An Impact Evaluation of the ReHire Colorado Program

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November 2017

Outline

What is ReHire Colorado?

- Suite of services to help long-term unemployed
- Three priority groups: Age 50+, Veterans, Non-custodial parents
- Key feature – up to 12 weeks of subsidized employment (lion's share of the budget)
- Job matching – individual caseworker assigned
- Flexible funds for supportive services (e.g. work clothes, transportation)
- Colorado Department of Human Services (CDHS) program administered by local vendors (ex. Catholic Charities (Pueblo), Larimer County Workforce)
- Had been running for 18 months before evaluation start
- RCT has enrolled almost 2,000 people. Follow-up data available for half of these.

What questions will the evaluation answer?

- Program impacts
  - Employment
  - Earnings
  - SNAP/TANF reduction (67 pct receive SNAP; 15 pct receive TANF at application)
- Who does the program work for? Or, is the program appropriately targeted?

How did we go from a program that we thought was working to an RCT?

- Legislature required an evaluation (not necessarily RCT)
- Right mix of people in the room
  - CDHS staff - Manager (up on evaluation methods), Program coordinator (full buy in)
  - CU Side - Tania (RCT and survey experience), Brian (experience with human services admin data/programs)
- After discussion of alternatives (matching, pre-post) CDHS decided an RCT would best meet their needs
- Evaluation team suggested gathering survey data to answer the targeting question

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What did we end up doing?

- Randomization at application stage
- Detailed intake survey (pre-randomization)
- Secondary data available for key outcomes
- Currently piloting a follow-up survey for additional outcomes

What challenges did we have to overcome?

- Resistance to RCT
  - CDHS on board
  - Vendors wary of being seen as "denying services"; concerned about recruitment
- Solutions
  - Lots of training/networking (2 days in person, getting to know each other)
  - Realized we all had the same objectives
  - Education, in particular realizing program oversubscribed (eligibility criteria less stringent than comparable programs)
  - Ongoing communication - share results as they come in
  - Communication on how RCT is helping keep funding intact
- Practical concerns
  - Needed to adjust randomization to stratify by vendor/work site (balance flow of participants)
  - Needed a higher acceptance rate in rural areas (less oversubscribed)

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Wave 2 - Balance of Randomization

| Applicant Characteristics	Control Mean	Treatment Mean	Treatment - Control	T-Statistic
Average age (years)	47.40	46.37	-1.03	-1.94
Average years of education	13.49	13.36	-0.12	-1.47
Average hourly wage	12.93	14.42	1.48	1.04
Average months worked in last three years	19.86	19.74	-0.12	-0.14
Male	0.47	0.54	0.07	3.66
Parents that are single parenting	0.59	0.54	-0.05	-0.87
Ever homeless	0.38	0.39	0.01	0.26
Ever convicted of felony	0.21	0.22	0.01	0.38
Ever incarcerated	0.18	0.20	0.01	0.86
Currently on probation or parole	0.07	0.09	0.02	1.03
Covered by health insurance	0.93	0.90	-0.02	-2.13
Insured on Medicaid	0.82	0.81	-0.02	-0.93
Speaks language other than English in home	0.10	0.12	0.02	1.70
Currently allowed to drive	0.80	0.78	-0.03	-1.70
Lived with children in most recent job	0.31	0.28	-0.03	-0.99
"Very Good" or "Excellent" health today	0.50	0.53	0.03	1.69
Have a limiting health problem	0.29	0.27	-0.02	-0.90
Recovering alcoholic	0.12	0.10	-0.01	-0.88
Recovering marijuana addict	0.02	0.04	0.02	4.52
Recovering drug addict	0.10	0.10	0.00	0.28
Non-custodial parent	0.20	0.20	0.00	0.23
Older worker	0.52	0.49	-0.03	-1.82
Veteran	0.23	0.23	-0.01	-0.33
Not in a priority category	0.24	0.26	0.02	1.48

Notes: Data source is the intake survey administered at the time of application. The sample consists of individuals who applied to ReHire and completed the listed questions on the intake survey. Table 4 provides the total number of observations in the treatment and control groups. Survey data were collected prior to individuals being assigned a treatment status.

Wave 2 : Employment Participation
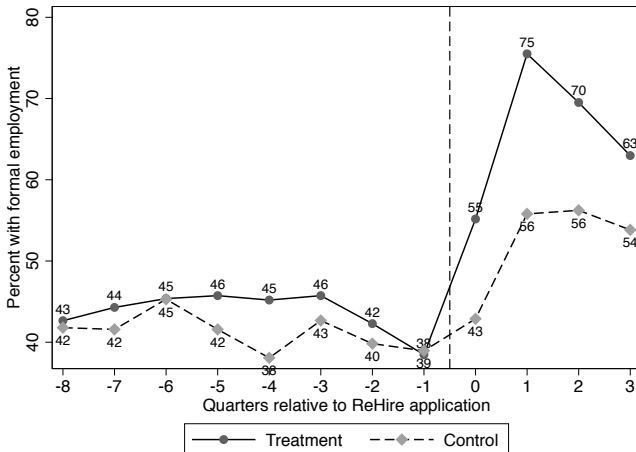
Notes: Data source is a CDLE report run October 10, 2017. Each quarterly sample includes all 1,008 ReHire applicants who applied between 7/2015 and 9/2016. Quarter 0 represents the quarter in which a participant completed an application, and is thus a different calendar quarter from person to person. Formal employment is defined as having UI-covered earnings in Colorado greater than $0 in a given quarter. Earnings from a ReHire-sponsored transitional job are covered by the UI system and are thus counted as formal sector employment. Treatment and Control groups are based on an individual's results in the randomization process. Some treatment group members never received services through ReHire, and only a portion of those who received services were placed in a transitional job.

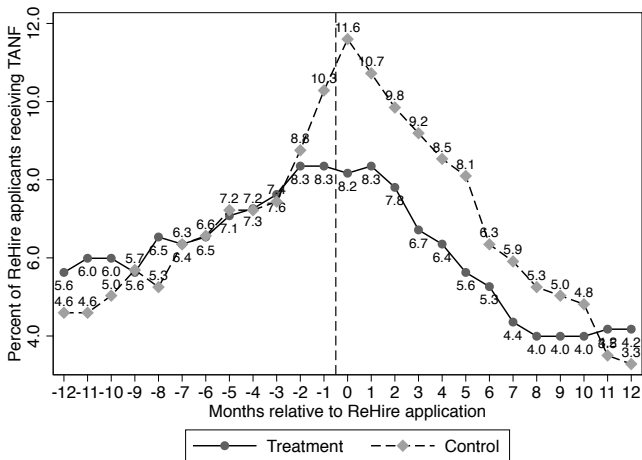# Wave 2: Average Quarterly Earnings
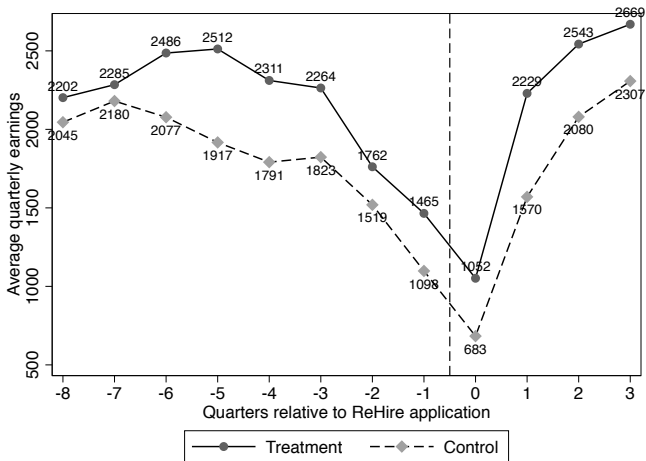
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Wave 2: SNAP Participation
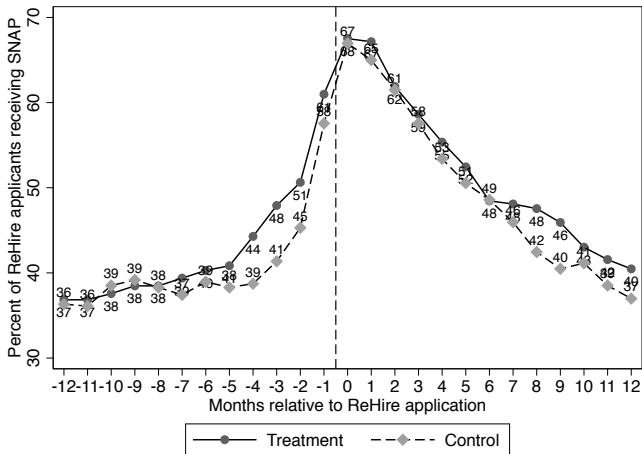
Notes: Data source is CBMS reports run October 10, 2017. Each monthly sample includes all 1,008 ReHire participants who entered the program between 7/2015 and 9/2016. Month 0 represents the month in which an individual completed their application, and is thus a different calendar month from person to person. Individuals are coded as receiving SNAP if they were paid a monthly benefit from CDHS; benefits received in other states are not observed and are treated as zero. Treatment and Control groups are based on an individual's results in the randomization process. Some treatment group members never received services through ReHire, and only a portion of those who received services were placed in a transitional job.

Wave 2: TANF Participation

Notes: Data source is CBMS reports run October 10, 2017. Each monthly sample includes all 1,008 ReHire applicants who applied between 7/2015 and 9/2016. Month 0 represents the month in which an individual completed their application, and is thus a different calendar month from person to person. Individuals are coded as receiving TANF if they were paid a monthly benefit from CDHS; benefits received in other states are not observed and are treated as zero. Treatment and Control groups are based on an individual's results in the randomization process. Some treatment group members never received services through ReHire, and only a portion of those who received services were placed in a transitional job.

Thank you