

**The Employment Retention  
and Advancement Project**

**Early Results from Four Sites**

Dan Bloom  
Richard Hendra  
Karin Martinson  
Susan Scrivener

April 2005

Submitted to: U.S. Department of Health and Human Services  
Administration for Children and Families  
Office of Planning, Research and Evaluation  
370 L'Enfant Promenade, SW  
Washington, DC 20447  
Project Officer: Nancye Campbell

Submitted by: MDRC  
Project Director: Barbara Goldman

Contract Number: HHS-105-99-8100

MDRC is conducting the Employment Retention and Advancement project under a contract with the U.S. Department of Health and Human Services (HHS), funded by HHS under a competitive award, Contract No. HHS-105-99-8100. Additional funding has been provided by the U.S. Department of Labor. The Lewin Group, as a subcontractor, is helping to provide technical assistance to the sites. HumRRO, as a subcontractor, is fielding the client surveys.

Dissemination of MDRC publications is also supported by the following foundations that help finance MDRC's public policy outreach and expanding efforts to communicate the results and implications of our work to policymakers, practitioners, and others: The Atlantic Philanthropies; the Alcoa, Ambrose Monell, Bristol-Myers Squibb, Ford, Grable, and Starr Foundations; and the Open Society Institute.

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## Overview

Millions of welfare recipients have entered the labor force in the past decade, but surveys show that many remain in unstable, low-paying jobs that offer few opportunities for advancement. This report presents early evidence on the effectiveness of four diverse programs designed to help current or former welfare recipients work more steadily and increase their earnings. The programs are part of the Employment Retention and Advancement (ERA) project, which is testing 15 such programs nationwide. The ERA project is being conducted by MDRC under a contract with the U.S. Department of Health and Human Services, with additional funding from the U.S. Department of Labor.

Each ERA program is being evaluated using a random assignment research design whereby individuals are assigned, through a lotterylike process, to a program group that is eligible for ERA services or to a control group that is not. At this point, MDRC has followed the groups for one year, and this report presents early results from four of the sites:

- **Chicago, Illinois.** This program aims to help participants increase their earnings; it targets welfare recipients who are working steadily but earning too little to leave the rolls.
- **Riverside, California.** This program is testing two strategies for encouraging employed welfare recipients to use education or training as a route to advancement.
- **Pee Dee Region, South Carolina.** This program targets former welfare recipients in six rural counties and offers services to help participants work more steadily and move to higher-paying jobs.
- **Corpus Christi, Fort Worth, and Houston, Texas.** This program targets welfare recipients who are seeking work; it uses financial incentives and other services to help participants find jobs, stay employed, and increase their earnings.

### Key Finding

- **The early effects on employment outcomes are mixed.** Among the four programs, the programs in Chicago and Corpus Christi appear to be helping some participants work more steadily or advance to higher-paying jobs. This early examination did not find positive impacts in the other programs. However, the positive findings in the Chicago and Corpus Christi programs at this early stage are encouraging, because past studies of retention- or advancement-oriented programs have not identified successful approaches.

The results in this report cover a short follow-up period, focus mainly on early program enrollees, and come from only 4 of the 15 ERA sites. Despite these cautionary notes, HHS and MDRC felt that it was important to publish results and begin stimulating discussion, rather than waiting for more definitive evidence. Beginning in 2005, MDRC will produce a series of reports providing additional evidence on the effects of all the ERA programs.



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\*Throughout this list, abbreviations in the exhibit numbers identify where the ERA test is being conducted: Illinois (IL); Riverside, CA (RI); South Carolina (SC); or Texas (TX).

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**Employment Retention and Advancement Project**

**Table 2**

**Selected Characteristics of the Report Sample**

Characteristic	Illinois	Riverside	South	Texas		
		Phase 2	Carolina	Corpus Christi	Fort Worth	Houston
Age	33.4	30.3	31.5	28.7	28.4	28.0
Race/ethnicity						
Hispanic	9.0	45.1	0.5	73.9	9.5	27.6
Black, non-Hispanic	86.2	21.2	78.4	8.5	68.4	62.0
White, non-Hispanic	4.3	30.9	20.4	15.4	21.6	9.3
Other	0.5	2.8	0.7	2.2	0.5	1.1
Number of children						
0	0.5	0.7	0.7	1.4	0.3	1.2
1	10.5	32.3	28.5	44.1	40.2	36.8
2	22.2	30.1	32.8	28.6	31.1	29.3
3 or more	66.7	36.9	37.9	26.0	28.3	32.7
Age of youngest child						
2 or under	25.4	43.3	19.4	49.3	51.4	51.9
3 to 5	23.1	23.6	33.7	21.6	19.2	21.4
6 or over	51.5	33.1	46.9	29.1	29.4	26.8
No high school diploma or GED (%) <sup>a</sup>	57.4	42.7	44.4	52.4	46.0	55.5
Currently employed (%) <sup>b</sup>	n/a	100.0	n/a	8.7	5.1	6.7
Ever employed (%) <sup>c</sup>						
In year prior to random assignment	66.8	77.5	66.9	72.1	74.4	69.3
In quarter prior to random assignment	59.9	58.7	50.8	49.3	47.8	43.1
Received TANF in quarter of random assignment	99.2	99.8	1.1	68.0	67.2	71.2
Received TANF for two years or more (%) <sup>d</sup>	n/a	45.8	51.9	21.7	18.1	17.8
Sample size	990	1,912	1,839	1,310	1,163	1,816

(continued)

## Table 2 (continued)

SOURCES: In Illinois and South Carolina, baseline data were drawn from welfare department records. In South Carolina, in particular, some of the data may not be current because some sample members had been off welfare for an extended period when the data were extracted. In Riverside and Texas, baseline data were collected through a brief interview with sample members just prior to random assignment.

NOTES: <sup>a</sup>In South Carolina, since information on educational attainment is not available, those having 12 or more years of education are considered to have a high school diploma.

<sup>b</sup>Self-reported information on current employment status is not available in Illinois and South Carolina.

<sup>c</sup>Unlike current employment (which is self-reported), these measures are drawn from unemployment insurance (UI) wage records.

<sup>d</sup>In Texas and in Riverside Phase 2, this measure is based on self-reports of the amount of time on welfare in the previous 10 years. In South Carolina, this measure is based on actual receipt of welfare in the past 9 years, based on administrative records. In Illinois, there is no comparable measure of welfare history because only 2 years of prior welfare data are available.





















































**Employment Retention and Advancement Project**  
**Table RI.3**  
**Year 1 Impacts on UI-Covered Employment, Public Assistance, and Income**  
**Riverside Phase 2**

Outcome	Average Outcome Levels			Work Plus vs. Work Focused	Training Focused vs. Work Focused	Work Plus vs. Training Focused
	DPSS Work Plus Group	EDA Training Focused Group	DPSS Work Focused Group <sup>a</sup>	Impacts of E&T Services Including Work Hours Requirement	Impacts of E&T Services Without a Work Requirement	Added Impacts of Work Requirement
Ever employed (%) <sup>b</sup>	88.9	86.2	89.3	-0.4	-3.1	2.7
Average quarterly employment (%)	70.5	67.9	71.8	-1.3	-4.0 *	2.6
Employed 4 consecutive quarters (%)	49.3	47.5	51.5	-2.2	-4.0	1.8
Earnings (\$)	7,997	7,830	7,991	6	-162	167
Earnings over \$10,000 (%)	35.2	34.1	34.9	0.3	-0.8	1.1
<i>For those employed Year 1:</i>						
Average quarterly employment (%)	79.4	78.8	80.5	-1.1	-1.7	0.6
Average earnings per quarter employed (\$)	2,835	2,884	2,781	55	103	-49
Ever received TANF (%)	87.1	88.9	84.9	2.1	3.9	-1.8
Amount of TANF received (\$)	3,124	3,348	3,143	-19	205	-224
Ever received food stamps (%)	86.0	81.6	81.0	5.1 **	0.6	4.5 *
Amount of food stamps received (\$)	1,411	1,399	1,365	47	34	12
Total measured income (\$) <sup>c</sup>	12,399	12,310	12,487	-88	-177	89
Sample size (total = 1,912)	969	473	470			

(continued)

### Table RI.3 (continued)

SOURCES: MDRC calculations from UI, TANF, and food stamp administrative records from the State of California.

NOTES: Results are for sample members randomly assigned from January 2001 to September 2002.

Year 1 refers to Quarters 2-5. Quarter 1 is the quarter in which random assignment took place.

Italics indicate comparisons that are not experimental. These measures are computed only for sample members who were employed. Since there may be differences in the characteristics of ERA group and control group members who were employed, any differences in outcomes are not necessarily attributable to the ERA program. Statistical tests were not performed.

Dollar averages include zero values for sample members who were not employed or were not receiving cash assistance or food stamps.

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

A two-tailed t-test was applied to all estimated impacts. Statistical significance levels are indicated as: \*\*\* = 1 percent; \*\* = 5 percent; and \* = 10 percent.

All measures involving welfare or food stamps have a sample size of 1,243.

Rounding may cause slight discrepancies in calculating sums and differences.

<sup>a</sup>This group is sometimes called the "limited-services group."

<sup>b</sup>This table includes only employment and earnings in jobs covered by the California unemployment insurance (UI) program. It does not include employment outside California or in jobs not covered by UI (for example, "off the books" jobs, some agricultural jobs, and federal government jobs).

<sup>c</sup>This measure represents the sum of UI earnings, TANF, and food stamps.



**Employment Retention and Advancement Project**

**Table RI.4**

**Year 1, Last-Quarter Impacts on UI-Covered Employment, Public Assistance, and Income**

**Riverside Phase 2**

Outcome	Average Outcome Levels			Work Plus vs. Work Focused	Training Focused vs. Work Focused	Work Plus vs. Training Focused
	DPSS Work Plus Group	EDA Training Focused Group	DPSS Work Focused Group <sup>a</sup>	Impacts of E&T Services Including Work Hours Requirement	Impacts of E&T Services Without a Work Requirement	Added Impacts of Work Requirement
Ever employed (%) <sup>b</sup>	64.4	61.4	65.4	-1.0	-4.0	3.0
<i>For those employed Year 1:</i>						
Not employed Year 1, last quarter(%)	27.5	28.7	26.7	0.8	2.0	-1.2
Employed Year 1, last quarter (%)	72.5	71.3	73.3	-0.8	-2.0	1.2
Earnings (\$)	1,983	2,058	1,975	9	84	-75
Earned \$2,500 or more (%)	38.7	39.8	36.8	1.8	3.0	-1.1
Earned between \$500 and \$2,499 (%)	18.7	16.1	21.8	-3.1	-5.7 **	2.6
Earned between \$1 and \$499 (%)	7.1	5.5	6.8	0.3	-1.3	1.6
<i>For those employed Year 1, last quarter:</i>						
Earnings (\$)	3,079	3,352	3,018	61	334	-273
Ever received TANF (%)	52.9	54.9	51.4	1.5	3.5	-2.0
Amount of TANF received (\$)	657	702	696	-39	6	-45
Ever received food stamps (%)	55.1	52.5	54.8	0.3	-2.3	2.6
Amount of food stamps received (\$)	324	312	337	-13	-25	12
Total measured income (\$) <sup>c</sup>	2,950	3,085	3,046	-96	38	-135
Sample size (total = 1,912)	969	473	470			

(continued)

**Table RI.4 (continued)**

SOURCES: MDRC calculations from UI, TANF, and food stamp administrative records from the State of California.

NOTES: Results are for sample members randomly assigned from January 2001 to September 2002.

Year 1 refers to Quarters 2-5. Quarter 1 is the quarter in which random assignment took place.

Italics indicate comparisons that are not experimental. These measures are computed only for sample members who were employed. Since there may be differences in the characteristics of ERA group and control group members who were employed, any differences in outcomes are not necessarily attributable to the ERA program. Statistical tests were not performed.

Dollar averages include zero values for sample members who were not employed or were not receiving cash assistance or food stamps.

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

A two-tailed t-test was applied to all estimated impacts. Statistical significance levels are indicated as: \*\*\* = 1 percent; \*\* = 5 percent; and \* = 10 percent.

All measures involving welfare or food stamps have a sample size of 1,243.

Rounding may cause slight discrepancies in calculating sums and differences.

<sup>a</sup>This group is sometimes called the "limited-services group."

<sup>b</sup>This table includes only employment and earnings in jobs covered by the California unemployment insurance (UI) program. It does not include employment outside California or in jobs not covered by UI (for example, "off the books" jobs, some agricultural jobs, and federal government jobs).

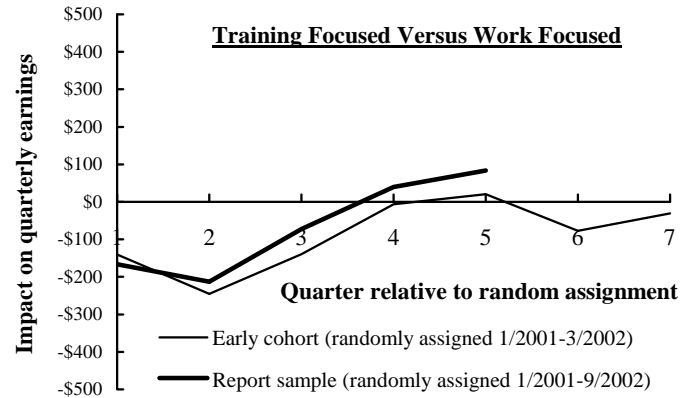
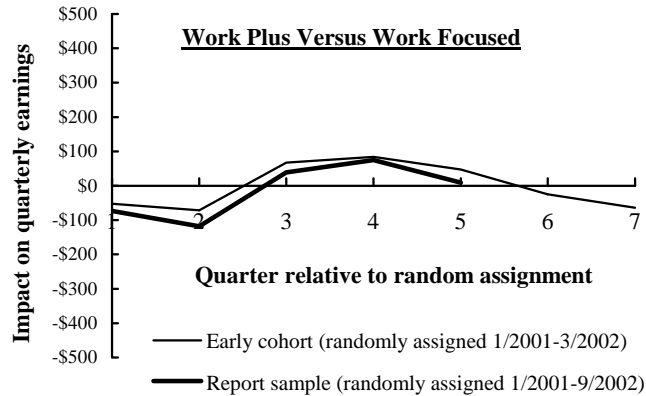
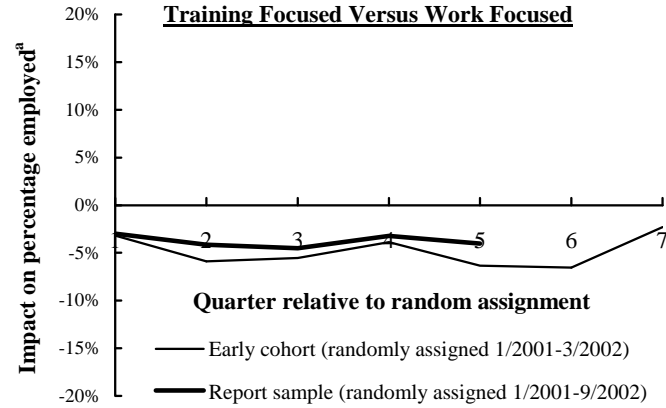
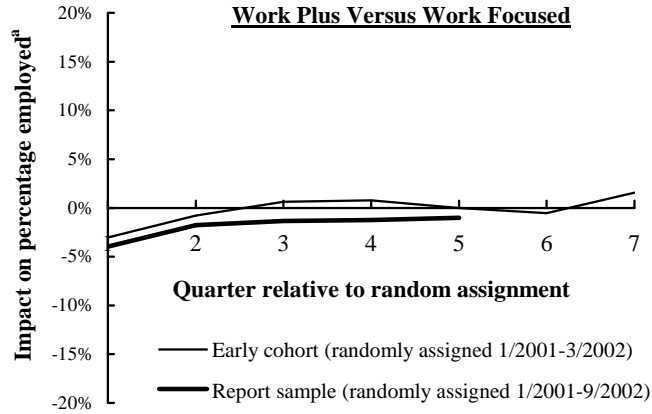
<sup>c</sup>This measure represents the sum of UI earnings, TANF, and food stamps.



Employment Retention and Advancement Project

Figure RI.1

Impacts on Earnings and UI-Covered Employment for the Report Sample and Early Cohort Over Time  
Riverside Phase 2



SOURCES: MDRC calculations from UI, TANF, and food stamp administrative records from the State of California.

NOTE: <sup>a</sup>This table includes only employment and earnings in jobs covered by the California unemployment insurance (UI) program. It does not include employment outside California or in jobs not covered by UI (for example, "off the books" jobs, some agricultural jobs, and federal government jobs).







































**Employment Retention and Advancement Project**

**Table TX.1**

**Year 1 Impacts on UI-Covered Employment, Public Assistance, and Income**

**Texas**

Outcome	Corpus Christi			Fort Worth			Houston		
	Randomly Assigned 10/00 - 06/02			Randomly Assigned 10/00 - 06/02			Randomly Assigned 03/01 - 06/02		
	ERA Group	Control Group	Difference (Impact)	ERA Group	Control Group	Difference (Impact)	ERA Group	Control Group	Difference (Impact)
Ever employed (%) <sup>a</sup>	73.1	73.7	-0.6	69.2	67.2	2.1	64.1	63.6	0.5
Average quarterly employment (%)	53.1	49.6	3.5 *	48.9	47.1	1.8	42.6	43.4	-0.8
Employed 4 consecutive quarters (%)	30.7	26.1	4.5 *	26.2	25.2	1.0	21.4	22.8	-1.4
Earnings (\$)	3,915	3,575	339	4,460	4,265	195	3,787	3,869	-82
Earnings over \$10,000 (%)	10.8	11.0	-0.2	16.5	14.8	1.7	12.5	13.6	-1.2
<i>For those employed Year 1:</i>									
Average quarterly employment (%)	72.6	67.2	5.4	70.6	70.1	0.5	66.4	68.2	-1.9
Average earnings per quarter employed (\$)	1,843	1,804	39	2,281	2,264	18	2,224	2,228	-4
Ever received TANF (%)	82.9	80.3	2.6	81.3	80.5	0.8	85.9	84.1	1.8
Amount of TANF received (\$)	1,071	1,063	8	1,166	1,179	-13	1,273	1,211	63
Ever received food stamps (%)	95.4	95.5	-0.1	92.6	90.6	2.0	90.9	91.8	-0.8
Amount of food stamps received (\$)	2,750	2,773	-23	2,717	2,653	64	2,782	2,732	50
Total measured income (\$) <sup>b</sup>	7,735	7,411	324	8,343	8,097	246	7,843	7,812	31
Sample size (total = 4,289)	656	654		577	586		904	912	

(continued)

### Table TX.1 (continued)

SOURCES: MDRC calculations from UI, TANF, and food stamp administrative records from the State of Texas.

NOTES: Year 1 refers to Quarters 2-5. Quarter 1 is the quarter in which random assignment took place.

Italics indicate comparisons that are not experimental. These measures are computed only for sample members who were employed. Since there may be differences in the characteristics of ERA group and control group members who were employed, any differences in outcomes are not necessarily attributable to the ERA program. Statistical tests were not performed.

Dollar averages include zero values for sample members who were not employed or were not receiving cash assistance or food stamps.

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

A two-tailed t-test was applied to all estimated impacts. Statistical significance levels are indicated as: \*\*\* = 1 percent; \*\* = 5 percent; and \* = 10 percent.

Rounding may cause slight discrepancies in calculating sums and differences.

<sup>a</sup>This table includes only employment and earnings in jobs covered by the Texas unemployment insurance (UI) program. It does not include employment outside Texas or in jobs not covered by UI (for example, "off the books" jobs, some agricultural jobs, and federal government jobs).

<sup>b</sup>This measure represents the sum of UI earnings, TANF, and food stamps.



**Employment Retention and Advancement Project**

**Table TX.2**

**Year 1, Last-Quarter Impacts on UI-Covered Employment, Public Assistance, and Income**

**Texas**

Outcome	Corpus Christi			Fort Worth			Houston		
	Randomly Assigned 10/00 - 06/02			Randomly Assigned 10/00 - 06/02			Randomly Assigned 03/01 - 06/02		
	ERA Group	Control Group	Difference (Impact)	ERA Group	Control Group	Difference (Impact)	ERA Group	Control Group	Difference (Impact)
Ever employed (%) <sup>a</sup>	53.5	49.4	4.2	47.5	47.0	0.5	42.7	42.2	0.5
<i>For those employed Year 1:</i>									
Not employed Year 1, last quarter (%)	26.8	33.1	-6.3	31.3	30.0	1.4	33.4	33.7	-0.3
Employed Year 1, last quarter (%)	73.2	66.9	6.3	68.7	70.0	-1.4	66.6	66.3	0.3
Total earnings (\$)	1,063	1,010	54	1,226	1,214	12	1,075	1,073	2
Earned \$2,500 or more (%)	16.8	18.1	-1.3	21.2	21.1	0.2	18.3	18.4	-0.1
Earned between \$500 and \$2,499 (%)	26.6	21.5	5.1 **	17.7	17.6	0.1	16.0	16.9	-0.9
Earned between \$1 and \$499 (%)	10.2	9.8	0.4	8.7	8.4	0.3	8.5	7.0	1.5
<i>For those employed Year 1, last quarter:</i>									
Earnings (\$)	1,986	2,046	-60	2,579	2,581	-2	2,517	2,544	-27
Ever received TANF (%)	39.4	41.5	-2.0	46.8	47.8	-0.9	50.8	47.8	3.1
Amount of TANF received (\$)	168	179	-11	222	218	4	236	215	21 *
Ever received food stamps (%)	76.2	78.5	-2.3	70.9	70.9	0.0	73.5	72.2	1.3
Amount of food stamps received (\$)	639	680	-41 *	630	602	27	649	624	25
Total measured income (\$) <sup>b</sup>	1,871	1,869	2	2,077	2,034	43	1,961	1,912	48
Sample size (total = 4,289)	656	654		577	586		904	912	

(continued)

### Table TX.2 (continued)

SOURCES: MDRC calculations from UI, TANF, and food stamp administrative records from the State of Texas.

NOTES: Year 1 refers to Quarters 2-5. Quarter 1 is the quarter in which random assignment took place.

Italics indicate comparisons that are not experimental. These measures are computed only for sample members who were employed. Since there may be differences in the characteristics of ERA group and control group members who were employed, any differences in outcomes are not necessarily attributable to the ERA program. Statistical tests were not performed.

Dollar averages include zero values for sample members who were not employed or were not receiving cash assistance or food stamps.

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

A two-tailed t-test was applied to all estimated impacts. Statistical significance levels are indicated as: \*\*\* = 1 percent; \*\* = 5 percent; and \* = 10 percent.

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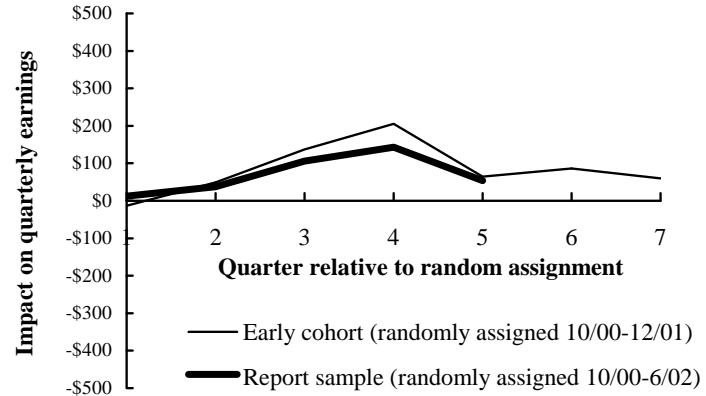
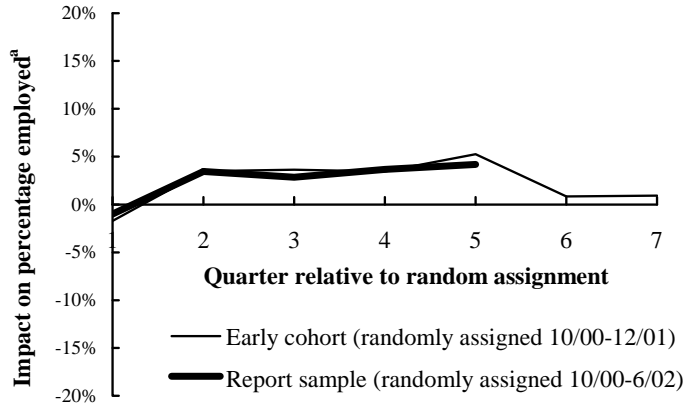
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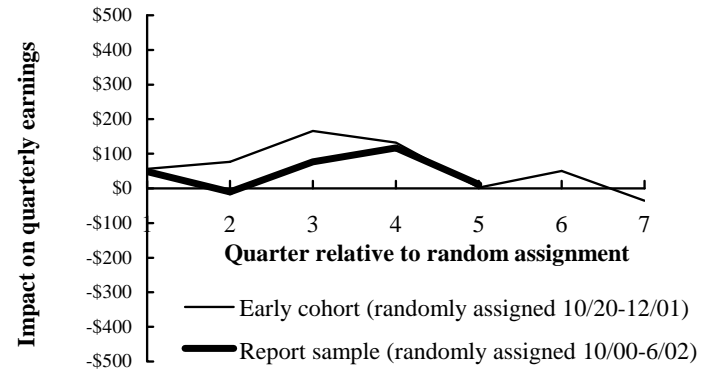
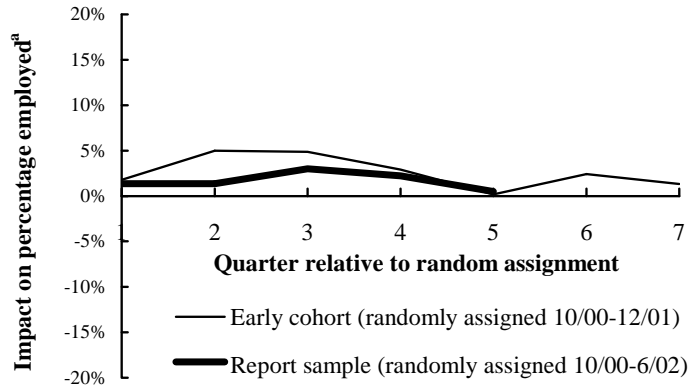
Figure TX.1

Impacts on Earnings and UI-Covered Employment for the Report Sample and Early Cohort Over Time  
Texas

Corpus Christi



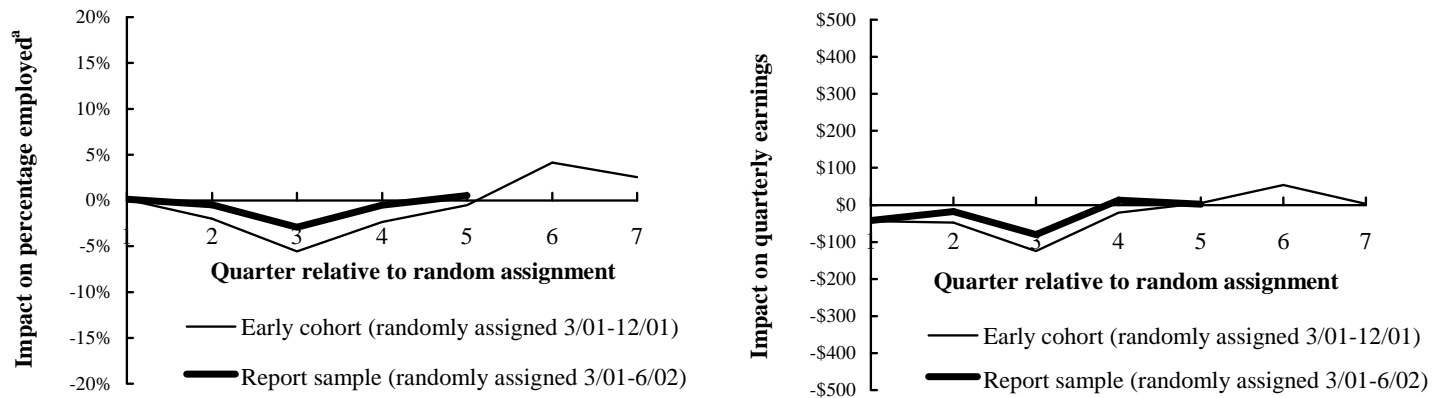
Fort Worth



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Figure TX.1 (continued)

Houston



SOURCES: MDRC calculations from UI, TANF, and food stamp administrative records from the State of Texas.

NOTE: <sup>a</sup>This table includes only employment and earnings in jobs covered by the Texas unemployment insurance (UI) program. It does not include employment outside Texas or in jobs not covered by UI (for example, "off the books" jobs, some agricultural jobs, and federal government jobs).

**Employment Retention and Advancement Project**

**Table TX.3**

**Year 1 Impacts on UI-Covered Employment and Earnings for Sample Members Employed Pre-Random Assignment**

**Texas**

Outcome	Corpus Christi			Fort Worth			Houston		
	Randomly Assigned 10/00 - 06/02			Randomly Assigned 10/00 - 06/02			Randomly Assigned 03/01 - 06/02		
	ERA Group	Control Group	Difference (Impact)	ERA Group	Control Group	Difference (Impact)	ERA Group	Control Group	Difference (Impact)
Ever employed (%) <sup>a</sup>	85.5	82.3	3.1	83.3	81.9	1.4	79.0	80.7	-1.7
Average quarterly employment (%)	66.6	60.7	5.9 **	63.0	61.5	1.5	55.8	59.0	-3.3
Employed 4 consecutive quarters (%)	44.5	36.9	7.6 **	38.2	37.8	0.4	30.1	33.6	-3.6
Earnings (\$)	5,191	4,801	390	6,034	6,023	12	5,394	5,784	-390
Earnings over \$10,000 (%)	16.0	16.8	-0.8	23.3	22.8	0.4	17.8	21.9	-4.1
<i>For those employed Year 1:</i>									
Average quarterly employment (%)	78.0	73.8	4.2	75.6	75.1	0.6	70.6	73.2	-2.5
Average earnings per quarter employed (\$)	1,948	1,976	-28	2,395	2,449	-54	2,418	2,449	-32
Ever received TANF (%)	80.8	77.4	3.5	75.0	77.8	-2.8	81.2	80.5	0.7
Amount of TANF received (\$)	1,001	948	53	1,020	1,059	-39	1,121	1,043	78
Ever received food stamps (%)	93.9	94.9	-1.0	92.5	87.6	4.9 **	91.0	90.4	0.7
Amount of food stamps received (\$)	2,718	2,765	-47	2,644	2,554	90	2,605	2,518	86
Total measured income (\$) <sup>b</sup>	8,909	8,514	396	9,698	9,635	63	9,119	9,345	-226
Sample size (total = 1,985)	325	321		262	294		399	384	

(continued)

### Table TX.3 (continued)

SOURCES: MDRC calculations from UI, TANF, and food stamp administrative records from the State of Texas.

NOTES: Year 1 refers to Quarters 2-5. Quarter 1 is the quarter in which random assignment took place.

Italics indicate comparisons that are not experimental. These measures are computed only for sample members who were employed. Since there may be differences in the characteristics of ERA group and control group members who were employed, any differences in outcomes are not necessarily attributable to the ERA program. Statistical tests were not performed.

Dollar averages include zero values for sample members who were not employed or were not receiving cash assistance or food stamps.

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

A two-tailed t-test was applied to all estimated impacts. Statistical significance levels are indicated as: \*\*\* = 1 percent; \*\* = 5 percent; and \* = 10 percent.

Rounding may cause slight discrepancies in calculating sums and differences.

<sup>a</sup>This table includes only employment and earnings in jobs covered by the Texas unemployment insurance (UI) program. It does not include employment outside Texas or in jobs not covered by UI (for example, "off the books" jobs, some agricultural jobs, and federal government jobs).

<sup>b</sup>This measure represents the sum of UI earnings, TANF, and food stamps.

**Employment Retention and Advancement Project**

**Table TX.4**

**Year 1 Impacts on UI-Covered Employment and Earnings for Sample Members Not Employed Pre-Random Assignment**

**Texas**

Outcome	Corpus Christi			Fort Worth			Houston		
	Randomly Assigned 10/00 - 06/02			Randomly Assigned 10/00 - 06/02			Randomly Assigned 03/01 - 06/02		
	ERA Group	Control Group	Difference (Impact)	ERA Group	Control Group	Difference (Impact)	ERA Group	Control Group	Difference (Impact)
Ever employed (%) <sup>a</sup>	61.4	65.1	-3.7	56.1	53.9	2.2	52.6	51.1	1.5
Average quarterly employment (%)	40.1	38.5	1.6	35.8	34.0	1.8	32.2	32.0	0.2
Employed 4 consecutive quarters (%)	17.2	15.7	1.5	15.5	13.4	2.2	14.7	15.0	-0.3
Earnings (\$)	2,656	2,400	256	3,013	2,643	370	2,563	2,434	128
Earnings over \$10,000 (%)	5.7	5.5	0.2	10.4	7.3	3.1	8.3	7.6	0.6
<i>For those employed Year 1:</i>									
Average quarterly employment (%)	65.3	59.2	6.2	63.9	63.2	0.7	61.3	62.7	-1.5
Average earnings per quarter employed (\$)	1,655	1,558	97	2,102	1,941	161	1,990	1,900	90
Ever received TANF (%)	85.3	82.8	2.6	86.8	83.0	3.8	89.4	87.0	2.4
Amount of TANF received (\$)	1,143	1,171	-28	1,305	1,281	24	1,387	1,339	48
Ever received food stamps (%)	96.7	96.1	0.6	92.9	93.3	-0.3	90.6	93.1	-2.5
Amount of food stamps received (\$)	2,791	2,771	20	2,792	2,738	54	2,917	2,893	24
Total measured income (\$) <sup>b</sup>	6,590	6,342	248	7,111	6,662	449	6,867	6,666	200
Sample size (total = 2,304)	331	333		315	292		505	528	

(continued)

### Table TX.4 (continued)

SOURCES: MDRC calculations from UI, TANF, and food stamp administrative records from the State of Texas.

NOTES: Year 1 refers to Quarters 2-5. Quarter 1 is the quarter in which random assignment took place.

Italics indicate comparisons that are not experimental. These measures are computed only for sample members who were employed. Since there may be differences in the characteristics of ERA group and control group members who were employed, any differences in outcomes are not necessarily attributable to the ERA program. Statistical tests were not performed.

Dollar averages include zero values for sample members who were not employed or were not receiving cash assistance or food stamps.

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

A two-tailed t-test was applied to all estimated impacts. Statistical significance levels are indicated as: \*\*\* = 1 percent; \*\* = 5 percent; and \* = 10 percent.

Rounding may cause slight discrepancies in calculating sums and differences.

<sup>a</sup>This table includes only employment and earnings in jobs covered by the Texas unemployment insurance (UI) program. It does not include employment outside Texas or in jobs not covered by UI (for example, "off the books" jobs, some agricultural jobs, and federal government jobs).

<sup>b</sup>This measure represents the sum of UI earnings, TANF, and food stamps.





Appendix

**Supplemental Tables**

## Employment Retention and Advancement Project

### Appendix Table 1

#### Descriptions of ERA Projects

State	Location	Target Group	Primary Service Strategies
<b>Advancement Projects</b>			
Illinois	Cook (Chicago) and St. Clair (East St. Louis) Counties	Welfare recipients who have worked at least 30 hours per week for at least six consecutive months.	A combination of services to promote career advancement (targeted job search assistance, education and training, assistance in identifying and accessing career ladders, etc.).
California	Riverside County E&T (education & training)	Newly employed welfare recipients working at least 20 hours per week.	Test of alternative strategies for promoting participation in education and training activities.
<b>Placement and Retention (Hard-to-Employ) Projects</b>			
Minnesota	Hennepin County (Minneapolis)	Long-term welfare recipients who were unable to find jobs through standard welfare to work services.	In-depth family assessment; low caseloads; intensive monitoring and follow-up; emphasis on placement into unsubsidized employment or supported work with referrals to education and training, counseling, and other support services.
Oregon	Portland	Individuals who are cycling back onto welfare and those who have lost jobs.	Team-based case management, job search/job readiness components, intensive retention and follow-up services, mental health and substance abuse services for those identified with these barriers, supportive and emergency services.
New York	New York City PRIDE (Personal Roads to Individual Development and Employment)	Welfare recipients whose employability is limited by physical or mental health problems.	Two main tracks: 1) Vocational Rehabilitation, where clients with more severe medical problems receive unpaid work experience, job search/job placement and retention services tailored to account for medical problems; 2) Work Based Education, where those with less severe medical problems participate in unpaid work experience, job placement services, and adult basic education.
New York	New York City Substance Abuse (substance abuse case management)	Welfare recipients with a substance abuse problem.	Intensive case management to promote participation in substance abuse treatment, links to mental health and other needed services.

(continued)

**Appendix Table 1 (continued)**

<b>State</b>	<b>Location</b>	<b>Target Group</b>	<b>Primary Service Strategies</b>
<b>Projects with Mixed Goals</b>			
California	Los Angeles County EJC (Enhanced Job Club)	Welfare recipients who have been required to search for employment.	Job search workshops promoting a step-down method designed to help participants find a job that pays a “living wage.”
California	Los Angeles County (Reach for Success program)	Newly employed welfare recipients working at least 32 hours per week.	Stabilization/retention services, followed by a combination of services to promote advancement: education and training, career assessment, targeted job development, etc.
California	Riverside County PASS (Post-Assistance Self-Sufficiency Program)	Individuals who have left welfare due to earned income.	Intensive, family-based support services delivered by community-based organizations to promote retention and advancement.
Ohio	Cleveland	Low-wage workers with specific employers making under 200% of poverty who have been in their current jobs less than 6 months.	Regular on-site office hours for counseling/case management; Lunch & Learn meetings for social support and presentations; newsletter for workers and employers; and Supervisory Training for employer supervisors.
Oregon	Medford and Eugene	Employed former welfare recipients.	Stabilization/retention services, followed by a combination of services to increase enrollment in education and training and promote advancement through “work-based” strategies.
Oregon	Salem	Welfare applicants.	Job search assistance combined with career planning; once employed, education and training, employer linkages to promote retention and advancement.
South Carolina	6 rural counties in the Pee Dee Region	Individuals who left welfare (for any reason) between 10/97 and 12/00.	Individualized case management with focus on reemployment, support services; job search, career counseling, education and training, and use of individualized incentives.
Texas	Corpus Christi, Fort Worth, and Houston	Welfare applicants and recipients.	Individualized team-based case management; monthly stipends of \$200 for those who maintain employment and complete activities related to employment plan.



**Employment Retention and Advancement Project**  
**Appendix Table RI.1**  
**Impacts on Quarterly UI-Covered Employment and Earnings for the Report Sample and Early Cohort**  
**Riverside Phase 2**

Outcome	Average Outcome Levels			Work Plus vs. Work Focused	Training Focused vs. Work Focused	Work Plus vs. Training Focused
	DPSS Work Plus Group	EDA Training Focused Group	DPSS Work Focused Group <sup>a</sup>	Impacts of E&T Services Including Work Hours Requirement	Impacts of E&T Services Without a Work Requirement	Added Impacts of Work Requirement
<b>Report sample (randomly assigned from 1/2001 to 9/2002)</b>						
Ever employed (%) <sup>b</sup>						
Quarter 1	85.8	86.8	89.8	-4.0 **	-3.0	-1.0
Quarter 2	79.3	77.0	81.1	-1.8	-4.2	2.4
Quarter 3	71.6	68.4	72.9	-1.3	-4.5	3.2
Quarter 4	66.7	64.7	68.0	-1.2	-3.2	2.0
Quarter 5	64.4	61.4	65.4	-1.0	-4.0	3.0
Earnings (\$)						
Quarter 1	1,951	1,859	2,024	-73	-166 *	93
Quarter 2	2,073	1,978	2,191	-118	-212 *	94
Quarter 3	1,996	1,885	1,957	39	-72	112
Quarter 4	1,944	1,908	1,869	75	39	36
Quarter 5	1,983	2,058	1,975	9	84	-75
Sample size (total = 1,912)	969	473	470			

(continued)

**Appendix Table RI.1 (continued)**

Outcome	Average Outcome Levels			Work Plus vs. Work Focused	Training Focused vs. Work Focused	Work Plus vs. Training Focused
	DPSS Work Plus Group	EDA Training Focused Group	DPSS Work Focused Group <sup>a</sup>	Impacts of E&T Services Including Work Hours Requirement	Impacts of E&T Services Without a Work Requirement	Added Impacts of Work Requirement
<b>Early cohort (randomly assigned from 1/2001 to 3/2002)</b>						
Ever employed (%) <sup>b</sup>						
Quarter 1	86.5	86.3	89.5	-3.0	-3.2	0.2
Quarter 2	80.1	74.9	80.8	-0.8	-5.9 **	5.1 **
Quarter 3	73.3	67.1	72.6	0.6	-5.5 *	6.2 **
Quarter 4	68.9	64.3	68.2	0.8	-3.9	4.6
Quarter 5	66.1	59.8	66.1	0.0	-6.3 *	6.3 **
Quarter 6	65.4	59.4	66.0	-0.5	-6.5 *	6.0 **
Quarter 7	61.9	58.0	60.3	1.6	-2.3	3.9
Earnings (\$)						
Quarter 1	1,918	1,830	1,970	-52	-140	88
Quarter 2	2,060	1,886	2,131	-72	-245 *	174
Quarter 3	2,017	1,810	1,949	68	-140	207 *
Quarter 4	1,960	1,870	1,876	84	-6	90
Quarter 5	2,028	2,001	1,981	47	21	27
Quarter 6	2,006	1,954	2,031	-25	-77	52
Quarter 7	1,974	2,008	2,038	-64	-31	-33
Sample size (total = 1,476)	748	359	369			

SOURCES: MDRC calculations from UI, TANF, and food stamp administrative records from the State of California.

NOTES: Results are for sample members randomly assigned from January 2001 to September 2002.

Dollar averages include zero values for sample members who were not employed or were not receiving cash assistance or food stamps.

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

A two-tailed t-test was applied to all estimated impacts. Statistical significance levels are indicated as: \*\*\* = 1 percent; \*\* = 5 percent; and \* = 10 percent.

Rounding may cause slight discrepancies in calculating sums and differences.

<sup>a</sup>This group is sometimes called the "limited-services group."

<sup>b</sup>This table includes only employment and earnings in jobs covered by the California unemployment insurance (UI) program. It does not include employment outside California or in jobs not covered by UI (for example, "off the books" jobs, some agricultural jobs, and federal government jobs).

**Employment Retention and Advancement Project**  
**Appendix Table RI.2**  
**Year 1 Impacts on UI-Covered Employment and Earnings by Pre-Random Assignment Employment Status**  
**Riverside Phase 2**

Outcome	Average Outcome Levels			Work Plus vs. Work Focused	Training Focused vs. Work Focused	Work Plus vs. Training Focused
	DPSS Work Plus Group	EDA Training Focused Group	DPSS Work Focused Group <sup>a</sup>	Impacts of E&T Services Including Work Hours Requirement	Impacts of E&T Services Without a Work Requirement	Added Impacts of Work Requirement
<b><u>Employed quarter before random assignment</u></b>						
Ever employed (%) <sup>b</sup>	94.6	92.1	93.5	1.1	-1.4	2.5
Average quarterly employment (%)	77.9	73.3	75.9	2.0	-2.6	4.6 **
Employed 4 consecutive quarters (%)	56.7	51.7	54.9	1.9	-3.2	5.1
Earnings (\$)	8,938	8,513	8,695	243	-182	426
Earnings over \$10,000 (%)	40.0	35.8	37.7	2.4	-1.9	4.3
<i>For those employed Year 1, last quarter:</i>						
<i>Average quarterly employment (%)</i>	<i>82.4</i>	<i>79.6</i>	<i>81.2</i>	<i>1.2</i>	<i>-1.6</i>	<i>2.7</i>
<i>Average earnings per quarter employed (\$)</i>	<i>2,868</i>	<i>2,903</i>	<i>2,863</i>	<i>6</i>	<i>40</i>	<i>-35</i>
Ever received TANF (%)	86.5	89.9	82.8	3.7	7.1 **	-3.4
Amount of TANF received (\$)	3,041	3,314	2,969	72	344	-272
Ever received food stamps (%)	85.4	81.4	80.2	5.2 *	1.2	4.0
Amount of food stamps received (\$)	1,428	1,396	1,311	117	85	32
Total measured income (\$) <sup>c</sup>	13,006	13,225	13,192	-186	33	-219
Sample size (total = 1,138)	574	283	281			

(continued)

**Appendix Table RI.2 (continued)**

Outcome	Average Outcome Levels			Work Plus vs. Work Focused	Training Focused vs. Work Focused	Work Plus vs. Training Focused
	DPSS Work Plus Group	EDA Training Focused Group	DPSS Work Focused Group <sup>a</sup>	Impacts of E&T Services Including Work Hours Requirement	Impacts of E&T Services Without a Work Requirement	Added Impacts of Work Requirement
<b>Not employed quarter before random assignment</b>						
Ever employed (%) <sup>b</sup>	80.5	78.0	82.6	-2.1	-4.6	2.5
Average quarterly employment (%)	59.9	59.8	65.5	-5.6	-5.7	0.1
Employed 4 consecutive quarters (%)	38.8	41.0	45.8	-7.0	-4.8	-2.2
Earnings (\$)	6,653	6,759	6,947	-294	-188	-106
Earnings over \$10,000 (%)	28.1	31.4	30.8	-2.7	0.6	-3.3
<i>For those employed Year 1, last quarter:</i>						
Average quarterly employment (%)	74.5	76.7	79.3	-4.8	-2.6	-2.2
Average earnings per quarter employed (\$)	2,777	2,826	2,652	124	173	-49
Ever received TANF (%)	88.4	87.0	87.5	0.9	-0.4	1.3
Amount of TANF received (\$)	3,284	3,367	3,395	-111	-28	-83
Ever received food stamps (%)	87.8	81.1	81.4	6.5 *	-0.2	6.7 *
Amount of food stamps received (\$)	1,396	1,393	1,440	-44	-47	3
Total measured income (\$) <sup>c</sup>	11,317	10,993	11,381	-64	-388	324
Sample size (total = 774)	395	190	189			

(continued)

### Appendix Table RI.2 (continued)

SOURCES: MDRC calculations from UI, TANF, and food stamp administrative records from the State of California.

NOTES: Results are for sample members randomly assigned from January 2001 to September 2002.

Year 1 refers to Quarters 2-5. Quarter 1 is the quarter in which random assignment took place.

Italics indicate comparisons that are not experimental. These measures are computed only for sample members who were employed. Since there may be differences in the characteristics of ERA group and control group members who were employed, any differences in outcomes are not necessarily attributable to the ERA program. Statistical tests were not performed.

Dollar averages include zero values for sample members who were not employed or were not receiving cash assistance or food stamps.

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

A two-tailed t-test was applied to all estimated impacts. Statistical significance levels are indicated as: \*\*\* = 1 percent; \*\* = 5 percent; and \* = 10 percent.

All measures involving welfare or food stamps have a sample size of 1,243.

Rounding may cause slight discrepancies in calculating sums and differences.

<sup>a</sup>This group is sometimes called the "limited-services group."

<sup>b</sup>This table includes only employment and earnings in jobs covered by the California unemployment insurance (UI) program. It does not include employment outside California or in jobs not covered by UI (for example, "off the books" jobs, some agricultural jobs, and federal government jobs).

<sup>c</sup>This measure represents the sum of UI earnings, TANF, and food stamps.











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