

Table 8: Ordinary Least Squares Estimates of Program Impact Based on Equations Predicting Post-Program Earnings Controlling for Individual Characteristics and Interactions

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
	B (Std Error)	B (Std Error)	B (Std Error)	B (Std Error)	B (Std Error)	B (Std Error)	B (Std Error)
Effect of Program Offer for:							
Volunteers Who Were Not Mandatory	152.38* (44.41)	178.18* (45.16)	176.22* (44.49)	161.30* (44.46)	157.86* (44.34)	160.25* (44.69)	154.25* (44.43)
Mandatory Participants, Did Not Volunteer	120.35* (54.00)	108.05* (55.35)	121.51* (54.15)	112.59* (53.96)	114.99* (53.92)	119.21* (54.11)	117.93* (53.98)
Mandatory Participants Who Volunteered	300.98* (95.91)	267.46* (100.05)	265.64* (97.22)	294.61* (95.79)	295.58* (95.74)	288.63* (95.95)	290.23* (95.87)
Individual and Region Controls	Included	Included	Included	Included	Included	Included	Included
Interactions of All Other Variables with Waiting List Status		Included	Included If Significant				
Interactions of Region with Selected Individual Controls ¹				Included If Significant	Included		
Interactions of Year of Entry with Selected Individual and Region Controls ²						Included	Included If Significant
R ²	0.1061	0.1098	0.1086	0.1107	0.1100	0.1076	0.1071

¹Interactions of seven region dummies with Age, Race, Years of Education, Number of Children, Months on AFDC, Work Experience Prior to AFDC, and Earnings in Previous Year.

²Interactions of Year of Entry dummies with Age, Race, Years of Education, Number of Children, Months on AFDC, Work Experience Prior to AFDC, and Earnings in Previous Year.

Table 9: Instrumental Variables Estimates of Program Impact Based on Equations Predicting Post-Program Earnings Controlling for Individual Characteristics:

Effect of Program Offer for:	No Wait		One Month		Two Months		Three Months		Four Months	
	B (Std Error)		B (Std Error)		B (Std Error)		B (Std Error)		B (Std Error)	
Volunteers Who Were Not Mandatory	290.15 (162.65)		636.17* (160.64)		10.16 (149.88)		302.22 (171.51)		277.67 (205.43)	
Mandatory Participants, Did Not Volunteer	62.15 (152.44)		358.71* (154.87)		300.79 (211.76)		429.61 (275.48)		286.44 (314.22)	
Mandatory Participants Who Volunteered	916.22* (257.22)		543.18 (295.73)		395.05 (325.16)		-11.19 (447.08)		198.43 (494.20)	
R ²	0.1058		0.1028		0.1006		0.0988		0.1006	