 9
Quarter 4	1,032	1,160	- 129***	- 11
Quarter 5	987	1,112	- 125***	- 11
Quarter 6	922	1,065	- 143***	- 13
Quarter 7	867	1,011	- 144***	- 14
Quarter 8	826	963	- 136***	- 14
Quarter 9	792	922	- 129***	- 14
Quarter 10	758	896	- 137***	- 15
Sample Size	1,604	1,607		

(continued)

TABLE B.5 *(continued)*

SOURCE: Adapted from Hamilton and Friedlander, 1989.

NOTES: The earnings and AFDC payments data include zero values for sample members not employed and for sample members not receiving welfare. Estimates are regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. There may be some discrepancies in experimental-control differences because of rounding.

For all outcomes, the quarter of random assignment refers to the calendar quarter in which random assignment occurred. Quarter 1, the quarter of random assignment, may contain some earnings and AFDC payments from the period prior to random assignment and is therefore excluded from all summary measures of follow-up.

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

TABLE B.6 SUMMARY AND QUARTERLY IMPACTS OF THE VIRGINIA EMPLOYMENT SERVICES PROGRAM ON AFDC ELIGIBLES

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Ever Employed, Quarters 2-10[a]	63.2%	58.9%	4.4**	7%
Average Number of Quarters with Employment, Quarters 2-10[a]	3.18	2.85	0.33***	12%
Ever Employed				
Quarter of Random Assignment	27.3%	26.1%	1.2	5%
Quarter 2	28.3	26.7	1.6	6
Quarter 3	31.3	28.0	3.3**	12
Quarter 4	34.7	31.0	3.8**	12
Quarter 5	35.8	33.1	2.6	8
Quarter 6	35.2	32.1	3.2*	10
Quarter 7	36.4	32.3	4.1**	13
Quarter 8	39.3	33.3	6.0***	18
Quarter 9	38.4	34.1	4.3**	13
Quarter 10	38.7	34.1	4.6***	13
Average Total Earnings, Quarters 2-10[a]	$4,710	$4,222	$488*	12%
Average Total Earnings				
Quarter of Random Assignment	$222	$227	- $4	- 2%
Quarter 2	286	290	- 4	- 1
Quarter 3	384	350	34	10
Quarter 4	459	416	43	10
Quarter 5	505	459	47	10
Quarter 6	530	482	48	10
Quarter 7	596	520	77*	15
Quarter 8	636	528	109***	21
Quarter 9	650	560	89**	16
Quarter 10	663	618	45	7

(continued)

TABLE B.6 *(continued)*

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Ever Received Any AFDC Payments, Quarters 1-11	87.5%	87.4%	0.2	0%
Average Number of Months Receiving AFDC Payments, Quarters 1-11	16.64	16.95	- 0.31	- 2%
Ever Received Any AFDC Payments				
Quarter of Random Assignment	82.9%	83.0%	- 0.1	0%
Quarter 2	76.5	76.2	0.2	0
Quarter 3	66.9	65.7	1.2	2
Quarter 4	59.8	59.4	0.4	1
Quarter 5	56.2	55.1	1.1	2
Quarter 6	52.1	51.7	0.4	1
Quarter 7	48.6	47.8	0.8	2
Quarter 8	44.0	44.9	- 0.9	- 2
Quarter 9	41.1	43.2	- 2.1	- 5
Quarter 10	38.5	41.5	- 2.9*	- 7
Quarter 11	36.6	39.3	- 2.6	- 7
Average Total AFDC Payments Received, Quarters 1-11	$4,329	$4,517	- $188	- 4%
Average Total AFDC Payments Received				
Quarter of Random Assignment	$549	$554	- $5	- 1%
Quarter 2	529	550	- 21*	- 4
Quarter 3	457	484	- 27**	- 6
Quarter 4	426	441	- 15	- 3
Quarter 5	404	407	- 3	- 1
Quarter 6	383	391	- 9	- 2
Quarter 7	358	362	- 4	- 1
Quarter 8	335	355	- 20	- 6
Quarter 9	312	342	- 30**	- 9
Quarter 10	297	326	- 30**	- 9
Quarter 11	279	303	- 24*	- 8
Sample Size	2,119	1,031		

(continued)

TABLE B.6 *(continued)*

SOURCE: Adapted from Friedlander, 1988a.

NOTES: The earnings and AFDC payments data include zero values for sample members not employed and for sample members not receiving welfare. Estimates are regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. There may be some discrepancies in experimental-control differences because of rounding.

For employment and earnings, the quarter of random assignment refers to the calendar quarter in which random assignment occurred. For AFDC payments, the quarter of random assignment refers to the three months beginning with the month in which an individual was randomly assigned.

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

[a]Quarter 1, the quarter of random assignment, may contain some earnings from the period prior to random assignment and is therefore excluded from the summary measures of follow-up for employment and earnings.

TABLE B.7 SUMMARY AND QUARTERLY IMPACTS OF THE WEST VIRGINIA COMMUNITY WORK EXPERIENCE PROGRAM ON AFDC ELIGIBLES

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Ever Employed, Quarters 2-6[a]	22.3%	22.7%	- 0.4	- 2%
Average Number of Quarters with Employment, Quarters 2-6[a]	0.58	0.62	- 0.04	- 6%
Ever Employed				
Quarter of Random Assignment	8.4%	9.2%	- 0.8	- 9%
Quarter 2	9.2	9.9	- 0.8	- 8
Quarter 3	10.9	11.2	- 0.3	- 3
Quarter 4	12.0	13.1	- 1.0	- 8
Quarter 5	12.7	13.8	- 1.1	- 8
Quarter 6	13.4	13.8	- 0.4	- 3
Average Total Earnings, Quarters 2-6[a]	$713	$712	$0	0%
Average Total Earnings				
Quarter of Random Assignment	$69	$73	- $4	- 5%
Quarter 2	101	95	6	6
Quarter 3	133	112	21	19
Quarter 4	148	155	- 7	- 4
Quarter 5	162	173	- 11	- 6
Quarter 6	168	178	- 9	- 5
Ever Received Any AFDC Payments, Quarters 1-7	96.8%	96.0%	0.8	1%
Average Number of Months Receiving AFDC Payments, Quarters 1-7	14.26	14.46	- 0.21	- 1%
Ever Received Any AFDC Payments				
Quarter of Random Assignment	94.2%	93.2%	1.0	1%
Quarter 2	87.6	86.7	0.9	1
Quarter 3	78.0	79.0	- 1.0	- 1
Quarter 4	70.9	72.5	- 1.5	- 2
Quarter 5	65.5	67.8	- 2.3	- 3
Quarter 6	61.8	63.5	- 1.7	- 3
Quarter 7	57.8	60.7	- 2.8*	- 5

(continued)

TABLE B.7 *(continued)*

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Average Total AFDC Payments Received, Quarters 1-7	$2,681	$2,721	- $40	- 1%
Average Total AFDC Payments Received				
Quarter of Random Assignment	$452	$449	$3	1%
Quarter 2	459	454	6	1
Quarter 3	411	413	- 2	0
Quarter 4	370	377	- 7	- 2
Quarter 5	336	351	- 15*	- 4
Quarter 6	329	337	- 9	- 3
Quarter 7	325	341	- 16*	- 5
Sample Size	1,845	1,834		

SOURCE: Adapted from Friedlander et al., 1986.

NOTES: The earnings and AFDC payments data include zero values for sample members not employed and for sample members not receiving welfare. Estimates are regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. There may be some discrepancies in experimental-control differences because of rounding.

For employment and earnings, the quarter of random assignment refers to the calendar quarter in which random assignment occurred. For AFDC payments, the quarter of random assignment refers to the three months beginning with the month in which an individual was randomly assigned.

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

[a]Quarter 1, the quarter of random assignment, may contain some earnings from the period prior to random assignment and is therefore excluded from the summary measures of follow-up for employment and earnings.

TABLE B.8 IMPACTS ON COMBINED EMPLOYMENT AND WELFARE RECEIPT STATUS OF THE SAN DIEGO SWIM PROGRAM, FOR AFDC ELIGIBLES

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Not Employed, Received AFDC				
Quarter of Random Assignment	67.1%	69.3%	-2.3*	-3%
Quarter 2	63.6	69.7	-6.1***	-9
Quarter 3	56.4	63.8	-7.3***	-11
Quarter 4	50.4	60.3	-9.9***	-16
Quarter 5	46.5	57.0	-10.4***	-18
Quarter 6	43.8	54.9	-11.1***	-20
Quarter 7	41.0	52.2	-11.1***	-21
Quarter 8	39.9	48.3	-8.4***	-17
Quarter 9	38.6	46.8	-8.2***	-18
Average Rate, Quarters 2-9	47.5	56.6	-9.1***	-16
Employed, Received AFDC				
Quarter of Random Assignment	24.1%	22.1%	2.0	9%
Quarter 2	26.1	20.2	5.9***	29
Quarter 3	22.6	17.8	4.8***	27
Quarter 4	20.3	15.8	4.4***	28
Quarter 5	19.5	15.5	4.0***	26
Quarter 6	17.1	13.4	3.7***	28
Quarter 7	16.3	12.6	3.7***	29
Quarter 8	13.8	12.3	1.5	12
Quarter 9	12.7	11.9	0.8	7
Average Rate, Quarters 2-9	18.6	14.9	3.6***	24
Employed, Did Not Receive AFDC				
Quarter of Random Assignment	3.8%	3.1%	0.7	23%
Quarter 2	4.6	4.5	0.1	2
Quarter 3	10.4	7.8	2.6***	33
Quarter 4	13.4	10.0	3.4***	34
Quarter 5	15.2	11.5	3.7***	32
Quarter 6	17.7	13.3	4.4***	33
Quarter 7	19.3	14.9	4.5***	30
Quarter 8	21.4	16.1	5.3***	33
Quarter 9	21.9	17.3	4.6***	27
Average Rate, Quarters 2-9	15.5	11.9	3.6***	30

(continued)

TABLE B.8 *(continued)*

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Not Employed, Did Not Receive AFDC				
Quarter of Random Assignment	5.1%	5.5%	-0.4	-7%
Quarter 2	5.7	5.7	0.0	0
Quarter 3	10.6	10.7	-0.1	-1
Quarter 4	16.0	13.8	2.1*	15
Quarter 5	18.8	16.1	2.7**	17
Quarter 6	21.3	18.5	2.9**	16
Quarter 7	23.4	20.4	3.0**	15
Quarter 8	24.9	23.3	1.6	7
Quarter 9	26.8	24.0	2.8*	12
Average Rate, Quarters 2-9	18.4	16.6	1.9**	11
Sample Size	1,604	1,607		

SOURCE: Adapted from Hamilton and Friedlander, 1989.

NOTES: Estimates are regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. There may be some discrepancies in experimental-control differences because of rounding.

For all outcomes, the quarter of random assignment refers to the calendar quarter in which random assignment occurred. Quarter 1, the quarter of random assignment, may contain some earnings and AFDC payments from the period prior to random assignment and is therefore excluded from all summary measures of follow-up.

A two-tailed t-test was applied to differences between experimental and control groups. Statistical significance levels are indicated as: * = 10 percent; ** = 5 percent; and *** = 1 percent. The distributed differences are not, however, strictly independent.

TABLE B.9 ADDITIONAL SUBGROUP IMPACTS OF FIVE WELFARE-TO-WORK PROGRAMS ON AFDC ELIGIBLES

Subgroup, Welfare Status, and Program	Percent of Sample[a]	Average Earnings Per Quarter, Quarters 4 - Last			Average AFDC Payments Per Quarter, Quarters 4 - Last		
		Experimentals	Controls	Difference	Experimentals	Controls	Difference
High School Diploma							
Applicants							
Yes							
San Diego I	61.5	$1,068	$ 923	$146**	$375	$420	- $44
Baltimore	44.9	1,199	1,106	92	337	337	0
Virginia	50.8	939	912	27	175	155	21
Arkansas	55.1	557	397	161**	118	127	- 9
Cook County[b]	46.8	958	957	1	442	457	- 15
No							
San Diego I	38.5	609	534	74	532	547	- 15
Baltimore	55.1	829	593	236***	391	416	- 25
Virginia	49.2	694	559	136*	206	267	- 61**
Arkansas	44.9	313	270	43	143	190	- 47**
Cook County[b]	53.2	461	532	- 71	495	510	- 16
Recipients							
Yes							
Baltimore	42.1	645	598	46	557	546	10
Virginia	38.8	650	569	80	390	378	12
Arkansas	42.0	180	212	- 32	245	309	- 64*
Cook County[b]	30.9	532	467	66*	663	684	- 20
No							
Baltimore	57.9	347	317	30	679	677	2
Virginia	61.2	363	302	61	426	474	- 48**
Arkansas	58.0	129	73	56	311	369	- 58**
Cook County[b]	69.1	269	230	39	761	771	- 10
Number of Own Children							
Applicants							
One							
San Diego I	49.7	887	807	80	346	355	- 9
Baltimore	50.4	1,033	766	267***	299	327	- 28
Virginia	49.6	781	696	85	174	185	- 11
Arkansas	42.5	427	391	36	106	129	- 23
More Than One							
San Diego I	50.3	895	740	155**	525	580	- 56*
Baltimore	49.6	966	891	75	434	434	0
Virginia	50.4	856	780	76	207	234	- 27
Arkansas	57.5	467	305	161**	148	176	- 28
Recipients							
One							
Baltimore	43.1	528	493	35	503	522	- 19
Virginia	42.0	482	426	56	325	341	- 17
Arkansas	34.8	125	173	- 48	192	257	- 65*
More Than One							
Baltimore	56.9	430	392	38	721	696	24
Virginia	58.0	469	391	77	475	504	- 29
Arkansas	65.2	164	108	56	332	390	- 58**

(continued)

TABLE B.9 *(continued)*

Subgroup, Welfare Status, and Program	Percent of Sample[a]	Average Earnings Per Quarter, Quarters 4 - Last			Average AFDC Payments Per Quarter, Quarters 4 - Last		
		Experimentals	Controls	Difference	Experimentals	Controls	Difference
Ever Married							
Applicants							
Yes							
San Diego I	84.1	$ 908	$806	$102*	$421	$445	- $24
Baltimore	69.9	1,003	821	182**	346	363	- 17
Virginia	74.2	830	705	125*	170	176	- 6
Arkansas	56.9	424	310	114*	112	123	- 11
No							
San Diego I	15.9	805	608	196	511	591	- 81
Baltimore	30.1	980	832	148	413	421	- 8
Virginia	25.8	789	841	- 52	249	308	- 59*
Arkansas	43.1	481	383	98	153	199	- 45**
Recipients							
Yes							
Baltimore	49.1	458	425	33	621	624	- 2
Virginia	65.3	462	376	86*	400	402	- 2
Arkansas	41.8	159	158	1	329	328	1
No							
Baltimore	50.9	487	446	40	633	620	13
Virginia	34.7	497	459	38	432	495	- 63**
Arkansas	58.2	143	112	32	249	353	-104***
Ethnicity							
Applicants							
White							
San Diego I[c]	61.5	949	821	128*	357	369	- 12
Baltimore	33.8	922	767	155	309	318	- 9
Virginia	41.8	801	663	138	128	149	- 21
Arkansas	16.7	403	259	144	72	82	- 11
Cook County[b,c]	21.8	679	709	- 30	353	413	- 61*
Black							
San Diego I	20.7	895	589	306***	532	678	-146***
Baltimore[c]	66.2	1,035	855	180**	395	412	- 17
Virginia[c]	58.2	832	792	40	235	253	- 18
Arkansas[c]	83.3	458	358	100*	141	170	- 29*
Cook County[b]	65.5	741	761	- 20	502	517	- 15
Hispanic							
San Diego I	17.8	693	843	-150	593	556	38
Cook County[b]	12.6	458	608	-150	510	450	60

(continued)

TABLE B.9 *(continued)*

Subgroup, Welfare Status, and Program	Percent of Sample[a]	Average Earnings Per Quarter, Quarters 4 - Last			Average AFDC Payments Per Quarter, Quarters 4 - Last		
		Experimentals	Controls	Difference	Experimentals	Controls	Difference
Recipients							
White							
Baltimore	25.1	$420	$438	- $18	$579	$575	$4
Virginia	26.8	490	398	92	303	305	- 2
Arkansas	8.5	337	55	282**	207	228	- 21
Cook County[b,c]	14.3	517	322	195***	572	604	- 31
Black							
Baltimore[c]	74.9	490	436	55	644	638	6
Virginia[c]	73.2	468	408	60	451	483	- 32*
Arkansas[c]	91.5	132	136	- 4	290	354	- 64***
Cook County[b]	75.3	322	307	15	761	772	- 11
Hispanic							
Cook County[b]	10.4	324	265	59	730	734	- 4
Labor Market							
Applicants							
Urban							
Virginia	78.7	849	769	80	195	213	- 18
Arkansas	64.8	403	302	100	99	126	- 27
Rural							
Virginia	21.3	707	625	82	174	198	- 24
Arkansas	35.2	533	413	120	187	211	- 24
Recipients							
Urban							
Virginia	78.8	521	421	100**	411	450	- 39**
Arkansas	56.5	211	120	91*	250	325	- 75***
Rural							
Virginia	21.2	299	346	- 47	413	383	30
Arkansas	43.5	76	152	- 76	326	366	- 41

SOURCE: Adapted from Friedlander, 1988b.

NOTES: The impact estimates are unconditional, i.e., other subgroup characteristics are not controlled for. Not all subgroups were present in each program. The impacts are estimated for the fourth through last quarter of follow-up.

[a]Percent of applicants and percent of recipients.

[b]The definitions of "applicant" and "recipient" for Cook County are not strictly comparable to those of the other programs. See the text of Friedlander, 1988b, for discussion.

[c]For Baltimore, Virginia, and Arkansas, the category "black" includes a small number of individuals in other non-white groups. In San Diego I and Cook County, "white" includes a small number of non-black, non-Hispanic, non-white persons.

*Denotes statistical significance at the 10 percent level; ** at the 5 percent level; and *** at the 1 percent level.

TABLE C.1 SUMMARY AND QUARTERLY IMPACTS OF THE MAINE ON-THE-JOB TRAINING PROGRAM ON AFDC ELIGIBLES

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Ever Employed, Quarters 2-11	81.8%	80.2%	1.6	2%
Average Number of Quarters with Employment, Quarters 2-11	4.69	4.21	0.48	11%
Ever Employed				
Quarter of Random Assignment	16.4%	24.7%	- 8.2**	- 33%
Quarter 2	23.5	34.8	- 11.3**	- 32
Quarter 3	42.8	39.3	3.5	9
Quarter 4	52.1	43.8	8.3	19
Quarter 5	49.9	41.3	8.6*	21
Quarter 6	47.9	40.7	7.2	18
Quarter 7	50.4	45.0	5.4	12
Quarter 8	50.2	43.4	6.9	16
Quarter 9	50.6	43.4	7.1	16
Quarter 10	50.7	39.7	11.1**	28
Quarter 11	50.4	49.3	1.1	2
Average Total Earnings, Quarters 2-11	$7,344	$5,599	$1,745**	31%
Average Total Earnings				
Quarter of Random Assignment	$71	$109	- $38	- 35%
Quarter 2	173	289	- 116**	- 40
Quarter 3	535	436	99	23
Quarter 4	687	529	158*	30
Quarter 5	716	475	241**	51
Quarter 6	745	572	173*	30
Quarter 7	840	601	239**	40
Quarter 8	882	663	219**	33
Quarter 9	918	669	249**	37
Quarter 10	916	642	274**	43
Quarter 11	933	724	209*	29

(continued)

TABLE C.1 *(continued)*

Outcome and Follow-Up Period	Experimental Group Mean	Control Group Mean	Difference	Percentage Change
Ever Received Any AFDC Payments, Quarters 2-11	98.3%	98.0%	0.3	0%
Average Number of Months Receiving AFDC Payments, Quarters 2-11	19.61	19.19	0.42	2%
Ever Received Any AFDC Payments				
Quarter of Random Assignment	98.6%	99.4%	- 0.7	- 1%
Quarter 2	97.6	98.0	- 0.4	0
Quarter 3	89.9	89.8	0.0	0
Quarter 4	81.8	85.1	- 3.3	- 4
Quarter 5	77.3	77.1	0.2	0
Quarter 6	73.8	71.4	2.4	3
Quarter 7	70.0	68.7	1.3	2
Quarter 8	64.4	63.1	1.3	2
Quarter 9	62.8	60.2	2.5	4
Quarter 10	58.9	52.5	6.4	12
Quarter 11	55.8	49.8	6.0	12
Average Total AFDC Payments Received, Quarters 2-11	$6,768	$6,599	$170	3%
Average Total AFDC Payments Received				
Quarter of Random Assignment	$924	$941	- $17	- 2%
Quarter 2	918	887	31	4
Quarter 3	835	799	36	4
Quarter 4	742	728	14	2
Quarter 5	695	687	8	1
Quarter 6	681	650	32	5
Quarter 7	637	636	0	0
Quarter 8	596	607	- 11	- 2
Quarter 9	578	583	- 5	- 1
Quarter 10	562	516	45	9
Quarter 11	525	506	20	4
Sample Size	297	147		

(continued)

TABLE C.1 *(continued)*

SOURCE: Adapted from Auspos, Cave, and Long, 1988.

NOTES: The earnings and AFDC payments data include zero values for sample members not employed and for sample members not receiving welfare. Estimates are regression-adjusted using ordinary least squares, controlling for pre-random assignment characteristics of sample members. There may be some discrepancies in experimental-control differences because of rounding.

For all outcomes, the quarter of random assignment refers to the calendar quarter in which random assignment occurred. Quarter 1, the quarter of random assignment, may contain some earnings and AFDC payments from the period prior to random assignment and is therefore excluded from all summary measures of follow-up.

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