



Leaving Reach Up

How did the experiences of Vermont's 2013 welfare leavers compare to earlier leavers?

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Executive Summary

Families who left Vermont's Reach Up program in 2013, including those from the Postsecondary Education program, fared better than their counterparts in 2008—the last time a study like this was conducted. More of the 2013 leavers had earnings and fewer needed to return to Reach Up. The 2013 leavers faced an economy that was dramatically better than during the Great Recession when the 2008 leavers were looking for work. In 2013 the unemployment rate averaged 4.4%. In contrast, in addition to its long duration, The Great Recession pushed Vermont's unemployment rate to 7.3% in May 2009—the highest point in nearly two decades.

During the year after they left Reach Up, 75% of the 2013 leaver families had earnings. However, their median annual earnings over the course of the year were only about \$11,772. Most of the families did not return to Reach Up during the year after their initial 2013 exit, but 31% returned at least once.

As in past years, the 37 leaver families with a parent who had participated in the Postsecondary Education program and 717 families with two parents had better outcomes than other families. During the year after leaving, the Postsecondary Education program leavers had significantly higher median annual earnings of \$20,703 and were far less likely to return to Reach Up than other leaver families. The two-parent families, in which both parents' needs were included in their Reach Up grants, had higher employment rates (89%) and higher median earnings (\$17,892) than other family types.

Many families continued to use other support programs, including 3SquaresVT, health care assistance, child care assistance and the Reach Ahead program during the year after leaving Reach Up. The percentage of Reach Up leavers enrolled in each of the programs had declined by the 12th month after their 2013 exit from Reach Up, with the exception of child care assistance. In every month we examined, approximately a quarter of the Reach Up families were using child care assistance, both before and after exiting Reach Up.

The results of our studies of the 2013 leavers combined with similar earlier studies suggest that although the employment rate and rate of returning to Reach Up improve when labor market conditions are favorable, low earnings levels for the average leaver are a consistent outcome for the Reach Up program. The average 2013 Reach Up leaver family earned no more than their counterparts ten years ago when adjusted for inflation. This roughly \$12,000 annual income is less than the federal poverty level (\$14,010 for family of two in 2013), VT's livable wage (\$25,964) and the median income of a single parent family statewide (\$31,703).¹

National research is currently underway to study the career pathways approach to substantially increasing earnings and income among low-income populations, including TANF participants. A ten-year evaluation, called "Innovative Strategies for Increasing Self-Sufficiency" as well as an evaluation focused exclusively on employment in the health care sector should offer new evidence about the most effective strategies for helping low-income families increase their earnings.²

Introduction

Reach Up is Vermont's primary program for helping low-income families with children by providing cash assistance for basic needs, case management, and services that support work and self-sufficiency. The program's goal is to help families leave the program after finding employment that pays them enough to support their families. The Postsecondary Education (PSE) program, run in conjunction with Reach Up, provides a monthly financial assistance grant and case management services to parents pursuing an associate or bachelor's degree.

To find out more about how families fared after leaving the Reach Up and Postsecondary Education programs, the Vermont Department for Children and Families (DCF) asked Black-Plumeau Consulting, LLC to study the experiences of families during their first twelve months after leaving. The Department wanted to learn about the employment and earnings of these families, as well as about whether they returned to Reach Up, whether they continued to use 3SquaresVT, health care assistance and child care financial assistance and whether they enrolled in Reach Ahead. 3SquaresVT is Vermont's primary food assistance program. Health care assistance includes Medicaid coverage for low income adults and children. Child care financial assistance, also known as child care subsidies, is a payment that helps families with the cost of child care. Reach Up leaver families who enrolled in Reach Ahead after leaving Reach Up received a full child care subsidy regardless of their income in addition to a small monthly food benefit for up to one year.

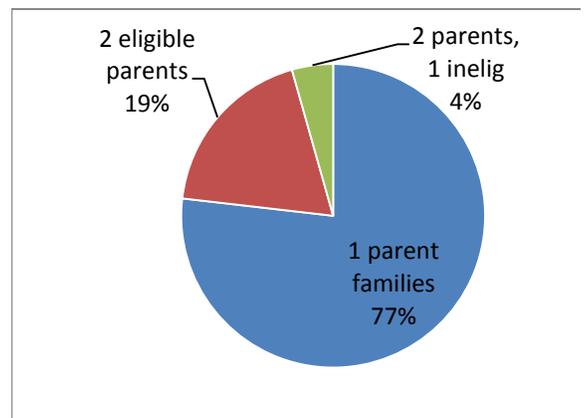
About 300-550 cases enter and exit the combined caseload of the Reach Up and Postsecondary Education programs each month.³ Only cases that remained off the programs for two consecutive months after leaving were considered Reach Up "leavers" for this study. "Child-only" cases (with no adults whose needs were included in the Reach Up grant amount) were fully excluded from this study. In 2013, Vermont had a total of 3,815 Reach Up leaver families.

The study was conducted by combining data on earnings reported to the Vermont Department of

Leaver Family Profile

Of the 3,815 families who left Vermont's welfare program in 2013, the vast majority were single parent households who participated in the Reach Up program. However, 37 (1%) of the leaver families had parents enrolled in the Postsecondary Education program.

Unlike programs in other states that restrict eligibility to single parent families, welfare in Vermont is available to qualifying families with two parents. Families with two parents comprised 23% of the 2013 leaver cases. Although for most of these two parent families the needs of both parents were included in the amount of the Reach Up grant, some two parent families had one parent whose needs were not included, usually because they were receiving SSI assistance. Of the two parent families leaving Vermont's welfare programs, only two families had participated in the Postsecondary Education program.

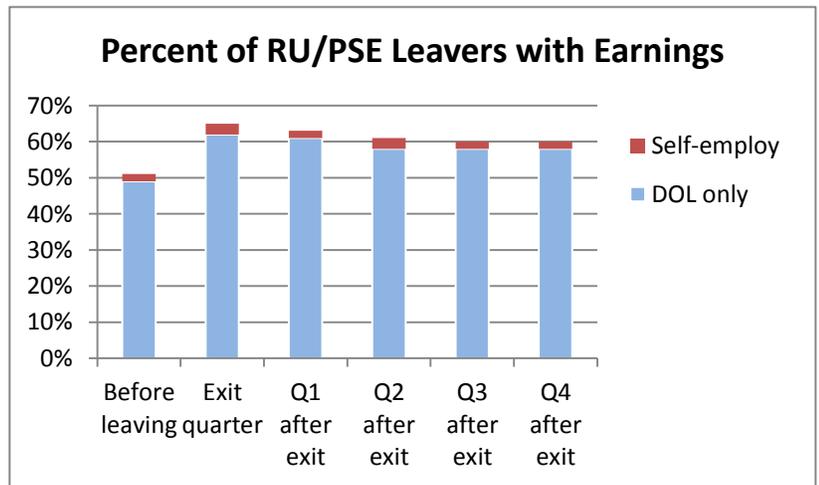


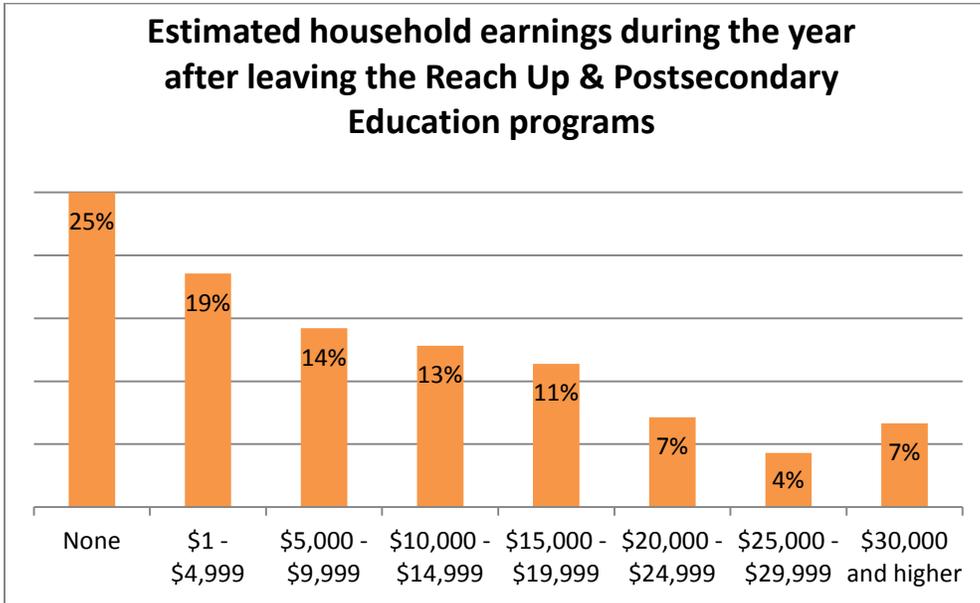
Labor (DOL) with the DCF records on self-employment earnings. Earnings data from DOL cover only unemployment-insured wages reported by employers of employees working in the state of Vermont. Although these records cover most employment, they do not capture certain types of jobs, including self-employment, work outside of Vermont, federal government employment, or informal (“under-the-table”) work. Since self-employment is prevalent in Vermont, we supplemented the DOL employment data with data from DCF on self-employment earnings. In this report we show income as the sum of the Vermont DOL-reported wages and the DCF-reported self-employment earnings. To the extent that leaver families have earnings from employment from work outside Vermont, federal government employment or “under-the-table” work, median annual earnings may be higher than shown here.⁴ Data on Reach Up, Reach Ahead, health care assistance, 3SquaresVT and child care subsidy program usage are from the administrative records of DCF.

These data allowed us to examine a number of questions about Reach Up leavers’ experiences: How successful were the leavers in terms of employment, earnings and not needing to return to Reach Up?⁵ Were certain types of families likely to be more successful than others? How did the cases leaving Reach Up in 2013 compare to earlier leavers? How prevalent was the use of support programs, such as 3SquaresVT, health care assistance, child care financial assistance and Reach Ahead? Although such an analysis is descriptive and cannot be used to identify the exact causes of success, examining the characteristics of leaver households who are able to successfully maintain stable employment can help practitioners and policy makers more clearly understand the range of potential outcomes for various types of families leaving Vermont’s Reach Up programs.

How successful were the leavers finding work and not needing to return to Reach Up?

Before leaving Reach Up, about half (51%) of the 2013 leaver families had at least one adult who was working. After rising to 64% in the exit quarter, the percentage of leaver families with earnings dropped to 59% over the next 12 months.⁶ Over the course of the year after leaving, 75% of the families had a member who had worked at some point, with median annual earnings of \$11,772. Eighteen percent of the leaver families made at least \$20,000 during the year, but only seven percent made at least \$30,000.





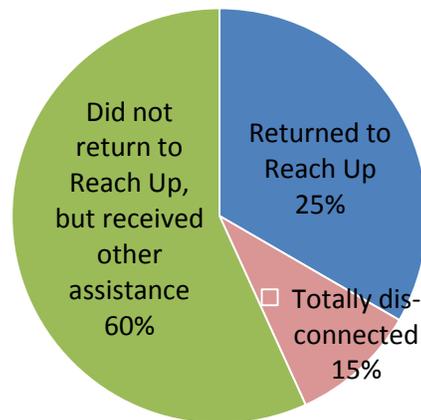
Throughout the course of the year after leaving, 31% of the Reach Up and PSE leavers had returned at least once.⁷ However, far fewer of the households who earned at least \$20,000 during the year after leaving returned during the year after their initial exit (11%).

Families with no Vermont income

As in prior years, a substantial portion of the leaver families had no earnings during the year after leaving Reach Up and PSE. A quarter of the 2013 leaver families (954 families) had no earnings reported to the VT DOL or DCF.⁸ Although 237 of these families returned to Reach Up during the year, 717 families had neither earnings nor Reach Up assistance during the 12 months after they left. A variety of reasons might explain why a family would leave Reach Up or the Postsecondary Education program without any regular earnings in Vermont during the subsequent year:

- The family might have moved out of Vermont, although we know that this could account for not more than 141 families since only 141 families remained totally disconnected from Vermont’s Reach Up, Reach Ahead, 3SquaresVT, health care assistance and child care subsidy programs during the year.
- The household’s composition might have changed through marriage, remarriage, or moving in with a partner. For example, if Adult A is single when he or she leaves the Reach Up or Postsecondary Education program, but then begins living with Adult B, the earnings of Adult B are not associated with Adult A in this study since they were in different households at the time of

Experiences of families with no Vermont earnings during the year after leaving



Adult A's initial exit from the program.

- The family might have started receiving an increased amount of unearned income, such as disability benefits, child support, or unemployment insurance. A person with a disability living independently received \$9,144 in Supplemental Security Income (SSI) benefits in 2013.⁹ Studies in other states have found that one-fourth to one-third of welfare leavers who become disconnected received child support. About 4% of disconnected families nationally received child SSI benefits.¹⁰
- The family might have left Reach Up or the Postsecondary Education program for a reason besides earnings, such as no longer having a child living in the family, dissatisfaction with the requirements/hassles of participating or non-compliance. This could include families in sanction under the Reach Up program who were receiving so few benefits at the time of exit that continued program participation is no longer valuable.¹¹
- Poor mental or physiological health might have hindered a family's employment and use of support programs after leaving Reach Up. This factor was identified in studies of welfare leavers in New Jersey¹² and Colorado.¹³

By definition, welfare leavers who do not participate in public programs or have reported earnings are difficult to learn about. However, national research and some focused on Colorado has identified some of the hardships faced by these families. More disconnected TANF leavers in both of these studies reported food insecurity and going without heat or going to homeless shelters than other leavers.¹⁴

Were certain types of families more likely to be successful?

As in prior years, leaver families who either had a parent who had participated in the PSE program or had two adults present had greater earnings than other families who left Reach Up in 2013.

The outcomes for PSE participants were better than for other leaver families in virtually every way. They had substantially higher earnings, higher employment rates and lower rates of needing to return to Reach Up relative to each the other groups of leavers included in this study.

PSE participants

Prior studies have shown a direct correlation between a parent's education level and his or her job stability.¹⁵ This is likely why more of the leavers who attended the Postsecondary Education program worked consistently throughout the year after leaving than their counterparts from the Reach Up program. An estimated 59% of the Postsecondary Education program leavers compared to 45% of the Reach Up leavers, had earnings in each of the four quarters after leaving. Similarly, median earnings were significantly higher among the Postsecondary Education program leavers (\$20,703) than among the Reach Up leavers (\$11,736). Furthermore, fewer of the Postsecondary Education program leavers (19%) returned than Reach Up leavers (31%). Leavers from the Postsecondary Education program were almost twice as likely as Reach Up leavers to earn at least \$20,000 and avoid returning to the program.

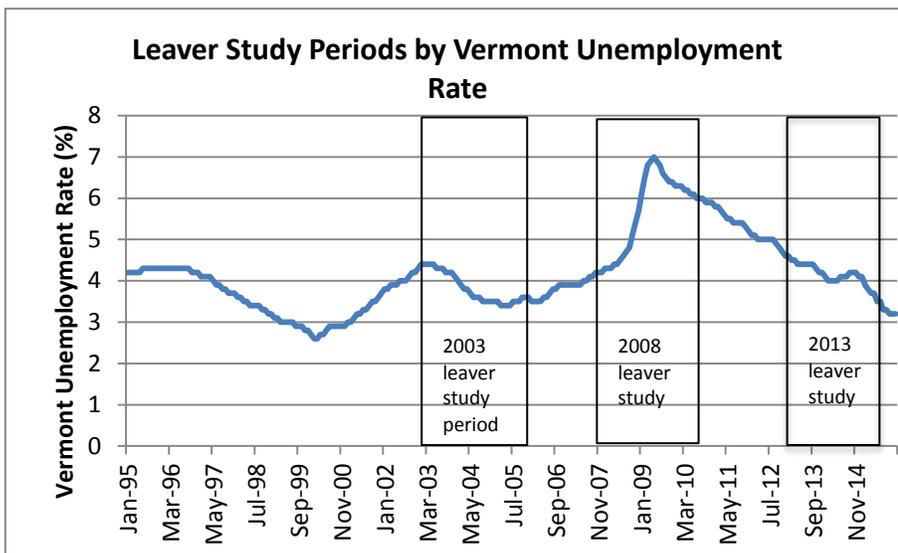
Two parent families

Families with two parents have one more potential worker than single parent families and are likely to find it easier to juggle the child care and family responsibilities that ensue when a parent works outside of the home. Not surprisingly, the two parent families leaving Reach Up in 2013 fared better than their

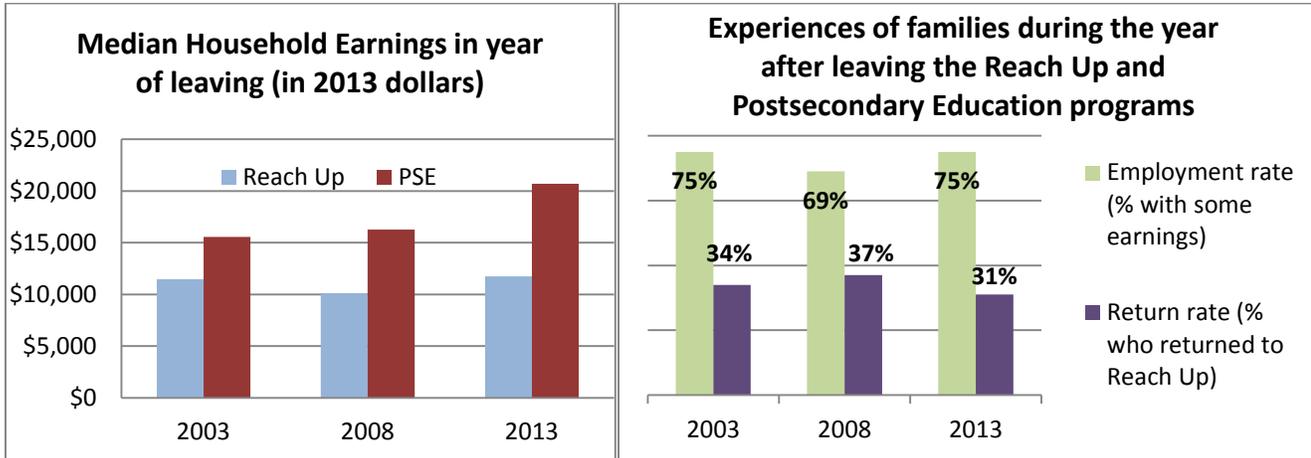
single parent counterparts in maintaining employment and in their level of earnings during the year after leaving. One year after leaving, an estimated 89% of the two parent families in which the needs of both parents were included in the Reach Up grant had earnings, compared to 71% among single parent families. Median annual earnings were substantially higher for families with two eligible parents (\$17,892 compared to \$10,086 for single parent families). Despite their improved earnings and employment, these two parent families were equally as likely as single parent families to return to Reach Up during the year after leaving.¹⁶

Did the experiences of the 2013 leavers differ from earlier leavers?

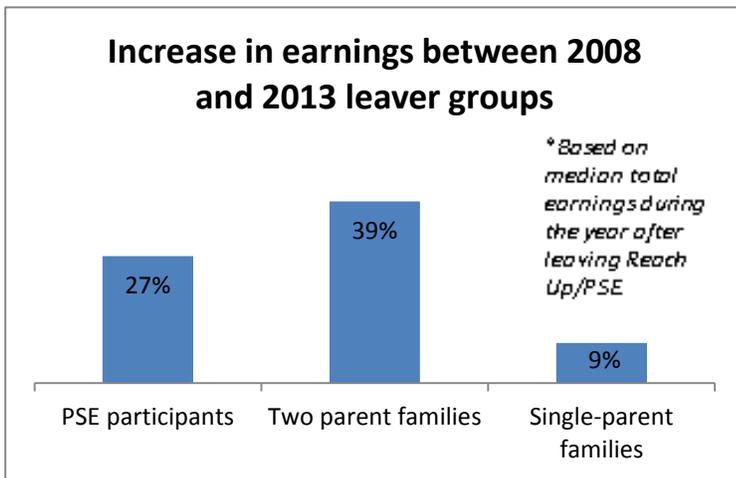
Families who left Reach Up in 2013 had outcomes that were somewhat similar to their counterparts in 2003, when statewide unemployment rates were at similar levels. The 2013 leavers' outcomes were better than those for the 2008 leavers. These "Recession leavers" experienced a rapidly increasing unemployment rate-- a rate that peaked within 18 months of their exit at a level rarely experienced Vermont.



Not surprisingly, the 2013 Reach Up leavers had higher employment rates, higher median earnings and a lower rate of returning to Reach Up than did their counterparts in 2008.



However, it is important to note that the economic recovery between 2008 and 2013 did not lift the incomes of all types of Reach Up leavers equally. The median earnings of the PSE participants and the two parent families increased dramatically between the 2008 and 2013 leaver cohorts (27% and 39%, respectively), while the earnings of single-parent households increased only by a modest 9%.



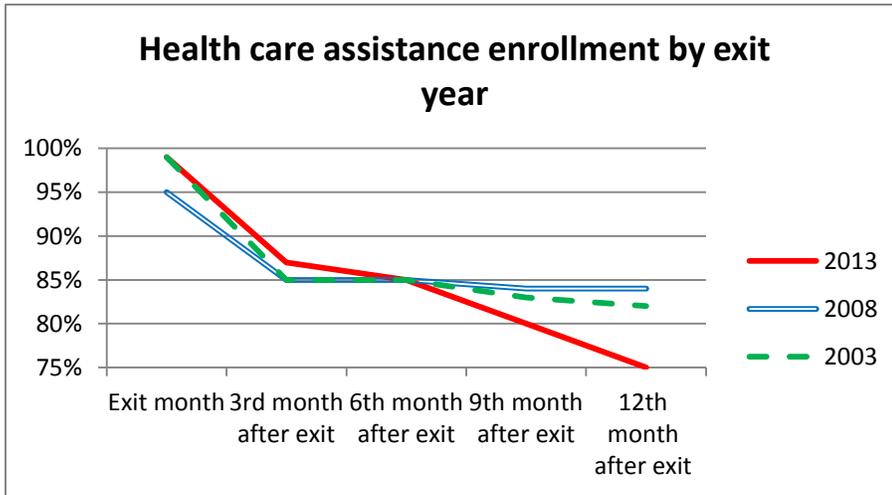
How many leavers used support programs?

Support programs administered by DCF and available for families leaving Reach Up or PSE include health care assistance (including Medicaid and Dr. Dynasaur for children and pregnant women), 3SquaresVT, child care assistance (also known as child care subsidies), and Reach Ahead (providing a food benefit plus full child care assistance).

Families leaving the Reach Up and PSE programs are encouraged to continue using other support programs for which they are eligible. Not surprisingly, the vast majority of the 2013 leaver families continued to use these programs. Even among families who did not return to Reach Up, use of support programs remained high. At least once during the year after leaving the Reach Up and PSE, 94% of the families used health care assistance, 87% used 3SquaresVT, 36% received child care financial assistance and 20% received Reach Ahead. Only 5% of the 2013 leaver families were totally disconnected from all of these programs during the year after leaving Reach Up or PSE.

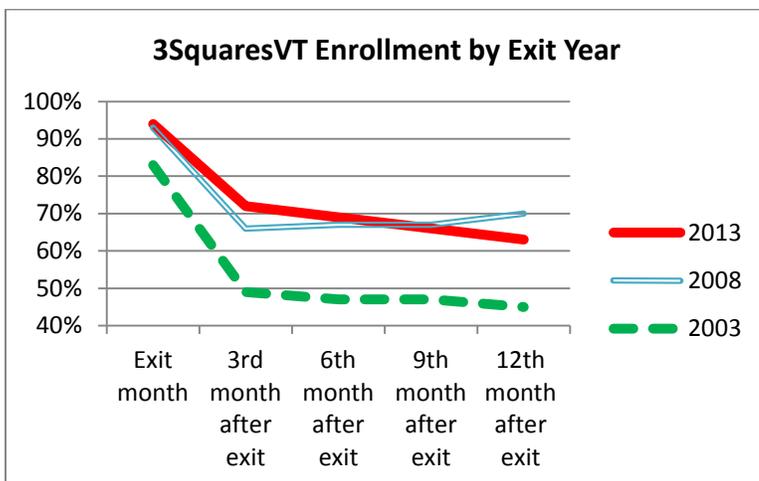
Health care assistance

Like the two earlier leaver cohorts in 2003 and 2008, enrollment in health care assistance (called Green Mountain Care and Medicaid in previous reports) among the 2013 leavers dropped from close to 100% in the exit month to 87% three months later. By the ninth month after leaving, use of health care assistance among the 2013 leavers had fallen to 75%--a greater decline than for the leavers in 2003 and 2008.¹⁷



3SquaresVT

Enrollment in the 3squaresVT program followed a trend similar to health care assistance for the Reach Up and PSE leavers. Enrollment fell from above 90% in the month families left Reach Up to 72% three months later. From then through the rest of the 12 months after exit, use of 3squaresVT continued to decline to 63%. The 2008 leavers followed a slightly different trend. Their usage trended upward between the 3rd and 12th month after leaving Reach Up, responding to increased income limits for the 3SquaresVT program that took effect in January 2009.



Fewer of the PSE program leavers used the 3SquaresVT program when compared to leavers from the Reach Up program. This is likely due at least in part to their higher average earnings, relative to the other leavers. Only 51% of the PSE leavers were using 3SquaresVT one year later, compared to 63% of the

other leavers.

Child care financial assistance

During the year after leaving Reach Up, 36% of the leavers had received a DCF-funded child care subsidy. Unlike with other support programs, there was virtually no downward trend over time in the percentage of families receiving this benefit after leaving Reach Up. In the exit month, 25% of the families received child care subsidies. A year later, 23% of the families were receiving child care subsidies.

Fifteen percent of the leavers received a subsidy for high quality child care during the year after leaving, as indicated by providers receiving 4 or 5 star ratings.

Reach Up pays for child care for each family that needs it. After leaving Reach Up, if a family enrolls in Reach Ahead, the family continues to receive full child care assistance. If a family does not enroll in Reach Ahead, child care assistance is still available, but the amount of assistance is based on the family's income.

Reach Ahead

During the year after leaving Reach Up, 20% of all leavers used the Reach Ahead program. These families received \$100 each month for the first six months in which they were enrolled in the program and \$50 each month for the next six months.¹⁸ To be eligible for Reach Ahead, a family must:

1. Have received Reach Up or PSE within the last six months;
2. Include a work-eligible adult who is meeting the work requirement through paid employment;
3. Include a minor child; and
4. Meet all other Reach Up requirements (e.g., residency, family composition, and verification of income).

There is no way to directly identify Reach Up leaver families who met all of these requirements and were thus eligible to enroll in Reach Ahead. However, we were able to identify families who left Reach Up in 2013 with a closure code of "over-income" and calculated that 41% of them proceeded to Reach Ahead at some point during the next 12 months. It is likely, however, that some of the families with a closure code of "over income" failed to meet other requirements for Reach Ahead such as the work requirement. For this reason, the percentage of eligible families enrolling in Reach Ahead is likely higher than the 41%.

Conclusions

Families leaving the Reach Up and PSE programs in 2013 faced relatively low unemployment rates and had more success finding jobs, earning money and not needing to return to Reach Up than their counterparts in 2008. However, as with leavers during earlier years, few made enough to move them above the poverty line. Although the economic recovery helped improve median earnings, particularly of PSE participants and two-parent families, relatively few families earned more than \$20,000.

The experiences of the 2013 leavers confirm findings of earlier reports documenting the varied challenges families face on and off Reach Up. At one end of the spectrum, nearly 25% of the 2013 leaver families had no income when they left the program and continued living with no income for the next 12 months. At the other end of the spectrum are the 18% of the leavers who made more than \$20,000 during the year after leaving. The vast majority of these higher earners did not need to return to Reach Up during the year.

More than half of the leavers (57%) fall between these two extremes. They had some earnings, but their earnings totaled less than \$20,000 during the year after they left. Forty-one percent of these leavers returned to Reach Up within the year.

This report joins a growing body of evidence that stable, livable incomes are the key to enabling Vermont families to be self-sustaining and avoid the need to return to Reach Up. National evaluations currently underway may identify new approaches to career pathway planning for welfare participants. By strengthening and initiating programmatic features that help more welfare participants find and keep employment in the long run, Vermont will reduce the number of leaver families with sub-poverty level incomes.

Notes

¹U.S. Dept. of Health and Human Services, [2013 Federal Policy Guidelines](#); Vermont Joint Fiscal Office, “Basic Needs Budgets and the Livable Wage”, January 15, 2013; and U.S. Census Bureau, American Community Survey 2013, Five year estimate, Table S1903. The median income estimate used here is for a family headed by a female householder with no husband present.

² U.S. Dept. of Health and Human Services, Administration for Children & Families, [Innovative Strategies for Increasing Self-Sufficiency, 2007-2017](#).

³ Between 2010 and 2014, the monthly number of cases entering the caseload after not being in it for the two preceding months ranged from 291-489; the number of cases exiting the caseload and remaining off it for the subsequent two months ranged from 314-574.

⁴ Despite their limitations, unemployment insured wage data was found during an earlier analysis to be fairly consistent with self-reported data collected by DCF from Reach Up participants and from survey results in a study of Colorado’s welfare leavers. For more details, see The Lewin Group’s *Welfare leavers in Colorado*, 2009.

⁵A family who leaves Reach Up or the Postsecondary Education program may find that in subsequent months it needs to resume receiving monthly cash assistance to support its basic needs. Families who leave the Postsecondary Education program but find they need to resume cash assistance would be likely to receive it initially through the Reach Up program, rather than returning to the Postsecondary Education program.

⁶ Earnings are the sum of earnings reported by the Vermont Department of Labor and net self-employment earnings reported to the Department for Children and Families.

⁷ In April 2014, Vermont imposed time limits on some types of Reach Up beneficiaries which may have pushed this percentage lower.

⁸ In 2008, 31% of the leaver families had no Vermont earnings income during the year after leaving Reach Up.

⁹SSI benefits in Vermont for a single person in independent living were \$762.04 per month or \$9,144.48 per year in 2013. See the [Vermont Housing Data website](#).

¹⁰ Urban Institute, Pamela Loprest, “[Disconnected Families and TANF](#)”, November 2011.

¹¹In an earlier study, [From Short-Term Safety Net to Multi-Generational Income Source](#), June 2013, Black-Plumeau Consulting, LLC, we found that sanctioned families who left Reach Up in the first quarter of 2012 were less likely to return to the program later in the year when compared to similar families without sanctions.

¹²Researchers in New Jersey found that many of the “least stable” welfare leavers with no income who did not return to welfare had poor mental health. They recommended careful assessment and screening to identify those with mental health problems and other serious barriers, who may be at particular risk of leaving welfare without stable financial support. Robert G. Wood and Anu Rangarajan, *What’s Happening to TANF Leavers Who Are Not Employed?* Mathematica Policy Research, Inc., Issue Brief, October 2003, Number 6.

¹³A study in Colorado also found that leavers who did not work after leaving welfare had a greater likelihood of mental health problems when compared to those leavers who worked in some manner after leaving. When unemployed leavers in the Colorado study who were not looking for work were asked why they were not working, the most common response was “Illness, injury, or disability.”The Lewin Group, *Welfare Leavers in Colorado*, 2009.

¹⁴ Urban Institute, Pamela Loprest, “[Disconnected Families and TANF](#)”, November 2011.

¹⁵ Cynthia Miller, Victoria Deitch, and Aaron Hill, MDRC, [Can Low-Income Single Parents Move Up in the Labor Market?](#), January 2011 and The Lewin Group, *Welfare Leavers in Colorado*, 2009.

¹⁶ Two parent families in which one parent’s needs were not considered in the grant were looked at separately. Most of these families had a parent who was receiving monthly assistance through Supplemental Security Income (SSI) or another program. These families had similar employment rates but were less likely to return to Reach Up than other families.

¹⁷The leavers in this study left Reach Up or PSE in January through December 2013. The study examines their experiences during the next 12 months . For a minority of them this twelve-month period included October, November and/or December 2014. Since Vermont Health Connect began in October 2014, a small portion of these leavers experienced health care coverage changes due solely to the implementation of Vermont Health Connect. Although the October 2014 changes did not affect low-income families, higher income families with transitional Medicaid eligibility would have lost Medicaid coverage and been moved to the Green Mountain Care database. Since the tabulations shown here are from Vermont’s Medicaid data, they do not include such families. This means that the percentage of families without health coverage by the 12th month after exit shown here may be inflated slightly.

¹⁸ In May 2014, the General Assembly enacted legislation extending the length of the Reach Ahead program from 12 to 24 months and altering the benefit level from \$100 in the first six months and \$50 in the second six months to \$50 for the first 12 months and \$5 for the second 12 months. During the entire twenty-four months of Reach Ahead participation, families are entitled to support services, including a 100 percent child care subsidy. These changes will go into effect on July 1, 2015.

All Leaver Households Employment Outcome Measures

Outcomes During the Year After the Exit Quarter	
Employment Rate (% of households with any earnings during year)	75%
Mean Annual Household Earnings (among those with earnings)	\$ 13,919
Median Annual Household Earnings (among those with earnings)	\$ 11,772
Households With At Least One Adult Employed in All 4 Quarters After the Exit Quarter (%)	45%
Mean Annual Earnings of Those With Earnings in All 4 Quarters	\$ 19,383
Median Annual Earnings of Those With Earnings in All 4 Quarters	\$ 17,322
Households with Earnings >= \$500 In Year	72%

Quarterly Outcomes	1st Qtr before Exit Qtr	Exit Qtr	1st Qtr after Exit Qtr	2nd Qtr after Exit Qtr	3rd Qtr after Exit Qtr	4th Qtr after Exit Qtr
Employment Rate (% of households with any earnings during quarter)*	51%	64%	63%	61%	60%	59%
Mean Quarterly Household Earnings (among those with earnings)	\$ 1,963	\$ 3,152	\$ 4,119	\$ 4,178	\$ 4,378	\$ 4,532
Median Quarterly Household Earnings (among those with earnings)	\$ 1,358	\$ 2,781	\$ 3,711	\$ 3,825	\$ 3,876	\$ 4,020
Mean Annual Earnings of Those With Earnings in All 4 Quarters	\$ 1,514	\$ 3,254	\$ 4,575	\$ 4,766	\$ 4,998	\$ 5,044
Median Annual Earnings of Those With Earnings in All 4 Quarters	\$ 816	\$ 2,976	\$ 4,161	\$ 4,302	\$ 4,500	\$ 4,506
Households with Quarterly Earnings >= \$500	39%	59%	59%	56%	56%	56%

*Includes self-employment from supplemental DCF 3Squares case records.

	Number of Cases	As % of Total
Other leavers	1,197	31%
Continuous Leavers	2,618	69%
Total	3,815	100%

Reach Up Leaver Households Employment Outcome Measures

Outcomes During the Year After the Exit Quarter	
Employment Rate (% of households with any earnings during year)	75%
Mean Annual Household Earnings (among those with earnings)	\$ 13,834
Median Annual Household Earnings (among those with earnings)	\$ 11,736
Households With At Least One Adult Employed in All 4 Quarters After the Exit Quarter (%)	45%
Mean Annual Earnings of Those With Earnings in All 4 Quarters	\$ 19,301
Median Annual Earnings of Those With Earnings in All 4 Quarters	\$ 17,217
Households with Earnings >= \$500 In Year	72%

*Includes self-employment from supplemental DCF 3Squares case records.

Quarterly Outcomes	1st Qtr before Exit Qtr	Exit Qtr	1st Qtr after Exit Qtr	2nd Qtr after Exit Qtr	3rd Qtr after Exit Qtr	4th Qtr after Exit Qtr
Employment Rate (% of households with any earnings during quarter)*	51%	64%	63%	60%	60%	59%
Mean Quarterly Household Earnings (among those with earnings)	\$ 1,945	\$ 3,137	\$ 4,105	\$ 4,153	\$ 4,357	\$ 4,507
Median Quarterly Household Earnings (among those with earnings)	\$ 1,353	\$ 2,777	\$ 3,711	\$ 3,818	\$ 3,866	\$ 4,005
Mean Annual Earnings of Those With Earnings in All 4 Quarters	\$ 1,503	\$ 3,243	\$ 4,564	\$ 4,746	\$ 4,977	\$ 5,014
Median Annual Earnings of Those With Earnings in All 4 Quarters	\$ 819	\$ 2,982	\$ 4,155	\$ 4,296	\$ 4,476	\$ 4,482
Households with Quarterly Earnings >= \$500	40%	59%	59%	56%	56%	55%

	Number of Cases	As % of Total
Other leavers	1,190	31%
Continuous Leavers	2,588	69%
Total	3,778	100%

PSE Leaver Households Employment Outcome Measures

Outcomes During the Year After the Exit Quarter	
Employment Rate (% of households with any earnings during year)	84%
Mean Annual Household Earnings (among those with earnings)	\$ 21,693
Median Annual Household Earnings (among those with earnings)	\$ 20,703
Households With At Least One Adult Employed in All 4 Quarters After the Exit Quarter (%)	59%
Mean Annual Earnings of Those With Earnings in All 4 Quarters	\$ 25,657
Median Annual Earnings of Those With Earnings in All 4 Quarters	\$ 25,128
Households with Earnings >= \$500 In Year	84%

*Includes self-employment from supplemental DCF 3Squares case records.

Quarterly Outcomes	1st Qtr before Exit Qtr	Exit Qtr	1st Qtr after Exit Qtr	2nd Qtr after Exit Qtr	3rd Qtr after Exit Qtr	4th Qtr after Exit Qtr
Employment Rate (% of households with any earnings during quarter)*	43%	68%	73%	73%	78%	76%
Mean Quarterly Household Earnings (among those with earnings)	\$ 4,146	\$ 4,612	\$ 5,385	\$ 6,297	\$ 6,082	\$ 6,454
Median Quarterly Household Earnings (among those with earnings)	\$ 3,096	\$ 3,306	\$ 4,959	\$ 5,847	\$ 5,742	\$ 5,777
Mean Annual Earnings of Those With Earnings in All 4 Quarters	\$ 2,301	\$ 4,085	\$ 5,425	\$ 6,300	\$ 6,636	\$ 7,296
Median Annual Earnings of Those With Earnings in All 4 Quarters	\$ 5	\$ 2,727	\$ 4,979	\$ 5,867	\$ 6,026	\$ 7,512
Households with Quarterly Earnings >= \$500	32%	59%	73%	70%	78%	76%

	Number of Cases	As % of Total
Other leavers	7	31%
Continuous Leavers	30	69%
Total	37	100%

Single-Parent Leaver Households Employment Outcome Measures

Outcomes During the Year After the Exit Quarter	
Employment Rate (% of households with any earnings during year)	71%
Mean Annual Household Earnings (among those with earnings)	\$ 11,793
Median Annual Household Earnings (among those with earnings)	\$ 10,209
Households With At Least One Adult Employed in all 4 Quarters After the Exit Quarter (%)	40%
Mean Annual Earnings of Those With Earnings in all 4 Quarters	\$ 16,925
Median Annual Earnings of Those With Earnings in all 4 Quarters	\$ 15,696
Households with Earnings >= \$500 In Year	68%

*Includes self-employment from supplemental DCF 3Squares case records.

Quarterly Outcomes	1st Qtr before Exit Qtr	Exit Qtr	1st Qtr after Exit Qtr	2nd Qtr after Exit Qtr	3rd Qtr after Exit Qtr	4th Qtr after Exit Qtr
Employment Rate (% of households with any earnings during quarter)	47%	60%	59%	56%	55%	55%
Mean Quarterly Household Earnings (among those with earnings)	\$ 1,749	\$ 2,779	\$ 3,586	\$ 3,626	\$ 3,798	\$ 3,902
Median Quarterly Household Earnings (among those with earnings)	\$ 1,188	\$ 2,478	\$ 3,288	\$ 3,345	\$ 3,458	\$ 3,636
Mean Annual Earnings of Those With Earnings in all 4 Quarters	\$ 1,326	\$ 2,863	\$ 4,001	\$ 4,153	\$ 4,386	\$ 4,386
Median Annual Earnings of Those With Earnings in all 4 Quarters	\$ 660	\$ 2,628	\$ 3,702	\$ 3,987	\$ 4,050	\$ 4,131
Households with Quarterly Earnings >= \$500	35%	54%	55%	51%	51%	51%

	Number of Cases	As % of Total
Other leavers	905	31%
Continuous Leavers	2,026	69%
Total	2,931	100%

2-Eligible Parent Leaver Households Employment Outcome Measures

Outcomes During the Year After the Exit Quarter	
Employment Rate (% of households with any earnings during year)	89%
Mean Annual Household Earnings (among those with earnings)	\$ 19,852
Median Annual Household Earnings (among those with earnings)	\$ 17,985
Households With At Least One Adult Employed in all 4 Quarters After the Exit Quarter (%)	62%
Mean Annual Earnings of Those With Earnings in 4 Quarters	\$ 24,798
Median Annual Earnings of Those With Earnings in all 4 Quarters	\$ 23,181
Households with Earnings >= \$500 In Year	87%

*Includes self-employment from supplemental DCF 3Squares case records.

Quarterly Outcomes	1st Qtr before Exit Qtr	Exit Qtr	1st Qtr after Exit Qtr	2nd Qtr after Exit Qtr	3rd Qtr after Exit Qtr	4th Qtr after Exit Qtr
Employment Rate (% of households with any earnings during quarter)	67%	81%	79%	77%	77%	75%
Mean Quarterly Household Earnings (among those with earnings)	\$ 2,499	\$ 4,111	\$ 5,465	\$ 5,600	\$ 5,857	\$ 6,163
Median Quarterly Household Earnings (among those with earnings)	\$ 1,812	\$ 3,810	\$ 4,923	\$ 4,914	\$ 5,418	\$ 5,502
Mean Annual Earnings of Those With Earnings in all 4 Quarters	\$ 24,798	\$ 1,914	\$ 4,164	\$ 5,817	\$ 6,120	\$ 6,339
Median Annual Earnings of Those With Earnings in all 4 Quarters	\$ 23,181	\$ 1,251	\$ 3,915	\$ 5,304	\$ 5,535	\$ 5,868
Households with Quarterly Earnings >= \$500	57%	77%	76%	74%	74%	72%

	Number of Cases	As % of Total
Other leavers	239	31%
Continuous Leavers	478	69%
Total	717	100%

**Leaver Households, with at least 1 parent ineligible
Employment Outcome Measures**

Outcomes During the Year After the Exit Quarter	
Employment Rate (% of households with any earnings during year)	81%
Mean Annual Household Earnings (among those with earnings)	\$ 18,641
Median Annual Household Earnings (among those with earnings)	\$ 17,337
Households With At Least One Adult Employed in all 4 Quarters After the Exit Quarter (%)	52%
Mean Annual Earnings of Those With Earnings in all 4 Quarters	\$ 24,990
Median Annual Earnings of Those With Earnings in all 4 Quarters	\$ 23,646
Households with Earnings >= \$500 In Year	77%

Quarterly Outcomes	1st Qtr before Exit Qtr	Exit Qtr	1st Qtr after Exit Qtr	2nd Qtr after Exit Qtr	3rd Qtr after Exit Qtr	4th Qtr after Exit Qtr
Employment Rate (% of households with any earnings during quarter)	60%	72%	72%	68%	68%	66%
Mean Quarterly Household Earnings (among those with earnings)	\$ 2,331	\$ 3,995	\$ 5,426	\$ 5,327	\$ 5,487	\$ 5,800
Median Quarterly Household Earnings (among those with earnings)	\$ 1,477	\$ 3,676	\$ 5,040	\$ 4,914	\$ 5,103	\$ 4,925
Mean Annual Earnings of Those With Earnings in all 4 Quarters	\$ 2,006	\$ 3,900	\$ 6,016	\$ 6,151	\$ 6,425	\$ 6,398
Median Annual Earnings of Those With Earnings in all 4 Quarters	\$ 900	\$ 3,642	\$ 5,634	\$ 5,385	\$ 6,072	\$ 5,886
Households with Quarterly Earnings >= \$500	47%	70%	68%	66%	65%	63%

*Includes self-employment from supplemental DCF 3Squares case records.

	Number of Cases	As % of Total
Other leavers	53	31%
Continuous Leavers	114	69%
Total	167	100%

**Families with Non-Cooperation Closure Code
Employment Outcome Measures**

Outcomes During the Year After the Exit Quarter	
Employment Rate (% of households with any earnings during year)	79%
Mean Annual Household Earnings (among those with earnings)	\$ 13,943
Median Annual Household Earnings (among those with earnings)	\$ 11,664
Households With At Least One Adult Employed in All 4 Quarters After the Exit Quarter (%)	46%
Mean Annual Earnings of Those With Earnings in All 4 Quarters	\$ 19,582
Median Annual Earnings of Those With Earnings in All 4 Quarters	\$ 16,683
Households with Earnings >= \$500 In Year	76%

*Includes self-employment from supplemental DCF 3Squares case records.

Quarterly Outcomes	1st Qtr before Exit Qtr	Exit Qtr	1st Qtr after Exit Qtr	2nd Qtr after Exit Qtr	3rd Qtr after Exit Qtr	4th Qtr after Exit Qtr
Employment Rate (% of households with any earnings during quarter)*	52%	71%	68%	64%	61%	61%
Mean Quarterly Household Earnings (among those with earnings)	\$ 1,841	\$ 3,266	\$ 4,149	\$ 4,108	\$ 4,410	\$ 4,613
Median Quarterly Household Earnings (among those with earnings)	\$ 1,325	\$ 2,868	\$ 3,684	\$ 3,663	\$ 3,714	\$ 3,963
Mean Annual Earnings of Those With Earnings in All 4 Quarters	\$ 1,455	\$ 3,485	\$ 4,595	\$ 4,767	\$ 5,047	\$ 5,173
Median Annual Earnings of Those With Earnings in All 4 Quarters	\$ 849	\$ 3,120	\$ 4,053	\$ 4,296	\$ 4,377	\$ 4,452
Households with Quarterly Earnings >= \$500	40%	65%	64%	59%	57%	82%

	Number of Cases	As % of Total
Other leavers	347	35%
Continuous Leavers	653	65%
Total	1,000	100%

**Families with Over-Income Closure Code
Employment Outcome Measures**

Outcomes During the Year After the Exit Quarter	
Employment Rate (% of households with any earnings during year)	87%
Mean Annual Household Earnings (among those with earnings)	16,284
Median Annual Household Earnings (among those with earnings)	14,631
Households With At Least One Adult Employed in All 4 Quarters After the Exit Quarter (%)	60%
Mean Annual Earnings of Those With Earnings in All 4 Quarters	\$ 20,761
Median Annual Earnings of Those With Earnings in All 4 Quarters	\$ 18,888
Households with Earnings >= \$500 In Year	86%

*Includes self-employment from supplemental DCF 3Squares case records.

Quarterly Outcomes	1st Qtr before Exit Qtr	Exit Qtr	1st Qtr after Exit Qtr	2nd Qtr after Exit Qtr	3rd Qtr after Exit Qtr	4th Qtr after Exit Qtr
Employment Rate (% of households with any earnings during quarter)*	60%	80%	79%	75%	73%	72%
Mean Quarterly Household Earnings (among those with earnings)	2,313	3,540	4,627	4,652	4,854	4,903
Median Quarterly Household Earnings (among those with earnings)	1,609	3,288	4,352	4,296	4,434	4,464
Mean Annual Earnings of Those With Earnings in All 4 Quarters	\$1,694	\$3,561	\$4,995	\$5,130	\$5,348	\$5,288
Median Annual Earnings of Those With Earnings in All 4 Quarters	\$870	\$3,330	\$4,662	\$4,665	\$4,896	\$4,845
Households with Quarterly Earnings >= \$500	49%	77%	76%	71%	70%	68%

	Number of Cases	As % of Total
Other leavers	410	34%
Continuous Leavers	794	66%
Total	1,204	100%

Program Use Outcome Measures All Leaver Families

Outcomes During the Year After the Exit Month	
Use of Reach Up programs	
Received RU or PSE assistance in any month (%)	31%
Received RA assistance in any month (%)	20%
Use of other programs	
Any household member participating in health care assistance in any month (%)	94%
Any household member receiving child care assistance in any month (%)	36%
Participating in 3SquaresVT in any month (%)	87%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	5%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	4%

Monthly Outcomes	Month Before Exit Month	Exit Month	3 rd Month After Exit Month	6 th Month After Exit Month	9 th Month After Exit Month	12 th Month After Exit Month
Use of Reach Up programs						
Received RU or PSE assistance during the month (%)	97%	100%	6%	18%	20%	19%
Received RA assistance during the month (%)	0%	0%	16%	11%	7%	6%
Use of other programs						
Any household member participating in health care assistance (%)	99%	99%	87%	85%	80%	75%
Any household member receiving child care assistance (%)	25%	26%	25%	24%	24%	23%
Participating in 3SquaresVT (%)	95%	94%	72%	69%	66%	63%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	0%	0%	0%	0%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	0%	0%	0%	0%

	Number of Cases	As % of Total
Other Leavers	1,197	31%
Continuous Leavers	2,618	69%
Total	3,815	100%

Program Use Outcome Measures Reach Up Families

Outcomes During the Year After the Exit Month	
Use of Reach Up programs	
Received RU or PSE assistance in any month (%)	31%
Received RA assistance in any month (%)	20%
Use of other programs	
Any household member participating in health care assistance in any month (%)	94%
Any household member receiving child care assistance in any month (%)	36%
Participating in 3SquaresVT in any month (%)	87%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	5%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	4%

Monthly Outcomes	3 rd Month Before Exit Month	Exit Month	3 rd Month After Exit Month	6 th Month After Exit Month	9 th Month After Exit Month	12 th Month After Exit Month
Use of Reach Up programs						
Received RU or PSE assistance during the month (%)	97%	100%	6%	18%	20%	19%
Received RA assistance during the month (%)	0%	0%	16%	11%	7%	6%
Use of other programs						
Any household member participating in health care assistance (%)	99%	99%	87%	85%	80%	75%
Any household member receiving child care assistance (%)	25%	26%	25%	24%	24%	23%
Participating in 3SquaresVT (%)	95%	94%	72%	70%	66%	63%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	0%	0%	0%	0%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	0%	0%	0%	0%

	Number of Cases	As % of Total
Other Leavers	1,190	31%
Continuous Leavers	2,588	69%
Total	3,778	100%

Program Use Outcome Measures Post-Secondary Education Participants

Outcomes During the Year After the Exit Month	
Use of Reach Up programs	
Received RU or PSE assistance in any month (%)	19%
Received RA assistance in any month (%)	19%
Use of other programs	
Any household member participating in health care assistance in any month (%)	92%
Any household member receiving child care assistance in any month (%)	59%
Participating in 3SquaresVT in any month (%)	81%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	5%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	3%

Monthly Outcomes	3 rd Month Before Exit Month	Exit Month	3 rd Month After Exit Month	6 th Month After Exit Month	9 th Month After Exit Month	12 th Month After Exit Month
Use of Reach Up programs						
Received RU or PSE assistance during the month (%)	92%	100%	8%	19%	14%	11%
Received RA assistance during the month (%)	0%	0%	16%	14%	11%	14%
Use of other programs						
Any household member participating in health care assistance (%)	100%	100%	84%	86%	86%	76%
Any household member receiving child care assistance (%)	57%	51%	35%	30%	35%	30%
Participating in 3SquaresVT (%)	89%	92%	70%	62%	54%	51%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	0%	0%	0%	0%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	3%	0%	0%	0%

	Number of Cases	As % of Total
Other Leavers	7	19%
Continuous Leavers	30	81%
Total	37	100%

Program Use Outcome Measures Single Parent Families

Outcomes During the Year After the Exit Month	
Use of Reach Up programs	
Received RU or PSE assistance in any month (%)	31%
Received RA assistance in any month (%)	19%
Use of other programs	
Any household member participating in health care assistance in any month (%)	94%
Any household member receiving child care assistance in any month (%)	39%
Participating in 3SquaresVT in any month (%)	86%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	5%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	4%

Monthly Outcomes	3 rd Month Before Exit Month	Exit Month	3 rd Month After Exit Month	6 th Month After Exit Month	9 th Month After Exit Month	12 th Month After Exit Month
Use of Reach Up programs						
Received RU or PSE assistance during the month (%)	97%	100%	6%	18%	20%	19%
Received RA assistance during the month (%)	0%	0%	15%	11%	7%	6%
Use of other programs						
Any household member participating in health care assistance (%)	99%	99%	87%	84%	79%	74%
Any household member receiving child care assistance (%)	27%	28%	27%	27%	26%	25%
Participating in 3SquaresVT (%)	94%	93%	70%	68%	65%	62%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	0%	0%	0%	0%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	0%	0%	0%	0%

	Number of Cases	As % of Total
Other Leavers	905	31%
Continuous Leavers	2,026	69%
Total	2,931	100%

Program Use Outcome Measures Two Able to Work Parent Families

Outcomes During the Year After the Exit Month	
Use of Reach Up programs	
Received RU or PSE assistance in any month (%)	33%
Received RA assistance in any month (%)	21%
Use of other programs	
Any household member participating in health care assistance in any month (%)	94%
Any household member receiving child care assistance in any month (%)	27%
Participating in 3SquaresVT in any month (%)	89%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	5%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	4%

Monthly Outcomes	3 rd Month Before Exit Month	Exit Month	3 rd Month After Exit Month	6 th Month After Exit Month	9 th Month After Exit Month	12 th Month After Exit Month
Use of Reach Up programs						
Received RU or PSE assistance during the month (%)	97%	100%	6%	18%	20%	19%
Received RA assistance during the month (%)	0%	0%	15%	10%	7%	5%
Use of other programs						
Any household member participating in health care assistance (%)	99%	99%	88%	87%	82%	77%
Any household member receiving child care assistance (%)	17%	17%	17%	16%	17%	18%
Participating in 3SquaresVT (%)	97%	97%	77%	74%	68%	67%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	0%	0%	0%	0%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	0%	0%	0%	0%

	Number of Cases	As % of Total
Other Leavers	239	33%
Continuous Leavers	478	67%
Total	717	100%

Program Use Outcome Measures
Leaver Households, with at least 1 parent ineligible

Outcomes During the Year After the Exit Month	
Use of Reach Up programs	
Received RU or PSE assistance in any month (%)	32%
Received RA assistance in any month (%)	38%
Use of other programs	
Any household member participating in health care assistance in any month (%)	95%
Any household member receiving child care assistance in any month (%)	35%
Participating in 3SquaresVT in any month (%)	90%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	5%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	5%

Monthly Outcomes	3rd Month Before Exit Month	Exit Month	3rd Month After Exit Month	6th Month After Exit Month	9th Month After Exit Month	12th Month After Exit Month
Use of Reach Up programs						
Received RU or PSE assistance during the month (%)	98%	100%	8%	20%	16%	16%
Received RA assistance during the month (%)	0%	0%	29%	22%	13%	11%
Use of other programs						
Any household member participating in health care assistance (%)	100%	99%	93%	90%	84%	77%
Any household member receiving child care assistance (%)	22%	23%	20%	22%	22%	21%
Participating in 3SquaresVT (%)	99%	98%	82%	75%	72%	69%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	0%	0%	1%	1%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	1%	0%	0%	1%

	Number of Cases	As % of Total
Other Leavers	53	32%
Continuous Leavers	114	68%
Total	167	100%

**Program Use Outcome Measures
Families with non-cooperation closure code**

Outcomes During the Year After the Exit Month	
Use of Reach Up programs	
Received RU or PSE assistance in any month (%)	35%
Received RA assistance in any month (%)	18%
Use of other programs	
Any household member participating in health care assistance in any month (%)	95%
Any household member receiving child care assistance in any month (%)	37%
Participating in 3SquaresVT in any month (%)	82%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	2%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	1%

Monthly Outcomes	3rd Month Before Exit Month	Exit Month	3rd Month After Exit Month	6th Month After Exit Month	9th Month After Exit Month	12th Month After Exit Month
Use of Reach Up programs						
Received RU or PSE assistance during the month (%)	99%	100%	7%	21%	23%	21%
Received RA assistance during the month (%)	0%	0%	14%	10%	6%	6%
Use of other programs						
Any household member participating in health care assistance (%)	100%	99%	85%	83%	78%	74%
Any household member receiving child care assistance (%)	25%	25%	26%	25%	24%	22%
Participating in 3SquaresVT (%)	94%	90%	64%	67%	62%	61%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	0%	0%	0%	1%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	0%	0%	0%	0%

	Number of Cases	As % of Total
Other Leavers	347	35%
Continuous Leavers	653	65%
Total	1,000	100%

**Program Use Outcome Measures
Families with over-income closure code**

Outcomes During the Year After the Exit Month	
Use of Reach Up programs	
Received RU or PSE assistance in any month (%)	34%
Received RA assistance in any month (%)	41%
Use of other programs	
Any household member participating in health care assistance in any month (%)	100%
Any household member receiving child care assistance in any month (%)	42%
Participating in 3SquaresVT in any month (%)	95%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	0%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance in any month (%)	0%

Monthly Outcomes	3 rd Month Before Exit Month	Exit Month	3 rd Month After Exit Month	6 th Month After Exit Month	9 th Month After Exit Month	12 th Month After Exit Month
Use of Reach Up programs						
Received RU or PSE assistance during the month (%)	98%	100%	7%	18%	21%	20%
Received RA assistance during the month (%)	0%	0%	31%	23%	14%	11%
Use of other programs						
Any household member participating in health care assistance (%)	100%	100%	98%	95%	91%	85%
Any household member receiving child care assistance (%)	29%	32%	30%	30%	29%	29%
Participating in 3SquaresVT (%)	96%	97%	85%	79%	77%	74%
No RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	0%	0%	0%	1%
No earnings and no RU, PSE, RA, 3SquaresVT, child care or health care assistance (%)	0%	0%	0%	0%	0%	1%

	Number of Cases	As % of Total
Other Leavers	410	34%
Continuous Leavers	794	66%
Total	1,204	100%