

APPENDIX TABLES

**The Role of Temporary Help Employment in Low-wage Worker
Advancement**

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Table A-1: Means and Standard Deviations for Individuals Entering Programs in 1997

	Females						Males			
	TANF		Job Training		Employment Exchange		Job Training		Employment Exchange	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Age	28.04	7.57	37.18	10.46	34.24	11.01	38.84	10.62	33.70	10.93
Age squared	843.42	476.34	1491.44	838.44	1293.86	825.05	1621.74	860.86	1255.09	812.86
Number of years of education	11.31	1.60	12.42	1.61	12.31	1.64	13.00	2.27	12.30	1.67
High school degree ¹	0.577	0.494	0.869	0.337	0.871	0.336	0.866	0.340	0.870	0.337
College degree ¹	0.011	0.104	0.055	0.228	0.077	0.267	0.170	0.375	0.077	0.266
Nonwhite	0.381	0.486	0.329	0.470	0.267	0.442	0.281	0.449	0.234	0.424
Proportion of previous 8 quarters working	0.512	0.363	0.627	0.383	0.628	0.395	0.658	0.375	0.632	0.395
Working all of previous 8 qtrs	0.174	0.379	0.359	0.480	0.391	0.488	0.379	0.485	0.396	0.489
No work in any of previous 8 qtrs	0.193	0.395	0.159	0.365	0.180	0.385	0.143	0.350	0.180	0.385
Total annual earnings in the prior year	3,909	4,811	8,972	10,992	8,944	10,319	13,850	16,953	12,747	15,349
Total annual earnings two years prior	3,566	5,057	8,935	10,632	7,847	10,197	14,160	16,759	11,355	15,330
St. Louis County and St. Louis City	0.247	0.432	0.270	0.444	0.218	0.413	0.293	0.455	0.205	0.404
Kansas City central area (Jackson County)	0.160	0.367	0.135	0.342	0.101	0.301	0.149	0.356	0.105	0.306
Suburban areas	0.106	0.308	0.151	0.358	0.126	0.332	0.200	0.400	0.141	0.348
Small metro	0.121	0.326	0.100	0.299	0.125	0.331	0.081	0.273	0.134	0.340
Outside metro	0.365	0.482	0.344	0.475	0.430	0.495	0.278	0.448	0.416	0.493
Quarter 1997:1	0.213	0.409	0.288	0.453	0.224	0.417	0.341	0.474	0.240	0.427
Quarter 1997:2	0.237	0.425	0.242	0.428	0.199	0.400	0.239	0.427	0.178	0.383
Quarter 1997:3	0.282	0.450	0.289	0.453	0.315	0.464	0.225	0.418	0.291	0.454
Quarter 1997:4	0.268	0.443	0.181	0.385	0.262	0.440	0.195	0.396	0.291	0.454
Earnings in quarter following program entry	710	1,200	1,576	2,534	1,845	3,002	2,760	6,109	2,591	3,903
Earnings 8 quarters after reference quarter	1,421	1,890	2,677	2,858	2,430	2,841	3,646	4,330	3,353	4,035
Employment 8 quarters after reference quarter	0.571	0.495	0.687	0.464	0.642	0.479	0.652	0.477	0.626	0.484
<i>Industry 4 quarters prior to program entry</i>										
No job	0.475	0.499	0.366	0.482	0.360	0.480	0.333	0.472	0.357	0.479
Only one sector										
THS	0.028	0.165	0.027	0.162	0.019	0.138	0.033	0.178	0.021	0.145
Manufacturing	0.040	0.196	0.139	0.346	0.088	0.284	0.178	0.383	0.134	0.340
Retail trade	0.158	0.365	0.108	0.310	0.150	0.357	0.083	0.276	0.119	0.323
Service (excluding THS)	0.168	0.374	0.193	0.394	0.201	0.401	0.123	0.329	0.098	0.297
Other	0.042	0.200	0.094	0.292	0.103	0.304	0.159	0.366	0.196	0.397
Multiple sectors										
THS and any other Industry	0.031	0.172	0.025	0.156	0.020	0.141	0.033	0.178	0.021	0.142
Any industry not THS	0.059	0.235	0.049	0.216	0.058	0.233	0.057	0.232	0.055	0.228
<i>Industry in reference quarter</i>										
No job	0.526	0.499	0.408	0.491	0.334	0.471	0.347	0.476	0.325	0.468
Only one sector										
THS	0.046	0.210	0.048	0.214	0.044	0.205	0.053	0.225	0.046	0.208
Manufacturing	0.031	0.173	0.069	0.254	0.086	0.281	0.115	0.319	0.131	0.337
Retail trade	0.126	0.332	0.081	0.273	0.127	0.333	0.067	0.251	0.098	0.297
Service (excluding THS)	0.147	0.354	0.199	0.399	0.192	0.394	0.129	0.336	0.089	0.285
Other	0.035	0.185	0.092	0.289	0.086	0.280	0.154	0.361	0.182	0.386
Multiple sectors										
THS and Any Other Industry	0.039	0.195	0.043	0.203	0.048	0.214	0.058	0.234	0.048	0.215
Any industry not THS	0.049	0.215	0.060	0.237	0.083	0.276	0.076	0.265	0.081	0.273
<i>Industry 8 quarters after reference quarter</i>										
No job	0.429	0.495	0.313	0.464	0.358	0.479	0.348	0.477	0.374	0.484
Only one sector										
THS	0.034	0.180	0.030	0.170	0.023	0.151	0.038	0.192	0.024	0.154
Manufacturing	0.046	0.209	0.073	0.260	0.086	0.281	0.139	0.346	0.135	0.342
Retail trade	0.133	0.340	0.085	0.279	0.113	0.317	0.058	0.234	0.085	0.279
Service (excluding THS)	0.199	0.400	0.282	0.450	0.220	0.414	0.136	0.343	0.096	0.294
Other	0.063	0.244	0.133	0.339	0.116	0.320	0.200	0.400	0.209	0.406
Multiple sectors										
THS and Any Other Industry	0.037	0.189	0.031	0.174	0.024	0.154	0.031	0.173	0.024	0.154
Any industry not THS	0.058	0.235	0.053	0.224	0.059	0.236	0.050	0.218	0.054	0.225
Number of observations	26,048		5,384		114,375		3,023		135,911	

¹Degree dummies are coded 1 for those with at least the specified degree.

Table A-2: Means and Standard Deviations for Individuals Entering Programs in 2001

	Females						Males			
	TANF		Job Training		Employment Exchange		Job Training		Employment Exchange	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Age	28.17	7.64	36.99	10.94	35.89	12.07	38.49	10.98	35.88	12.03
Age squared	852.03	485.97	1487.96	847.35	1433.42	923.21	1601.72	859.31	1432.10	921.54
Number of years of education	11.29	1.54	12.29	1.45	12.45	1.45	12.50	1.57	12.36	1.46
High school degree ¹	0.586	0.493	0.879	0.327	0.934	0.249	0.885	0.319	0.925	0.263
College degree ¹	0.008	0.091	0.043	0.204	0.081	0.273	0.068	0.252	0.075	0.264
Nonwhite	0.414	0.493	0.365	0.481	0.238	0.426	0.358	0.480	0.225	0.418
Proportion of previous 8 quarters working	0.572	0.354	0.736	0.326	0.700	0.376	0.761	0.320	0.690	0.381
Working all of previous 8 qtrs	0.205	0.404	0.429	0.495	0.474	0.499	0.473	0.499	0.462	0.499
No work in any of previous 8 qtrs	0.145	0.353	0.075	0.264	0.141	0.348	0.069	0.253	0.149	0.356
Total annual earnings in the prior year	4,718	6,469	11,661	14,511	13,792	15,203	17,664	18,226	19,302	29,751
Total annual earnings two years prior	4,904	8,168	11,827	13,819	12,489	14,730	18,295	20,247	17,663	23,801
St. Louis County and St. Louis City	0.266	0.442	0.279	0.449	0.205	0.403	0.311	0.463	0.188	0.391
Kansas City central area (Jackson County)	0.162	0.368	0.131	0.338	0.114	0.318	0.185	0.388	0.124	0.329
Suburban areas	0.105	0.307	0.131	0.338	0.172	0.377	0.132	0.339	0.170	0.375
Small metro	0.119	0.324	0.118	0.323	0.131	0.337	0.100	0.300	0.136	0.343
Outside metro	0.347	0.476	0.341	0.474	0.378	0.485	0.271	0.445	0.383	0.486
Quarter 2001:1	0.223	0.416	0.278	0.448	0.234	0.423	0.322	0.467	0.257	0.437
Quarter 2001:2	0.239	0.427	0.217	0.412	0.259	0.438	0.199	0.399	0.237	0.425
Quarter 2001:3	0.270	0.444	0.289	0.453	0.261	0.439	0.249	0.433	0.249	0.432
Quarter 2001:4	0.268	0.443	0.216	0.411	0.246	0.431	0.229	0.420	0.257	0.437
Earnings in quarter following program entry	757	1,293	1,651	2,491	2,213	3,354	2,249	3,313	3,041	6,541
Earnings 8 quarters after reference quarter	1,152	1,736	2,523	2,681	2,691	3,321	3,185	3,584	3,476	4,568
Employment 8 quarters after reference quarter	0.499	0.500	0.688	0.463	0.625	0.484	0.654	0.476	0.600	0.490
<i>Industry 4 quarters prior to program entry</i>										
No job	0.408	0.492	0.253	0.435	0.289	0.453	0.225	0.418	0.299	0.458
Only one sector										
THS	0.033	0.179	0.034	0.182	0.016	0.126	0.040	0.196	0.016	0.124
Manufacturing	0.041	0.198	0.202	0.402	0.111	0.314	0.298	0.458	0.183	0.387
Retail trade	0.170	0.375	0.116	0.320	0.149	0.356	0.088	0.283	0.119	0.324
Service (excluding THS)	0.193	0.395	0.184	0.387	0.218	0.413	0.095	0.294	0.111	0.314
Other	0.049	0.217	0.111	0.314	0.143	0.351	0.138	0.345	0.206	0.405
Multiple sectors										
THS and any other industry	0.039	0.194	0.041	0.198	0.016	0.124	0.046	0.210	0.015	0.122
Any industry not THS	0.066	0.248	0.060	0.238	0.058	0.233	0.069	0.254	0.051	0.219
<i>Industry in reference quarter</i>										
No job	0.523	0.500	0.370	0.483	0.358	0.479	0.344	0.475	0.360	0.480
Only one sector										
THS	0.037	0.190	0.043	0.203	0.031	0.173	0.056	0.229	0.032	0.175
Manufacturing	0.019	0.137	0.067	0.249	0.086	0.280	0.131	0.338	0.145	0.352
Retail trade	0.139	0.346	0.098	0.297	0.125	0.330	0.083	0.276	0.100	0.300
Service (excluding THS)	0.174	0.379	0.221	0.415	0.196	0.397	0.118	0.323	0.096	0.294
Other	0.034	0.181	0.082	0.274	0.100	0.300	0.133	0.339	0.168	0.374
Multiple sectors										
THS and any other industry	0.031	0.174	0.049	0.216	0.031	0.173	0.058	0.234	0.032	0.176
Any industry not THS	0.043	0.203	0.071	0.257	0.074	0.262	0.077	0.267	0.067	0.250
<i>Industry 8 quarters after reference quarter</i>										
No job	0.501	0.500	0.312	0.463	0.375	0.484	0.346	0.476	0.400	0.490
Only one sector										
THS	0.021	0.144	0.024	0.152	0.014	0.119	0.035	0.184	0.016	0.126
Manufacturing	0.023	0.149	0.076	0.265	0.077	0.267	0.139	0.346	0.135	0.341
Retail trade	0.129	0.335	0.099	0.299	0.112	0.315	0.085	0.279	0.092	0.290
Service (excluding THS)	0.197	0.398	0.274	0.446	0.223	0.416	0.122	0.327	0.104	0.305
Other	0.066	0.249	0.141	0.348	0.139	0.346	0.206	0.404	0.200	0.400
Multiple sectors										
THS and any other industry	0.019	0.136	0.017	0.128	0.011	0.103	0.023	0.151	0.013	0.113
Any industry not THS	0.044	0.206	0.058	0.234	0.048	0.215	0.044	0.206	0.041	0.198
Number of observations	24,300		5,647		79,042		4,258		94,466	

¹Degree dummies are coded 1 for those with at least the specified degree.

Table A-3 Estimates for Regression Equations Predicting Earnings Eight Quarters After Reference Quarter, Program Entries in 1997

Dependent Variable	Earnings Eight Quarters After Reference Quarter					Differenced Earnings				
	Females			Males		Females			Males	
	TANF	Job Training	Employment Exchange	Job Training	Employment Exchange	TANF	Job Training	Employment Exchange	Job Training	Employment Exchange
Constant	-230.73 (184.26)	-2676.45 (603.77)	-1788.66 (120.90)	-4476.70 (1137.43)	-2035.69 (150.14)	298.32 (211.26)	-506.06 (1433.33)	116.82 (350.16)	-802.43 (2960.47)	-351.44 (361.79)
Age	9.58 (9.50)	102.25 (23.91)	77.60 (4.16)	201.01 (47.30)	110.19 (5.35)	-5.21 (10.93)	30.78 (57.25)	1.67 (12.10)	47.99 (124.04)	51.70 (12.94)
Age squared/100	-31.89 (14.94)	-159.85 (29.61)	-115.56 (5.50)	-301.85 (58.00)	-174.88 (7.11)	-29.70 (17.22)	-105.34 (71.06)	-43.76 (16.03)	-205.44 (152.29)	-149.08 (17.22)
Years of education	64.78 (11.29)	170.56 (37.90)	96.10 (8.76)	185.04 (62.04)	89.72 (10.86)	42.74 (13.04)	114.43 (90.82)	51.09 (25.57)	-23.16 (162.14)	60.08 (26.32)
High school degree	154.57 (34.81)	190.22 (142.92)	171.20 (29.93)	50.55 (273.33)	308.94 (37.50)	82.76 (40.19)	-409.07 (343.75)	117.49 (87.58)	521.47 (717.90)	282.99 (90.96)
College degree	230.71 (112.12)	262.18 (209.62)	522.74 (44.95)	164.55 (316.38)	224.28 (57.14)	-22.06 (129.39)	98.74 (502.21)	139.06 (131.36)	-428.09 (829.64)	-375.32 (138.40)
Nonwhite	117.29 (29.29)	-165.51 (99.84)	-30.49 (19.61)	-552.05 (194.91)	-448.98 (24.85)	200.39 (33.81)	82.43 (239.85)	95.99 (57.31)	-135.71 (509.55)	-177.88 (60.11)
Proportion of previous 8 quarters working	-36.58 (71.07)	-563.24 (223.13)	-119.47 (47.94)	557.94 (450.42)	-186.41 (60.64)	-1149.74 (70.26)	-2505.56 (496.90)	-1269.44 (134.05)	-2780.12 (1105.05)	-2137.24 (141.64)
Working all of previous 8 quarters	-3.61 (40.27)	13.90 (119.49)	54.88 (26.08)	3.87 (230.95)	213.63 (32.67)	-378.96 (45.03)	-657.31 (280.30)	-861.18 (74.86)	-847.68 (595.66)	-900.21 (78.17)
No work in any of previous 8 quarters	-49.21 (41.98)	-188.49 (151.86)	25.26 (32.93)	873.34 (323.78)	86.13 (41.83)	88.88 (48.46)	435.25 (365.18)	346.15 (96.36)	3635.93 (847.64)	362.37 (101.46)
Total annual earnings in the prior year/1000	71.77 (3.52)	51.62 (5.87)	73.27 (1.39)	55.44 (6.94)	72.63 (1.23)					
Total annual earnings two years prior/1000	45.38 (3.27)	63.84 (6.37)	34.93 (1.40)	37.29 (7.15)	38.38 (1.22)					
St. Louis central	238.36 (34.94)	411.10 (115.55)	390.02 (21.87)	596.43 (214.21)	462.67 (27.31)	160.26 (40.27)	143.56 (275.49)	142.62 (63.62)	412.67 (561.35)	106.12 (66.00)
Kansas City central	244.72 (36.71)	493.21 (129.08)	274.38 (27.08)	65.29 (254.45)	302.02 (33.38)	175.49 (42.33)	215.70 (309.04)	46.88 (79.08)	255.62 (667.62)	22.99 (80.91)
Suburban metro	148.22 (39.11)	331.35 (115.17)	300.38 (23.92)	737.01 (227.49)	703.84 (29.47)	110.58 (45.15)	589.21 (276.03)	449.80 (69.84)	1579.89 (595.88)	545.74 (71.15)
Small metro	-35.25 (38.10)	120.72 (129.72)	-2.23 (24.00)	151.94 (289.78)	-6.90 (30.06)	4.56 (44.01)	183.78 (312.05)	-40.88 (70.25)	433.42 (760.97)	-18.69 (72.91)

Table A-3 -- Continued

Dependent Variable	Earnings Eight Quarters After Reference Quarter					Differenced Earnings				
	Females			Males		Females			Males	
	TANF	Job Training	Employment Exchange	Job Training	Employment Exchange	TANF	Job Training	Employment Exchange	Job Training	Employment Exchange
Quarter 2	62.57 (32.03)	66.73 (94.04)	65.11 (22.00)	170.68 (184.88)	138.19 (28.34)	25.40 (37.01)	93.61 (226.05)	14.95 (64.39)	510.28 (485.12)	54.97 (68.75)
Quarter 3	149.93 (31.61)	528.51 (93.29)	169.78 (20.03)	293.87 (194.47)	286.95 (25.34)	154.07 (36.52)	727.52 (224.45)	220.35 (58.62)	946.45 (510.07)	195.82 (61.47)
Quarter 4	68.96 (31.21)	166.06 (102.82)	-23.65 (20.74)	-108.43 (198.62)	-73.65 (25.19)	27.41 (36.05)	537.53 (247.31)	163.27 (60.71)	803.86 (520.98)	25.57 (61.12)
<i>Industry in Prior Year</i>										
THS	60.24 (43.02)	15.58 (141.36)	-54.15 (35.70)	-548.18 (266.27)	-201.42 (43.48)	201.04 (49.26)	466.79 (336.98)	101.10 (104.15)	720.86 (692.66)	150.03 (105.14)
Manufacturing	-29.10 (43.73)	231.18 (127.86)	-104.15 (30.21)	-62.23 (226.89)	-78.47 (33.88)	157.98 (50.36)	1450.76 (305.93)	332.67 (88.24)	1899.03 (593.21)	328.56 (82.00)
Retail trade	15.93 (31.30)	-15.58 (114.04)	-38.91 (24.24)	-108.00 (245.59)	-72.93 (32.60)	381.71 (35.27)	1214.97 (271.04)	517.96 (70.12)	2707.63 (636.64)	685.52 (78.49)
Service (excluding THS)	-0.22 (30.70)	176.78 (103.80)	-86.53 (23.03)	-31.85 (228.02)	-247.80 (32.78)	326.23 (35.03)	989.47 (247.15)	368.05 (67.01)	1826.51 (592.04)	377.71 (79.15)
Other	-1.79 (43.47)	-283.99 (123.12)	-63.26 (26.65)	94.35 (215.31)	-38.28 (30.26)	195.47 (50.02)	542.47 (291.86)	249.10 (77.62)	1565.60 (556.63)	460.36 (73.02)
THS and any other industry	41.67 (38.65)	-61.23 (132.87)	-115.36 (31.65)	-136.84 (243.94)	-311.13 (39.21)	293.09 (44.45)	306.62 (317.99)	384.42 (92.33)	347.22 (637.08)	362.95 (94.70)
Any industry not THS	13.77 (31.12)	109.65 (104.10)	30.00 (20.99)	-238.05 (207.26)	42.48 (27.29)	233.65 (35.69)	332.41 (249.11)	236.20 (61.23)	1198.01 (542.02)	451.76 (65.91)
<i>Industry in reference quarter</i>										
THS	421.09 (53.51)	595.88 (168.98)	1027.41 (37.19)	883.94 (329.46)	914.62 (46.52)	524.98 (61.82)	610.31 (407.21)	1332.79 (108.85)	802.12 (867.61)	1300.03 (112.83)
Manufacturing	684.07 (63.88)	715.72 (146.51)	1608.25 (31.17)	1812.05 (243.47)	2316.46 (33.59)	681.99 (73.82)	243.69 (352.74)	1852.96 (91.16)	1191.37 (638.98)	2506.74 (81.34)
Retail trade	392.64 (34.77)	689.14 (134.52)	871.50 (25.10)	915.23 (300.53)	1253.52 (35.64)	491.11 (40.13)	490.16 (323.89)	942.87 (73.44)	552.87 (790.85)	1376.11 (86.46)
Service (excluding THS)	583.55 (33.07)	864.15 (99.42)	1205.29 (21.82)	1766.16 (238.08)	1499.28 (36.40)	678.21 (38.14)	711.82 (238.81)	1305.63 (63.85)	1338.13 (624.90)	1683.50 (88.28)
Other	887.29 (60.62)	869.99 (128.91)	1614.21 (29.62)	1951.64 (221.55)	2080.56 (29.45)	949.21 (69.96)	735.60 (310.34)	1486.02 (86.64)	1897.47 (580.56)	2046.00 (71.33)
THS and any other Industry	573.50 (57.29)	846.78 (176.32)	1408.27 (35.75)	1641.53 (321.74)	1360.00 (45.28)	654.83 (66.19)	787.22 (425.05)	1423.82 (104.62)	1317.86 (847.05)	1669.53 (109.82)
Any industry not THS	566.07 (51.69)	1020.68 (152.02)	1442.59 (28.71)	1708.28 (283.87)	1986.27 (37.22)	614.30 (59.73)	958.56 (366.21)	1568.63 (84.01)	1571.85 (746.07)	2146.91 (90.27)
Unemployment rate in county in outcome quarter	-2229.07 (707.16)	1401.51 (2293.58)	-4990.92 (381.29)	-7518.97 (5445.26)	-4675.95 (514.05)	-1517.71 (816.85)	6696.09 (5500.37)	-4125.79 (1115.25)	9347.04 (14261.32)	-805.64 (1246.21)
Adj. R ²	0.1637	0.2420	0.2789	0.2412	0.0877	0.0679	0.0400	0.0214	0.0423	0.0324

Note: Standard errors of coefficients are in parentheses.

Table A-4: Predicted Earnings and Employment and Impact by Industry in Quarter Following Program Entry in 1997: Difference-in-Difference Estimates

	Industry					Multiple Industries	
	THS	Manufac- turing	Retail Trade	Service ¹	Other	THS and Any Other Industry	Any Industry Not THS
Difference-in-Difference Estimates, Relative to No Job	<i>Panel A - Females</i>						
TANF							
Impact on earnings	525 (62)	682 (74)	491 (40)	678 (38)	949 (70)	655 (66)	614 (60)
Impact on probability of employment	0.154 (0.018)	0.171 (0.021)	0.180 (0.012)	0.204 (0.011)	0.207 (0.020)	0.186 (0.019)	0.173 (0.017)
Job Training							
Impact on earnings	610 (407)	244 (353)	490 (324)	712 (239)	736 (310)	787 (425)	959 (366)
Impact on probability of employment	0.075 (0.023)	0.056 (0.020)	0.053 (0.019)	0.086 (0.014)	0.074 (0.018)	0.111 (0.024)	0.113 (0.021)
Employment Exchange							
Impact on earnings	1,333 (109)	1,853 (91)	943 (73)	1,306 (64)	1,486 (87)	1,424 (105)	1,569 (84)
Impact on probability of employment	0.092 (0.005)	0.141 (0.004)	0.103 (0.004)	0.122 (0.003)	0.145 (0.004)	0.138 (0.005)	0.150 (0.004)
	<i>Panel B - Males</i>						
Job Training							
Impact on earnings	802 (868)	1,191 (639)	553 (791)	1,338 (625)	1,897 (581)	1,318 (847)	1,572 (746)
Impact on probability of employment	0.055 (0.032)	0.139 (0.023)	0.126 (0.029)	0.110 (0.023)	0.139 (0.021)	0.169 (0.031)	0.165 (0.027)
Employment Exchange							
Impact on earnings	1,300 (113)	2,507 (81)	1,376 (86)	1,684 (88)	2,046 (71)	1,670 (110)	2,147 (90)
Impact on probability of employment	0.087 (0.005)	0.156 (0.003)	0.121 (0.004)	0.124 (0.004)	0.140 (0.003)	0.124 (0.005)	0.158 (0.004)

¹Excluding THS.

Note: Standard errors are in parentheses.

Table A-5: Predicted Earnings and Impact for THS and Other Employment in Quarter Following Program Entry in 1997

	No Job	THS	THS and Any Other Industry	Other Employment
<i>Panel A - Females</i>				
TANF				
1. Initial mean earnings	0 (0)	1,131 (35)	1,632 (38)	1,529 (14)
2. Mean earnings 8 quarters later	1,008 (14)	1,818 (58)	2,060 (67)	1,869 (20)
3. Mean earnings 8 quarters later controlling characteristics	1,165 (15)	1,577 (51)	1,731 (55)	1,719 (18)
4. Impact on earnings, relative to no job category	0 (0)	413 (54)	566 (57)	554 (24)
5. Impact on earnings based on difference-in-difference, relative to no job category	0 (0)	517 (62)	648 (66)	633 (27)
6. Impact on earnings, relative to the non-THS category	-554 (24)	-141 (54)	12 (57)	0 (0)
7. Impact on earnings based on difference-in-difference, relative to the non-THS Category	-633 (27)	-116 (62)	15 (66)	0 (0)
Job Training				
1. Initial mean earnings	0 (0)	1,529 (95)	2,494 (148)	2,786 (56)
2. Mean earnings 8 quarters later	1,941 (52)	2,838 (172)	3,140 (172)	3,221 (59)
3. Mean earnings 8 quarters later controlling characteristics	2,197 (55)	2,783 (159)	3,033 (166)	3,027 (49)
4. Impact on earnings, relative to no job category	0 (0)	586 (169)	836 (176)	830 (75)
5. Impact on earnings based on difference-in-difference, relative to no job category	0 (0)	586 (407)	765 (425)	632 (180)
6. Impact on earnings, relative to the non-THS category	-830 (75)	-244 (166)	6 (173)	0 (0)
7. Impact on earnings based on difference-in-difference, relative to the non-THS Category	-632 (180)	-46 (400)	132 (417)	0 (0)
Employment Exchange				
1. Initial mean earnings	0 (0)	1,745 (23)	2,616 (30)	2,859 (14)
2. Mean earnings 8 quarters later	1,252 (11)	2,515 (37)	3,112 (38)	3,052 (12)
3. Mean earnings 8 quarters later controlling characteristics	1,585 (13)	2,607 (35)	2,984 (34)	2,863 (10)
4. Impact on earnings, relative to no job category	0 (0)	1,022 (38)	1,400 (36)	1,278 (17)
5. Impact on earnings based on difference-in-difference, relative to no job category	0 (0)	1,328 (109)	1,416 (105)	1,361 (48)
6. Impact on earnings, relative to the non-THS category	-1,278 (17)	-256 (37)	122 (35)	0 (0)
7. Impact on earnings based on difference-in-difference, relative to the non-THS Category	-1,361 (48)	-33 (106)	56 (101)	0 (0)

Table A-5 -- Continued

	No Job	THS	THS and Any Other Industry	Other Employment
Panel B - Males				
Job Training				
1. Initial mean earnings	0 (0)	1,661 (158)	3,014 (190)	4,608 (190)
2. Mean earnings 8 quarters later	2,402 (113)	2,590 (249)	3,822 (302)	4,528 (114)
3. Mean earnings 8 quarters later controlling characteristics	2,572 (122)	3,464 (304)	4,221 (294)	4,291 (95)
4. Impact on earnings, relative to no job category	0 (0)	892 (330)	1,649 (322)	1,719 (158)
5. Impact on earnings based on difference-in-difference, relative to no job category	0 (0)	807 (867)	1,316 (847)	1,397 (413)
6. Impact on earnings, relative to the non-THS category	-1,719 (158)	-826 (320)	-70 (309)	0 (0)
7. Impact on earnings based on difference-in-difference, relative to the non-THS Category	-1,397 (413)	-590 (839)	-81 (813)	0 (0)
Employment Exchange				
1. Initial mean earnings	0 (0)	1,716 (25)	2,667 (25)	4,104 (16)
2. Mean earnings 8 quarters later	1,575 (14)	2,393 (37)	3,082 (39)	4,447 (15)
3. Mean earnings 8 quarters later controlling characteristics	2,157 (17)	3,084 (44)	3,531 (42)	4,029 (12)
4. Impact on earnings, relative to no job category	0 (0)	927 (47)	1,374 (45)	1,872 (22)
5. Impact on earnings based on difference-in-difference, relative to no job category	0 (0)	1,304 (113)	1,675 (110)	1,977 (52)
6. Impact on earnings, relative to the non-THS category	-1,872 (22)	-945 (46)	-498 (44)	0 (0)
7. Impact on earnings based on difference-in-difference, relative to the non-THS Category	-1,977 (52)	-673 (110)	-302 (106)	0 (0)

Note: Standard errors are in parentheses.

Table A-6: Estimates for Regression Equations Predicting Employment Eight Quarters After Reference Quarter: Program Entry 1997

Dependent Variable	Employment Eight Quarters After Reference Quarter					Differenced Employment				
	Females			Males		Females			Males	
	TANF	Job Training	Employment Exchange	Job Training	Employment Exchange	TANF	Job Training	Employment Exchange	Job Training	Employment Exchange
Constant	0.333 (0.049)	0.211 (0.107)	0.164 (0.022)	0.159 (0.133)	0.233 (0.019)	0.084 (0.061)	-0.449 (0.082)	-0.283 (0.017)	-0.429 (0.108)	-0.261 (0.015)
Age	-0.002 (0.003)	0.011 (0.004)	0.008 (0.001)	0.005 (0.006)	0.002 (0.001)	0.007 (0.003)	0.013 (0.003)	0.006 (0.001)	0.005 (0.005)	0.005 (0.001)
Age squared/100	-0.005 (0.004)	-0.020 (0.005)	-0.013 (0.001)	-0.012 (0.007)	-0.006 (0.001)	-0.016 (0.005)	-0.019 (0.004)	-0.010 (0.001)	-0.009 (0.006)	-0.009 (0.001)
Years of education	0.009 (0.003)	0.006 (0.007)	0.002 (0.002)	0.004 (0.007)	0.004 (0.001)	0.005 (0.004)	0.007 (0.005)	0.000 (0.001)	0.010 (0.006)	0.001 (0.001)
High school degree	-0.003 (0.009)	0.060 (0.025)	0.020 (0.005)	0.015 (0.032)	0.009 (0.005)	-0.014 (0.012)	0.029 (0.020)	0.016 (0.004)	-0.010 (0.026)	0.017 (0.004)
College degree	-0.029 (0.030)	-0.052 (0.037)	0.000 (0.008)	-0.074 (0.037)	-0.011 (0.007)	0.004 (0.038)	-0.023 (0.029)	-0.002 (0.006)	-0.079 (0.030)	-0.012 (0.006)
Nonwhite	0.036 (0.008)	-0.012 (0.018)	0.001 (0.004)	-0.039 (0.023)	-0.028 (0.003)	0.066 (0.010)	0.008 (0.014)	0.015 (0.003)	-0.011 (0.019)	-0.009 (0.003)
Proportion of previous 8 quarters working	0.237 (0.019)	0.130 (0.040)	0.232 (0.009)	0.293 (0.053)	0.265 (0.008)	-0.772 (0.020)	-0.262 (0.029)	-0.237 (0.006)	-0.244 (0.040)	-0.262 (0.006)
Working all of previous 8 quarters	-0.015 (0.011)	-0.007 (0.021)	0.014 (0.005)	0.011 (0.027)	0.029 (0.004)	-0.104 (0.013)	0.030 (0.016)	0.023 (0.004)	0.052 (0.022)	0.048 (0.003)
No work in any of previous 8 quarters	-0.055 (0.011)	-0.075 (0.027)	-0.060 (0.006)	0.049 (0.038)	-0.039 (0.005)	0.084 (0.014)	0.107 (0.021)	0.127 (0.005)	0.216 (0.031)	0.138 (0.004)
Total annual earnings in the prior year/1000	0.003 (0.001)	0.001 (0.001)	0.001 (0.000)	0.001 (0.001)	0.001 (0.000)					
Total annual earnings two years prior/1000	0.001 (0.001)	0.002 (0.001)	-0.001 (0.000)	0.000 (0.001)	0.000 (0.000)					
St. Louis central	0.046 (0.009)	0.014 (0.021)	0.053 (0.004)	0.079 (0.025)	0.041 (0.004)	0.038 (0.012)	0.011 (0.016)	0.017 (0.003)	0.018 (0.021)	0.019 (0.003)
Kansas City central	0.026 (0.010)	0.031 (0.023)	0.029 (0.005)	0.028 (0.030)	0.029 (0.004)	0.007 (0.012)	0.002 (0.018)	-0.002 (0.004)	-0.024 (0.024)	0.004 (0.003)
Suburban metro	0.015 (0.010)	0.008 (0.020)	0.032 (0.004)	0.062 (0.027)	0.046 (0.004)	0.011 (0.013)	-0.022 (0.016)	0.006 (0.003)	0.021 (0.022)	0.028 (0.003)
Small metro	0.006 (0.010)	0.034 (0.023)	0.021 (0.004)	0.070 (0.034)	0.013 (0.004)	0.011 (0.013)	0.016 (0.018)	0.003 (0.003)	0.006 (0.028)	0.002 (0.003)

Table A-6 -- Continued

Dependent Variable	Employment Eight Quarters After Reference Quarter					Differenced Employment				
	Females			Males		Females			Males	
	TANF	Job Training	Employment Exchange	Job Training	Employment Exchange	TANF	Job Training	Employment Exchange	Job Training	Employment Exchange
Quarter 2	0.006 (0.009)	0.023 (0.017)	0.025 (0.004)	0.018 (0.022)	0.011 (0.004)	-0.014 (0.011)	-0.006 (0.013)	0.002 (0.003)	0.012 (0.018)	0.003 (0.003)
Quarter 3	0.007 (0.008)	0.072 (0.017)	0.017 (0.004)	0.028 (0.023)	0.006 (0.003)	-0.011 (0.011)	0.021 (0.013)	0.005 (0.003)	0.041 (0.019)	0.001 (0.003)
Quarter 4	-0.003 (0.008)	0.022 (0.018)	0.009 (0.004)	0.047 (0.023)	0.006 (0.003)	-0.024 (0.010)	-0.007 (0.014)	-0.007 (0.003)	0.040 (0.019)	-0.001 (0.003)
<i>Industry in prior year</i>										
THS	-0.01 (.012)	0.01 (.025)	-0.02 (.006)	-0.01 (.031)	-0.02 (.006)	0.10 (.014)	0.03 (.019)	0.03 (.005)	0.03 (.025)	0.03 (.004)
Manufacturing	-0.01 (.012)	0.03 (.023)	0.00 (.005)	0.02 (.026)	0.00 (.004)	0.18 (.015)	0.10 (.018)	0.07 (.004)	0.11 (.022)	0.07 (.003)
Retail trade	0.01 (.008)	0.00 (.020)	0.00 (.004)	0.00 (.029)	0.00 (.004)	0.21 (.010)	0.08 (.016)	0.07 (.003)	0.09 (.023)	0.07 (.003)
Service (excluding THS)	0.00 (.008)	-0.01 (.018)	-0.01 (.004)	0.00 (.027)	-0.02 (.004)	0.21 (.010)	0.07 (.014)	0.06 (.003)	0.09 (.022)	0.05 (.003)
Other	-0.01 (.012)	-0.03 (.022)	-0.02 (.005)	0.01 (.025)	-0.01 (.004)	0.16 (.015)	0.07 (.017)	0.06 (.004)	0.12 (.020)	0.07 (.003)
THS and any other industry	0.03 (.010)	0.00 (.024)	-0.01 (.006)	-0.03 (.028)	-0.01 (.005)	0.12 (.013)	0.04 (.018)	0.02 (.004)	0.03 (.023)	0.02 (.004)
Any industry not THS	0.01 (.008)	0.03 (.018)	0.01 (.004)	-0.02 (.024)	0.01 (.004)	0.07 (.010)	0.02 (.014)	0.03 (.003)	0.01 (.020)	0.03 (.003)
<i>Industry in reference quarter</i>										
THS	0.134 (0.014)	0.132 (0.030)	0.221 (0.007)	0.142 (0.038)	0.210 (0.006)	0.154 (0.018)	0.075 (0.023)	0.092 (0.005)	0.055 (0.032)	0.087 (0.005)
Manufacturing	0.163 (0.017)	0.130 (0.026)	0.265 (0.006)	0.236 (0.028)	0.286 (0.004)	0.171 (0.021)	0.056 (0.020)	0.141 (0.004)	0.139 (0.023)	0.156 (0.003)
Retail trade	0.149 (0.009)	0.115 (0.024)	0.218 (0.005)	0.166 (0.035)	0.242 (0.005)	0.180 (0.012)	0.053 (0.019)	0.103 (0.004)	0.126 (0.029)	0.121 (0.004)
Service (excluding THS)	0.169 (0.009)	0.147 (0.018)	0.254 (0.004)	0.187 (0.028)	0.252 (0.005)	0.204 (0.011)	0.086 (0.014)	0.122 (0.003)	0.110 (0.023)	0.124 (0.004)
Other	0.174 (0.016)	0.122 (0.023)	0.268 (0.005)	0.213 (0.026)	0.257 (0.004)	0.207 (0.020)	0.074 (0.018)	0.145 (0.004)	0.139 (0.021)	0.140 (0.003)
THS and any other industry	0.176 (0.015)	0.188 (0.031)	0.281 (0.006)	0.266 (0.038)	0.258 (0.006)	0.186 (0.019)	0.111 (0.024)	0.138 (0.005)	0.169 (0.031)	0.124 (0.005)
Any industry not THS	0.177 (0.014)	0.170 (0.027)	0.281 (0.005)	0.221 (0.033)	0.289 (0.005)	0.173 (0.017)	0.113 (0.021)	0.150 (0.004)	0.165 (0.027)	0.158 (0.004)
Unemployment rate in county at outcome qtr	-0.436 (0.189)	0.523 (0.407)	-0.234 (0.069)	0.633 (0.635)	-0.168 (0.067)	-0.270 (0.237)	-0.303 (0.316)	-0.154 (0.054)	0.064 (0.523)	-0.146 (0.053)
Adj. R ²	0.1276	0.0940	0.1727	0.1478	0.2013	0.1532	0.0792	0.0868	0.0883	0.0908

Note: Standard errors of coefficients are in parentheses.

Table A-7: Predicted Probability of Employment for THS and Other Employment in Quarter Following Program Entry in 1997

	No Job	THS	THS and Any Other Industry	Other Employment
<i>Panel A - Females</i>				
TANF				
1. Probability of employment 8 quarters later	0.455 (0.004)	0.682 (0.013)	0.744 (0.014)	0.697 (0.005)
2. Probability of employment 8 quarters later controlling characteristics	0.494 (0.004)	0.628 (0.014)	0.670 (0.015)	0.657 (0.005)
3. Impact on probability of employment, relative to no job category	0 (0)	0.133 (0.014)	0.175 (0.015)	0.163 (0.006)
4. Impact on probability of employment based on difference-in-difference, relative to no job category	0 (0)	0.153 (0.018)	0.186 (0.019)	0.190 (0.008)
5. Impact on probability of employment, relative to the non-THS category	-0.163 (0.006)	-0.030 (0.014)	0.012 (0.015)	0 (0)
6. Impact on probability of employment based on difference-in-difference, relative to the non-THS category	-0.190 (0.008)	-0.037 (0.018)	-0.004 (0.019)	0 (0)
Job Training				
1. Probability of employment 8 quarters later	0.575 (0.011)	0.753 (0.027)	0.819 (0.025)	0.760 (0.008)
2. Probability of employment 8 quarters later controlling characteristics	0.604 (0.010)	0.736 (0.028)	0.790 (0.029)	0.741 (0.009)
3. Impact on probability of employment, relative to no job category	0 (0)	0.132 (0.030)	0.186 (0.031)	0.137 (0.013)
4. Impact on probability of employment based on difference-in-difference, relative to no job category	0 (0)	0.073 (0.023)	0.109 (0.024)	0.076 (0.010)
5. Impact on probability of employment, relative to the non-THS category	-0.137 (0.013)	-0.005 (0.029)	0.050 (0.031)	0 (0)
6. Impact on probability of employment based on difference-in-difference, relative to the non-THS category	-0.076 (0.010)	-0.003 (0.023)	0.033 (0.024)	0 (0)
Employment Exchange				
1. Probability of employment 8 quarters later	0.417 (0.003)	0.698 (0.006)	0.786 (0.006)	0.757 (0.002)
2. Probability of employment 8 quarters later controlling characteristics	0.474 (0.002)	0.694 (0.006)	0.754 (0.006)	0.727 (0.002)
3. Impact on probability of employment, relative to no job category	0 (0)	0.220 (0.007)	0.280 (0.006)	0.253 (0.003)
4. Impact on probability of employment based on difference-in-difference, relative to no job category	0 (0)	0.223 (0.008)	0.293 (0.008)	0.273 (0.004)
5. Impact on probability of employment, relative to the non-THS category	-0.253 (0.003)	-0.033 (0.007)	0.027 (0.006)	0 (0)
6. Impact on probability of employment based on difference-in-difference, relative to the non-THS category	-0.273 (0.004)	-0.050 (0.008)	0.021 (0.008)	0 (0)

Table A-7 -- Continued

	No Job	THS	THS and Any Other Industry	Other Employment
<i>Panel B - Males</i>				
Job Training				
1. Probability of employment 8 quarters later	0.470 (0.015)	0.646 (0.038)	0.806 (0.030)	0.752 (0.011)
2. Probability of employment 8 quarters later controlling characteristics	0.516 (0.014)	0.658 (0.035)	0.782 (0.034)	0.724 (0.011)
3. Impact on probability of employment, relative to no job category	0 (0)	0.142 (0.038)	0.266 (0.038)	0.207 (0.018)
4. Impact on probability of employment based on difference-in-difference, relative to no job category	0 (0)	0.055 (0.032)	0.168 (0.031)	0.134 (0.015)
5. Impact on probability of employment, relative to the non-THS category	-0.207 (0.018)	-0.065 (0.037)	0.059 (0.036)	0 (0)
6. Impact on probability of employment based on difference-in-difference, relative to the non-THS category	-0.134 (0.015)	-0.079 (0.031)	0.034 (0.030)	0 (0)
Employment Exchange				
1. Probability of employment 8 quarters later	0.377 (0.002)	0.641 (0.006)	0.723 (0.006)	0.757 (0.002)
2. Probability of employment 8 quarters later controlling characteristics	0.451 (0.002)	0.660 (0.006)	0.709 (0.005)	0.715 (0.002)
3. Impact on probability of employment, relative to no job category	0 (0)	0.209 (0.006)	0.258 (0.006)	0.264 (0.003)
4. Impact on probability of employment based on difference-in-difference, relative to no job category	0 (0)	0.087 (0.005)	0.124 (0.005)	0.140 (0.002)
5. Impact on probability of employment, relative to the non-THS category	-0.054 (0.006)	-0.006 (0.006)	-0.022 (0.006)	0 (0)
6. Impact on probability of employment based on difference-in-difference, relative to the non-THS category	-0.140 (0.002)	-0.053 (0.005)	-0.016 (0.005)	0 (0)

Note: Standard errors are in parentheses.

Table A-8: Multinomial Logit Estimation of Job Choice: Quarter Following Program Entry: 2001

	Females									Males					
	TANF			Job Training			Employment Exchange			Job Training			Employment Exchange		
	Job in THS			Job in THS			Job in THS			Job in THS			Job in THS		
	Job in THS	Other Industry	Job, but none in THS	Job in THS	Other Industry	Job, but none in THS	Job in THS	Other Industry	Job, but none in THS	Job in THS	Other Industry	Job, but none in THS	Job in THS	Other Industry	Job, but none in THS
Constant	-5.622 (0.673)	-6.214 (0.800)	-1.429 (0.254)	-4.546 (1.207)	-4.181 (1.134)	0.242 (0.487)	-4.828 (0.390)	-4.588 (0.392)	-1.020 (0.148)	-7.703 (1.257)	-4.303 (1.197)	-0.267 (0.561)	-3.456 (0.345)	-3.458 (0.353)	0.069 (0.131)
Age	0.115 (0.034)	0.164 (0.044)	0.014 (0.013)	0.019 (0.045)	0.021 (0.042)	-0.037 (0.018)	0.032 (0.012)	-0.006 (0.012)	-0.017 (0.004)	0.162 (0.050)	0.101 (0.048)	0.021 (0.021)	0.055 (0.011)	0.046 (0.012)	-0.022 (0.004)
Age squared /100	-0.171 (0.054)	-0.290 (0.071)	-0.047 (0.020)	-0.021 (0.057)	-0.032 (0.054)	0.031 (0.023)	-0.064 (0.016)	-0.033 (0.017)	-0.001 (0.006)	-0.210 (0.065)	-0.150 (0.064)	-0.044 (0.027)	-0.095 (0.015)	-0.103 (0.016)	-0.001 (0.005)
Years of education	0.056 (0.040)	0.040 (0.044)	0.056 (0.015)	0.065 (0.080)	0.057 (0.074)	-0.004 (0.033)	0.189 (0.029)	0.229 (0.029)	0.162 (0.012)	0.127 (0.078)	-0.036 (0.077)	-0.002 (0.036)	0.050 (0.026)	0.061 (0.027)	0.063 (0.010)
High school degree	0.055 (0.114)	0.072 (0.125)	-0.021 (0.045)	0.292 (0.309)	0.014 (0.271)	0.084 (0.121)	-0.328 (0.109)	-0.525 (0.108)	-0.252 (0.042)	0.073 (0.290)	0.271 (0.276)	0.207 (0.140)	-0.308 (0.088)	-0.351 (0.088)	-0.021 (0.037)
College degree	0.314 (0.342)	0.444 (0.373)	-0.100 (0.171)	0.075 (0.399)	-0.109 (0.409)	0.099 (0.184)	-0.467 (0.140)	-0.457 (0.136)	-0.201 (0.056)	-0.392 (0.403)	0.019 (0.439)	0.014 (0.180)	-0.233 (0.134)	-0.322 (0.137)	-0.159 (0.050)
Nonwhite	0.574 (0.092)	0.491 (0.101)	0.177 (0.037)	0.339 (0.175)	0.433 (0.170)	0.236 (0.077)	0.266 (0.051)	0.103 (0.052)	-0.008 (0.020)	0.504 (0.184)	0.364 (0.185)	0.130 (0.090)	0.320 (0.045)	0.281 (0.046)	0.047 (0.019)
Proportion of previous 8 quarters working	1.128 (0.203)	1.348 (0.235)	1.153 (0.080)	1.385 (0.424)	2.078 (0.428)	1.032 (0.177)	0.466 (0.130)	1.220 (0.141)	0.921 (0.050)	1.193 (0.419)	1.703 (0.443)	0.356 (0.212)	0.787 (0.115)	1.172 (0.120)	0.975 (0.045)
Working all of previous 8 quarters	-0.019 (0.111)	0.401 (0.118)	0.154 (0.048)	-0.466 (0.207)	-0.446 (0.194)	-0.193 (0.091)	0.021 (0.072)	0.043 (0.071)	0.258 (0.027)	-0.004 (0.219)	0.407 (0.218)	0.145 (0.106)	0.186 (0.067)	0.391 (0.066)	0.327 (0.025)
No work in any of previous 8 quarters	-0.253 (0.170)	0.003 (0.207)	0.011 (0.059)	-0.035 (0.405)	0.122 (0.432)	0.270 (0.150)	-0.435 (0.096)	-0.079 (0.110)	-0.437 (0.037)	-0.457 (0.397)	-0.161 (0.419)	-0.067 (0.185)	-0.383 (0.079)	-0.211 (0.086)	-0.321 (0.033)
Total annual earnings in the prior year /1000	0.021 (0.009)	0.032 (0.008)	0.036 (0.004)	0.000 (0.010)	0.000 (0.010)	0.004 (0.003)	-0.005 (0.003)	0.007 (0.003)	0.008 (0.001)	-0.036 (0.010)	-0.050 (0.011)	0.000 (0.003)	-0.024 (0.003)	-0.023 (0.003)	0.001 (0.000)
Total annual earnings two years prior /1000	-0.017 (0.008)	-0.010 (0.008)	-0.015 (0.003)	-0.012 (0.010)	-0.020 (0.010)	-0.006 (0.004)	-0.010 (0.003)	-0.021 (0.003)	-0.010 (0.001)	-0.012 (0.009)	-0.017 (0.010)	0.000 (0.003)	-0.018 (0.003)	-0.021 (0.003)	-0.002 (0.000)

Table A-8 -- Continued

	Females									Males					
	TANF			Job Training			Employment Exchange			Job Training			Employment Exchange		
	Job in THS		Job, but none in THS	Job in THS		Job, but none in THS	Job in THS		Job, but none in THS	Job in THS		Job, but none in THS	Job in THS and Other		Job, but none in THS
	Job in THS	Other Industry	THS	Job in THS	Other Industry	THS	Job in THS	Other Industry	THS	Job in THS	Other Industry	THS	Job in THS	Other Industry	THS
St. Louis central	0.527 (0.115)	0.384 (0.126)	-0.061 (0.044)	1.322 (0.225)	0.791 (0.207)	0.160 (0.089)	0.808 (0.064)	0.622 (0.065)	-0.254 (0.023)	0.831 (0.237)	0.872 (0.230)	0.142 (0.104)	0.623 (0.056)	0.478 (0.059)	-0.217 (0.021)
Kansas City central	0.588 (0.117)	0.471 (0.129)	-0.181 (0.047)	1.024 (0.256)	0.639 (0.237)	0.129 (0.105)	0.832 (0.072)	0.855 (0.070)	-0.203 (0.028)	0.643 (0.262)	0.668 (0.255)	0.049 (0.113)	0.717 (0.061)	0.787 (0.062)	-0.013 (0.024)
Suburban metro	0.249 (0.142)	0.411 (0.145)	-0.218 (0.052)	0.450 (0.295)	0.759 (0.239)	0.336 (0.103)	0.737 (0.070)	0.510 (0.071)	-0.078 (0.025)	0.758 (0.310)	0.761 (0.301)	0.143 (0.126)	0.597 (0.065)	0.778 (0.064)	0.107 (0.023)
Small metro	0.248 (0.140)	0.243 (0.151)	0.040 (0.049)	0.386 (0.301)	0.558 (0.246)	0.257 (0.102)	0.484 (0.079)	0.570 (0.075)	0.053 (0.027)	0.429 (0.320)	0.611 (0.294)	-0.135 (0.129)	0.541 (0.065)	0.758 (0.063)	0.070 (0.024)
Quarter 2	-0.025 (0.095)	-0.220 (0.102)	0.034 (0.041)	-0.310 (0.197)	-0.027 (0.171)	0.090 (0.085)	-0.137 (0.060)	-0.211 (0.059)	0.024 (0.023)	0.177 (0.198)	-0.206 (0.191)	-0.150 (0.099)	-0.115 (0.055)	-0.091 (0.052)	-0.085 (0.021)
Quarter 3	-0.305 (0.099)	-0.353 (0.102)	0.020 (0.040)	-0.557 (0.188)	-0.487 (0.173)	-0.064 (0.078)	-0.271 (0.060)	-0.335 (0.059)	-0.111 (0.023)	-0.286 (0.200)	-0.603 (0.192)	-0.375 (0.092)	-0.222 (0.054)	-0.352 (0.054)	-0.224 (0.021)
Quarter 4	-0.464 (0.110)	-0.930 (0.127)	-0.210 (0.044)	-0.314 (0.206)	-0.794 (0.218)	-0.337 (0.091)	-0.289 (0.066)	-0.527 (0.068)	-0.361 (0.025)	-0.364 (0.228)	-0.897 (0.231)	-0.429 (0.106)	-0.296 (0.058)	-0.642 (0.061)	-0.459 (0.022)
Unemployment rate in county at current qtr	-9.917 (3.084)	-9.014 (3.453)	-3.586 (1.109)	-7.036 (6.086)	-7.084 (6.004)	3.816 (2.520)	-6.941 (1.890)	-8.420 (2.023)	-2.045 (0.546)	10.365 (6.228)	6.578 (6.268)	5.174 (3.082)	-2.991 (1.548)	-1.752 (1.640)	-1.599 (0.515)

Note: Standard errors of coefficients are in parentheses.

Table A-9: Predicted Earnings and Impact by Industry of Employment in Quarter Following Program Entry in 2001: Difference-in-Difference Estimates

Difference-in-Difference Estimates, Relative to No Job	One Industry						Multiple Industries	
	No Job	THS	Manufacturing	Retail Trade	Service ¹	Other	THS and Any Other Industry	Any Industry Not THS
Panel A - Females								
TANF								
Impact on earnings	0 (0)	437 (69)	756 (94)	401 (39)	679 (36)	813 (72)	734 (75)	644 (64)
Job Training								
Impact on earnings	0 (0)	428 (217)	711 (181)	511 (154)	875 (117)	1,236 (165)	1,056 (206)	1,094 (174)
Employment Exchange								
Impact on earnings	0 (0)	1,339 (79)	2,097 (59)	1,270 (46)	1,723 (39)	1,947 (50)	1,847 (79)	1,899 (54)
Panel B - Males								
Job Training								
Impact on earnings	0 (0)	597 (324)	1,646 (231)	942 (271)	794 (238)	1,508 (225)	1,607 (317)	1,556 (279)
Employment Exchange								
Impact on earnings	0 (0)	1,458 (117)	2,635 (72)	1,825 (76)	2,118 (76)	2,351 (63)	1,815 (117)	2,302 (85)

¹Excluding THS.

Note: Standard errors are in parentheses.

Table A-10: Predicted Earnings and Impact for THS and Other Employment in Quarter Following Program Entry in 2001

	No Job	THS	THS and Any Other Industry	Other Employment
<i>Panel A - Females</i>				
TANF				
1. Initial mean earnings	0 (0)	1,158 (43)	1,897 (55)	1,601 (15)
2. Mean earnings 8 quarters later	767 (13)	1,488 (67)	1,900 (80)	1,557 (19)
3. Mean earnings 8 quarters later controlling characteristics	879 (15)	1,322 (54)	1,633 (59)	1,449 (16)
4. Impact on earnings, relative to no job category	0 (0)	443 (56)	754 (61)	570 (22)
5. Impact on earnings based on difference-in-difference, relative to no job category	0 (0)	428 (69)	725 (75)	594 (27)
6. Impact on earnings, relative to the non-THS category	-570 (22)	-128 (57)	184 (61)	0 (0)
7. Impact on earnings based on difference-in-difference, relative to the non-THS Category	-594 (27)	-166 (69)	131 (75)	0 (0)
Job Training				
1. Initial mean earnings	0 (0)	1,711 (114)	2,523 (103)	2,701 (51)
2. Mean earnings 8 quarters later	1,914 (51)	2,593 (173)	2,928 (166)	2,899 (51)
3. Mean earnings 8 quarters later controlling characteristics	1,927 (52)	2,525 (153)	2,943 (143)	2,894 (43)
4. Impact on earnings, relative to no job category	0 (0)	597 (162)	1,016 (154)	966 (68)
5. Impact on earnings based on difference-in-difference, relative to no job category	0 (0)	422 (217)	1,048 (206)	869 (91)
6. Impact on earnings, relative to the non-THS category	-966 (68)	-369 (159)	49 (149)	0 (0)
7. Impact on earnings based on difference-in-difference, relative to the non-THS Category	-869 (91)	-447 (213)	179 (200)	0 (0)
Employment Exchange				
1. Initial mean earnings	0 (0)	2,246 (44)	3,105 (51)	3,529 (17)
2. Mean earnings 8 quarters later	1,408 (16)	2,818 (63)	3,327 (64)	3,441 (16)
3. Mean earnings 8 quarters later controlling characteristics	1,644 (17)	2,926 (58)	3,335 (57)	3,290 (13)
4. Impact on earnings, relative to no job category	0 (0)	1,282 (60)	1,691 (60)	1,646 (22)
5. Impact on earnings based on difference-in-difference, relative to no job category	0 (0)	1,336 (79)	1,846 (79)	1,731 (29)
6. Impact on earnings, relative to the non-THS category	-1,646 (22)	-363 (59)	45 (59)	0 (0)
7. Impact on earnings based on difference-in-difference, relative to the non-THS Category	-1,731 (29)	-395 (78)	115 (77)	0 (0)

Table A-10 -- Continued

	No Job	THS	THS and Any Other Industry	Other Employment
Panel B - Males				
Job Training				
1. Initial mean earnings	0 (0)	1,734 (133)	2,469 (130)	3,705 (78)
2. Mean earnings 8 quarters later	2,416 (85)	2,080 (193)	2,920 (204)	3,815 (78)
3. Mean earnings 8 quarters later controlling characteristics	2,358 (83)	2,783 (208)	3,703 (203)	3,695 (65)
4. Impact on earnings, relative to no job category	0 (0)	426 (225)	1,345 (221)	1,338 (106)
5. Impact on earnings based on difference-in-difference, relative to no job category	0 (0)	631 (324)	1,644 (317)	1,309 (152)
6. Impact on earnings, relative to the non-THS category	-1,338 (106)	-912 (219)	8 (213)	0 (0)
7. Impact on earnings based on difference-in-difference, relative to the non-THS Category	-1,309 (152)	-678 (315)	335 (306)	0 (0)
Employment Exchange				
1. Initial mean earnings	0 (0)	2,062 (50)	3,052 (52)	4,993 (34)
2. Mean earnings 8 quarters later	1,808 (20)	2,458 (63)	3,011 (61)	4,598 (21)
3. Mean earnings 8 quarters later controlling characteristics	2,079 (22)	3,144 (73)	3,608 (73)	4,359 (17)
4. Impact on earnings, relative to no job category	0 (0)	1,066 (76)	1,529 (76)	2,280 (29)
5. Impact on earnings based on difference-in-difference, relative to no job category	0 (0)	1,468 (117)	1,828 (117)	2,272 (44)
6. Impact on earnings, relative to the non-THS category	-2,280 (29)	-1,214 (75)	-751 (75)	0 (0)
7. Impact on earnings based on difference-in-difference, relative to the non-THS Category	-2,272 (44)	-805 (116)	-444 (115)	0 (0)

Note: Standard errors are in parentheses.

Table A-11: Predicted Probability of Employment by Industry in Quarter Following Program Entry in 2001

	One Industry						Multiple Industries	
	No Job	THS	Manufacturing	Retail Trade	Service ¹	Other	THS and Any Other Industry	Any Industry Not THS
<i>Panel A - Females</i>								
TANF								
1. Probability of employment 8 quarters later	0.378 (0.004)	0.578 (0.016)	0.608 (0.023)	0.589 (0.008)	0.652 (0.007)	0.659 (0.017)	0.701 (0.017)	0.662 (0.015)
2. Probability of employment 8 quarters later controlling characteristics	0.412 (0.004)	0.548 (0.016)	0.590 (0.022)	0.565 (0.008)	0.614 (0.007)	0.606 (0.017)	0.637 (0.017)	0.610 (0.015)
3. Impact on probability of employment, relative to no job category	0 (0)	0.136 (0.016)	0.178 (0.022)	0.154 (0.009)	0.202 (0.009)	0.194 (0.017)	0.226 (0.018)	0.198 (0.015)
4. Impact on probability of employment based on difference-in-difference	0 (0)	0.159 (0.021)	0.196 (0.028)	0.166 (0.012)	0.227 (0.011)	0.208 (0.022)	0.233 (0.022)	0.218 (0.019)
Job Training								
1. Probability of employment 8 quarters later	0.575 (0.011)	0.682 (0.030)	0.785 (0.021)	0.719 (0.019)	0.739 (0.012)	0.790 (0.019)	0.791 (0.024)	0.796 (0.020)
2. Probability of employment 8 quarters later controlling characteristics	0.581 (0.010)	0.683 (0.029)	0.718 (0.024)	0.735 (0.019)	0.751 (0.013)	0.778 (0.021)	0.788 (0.027)	0.784 (0.022)
3. Impact on probability of employment, relative to no job category	0 (0)	0.102 (0.031)	0.137 (0.025)	0.154 (0.022)	0.170 (0.016)	0.197 (0.023)	0.207 (0.029)	0.203 (0.024)
4. Impact on probability of employment based on difference-in-difference	0 (0)	0.088 (0.037)	0.169 (0.031)	0.150 (0.026)	0.189 (0.020)	0.237 (0.028)	0.207 (0.035)	0.232 (0.030)
Employment Exchange								
1. Probability of employment 8 quarters later	0.398 (0.003)	0.666 (0.010)	0.781 (0.005)	0.706 (0.005)	0.749 (0.003)	0.780 (0.005)	0.767 (0.009)	0.788 (0.005)
2. Probability of employment 8 quarters later controlling characteristics	0.440 (0.003)	0.674 (0.009)	0.743 (0.006)	0.703 (0.005)	0.733 (0.004)	0.730 (0.005)	0.751 (0.009)	0.747 (0.006)
3. Impact on probability of employment, relative to no job category	0 (0)	0.234 (0.009)	0.303 (0.007)	0.263 (0.005)	0.293 (0.005)	0.290 (0.006)	0.311 (0.009)	0.307 (0.006)
4. Impact on probability of employment based on difference-in-difference	0 (0)	0.240 (0.011)	0.334 (0.008)	0.282 (0.006)	0.315 (0.005)	0.315 (0.007)	0.326 (0.011)	0.334 (0.008)

Table A-11 -- Continued

	One Industry						Multiple Industries	
	No Job	THS	Manufacturing	Retail Trade	Service ¹	Other	THS and Any Other Industry	Any Industry Not THS
Panel B - Males								
Job Training								
1. Probability of employment 8 quarters later	0.520 (0.013)	0.595 (0.032)	0.798 (0.017)	0.679 (0.025)	0.701 (0.020)	0.706 (0.019)	0.750 (0.028)	0.784 (0.023)
2. Probability of employment 8 quarters later controlling characteristics	0.524 (0.012)	0.637 (0.030)	0.725 (0.020)	0.691 (0.024)	0.732 (0.020)	0.713 (0.019)	0.779 (0.029)	0.769 (0.025)
3. Impact on probability of employment, relative to no job category	0 (0)	0.113 (0.032)	0.202 (0.023)	0.168 (0.027)	0.208 (0.024)	0.189 (0.022)	0.255 (0.032)	0.245 (0.028)
4. Impact on probability of employment based on difference-in-difference	0 (0)	0.115 (0.039)	0.225 (0.028)	0.152 (0.032)	0.185 (0.028)	0.217 (0.027)	0.232 (0.038)	0.259 (0.033)
Employment Exchange								
1. Probability of employment 8 quarters later	0.367 (0.003)	0.580 (0.009)	0.784 (0.004)	0.706 (0.005)	0.726 (0.005)	0.724 (0.004)	0.691 (0.008)	0.770 (0.005)
2. Probability of employment 8 quarters later controlling characteristics	0.413 (0.002)	0.609 (0.008)	0.738 (0.004)	0.685 (0.005)	0.709 (0.005)	0.698 (0.004)	0.694 (0.008)	0.729 (0.006)
3. Impact on probability of employment, relative to no job category	0 (0)	0.196 (0.009)	0.325 (0.005)	0.272 (0.005)	0.296 (0.005)	0.285 (0.005)	0.281 (0.008)	0.316 (0.006)
4. Impact on probability of employment based on difference-in-difference	0 (0)	0.193 (0.010)	0.340 (0.006)	0.284 (0.006)	0.301 (0.006)	0.289 (0.005)	0.282 (0.010)	0.322 (0.007)

¹Excluding THS.

Note: Standard errors are in parentheses.

Table A-12: Predicted Probability of Employment for THS and Other Employment in Quarter Following Program Entry in 2001

	No Job	THS	THS and Any Other Industry	Other Employment
<i>Panel A - Females</i>				
TANF				
1. Probability of employment 8 quarters later	0.378 (0.004)	0.578 (0.016)	0.701 (0.017)	0.630 (0.005)
2. Probability of employment 8 quarters later controlling characteristics	0.412 (0.004)	0.547 (0.016)	0.636 (0.017)	0.595 (0.005)
3. Impact on probability of employment, relative to no job category	0 (0)	0.135 (0.016)	0.224 (0.018)	0.183 (0.007)
4. Impact on probability of employment based on difference-in-difference, relative to no job category	0 (0)	0.157 (0.021)	0.231 (0.022)	0.202 (0.008)
5. Impact on probability of employment, relative to the non-THS category	-0.183 (0.007)	-0.048 (0.017)	0.041 (0.018)	0 (0)
6. Impact on probability of employment based on difference-in-difference, relative to the non-THS category	-0.202 (0.008)	-0.045 (0.021)	0.029 (0.022)	0 (0)
Job Training				
1. Probability of employment 8 quarters later	0.575 (0.011)	0.682 (0.030)	0.791 (0.024)	0.756 (0.008)
2. Probability of employment 8 quarters later controlling characteristics	0.581 (0.010)	0.683 (0.029)	0.787 (0.027)	0.752 (0.008)
3. Impact on probability of employment, relative to no job category	0 (0)	0.101 (0.031)	0.206 (0.029)	0.171 (0.013)
4. Impact on probability of employment based on difference-in-difference, relative to no job category	0 (0)	0.087 (0.037)	0.206 (0.035)	0.192 (0.016)
5. Impact on probability of employment, relative to the non-THS category	-0.171 (0.013)	-0.070 (0.030)	0.035 (0.028)	0 (0)
6. Impact on probability of employment based on difference-in-difference, relative to the non-THS category	-0.192 (0.016)	-0.105 (0.036)	0.014 (0.034)	0 (0)
Employment Exchange				
1. Probability of employment 8 quarters later	0.398 (0.003)	0.666 (0.010)	0.767 (0.009)	0.755 (0.002)
2. Probability of employment 8 quarters later controlling characteristics	0.440 (0.003)	0.674 (0.009)	0.751 (0.009)	0.729 (0.002)
3. Impact on probability of employment, relative to no job category	0 (0)	0.234 (0.009)	0.310 (0.009)	0.289 (0.003)
4. Impact on probability of employment based on difference-in-difference, relative to no job category	0 (0)	0.239 (0.011)	0.326 (0.011)	0.312 (0.004)
5. Impact on probability of employment, relative to the non-THS category	-0.289 (0.003)	-0.055 (0.009)	0.021 (0.009)	0 (0)
6. Impact on probability of employment based on difference-in-difference, relative to the non-THS category	-0.312 (0.004)	-0.073 (0.011)	0.014 (0.011)	0 (0)

Table A-12 -- Continued

	No Job	THS	THS and Any Other Industry	Other Employment
Panel B - Males				
Job Training				
1. Probability of employment 8 quarters later	0.520 (0.013)	0.595 (0.032)	0.750 (0.028)	0.734 (0.009)
2. Probability of employment 8 quarters later controlling characteristics	0.524 (0.012)	0.636 (0.030)	0.778 (0.029)	0.725 (0.009)
3. Impact on probability of employment, relative to no job category	0 (0)	0.112 (0.032)	0.254 (0.032)	0.201 (0.015)
4. Impact on probability of employment based on difference-in-difference, relative to no job category	0 (0)	0.116 (0.039)	0.234 (0.038)	0.208 (0.018)
5. Impact on probability of employment, relative to the non-THS category	-0.201 (0.015)	-0.088 (0.031)	0.053 (0.030)	0 (0)
6. Impact on probability of employment based on difference-in-difference, relative to the non-THS category	-0.208 (0.018)	-0.092 (0.037)	0.026 (0.036)	0 (0)
Employment Exchange				
1. Probability of employment 8 quarters later	0.367 (0.003)	0.580 (0.009)	0.691 (0.008)	0.742 (0.002)
2. Probability of employment 8 quarters later controlling characteristics	0.414 (0.002)	0.610 (0.008)	0.695 (0.008)	0.711 (0.002)
3. Impact on probability of employment, relative to no job category	0 (0)	0.196 (0.009)	0.281 (0.008)	0.297 (0.003)
4. Impact on probability of employment based on difference-in-difference, relative to no job category	0 (0)	0.193 (0.010)	0.282 (0.010)	0.305 (0.004)
5. Impact on probability of employment, relative to the non-THS category	-0.297 (0.003)	-0.101 (0.008)	-0.016 (0.008)	0 (0)
6. Impact on probability of employment based on difference-in-difference, relative to the non-THS category	-0.305 (0.004)	-0.113 (0.010)	-0.024 (0.010)	0 (0)

Note: Standard errors are in parentheses.

Table A-13: Transition between Sectors Over Eight Quarters: 2001

Reference Quarter Employment	Employment Eight Quarters Later						Total	
	No Job	Service, including temp help	Manufacturing	Retail trade	Other	Multiple sectors		
<i>Panel A - Females</i>								
TANF	No job	62.2	16.7	1.8	10.3	4.9	4.2	100.0
	One THS	42.2	26.5	4.4	8.6	10.7	7.6	100.0
	Sector Manufacturing	39.2	13.3	22.5	10.9	6.4	7.7	100.0
	Retail trade	41.1	15.5	1.8	28.2	5.6	7.8	100.0
	Service ¹	34.8	41.5	1.5	8.6	5.8	7.7	100.0
	Other	34.1	15.9	1.6	9.6	31.6	7.3	100.0
	Multiple THS and any other industry	29.9	30.3	2.5	13.5	9.5	14.3	100.0
	Sectors Any industry not THS	33.8	23.5	2.8	17.6	9.6	12.8	100.0
Job Training	No job	42.5	26.6	6.6	8.2	11.0	5.1	100.0
	One THS	31.8	32.6	9.1	7.0	14.5	5.0	100.0
	Sector Manufacturing	21.5	16.8	42.8	7.2	7.5	4.3	100.0
	Retail trade	28.1	16.3	3.1	35.1	8.0	9.4	100.0
	Service ¹	26.1	50.2	1.7	4.0	9.2	8.8	100.0
	Other	21.0	14.5	3.3	5.6	49.1	6.5	100.0
	Multiple THS and any other industry	20.9	27.7	10.1	10.4	17.6	13.3	100.0
	Sectors Any industry not THS	20.5	29.9	6.7	11.5	16.7	14.7	100.0
Employment Exchange	No job	60.2	16.5	2.9	8.5	8.8	3.2	100.0
	One THS	33.4	28.4	5.5	8.0	17.9	6.8	100.0
	Sector Manufacturing	21.9	7.7	56.2	3.9	5.8	4.6	100.0
	Retail trade	29.4	13.9	2.3	38.4	8.4	7.6	100.0
	Service ¹	25.1	54.0	1.4	5.4	7.7	6.4	100.0
	Other	22.0	11.6	3.6	4.8	52.4	5.5	100.0
	Multiple THS and any other industry	23.3	29.4	7.7	11.1	17.6	10.9	100.0
	Sectors Any industry not THS	21.2	25.7	6.9	12.7	18.9	14.6	100.0
<i>Panel B - Males</i>								
Job Training	No job	48.0	13.4	10.1	6.7	17.4	4.5	100.0
	One THS	40.5	21.5	10.1	4.2	15.6	8.0	100.0
	Sector Manufacturing	20.2	8.6	48.1	5.0	14.1	3.9	100.0
	Retail trade	32.1	7.9	6.8	31.6	10.7	11.0	100.0
	Service ¹	29.9	37.1	3.6	7.6	14.9	7.0	100.0
	Other	29.4	9.0	5.3	2.3	48.7	5.3	100.0
	Multiple THS and any other industry	25.0	22.6	11.7	9.7	17.7	13.3	100.0
	Sectors Any industry not THS	21.7	15.6	14.6	11.9	22.9	13.4	100.0
Employment Exchange	No job	63.3	8.9	5.4	6.2	13.4	2.9	100.0
	One THS	42.0	17.2	10.9	7.4	15.3	7.2	100.0
	Sector Manufacturing	21.6	4.5	58.5	3.0	8.2	4.2	100.0
	Retail trade	29.4	8.1	4.3	39.8	10.8	7.6	100.0
	Service ¹	27.4	45.2	3.3	6.1	11.6	6.4	100.0
	Other	27.6	5.7	4.5	3.6	54.1	4.6	100.0
	Multiple THS and any other industry	30.9	16.0	12.7	9.6	19.2	11.6	100.0
	Sectors Any industry not THS	23.0	14.7	11.6	13.1	23.6	14.1	100.0

¹Excluding THS.

Table A-14: Predicted Earnings and Impact by Employment in Reference and Outcome Quarter: 2001

Impacts Relative to No Job	One Industry					Multiple Industries	
	THS	Manufacturing	Retail Trade	Service¹	Other	THS and Any Other Industry	Any Industry Not THS
<i>Panel A - Females</i>							
TANF							
1. Impact of reference quarter industry, controlling outcome industry	155 (42)	277 (58)	86 (24)	180 (23)	312 (45)	298 (46)	171 (39)
2. Impact of outcome quarter industry, controlling reference quarter industry	1059 (55)	2968 (54)	1749 (25)	2293 (22)	2837 (33)	1810 (58)	2192 (39)
Job Training							
1. Impact of reference quarter industry, controlling outcome industry	277 (123)	337 (106)	122 (89)	364 (67)	541 (97)	302 (116)	384 (99)
2. Impact of outcome quarter industry, controlling reference quarter industry	1878 (161)	4396 (104)	2574 (90)	3300 (64)	3767 (80)	2785 (190)	3426 (109)
Employment Exchange							
1. Impact of reference quarter industry, controlling outcome industry	414 (47)	455 (39)	305 (28)	484 (24)	596 (31)	464 (47)	531 (33)
2. Impact of outcome quarter industry, controlling reference quarter industry	2472 (67)	4922 (37)	2997 (28)	3727 (23)	4441 (27)	3004 (77)	3954 (39)

Table A-14 -- Continued

	One Industry					Multiple Industries	
	THS	Manufacturing	Retail Trade	Service ¹	Other	THS and Any Other Industry	Any Industry Not THS
Impacts Relative to No Job							
<i>Panel B - Males</i>							
Job Training							
1. Impact of reference quarter industry, controlling outcome industry	13 (167)	352 (125)	234 (143)	218 (125)	563 (119)	319 (165)	468 (145)
2. Impact of outcome quarter industry, controlling reference quarter industry	2421 (203)	5879 (127)	3555 (143)	4010 (123)	4809 (104)	2819 (243)	4451 (182)
Employment Exchange							
1. Impact of reference quarter industry, controlling outcome industry	135 (61)	620 (40)	506 (40)	548 (41)	730 (34)	92 (61)	626 (45)
2. Impact of outcome quarter industry, controlling reference quarter industry	2586 (82)	6354 (39)	4232 (40)	5004 (39)	5768 (31)	3406 (91)	5096 (54)

¹Excluding THS.

Note: Standard errors are in parentheses.