

Supplemental Appendix

A Helping Hand Goes a Long Way: The Long-Term Effects of Counselling and Support to Welfare-to-Work Program Participants

GUSTAVO J. BOBONIS, ANETA BONIKOWSKA, PHILIP OREOPOULOS, W. CRAIG RIDDELL, AND
STEVEN P. RYAN

DATA SOURCES AND VARIABLE CONSTRUCTION

Information about study participants' annual earnings and employment status is primarily derived from Statistics Canada's T1 historical personal master file, which includes all T1 personal income tax forms filed by study participants, including prior-year tax returns filed several years later. Whenever T1 files are available, study participants' annual earnings from employment is set equal to the amount of T4 income reported on line 101 of the T1 form. In years for which a study participant's T1 is missing, annual employment earnings are calculated by summing the earnings reported by employers on all T4 slips issued on behalf of the participant. Nominal employment earnings in each year are converted to constant 2010 Canadian dollars using Statistics Canada's Consumer Price Index.

Because neither T1 forms nor T4 slips report hours worked, annual employment status is inferred based on study participants' total employment income. Total employment income is equal to the sum of all T4 earnings, net self-employment income, and other employment income, all of which are available on the T1 form. Two annual employment status variables are derived using this definition of total employment income: one variable is an indicator for having total employment income equal to or greater than the amount of gross earnings from working for three months full-time at the minimum wage. The other is an indicator for having a total employment equal to or greater than the amount of gross earnings from working twelve months full-time at the minimum wage. The statutory minimum wage used in this calculation is for the province of residence listed on each year's tax filing.⁵⁰

Study participants are considered to have received welfare during the year if they or their spouses or common-law partners report income from Social Assistance on their respective T1 tax forms⁵¹ or if study participants or their spouses or common-law partners (if any) are linked to T5007 statement of benefits slips issued by a provincial government. Participants were linked to the T1 Family File (T1FF), a component file in the LWF, to determine the presence of a spouse or common-law partner. Linkages to the T5007 are possible only from 1994 onward, meaning that participation in welfare in the one to two years prior to random assignment into the SSP Plus study (which took place between November 1994 and March 1995) is based solely on T1 filings. Although Social Assistance benefits are not considered taxable income they do affect the amount of refundable tax credits received and are therefore supposed to be included in the T1 filing.

The number of employers that a study participant works for in a given year is equal to the number of firms that issue a T4 slip to the individual that year. Job tenure is equal to the number of consecutive years that a study participant receives a T4 slip from the firm that is the main employer in that

⁵⁰In a small number of cases where the province of residence is not available for a given year, the information from the nearest available year is used instead.

⁵¹In cases where an individual lives with a spouse or common-law partner while receiving social assistance payments, the person with the higher net income for the year reports those payments on his or her T1 form.

year (i.e., the firm that pays the participant the most). The size of the main employer in a given year is derived from the firm's annual payroll and estimates of annual average earnings.

To generate mean log earnings at each employer and the level of earnings at the 25th, 50th, 75th percentiles of each employer's payroll distribution, we use Statistics Canada's linked employer-employee database, the Longitudinal Worker File. We limit our analysis to firms for which there are 10 or more employees aged 20-60 who report total earnings greater than or equal to one-quarter the contemporary minimum wage.⁵² Total earnings for an employee are determined by summing over all earnings reported on all T4s issued for that employee, even if those T4s come from different firms. For workers with multiple T4s in a given year, we assign each worker to the firm that pays the largest share of total earnings; we also assign all of the worker's earnings to that firm, including earnings that are reported on other T4 slips.⁵³

⁵²Limiting the analysis to firms with 10 or more more employees makes it possible to differentiate the 25th, 50th, and 75th percentile of the firm payroll distribution.

⁵³Our definition of firms and employees is similar to that used by Song et al. (2019) for their analysis of firm wage premia.

Table A1—Participation in SSP Plus Activities

Activity	All SSP Plus Program Group Members (%)	Supplement Takers	
		Before Supplement Take-Up (%)	After Supplement Take-Up (%)
Completed employment plan	95.3	81.5	17.8
Used resume service	69.0	63.0	21.5
Attended job club	25.5	31.1	4.4
Received job coaching	72.6	18.5	89.6
In person	32.5	9.6	40.0
By phone	65.0	14.8	85.2
Received job leads	62.8	18.5	69.6
In person	10.9	2.2	9.6
By phone	58.8	17.8	62.2
By mail	22.6	0.0	45.2
N individuals	274	135	

Notes: Table reproduced from Lei and Michalopoulos (2001). Calculations from SSP's Program Management Information System (PMIS).

Table A2—Survey Response Rates

	Dependent variable: Responded to survey (1)
SSP Plus × Survey Round 1	0.029* (0.016)
SSP Plus × Survey Round 2	0.024 (0.022)
SSP Plus × Survey Round 3	0.045 (0.029)
SSP Regular × Survey Round 1	0.026 (0.016)
SSP Regular × Survey Round 2	0.001 (0.023)
SSP Regular × Survey Round 3	0.043 (0.029)
Time fixed effects	Y
Plus – Regular × Survey Round 1	0.003 (0.013)
Plus – Regular × Survey Round 2	0.023 (0.022)
Plus – Regular × Survey Round 3	0.002 (0.028)
Test of homogeneous effects (p-values):	
$H_0 : \beta_{Plus,1} = \beta_{Plus,2} = \beta_{Plus,3}$	0.769
$H_0 : \beta_{Plus,1} = \beta_{Plus,2} = \beta_{Plus,3} = 0$	0.180
$H_0 : \beta_{Reg,1} = \beta_{Reg,2} = \beta_{Reg,3}$	0.366
$H_0 : \beta_{Reg,1} = \beta_{Reg,2} = \beta_{Reg,3} = 0$	0.213
$H_0 : \beta_{S,1} = \beta_{S,2} = \beta_{S,3}$	0.644
$H_0 : \beta_{S,1} = \beta_{S,2} = \beta_{S,3} = 0$	0.750
N individuals	892
N observations	2,676
Mean of dependent variable (Control group):	
Survey Round 1	0.947
Survey Round 2	0.911
Survey Round 3	0.828

Notes: Intent-to-treat (ITT) impact estimates of the SSP Plus program relative to the SSP Regular group based on differences in parameters in equation (1); standard errors clustered at the individual level.

TABLE A3—LINKAGE RATES TO ADMINISTRATIVE DATA (T1H PERSONAL MASTER FILE)

	SSP Plus (1)	Regular SSP (2)	Control (3)	SSP Regular - Control [(1)-(3)] (4)	SSP Regular - Control [(2)-(3)] (5)	SSP Plus - SSP Regular [(1)-(2)] (6)
Years 1-4	0.987	0.987	0.993	-0.006 (0.006)	-0.006 (0.007)	0.000 (0.007)
Years 5-8	0.964	0.972	0.976	-0.012 (0.012)	-0.004 (0.012)	-0.008 (0.013)
Years 9-12	0.946	0.947	0.949	-0.003 (0.015)	-0.002 (0.016)	-0.001 (0.016)
Years 13-16	0.892	0.914	0.903	-0.012 (0.022)	0.010 (0.021)	-0.022 (0.022)
Years 17-20	0.871	0.873	0.893	-0.022 (0.024)	-0.021 (0.024)	-0.001 (0.026)
N	293	296	303			

Notes: Columns 1-3 report linkage rates for each experimental arm across time periods. Columns 4-6 report differences in linkage rates across experimental arms are estimated based on regressions that adjust for year fixed effects; standard errors clustered at the individual level are reported in parentheses.

TABLE A4—BASELINE BALANCE IN MAIN OUTCOMES OF INTEREST FROM ADMINISTRATIVE DATA

	SSP Plus	SSP Regular	Control	SSP Plus – Control [(1)–(3)] (4)	SSP Regular – Control [(2)–(3)] (5)	SSP Plus – SSP Regular [(1)–(2)] (6)
	(1)	(2)	(3)			
Employment	0.177	0.214	0.224	-0.047 [0.153]	-0.010 [0.765]	-0.037 [0.262]
Earnings (2010 CAD)	1,100	1,400	1,500	-321 [0.142]	-51 [0.831]	-300 [0.228]
Social Assistance	0.997	1.000	0.997	0.000 [0.985]	0.003 [0.318]	-0.003 [0.318]
N	293	296	303			

Notes: Columns 1–3 report baseline ($t = -1$) mean share employed, mean earnings, and mean share on Social Assistance for each experimental group. Columns 4–6 report differences in means between experimental groups; p-values for tests of equality are reported in brackets.

Table A5—Balance Tests – Extended Set

	SSP Plus (1)	SSP Regular (2)	Control (3)	Plus – Control (4)	Reg. – Control (5)	Plus – Reg. (6)
Gender						
Share female (%)	97.2	96.9	95.1	2.06	1.74	0.33
Age (%)						
19–24	28.3	26.1	22.6	5.75	3.56	2.19
25–29	23.1	17.4	21.2	1.90	-3.76	5.66*
30–39	37.1	36.9	35.8	1.30	1.17	0.13
40–49	8.7	16.0	19.4	-10.70***	-3.42	-7.29**
50 or older	2.8	3.5	1.0	1.76	2.44*	-0.69
Marital status (%)						
Married or living common-law	1.4	2.4	2.4	-1.03	0.00	-1.03
Never married	57.0	54.5	55.6	1.44	-1.04	2.48
Divorced, separated, or widowed	41.6	43.1	42.0	-0.41	1.04	-1.45
Education						
Completed education (%)						
Less than high school	50.0	55.2	51.7	-1.74	3.47	-5.21
Completed high school, no post-secondary	40.2	36.8	37.5	2.71	-0.69	3.40
Some post-secondary	9.8	8.0	10.8	-0.97	-2.78	1.80
Enrolled in school at random assignment (%)	16.1	9.7	9.0	7.06***	0.69	6.36**
Family background						
Mother did not finish high school (%)	69.9	72.5	70.8	-0.92	1.68	-2.60
Father did not finish high school (%)	64.7	70.1	66.1	-1.40	3.99	-5.38
One or both parents absent when growing up (%)	31.5	41.3	35.4	-3.95	5.90	-9.85**
Family received welfare when growing up (%)	26.9	34.8	30.4	-3.45	4.39	-7.84**
Recent welfare history						
Number of months on SA in prior 3 years (%)						
10–23	21.3	19.4	21.2	0.15	-1.74	1.88
24–35	36.4	35.8	33.0	3.38	2.78	0.60
All 36	42.3	44.8	45.8	-3.53	-1.04	-2.48
Average SA payments in prior month	725	707	698	27.01*	9.74	17.27
Work history and labor-force status						
Ever had a paid job (%)	92.0	95.1	91.3	0.64	3.82*	-3.18
Average years worked	6.5	6.9	7.0	-0.54	-0.05	-0.49
Labor-force status at random assignment (%)						
Employed ≥30 hrs/week	8.4	6.6	9.0	-0.64	-2.38	1.75

	SSP Plus (1)	SSP Regular (2)	Control (3)	Plus – Control (4)	Reg. – Control (5)	Plus – Reg. (6)
Employed <30 hrs/week	13.3	14.0	17.0	-3.73	-3.03	-0.70
Looking for work, not employed	25.9	22.0	21.5	4.35	0.50	3.85
Neither employed nor looking	52.4	57.3	52.4	0.02	4.91	-4.90
Activity-limiting conditions (%)						
Reported physical problem	24.8	25.1	25.8	-0.96	-0.70	-0.26
Reported emotional problem	7.3	9.1	6.6	0.72	2.47	-1.75
Children						
Number of children <19 yrs (%)						
1	59.8	62.0	61.8	-2.02	0.22	-2.23
2	28.3	31.7	27.4	0.89	4.28	-3.39
3 or more	11.9	6.3	10.8	1.12	-4.49*	5.62**
Age of youngest child (%)						
0–2	30.9	31.2	25.8	5.07	5.44	-0.38
3–5	24.8	19.3	24.7	0.08	-5.44	5.52
6–11	29.1	25.6	26.8	2.28	-1.22	3.46
12 or older	15.2	23.9	22.6	-7.40**	1.21	-8.61**
Opinions and expectations						
Said greatest need was (%)	36.8	37.5	42.0	-5.17	-4.51	-0.66
Immediate full-time employment	9.8	8.0	9.4	0.45	-1.39	1.84
Immediate part-time employment	43.5	39.2	35.4	8.09**	3.82	4.27
Education or training	8.4	12.8	11.8	-3.38	1.04	-4.43
Something else	1.4	2.4	1.4	0.01	1.04	-1.03
If I got a job, I could find someone I trust to take care of my children						
Agree	69.8	64.6	61.3	8.50**	3.26	5.24
Disagree	13.7	12.8	17.1	-3.39	-4.23	0.84
No care required	16.5	22.6	21.6	-5.11	0.97	-6.08*
Resident						
Share urban (%)	67.8	70.5	69.4	-1.61	1.04	-2.65
Ethnic background						
First Nations ancestry (%)	5.2	4.5	7.0	-1.72	-2.45	0.73
Asian ancestry (%)	0.3	0.0	0.7	-0.35	-0.70	0.35
French-speaking (%)	28.7	24.0	25.0	3.67	-1.04	4.71
Immigration						
Not born in Canada (%)	2.8	2.8	2.4	0.37	0.35	0.02
Immigrated in last 5 years (%)	0.7	0.3	0.3	0.35	0.00	0.35
F-test (p-value)				0.259	0.127	0.031**

N

286

288

288

Notes: Columns 1-3 report means of baseline observable characteristics for each experimental arm. Columns 4-6 report differences in across experimental arms; standard errors clustered at the individual level are reported in parentheses. Statistically significant at *** 99 percent, ** 95 percent, and * 90 percent confidence levels, respectively. P-value of F-statistic testing joint difference across all characteristics is 0.049.

Table A6—Effects of SSP Plus and SSP Regular on Referrals to Services

	Received a referral to:					
	Job search activity (1)	Education or training program (2)	Life skills program (3)	Personal counseling (4)	Childcare services (5)	Other services (6)
SSP Plus	0.372 (0.037)	0.078 (0.034)	0.023 (0.032)	-0.003 (0.028)	0.154 (0.029)	0.021 (0.013)
SSP Regular	0.168 (0.036)	0.056 (0.033)	-0.007 (0.030)	0.003 (0.028)	0.066 (0.025)	0.004 (0.010)
Plus – Regular	0.204 (0.041)	0.022 (0.036)	0.030 (0.031)	-0.006 (0.028)	0.088 (0.032)	0.018 (0.013)
N observations	861	861	857	862	861	861
Mean of dependent variable (Control group):	0.188	0.174	0.160	0.128	0.066	0.014

Notes: Intent-to-treat (ITT) impact estimates of the SSP Plus and the SSP Regular interventions based on equation (1); impact estimates of the Plus program relative to the Regular group based on differences in parameters in equation (1). Standard errors clustered at the individual level. n/a = estimates suppressed for privacy protection.

Table A7—Effects of SSP Plus and SSP Regular on Participation in Services

	Participated in job search activity (1)	Participated in education or training (2)	Participated in life skills program (3)	Participated in personal counseling (4)
SSP Plus × Survey Round 1	0.212 (0.039)	0.015 (0.034)	0.025 (0.036)	-0.013 (0.037)
SSP Plus × Survey Round 2	0.040 (0.021)	-0.049 (0.037)	0.012 (0.024)	-0.057 (0.032)
SSP Plus × Survey Round 3	-0.013 (0.017)	0.031 (0.036)	0.003 (0.020)	0.005 (0.031)
SSP Regular × Survey Round 1	0.052 (0.038)	0.003 (0.034)	0.036 (0.036)	0.016 (0.038)
SSP Regular × Survey Round 2	0.016 (0.019)	-0.068 (0.036)	-0.035 (0.021)	-0.047 (0.032)
SSP Regular × Survey Round 3	0.003 (0.018)	0.038 (0.036)	-0.005 (0.019)	-0.000 (0.031)
Time fixed effects	Y	Y	Y	Y
Plus – Regular × Survey Round 1	0.160 (0.040)	0.012 (0.034)	-0.011 (0.037)	-0.029 (0.038)
Plus – Regular × Survey Round 2	0.025 (0.022)	0.019 (0.035)	0.047 (0.021)	-0.010 (0.030)
Plus – Regular × Survey Round 3	-0.015 (0.017)	-0.006 (0.037)	0.008 (0.019)	0.005 (0.031)
Test of homogeneous effects (p-values):				
$H_0 : \beta_{Plus,1} = \beta_{Plus,2} = \beta_{Plus,3}$	0.000	0.156	0.853	0.203
$H_0 : \beta_{Plus,1} = \beta_{Plus,2} = \beta_{Plus,3} = 0$	0.000	0.293	0.886	0.273
$H_0 : \beta_{Reg,1} = \beta_{Reg,2} = \beta_{Reg,3}$	0.496	0.051	0.153	0.227
$H_0 : \beta_{Reg,1} = \beta_{Reg,2} = \beta_{Reg,3} = 0$	0.480	0.112	0.196	0.365
$H_0 : \beta_{Services,1} = \beta_{Services,2} = \beta_{Services,3}$	0.000	0.837	0.212	0.744
$H_0 : \beta_{Services,1} = \beta_{Services,2} = \beta_{Services,3} = 0$	0.001	0.923	0.155	0.863
N individuals	880	880	892	880
N observations	2,447	2,447	2,477	2,445
Mean of dependent variable (Control group):				
Survey Round 1	0.267	0.205	0.244	0.279
Survey Round 2	0.043	0.272	0.080	0.196
Survey Round 3	0.044	0.187	0.052	0.143

Notes: Intent-to-treat (ITT) impact estimates of the SSP Plus and the SSP Regular interventions based on equation (1); impact estimates of the Plus program relative to the Regular group based on differences in parameters in equation (1). Standard errors clustered at the individual level. n/a = estimates suppressed for privacy protection.

Table A8—Effects of SSP Plus Program Assignment on Program Perceptions

	SSP offers people like me:				
	Earnings supplement (1)	Help finding a job (2)	Education and training (3)	Information and referrals (4)	Other services (5)
SSP Plus	-0.029 (0.032)	0.161 (0.034)	0.049 (0.021)	0.019 (0.038)	0.019 (0.039)
N individuals	556	556	556	556	556
Mean of dependent variable (SSP Regular group):	0.844	0.138	0.040	0.273	0.295

Notes: Intent-to-treat (ITT) impact estimates of the SSP Plus program relative to the SSP Regular group based on differences in parameters in equation (1); standard errors clustered at the individual level.

Table A9—Short-Run Effects of SSP Plus and SSP Regular on Employment and Job Quality

	Monthly employment	Monthly earnings (constant 2010 CAD)	Monthly hours worked	Hourly wage (constant 2010 CAD)	Current or most recent job offered health, drug, dental, or pension benefits	Current or most recent job had union coverage
	(1)	(2)	(3)	(4)	(5)	(6)
SSP Plus × Survey Round 1	0.095 (0.031)	119.93 (35.78)	16.39 (4.17)	-0.896 (0.522)	-0.025 (0.054)	-0.055 (0.031)
SSP Plus × Survey Round 2	0.102 (0.035)	139.55 (53.36)	17.59 (5.12)	-0.785 (0.446)	0.153 (0.046)	0.007 (0.027)
SSP Plus × Survey Round 3	0.063 (0.038)	173.98 (70.28)	13.67 (6.05)	0.249 (0.461)	0.052 (0.044)	-0.018 (0.026)
SSP Regular × Survey Round 1	0.036 (0.032)	46.27 (35.69)	8.72 (4.23)	-0.973 (0.554)	-0.073 (0.054)	-0.034 (0.034)
SSP Regular × Survey Round 2	0.058 (0.035)	58.27 (52.98)	14.40 (5.36)	-1.43 (0.451)	0.018 (0.037)	-0.029 (0.021)
SSP Regular × Survey Round 3	-0.013 (0.038)	7.49 (64.06)	3.91 (6.08)	-0.534 (0.464)	0.005 (0.043)	-0.013 (0.027)
Time fixed effects	Y	Y	Y	Y	Y	Y
Test of homogeneous effects (p-values):						
$H_0 : \beta_{Plus,1} = \beta_{Plus,2} = \beta_{Plus,3}$	0.419	0.678	0.699	0.025	0.031	0.279
$H_0 : \beta_{Plus,1} = \beta_{Plus,2} = \beta_{Plus,3} = 0$	0.013	0.007	0.001	0.037	0.009	0.298
$H_0 : \beta_{Reg,1} = \beta_{Reg,2} = \beta_{Reg,3}$	0.049	0.557	0.037	0.075	0.342	0.806
$H_0 : \beta_{Reg,1} = \beta_{Reg,2} = \beta_{Reg,3} = 0$	0.079	0.449	0.021	0.012	0.532	0.452
N individuals	880	880	880	652	630	610
N observations	44597	43572	44353	17732	1238	1170
Mean of dependent variable (Control group):						
Survey Round 1	0.306	251.17	30.89	8.90	0.237	0.074
Survey Round 2	0.370	398.70	42.52	9.62	0.078	0.038
Survey Round 3	0.465	536.74	58.05	9.36	0.169	0.065

Notes: Intent-to-treat (ITT) impact estimates of the SSP Plus and the SSP Regular interventions based on equation (1); standard errors clustered at the individual level. n/a = estimates suppressed for privacy protection.

Table A10—Effects of SSP Plus and SSP Regular on Real Earnings, Employment, and Welfare Receipt

	Dependent variables:							
	Earnings		Employment		Full-Time Employment		Social Assistance	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
SSP Plus × Years 1-4	4,200 (570)	4,000 (540)	0.150 (0.032)	0.139 (0.027)	0.200 (0.024)	0.197 (0.023)	-0.105 (0.022)	-0.101 (0.021)
SSP Plus × Years 5-8	1,400 (900)	1,100 (840)	0.057 (0.035)	0.044 (0.032)	0.065 (0.033)	0.061 (0.030)	-0.087 (0.035)	-0.082 (0.032)
SSP Plus × Years 9-12	1,400 (1,100)	1,100 (1,100)	0.041 (0.035)	0.028 (0.032)	0.058 (0.035)	0.054 (0.033)	-0.075 (0.036)	-0.069 (0.034)
SSP Plus × Years 13-16	2,500 (1,400)	2,300 (1,300)	0.016 (0.037)	0.002 (0.034)	0.029 (0.038)	0.024 (0.036)	-0.049 (0.036)	-0.044 (0.034)
SSP Plus × Years 17-20	2,100 (1,500)	1,800 (1,400)	0.023 (0.040)	0.006 (0.037)	0.016 (0.040)	0.009 (0.038)	-0.023 (0.037)	-0.016 (0.035)
SSP Reg. × Years 1-4	2,500 (550)	2,900 (530)	0.068 (0.032)	0.085 (0.027)	0.136 (0.024)	0.151 (0.022)	-0.045 (0.021)	-0.053 (0.019)
SSP Reg. × Years 5-8	-640 (820)	-310 (770)	-0.011 (0.036)	0.005 (0.032)	0.001 (0.032)	0.016 (0.030)	0.024 (0.035)	0.016 (0.032)
SSP Reg. × Years 9-12	-1,270 (990)	-880 (920)	-0.008 (0.036)	0.010 (0.032)	-0.017 (0.034)	0.000 (0.032)	-0.016 (0.037)	-0.022 (0.034)
SSP Reg. × Years 13-16	-490 (1,200)	-100 (1,100)	-0.008 (0.036)	0.009 (0.033)	-0.011 (0.037)	0.004 (0.035)	-0.026 (0.036)	-0.033 (0.033)
SSP Reg. × Years 17-20	-730 (1,300)	-470 (1,200)	0.020 (0.040)	0.030 (0.037)	-0.016 (0.039)	-0.007 (0.037)	-0.020 (0.037)	-0.024 (0.035)
Year Fixed Effects	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Controls	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Intent-to-treat (ITT) impact estimates of the SSP Plus program and the SSP Regular group relative to the control group based on equation (1); standard errors clustered at the individual level.

Table A11—Short-Run Effects of SSP Plus and SSP Regular on Job Search, Separations, and Transitions

	Looked for a job	Were employed at some point since last interview	Experienced one or more job separations since last interview	Experienced a voluntary separation since last interview	Experienced a job-to-job transition since last interview
	(1)	(2)	(3)	(4)	(5)
SSP Plus × Survey Round 1	0.123*** (0.035)	0.189*** (0.040)	0.158*** (0.039)	0.137*** (0.033)	0.070*** (0.021)
SSP Plus × Survey Round 2	0.039 (0.042)	0.092** (0.041)	0.017 (0.041)	0.038 (0.035)	0.030 (0.023)
SSP Plus × Survey Round 3	0.062 (0.044)	0.057 (0.041)	0.081** (0.039)	0.089** (0.035)	0.018 (0.027)
SSP Regular × Survey Round 1	0.067* (0.036)	0.090** (0.041)	0.055 (0.038)	0.013 (0.030)	0.007 (0.015)
SSP Regular × Survey Round 2	-0.032 (0.043)	0.046 (0.042)	0.038 (0.041)	0.015 (0.034)	0.009 (0.022)
SSP Regular × Survey Round 3	0.012 (0.044)	-0.018 (0.042)	0.077** (0.039)	0.074** (0.035)	-0.006 (0.026)
Time fixed effects	Y	Y	Y	Y	Y
Test of homogeneous effects (p-values):					
$H_0 : \beta_{Plus,1} = \beta_{Plus,2} = \beta_{Plus,3}$	0.187	0.007	0.018	0.074	0.201
$H_0 : \beta_{Plus,1} = \beta_{Plus,2} = \beta_{Plus,3} = 0$	0.005	0.000	0.000	0.000	0.007
$H_0 : \beta_{Reg,1} = \beta_{Reg,2} = \beta_{Reg,3}$	0.116	0.065	0.737	0.329	0.873
$H_0 : \beta_{Reg,1} = \beta_{Reg,2} = \beta_{Reg,3} = 0$	0.162	0.078	0.131	0.209	0.932
N individuals	892	880	878	878	880
N observations	2,476	2,447	2,514	2,513	2,446
Mean of dependent variable (control group):					
Survey Round 1	0.696	0.497	0.268	0.139	0.031
Survey Round 2	0.558	0.580	0.355	0.192	0.065
Survey Round 3	0.406	0.657	0.277	0.181	0.096

Notes: Intent-to-treat (ITT) impact estimates of the SSP Plus program and the SSP Regular group relative to the control group based on equation (1); standard errors clustered at the individual level. Statistically significant at *** 99 percent, ** 95 percent, and * 90 percent confidence levels, respectively.

TABLE A12—SHARE OF STUDY PARTICIPANTS LINKED TO A FIRM IN ADMINISTRATIVE DATA

Year	SSP Plus (%) (1)	Reg. SSP (%) (2)	Control (%) (3)	SSP Plus - Control (4)	Reg. SSP - Control (5)	SSP Plus - Reg. SSP (6)
1	38.9	36.5	31.7	7.2*	4.8	2.4
2	53.9	44.6	33	20.9***	11.6	9.3**
3	53.9	46.6	38.6	15.3***	8.0	7.3*
4	53.2	46.2	42.2	11.0***	4.0	7.0*
5	53.6	47.6	46.2	7.4*	1.4	6.0
6	49.5	49	48.5	1.0	0.5	0.5
7	54.3	50.3	50.5	3.8	-0.2	4.0
8	54.3	51.7	50.2	4.1	1.5	2.6
9	54.6	51.3	52.1	2.5	-0.8	3.3
10	51.2	53	53.8	-2.6	-0.8	-1.8
11	52.3	53.1	53.5	-1.2	-0.4	-0.8
12	57.0	59.5	54.8	2.2	4.7	-2.5
13	54.9	56.7	55.1	-0.2	1.6	-1.8
14	54.9	58.1	55.4	-0.5	2.7	-3.2
15	55.3	55.4	54.1	1.2	1.3	-0.1
16	52.9	53	52.1	0.8	0.9	-0.1
17	51.2	54.4	50.5	0.7	3.9	-3.2
18	47.8	52.7	47.9	-0.1	4.8	-4.9
19	48.8	50.7	49.5	-0.7	1.2	-1.9
20	50.8	49.3	47.5	3.3	1.8	1.5

Notes: Share of participants linked to a firm that has at least 10 employees who make at least 1/4 full-time minimum wage earnings. Statistically significant at *** 99 percent, ** 95 percent, and * 90 percent confidence levels, respectively.

Table A13—Long-Run Effects of the SSP Plus Program on Other Job and Employer Outcomes

	Dependent variables:			
	Job tenure (1)	Union dues (2)	Firm size (3)	Mean log earnings at firm (4)
SSP Plus × Years 1–4	-0.11 (0.11)	n/a n/a	-399 (1,284)	0.003 (0.032)
SSP Plus × Years 5–8	-0.03 (0.18)	-0.006 (0.016)	-599 (1,402)	0.079 (0.045)
SSP Plus × Years 9–12	-0.05 (0.24)	-0.005 (0.020)	3,262 (3,748)	0.068 (0.044)
SSP Plus × Years 13–16	0.18 (0.32)	-0.001 (0.023)	6,104 (4,531)	0.000 (0.047)
SSP Plus × Years 17–20	0.40 (0.44)	0.001 (0.024)	8,540 (6,402)	0.047 (0.049)
N individuals	511	892	511	511
N observations	9,007	17,840	9,007	9,007

Notes: Intent-to-treat (ITT) impact estimates of the SSP Plus program relative to the SSP Regular group based on differences in parameters in equation (1); standard errors clustered at the individual level. n/a = estimates suppressed for privacy protection.

Table A15—Effects of SSP Plus and SSP Regular on Educational Upgrading and Locus of Control

	Dependent variables:					
	Educational upgrading		Locus of control			
			Share agreeing or strongly agreeing:			
	Has high school diploma	Ever attended community college or vocational school	There is little I can do to change the important things in my life	I have little control over the things that happen to me	Sometimes I feel as if I'm being pushed around in life	I am often angry that people like me never get a fair chance to succeed
	(1)	(2)	(3)	(4)	(5)	(6)
SSP Plus × Survey Round 1	0.019 (0.019)	-0.023 (0.041)	-	-	-	-
SSP Plus × Survey Round 2	0.003 (0.024)	-0.020 (0.041)	-0.071 (0.041)	-0.050 (0.037)	-0.019 (0.043)	-0.044 (0.043)
SSP Plus × Survey Round 3	0.043 (0.025)	-0.011 (0.042)	-0.079 (0.036)	-0.031 (0.036)	-0.047 (0.043)	0.002 (0.045)
SSP Regular × Survey Round 1	0.007 (0.019)	-0.059 (0.040)	-	-	-	-
SSP Regular × Survey Round 2	-0.039* (0.023)	-0.058 (0.040)	-0.022 (0.042)	0.005 (0.038)	-0.061 (0.043)	-0.000 (0.043)
SSP Regular × Survey Round 3	0.010 (0.024)	-0.105*** (0.039)	-0.039 (0.037)	-0.000 (0.037)	-0.022 (0.043)	0.030 (0.045)
Time fixed effects	Y	Y	Y	Y	Y	Y
Plus – Regular × Survey Round 1	0.011 (0.019)	0.035 (0.040)	-	-	-	-
Plus – Regular × Survey Round 2	0.042* (0.024)	0.038 (0.040)	-0.049 (0.041)	-0.054 (0.037)	0.043 (0.043)	-0.044 (0.043)
Plus – Regular × Survey Round 3	0.033 (0.024)	0.095** (0.039)	-0.040 (0.034)	-0.030 (0.035)	-0.025 (0.042)	-0.028 (0.044)

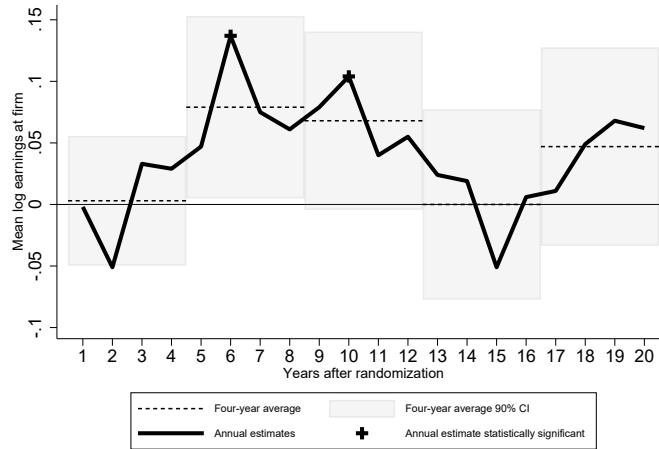
Continued on next page

Table A15—Effects of SSP Plus and SSP Regular on Educational Upgrading and Locus of Control

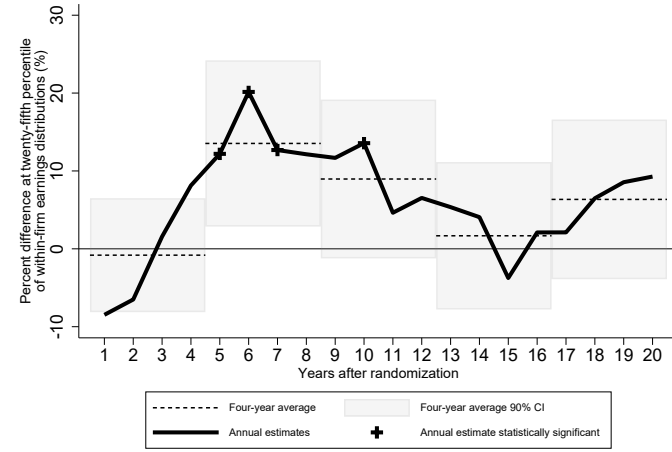
	Dependent variables:					
	Educational upgrading		Locus of control			
			Share agreeing or strongly agreeing:			
	Has high school diploma	Ever attended community college or vocational school	There is little I can do to change the important things in my life	I have little control over the things that happen to me	Sometimes I feel as if I'm being pushed around in life	I am often angry that people like me never get a fair chance to succeed
	(1)	(2)	(3)	(4)	(5)	(6)
Test of homogeneous effects (p-values):						
$H_0 : \beta_{Reg,1} = \beta_{Reg,2} = \beta_{Reg,3}$	0.033	0.419	0.706	0.908	0.439	0.548
$H_0 : \beta_{Reg,1} = \beta_{Reg,2} = \beta_{Reg,3} = 0$	0.078	0.062	0.558	0.991	0.354	0.775
$H_0 : \beta_{Plus,1} = \beta_{Plus,2} = \beta_{Plus,3}$	0.227	0.950	0.845	0.658	0.558	0.342
$H_0 : \beta_{Plus,1} = \beta_{Plus,2} = \beta_{Plus,3} = 0$	0.188	0.945	0.050	0.360	0.541	0.525
$H_0 : \beta_{Services,1} = \beta_{Services,2} = \beta_{Services,3}$	0.298	0.249	0.849	0.574	0.176	0.752
$H_0 : \beta_{Services,1} = \beta_{Services,2} = \beta_{Services,3} = 0$	0.299	0.105	0.329	0.307	0.390	0.571
Sample	Survey Rounds 1, 2 and 3		Survey Rounds 2 and 3			
N individuals	880	880	850	845	851	851
N observations	2,445	2,446	1,549	1,542	1,565	1,556
Mean of dependent variable (Control group):						
Survey Round 1	0.500	0.458	-	-	-	-
Survey Round 2	0.558	0.420	0.372	0.259	0.460	0.476
Survey Round 3	0.534	0.386	0.235	0.211	0.371	0.449

Notes: Intent-to-treat (ITT) impact estimates of the SSP Plus and the SSP Regular interventions based on equation (1); impact estimates of the Plus program relative to the Regular group based on differences in parameters in equation (1). Standard errors clustered at the individual level. n/a = estimates suppressed for privacy protection.

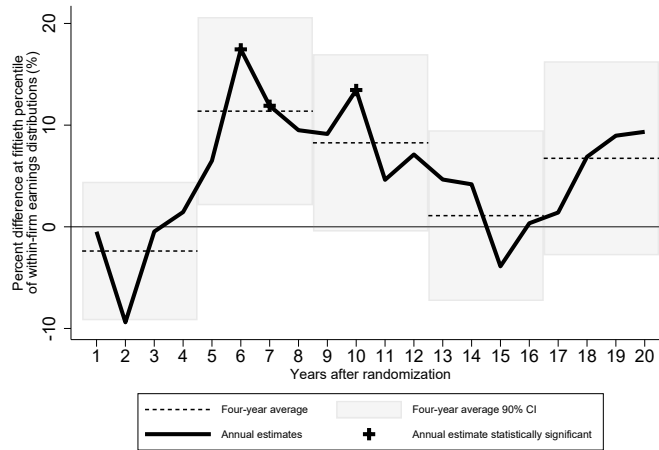
FIGURE A1. LONG-RUN EFFECTS OF THE SELF-SUFFICIENCY PROGRAM PLUS ON EMPLOYER QUALITY

Panel A: Mean Log Earnings

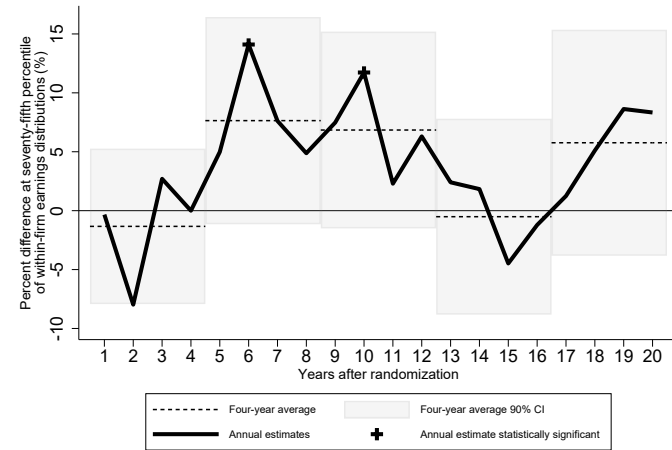
Unadjusted specification, comparison of SSP Plus to Regular SSP

Panel B: 25th Percentile

Unadjusted specification, comparison of SSP Plus to Regular SSP

Panel C: 50th Percentile

Unadjusted specification, comparison of SSP Plus to Regular SSP

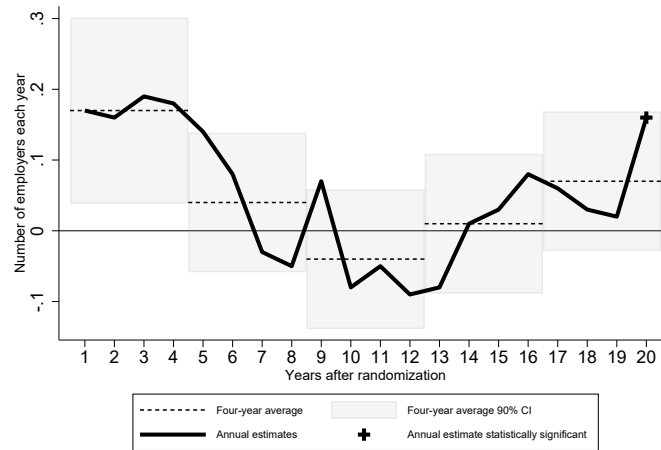
Panel D: 75th Percentile

Unadjusted specification, comparison of SSP Plus to Regular SSP

Note: Panels A–D report annual (solid line) and 4-year group-specific (horizontal dashed line segments) intent-to-treat (ITT) impact estimates of the SSP Plus program relative to the SSP Regular group based on estimates of equation (1). 90% confidence intervals for four-year group specific estimates are represented by transparent grey bars. Annual differences are overlaid as a solid black line with statistically significant annual differences at the 90% level denoted by a cross marker.

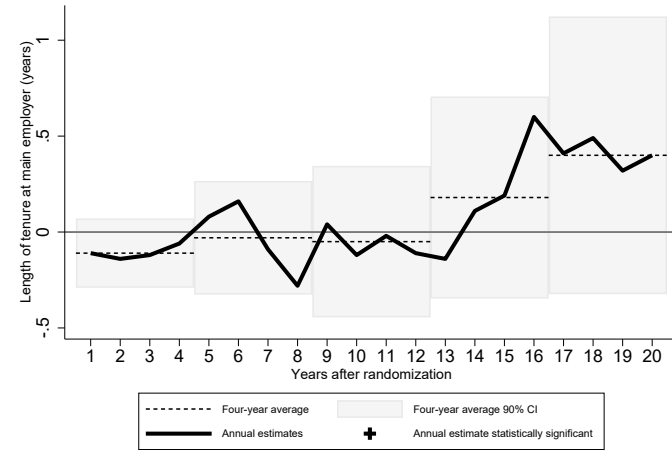
FIGURE A2. LONG-RUN EFFECTS OF THE SSP PLUS PROGRAM ON OTHER JOB AND EMPLOYER OUTCOMES

Panel A: Number of Employers



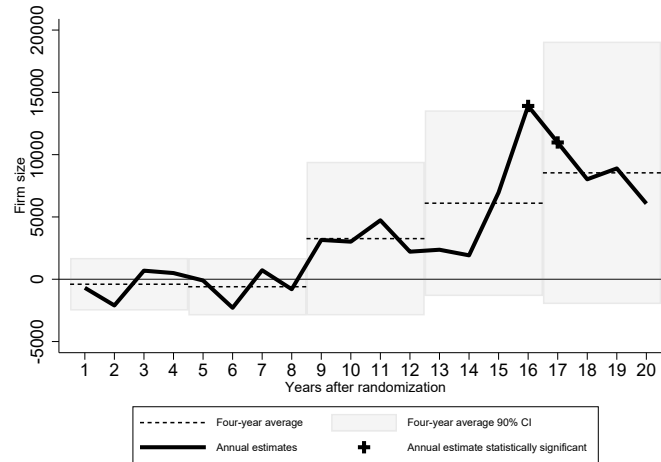
Unadjusted specification, comparison of SSP Plus to Regular SSP

Panel B: Job Tenure



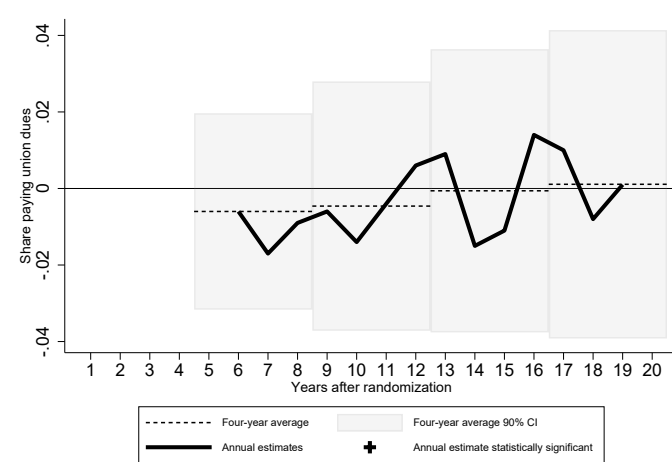
Unadjusted specification, comparison of SSP Plus to Regular SSP

Panel C: Size of Main Employer



Unadjusted specification, comparison of SSP Plus to Regular SSP

Panel D: Share Paying Union Dues



Unadjusted specification, comparison of SSP Plus to Regular SSP

Note: Panels A–D report annual (solid line) and 4-year group-specific (horizontal dashed line segments) intent-to-treat (ITT) impact estimates of the SSP Plus program relative to the SSP Regular group based on estimates of equation (1). 90% confidence intervals for four-year group specific estimates are represented by transparent grey bars. Annual differences are overlaid as a solid black line with statistically significant annual differences at the 90% level denoted by a cross marker.

Qualitative Evidence Regarding the SSP Plus Program

Focus groups conducted with Plus group members at the time the experiment was ongoing indicate that the high-quality counseling provided through the SSP Plus program helped to address multiple barriers to finding and retaining employment.⁵⁴ SSP staff helped Plus group members learn the skills necessary to search for work, apply for jobs, and interview with hiring managers; SSP Plus members also gained confidence and were more motivated to find and keep employment. The responsiveness of SSP staff and ongoing support helped Plus group members overcome on-the-job challenges once they were working and encouraged them to continue progressing in their careers. Even Plus group members who were not able to initiate the earnings supplement had positive feelings towards the SSP staff and reported feeling motivated to continue looking for ways to better their circumstances in life.

Plus group members who spoke during focus group sessions described how the assistance they received from SSP staff helped hone their skills in applying for jobs. For instance, many Plus group members had never used formal resumes and did not know how to write one. As a focus group participant stated, "I just found there was a lot I didn't know, just about the format of a resume. I didn't know the proper way it should be. I was shown the proper way it should be; I was shown, just a different way to bring the qualities that I have across to somebody else where before I wouldn't have had a clue how to do it." Resume preparation had the additional benefit of increasing confidence while searching for work: "I was proud to have such a nice-looking, complete, resume", said one Plus group member; another noted: "It gives you self-esteem; makes you stand out. Like, you go in with your head held high—something to show for it. Like, I mean, it's not like everybody else's."

Plus group members also received instruction from SSP staff about how to interact with prospective employers while submitting resumes and during interviews. As relayed by one focus group participant: "When I applied at [company name], I asked to speak to the head guy. I would never have made a request like this before. . . . All of a sudden, I can talk to people! I found out I wasn't a dumb person." Another participant described how the support from SSP staff helped her navigate the interview process: "It gave me the tools that I needed to go out and do a proper interview, instead of being tongue tied and not knowing what to say. And, not knowing how to get the qualities that I had, and that I knew I had, across to them."

Plus group members praised the dedication and empathy of SSP staff. As one Plus group member said, "...they made me feel very important. Each time they spoke to me, each time I called, they really made me feel glad I had called. They would do whatever they could to help...they made me feel that I wasn't bothering them." Even Plus group members who were not able to find full-time work soon enough to initiate the earnings supplement had favourable perceptions of the SSP staff:

"They made me feel really pretty good to know that there were people out there who really and truly did care whether you got work or not, and that were there to encourage you. And, I mean, before that, you think, 'I'm the only one who cares,' but when you were out there with, and working with, the Self-Sufficiency people, you knew that they did care too. . . . They didn't put you down, and they tried to encourage you. . . they were there for you. . . ."

Plus group members reported that SSP staff boosted self-esteem and encouraged them to apply for jobs rather than assume their prospects were hopeless:

⁵⁴All direct quotes from focus groups are drawn from ?

"The staff, the way they made you feel really confident about yourself. Being on [Social Assistance], you feel like you're nobody. You can go and put in an application, but you're on Assistance so they're going to take somebody who is out of college before you. That's just the way you look at yourself. The SSP staff make you feel you're just as good as everybody else."

The contrast between the supportive relationships Plus group members established with their job coaches and the impersonal interactions they had with provincial welfare office caseworkers was summarized as follows: "The [SSP] staff treat you like you're a human being, not a number, which is a big difference from what you were on [Social Assistance]. On [Social Assistance], you were just a number." Plus group members described difficulties they had encountered trying to in access services through Social Assistance and their perceptions of indifferent caseworkers: "I didn't get no help from them. They didn't seem like they wanted to help me", was the impression of one focus group participant.

A recurring criticism of provincial welfare office caseworkers was their failure to respond to requests for referrals. A Plus group member, reflecting on her prior experiences with the Social Assistance system, said, "Anytime I've ever called and asked for help or for information, it's like they'd get back to me and they've never got back to me. And I've called again and they just never gave me any information that was helpful." The difficulties encountered in trying to access services through Social Assistance compounded feelings of low self-esteem:

"I found the services—if I knew about them and I tried to tap into them—for some reason there was always something that made me not qualify. Or just trying to get a hold of somebody to talk to is nearly impossible. . . . As for how I felt, how could I feel about something that I couldn't get a hold of? It made me feel left out; feel bad. Because you couldn't get a hold of it and, when you did get a hold of it, you were turned down. That's like rejection—another disappointment on the road of recovery."

To supplement the contemporaneous accounts of Plus group members from the mid-1990s, and to better understand how Plus services worked, we conducted in-depth interviews in the winter of 2021 with personnel from the SSP offices. A theme that emerged from these interviews was the degree to which the intensive services offered to the Plus group were able to address the unique needs of each participant.

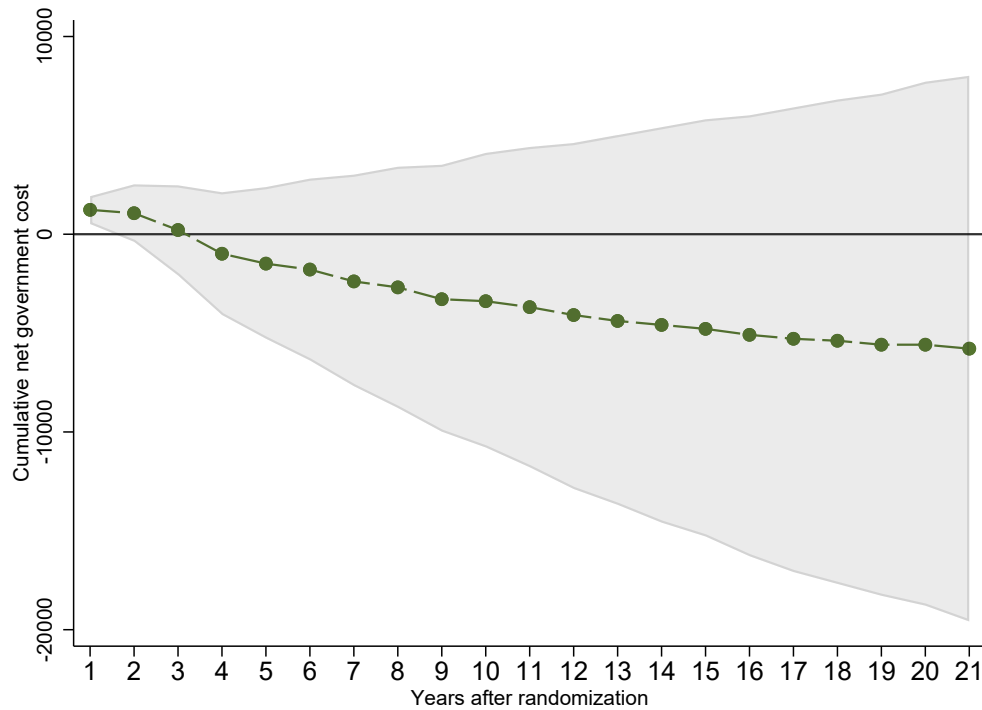
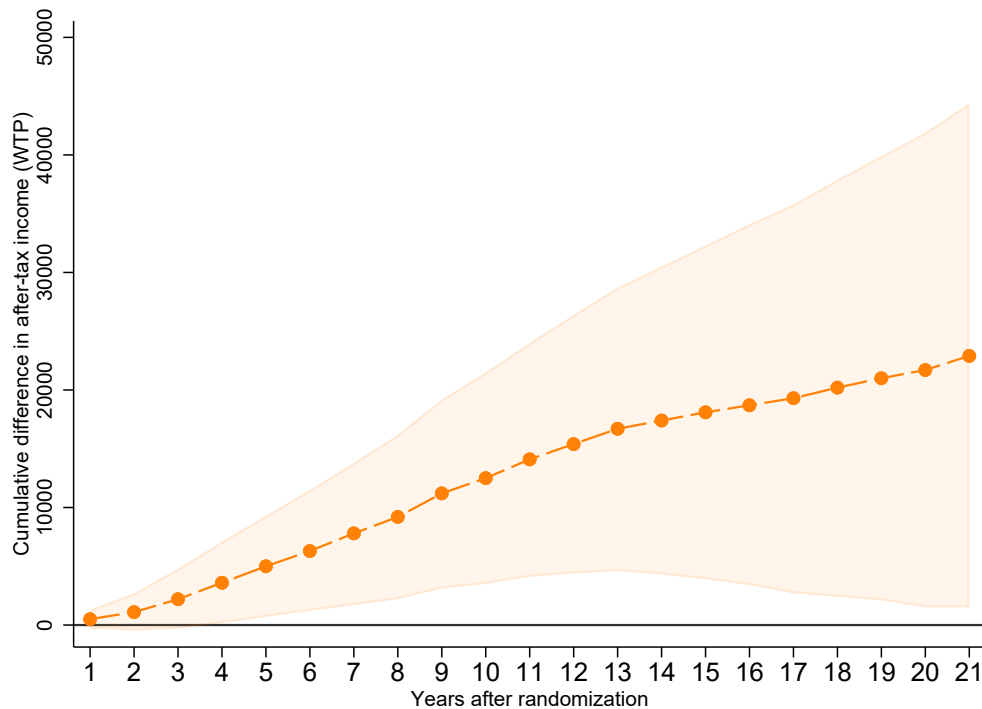
The former executive director of the non-profit that delivered Plus services noted the importance of establishing close working relationships with participants for the purposes of addressing barriers to employment:

"They needed support. You're talking about a community of people who, for the most part, had fairly low self-esteem and had other issues in their life that had really impacted them....We got to know the participants. They got to know us by name; we weren't strangers doing their resume....When we were working with the participants, we challenged them about what they think they should do. We weren't there to say 'we'll get you into this' or 'we'll set you up here' or 'we'll get you this extra money'. We didn't do that. The whole purpose of this was for them not just to get a job but to get on their feet to create a career and lifestyle for themselves that was better for them and their children."

Encouraging Plus group members to use the services on offer was another important aspect of job coaches' work. An SSP staff member confirmed the lengths to which job coaches went to ensure there was ongoing participation in services:

“If they don’t show up—and in that group, a lot of them didn’t show up—then you need the time to find them to get them back on track. The focus completely was on ‘let’s have this be successful and whatever way we need to do that let’s find the way’....If they didn’t show up to an appointment, once or twice [the job coach] might give a call and get it back on track but if it wasn’t they’d go to the home. [The participants] had a lot of financial incentive to continue on but even then folks had some dark days and didn’t feel like moving on.”

FIGURE A3. MARGINAL VALUE OF PUBLIC FUNDS – CUMULATIVE ESTIMATES

Panel A: Cumulative Difference in Net Government Cost*Panel B: Cumulative Difference in After-Tax Income*

Note: Graphs plot the cumulative difference between the Plus and Regular groups in each year post-random assignment. Shaded areas indicate 95% confidence intervals. The sample comprises Plus and Regular group members who are observed in any post-random-assignment year in the T1FF. Missing years are treated as zeros, and cumulative amounts are carried forward from the last non-missing year.