

# The Education and Work Experiences of PROMISE Youth

**December 6, 2022**

Monica Farid, Karen Katz, Anna Hill, and Ankita Patnaik

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**Submitted to:**

Social Security Administration  
Office of Research, Demonstration, and  
Employment Support  
6401 Security Blvd., 4303 Annex Building  
Baltimore, MD 21235  
Project Officer: Jeffrey Hemmeter  
Contract Number: SS00-13-60044

**Submitted by:**

Mathematica  
1100 1st Street, NE, 12th Floor  
Washington, DC 20002-4221  
Telephone: (202) 484-9220  
Facsimile: (202) 863-1763  
Project Director: Gina Livermore  
Reference Number: 40304.6BC

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## Acknowledgements

This study is part of the Promoting Readiness of Minors in Supplemental Security Income (PROMISE) national evaluation. The authors would like to thank the many people who made the PROMISE evaluation possible and who contributed to this report. We are especially grateful to the youth, parents, and guardians who enrolled in the evaluation and provided data about their lives. The evaluation would not have been possible without the invaluable support provided by staff at the U.S. Department of Education and the six PROMISE programs. We thank the PROMISE project officer at the Social Security Administration, Jeffrey Hemmeter, who contributed his keen insight and useful guidance to the evaluation in general and this report in particular.

At Mathematica, we received notable assistance from many colleagues. Christian Carrillo, Addison Larson, Jeremy Page, and Liz Potamites provided excellent programming support. Karen CyBulski and Holly Matulewicz directed the youth and parent surveys that collected the data upon which this report is based, with support from Forest Crigler, Ced Moise, Alexandra Saunders, and Brianna Sullivan. Eric Grau and Cathy Lu generated the survey nonresponse and sampling weights. Cayla Roby and Imani Williams provided operations support. Gwyneth Olson created the graphics, Donovan Griffin provided editorial assistance, and Sharon Clark and Grazia Maroso Mieren provided production support. This report benefited greatly from careful review by Gina Livermore and Todd Honeycutt.

We thank everyone for their valuable input and support. The opinions and conclusions expressed in this report are solely those of the authors and do not represent the opinions or policy of any agency of a state or the federal government.

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## Acronyms and Abbreviations

ACS	American Community Survey
ASPIRE	Achieving Success by Promoting Readiness for Education and Employment
CaPROMISE	California PROMISE
ED	U.S. Department of Education
GED	General Educational Development
IT	Information technology
LEA	Local education agency
MD	Maryland
N	Sample size
NYS	New York State
PROMISE	Promoting Readiness of Minors in Supplemental Security Income
RA	Random assignment
SSA	Social Security Administration
SSI	Supplemental Security Income
VR	Vocational rehabilitation
WI	Wisconsin

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## Executive Summary

Youth with disabilities face significant barriers to achieving education and employment outcomes. Substantial research has examined the educational and employment outcomes of youth with disabilities. There has been less research on the context within which these outcomes occur. This study builds on a five-year evaluation of the impact of the Promoting Readiness of Minors in Supplemental Security Income (PROMISE) initiative by providing a more detailed picture of PROMISE youth’s employment, education, training, and living arrangements and benchmarking youth outcomes against those of similarly aged youth with and without disabilities.

### A. Study context and research questions

PROMISE aimed to improve the long-term self-sufficiency of youth receiving Supplemental Security Income by funding six programs to provide educational, vocational, and other services to youth and their families as well as improve service coordination between state and local agencies. The national evaluation, which used a random assignment (RA) study design, found that all six programs increased youth’s use of transition services in the 18 months after RA and that some of the programs had longer-term impacts on youth’s employment and income five years after RA (Mamun et al. 2019; Patnaik et al. 2022a). In this study, we use data from the PROMISE five-year surveys and information from the American Community Survey (ACS) to explore the following questions:

1. What were the living arrangements, education, training, and employment outcomes of youth in the PROMISE treatment and control groups?
2. Did PROMISE treatment group youth differ from control group youth in terms of their:
  - Living arrangements (for example, where they lived or whether they had children for whom they were responsible),
  - Engagement in education and training (for example, the kinds of schools they attended and the reasons they stopped attending school), or
  - Engagement in job search and employment (for example, the jobs they had, how they found work, and their reasons for not working)?
3. How do the employment, education, and economic outcomes of PROMISE youth compare to those of similarly aged youth with and without disabilities living in the PROMISE states?

### B. Findings

Five years after RA, more than four in five PROMISE control and treatment group youth lived with a parent, and among those who did not, almost half lived in a home that they rented or owned. Consistent with the findings of the five-year impact evaluation (Patnaik et al. 2022a), a smaller share of the treatment group youth lived in a correctional facility. Treatment group youth were also more likely to report responsibility for a child relative to the control group.

Youth in the treatment and control groups enrolled in education and training five years after RA at similar rates and attended similar types of schools and programs but PROMISE treatment group youth had lower levels of educational attainment. The five-year impact analysis found that PROMISE reduced the share of youth who had a General Education Development (GED), high school diploma, or certificate of completion (Patnaik et al. 2022a). Given the reduction in educational attainment and the increased

employment that the treatment group also experienced, PROMISE may have nudged some youth toward employment and away from education.

Although treatment group youth had higher employment rates relative to the control group, there were few differences in job characteristics among employed youth or in work search activities and perceived barriers to employment among those not employed. PROMISE may have increased youth's connections to or understanding of other public employment programs; among employed youth, a larger share of treatment group youth found their job through an American Job Center, and among youth who had looked for work in the four weeks before the survey, a larger share had contacted a VR agency.

Comparisons with ACS youth with disabilities suggest that those who were less education-oriented and more work-oriented might have been more likely to enroll in the PROMISE demonstration. Among youth in the PROMISE control group, 27 percent attended postsecondary school at the time of the survey. This share is 37 percentage points lower than that of ACS youth receiving SSI payments and 55 percentage points lower than that of all ACS youth with disabilities. PROMISE control and treatment group youth also had higher employment rates relative ACS youth receiving SSI and looked for work at higher rates compared to all three ACS groups (ACS youth receiving SSI, ACS youth with disabilities, ACS without disabilities).

PROMISE youth experienced worse outcomes than ACS youth with and without disabilities. For example, about 39 percent and 58 percent of ACS youth with and without disabilities, respectively, were employed at the time of interview; these shares were much larger than the shares among PROMISE treatment and control group youth (25 and 27 percent, respectively). In general, PROMISE youth had better employment outcomes than ACS youth receiving SSI but lower levels of enrollment in education overall and enrollment in post-secondary education. The large differences in outcomes between PROMISE youth and ACS youth with and without disabilities underscore the need for supports and services and effective interventions to support youth receiving SSI in their transition to adulthood.

### C. Implications for policy and practice

An implication of this study is that interventions that aim to improve education outcomes for youth with disabilities might benefit from providing their own education services or offering information about and referrals to existing services. ACS youth without disabilities had higher rates of school enrollment and secondary and post-secondary school completion than PROMISE youth, suggesting a need to improve education services for youth with disabilities. On average, PROMISE had no effect on the share of youth enrolled in school or training and decreased the share of youth who received a high school completion credential. While PROMISE programs offered many evidence-based practices, the PROMISE model did not require and the programs generally did not offer targeted services to promote educational attainment. Policymakers and practitioners designing future interventions might consider imposing requirements around evidence-based education services that programs can meet by developing new services or coordinating access to existing services.

A second implication is that interventions designed to increase the employment rates of youth with disabilities do not necessarily improve the quality of youth's jobs. Across all programs, there were few differences between the treatment and control groups in terms of hourly wages, weekly hours worked, job tenure, type of occupation, or job requirements. To some extent, the nature of PROMISE youth's jobs reflects prevailing conditions for all youth, not just those with disabilities. Nonetheless, ACS youth without disabilities had higher earnings and worked more hours than PROMISE youth, which suggests

room to improve the job characteristics of youth with disabilities. Higher wages, longer tenure, and jobs requiring more skills associated with transition services could ultimately increase youth with disabilities' human capital as well as their attachment to the labor force in the long term, thus resulting in better economic trajectories for these youth. This study's findings suggest that policymakers and practitioners have an opportunity to design interventions to promote both the rate of employment and quality of jobs among youth with disabilities.

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## I. Introduction

Youth with disabilities face significant barriers to achieving education and employment outcomes. Compared to their peers without disabilities, youth with disabilities are less likely to graduate from high school, attend a postsecondary education institution, attain a credential conditional on being enrolled in an educational institution, and be employed (U.S. Bureau of Labor Statistics 2021; McFarland et al. 2020; Miller et al. 2020; Newman et al. 2011). Those receiving Supplemental Security Income (SSI) encounter additional challenges in their postschool outcomes, reflecting a combination of their significant health conditions, low household resources, and greater likelihood of household reliance on SSI.

Substantial research has examined the educational and employment outcomes of youth with disabilities. There has been less research on the context within which these outcomes occur. For example, while youth with disabilities have lower employment rates on average, little is known about the types of jobs they hold, how they find work, or their reasons for not working. Similarly, several studies have investigated the effectiveness of transition services such as school transition planning, life skills, work-based learning experiences, cross-agency collaboration, and benefits counseling on the educational and employment outcomes for youth with disabilities (Decker and Thornton 1995; Hemmeter 2014; Fraker et al. 2014; Hemmeter and Cobb 2018). But there is limited evidence about the effect of transition services on more granular outcomes such as the types of schools they attend, the training programs and jobs in which they engage, their self-reported barriers to education, how they find work, and their reasons for not working. The goal of this study is to provide a detailed description of the education and employment experiences of youth enrolled in Promoting Readiness of Minors in SSI (PROMISE). In particular, we study how the educational, vocational, and transition services provided through PROMISE may have affected these experiences.

PROMISE was a joint initiative of the U.S. Department of Education (ED), the Social Security Administration (SSA), the U.S. Department of Health and Human Services, and the U.S. Department of Labor to support youth with disabilities receiving SSI in the transition to adulthood. Under cooperative agreements with ED, six entities across 11 states implemented demonstration programs for SSI recipients who were ages 14 to 16 at enrollment and their families. The programs were implemented in Arkansas (Arkansas PROMISE), California (CaPROMISE), Maryland (MD PROMISE), New York State (NYS PROMISE), Wisconsin (WI PROMISE), and a consortium of six states known collectively as Achieving Success by Promoting Readiness for Education and Employment (ASPIRE). The programs were intended to (1) provide educational, vocational, and other services to the youth and (2) make better use of existing resources by improving service coordination between state and local agencies. ED required the PROMISE programs to provide the following: (1) case management; (2) benefits counseling; (3) financial education; (4) career and work-based learning experiences for youth; and (5) training and information to educate parents and family members about their youth's disability, education needs, and transition processes as well as the family members' own needs.

Under contract to SSA, Mathematica conducted the national evaluation of the PROMISE programs. An 18-month impact study found that ASPIRE increased youth's school enrollment, and all programs increased the likelihood that youth had paid employment during the first 18 months after enrollment (Mamun et al. 2019a). The five-year evaluation found that some programs had impacts on youth's education, employment, and income five years after random assignment (RA) (Patnaik et al. 2022a). In the education domain, NYS PROMISE decreased youth's enrollment in an education or training program, while ASPIRE reduced their likelihood of having a General Education Development (GED), high school

diploma, or certificate of completion. In the employment domain, NYS PROMISE and WI PROMISE increased youth's employment, while CaPROMISE, MD PROMISE, and WI PROMISE increased their income.

In this study, we drew on the rich information collected in the five-year youth survey to provide a more complete picture of PROMISE youth's employment, education, training, and living arrangements than did the five-year impact analysis (Patnaik et al. 2022a). We also benchmark youth outcomes against those of similarly aged youth with and without disabilities using information from the American Community Survey (ACS).

The research questions are the following:

1. What were the living arrangements, education, training, and employment outcomes of youth in the PROMISE treatment and control groups?
2. Did PROMISE treatment group youth differ from control group youth in terms of their:
  - Living arrangements (for example, where they lived or whether they had children for whom they were responsible),
  - Engagement in education and training (for example, the kinds of schools they attended and the reasons they stopped attending school), or
  - Engagement in job search and employment (for example, the jobs they had, how they found work, and their reasons for not working)?
3. How do the employment, education, and economic outcomes of PROMISE youth compare to those of similarly aged youth with and without disabilities living in the PROMISE states?

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## II. Data and Methods

We conducted several types of analyses to examine PROMISE youth’s living, education, and work outcomes five years after enrollment. We describe the data and methods used in these analyses below.

### A. Data

The data sources are the PROMISE five-year youth survey and the IPUMS USA versions of the 2019 and 2020 one-year ACS files (Ruggles et al. 2021).

**PROMISE five-year youth survey.** Mathematica fielded a follow-up survey of youth enrollees about five years after they enrolled in PROMISE, when they were ages 19 to 21. PROMISE youth responded to the survey from May 2019 through August 2021. The surveys collected information that could not be obtained readily from administrative records or other sources. Specifically, we asked questions about youth’s education and training, employment and work-related experiences, health and well-being, self-determination, expectations about the future, and knowledge of SSA rules and other work supports. The survey was administered primarily by telephone. If the interview could not be completed by telephone, we conducted nonrespondent follow-up in person and via a self-administered paper questionnaire mailed to nonrespondents. In-person locating and interviewing was halted from March 2020 to June 2021 because of the COVID-19 pandemic. Response rates were high, averaging at least 80 percent for all programs. The differences in response rates between treatment and control group samples members were small, never exceeding 3 percentage points in any program. More details about the survey data and its administration are provided in Patnaik et al. (2022b).

**ACS.** We used information from the 2019 and 2020 one-year ACS files to benchmark the experiences of PROMISE youth to similarly aged youth with and without disabilities. The ACS includes information about individual and household characteristics, including employment and labor force participation, schooling and educational attainment, and family structure. We chose the 2019 and 2020 one-year ACS files because they align most closely with the timing of the PROMISE five-year survey. To develop a comparable sample to the PROMISE enrollees, we restricted the data to youth ages 19 to 21 at the time of the survey living in PROMISE states.

The specific questions used from each survey are listed in Appendix Table A.1.

### B. Sample

The main analytic sample for this study includes 9,377 youth across the six programs who completed the PROMISE five-year youth survey. Table II.1 shows the sample by program. The sample for this study represents about 83 percent of the PROMISE enrollees who were eligible for the survey; the remaining 17 percent did not respond to the survey. We used weights to account for survey nonresponse and, in the case of CaPROMISE, survey sampling.

**Table II.1. PROMISE five-year youth survey samples, by program**

Sample	All programs	Arkansas PROMISE	ASPIRE	CaPROMISE	MD PROMISE	NYS PROMISE	WI PROMISE
Treatment	4,723	733	797	810	738	847	798
Control	4,654	708	795	795	748	815	793
Total	9,377	1,441	1,592	1,605	1,486	1,662	1,591

ASPIRE = Achieving Success by Promoting Readiness for Education and Employment; CaPROMISE = California PROMISE; MD = Maryland; NYS = New York State; WI = Wisconsin.

The ACS sample consists of 66,084 youth ages 19 to 21 living in PROMISE states. We examined three subsamples: youth with disabilities who received SSI payments (939 youth), all youth with disabilities (4,835 youth), and youth without disabilities (61,249 youth). For the ACS subsample of youth with disabilities, we selected respondents who received SSI payments in the year before the survey and those identified as having a disability based on the U.S. Census Bureau’s six question series that asks respondents if they have difficulty in any of the following areas: hearing, vision, cognition, mobility, self-care, or independent living. Note that the six-question sequence is likely to miss a substantial portion of people who have work-limiting disabilities and also those who participate in SSA benefit programs (Burkhauser et al. 2014). Because of this limitation, we are likely to overestimate employment and associated economic outcomes among ACS youth with disabilities living in PROMISE states. Table II.2 lists the ACS subgroup sample sizes by PROMISE program service area.

**Table II.2. ACS samples, by PROMISE program service area**

Sample	All programs	Arkansas PROMISE	ASPIRE	CaPROMISE	MD PROMISE	NYS PROMISE	WI PROMISE
Receiving SSI	939	47	168	338	56	248	82
Disability	4,835	206	1,039	1,734	284	1,180	392
No disability	61,249	2,058	12,268	25,004	3,856	14,175	3,888

ACS = American Community Survey; ASPIRE = Achieving Success by Promoting Readiness for Education and Employment; CaPROMISE = California PROMISE; MD = Maryland; NYS = New York State; SSI = Supplemental Security Income; WI = Wisconsin.

### C. Methods

We examined data pooled across the six PROMISE programs and over time for the primary analyses. We gave equal weight to each program so that they contributed equally to the estimates of average effects and associations. Because the six programs varied in their implementation of the required services and their five-year impacts on youth outcomes, we also conducted supplementary analyses where we examined each program separately. Appendices B–G contain the results for each program.

Below, we describe the methodological approach we used for each analysis.

## 1. Context of youth outcomes and differences between PROMISE treatment and control group outcomes

The first part of the analysis addresses the first and second research questions regarding (1) the living arrangements, education, training, and employment experiences of PROMISE youth; and (2) whether PROMISE was associated with differences in these outcomes.

We studied a selected set of five-year survey outcomes of PROMISE youth in the treatment and control groups (Table II.3). We used weights to account for survey nonresponse. We compared the mean outcomes between the treatment and control groups after accounting for any differences in a range of youth characteristics using covariate adjustment.<sup>1</sup> We used two-sided *t*-tests to assess whether the adjusted difference in outcomes between the two groups differed significantly from zero.

Many of the study outcomes reflect only particular subgroups of youth (for example, those working or not working). Thus, comparisons between the treatment and control groups do not represent impacts because PROMISE may have affected the size and composition of the subgroup studied. For example, we analyzed some outcomes that are defined only for employed youth, but some PROMISE programs increased the share of youth who were employed.

A few outcomes presented in this report overlap with those in the five-year impact analysis (Patnaik et al. 2022a). We included these outcomes here because they define the universe for a set of outcomes we examine in this report and therefore provide helpful context. For example, it is helpful for a reader to know the share of enrollees who were employed at interview (an outcome analyzed in the five-year impact analysis report) because related outcomes, such as occupation, are measured among youth who were employed at interview. In cases where we examine an outcome also analyzed in the five-year report for the same population, the results presented here are identical to those in the five-year impact report. There are three outcomes (type of school, paid employment, and weekly hours worked) which were examined among all enrollees in the five-year report, and which we examine in this report among those enrolled in school (for type of school) and those employed (for paid employment and weekly hours worked). Because the analysis populations differ across the two reports, estimates of the adjusted difference between the treatment and control group also differ.

To investigate the kinds of jobs PROMISE youth had and the association of PROMISE with differences in the distribution of youth employed in different job types, we grouped employed youth into job categories based on their free text descriptions of their jobs. We also assigned jobs to four broad categories based on their functional requirements. First, we mapped each job to the Standard Occupational Classification code that most closely represented the PROMISE job category. Then, for each job, we identified the required work activities, the “importance” score, and the “level” score associated with each activity using O\*NET data (National Center for O\*NET Development 2022). The importance score captures the frequency of the work activity in a specific job and the level score captures the skill level needed at that particular work-activity. O\*NET provides the following example to help clarify the difference between importance and level: speaking is important for both lawyers and paralegals; however, lawyers (who frequently argue cases before judges and juries) must have a higher level of speaking skill, while paralegals only need an average level of this skill. Finally, we used a scheme similar to one developed by Jensen and Kletzer (2010) and refined by Firpo et al. (2011) to assign each job to one of eight categories based on the importance scores, as shown in Table II.4. We created eight

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<sup>1</sup> We used the same set of control variables as in the impact analysis regression models estimated for the five-year impact evaluation report (see Appendix Table B.1 in Patnaik et al. 2022b).

job-level indicators corresponding to the four categories and investigated the association of PROMISE with any differences in the requirements of youth’s jobs. Assessing PROMISE’s effects on job requirements defined based on the importance score provides insight on whether PROMISE affected the nature of youth’s jobs in terms of the frequency of certain work activities. Assessing PROMISE’s effects on job requirements based on the level score provides insight on whether PROMISE changed the nature of youth’s jobs in terms of the skill-level needed for certain work-activities.

**Table II.3. PROMISE treatment and control group youth outcomes**

Living arrangements	Education	Employment
<p>Among all youth</p> <ul style="list-style-type: none"> <li>Youth is independent</li> <li>Youth has a child (children) for whom they are responsible</li> <li>Where youth lives (for example, in own home, a group home, or a homeless shelter)</li> </ul>	<p>Among all youth</p> <ul style="list-style-type: none"> <li>Enrolled in school</li> <li>High school credential type</li> <li>Enrolled in training program<sup>a</sup></li> <li>Challenges youth faces in furthering their education</li> </ul> <p>Among youth enrolled in an education or training program</p> <ul style="list-style-type: none"> <li>Type of school<sup>b</sup></li> <li>Type of training program</li> </ul> <p>Among youth not enrolled in education</p> <ul style="list-style-type: none"> <li>Reasons youth stopped going to school</li> </ul>	<p>Among all youth</p> <ul style="list-style-type: none"> <li>Employment in the past year<sup>a</sup></li> <li>Employed at interview<sup>a</sup></li> </ul> <p>Among youth employed in the past year</p> <ul style="list-style-type: none"> <li>Number of jobs held in the past year</li> <li>Any self-employment</li> <li>Any paid employment<sup>b</sup></li> </ul> <p>Among youth employed at interview<sup>c</sup></p> <ul style="list-style-type: none"> <li>Paid<sup>b</sup></li> <li>Self-employed</li> <li>Effective hourly wage</li> <li>Weekly hours worked<sup>b</sup></li> <li>Job tenure</li> <li>Type of work/occupation</li> <li>Job requirements</li> <li>How youth found the job</li> </ul> <p>Among youth who did not work in the past year or were not working at interview</p> <ul style="list-style-type: none"> <li>Looked for work in the past four weeks</li> <li>How youth looked for work</li> <li>Reasons that youth looking for work were not working</li> <li>Reasons youth were not working or looking for work</li> </ul>

<sup>a</sup> Denotes an outcome analyzed in the five-year impact analysis (Patnaik et al. 2022a) for the same population. Means and adjusted differences for this outcome are identical to those presented in the five-year impact analysis.

<sup>b</sup> Denotes an outcome analyzed in the five-year impact analysis (Patnaik et al. 2022a) for a different population. Means and adjusted differences for this outcomes differ from those presented in the five-year impact analysis.

<sup>c</sup> If the youth had multiple jobs at interview, we report the characteristics of the job with the highest earnings.

**Table II.4. Job categories by required work activities**

Job category	Work activities
Working with information	Average of importance score (for importance-based variables) or of level score (for level-based variables) across the following work activities: <ul style="list-style-type: none"> <li>• Getting information</li> <li>• Processing information</li> <li>• Analyzing data or information</li> <li>• Documenting/recording information</li> <li>• Interacting with computers</li> </ul>
Working with people	Average of importance score (for importance-based variables) or of level score (for level-based variables) across the following work activities: <ul style="list-style-type: none"> <li>• Assisting or caring for others</li> <li>• Performing or working directly with the public</li> <li>• Establishing or maintaining interpersonal relationships</li> </ul>
Creativity and problem-solving	Average of importance score (for importance-based variables) or of level score (for level-based variables) across the following work activities: <ul style="list-style-type: none"> <li>• Making decisions and solving problems</li> <li>• Thinking creatively</li> </ul>
Physical or manual work	Average of importance score (for importance-based variables) or of level score (for level-based variables) across the following work activities: <ul style="list-style-type: none"> <li>• Inspecting equipment structures or material</li> <li>• Handling and moving objects</li> <li>• Controlling machines and processes</li> <li>• Operating vehicles, mechanized devices, or equipment</li> <li>• Repairing and maintaining mechanical equipment</li> </ul>

**2. Comparing PROMISE enrollees to similarly aged youth with and without disabilities living in PROMISE states**

The second part of the analysis addresses the third research question about how the employment, education, and economic outcomes of PROMISE youth compare to those of similarly aged youth with and without disabilities living in the PROMISE states. First, we examined selected outcomes of PROMISE youth collected from the five-year survey to those of similarly aged youth living in PROMISE states from the ACS (Table II.5). Table II.5 notes the differences between the PROMISE and ACS measures. For the one monetary outcome (earnings in the past 12 months), we inflation adjusted values to 2020 dollars using the Consumer Price Index for Urban Wage Earners and Clerical Workers. For the two continuous outcomes (earnings in the past 12 months and usual weekly hours worked), we removed extreme outliers and winsorized the distribution.<sup>2</sup> Second, we categorized youth in the ACS into three

<sup>2</sup> Winsorizing involves removing or transforming extreme values in a data distribution to reduce the effect of possibly spurious outliers. We winsorized outcome measures at the most granular level of data available. For example, for youth earnings, we winsorized earnings at the job level first rather than at the youth level. We took the following steps for all measures with 100 or more non-zero values. First, we calculated the 99th percentile, excluding zeroes and outlier values (values more than three times the inter-quartile range above the 75th percentile of non-zero values). We then top-coded values above the 99th percentile of the program-specific distribution of non-zero and non-outlier values at the 99th percentile of the program-specific distribution of non-zero and non-outlier

groups: (1) youth with disabilities who received SSI payments, (2) all youth with disabilities, and (3) youth without disabilities. We compared the mean outcomes of each group to those of the PROMISE treatment and control groups after controlling for age, sex, race, and state of residence, which are available in both PROMISE and the ACS. We used two-sided *t*-tests to assess whether the adjusted difference in outcomes between the ACS groups and the PROMISE enrollees significantly differed from zero. We used weights to account for survey nonresponse. However, the weights for 2020 ACS data are experimental and might not fully account for the increased risk of nonresponse bias due to the COVID-19 pandemic (discussed further in Section V). As a result, estimates derived from the 2020 ACS file should be interpreted with caution.

**Table II.5. PROMISE and ACS youth outcomes**

Outcome domains and measures	Difference between PROMISE and ACS measures
<b>Living arrangements</b>	
Lives with at least one parent	None
Has a child they are responsible for	The ACS measure includes only youth's own children while the PROMISE measure includes all children for whom a youth is responsible.
Lives in group quarters	None
Lives in an institution	None
<b>Education</b>	
Currently attending school	None
Enrolled in postsecondary education	None
Has a GED, high school diploma, or certificate of completion	None
Completed some or all of college or university	None
<b>Employment</b>	
Employed in the past year	Employed youth in the ACS include those who work for a family business (including farms) but do not earn wages. PROMISE youth are only counted as employed if they have earnings.
Employed at interview	None
Annual earnings for the past 12 months (\$)	None
Weekly hours worked	We used the ACS measure of usual hours worked per week rather than a measure from a particular week.
Current labor force participation	PROMISE youth in the labor force include those who had any employment or looked for work. ACS youth in the labor force include those who had paid employment or looked for work.
Type of work	None
Self-employed	None
Looking for work	None

ACS = American Community Survey; GED = General Educational Development.

values. We applied the same winsorizing procedure one more time to certain aggregated outcomes after their construction: youth's total earnings from all jobs and youth's and parents' household income. We also bottom-coded two measures (youth's hourly wage and weekly earnings at a job in the past year) at the 1st percentile of the program-specific distribution of the measure using the same procedure.



For the program-specific analyses, we show the results of all ACS comparisons in Appendices B–G. However, because of small sample sizes we discuss only selected comparisons in the report. For ASPIRE, CaPROMISE, and NYS PROMISE, we discuss the comparisons of youth living arrangements, school enrollment, and employment in the PROMISE treatment and control groups and all three ACS groups. For Arkansas PROMISE, MD PROMISE, and WI PROMISE, we discuss the comparisons of youth living arrangements, school enrollment, and employment in the PROMISE treatment and control groups and the ACS groups comprising all youth with disabilities and youth without disabilities.

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### III. Results: PROMISE Youth’s Living Arrangements, Education, and Employment Experiences

In this section, we provide descriptive evidence about youth’s living and family arrangements, education and training, and employment experiences. We find significant differences between the treatment and control groups in all three domains.

#### A. Living arrangements

Most control group youth (84 percent) lived with a parent at the time of the five-year survey (Table III.1). This rate is not surprising given youth’s ages at the time of the survey (19 to 21). As expected, control group youth who were age 16 at enrollment were less likely to report living with a parent five years after enrollment relative to control group youth who were ages 14 or 15 at enrollment (80 percent versus 85 percent; not shown). The PROMISE process analyses found that PROMISE services differed from counterfactual services in their focus on the family unit rather than individual members (Anderson et al. 2018; Honeycutt et al. 2018a; Kauff et al. 2018; Matulewicz et al. 2018; McCutcheon et al. 2018; Selekman et al. 2018). The living arrangements of PROMISE youth suggest the potential importance of these types of family-oriented services. Of control group youth not living with a parent, almost half lived in a home that they themselves rented or owned. The independence of these youth could be a sign of success; alternatively, it could signal difficult family dynamics and a lack of familiar support that might inhibit long-term outcomes.

PROMISE was associated with some differences in youth’s residence type among those who did not live with a parent: a 3-percentage point smaller share of treatment group youth lived in a correctional facility and a 2-percentage point larger share were homeless. The correctional facility finding is consistent with the five-year impact analysis, which found that the PROMISE programs on average decreased the share of youth who had ever been incarcerated and the length of incarceration (Patnaik et al. 2022a), although only one program’s impact on incarceration was significant, and several point estimates were positive.

Relative to the treatment group, a smaller share of the control group reported responsibility for a child. About 9 percent of the control group reported responsibility for a child compared to 10 percent of the treatment group. One possibility for this difference is that treatment group youth became parents at a higher rate than control group youth, perhaps because of their increased employment (discussed in Section III.C) or the PROMISE programs’ social skills training. Another possibility is that treatment and control group youth became parents at the same rate, but the PROMISE services intended to help treatment group youth achieve greater self-sufficiency also encouraged them to take more responsibility for their children. Although not designed to address parenting outcomes, PROMISE offered some services that overlapped with those delivered by effective Responsible Fatherhood programs sponsored by the Administration for Children and Families (Holmes et al. 2020; Tollestrup 2018). For example, standard services such as case management, employment-promoting services, and financial education offered by both PROMISE and many Responsible Fatherhood programs may help youth take greater responsibility for their children.

In program-specific analyses, the treatment and control group did not differ in their likelihood of living with their parents at the time of the survey. However, among youth who did not live with their parents, the treatment group of two programs had different living arrangements relative to the control group (Appendix Tables B.1–G.1). In Arkansas PROMISE, a 13-percentage point smaller share of treatment

group youth lived in a home that they themselves rented or owned, a 6-percentage point smaller share lived in a correctional facility, and a 5-percentage point larger share lived in another type of residence. In NYS PROMISE a 7-percentage point larger share of treatment group youth lived in a homeless shelter. The Arkansas PROMISE correctional facility finding is consistent with the impact analysis finding that the program decreased the share of youth ever incarcerated and the length of incarceration (Patnaik et al. 2022a), but nothing from the impact or process analyses explains the other findings.

**Table III.1. Youth living arrangements (percentages, unless otherwise noted)**

Living arrangement	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
<b>Family structure</b>					
Lives with parent	83.5	-0.6	0.8	4,713	4,642
Has children for whom they are responsible	9.1	1.2*	0.6	4,488	4,424
<b>Residence (among those not living with parent)</b>					
Own home they rent or own	46.5	-4.0	2.5	785	759
Another person’s home	21.9	1.2	2.2	785	759
Group home or supervised living arrangement	9.1	1.4	1.5	785	759
Correctional facility	8.0	-2.5**	1.3	785	759
Dormitory	2.3	0.9	0.8	785	759
Homeless and living on the street or in a car	0.5	1.6***	0.6	785	759
Homeless shelter	0.5	0.3	0.4	785	759
Other	4.2	1.8	1.2	785	759
Missing	7.0	-0.8	1.3	785	759

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for all PROMISE programs. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

N = sample size.

## B. Education

In this section, we describe PROMISE youth’s education outcomes, including the kinds of schools and training programs they attended and their perceived barriers to education.

### 1. Enrollment in education and training and educational attainment

The education and training experiences of PROMISE youth suggest that many youth were still acquiring human capital at five years after RA, as expected. Over one-third of control group youth were enrolled in school at the time of the five-year survey (Table III.2). Of those enrolled, the plurality (43 percent) attended high school, either a school serving all students or one serving only students with disabilities, which is likely a consequence of the fact that many students with disabilities can remain in high school through age 21. The next highest share (30 percent) attended a postsecondary college or advanced degree program. One-tenth of control group youth (11 percent) were enrolled in a training program at the time of

the five-year survey. These youth were most likely to participate in job skills training (53 percent), followed by life skills training (38 percent).

Youth in the treatment and control groups enrolled in education and training at similar rates and attended similar types of schools and programs but PROMISE treatment group youth had lower rates of educational attainment. Whereas 69 percent of control group youth had earned a high school diploma or certificate or completion at the time of the five-year survey and 2 percent had earned a GED, the respective rates for the treatment group were 2 and 1 percentage points lower. The five-year impact analysis found that no program increased the shares of youth enrolled in school or training (NYS PROMISE reduced this share) or that had attained a high school completion credential (ASPIRE reduced this share) (Patnaik et al. 2022a). The lack of impacts on short-term education and training outcomes makes it uncertain whether PROMISE will have an effect on the long-term outcomes of youth. In the five-year impact report (Patnaik et al. 2022a), we suggested a few explanations for the lack of impacts on education:

- The PROMISE model did not emphasize targeted services to promote educational attainment.
- Control group youth had relatively high educational attainment, leaving limited room for PROMISE to improve this outcome.
- The programs may have nudged youth to prioritize labor force participation over more formal education and training. This explanation is consistent with the increase in employment discussed in the next section.

In supplemental program-specific analyses, the treatment group in most programs had lower educational enrollment or attainment at the time of the five-year survey (Appendix Tables B.2–G.2). In NYS PROMISE, a 4-percentage point smaller share of the treatment group were enrolled in school. In ASPIRE, a 5-percentage point smaller share of the treatment group had earned a high school diploma or certificate of completion. In Arkansas PROMISE and CaPROMISE, the shares of youth who acquired a GED were 2 percentage points and 1 percentage point lower, respectively.

Treatment group youth also differed from control group youth in the types of schools and training programs that they attended at the time of the five-year survey in many of the PROMISE programs. These differences may have longer-term effects on employment and other outcomes in the future.

Program-specific differences among youth enrolled in school include the following:

- In ASPIRE, a 6-percentage point smaller share of treatment group youth attended a GED program or other adult education program.
- In MD PROMISE, a 4-percentage point larger share of treatment group youth attended a postsecondary vocational, technical, business, or trade school.
- In WI PROMISE, a 6-percentage point lower share of treatment group youth attended a postsecondary vocational, technical, business, or trade school and a 7-percentage point larger share attended a postsecondary college or advanced degree program.

Differences among youth enrolled in a training program include the following:

- In Arkansas PROMISE, a 12-percentage point larger share of treatment group youth attended vocational, technical, business, or trade school training.

- In WI PROMISE, a 16-percentage point larger share of treatment group youth attended life skills training.

**Table III.2. Youth enrollment in education and training and educational attainment (percentages, unless otherwise note)**

Education and training	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Enrolled in school	36.8	-0.8	0.9	4,715	4,642
<b>Type of school (among those enrolled)</b>					
Postsecondary college or advanced degree program	30.1	0.1	1.5	1,729	1,735
High school serving a variety of students	23.6	0.1	1.4	1,729	1,735
High school serving only students with disabilities	19.8	0.8	1.3	1,729	1,735
Postsecondary vocational, trade, or technical school	8.6	-0.0	1.0	1,729	1,735
GED program or other adult education program	7.7	-1.2	0.9	1,729	1,735
Other type of school	6.3	-0.8	0.8	1,729	1,735
Missing	3.9	1.0	0.7	1,729	1,735
Has a GED	2.1	-0.5*	0.3	4,678	4,617
Has a high school diploma or certificate of completion	69.4	-1.6*	0.9	4,680	4,618
Enrolled in a training program	11.0	-0.1	0.7	4,503	4,425
<b>Type of training program (among those enrolled)<sup>a</sup></b>					
Job skills training	52.9	-0.6	3.2	500	493
Life skills training	37.7	0.2	3.1	500	493
Vocational, technical, business, or trade school	18.0	3.2	2.6	500	493
Leadership skills or self-determination skills training	7.6	0.1	1.7	500	493
Other training program	6.3	1.5	1.7	500	493
Missing	1.4	0.4	0.8	500	493

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for all PROMISE programs. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

GED = General Educational Development; N = sample size.

## 2. Barriers to education

The treatment and control groups did not differ in their perceived barriers to education. Both groups cited various reasons for stopping school at similar rates (Table III.3). More than half of youth in both groups stopped school because of graduation. Fewer than 5 percent of youth in either group cited any of the other reasons for stopping school, except for other and missing. Treatment group youth were about 2 percentage points less likely than the control group to report they stopped school because of graduation and 1 percentage point more likely to report stopping because they wanted, needed, or found a job. These findings provide some support for the hypothesis that the programs may have nudged youth away from education and towards employment. Treatment group youth were also about 1 percentage point more likely to report they stopped school because of disliking school or their illness or disability. Both groups also cited various challenges to pursuing postsecondary education or training at the same rates. At least one-third of control group youth agreed with each of the seven challenges presented in the five-year survey, and the same was true of the treatment group. The most commonly cited challenge was physical or mental health issues: 60 percent of youth in both groups agreed that barrier applied to them.

A few possibilities could explain the similar perceptions of educational challenges between the treatment and control groups:

- **The PROMISE programs provided limited education services.** Although the PROMISE model included many evidence-based practices, none of the PROMISE programs offered significant services to address education, and they generally included only one of the many education-related practices and predictors related to transition identified by *Guideposts for Success* and the National Technical Assistance Center on Transition: service providers' involvement with individual transition plans in schools (Honeycutt et al. 2018b).
- **The PROMISE programs provided limited information about or referrals to the education services that existed in the community.** The process analyses could not always assess the extent of information and referral services aimed at education because not all programs reported these services by topic. In addition, staff in some programs reported that they had not provided much support for education at the time of the process analyses (three years after the beginning of enrollment) when youth were ages 15 to 19 but expected to provide more as the youth approached the end of high school.<sup>3</sup>
- **Limited education services existed in the community.** The process analyses found that local education agencies (LEAs) delivered most education services. Informants reported that the quantity and quality of services varied significantly across LEAs.

In supplemental program-specific analyses, the association between PROMISE and perceived barriers to education was not consistent across programs (Appendix Tables B.3–G.3). Among youth who had stopped attending school, the treatment group cited the following reasons for stopping at higher rates than the control group: personal or family problems (Arkansas PROMISE), other reasons (Arkansas PROMISE), illness or disability (ASPIRE and MD PROMISE), and searching for or obtaining employment (MD PROMISE and WI PROMISE). They cited the following reasons for stopping at lower rates: graduation (MD PROMISE), the COVID-19 pandemic (NYS PROMISE), and expulsion (NYS PROMISE). The treatment group was more likely than the control group to agree that the following factors would be challenges to pursuing postsecondary education or training: getting financial aid or help paying for school (Arkansas PROMISE), transportation (CaPROMISE), and other factors (MD

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<sup>3</sup> In many states, youth receiving special education services can remain in high school until age 22.

PROMISE). They were less likely to agree that the following factors would be challenges: a physical or mental health issue (ASPIRE), disability accommodations (ASPIRE and MD PROMISE), the need to work (WI PROMISE), and other factors (Arkansas PROMISE).

**Table III.3. Youth’s perceived barriers to education (percentages, unless otherwise noted)**

Educational barriers	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Stopped attending school	63.2	0.8	0.9	4,715	4,642
<b>Reasons reported for stopping attending school (among those who stopped)<sup>a</sup></b>					
Graduated	56.4	-2.1*	1.3	2,986	2,907
Personal or family problems	4.7	0.5	0.6	2,986	2,907
COVID-19 pandemic	4.0	-0.5	0.5	2,986	2,907
Wanted, needed, or found a job	3.9	1.0*	0.5	2,986	2,907
Did not like school	4.3	1.1**	0.6	2,986	2,907
Illness or disability	4.3	1.0*	0.6	2,986	2,907
Poor grades or not doing well in school	3.7	0.4	0.5	2,986	2,907
Too expensive or could not afford it	2.1	-0.2	0.4	2,986	2,907
General disciplinary problems	1.4	-0.1	0.3	2,986	2,907
Expelled	1.0	-0.4	0.3	2,986	2,907
Older than student age limit or aged out	0.7	0.2	0.2	2,986	2,907
Did not get services or support needed	0.3	0.0	0.1	2,986	2,907
Other	12.4	1.2	0.9	2,986	2,907
Missing	6.0	-0.6	0.6	2,986	2,907
<b>Perceived challenges faced in furthering education (among all youth)<sup>a</sup></b>					
Has physical or mental health issues that would make it difficult	59.8	-1.3	1.0	4,484	4,401
Does not know how to get financial aid or help paying for school	52.9	0.5	1.1	4,475	4,399
Does not do well in school	46.3	0.4	1.1	4,444	4,381
Transportation is a challenge	44.9	-0.7	1.1	4,488	4,425
Does not have enough information about education or training options after high school	43.0	-1.3	1.0	4,473	4,386
Needs to work and cannot attend school while working	41.9	-1.4	1.1	4,450	4,385
Schools cannot accommodate disability	39.1	-1.4	1.0	4,393	4,340

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for all PROMISE programs. The adjusted mean for the treatment group can be calculated by adding the adjusted difference to the control group mean. All outcomes were weighted to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size.



The variation across PROMISE programs is surprising because it does not align with any findings from the process analyses. For example, program staff in CaPROMISE and some regions of NYS PROMISE worked in LEAs and thus did not experience the same challenges collaborating with LEAs as did staff in other programs. However, we do not observe any systematic differences in the perceived barriers to education between youth in CaPROMISE and NYS PROMISE and those in other programs. Variation across programs could have resulted from the programs' services, the services available in the community, or the composition of enrollees. NYS PROMISE, for example, had the largest proportion of youth with an intellectual or developmental disability, who likely have different educational needs than youth with other disabilities.

Also surprising are the apparent contradictions between the reasons youth cited for stopping school and the challenges they anticipated in pursuing postsecondary education or training. For example, treatment group youth in ASPIRE and MD PROMISE were more likely than the control group to report they stopped attending school because of an illness or disability yet less likely to report that a health issue (ASPIRE) or disability accommodations (both programs) would present a challenge to further education or training. Similarly, treatment group youth in Wisconsin PROMISE were more likely than the control group to report they stopped attending school because of searching for or obtaining employment yet less likely to report that the need to work would present a challenge to further education or training. Perhaps self-determination training or other PROMISE services instilled treatment group youth with greater optimism about their abilities, encouraging a belief that they would be able to overcome current challenges in the future. If the treatment group is more successful at negotiating future obstacles than the control group, it could affect longer-term outcomes.

## C. Employment

In this section, we describe PROMISE youth's employment outcomes, including the characteristics of their jobs, their job search activities, and their perceived barriers to employment.

### 1. Employment characteristics

Youth's employment outcomes five years after RA were mixed. About one-quarter of control group youth held a job (paid or unpaid) at the time of the five-year survey and half had worked in the past year (Table III.4). Almost all the youth received payment for their work and 4 in 10 had held the job for over a year. Youth also worked an average of 26 hours per week, a relatively high amount considering many still attended school. Youth's average hourly wage was \$11<sup>4</sup>, which is equal to or lower than the 2021 minimum wage in 6 of the 11 PROMISE states (National Conference of State Legislatures 2022). Youth also tended to work in low-skill occupations. The most common jobs among PROMISE youth employed at interview were cooking (16 percent), cleaning (10 percent), and factory work (10 percent). These occupations align with those traditionally associated with workers with disabilities, often described as the eight Fs: food, filth, fetching, folding, filing, flowers, festive, and friendly (Kim 2019).

PROMISE treatment group youth had higher rates of employment (paid or unpaid). The shares of youth who worked at the time of the five-year survey and who had worked in the year before the survey were each 3 percentage points higher for the treatment group than the control group. The five-year impact analysis found that PROMISE increased youth's paid employment on average (Patnaik et al. 2022a).

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<sup>4</sup> The average hourly wage is based on self-reported wages and hours from the PROMISE five-year survey and may be measured with error.

For the most part, PROMISE treatment and control group youth had similar job characteristics. Of the 22 job categories, PROMISE treatment group youth differed in only two: a larger share of youth worked in child care and a smaller share worked in animal care. The treatment and control group were also similar in their rates of paid employment or self-employment, number of jobs, hourly wages, job requirements, weekly hours worked, and job tenure.

However, the two groups differed in how they found work. In both groups, the most common way that employed youth found their jobs was through a relative or friend (40 percent), followed by an Internet job advertisement (21 percent). Three percent of treatment group youth found their job through the PROMISE program.<sup>5</sup> In addition, a 1-percentage point higher share of treatment group youth found their job through an American Job Center, perhaps because some PROMISE programs referred youth to American Job Centers for job search assistance.

Overall, the supplemental program-specific analyses had similar results to the pooled analyses. However, there were several differences in the association of PROMISE with employment outcomes. We summarize these differences below:

- **Employment rates:** There was a positive relationship between PROMISE and employment rates (paid or unpaid) in three programs (Appendix Tables B.4–G.4). Treatment group youth had a higher rate of employment at the time of the five-year survey in CaPROMISE (4 percentage points), NYS PROMISE (3 percentage points), and WI PROMISE (5 percentage points). In WI PROMISE, treatment group youth also had a higher rate of employment in the year before the survey (6 percentage points). These findings are consistent with those of the five-year impact analysis (Patnaik et al. 2022a), which found that WI PROMISE increased any employment in the year before the survey, paid employment in the year before the survey, and paid employment at the time of the survey and that NYS PROMISE increased paid employment in the year before the survey. CaPROMISE and NYS PROMISE might also have increased other employment outcomes, but the impacts were not statistically significant (the *p*-values ranged from 0.13 to 0.26 in CaPROMISE and 0.12 to 0.14 in NYS PROMISE).
- **Self-employment:** In NYS PROMISE and WI PROMISE, the treatment group had higher rates of self-employment by 4 and 3 percentage points, respectively. These two programs were the only ones that increased paid employment in the year before the five-year survey, which suggests that self-employment might play a role in creating paid work opportunities for youth with disabilities.
- **Occupation:** Among youth who were employed at the time of the five-year survey, treatment group youth worked in the following jobs at higher rates than the control group: gardening (ASPIRE), retail stocking and order filling (CaPROMISE), driving (MD PROMISE), and child care (WI PROMISE). They worked in the following fields at lower rates: retail stocking and order filling (Arkansas PROMISE), driving (ASPIRE), cooking (CaPROMISE), animal care (MD PROMISE), recreation (MD PROMISE), construction (MD PROMISE), and fast food (NYS PROMISE). These differences suggest that Arkansas PROMISE and NYS PROMISE might have moved treatment group youth away from one of the occupations traditionally associated with workers with disabilities (fetching and food, respectively). ASPIRE, on the other hand, might have moved youth into such an occupation

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<sup>5</sup> Most PROMISE enrollees completed the five-year survey after the PROMISE programs had ceased operations. Had the survey occurred earlier, the rate of treatment group youth who found their job through a PROMISE program would likely have been higher.

(flowers). CaPROMISE seems to have moved youth away from one such occupation (food) and into another (fetching).

- **Job requirements:** Job requirements did not differ between the treatment and control groups in any programs, likely because treatment and control group youth worked in various occupations at similar rates.
- **Job characteristics:** In three programs, the treatment group had different job characteristics relative to the control group. In Arkansas PROMISE, the treatment group youth had 0.1 more jobs than control group youth. In MD PROMISE, treatment group youth employed in the year before the survey had a 4-percentage point higher rate of paid employment, perhaps because the program aimed to engage 70 percent of treatment group youth in a paid work experience by the end of program operations. Those employed at the time of the survey worked 3 hours more per week relative to the control group. Finally, MD PROMISE and NYS PROMISE were both associated with small differences in job tenure among youth who were employed at the time of the survey.
- **How youth found work:** As expected, treatment group youth were more likely than control group youth to find jobs through PROMISE in CaPROMISE (1 percentage point), MD PROMISE (4 percentage points), NYS PROMISE (5 percentage points), and WI PROMISE (5 percentage points).<sup>6</sup> CaPROMISE, NYS PROMISE, and WI PROMISE treatment group youth had higher rates of employment at the time of the five-year survey, suggesting that assistance from the programs might have provided an important boost. In many programs, PROMISE was associated with other differences in how youth found their current job. For example, somewhat surprisingly, treatment group youth were less likely to find a job through a special educator (NYS PROMISE) or a vocational rehabilitation (VR) agency (WI PROMISE). Because local education agency staff in NYS PROMISE and VR staff in WI PROMISE delivered program services, treatment group youth who received assistance finding a job in these programs might have attributed the assistance to the programs rather than to a special educator or a VR agency.

**Table III.4. Youth employment characteristics (percentages, unless otherwise noted)**

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Employed in the past year	46.3	3.0***	1.0	4,723	4,654
<b>Employment characteristics (among those employed in the past year)</b>					
Number of jobs	1.6	0.0	0.0	2,318	2,140
Any paid employment	91.6	0.5	0.9	2,047	1,881
Any self-employment	5.5	1.1	0.7	2,244	2,094
Employed at interview	26.6	2.8***	0.9	4,722	4,651
<b>Characteristics of primary job among those employed at interview</b>					
Paid	93.5	-0.4	1.1	1,186	1,045
Self-employed	4.5	0.7	0.9	1,347	1,199
Effective hourly wage (dollars)	11	-0	0	1,186	1,046

<sup>6</sup> In CaPROMISE, MD PROMISE, and WI PROMISE, no control group youth found jobs through PROMISE. In NYS PROMISE, 1 percent of control group youth found jobs through the program. NYS PROMISE case managers met with control group youth, which might explain this finding.

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
<b>Weekly hours worked</b>	<b>25.5</b>	<b>0.8</b>	<b>0.5</b>	<b>1,367</b>	<b>1,207</b>
Tenure: Less than or equal to 12 weeks	22.1	0.1	1.7	1,338	1,188
Tenure: 13 to 24 weeks	18.2	-2.2	1.5	1,338	1,188
Tenure: 25 to 52 weeks	20.1	-0.9	1.6	1,338	1,188
Tenure: More than 52 weeks	39.6	3.1	2.0	1,338	1,188
<b>Occupation</b>					
Cooks and kitchen workers	15.6	-0.4	1.4	1,386	1,222
Cleaners (janitor, maid, housekeeping)	10.3	0.2	1.2	1,386	1,222
Factory and assembly workers	10.1	0.1	1.2	1,386	1,222
Retail stockers and order fillers	8.6	1.3	1.1	1,386	1,222
Cashiers (excluding fast food)	6.8	-0.2	1.0	1,386	1,222
Military	0.9	0.2	0.4	1,386	1,222
Health and personal care aides	5.9	-0.3	0.9	1,386	1,222
Retail store and salespeople	5.4	-0.1	0.9	1,386	1,222
Construction workers	5.2	-0.9	0.8	1,386	1,222
Drivers and delivery	3.1	-0.1	0.7	1,386	1,222
Child care workers	2.8	1.6**	0.7	1,386	1,222
Fast food counter workers and cashiers	2.3	-0.2	0.6	1,386	1,222
Receptionists and front desk workers	2.3	-0.3	0.6	1,386	1,222
Landscapers, gardeners, and groundskeepers	2.2	0.4	0.6	1,386	1,222
Security guards	1.5	0.3	0.5	1,386	1,222
Animal care workers	1.4	-0.7*	0.4	1,386	1,222
Computer programming and IT support workers	1.4	-0.3	0.4	1,386	1,222
Clerical and office workers	1.1	-0.2	0.4	1,386	1,222
Recreation workers	1.1	-0.1	0.4	1,386	1,222
Teachers and teaching assistants	1.0	-0.2	0.4	1,386	1,222
Servers and hosts	0.7	-0.1	0.3	1,386	1,222
<b>Job requirement importance<sup>a</sup></b>	<b>6.7</b>	<b>0.1</b>	<b>1.0</b>	<b>1,386</b>	<b>1,222</b>
Creativity and problem-solving	52.1	-0.1	0.4	1,218	1,085
Working with people	49.4	-0.0	0.5	1,218	1,085
Physical or manual work	45.4	-0.1	0.6	1,218	1,085
Working with information	44.0	-0.6	0.5	1,218	1,085
<b>Job requirement level<sup>a</sup></b>					
Working with people	43.8	-0.1	0.3	1,218	1,085
Physical or manual work	40.1	0.0	0.4	1,218	1,085
Creativity and problem-solving	40.0	-0.2	0.4	1,218	1,085
Working with information	32.0	-0.5	0.4	1,218	1,085
<b>How youth found the job</b>					
Friends, relatives, community members	39.9	-1.7	1.9	1,386	1,222
Internet or website	20.9	-0.5	1.6	1,386	1,222
Direct application to employer	12.2	-0.7	1.3	1,386	1,222

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Special educator, vocational educator, counselor, or school staff	10.4	-0.9	1.2	1,386	1,222
VR or other service agency	4.9	-0.8	0.8	1,386	1,222
Employment agency	2.3	0.4	0.6	1,386	1,222
American job centers	0.6	0.8**	0.4	1,386	1,222
Newspaper ad	0.3	0.3	0.3	1,386	1,222
PROMISE program	0.3	2.5***	0.5	1,386	1,222
Other source	3.6	0.1	0.7	1,386	1,222
Missing	4.6	0.5	0.9	1,386	1,222

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for all PROMISE programs. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> We used Occupational Information Network (O\*NET) data to map importance and level information of work activities for each job category and then collapsed the work activities into four broader categories that group similar job requirements together. The job requirement variables are continuous variables ranging from 1 to 100 where 100 denotes the highest value. For example, a level score of 100 for “working with information” indicates that the job requires the maximum level of skill in working with information, while an importance score of 100 for “working with information” indicates that working with information is a very large component of the job.

IT = information technology; N = sample size; VR = vocational rehabilitation.

## 2. Job search activities and employment barriers among youth looking for work

Among the control group, about one-third of youth reported they had looked for work in the past four weeks at the time of the five-year survey (Table III.5). Among youth looking for work, the most common ways that control group youth looked for work were by reviewing job postings online or in the newspaper (81 percent) or asking relatives or friends (68 percent). These findings align with those described above about the most common ways that employed youth found their current job (Table III.4). Among youth who were looking for work, half said they were not working because they could not find a job they wanted or could not find a job for which they were qualified.

The COVID-19 pandemic affected the rates at which youth looked for work, the ways they searched for work and the reasons they provided for not working. Before COVID-19 onset, 37 percent of control group youth reported looking for work in the past four weeks; PROMISE increased this share by 7 percentage points (Hill et al. 2022). After COVID onset, fewer enrollees were searching for work (31 percent) and PROMISE had no effect on the share of youth looking for work. PROMISE’s effects on job search methods also differed for youth surveyed before vs after COVID-19 onset. PROMISE was associated with a reduction in the share of youth who looked for job through friends or relatives and through job advertisements in a newspaper or the internet prior to COVID onset. After COVID onset, however, there were no differences between treatment and control group youth in these outcomes. Prior to the pandemic, PROMISE may have moved youth from searching for jobs online or via friends and relatives to other search methods, however the COVID-19 pandemic may have dampened this effect.

**Table III.5. Job search activities and perceived barriers to employment among youth looking for work (percentages, unless otherwise noted)**

Activities and barriers	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Looked for work in the four weeks before the interview	32.4	2.0*	1.1	3,144	3,215
<b>Job search methods used (among those looking for work)<sup>a</sup></b>					
Looked through job advertisements in a newspaper or on the Internet	80.5	-1.3	1.8	1,057	1,022
Asked friends or relatives	67.8	-1.5	2.1	1,057	1,022
Contacted employers in person, by mail, or by phone	44.9	0.4	2.2	1,057	1,022
Contacted a state One-Stop, workforce development, or unemployment office	23.5	0.1	1.9	1,057	1,022
Contacted the state VR agency	13.4	2.8*	1.6	1,057	1,022
Other	8.0	0.5	1.2	1,057	1,022
Missing	3.6	0.2	0.8	1,057	1,022
<b>Reported reasons for not working (among those looking for work)<sup>a</sup></b>					
Could not find a job they want	47.8	-2.0	2.2	1,057	1,022
Could not find a job for which they were qualified	47.1	1.0	2.2	1,057	1,022
Did not have reliable transportation to and from work	31.3	0.5	2.1	1,057	1,022
Could not work due to a physical or mental condition	30.9	-0.6	2.0	1,057	1,022
Was attending school and could not work at the same time	15.6	-0.2	1.6	1,057	1,022
Did not want to lose benefits such as Social Security, disability insurance, workers’ compensation, or Medicaid	13.4	-1.3	1.5	1,057	1,022
Was caring for children or others	10.8	1.8	1.4	1,057	1,022
Missing	0.4	0.3	0.3	1,057	1,022

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group mean for all PROMISE programs. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the observed mean for the control group. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size; VR = vocational rehabilitation.

PROMISE treatment group youth looked for work at higher rates (2 percentage points higher) relative to the control group. Job search activities among youth looking for work were similar across the treatment and control groups, however. PROMISE was associated with a 3-percentage point increase in the share of youth who contacted a VR agency to look for work. This is likely because some PROMISE programs referred youth to VR agencies for employment services. Among youth looking for work, those in the treatment and control groups cited various reasons for not working at the same rates.

In supplemental program-specific analyses, three programs were associated with differences in the share of youth looking for work and reported reasons for not working among youth looking for work (Appendix Tables B.5–G.5). We summarize these differences below:

- In MD PROMISE, a 4-percentage point larger share of treatment group youth had looked for work in the past four weeks at the time of the five-year survey, perhaps because of the program's instruction in job search skills.
- In NYS PROMISE, an 8-percentage point larger share of job-hunting treatment group youth said they were not working because they lacked reliable transportation. Nothing from the impact or process analyses suggests an explanation for this finding.
- In WI PROMISE, 9- and 10-percentage point smaller shares, respectively, of job-hunting treatment group youth cited not wanting to lose benefits and a physical or mental condition as reasons for not working. This finding might reflect the benefits counseling and parent education offered by the program, which intended to address youth's and parents' concerns about youth's ability to work and the effect of youth's work on family benefits. WI PROMISE was the only program that increased both youth's and parents' expectations of youth's paid employment and one of two programs that increased youth employment (Patnaik et al. 2022a). Benefit and health considerations might play an important role in employment expectations, which are some of strongest predictors of long-term employment of high school youth with disabilities (Carter et al. 2012; Papay and Bambara 2014; Doren et al. 2012).

### 3. Employment barriers among youth not looking for work

About two-thirds of control group youth said they had not looked for work in the past four weeks at the time of the five-year survey (Table III.6). Among youth not looking for work, common reasons for not working or looking for work included the youth's disability (37 percent) and enrollment in school or a training program (24 percent). Almost two in five youth cited another reason, but, unfortunately, we do not know the details.

Reasons for not looking for work varied somewhat between the treatment and control groups. PROMISE treatment group youth were 3 percentage points less likely to cite their disability, perhaps because the programs' employment services or self-determination training encouraged youth to believe working was possible. Treatment group youth were also 1 percentage point more likely to say there were no jobs available and 4 percentage points more likely to cite another reason.

After the COVID-19 pandemic began, larger shares of control group youth reported a lack of job availability and a lack of jobs they are interested in as reasons for not searching for work, relative to control group youth surveyed before the pandemic (Hill et al. 2022). Differences between the treatment and control group in the reasons for not searching for work did not vary based on whether youth were surveyed before or after the start of the pandemic.

In program-specific analyses, five programs were associated with differences in the reasons youth cited for not looking for work (Appendix Tables B.6–G.6). Treatment group youth were more likely than control group youth to cite their family not wanting them to work (Arkansas PROMISE), fear of losing benefits (ASPIRE), lack of job availability (CaPROMISE) or another reason (NYS PROMISE). This finding is surprising because the programs offered parent education and benefits counseling to address these topics. Perhaps the services increased the salience of these topics without resolving youth's and parents' concerns. Treatment group youth were less likely to cite their disability (Arkansas PROMISE,

CaPROMISE and WI PROMISE), potentially because the programs offered services emphasizing youth’s ability to work.

**Table III.6. Reasons youth were not looking for work (percentages, unless otherwise noted)**

Reasons for not looking for work	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Not looking for work in the four weeks before the interview	67.6	-2.0*	1.1	3,144	3,215
<b>Reported reasons for not looking for work (among those not looking for work)<sup>a</sup></b>					
Disability is too severe	36.9	-2.9**	1.4	2,087	2,193
In school or training program	23.6	-1.5	1.3	2,087	2,193
Did not want to look for work right now	3.6	-0.1	0.6	2,087	2,193
Did not have a way to get to a job	2.9	-0.2	0.5	2,087	2,193
Did not know how to find a job	2.2	-0.1	0.4	2,087	2,193
No jobs available	2.2	0.9*	0.5	2,087	2,193
Raising children and chose not to work now	2.2	0.5	0.5	2,087	2,193
Did not need or want a job right now	1.6	-0.1	0.4	2,087	2,193
Waiting to hear about or start a job	1.3	-0.2	0.3	2,087	2,193
Not interested in the kinds of jobs youth could get	1.1	0.3	0.3	2,087	2,193
Could not get a job and gave up looking	1.0	0.1	0.3	2,087	2,193
Family did not want youth to work	0.7	0.2	0.3	2,087	2,193
Fear of losing benefits	0.7	0.2	0.3	2,087	2,193
Other	38.6	3.5**	1.5	2,087	2,193
Missing	2.7	0.5	0.5	2,087	2,193

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for all PROMISE programs. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size.



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## IV. Results: Comparing PROMISE Enrollees to Youth With and Without Disabilities Living in PROMISE States

The comparisons of education and work outcomes for PROMISE youth with youth in the ACS living in PROMISE states resulted in several notable differences. Table IV.1 and Figure IV.1 presents the outcomes for PROMISE youth separately by treatment status and for three groups of ACS youth: youth receiving SSI payments in the 12 months before the survey, youth with disabilities regardless of SSI payment receipt, and youth without disabilities. In general, PROMISE youth were less likely than ACS youth receiving SSI to report being enrolled in school and more likely to report recent employment. They were also less likely than ACS youth with disabilities to report recent school enrollment and employment.

### A. Living arrangements and education

Relative to all three ACS comparison groups, PROMISE youth were more likely to live with a parent and more likely to be responsible for a child. About 83 percent of PROMISE youth, regardless of treatment status, lived with a parent (Table IV.1). This share was at least 6 percentage points lower among youth in the ACS groups. PROMISE youth were also more likely to live in an institution and less likely to live in group quarters, which include college dormitories. A larger share of PROMISE youth in both research groups were responsible for a child at the time of the survey, compared to the three ACS groups.

The supplemental program-specific analyses had similar findings to the pooled analysis (Appendix Tables B.7–G.7). In all six programs, PROMISE youth were more likely than ACS youth with or without a disability to live with a parent. Of the three states with large enough ACS samples of youth receiving SSI to compare with PROMISE youth, CaPROMISE and NYS PROMISE youth were more likely to live with a parent than ACS youth receiving SSI and ASPIRE youth were equally likely to live with a parent. The variation in living arrangements between the PROMISE and ACS youth might in part reflect the different geographic distribution of the two samples. Whereas the ACS sample is representative at the state level, the PROMISE sample is disproportionately urban because many programs chose to target urban areas for recruitment. For example, about two-fifths of New York State’s population lives in New York City compared to two-thirds of NYS PROMISE enrollees. Youth are more likely to live with a parent in urban areas (Fry et al. 2020).

PROMISE youth, regardless of treatment status, had lower rates of school attendance relative to the ACS groups. PROMISE treatment group youth were 5 percentage points less likely than ACS youth receiving SSI to attend school at the time of the survey. Among those attending school, a considerably smaller share of treatment group youth was enrolled in postsecondary school (32 percentage points) (Table IV.1). As noted previously, many students with disabilities can remain in high school through age 21. At least three-quarters of PROMISE youth in each program received special education or had an Individualized Education Program in the 18 months after RA (Mamun et al. 2019b), making them more likely to remain in high school after age 18. PROMISE treatment group youth were also less likely than the ACS groups to be enrolled in school and attending postsecondary school conditional on school attendance. Comparisons between PROMISE control group youth and the ACS groups reveal a similar pattern to comparisons between treatment group youth and the ACS groups.

PROMISE control group youth had higher high school completion rates relative to ACS youth receiving SSI. Among youth not attending school at the time of the survey, ACS youth receiving SSI and PROMISE treatment group youth were similar in their high school completion rates. In contrast, a 5-percentage point larger share of PROMISE control group youth completed high school compared to ACS

youth receiving SSI. Both PROMISE research groups were more likely than ACS youth receiving SSI to have completed some college. However, the other two ACS groups —ACS youth with and without disabilities—had higher rates of completing some college relative to PROMISE youth.

Echoing the findings of the pooled analysis, the program-specific analyses found that PROMISE youth in five states were less likely than ACS youth with and without disabilities to attend school (Appendix Tables B.7–G.7). PROMISE youth were equally likely to attend school as ACS youth with disabilities in California, where unlike other states youth with disabilities attended school at a lower rate than youth receiving SSI. Of the three states with large enough ACS samples to compare PROMISE youth to ACS youth receiving SSI, PROMISE youth in both research groups were equally likely to attend school in the ASPIRE states. In California, PROMISE treatment group youth attended school at the same rate as ACS youth receiving SSI, but control group youth attended school at a lower rate. In New York State, PROMISE treatment group youth attended school at a lower rate than ACS youth receiving SSI, but control group youth attended school at the same rate. The differences between programs align with the programs' individual effects on school attendance. CaPROMISE increased enrollment in education or training programs, although the impact was not statistically significant (Patnaik et al. 2022a). NYS PROMISE reduced enrollment.

**Table IV.1. Selected living arrangement and education outcomes measured among PROMISE enrollees and ACS youth ages 19–21 living in PROMISE states**

	PROMISE youth		ACS youth ages 19 to 21 living in PROMISE states			Difference between PROMISE treatment youth and ACS youth			Difference between PROMISE control youth and ACS youth		
	Treatment group (A)	Control group (B)	Receiving SSI (C)	Disability (D)	No disability (E)	Receiving SSI (A-C)	Disability (A-D)	No disability (A-E)	Receiving SSI (B-C)	Disability (B-D)	No disability (B-E)
<b>Youth living arrangements</b>											
Lives with at least one parent	83.1	83.6	76.9	61.5	57.9	6.2***	21.5***	25.2***	6.7***	22.1***	25.7***
<b>Among youth not living with a parent</b>											
Lives in group quarters	21.2	21.3	32.6	31.4	36.3	-11.4***	-10.2***	-15.1***	-11.2***	-10.1***	-15.0***
Lives in an institution	16.9	18.4	6.5	5.4	1.6	10.4***	11.5***	15.3***	11.9***	13.0***	16.8***
Is responsible for own child	9.4	8.3	1.3	2.7	3.6	8.2***	6.7***	5.8***	7.1***	5.7***	4.8***
<b>Youth enrollment in education</b>											
<b>Enrolled in school</b>	35.9	36.7	40.5	46.6	61.1	-4.6***	-10.7***	-25.1***	-3.8***	-9.9***	-24.3***
Among youth enrolled in school: Attending postsecondary college or advanced degree program	31.6	31.2	63.1	81.7	95.8	-31.5***	-50.1***	-64.2***	-31.9***	-50.5***	-64.6***
<b>Among youth not enrolled in school</b>											
Completed high school or equivalent	77.3	79.7	74.4	79.7	88.1	2.9	-2.5**	-10.9***	5.3***	0.0	-8.4***
Completed some or all of college or university	6.5	5.6	3.6	10.2	17.8	2.9***	-3.7***	-11.3***	2.0**	-4.6***	-12.2***
<b>Number of youth</b>	4,723	4,654	939	4,835	61,249						

Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files, IPUMS USA, University of Minnesota, [www.ipums.org](http://www.ipums.org).

Note: This table shows the adjusted means in each outcome measure among PROMISE treatment and control group members and three groups of ACS respondents ages 19 to 21: (1) those receiving SSI, (2) those with a disability, and (3) those without a disability. It shows regression-adjusted differences in the outcomes between PROMISE and ACS youth. The regression models controlled for age, gender, race, and state of residence. Estimates of the standard errors are robust to heteroscedasticity. In cases where the observed outcome mean among one of the ACS comparison groups is very small or zero, the regression adjusted mean may be negative. We weighted all statistics to adjust for the ACS sample design and nonresponse to the PROMISE survey.

\*/\*\*/\*\* Difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

ACS = American Community Survey; SSI = Supplemental Security Income.

## B. Employment

PROMISE youth had higher rates of employment than ACS youth ages 19 to 21 receiving SSI, which is consistent with findings from an analysis comparing outcomes of PROMISE control youth and PROMISE-eligible non-enrollees (Patnaik et al. 2022b). Findings from both analyses suggest a positive relationship between PROMISE enrollment and labor force engagement.

PROMISE youth might have been more work-oriented, on average, than ACS youth who received SSI. Compared to ACS youth who received SSI, both PROMISE research groups had higher rates of employment at interview (at least 8 percentage points larger) and of employment in the past year (at least 15 percentage points larger) (Table IV.2). In a related report, we found that control group enrollees in PROMISE were more likely to be employed in the calendar year of their 18th birthday, relative to similar youth who were eligible for PROMISE but did not enroll (Patnaik et al. 2022b). PROMISE youth also looked for work at higher rates compared to all three ACS groups. However, PROMISE youth's employment rates were lower than those among ACS youth with and without disabilities (at least 10 percentage points lower).

There was considerable overlap between the five most prevalent jobs among PROMISE and ACS youth, though there were differences that correspond to different industries and job requirements. The five most common job types among employed PROMISE survey respondents were cooks or kitchen workers, cleaners, factory and assembly workers, retail stockers and order fillers, and cashiers (Table IV.3). Most employed ACS youth had jobs that did not fall into one of the 22 PROMISE job categories, but the most common jobs among ACS youth who received SSI were similar to the top jobs among PROMISE youth. While cooks or kitchen workers, retail stockers and order fillers, and cashiers were among the top five jobs among all youth included in this analysis, compared with PROMISE youth, a smaller share of ACS youth in all three groups were factory and assembly workers or cleaners and a larger share worked as servers and hosts, receptionists and front desk workers, and retail store and salespeople. Cleaners and factory and assembly workers, which were more prevalent among employed PROMISE youth, are jobs with lower requirements for working with people and higher requirements for physical and manual work. Jobs more prevalent among the ACS youth have lower requirements for physical and manual work (except for servers and hosts) but higher requirements for working with people.

In program-specific analyses (Appendix Tables B.8–G.8), we found that PROMISE youth had lower employment rates in the past year and at interview than ACS youth with disabilities in all states except Arkansas. In Arkansas, PROMISE youth and ACS youth with disabilities had the same employment rates in the past year and at interview. In the three states with large enough ACS samples to compare PROMISE youth to ACS youth receiving SSI, PROMISE youth had higher employment rates in the past year and at interview. These program-specific findings support the hypothesis that PROMISE youth might have been more work-oriented than ACS youth who received SSI.

**Table IV.2. Selected employment outcomes measured among PROMISE enrollees and ACS youth ages 19–21 living in PROMISE states**

	PROMISE youth		ACS youth ages 19 to 21 living in PROMISE states			Difference between PROMISE treatment youth and ACS youth			Difference between PROMISE control youth and ACS youth		
	Treatment group (A)	Control group (B)	Receiving SSI (C)	Disability (D)	No disability (E)	Receiving SSI (A-C)	Disability (A-D)	No disability (A-E)	Receiving SSI (B-C)	Disability (B-D)	No disability (B-E)
Labor force participation	53.6	50.2	21.6	48.5	64.9	31.9***	5.1***	-11.3***	28.5***	1.7	-14.8***
Employed in the past year	45.1	42.2	26.8	54.7	73.3	18.3***	-9.6***	-28.3***	15.4***	-12.5***	-31.2***
Employed at interview	27.4	24.9	16.3	39.4	57.6	11.1***	-11.9***	-30.1***	8.6***	-14.5***	-32.7***
<b>Outcomes among youth employed at interview</b>											
Earnings in the past year (\$)	13,905	13,929	9,251	13,659	14,584	4,654***	246	-679***	4,678***	269	-655***
Weekly hours worked	28.5	28.1	24.1	29.0	29.8	4.4***	-0.5	-1.3***	4.0***	-0.8	-1.7***
Self-employed	4.5	4.5	0.3	2.8	2.8	4.2***	1.7**	1.7***	4.2***	1.7**	1.8***
<b>Among youth not employed at interview</b>											
Looking for work	33.3	31.3	8.2	18.6	21.7	25.1***	14.7***	11.6***	23.1***	12.7***	9.6***
<b>Number of youth</b>	4,723	4,654	939	4,835	61,249						

Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files, IPUMS USA, University of Minnesota, www.ipums.org.

Note: This table shows the adjusted means in each outcome measure among PROMISE treatment and control group members and three groups of ACS respondents ages 19 to 21: (1) those receiving SSI, (2) those with a disability, and (3) those without a disability. It shows regression-adjusted differences in the outcomes between PROMISE and ACS youth. The regression models controlled for age, gender, race, and state of residence. Estimates of the standard errors are robust to heteroscedasticity. In cases where the observed outcome mean among one of the ACS comparison groups is very small or zero, the regression adjusted mean may be negative. We weighted all statistics to adjust for the ACS sample design and nonresponse to the PROMISE survey.

\*/\*\*/\*\* Difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

ACS = American Community Survey; SSI = Supplemental Security Income.

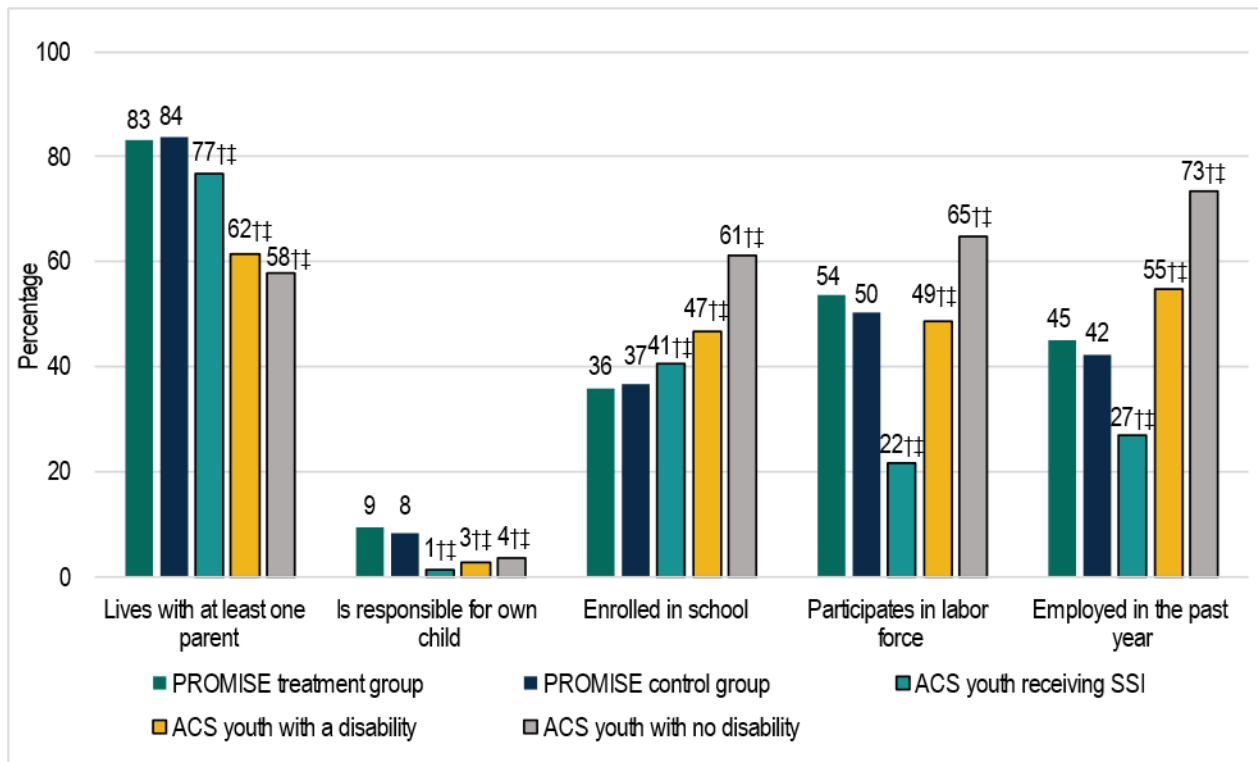
**Table IV.3. Most common jobs among PROMISE and ACS youth**

Rank	PROMISE youth		ACS youth ages 19 to 21 living in PROMISE states		
	Treatment group	Control group	Receiving SSI	Disability	No disability
1	Cooks and kitchen workers	Cooks and kitchen workers	Retail stockers and order fillers	Retail stockers and order fillers	Cashiers (excluding fast food)
2	Retail stockers and order fillers	Factory and assembly workers	Cooks and kitchen workers	Cooks and kitchen workers	Servers and hosts
3	Cleaners	Cleaners	Cashiers (excluding fast food)	Cashiers (excluding fast food)	Retail store and salespeople
4	Factory and assembly workers	Retail stockers and order fillers	Servers and hosts	Receptionists and front desk workers	Retail stockers and order fillers
5	Cashiers (excluding fast food)	Cashiers (excluding fast food)	Receptionists and front desk workers	Retail store and salespeople	Cooks and kitchen workers

Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files.

ACS = American Community Survey; SSI = Supplemental Security Income.

**Figure IV.1. Selected outcomes measured among PROMISE enrollees and ACS youth ages 19–21 living in PROMISE states**



Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files, IPUMS USA

Notes: This figure shows the regression-adjusted means for selected outcome measures among PROMISE treatment and control group members and three groups of ACS respondents ages 19 to 21: (1) those receiving SSI, (2) those with a disability, and (3) those without a disability. It shows regression-adjusted differences in the outcomes between PROMISE and ACS youth. The regression models controlled for age, gender, race, and state of residence. Estimates of the standard errors are robust to heteroscedasticity. We weighted all statistics to adjust for the ACS sample design and nonresponse to the PROMISE survey.

†The mean outcome is significantly different from the mean observed among PROMISE treatment youth ( $p$ -value is less than .05) using a two-tailed  $t$ -test.

‡The mean outcome is significantly different from the mean observed among PROMISE control youth ( $p$ -value is less than .05) using a two-tailed  $t$ -test.

ACS = American Community Survey; SSI = Supplemental Security Income

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## V. Conclusions

In this section, we discuss the findings, note study limitations, and suggest the implications of the findings for future efforts aimed at improving the transition outcomes of youth receiving SSI.

### A. Discussion of findings

**PROMISE treatment and control group youth had different rates of employment but had similar job characteristics, work search activities, and perceived barriers to employment.** This report's comparison of the treatment and control groups found that PROMISE was associated with increased employment, which is consistent with the results of the five-year impact analysis (Patnaik et al. 2022a). PROMISE treatment group youth, on average, had a 3-percentage point higher employment rate at the time of the five-year survey and in the year before the survey.

One reason PROMISE might have improved youth's employment outcomes is that the youth who chose to enroll were those who were interested in working and believed they could benefit from the model's employment services. As posited above, PROMISE might have attracted youth whose postsecondary ambitions focused more heavily on work than education. This report's ACS analysis found that PROMISE youth consistently had better employment outcomes than ACS youth who received SSI, supporting the theory of self-selection. Targeting a receptive audience might have enhanced the effectiveness of the PROMISE program's employment services.

Despite the differences in rates of employment between the two research groups, there were few differences in job characteristics among employed youth or in work search activities and perceived barriers to employment among those not employed. PROMISE may have increased youth's connections to or understanding of other public employment programs: among employed youth, a larger share of treatment group youth found their job through an American Job Center, and among youth who had looked for work in the four weeks before the survey, a larger share had contacted a VR agency.

**Program-specific employment findings in this report provide context for the five-year impact analysis findings.** The five-year impact analysis found positive impacts on paid employment at the time of the five-year survey in CaPROMISE, NYS PROMISE, and WI PROMISE, but the impacts in the first two programs fell just short of statistical significance (Patnaik et al. 2022b). This report found that treatment group youth in CaPROMISE, NYS PROMISE, and WI PROMISE had higher rates of employment at the time of the survey, providing suggestive evidence that all three programs increased employment. This report also found that treatment group youth in NYS PROMISE and WI PROMISE had higher rates of self-employment. These two programs were the only ones that increased paid employment in the year before the survey (Patnaik et al. 2022a), suggesting that self-employment might play a role in creating paid work opportunities for youth with disabilities. Despite the positive impact on employment, these programs had no impact on earnings (Patnaik et al. 2022a). To the extent that PROMISE increased earnings among self-employed youth, the impact analyses based on administrative data might not have captured the increase because of underreporting.

**Youth who were less education-oriented and more work-oriented than other youth with disabilities might have been more likely to enroll in the PROMISE evaluation.** Echoing the results of the five-year impact analysis (Patnaik et al. 2022a), this report's comparison of the treatment and control groups found that PROMISE did not improve youth's educational outcomes. PROMISE, on average, had no association with school enrollment and was associated with a 2-percentage point lower rate of obtaining a

high school diploma or certificate of completion and a 1-percentage point lower rate of obtaining a GED. Considered separately, most PROMISE programs had a negative association with at least one educational outcome. NYS PROMISE was associated with lower rates of enrollment, and Arkansas PROMISE, ASPIRE, and CaPROMISE were associated with reduced credential attainment. PROMISE youth in both the treatment and control groups were considerably less likely than similarly aged youth living in PROMISE states who received SSI to be enrolled in school or college (conditional on school enrollment) at the time of the five-year survey.

A few reasons might explain why PROMISE did not improve youth's education. The PROMISE model did not emphasize targeted services to promote educational attainment. In addition, control group youth had relatively high educational attainment, leaving limited room for PROMISE to improve this outcome. Another possibility is that PROMISE may have encouraged youth to prioritize labor force participation over more years of formal education. However, comparisons with ACS youth suggest that PROMISE youth might have been less interested in formal education than work, even in the absence of PROMISE. Among youth enrolled in school in the control group, 31 percent attended postsecondary school at the time of the survey. This share is 32 percentage points lower than that of ACS youth receiving SSI payments and 51 percentage points lower than that of all ACS youth with disabilities.

**PROMISE youth had different job search and employment experiences than ACS youth with and without disabilities.** About 39 percent and 58 percent of ACS youth with and without disabilities, respectively, were employed at the time of interview; these shares were at least 10 percentage points higher than that among PROMISE youth in either the treatment or control group. Among PROMISE youth who were not employed but looking for work, nearly half said they could not find a job that they wanted or that they were qualified for. Further, among PROMISE youth who were employed, more than one-third worked as cleaners, cooks or kitchen workers, or factory and assembly workers—jobs that typically require hard physical labor, require low levels of creativity and offer limited long-term career growth. PROMISE youth were at most 21 years old at the time of the five-year survey, and we cannot know whether their employment rates or their job types and characteristics may change as they grow older. Nonetheless, the large differences in employment outcomes between PROMISE youth and ACS youth with and without disabilities suggest the need for supports and services and effective interventions to support youth receiving SSI in their transition to adulthood so that they achieve similar experiences to their peers without disabilities or not receiving SSI.

## B. Limitations

The data and methods used for the analyses have some notable limitations.

### 1. Data limitations

Survey data were not available for some sample members because of survey and item nonresponse. Survey nonresponse is a particular concern for the ACS, because the COVID-19 pandemic negatively affected response rates to the 2020 ACS and led to larger nonresponse bias in the sample than in previous years. The U.S. Census Bureau reports that socioeconomic status was more positively correlated with response than in prior years (Rothbaum et al. 2021). To address this, the 2020 ACS file includes experimental sample weights that account for household-level nonresponse and weight individual observations to facilitate the estimation of statistics representative of geographic areas no smaller than states (Ruggles et al. 2021). Nevertheless, even when using these weights, estimates derived from the 2020 ACS file should be viewed with caution. All estimates in this report derived from the ACS and

comparisons made to those estimates should be interpreted as descriptive and with the 2020 data limitations in mind.

For some outcomes constructed from PROMISE survey data, especially those that are defined only for subgroups of youth, item nonresponse contributed to a non-trivial amount of missing data. For example, data on the reason youth stopped attending school are missing for 14 percent of youth who stopped attending. Item nonresponse most commonly occurred when respondents refused to answer or did not know the answer to a question. In addition, a small number of respondents did not have the opportunity to answer all questions because they completed an abbreviated, self-administered version of the five-year survey questionnaire. Large amounts of missing data reduce confidence in the observed patterns of non-missing data and make interpretation of group differences unreliable.

Lack of detail in the PROMISE survey data and inconsistency between the PROMISE and ACS data also affected the quality of the outcomes. Lack of detail is most notable in youth's job responsibilities. Among youth who do computer work, for example, we do not know whether they do data entry or higher skilled tasks such as programming and web page development, or something else. The same outcome may also be measured differently in the PROMISE and ACS data. We highlighted instances of measure misalignment in Table II.2. We cannot verify the extent to which the differences in the measures might have driven the observed differences in outcomes.

## **2. Methods limitations**

We caution readers to avoid interpreting statistically significant differences as impacts when reviewing the comparison of the PROMISE treatment and control groups. Although PROMISE used a random assignment design, the current analysis often compares subgroups of youth defined on post-RA characteristics, so PROMISE could have affected the sizes and compositions of the subgroups. As a result, findings based on such subgroups should not be interpreted as the simple causal effects of the programs.

We did not correct for multiple hypothesis testing in either the comparison of the PROMISE treatment and control groups or the comparison of PROMISE enrollees to ACS youth. Some differences between groups that appear to be statistically significant might have occurred by chance, the likelihood of which increases with the number of tested hypotheses. When discussing results, we focused on those that established a pattern or were consistent with findings from the literature.

Finally, in both the comparison of the PROMISE treatment and control groups and the comparison of PROMISE enrollees to ACS youth, we pooled data across the six PROMISE programs. Pooling data across programs increases the sample size and makes it more likely that we can detect smaller differences between groups as statistically significant. Thus, it allowed us to identify general patterns that we would not have been able to detect in program-specific analyses. However, the average associations can mask significant variation across the programs in the size and significance of those associations. This variation was expected, given differences in how the programs implemented the PROMISE model and the contexts in which they operated. We caution readers to keep this in mind when interpreting the findings from the pooled analyses; the average associations do not provide evidence to support the effectiveness of any of the individual PROMISE programs. For readers interested in program-specific associations, we provide the results of comparisons of treatment and control group youth by programs in the appendix. However, we also note that the sample sizes can be small for some outcomes that are defined only for subgroups of youth.

### C. Implications for policy and practice

The findings from this special topic report have two main implications for programs seeking to improve the employment and education outcomes of youth with disabilities. We summarize two policy implications below.

**Interventions that aim to improve education outcomes for youth with disabilities might benefit from providing their own education services or offering information about and referrals to existing services.** ACS youth without disabilities had higher rates of school enrollment and secondary and postsecondary school completion than PROMISE youth, suggesting there is room to improve education services for youth with disabilities. On average, PROMISE had no effect on the share of youth enrolled in school or training and decreased the share of youth who received a high school completion credential. NYS PROMISE reduced the former outcome, ASPIRE reduced the latter, and the other programs had no impact on either outcome. While PROMISE programs offered many evidence-based practices, the PROMISE model did not require and the programs generally did not offer targeted services to promote educational attainment. Policymakers and practitioners designing future interventions might consider imposing requirements around evidence-based education services that programs can meet by developing new services or coordinating access to existing services. The findings suggest that transition interventions should not assume that youth receive all needed or beneficial education-related services from LEAs. In particular, transition-age youth with disabilities seem to have an unmet need for information. When asked about challenges to pursuing further education, 43 percent of PROMISE youth cited a lack of information about postsecondary education options, and 52 percent cited a lack of information about financial aid. Services dedicated to these topics could help youth make informed decisions about whether to seek further education.

**Interventions that increase the employment rates of youth with disabilities do not necessarily improve the quality of youth's jobs.** The comparison of treatment and control group youth in this report showed mixed evidence of differences in the quality of youth's jobs. On the one hand, PROMISE on average was not associated with differences in rates of paid employment or self-employment, hourly wages, weekly hours worked, job tenure, occupations, or job requirements among youth employed at the time of the five-year survey. Hourly wages were low, and the most common occupations were low skill. On the other hand, individual programs were associated with some differences in youth's job characteristics. MD PROMISE was associated with a higher rate of paid employment among youth employed at the time of the survey. NYS PROMISE and WI PROMISE were associated with higher rates of self-employment among youth employed at the time of the survey, which might offer youth with disabilities greater flexibility and autonomy. To some extent, the nature of PROMISE youth's jobs reflects prevailing conditions for all youth, not just those with disabilities. Nonetheless, ACS youth without disabilities had higher earnings and worked more hours than PROMISE youth, which suggests room to improve the job characteristics of youth with disabilities. In general, the findings point to the need for policymakers and practitioners to design interventions to promote both quantity and quality of employment among youth with disabilities.

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## **Appendix A**

### **Survey Questions**

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**Appendix Table A.1. PROMISE and ACS survey questions, by measure**

Outcome domains and measures	PROMISE survey question	ACS survey question
<b>Living arrangements</b>		
Lives with at parent	Where [do you/does YOUTH] live now?	How is this person related to Person 1?
Has children for which they are responsible	[Do you/Does YOUTH] have any children for whom [you are/[he/she] is] responsible?	Variable constructed by IPUMS USA
Residence	Where [do you/does YOUTH] live now?	Which best describes this building?
<b>Education</b>		
Enrolled in school	[Are you/Is YOUTH] <u>currently</u> attending or enrolled in school?	At any time IN THE LAST 3 MONTHS, has this person attended school or college?
Type of school	What type of school is this?	What grade or level was this person attending?
Has a GED	[Do you/Does YOUTH] have a GED?	What is the highest degree or level of school this person has COMPLETED?
Has a high school diploma or certificate of completion	[Do you/Does YOUTH] have a high school diploma or a certificate of completion from high school?	What is the highest degree or level of school this person has COMPLETED?
Completed some or all of college or university	Not applicable	What is the highest degree or level of school this person has COMPLETED?
Enrolled in training program	[Are you/ Is YOUTH] <u>currently</u> in a training program or taking classes <u>outside of school</u> to help [you/ YOUTH] learn job skills or get a job?	Not applicable
Type of training program	What type of training is this?	Not applicable
Stopped attending school	[Are you/Is YOUTH] <u>currently</u> attending or enrolled in school?	Not applicable
Reasons reported for stopping attending school	Why did [you/YOUTH] stop going to school?	Not applicable
Perceived challenges faced in furthering their education	I'm going to read a list of challenges people sometimes face in furthering their education or training after high school. For each, please tell me whether it will be a challenge for [you/YOUTH] or not.	Not applicable
<b>Employment</b>		
Employed in the past year	[Have you/ Has YOUTH] worked at a job or a business at any time in the past <u>year</u> , since [CURRENT MONTH] [CURRENT YEAR – 1 YEAR]?	When did this person last work, even for a few days?

## Appendix A Survey Questions

Outcome domains and measures	PROMISE survey question	ACS survey question
Number of jobs in the past year	How many jobs [have you/has YOUTH] had within the past <u>year</u> , since [CURRENT MONTH] [CURRENT YEAR – 1 YEAR]?	Not applicable
Any paid employment in the past year	[Do/Did] you/(Does/did) YOUTH get <u>paid by the hour</u> or by how many <u>things</u> [you/[he/she] [(make/do/sell)/ (makes/does/sells)]?	Not applicable
Any self-employment in the past year	[(Are or were) you/ (Is or was) YOUTH] <u>self-employed</u> at [NAME OF PLACE]?	Not applicable
Employed at interview	[Do you/Does YOUTH] still work at [NAME OF PLACE]?	Not applicable
Paid at interview	[Do/Did] you/(Does/did) YOUTH get <u>paid by the hour</u> or by how many <u>things</u> [you/[he/she] [(make/do/sell)/ (makes/does/sells)]?	<ul style="list-style-type: none"> <li>• LAST WEEK, did this person work for pay at a job (or business)?</li> <li>• LAST WEEK, did this person do ANY work for pay, even for as little as one hour?</li> </ul>
Self-employed at interview	[(Are or were) you/ (Is or was) YOUTH] <u>self-employed</u> at [NAME OF PLACE]?	Which one of the following best describes this person's employment last week or the most recent employment in the past 5 years?
Effective hourly wage at interview	About how much [(are/were) you]/(is/was) YOUTH] paid on this job?	Not applicable
Weekly hours worked at interview	How many hours per week [(do/did you)/(does/did) YOUTH] usually work at this job?	During the PAST 12 MONTHS, in the WEEKS WORKED, how many hours did this person usually work each WEEK?
Tenure at interview	When did [you/[he/she] <u>start</u> working at [NAME OF PLACE]? [Do you/Does YOUTH] still work at [NAME OF PLACE]? When did [you/ [he/she]] <u>stop</u> working at [NAME OF PLACE]?	Not applicable
Occupation at interview	What [do you/does YOUTH] do at [NAME OF PLACE]?	What was this person's main occupation?
Job requirements at interview	What [do you/does YOUTH] do at [NAME OF PLACE]?	Not applicable
How youth found job	How did [you/[he/she]] <u>find</u> this job?	Not applicable
Looked for work in the four weeks before the interview	[Have you/Has YOUTH] been <u>looking for work</u> during the last four weeks?	During the LAST 4 WEEKS, has this person been ACTIVELY looking for work?
Job search methods used	I'm going to read you a list of things that some people do to look for work. Please tell me what [you/YOUTH] did during the last four weeks to look for work.	Not applicable

## Appendix A Survey Questions

Outcome domains and measures	PROMISE survey question	ACS survey question
Reported reasons for not working among those looking for work	I'm going to read a list of reasons why some people do not work. For each, please tell me if it is a reason why [you are/YOUTH is] not currently working.	Not applicable
Not looking for work in the four weeks before the interview	[Have you/Has YOUTH] been <u>looking for work</u> during the last four weeks?	Not applicable
Reported reasons for not working among those not looking for work	Why [have you/has YOUTH] decided <u>not</u> to look for work right now?	Not applicable
Labor force participation	[Do you/Does YOUTH] still work at [NAME OF PLACE]? [Have you/Has YOUTH] been <u>looking for work</u> during the last four weeks?	LAST WEEK, did this person work for pay at a job (or business)? LAST WEEK, did this person do ANY work for pay, even for as little as one hour? During the LAST 4 WEEKS, has this person been ACTIVELY looking for work?
Earnings in the past year	About how much [(are/were) you]/(is/was) YOUTH] paid on this job? How many hours per week [(do/did you)/(does/did) YOUTH] usually work at this job? When did [you/[he/she] <u>start</u> working at [NAME OF PLACE]? [Do you/Does YOUTH] still work at [NAME OF PLACE]? When did [you/ [he/she]] <u>stop</u> working at [NAME OF PLACE]?	Wages, salary, commissions, bonuses, or tips from all jobs. Self-employment income from own nonfarm businesses or farm businesses, including proprietorships and partnerships.

ACS = American Community Survey; GED = General Educational Development.

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## **Appendix B**

### **Arkansas PROMISE Findings**

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**Appendix Table B.1. Arkansas PROMISE: Youth living arrangements (percentages, unless otherwise noted)**

Living arrangement	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
<b>Family structure</b>					
Lives with parent	76.1	0.1	2.2	731	707
Has children for whom they are responsible	14.0	2.6	2.0	693	663
<b>Residence (among those not living with parent)</b>					
Own home they rent or own	59.0	-13.2**	5.6	178	167
Another person's home	17.7	6.8	4.5	178	167
Group home or supervised living arrangement	1.6	2.0	1.4	178	167
Correctional facility	10.5	-5.5*	2.8	178	167
Dormitory	1.0	2.8	2.0	178	167
Homeless and living on the street or in a car	0.5	1.4	1.2	178	167
Homeless shelter	0.0	0.0	0.0	178	167
Other	2.9	5.1*	2.7	178	167
Missing	6.7	0.6	3.2	178	167

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for Arkansas PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

N = sample size.

**Appendix Table B.2. Arkansas PROMISE: Youth enrollment in education and training and educational attainment (percentages, unless otherwise noted)**

Education and training	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Enrolled in school	23.6	-2.8	2.2	732	707
<b>Type of school (among those enrolled)</b>					
Postsecondary college or advanced degree program	44.6	-0.6	5.7	156	165
High school serving a variety of students	20.2	2.9	4.6	156	165
High school serving only students with disabilities	3.5	-0.5	2.2	156	165
Postsecondary vocational, trade, or technical school	7.6	4.6	3.5	156	165
GED program or other adult education program	10.7	-1.2	3.5	156	165
Other type of school	8.2	-2.7	2.9	156	165
Missing	5.2	-2.6	2.1	156	165
Has a GED	3.2	-1.6*	0.8	729	706
Has a high school diploma or certificate of completion	75.7	-0.7	2.3	729	706
Enrolled in a training program	8.3	0.8	1.6	698	661
<b>Type of training program (among those enrolled)<sup>a</sup></b>					
Job skills training	60.6	-15.1	9.8	65	56
Life skills training	32.9	1.4	9.2	65	56
Vocational, technical, business, or trade school	6.5	12.1*	6.4	65	56
Leadership skills or self-determination skills training	8.9	-2.6	5.1	65	56
Other training program	16.2	-2.6	6.9	65	56
Missing	0.0	2.1	1.8	65	56

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for Arkansas PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

GED = General Educational Development; N = sample size.

**Appendix Table B.3. Arkansas PROMISE: Youth’s perceived barriers to education (percentages, unless otherwise noted)**

<b>Educational barriers</b>	<b>Control mean</b>	<b>Adjusted difference</b>	<b>Standard error</b>	<b>Treatment group N</b>	<b>Control group N</b>
Stopped attending school	76.4	2.8	2.2	732	707
<b>Reasons reported for stopping attending school (among those who stopped)<sup>a</sup></b>					
Graduated	62.1	-3.5	3.0	576	542
Personal or family problems	2.7	2.0*	1.1	576	542
COVID-19 pandemic	1.7	-0.1	0.7	576	542
Wanted, needed, or found a job	3.5	0.4	1.1	576	542
Did not like school	3.2	1.2	1.2	576	542
Illness or disability	3.9	-0.3	1.2	576	542
Poor grades or not doing well in school	3.3	-0.1	1.1	576	542
Too expensive or could not afford it	1.4	0.0	0.7	576	542
General disciplinary problems	1.6	-0.2	0.7	576	542
Expelled	1.2	0.1	0.7	576	542
Older than student age limit or aged out	0.0	0.2	0.2	576	542
Did not get services or support needed	0.0	0.0	0.0	576	542
Other	10.3	3.6*	1.9	576	542
Missing	8.4	-1.7	1.6	576	542
<b>Perceived challenges faced in furthering education (among all youth)<sup>a</sup></b>					
Has physical or mental health issues that would make it difficult	55.1	-1.5	2.7	693	658
Does not know how to get financial aid or help paying for school	44.9	4.3	2.8	693	658
Does not do well in school	45.3	-0.2	2.8	688	656
Transportation is a challenge	38.8	0.0	2.7	697	665
Does not have enough information about education or training options after high school	38.3	-3.8	2.6	695	660
Needs to work and cannot attend school while working	35.8	-0.0	2.7	690	655
Schools cannot accommodate disability	32.9	0.6	2.6	684	651

Source: PROMISE five-year survey.

## Appendix B Arkansas PROMISE Findings

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Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for Arkansas PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference to the control group mean. All outcomes were weighted to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size.

**Appendix Table B.4. Arkansas PROMISE: Youth employment characteristics (percentages, unless otherwise noted)**

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Employed in the past year	51.2	3.3	2.6	733	708
<b>Employment characteristics (among those employed in the past year)</b>					
Number of jobs	1.5	0.1*	0.1	401	363
Any paid employment	95.2	0.3	1.6	362	323
Any self-employment	6.5	0.1	1.9	388	357
Employed at interview	31.7	4.1	2.5	733	708
<b>Characteristics of primary job among those employed at interview</b>					
Paid	95.3	2.0	2.0	229	195
Self-employed	4.3	0.8	2.0	258	222
Effective hourly wage (dollars)	10	0	0	229	196
<b>Weekly hours worked</b>	<b>28.7</b>	<b>0.3</b>	<b>1.3</b>	<b>263</b>	<b>220</b>
Tenure: Less than or equal to 12 weeks	27.7	-0.0	4.3	256	219
Tenure: 13 to 24 weeks	17.0	4.8	3.6	256	219
Tenure: 25 to 52 weeks	18.6	2.0	3.8	256	219
Tenure: More than 52 weeks	36.7	-6.8	4.6	256	219
<b>Occupation</b>					
Cooks and kitchen workers	21.5	0.0	3.9	267	225
Cleaners (janitor, maid, housekeeping)	7.7	3.0	2.7	267	225
Factory and assembly workers	12.1	-0.9	3.0	267	225
Retail stockers and order fillers	9.6	-4.3*	2.5	267	225
Cashiers (excluding fast food)	4.4	2.0	2.1	267	225
Health and personal care aides	4.6	-0.5	1.8	267	225
Retail store and salespeople	6.1	-2.0	2.0	267	225
Construction workers	5.6	-1.0	2.1	267	225
Drivers and delivery	3.6	0.4	1.9	267	225
Childcare workers	2.1	1.6	1.4	267	225
Fast food counter workers and cashiers	2.4	-0.7	1.4	267	225
Receptionists and front desk workers	2.2	1.4	1.6	267	225

**Appendix B** Arkansas PROMISE Findings

<b>Employment characteristic</b>	<b>Control mean</b>	<b>Adjusted difference</b>	<b>Standard error</b>	<b>Treatment group N</b>	<b>Control group N</b>
Landscapers, gardeners, and groundskeepers	3.7	-0.7	1.7	267	225
Security guards	1.2	-0.0	1.1	267	225
Animal care workers	1.5	-1.0	0.9	267	225
Computer programming and IT support workers	1.3	-1.0	1.0	267	225
Clerical and office workers	0.4	-0.1	0.4	267	225
Recreation workers	0.4	0.9	0.8	267	225
Teachers and teaching assistants	1.0	0.0	1.0	267	225
Military	1.6	0.2	1.3	267	225
Servers and hosts	0.4	0.1	0.6	267	225
Other not listed above	3.3	2.2	1.8	267	225
Missing	3.3	0.4	1.7	267	225
<b>Job requirement importance<sup>a</sup></b>					
Creativity and problem-solving	52.0	-0.5	1.0	237	207
Working with people	47.8	0.6	1.1	237	207
Physical or manual work	45.9	-1.1	1.4	237	207
Working with information	43.5	-0.9	1.2	237	207
<b>Job requirement level<sup>a</sup></b>					
Working with people	43.0	0.4	0.6	237	207
Physical or manual work	41.0	-0.6	0.9	237	207
Creativity and problem-solving	39.7	-0.4	0.9	237	207
Working with information	31.7	-1.0	0.9	237	207
<b>How youth found the job</b>					
Friends, relatives, community members	44.1	-3.3	4.6	267	225
Internet or website	20.5	2.4	3.9	267	225
Direct application to employer	13.6	-0.2	3.3	267	225
Special educator, vocational educator, counselor, or school staff	4.9	0.8	2.1	267	225
VR or other service agency	2.5	1.2	1.6	267	225
Employment agency	5.0	-0.4	2.1	267	225
American job centers	0.4	0.4	0.7	267	225

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Newspaper ad	0.4	0.4	0.7	267	225
PROMISE program	1.0	0.4	1.0	267	225
Other source	3.3	-2.0	1.6	267	225
Missing	4.3	0.2	1.9	267	225

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for Arkansas PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> We used Occupational Information Network (O\*NET) data to map importance and level information of work activities for each job category and then collapsed the work activities into four broader categories that group similar job requirements together. The job requirement variables are continuous variables ranging from 1 to 100 where 100 denotes the highest value. For example, a level score of 100 for “working with information” indicates that the job requires the maximum level of skill in working with information, while an importance score of 100 for “working with information” indicates that working with information is a very large component of the job.

IT = information technology; N = sample size; VR = vocational rehabilitation.

**Appendix Table B.5. Arkansas PROMISE: Job search activities and perceived barriers to employment among youth looking for work (percentages, unless otherwise noted)**

Activities and barriers	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Looked for work in the four weeks before the interview	43.0	-0.6	3.3	436	432
<b>Job search methods used (among those looking for work)<sup>a</sup></b>					
Looked through job advertisements in a newspaper or on the Internet	81.9	-5.6	4.6	183	183
Asked friends or relatives	70.8	-5.4	4.9	183	183
Contacted employers in person, by mail, or by phone	49.1	-3.6	5.6	183	183
Contacted a state One-Stop, workforce development, or unemployment office	29.4	6.2	5.0	183	183
Contacted the state VR agency	10.7	5.7	3.7	183	183
Other	5.8	0.8	2.7	183	183
Missing	1.7	0.9	1.8	183	183
<b>Reported reasons for not working (among those looking for work)<sup>a</sup></b>					
Could not find a job they want	37.2	-4.8	5.3	183	183
Could not find a job for which they were qualified	46.1	-1.6	5.6	183	183
Did not have reliable transportation to and from work	33.2	2.1	5.1	183	183
Could not work due to a physical or mental condition	30.3	-2.3	5.0	183	183
Was attending school and could not work at the same time	14.5	-2.4	3.6	183	183
Did not want to lose benefits such as Social Security, disability insurance, workers' compensation, or Medicaid	10.8	0.5	3.3	183	183
Was caring for children or others	13.8	1.3	3.8	183	183
Missing	0.0	1.0	0.8	183	183

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group mean for Arkansas PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the observed mean for the control group. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size; VR = vocational rehabilitation.



**Appendix Table B.6. Arkansas PROMISE: Reasons youth were not looking for work (percentages, unless otherwise noted)**

Reasons for not looking for work	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Not looking for work in the four weeks before the interview	57.0	0.6	3.3	436	432
<b>Reported reasons for not looking for work (among those not looking for work)<sup>a</sup></b>					
Disability is too severe	33.7	-7.7*	4.1	253	249
In school or training program	17.3	-4.2	3.2	253	249
Did not want to look for work right now	4.9	0.3	1.9	253	249
Did not have a way to get to a job	5.7	1.4	2.3	253	249
Did not know how to find a job	1.9	-0.1	1.4	253	249
No jobs available	0.7	1.7	1.3	253	249
Raising children and chose not to work now	2.5	0.5	1.4	253	249
Did not need or want a job right now	1.8	1.1	1.4	253	249
Waiting to hear about or start a job	0.4	0.4	0.7	253	249
Not interested in the kinds of jobs youth could get	0.7	1.2	1.2	253	249
Could not get a job and gave up looking	1.6	-0.4	1.0	253	249
Family did not want youth to work	0.0	1.6**	0.8	253	249
Feared losing benefits	1.3	-0.9	0.8	253	249
Other	41.4	6.1	4.5	253	249
Missing	4.2	0.1	1.8	253	249

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for Arkansas PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size.

**Appendix Table B.7. Arkansas PROMISE: Selected living arrangement and education outcomes measured among PROMISE enrollees and ACS youth ages 19–21 living in Arkansas**

Outcome	PROMISE youth		ACS youth ages 19 to 21 living in Arkansas			Difference between PROMISE treatment youth and ACS youth			Difference between PROMISE control youth and ACS youth		
	Treatment group (A)	Control group (B)	Receiving SSI (C)	Disability (D)	No disability (E)	Receiving SSI (A-C)	Disability (A-D)	No disability (A-E)	Receiving SSI (B-C)	Disability (B-D)	No disability (B-E)
<b>Youth living arrangements</b>											
Lives with at least one parent	75.9	76.1	78.9	60.1	49.5	-3.0	15.8***	26.4***	-2.8	15.9***	26.6***
<b>Among youth not living with a parent</b>											
Lives in group quarters	13.2	14.2	45.8	16.4	31.3	-32.7***	-3.2	-18.1***	-31.6***	-2.1	-17.1***
Lives in an institution	8.9	13.0	7.4	1.3	1.5	1.5	7.7***	7.5***	5.5	11.7***	11.5***
Is responsible for own child	15.3	12.4	2.0	2.7	6.2	13.3***	12.6***	9.1***	10.4***	9.7***	6.2***
<b>Youth enrollment in education</b>											
Enrolled in school	20.8	23.6	26.9	34.2	54.5	-6.1***	-13.4***	-33.7***	-3.3	-10.6***	-30.9***
Among youth enrolled in school: Attending postsecondary college or advanced degree program	44.1	46.5	67.1	88.2	95.7	-23.0***	-44.1***	-51.7***	-20.6***	-41.7***	-49.2***
<b>Among youth not enrolled in school</b>											
Completed high school or equivalent	80.3	82.3	73.8	85.7	89.6	6.5*	-5.4**	-9.4***	8.5**	-3.4	-7.4***
Completed some or all of college or university	6.4	5.8	6.5	7.9	14.6	-0.0	-1.5	-8.2***	-0.7	-2.2	-8.9***
<b>Number of youth</b>	733	708	47	206	2,058						

Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files, IPUMS USA, University of Minnesota, www.ipums.org.

Note: This table shows the adjusted means in each outcome measure among PROMISE treatment and control group members and three groups of ACS respondents ages 19 to 21: (1) those receiving SSI, (2) those with a disability, and (3) those without a disability. It shows regression-adjusted differences in the outcomes between PROMISE and ACS youth. The regression models controlled for age, gender, race, and state of residence. Estimates of the standard errors are robust to heteroscedasticity. In cases where the observed outcome mean among one of the ACS comparison groups is very small or

zero, the regression adjusted mean may be negative. We weighted all statistics to adjust for the ACS sample design and nonresponse to the PROMISE survey.

**\*/\*\*/\*\*** Difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

ACS = American Community Survey; SSI = Supplemental Security Income.

**Appendix Table B.8. Arkansas PROMISE: Selected employment outcomes measured among PROMISE enrollees and ACS youth ages 19–21 living in Arkansas**

Outcome	PROMISE youth		ACS youth ages 19 to 21 living in Arkansas			Difference between PROMISE treatment youth and ACS youth			Difference between PROMISE control youth and ACS youth		
	Treatment group (A)	Control group (B)	Receiving SSI (C)	Disability (D)	No disability (E)	Receiving SSI (A-C)	Disability (A-D)	No disability (A-E)	Receiving SSI (B-C)	Disability (B-D)	No disability (B-E)
Labor force participation	62.9	60.9	19.8	40.5	63.9	43.1***	22.5***	-1.0	41.1***	20.5***	-3.0*
Employed in the past year	51.9	48.6	19.5	48.8	71.5	32.4***	3.1	-19.5***	29.2***	-0.1	-22.8***
Employed at interview	34.5	30.2	12.5	33.8	56.1	22.0***	0.7	-21.6***	17.8***	-3.5	-25.8***
<b>Outcomes among youth employed at interview</b>											
Earnings in the past year (\$)	12,715	14,079	12,747	15,238	14,422	-31	-2,523**	-1,707***	1,333	-1,159	-343
Weekly hours worked	30.8	31.6	26.0	33.0	31.9	4.8***	-2.2*	-1.1*	5.6***	-1.4	-0.3
Self-employed	4.4	4.2	0.6	0.6	2.2	3.9***	3.8***	2.3***	3.6***	3.6***	2.0***
<b>Among youth not employed at interview</b>											
Looking for work	41.5	41.8	8.9	10.6	20.4	32.6***	30.9***	21.1***	32.9***	31.2***	21.4***
<b>Number of youth</b>	733	708	47	206	2,058						

Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files, IPUMS USA, University of Minnesota, [www.ipums.org](http://www.ipums.org).

Note: This table shows the adjusted means in each outcome measure among PROMISE treatment and control group members and three groups of ACS respondents ages 19 to 21: (1) those receiving SSI, (2) those with a disability, and (3) those without a disability. It shows regression-adjusted differences in the outcomes between PROMISE and ACS youth. The regression models controlled for age, gender, race, and state of residence. Estimates of the standard errors are robust to heteroscedasticity. In cases where the observed outcome mean among one of the ACS comparison groups is very small or zero, the regression adjusted mean may be negative. We weighted all statistics to adjust for the ACS sample design and nonresponse to the PROMISE survey.

\*/\*\*/\*\*\* Difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

ACS = American Community Survey; SSI = Supplemental Security Income.

## **Appendix C**

### **ASPIRE Findings**

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**Appendix Table C.1. ASPIRE: Youth living arrangements (percentages, unless otherwise noted)**

Living arrangement	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
<b>Family structure</b>					
Lives with parent	82.4	-2.1	1.9	795	793
Has children for whom they are responsible	5.5	0.5	1.2	758	767
<b>Residence (among those not living with parent)</b>					
Own home they rent or own	41.6	0.2	5.7	155	142
Another person's home	23.1	1.8	5.0	155	142
Group home or supervised living arrangement	15.1	-0.9	4.1	155	142
Correctional facility	4.3	-0.6	2.1	155	142
Dormitory	3.0	-0.5	2.1	155	142
Homeless and living on the street or in a car	0.0	1.4	1.0	155	142
Homeless shelter	0.0	0.4	0.4	155	142
Other	3.5	-0.8	2.3	155	142
Missing	9.4	-0.9	3.5	155	142

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for ASPIRE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

N = sample size.

**Appendix Table C.2. ASPIRE: Youth enrollment in education and training and educational attainment (percentages, unless otherwise noted)**

Education and training	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Enrolled in school	32.7	0.8	2.3	796	794
<b>Type of school (among those enrolled)</b>					
Postsecondary college or advanced degree program	27.8	-0.7	3.8	266	260
High school serving a variety of students	27.0	6.1	3.8	266	260
High school serving only students with disabilities	14.4	-2.0	3.1	266	260
Postsecondary vocational, trade, or technical school	8.2	1.1	2.5	266	260
GED program or other adult education program	9.6	-6.3***	2.0	266	260
Other type of school	10.1	-1.5	2.3	266	260
Missing	3.0	3.2*	1.7	266	260
Has a GED	0.9	1.0	0.6	791	791
Has a high school diploma or certificate of completion	73.2	-5.0**	2.3	791	791
Enrolled in a training program	10.4	0.9	1.6	759	768
<b>Type of training program (among those enrolled)<sup>a</sup></b>					
Job skills training	46.4	2.0	8.5	88	79
Life skills training	45.6	-8.4	7.7	88	79
Vocational, technical, business, or trade school	24.1	-5.4	7.3	88	79
Leadership skills or self-determination skills training	6.3	-1.0	3.5	88	79
Other training program	2.6	5.9	4.7	88	79
Missing	0.0	1.3	1.2	88	79

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for ASPIRE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

GED = General Educational Development; N = sample size.



**Appendix Table C.3. ASPIRE: Youth’s perceived barriers to education (percentages, unless otherwise noted)**

Educational barriers	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Stopped attending school	67.3	-0.8	2.3	796	794
<b>Reasons reported for stopping attending school (among those who stopped)<sup>a</sup></b>					
Graduated	55.2	-1.3	3.1	530	534
Personal or family problems	6.3	-2.0	1.4	530	534
COVID-19 pandemic	4.6	-0.6	1.2	530	534
Wanted, needed, or found a job	4.5	0.0	1.3	530	534
Did not like school	3.6	1.7	1.3	530	534
Illness or disability	4.1	2.9**	1.4	530	534
Poor grades or not doing well in school	3.5	0.6	1.2	530	534
Too expensive or could not afford it	3.0	-0.4	1.0	530	534
General disciplinary problems	1.4	0.3	0.8	530	534
Expelled	0.4	-0.2	0.3	530	534
Older than student age limit or aged out	0.5	0.2	0.5	530	534
Did not get services or support needed	0.2	0.4	0.4	530	534
Other	13.3	-0.6	2.1	530	534
Missing	4.0	0.9	1.3	530	534
<b>Perceived challenges faced in furthering education (among all youth)<sup>a</sup></b>					
Has physical or mental health issues that would make it difficult	63.7	-4.6*	2.5	757	760
Does not know how to get financial aid or help paying for school	54.2	-2.6	2.5	754	764
Does not do well in school	45.6	4.3*	2.6	748	756
Transportation is a challenge	45.7	-2.7	2.6	756	767
Does not have enough information about education or training options after high school	43.2	-3.5	2.5	755	756
Needs to work and cannot attend school while working	40.8	-0.8	2.5	752	765
Schools cannot accommodate disability	42.8	-5.3**	2.5	737	754

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for ASPIRE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference to the control group mean. All outcomes were weighted to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size.

**Appendix Table C.4. ASPIRE: Youth employment characteristics (percentages, unless otherwise noted)**

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Employed in the past year	48.4	1.8	2.4	797	795
<b>Employment characteristics (among those employed in the past year)</b>					
Number of jobs	1.6	0.0	0.1	396	381
Any paid employment	90.1	-3.9	2.4	357	331
Any self-employment	6.9	-0.4	1.9	381	371
Employed at interview	30.6	0.9	2.3	797	793
<b>Characteristics of primary job among those employed at interview</b>					
Paid	91.5	-3.6	3.0	218	203
Self-employed	7.1	-1.4	2.3	241	236
Effective hourly wage (dollars)	11	-1	0	217	203
<b>Weekly hours worked</b>	<b>24.8</b>	<b>1.0</b>	<b>1.3</b>	<b>248</b>	<b>237</b>
Tenure: Less than or equal to 12 weeks	22.8	-4.6	3.7	242	236
Tenure: 13 to 24 weeks	13.0	-3.1	3.1	242	236
Tenure: 25 to 52 weeks	24.4	1.6	4.0	242	236
Tenure: More than 52 weeks	39.8	6.0	4.6	242	236
<b>Occupation</b>					
Cooks and kitchen workers	12.1	-1.8	3.0	250	240
Cleaners (janitor, maid, housekeeping)	11.4	1.5	3.0	250	240
Factory and assembly workers	11.0	-1.4	2.9	250	240
Retail stockers and order fillers	9.8	-0.1	2.9	250	240
Cashiers (excluding fast food)	6.3	-0.6	2.3	250	240
Health and personal care aides	5.5	0.4	2.1	250	240
Retail store and salespeople	5.8	0.8	2.2	250	240
Construction workers	4.2	0.1	1.8	250	240
Drivers and delivery	4.6	-2.9*	1.6	250	240
Childcare workers	4.9	-1.4	1.8	250	240
Fast food counter workers and cashiers	1.7	0.5	1.1	250	240
Receptionists and front desk workers	3.0	0.2	1.8	250	240

Appendix C ASPIRE Findings

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Landscapers, gardeners, and groundskeepers	2.5	3.6**	1.8	250	240
Security guards	1.2	-0.7	0.8	250	240
Animal care workers	1.7	-0.4	1.0	250	240
Computer programming and IT support workers	0.9	-0.3	0.9	250	240
Clerical and office workers	2.5	-1.6	1.1	250	240
Recreation workers	0.4	0.8	0.9	250	240
Teachers and teaching assistants	1.7	-0.2	1.1	250	240
Military	0.5	0.5	0.8	250	240
Servers and hosts	0.4	0.4	0.5	250	240
Other not listed above	4.1	1.7	2.0	250	240
Missing	3.7	1.0	1.9	250	240
<b>Job requirement importance<sup>a</sup></b>					
Creativity and problem-solving	52.1	0.3	1.0	223	220
Working with people	49.9	0.8	1.1	223	220
Physical or manual work	45.2	1.1	1.3	223	220
Working with information	44.2	-1.4	1.2	223	220
<b>Job requirement level<sup>a</sup></b>					
Working with people	44.0	0.0	0.6	223	220
Physical or manual work	40.2	0.4	0.9	223	220
Creativity and problem-solving	40.1	0.1	0.9	223	220
Working with information	31.9	-0.7	0.9	223	220
<b>How youth found the job</b>					
Friends, relatives, community members	38.6	4.4	4.6	250	240
Internet or website	20.9	-6.5*	3.5	250	240
Direct application to employer	12.8	-2.9	3.1	250	240
Special educator, vocational educator, counselor, or school staff	10.2	2.2	2.9	250	240
VR or other service agency	5.4	0.6	2.2	250	240
Employment agency	2.9	-1.6	1.3	250	240
American job centers	1.2	0.6	1.2	250	240

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Newspaper ad	0.0	0.0	0.0	250	240
PROMISE program	0.0	0.0	0.0	250	240
Other source	4.7	0.4	2.1	250	240
Missing	3.3	2.9	2.1	250	240

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for ASPIRE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> We used Occupational Information Network (O\*NET) data to map importance and level information of work activities for each job category and then collapsed the work activities into four broader categories that group similar job requirements together. The job requirement variables are continuous variables ranging from 1 to 100 where 100 denotes the highest value. For example, a level score of 100 for “working with information” indicates that the job requires the maximum level of skill in working with information, while an importance score of 100 for “working with information” indicates that working with information is a very large component of the job.

IT = information technology; N = sample size; VR = vocational rehabilitation.

**Appendix Table C.5. ASPIRE: Job search activities and perceived barriers to employment among youth looking for work (percentages, unless otherwise noted)**

Activities and barriers	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Looked for work in the four weeks before the interview	27.5	2.8	2.7	516	527
<b>Job search methods used (among those looking for work)<sup>a</sup></b>					
Looked through job advertisements in a newspaper or on the Internet	74.4	3.6	5.6	153	143
Asked friends or relatives	64.4	3.2	5.9	153	143
Contacted employers in person, by mail, or by phone	41.5	0.8	6.2	153	143
Contacted a state One-Stop, workforce development, or unemployment office	16.9	6.1	5.1	153	143
Contacted the state VR agency	16.1	6.5	4.9	153	143
Other	7.7	5.5	3.6	153	143
Missing	6.2	-2.4	3.1	153	143
<b>Reported reasons for not working (among those looking for work)<sup>a</sup></b>					
Could not find a job they want	50.1	-2.4	6.4	153	143
Could not find a job for which they were qualified	45.0	5.4	6.2	153	143
Did not have reliable transportation to and from work	37.6	-7.7	6.0	153	143
Could not work due to a physical or mental condition	36.0	-3.3	6.0	153	143
Was attending school and could not work at the same time	12.7	3.1	4.3	153	143
Did not want to lose benefits such as Social Security, disability insurance, workers' compensation, or Medicaid	15.8	4.0	4.6	153	143
Was caring for children or others	9.1	1.2	3.7	153	143
Missing	0.8	0.3	1.1	153	143

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group mean for ASPIRE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the observed mean for the control group. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size; VR = vocational rehabilitation.

**Appendix Table C.6. ASPIRE: Reasons youth were not looking for work (percentages, unless otherwise noted)**

Reasons for not looking for work	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Not looking for work in the four weeks before the interview	72.5	-2.8	2.7	516	527
<b>Reported reasons for not looking for work (among those not looking for work)<sup>a</sup></b>					
Disability is too severe	35.4	0.9	3.2	363	384
In school or training program	22.0	-3.2	3.0	363	384
Did not want to look for work right now	4.9	-2.2	1.5	363	384
Did not have a way to get to a job	2.6	-0.5	1.2	363	384
Did not know how to find a job	2.3	0.0	1.1	363	384
No jobs available	1.9	1.1	1.2	363	384
Raising children and chose not to work now	1.6	1.2	1.0	363	384
Did not need or want a job right now	2.1	-0.7	0.9	363	384
Waiting to hear about or start a job	1.8	-0.7	0.8	363	384
Not interested in the kinds of jobs youth could get	1.1	0.4	0.9	363	384
Could not get a job and gave up looking	1.1	-0.4	0.8	363	384
Family did not want youth to work	1.8	-1.1	0.8	363	384
Feared losing benefits	0.3	1.3*	0.7	363	384
Other	39.4	4.6	3.6	363	384
Missing	2.3	1.5	1.2	363	384

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for ASPIRE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size.

**Appendix Table C.7. ASPIRE: Selected living arrangement and education outcomes measured among PROMISE enrollees and ACS youth ages 19–21 living in ASPIRE states**

Outcome	PROMISE youth		ACS youth ages 19 to 21 living in ASPIRE states			Difference between PROMISE treatment youth and ACS youth			Difference between PROMISE control youth and ACS youth		
	Treatment group (A)	Control group (B)	Receiving SSI (C)	Disability (D)	No disability (E)	Receiving SSI (A-C)	Disability (A-D)	No disability (A-E)	Receiving SSI (B-C)	Disability (B-D)	No disability (B-E)
<b>Youth living arrangements</b>											
Lives with at least one parent	80.8	82.4	78.9	55.1	53.1	1.9	25.7***	27.7***	3.5	27.3***	29.3***
<b>Among youth not living with a parent</b>											
Lives in group quarters	24.3	23.8	31.1	25.8	24.7	-6.8	-1.5	-0.4	-7.2	-2.0	-0.9
Lives in an institution	20.8	20.4	2.9	5.4	0.9	17.9***	15.4***	19.9***	17.5***	15.0***	19.5***
Is responsible for own child	5.0	5.0	0.8	4.6	4.5	4.2***	0.5	0.6*	4.2***	0.4	0.5
<b>Youth enrollment in education</b>											
Enrolled in school	33.3	32.8	33.2	43.2	54.8	0.1	-9.9***	-21.4***	-0.4	-10.4***	-21.9***
Among youth enrolled in school: Attending postsecondary college or advanced degree program	30.4	29.3	58.7	77.3	95.1	-28.3***	-46.9***	-64.7***	-29.5***	-48.0***	-65.8***
<b>Among youth not enrolled in school</b>											
Completed high school or equivalent	77.2	81.1	78.0	78.8	86.7	-0.8	-1.5	-9.4***	3.1	2.3	-5.6***
Completed some or all of college or university	7.0	3.9	0.6	9.7	16.9	6.4***	-2.7*	-9.9***	3.2***	-5.9***	-13.0***
<b>Number of youth</b>	797	795	168	1,039	12,268						

Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files, IPUMS USA, University of Minnesota, www.ipums.org.

Note: This table shows the adjusted means in each outcome measure among PROMISE treatment and control group members and three groups of ACS respondents ages 19 to 21: (1) those receiving SSI, (2) those with a disability, and (3) those without a disability. It shows regression-adjusted differences in the outcomes between PROMISE and ACS youth. The regression models controlled for age, gender, race, and state of residence. Estimates of the standard errors are robust to heteroscedasticity. In cases where the observed outcome mean among one of the ACS comparison groups is very small or



zero, the regression adjusted mean may be negative. We weighted all statistics to adjust for the ACS sample design and nonresponse to the PROMISE survey.

\*/\*\*/\*\* Difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

ACS = American Community Survey; SSI = Supplemental Security Income.

**Appendix Table C.8. ASPIRE: Selected employment outcomes measured among PROMISE enrollees and ACS youth ages 19–21 living in ASPIRE states**

Outcome	PROMISE youth		ACS youth ages 19 to 21 living in ASPIRE states			Difference between PROMISE treatment youth and ACS youth			Difference between PROMISE control youth and ACS youth		
	Treatment group (A)	Control group (B)	Receiving SSI (C)	Disability (D)	No disability (E)	Receiving SSI (A-C)	Disability (A-D)	No disability (A-E)	Receiving SSI (B-C)	Disability (B-D)	No disability (B-E)
Labor force participation	52.1	49.9	24.6	54.5	72.8	27.5***	-2.4	-20.7***	25.2***	-4.6**	-22.9***
Employed in the past year	42.5	43.0	31.2	60.4	80.1	11.3***	-17.9***	-37.7***	11.9***	-17.3***	-37.1***
Employed at interview	27.4	28.0	15.6	43.2	66.1	11.7***	-15.8***	-38.7***	12.4***	-15.1***	-38.0***
<b>Outcomes among youth employed at interview</b>											
Earnings in the past year (\$)	15,142	14,188	7,481	14,814	15,866	7,661***	328	-723***	6,707***	-627	-1,678***
Weekly hours worked	28.4	27.9	23.9	31.9	31.1	4.5***	-3.5***	-2.7***	4.0***	-4.0***	-3.2***
Self-employed	4.4	7.4	-0.3	4.8	3.0	4.7***	-0.4	1.4***	7.7***	2.5	4.4***
<b>Among youth not employed at interview</b>											
Looking for work	27.8	27.0	12.0	23.2	23.7	15.8***	4.6*	4.1***	15.0***	3.8	3.3***
<b>Number of youth</b>	797	795	168	1,039	12,268						

Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files, IPUMS USA, University of Minnesota, www.ipums.org.

Note: This table shows the adjusted means in each outcome measure among PROMISE treatment and control group members and three groups of ACS respondents ages 19 to 21: (1) those receiving SSI, (2) those with a disability, and (3) those without a disability. It shows regression-adjusted differences in the outcomes between PROMISE and ACS youth. The regression models controlled for age, gender, race, and state of residence. Estimates of the standard errors are robust to heteroscedasticity. In cases where the observed outcome mean among one of the ACS comparison groups is very small or zero, the regression adjusted mean may be negative. We weighted all statistics to adjust for the ACS sample design and nonresponse to the PROMISE survey.

\*/\*\*/\*\*\* Difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

ACS = American Community Survey; SSI = Supplemental Security Income.

## **Appendix D**

### **CaPROMISE Findings**

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**Appendix Table D.1. CaPROMISE: Youth living arrangements (percentages, unless otherwise noted)**

Living arrangement	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
<b>Family structure</b>					
Lives with parent	90.6	0.8	1.5	809	794
Has children for whom they are responsible	5.0	-0.1	1.1	781	754
<b>Residence (among those not living with parent)</b>					
Own home they rent or own	40.3	-13.6	8.9	69	73
Another person's home	30.3	6.5	9.1	69	73
Group home or supervised living arrangement	12.7	0.7	5.8	69	73
Correctional facility	1.6	5.2	4.1	69	73
Dormitory	3.6	4.0	4.4	69	73
Homeless and living on the street or in a car	0.0	3.2	2.0	69	73
Homeless shelter	1.5	-2.2	2.4	69	73
Other	3.5	-2.4	4.2	69	73
Missing	6.5	-1.3	6.2	69	73

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for CaPROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

N = sample size.

**Appendix Table D.2. CaPROMISE: Youth enrollment in education and training and educational attainment (percentages, unless otherwise noted)**

Education and training	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Enrolled in school	52.8	3.4	2.4	810	793
<b>Type of school (among those enrolled)</b>					
Postsecondary college or advanced degree program	39.4	-2.5	3.3	445	427
High school serving a variety of students	11.5	1.7	2.3	445	427
High school serving only students with disabilities	21.0	-0.6	2.8	445	427
Postsecondary vocational, trade, or technical school	8.6	-1.0	1.9	445	427
GED program or other adult education program	7.6	1.4	1.9	445	427
Other type of school	7.8	1.1	2.0	445	427
Missing	4.2	-0.2	1.4	445	427
Has a GED	1.4	-1.2**	0.5	804	786
Has a high school diploma or certificate of completion	79.1	-0.6	2.1	805	786
Enrolled in a training program	12.1	1.3	1.7	780	752
<b>Type of training program (among those enrolled)<sup>a</sup></b>					
Job skills training	53.2	-2.2	7.6	103	92
Life skills training	37.0	9.9	7.2	103	92
Vocational, technical, business, or trade school	21.1	-6.3	5.8	103	92
Leadership skills or self-determination skills training	2.0	8.0**	3.8	103	92
Other training program	6.4	-1.1	3.6	103	92
Missing	1.0	2.6	2.2	103	92

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for CaPROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

GED = General Educational Development; N = sample size.

**Appendix Table D.3. CaPROMISE: Youth’s perceived barriers to education (percentages, unless otherwise noted)**

<b>Educational barriers</b>	<b>Control mean</b>	<b>Adjusted difference</b>	<b>Standard error</b>	<b>Treatment group N</b>	<b>Control group N</b>
Stopped attending school	47.2	-3.4	2.4	810	793
<b>Reasons reported for stopping attending school (among those who stopped)<sup>a</sup></b>					
Graduated	46.6	-3.5	3.8	365	366
Personal or family problems	5.8	2.3	1.9	365	366
COVID-19 pandemic	7.2	3.1	2.1	365	366
Wanted, needed, or found a job	7.2	0.4	2.0	365	366
Did not like school	6.6	1.2	2.0	365	366
Illness or disability	6.3	-0.2	1.7	365	366
Poor grades or not doing well in school	5.2	1.3	1.8	365	366
Too expensive or could not afford it	1.5	0.8	1.1	365	366
General disciplinary problems	1.0	-0.2	0.8	365	366
Expelled	0.7	-0.2	0.4	365	366
Older than student age limit or aged out	0.2	0.5	0.5	365	366
Did not get services or support needed	0.6	-0.3	0.6	365	366
Other	11.0	2.3	2.6	365	366
Missing	7.2	-3.1*	1.7	365	366
<b>Perceived challenges faced in furthering education (among all youth)<sup>a</sup></b>					
Has physical or mental health issues that would make it difficult	61.4	1.5	2.5	776	747
Does not know how to get financial aid or help paying for school	55.4	1.8	2.6	778	748
Does not do well in school	51.5	-0.8	2.6	773	745
Transportation is a challenge	44.2	4.5*	2.6	776	752
Does not have enough information about education or training options after high school	49.6	-2.3	2.6	775	745
Needs to work and cannot attend school while working	45.0	-1.2	2.6	772	747
Schools cannot accommodate disability	38.6	1.2	2.6	764	740

Source: PROMISE five-year survey.

## Appendix D CaPROMISE Findings

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Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for CaPROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference to the control group mean. All outcomes were weighted to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size.



**Appendix Table D.4. CaPROMISE: Youth employment characteristics (percentages, unless otherwise noted)**

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Employed in the past year	35.6	3.5	2.4	810	795
<b>Employment characteristics (among those employed in the past year)</b>					
Number of jobs	1.5	0.1	0.1	323	281
Any paid employment	93.7	-0.9	2.2	285	244
Any self-employment	4.6	0.6	1.7	316	276
Employed at interview	20.1	3.8*	2.1	810	795
<b>Characteristics of primary job among those employed at interview</b>					
Paid	94.1	-1.7	3.0	171	132
Self-employed	5.0	0.2	2.3	194	157
Effective hourly wage (dollars)	13	-0	1	171	133
<b>Weekly hours worked</b>	<b>24.3</b>	<b>-0.1</b>	<b>1.5</b>	<b>194</b>	<b>157</b>
Tenure: Less than or equal to 12 weeks	20.8	2.3	4.7	191	157
Tenure: 13 to 24 weeks	17.1	-5.3	3.8	191	157
Tenure: 25 to 52 weeks	24.7	-3.5	4.7	191	157
Tenure: More than 52 weeks	37.3	6.5	5.7	191	157
<b>Occupation</b>					
Cooks and kitchen workers	16.5	-9.1***	3.5	198	159
Cleaners (janitor, maid, housekeeping)	7.1	2.1	3.0	198	159
Factory and assembly workers	9.2	2.4	3.5	198	159
Retail stockers and order fillers	5.6	7.0**	3.1	198	159
Cashiers (excluding fast food)	6.7	2.2	3.0	198	159
Health and personal care aides	4.6	-0.5	2.1	198	159
Retail store and salespeople	6.6	0.9	2.8	198	159
Construction workers	6.9	0.8	2.9	198	159
Drivers and delivery	2.7	-1.7	1.7	198	159
Childcare workers	4.5	1.2	2.6	198	159
Fast food counter workers and cashiers	2.6	0.2	2.0	198	159
Receptionists and front desk workers	2.4	-1.7	1.3	198	159

Appendix D CaPROMISE Findings

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Landscapers, gardeners, and groundskeepers	1.1	-0.8	1.2	198	159
Security guards	3.9	0.1	2.2	198	159
Animal care workers	0.7	-0.5	0.5	198	159
Computer programming and IT support workers	2.4	-0.7	1.0	198	159
Clerical and office workers	1.1	-0.2	1.0	198	159
Recreation workers	2.4	-1.3	1.5	198	159
Teachers and teaching assistants	0.6	-0.5	0.9	198	159
Military	0.6	-0.3	0.7	198	159
Servers and hosts	0.0	0.4	0.4	198	159
Other not listed above	9.3	-1.2	3.0	198	159
Missing	2.5	1.2	2.1	198	159
<b>Job requirement importance<sup>a</sup></b>					
Creativity and problem-solving	54.6	-0.4	1.4	174	140
Working with people	50.4	1.3	1.3	174	140
Physical or manual work	44.6	2.4	1.6	174	140
Working with information	46.2	-0.3	1.4	174	140
<b>Job requirement level<sup>a</sup></b>					
Working with people	44.7	0.1	0.8	174	140
Physical or manual work	39.5	1.1	1.2	174	140
Creativity and problem-solving	41.7	-0.3	1.2	174	140
Working with information	33.7	-0.3	1.2	174	140
<b>How youth found the job</b>					
Friends, relatives, community members	48.1	-3.4	5.5	198	159
Internet or website	23.8	-5.0	4.6	198	159
Direct application to employer	6.6	0.5	2.8	198	159
Special educator, vocational educator, counselor, or school staff	14.9	0.8	3.7	198	159
VR or other service agency	2.3	0.3	1.6	198	159
Employment agency	1.9	1.7	1.9	198	159
American job centers	0.0	0.8	0.6	198	159

**Appendix D CaPROMISE Findings**

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Newspaper ad	0.0	0.5	0.5	198	159
PROMISE program	0.0	1.3*	0.8	198	159
Other source	0.0	1.8**	0.9	198	159
Missing	2.4	0.6	2.1	198	159

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for CaPROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> We used Occupational Information Network (O\*NET) data to map importance and level information of work activities for each job category and then collapsed the work activities into four broader categories that group similar job requirements together. The job requirement variables are continuous variables ranging from 1 to 100 where 100 denotes the highest value. For example, a level score of 100 for “working with information” indicates that the job requires the maximum level of skill in working with information, while an importance score of 100 for “working with information” indicates that working with information is a very large component of the job.

IT = information technology; N = sample size; VR = vocational rehabilitation.

**Appendix Table D.5. CaPROMISE: Job search activities and perceived barriers to employment among youth looking for work (percentages, unless otherwise noted)**

Activities and barriers	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Looked for work in the four weeks before the interview	23.6	0.3	2.5	586	597
<b>Job search methods used (among those looking for work)<sup>a</sup></b>					
Looked through job advertisements in a newspaper or on the Internet	82.4	-9.2*	5.3	144	138
Asked friends or relatives	71.2	-4.3	6.2	144	138
Contacted employers in person, by mail, or by phone	39.9	3.2	6.6	144	138
Contacted a state One-Stop, workforce development, or unemployment office	17.9	-3.9	5.0	144	138
Contacted the state VR agency	12.4	5.7	4.8	144	138
Other	12.5	-1.3	4.0	144	138
Missing	4.2	-0.7	2.4	144	138
<b>Reported reasons for not working (among those looking for work)<sup>a</sup></b>					
Could not find a job they want	49.0	-1.9	6.5	144	138
Could not find a job for which they were qualified	51.3	0.9	6.3	144	138
Did not have reliable transportation to and from work	33.4	3.8	6.1	144	138
Could not work due to a physical or mental condition	29.1	4.7	6.1	144	138
Was attending school and could not work at the same time	24.0	3.7	5.7	144	138
Did not want to lose benefits such as Social Security, disability insurance, workers' compensation, or Medicaid	11.9	1.1	4.1	144	138
Was caring for children or others	7.5	0.2	3.6	144	138
Missing	0.0	0.3	0.4	144	138

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group mean for CaPROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the observed mean for the control group. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size; VR = vocational rehabilitation.

**Appendix Table D.6. CaPROMISE: Reasons youth were not looking for work (percentages, unless otherwise noted)**

Reasons for not looking for work	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Not looking for work in the four weeks before the interview	76.4	-0.3	2.5	586	597
<b>Reported reasons for not looking for work (among those not looking for work)<sup>a</sup></b>					
Disability is too severe	41.2	-5.4*	3.2	442	459
In school or training program	30.3	0.3	3.2	442	459
Did not want to look for work right now	3.2	-0.0	1.2	442	459
Did not have a way to get to a job	0.8	0.8	0.7	442	459
Did not know how to find a job	2.7	-0.3	1.1	442	459
No jobs available	0.8	1.6*	0.9	442	459
Raising children and chose not to work now	2.1	-0.3	0.9	442	459
Did not need or want a job right now	1.4	0.3	0.8	442	459
Waiting to hear about or start a job	1.5	-0.6	0.8	442	459
Not interested in the kinds of jobs youth could get	0.4	0.6	0.6	442	459
Could not get a job and gave up looking	0.6	0.7	0.6	442	459
Family did not want youth to work	0.6	1.0	0.8	442	459
Feared losing benefits	0.2	0.4	0.5	442	459
Other	33.4	3.3	3.3	442	459
Missing	1.2	0.2	0.8	442	459

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for CaPROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size.

**Appendix Table D.7. CaPROMISE: Selected living arrangement and education outcomes measured among PROMISE enrollees and ACS youth ages 19–21 living in California**

Outcome	PROMISE youth		ACS youth ages 19 to 21 living in California			Difference between PROMISE treatment youth and ACS youth			Difference between PROMISE control youth and ACS youth		
	Treatment group (A)	Control group (B)	Receiving SSI (C)	Disability (D)	No disability (E)	Receiving SSI (A-C)	Disability (A-D)	No disability (A-E)	Receiving SSI (B-C)	Disability (B-D)	No disability (B-E)
<b>Youth living arrangements</b>											
Lives with at least one parent	91.3	90.6	84.2	67.3	68.6	7.1***	24.0***	22.7***	6.5***	23.3***	22.1***
<b>Among youth not living with a parent</b>											
Lives in group quarters	28.5	18.8	28.3	35.8	34.7	0.2	-7.3***	-6.2***	-9.4*	-17.0***	-15.8***
Lives in an institution	17.7	14.3	5.6	3.5	1.7	12.1***	14.2***	16.0***	8.7**	10.8***	12.6***
Is responsible for own child	4.5	4.3	1.4	3.1	2.5	3.1***	1.3**	1.9***	2.9***	1.2*	1.8***
<b>Youth enrollment in education</b>											
Enrolled in school	54.6	53.0	57.4	55.5	65.3	-2.8	-0.9	-10.7***	-4.5*	-2.5	-12.4***
Among youth enrolled in school: Attending postsecondary college or advanced degree program	39.6	40.9	68.4	85.4	96.0	-28.7***	-45.8***	-56.4***	-27.5***	-44.5***	-55.1***
<b>Among youth not enrolled in school</b>											
Completed high school or equivalent	79.4	82.5	66.4	74.5	89.1	13.0***	5.0**	-9.6***	16.1***	8.0***	-6.6***
Completed some or all of college or university	11.3	9.8	12.6	10.9	18.9	-1.3	0.3	-7.6***	-2.9	-1.2	-9.1***
<b>Number of youth</b>	810	795	338	1,734	25,004						

Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files, IPUMS USA, University of Minnesota, [www.ipums.org](http://www.ipums.org).

Note: This table shows the adjusted means in each outcome measure among PROMISE treatment and control group members and three groups of ACS respondents ages 19 to 21: (1) those receiving SSI, (2) those with a disability, and (3) those without a disability. It shows regression-adjusted differences in the outcomes between PROMISE and ACS youth. The regression models controlled for age, gender, race, and state of residence. Estimates of the standard errors are robust to heteroscedasticity. In cases where the observed outcome mean among one of the ACS comparison groups is very small or

zero, the regression adjusted mean may be negative. We weighted all statistics to adjust for the ACS sample design and nonresponse to the PROMISE survey.

\*/\*\*/\*\* Difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

ACS = American Community Survey; SSI = Supplemental Security Income.

**Appendix Table D.8. CaPROMISE: Selected employment outcomes measured among PROMISE enrollees and ACS youth ages 19–21 living in California**

Outcome	PROMISE youth		ACS youth ages 19 to 21 living in California			Difference between PROMISE treatment youth and ACS youth			Difference between PROMISE control youth and ACS youth		
	Treatment group (A)	Control group (B)	Receiving SSI (C)	Disability (D)	No disability (E)	Receiving SSI (A-C)	Disability (A-D)	No disability (A-E)	Receiving SSI (B-C)	Disability (B-D)	No disability (B-E)
Labor force participation	43.0	38.8	20.1	47.1	62.1	22.9***	-4.1**	-19.2***	18.7***	-8.4***	-23.4***
Employed in the past year	36.6	33.3	19.7	49.2	66.5	16.9***	-12.6***	-30.0***	13.5***	-15.9***	-33.3***
Employed at interview	22.6	19.1	12.4	35.2	54.1	10.2***	-12.6***	-31.5***	6.8***	-16.1***	-35.0***
<b>Outcomes among youth employed at interview</b>											
Earnings in the past year (\$)	15,180	14,598	9,878	13,202	14,631	5,303***	1,978**	549***	4,720***	1,396*	-33
Weekly hours worked	26.8	25.8	19.4	26.6	28.2	7.4***	0.2	-1.4***	6.4***	-0.8	-2.4***
Self-employed	3.8	4.5	2.4	4.9	3.0	1.4	-1.1	0.8***	2.0	-0.5	1.5***
<b>Among youth not employed at interview</b>											
Looking for work	24.2	23.0	8.4	22.9	21.5	15.8***	1.2	2.7***	14.6***	0.0	1.5**
<b>Number of youth</b>	810	795	338	1,734	25,004						

Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files, IPUMS USA, University of Minnesota, www.ipums.org.

Note: This table shows the adjusted means in each outcome measure among PROMISE treatment and control group members and three groups of ACS respondents ages 19 to 21: (1) those receiving SSI, (2) those with a disability, and (3) those without a disability. It shows regression-adjusted differences in the outcomes between PROMISE and ACS youth. The regression models controlled for age, gender, race, and state of residence. Estimates of the standard errors are robust to heteroscedasticity. In cases where the observed outcome mean among one of the ACS comparison groups is very small or zero, the regression adjusted mean may be negative. We weighted all statistics to adjust for the ACS sample design and nonresponse to the PROMISE survey.

\*/\*\*/\*\*\* Difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

ACS = American Community Survey; SSI = Supplemental Security Income.



## **Appendix E**

### **MD PROMISE Findings**

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**Appendix Table E.1. MD PROMISE: Youth living arrangements (percentages, unless otherwise noted)**

Living arrangement	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
<b>Family structure</b>					
Lives with parent	85.0	1.1	1.8	736	746
Has children for whom they are responsible	11.6	1.0	1.7	693	709
<b>Residence (among those not living with parent)</b>					
Own home they rent or own	41.1	2.8	7.1	103	113
Another person's home	23.6	-2.2	6.1	103	113
Group home or supervised living arrangement	6.9	2.4	3.9	103	113
Correctional facility	11.6	-4.4	4.0	103	113
Dormitory	0.8	2.6	2.2	103	113
Homeless and living on the street or in a car	0.0	0.0	0.0	103	113
Homeless shelter	0.0	0.0	0.0	103	113
Other	7.8	-0.1	4.1	103	113
Missing	8.0	-1.1	4.1	103	113

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for MD PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

N = sample size.

**Appendix Table E.2. MD PROMISE: Youth enrollment in education and training and educational attainment (percentages, unless otherwise noted)**

Education and training	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Enrolled in school	32.7	-2.2	2.3	736	745
<b>Type of school (among those enrolled)</b>					
Postsecondary college or advanced degree program	33.4	-2.7	4.3	219	245
High school serving a variety of students	32.8	-4.8	4.2	219	245
High school serving only students with disabilities	14.7	0.8	3.5	219	245
Postsecondary vocational, trade, or technical school	5.2	4.4*	2.5	219	245
GED program or other adult education program	7.4	-0.6	2.5	219	245
Other type of school	3.7	-0.7	1.6	219	245
Missing	2.8	3.6*	2.2	219	245
Has a GED	2.3	-0.4	0.8	734	744
Has a high school diploma or certificate of completion	69.5	-3.4	2.4	734	744
Enrolled in a training program	9.8	0.4	1.6	698	717
<b>Type of training program (among those enrolled)<sup>a</sup></b>					
Job skills training	58.5	1.6	9.3	70	72
Life skills training	43.0	-2.6	8.8	70	72
Vocational, technical, business, or trade school	17.6	6.1	7.7	70	72
Leadership skills or self-determination skills training	5.8	-0.0	4.5	70	72
Other training program	3.1	1.4	4.3	70	72
Missing	1.3	0.1	2.0	70	72

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for MD PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

GED = General Educational Development; N = sample size.

**Appendix Table E.3. MD PROMISE: Youth’s perceived barriers to education (percentages, unless otherwise noted)**

<b>Educational barriers</b>	<b>Control mean</b>	<b>Adjusted difference</b>	<b>Standard error</b>	<b>Treatment group N</b>	<b>Control group N</b>
Stopped attending school	67.3	2.2	2.3	736	745
<b>Reasons reported for stopping attending school (among those who stopped)<sup>a</sup></b>					
Graduated	62.8	-6.7**	3.1	517	500
Personal or family problems	3.9	1.8	1.4	517	500
COVID-19 pandemic	2.6	-0.9	0.9	517	500
Wanted, needed, or found a job	2.5	2.2*	1.2	517	500
Did not like school	3.1	0.6	1.2	517	500
Illness or disability	2.4	3.8***	1.3	517	500
Poor grades or not doing well in school	2.3	1.5	1.1	517	500
Too expensive or could not afford it	2.0	-1.3	0.8	517	500
General disciplinary problems	1.7	0.1	0.8	517	500
Expelled	0.6	0.1	0.5	517	500
Older than student age limit or aged out	0.8	1.0	0.7	517	500
Did not get services or support needed	0.4	0.1	0.4	517	500
Other	12.3	0.8	2.1	517	500
Missing	5.0	0.9	1.6	517	500
<b>Perceived challenges faced in furthering education (among all youth)<sup>a</sup></b>					
Has physical or mental health issues that would make it difficult	57.2	-0.3	2.7	697	714
Does not know how to get financial aid or help paying for school	52.7	-2.8	2.7	693	711
Does not do well in school	45.3	-2.1	2.7	691	711
Transportation is a challenge	46.4	-2.0	2.7	695	716
Does not have enough information about education or training options after high school	38.5	-0.9	2.6	690	707
Needs to work and cannot attend school while working	41.2	-1.2	2.7	688	711
Schools cannot accommodate disability	38.8	-4.6*	2.6	681	703

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for MD PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference to the control group mean. All outcomes were weighted to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size.

**Appendix Table E.4. MD PROMISE: Youth employment characteristics (percentages, unless otherwise noted)**

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Employed in the past year	51.1	-0.0	2.6	738	748
<b>Employment characteristics (among those employed in the past year)</b>					
Number of jobs	1.6	-0.1	0.1	376	381
Any paid employment	87.6	4.0*	2.4	330	327
Any self-employment	5.4	1.4	1.8	370	371
Employed at interview	28.4	0.4	2.4	738	747
<b>Characteristics of primary job among those employed at interview</b>					
Paid	90.9	4.1	2.8	180	176
Self-employed	4.4	-0.4	2.0	210	207
Effective hourly wage (dollars)	11	1	0	181	175
<b>Weekly hours worked</b>	<b>25.8</b>	<b>2.8**</b>	<b>1.3</b>	<b>209</b>	<b>210</b>
Tenure: Less than or equal to 12 weeks	19.7	0.5	3.9	203	203
Tenure: 13 to 24 weeks	23.4	-7.3*	4.1	203	203
Tenure: 25 to 52 weeks	19.1	-3.2	4.0	203	203
Tenure: More than 52 weeks	37.9	10.1**	5.1	203	203
<b>Occupation</b>					
Cooks and kitchen workers	15.5	2.6	3.7	212	212
Cleaners (janitor, maid, housekeeping)	9.8	-2.8	2.8	212	212
Factory and assembly workers	9.8	-1.8	2.8	212	212
Retail stockers and order fillers	9.2	1.1	3.0	212	212
Cashiers (excluding fast food)	7.6	-0.1	2.6	212	212
Health and personal care aides	3.2	1.8	2.0	212	212
Retail store and salespeople	3.5	1.4	2.0	212	212
Construction workers	7.8	-4.1*	2.1	212	212
Drivers and delivery	1.4	2.7*	1.5	212	212
Childcare workers	2.4	2.9	2.1	212	212
Fast food counter workers and cashiers	2.3	0.9	1.5	212	212
Receptionists and front desk workers	1.1	-0.6	0.8	212	212

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Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Landscapers, gardeners, and groundskeepers	0.9	1.7	1.4	212	212
Security guards	1.3	1.2	1.3	212	212
Animal care workers	2.7	-2.4*	1.3	212	212
Computer programming and IT support workers	1.3	0.1	1.3	212	212
Clerical and office workers	1.0	0.0	0.9	212	212
Recreation workers	2.3	-1.9*	1.1	212	212
Teachers and teaching assistants	0.9	0.2	0.8	212	212
Military	0.4	1.4	1.1	212	212
Servers and hosts	1.3	-0.3	1.0	212	212
Other not listed above	10.1	-3.3	2.9	212	212
Missing	4.1	-0.7	1.9	212	212
<b>Job requirement importance<sup>a</sup></b>					
Creativity and problem-solving	53.0	-0.8	1.2	187	182
Working with people	49.4	-0.1	1.2	187	182
Physical or manual work	46.5	-2.3	1.4	187	182
Working with information	44.6	-1.2	1.3	187	182
<b>Job requirement level<sup>a</sup></b>					
Working with people	43.8	-0.3	0.7	187	182
Physical or manual work	40.8	-1.3	1.0	187	182
Creativity and problem-solving	40.6	-1.1	1.0	187	182
Working with information	32.4	-1.2	1.1	187	182
<b>How youth found the job</b>					
Friends, relatives, community members	36.0	-1.5	4.7	212	212
Internet or website	19.9	3.7	4.1	212	212
Direct application to employer	14.7	-0.4	3.5	212	212
Special educator, vocational educator, counselor, or school staff	13.3	-3.2	3.3	212	212
VR or other service agency	3.2	1.4	2.0	212	212
Employment agency	0.9	-0.1	1.0	212	212
American job centers	0.4	1.4	0.9	212	212



Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Newspaper ad	0.6	0.2	0.7	212	212
PROMISE program	0.0	3.6***	1.3	212	212
Other source	4.8	-1.2	1.9	212	212
Missing	6.3	-3.9*	2.0	212	212

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for MD PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> We used Occupational Information Network (O\*NET) data to map importance and level information of work activities for each job category and then collapsed the work activities into four broader categories that group similar job requirements together. The job requirement variables are continuous variables ranging from 1 to 100 where 100 denotes the highest value. For example, a level score of 100 for “working with information” indicates that the job requires the maximum level of skill in working with information, while an importance score of 100 for “working with information” indicates that working with information is a very large component of the job.

IT = information technology; N = sample size; VR = vocational rehabilitation.

**Appendix Table E.5. MD PROMISE: Job search activities and perceived barriers to employment among youth looking for work (percentages, unless otherwise noted)**

Activities and barriers	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Looked for work in the four weeks before the interview	35.5	7.1**	3.1	489	504
<b>Job search methods used (among those looking for work)<sup>a</sup></b>					
Looked through job advertisements in a newspaper or on the Internet	83.4	-1.0	4.1	206	179
Asked friends or relatives	66.2	-0.6	5.1	206	179
Contacted employers in person, by mail, or by phone	48.4	-3.6	5.3	206	179
Contacted a state One-Stop, workforce development, or unemployment office	21.0	-2.6	4.2	206	179
Contacted the state VR agency	11.2	0.1	3.4	206	179
Other	8.1	-2.9	2.7	206	179
Missing	5.0	-0.7	2.1	206	179
<b>Reported reasons for not working (among those looking for work)<sup>a</sup></b>					
Could not find a job they want	49.4	3.1	5.3	206	179
Could not find a job for which they were qualified	50.7	-0.9	5.1	206	179
Did not have reliable transportation to and from work	31.5	3.7	5.0	206	179
Could not work due to a physical or mental condition	31.2	0.0	4.9	206	179
Was attending school and could not work at the same time	11.5	1.9	3.4	206	179
Did not want to lose benefits such as Social Security, disability insurance, workers' compensation, or Medicaid	12.3	-1.0	3.4	206	179
Was caring for children or others	11.5	4.1	3.6	206	179
Missing	1.4	-1.8	1.2	206	179

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group mean for MD PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the observed mean for the control group. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size; VR = vocational rehabilitation.

**Appendix Table E.6. MD PROMISE: Reasons youth were not looking for work (percentages, unless otherwise noted)**

Reasons for not looking for work	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Not looking for work in the four weeks before the interview	64.5	-7.1**	3.1	489	504
<b>Reported reasons for not looking for work (among those not looking for work)<sup>a</sup></b>					
Disability is too severe	32.2	1.4	3.9	283	325
In school or training program	23.0	-2.1	3.3	283	325
Did not want to look for work right now	2.1	0.0	1.2	283	325
Did not have a way to get to a job	3.4	-1.1	1.2	283	325
Did not know how to find a job	1.5	0.1	1.0	283	325
No jobs available	4.1	0.4	1.8	283	325
Raising children and chose not to work now	2.3	0.7	1.2	283	325
Did not need or want a job right now	1.2	-0.1	0.9	283	325
Waiting to hear about or start a job	1.2	-0.1	0.7	283	325
Not interested in the kinds of jobs youth could get	0.6	-0.2	0.6	283	325
Could not get a job and gave up looking	1.2	-0.1	0.8	283	325
Family did not want youth to work	1.2	-1.1	0.8	283	325
Feared losing benefits	0.7	-0.1	0.7	283	325
Other	41.7	1.5	4.2	283	325
Missing	4.1	-0.7	1.5	283	325

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for MD PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size.

**Appendix Table E.7. MD PROMISE: Selected living arrangement and education outcomes measured among PROMISE enrollees and ACS youth ages 19–21 living in Maryland**

Outcome	PROMISE youth		ACS youth ages 19 to 21 living in Maryland			Difference between PROMISE treatment youth and ACS youth			Difference between PROMISE control youth and ACS youth		
	Treatment group (A)	Control group (B)	Receiving SSI (C)	Disability (D)	No disability (E)	Receiving SSI (A-C)	Disability (A-D)	No disability (A-E)	Receiving SSI (B-C)	Disability (B-D)	No disability (B-E)
<b>Youth living arrangements</b>											
Lives with at least one parent	85.9	84.9	72.9	68.1	63.9	13.1***	17.8***	22.0***	12.0***	16.8***	21.0***
<b>Among youth not living with a parent</b>											
Lives in group quarters	22.2	22.9	25.4	31.8	48.6	-3.2	-9.7*	-26.5***	-2.6	-9.0*	-25.8***
Lives in an institution	19.0	21.8	-1.1	0.2	2.9	20.1***	18.8***	16.1***	23.0***	21.6***	19.0***
Is responsible for own child	11.6	10.8	0.6	3.6	3.0	11.0***	8.0***	8.7***	10.2***	7.2***	7.8***
<b>Youth enrollment in education</b>											
Enrolled in school	29.9	32.4	45.4	53.7	62.2	-15.5***	-23.8***	-32.3***	-13.0***	-21.3***	-29.8***
Among youth enrolled in school: Attending postsecondary college or advanced degree program	31.9	34.4	77.1	81.8	95.1	-45.3***	-49.9***	-63.2***	-42.8***	-47.4***	-60.7***
<b>Among youth not enrolled in school</b>											
Completed high school or equivalent	74.8	81.4	82.9	74.5	88.5	-8.1***	0.2	-13.7***	-1.4	6.9**	-7.1***
Completed some or all of college or university	5.4	5.9	5.0	10.2	14.6	0.4	-4.8***	-9.2***	0.9	-4.3***	-8.7***
<b>Number of youth</b>	738	748	56	284	3,856						

Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files, IPUMS USA, University of Minnesota, www.ipums.org.

Note: This table shows the adjusted means in each outcome measure among PROMISE treatment and control group members and three groups of ACS respondents ages 19 to 21: (1) those receiving SSI, (2) those with a disability, and (3) those without a disability. It shows regression-adjusted differences in the outcomes between PROMISE and ACS youth. The regression models controlled for age, gender, race, and state of residence. Estimates of the standard errors are robust to heteroscedasticity. In cases where the observed outcome mean among one of the ACS comparison groups is very small or

zero, the regression adjusted mean may be negative. We weighted all statistics to adjust for the ACS sample design and nonresponse to the PROMISE survey.

\*/\*\*/\*\* Difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

ACS = American Community Survey; SSI = Supplemental Security Income.

**Appendix Table E.8. MD PROMISE: Selected employment outcomes measured among PROMISE enrollees and ACS youth ages 19–21 living in Maryland**

Outcome	PROMISE youth		ACS youth ages 19 to 21 living in Maryland			Difference between PROMISE treatment youth and ACS youth			Difference between PROMISE control youth and ACS youth		
	Treatment group (A)	Control group (B)	Receiving SSI (C)	Disability (D)	No disability (E)	Receiving SSI (A-C)	Disability (A-D)	No disability (A-E)	Receiving SSI (B-C)	Disability (B-D)	No disability (B-E)
Labor force participation	58.8	53.4	19.6	54.1	63.7	39.1***	4.6*	-4.9***	33.8***	-0.7	-10.2***
Employed in the past year	46.2	45.0	30.4	57.4	71.9	15.8***	-11.2***	-25.7***	14.6***	-12.5***	-27.0***
Employed at interview	27.3	26.2	17.4	42.7	55.5	10.0***	-15.4***	-28.2***	8.8***	-16.5***	-29.4***
<b>Outcomes among youth employed at interview</b>											
Earnings in the past year (\$)	15,669	14,782	7,756	11,723	14,247	7,913***	3,946***	1,422***	7,026***	3,059***	535
Weekly hours worked	31.2	28.6	24.5	26.6	29.0	6.7***	4.6***	2.2***	4.1***	2.0*	-0.4
Self-employed	3.5	4.5	-0.4	1.2	2.6	3.8***	2.3**	0.9	4.9***	3.4**	1.9***
<b>Among youth not employed at interview</b>											
Looking for work	42.0	33.4	11.8	23.9	22.8	30.2***	18.1***	19.2***	21.6***	9.5***	10.6***
<b>Number of youth</b>	738	748	56	284	3,856						

Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files, IPUMS USA, University of Minnesota, www.ipums.org.

Note: This table shows the adjusted means in each outcome measure among PROMISE treatment and control group members and three groups of ACS respondents ages 19 to 21: (1) those receiving SSI, (2) those with a disability, and (3) those without a disability. It shows regression-adjusted differences in the outcomes between PROMISE and ACS youth. The regression models controlled for age, gender, race, and state of residence. Estimates of the standard errors are robust to heteroscedasticity. In cases where the observed outcome mean among one of the ACS comparison groups is very small or zero, the regression adjusted mean may be negative. We weighted all statistics to adjust for the ACS sample design and nonresponse to the PROMISE survey.

\*/\*\*/\*\*\* Difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

ACS = American Community Survey; SSI = Supplemental Security Income.

## **Appendix F**

### **NYS PROMISE Findings**

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**Appendix Table F.1. NYS PROMISE: Youth living arrangements (percentages, unless otherwise noted)**

Living arrangement	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
<b>Family structure</b>					
Lives with parent	92.5	-1.7	1.3	845	812
Has children for whom they are responsible	6.6	0.5	1.3	807	785
<b>Residence (among those not living with parent)</b>					
Own home they rent or own	45.3	-5.7	9.5	73	62
Another person's home	21.5	-3.9	7.6	73	62
Group home or supervised living arrangement	11.5	-3.3	6.0	73	62
Correctional facility	3.1	0.6	4.2	73	62
Dormitory	8.0	-3.1	3.5	73	62
Homeless and living on the street or in a car	0.0	1.3	1.4	73	62
Homeless shelter	0.0	6.8**	3.3	73	62
Other	4.4	7.0	5.7	73	62
Missing	6.3	0.4	3.1	73	62

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for NYS PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

N = sample size.

**Appendix Table F.2. NYS PROMISE: Youth enrollment in education and training and educational attainment (percentages, unless otherwise noted)**

Education and training	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Enrolled in school	51.4	-3.9*	2.3	845	812
<b>Type of school (among those enrolled)</b>					
Postsecondary college or advanced degree program	19.3	1.0	2.7	408	421
High school serving a variety of students	21.9	-2.6	2.7	408	421
High school serving only students with disabilities	39.4	2.2	3.3	408	421
Postsecondary vocational, trade, or technical school	6.9	-1.2	1.8	408	421
GED program or other adult education program	5.6	-0.7	1.6	408	421
Other type of school	3.8	-0.7	1.4	408	421
Missing	3.0	1.9	1.4	408	421
Has a GED	2.4	-0.8	0.7	829	805
Has a high school diploma or certificate of completion	53.6	-0.3	2.4	830	806
Enrolled in a training program	13.0	-1.8	1.7	808	784
<b>Type of training program (among those enrolled)<sup>a</sup></b>					
Job skills training	50.7	4.2	7.8	92	102
Life skills training	38.7	-4.2	7.3	92	102
Vocational, technical, business, or trade school	13.9	8.7	6.3	92	102
Leadership skills or self-determination skills training	11.7	-3.7	4.9	92	102
Other training program	5.0	2.3	3.6	92	102
Missing	4.2	-3.6	2.8	92	102

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for NYS PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

GED = General Educational Development; N = sample size.

**Appendix Table F.3. NYS PROMISE: Youth’s perceived barriers to education (percentages, unless otherwise noted)**

<b>Educational barriers</b>	<b>Control mean</b>	<b>Adjusted difference</b>	<b>Standard error</b>	<b>Treatment group N</b>	<b>Control group N</b>
Stopped attending school	48.6	3.9*	2.3	845	812
<b>Reasons reported for stopping attending school (among those who stopped)<sup>a</sup></b>					
Graduated	54.6	2.9	3.5	437	391
Personal or family problems	4.2	0.7	1.4	437	391
COVID-19 pandemic	7.5	-3.2*	1.6	437	391
Wanted, needed, or found a job	4.8	0.1	1.6	437	391
Did not like school	5.2	2.3	1.7	437	391
Illness or disability	4.9	-1.3	1.4	437	391
Poor grades or not doing well in school	5.4	-2.1	1.5	437	391
Too expensive or could not afford it	1.3	0.5	0.8	437	391
General disciplinary problems	1.2	0.7	0.8	437	391
Expelled	1.6	-1.3*	0.7	437	391
Older than student age limit or aged out	1.6	-0.4	0.8	437	391
Did not get services or support needed	0.5	-0.3	0.5	437	391
Other	11.6	0.1	2.3	437	391
Missing	4.3	0.1	1.4	437	391
<b>Perceived challenges faced in furthering education (among all youth)<sup>a</sup></b>					
Has physical or mental health issues that would make it difficult	59.4	-1.5	2.5	808	784
Does not know how to get financial aid or help paying for school	56.0	1.8	2.5	803	777
Does not do well in school	42.6	1.6	2.5	797	774
Transportation is a challenge	48.7	-3.6	2.5	805	783
Does not have enough information about education or training options after high school	48.1	0.8	2.5	806	780
Needs to work and cannot attend school while working	46.8	-1.0	2.5	799	772
Schools cannot accommodate disability	42.0	-2.3	2.5	795	768

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for NYS PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference to the control group mean. All outcomes were weighted to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size.

**Appendix Table F.4. NYS PROMISE: Youth employment characteristics (percentages, unless otherwise noted)**

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Employed in the past year	36.7	3.7	2.4	847	815
<b>Employment characteristics (among those employed in the past year)</b>					
Number of jobs	1.4	0.0	0.1	338	299
Any paid employment	89.7	2.8	2.6	287	253
Any self-employment	3.5	2.6	1.6	331	296
Employed at interview	16.1	3.3*	1.9	847	815
<b>Characteristics of primary job among those employed at interview</b>					
Paid	94.9	-2.9	3.0	140	111
Self-employed	3.5	4.3*	2.4	158	127
Effective hourly wage (dollars)	13	-1	1	139	111
<b>Weekly hours worked</b>	<b>23.7</b>	<b>0.7</b>	<b>1.6</b>	<b>159</b>	<b>127</b>
Tenure: Less than or equal to 12 weeks	16.2	9.0*	4.9	157	124
Tenure: 13 to 24 weeks	20.2	-3.4	5.0	157	124
Tenure: 25 to 52 weeks	15.9	2.2	4.6	157	124
Tenure: More than 52 weeks	47.6	-7.7	6.1	157	124
<b>Occupation</b>					
Cooks and kitchen workers	12.4	-0.4	4.3	162	129
Cleaners (janitor, maid, housekeeping)	11.0	1.0	4.0	162	129
Factory and assembly workers	4.8	3.0	2.8	162	129
Retail stockers and order fillers	6.1	3.1	3.4	162	129
Cashiers (excluding fast food)	8.4	-3.4	3.2	162	129
Health and personal care aides	10.9	-1.9	3.5	162	129
Retail store and salespeople	8.5	0.6	3.3	162	129
Construction workers	2.3	-0.1	1.8	162	129
Drivers and delivery	4.7	-1.2	2.2	162	129
Childcare workers	1.8	2.7	1.9	162	129
Fast food counter workers and cashiers	3.8	-4.3**	1.9	162	129
Receptionists and front desk workers	4.8	-3.0	2.5	162	129

Appendix F NYS PROMISE Findings

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Landscapers, gardeners, and groundskeepers	2.1	-0.6	1.6	162	129
Security guards	2.1	0.1	1.7	162	129
Animal care workers	0.7	0.0	1.0	162	129
Computer programming and IT support workers	0.7	0.6	1.2	162	129
Clerical and office workers	0.9	0.8	1.7	162	129
Recreation workers	0.0	1.9	1.1	162	129
Teachers and teaching assistants	2.1	-1.7	1.7	162	129
Military	1.6	-1.1	1.4	162	129
Servers and hosts	0.8	-0.2	1.1	162	129
Other not listed above	6.4	3.0	3.1	162	129
Missing	3.1	1.2	2.0	162	129
<b>Job requirement importance<sup>a</sup></b>					
Creativity and problem-solving	51.2	1.3	1.4	140	115
Working with people	52.0	-1.3	1.5	140	115
Physical or manual work	42.6	1.3	1.5	140	115
Working with information	44.0	0.5	1.7	140	115
<b>Job requirement level<sup>a</sup></b>					
Working with people	45.0	-0.6	0.9	140	115
Physical or manual work	37.5	1.3	1.1	140	115
Creativity and problem-solving	39.2	1.0	1.2	140	115
Working with information	31.8	0.6	1.3	140	115
<b>How youth found the job</b>					
Friends, relatives, community members	35.0	-1.3	5.9	162	129
Internet or website	17.8	9.3*	4.9	162	129
Direct application to employer	16.4	-5.3	4.3	162	129
Special educator, vocational educator, counselor, or school staff	13.6	-7.4*	3.9	162	129
VR or other service agency	4.5	-2.3	1.9	162	129
Employment agency	0.7	2.7*	1.4	162	129
American job centers	0.0	0.5	0.5	162	129

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Newspaper ad	0.0	0.0	0.0	162	129
PROMISE program	0.7	5.1**	2.1	162	129
Other source	4.8	-1.4	2.4	162	129
Missing	6.4	0.1	2.9	162	129

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for NYS PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> We used Occupational Information Network (O\*NET) data to map importance and level information of work activities for each job category and then collapsed the work activities into four broader categories that group similar job requirements together. The job requirement variables are continuous variables ranging from 1 to 100 where 100 denotes the highest value. For example, a level score of 100 for “working with information” indicates that the job requires the maximum level of skill in working with information, while an importance score of 100 for “working with information” indicates that working with information is a very large component of the job.

IT = information technology; N = sample size; VR = vocational rehabilitation.

**Appendix Table F.5. NYS PROMISE: Job search activities and perceived barriers to employment among youth looking for work (percentages, unless otherwise noted)**

Activities and barriers	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Looked for work in the four weeks before the interview	27.9	2.5	2.4	647	658
<b>Job search methods used (among those looking for work)<sup>a</sup></b>					
Looked through job advertisements in a newspaper or on the Internet	80.9	2.9	4.1	189	181
Asked friends or relatives	69.4	-0.7	4.9	189	181
Contacted employers in person, by mail, or by phone	45.2	1.8	5.4	189	181
Contacted a state One-Stop, workforce development, or unemployment office	23.6	-1.4	4.5	189	181
Contacted the state VR agency	14.2	1.3	3.8	189	181
Other	6.8	0.0	2.6	189	181
Missing	3.2	-0.9	1.8	189	181
<b>Reported reasons for not working (among those looking for work)<sup>a</sup></b>					
Could not find a job they want	49.7	6.1	5.5	189	181
Could not find a job for which they were qualified	47.5	2.0	5.5	189	181
Did not have reliable transportation to and from work	14.8	7.9*	4.1	189	181
Could not work due to a physical or mental condition	20.4	6.8	4.7	189	181
Was attending school and could not work at the same time	20.9	-4.2	4.0	189	181
Did not want to lose benefits such as Social Security, disability insurance, workers' compensation, or Medicaid	12.1	-0.1	3.3	189	181
Was caring for children or others	7.0	4.8	3.1	189	181
Missing	0.0	0.0	0.0	189	181

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group mean for NYS PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the observed mean for the control group. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size; VR = vocational rehabilitation.



**Appendix Table F.6. NYS PROMISE: Reasons youth were not looking for work (percentages, unless otherwise noted)**

Reasons for not looking for work	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Not looking for work in the four weeks before the interview	72.1	-2.5	2.4	647	658
<b>Reported reasons for not looking for work (among those not looking for work)<sup>a</sup></b>					
Disability is too severe	40.4	-2.0	3.1	458	477
In school or training program	29.9	-1.0	2.9	458	477
Did not want to look for work right now	3.6	-1.0	1.2	458	477
Did not have a way to get to a job	1.5	-0.7	0.7	458	477
Did not know how to find a job	2.6	-0.4	1.1	458	477
No jobs available	3.0	0.3	1.2	458	477
Raising children and chose not to work now	1.1	0.7	0.7	458	477
Did not need or want a job right now	1.7	-0.1	0.9	458	477
Waiting to hear about or start a job	1.4	-0.6	0.8	458	477
Not interested in the kinds of jobs youth could get	1.4	0.2	0.8	458	477
Could not get a job and gave up looking	1.1	-0.3	0.7	458	477
Family did not want youth to work	0.4	0.4	0.5	458	477
Feared losing benefits	0.2	0.5	0.4	458	477
Other	32.6	5.3*	3.2	458	477
Missing	2.5	0.0	1.0	458	477

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for NYS PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size.

**Appendix Table F.7. NYS PROMISE: Selected living arrangement and education outcomes measured among PROMISE enrollees and ACS youth ages 19–21 living in New York State**

Outcome	PROMISE youth		ACS youth ages 19 to 21 living in New York State			Difference between PROMISE treatment youth and ACS youth			Difference between PROMISE control youth and ACS youth		
	Treatment group (A)	Control group (B)	Receiving SSI (C)	Disability (D)	No disability (E)	Receiving SSI (A-C)	Disability (A-D)	No disability (A-E)	Receiving SSI (B-C)	Disability (B-D)	No disability (B-E)
<b>Youth living arrangements</b>											
Lives with at least one parent	91.1	92.7	74.7	62.4	62.3	16.5***	28.7***	28.8***	18.0***	30.3***	30.4***
<b>Among youth not living with a parent</b>											
Lives in group quarters	24.3	23.6	47.7	49.9	52.3	-23.4***	-25.6***	-28.0***	-24.1***	-26.3***	-28.7***
Lives in an institution	15.2	16.4	22.6	11.1	1.3	-7.4	4.1**	13.9***	-6.3	5.3***	15.1***
Is responsible for own child	6.6	6.1	2.6	3.9	2.9	4.0***	2.8***	3.7***	3.5***	2.2***	3.1***
<b>Youth enrollment in education</b>											
Enrolled in school	47.6	51.3	52.3	55.7	69.1	-4.7*	-8.1***	-21.5***	-1.0	-4.3**	-17.8***
Among youth enrolled in school: Attending postsecondary college or advanced degree program	20.7	20.1	57.7	76.3	96.3	-37.1***	-55.7***	-75.6***	-37.7***	-56.2***	-76.2***
<b>Among youth not enrolled in school</b>											
Completed high school or equivalent	73.4	76.6	70.3	73.6	85.2	3.1	-0.2	-11.8***	6.3*	3.1	-8.5***
Completed some or all of college or university	7.4	6.6	2.7	8.6	25.0	4.7***	-1.2	-17.6***	3.9***	-2.0	-18.4***
<b>Number of youth</b>	847	815	248	1,180	14,175						

Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files, IPUMS USA, University of Minnesota, www.ipums.org.

Note: This table shows the adjusted means in each outcome measure among PROMISE treatment and control group members and three groups of ACS respondents ages 19 to 21: (1) those receiving SSI, (2) those with a disability, and (3) those without a disability. It shows regression-adjusted differences in the outcomes between PROMISE and ACS youth. The regression models controlled for age, gender, race, and state of residence. Estimates of the standard errors are robust to heteroscedasticity. In cases where the observed outcome mean among one of the ACS comparison groups is very small or

zero, the regression adjusted mean may be negative. We weighted all statistics to adjust for the ACS sample design and nonresponse to the PROMISE survey.

\*/\*\*/\*\* Difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

ACS = American Community Survey; SSI = Supplemental Security Income.

**Appendix Table F.8. NYS PROMISE: Selected employment outcomes measured among PROMISE enrollees and ACS youth ages 19–21 living in New York State**

Outcome	PROMISE youth		ACS youth ages 19 to 21 living in New York State			Difference between PROMISE treatment youth and ACS youth			Difference between PROMISE control youth and ACS youth		
	Treatment group (A)	Control group (B)	Receiving SSI (C)	Disability (D)	No disability (E)	Receiving SSI (A-C)	Disability (A-D)	No disability (A-E)	Receiving SSI (B-C)	Disability (B-D)	No disability (B-E)
Labor force participation	43.3	39.0	14.7	38.2	54.6	28.6***	5.1***	-11.3***	24.3***	0.8	-15.6***
Employed in the past year	36.3	32.6	21.7	47.6	65.0	14.6***	-11.3***	-28.6***	10.8***	-15.0***	-32.4***
Employed at interview	17.8	15.1	12.2	30.7	47.0	5.6***	-12.9***	-29.2***	2.9*	-15.6***	-31.9***
<b>Outcomes among youth employed at interview</b>											
Earnings in the past year (\$)	12,651	13,659	6,753	12,521	13,378	5,898***	131	-726***	6,906***	1,139	282
Weekly hours worked	25.8	24.7	21.4	25.9	27.3	4.3***	-0.1	-1.5***	3.3**	-1.2	-2.6***
Self-employed	7.3	3.4	-0.3	2.1	2.8	7.6***	5.2***	4.5***	3.7**	1.3	0.6*
<b>Among youth not employed at interview</b>											
Looking for work	29.2	27.1	4.4	17.2	19.1	24.8***	12.0***	10.1***	22.7***	9.9***	8.0***
<b>Number of youth</b>	847	815	248	1,180	14,175						

Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files, IPUMS USA, University of Minnesota, www.ipums.org.

Note: This table shows the adjusted means in each outcome measure among PROMISE treatment and control group members and three groups of ACS respondents ages 19 to 21: (1) those receiving SSI, (2) those with a disability, and (3) those without a disability. It shows regression-adjusted differences in the outcomes between PROMISE and ACS youth. The regression models controlled for age, gender, race, and state of residence. Estimates of the standard errors are robust to heteroscedasticity. In cases where the observed outcome mean among one of the ACS comparison groups is very small or zero, the regression adjusted mean may be negative. We weighted all statistics to adjust for the ACS sample design and nonresponse to the PROMISE survey.

\*/\*\*/\*\*\* Difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

ACS = American Community Survey; SSI = Supplemental Security Income.

## **Appendix G**

### **WI PROMISE Findings**

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**Appendix Table G.1. WI PROMISE: Youth living arrangements (percentages, unless otherwise noted)**

Living arrangement	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
<b>Family structure</b>					
Lives with parent	74.7	-1.6	2.2	797	790
Has children for whom they are responsible	12.4	2.6	1.8	756	746
<b>Residence (among those not living with parent)</b>					
Own home they rent or own	44.3	2.2	5.1	207	202
Another person's home	20.9	-1.9	4.1	207	202
Group home or supervised living arrangement	11.0	3.3	3.2	207	202
Correctional facility	10.1	-4.4	2.7	207	202
Dormitory	1.5	0.0	1.2	207	202
Homeless and living on the street or in a car	1.4	1.6	1.3	207	202
Homeless shelter	1.6	-0.6	1.1	207	202
Other	3.8	1.0	2.1	207	202
Missing	5.4	-1.2	2.2	207	202

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for WI PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

N = sample size.

**Appendix Table G.2. WI PROMISE: Youth enrollment in education and training and educational attainment (percentages, unless otherwise noted)**

Education and training	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Enrolled in school	27.5	1.3	2.2	796	791
<b>Type of school (among those enrolled)</b>					
Postsecondary college or advanced degree program	18.4	6.8*	3.8	235	217
High school serving a variety of students	38.0	2.8	4.5	235	217
High school serving only students with disabilities	7.8	3.4	2.8	235	217
Postsecondary vocational, trade, or technical school	16.7	-5.6*	3.4	235	217
GED program or other adult education program	7.8	-3.2	2.4	235	217
Other type of school	4.9	-1.1	2.0	235	217
Missing	6.4	-3.1	2.3	235	217
Has a GED	2.2	0.0	0.7	791	785
Has a high school diploma or certificate of completion	64.9	1.5	2.4	791	785
Enrolled in a training program	12.4	-1.7	1.6	760	743
<b>Type of training program (among those enrolled)<sup>a</sup></b>					
Job skills training	51.2	7.0	8.5	82	92
Life skills training	29.5	16.0*	8.2	82	92
Vocational, technical, business, or trade school	22.0	-0.1	7.7	82	92
Leadership skills or self-determination skills training	10.4	-1.7	6.0	82	92
Other training program	6.9	-0.6	4.6	82	92
Missing	1.0	-1.4	1.4	82	92

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for WI PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

GED = General Educational Development; N = sample size.



**Appendix Table G.3. WI PROMISE: Youth’s perceived barriers to education (percentages, unless otherwise noted)**

<b>Educational barriers</b>	<b>Control mean</b>	<b>Adjusted difference</b>	<b>Standard error</b>	<b>Treatment group N</b>	<b>Control group N</b>
Stopped attending school	72.5	-1.3	2.2	796	791
<b>Reasons reported for stopping attending school (among those who stopped)<sup>a</sup></b>					
Graduated	53.2	0.0	3.0	561	574
Personal or family problems	5.7	-0.6	1.4	561	574
COVID-19 pandemic	3.0	-0.4	1.0	561	574
Wanted, needed, or found a job	2.4	2.7**	1.2	561	574
Did not like school	5.2	-0.8	1.3	561	574
Illness or disability	4.7	0.5	1.3	561	574
Poor grades or not doing well in school	3.3	0.5	1.1	561	574
Too expensive or could not afford it	2.9	-0.7	0.9	561	574
General disciplinary problems	1.2	-0.8	0.6	561	574
Expelled	1.7	-0.9	0.7	561	574
Older than student age limit or aged out	1.3	-0.7	0.6	561	574
Did not get services or support needed	0.3	0.0	0.4	561	574
Other	15.3	0.6	2.2	561	574
Missing	6.7	-0.9	1.5	561	574
<b>Perceived challenges faced in furthering education (among all youth)<sup>a</sup></b>					
Has physical or mental health issues that would make it difficult	61.9	-1.8	2.5	753	738
Does not know how to get financial aid or help paying for school	53.8	-0.1	2.6	754	741
Does not do well in school	47.7	-0.6	2.6	747	739
Transportation is a challenge	45.2	-1.5	2.6	759	742
Does not have enough information about education or training options after high school	40.0	0.8	2.5	752	738
Needs to work and cannot attend school while working	41.4	-5.1**	2.5	749	735
Schools cannot accommodate disability	39.5	0.7	2.6	732	724

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for WI PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference to the control group mean. All outcomes were weighted to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size.

**Appendix Table G.4. WI PROMISE: Youth employment characteristics (percentages, unless otherwise noted)**

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Employed in the past year	54.6	6.2**	2.5	798	793
<b>Employment characteristics (among those employed in the past year)</b>					
Number of jobs	1.7	0.0	0.1	484	435
Any paid employment	93.0	1.5	1.8	426	403
Any self-employment	5.3	3.3*	1.8	458	423
Employed at interview	32.5	4.9**	2.4	797	793
<b>Characteristics of primary job among those employed at interview</b>					
Paid	94.8	-0.9	2.2	248	228
Self-employed	2.5	2.6	1.7	286	250
Effective hourly wage (dollars)	10	-0	0	249	228
<b>Weekly hours worked</b>	<b>24.7</b>	<b>-0.5</b>	<b>1.2</b>	<b>294</b>	<b>256</b>
Tenure: Less than or equal to 12 weeks	21.7	2.3	3.7	289	249
Tenure: 13 to 24 weeks	19.7	-4.4	3.3	289	249
Tenure: 25 to 52 weeks	17.5	-1.4	3.4	289	249
Tenure: More than 52 weeks	41.2	3.5	4.3	289	249
<b>Occupation</b>					
Cooks and kitchen workers	14.2	1.6	3.1	297	257
Cleaners (janitor, maid, housekeeping)	13.8	-2.5	2.9	297	257
Factory and assembly workers	10.8	1.4	2.8	297	257
Retail stockers and order fillers	8.9	3.5	2.6	297	257
Cashiers (excluding fast food)	7.9	-2.7	2.1	297	257
Health and personal care aides	8.3	-1.3	2.3	297	257
Retail store and salespeople	3.7	0.5	1.7	297	257
Construction workers	4.1	-0.7	1.6	297	257
Drivers and delivery	2.3	0.8	1.3	297	257
Childcare workers	1.2	2.5*	1.3	297	257
Fast food counter workers and cashiers	1.8	-0.3	1.1	297	257
Receptionists and front desk workers	1.3	-0.9	0.7	297	257

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Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Landscapers, gardeners, and groundskeepers	2.1	-1.0	1.0	297	257
Security guards	0.4	0.5	0.6	297	257
Animal care workers	0.7	0.4	0.9	297	257
Computer programming and IT support worker	1.7	-0.5	1.0	297	257
Clerical and office workers	0.4	1.0	0.8	297	257
Recreation workers	1.0	-0.5	0.7	297	257
Teachers and teaching assistants	0.0	0.0	0.0	297	257
Military	0.7	-0.3	0.7	297	257
Servers and hosts	1.3	-1.0	0.9	297	257
Other not listed above	7.9	-0.7	2.4	297	257
Missing	5.5	0.2	2.0	297	257
<b>Job requirement importance<sup>a</sup></b>					
Creativity and problem-solving	50.5	0.2	0.9	257	221
Working with people	48.7	-1.0	1.0	257	221
Physical or manual work	45.9	-0.3	1.1	257	221
Working with information	42.5	0.5	1.1	257	221
<b>Job requirement level<sup>a</sup></b>					
Working with people	43.1	-0.5	0.5	257	221
Physical or manual work	40.1	0.3	0.8	257	221
Creativity and problem-solving	38.8	-0.1	0.8	257	221
Working with information	31.0	0.1	0.9	257	221
<b>How youth found the job</b>					
Friends, relatives, community members	37.7	-3.1	4.2	297	257
Internet or website	22.1	-3.9	3.5	297	257
Direct application to employer	9.3	0.5	2.4	297	257
Special educator, vocational educator, counselor, or school staff	9.2	-1.3	2.4	297	257
VR or other service agency	10.1	-5.1**	2.1	297	257
Employment agency	1.1	1.6	1.2	297	257
American job centers	0.9	1.1	1.1	297	257

Employment characteristic	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Newspaper ad	0.7	0.4	0.8	297	257
PROMISE program	0.4	5.3***	1.4	297	257
Other source	3.5	1.3	1.6	297	257
Missing	5.1	3.2	2.1	297	257

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for WI PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> We used Occupational Information Network (O\*NET) data to map importance and level information of work activities for each job category and then collapsed the work activities into four broader categories that group similar job requirements together. The job requirement variables are continuous variables ranging from 1 to 100 where 100 denotes the highest value. For example, a level score of 100 for “working with information” indicates that the job requires the maximum level of skill in working with information, while an importance score of 100 for “working with information” indicates that working with information is a very large component of the job.

IT = information technology; N = sample size; VR = vocational rehabilitation.

**Appendix Table G.5. WI PROMISE: Job search activities and perceived barriers to employment among youth looking for work (percentages, unless otherwise noted)**

Activities and barriers	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Looked for work in the four weeks before the interview	40.0	-0.5	3.1	470	497
<b>Job search methods used (among those looking for work)<sup>a</sup></b>					
Looked through job advertisements in a newspaper or on the Internet	78.9	0.3	4.3	182	198
Asked friends or relatives	65.0	-3.0	5.2	182	198
Contacted employers in person, by mail, or by phone	43.0	7.7	5.3	182	198
Contacted a state One-Stop, workforce development, or unemployment office	28.1	-1.5	4.8	182	198
Contacted the state VR agency	16.4	-1.0	3.9	182	198
Other	8.3	1.5	2.9	182	198
Missing	2.5	1.1	2.1	182	198
<b>Reported reasons for not working (among those looking for work)<sup>a</sup></b>					
Could not find a job they want	53.3	-7.5	5.4	182	198
Could not find a job for which they were qualified	43.1	3.7	5.2	182	198
Did not have reliable transportation to and from work	37.9	-4.4	5.1	182	198
Could not work due to a physical or mental condition	38.4	-9.9**	4.7	182	198
Was attending school and could not work at the same time	12.0	-3.4	3.2	182	198
Did not want to lose benefits such as Social Security, disability insurance, workers' compensation, or Medicaid	17.7	-9.3**	3.7	182	198
Was caring for children or others	14.1	-3.2	3.5	182	198
Missing	0.0	1.9*	1.1	182	198

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group mean for WI PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the observed mean for the control group. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size; VR = vocational rehabilitation.

**Appendix Table G.6. WI PROMISE: Reasons youth were not looking for work (percentages, unless otherwise noted)**

Reasons for not looking for work	Control mean	Adjusted difference	Standard error	Treatment group N	Control group N
Not looking for work in the four weeks before the interview	60.0	0.5	3.1	470	497
<b>Reported reasons for not looking for work (among those not looking for work)<sup>a</sup></b>					
Disability is too severe	35.1	-6.6*	3.9	288	299
In school or training program	11.9	1.8	2.7	288	299
Did not want to look for work right now	3.2	1.1	1.7	288	299
Did not have a way to get to a job	5.7	-0.8	1.9	288	299
Did not know how to find a job	1.9	-0.1	1.1	288	299
No jobs available	2.7	0.3	1.5	288	299
Raising children and chose not to work now	4.4	0.6	1.8	288	299
Did not need or want a job right now	1.8	-1.1	1.0	288	299
Waiting to hear about or start a job	0.9	0.4	0.9	288	299
Not interested in the kinds of jobs youth could get	2.4	-0.8	1.2	288	299
Could not get a job and gave up looking	0.7	1.0	1.0	288	299
Family did not want youth to work	0.3	0.6	0.7	288	299
Feared losing benefits	2.5	-0.8	1.2	288	299
Other	48.6	-1.9	4.2	288	299
Missing	2.5	2.2	1.6	288	299

Source: PROMISE five-year survey.

Note: This table shows the observed means for the control group and the regression-adjusted difference between the treatment and control group means for WI PROMISE. The adjusted mean for the treatment group can be calculated by adding the adjusted difference and the control group mean. We weighted all outcomes to adjust for survey nonresponse.

\*/\*\*/\*\* Adjusted difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

<sup>a</sup> Percentages might not sum to 100 because youth could provide multiple responses.

N = sample size.

**Appendix Table G.7. WI PROMISE: Selected living arrangement and education outcomes measured among PROMISE enrollees and ACS youth ages 19–21 living in Wisconsin**

Outcome	PROMISE youth		ACS youth ages 19 to 21 living in Wisconsin			Difference between PROMISE treatment youth and ACS youth			Difference between PROMISE control youth and ACS youth		
	Treatment group (A)	Control group (B)	Receiving SSI (C)	Disability (D)	No disability (E)	Receiving SSI (A-C)	Disability (A-D)	No disability (A-E)	Receiving SSI (B-C)	Disability (B-D)	No disability (B-E)
<b>Youth living arrangements</b>											
Lives with at least one parent	73.7	74.9	69.5	53.8	49.8	4.2	19.9***	23.9***	5.4*	21.0***	25.0***
<b>Among youth not living with a parent</b>											
Lives in group quarters	22.6	25.2	31.2	34.1	32.2	-8.6**	-11.4***	-9.5***	-6.0	-8.9**	-7.0***
Lives in an institution	20.5	22.0	3.0	8.0	1.6	17.4***	12.5***	18.8***	18.9***	14.0***	20.4***
Is responsible for own child	13.6	11.8	0.5	-0.1	2.5	13.2***	13.7***	11.2***	11.3***	11.9***	9.3***
<b>Youth enrollment in education</b>											
Enrolled in school	29.1	27.7	33.4	40.7	60.7	-4.4	-11.6***	-31.6***	-5.8**	-13.1***	-33.0***
Among youth enrolled in school: Attending postsecondary college or advanced degree program	25.8	19.1	51.5	83.1	96.5	-25.7***	-57.3***	-70.6***	-32.5***	-64.0***	-77.4***
<b>Among youth not enrolled in school</b>											
Completed high school or equivalent	77.9	74.5	74.8	82.8	89.2	3.1	-4.9**	-11.3***	-0.3	-8.3***	-14.7***
Completed some or all of college or university	3.1	3.5	-4.3	12.1	19.0	7.4***	-8.9***	-15.8***	7.7***	-8.6***	-15.5***
<b>Number of youth</b>	798	793	82	392	3,888						

Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files, IPUMS USA, University of Minnesota, www.ipums.org.

Note: This table shows the adjusted means in each outcome measure among PROMISE treatment and control group members and three groups of ACS respondents ages 19 to 21: (1) those receiving SSI, (2) those with a disability, and (3) those without a disability. It shows regression-adjusted differences in the outcomes between PROMISE and ACS youth. The regression models controlled for age, gender, race, and state of residence. Estimates of the standard errors are robust to heteroscedasticity. In cases where the observed outcome mean among one of the ACS comparison groups is very small or



zero, the regression adjusted mean may be negative. We weighted all statistics to adjust for the ACS sample design and nonresponse to the PROMISE survey.

\*/\*\*/\*\* Difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

ACS = American Community Survey; SSI = Supplemental Security Income.

**Appendix Table G.8. WI PROMISE: Selected employment outcomes measured among PROMISE enrollees and ACS youth ages 19–21 living in Wisconsin**

Outcome	PROMISE youth		ACS youth ages 19 to 21 living in Wisconsin			Difference between PROMISE treatment youth and ACS youth			Difference between PROMISE control youth and ACS youth		
	Treatment group (A)	Control group (B)	Receiving SSI (C)	Disability (D)	No disability (E)	Receiving SSI (A-C)	Disability (A-D)	No disability (A-E)	Receiving SSI (B-C)	Disability (B-D)	No disability (B-E)
Labor force participation	61.2	59.1	33.5	59.6	72.1	27.7***	1.7	-10.9***	25.6***	-0.5	-13.1***
Employed in the past year	56.9	50.4	42.5	67.9	84.8	14.4***	-11.0***	-27.9***	7.9**	-17.5***	-34.4***
Employed at interview	34.9	30.7	31.2	52.8	66.5	3.7	-17.9***	-31.6***	-0.6	-22.1***	-35.8***
<b>Outcomes among youth employed at interview</b>											
Earnings in the past year (\$)	12,416	12,677	8,413	13,588	14,559	4,003***	-1,172	-2,143***	4,264***	-911	-1,882***
Weekly hours worked	26.7	27.5	25.7	28.9	30.3	1.0	-2.2**	-3.6***	1.7	-1.4	-2.8***
Self-employed	4.8	2.6	-0.1	3.3	3.0	4.9***	1.5	1.8***	2.7**	-0.7	-0.4
Among youth not employed at interview											
Looking for work	37.3	38.2	2.9	19.1	23.9	34.4***	18.1***	13.3***	35.3***	19.1***	14.3***
<b>Number of youth</b>	798	793	82	392	3,888						

Source: PROMISE five-year survey and ACS 2019 and 2020 one-year files, IPUMS USA, University of Minnesota, www.ipums.org.

Note: This table shows the adjusted means in each outcome measure among PROMISE treatment and control group members and three groups of ACS respondents ages 19 to 21: (1) those receiving SSI, (2) those with a disability, and (3) those without a disability. It shows regression-adjusted differences in the outcomes between PROMISE and ACS youth. The regression models controlled for age, gender, race, and state of residence. Estimates of the standard errors are robust to heteroscedasticity. In cases where the observed outcome mean among one of the ACS comparison groups is very small or zero, the regression adjusted mean may be negative. We weighted all statistics to adjust for the ACS sample design and nonresponse to the PROMISE survey.

\*/\*\*/\*\*\* Difference is significantly different from zero ( $p$ -value is less than .10/.05/.01) using a two-tailed  $t$ -test.

ACS = American Community Survey; SSI = Supplemental Security Income.

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