APPENDIX A

DATA COLLECTION FOR IMPACT ANALYSES

This appendix describes the collection of data used in the impact analysis. The data come from three sources:

1. The Study Tracking System (STS)
2. The 15-month follow-up survey
3. Unemployment Insurance (UI) claims and wage records data

We discuss each data source in turn.

A. STUDY TRACKING SYSTEM (STS)

The STS was used to collect customer-level data on all 7,920 customers who were randomly assigned. Information collected included: customers' characteristics, receipt of services, and outcomes related to the receipt of ITAs.

Customers and counselors recorded data on paper forms and a data clerk in each site entered the data from the forms into the STS. The three primary paper forms were:

1. ***The Baseline Information Form***. Completed by all customers before they were randomly assigned, this short form collected: identifying and locating information, such as name, address, telephone number, social security number, and email address, as well as information on demographic and socioeconomic characteristics such as race/ethnicity, education, employment, family structure, and receipt of public assistance.

2. ***Weekly Service Tracking Report***. Completed by counselors, this form was used to record meetings and other encounters (such as phone calls) the counselors had with the customers.

3. ***Request for Training Funds Form***. Customers completed this form once they had chosen the training program they wanted to be funded by an ITA. The form collected information about the training provider, the expected start date of the program, program costs, and other sources of funding for the program. The data were entered into the STS once the counselors approved the training program choice.

The analysis in this report used an extract of data from the STS taken in July 2004. As the last person was randomly assigned in March 2004, the extract included at least three months of data on every customer. Nine months of STS data are available for 95 percent of the customers in the sample.

B. 15-MONTH FOLLOW-UP SURVEY

The 15-month follow-up survey was designed to collect information on customers' experiences with obtaining an ITA, their training activities, and their employment outcomes approximately 15 months after they were found eligible for an ITA and randomly assigned to one of the three approaches. The survey was conducted between November 2003 and July 2005.

1. Sample Selection

We randomly selected 4,800 customers to survey from all 7,920 customers who were randomly assigned to one of the approaches. As we needed to draw the survey sample and begin interviewing before study enrollment was completed, the sampling occurred in two stages. In the first stage, 4,040 customers were randomly selected from among customers who had been randomly assigned before July 2003 (Table A.1). In the second stage, a further 760 customers were randomly selected from among customers who had been randomly assigned in July 2003 or later. A stochastic allocation procedure was used to ensure that the sampling rate was about the same across all sites. A total of 62.9 percent of customers were selected for the survey in the first stage and 50.8 percent of customers were selected in the second stage. The sampling rate was lower in the second stage because more people than expected were found eligible for an ITA after July 2003.

2. Data Collection Mode

The survey was conducted primarily by telephone using Computer Assisted Telephone Interviewing (CATI). Field staff attempted to locate the sample members who could not be located by telephone. Once located in-person, sample members were handed a cell phone and asked to call the telephone survey center so that the interview could be conducted using CATI. In 31 cases, the interview was conducted in-person using a hard-copy survey instrument. The final survey disposition is presented in Table A.2.

Table A.1. Survey Sample

Site	Enrollment Before July 2003		Enrollment During and After July 2003		Total Enrollment	
	Total	Survey Sample	Total	Survey Sample	Total	Survey Sample
Phoenix	474	296	172	88	646	384
Maricopa County	441	277	232	119	673	396
Bridgeport	627	394	406	206	1,033	600
Jacksonville	671	424	108	55	779	479
Atlanta	1,408	886	0	0	1,408	886
Northeast Region	171	106	0	0	171	106
North Cook County	1,538	967	271	137	1,809	1,104
Charlotte	1,096	690	307	155	1,403	845
Total	**6,426**	**4,040**	**1,496**	**760**	**7,922**[a]	**4,800**

Note: After the survey sample was selected two duplicates were discovered in the sampling frame (two customers in Approach 2 in Charlotte). Thus, the actual number of unique customers in the population was 7,920.

Table A.2. Final Survey Disposition of Study Sample

	Count	Percent
Total	**4,800**	
Completed	**3,933**	**81.94**
Complete Phone	3,765	78.44
Complete Field Cell Phone	137	2.85
Complete Field Hard Copy	31	0.65
Duplicate	**2**	**0.04**
Located Non Complete	**614**	**12.79**
Refusal by Sample Member	233	4.85
Refusal by Household	4	0.08
Refusal Sent to Field	16	0.33
Language Barrier	27	0.56
Illness/Impaired	8	0.17
Institutionalized	8	0.17
Away/Unavailable	1	0.02
Deceased	14	0.29
Effort Ended	303	6.31
Unlocated	**251**	**5.23**

3. Response Rates

Of the 4,800 sample members selected for the survey, 3,933 completed an interview (Table A.3)—yielding a response rate for the full sample of 82 percent.[1] The response rate varied by only 0.12 percentage points between approaches. By site, the response rate varied from a low of 75 percent in Northeast Georgia to a high of 87 percent in Maricopa County.

Table A.3. Response Rates by Approach and Site

	Sampled	Response Rate
Total	4,800	81.94
Approach 1	1,612	82.01
Approach 2	1,598	81.97
Approach 3	1,590	81.89
Phoenix	384	77.08
Maricopa County	396	86.87
Bridgeport	600	79.17
Jacksonville	479	82.25
Atlanta	886	82.73
Northeast Georgia	106	75.47
North Cook County	1,104	83.15
Charlotte	845	82.01

C. Unemployment Insurance Benefit and Wage Data

Data on employment, earnings, and receipt of UI benefits was obtained from the state UI agencies for all 7,920 customers who were randomly assigned.

1. Data Collection Strategy

UI wage records and UI benefits data were collected from the state UI agency in the six states included in the ITA experiment—Arizona, Connecticut, Florida, Georgia, Illinois, and North Carolina.[2]

[1] After the survey sample was selected two duplicates were discovered in the sampling frame. Thus, the actual number of unique customers in the population was 7,920 and 4,798 of those were selected for the survey. We show response rates using the full sample of 4,800 customers. Removing the two duplicates from Approach 2 in Charlotte would raise the overall response rate to 81.98 percent, the response rate in Approach 2 to 82.07 percent, and the response rate in Charlotte to 82.21 percent.

[2] The Illinois data were obtained from Administrative Data and Research Evaluation (ADARE), an alliance of nine state partners. Each state partner has negotiated data sharing agreements with state agency owners of administrative data. These agreements permit controlled access to administrative data sources for authorized research and evaluation purposes that do not disclose the identity of individuals or business entities.

The data were collected by sending a list of the social security numbers for all customers in the experiment in the state to the state UI agency. The state agency matched UI wage and benefit records to each social security number and returned to MPR a dataset with UI wage records and benefits data for each social security number that was successfully matched. If a customer's social security number did not match records on databases at the state UI agency, we assumed this meant that the customer did not receive UI-covered earnings (or did not receive UI benefits, depending on the database) during the period of the evaluation.

The record matching was performed by each state agency at two points in time. The data collected for the ITA evaluation covered a five-year time-period. As many states archive wage records data every two to three years, we collected the data during two rounds to prevent the loss of data from early time periods. The first round of data collection included data from 2000 through 2003 and the second round of data collection included data from 2003 through 2005.

2. UI Wage Records

Employers in most states are required to maintain and submit earnings records to the state's UI system for workers in jobs covered by UI. These records, which are maintained in machine-readable format, are used to determine workers' eligibility for UI if they are laid off.

The UI wage records include most, but not all, earnings. UI wage records consist of total quarterly earnings reported by employers to state UI agencies for each employee. By law, most employers are subject to a state UI tax and must report what is paid to each employee, including regular earnings, overtime, and tips and bonuses. In most states, the Federal Unemployment Tax Act (FUTA) applies to employers who (1) paid wages of $1,500 or more during any calendar quarter in the current or preceding calendar year, or (2) employed at least one worker for at least one day in each of the 20 weeks during the current or preceding calendar year.

Most workers are covered under FUTA, but there are some excluded categories. In particular, UI wage records do not cover federal workers, military staff, or self-employed people. Other workers excluded from coverage under the FUTA provisions include railroad employees, workers in service for relatives, most agricultural labor (except workers on large farms), domestic service workers whose employers paid less than $1,000 in wages in any calendar quarter, part-time employees of nonprofit institutions, some students employed by their schools, insurance and real estate agents on commission, and workers performing "casual labor" not in the course of the employer's business (U.S. Department of Labor 2004).

The UI wage records may not accurately reflect all earnings in UI-covered jobs. First, we collected UI data only from states in the experiment. The earnings measured based on the UI wage records thus could underestimate customers' earnings if they worked outside of their home state or if they moved during the follow-up period. Second, state UI agencies do not verify reported social security numbers. Thus, the UI wage records could miss earnings from people with social security numbers that were incorrectly reported by

employers or sample members. Third, employers have financial incentives to underreport earnings to state UI programs, because earnings reported to UI agencies provide the basis for assessing the payroll tax that finances UI benefit payments.

The UI data received from each state contain quarterly earnings data for each reported job that customers held from approximately the first quarter of 2000 to the second quarter of 2005. This includes at least five quarters after random assignment for every customer. For each state and calendar quarter available, we constructed total quarterly earnings for each sample member by summing reported earnings from each of the customer's employers.

For the analysis, we needed a measure of earnings for quarters measured in relation to random assignment rather than calendar quarters. To do this, we defined the first quarter after random assignment as the calendar quarter during which the customer was randomly assigned if he or she were randomly assigned in the first half of the calendar quarter, and as the calendar quarter after the customer was randomly assigned if he or she was randomly assigned in the second half of the calendar quarter. For example, if a customer was randomly assigned on November 14, 2003, the fourth quarter in 2003 was designated as the first quarter after random assignment; if the customer was randomly assigned on November 16, 2003, the first quarter of 2004 was designated as the first quarter after random assignment.

3. UI Benefits

The UI benefits data cover all claims filed from January 2000 through approximately the second quarter of 2005. The UI data received from most states included the date the benefit year began, the maximum benefit amount (the total benefits amount awarded to the customer), the remaining balance (the total amount of the award *not* yet paid to the customer), the weekly benefit amount (the maximum amount the customer could receive per week), the claim type, and the first and last compensable weeks (weeks that the customer could receive benefits).

Five states in our study did not provide data on the weeks UI benefits were received. Most states provide up to 26 weeks of UI benefits, which can be collected at weekly intervals any time between the first and last compensable weeks. While many customers file a claim, immediately begin collecting benefits, and continue to collect benefits continuously each week until exhausting their claim 26 weeks later, many others do not follow this simple pattern. Hence, having data on the first and last compensable weeks is not sufficient to determine when benefits are received. Some customers may be ineligible to collect benefits during a single week, if for example, they work a temporary job. Alternatively, some customers work part time jobs, and are only eligible to receive a portion of their weekly benefit amount each week, resulting in benefits being collected for more than 26 weeks.

One state, Illinois, did provide individual weekly UI benefits records, however. We used the distribution of UI benefit receipt across the benefit year observed in Illinois to impute the distribution of UI benefits across the benefit year in the other states. This allowed us to estimate the UI benefits received each quarter since random assignment in each state.

APPENDIX B

WEIGHTING FOR NONRESPONSE AND TREATMENT OF MISSING VALUES AND OUTLIERS

This appendix describes how we adjust for nonresponse and outliers. We begin by describing how we dealt with survey nonresponse (Section A). We then discuss how we impute for missing values when a data item is missing because a respondent did not answer a particular question—item nonresponse (Section B). We end by discussing our treatment of outliers (Section C).

A. ADJUSTING FOR SURVEY NONRESPONSE

Although response rates were high—over 82 percent—survey nonresponse may still lead to biased impact estimates if respondents differed from nonrespondents in characteristics that are correlated with the outcomes of interest. To adjust for any observed differences in observed characteristics between respondents and nonrespondents, weights were created for every survey respondent.

The weights placed on each survey respondent were constructed for two purposes in addition to adjusting for nonresponse. First, the weights were constructed to "undo" the impacts of the different sampling rates before and after July 2003 (Appendix A), so that customers are represented equally irrespective of *when* they were randomly assigned. Second, the weights were constructed so that the weighted total number of survey respondents equals the total number of customers in the experiment. Hence, the weight assigned to each respondent was made up of three parts: (1) an adjustment for variation in sampling rates, (2) an adjustment for survey nonresponse, and (3) an adjustment to ensure that the weighted number of respondents equals 7,920—the total number of customers who were randomly assigned. We discuss each part of the weight below.

Adjustment for Variation in Sampling Rates. To adjust for the differential sampling rate in the first and second stage of the selection of the survey sample, we assigned a sampling weight of:

$$W_{sampling} = \frac{\text{Population Counts in Sampling Stage}}{\text{Count of Sampled Cases in Sampling Stage}}.$$

Thus, for customers who were selected for the survey sample in the first stage, the sample weight was $W_{sampling} = \frac{6,426}{4,040} = 1.59$, while customers selected in the second stage had sample weight $W_{Sampling} = \frac{1,496}{760} = 1.97$. Because of the stochastic allocation procedure used to select customers, the probability of selection is the same for all customers within each stage.

Survey Nonresponse Weights. Using information from the baseline information form completed by all customers, as well as from UI wage records data available on all customers, we compared the characteristics of survey respondents and nonrespondents, separately by site (Table B.1). We found that the following characteristics were associated with the likelihood of response: earnings in the year before being randomly assigned, age, marital status, and whether the sample member had an email address.

The nonresponse weights were constructed to adjust for differences in these characteristics between respondents and nonrespondents. The construction of these weights involved grouping survey respondents and nonrespondents into cells based on variables that were related to the probability of responding in that site. These cells were defined by the following variables:

- ***Phoenix***: earnings in the past three months from the UI administrative data, whether the customer was a dislocated worker or an adult, and self-reported earnings in the past year
- ***Maricopa County***: marital status, gender, household size
- ***Bridgeport***: public assistance receipt in past year, dislocated worker or an adult, marital status, education
- ***Jacksonville***: household size, has E-mail address, education
- ***Atlanta***: age, dislocated worker/adult status, martial status, self-reported earnings in the past year
- ***Northeast Georgia***: marital status
- ***North Cook County***: earnings in past three months from the UI administrative data, dislocated worker/adult, has email address, self-reported earnings in the past year.

Table B.1. Percent of Respondents and Nonrespondents by Site and Other Characteristics

	City of Phoenix (384)		Maricopa County (396)		Bridgeport (600)		Jacksonville (479)		Atlanta (886)		Northeast Georgia (106)		Northern Cook County (1,104)		Charlotte (843)	
	R	NR	R	NR	R	NR	R	NR	R	NR	R	NR	R	NR	R	NR
All (Counts)	**(296)**	**(88)**	**(344)**	**(52)**	**(475)**	**(125)**	**(394)**	**(85)**	**(733)**	**(153)**	**(80)**	**(26)**	**(918)**	**(186)**	**(693)**	**(150)**
Age	***								****						**	
35 or less	22.64	44.32	13.66	21.15	48.21	55.20	31.47	40.00	28.10	45.75	35.00	46.15	18.95	24.73	28.57	36.67
35 to 45	27.70	25.00	29.65	26.92	26.95	24.00	30.20	30.59	32.61	30.72	27.50	34.62	32.35	32.26	35.35	43.33
45 to 55	32.77	26.14	39.53	32.69	17.47	18.40	27.41	21.18	28.51	19.61	26.25	19.23	34.97	32.26	27.71	16.67
More than 55	16.89	4.55	17.15	19.23	7.37	2.40	10.91	8.24	10.78	3.92	11.25	0.00	13.73	10.75	8.37	3.33
Gender	**		*						*		*					
Male	44.26	61.36	49.42	67.31	32.42	36.80	40.36	37.65	44.47	33.99	61.25	84.62	55.66	55.91	44.16	49.33
Female	55.74	38.64	50.58	32.69	67.58	63.20	59.64	62.35	55.53	66.01	38.75	15.38	44.34	44.09	55.84	50.67
Ethnicity																
Hispanic	28.72	28.41	14.44	9.62	23.37	26.40	6.35	5.88	3.14	1.96	0.00	3.85	7.84	5.91	2.89	3.33
Non Hispanic	71.28	71.59	82.56	90.38	76.63	73.60	93.65	94.12	96.86	98.04	100.00	96.15	92.16	94.09	97.11	96.67
Race	*								**				***		*	
Black	39.77	26.01	9.88	15.38	47.16	53.60	31.98	42.35	57.03	66.67	45.00	61.54	10.78	21.51	64.65	74.00
Native American, Asian and Other	15.91	20.95	10.17	9.62	20.21	21.60	10.41	10.59	5.59	8.50	1.25	0.00	22.33	15.59	5.34	7.33
White	44.32	53.04	79.94	75.00	32.63	24.80	57.61	47.06	37.38	24.84	53.75	38.46	66.88	62.90	30.01	18.67
Marital Status	****		*		*		*		****		**				**	
Married or Living together	20.45	46.28	58.14	38.46	26.32	14.40	45.69	32.94	54.02	37.91	50.00	15.38	55.99	50.00	41.13	28.00
Separated, Divorce or	32.95	30.07	24.42	42.31	20.21	28.00	31.73	44.71	23.74	26.80	26.25	50.00	21.46	23.66	27.27	31.33
Ever Married	46.59	23.65	17.44	19.23	53.47	57.60	22.59	22.35	22.24	35.29	23.75	34.62	22.55	26.34	31.60	40.67
Has Phone	**				*											
Yes	98.65	90.91	99.71	100.00	96.00	91.20	98.73	97.65	99.59	98.04	97.50	100.00	99.24	98.39	97.69	96.67
No	1.35	0.09	0.29	0.00	4.00	8.80	1.27	2.35	0.41	1.96	2.50	0.00	0.76	1.61	2.31	3.33
Has Email	****						*		**				****		***	
Yes	52.03	28.41	76.16	69.23	38.95	36.80	62.18	47.06	74.35	62.09	45.00	34.62	58.06	77.45	63.49	47.33
No	47.97	71.59	23.84	30.77	61.05	63.20	37.82	52.94	25.65	37.91	55.00	65.38	41.94	22.55	36.51	52.67
Has Driving License	*				*										**	
Yes	91.55	81.82	99.13	98.08	76.63	67.20	98.73	97.65	99.05	97.39	97.50	100.00	95.64	97.31	95.67	90.00
No	8.45	18.18	0.87	1.92	23.37	32.80	1.27	2.35	0.95	2.61	2.50	0.00	4.36	2.69	4.33	10.00
People in Household*			*				**									
1	21.62	27.27	20.06	32.69	16.42	20.00	19.80	28.24	18.83	19.61	15.00	26.92	23.97	27.42	24.10	24.00
2	21.62	21.59	29.94	36.54	25.47	25.60	27.16	18.82	26.33	25.49	22.50	26.92	22.98	25.81	25.11	27.33
3	22.30	19.32	20.35	3.85	23.37	21.60	23.10	32.94	19.78	22.88	25.00	26.92	22.33	23.66	20.92	23.33
4	19.59	15.91	15.41	13.46	20.84	16.80	17.26	4.71	22.10	18.95	20.00	11.54	20.15	11.29	17.17	18.67
5 or More	14.86	15.91	14.24	13.46	13.89	16.00	12.69	15.29	12.96	13.07	17.50	7.69	10.57	11.83	12.70	6.67
Education					*		*		*						*	
GED or Less	31.42	39.77	10.17	5.77	21.68	34.40	17.01	31.76	8.46	9.80	33.75	34.62	5.12	9.14	7.07	11.33
HS	34.46	36.36	35.47	42.31	41.68	36.80	38.32	30.59	32.47	42.48	37.50	38.46	22.22	25.81	40.40	44.67
Vocational	14.86	13.64	13.37	19.23	17.89	18.40	17.01	14.12	13.64	13.07	13.75	15.38	8.06	10.22	11.98	16.67
Business or Professional	8.45	7.95	18.60	15.38	10.53	7.20	13.20	15.29	14.73	15.69	6.25	0.00	12.75	11.83	15.87	11.33
Bachelor, Master or Ph.D.	10.81	2.27	22.38	17.31	8.21	3.20	14.47	8.24	30.70	18.95	8.75	11.54	51.85	43.01	24.68	16.00

Table B.1 *(continued)*

	City of Phoenix (384)		Maricopa County (396)		Bridgeport (600)		Jacksonville (479)		Atlanta (886)		Northeast Georgia (106)		Northern Cook County (1,104)		Charlotte (843)	
	R	NR	R	NR	R	NR	R	NR	R	NR	R	NR	R	NR	R	NR
Earnings	****				*				**				**			
None	12.84	15.91	10.47	15.38	17.26	24.00	5.84	4.71	8.87	7.84	8.75	7.69	14.16	19.35	10.82	15.33
$4,000 or Less	11.82	31.82	6.10	7.69	21.05	24.80	12.44	12.94	10.64	16.99	13.75	26.92	7.52	12.37	13.13	25.33
$4,000-$15,000	27.03	34.09	25.58	28.85	35.16	38.40	29.44	36.47	19.78	31.37	28.75	23.08	15.47	15.05	30.88	28.67
$15,000-$30,000	28.38	12.50	30.52	23.08	19.79	9.60	30.46	27.06	25.38	22.22	35.00	34.62	24.84	27.42	26.55	16.67
$30,000 $50,000	14.19	3.41	17.73	17.31	5.68	3.20	15.74	12.94	23.19	14.38	12.50	7.69	19.06	16.13	11.69	7.33
More than $50,000	5.74	2.27	9.59	7.69	1.05	0.00	6.09	5.88	12.14	7.19	1.25	0.00	18.95	9.68	6.93	6.67
Work limitation																
Yes	8.45	3.41	5.81	3.85	3.16	1.60	9.64	4.71	2.73	3.27	3.75	7.69	3.59	3.76	4.18	5.33
No	91.55	96.59	94.19	96.15	96.84	98.40	90.36	95.29	97.27	96.73	96.25	92.31	96.41	96.24	95.82	94.67
Assistance	****				***										**	
Yes	20.61	44.32	6.69	7.69	36.84	54.40	8.12	9.41	12.69	18.95	13.75	19.23	3.70	4.84	20.35	30.67
No	79.39	55.68	93.31	92.31	63.16	45.60	91.88	90.59	87.31	81.05	86.25	80.77	96.30	95.16	79.65	69.33
Working Now															**	
Yes	8.11	9.09	1.16	0.00	25.26	27.20	18.53	21.18	7.78	6.54	0.00	3.85	0.98	0.54	8.66	16.67
No	91.89	90.91	98.84	100.00	74.74	72.80	81.47	78.82	92.22	93.46	100.00	96.15	99.02	99.46	91.34	83.33
Months worked last year	****															
None	11.82	15.91	11.34	17.31	17.26	24.00	5.58	4.71	8.73	8.50	7.50	3.85	11.33	16.67	7.50	12.67
0-3 Months	13.18	19.32	12.21	17.31	17.68	17.60	9.90	5.88	13.37	13.37	17.50	26.92	14.92	13.44	20.49	25.33
3-6 months	17.23	32.95	22.09	25.00	21.05	24.80	16.24	21.18	21.01	21.01	23.75	19.23	21.35	20.97	24.24	19.33
6-9 Months	29.05	11.36	27.62	13.46	22.95	13.60	26.90	32.94	27.83	27.83	20.00	15.38	23.53	17.74	26.41	21.33
9-12 Months	28.72	20.45	26.74	26.92	21.05	20.00	41.37	35.29	29.06	29.06	31.25	34.62	28.87	31.18	21.36	21.33
Treatment			*													
Treatment 1	34.80	28.41	31.69	46.15	32.21	36.00	35.28	30.59	34.24	31.37	32.50	38.46	33.22	33.87	34.05	32.67
Treatment 2	32.43	37.50	34.01	34.62	33.47	33.60	31.73	37.65	32.88	33.99	35.00	23.08	33.66	32.26	33.77	29.33
Treatment 3	32.77	34.09	34.30	19.23	34.32	30.40	32.99	31.76	32.88	34.64	32.50	38.46	33.12	33.87	32.18	38.00
Dislocated Worker	****				**				****					****	***	
Yes	68.24	32.95	26.74	38.46	58.32	72.00	61.68	51.76	82.13	68.63	42.50	38.46	87.69	76.34	74.17	58.67
No	31.76	67.05	73.26	61.54	41.68	28.00	38.32	48.24	17.87	31.37	57.50	61.54	12.31	23.66	25.83	41.33
Stages																
First	76.35	79.55	69.48	73.08	65.68	65.60	89.59	83.53	100.00	100.00	100.00	100.00	88.02	85.48	81.39	83.33
Second	23.65	20.45	30.52	26.92	34.32	34.40	10.41	16.47					11.98	14.52	18.61	16.67

*/**/***: The p-values for the Fisher's Exact test was significant at the .10/.05/.01 level.
R=Respondents, NR=Nonrespondents

For each cell, the nonresponse adjustment was calculated by dividing the sum of the number of respondents and nonrespondents in each cell by the number of respondents in the cell.

$$Adj_{Nonresp,cell} = \frac{\text{Number of Respondents and Nonrespondents}_{\text{Cell}}}{\text{Number of Respondents}_{\text{Cell}}}.$$

Ensuring that the Weights Sum to the Population Total. To compute final survey weights, the preliminary weights were ratio-adjusted to ensure that, within strata defined by site, approach, and dislocated/adult worker status, the final weights add up to the population total. The following adjustment was thus made to each customer's weight:

$$Adj_{Poststratification,cell} = \frac{\text{Population Count}_{\text{Post}}}{\text{Weighted Number of Respondents}_{\text{Post}}}.$$

The final weight, a combination of the sampling weight, the nonresponse adjustment, and the post-stratification adjustment was thus calculated as:

$$W_{Final,i,cell,post} = W_{sampling} Adj_{Nonresponse,cell} Adj_{Poststratification,post}.$$

B. IMPUTING VALUES FOR ITEM NONRESPONSE

We described above the weighting procedures to account for customers who were selected for the survey sample but did not respond at all. This section describes how we dealt with item nonreponse—nonresponses to particular survey questions.

1. Overview of Imputation Strategy

There is very little missing data on the survey as a whole. For most variables, the data are missing for less than 1 percent of the sample. Hence, for most outcomes with missing data, we just omitted the sample member in the analysis of that outcome. When the day of the month was missing from a date, we imputed a value of the 15th of the month.[1]

[1] The exception to this was if it would cause a conflict with observed data. For example, if a customer reported starting a job on March 18, 2003 and reported ending that same job in March 2003 but did not give an exact end date, imputing the 15th would imply that the end date was before the start date. In cases such as this we randomly chose a day in the appropriate range and imputed that value. In this example, we would randomly choose a day between 19 and 31 and impute the chosen day as the job end day.

For covariates, it was important that we include data for all sample members—otherwise we would need to drop that sample member from all analysis. Hence, for most covariates, we imputed the value based on the mean of the observed data (for continuous covariates) or the most common value (for categorical variables). For the race/ethnicity variables, we included the nonresponders in the "other" race category.

For missing data items that were used in the construction of employment, earnings, and training outcomes, however, we used a hot-deck imputation procedure (described below) to impute missing data items rather than just omitting the sample member with missing data from the analysis for two reasons. First, omitting the sample member with missing data from the analysis would be equivalent to assuming that the value of the missing data is equal to the mean of the observed data. But as we know these sample members were employed (or participated in a training program), this would produce biased estimates. Second, there is a relatively high rate of missing data for these outcome variables because they are constructed from many survey "building block" data items including job start date, job end date, earnings at a job, hours worked at a job, and the start and end dates of training programs the sample member had attended. For example, a missing start date for the job would lead to missing employment and earnings data.

We chose to impute the building block data items rather than the composite outcome variables such as earnings by quarter because this made use of all of the information we had, and hence imputing the minimum amount of information necessary to construct the outcome variables. For example, suppose a customer worked two jobs after random assignment. For the first job all relevant information is available. For the second job, we know that the job end date was September 5, 2004 and that the job start date was sometime in 2004 but the job start month or day were not given. Our imputation procedure will impute the start month as sometime between January and August. The full information on the first job can then be used, along with the reported earnings and end date for the second job and the imputed start date, in constructing the earnings and employment history for that customer. A procedure that imputed only the constructed earnings and employment outcome variables would not easily allow this full use of all available reported information.

Table B.2 shows the variables for which we imputed missing values using the hot-deck procedures. As the percentage of all sample members with missing data on the second to fifth job they held during the 15-months follow-up period is lower than the percentage with missing data on the first job they held, we present the rate of missing data only for the first job. For a similar reason, we present the rate of missing data for the first training program the sample member participated in after random assignment. The rates of item nonresponse are similar across the three approaches. Hence, the imputation procedures are unlikely to create bias in the impact estimates.

Table B.2. Variables Imputed Using the Hot-Deck Procedure When Data Are Missing

Variable	Percent of Item Nonresponse[a]
Job start day	9.5%
Job start month	2.7%
Job start year	0.9%
Job end day	2.6%
Job end month	0.7%
Job end year	0.4%
Earnings at job	8.5%
Union status at job	0.4%
Health insurance received at job	1.0%
Paid time off at job	1.0%
Retirement benefits at job	2.1%
Average hours worked per week at job	1.5%
Type of job separation (quit, fired, etc.)	0.2%
Training program start day	12.3%
Training program start month	3.8%
Training program start year	0.8%
Training program end day	8.3%
Training program end month	3.0%
Training program end year	0.7%

[a]Indicates the percentage of individuals in the full sample (including those without any jobs) with missing data on variable.

2. Hot-Deck Imputation Procedure

A hot-deck procedure for imputation was chosen for this analysis because it enabled the imputation of values given a set of constraints. This is important when imputing dates; we can ensure, for example, that the end date for a job must be after the start date. These constraints would be difficult to implement using other imputation approaches, such as a model-based or mean-imputation procedure (Little and Rubin 2002).

The hot-deck procedure randomly selects a "donor" with the same values on a set of matching variables for each customer with a missing value on a certain variable (the "imputee.") The donor's observed value on the variable of interest is then imputed for the missing value for the imputee. A sequential (with replacement) nearest-neighbor hot-deck

procedure was used, implemented using a SAS macro described in Carlson et al. (1995). It was modified to ensure that each respondent was used as a donor a maximum of three times. The hot-deck procedure sorts the survey respondents by a set of matching variables, and chooses as a donor for each individual with missing data (each imputee) an individual with the same values of the categorical variables and similar values for any continuous variables. Because all matching variables considered in this application are categorical, the procedure will essentially choose as a donor a random individual with fully observed data who has the same values on all matching variables as the imputee. For employment variables, potential donors were all individuals with the same values as the imputee on the following variables, with priority in the following order:[2]

1. Approach
2. Dislocated/adult worker status
3. State
4. Two-digit job occupation code
5. Year of start/end date for job with missing information (if possible)[3]

For training program start and end dates, potential donors were all individuals with the same values as the imputee on the following variables:

1. Approach
2. Dislocated/adult worker status
3. State
4. Two-digit code for occupation being trained for
5. Year of start/end date for training program with missing information (if possible)

These matching variables were chosen because they are believed to be strongly associated with the job and training program characteristics of interest. The hot-deck procedure was run separately for each job and training program. When imputing data items for the first job, the characteristics of the first job of the potential donors were used.

[2] For some imputations this list was modified if there were an insufficient number of donors available given the full set of matching variables.

[3] For some strata defined by these variables there were not enough "donors" to do an appropriate imputation; in these situations either strata were collapsed or the imputation was instead done using information on the average job duration.

Similarly, when imputing data items for the second job, characteristics of the second job of potential donors were used.

Because of complexities in imputing dates and maintaining consistency, in practice, we did the imputations of dates in the following order: (1) days, (2) years, and (3) months. That still resulted in a few inconsistencies between the months and years, such as imputed start dates after imputed end dates, which were corrected by redoing individual imputations, constraining the imputation to ensure that start dates came before end dates.

We implemented a series of checks to ensure that the imputations were reasonable. These checks involved examining the individual imputations of the building block variables as well as examining the outcome variables constructed from these building blocks. These checks included:

- Examining the implied quarterly earnings for each individual with imputed data, to ensure that the imputations did not result in extreme outliers.

- Comparing the distributions of quarterly earnings for individuals with imputed data and individuals with complete data and determining that any differences observed were reasonable and not due to inappropriate imputations.

- Comparing the distributions of duration in training for individuals with imputed data and individuals with complete data observed and determined that any differences observed were reasonable and not due to inappropriate imputations.

Discrepancies found as a result of these checks resulted in fine-tuning of the imputations, to ensure consistency and appropriateness of the imputations.

Finally, we assessed the sensitivity of our impact estimates to the imputations and found very few differences in impact estimates when the imputed data were used rather than just the observed data.

C. TREATMENT OF OUTLIERS

Sometimes reported values did not seem reasonable. We had very few of these problems, and in fact no outliers were identified in the administrative or survey based measures of earnings. The only survey-based variable that appeared to have some outliers was the total number of hours worked each week. For individuals with reported hours that were more than 84 hours per week—implying 12 hour work days 7 days a week—we recoded the number of hours to 84.

APPENDIX C

ESTIMATION OF IMPACTS AND STANDARD ERRORS

This appendix describes how we estimated the relative impacts of the three ITA approaches. Because customers were randomly assigned to the three approaches, a simple difference in the mean outcome measures for customers in two approaches provides an unbiased estimate of the impact of one approach versus another. However, we estimated the impacts using a regression model, both to increase precision and to adjust for chance differences in the characteristics of customers in the three approaches.[1] The model used is described in detail below.

A. REGRESSION MODEL FOR ESTIMATING OVERALL IMPACTS OF THE THREE APPROACHES

1. Form of the Model

Our estimates of the relative impacts of the three approaches are based on a comparison of customers randomly assigned to one of the three approaches with customers randomly assigned to another approach. To compute the relative impacts of each approach, we estimated a statistical model that predicts the outcome of interest as a function of approach, site, and a set of background characteristics, detailed below. The basic form of the model is:

$$y_i = \sum_{s=1}^{8} \beta_s S_{si} + \sum_{s=1}^{8} \beta_{1s} S_{si} A_{1i} + \sum_{s=1}^{8} \beta_{3s} S_{si} A_{3i} + \delta X_i + \varepsilon_i, \quad \text{(C.1)}$$

where

- y_i is the outcome of interest

[1] Appendix D presents results from a sensitivity analysis that estimates impacts using differences-in-means rather than using regression models. The results do not differ much.

- S_{si} equals 1 if customer i was in site s and 0 if not
- A_{1i} equals 1 if customer i was in Approach 1 and 0 if not
- A_{3i} equals 1 if customer i was in Approach 3 and 0 if not
- X_i is a vector of baseline characteristics of customer i
- ε_i is a random error term that captures the impacts of unobserved factors that influence the outcome. It is assumed to have a mean of zero conditional on {A}, {X}, and {S}.
- The β and δ terms are parameters or vectors of parameters to be estimated.

The regression models are estimated using weighted data to account for the sampling design and unit nonresponse (see Appendix A).

2. Estimation of Impacts

The parameters of greatest interest are β_{1s} and β_{3s} because they show the impact on customers of being in Approach 1 (or 3) in site s, relative to being in Approach 2. These parameters can thus be interpreted as the causal impact of being assigned to Approach 1 (or 3) rather than being assigned to Approach 2, in site s. The β_{1s} and β_{3s} terms provide the estimates of the relative impacts of Approach 1 (or 3) versus Approach 2 within each site. The relative impact of Approach 1 versus Approach 3 in site s is obtained by computing $\tau_{13s} = \beta_{1s} - \beta_{3s}$. Thus, within each site (s=1 to 8) we obtain three impact estimates:

$$\tau_{12s} = \beta_{1s}$$
$$\tau_{32s} = \beta_{3s}$$
$$\tau_{13s} = \beta_{1s} - \beta_{3s}$$

To obtain the average impact across all sites, we computed a weighted average of the impacts in each site, where the weight is denoted by W_s:

$$\tau_{12} = \sum_{s=1}^{8} W_s \beta_{1s}$$
$$\tau_{32} = \sum_{s=1}^{8} W_s \beta_{3s}$$
$$\tau_{13} = \sum_{s=1}^{8} W_s (\beta_{1s} - \beta_{3s})$$

The site weights used in the above formulas are the proportion of customers in each site. This is equivalent to pooling all customers across sites and weighting each customer equally, regardless of their site of origin. Our rationale for pooling across sites is based on three factors: (1) all sites were asked to implement the same three approaches; (2) the implementation of the three ITA approaches was similar across our study sites; and (3) while

the contextual factors do vary across the sites, we saw them as having had a limited influence on the outcomes of ITA study participants by approach. Appendices E through G present the results separately by site, and Appendix D presents results obtained when sites are weighted equally.

3. Choice of Linear Regression

For all outcomes we estimate the parameters in Equation C.1 using ordinary least squares, which models the outcome as a linear function of the predictors. An alternative would have been to use logistic regression for binary outcomes such as employment status. Logistic regression models the "log odds of success" as a linear function of the predictors:

$$g(\pi_i) = \log(\frac{\pi_i}{1-\pi_i}) = \beta X_i + e_i \text{, where } \pi_i = E(y_i) .$$

We chose to use linear regression rather than a logistic regression for all outcomes for a few reasons. The first reason was simplicity, both of analysis and presentation. There is not a standard way of estimating or presenting standard error estimates for impacts estimated using logistic regression, whereas the calculation and presentation is very straightforward using linear regression.

Second, we conducted a series of sensitivity analyses that indicated that the linear and logistic regressions led to very similar results for this analysis. In particular, we compared results from linear regression with two other methods for estimating standard errors in logistic regression: (1) the bootstrap; and (2) an analytic technique that estimates the standard error of the impact by predicting values for sample members under treatment and under control, as in Stuart et al. (2006). The bootstrap approach yields correct standard errors, but is computationally intensive and was not feasible for this study because of its very large number of outcome measures. We generate impact estimates for a set of key binary outcomes (with a range of mean values, from 0.1 to 0.9) using each of the three approaches, and compared the results. We found that the bootstrap and linear regression led to remarkably similar results; the impact estimates were generally identical and the standard errors (and associated p-values) were very similar as well. There were very few instances where the methods would lead to different conclusions regarding the significance of an estimated impact. We thus chose to use linear regression for all outcomes, as was done in Dale and Krueger (2002) and Kling (2006).

4. Regression Predictors

The predictors included in the regression model (the X variables in Equation C.1) were: demographic characteristics (age, sex, race/ethnicity), marital status, presence of children, education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline and earnings in 12 months prior to baseline). These were selected using preliminary investigation of variables predictive of outcomes using a stepwise variable selection procedure (Neter et al. 1996), as well as substantive knowledge.

5. Estimating Subgroup Impacts

A slight simplification to the model was used when estimating impacts for subgroups of customers, such as dislocated workers or adult workers. In particular, to allow efficient estimation of the parameters of key interest for subgroups—the overall impact across all sites for each subgroup—we do not include site-indicators in the model when estimating subgroup impacts. Including the site indicators and interactions with the subgroup indicator would greatly increase the number of parameters in the model and may result in less precise estimation of the overall subgroup impacts. The model used for subgroups is thus:

$$(C.2) \qquad y_i = \beta_1 A_{1i} + \beta_2 A_{2i} + \beta_3 A_{3i} + \gamma_0 G_i + \gamma_1 G_i A_{1i} + \gamma_3 G_i A_{3i} + \delta X_i + \varepsilon_i,$$

where the variables are defined as above, and $G_i = 1$ if customer i is in group G and equals 0 otherwise. The relative impacts for subgroup G are calculated as:

$$\tau_{G=1,12} = (\beta_1 - \beta_2) + \gamma_1$$
$$\tau_{G=1,32} = (\beta_3 - \beta_2) + \gamma_3$$
$$\tau_{G=1,13} = (\beta_1 - \beta_3) + \gamma_1 - \gamma_3$$

Similarly, the impacts for customers not in subgroup G (G=0) are:

$$\tau_{G=0,12} = (\beta_1 - \beta_2)$$
$$\tau_{G=0,32} = (\beta_3 - \beta_2)$$
$$\tau_{G=0,13} = (\beta_1 - \beta_3)$$

Tests of whether the impacts differ by whether the customers are in subgroup G were conducted, using similar combinations of the coefficients. When sites are weighted by their size, the results obtained using this model are equivalent to the overall impacts (averaged across sites) obtained using the model in Equation C.1.

The subgroups for which we estimate the relative impacts of the three approaches (results in Appendices E-H) are based on:

1. Dislocated workers/adult workers

2. Education: Customers with at most a high school degree/customers with more than a high school degree

3. Customers with/without a vocational certification at the time of random assignment

4. Age: Customers over age 40/customers under age 40

5. Sex: Female/male customers

6. Race/ethnicity: Nonminority customers (white non-Hispanic) and minority (black, Hispanic, Asian, other) customers

7. In training at or just before random assignment/Not in training at or just before random assignment (for survey sample only; not available for full population)

B. CALCULATING STANDARD ERRORS

To determine whether impact estimates are statistically significant, we computed standard errors that account for the study's sample design, and in particular for the clustering of customers within sites. For outcomes from the survey, we use regression procedures for complex survey data that calculate correct standard errors given the sampling and nonresponse weights (described in Appendix A) and the clustering of customers in sites (Brogan 1998).[2] For outcomes based on the full population of customers—such as from the UI wage records or the STS—we used the same procedure, but did not use weights since we did not need to account for survey sampling or survey nonresponse.

The calculation of standard errors reflects the fact that the ITA sites were chosen purposively, not randomly. As sites had to be willing and had to apply to participate in the experiment, and so are not nationally representative. The results thus generalize only to the set of sites in this study, and not to a broader population.

[2] Specifically, we used the "svyreg" command in Stata 8 to estimate the model, and the "lincom" command to perform significance tests of linear combinations of the coefficients, such as to calculate the overall impact across all sites, or the relative impact of Approach 1 versus Approach 3.

APPENDIX D

SENSITIVITY ANALYSES

To assess the sensitivity of our impact estimates to different estimation procedures or assumptions, we conducted a series of sensitivity analyses. This appendix describes these analyses and presents a summary of the results. The sensitivity analyses included:

1. Conducting an unweighted analyses
2. Estimating impacts without using regression adjustment
3. Estimating impacts with sites weighted equally

A. UNWEIGHTED ANALYSES

For all outcomes constructed using the survey data, the main impacts presented in the text are estimated using weights that adjust for the survey sampling probabilities and survey nonresponse as described in Appendix B. To assess the effect of this weighting, we also estimated impacts for the survey-based outcomes without any weights. Those results are presented for key outcomes in Tables D.1 through D.3.

The results are remarkably similar to those in the main analyses that use weights. The main difference is seen in estimates that change significance levels only slightly, for example moving from barely insignificant to significant at just the 0.10 level. The estimated impacts themselves are very similar across the weighted and unweighted analyses. We thus conclude that the weighting adjustments had little impact on the estimated impacts.

Table D.1. Impacts on Participation in Training

	Weighted Impacts			Unweighted Impacts		
	Between A1 & A2	Between A3 & A2	Between A1 & A3	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	0	1	-1	-1	-1	0
Cumulative percentage ever in training						
Quarter 1	0	4**	-4*	0	4**	-4**
Quarters 1-2	1	4**	-4*	1	5**	-4**
Quarters 1-3	1	4*	-3	1	4**	-3*
Quarters 1-4	1	4**	-3	1	4**	-3
Quarters 1-5	1	3	-2	1	3	-2
In training in						
Quarter 1	0	4**	-4*	0	4**	-4**
Quarter 2	3*	4*	0	3*	4*	0
Quarter 3	6***	3*	2	5***	3	3
Quarter 4	6***	4**	2	6***	3**	2
Quarter 5	5***	1	4**	5***	1	4**
In training at time of survey	3**	1	3*	3**	0	3*
Total number of weeks in training in quarters 1-5[a]	3***	2**	1	3***	2**	1

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.

Table D.2. Impacts on Employment Outcomes by Quarter (Survey Data)

	Weighted Impacts			Unweighted Impacts		
	Between A1 & A2	Between A3 & A2	Between A1 & A3	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	1	-4**	5***	1	-4**	5***
Quarter 2	1	-2	3	0	-3	3
Quarter 3	2	-1	2	1	-1	2
Quarter 4	2	2	0	2	2	0
Quarter 5	2	3**	-1	2	3*	-1
Quarters 1-5	1	2	0	1	2	0
Weeks employed						
Quarter 1	0.1	-0.4**	0.5**	0.1	-0.4**	0.4**
Quarter 2	0.0	-0.4*	0.4*	0.0	-0.4*	0.4*
Quarter 3	0.2	0.0	0.2	0.1	-0.1	0.2
Quarter 4	0.4*	0.2	0.2	0.4	0.1	0.2
Quarter 5	0.3	0.4	-0.1	0.3	0.3	-0.1
Quarters 1-5	0.9	-0.2	1.2	0.8	-0.4	1.2
Hours worked						
Quarter 1	2	-16**	18**	1	-17**	18**
Quarter 2	1	-16*	18*	1	-17*	18*
Quarter 3	9	-1	10	7	-2	10
Quarter 4	17*	8	9	15	5	10
Quarter 5	22**	15	7	20**	13	6
Quarters 1-5	51	-11	62	45	-17	62
Total earnings						
Quarter 1	$38	-$237**	$274***	$40	-$244**	$283***
Quarter 2	82	-299*	382**	96	-308*	404**
Quarter 3	103	-153	255	94	-158	252
Quarter 4	141	-80	221	122	-102	225
Quarter 5	204	29	175	176	19	157
Quarters 1-5	568	-740	1,308*	528	-793	1,322*
In training and employed						
Quarter 1	1	1	0	1	1	0
Quarter 2	2	3*	0	2	3*	0
Quarter 3	3**	1	2	4**	1	3*
Quarter 4	3**	4***	0	4***	4***	0
Quarter 5	4***	3**	1	4***	3**	1
Quarters 1-5	2	5***	-3*	2	5***	-3*

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.

B. DIFFERENCE-IN-MEANS ANALYSES

We also estimated impacts without any covariates in the regression models. This is equivalent to calculating simple differences-in-means of the outcomes between the approaches, with no adjustments for covariates. The results from this analysis are presented for key outcomes in Tables D.3 through D.5. The results again are very similar to those in the main analyses, indicating that the regression adjustment did not dramatically affect the estimates.

Table D.3. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA

	Regression-Adjusted Impacts			Difference-in-Means Impacts		
	Between A1 & A2	Between A3 & A2	Between A1 & A3	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	2	7***	-6***	2	7***	-6***
Received Counseling after the Orientation	7***	-55***	62***	7***	-55***	62***
Received an ITA	1	7***	-6***	1	7***	-6***

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.

Table D.4. Impacts on Participation in Training

	Regression-Adjusted Impacts			Difference-in-Means Impacts		
	Between A1 & A2	Between A3 & A2	Between A1 & A3	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	0	1	-1	-1	-1	0
Cumulative percentage ever in training						
Quarter 1	0	4**	-4*	0	4*	-4*
Quarters 1-2	1	4**	-4*	0	4**	-4**
Quarters 1-3	1	4*	-3	1	3*	-3
Quarters 1-4	1	4**	-3	1	4**	-2
Quarters 1-5	1	3	-2	1	3	-2
In training in						
Quarter 1	0	4**	-4*	0	4*	-4*
Quarter 2	3*	4*	0	3*	3*	0
Quarter 3	6***	3*	2	5***	3	3
Quarter 4	6***	4**	2	5***	4**	2
Quarter 5	5***	1	4**	5***	1	4**
In training at time of survey	3**	1	3*	3**	0	3*
Total number of weeks in training in quarters 1-5[a]	3***	2**	1	3***	2*	1

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.

Table D.5. Impacts on Employment Outcomes by Quarter (Survey Data)

	Regression-Adjusted Impacts			Difference-in-Means Impacts		
	Between A1 & A2	Between A3 & A2	Between A1 & A3	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	1	-4**	5***	1	-4**	5***
Quarter 2	1	-2	3	1	-3	3*
Quarter 3	2	-1	2	2	-1	2
Quarter 4	2	2	0	2	2	0
Quarter 5	2	3**	-1	2	3*	-1
Quarters 1-5	1	2	0	1	2	-1
Weeks employed						
Quarter 1	0.1	-0.4**	0.5**	0.1	-0.4**	0.5***
Quarter 2	0.0	-0.4*	0.4*	0.0	-0.4*	0.4*
Quarter 3	0.2	0.0	0.2	0.2	-0.1	0.2
Quarter 4	0.4*	0.2	0.2	0.4	0.2	0.2
Quarter 5	0.3	0.4	-0.1	0.3	0.3	-0.1
Quarters 1-5	0.9	-0.2	1.2	0.9	-0.3	1.3
Hours worked						
Quarter 1	2	-16**	18**	3	-16**	19***
Quarter 2	1	-16*	18*	2	-17*	19**
Quarter 3	9	-1	10	9	-2	11
Quarter 4	17*	8	9	16	7	9
Quarter 5	22**	15	7	20**	14	6
Quarters 1-5	51	-11	62	51	-14	65
Total earnings						
Quarter 1	$38	-$237**	$274***	$68	-$239**	$307***
Quarter 2	82	-299*	382**	127	-328**	454***
Quarter 3	103	-153	255	145	-191	336*
Quarter 4	141	-80	221	177	-133	310
Quarter 5	204	29	175	245	-30	274
Quarters 1-5	568	-740	1,308*	761	-921	1,682**
In training and employed						
Quarter 1	1	1	0	1	1	1
Quarter 2	2	3*	0	2	2	0
Quarter 3	3**	1	2	3**	1	2
Quarter 4	3**	4***	0	3**	4***	0
Quarter 5	4***	3**	1	3**	3**	0
Quarters 1-5	2	5***	-3*	2	5***	-3*
Sample Size	1322	1309	1302			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.

C. WEIGHTING SITES EQUALLY

The final sensitivity analysis we conducted was to weight sites equally in computing the overall impacts, rather than weighting by the number of customers in each site. Table D.6 presents the weights used to calculate overall impacts from the impacts by site in the main analysis and when each site is weighted equally. The results from these analyses are presented for some key outcomes in Tables D.7 through D.9.

Table D.6. Site Weights

	Sites Weighted by Size (Main Analysis)	Sites Weighted Equally (Sensitivity Analysis)
Phoenix	8.2%	12.5%
Maricopa County	8.5	12.5
Bridgeport	13.0	12.5
Jacksonville	9.8	12.5
Atlanta	17.8	12.5
Northeast Georgia	2.2	12.5
North Cook County	22.8	12.5
Charlotte	17.7	12.5
Total	100	100

Most findings are not sensitive to how the sites are weighted. The impacts of approach on the percentage of customers who attended an orientation, received counseling, or received an ITA vary little by whether the sites are weighted equally or by size (Table D.7). Nor are most of the impacts on training and employment outcomes (Tables D7. and D.8).

However, the finding that the approach has no effect on total earnings over the follow-up period is somewhat sensitive to this assumption (Table D.9). If the sites are weighted by size, as they are in the main text, we estimated that switching between Approach 2 and Approach 3 would reduce total earnings over the observation period by $740, which is not statistically significant. If the sites are weighted equally, we estimated that switching between Approach 2 and Approach 3 would reduce total earnings over the observation period by $1,486, which is statistically significant at the 10 percent level. There is no impact on earnings between Approaches 1 and 2 irrespective of how the sites are weighted.

Table D.7. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA

	Sites Weighted by Size			Sites Weighted Equally		
	Between A1 & A2	Between A3 & A2	Between A1 & A3	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	2	7***	-6***	1	7***	-6***
Received Counseling after the Orientation	7***	-55***	62***	6***	-59***	65***
Received an ITA	1	7***	-6***	1	8***	-8***

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.

Table D.8. Impacts on Participation in Training

	Sites Weighted by Size			Sites Weighted Equally		
	Between A1 & A2	Between A3 & A2	Between A1 & A3	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	0	1	-1	-2	-3	1
Cumulative percentage ever in training						
Quarter 1	0	4**	-4*	0	6**	-6**
Quarters 1-2	1	4**	-4*	0	6**	-6***
Quarters 1-3	1	4*	-3	-1	5**	-6**
Quarters 1-4	1	4**	-3	0	5**	-5**
Quarters 1-5	1	3	-2	-1	4*	-5*
In training in						
Quarter 1	0	4**	-4*	0	6**	-6**
Quarter 2	3*	4*	0	3	6**	-3
Quarter 3	6***	3*	2	5*	4*	1
Quarter 4	6***	4**	2	5**	3	2
Quarter 5	5***	1	4**	5**	0	5**
In training at time of survey	3**	1	3*	3*	0	3*
Total number of weeks in training in quarters 1-5[a]	3***	2**	1	3**	2*	1

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.

Table D.9. Impacts on Employment Outcomes by Quarter (Survey Data)

	Sites Weighted by Size			Sites Weighted Equally		
	Between A1 & A2	Between A3 & A2	Between A1 & A3	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	1	-4**	5***	0	-6**	6**
Quarter 2	1	-2	3	-1	-5**	4
Quarter 3	2	-1	2	0	-4	4
Quarter 4	2	2	0	0	0	0
Quarter 5	2	3**	-1	1	4*	-3
Quarters 1-5	1	2	0	1	2	-1
Weeks employed						
Quarter 1	0.1	-0.4**	0.5**	0.0	-0.6***	0.6***
Quarter 2	0.0	-0.4*	0.4*	-0.2	-0.7**	0.5*
Quarter 3	0.2	0.0	0.2	0.0	-0.4	0.4
Quarter 4	0.4*	0.2	0.2	0.2	-0.1	0.2
Quarter 5	0.3	0.4	-0.1	0.1	0.3	-0.2
Quarters 1-5	0.9	-0.2	1.2	0.1	-1.4	1.6
Hours worked						
Quarter 1	2	-16**	18**	-4	-25***	21**
Quarter 2	1	-16*	18*	-4	-28**	24*
Quarter 3	9	-1	10	5	-13	18
Quarter 4	17*	8	9	8	-5	13
Quarter 5	22**	15	7	14	10	4
Quarters 1-5	51	-11	62	20	-61	80
Total earnings						
Quarter 1	$38	-$237**	$274***	-$67	-$343***	$276***
Quarter 2	82	-299*	382**	-25	-447**	422**
Quarter 3	103	-153	255	76	-324	400**
Quarter 4	141	-80	221	26	-290	316
Quarter 5	204	29	175	116	-82	198
Quarters 1-5	568	-740	1,308*	127	-1,486*	1,613**
In training and employed						
Quarter 1	1	1	0	1	0	1
Quarter 2	2	3*	0	0	1	0
Quarter 3	3**	1	2	2	0	2
Quarter 4	3**	4***	0	2	2	0
Quarter 5	4***	3**	1	3**	1	2
Quarters 1-5	2	5***	-3*	0	6**	-6**

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.

APPENDIX E

SUPPLEMENTAL TABLES FOR CHAPTER IV

Table E.1.1. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA in Phoenix

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	78%	77%	91%	1	14***†	-13***††
Received Counseling after the Orientation	75	69	0	6	-69***†††	75***†††
Received an ITA	62	62	80	0	17***††	-17***†††
Sample Size	214	219	213			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table E.1.2. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA in Maricopa County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	71%	60%	75%	11**††	15***††	-5
Received Counseling after the Orientation	70	56	6	14***†	-50***	64***
Received an ITA	66	55	74	11**††	19***†††	-7*
Sample Size	224	229	220			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table E.1.3. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA in Bridgeport

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	91%	90%	96%	1	7***	-6***
Received Counseling after the Orientation	85	84	14	1†	-70***†††	71***†††
Received an ITA	73	78	87	-5†	8***	-13***††
Sample Size	344	345	344			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table E.1.4. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA in Jacksonville

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	75%	83%	84%	-7**†††	1†	-8**
Received Counseling after the Orientation	75	78	2	-3†††	-75***†††	72***†††
Received an ITA	72	78	82	-5†	4	-9**
Sample Size	263	260	256			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table E.1.5. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA in Atlanta

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	77%	78%	82%	-1	4*	-5*
Received Counseling after the Orientation	67	49	4	18***†††	-45***†††	63***
Received an ITA	37	38	43	-1	5	-6*
Sample Size	473	469	466			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table E.1.6. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA in Northeast Georgia

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	69%	69%	72%	0	3	-4
Received Counseling after the Orientation	69	69	0	0	-69***††	69***
Received an ITA	69	69	73	0	3	-4
Sample Size	57	56	58			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table E.1.7. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA in North Cook County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	61%	59%	65%	2	6**	-5*
Received Counseling after the Orientation	59	55	1	4	-55***	59***
Received an ITA	69	67	69	2	2††	0†††
Sample Size	604	603	602			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table E.1.8. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA in Charlotte

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	46%	40%	49%	6*	8***	-3
Received Counseling after the Orientation	46	40	2	6*	-38***†††	43***†††
Received an ITA	45	40	49	5*	9***	-3
Sample Size	467	466	468			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table E.1.9. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA for Dislocated Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	67%	66%	73%	1	7***	-6***
Received Counseling after the Orientation	64	57	4	7***	-54***††	61***†
Received an ITA	58	57	65	1	8***	-7***
Sample Size	1,769	1,874	1,817			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table E.1.10. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA for Adult Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	72%	70%	77%	1	6***	-5**
Received Counseling after the Orientation	68	63	4	5**	-59***††	64***†
Received an ITA	62	62	68	0	6**	-6**
Sample Size	877	773	810			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table E.1.11. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA for Customers With at Most a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	70%	67%	75%	3**†	8***	-5***
Received Counseling after the Orientation	67	60	4	7***	-56***	63***
Received an ITA	59	58	67	1	9***††	-8***††
Sample Size	1,735	1,719	1,715			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table E.1.12. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA for Customers With More Than a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	66%	68%	73%	-2†	5**	-7***
Received Counseling after the Orientation	63	57	3	5**	-54***	59***
Received an ITA	60	59	63	1	3††	-3††
Sample Size	911	928	912			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table E.1.13. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA for Customers With a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	71%	67%	71%	4*	4	0†††
Received Counseling after the Orientation	68	59	4	9***	-55***	64***
Received an ITA	62	59	65	4	6**	-2†
Sample Size	625	638	642			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table E.1.14. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA for Customers Without a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	68%	67%	75%	0	8***	-7***†††
Received Counseling after the Orientation	65	59	4	6***	-55***	61***
Received an ITA	58	58	66	0	8***	-8***†
Sample Size	2,021	2,009	1,985			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table E.1.15. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA for Customers Over 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	69%	68%	73%	1	6***	-4**
Received Counseling after the Orientation	66	60	5	6***	-56***	61***
Received an ITA	61	60	66	1	6***	-5***
Sample Size	1,394	1,378	1,339			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table E.1.16. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA for Customers Under 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	68%	67%	75%	1	8***	-7***
Received Counseling after the Orientation	65	58	3	7***	-55***	62***
Received an ITA	57	57	65	1	9***	-8***
Sample Size	1,252	1,269	1,288			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table E.1.17. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA for Female Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	66%	66%	73%	0	7***	-6***
Received Counseling after the Orientation	63	57	4	5***	-53***††	58***†††
Received an ITA	55	56	64	-1	8***	-9***†
Sample Size	1,428	1,415	1,402			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table E.1.18. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA for Male Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	71%	69%	76%	3	7***	-4**
Received Counseling after the Orientation	69	61	3	8***	-58***††	66***†††
Received an ITA	64	61	67	3	7***	-4*†
Sample Size	1,218	1,232	1,225			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table E.1.19. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA for Nonminority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	53%	49%	58%	4**†	9***†	-5***
Received Counseling after the Orientation	61	53	-3	8***	-56***	64***†
Received an ITA	41	39	47	1	8***	-7***
Sample Size	1,156	1,180	1,150			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table E.1.20. Percent of all Customers Participating at Each Stage of the Process of Obtaining an ITA for Minority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Attended or was Excused from an Orientation	81%	82%	86%	-1†	5***†	-6***
Received Counseling after the Orientation	69	64	9	5***	-55***	60***†
Received an ITA	74	73	80	0	7***	-6***
Sample Size	1,490	1,467	1,477			

Source: Study Tracking System, extract as of July 2004

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

APPENDIX F

SUPPLEMENTAL TABLES FOR CHAPTER V

Table F.1. Participation in Training Before Random Assignment

	Percentage in Training At or Before Random Assignment
Full Sample	13%
Approach 1	13
Approach 2	14
Approach 3	12
Phoenix, AZ	11
Maricopa County, AZ	10
Bridgeport, CT	14
Jacksonville, FL	22
Atlanta, GA	6
Northeast Region, GA	10
North Cook County, IL	15
Charlotte, NC	14
Sample Size	3,933

Source: 15-month follow-up survey

Notes: Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

Table F.2. Sources of Funding for Training Among Those Who Participated in Training

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training	87%	86%	89%	1	4**	-3*
Other sources of funding:						
Personal savings	22	30	26	-8***	-4*	-4**
Student loan	8	10	8	-2	-2	0
Pell Grant or other need-based financial aid	12	10	12	2	1	1
Other	7	9	8	-2*	-1	-1
Sources other than an ITA paid for all training	13	14	11	-1	-4**	3*
Sample Size	874	869	910			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.

The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / ***Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 confidence level, two-tailed test.

Table F.3. Completion of Training Programs Among Those Who Participated in Training

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	66%	69%	69%	-3	0	-3
Completed a training program or in training at time of survey	88	87	86	1	-1	2
Earned a certificate or degree from a training program	59	61	61	-1	1	-2
Earned a certificate or degree from a training program or in training at time of survey	82	80	79	3	-1	3
In training at time of survey	25	21	21	4**	0	5**
Sample Size	874	869	910			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.

The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / ***Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 confidence level, two-tailed test.

Table F.1.1. Impacts on Participation in Training in Phoenix

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	15%	12%	9%	3	-3	6
Cumulative percentage ever in training						
Quarter 1	58	55	64	3	9	-6
Quarters 1-2	62	63	71	-1	8	-9
Quarters 1-3	66	68	77	-2	9	-11*
Quarters 1-4	67	68	78	0	11	-11*
Quarters 1-5	69	68	78	0	10	-9
In training in						
Quarter 1	58	55	64	3	9	-6
Quarter 2	49	46	52	3	6	-4
Quarter 3	44	43	40	1	-3	4
Quarter 4	34	34	28	0	-6	6
Quarter 5	27	27	13	0	-14**†††	15**††
In training at time of survey	19	16	10	3	-7	10*
Total number of weeks in training in quarters 1-5[a]	22	21	18	1	-3†	4
Sample Size	103	96	97			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.1.2. Impacts on Participation in Training in Maricopa County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	10%	12%	9%	-3	-3	1
Cumulative percentage ever in training						
Quarter 1	55	53	66	2	13**	-11*
Quarters 1-2	68	61	75	7	14**†	-7
Quarters 1-3	71	65	76	7	12**	-5
Quarters 1-4	73	66	77	7	10*	-4
Quarters 1-5	73	67	77	6	9	-4
In training in						
Quarter 1	55	53	66	2	13**	-11*
Quarter 2	58	49	63	9	14**†	-5
Quarter 3	50	43	54	8	12*	-4
Quarter 4	39	33	40	6	7	0
Quarter 5	31	23	25	8	2	6
In training at time of survey	23	18	20	5	3	2
Total number of weeks in training in quarters 1-5[a]	24	20	25	4	5*	-1
Sample Size	109	117	118			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.1.3. Impacts on Participation in Training in Bridgeport

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	10%	14%	17%	-4	3	-6*†
Cumulative percentage ever in training						
Quarter 1	46	46	55	1	9	-9
Quarters 1-2	66	66	72	0	7	-7
Quarters 1-3	71	72	77	-1	5	-6
Quarters 1-4	73	73	77	0	3	-4
Quarters 1-5	74	75	78	-1	3	-4
In training in						
Quarter 1	46	46	55	1	9	-9
Quarter 2	54	52	55	2	3	-1
Quarter 3	39	39	41	-1	1	-2
Quarter 4	27	23	25	4	1	2
Quarter 5	25	17	18	8*	1	8*
In training at time of survey	18	7	8	10***††	0	10***††
Total number of weeks in training in quarters 1-5[a]	18	15	16	3	2	1
Sample Size	153	159	163			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.1.4. Impacts on Participation in Training in Jacksonville

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	20%	24%	22%	-4	-3	-2
Cumulative percentage ever in training						
Quarter 1	58	60	63	-2	3	-4
Quarters 1-2	64	72	68	-8	-4	-4
Quarters 1-3	68	74	68	-7	-6†	-1
Quarters 1-4	72	74	72	-3	-2	-1
Quarters 1-5	74	75	74	-1	-1	0
In training in						
Quarter 1	58	60	63	-2	3	-4
Quarter 2	51	56	51	-6	-6	0
Quarter 3	46	48	44	-2	-4	2
Quarter 4	41	35	38	6	3	4
Quarter 5	38	31	30	7	0	7
In training at time of survey	27	23	27	5	4	1
Total number of weeks in training in quarters 1-5[a]	25	24	23	1	-1	1
Sample Size	139	125	130			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.1.5. Impacts on Participation in Training in Atlanta

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	7%	5%	6%	1	1	1
Cumulative percentage ever in training						
Quarter 1	32	33	35	-1	2	-3
Quarters 1-2	41	42	46	-1	4	-5
Quarters 1-3	44	46	48	-3	2	-4
Quarters 1-4	46	48	50	-2	2	-4
Quarters 1-5	48	51	51	-3	0	-3
In training in						
Quarter 1	32	33	35	-1	2	-3
Quarter 2	37	36	41	1	5	-4
Quarter 3	29	29	30	0	1	-1
Quarter 4	20	21	22	-1††	1	-2
Quarter 5	16	17	18	-1†	1	-2†
In training at time of survey	10	12	11	-2†	-1	-1
Total number of weeks in training in quarters 1-5[a]	12	12	13	0†	1	-1
Sample Size	251	241	241			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.1.6. Impacts on Participation in Training in Northeast Georgia

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	9%	18%	6%	-9	-12	3
Cumulative percentage ever in training						
Quarter 1	62	67	74	-5	7	-12
Quarters 1-2	63	67	81	-5	14	-18
Quarters 1-3	64	71	82	-7	11	-18
Quarters 1-4	64	71	82	-7	11	-18
Quarters 1-5	64	76	82	-12	6	-18
In training in						
Quarter 1	62	67	74	-5	7	-12
Quarter 2	31	31	49	1	18	-17
Quarter 3	33	26	41	7	15	-8
Quarter 4	28	20	28	8	8	0
Quarter 5	28	19	20	9	1	8
In training at time of survey	17	15	14	3	-1	4
Total number of weeks in training in quarters 1-5[a]	19	14	19	5	5	0
Sample Size	26	28	26			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.1.7. Impacts on Participation in Training in North Cook County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	16%	13%	14%	2	0	2
Cumulative percentage ever in training						
Quarter 1	48	47	48	1	0	1
Quarters 1-2	61	55	58	6	3	3†
Quarters 1-3	66	58	61	8**††	3	5††
Quarters 1-4	66	60	63	7*	3	3†
Quarters 1-5	66	62	64	4	1	3
In training in						
Quarter 1	48	47	48	1	0	1
Quarter 2	55	42	47	13***†††	5	8*††
Quarter 3	42	25	31	16***†††	5	11***††
Quarter 4	30	17	24	13***††	7**	6*
Quarter 5	21	13	20	8**	7**††	1
In training at time of survey	13	9	13	3	4	-1
Total number of weeks in training in quarters 1-5[a]	19	13	16	6***††	3*	3*
Sample Size	305	309	304			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.1.8. Impacts on Participation in Training in Charlotte

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	15%	16%	13%	-1	-3	2
Cumulative percentage ever in training						
Quarter 1	41	40	42	1	2	-1
Quarters 1-2	49	51	52	-2	1	-3
Quarters 1-3	53	54	57	-1	3	-4
Quarters 1-4	56	55	59	1	4	-3
Quarters 1-5	59	57	60	2	3	-1
In training in						
Quarter 1	41	40	42	1	2	-1
Quarter 2	41	43	42	-2	-1	-1
Quarter 3	37	30	35	7	5	2
Quarter 4	30	24	31	6	7	-1
Quarter 5	27	23	26	4	3	1
In training at time of survey	18	18	16	0	-2	2
Total number of weeks in training in quarters 1-5[a]	18	16	18	2	2	0
Sample Size	236	234	223			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.1.9. Impacts on Participation in Training for Dislocated Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	14%	14%	13%	1	-1	1
Cumulative percentage ever in training						
Quarter 1	49	46	50	3††	4*	-1†
Quarters 1-2	58	56	61	2	5**	-3
Quarters 1-3	62	60	64	2	4*	-1
Quarters 1-4	64	61	65	3	4*	-1
Quarters 1-5	66	63	66	2	2	0
In training in						
Quarter 1	49	46	50	3††	4*	-1†
Quarter 2	50	45	50	5**	5**	0
Quarter 3	41	34	38	8***††	5**	3
Quarter 4	31	24	29	7***	4**	3
Quarter 5	26	21	23	5***	1	4*
In training at time of survey	17	14	15	3*	1	2
Total number of weeks in training in quarters 1-5[a]	20	16	18	4***†	2**	1
Sample Size	923	976	951			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.1.10. Impacts on Participation in Training for Adult Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	11%	13%	12%	-3	-2	-1
Cumulative percentage ever in training						
Quarter 1	42	48	51	-6††	3	-9**†
Quarters 1-2	54	57	60	-3	3	-6
Quarters 1-3	58	62	64	-4	2	-6*
Quarters 1-4	60	63	66	-3	4	-7*
Quarters 1-5	61	64	67	-3	3	-6*
In training in						
Quarter 1	42	48	51	-6††	3	-9**†
Quarter 2	43	43	44	0	1	-1
Quarter 3	35	35	34	0††	-2	1
Quarter 4	27	25	26	2	2	1
Quarter 5	21	17	18	4	0	3
In training at time of survey	16	13	12	3	0	3
Total number of weeks in training in quarters 1-5[a]	16	16	16	0†	0	1
Sample Size	399	333	351			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.1.11. Impacts on Participation in Training for Customers With at Most a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	13%	14%	12%	-2	-2	0
Cumulative percentage ever in training						
Quarter 1	46	47	51	-2	4	-6**
Quarters 1-2	56	57	63	-1	6**	-7***††
Quarters 1-3	59	61	66	-2	5**	-6***†††
Quarters 1-4	61	62	67	-1	5**	-6**††
Quarters 1-5	63	64	68	-1	4*	-5**††
In training in						
Quarter 1	46	47	51	-2	4	-6**
Quarter 2	46	44	50	2	5**	-4††
Quarter 3	37	34	38	3†	4	-1†††
Quarter 4	29	25	30	4**	5**	0††
Quarter 5	25	20	22	5***	2	3
In training at time of survey	17	13	15	4**	2	2
Total number of weeks in training in quarters 1-5[a]	18	16	18	2**	2**	0††
Sample Size	828	822	862			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.1.12. Impacts on Participation in Training for Customers With More Than a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	13%	12%	13%	1	1	1
Cumulative percentage ever in training						
Quarter 1	47	44	47	3	3	0
Quarters 1-2	58	55	56	3	1	2††
Quarters 1-3	63	60	60	4	0	4†††
Quarters 1-4	66	61	62	4	1	4††
Quarters 1-5	66	64	63	3	-1	3††
In training in						
Quarter 1	47	44	47	3	3	0
Quarter 2	52	45	45	6**	0	7**††
Quarter 3	44	33	34	10***†	1	9***†††
Quarter 4	31	24	24	7**	1	7**††
Quarter 5	24	20	19	4	-1	5
In training at time of survey	16	15	13	2	-2	4
Total number of weeks in training in quarters 1-5[a]	19	16	16	4***	0	4***††
Sample Size	494	487	440			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.1.13. Impacts on Participation in Training for Customers With a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	14%	13%	14%	1	1	0
Cumulative percentage ever in training						
Quarter 1	50	43	46	8*††	4	4††
Quarters 1-2	62	52	58	10***†††	6	4††
Quarters 1-3	66	57	62	9**†††	5	4††
Quarters 1-4	67	58	64	10***†††	6*	3†
Quarters 1-5	69	60	64	9**†††	4	5††
In training in						
Quarter 1	50	43	46	8*††	4	4††
Quarter 2	54	42	48	12***††	6	5
Quarter 3	45	33	38	12***†	5	7*
Quarter 4	32	22	28	9***	6*	3
Quarter 5	26	20	21	6*	1	4
In training at time of survey	17	14	14	3	0	3
Total number of weeks in training in quarters 1-5[a]	20	15	17	6***††	3*	3*
Sample Size	305	339	315			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.1.14. Impacts on Participation in Training for Customers Without a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	13%	13%	12%	-1	-2	1
Cumulative percentage ever in training						
Quarter 1	45	47	51	-2††	4	-6***††
Quarters 1-2	55	58	61	-3†††	3	-6***††
Quarters 1-3	59	62	64	-2†††	3	-5**††
Quarters 1-4	61	63	66	-2†††	3	-4**†
Quarters 1-5	63	65	67	-2†††	2	-4*††
In training in						
Quarter 1	45	47	51	-2††	4	-6***††
Quarter 2	46	45	48	1††	3	-2
Quarter 3	38	34	36	3†	2	1
Quarter 4	30	25	28	4**	3	2
Quarter 5	24	20	21	4**	1	3*
In training at time of survey	17	14	14	3*	1	3
Total number of weeks in training in quarters 1-5[a]	18	16	18	2*††	1	1
Sample Size	1,017	970	987			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.1.15. Impacts on Participation in Training for Customers Over 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	13%	13%	11%	0	-1	2
Cumulative percentage ever in training						
Quarter 1	46	44	49	2	5*	-3
Quarters 1-2	57	55	59	2	3	-2
Quarters 1-3	61	59	61	2	2	0
Quarters 1-4	63	61	63	2	3	0
Quarters 1-5	64	63	64	1	1	0
In training in						
Quarter 1	46	44	49	2	5*	-3
Quarter 2	48	44	48	4	4	0
Quarter 3	39	31	35	8***	4	4
Quarter 4	29	23	28	6***	5**	1
Quarter 5	25	20	21	5**	1	4*
In training at time of survey	16	14	14	2	1	2
Total number of weeks in training in quarters 1-5[a]	18	15	17	3***	2**	1
Sample Size	734	720	699			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.1.16. Impacts on Participation in Training for Customers Under 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	13%	14%	14%	-1	-1	-1
Cumulative percentage ever in training						
Quarter 1	47	49	52	-2	2	-5
Quarters 1-2	57	58	63	-1	5*	-6**
Quarters 1-3	60	62	67	-2	4	-6**
Quarters 1-4	62	63	68	0	5*	-6**
Quarters 1-5	64	65	69	-1	4	-5*
In training in						
Quarter 1	47	49	52	-2	2	-5
Quarter 2	48	46	49	2	3	-1
Quarter 3	40	37	39	3	1	1
Quarter 4	31	26	28	5*	2	3
Quarter 5	25	20	21	5**	1	4
In training at time of survey	18	14	14	4*	0	4*
Total number of weeks in training in quarters 1-5[a]	19	17	18	2	1	1
Sample Size	588	589	603			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.1.17. Impacts on Participation in Training for Female Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	13%	15%	12%	-2	-2	1
Cumulative percentage ever in training						
Quarter 1	42	47	48	-5*†††	1	-6**
Quarters 1-2	53	58	60	-5**†††	2	-8***††
Quarters 1-3	57	62	64	-5*†††	2	-7***††
Quarters 1-4	60	63	66	-4†††	2	-6**†
Quarters 1-5	62	66	67	-3††	1	-4*
In training in						
Quarter 1	42	47	48	-5*†††	1	-6**
Quarter 2	47	49	52	-2†††	4	-5*†††
Quarter 3	41	40	42	0†††	2	-2††
Quarter 4	33	28	32	5**	4	1
Quarter 5	28	22	24	6***	1	5**
In training at time of survey	20	16	16	4*	0	4*
Total number of weeks in training in quarters 1-5[a]	19	18	19	1††	1	0
Sample Size	711	706	710			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.1.18. Impacts on Participation in Training for Male Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	13%	12%	13%	1	1	0
Cumulative percentage ever in training						
Quarter 1	51	46	52	6*†††	7**	-1
Quarters 1-2	62	55	61	7**†††	6**	1††
Quarters 1-3	65	59	63	6**†††	5	2††
Quarters 1-4	66	60	65	7**†††	5*	1†
Quarters 1-5	67	61	66	5*††	4	1
In training in						
Quarter 1	51	46	52	6*†††	7**	-1
Quarter 2	49	39	43	9***†††	4	6**†††
Quarter 3	38	26	30	11***†††	4	7***††
Quarter 4	26	20	23	6**	3	3
Quarter 5	20	17	18	3	1	2
In training at time of survey	13	11	12	2	1	1
Total number of weeks in training in quarters 1-5[a]	18	13	15	5***††	2*	3**
Sample Size	611	603	592			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.1.19. Impacts on Participation in Training for Nonminority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	17%	16%	14%	1	-2	3
Cumulative percentage ever in training						
Quarter 1	53	49	52	3	3	1†
Quarters 1-2	61	56	61	5*††	5*	0†
Quarters 1-3	64	59	63	5*††	4	2††
Quarters 1-4	66	60	63	6**††	4	2††
Quarters 1-5	67	62	64	5*††	2	3††
In training in						
Quarter 1	53	49	52	3	3	1†
Quarter 2	52	45	48	6**	3	4†
Quarter 3	40	32	36	8***	3	5
Quarter 4	32	26	29	6**	2	3
Quarter 5	28	22	23	6**	1	5*
In training at time of survey	19	17	17	2	0	2
Total number of weeks in training in quarters 1-5[a]	21	17	18	4***	1	3**
Sample Size	589	609	582			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.1.20. Impacts on Participation in Training for Minority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	10%	12%	11%	-2	0	-1
Cumulative percentage ever in training						
Quarter 1	41	44	48	-3	4*	-7***†
Quarters 1-2	54	57	60	-3††	3	-7***†
Quarters 1-3	58	62	65	-3††	3	-6**††
Quarters 1-4	61	63	67	-3††	4	-6**††
Quarters 1-5	62	65	68	-3††	3	-6**††
In training in						
Quarter 1	41	44	48	-3	4*	-7***†
Quarter 2	45	44	48	1	4	-3†
Quarter 3	39	35	38	3	2	1
Quarter 4	29	23	28	5**	4*	1
Quarter 5	23	18	20	4*	1	3
In training at time of survey	15	11	12	4**	1	3
Total number of weeks in training in quarters 1-5[a]	17	15	17	2*	2*	0
Sample Size	733	700	720			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.1.21. Impacts on Participation in Training for Customers in Training At or Before Random Assignment

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	Z%	Z%	Z%	ZZZ	ZZZ	ZZZ
Cumulative percentage ever in training						
Quarter 1	89	82	81	7*†	-1	8**†††
Quarters 1-2	89	82	81	7*†	-1	8**†††
Quarters 1-3	89	84	81	5	-3†	8**†††
Quarters 1-4	89	84	81	5	-3†	8**†††
Quarters 1-5	89	84	81	5	-3	8**†††
In training in						
Quarter 1	89	82	81	7*†	-1	8**†††
Quarter 2	77	58	63	19***†††	5	14***†††
Quarter 3	60	45	53	15***†	8	7
Quarter 4	43	32	41	11**	9*	2
Quarter 5	34	23	29	11**	6	5
In training at time of survey	23	17	22	6	5	1
Total number of weeks in training in quarters 1-5[a]	35	27	30	8***††	4	4
Sample Size	167	177	159			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.1.22. Impacts on Participation in Training for Customers Not in Training At or Before Random Assignment

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Percent in training at random assignment	Z%	Z%	Z%	ZZZ	ZZZ	ZZZ
Cumulative percentage ever in training						
Quarter 1	40	41	46	-1†	5**	-6***†††
Quarters 1-2	52	53	58	-1†	5**	-6***†††
Quarters 1-3	57	57	61	0	5**†	-5**†††
Quarters 1-4	59	58	63	1	5**†	-4**†††
Quarters 1-5	61	60	64	0	4*	-4*†††
In training in						
Quarter 1	40	41	46	-1†	5**	-6***†††
Quarter 2	44	42	46	1†††	4*	-2†††
Quarter 3	36	32	35	4**†	2	2
Quarter 4	28	23	26	5***	3	2
Quarter 5	23	19	20	4**	1	3**
In training at time of survey	16	13	13	3*	0	3*
Total number of weeks in training in quarters 1-5[a]	16	14	16	2**††	1*	1
Sample Size	1,149	1,126	1,141			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a]Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.2.1. Timing and Length of Time in Training, Among Those Who Participated in Training in Phoenix

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	10	9	10	1	0	0
In training at time of survey	28%	22%	12%	6	-10	16**†
Total number of weeks in training in quarters 1-5	32	31	22	1	-8**†††	9***††
Sample Size	67	66	76			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.2.2. Timing and Length of Time in Training, Among Those Who Participated in Training in Maricopa County

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	12	13	8	-1	-5**	4**
In training at time of survey	30%	24%	26%	6	2	4
Total number of weeks in training in quarters 1-5	33	29	33	4	4	0
Sample Size	82	87	92			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.2.3. Timing and Length of Time in Training, Among Those Who Participated in Training in Bridgeport

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	14	13	12	1	-1	2
In training at time of survey	24%	9%	8%	15***††	-1	15***††
Total number of weeks in training in quarters 1-5	25	20	21	5**	1	4
Sample Size	112	122	132			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.2.4. Timing and Length of Time in Training, Among Those Who Participated in Training in Jacksonville

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	13	11	11	2	0	2
In training at time of survey	35%	28%	35%	6	7	0
Total number of weeks in training in quarters 1-5	33	32	32	2	0	1
Sample Size	108	99	101			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.2.5. Timing and Length of Time in Training, Among Those Who Participated in Training in Atlanta

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	15	16	13	-1	-3	1
In training at time of survey	22%	24%	20%	-2	-3	2
Total number of weeks in training in quarters 1-5	27	24	26	2	2	0
Sample Size	124	129	134			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.2.6. Timing and Length of Time in Training, Among Those Who Participated in Training in Northeast Georgia

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	5	12	6	-7	-6	-1†
In training at time of survey	26%	20%	16%	6	-4	10
Total number of weeks in training in quarters 1-5	29	19	23	10	4	6
Sample Size	16	20	21			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.2.7. Timing and Length of Time in Training, Among Those Who Participated in Training in North Cook County

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	13	13	13	0	-1	1
In training at time of survey	18%	14%	19%	4	5†	-1†
Total number of weeks in training in quarters 1-5	29	21	25	8***††	4**	4*
Sample Size	222	212	216			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.2.8. Timing and Length of Time in Training, Among Those Who Participated in Training in Charlotte

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	16	16	13	0	-3	3
In training at time of survey	30%	31%	26%	0	-5	5
Total number of weeks in training in quarters 1-5	30	28	29	2	1	1
Sample Size	143	134	138			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.2.9. Timing and Length of Time in Training, Among Those Who Participated in Training for Dislocated Workers

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	14	14	12	0	-2***	2**
In training at time of survey	26%	21%	22%	4*	0	4*
Total number of weeks in training in quarters 1-5	30	25	28	5***	3**††	2**
Sample Size	634	655	667			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.2.10. Timing and Length of Time in Training, Among Those Who Participated in Training for Adult Workers

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	14	12	12	1	0	2
In training at time of survey	25%	19%	17%	7*	-2	8**
Total number of weeks in training in quarters 1-5	27	25	23	2	-2††	4**
Sample Size	240	214	243			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.2.11. Timing and Length of Time in Training, Among Those Who Participated in Training for Customers With at Most a High School Diploma

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	14	13	11	1	-2**	3***†
In training at time of survey	26%	19%	21%	7***	1	5**
Total number of weeks in training in quarters 1-5	29	25	27	4***	2	2*
Sample Size	526	536	606			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.2.12. Timing and Length of Time in Training, Among Those Who Participated in Training for Customers With More Than a High School Diploma

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	14	14	13	-1	-1	0†
In training at time of survey	24%	22%	19%	2	-3	5
Total number of weeks in training in quarters 1-5	29	25	26	5***	1	4**
Sample Size	348	333	304			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.2.13. Timing and Length of Time in Training, Among Those Who Participated in Training for Customers With a Vocational Certification

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	14	15	13	-1	-2	1
In training at time of survey	24%	21%	20%	2	-1	3
Total number of weeks in training in quarters 1-5	30	25	27	5***	3	3
Sample Size	217	215	214			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.2.14. Timing and Length of Time in Training, Among Those Who Participated in Training for Customers Without a Vocational Certification

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	14	13	11	1	-2*	2***
In training at time of survey	26%	20%	20%	6**	0	6**
Total number of weeks in training in quarters 1-5	29	25	26	4***	1	3**
Sample Size	657	654	696			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.2.15. Timing and Length of Time in Training, Among Those Who Participated in Training for Customers Over 40

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	14	15	12	-1†	-3***††	2**
In training at time of survey	24%	20%	21%	4	1	3
Total number of weeks in training in quarters 1-5	29	24	27	5***	3**	2*
Sample Size	494	488	474			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.2.16. Timing and Length of Time in Training, Among Those Who Participated in Training for Customers Under 40

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	13	12	12	2†	0††	2
In training at time of survey	27%	21%	19%	7**	-2	8***
Total number of weeks in training in quarters 1-5	30	27	27	3**	0	3**
Sample Size	380	381	436			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.2.17. Timing and Length of Time in Training, Among Those Who Participated in Training for Female Customers

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	16	14	13	2*††	-1	3**
In training at time of survey	31%	24%	23%	8**	-1	8***†
Total number of weeks in training in quarters 1-5	31	28	29	3***	1	2
Sample Size	445	479	499			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.2.18. Timing and Length of Time in Training, Among Those Who Participated in Training for Male Customers

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	11	13	10	-2*††	-3***	1
In training at time of survey	19%	17%	17%	2	0	2†
Total number of weeks in training in quarters 1-5	27	22	23	5***	1	4**
Sample Size	429	390	411			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.2.19. Timing and Length of Time in Training, Among Those Who Participated in Training for Nonminority Customers

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	12	13	10	-1†	-3***	2
In training at time of survey	27%	26%	25%	2	-1	3
Total number of weeks in training in quarters 1-5	31	28	29	3**	1	3*
Sample Size	423	419	412			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.2.20. Timing and Length of Time in Training, Among Those Who Participated in Training for Minority Customers

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	15	14	13	1†	-1	2**
In training at time of survey	24%	16%	17%	8***	0	7***
Total number of weeks in training in quarters 1-5	28	23	25	5***	2	3**
Sample Size	451	450	498			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.2.21. Timing and Length of Time in Training, Among Those Who Participated in Training for Customers in Training At or Before Random Assignment

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	Z	Z	Z	ZZZ	ZZZ	ZZZ
In training at time of survey	23%	17%	22%	6	5	1
Total number of weeks in training in quarters 1-5	39	32	38	7***	6**†	1
Sample Size	167	177	159			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.2.22. Timing and Length of Time in Training, Among Those Who Participated in Training for Customers Not in Training At or Before Random Assignment

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Timing						
Time between RA and program entry (weeks)	Z	Z	Z	ZZZ	ZZZ	ZZZ
In training at time of survey	26%	21%	20%	5**	-2	6***
Total number of weeks in training in quarters 1-5	27	24	25	4***	1†	3***
Sample Size	707	692	751			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.5.1. Sources of Funding for Training in Phoenix

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	61%	64%	75%	-3	11	-14**
Other funding sources[a]						
Personal savings	15	15	15	-1	0	-1
Student loan	9	8	3	1	-5	6*†
Pell Grant or other need-based financial aid	10	7	5	3	-2	5
Other	7	6	9	1	3	-2
Sources other than an ITA paid for all training[a]	7	7	6	0	-1	1
Received One-Stop Center funding for:						
Tuition, fees, or books	63	64	75	0	12*	-12*
Tools	17	24	23	-7	-1	-6
Clothes or uniforms	15	25	20	-9	-5	-4
Child care	1	0	-1	1	-1	2*††
Transportation	9	22	9	-13**††	-13**†	0
Other	3	8	4	-5†	-4	-2
Received One-Stop Center assistance for any of the above	64	68	77	-3	9	-12*
Sample Size	103	96	97			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.5.2. Sources of Funding for Training in Maricopa County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	68%	58%	72%	10	14**	-4
Other funding sources[a]						
Personal savings	17	23	24	-6	1	-7
Student loan	11	16	18	-5	2	-7
Pell Grant or other need-based financial aid	6	14	15	-8**†††	2	-10***†††
Other	6	9	7	-3	-1	-1
Sources other than an ITA paid for all training[a]	8	15	6	-7	-10**†	2
Received One-Stop Center funding for:						
Tuition, fees, or books	68	61	77	7	16***†	-9
Tools	14	19	12	-5	-7†	2
Clothes or uniforms	10	13	8	-3	-5	2
Child care	2	2	2	1	0	0
Transportation	6	3	2	3†	-1	4
Other	1	1	1	0	1	-1
Received One-Stop Center assistance for any of the above	68	62	77	7	16***†	-9
Sample Size	109	117	118			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.5.3. Sources of Funding for Training in Bridgeport

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	70%	79%	81%	-9*†	3	-11**
Other funding sources[a]						
Personal savings	13	18	19	-5	1	-6
Student loan	5	4	3	1	-1	2
Pell Grant or other need-based financial aid	5	0	1	5*	1	4
Other	4	3	3	1	0	1
Sources other than an ITA paid for all training[a]	7	2	3	5**††	1	4
Received One-Stop Center funding for:						
Tuition, fees, or books	76	81	84	-5	3	-8*
Tools	20	18	19	2	1	1
Clothes or uniforms	5	16	18	-11***††	3	-13***†††
Child care	3	1	6	3	5**††	-2
Transportation	8	10	9	-2	0	-1
Other	1	0	2	1	2	-1
Received One-Stop Center assistance for any of the above	77	82	87	-5	5	-10**
Sample Size	153	159	163			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.5.4. Sources of Funding for Training in Jacksonville

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	71%	74%	70%	-4	-4†	0
Other funding sources[a]						
Personal savings	20	27	25	-6	-1	-5
Student loan	11	17	12	-6	-5	-1
Pell Grant or other need-based financial aid	17	21	19	-4	-2	-1
Other	3	9	5	-6*	-4	-2
Sources other than an ITA paid for all training[a]	7	5	7	2	2	-1
Received One-Stop Center funding for:						
Tuition, fees, or books	73	77	69	-4	-8††	4†
Tools	20	18	12	2	-6	8*
Clothes or uniforms	14	12	6	2	-6*	9**†††
Child care	8	11	2	-3	-9***†††	6**††
Transportation	15	20	2	-5	-18***†††	13***†††
Other	4	1	0	3*	0	3*†
Received One-Stop Center assistance for any of the above	74	77	70	-3	-6††	3†
Sample Size	139	125	130			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.5.5. Sources of Funding for Training in Atlanta

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	36%	41%	42%	-5	2	-7
Other funding sources[a]						
Personal savings	12	15	11	-3	-3	1
Student loan	2	6	2	-3*	-3*	0
Pell Grant or other need-based financial aid	7	5	8	3	3	-1
Other	4	5	7	-1	2	-3
Sources other than an ITA paid for all training[a]	13	11	12	2	1	1
Received One-Stop Center funding for:						
Tuition, fees, or books	38	41	44	-3	2	-5
Tools	10	11	13	-1	2	-3
Clothes or uniforms	3	5	5	-2	0	-3
Child care	7	9	9	-2	1	-3
Transportation	1	1	1	0	-1††	0
Other	1	1	1	1	0	1
Received One-Stop Center assistance for any of the above	38	42	44	-4	2	-5
Sample Size	251	241	241			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.5.6. Sources of Funding for Training in Northeast Georgia

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	52%	65%	83%	-13	18	-31**††
Other funding sources[a]						
Personal savings	22	12	14	10	3	8
Student loan	0	3	0	-3	-4	1
Pell Grant or other need-based financial aid	8	16	19	-8	3	-11
Other	12	10	12	2	2	0
Sources other than an ITA paid for all training[a]	12	11	0	1	-11*	12*†
Received One-Stop Center funding for:						
Tuition, fees, or books	53	63	80	-10	17	-27**†
Tools	28	8	32	20*†	24**††	-4
Clothes or uniforms	5	-1	15	6	16**††	-9
Child care	3	20	30	-17**††	10	-27***†††
Transportation	34	53	55	-19	2	-21†
Other	23	8	20	16	13	3
Received One-Stop Center assistance for any of the above	58	67	91	-9	24**	-33***††
Sample Size	26	28	26			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.5.7. Sources of Funding for Training in North Cook County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	66%	58%	65%	8**††	7*	1†
Other funding sources[a]						
Personal savings	13	18	18	-5*	1	-6*
Student loan	4	2	4	2*††	2††	0
Pell Grant or other need-based financial aid	7	5	6	1	1	1
Other	3	6	4	-2	-2	-1
Sources other than an ITA paid for all training[a]	5	8	4	-4*	-4**	0
Received One-Stop Center funding for:						
Tuition, fees, or books	64	60	68	4	9**	-5
Tools	17	9	13	8***†††	4*	4
Clothes or uniforms	5	4	4	2††	1	1
Child care	2	1	1	1**	0	0
Transportation	3	2	2	1††	0†††	1
Other	1	0	0	1	0	1
Received One-Stop Center assistance for any of the above	64	60	68	5	9**	-4
Sample Size	305	309	304			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.5.8. Sources of Funding for Training in Charlotte

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	49%	44%	51%	5	7	-2
Other funding sources[a]						
Personal savings	16	24	19	-8**	-5	-3
Student loan	3	4	5	-1	1	-2
Pell Grant or other need-based financial aid	6	3	6	2	3	-1
Other	4	6	4	-2	-2	-1
Sources other than an ITA paid for all training[a]	11	13	10	-3	-3	1
Received One-Stop Center funding for:						
Tuition, fees, or books	49	45	50	4	5	-1
Tools	16	15	15	1	1	1
Clothes or uniforms	9	8	5	1	-3	4*††
Child care	2	2	1	0	-1	1
Transportation	7	9	7	-2	-2	0
Other	2	2	2	0	0	0
Received One-Stop Center assistance for any of the above	49	46	50	3	3	-1
Sample Size	236	234	223			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.5.9. Sources of Funding for Training for Dislocated Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	59%	57%	63%	3††	7***	-4*
Other funding sources[a]						
Personal savings	17	21	19	-4**	-2	-2
Student loan	6	7	6	-1	-1	0
Pell Grant or other need-based financial aid	8	7	7	1	0	1
Other	4	7	5	-3**†	-2	-1
Sources other than an ITA paid for all training[a]	9	10	6	-2	-4***††	2*
Received One-Stop Center funding for:						
Tuition, fees, or books	60	58	64	2†	6***	-4*
Tools	16	14	15	3*	1	1
Clothes or uniforms	7	8	6	0†	-1	1††
Child care	3	3	3	0	0	0
Transportation	4	6	3	-1	-2**	1
Other	2	1	1	0	0	0
Received One-Stop Center assistance for any of the above	61	59	65	2†	6***	-4*
Sample Size	923	976	951			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.5.10. Sources of Funding for Training for Adult Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	54%	60%	62%	-6††	2	-8**
Other funding sources[a]						
Personal savings	10	17	16	-7***	-1	-6**
Student loan	5	6	5	-1	0	0
Pell Grant or other need-based financial aid	8	7	10	1	3	-2
Other	6	5	7	1†	2	-1
Sources other than an ITA paid for all training[a]	8	6	8	1	2††	-1
Received One-Stop Center funding for:						
Tuition, fees, or books	56	61	64	-5†	3	-8**
Tools	16	17	16	-1	-1	0
Clothes or uniforms	8	14	13	-6**†	-1	-5*††
Child care	5	6	6	0	1	-1
Transportation	11	16	10	-5*	-7**	2
Other	3	1	3	2*	1	0
Received One-Stop Center assistance for any of the above	57	63	66	-5†	4	-9**
Sample Size	399	333	351			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.5.11. Sources of Funding for Training for Customers With at Most a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	56%	58%	64%	-2†	6**	-8***††
Other funding sources[a]						
Personal savings	15	19	18	-4**	-1	-3*
Student loan	6	7	7	-1	-1	0
Pell Grant or other need-based financial aid	10	8	10	2	2	0
Other	5	6	6	-1	-1	0
Sources other than an ITA paid for all training[a]	9	9	7	0	-2	2*
Received One-Stop Center funding for:						
Tuition, fees, or books	58	59	66	-1	7***	-8***††
Tools	18	17	18	2	1	1
Clothes or uniforms	9	12	10	-3**†	-1	-2
Child care	4	4	4	0	0	0
Transportation	7	10	6	-2	-3**	1
Other	2	2	2	1	0	0
Received One-Stop Center assistance for any of the above	59	60	67	-2	7***	-9***††
Sample Size	828	822	862			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.5.12. Sources of Funding for Training for Customers With More Than a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	61%	56%	60%	5†	3	1††
Other funding sources[a]						
Personal savings	14	20	18	-6**	-3	-4
Student loan	4	5	4	-2	-2	0
Pell Grant or other need-based financial aid	4	4	4	0	0	0
Other	3	6	6	-2*	0	-2*
Sources other than an ITA paid for all training[a]	7	9	7	-3	-2	0
Received One-Stop Center funding for:						
Tuition, fees, or books	61	58	60	3	2	1††
Tools	12	11	11	1	0	1
Clothes or uniforms	5	5	4	0†	-1	1
Child care	2	3	3	0	0	0
Transportation	5	7	4	-2*	-3***	1
Other	2	1	1	1	0	1
Received One-Stop Center assistance for any of the above	61	59	60	2	1	1††
Sample Size	494	487	440			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.5.13. Sources of Funding for Training for Customers With a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	62%	56%	62%	6	5	0
Other funding sources[a]						
Personal savings	16	21	17	-5	-4	-1
Student loan	7	8	5	-1	-4*	3
Pell Grant or other need-based financial aid	10	6	8	4*	2	2
Other	5	6	5	-2	-1	0
Sources other than an ITA paid for all training[a]	8	7	6	2	-1	2
Received One-Stop Center funding for:						
Tuition, fees, or books	62	59	62	4	4	0
Tools	19	14	14	4	0	4
Clothes or uniforms	6	8	5	-2	-3	1
Child care	3	5	2	-1	-2†	1
Transportation	6	8	6	-2	-2	-1
Other	2	1	1	2	0	2*
Received One-Stop Center assistance for any of the above	64	60	63	4	3	1†
Sample Size	305	339	315			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.5.14. Sources of Funding for Training for Customers Without a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	56%	58%	63%	-2	5**	-7***
Other funding sources[a]						
Personal savings	14	19	18	-5***	-1	-4**
Student loan	5	6	6	-1	0	-1
Pell Grant or other need-based financial aid	7	7	8	0	1	-1
Other	4	6	6	-2	0	-1
Sources other than an ITA paid for all training[a]	8	10	7	-1	-3**	1
Received One-Stop Center funding for:						
Tuition, fees, or books	58	59	65	-1	6***	-7***
Tools	15	15	16	1	1	0
Clothes or uniforms	8	10	9	-2	-1	-1
Child care	4	4	4	0	1†	-1
Transportation	7	9	5	-2*	-4***	2
Other	2	2	2	0	0	0
Received One-Stop Center assistance for any of the above	58	60	66	-2	6***	-8***†
Sample Size	1,017	970	987			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.5.15. Sources of Funding for Training for Customers Over 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	60%	58%	61%	2	4	-2†
Other funding sources[a]						
Personal savings	15	18	17	-4*	-1	-2
Student loan	5	7	6	-2*	-2	0
Pell Grant or other need-based financial aid	8	8	7	0	-1††	1
Other	3	6	5	-3**	-1	-1
Sources other than an ITA paid for all training[a]	7	10	6	-3†	-4***††	2
Received One-Stop Center funding for:						
Tuition, fees, or books	60	59	64	0	5*	-4
Tools	18	15	15	2	0	3
Clothes or uniforms	8	10	8	-2	-2*	1
Child care	3	3	3	0	0	0
Transportation	8	8	5	0††	-3***	3***†††
Other	2	2	2	1	0	1
Received One-Stop Center assistance for any of the above	61	61	64	0	3	-4
Sample Size	734	720	699			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.5.16. Sources of Funding for Training for Customers Under 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	55%	57%	64%	-2	7**	-9***†
Other funding sources[a]						
Personal savings	15	21	20	-6***	-1	-5**
Student loan	5	5	5	0	0	0
Pell Grant or other need-based financial aid	8	6	9	2	4**††	-2
Other	6	6	6	0	0	-1
Sources other than an ITA paid for all training[a]	9	8	8	1†	0††	1
Received One-Stop Center funding for:						
Tuition, fees, or books	58	59	65	0	6**	-7**
Tools	14	14	15	1	2	-1
Clothes or uniforms	7	9	9	-2	0	-2
Child care	5	5	5	-1	0	-1
Transportation	5	10	6	-5***††	-4**	-2†††
Other	2	1	1	1	1	0
Received One-Stop Center assistance for any of the above	58	59	66	-1	7**	-8***
Sample Size	588	589	603			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.5.17. Sources of Funding for Training for Female Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	54%	59%	63%	-5*†††	4	-9***††
Other funding sources[a]						
Personal savings	14	19	16	-5***	-2	-3
Student loan	7	8	7	-1	-1	0
Pell Grant or other need-based financial aid	9	8	10	1	2	-1
Other	6	7	6	-1	0	-1
Sources other than an ITA paid for all training[a]	10	10	8	0	-1	1
Received One-Stop Center funding for:						
Tuition, fees, or books	54	60	64	-6**†††	4	-10***††
Tools	17	17	16	0	0	1
Clothes or uniforms	10	13	12	-3*	-1	-2†
Child care	4	5	5	-1	0	-1
Transportation	6	10	6	-3**	-4**	0
Other	2	1	2	0	1	0
Received One-Stop Center assistance for any of the above	54	61	64	-6**†††	3	-10***††
Sample Size	711	706	710			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.5.18. Sources of Funding for Training for Male Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	63%	56%	63%	7**†††	7**	-1††
Other funding sources[a]						
Personal savings	16	21	21	-4*	0	-5**
Student loan	4	5	4	-1	0	-1
Pell Grant or other need-based financial aid	6	5	5	1	0	0
Other	3	5	5	-2*	-1	-1
Sources other than an ITA paid for all training[a]	7	8	5	-1	-3*	1
Received One-Stop Center funding for:						
Tuition, fees, or books	65	58	65	7**†††	7**	0††
Tools	15	12	14	3	2	1
Clothes or uniforms	5	6	4	-1	-2*	1†
Child care	3	3	3	0	0	0
Transportation	7	8	5	-1	-3**	2*
Other	3	2	2	1	0	1
Received One-Stop Center assistance for any of the above	66	59	66	7**†††	7**	0††
Sample Size	611	603	592			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.5.19. Sources of Funding for Training for Nonminority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	59%	54%	59%	5*††	5	0††
Other funding sources[a]						
Personal savings	20	25	22	-4*	-3	-1
Student loan	7	9	6	-2	-2*	0
Pell Grant or other need-based financial aid	10	9	9	1	0	0
Other	4	7	6	-4***††	-2	-2
Sources other than an ITA paid for all training[a]	9	11	8	-1	-3	1
Received One-Stop Center funding for:						
Tuition, fees, or books	59	55	62	4	7**	-3
Tools	15	12	14	3*	2	1
Clothes or uniforms	6	5	5	1††	0	1
Child care	5	5	4	-1	-1	0
Transportation	6	8	6	-2	-2	0
Other	3	1	1	2**†	0	1†
Received One-Stop Center assistance for any of the above	59	55	62	4††	7**	-3
Sample Size	589	609	582			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.5.20. Sources of Funding for Training for Minority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	57%	60%	66%	-3††	6**	-9***††
Other funding sources[a]						
Personal savings	10	15	15	-5***	0	-5***
Student loan	4	5	5	0	0	-1
Pell Grant or other need-based financial aid	6	5	7	1	2	-1
Other	5	5	6	0††	0	0
Sources other than an ITA paid for all training[a]	7	7	6	0	-2	2
Received One-Stop Center funding for:						
Tuition, fees, or books	60	62	66	-3	4	-7***
Tools	17	17	16	0	-1	1
Clothes or uniforms	9	13	11	-4***††	-2	-2
Child care	3	3	4	0	1	-1
Transportation	7	9	5	-3*	-5***	2
Other	2	2	2	0†	0	0†
Received One-Stop Center assistance for any of the above	60	64	67	-4††	4	-7***
Sample Size	733	700	720			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.5.21. Sources of Funding for Training for Customers in Training At or Before Random Assignment

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	79%	74%	84%	4	10**	-6
Other funding sources[a]						
Personal savings	27	42	35	-15***††	-7	-8
Student loan	13	15	14	-1	-1	0
Pell Grant or other need-based financial aid	15	14	14	1	0	1
Other	9	12	9	-2	-3	0
Sources other than an ITA paid for all training[a]	20	25	16	-5	-10**†	5
Received One-Stop Center funding for:						
Tuition, fees, or books	68	72	75	-4	3	-7
Tools	19	25	21	-6†	-4	-2
Clothes or uniforms	10	15	7	-5	-9**††	3
Child care	7	7	5	0	-2	2
Transportation	9	12	6	-3	-6*	2
Other	2	1	2	2	2	0
Received One-Stop Center assistance for any of the above	69	73	76	-4	4	-7
Sample Size	167	177	159			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.5.22. Sources of Funding for Training for Customers Not in Training At or Before Random Assignment

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
ITA paid for training[a]	55%	55%	60%	0	5**	-5**
Other funding sources[a]						
Personal savings	13	16	16	-3**††	0	-3**
Student loan	4	5	4	-1	-1	0
Pell Grant or other need-based financial aid	7	6	7	1	1	0
Other	4	5	5	-2*	0	-1
Sources other than an ITA paid for all training[a]	6	6	6	0	-1†	1
Received One-Stop Center funding for:						
Tuition, fees, or books	58	57	63	1	6***	-5**
Tools	16	13	15	3*†	1	1
Clothes or uniforms	7	9	9	-1	0††	-1
Child care	3	3	4	0	0	-1
Transportation	6	8	5	-2*	-3***	1
Other	2	2	2	0	0	0
Received One-Stop Center assistance for any of the above	58	58	63	0	5***	-5**
Sample Size	1,149	1,126	1,141			

Source: 15-month follow-up survey

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

[a] Individuals who did not participate in training are assigned values of 0.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.6.1. Completion of Training Programs in Phoenix

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	45%	47%	61%	-2	14*†	-16**†
Completed a training program or in training at time of survey	63	60	66	2	5	-3
Earned a certificate or degree from a training program	39	44	56	-4	12	-16**†
Earned a certificate or degree from a training program or in training at time of survey	58	58	61	0	3	-3
In training at time of survey	19	16	10	3	-7	10*
Sample Size	103	96	97			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.6.2. Completion of Training Programs in Maricopa County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	49%	54%	53%	-5	0	-5
Completed a training program or in training at time of survey	66	69	72	-4	2	-6
Earned a certificate or degree from a training program	46	49	50	-3	1	-4
Earned a certificate or degree from a training program or in training at time of survey	65	65	68	0	4	-3
In training at time of survey	23	18	20	5	3	2
Sample Size	109	117	118			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.6.3. Completion of Training Programs in Bridgeport

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	51%	65%	64%	-14**††	0	-14**†
Completed a training program or in training at time of survey	66	71	71	-5	-1	-5
Earned a certificate or degree from a training program	42	57	61	-16***†††	3	-19***†††
Earned a certificate or degree from a training program or in training at time of survey	59	64	67	-6	3	-8
In training at time of survey	18	7	8	10***††	0	10***††
Sample Size	153	159	163			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.6.4. Completion of Training Programs in Jacksonville

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	46%	42%	40%	4	-2	6†
Completed a training program or in training at time of survey	70	63	64	7	0	7
Earned a certificate or degree from a training program	39	39	32	0	-8†	7††
Earned a certificate or degree from a training program or in training at time of survey	63	61	56	3	-5	8
In training at time of survey	27	23	27	5	4	1
Sample Size	139	125	130			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.6.5. Completion of Training Programs in Atlanta

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	34%	35%	39%	-1	4	-5
Completed a training program or in training at time of survey	43	45	48	-2	3	-5
Earned a certificate or degree from a training program	31	32	33	-1	1	-2
Earned a certificate or degree from a training program or in training at time of survey	40	43	43	-3	0	-3
In training at time of survey	10	12	11	-2†	-1	-1
Sample Size	251	241	241			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.6.6. Completion of Training Programs in Northeast Georgia

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	43%	45%	61%	-2	16	-18
Completed a training program or in training at time of survey	60	59	74	0	15	-15
Earned a certificate or degree from a training program	42	41	58	1	16	-16
Earned a certificate or degree from a training program or in training at time of survey	59	56	71	3	15	-12
In training at time of survey	17	15	14	3	-1	4
Sample Size	26	28	26			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.6.7. Completion of Training Programs in North Cook County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	51%	52%	49%	0	-2	2†
Completed a training program or in training at time of survey	62	58	60	4	1	2
Earned a certificate or degree from a training program	45	42	44	3	2	1
Earned a certificate or degree from a training program or in training at time of survey	56	50	55	5	5	1
In training at time of survey	13	9	13	3	4	-1
Sample Size	305	309	304			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.6.8. Completion of Training Programs in Charlotte

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	35%	34%	38%	0	4	-4
Completed a training program or in training at time of survey	52	50	52	2	2	-1
Earned a certificate or degree from a training program	33	29	33	4	4	0
Earned a certificate or degree from a training program or in training at time of survey	50	44	47	6	3	3
In training at time of survey	18	18	16	0	-2	2
Sample Size	236	234	223			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.6.9. Completion of Training Programs for Dislocated Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	45%	46%	46%	-1	1	-2†
Completed a training program or in training at time of survey	60	58	59	2	1	1
Earned a certificate or degree from a training program	40	40	41	0	2	-2
Earned a certificate or degree from a training program or in training at time of survey	55	53	55	2	2	1
In training at time of survey	17	14	15	3*	1	2
Sample Size	923	976	951			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.6.10. Completion of Training Programs for Adult Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	42%	47%	52%	-6	4	-10***†
Completed a training program or in training at time of survey	55	58	61	-3	3	-6*
Earned a certificate or degree from a training program	37	42	46	-5	4	-9**
Earned a certificate or degree from a training program or in training at time of survey	51	53	56	-1	4	-5
In training at time of survey	16	13	12	3	0	3
Sample Size	399	333	351			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.6.11. Completion of Training Programs for Customers With at Most a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	42%	46%	49%	-4	2	-6***
Completed a training program or in training at time of survey	57	58	62	-1	4	-4*††
Earned a certificate or degree from a training program	38	42	44	-4*†	2	-6**
Earned a certificate or degree from a training program or in training at time of survey	54	54	58	-1	3	-4††
In training at time of survey	17	13	15	4**	2	2
Sample Size	828	822	862			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.6.12. Completion of Training Programs for Customers With More Than a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	46%	46%	46%	0	1	-1
Completed a training program or in training at time of survey	60	57	56	2	-1	4††
Earned a certificate or degree from a training program	40	37	40	3†	3	0
Earned a certificate or degree from a training program or in training at time of survey	55	50	50	4	0	4††
In training at time of survey	16	15	13	2	-2	4
Sample Size	494	487	440			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.6.13. Completion of Training Programs for Customers With a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	45%	45%	47%	1	2	-1
Completed a training program or in training at time of survey	59	55	58	4	3	1
Earned a certificate or degree from a training program	39	39	41	0	2	-3
Earned a certificate or degree from a training program or in training at time of survey	54	50	53	3	3	1
In training at time of survey	17	14	14	3	0	3
Sample Size	305	339	315			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.6.14. Completion of Training Programs for Customers Without a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	43%	47%	48%	-4	2	-5**
Completed a training program or in training at time of survey	58	59	60	-1	2	-2
Earned a certificate or degree from a training program	39	41	43	-2	2	-4*
Earned a certificate or degree from a training program or in training at time of survey	54	54	56	0	2	-2
In training at time of survey	17	14	14	3*	1	3
Sample Size	1,017	970	987			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.6.15. Completion of Training Programs for Customers Over 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	45%	48%	46%	-3	-2††	-1††
Completed a training program or in training at time of survey	59	59	57	0	-2††	2†
Earned a certificate or degree from a training program	41	41	41	-1	-1†	0††
Earned a certificate or degree from a training program or in training at time of survey	55	54	53	1	-1†	2†
In training at time of survey	16	14	14	2	1	2
Sample Size	734	720	699			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.6.16. Completion of Training Programs for Customers Under 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	42%	44%	51%	-2	7**††	-9***††
Completed a training program or in training at time of survey	57	56	63	1	6**††	-5*†
Earned a certificate or degree from a training program	37	40	45	-2	6**†	-8***††
Earned a certificate or degree from a training program or in training at time of survey	53	52	58	1	6**†	-5*†
In training at time of survey	18	14	14	4*	0	4*
Sample Size	588	589	603			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.6.17. Completion of Training Programs for Female Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	38%	46%	47%	-8***†††	1	-9***†††
Completed a training program or in training at time of survey	55	60	60	-4*†††	1	-5*†
Earned a certificate or degree from a training program	33	40	42	-7***†††	1	-9***†††
Earned a certificate or degree from a training program or in training at time of survey	51	55	56	-4†††	1	-4†
In training at time of survey	20	16	16	4*	0	4*
Sample Size	711	706	710			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.6.18. Completion of Training Programs for Male Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	51%	47%	49%	4†††	3	1†††
Completed a training program or in training at time of survey	62	56	59	6**†††	4	2†
Earned a certificate or degree from a training program	46	41	44	5*†††	3	2†††
Earned a certificate or degree from a training program or in training at time of survey	57	51	54	7**†††	4	3†
In training at time of survey	13	11	12	2	1	1
Sample Size	611	603	592			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.6.19. Completion of Training Programs for Nonminority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	45%	42%	44%	3††	2	1††
Completed a training program or in training at time of survey	61	56	57	5*††	1	4††
Earned a certificate or degree from a training program	41	36	38	6*†††	3	3†††
Earned a certificate or degree from a training program or in training at time of survey	58	51	52	7**†††	1	5*†††
In training at time of survey	19	17	17	2	0	2
Sample Size	589	609	582			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.6.20. Completion of Training Programs for Minority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	43%	49%	51%	-7***††	2	-9***††
Completed a training program or in training at time of survey	56	60	62	-3††	2	-6**††
Earned a certificate or degree from a training program	37	44	46	-7***†††	2	-9***†††
Earned a certificate or degree from a training program or in training at time of survey	51	55	57	-3†††	3	-6**†††
In training at time of survey	15	11	12	4**	1	3
Sample Size	733	700	720			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.6.21. Completion of Training Programs for Customers in Training At or Before Random Assignment

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	66%	69%	67%	-3	-2	-2
Completed a training program or in training at time of survey	85	83	85	2	1	0
Earned a certificate or degree from a training program	56	58	61	-2	3	-5
Earned a certificate or degree from a training program or in training at time of survey	77	73	79	4	6	-2
In training at time of survey	23	17	22	6	5	1
Sample Size	167	177	159			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.6.22. Completion of Training Programs for Customers Not in Training At or Before Random Assignment

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Completed a training program	40%	43%	45%	-2	3	-5**
Completed a training program or in training at time of survey	54	54	56	0	2	-2
Earned a certificate or degree from a training program	36	38	40	-1	2	-4*
Earned a certificate or degree from a training program or in training at time of survey	51	50	52	1	2	-1
In training at time of survey	16	13	13	3*	0	3*
Sample Size	1,149	1,126	1,141			

Source: 15-month follow-up survey

Note: Individuals who did not participate in training are assigned values of 0 for all training-related variables. The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.8.1. Characteristics of Training Programs Attended in Phoenix

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.17	1.22	1.20	-0.05	-0.02	-0.04
Type of Provider						
Private	56%	46%	43%	10	-3	13
Community college	22	22	32	0	10	-10
Vocational training center	25	26	21	-2	-5	4
4-year college or university	1	4	4	-3	0	-3*†
Other	2	9	6	-7	-3	-4
Type of Training						
General education	6	19	12	-13**†	-8	-6
Occupation or specific skill	93	83	92	10*	9†	1
Purpose of Training						
To prepare for new occupation	54	65	67	-11	2	-14*
To improve skills in current occupation	45	22	28	23***†††	6	17**††
Training for Occupation In:						
Office & administrative support	14	13	20	1	7	-6
Sales	1	0	2	1	2	-1
Computer specialist	29	17	18	11**†	0	11**††
Transportation	10	7	10	3	3	0
Healthcare	19	23	20	-4	-3	0
Management	2	0	1	2	1**††	1
Business & financial operations	1	1	2	0	1	-1
Production work	0	2	1	-2	0	-1
Installation & repair	3	2	8	1	6*	-6
Teaching	1	5	1	-5	-5	0
Other	25	22	16	3	-6	8
Sample Size	67	66	76			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.8.2. Characteristics of Training Programs Attended in Maricopa County

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.20	1.15	1.19	0.05	0.04	0.01
Type of Provider						
Private	45%	50%	45%	-5	-5	0
Community college	26	23	27	2	4	-2
Vocational training center	25	19	20	6	1	5
4-year college or university	9	7	9	2	2	0
Other	2	3	2	-1	-1	0
Type of Training						
General education	10	5	8	5†	3	2
Occupation or specific skill	94	98	95	-4†	-3	-1
Purpose of Training						
To prepare for new occupation	68	80	71	-11*	-9	-2
To improve skills in current occupation	29	22	26	8	4	4
Training for Occupation In:						
Office & administrative support	14	10	17	4	8	-3
Sales	1	0	2	1	2	-1
Computer specialist	16	17	22	0	5	-6
Transportation	7	6	4	1	-1	2
Healthcare	22	23	15	-1	-9	7
Management	4	4	0	-1	-4**†	4*
Business & financial operations	1	1	3	0	2	-2
Production work	0	0	1	0	1	-1
Installation & repair	7	3	7	3	3	0
Teaching	3	0	0	3†	0	3†
Other	27	41	30	-14*††	-10	-4
Sample Size	82	87	92			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.8.3. Characteristics of Training Programs Attended in Bridgeport

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.12	1.13	1.23	0.00	0.11*	-0.11*
Type of Provider						
Private	60%	56%	53%	3	-3	6
Community college	14	14	16	0	2	-2
Vocational training center	16	22	20	-6	-2	-4
4-year college or university	11	7	8	4	1	3
Other	4	7	10	-3	4	-6*
Type of Training						
General education	5	8	6	-4	-3	-1
Occupation or specific skill	98	96	96	2	0	2
Purpose of Training						
To prepare for new occupation	66	74	64	-8	-10*†	2
To improve skills in current occupation	38	26	37	11**††	10**††	1
Training for Occupation In:						
Office & administrative support	17	19	14	-2	-5	3
Sales	1	1	1	0	1	-1
Computer specialist	17	13	14	4	1	3
Transportation	15	17	11	-3	-6	3
Healthcare	25	21	23	4	2	2
Management	3	2	2	1	0	1
Business & financial operations	2	1	1	0	0	0
Production work	0	1	0	-1	-1	0
Installation & repair	0	3	2	-2	-1	-2
Teaching	1	1	2	0	1	-1
Other	19	19	29	0	10*††	-10*††
Sample Size	112	122	132			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.8.4. Characteristics of Training Programs Attended in Jacksonville

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.18	1.25	1.22	-0.06	-0.02	-0.04
Type of Provider						
Private	30%	33%	31%	-3	-2	-1
Community college	44	52	57	-7	5	-13*
Vocational training center	21	14	8	7	-6	13***††
4-year college or university	7	6	4	1	-2	2
Other	1	1	1	-1	0	0
Type of Training						
General education	8	11	19	-3	7	-11**
Occupation or specific skill	92	93	88	-2	-5	4
Purpose of Training						
To prepare for new occupation	68	64	66	4	2	2
To improve skills in current occupation	25	29	29	-4	-1	-4
Training for Occupation In:						
Office & administrative support	8	11	16	-3	6	-8*
Sales	0	1	1	-1	0	-1
Computer specialist	17	16	21	1	5	-4
Transportation	13	13	10	0	-3	3
Healthcare	18	12	10	6	-2	7
Management	2	2	2	1	0	1
Business & financial operations	3	3	1	0	-2	2
Production work	0	0	0	0	0	0
Installation & repair	0	2	6	-3*†	4	-6***††
Teaching	1	1	0	0	-1	1
Other	43	38	34	5	-4	9
Sample Size	108	99	101			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.8.5. Characteristics of Training Programs Attended in Atlanta

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.29	1.22	1.30	0.07	0.08	0.00
Type of Provider						
Private	47%	43%	46%	3	3	1
Community college	19	19	17	0	-1	1
Vocational training center	24	22	23	3	1	1
4-year college or university	13	13	10	0	-3	2
Other	4	8	11	-4	3	-7**†
Type of Training						
General education	9	10	15	-2	5	-6
Occupation or specific skill	92	94	87	-1	-7**†	6
Purpose of Training						
To prepare for new occupation	61	60	54	1	-6	7
To improve skills in current occupation	36	43	37	-7	-6	-1
Training for Occupation In:						
Office & administrative support	22	17	20	5	2	2
Sales	1	1	1	1	1	0
Computer specialist	23	22	20	1	-3	4
Transportation	6	7	5	-1	-2	2
Healthcare	15	19	15	-5†	-4	0
Management	3	6	3	-4	-4	0
Business & financial operations	0	-1	0	1	1	0
Production work	2	2	0	1	-1†	2*††
Installation & repair	6	5	6	1	1	0
Teaching	1	1	2	0	1	-1
Other	21	24	24	-3	0	-3
Sample Size	124	129	134			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.8.6. Characteristics of Training Programs Attended in Northeast Georgia

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.06	1.24	1.37	-0.18	0.14	-0.32
Type of Provider						
Private	32%	53%	68%	-21	15	-36**††
Community college	29	24	20	5	-4	10
Vocational training center	29	14	11	15	-4	18
4-year college or university	3	16	2	-13	-14	1
Other	6	-2	0	8	2*	6
Type of Training						
General education	12	0	0	13†	1	12†
Occupation or specific skill	87	100	99	-13†	-1	-12†
Purpose of Training						
To prepare for new occupation	70	88	79	-17	-8	-9
To improve skills in current occupation	12	29	34	-17†	5	-22**††
Training for Occupation In:						
Office & administrative support	10	22	8	-12	-14	2
Sales	0	1	0	0	0	0
Computer specialist	10	22	23	-12	1	-13
Transportation	35	22	43	13	21	-8
Healthcare	7	-1	22	8	23***†††	-15†
Management	1	14	0	-13	-14	1
Business & financial operations	0	0	3	0	3	-3
Production work	0	0	0	0	0	0
Installation & repair	11	4	-1	7	-5	12
Teaching	1	1	0	0	-1	0
Other	12	23	9	-11	-14	3
Sample Size	16	20	21			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.8.7. Characteristics of Training Programs Attended in North Cook County

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.26	1.28	1.27	-0.02	0.00	-0.02
Type of Provider						
Private	55%	56%	53%	0	-3	2
Community college	25	22	31	3	9**	-6
Vocational training center	14	17	15	-3	-2	0
4-year college or university	3	2	5	1	3	-2
Other	7	7	3	0	-3*	4**†††
Type of Training						
General education	12	9	12	4††	3	1
Occupation or specific skill	91	92	92	-2	0	-1
Purpose of Training						
To prepare for new occupation	56	52	62	5	11**†††	-6
To improve skills in current occupation	39	46	33	-7†	-13***†††	6
Training for Occupation In:						
Office & administrative support	15	17	15	-1	-2	1
Sales	0	0	0	0	1	-1
Computer specialist	20	24	20	-4	-4	0
Transportation	3	5	4	-1	0	-1
Healthcare	15	8	16	7***††	8***†††	-1
Management	5	5	6	1	1	-1
Business & financial operations	3	3	3	0	0	0
Production work	0	1	1	-1	0	-1
Installation & repair	3	2	3	1	1	0
Teaching	0	0	1	0	1	-1
Other	38	31	28	7	-3	10**†
Sample Size	222	212	216			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.8.8. Characteristics of Training Programs Attended in Charlotte

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.18	1.37	1.30	-0.19*†	-0.07	-0.12
Type of Provider						
Private	44%	36%	45%	9	9	0
Community college	26	35	40	-9*	4	-14**
Vocational training center	14	14	4	1	-10***†	10***†
4-year college or university	10	8	10	2	2	0
Other	10	12	11	-2	-1	-1
Type of Training						
General education	9	15	17	-6*	2	-8**
Occupation or specific skill	93	87	90	6*†	3	4
Purpose of Training						
To prepare for new occupation	69	68	68	1	0	1
To improve skills in current occupation	26	26	31	0	5	-4
Training for Occupation In:						
Office & administrative support	10	12	17	-2	5	-7*
Sales	3	4	2	-1	-2	1
Computer specialist	13	11	12	2	1	1
Transportation	14	8	10	5	2	4
Healthcare	12	12	8	0	-4	5
Management	5	3	3	2	0	2
Business & financial operations	3	3	2	1	-1	1
Production work	1	0	3	1	3**††	-2
Installation & repair	2	2	3	0	0	0
Teaching	1	1	2	0	1	-2
Other	39	40	35	-1	-5	3
Sample Size	143	134	138			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table F.8.9. Characteristics of Training Programs Attended for Dislocated Workers

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.21	1.28	1.26	-0.07††	-0.02†	-0.05
Type of Provider						
Private	48%	46%	47%	2	1	1
Community college	27	26	32	1	6**	-5**
Vocational training center	18	18	15	0	-2	2
4-year college or university	7	8	7	0	0	0
Other	5	6	5	-1	-2	0†
Type of Training						
General education	9	10	12	-1	1	-3*
Occupation or specific skill	93	92	92	1	-1	1
Purpose of Training						
To prepare for new occupation	62	64	63	-1	0	-1
To improve skills in current occupation	35	34	34	1	-1	1
Training for Occupation In:						
Office & administrative support	15	16	17	-1	1	-2
Sales	1	1	1	0	0	0
Computer specialist	20	20	20	0	0	0
Transportation	9	7	8	2	1†	1
Healthcare	16	15	14	0	-2	2
Management	3	4	3	-1	-1	0
Business & financial operations	2	2	2	0	0	0
Production work	1	1	1	0	0	-1
Installation & repair	3	3	5	0	2*	-2
Teaching	1	1	1	0	0	0
Other	32	29	27	3	-2	4*
Sample Size	634	655	667			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.8.10. Characteristics of Training Programs Attended for Adult Workers

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.19	1.13	1.25	0.06††	0.13**†	-0.06
Type of Provider						
Private	49%	49%	46%	0	-3	3
Community college	20	25	28	-5	3	-8*
Vocational training center	21	19	14	2	-5	7*
4-year college or university	8	4	7	4*	3	1
Other	6	8	10	-2	3	-5*†
Type of Training						
General education	9	11	13	-2	3	-4
Occupation or specific skill	93	92	91	1	-1	2
Purpose of Training						
To prepare for new occupation	65	68	66	-3	-2	-1
To improve skills in current occupation	31	30	29	1	-1	2
Training for Occupation In:						
Office & administrative support	13	12	14	1	2	-1
Sales	0	1	1	0	0	-1
Computer specialist	15	13	14	2	1	1
Transportation	12	14	9	-2	-5*†	3
Healthcare	21	15	19	5	4	1
Management	5	3	3	2	0	2
Business & financial operations	3	2	2	1	1	0
Production work	0	1	0	0	0	0
Installation & repair	3	3	3	0	0	0
Teaching	1	2	1	-1	-1	0
Other	30	34	30	-4	-4	-1
Sample Size	240	214	243			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.8.11. Characteristics of Training Programs Attended for Customers With at Most a High School Diploma

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.18	1.27	1.25	-0.09*††	-0.02	-0.07*
Type of Provider						
Private	46%	44%	43%	2	-1	3
Community college	28	27	33	1	6**	-5**
Vocational training center	20	22	17	-2	-5**	3
4-year college or university	6	4	5	1	0	1
Other	6	8	7	-2	0	-2
Type of Training						
General education	10	12	14	-2	2	-4**
Occupation or specific skill	92	91	90	1	-1	2
Purpose of Training						
To prepare for new occupation	67	71	68	-4	-3	-1
To improve skills in current occupation	25	25	25	1	0	0
Training for Occupation In:						
Office & administrative support	15	15	18	0	3	-3
Sales	0	1	1	0	0	-1
Computer specialist	13	13	10	-1	-3*††	2
Transportation	13	12	12	1	0	2
Healthcare	21	18	17	3	-2	4*††
Management	2	1	2	1	0†	0
Business & financial operations	1	1	2	0	1	-1††
Production work	0	0	1	0	1†	-1*
Installation & repair	4	4	6	0	2**†	-2*
Teaching	0	0	0	0	0	0
Other	30	30	27	0	-3	3
Sample Size	526	536	606			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.

The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.8.12. Characteristics of Training Programs Attended for Customers With More Than a High School Diploma

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.24	1.18	1.27	0.06††	0.09	-0.03
Type of Provider						
Private	53%	52%	55%	1	3	-1
Community college	19	24	25	-5	2	-6*
Vocational training center	16	12	12	4	0	4
4-year college or university	12	11	12	0	1	-1
Other	4	5	5	-1	0	-1
Type of Training						
General education	7	7	8	0	1	-1
Occupation or specific skill	95	95	95	-1	-1	0
Purpose of Training						
To prepare for new occupation	55	54	58	1	4	-3
To improve skills in current occupation	49	48	45	1	-3	4
Training for Occupation In:						
Office & administrative support	13	14	13	-2	-2	0
Sales	2	1	2	0	0	0
Computer specialist	30	27	33	3	6*††	-3
Transportation	3	3	2	0	-2	1
Healthcare	10	9	13	0	3	-3††
Management	7	8	5	-1	-3†	2
Business & financial operations	4	3	2	1	-1	2††
Production work	1	2	1	-1	-1†	0
Installation & repair	1	1	1	0	-1†	0
Teaching	3	3	3	0	0	-1
Other	33	32	30	1	-1	2
Sample Size	348	333	304			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.8.13. Characteristics of Training Programs Attended for Customers With a Vocational Certification

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.21	1.21	1.27	0.00	0.06	-0.06
Type of Provider						
Private	50%	47%	50%	3	3	0
Community college	28	26	31	2	5	-3
Vocational training center	18	20	10	-2	-10***††	8**
4-year college or university	6	7	8	0	1	-1
Other	5	6	8	-1	2	-3
Type of Training						
General education	8	6	9	2	3	-1
Occupation or specific skill	94	96	94	-3	-3	0
Purpose of Training						
To prepare for new occupation	57	62	63	-6	0	-6
To improve skills in current occupation	42	44	38	-2	-6	4
Training for Occupation In:						
Office & administrative support	11	18	17	-7**††	-1	-7**
Sales	1	1	1	-1	0	0
Computer specialist	27	22	18	5	-5†	9***†††
Transportation	6	8	5	-2	-2	0
Healthcare	17	11	15	6*	4	2
Management	3	3	2	-1	-1	0
Business & financial operations	2	2	3	0	1	-1
Production work	0	1	2	0	1	-1
Installation & repair	4	4	5	0	1	-1
Teaching	2	1	1	1	0	1
Other	33	33	32	0	-2	2
Sample Size	217	215	214			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.

The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.8.14. Characteristics of Training Programs Attended for Customers Without a Vocational Certification

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.20	1.25	1.25	-0.04	0.01	-0.05
Type of Provider						
Private	48%	47%	46%	1	-1	2
Community college	24	26	30	-2	5*	-7***
Vocational training center	19	18	17	1	-1††	2
4-year college or university	8	7	7	1	0	1
Other	5	7	6	-2	-1	-1
Type of Training						
General education	9	12	13	-3	1	-4**
Occupation or specific skill	93	91	91	2	0	2
Purpose of Training						
To prepare for new occupation	65	66	65	-1	-1	0
To improve skills in current occupation	31	29	30	2	1	1
Training for Occupation In:						
Office & administrative support	16	14	16	2††	2	0
Sales	1	1	1	0	1	0
Computer specialist	16	16	18	-1	2†	-2†††
Transportation	11	10	9	1	0	2
Healthcare	17	16	15	1	-1	2
Management	4	4	3	0	-1	1
Business & financial operations	2	2	2	0	0	0
Production work	0	1	1	0	0	0
Installation & repair	3	3	4	0	1	-1
Teaching	1	1	1	-1	0	-1
Other	30	30	27	1	-2	3
Sample Size	657	654	696			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.8.15. Characteristics of Training Programs Attended for Customers Over 40

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.17	1.22	1.25	-0.05	0.03	-0.08*
Type of Provider						
Private	52%	51%	50%	1	-1	2
Community college	21	23	32	-2	9***††	-11***†††
Vocational training center	20	19	14	2	-5**	7***†
4-year college or university	6	6	4	0	-1	1
Other	5	7	5	-3*	-2	-1
Type of Training						
General education	7	11	9	-3	-2††	-1
Occupation or specific skill	94	92	95	2	3*†††	-1†
Purpose of Training						
To prepare for new occupation	65	68	67	-3	-1	-2
To improve skills in current occupation	33	28	31	5††	3†	2
Training for Occupation In:						
Office & administrative support	14	15	16	-1	1	-2
Sales	0	0	1	0	1*†	-1
Computer specialist	19	17	21	2	3††	-2
Transportation	11	9	9	2	-1	3
Healthcare	17	16	15	1	-1	1
Management	4	5	3	0	-2*†	2
Business & financial operations	1	1	2	0	1	-1
Production work	1	1	2	0	0	-1
Installation & repair	3	3	3	0	0†	0
Teaching	1	2	1	-1	-1	0
Other	30	30	29	1	-1	1
Sample Size	494	488	474			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.

The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.8.16. Characteristics of Training Programs Attended for Customers Under 40

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.25	1.26	1.27	-0.02	0.01	-0.02
Type of Provider						
Private	45%	43%	44%	2	1	1
Community college	29	29	29	0	0††	0†††
Vocational training center	17	18	16	-1	-2	0†
4-year college or university	10	8	10	2	2	-1
Other	6	6	8	0	1	-2
Type of Training						
General education	11	10	16	1	6***††	-5**
Occupation or specific skill	91	93	87	-1	-5***†††	4**†
Purpose of Training						
To prepare for new occupation	61	61	61	0	0	0
To improve skills in current occupation	34	38	33	-4††	-5*†	1
Training for Occupation In:						
Office & administrative support	15	15	16	0	2	-2
Sales	2	2	1	0	-1†	0
Computer specialist	18	19	15	-1	-3††	3
Transportation	8	9	8	-1	-1	0
Healthcare	18	15	16	3	1	2
Management	3	2	3	1	1†	0
Business & financial operations	3	3	2	1	0	1
Production work	0	0	0	0	0	0
Installation & repair	3	2	5	1	3**†	-2
Teaching	1	1	1	0	1	0
Other	32	31	27	1	-4	5
Sample Size	380	381	436			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.

The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.8.17. Characteristics of Training Programs Attended for Female Customers

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.22	1.24	1.23	-0.02	-0.01	-0.01
Type of Provider						
Private	40%	38%	36%	3	-1	4
Community college	31	34	39	-3	5*	-8**
Vocational training center	17	18	16	-1	-2	1
4-year college or university	11	8	8	3†	0	3*††
Other	6	8	7	-1	-1	-1
Type of Training						
General education	12	12	15	0	3	-3
Occupation or specific skill	90	91	89	0	-2	1
Purpose of Training						
To prepare for new occupation	64	66	63	-3	-3	0
To improve skills in current occupation	31	30	31	1	0	0
Training for Occupation In:						
Office & administrative support	20	24	25	-3†	1	-4*†
Sales	1	1	1	0	0	-1
Computer specialist	13	12	12	0	0	1
Transportation	0	1	0	0	-1	1
Healthcare	25	22	24	3	2	2
Management	4	3	3	1	0	1
Business & financial operations	2	2	2	0	0	0
Production work	0	1	0	0	0	0†
Installation & repair	0	1	1	-1**	0†	-1*
Teaching	2	2	2	0	0	0
Other	33	31	28	2	-3	5
Sample Size	445	479	499			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.

The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.8.18. Characteristics of Training Programs Attended for Male Customers

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.19	1.23	1.29	-0.05	0.06	-0.10**
Type of Provider						
Private	59%	58%	60%	0	2	-2
Community college	18	17	21	1	4	-3
Vocational training center	21	18	14	2	-4*	7***
4-year college or university	3	5	6	-2†	1	-3*††
Other	4	6	6	-2	0	-2*
Type of Training						
General education	5	8	9	-3	1	-3*
Occupation or specific skill	96	94	94	2	0	2
Purpose of Training						
To prepare for new occupation	63	63	66	-1	3	-3
To improve skills in current occupation	37	36	34	1	-2	3
Training for Occupation In:						
Office & administrative support	7	4	6	3*†	2	1†
Sales	1	1	1	0	0	0
Computer specialist	26	25	25	1	1	0
Transportation	21	19	19	2	0	2
Healthcare	7	7	5	0	-2	2
Management	4	4	3	-1	-2	1
Business & financial operations	2	2	2	0	0	0
Production work	1	1	2	-1	1	-1†
Installation & repair	7	5	9	2	4*†	-2
Teaching	0	0	1	0	0	-1
Other	29	30	28	-1	-2	1
Sample Size	429	390	411			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.8.19. Characteristics of Training Programs Attended for Nonminority Customers

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.19	1.29	1.29	-0.10*†	0.00	-0.10*
Type of Provider						
Private	48%	47%	48%	0	1	0
Community college	29	30	36	-1	6*	-6**
Vocational training center	16	15	13	0	-2	3
4-year college or university	8	7	7	1	0	1
Other	5	7	5	-2*	-2	-1
Type of Training						
General education	8	10	10	-3	-1	-2
Occupation or specific skill	94	93	95	1	2†	-1†
Purpose of Training						
To prepare for new occupation	66	65	69	2	5††	-3
To improve skills in current occupation	33	34	32	-1	-2	1
Training for Occupation In:						
Office & administrative support	14	13	14	1	2	0
Sales	1	1	2	1	1	0
Computer specialist	17	17	18	0	0	0
Transportation	10	10	9	0	0	0
Healthcare	14	14	16	0	2	-2††
Management	3	2	3	1	1	0
Business & financial operations	2	3	3	-1†	0	-1†
Production work	0	1	1	-1	0	-1
Installation & repair	3	3	4	0	1	-1
Teaching	1	1	1	0	0	0
Other	38	35	34	2	-2	4
Sample Size	423	419	412			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.

The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.8.20. Characteristics of Training Programs Attended for Minority Customers

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.22	1.19	1.24	0.03†	0.04	-0.02
Type of Provider						
Private	49%	47%	46%	3	0	3
Community college	21	23	27	-1	4	-5*
Vocational training center	21	21	17	0	-4	5*
4-year college or university	8	7	7	1	1	0
Other	5	6	7	-1	1	-2
Type of Training						
General education	10	10	14	0	4*	-4*
Occupation or specific skill	92	92	89	1	-3†	3*†
Purpose of Training						
To prepare for new occupation	60	65	60	-5	-5*††	0
To improve skills in current occupation	34	32	32	2	0	2
Training for Occupation In:						
Office & administrative support	15	17	18	-2	1	-3
Sales	1	1	1	0	0	0
Computer specialist	19	18	18	1	0	1
Transportation	10	9	8	1	-1	3
Healthcare	20	16	15	4	-1	5**††
Management	4	5	3	-1	-2*	1
Business & financial operations	2	1	1	1*†	0	1†
Production work	1	1	1	0	0	0
Installation & repair	3	2	4	0	2	-1
Teaching	1	1	1	0	0	0
Other	25	27	24	-1	-3	2
Sample Size	451	450	498			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.
The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.8.21. Characteristics of Training Programs Attended for Customers in Training At or Before Random Assignment

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.22	1.28	1.34	-0.06	0.06	-0.12
Type of Provider						
Private	47%	39%	39%	7	0	8
Community college	33	34	39	-1	5	-6
Vocational training center	12	16	14	-4	-2	-3†
4-year college or university	10	8	8	2	0	2
Other	8	9	12	-1	3	-4
Type of Training						
General education	14	19	22	-4	4	-8*
Occupation or specific skill	89	85	87	4	2	2
Purpose of Training						
To prepare for new occupation	59	57	60	3	3	0
To improve skills in current occupation	32	36	32	-4	-4	-1
Training for Occupation In:						
Office & administrative support	4	2	3	2	2	1
Sales	0	2	2	-2*††	0	-2*
Computer specialist	4	5	5	0	0	0
Transportation	0	2	1	-2	-1	0
Healthcare	5	2	2	3	0	3
Management	0	1	2	-1	1	-1*††
Business & financial operations	1	0	0	0	0	1
Production work	0	1	0	-1	-1	0
Installation & repair	2	0	3	1	2*	-1
Teaching	0	0	1	0	1	-1
Other	80	76	80	4	5	0
Sample Size	167	177	159			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.

The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table F.8.22. Characteristics of Training Programs Attended for Customers Not in Training At or Before Random Assignment

	Means			Conditional Differences		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Number of Training Programs Attended	1.20	1.23	1.24	-0.03	0.01	-0.04
Type of Provider						
Private	49%	49%	49%	0	0	0
Community college	23	24	29	-1	5**	-6**
Vocational training center	20	19	15	2	-4*	5***†
4-year college or university	7	6	7	1	1	0
Other	4	6	5	-2	-1	-1
Type of Training						
General education	8	8	10	-1	2	-2
Occupation or specific skill	94	94	92	0	-2	1
Purpose of Training						
To prepare for new occupation	64	67	65	-3	-2	-1
To improve skills in current occupation	34	32	32	2	0	2
Training for Occupation In:						
Office & administrative support	17	18	19	-1	1	-2
Sales	1	1	1	1††	1	0
Computer specialist	22	21	21	1	0	1
Transportation	12	11	10	1	-1	2
Healthcare	20	19	18	1	0	2
Management	4	4	3	0	-1	1††
Business & financial operations	2	2	2	0	0	0
Production work	1	1	1	0	0	0
Installation & repair	3	4	5	0	1	-1
Teaching	1	1	1	0	0	0
Other	19	19	17	0	-2	2
Sample Size	707	692	751			

Source: 15-month follow-up survey

Notes: Means computed using only individuals who participated in any training. Because these are non-random samples of the full groups, differences in means across approaches cannot be interpreted as the impact of one approach as compared with another.

The approach means and conditional differences are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

APPENDIX G

SUPPLEMENTAL TABLES FOR CHAPTER VI

Table G.1.1. Impacts on Employment Outcomes by Quarter (Survey Data) in Phoenix

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	30%	33%	24%	-3	-10	7
Quarter 2	45	45	45	-1	0	0
Quarter 3	55	53	55	3	2	1
Quarter 4	66	64	61	3	-2	5
Quarter 5	77	67	78	10	11*	-2
Quarters 1-5	81	74	83	7	9	-2
Weeks employed						
Quarter 1	2.5	2.8	1.9	-0.2	-0.8	0.6
Quarter 2	4.5	4.9	4.2	-0.4	-0.7	0.3
Quarter 3	6.3	5.5	6.3	0.8	0.8	0.0
Quarter 4	7.7	6.7	6.8	1.0	0.1	0.9
Quarter 5	9.0	7.5	8.4	1.5*	1.0	0.6
Quarters 1-5	30.1	27.4	27.7	2.6	0.3	2.3
Hours worked						
Quarter 1	83	102	79	-19	-23	4
Quarter 2	162	200	167	-38	-33	-5
Quarter 3	248	225	243	22	18	4
Quarter 4	318	275	266	42	-10	52
Quarter 5	373	306	328	67*	22	45
Quarters 1-5	1,184	1,109	1,083	75	-26	101
Total earnings						
Quarter 1	$948	$1,237	$970	-$289	-$267	-$23
Quarter 2	2,258	2,648	2,108	-390	-541	151
Quarter 3	3,353	2,858	3,030	495	172	324
Quarter 4	4,267	3,494	3,458	772	-36	809*
Quarter 5	4,880	3,896	4,227	984**†	331	653
Quarters 1-5	15,706	14,135	13,793	1,572	-342	1,913
In training and employed						
Quarter 1	18	14	11	4	-3	7
Quarter 2	18	16	20	2	3	-2
Quarter 3	19	16	18	3	2	1
Quarter 4	14	20	13	-6†	-7††	2
Quarter 5	15	16	7	-1	-9**†††	8**†
Quarters 1-5	56	53	66	3	14*	-11
Sample Size	103	96	97			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.1.2. Impacts on Employment Outcomes by Quarter (Survey Data) in Maricopa County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	35%	33%	36%	2	4	-1
Quarter 2	50	50	50	0	0	1
Quarter 3	64	61	62	3	1	1
Quarter 4	69	69	76	0	7	-8
Quarter 5	76	76	85	-1	8*	-9*
Quarters 1-5	85	83	89	3	7	-4
Weeks employed						
Quarter 1	3.2	2.7	3.2	0.5	0.5	-0.1
Quarter 2	5.4	5.2	5.4	0.2	0.2	0.0
Quarter 3	7.1	6.9	7.1	0.2	0.2	-0.1
Quarter 4	8.3	8.2	8.6	0.1	0.4	-0.3
Quarter 5	8.8	8.9	10.1	-0.1	1.2*	-1.3*†
Quarters 1-5	32.6	31.9	34.4	0.8	2.5	-1.8
Hours worked						
Quarter 1	122	95	117	27	22†	5
Quarter 2	222	203	204	19	1	18
Quarter 3	289	266	282	24	16	7
Quarter 4	341	316	358	24	42	-18
Quarter 5	377	351	418	26	67**†	-41
Quarters 1-5	1,352	1,231	1,379	121	148	-28
Total earnings						
Quarter 1	$1,732	$1,223	$1,273	$509	$50	$459
Quarter 2	3,212	2,596	2,549	615	-47	662
Quarter 3	3,965	3,303	3,413	662	110	552
Quarter 4	4,694	3,917	4,550	777	633	144
Quarter 5	5,229	4,346	5,281	883	934*†	-52
Quarters 1-5	18,830	15,385	17,066	3,446	1,681	1,765
In training and employed						
Quarter 1	15	13	22	3	9*†	-7
Quarter 2	25	20	28	5	7	-2
Quarter 3	26	23	27	3	4	0
Quarter 4	26	18	32	8	14**†	-6
Quarter 5	22	15	21	7	6	1
Quarters 1-5	61	55	68	7	14**	-7
Sample Size	109	117	118			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.1.3. Impacts on Employment Outcomes by Quarter (Survey Data) in Bridgeport

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	34%	32%	23%	2	-9*	11**
Quarter 2	49	48	41	1	-7	8
Quarter 3	68	61	59	7	-2	9*
Quarter 4	74	70	67	4	-3	7
Quarter 5	79	73	74	7	2	5
Quarters 1-5	86	81	78	5	-3	8*††
Weeks employed						
Quarter 1	2.9	2.7	2.1	0.2	-0.6	0.9
Quarter 2	5.0	5.0	4.1	-0.1	-0.9	0.9
Quarter 3	7.3	6.8	6.5	0.4	-0.3	0.7
Quarter 4	8.5	7.7	7.5	0.8	-0.3	1.0
Quarter 5	8.9	8.3	8.6	0.6	0.3	0.3
Quarters 1-5	32.6	30.6	28.8	1.9	-1.9	3.8
Hours worked						
Quarter 1	110	84	66	26	-19	44**
Quarter 2	192	171	144	21	-27	48*
Quarter 3	276	245	239	30	-7	37
Quarter 4	325	287	277	37	-10	47*
Quarter 5	350	307	315	43	8	35
Quarters 1-5	1,252	1,095	1,041	157	-55	211**
Total earnings						
Quarter 1	$1,314	$1,094	$1,017	$220	-$77	$297
Quarter 2	2,746	2,420	2,197	325	-224	549
Quarter 3	3,854	3,496	3,525	358	29	329
Quarter 4	4,653	4,185	4,162	469	-23	491
Quarter 5	5,155	4,502	4,544	654*	43	611
Quarters 1-5	17,722	15,697	15,445	2,026	-252	2,277
In training and employed						
Quarter 1	16	14	14	2	0	2
Quarter 2	20	19	23	1	4	-3
Quarter 3	24	19	21	5	1	3
Quarter 4	18	15	14	3	-1	4
Quarter 5	20	12	14	8*	2	6
Quarters 1-5	64	61	64	3	3	0
Sample Size	153	159	163			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.1.4. Impacts on Employment Outcomes by Quarter (Survey Data) in Jacksonville

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	39%	31%	27%	8	-5	12**
Quarter 2	48	50	37	-2	-13**†	11*
Quarter 3	52	62	55	-10†	-7	-3
Quarter 4	66	68	67	-2	-1	-1
Quarter 5	73	78	71	-6	-8††	2
Quarters 1-5	81	86	78	-5	-7††	2
Weeks employed						
Quarter 1	3.7	2.9	2.3	0.8	-0.6	1.4**
Quarter 2	5.2	5.0	4.1	0.2	-0.9	1.1
Quarter 3	6.0	6.6	5.7	-0.6	-0.9	0.2
Quarter 4	7.2	7.7	7.8	-0.5	0.0	-0.6
Quarter 5	8.4	9.3	8.4	-0.9†	-0.9†	0.0
Quarters 1-5	30.5	31.6	28.4	-1.1	-3.2	2.2
Hours worked						
Quarter 1	135	107	84	28	-23	50**
Quarter 2	200	193	163	7	-30	38
Quarter 3	240	259	226	-19	-33	14
Quarter 4	291	303	306	-12	3	-15
Quarter 5	349	360	334	-11	-26	15
Quarters 1-5	1,215	1,222	1,113	-7	-109	102
Total earnings						
Quarter 1	$1,458	$1,239	$818	$219	-$421	$640**
Quarter 2	2,233	2,291	1,760	-58	-531	473
Quarter 3	2,632	3,312	2,537	-680†	-775*	94
Quarter 4	3,310	4,103	3,571	-792*††	-532	-260
Quarter 5	4,128	4,780	3,929	-652†	-851*†	199
Quarters 1-5	13,761	15,725	12,615	-1,964	-3,109*	1,146
In training and employed						
Quarter 1	21	17	17	4	0	5
Quarter 2	19	23	18	-4	-5	1
Quarter 3	22	23	22	-1	-1	0
Quarter 4	22	17	23	5	6	0
Quarter 5	23	19	19	3	0	4
Quarters 1-5	58	63	59	-5	-4	-1
Sample Size	139	125	130			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.1.5. Impacts on Employment Outcomes by Quarter (Survey Data) in Atlanta

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	31%	29%	29%	2	0	2
Quarter 2	49	43	45	6	2	4
Quarter 3	64	58	58	6	0	6
Quarter 4	75	64	67	11***††	3	8*††
Quarter 5	77	74	70	3	-4†	7*††
Quarters 1-5	82	80	78	2	-2	4
Weeks employed						
Quarter 1	3.1	2.5	2.7	0.5	0.2	0.4
Quarter 2	5.2	4.7	4.7	0.5	0.0	0.5
Quarter 3	7.1	6.4	6.6	0.7	0.2	0.5
Quarter 4	8.7	7.4	7.6	1.2**†	0.2	1.0**†
Quarter 5	9.4	8.6	8.4	0.8	-0.2	1.0**††
Quarters 1-5	33.4	29.7	30.0	3.7*	0.3	3.4*
Hours worked						
Quarter 1	106	91	93	15	2	13
Quarter 2	195	178	175	17	-4	21
Quarter 3	272	247	249	24	2	22
Quarter 4	341	295	287	46**	-9	54**††
Quarter 5	384	338	319	46**	-19	65***†††
Quarters 1-5	1,298	1,150	1,123	148*	-27	174*
Total earnings						
Quarter 1	$1,243	$1,164	$1,338	$79	$174†	-$95
Quarter 2	2,715	2,557	2,475	158	-82	240
Quarter 3	3,891	3,624	3,572	267	-52	319
Quarter 4	5,010	4,378	3,903	631	-475	1,106**††
Quarter 5	5,580	4,916	4,334	664	-582	1,246***†††
Quarters 1-5	18,439	16,639	15,622	1,800	-1,017	2,817*
In training and employed						
Quarter 1	9	7	7	2	0	2
Quarter 2	16	10	16	6*	6*	0
Quarter 3	17	13	15	4	1	2
Quarter 4	14	11	11	3	0	3
Quarter 5	10	9	10	1	1	0
Quarters 1-5	41	39	38	2	-1	3
Sample Size	251	241	241			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.1.6. Impacts on Employment Outcomes by Quarter (Survey Data) in Northeast Georgia

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	29%	40%	21%	-12	-19	7
Quarter 2	42	54	31	-12	-22	10
Quarter 3	53	62	36	-9	-26*†	18
Quarter 4	52	70	56	-18	-14	-4
Quarter 5	62	74	82	-12	8	-20
Quarters 1-5	68	75	80	-7	5	-12
Weeks employed						
Quarter 1	2.2	3.6	1.1	-1.5	-2.5**††	1.1
Quarter 2	4.9	6.5	3.4	-1.6	-3.0*	1.5
Quarter 3	6.3	7.4	4.3	-1.1	-3.1*†	2.1
Quarter 4	6.8	8.5	6.3	-1.7	-2.2	0.5
Quarter 5	7.7	8.9	8.7	-1.2	-0.1	-1.1
Quarters 1-5	27.9	34.9	23.9	-6.9	-11.0	4.0
Hours worked						
Quarter 1	85	159	48	-74	-112**†	38
Quarter 2	228	276	158	-47	-117	70
Quarter 3	283	317	205	-34	-112	78
Quarter 4	297	378	273	-81	-105	24
Quarter 5	330	410	370	-81	-40	-40
Quarters 1-5	1,223	1,540	1,053	-317	-486	169
Total earnings						
Quarter 1	$841	$1,997	$591	-$1,156*†	-$1,405**††	$249
Quarter 2	2,599	3,546	1,899	-947	-1,647*	700
Quarter 3	3,962	4,434	2,542	-472	-1,893*	1,421
Quarter 4	4,228	5,737	3,447	-1,509	-2,291*†	781
Quarter 5	4,573	6,047	4,745	-1,475	-1,302	-173
Quarters 1-5	16,203	21,762	13,225	-5,560	-8,538*†	2,978
In training and employed						
Quarter 1	17	22	16	-6	-6	1
Quarter 2	6	17	1	-11	-16**†††	5
Quarter 3	12	17	6	-5	-11	6
Quarter 4	12	16	7	-5	-9	4
Quarter 5	12	10	7	2	-3	4
Quarters 1-5	42	57	65	-15	8	-23*
Sample Size	26	28	26			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.1.7. Impacts on Employment Outcomes by Quarter (Survey Data) in North Cook County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	31%	30%	27%	1	-3	4
Quarter 2	46	46	43	1	-3	4
Quarter 3	59	57	59	2	1	1
Quarter 4	65	66	70	-1	4	-5
Quarter 5	71	71	76	0	5	-5
Quarters 1-5	75	78	80	-2	2	-5
Weeks employed						
Quarter 1	3.0	3.1	2.6	-0.2	-0.5	0.3
Quarter 2	5.0	4.9	4.5	0.1	-0.4	0.4
Quarter 3	6.6	6.4	6.4	0.2	0.0	0.3
Quarter 4	7.5	7.4	7.8	0.1	0.4	-0.3
Quarter 5	8.4	8.4	9.0	0.0	0.6	-0.6
Quarters 1-5	30.4	30.2	30.3	0.2	0.2	0.1
Hours worked						
Quarter 1	100	111	84	-11	-27*	15
Quarter 2	180	184	164	-4	-20	16
Quarter 3	239	238	237	1	-1	2
Quarter 4	272	278	293	-5	15	-20†
Quarter 5	311	318	338	-7	20	-27†
Quarters 1-5	1,102	1,129	1,116	-27	-13	-14
Total earnings						
Quarter 1	$1,620	$1,630	$1,114	-$11	-$517*	$506*
Quarter 2	3,118	3,119	2,512	-1	-607	605
Quarter 3	4,049	4,198	3,784	-149	-414	265
Quarter 4	4,465	4,971	4,725	-506	-246	-260
Quarter 5	5,032	5,740	5,648	-708††	-92	-616†
Quarters 1-5	18,283	19,659	17,783	-1,375	-1,875	500
In training and employed						
Quarter 1	11	11	11	1	0	0
Quarter 2	22	16	17	6**	1	5†
Quarter 3	20	13	15	7**	2	5*
Quarter 4	15	10	17	5**	7***	-2
Quarter 5	13	8	16	5**	8***†	-2
Quarters 1-5	51	48	54	3	6	-3
Sample Size	305	309	304			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.1.8. Impacts on Employment Outcomes by Quarter (Survey Data) in Charlotte

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	26%	29%	23%	-3	-6	3
Quarter 2	38	40	43	-2	3	-5†
Quarter 3	52	53	54	-1	2	-3
Quarter 4	63	59	66	3	7	-3
Quarter 5	74	68	77	6	9**	-3
Quarters 1-5	78	74	82	4	8**†	-4
Weeks employed						
Quarter 1	2.3	2.7	2.2	-0.5	-0.5	0.0
Quarter 2	4.0	4.2	4.4	-0.3	0.1	-0.4†
Quarter 3	5.5	5.8	6.1	-0.3	0.3	-0.5
Quarter 4	7.2	6.9	7.5	0.3	0.6	-0.2
Quarter 5	8.5	8.0	8.8	0.5	0.8	-0.3
Quarters 1-5	27.5	27.7	29.0	-0.2	1.3	-1.5
Hours worked						
Quarter 1	76	97	78	-22	-19	-2
Quarter 2	149	158	162	-10	3	-13
Quarter 3	208	213	226	-5	13	-18
Quarter 4	272	255	292	16	36	-20
Quarter 5	328	300	349	28	49**	-21
Quarters 1-5	1,032	1,024	1,107	8	82	-75
Total earnings						
Quarter 1	$1,112	$1,218	$934	-$106	-$284	$178
Quarter 2	2,266	2,166	2,271	100	105	-5
Quarter 3	3,112	2,982	3,214	130	231	-101
Quarter 4	3,959	3,590	4,239	368	649*††	-280
Quarter 5	4,712	4,130	4,995	582	865**††	-283
Quarters 1-5	15,161	14,086	15,653	1,075	1,567†	-492
In training and employed						
Quarter 1	6	8	9	-2	1	-3
Quarter 2	12	13	17	-1	4	-5†
Quarter 3	15	14	14	1	0	0
Quarter 4	15	11	18	4	7**	-3
Quarter 5	14	12	19	2	7**	-5†
Quarters 1-5	43	39	49	4	10**	-6
Sample Size	236	234	223			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.1.9. Impacts on Employment Outcomes by Quarter (Survey Data) for Dislocated Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	30%	30%	26%	0	-4*	4**
Quarter 2	45	45	43	0	-3	3
Quarter 3	59	58	57	1	0	2
Quarter 4	70	67	69	3	2	1
Quarter 5	77	75	79	2	3*	-1
Quarters 1-5	82	80	82	1	2	-1
Weeks employed						
Quarter 1	2.8	2.7	2.4	0.1	-0.3	0.4*
Quarter 2	4.8	4.8	4.5	0.1	-0.3	0.3
Quarter 3	6.5	6.5	6.4	0.0	-0.1	0.1
Quarter 4	8.1	7.7	7.8	0.3	0.0	0.3
Quarter 5	9.1	8.9	9.2	0.2	0.3	-0.1
Quarters 1-5	31.3	30.5	30.3	0.7	-0.3	1.0
Hours worked						
Quarter 1	95	95	81	1	-13*	14*
Quarter 2	181	180	166	1	-14	15
Quarter 3	248	246	244	2	-2	4
Quarter 4	311	298	303	13	6	8
Quarter 5	359	342	358	17	16	2
Quarters 1-5	1,194	1,160	1,151	34	-9	43
Total earnings						
Quarter 1	$1,315	$1,242	$1,048	$73	-$194	$267**
Quarter 2	2,772	2,605	2,362	167	-242	409*
Quarter 3	3,742	3,647	3,520	95	-127	222
Quarter 4	4,610	4,438	4,384	172	-54	226
Quarter 5	5,261	5,063	5,161	198	98	100
Quarters 1-5	17,700	16,995	16,475	705	-520	1,225
In training and employed						
Quarter 1	13	11	12	2	1	1
Quarter 2	18	15	19	3*	3*	0
Quarter 3	20	16	18	4**	2	2
Quarter 4	18	13	18	5***	5***	0
Quarter 5	17	13	17	4***	4**	0
Quarters 1-5	53	50	55	2	5**	-3
Sample Size	923	976	951			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.1.10. Impacts on Employment Outcomes by Quarter (Survey Data) for Adult Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	34%	33%	28%	1	-5	6*
Quarter 2	47	46	44	1	-2	4
Quarter 3	59	58	56	2	-2	3
Quarter 4	63	62	64	1	2	-1
Quarter 5	68	64	68	4	4	0
Quarters 1-5	77	75	77	2	2	0
Weeks employed						
Quarter 1	3.1	3.1	2.5	0.0	-0.6*	0.7*
Quarter 2	4.9	5.0	4.4	-0.1	-0.7	0.5
Quarter 3	6.6	6.1	6.1	0.5	0.0	0.4
Quarter 4	7.3	6.7	7.2	0.5	0.5	0.0
Quarter 5	8.0	7.5	8.0	0.5	0.5	0.0
Quarters 1-5	29.8	28.4	28.2	1.4	-0.3	1.6
Hours worked						
Quarter 1	116	113	90	3	-23	26*
Quarter 2	191	190	167	2	-22	24
Quarter 3	253	230	231	23	1	22
Quarter 4	285	260	272	25	12	13
Quarter 5	319	287	300	32*	13	19
Quarters 1-5	1,164	1,079	1,059	85	-20	105
Total earnings						
Quarter 1	$1,410	$1,452	$1,125	-$42	-$327*	$285*
Quarter 2	2,497	2,611	2,188	-114	-423**	309
Quarter 3	3,349	3,237	3,051	111	-186	297
Quarter 4	3,866	3,794	3,679	73	-114	187
Quarter 5	4,388	4,174	4,084	214	-91	304
Quarters 1-5	15,510	15,268	14,128	242	-1,140	1,382
In training and employed						
Quarter 1	12	13	13	-1	0	-1
Quarter 2	17	16	18	1	1	-1
Quarter 3	18	17	14	1	-3	4
Quarter 4	14	13	14	0	1	0
Quarter 5	12	9	11	2	1	1
Quarters 1-5	48	47	53	1	6	-5
Sample Size	399	333	351			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.1.11. Impacts on Employment Outcomes by Quarter (Survey Data) for Customers With at Most a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	32%	30%	26%	2	-4*	6**
Quarter 2	46	43	43	3†	0†	3
Quarter 3	58	54	56	4*††	2††	2
Quarter 4	67	61	66	6**††	5**††	1
Quarter 5	73	68	74	5**††	7***†††	-2
Quarters 1-5	79	75	79	4*††	4*†	0
Weeks employed						
Quarter 1	3.0	2.7	2.4	0.2	-0.3	0.5**
Quarter 2	4.8	4.5	4.4	0.3	-0.1†	0.4
Quarter 3	6.4	5.9	6.2	0.5*††	0.3††	0.2
Quarter 4	7.7	6.8	7.5	0.8***†††	0.6**†††	0.2
Quarter 5	8.5	7.8	8.7	0.7**†††	0.8***†††	-0.1
Quarters 1-5	30.4	27.8	29.2	2.6**††	1.4††	1.2
Hours worked						
Quarter 1	108	103	89	5	-14	19**
Quarter 2	187	176	170	10	-7	17
Quarter 3	251	229	240	22*†	11†	10
Quarter 4	303	268	293	35***††	25*††	10
Quarter 5	344	307	338	37***††	31**††	6
Quarters 1-5	1,193	1,084	1,131	109**††	47††	63
Total earnings						
Quarter 1	$1,200	$1,195	$1,051	$5	-$143	$149
Quarter 2	2,279	2,210	2,151	69	-58†	128†
Quarter 3	3,092	2,909	3,089	183	180††	3†
Quarter 4	3,772	3,471	3,773	300	301††	-1
Quarter 5	4,295	3,946	4,306	349*	360*††	-11
Quarters 1-5	14,638	13,731	14,371	906	639††	267†
In training and employed						
Quarter 1	12	11	11	2	1	1
Quarter 2	16	13	19	2	6***†††	-4*†††
Quarter 3	17	14	17	3	2	1†
Quarter 4	16	12	17	4**	5***	-1
Quarter 5	15	11	15	4**	4**	0
Quarters 1-5	50	47	55	2	7***	-5**
Sample Size	828	822	862			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.1.12. Impacts on Employment Outcomes by Quarter (Survey Data) for Customers With More Than a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	31%	33%	27%	-2	-5*	4
Quarter 2	47	50	43	-4†	-7**†	3
Quarter 3	62	65	59	-4††	-6**††	3
Quarter 4	69	73	70	-4††	-3††	-1
Quarter 5	78	81	77	-2††	-3†††	1
Quarters 1-5	83	85	83	-3††	-2†	-1
Weeks employed						
Quarter 1	2.8	3.0	2.4	-0.2	-0.5*	0.3
Quarter 2	4.9	5.4	4.5	-0.5	-0.9**†	0.4
Quarter 3	6.8	7.3	6.5	-0.5††	-0.7*††	0.2
Quarter 4	8.1	8.5	7.9	-0.4†††	-0.7*†††	0.3
Quarter 5	9.1	9.6	9.0	-0.5†††	-0.6†††	0.1
Quarters 1-5	31.7	33.8	30.3	-2.0††	-3.4**††	1.4
Hours worked						
Quarter 1	90	94	74	-4	-20*	16
Quarter 2	178	194	158	-15	-36**	20
Quarter 3	249	264	238	-15†	-27†	11
Quarter 4	304	319	292	-15††	-26††	12
Quarter 5	352	358	341	-6††	-17††	11
Quarters 1-5	1,174	1,230	1,104	-56††	-126**††	70
Total earnings						
Quarter 1	$1,613	$1,515	$1,096	$97	-$419**	$516**
Quarter 2	3,443	3,346	2,571	97	-775**†	872**†
Quarter 3	4,618	4,668	3,875	-50	-793**††	743*†
Quarter 4	5,528	5,678	4,870	-150	-808**††	658*
Quarter 5	6,313	6,369	5,781	-56	-588††	531
Quarters 1-5	21,514	21,576	18,193	-62	-3,383**††	3,321**†
In training and employed						
Quarter 1	13	13	13	0	0	0
Quarter 2	23	20	16	2	-4†††	6**†††
Quarter 3	24	20	18	4	-2	6**†
Quarter 4	19	16	17	3	1	2
Quarter 5	17	14	15	4	2	2
Quarters 1-5	54	53	54	1	1	0
Sample Size	494	487	440			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.1.13. Impacts on Employment Outcomes by Quarter (Survey Data) for Customers With a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	31%	32%	28%	0	-3	3
Quarter 2	45	46	45	-1	-1	0
Quarter 3	59	55	58	4	2	1
Quarter 4	67	62	68	6	7*	-1
Quarter 5	72	71	78	2	8**	-6*
Quarters 1-5	77	77	83	0	6*	-5*†
Weeks employed						
Quarter 1	2.7	2.9	2.5	-0.2	-0.4	0.3
Quarter 2	4.7	4.8	4.6	0.0	-0.1	0.1
Quarter 3	6.4	6.0	6.4	0.3	0.4	0.0
Quarter 4	8.0	7.1	7.5	0.8*	0.4	0.4
Quarter 5	8.4	8.2	9.1	0.3	0.9**	-0.6
Quarters 1-5	30.2	29.0	30.1	1.3	1.2	0.1
Hours worked						
Quarter 1	98	97	83	1	-14	15
Quarter 2	177	169	171	8	2	7
Quarter 3	242	219	245	23	26	-4
Quarter 4	309	264	296	45**	31	13
Quarter 5	334	309	355	25	45**†	-21
Quarters 1-5	1,160	1,059	1,149	101	90	11
Total earnings						
Quarter 1	$1,358	$1,454	$1,141	-$96	-$314	$218
Quarter 2	2,556	2,607	2,405	-51	-202	151
Quarter 3	3,527	3,352	3,451	176	99	76
Quarter 4	4,605	4,039	4,213	566	175	391
Quarter 5	4,931	4,697	4,975	234	278	-45
Quarters 1-5	16,977	16,148	16,186	828	37	791
In training and employed						
Quarter 1	14	12	11	2	-2	4
Quarter 2	20	16	20	4	3	0
Quarter 3	24	16	19	7**	2	5
Quarter 4	16	12	16	4	4	0
Quarter 5	13	12	13	1	1	0
Quarters 1-5	53	46	52	7*	7*	1
Sample Size	305	339	315			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.1.14. Impacts on Employment Outcomes by Quarter (Survey Data) for Customers Without a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	32%	31%	26%	1	-4**	5***
Quarter 2	46	46	42	1	-3	4*
Quarter 3	59	58	57	1	-2	3
Quarter 4	68	67	67	1	1	0
Quarter 5	75	73	74	3	2	1
Quarters 1-5	81	79	80	2	1	1†
Weeks employed						
Quarter 1	2.9	2.8	2.4	0.2	-0.4*	0.5**
Quarter 2	4.9	4.9	4.4	0.0	-0.5*	0.5*
Quarter 3	6.6	6.5	6.3	0.1	-0.2	0.3
Quarter 4	7.8	7.5	7.6	0.2	0.1	0.1
Quarter 5	8.8	8.5	8.7	0.3	0.2	0.1
Quarters 1-5	31.0	30.2	29.5	0.8	-0.7	1.6
Hours worked						
Quarter 1	103	101	84	2	-17**	19**
Quarter 2	186	187	165	-1	-23**	21**
Quarter 3	253	249	238	4	-11	15
Quarter 4	301	293	293	8	-1	9
Quarter 5	351	330	335	21*	5†	16
Quarters 1-5	1,194	1,161	1,114	33	-47	80*
Total earnings						
Quarter 1	$1,338	$1,256	$1,050	$82	-$206*	$288**
Quarter 2	2,722	2,602	2,277	119	-325*	445**
Quarter 3	3,650	3,576	3,350	74	-226	300
Quarter 4	4,310	4,306	4,150	4	-156	160
Quarter 5	5,009	4,816	4,779	193	-37	230
Quarters 1-5	17,029	16,557	15,607	473	-950	1,423*
In training and employed						
Quarter 1	12	11	12	1	1	-1
Quarter 2	17	16	18	2	2	0
Quarter 3	18	16	17	2	0	2
Quarter 4	17	14	17	3*	4**	0
Quarter 5	16	12	16	5***	4**	1
Quarters 1-5	51	50	55	0	5**	-5**
Sample Size	1,017	970	987			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.1.15. Impacts on Employment Outcomes by Quarter (Survey Data) for Customers Over 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	33%	30%	26%	3	-4	7***
Quarter 2	47	46	45	1	-2	2
Quarter 3	59	60	59	-1	-1	0
Quarter 4	67	68	69	-1†	2	-2
Quarter 5	75	74	80	1	6***†	-5**††
Quarters 1-5	82	81	84	1	3	-3
Weeks employed						
Quarter 1	3.1	2.7	2.4	0.4†	-0.3	0.7***
Quarter 2	5.0	4.9	4.5	0.1	-0.4	0.5*
Quarter 3	6.5	6.6	6.6	-0.1	0.0	-0.1
Quarter 4	7.6	7.8	7.8	-0.2†††	0.0	-0.2†
Quarter 5	8.7	8.6	9.2	0.0	0.6*	-0.5*††
Quarters 1-5	30.8	30.6	30.4	0.3	-0.1	0.4
Hours worked						
Quarter 1	111	93	85	18*††	-8	26***
Quarter 2	196	187	174	9	-13	22*
Quarter 3	252	251	255	1	3	-2
Quarter 4	300	299	305	1†	5	-5
Quarter 5	347	330	357	17	27**	-11†
Quarters 1-5	1,206	1,161	1,176	45	15	31
Total earnings						
Quarter 1	$1,506	$1,232	$1,062	$274*††	-$170	$444***†
Quarter 2	2,831	2,722	2,403	109	-319	428*
Quarter 3	3,525	3,725	3,621	-200†	-104	-96††
Quarter 4	4,149	4,389	4,298	-240††	-91	-148††
Quarter 5	4,809	4,855	5,008	-46	153	-199††
Quarters 1-5	16,820	16,923	16,392	-103	-531	428
In training and employed						
Quarter 1	14	11	11	3*	0	2†
Quarter 2	19	15	18	3*	3	1
Quarter 3	19	15	15	4**	0	4**
Quarter 4	17	14	17	3*	3*	0
Quarter 5	16	12	15	4**	3	1
Quarters 1-5	52	50	55	2	5*	-3
Sample Size	734	720	699			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.1.16. Impacts on Employment Outcomes by Quarter (Survey Data) for Customers Under 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	29%	32%	27%	-2	-5*	2
Quarter 2	45	44	41	1	-4	4
Quarter 3	59	55	55	4	0	5
Quarter 4	69	63	66	6**†	3	3
Quarter 5	74	70	71	4	0†	4††
Quarters 1-5	78	76	76	3	1	2
Weeks employed						
Quarter 1	2.7	3.0	2.5	-0.3†	-0.5*	0.2
Quarter 2	4.7	4.8	4.4	-0.1	-0.4	0.3
Quarter 3	6.6	6.1	6.0	0.5	-0.1	0.6*
Quarter 4	8.1	7.0	7.4	1.1***†††	0.4	0.7**†
Quarter 5	8.8	8.2	8.3	0.6*	0.1	0.5††
Quarters 1-5	30.9	29.1	28.7	1.8	-0.4	2.2*
Hours worked						
Quarter 1	91	108	83	-17††	-26**	8
Quarter 2	170	177	157	-8	-20	12
Quarter 3	248	230	223	18	-7	25*
Quarter 4	307	271	281	37**†	10	26*
Quarter 5	348	319	320	28*	1	28*†
Quarters 1-5	1,163	1,105	1,063	58	-42	100*
Total earnings						
Quarter 1	$1,152	$1,390	$1,083	-$239††	-$307**	$69†
Quarter 2	2,514	2,464	2,199	50	-265	315
Quarter 3	3,743	3,279	3,097	463*†	-183	646***††
Quarter 4	4,654	4,061	4,018	593**††	-43	636**††
Quarter 5	5,212	4,706	4,625	506**	-81	587**††
Quarters 1-5	17,274	15,901	15,022	1,373	-879	2,253**
In training and employed						
Quarter 1	11	12	13	-1	1	-2†
Quarter 2	17	17	19	1	2	-1
Quarter 3	20	18	19	2	2	0
Quarter 4	16	13	17	3	4*	-1
Quarter 5	16	12	15	3	3	0
Quarters 1-5	50	49	54	2	6*	-4
Sample Size	588	589	603			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.1.17. Impacts on Employment Outcomes by Quarter (Survey Data) for Female Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	29%	29%	24%	-1	-5**	4*
Quarter 2	41	43	39	-2	-4	2
Quarter 3	54	55	55	-1	-1	0
Quarter 4	65	63	66	2	2	-1
Quarter 5	72	70	74	2	4	-1
Quarters 1-5	78	77	79	2	3	-1
Weeks employed						
Quarter 1	2.7	2.7	2.2	0.0	-0.5*	0.4*
Quarter 2	4.3	4.6	4.0	-0.3	-0.6*	0.2
Quarter 3	5.9	6.1	5.9	-0.1	-0.1	0.0
Quarter 4	7.4	7.1	7.4	0.3	0.3	0.0
Quarter 5	8.4	8.2	8.6	0.2	0.4	-0.2
Quarters 1-5	28.6	28.7	28.2	0.0	-0.5	0.5
Hours worked						
Quarter 1	89	88	70	1	-18**	19**
Quarter 2	152	159	139	-7	-20*	12
Quarter 3	213	214	210	-1	-5	4
Quarter 4	269	258	269	11	12	0
Quarter 5	315	295	312	20	17	2
Quarters 1-5	1,037	1,014	1,001	23	-13	37
Total earnings						
Quarter 1	$1,160	$1,133	$860	$26	-$273**	$300**
Quarter 2	2,099	2,263	1,920	-164	-343**	179
Quarter 3	2,992	3,104	2,922	-112	-182	70
Quarter 4	3,780	3,751	3,721	29	-30	59
Quarter 5	4,415	4,281	4,290	134	9	124
Quarters 1-5	14,445	14,532	13,713	-87	-819	732
In training and employed						
Quarter 1	9	9	10	0	1	-1
Quarter 2	15	15	19	0†	4**	-5**†††
Quarter 3	19	18	19	0††	1	0††
Quarter 4	18	15	19	4*	4**	-1
Quarter 5	17	13	16	4**	3*	1
Quarters 1-5	48	49	54	-2†	4	-6**
Sample Size	711	706	710			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.1.18. Impacts on Employment Outcomes by Quarter (Survey Data) for Male Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	35%	33%	30%	2	-3	5**
Quarter 2	52	49	48	3	-1	5
Quarter 3	65	60	60	4	-1	5*
Quarter 4	71	68	69	3	2	1
Quarter 5	77	75	78	3	3	0
Quarters 1-5	83	81	83	1	1	0
Weeks employed						
Quarter 1	3.1	3.0	2.7	0.2	-0.3	0.5*
Quarter 2	5.6	5.1	5.0	0.4	-0.2	0.6*
Quarter 3	7.3	6.7	6.8	0.5	0.1	0.5
Quarter 4	8.3	7.8	7.9	0.5	0.1	0.5
Quarter 5	9.2	8.7	9.1	0.5	0.4	0.1
Quarters 1-5	33.5	31.4	31.4	2.1	0.0	2.1
Hours worked						
Quarter 1	118	115	101	2	-15	17
Quarter 2	223	212	199	11	-13	25
Quarter 3	295	275	276	20	2	18
Quarter 4	345	320	323	24	2	22
Quarter 5	386	361	373	25	12	13
Quarters 1-5	1,366	1,283	1,271	83	-12	95
Total earnings						
Quarter 1	$1,569	$1,516	$1,331	$53	-$185	$238
Quarter 2	3,394	3,021	2,779	373	-242	615**
Quarter 3	4,385	4,028	3,923	357	-105	462
Quarter 4	5,106	4,830	4,704	275	-126	401
Quarter 5	5,693	5,401	5,480	292	79	213
Quarters 1-5	20,147	18,796	18,218	1,351	-578	1,929
In training and employed						
Quarter 1	17	14	14	3	0	2
Quarter 2	22	17	17	5**†	0	5**†††
Quarter 3	21	14	15	7***††	1	6***††
Quarter 4	15	12	15	3	3	0
Quarter 5	13	11	13	3	3	0
Quarters 1-5	55	50	56	6**†	6**	0
Sample Size	611	603	592			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.1.19. Impacts on Employment Outcomes by Quarter (Survey Data) for Nonminority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	31%	31%	28%	0	-4	4
Quarter 2	47	50	45	-3†	-5	1
Quarter 3	58	59	58	-1	-1	0
Quarter 4	65	64	66	1	1	-1
Quarter 5	69	71	73	-2††	2	-4
Quarters 1-5	77	78	79	-1	1	-2
Weeks employed						
Quarter 1	2.9	3.0	2.6	-0.1	-0.4	0.3
Quarter 2	4.9	5.1	4.6	-0.2	-0.5	0.3
Quarter 3	6.6	6.7	6.5	-0.2	-0.2	0.1
Quarter 4	7.7	7.6	7.6	0.1	0.0	0.1
Quarter 5	8.3	8.5	8.6	-0.2††	0.1	-0.3
Quarters 1-5	30.3	30.9	29.9	-0.6	-1.0	0.4
Hours worked						
Quarter 1	99	102	86	-4	-16	12
Quarter 2	187	192	171	-4	-20	16
Quarter 3	247	251	245	-4	-6	2
Quarter 4	296	285	292	11	7	5
Quarter 5	327	320	339	7	19	-12†
Quarters 1-5	1,156	1,150	1,134	6	-16	22
Total earnings						
Quarter 1	$1,308	$1,348	$1,019	-$41	-$330*	$289*
Quarter 2	2,783	2,624	2,290	159	-334	493*
Quarter 3	3,586	3,535	3,443	52	-91	143
Quarter 4	4,329	4,279	4,257	50	-23	73
Quarter 5	4,678	4,765	4,939	-87	174	-261††
Quarters 1-5	16,684	16,551	15,947	133	-604	737
In training and employed						
Quarter 1	15	11	12	3*	1	3
Quarter 2	19	17	17	2	1	1
Quarter 3	20	15	16	5**	2	3
Quarter 4	16	12	16	4*	4*	0
Quarter 5	16	12	15	4*	3	1
Quarters 1-5	51	47	51	4	4	0
Sample Size	589	609	582			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.1.20. Impacts on Employment Outcomes by Quarter (Survey Data) for Minority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	32%	30%	26%	1	-4*	6**
Quarter 2	46	42	41	4†	-1	4*
Quarter 3	60	57	56	3	0	4
Quarter 4	69	66	69	4	3	1
Quarter 5	78	73	77	6**††	5*	1
Quarters 1-5	83	79	82	4	3	1
Weeks employed						
Quarter 1	2.9	2.7	2.3	0.2	-0.4	0.5**
Quarter 2	4.8	4.6	4.3	0.2	-0.3	0.5
Quarter 3	6.5	6.1	6.2	0.5	0.1	0.4
Quarter 4	7.9	7.3	7.6	0.6*	0.3	0.3
Quarter 5	9.1	8.4	8.9	0.7**††	0.6*	0.1
Quarters 1-5	31.2	29.1	29.4	2.2*	0.3	1.8
Hours worked						
Quarter 1	104	98	82	6	-17*	22**
Quarter 2	181	175	162	6	-14	19
Quarter 3	252	234	236	19	2	17
Quarter 4	308	287	295	22	8	14
Quarter 5	362	329	340	34**	12	22†
Quarters 1-5	1,208	1,123	1,114	85	-9	94*
Total earnings						
Quarter 1	$1,372	$1,270	$1,113	$102	-$157	$259**
Quarter 2	2,607	2,588	2,321	19	-267	285
Quarter 3	3,647	3,508	3,321	139	-187	326
Quarter 4	4,415	4,203	4,095	211	-109	320
Quarter 5	5,233	4,800	4,741	433*	-59	491**††
Quarters 1-5	17,273	16,369	15,591	904	-778	1,681**
In training and employed						
Quarter 1	11	12	12	-1	0	-1
Quarter 2	18	15	19	3	4**	-1
Quarter 3	20	17	18	2	0	2
Quarter 4	17	14	18	3	3*	-1
Quarter 5	15	12	15	4*	3*	0
Quarters 1-5	51	51	57	0	6**	-6**
Sample Size	733	700	720			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.1.21. Impacts on Employment Outcomes by Quarter (Survey Data) for Customers in Training At or Before Random Assignment

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	28%	31%	26%	-3	-5	2
Quarter 2	43	48	38	-4	-10*	6
Quarter 3	57	57	50	0	-7	6
Quarter 4	69	67	68	2	2	1
Quarter 5	75	71	77	4	6	-2
Quarters 1-5	79	80	83	-1	4	-5
Weeks employed						
Quarter 1	2.8	3.1	2.6	-0.3	-0.5	0.2
Quarter 2	4.6	5.2	4.0	-0.6	-1.2*	0.6
Quarter 3	6.3	6.2	5.5	0.0	-0.7	0.8
Quarter 4	7.7	7.2	7.6	0.5	0.3	0.2
Quarter 5	8.6	8.4	9.0	0.2	0.6	-0.4
Quarters 1-5	30.1	30.2	28.7	-0.1	-1.5	1.4
Hours worked						
Quarter 1	90	106	76	-16	-29	13
Quarter 2	162	194	143	-31	-51**	20
Quarter 3	220	237	202	-17	-35	18
Quarter 4	277	279	287	-2	8	-10
Quarter 5	330	323	344	7	21	-14
Quarters 1-5	1,079	1,138	1,052	-59	-86	27
Total earnings						
Quarter 1	$1,368	$1,363	$960	$5	-$404	$408
Quarter 2	2,560	2,756	1,987	-196	-769*	573
Quarter 3	3,396	3,435	2,798	-39	-637	598
Quarter 4	4,374	4,240	4,013	133	-228	361
Quarter 5	5,024	4,863	4,921	161	59	103
Quarters 1-5	16,722	16,657	14,678	65	-1,979	2,044
In training and employed						
Quarter 1	23	26	21	-2	-5	3
Quarter 2	29	26	23	3	-3	6
Quarter 3	29	23	25	6	2	4
Quarter 4	27	20	28	7	8	-1
Quarter 5	22	16	23	6	7	-1
Quarters 1-5	69	67	69	3	2	1
Sample Size	167	177	159			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.1.22. Impacts on Employment Outcomes by Quarter (Survey Data) for Customers Not in Training At or Before Random Assignment

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	32%	31%	27%	1	-4**	5***
Quarter 2	47	45	44	2	-1	3
Quarter 3	59	58	58	2	0	2
Quarter 4	67	65	67	2	3	0
Quarter 5	74	72	75	2	3*	-1
Quarters 1-5	81	79	80	2	2	0
Weeks employed						
Quarter 1	2.9	2.8	2.4	0.2	-0.3*	0.5**
Quarter 2	4.9	4.8	4.5	0.1	-0.2	0.4
Quarter 3	6.6	6.4	6.4	0.2	0.1	0.1
Quarter 4	7.8	7.4	7.6	0.4	0.2	0.2
Quarter 5	8.8	8.4	8.8	0.3	0.3	0.0
Quarters 1-5	31.0	29.8	29.8	1.2	0.0	1.2
Hours worked						
Quarter 1	104	99	85	5	-14*	19**
Quarter 2	188	181	170	7	-11	18*
Quarter 3	254	242	246	13	4	9
Quarter 4	306	286	295	20*	8	12
Quarter 5	349	325	339	24**	14	10
Quarters 1-5	1,202	1,133	1,135	69	2	67
Total earnings						
Quarter 1	$1,345	$1,288	$1,089	$57	-$199*	$256**
Quarter 2	2,713	2,573	2,357	140	-216	356**
Quarter 3	3,657	3,524	3,460	132	-64	196
Quarter 4	4,380	4,226	4,193	154	-32	187
Quarter 5	4,994	4,766	4,817	228	51	177
Quarters 1-5	17,088	16,377	15,916	712	-460	1,172
In training and employed						
Quarter 1	11	9	11	2	2	0
Quarter 2	16	14	18	2	3**	-1
Quarter 3	18	15	16	3*	1	2
Quarter 4	15	12	16	3**	3**	0
Quarter 5	15	11	14	3**	3*	1
Quarters 1-5	48	47	52	2	6***	-4*
Sample Size	1,149	1,126	1,141			

Source: 15-month follow-up survey

Note: Employed is defined as having worked at least half one week in the time period. Hours and earnings include totals for all jobs worked in the time period.

The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.2.1. Impacts on Employment and Earnings by Quarter (Administrative data) in Phoenix

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	46%	59%	46%	-12***†††	-13***††	0
Quarter 2	49	58	50	-9*†	-8*	-1
Quarter 3	53	58	56	-6	-2	-4
Quarter 4	55	62	61	-7	-1	-5
Quarter 5	60	63	65	-3	2	-5
Quarters 1-5	74	85	79	-10***††	-5	-5
Total earnings before RA						
Quarter -5	$6,420	$6,011	$5,942	$409	-$70	$478
Quarter -4	6,764	5,990	5,713	774*††	-278	1,051***††
Quarter -3	6,041	6,143	6,118	-102	-25	-77
Quarter -2	5,398	5,488	5,205	-90	-283	194
Quarter -1	4,408	4,038	3,504	370	-535†	904
After RA						
Quarter 1	2,800	2,292	1,804	507	-488*	996
Quarter 2	2,426	2,965	2,244	-539	-721**	182
Quarter 3	2,799	3,255	3,076	-455	-178	-277
Quarter 4	3,197	3,335	3,553	-138	218	-356
Quarter 5	3,634	3,690	3,940	-55	250	-306
Quarters 1-5	14,856	15,536	14,616	-681	-920	240
Sample Size	214	219	213			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.2.2. Impacts on Employment and Earnings by Quarter (Administrative data) in Maricopa County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	53%	44%	40%	8*†	-4	13***††
Quarter 2	56	51	49	5	-2	7
Quarter 3	60	59	56	1	-3	4
Quarter 4	65	61	59	4	-2	6
Quarter 5	70	68	62	2	-5	8*†
Quarters 1-5	82	80	79	2	-1	3
Total earnings before RA						
Quarter -5	$7,518	$5,926	$6,821	$1,592**††	$895	$697
Quarter -4	6,403	6,155	6,074	248	-81	329
Quarter -3	6,527	5,790	6,685	736	894	-158
Quarter -2	5,300	4,855	6,437	445	1,583	-1,137
Quarter -1	4,047	4,575	3,318	-528	-1,257	730
After RA						
Quarter 1	2,215	1,867	1,959	347	92	256
Quarter 2	2,758	2,314	1,872	444†	-443	886**††
Quarter 3	3,438	2,818	2,546	620*††	-272	892**††
Quarter 4	3,744	3,278	3,053	465†	-225	690*†
Quarter 5	4,210	3,543	3,394	667*††	-148	815**††
Quarters 1-5	16,364	13,820	12,824	2,544*††	-996	3,540**††
Sample Size	224	229	220			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.2.3. Impacts on Employment and Earnings by Quarter (Administrative data) in Bridgeport

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	43%	42%	39%	1	-2	4
Quarter 2	53	54	48	-1	-6*	5
Quarter 3	63	64	60	-1	-4	3
Quarter 4	66	69	61	-3	-8**†	4
Quarter 5	67	67	64	1	-3	4
Quarters 1-5	84	82	79	2	-3	4*
Total earnings before RA						
Quarter -5	$6,993	$7,364	$6,870	-$371	-$494	$122
Quarter -4	6,606	6,847	6,647	-242	-200	-41
Quarter -3	6,256	6,366	6,502	-110	135	-246
Quarter -2	5,462	5,447	5,553	15	106	-91
Quarter -1	2,962	2,658	2,695	304*	37	267
After RA						
Quarter 1	1,713	1,628	1,573	85	-55	140
Quarter 2	2,470	2,587	2,201	-117	-386*	269
Quarter 3	3,320	3,460	3,036	-140	-424*	284
Quarter 4	3,688	3,981	3,544	-293	-437	145
Quarter 5	3,873	4,164	3,584	-290	-580**	289
Quarters 1-5	15,064	15,820	13,938	-756	-1,882**	1,126
Sample Size	344	345	344			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.2.4. Impacts on Employment and Earnings by Quarter (Administrative data) in Jacksonville

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	56%	51%	47%	5	-4	9**
Quarter 2	53	49	53	4	4	0
Quarter 3	59	59	63	-1	4	-4
Quarter 4	61	62	64	-1	1	-2
Quarter 5	65	61	65	4	3	0
Quarters 1-5	81	82	82	-1	-1	-1
Total earnings before RA						
Quarter -5	$5,770	$6,221	$6,116	-$451	-$105	-$346
Quarter -4	5,706	5,774	5,841	-69	67	-136
Quarter -3	5,230	5,210	5,682	20	472	-452
Quarter -2	4,870	5,203	5,449	-333	246	-579
Quarter -1	3,372	3,379	3,745	-7	366	-373
After RA						
Quarter 1	2,250	2,364	1,881	-114	-483	369
Quarter 2	2,228	2,569	2,469	-341	-100	-241
Quarter 3	2,833	2,885	2,901	-53	16	-68
Quarter 4	3,283	3,410	3,548	-126	138	-265
Quarter 5	3,753	3,526	3,806	227	280	-53
Quarters 1-5	14,348	14,754	14,605	-407	-149	-258
Sample Size	263	260	256			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.2.5. Impacts on Employment and Earnings by Quarter (Administrative data) in Atlanta

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	38%	39%	35%	-1	-3	3
Quarter 2	50	54	48	-4	-6*	2
Quarter 3	57	58	52	0	-6*††	5*†
Quarter 4	64	65	60	-1	-5*	5
Quarter 5	64	67	65	-3	-1	-1
Quarters 1-5	82	81	77	1	-4	4*†
Total earnings before RA						
Quarter -5	$7,014	$7,245	$7,245	-$231	$0	-$232
Quarter -4	6,571	7,196	6,664	-625	-532	-93
Quarter -3	6,265	6,498	6,548	-233	50	-283
Quarter -2	5,039	5,249	4,788	-210	-461††	251
Quarter -1	2,034	2,045	2,178	-11	133	-144
After RA						
Quarter 1	1,372	1,635	1,283	-263	-352	89
Quarter 2	2,578	2,772	2,145	-194	-627**	433
Quarter 3	2,934	3,298	2,690	-363	-607**	244
Quarter 4	3,996	4,039	3,532	-44	-507	464
Quarter 5	4,693	4,642	4,256	51	-387	437
Quarters 1-5	15,573	16,386	13,906	-813	-2,480**	1,667
Sample Size	473	469	466			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.2.6. Impacts on Employment and Earnings by Quarter (Administrative data) in Northeast Georgia

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	38%	34%	40%	4	6	-1
Quarter 2	41	54	41	-13	-13	0
Quarter 3	46	61	43	-15†	-18**††	3
Quarter 4	61	67	59	-6	-8	2
Quarter 5	53	68	66	-15	-1	-14
Quarters 1-5	79	82	75	-3	-7	3
Total earnings before RA						
Quarter -5	$6,163	$6,074	$5,502	$89	-$572	$661
Quarter -4	6,077	5,805	5,498	272	-307	579
Quarter -3	6,143	5,539	5,662	604	123	481
Quarter -2	5,106	4,139	4,800	967	660	306
Quarter -1	3,515	2,941	4,162	574	1,221	-647
After RA						
Quarter 1	1,737	1,394	1,428	343	34	309
Quarter 2	2,154	2,012	1,590	142	-422	564
Quarter 3	2,890	2,926	2,131	-36	-795	758
Quarter 4	3,812	3,683	2,772	128	-912	1,040
Quarter 5	4,098	4,493	4,171	-395	-322	-74
Quarters 1-5	14,690	14,509	12,093	182	-2,416	2,598
Sample Size	57	56	58			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.2.7. Impacts on Employment and Earnings by Quarter (Administrative data) in North Cook County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	50%	48%	48%	2	1	1
Quarter 2	54	55	57	-1	2	-3
Quarter 3	62	58	64	5*†	6**††	-2
Quarter 4	63	63	67	0	4††	-4†
Quarter 5	65	67	69	-3	1	-4
Quarters 1-5	81	82	84	-2	1	-3
Total earnings before RA						
Quarter -5	$7,975	$8,634	$8,130	-$659	-$504	-$155
Quarter -4	7,642	7,688	7,500	-46	-188	142
Quarter -3	7,303	6,972	7,268	331	297	34
Quarter -2	5,642	5,431	6,788	211	1,357	-1,145
Quarter -1	4,583	3,875	4,938	708	1,063	-355
After RA						
Quarter 1	2,299	2,693	2,319	-394	-374	-20
Quarter 2	2,539	2,761	2,429	-222	-332	110
Quarter 3	3,408	3,508	3,489	-100	-20	-81
Quarter 4	3,666	3,892	4,135	-226	243	-470†
Quarter 5	3,980	4,685	4,444	-705**†	-241	-464
Quarters 1-5	15,892	17,540	16,817	-1,648	-723	-925
Sample Size	604	603	602			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.2.8. Impacts on Employment and Earnings by Quarter (Administrative data) in Charlotte

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	42%	41%	44%	1	4†	-3†
Quarter 2	47	46	50	1	4†	-3
Quarter 3	49	50	54	-1	4	-5†
Quarter 4	55	57	55	-3	-2	0
Quarter 5	56	57	53	-1	-4	3
Quarters 1-5	77	77	79	0	1	-2
Total earnings before RA						
Quarter -5	$7,623	$6,910	$7,006	$714**††	$96	$618**
Quarter -4	6,943	6,842	6,948	101	106	-5
Quarter -3	6,491	6,392	6,450	99	58	41
Quarter -2	5,223	5,098	5,189	124	91	33
Quarter -1	2,991	2,851	2,797	140	-54	194
After RA						
Quarter 1	1,576	1,481	1,523	95	43	53
Quarter 2	1,928	2,124	2,154	-196	29†	-225†
Quarter 3	2,209	2,690	2,466	-481*	-224	-257
Quarter 4	2,666	3,140	2,662	-474*	-479*	4
Quarter 5	2,892	3,245	3,147	-353	-98	-255
Quarters 1-5	11,272	12,681	11,952	-1,409	-729	-680
Sample Size	467	466	468			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table G.2.9. Impacts on Employment and Earnings by Quarter (Administrative data) for Dislocated Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	45%	45%	42%	0	-2	3
Quarter 2	51	53	52	-1	-1	-1
Quarter 3	58	60	60	-1	0	-1
Quarter 4	64	66	64	-1	-2	1
Quarter 5	65	67	66	-2	-1	-1
Quarters 1-5	81	83	82	-1	-1	-1
Total earnings before RA						
Quarter -5	$8,117	$7,996	$7,952	$122	-$44	$165
Quarter -4	7,426	7,461	7,315	-35	-146	111
Quarter -3	6,859	6,786	7,115	74	330	-256
Quarter -2	5,594	5,518	6,113	76	594*	-519
Quarter -1	3,677	3,342	3,579	335	237	98
After RA						
Quarter 1	1,985	2,107	1,764	-122	-343†	221
Quarter 2	2,467	2,694	2,280	-226	-414***	188
Quarter 3	3,098	3,380	3,082	-282*	-298*	16
Quarter 4	3,682	3,934	3,645	-252	-289*	37
Quarter 5	4,129	4,381	4,127	-251	-253	2
Quarters 1-5	15,361	16,495	14,898	-1,134*	-1,597**	464
Sample Size	1,769	1,874	1,817			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.2.10. Impacts on Employment and Earnings by Quarter (Administrative data) for Adult Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	47%	45%	44%	2	-1	3
Quarter 2	51	52	48	-1	-3	3
Quarter 3	56	53	53	3	0	3
Quarter 4	55	57	56	-2	-1	0
Quarter 5	59	58	57	2	-1	2
Quarters 1-5	78	78	75	0	-3	2
Total earnings before RA						
Quarter -5	$5,153	$5,352	$5,108	-$199	-$244	$45
Quarter -4	5,389	5,455	5,250	-65	-205	140
Quarter -3	5,502	5,320	5,339	182	18	163
Quarter -2	4,636	4,660	4,637	-24	-24	0
Quarter -1	2,897	2,950	2,973	-53	24	-77
After RA						
Quarter 1	1,854	1,714	1,761	140	47†	93
Quarter 2	2,244	2,293	2,100	-49	-194	145
Quarter 3	2,721	2,688	2,515	33	-172	206
Quarter 4	3,041	2,997	3,061	44	64	-20
Quarter 5	3,300	3,327	3,302	-27	-25	-3
Quarters 1-5	13,159	13,019	12,740	141	-279	420
Sample Size	877	773	810			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.2.11. Impacts on Employment and Earnings by Quarter (Administrative data) for Customers With at Most a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	45%	45%	43%	0	-2	2
Quarter 2	50	51	50	-1	-1	0
Quarter 3	57	57	57	0	0	-1
Quarter 4	61	63	62	-2	-1	0
Quarter 5	64	64	64	0	1†	-1
Quarters 1-5	81	82	80	-1	-1	1
Total earnings before RA						
Quarter -5	$6,297	$6,177	$5,982	$120	-$194	$315**
Quarter -4	6,097	6,020	5,954	76	-66	142
Quarter -3	5,680	5,573	5,619	107	46	61
Quarter -2	5,049	5,006	5,082	43	76	-33
Quarter -1	3,274	3,263	3,053	11	-210†	221
After RA						
Quarter 1	1,876	1,846	1,653	30	-192*	222*
Quarter 2	2,142	2,253	2,010	-111	-242**	131
Quarter 3	2,643	2,787	2,605	-145	-182	37
Quarter 4	3,177	3,273	3,114	-97	-160	63
Quarter 5	3,542	3,544	3,474	-2	-71	69
Quarters 1-5	13,379	13,703	12,856	-324	-847*	523
Sample Size	1,735	1,719	1,715			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.2.12. Impacts on Employment and Earnings by Quarter (Administrative data) for Customers With More Than a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	47%	45%	44%	2	-1	4
Quarter 2	53	55	53	-2	-3	0
Quarter 3	59	59	58	0	-1	1
Quarter 4	62	63	60	-1	-3	1
Quarter 5	62	66	62	-4	-4*†	1
Quarters 1-5	79	81	79	-1	-1	0
Total earnings before RA						
Quarter -5	$8,876	$9,040	$9,110	-$164	$70	-$233
Quarter -4	8,101	8,370	8,025	-269	-345	76
Quarter -3	7,871	7,751	8,340	119	588	-469
Quarter -2	5,768	5,703	6,731	65	1,028	-963
Quarter -1	3,726	3,134	4,025	592	891†	-299
After RA						
Quarter 1	2,074	2,257	1,968	-183	-289	106
Quarter 2	2,882	3,170	2,624	-288	-547**	258
Quarter 3	3,626	3,881	3,471	-255	-410	155
Quarter 4	4,062	4,349	4,120	-287	-229	-58
Quarter 5	4,492	5,016	4,617	-523*	-398	-125
Quarters 1-5	17,136	18,673	16,800	-1,537	-1,873*	336
Sample Size	911	928	912			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.2.13. Impacts on Employment and Earnings by Quarter (Administrative data) for Customers With a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	46%	47%	44%	-1	-3	2
Quarter 2	53	50	52	3†	2	1
Quarter 3	58	57	56	2	0	2
Quarter 4	62	61	58	1	-4	5*†
Quarter 5	61	63	62	-1	0	-1
Quarters 1-5	79	81	79	-1	-2	0
Total earnings before RA						
Quarter -5	$7,360	$7,332	$6,894	$28	-$438	$465
Quarter -4	6,796	6,712	6,369	84	-343	427
Quarter -3	6,476	6,280	6,261	197	-19	216
Quarter -2	5,480	5,289	5,265	190	-24	215
Quarter -1	3,243	3,068	2,885	175	-184	358
After RA						
Quarter 1	1,927	1,804	1,630	123	-174	297
Quarter 2	2,590	2,613	2,175	-22	-438**	416**
Quarter 3	3,194	3,254	2,684	-60	-570**	510**††
Quarter 4	3,652	3,573	3,294	79	-279	358
Quarter 5	4,033	4,061	3,747	-28	-314	286
Quarters 1-5	15,397	15,305	13,530	92	-1,775**	1,867**†
Sample Size	625	638	642			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.2.14. Impacts on Employment and Earnings by Quarter (Administrative data) for Customers Without a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	46%	44%	43%	2	-1	3*
Quarter 2	51	53	51	-2†	-3*	0
Quarter 3	57	58	58	-1	0	-1
Quarter 4	61	63	62	-2	-1	-1†
Quarter 5	64	65	64	-1	-1	0
Quarters 1-5	81	81	80	-1	-1	0
Total earnings before RA						
Quarter -5	$7,142	$7,120	$7,125	$22	$5	$17
Quarter -4	6,793	6,877	6,771	-83	-106	22
Quarter -3	6,431	6,345	6,661	86	317	-230
Quarter -2	5,244	5,234	5,781	10	547*	-537*
Quarter -1	3,491	3,263	3,552	228	289	-61
After RA						
Quarter 1	1,951	2,047	1,805	-96	-243	146
Quarter 2	2,339	2,559	2,240	-220*	-319**	100
Quarter 3	2,919	3,140	2,978	-221	-162	-59††
Quarter 4	3,433	3,671	3,518	-238	-153	-85
Quarter 5	3,823	4,055	3,911	-231	-144	-88
Quarters 1-5	14,466	15,472	14,452	-1,006*	-1,021*	14†
Sample Size	2,021	2,009	1,985			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.2.15. Impacts on Employment and Earnings by Quarter (Administrative data) for Customers Over 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	47%	46%	44%	1	-2	2
Quarter 2	51	51	51	0	0	0
Quarter 3	56	57	58	-1	1	-1
Quarter 4	61	63	61	-2	-2	-1
Quarter 5	63	66	64	-2	-1	-1
Quarters 1-5	79	80	80	-1	-1	-1
Total earnings before RA						
Quarter -5	$7,432	$7,418	$7,475	$13	$57	-$43
Quarter -4	7,019	7,163	6,930	-144	-233	89
Quarter -3	6,789	6,532	7,028	257	496	-239
Quarter -2	5,460	5,487	6,269	-27	783*	-809*†
Quarter -1	3,840	3,588	3,760	253	172	81
After RA						
Quarter 1	2,274	2,309	1,959	-35	-350	314
Quarter 2	2,379	2,552	2,117	-172	-435**	263
Quarter 3	2,947	3,200	2,878	-252	-321*	69
Quarter 4	3,493	3,741	3,520	-248	-221	-26
Quarter 5	3,891	4,094	4,016	-203	-78	-126
Quarters 1-5	14,984	15,895	14,490	-911	-1,405*	494
Sample Size	1,394	1,378	1,339			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.2.16. Impacts on Employment and Earnings by Quarter (Administrative data) for Customers Under 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	45%	43%	42%	1	-2	3
Quarter 2	52	54	51	-2	-3	1
Quarter 3	59	58	57	1	-1	1
Quarter 4	62	63	61	-1	-2	1
Quarter 5	63	63	62	0	-1	1
Quarters 1-5	82	82	80	-1	-2	1
Total earnings before RA						
Quarter -5	$6,939	$6,907	$6,633	$32	-$274	$306
Quarter -4	6,551	6,487	6,395	65	-91	156
Quarter -3	6,066	6,113	6,067	-47	-46	-1
Quarter -2	5,132	4,991	5,001	141	10	131†
Quarter -1	2,988	2,818	2,990	171	172	-1
After RA						
Quarter 1	1,589	1,645	1,546	-56	-99	43
Quarter 2	2,419	2,594	2,337	-174	-257*	83
Quarter 3	3,025	3,133	2,936	-108	-197	89
Quarter 4	3,476	3,546	3,402	-70	-144	74
Quarter 5	3,856	4,016	3,717	-160	-300*	139
Quarters 1-5	14,365	14,933	13,937	-569	-996*	428
Sample Size	1,252	1,269	1,288			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.2.17. Impacts on Employment and Earnings by Quarter (Administrative data) for Female Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	48%	46%	42%	1	-4**†	6***††
Quarter 2	51	51	50	-1	-1	1
Quarter 3	57	57	57	0	0	0
Quarter 4	63	64	62	-1	-2	1
Quarter 5	66	66	64	1	-2	2††
Quarters 1-5	82	81	80	1†	-1	2
Total earnings before RA						
Quarter -5	$6,670	$6,746	$6,647	-$77	-$100	$23
Quarter -4	6,509	6,487	6,329	22	-157	180
Quarter -3	6,325	6,316	6,313	10	-2	12
Quarter -2	5,368	5,543	5,279	-175	-264†††	89†
Quarter -1	3,598	3,511	3,639	87	128	-41
After RA						
Quarter 1	1,931	2,012	1,771	-82	-241	160
Quarter 2	2,171	2,414	2,063	-243*	-351***	108
Quarter 3	2,729	2,922	2,702	-193	-220	27
Quarter 4	3,298	3,439	3,311	-141	-128	-13
Quarter 5	3,763	3,691	3,666	72††	-25	97
Quarters 1-5	13,892	14,479	13,513	-588	-966*	379
Sample Size	1,428	1,415	1,402			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.2.18. Impacts on Employment and Earnings by Quarter (Administrative data) for Male Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	43%	43%	44%	0	1†	-1††
Quarter 2	52	54	52	-2	-2	0
Quarter 3	58	58	58	0	-1	0
Quarter 4	60	62	61	-2	-1	-1
Quarter 5	60	63	63	-3*	0	-3††
Quarters 1-5	79	82	80	-3*†	-2	-1
Total earnings before RA						
Quarter -5	$7,800	$7,662	$7,556	$138	-$106	$243
Quarter -4	7,121	7,242	7,071	-120	-171	50
Quarter -3	6,575	6,345	6,852	229	507	-278
Quarter -2	5,220	4,908	6,085	312	1,178**†††	-866*†
Quarter -1	3,239	2,877	3,104	362	227	135
After RA						
Quarter 1	1,962	1,962	1,753	0	-209	209
Quarter 2	2,663	2,754	2,409	-91	-345*	254
Quarter 3	3,279	3,451	3,142	-171	-309	137
Quarter 4	3,699	3,887	3,640	-188	-248	60
Quarter 5	3,998	4,477	4,107	-478**††	-369	-109
Quarters 1-5	15,602	16,531	15,051	-929	-1,480*	550
Sample Size	1,218	1,232	1,225			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.2.19. Impacts on Employment and Earnings by Quarter (Administrative data) for Nonminority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	47%	49%	42%	-1	-6***†††	5**
Quarter 2	76	78	73	-2	-5**††	3†
Quarter 3	86	88	85	-2	-3*††	1
Quarter 4	74	76	73	-2	-2	1
Quarter 5	76	79	78	-2	-1	-1
Quarters 1-5	85	86	83	-1	-3*	2
Total earnings before RA						
Quarter -5	$9,651	$9,566	$9,759	$85	$194	-$108
Quarter -4	6,528	6,583	6,625	-56	42	-98
Quarter -3	6,464	6,363	6,799	101	436	-335
Quarter -2	4,715	4,575	5,518	140	944**†	-803
Quarter -1	1,960	2,174	2,226	-215†	51	-266
After RA						
Quarter 1	124	295	-46	-171	-341	170
Quarter 2	3,441	3,525	3,068	-84	-456**	372*
Quarter 3	4,257	4,401	4,141	-144	-261	116
Quarter 4	4,587	4,778	4,481	-191	-296	105
Quarter 5	4,586	4,902	4,645	-317	-257	-60
Quarters 1-5	16,993	17,901	16,289	-907	-1,611*	704
Sample Size	1,156	1,180	1,150			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table G.2.20. Impacts on Employment and Earnings by Quarter (Administrative data) for Minority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Employed						
Quarter 1	44%	42%	43%	3	1†††	1
Quarter 2	32	33	34	-1	1††	-2†
Quarter 3	35	34	36	2	3††	-1
Quarter 4	51	53	51	-1	-1	0
Quarter 5	53	53	52	0	-1	1
Quarters 1-5	77	77	77	-1	0	-1
Total earnings before RA						
Quarter -5	$5,258	$5,291	$4,958	-$33	-$333*	$301*
Quarter -4	7,001	7,038	6,712	-36	-325*	289*
Quarter -3	6,422	6,303	6,380	119	77	42
Quarter -2	5,759	5,780	5,764	-22	-16†	-6
Quarter -1	4,587	4,032	4,305	555**†	273	282
After RA						
Quarter 1	3,378	3,319	3,182	59	-137	196
Quarter 2	1,580	1,823	1,560	-243*	-263**	20
Quarter 3	1,982	2,198	1,937	-215	-261*	45
Quarter 4	2,617	2,757	2,664	-141	-94	-47
Quarter 5	3,311	3,390	3,263	-79	-127	48
Quarters 1-5	12,869	13,487	12,606	-619	-881	263
Sample Size	1,490	1,467	1,477			

Source: State Unemployment Insurance wage records.

Note: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

APPENDIX H

SUPPLEMENTAL TABLES FOR CHAPTER VII

Table H.1.1. Impacts on Unemployment Insurance Receipt (Survey Data) in Phoenix

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	44%	35%	34%	9	-1	9
Weeks received after RA	9.4	7.6	8.1	1.8	0.6	1.2
Total amount received after RA	$2,091	$1,639	$1,763	$451	$124	$328
Trade Adjustment Assistance						
Received after RA	0%	3%	5%	-2	2	-4*†
Weeks received after RA	0.3	1.1	1.1	-0.8	0.0	-0.8
Total amount received after RA	$60	$225	-$13	-$166	-$239†	$73
Sample Size	103	96	97			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.1.2. Impacts on Unemployment Insurance Receipt (Survey Data) in Maricopa County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	47%	39%	50%	8	11*	-3
Weeks received after RA	9.1	7.3	9.4	1.8	2.1	-0.3
Total amount received after RA	$1,798	$1,028	$1,748	$770**†	$720*	$50
Trade Adjustment Assistance						
Received after RA	3%	3%	1%	0	-2	2
Weeks received after RA	0.6	0.0	0.7	0.5	0.6	-0.1
Total amount received after RA	$12	$4	$118	$8	$114	-$105
Sample Size	109	117	118			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.1.3. Impacts on Unemployment Insurance Receipt (Survey Data) in Bridgeport

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	42%	41%	38%	0	-3	3
Weeks received after RA	8.8	9.2	9.5	-0.4	0.3	-0.6
Total amount received after RA	$2,110	$2,144	$2,361	-$33	$218	-$251
Trade Adjustment Assistance						
Received after RA	1%	1%	1%	0	1	-1
Weeks received after RA	0.2	0.2	0.5	0.0	0.3	-0.3
Total amount received after RA	$51	$40	$124	$12	$84	-$73
Sample Size	153	159	163			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.1.4. Impacts on Unemployment Insurance Receipt (Survey Data) in Jacksonville

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	31%	42%	42%	-11**†††	0	-11**††
Weeks received after RA	5.3	8.8	7.7	-3.5**†††	-1.1	-2.5*
Total amount received after RA	$1,252	$1,995	$2,082	-$744**††	$87	-$831**†
Trade Adjustment Assistance						
Received after RA	0%	1%	0%	-1	-1	0
Weeks received after RA	0.0	0.1	0.1	-0.2	0.0	-0.1
Total amount received after RA	-$2	$29	$67	-$31	$38	-$69
Sample Size	139	125	130			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.1.5. Impacts on Unemployment Insurance Receipt (Survey Data) in Atlanta

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	44%	37%	45%	6	8*	-1
Weeks received after RA	8.7	7.8	10.1	0.9	2.4*	-1.5
Total amount received after RA	$2,002	$1,790	$2,465	$212	$675*	-$463
Trade Adjustment Assistance						
Received after RA	2%	1%	2%	1	1	0
Weeks received after RA	0.6	0.5	0.9	0.1	0.4	-0.3
Total amount received after RA	$152	$100	$123	$51	$22	$29
Sample Size	251	241	241			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.1.6. Impacts on Unemployment Insurance Receipt (Survey Data) in Northeast Georgia

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	34%	23%	32%	11	9	2
Weeks received after RA	4.9	5.7	7.2	-0.8	1.6	-2.4
Total amount received after RA	$1,083	$1,568	$1,739	-$485	$171	-$656
Trade Adjustment Assistance						
Received after RA	3%	1%	3%	3	2	0
Weeks received after RA	1.3	0.3	1.3	1.0	1.1	0.0
Total amount received after RA	$209	$44	$247	$165	$203	-$38
Sample Size	26	28	26			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.1.7. Impacts on Unemployment Insurance Receipt (Survey Data) in North Cook County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	44%	39%	41%	5	2	3
Weeks received after RA	9.5	8.7	9.4	0.7	0.7	0.0
Total amount received after RA	$2,835	$2,789	$2,752	$46	-$37	$83
Trade Adjustment Assistance						
Received after RA	1%	0%	2%	1	2*†	-1
Weeks received after RA	0.3	0.0	0.1	0.3	0.1	0.2
Total amount received after RA	$132	-$18	$50	$150*	$68	$82
Sample Size	305	309	304			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.1.8. Impacts on Unemployment Insurance Receipt (Survey Data) in Charlotte

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	48%	49%	48%	0	-1	0
Weeks received after RA	12.8	12.4	12.3	0.4	-0.1	0.5
Total amount received after RA	$3,616	$3,302	$3,609	$313	$307	$6
Trade Adjustment Assistance						
Received after RA	2%	4%	2%	-2	-2††	0
Weeks received after RA	0.7	0.7	0.4	0.0	-0.3	0.3
Total amount received after RA	$189	$197	$130	-$8	-$67	$59
Sample Size	236	234	223			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.1.9. Impacts on Unemployment Insurance Receipt (Survey Data) for Dislocated Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	47%	45%	48%	2	2	0
Weeks received after RA	10.6	10.3	11.3	0.4	1.0	-0.7
Total amount received after RA	$2,793	$2,594	$3,006	$199	$412*	-$213
Trade Adjustment Assistance						
Received after RA	2%	2%	2%	0	0	-1
Weeks received after RA	0.6	0.5	0.7	0.1	0.2	-0.1
Total amount received after RA	$144	$97	$119	$48	$23	$25
Sample Size	923	976	951			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.1.10. Impacts on Unemployment Insurance Receipt (Survey Data) for Adult Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	34%	29%	33%	5	3	1
Weeks received after RA	6.2	6.1	6.3	0.2	0.2	0.0
Total amount received after RA	$1,484	$1,499	$1,539	-$14	$40	-$55
Trade Adjustment Assistance						
Received after RA	1%	1%	1%	0	0	0
Weeks received after RA	0.1	0.1	0.1	0.0	0.0	0.0
Total amount received after RA	$29	$31	$35	-$3	$4	-$7
Sample Size	399	333	351			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.1.11. Impacts on Unemployment Insurance Receipt (Survey Data) for Customers With at Most a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	41%	37%	41%	4*	4*	0
Weeks received after RA	9.1	8.5	9.5	0.7	1.1	-0.4
Total amount received after RA	$2,262	$2,033	$2,422	$229	$390**	-$160
Trade Adjustment Assistance						
Received after RA	2%	2%	2%	0	0	0
Weeks received after RA	0.7	0.6	0.7	0.1	0.0	0.1
Total amount received after RA	$155	$118	$134	$37	$16	$21
Sample Size	828	822	862			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.1.12. Impacts on Unemployment Insurance Receipt (Survey Data) for Customers With More Than a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	47%	46%	46%	1	0	1
Weeks received after RA	9.6	9.9	10.1	-0.3	0.2	-0.6
Total amount received after RA	$2,623	$2,667	$2,780	-$44	$113	-$157
Trade Adjustment Assistance						
Received after RA	0%	0%	1%	0	0	0
Weeks received after RA	-0.1	-0.1	0.2	0.0	0.4	-0.3
Total amount received after RA	$19	-$3	$16	$22	$20	$2
Sample Size	494	487	440			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.1.13. Impacts on Unemployment Insurance Receipt (Survey Data) for Customers With a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	47%	41%	44%	6*	4	3
Weeks received after RA	10.4	8.2	9.3	2.2*†	1.2	1.1
Total amount received after RA	$2,814	$2,032	$2,582	$783**††	$550*	$232
Trade Adjustment Assistance						
Received after RA	0%	1%	1%	-1	0	-1
Weeks received after RA	0.0	0.1	0.2	0.0	0.2	-0.2
Total amount received after RA	$24	$18	$87	$6	$69	-$63
Sample Size	305	339	315			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.1.14. Impacts on Unemployment Insurance Receipt (Survey Data) for Customers Without a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	42%	40%	42%	2	2	0
Weeks received after RA	8.9	9.2	9.9	-0.3†	0.6	-0.9
Total amount received after RA	$2,258	$2,328	$2,538	-$70††	$210	-$280
Trade Adjustment Assistance						
Received after RA	2%	2%	2%	0	0	0
Weeks received after RA	0.6	0.4	0.6	0.1	0.2	0.0
Total amount received after RA	$134	$94	$95	$39	$1	$39
Sample Size	1,017	970	987			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.1.15. Impacts on Unemployment Insurance Receipt (Survey Data) for Customers Over 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	46%	41%	45%	5*	4	1
Weeks received after RA	9.6	8.9	10.0	0.7	1.0	-0.4
Total amount received after RA	$2,545	$2,260	$2,692	$285	$432*	-$147
Trade Adjustment Assistance						
Received after RA	2%	2%	2%	0	0	0
Weeks received after RA	0.5	0.3	0.4	0.3	0.1	0.1
Total amount received after RA	$160	$90	$96	$71	$6	$64
Sample Size	734	720	699			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.1.16. Impacts on Unemployment Insurance Receipt (Survey Data) for Customers Under 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	40%	39%	41%	0	1	-1
Weeks received after RA	8.9	9.0	9.4	-0.1	0.5	-0.6
Total amount received after RA	$2,207	$2,239	$2,389	-$31	$150	-$181
Trade Adjustment Assistance						
Received after RA	1%	1%	2%	-1	1	-1*
Weeks received after RA	0.3	0.4	0.6	-0.1	0.2	-0.3
Total amount received after RA	$47	$59	$89	-$13	$30	-$43
Sample Size	588	589	603			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.1.17. Impacts on Unemployment Insurance Receipt (Survey Data) for Female Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	46%	43%	45%	3	2	2
Weeks received after RA	9.9	9.9	10.6	0.0	0.7	-0.8
Total amount received after RA	$2,414	$2,397	$2,689	$17	$293	-$275
Trade Adjustment Assistance						
Received after RA	2%	1%	2%	0	1	-1
Weeks received after RA	0.6	0.4	0.4	0.1	0.0	0.1
Total amount received after RA	$113	$78	$103	$36	$25	$11
Sample Size	711	706	710			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.1.18. Impacts on Unemployment Insurance Receipt (Survey Data) for Male Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	39%	37%	41%	2	4	-1
Weeks received after RA	8.5	7.8	8.6	0.7	0.8	-0.1
Total amount received after RA	$2,350	$2,077	$2,376	$273	$299	-$27
Trade Adjustment Assistance						
Received after RA	1%	2%	1%	0	0	0
Weeks received after RA	0.3	0.3	0.6	0.0	0.3	-0.3
Total amount received after RA	$101	$74	$81	$28	$8	$20
Sample Size	611	603	592			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.1.19. Impacts on Unemployment Insurance Receipt (Survey Data) for Nonminority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	43%	42%	43%	2	2	0
Weeks received after RA	10.2	10.2	10.8	0.0	0.6	-0.5
Total amount received after RA	$2,818	$2,620	$2,915	$198	$295	-$98
Trade Adjustment Assistance						
Received after RA	2%	2%	2%	0	0	0
Weeks received after RA	0.5	0.3	0.4	0.2	0.1	0.1
Total amount received after RA	$150	$87	$85	$63	-$2	$65
Sample Size	589	609	582			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.1.20. Impacts on Unemployment Insurance Receipt (Survey Data) for Minority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	43%	39%	42%	4	3	1
Weeks received after RA	8.5	8.0	8.9	0.5	0.9	-0.4
Total amount received after RA	$2,047	$1,964	$2,260	$83	$296	-$213
Trade Adjustment Assistance						
Received after RA	1%	1%	2%	0	0	-1
Weeks received after RA	0.4	0.4	0.6	0.0	0.2	-0.2
Total amount received after RA	$75	$67	$99	$8	$32	-$24
Sample Size	733	700	720			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.1.21. Impacts on Unemployment Insurance Receipt (Survey Data) for Customers in Training At or Before Random Assignment

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	44%	39%	34%	5	-5	10*†
Weeks received after RA	9.3	9.3	7.9	-0.1	-1.4	1.3
Total amount received after RA	$2,290	$2,384	$1,977	-$94	-$407	$313
Trade Adjustment Assistance						
Received after RA	0%	3%	1%	-3**††	-2	-1
Weeks received after RA	0.0	0.5	0.8	-0.5**††	0.3	-0.8
Total amount received after RA	$0	$151	-$5	-$152**†††	-$156**††	$5
Sample Size	167	177	159			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.1.22. Impacts on Unemployment Insurance Receipt (Survey Data) for Customers Not in Training At or Before Random Assignment

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Unemployment Insurance						
Received after RA	43%	40%	44%	3	4*	-1†
Weeks received after RA	9.3	8.9	10.0	0.4	1.1*	-0.7
Total amount received after RA	$2,410	$2,227	$2,628	$183	$402**	-$218
Trade Adjustment Assistance						
Received after RA	2%	1%	2%	0††	1	0
Weeks received after RA	0.5	0.3	0.5	0.2††	0.1	0.0
Total amount received after RA	$125	$64	$107	$61†††	$43††	$18
Sample Size	1,149	1,126	1,141			

Source: 15-month follow-up survey

Notes: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline). Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics. Estimates were obtained using weights to adjust for differences between respondents and nonrespondents in baseline characteristics.

RA = Random Assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.2.1. Impacts on Unemployment Insurance Receipt (Administrative Data) in Phoenix

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	66%	66%	64%	0	-3	2
Received benefits	63	63	63	-1	-1	0
Received extended benefits	0	2	3	-2	0	-2
Number of weeks received UI benefits	14.5	14.6	14.2	-0.1	-0.4	0.3
Amount of UI benefits received	$1,934	$1,792	$1,845	$143	$53	$89
Five Quarters After RA						
Filed a claim	16%	10%	12%	6**	2	4
Received benefits	64	65	63	0	-2	1
Received extended benefits	11	13	14	-2	0	-3
Number of weeks received UI benefits	23.9	23.2	21.8	0.7	-1.4	2.1
Amount of UI benefits received	$1,827	$1,918	$2,194	-91	276	-367
Sample Size	214	219	213			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.2.2. Impacts on Unemployment Insurance Receipt (Administrative Data) in Maricopa County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	70%	64%	71%	6†	7*	-1
Received benefits	73	65	69	8**††	4	3
Received extended benefits	4	5	4	-1	-1	-1
Number of weeks received UI benefits	18.1	17.7	17.5	0.4	-0.2	0.6
Amount of UI benefits received	$2,251	$2,143	$2,020	$108	-$123	$231
Five Quarters After RA						
Filed a claim	14%	13%	11%	2	-1	3
Received benefits	68	64	67	3	3	1
Received extended benefits	6	7	6	-1	-1	0
Number of weeks received UI benefits	23.1	22.7	24.2	0.4	1.6	-1.2
Amount of UI benefits received	$1,273	$952	$1,281	321	329	-8
Sample Size	224	229	220			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.2.3. Impacts on Unemployment Insurance Receipt (Administrative Data) in Bridgeport

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	79%	84%	79%	-5*	-5*††	0
Received benefits	82	82	79	0	-3	3
Received extended benefits	24	28	23	-4	-5†	0
Number of weeks received UI benefits	24.1	26.1	24.1	-2.0	-2.0	0.0
Amount of UI benefits received	$4,628	$5,361	$4,750	-$733**††	-$611**†	-$121
Five Quarters After RA						
Filed a claim	37%	34%	33%	4	-1	4
Received benefits	77	77	74	0	-3	3
Received extended benefits	39	39	41	-1	1	-2
Number of weeks received UI benefits	27.2	26.1	25.6	1.1	-0.6	1.7
Amount of UI benefits received	$4,098	$3,696	$4,202	402	506	-104
Sample Size	344	345	344			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.2.4. Impacts on Unemployment Insurance Receipt (Administrative Data) in Jacksonville

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	58%	62%	65%	-4	3	-7**†
Received benefits	58	65	67	-7**††	2	-9***†††
Received extended benefits	16	20	18	-4	-2	-2
Number of weeks received UI benefits	11.1	12.9	12.8	-1.7*	-0.1	-1.7
Amount of UI benefits received	$2,712	$3,090	$3,017	-$377	-$73	-$305
Five Quarters After RA						
Filed a claim	13%	13%	15%	0	3	-3
Received benefits	51	55	60	-3	5	-8**††
Received extended benefits	33	38	42	-5	3	-9**††
Number of weeks received UI benefits	9.8	11.5	13.5	-1.7†	2.0*	-3.7***†††
Amount of UI benefits received	$2,490	$3,153	$3,383	-663††	229	-893*†
Sample Size	263	260	256			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.2.5. Impacts on Unemployment Insurance Receipt (Administrative Data) in Atlanta

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	67%	68%	71%	-1	3	-3
Received benefits	71	72	74	-1	2	-3
Received extended benefits	17	18	21	-2	3	-5**†
Number of weeks received UI benefits	17.3	17.6	18.5	-0.2	1.0	-1.2
Amount of UI benefits received	$3,358	$3,464	$3,734	-$106	$270††	-$376**†
Five Quarters After RA						
Filed a claim	12%	12%	14%	0	2	-2
Received benefits	65	67	66	-1	0	-1
Received extended benefits	48	45	49	2	4	-2
Number of weeks received UI benefits	19.7	20.5	20.1	-0.7	-0.3	-0.4
Amount of UI benefits received	$3,324	$2,980	$3,308	344	327	17
Sample Size	473	469	466			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.2.6. Impacts on Unemployment Insurance Receipt (Administrative Data) in Northeast Georgia

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	78%	58%	55%	20**††	-3	23***†††
Received benefits	88	61	61	27***†††	0	27***†††
Received extended benefits	21	22	16	-1	-6	5
Number of weeks received UI benefits	23.7	17.3	17.2	6.4*†	-0.1	6.5*†
Amount of UI benefits received	$3,765	$3,138	$2,231	$627	-$907*	$1,534***†††
Five Quarters After RA						
Filed a claim	13%	15%	16%	-2	1	-3
Received benefits	79	57	55	22***†††	-2	25***†††
Received extended benefits	51	37	36	14	-1	15*††
Number of weeks received UI benefits	24.7	16.1	18.9	8.6***†††	2.8	5.7*††
Amount of UI benefits received	$3,097	$3,243	$3,552	-147	308	-455
Sample Size	57	56	58			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.2.7. Impacts on Unemployment Insurance Receipt (Administrative Data) in North Cook County

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	58%	61%	63%	-3	3	-5**†
Received benefits	61	63	65	-2	2	-4*†
Received extended benefits	21	20	20	0	0	0
Number of weeks received UI benefits	11.1	12.0	11.9	-0.9	-0.1	-0.8
Amount of UI benefits received	$3,774	$4,125	$3,987	-$352	-$139	-$213
Five Quarters After RA						
Filed a claim	8%	6%	6%	2	0	2
Received benefits	60	58	64	2	6**†	-4
Received extended benefits	42	42	46	0	4	-4
Number of weeks received UI benefits	10.5	9.6	11.0	0.8	1.4**	-0.6
Amount of UI benefits received	$4,466	$4,070	$4,448	396	378	17
Sample Size	604	603	602			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.2.8. Impacts on Unemployment Insurance Receipt (Administrative Data) in Charlotte

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	77%	75%	73%	1	-2	3†
Received benefits	77	75	73	1	-3	4†
Received extended benefits	23	19	21	4*††	2	2
Number of weeks received UI benefits	15.9	15.4	14.2	0.5	-1.2	1.7*††
Amount of UI benefits received	$4,658	$4,500	$4,458	$158	-$42	$200
Five Quarters After RA						
Filed a claim	29%	32%	33%	-2	1	-4
Received benefits	74	74	76	0	1	-1
Received extended benefits	59	56	57	3	1	2
Number of weeks received UI benefits	20.0	20.3	20.8	-0.3	0.5	-0.8
Amount of UI benefits received	$6,871	$6,427	$6,793	444	366	77
Sample Size	467	466	468			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for other sites at the 0.10/0.05/0.01 level.

Table H.2.9. Impacts on Unemployment Insurance Receipt (Administrative Data) for Dislocated Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	78%	80%	81%	-2	1	-3**††
Received benefits	81	82	82	-1	0	-1
Received extended benefits	24	24	24	0	0	-1
Number of weeks received UI benefits	19.3	19.9	19.5	-0.6	-0.5	-0.2
Amount of UI benefits received	$4,593	$4,763	$4,649	-$171	-$115	-$56
Five Quarters After RA						
Filed a claim	20%	18%	19%	1	1	0
Received benefits	76	76	78	0	2	-2*
Received extended benefits	48	47	50	1	3**	-3*
Number of weeks received UI benefits	20.5	20.8	21.3	-0.3	0.4	-0.7
Amount of UI benefits received	$4,520	$4,218	$4,686	302	468**	-166
Sample Size	1,769	1,874	1,817			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.2.10. Impacts on Unemployment Insurance Receipt (Administrative Data) for Adult Workers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	44%	43%	42%	1	-1	2††
Received benefits	44	42	43	2	0	2
Received extended benefits	4	5	4	-2	-1	-1
Number of weeks received UI benefits	8.2	8.4	8.0	-0.2	-0.4	0.2
Amount of UI benefits received	$1,349	$1,493	$1,441	-$144	-$51	-$92
Five Quarters After RA						
Filed a claim	14%	13%	14%	1	1	0
Received benefits	45	43	44	2	1	1
Received extended benefits	22	20	21	1	1	0
Number of weeks received UI benefits	13.5	12.4	12.9	1.1	0.5	0.5
Amount of UI benefits received	$2,953	$2,721	$2,881	232	161	72
Sample Size	877	773	810			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.2.11. Impacts on Unemployment Insurance Receipt (Administrative Data) for Customers With at Most a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	69%	68%	69%	1†	1	0
Received benefits	69	68	69	1	0	1
Received extended benefits	15	14	15	0	0	0
Number of weeks received UI benefits	15.3	15.4	15.1	0.0	-0.2	0.2
Amount of UI benefits received	$3,225	$3,220	$3,188	$5††	-$32	$37
Five Quarters After RA						
Filed a claim	19%	17%	18%	2	1	1
Received benefits	68	66	68	2	2*	-1
Received extended benefits	39	37	40	2	4***	-2
Number of weeks received UI benefits	20.0	19.4	19.9	0.6	0.5	0.1
Amount of UI benefits received	$3,991	$3,674	$4,190	317	516***	-199
Sample Size	1,735	1,719	1,715			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.2.12. Impacts on Unemployment Insurance Receipt (Administrative Data) for Customers With More Than a High School Diploma

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	66%	69%	70%	-3*†	0	-4*
Received benefits	70	72	72	-1	1	-2
Received extended benefits	22	24	24	-2	0	-2
Number of weeks received UI benefits	16.9	18.3	17.4	-1.4**	-0.8	-0.6
Amount of UI benefits received	$4,260	$4,739	$4,525	-$479**††	-$213	-$265
Five Quarters After RA						
Filed a claim	16%	16%	17%	-1	1	-1
Received benefits	63	65	65	-2	0	-2
Received extended benefits	41	43	43	-2	0	-2
Number of weeks received UI benefits	15.2	15.9	16.3	-0.7	0.4	-1.0
Amount of UI benefits received	$4,098	$3,855	$4,047	243	193	51
Sample Size	911	928	912			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.2.13. Impacts on Unemployment Insurance Receipt (Administrative Data) for Customers With a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	68%	69%	71%	-1	1	-2
Received benefits	71	72	72	-1	0	-1
Received extended benefits	20	21	20	-2	-1	-1
Number of weeks received UI benefits	16.5	18.0	17.0	-1.5	-1.0	-0.5
Amount of UI benefits received	$3,894	$4,192	$4,030	-$299	-$163	-$136
Five Quarters After RA						
Filed a claim	18%	19%	18%	-1	-1	0
Received benefits	67	66	67	1	1	0
Received extended benefits	40	42	41	-2	-1	-1
Number of weeks received UI benefits	17.4	18.2	18.2	-0.8	0.0	-0.8
Amount of UI benefits received	$4,212	$3,685	$3,828	528	144	384†
Sample Size	625	638	642			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.2.14. Impacts on Unemployment Insurance Receipt (Administrative Data) for Customers Without a Vocational Certification

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	68%	68%	68%	-1	0	-1
Received benefits	69	69	69	0	0	0
Received extended benefits	17	17	17	0	0	-1
Number of weeks received UI benefits	15.7	15.8	15.6	-0.2	-0.3	0.1
Amount of UI benefits received	$3,487	$3,607	$3,533	-$120	-$74	-$46
Five Quarters After RA						
Filed a claim	18%	16%	18%	2	2	0
Received benefits	66	66	67	1	2	-1
Received extended benefits	39	38	41	2	4**	-2
Number of weeks received UI benefits	18.7	18.2	18.8	0.4	0.6	-0.1
Amount of UI benefits received	$3,973	$3,759	$4,242	214	483**	-269†
Sample Size	2,021	2,009	1,985			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.2.15. Impacts on Unemployment Insurance Receipt (Administrative Data) for Customers Over 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	66%	67%	70%	-1	3*†	-3**†
Received benefits	68	68	69	0	1	-1
Received extended benefits	18	17	17	1	0	1
Number of weeks received UI benefits	15.4	15.7	15.3	-0.3	-0.4	0.1
Amount of UI benefits received	$3,559	$3,670	$3,570	-$112	-$100	-$12
Five Quarters After RA						
Filed a claim	18%	17%	19%	0	1	-1
Received benefits	66	66	68	0	2	-2
Received extended benefits	39	38	42	1	4**	-3*
Number of weeks received UI benefits	17.7	18.5	19.0	-0.8††	0.5	-1.3**††
Amount of UI benefits received	$3,882	$3,655	$4,178	226	522**	-296
Sample Size	1,394	1,378	1,339			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.2.16. Impacts on Unemployment Insurance Receipt (Administrative Data) for Customers Under 40

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	69%	70%	68%	-1	-1†	1†
Received benefits	71	71	71	0	0	0
Received extended benefits	17	19	19	-2	0	-2
Number of weeks received UI benefits	16.4	17.0	16.6	-0.6	-0.4	-0.2
Amount of UI benefits received	$3,613	$3,832	$3,741	-$219	-$91	-$128
Five Quarters After RA						
Filed a claim	19%	16%	17%	2	0	2
Received benefits	66	65	66	1	1	0
Received extended benefits	40	39	41	1	1	0
Number of weeks received UI benefits	19.1	17.9	18.3	1.2*††	0.4	0.7††
Amount of UI benefits received	$4,216	$3,844	$4,086	372	242	130
Sample Size	1,252	1,269	1,288			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.2.17. Impacts on Unemployment Insurance Receipt (Administrative Data) for Female Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	69%	68%	70%	1	2	-1
Received benefits	70	69	71	1	2†	-1
Received extended benefits	16	16	18	0	2†	-2
Number of weeks received UI benefits	15.3	15.7	15.7	-0.4	0.0	-0.4
Amount of UI benefits received	$3,377	$3,472	$3,589	-$95	$117††	-$212
Five Quarters After RA						
Filed a claim	19%	16%	18%	2*	2	1
Received benefits	68	67	68	1	1	0
Received extended benefits	41	39	42	2	2	0
Number of weeks received UI benefits	19.2	18.9	19.1	0.3	0.3	0.1
Amount of UI benefits received	$4,096	$3,991	$4,125	105	134†	-29
Sample Size	1,428	1,415	1,402			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.2.18. Impacts on Unemployment Insurance Receipt (Administrative Data) for Male Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	67%	69%	68%	-3	-1	-1
Received benefits	69	71	69	-1	-2†	0
Received extended benefits	19	20	18	-1	-2†	1
Number of weeks received UI benefits	16.6	17.2	16.2	-0.6	-1.0	0.4
Amount of UI benefits received	$3,826	$4,066	$3,727	-$240	-$339**††	$99
Five Quarters After RA						
Filed a claim	17%	17%	17%	0	0	0
Received benefits	64	64	67	0	2	-3*
Received extended benefits	37	38	41	-1	3	-3*
Number of weeks received UI benefits	17.4	17.4	18.1	-0.1	0.7	-0.7
Amount of UI benefits received	$3,948	$3,451	$4,164	496**	713***†	-216
Sample Size	1,218	1,232	1,225			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.2.19. Impacts on Unemployment Insurance Receipt (Administrative Data) for Nonminority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	63%	66%	65%	-3*†	-1	-2
Received benefits	67	68	68	-1	0	-1
Received extended benefits	28	29	28	0	-1	1
Number of weeks received UI benefits	15.1	15.8	14.7	-0.7	-1.1*	0.4
Amount of UI benefits received	$4,661	$4,979	$4,753	-$318**	-$226	-$92
Five Quarters After RA						
Filed a claim	7%	5%	5%	2	0	2
Received benefits	60	61	62	-1	0	-2
Received extended benefits	56	59	60	-2††	2	-4*
Number of weeks received UI benefits	5.7	5.2	6.0	0.5	0.8	-0.3
Amount of UI benefits received	$4,320	$4,065	$4,581	255	516**	-260
Sample Size	1,156	1,180	1,150			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.

Table H.2.20. Impacts on Unemployment Insurance Receipt (Administrative Data) for Minority Customers

	Means			Impacts		
	A1: Structured Choice	A2: Guided Choice	A3: Maximum Choice	Between A1 & A2	Between A3 & A2	Between A1 & A3
Five Quarters Before RA						
Filed a claim	71%	70%	72%	1†	2	-1
Received benefits	72	71	72	1	1	0
Received extended benefits	9	9	10	-1	1	-2
Number of weeks received UI benefits	16.5	16.8	16.9	-0.3	0.1	-0.4
Amount of UI benefits received	$2,737	$2,778	$2,788	-$41	$10	-$51
Five Quarters After RA						
Filed a claim	27%	26%	28%	1	2	-1
Received benefits	71	69	72	2	2	-1
Received extended benefits	26	23	27	3*††	3**	0
Number of weeks received UI benefits	28.3	28.4	28.6	-0.1	0.2	-0.3
Amount of UI benefits received	$3,803	$3,489	$3,797	313	308	6
Sample Size	1,490	1,467	1,477			

SOURCE: State Unemployment Insurance records

NOTES: The approach means and impacts are regression adjusted. The regression predictors include: demographics (age, sex, race/ethnicity), marital status, has children (yes or no), education level (associate's degree, bachelor's degree or higher), vocational certification, primary language (English or not), type of worker (dislocated or adult), and baseline employment characteristics (employed at baseline, earnings in 12 months prior to baseline).

RA = random assignment

* / ** / *** Estimate significantly different from zero at the 0.10 / 0.05 / 0.01 level.
† / †† / ††† Estimate significantly different from the estimate for those not in subgroup at the 0.10/0.05/0.01 level.