Center for STUDYING DISABILITY POLICY

Employment-Related Outcomes of a Recent Cohort of Work Incentives Planning and Assistance (WIPA) Program Enrollees

Final Report

September 19, 2011

Gina Livermore
Sarah Prenovitz
Jody Schimmel

MATHEMATICA Policy Research

This page has been left blank for double-sided copying.

Center for STUDYING DISABILITY POLICY

Contract Number:
0600-03-60130

Mathematica Reference Number:
08977.966

Submitted to:
Social Security Administration
Office of Retirement and Disability Policy
500 E Street SW, 9th Floor
Washington, DC 20254
Project Officer: Paul O'Leary

Submitted by:
Mathematica Policy Research
600 Maryland Avenue, SW
Suite 550
Washington, DC 20024-2512
Telephone: (202) 484-9220
Facsimile: (202) 863-1763
Project Director: Gina Livermore

Employment-Related Outcomes of a Recent Cohort of Work Incentives Planning and Assistance (WIPA) Program Enrollees

Final Report

September 19, 2011

Gina Livermore
Sara Prenovitz
Jody Schimmel

MATHEMATICA
Policy Research

This page has been left blank for double-sided copying.

ACKNOWLEDGMENTS

This report reflects the combined efforts of many people, including our Social Security Administration (SSA) project officer, Paul O'Leary. He and Elaine Gilby at SSA provided intellectual leadership and guidance in developing the analysis plan for this report. We are also grateful for Paul's instrumental role in conducting the earnings analyses presented in this report.

At Mathematica, Allison Roche helped us obtain access to the WIPA data and constructed the variables based on those data used in the analysis. Dawn Phelps developed the programming for and facilitated the analysis of the earnings data. David Stapleton provided useful comments on the analysis plan and on an early draft of the report. Sharon Clark led the production effort. We greatly appreciate the efforts of Miriam Loewenberg and Dawn Phelps, who developed an abbreviated version of the 2010 Ticket Research File on an extremely expedited schedule, and without which this report would not have been possible.

The opinions, conclusions, and any errors in this report are the sole responsibility of the authors and do not reflect the official views of SSA or Mathematica.

This page has been left blank for double-sided copying.

CONTENTS

ABSTRACT ix

ACRONYMS xi

I INTRODUCTION 1

II BACKGROUND 3

A. WIPA Program Features 3

B. Previous WIPA Program Evaluations 4

III DATA AND SAMPLE CHARACTERISTICS 7

IV WIPA SERVICE USE 15

A. WIPA Services Tracked in ETO 15

B. Service Use Among WIPA Enrollees Through December 2010 17

V USE OF SSA WORK SUPPORTS 21

A. SSA Work Supports 21

B. Descriptive Statistics 22

C. Multivariate Analyses 26

VI EMPLOYMENT AND EARNINGS 31

A. Descriptive Statistics 31

B. Multivariate Analyses 36

1. Likelihood of Earnings in 2010 36
2. Changes in Earnings 2009–2010 37

VII BENEFIT REDUCTIONS AND CESSATIONS DUE TO WORK 41

A. Descriptive Statistics 41

1. Benefits Forgone for Work 41
2. Benefit Suspension or Termination Due to Work 44

B. Multivariate Analyses 48

VIII CONCLUSIONS 51

REFERENCES 53

APPENDIX A: VARIABLES USED IN THE MULTIVARIATE ANALYSES A-1

APPENDIX B: MULTIVARIATE MODELS OF THE USE OF SSA WORK SUPPORTS B-1

APPENDIX C: MULTIVARIATE MODELS OF EMPLOYMENT AND EARNINGS C-1

APPENDIX D: MULTIVARIATE MODELS OF BENEFIT SUSPENSION OR TERMINATION DUE TO WORK D-1

TABLES

III.1 Sample Sizes 9

III.2 Sample Characteristics at WIPA Program Entry (by percent unless otherwise noted) 10

IV.1 WIPA Service Use as of December 31, 2010 18

V.1 Selected DI and SSI Work Supports 23

V.2 Use of SSA Work Supports 24

VI.1 Percentage with Earnings, Average Earnings, and Earnings Above SGA in 2010, by Selected Characteristics 32

VI.2 Employment and Earnings in 2009 and 2010 34

VI.3 Employment and Earnings of Those with Employment Goals Who Entered WIPA in 2009 35

VII.1 SSA Benefit Reductions Because of Earnings During the Nine Months Following WIPA Program Entry 43

VII.2 Percent with NSTW at Least One Month After WIPA Entry Through December 2010 45

VII.3 NSTW Months During the Nine Months Following WIPA Program Entry 46

This page has been left blank for double-sided copying.

ABSTRACT

In this report, we present findings of an analysis of beneficiaries who first enrolled for Work Incentives Planning and Assistance (WIPA) services between October 1, 2009, and March 31, 2010. We use data on users collected by the individual WIPA programs matched to Social Security Administration (SSA) records to analyze the services they received, their use of SSA work supports, employment, earnings, benefit reductions due to earnings, and the likelihood that they left the disability rolls during the period following WIPA program entry and the end of December 2010.

We find that the majority (about 75 percent) of beneficiaries who enrolled in WIPA services between October 2009 and March 2010 were employed or actively seeking employment at the time they first entered services. More than half (55 percent) of these beneficiaries had earnings at some point during the nine to 15 months following service entry, and about 16 percent experienced a reduction in SSA benefits because of earnings during at least one month in the nine-month period following WIPA program entry. With other characteristics held constant, receipt of more-intensive WIPA services (as measured by hours of service) is significantly associated with a greater likelihood of (1) using all of the SSA work supports examined, (2) having earnings in 2010 and experiencing an increase in earnings between 2009 and 2010, and (3) having SSA benefits suspended or terminated because of earnings during at least one month between WIPA program entry and the end of December 2010. Counselor discussion of particular work supports and selected employment-related suggestions were significantly associated with an increased likelihood of using the trial work period and with having plans for achieving self-support, as well as with earnings increases between 2009 and 2010 and higher rates of benefit cessation, after holding other personal characteristics constant.

The findings suggest that the WIPA program is serving a select group of beneficiaries who are actively working, seeking employment, using the SSA work incentive provisions, and leaving the disability rolls at relatively high rates. The findings also suggest that WIPA services might be positively affecting some of these employment outcomes. However, it is important to bear in mind that the significant relationships between receipt of WIPA services and positive employment outcomes do not necessarily mean that WIPA services caused the observed changes in work support use, employment, and benefit reductions.

This is the second in a series of reports that make up the seventh Ticket to Work evaluation report.

This page has been left blank for double-sided copying.

ACRONYMS

BFFW	Benefits Forgone for Work
BPAO	Benefits Planning Assistance and Outreach
CWIC	Community Work Incentives Coordinator
DAC	Disabled Adult Child
DI	Social Security Disability Insurance (Title II of the Social Security Act)
EPE	Extended Period of Eligibility
ETO	Efforts to Outcomes
I&R	Information and Referral
IRS	Internal Revenue Service
IRWE	Impairment Related Work Expenses
MEF	Master Earnings File
NSTW	Nonpayment Status Following a Suspension or Termination Because of Work
PASS	Plan for Achieving Self Support
SGA	Substantial Gainful Activity
SSA	Social Security Administration
SSI	Supplemental Security Income (Title XVI of the Social Security Act)
SSN	Social Security Number
TRF	Ticket Research File
TTW	Ticket to Work
TWP	Trial Work Period
VIF	Variance Inflation Factor
WIPA	Work Incentives Planning and Assistance

This page has been left blank for double-sided copying.

I. INTRODUCTION

Individuals with disabilities who want to work face many barriers to doing so, among them poor health; lack of education or experience necessary for their desired position; lack of supports to assist them with employment, such as reliable transportation or personal assistance services; and labor market factors, such as lack of suitable local positions or discrimination. Individuals with disabilities who are beneficiaries of Social Security Disability Insurance (DI) or Supplemental Security Income (SSI) face additional challenges to employment, as they must navigate a complex system of program rules and disincentives to work. Because the DI and SSI programs provide support to those unable to engage in substantial gainful activity (SGA) in the labor market, many SSI and DI beneficiaries fear that working will jeopardize their benefits. Some are unaware of program features that will assist them in their employment attempts.

Despite significant barriers to employment, many with disabilities want to engage meaningfully in the labor market. Among working-age DI and SSI beneficiaries, 40 percent report having an employment goal or an expectation that they will work in the near future; just over half of these employment-oriented beneficiaries have participated in recent employment-related activities (Livermore et al. 2009a).

Recognizing beneficiaries' desire to work and some of the disincentives to employment implicit in the DI and SSI programs, the Social Security Administration (SSA) has implemented a set of work support programs and benefit eligibility provisions related to employment. Most recently, several were implemented as part of the Ticket to Work and Work Incentives Improvement Act (Ticket Act) of 1999. The goal of the Ticket Act and its programs is to assist beneficiaries to achieve their employment goals and, ultimately, increase their self-sufficiency and reduce their dependence on federal disability benefits.

The Work Incentives Planning and Assistance (WIPA) program is one of the programs to emerge out of the Ticket Act. Its purpose is to provide information and assistance to DI and SSI beneficiaries regarding the work incentive programs, benefits, and services available to them in their employment efforts. This report explores the outcomes of a recent cohort of WIPA enrollees, building on a previous report that examined the personal and WIPA service use characteristics of the same cohort of SSI and DI beneficiaries who entered WIPA services between October 1, 2009, and March 31, 2010 (Schimmel et al. 2010). Here, we examine the use of SSA work incentive provisions and the employment and earnings of these individuals, following their outcomes through December 2010.

The remaining chapters of this report are organized as follows. Chapter II provides background on the WIPA program and briefly describes previous efforts to evaluate the program. Chapter III describes the data and sample of WIPA enrollees analyzed in this report. Chapter IV briefly describes the WIPA services these WIPA enrollees received through December 2010. Chapter V examines the extent to which the enrollees used SSA work supports, and looks for evidence that the WIPA program promotes and facilitates the use of those supports. Chapter VI provides information about the employment and earnings of WIPA enrollees during 2009 and 2010 and examines the relationship between WIPA services and changes in earnings. Chapter VII analyzes SSA benefit reductions due to work and looks at the relationship between WIPA services and the likelihood that WIPA enrollees leave SSA benefits because of earnings. Chapter VIII concludes with a summary and discussion of key findings.

This page has been left blank for double-sided copying.

II. BACKGROUND

In this chapter, we provide a brief description of the WIPA program and the previous evaluations of the program.

A. WIPA Program Features

The WIPA program grew out of the Benefits Planning, Assistance, and Outreach (BPAO) program, established through the Ticket Act to fund community organizations to provide accurate information about the benefits and work incentives available to DI and SSI beneficiaries. After six years of the BPAO program, evidence of its success was mixed. While the program was serving a range of beneficiaries who generally rated the program highly (O'Day et al. 2009) and who had very high rates of employment and of leaving the disability benefits rolls because of earnings (Livermore and Prenovitz 2010), some evidence showed that the program may have been less successful in achieving the Ticket Act's goals of increasing employment and decreasing reliance on benefits than initially envisioned (O'Day et al. 2009). For example, rates of referrals to employment support providers were low, as was the use of work incentives (Peikes et al. 2005). Also, there was concern that counseling about work incentives and benefits was leading some beneficiaries to keep their earnings low in an attempt to maximize their benefits, in direct opposition to program goals.

To address the limitations of the BPAO program, SSA changed its focus and renamed it the WIPA program in 2006, making it clear that the purpose of the program was to promote employment. Training materials provided to the organizations ultimately selected as WIPA projects indicated that "[t]he primary objective of the WIPA initiative is to assist SSA beneficiaries with transitioning from dependence on public benefits to paid employment and greater economic self-sufficiency. This represents a paradigm shift in which CWICs [community work incentives coordinators] form an integral part of the vocational services system instead of merely providing a peripheral benefits counseling service" (Virginia Commonwealth University 2010).

WIPA projects are to deliver four categories of services: (1) work incentives planning, including written documentation for beneficiaries "outlining their employment options and develop[ing] long-term supports that may be needed to ensure a beneficiary's success in regards to employment"; (2) assistance with the use of SSA work supports; (3) work incentives education, marketing, and recruitment of beneficiaries; and (4) outreach services (SSA 2006). In addition to specifying the services to be provided, SSA strongly emphasized that WIPA projects should sustain relationships with beneficiary clients. The solicitation for WIPA cooperative agreements (SSA 2006) noted that work incentives assistance should be "ongoing and comprehensive" and that long-term work incentives management should occur "on a scheduled, continuous basis, allowing for the planning and provision of supports and regular checkpoints, as well as critical transition points in a beneficiary's receipt of benefits, improvement of medical condition, work attempts, training, and employment."

WIPA projects divide the one-on-one services they provide to beneficiaries into two types: (1) information and referral (I&R) services and (2) WIPA services. All beneficiaries who contact a WIPA project are "enrolled" to receive basic I&R services from WIPA projects. Those with fairly simple or generic questions about benefits or work supports receive I&R in one or two brief sessions. Those who need more individualized, in-depth services are dismissed from I&R and enrolled to receive WIPA services ("WIPA enrollees"), including the planning and assistance described above. WIPA programs are staffed by CWICs who are expected to engage in an intensive

intake process to gather specific information about their clients and the benefits they receive. Once this intake process is complete, CWICs are expected to provide assistance to WIPA enrollees to help them access the benefits, work incentives, and services needed to progress toward their employment objectives.[1] SSA's expectation is that 80 percent of WIPA project resources will be devoted to the provision of WIPA services, with the remaining 20 percent devoted to I&R and outreach activities.

During the period of our analysis, SSA funded 103 WIPA projects through cooperative agreements, 82 percent of which were previously BPAO projects. A variety of organizations throughout the country operate as WIPA projects, including disability service organizations that provide employment supports, such as United Cerebral Palsy, Easter Seals, and Goodwill Industries; centers for independent living; state vocational rehabilitation and other state agencies; and organizations offering legal assistance. Total annual funding for the WIPA program is $23 million, with $19.4 million allocated across WIPA projects and the remainder allocated to the National Training Center at Virginia Commonwealth University, site visits by SSA project officers to WIPA projects, and administrative costs of operating the WIPA program. Funding for each WIPA project is determined using a formula based upon the number of SSI and DI beneficiaries in the zip codes or counties served by each WIPA project. The formula for funding has a minimum amount of $100,000 and a maximum of $300,000, meaning that there is variation across projects but perhaps not as large a variation as there is in the number of beneficiaries within each service area.

B. Previous WIPA Program Evaluations

SSA has funded two previous evaluations of the WIPA program. This report and the two previous evaluation reports were developed independently of the WIPA program as part of a broader evaluation of the Ticket to Work program. The first report was a process evaluation that explored the early experiences of the WIPA program as it was implemented (O'Day et al. 2009). It concluded that the projects were implemented as intended by SSA and that even though the majority of WIPA projects were previously funded under BPAO, staff seemed to understand the shift toward a focus on longer-term interactions with clients and an emphasis on increased earnings and self-sufficiency.

The second WIPA program evaluation report (Schimmel et al. 2010) assessed the activities and outputs of the program using data collected through the online data reporting system used by WIPA projects and described in more detail in Chapter IV. A primary purpose of that evaluation was to quantify the number of beneficiaries being served by the WIPA program from October 1, 2009, to March 31, 2010, and to understand their characteristics and service needs and the ways in which the WIPA program assisted WIPA enrollees in achieving their goals. A similar evaluation is ongoing (Schimmel et al. 2011) and will consider the same questions using beneficiaries who first contacted the WIPA program from April 1, 2010, to March 31, 2011, the year following the previous cohort.

The 2010 WIPA evaluation concluded that WIPA projects are targeting services to the beneficiaries most interested in employment, and that CWICs often suggest to WIPA enrollees who are not already doing so at the time of their baseline assessment that they should take advantage of available employment services and supports. While there is no established guideline for the regularity of ongoing contact with WIPA enrollees, the previous evaluation concluded that the level of support

[1] A detailed description of the services provided by CWICs is contained in Chapter 1 of Schimmel et al. (2010).

provided beyond the baseline WIPA assessment—about three contacts, usually within three months after first contacting the WIPA project—may be neither sufficient nor consistent with the intent of the WIPA program. Nonetheless, when those additional contacts did occur, CWICs continued to emphasize work incentives and other supports that could assist beneficiaries in meeting their employment goals, consistent with the intent of the WIPA program.

The previous evaluation relied exclusively on data collected by CWICs and therefore was not able to explore the extent to which services provided by the WIPA program are associated with increased use of SSA work supports, employment, and reduced reliance on disability benefits. The purpose of this report is to fill in that gap by linking data collected by WIPA projects to SSA administrative records and Internal Revenue Service (IRS) earnings data. By linking to SSA administrative files, we are able to determine whether beneficiaries used SSA work supports and how such use is related to the suggestions offered by the CWIC. We also are able to discern whether the receipt of certain suggestions from the CWIC is associated with employment, earnings, and benefit reductions due to earnings. We cannot, however, determine the effect of WIPA services on outcomes, as we do not know what the outcomes would have been in the absence of the services.

This page has been left blank for double-sided copying.

III. DATA AND SAMPLE CHARACTERISTICS

The analyses presented in this report use information from the WIPA Efforts to Outcomes (ETO) data collection system to identify SSI and DI beneficiaries who enrolled in WIPA services with entry dates from October 1, 2009, through March 31, 2010. Individuals entering WIPA services during this period represent a recent cohort of WIPA service users. Detailed information about the characteristics and early service use of this cohort was presented in the previous WIPA program evaluation report (Schimmel et al. 2010).

For this report, we matched the WIPA ETO data to two administrative data sources to examine the use of SSA work supports, employment, and earnings of the WIPA cohort. These administrative data sources include:

- **An abbreviated version of SSA's 2010 Ticket Research File (TRF10).** The annual TRFs are made up of data extracts from a number of SSA administrative data files and contain a record for all individuals age 10 to full retirement who have participated in the SSI and DI programs since 1996. Each year since 2004, SSA has sponsored an annual update of the TRF. Because the planned update for 2010 would not be prepared in time to complete this evaluation report by September 2011,[2] SSA sponsored the development of an abbreviated version of the TRF10 so that SSA administrative data through December 2010 could be used for purposes of the WIPA and Ticket to Work (TTW) program evaluations. The abbreviated TRF10 only contains records for beneficiaries who had ever participated in the WIPA or TTW programs as of March 2011, and all beneficiaries who responded to the fourth round of the National Beneficiary Survey fielded in 2010.
- **Annual Internal Revenue Service (IRS) earnings records for 2009 and 2010.**[3] The employment and earnings data presented in Chapter VI of this report come from SSA's Master Earnings File (MEF), which contains wage and salary items from the employer-filed W-2 form and information on other earnings not subject to FICA taxes.[4]

Four criteria were used to select the sample of beneficiaries analyzed in this report: (1) a WIPA service entry date occurring between October 1, 2009, and March 31, 2010; (2) enrollment into

---

[2] SSA wanted this report to be available in time to inform the congressional reauthorization of the WIPA program.

[3] Because access to the IRS data is restricted, the IRS-WIPA ETO record linkage and earnings data analyses presented in this report were performed by SSA staff.

[4] The primary source of information for the MEF is the W-2 form sent directly to SSA. W-2 forms arrive at SSA continuously and the MEF is updated with new W-2 information on a weekly basis. The unposted detail segment contains detailed non-FICA-related earnings (earnings not subject to FICA tax), such as deferred Medicare earnings, self-employment earnings, and earnings paid into retirement plans. We used the largest value of the following three sums: 1) total compensation (W2_BOX1_WTOTCMP) + deferred compensation (W2_DEF_COMP) + Medicare self employment (SEI_MED) + deferred payment (PAYMENT_457); 2) Social Security taxable wages (W2_BOX3_WGE_FICA) + self employment Social Security taxable earnings (SEI_FICA); 3) Medicare taxable wages (W2_BOX5_WAGE_MED) + Medicare taxable self employment (SEI_MED). The detailed earnings record includes multiple employers per year; for the analysis, these are summed to obtain total wages per year and total self-employment per year. These total annual wage and self-employment values are then summed to obtain total earnings for the year.

WIPA services during that period;[5] (3) sufficiently accurate Social Security Number (SSN) and other identifying information recorded in the WIPA ETO database to permit the SSN to be validated and matched to the abbreviated TRF10;[6] and (4) based on information in the TRF10, the individual was participating in the SSI or DI program during the month of WIPA program entry.[7]

Table III.1 shows the sample sizes and characteristics for the full sample of WIPA enrollees with entry dates between October 2009 and March 2010, and for those meeting the additional sample selection criteria. Of the 12,610 WIPA enrollees with entry dates between October 1, 2009, and March 31, 2010, 11,532 (91.5 percent) had accurate SSN and other identifying information in ETO that permitted a match to the abbreviated TRF10, and 11,277 (89.4 percent) of these were beneficiaries during the month of WIPA service entry, as recorded in the TRF10.[8]

Table III.1 also shows the sample sizes for several subgroups defined by their employment status at intake into the WIPA program, and the employment-related goals recorded during the WIPA baseline assessment.[9] Because we expect the use of work supports and employment outcomes to differ by employment status at entry and by the nature of the employment-related goals, we present statistics for these subgroups in selected analyses presented in later chapters, and so note the sample sizes for these groups here. The distribution of beneficiaries across the employment status and goal categories do not differ substantially between the full sample and the sample matched to the TRF10 used for the analyses presented in this report.

As might be expected, a large share of the analysis sample (28.5 percent) were working when they entered WIPA services and many more were looking for work or had a job offer pending (44.2 percent). The majority of WIPA enrollees in our analysis sample (68 percent) indicated having an employment goal, and about one-fifth (21.7 percent) had an educational goal or were pursuing education. Smaller percentages of WIPA enrollees indicated a desire to earn enough to reduce their SSA benefits (21.6 percent) or to leave benefits entirely (12.8 percent). For a nontrivial share of the sample (26.6 percent), no goals were recorded in ETO. For some of these WIPA enrollees (8 percent of the analysis sample), this is because no baseline assessment was conducted (the point

[5] WIPA clients with entry dates occurring October 2009 through March 2010, but who received only I&R services, were excluded from the sample.

[6] ETO data were matched to the abbreviated TRF10 using the SSNs and other identifying information in ETO. Before SSA allows any external data to be matched to the TRF, the SSNs must be validated as belonging to the person the matched data is intended to represent. The validation process requires the SSN, name, date of birth, and gender information contained in the WIPA ETO records (or other external files to be linked with SSA data) to correspond (within established tolerances) with that contained in SSA's Numident file. Only validated SSNs from the ETO system were matched to the abbreviated TRF10.

[7] To be considered as participating in the DI or SSI programs, a beneficiary need only be in a nontermination status for at least one of the programs.

[8] The 92 percent TRF10 match rate is somewhat lower than expected. The low match rate is due to two factors: poor-quality information for some records in the ETO data system and the manner in which the abbreviated TRF10 was created. The SSNs used for purposes of developing the abbreviated TRF10 were not first validated. During the validation process, some SSNs inaccurately recorded in the ETO system can be corrected based on the name, date of birth, and gender information. Thus, some of the inaccurate SSNs from the ETO system that could have been corrected were not included in the abbreviated TRF10 and so could not be included in the analysis sample.

[9] During the baseline assessment, the CWIC documents the specific benefits, work supports, and services discussed with the beneficiary. See Chapter IV for details.

when the beneficiaries' goals would have been queried). For the others, they either had none of the employment-related goals queried, goals were not discussed during the baseline assessment, or the goals discussed were not recorded in ETO by the CWIC.

Table III.1. Sample Sizes

	WIPA Enrollees Entering October 2009 - March 2010 (Full Sample)		TRF10 Match		TRF10 Match and SSI/DI Beneficiary at Entry (Analysis Sample)	
Number	12,610		11,532		11,277	
Percent of Full Sample	100.0		91.5		89.4	
	Number	Percent	Number	Percent	Number	Percent
Employment Status at Intake						
Considering employment	3,096	24.6	2,823	24.5	2,780	24.7
Looking for work/offer pending	5,550	44.0	5,088	44.1	4,990	44.2
Working/self-employed	3,601	28.6	3,316	28.8	3,213	28.5
Unknown	363	2.9	305	2.6	294	2.6
Goals at Baseline Assessment[a]						
Employment goal	8,450	67.0	7,819	67.8	7,667	68.0
Education goal or pursuing education	2,674	21.2	2,501	21.7	2,443	21.7
Wants to earn enough to reduce benefits	2,728	21.6	2,469	21.4	2,411	21.4
Wants to earn enough to leave benefits	1,610	12.8	1,461	12.7	1,414	12.5
No goals or no baseline assessment	3,472	27.5	3,079	26.7	2,995	26.6

Source: April 2011 WIPA ETO data matched to the abbreviated TRF10. Sample includes WIPA enrollees with entry dates between October 1, 2009, and March 31, 2010.

[a] Percentages will not sum to 100 across categories because individuals may not have any goals recorded in ETO, or have multiple goals.

In Table III.2, we present selected characteristics of the study sample overall and for subgroups defined by employment status at entry and goals recorded during the baseline assessment. For most of the characteristics shown, beneficiaries did not differ markedly across the groups. In some cases, particular characteristics varied across the groups in expected ways. For example, younger beneficiaries were more likely to have education goals or be pursing education and less likely to be actively working or pursing work.

About 50 percent of sample members were DI-only beneficiaries, 25 percent were SSI-only, and 25 percent were concurrent beneficiaries (those receiving both DI and SSI) at WIPA program entry. SSI-only recipients were more likely than others to be considering employment at entry and to have education or benefit reduction or cessation goals at baseline assessment. DI-only beneficiaries were particularly likely to be working at entry and less likely than others to report education goals and benefit reduction or cessation goals.

Table III.2. Sample Characteristics at WIPA Program Entry (by percent unless otherwise noted), Overall and by Subgroups Defined by Employment Status at Entry and Goals at Baseline Assessment

		Employment Status at Entry			Goals at Baseline Assessment			
	All	Considering Employment	Working/Self Employed	Looking for Work/Offer Pending	Has Employment Goal	Has Education Goal or is Pursuing Education	Has Benefit Reduction or Cessation Goal	No Goals or No Baseline Assessment
Number	11,277	2,780	3,213	4,990	7,667	2,443	2,512	2,995
Percent of Sample	100.0	24.7	28.5	44.2	68.0	21.7	22.3	26.6
Program								
SSI-only	24.9	31.3	21.4	24.0	23.4	34.4	34.4	23.8
Concurrent	25.2	25.0	24.6	26.0	25.8	27.0	29.7	24.4
DI-only	49.9	43.7	53.9	50.0	50.8	38.6	35.9	51.8
Male	51.2	52.3	48.8	52.0	50.5	49.7	52.5	51.7
Age								
Less than 25	14.5	21.0	13.3	12.2	13.4	26.4	18.1	12.7
25 to 29	8.3	7.2	8.7	8.9	8.4	9.3	9.8	8.0
30 to 34	7.6	7.2	8.1	7.7	8.1	7.6	8.6	7.0
35 to 39	9.3	8.2	9.8	9.6	9.6	10.1	10.7	8.7
40 to 44	11.5	10.5	12.1	11.8	12.2	10.9	12.1	10.3
45 to 54	29.8	26.9	28.7	31.7	29.8	24.2	26.8	31.6
55 and over	18.9	18.8	19.3	18.1	18.5	11.5	13.9	21.7
Mean age (years)	42.3	40.7	42.5	42.7	42.4	37.6	40.0	43.5
Education								
Less than high school	8.4	8.0	8.6	9.0	9.1	12.7	8.2	6.4
High school or equivalent	27.8	22.6	31.3	30.0	29.9	22.1	32.9	24.2
More than high school	27.6	23.8	29.2	30.3	31.6	36.5	32.2	18.5
Unknown	36.2	45.6	30.9	30.7	29.4	28.7	26.7	50.9
Marital Status								
Married	15.6	16.0	15.5	16.2	16.5	12.8	12.6	13.8
Unmarried	67.7	70.5	68.6	69.6	69.8	74.7	76.6	60.6
Unknown	16.7	13.5	15.9	14.2	13.7	12.5	10.8	25.6
Primary Diagnosis								
Psychiatric	44.2	43.1	43.0	45.2	43.4	47.0	46.2	44.7
Musculoskeletal	12.6	13.1	10.8	13.6	13.1	11.7	10.5	12.1

Table III.2 (*continued)*

		Employment Status at Entry			Goals at Baseline Assessment			
	All	Considering Employment	Working/Self Employed	Looking for Work/Offer Pending	Has Employment Goal	Has Education Goal or is Pursuing Education	Has Benefit Reduction or Cessation Goal	No Goals or No Baseline Assessment
Intellectual	11.7	12.1	15.2	9.7	11.8	11.5	12.3	11.2
Sensory/communication	4.9	3.7	5.9	4.8	5.0	3.1	5.9	4.8
Other nervous system	6.4	6.8	6.8	6.1	6.6	6.3	6.4	6.2
Other diagnosis	20.2	21.2	18.2	20.6	20.2	20.4	18.7	21.0
Monthly SSA benefits								
Less than $500	28.5	33.8	28.0	26.3	27.0	37.1	38.2	27.7
$500-$999	38.2	35.4	39.9	38.7	38.9	34.7	36.5	38.9
$1,000-$1,500	20.7	19.9	20.4	21.1	21.2	18.8	16.5	20.9
More than $1,500	12.5	10.9	11.7	13.9	12.9	9.3	8.8	12.5
Mean monthly SSA benefit ($)	799.7	730.8	791.6	836.6	816.7	685.6	660.6	809.1
Months Since Initial Eligibility								
Less than 24	13.5	14.2	11.2	15.2	14.0	12.9	12.1	12.6
24 to 59	19.1	19.0	17.3	20.5	19.2	18.6	17.8	19.2
60 to 119	22.7	21.2	24.3	22.3	22.4	24.2	21.9	23.3
120 or more	44.6	45.5	47.2	42.1	44.4	44.3	48.2	44.9
Mean time since initial eligibility (months)	128.6	125.6	137.7	123.3	128.3	122.1	137.0	130.4
Age at Initial Eligibility								
Less than18	17.3	23.3	16.2	15.2	16.4	26.9	20.8	15.7
18 to 24	18.9	15.8	22.5	18.5	19.4	19.3	23.8	18.1
25 to 34	21.1	19.9	21.5	21.4	21.9	20.7	21.1	20.5
35 to 44	20.0	18.6	19.0	21.2	19.7	17.2	17.4	21.2
45 to 54	15.7	14.8	13.9	16.9	15.8	11.8	12.8	16.2
55 and older	7.1	7.7	6.9	6.7	6.8	4.1	4.1	8.3
Mean age at initial eligibility (years)	31.6	30.3	31.1	32.5	31.7	27.4	28.7	32.7
Representative payee	30.0	32.3	32.8	27.2	29.1	32.1	31.4	30.0

Table III.2 (*continued)*

		Employment Status at Entry			Goals at Baseline Assessment			
	All	Considering Employment	Working/Self Employed	Looking for Work/Offer Pending	Has Employment Goal	Has Education Goal or is Pursuing Education	Has Benefit Reduction or Cessation Goal	No Goals or No Baseline Assessment
Disabled adult child	5.3	6.0	5.9	4.7	5.2	6.3	5.3	5.3
Benefits suspended for work	4.7	1.9	10.8	2.4	4.9	3.8	5.9	4.7

Source: April 2011 WIPA ETO data matched to the abbreviated TRF10. Sample includes WIPA enrollees with entry dates between October 1, 2009, and March 31, 2010, who were SSI or DI beneficiaries at entry and matched to the abbreviated TRF10.

As noted in the previous evaluation report (Schimmel et al. 2010), WIPA enrollees are typically younger than other beneficiaries. On average, WIPA enrollees in our sample were age 42.3 at entry, compared with a national average of 49 (Livermore et al. 2009b). Those considering employment at intake were slightly younger than average (40.7 years) as were those with education goals (37.6 years) and benefit reduction or cessation goals (40 years). For the education goal group, this difference was driven largely by those under age 25, who made up about one-quarter of the group, while those with goals to reduce or cease benefits were spread more evenly across the younger age groups.

Education is based on beneficiary self-reports during the intake interview, and is missing for a sizeable percentage of the sample (36.2 percent). About equal shares of WIPA enrollees had education beyond high school level, or had education at the high school level or equivalent (about 28 percent in each group). A minority of the sample (8.4 percent) reported that their highest level of education was less than a high school diploma. This share was much lower than the national average of about 40 percent among all disability beneficiaries (Livermore et al. 2009b), even after accounting for the large percentage of WIPA enrollees for whom information on education was missing. Those with less than a high school diploma and more than a high school diploma were more likely than others to be pursuing education or to have an education goal (12.7 and 36.5 percent of those with an education goal, respectively).

Marital status is also based on self-reports during the intake interview, but is missing for only 16.7 percent of sample members. The percentages of WIPA enrollees who were married are similar across the employment status subgroups, but vary somewhat by the goal subgroups. Overall, 15.6 percent of the sample were married, a rate that is substantially lower than the national average of about 31 percent for all SSI and DI beneficiaries (Livermore et al. 2009b). Those with employment goals were more likely to be married than those in the other goal subgroups.

Mental illness was the most prevalent primary diagnosis, with about 44 percent of the sample having a psychiatric diagnosis recorded in the SSA administrative data, followed by other diagnoses (20.2 percent), musculoskeletal disorders (12.6 percent), mental retardation (11.7 percent), other nervous system diagnoses (6.4 percent), and sensory or communication disorders (4.9 percent). With a few exceptions, the shares with particular primary diagnoses did not vary markedly across the employment and goal subgroups. Those with mental retardation were represented to a somewhat greater extent among those who were working, and to a lesser extent among those looking for work.

On average, sample members received about $800 in monthly SSI (state and federal) and DI benefits. Although directly comparable information is not available, based on the national average of $846 among all beneficiaries in 2006 (Livermore et al. 2009b), the average among WIPA enrollees in 2009 and 2010 is relatively low. Average monthly benefits were somewhat higher among those looking for work or with a pending job offer ($837), and lower among those with education ($686) and benefit reduction/cessation ($661) goals—two categories with relatively higher concentrations of SSI-only beneficiaries.

Overall, an average of about 129 months (over 10 years) had elapsed since sample members first became eligible for SSI or DI benefits (including years when receiving child SSI payments), substantially fewer months than the 153-month average among all disability beneficiaries (Livermore et al. 2009b). The average number of months was highest among those who were working and those with benefit reduction/cessation goals (137.7 and 137.0, respectively) and lowest among those looking for work and those with an education goal (123.3 and 122.1, respectively).

Most WIPA enrollees (57 percent) first became eligible for disability benefits before age 35. The overall average age at first eligibility was about 32. Those with education and benefit reduction/cessation goals first became eligible for benefits at younger ages on average (27.4 and 28.7, respectively) compared with other groups.

Thirty percent of sample members had a representative payee at the time of intake; this was fairly similar across subgroups. Recent published statistics on the percentage of all adult disability beneficiaries with representative payees are not available.[10] Altshuler et al. (2011) reported a rate of 18 percent among new adult SSI and DI beneficiaries receiving Tickets under the Ticket to Work program in 2005. Older data reported in Kennedy (1995) indicate that 17 percent of all DI and SSI beneficiaries age 18 to 64 in December 1994 had representative payees. These data suggest that those receiving WIPA services are more likely to have representative payees than beneficiaries in general. The 5.3 percent of the sample that were disabled adult children (DAC) was also similar across employment and goal subgroups. This rate represents a somewhat lower percentage than the 8 percent of all adult disability beneficiaries nationally who are DAC (SSA 2010, 2011).

Overall, 4.7 percent of the sample had either their SSI and/or DI benefits suspended for work during the month of WIPA program entry. Not surprisingly, those employed at entry were much more likely than others (10.8 percent) to have their benefits suspended or terminated due to work. Those only considering employment were the least likely to have their benefits suspended or terminated because of earnings during the month of WIPA program entry (1.9 percent).

[10] The recent published statistics available are reported for the DI and SSI programs separately and do not provide numbers for concurrent beneficiaries.

IV. WIPA SERVICE USE

In this chapter, we briefly describe the WIPA services received by our sample of WIPA enrollees. We begin with a brief description of the nature of the WIPA services and the process by which information about those services is recorded in program administrative data. We then present descriptive statistics on the use of WIPA services from program entry through December 2010, the period relevant for the analyses of outcomes presented in subsequent chapters.

A. WIPA Services Tracked in ETO

The services provided to WIPA enrollees are tracked through an online data system known as Efforts to Outcomes (ETO), which was developed specifically to meet the needs of the WIPA program. For each beneficiary who enrolls to receive WIPA services, information is collected via an intake form, an I&R assessment, and a WIPA baseline assessment (Figure IV.1). WIPA enrollees may also have additional contacts with a WIPA project, which are recorded in WIPA ETO as beneficiary "efforts" or follow-up assessments, depending on the nature of the contact.

Intake information includes basic demographic characteristics, educational attainment, benefits receipt, and employment status at the time of intake. Per SSA specification, the WIPA ETO system requires that five elements be completed at intake: first and last name, date of birth, gender, benefits received at intake, and how the caller heard about the WIPA project.[11] WIPA ETO will not allow data entry to continue until these items are entered, so these data are collected for nearly every beneficiary making contact with a WIPA project. Other data elements are supposed to be completed as well, but this might not always occur.[12]

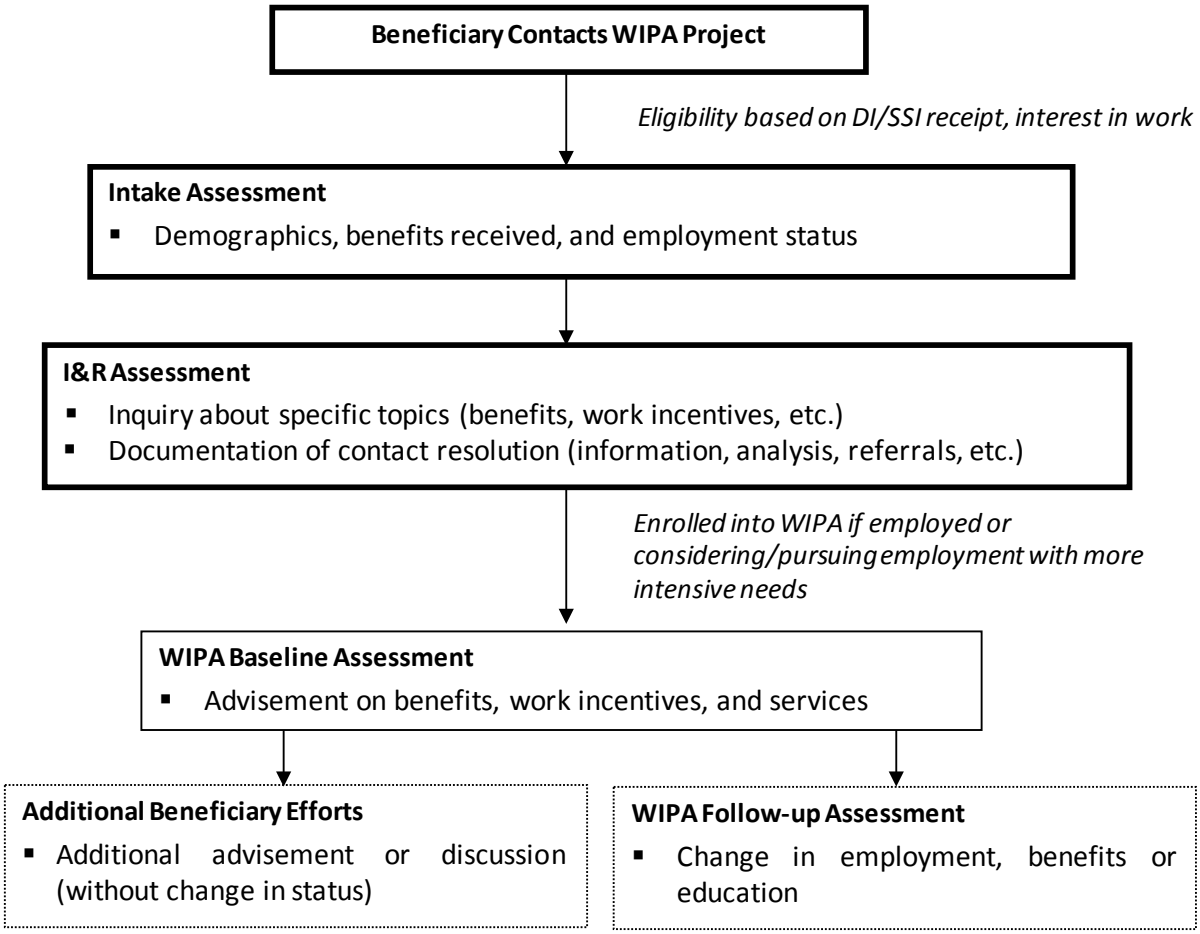
After completing the intake form, CWICs complete an I&R assessment, which documents the reasons for the inquiry to the WIPA project as well as the ways in which the contact was resolved. Topics of inquiry include WIPA and non-WIPA services, SSA work supports, and employment- or education-related questions. The contact is deemed to be resolved in several ways, including providing information or assistance, referring the beneficiary to another agency, or referring the beneficiary to a CWIC for WIPA services.

For beneficiaries who are enrolled to receive WIPA services ("WIPA enrollees"), the CWIC conducts at least one additional in-depth assessment, known as the WIPA baseline assessment. This assessment documents the specific benefits, work supports, and services discussed with the beneficiary. For each specific work support for which a WIPA enrollee is eligible, the CWIC records whether it was discussed and whether it was suggested to the beneficiary that he or she take advantage of it in order to meet his or her employment goals.

[11] Social Security number (SSN) is not a required element, because beneficiaries calling with simple inquiries may be hesitant to provide such sensitive information.

[12] Beneficiaries may be unwilling to provide the information or CWICs may neglect to collect it. See Schimmel et al. (2010) for a discussion of missing data in the WIPA ETO data system.

Figure IV.1. Progression of Data Collection in WIPA ETO After Beneficiaries First Contact a WIPA Project



Note: Data in the top three boxes are to be collected from all beneficiaries (those who receive I&R only and those who enroll to receive WIPA services). Data in the bottom three boxes are only to be collected from WIPA enrollees; data in bottom two dashed boxes do not necessarily have to be collected if enrollees do not receive services beyond the WIPA baseline assessment.

A key feature of the WIPA program is providing ongoing support to beneficiaries. Additional support beyond the baseline assessment is recorded as beneficiary "efforts." Efforts record each time a CWIC has a significant interaction with the beneficiary outside of the formal assessment process. For example, a beneficiary with a job offer may call the CWIC to discuss how earnings would affect cash benefits; this information and any suggestions provided by the CWIC during the interaction should be recorded as an effort. The number of efforts a beneficiary can have is unlimited but depends on the needs of the individual and the WIPA project's ability to provide additional services.

CWICs are to conduct follow-up assessments if the WIPA enrollee has a change in benefits, education, or employment status after the baseline assessment. The follow-up assessment is virtually identical to the baseline assessment and allows WIPA staff to identify any areas that have changed since baseline. Not all beneficiaries will have follow-up assessments; if no significant changes occur after the baseline assessment, there is no need to conduct one. Also, beneficiaries may have a significant change in status that they do not report to the WIPA; this information necessarily would

not be contained in a follow-up assessment. Therefore, it is likely that follow-up assessments are an undercount of significant changes following the baseline assessment.

B. Service Use Among WIPA Enrollees Through December 2010

In Table IV.1, we present statistics on WIPA service use through December 2010 for our sample of WIPA enrollees, focusing on the services specific to those enrolled to receive WIPA services—baseline assessments, follow-up assessments, and efforts—as well as an estimate of the total service time spent with WIPA enrollees.

Overall, 91.9 percent of WIPA enrollees had a baseline assessment completed by December 31, 2010 (Table IV.1). There was little variation in the likelihood of having a baseline assessment by employment status at intake; 91.7 percent of those who were considering employment had a baseline assessment while 93.8 percent of those looking for work or with a job offer pending did. By definition, every enrollee with an education, employment, or benefits goal at the baseline assessment had such an assessment. Only about 70 percent of those without a goal had an assessment, though this is not surprising, since this group includes those lacking a baseline assessment (about 8 percent of the full sample).

Follow-up assessments are not very common; overall, only 13.4 percent of WIPA enrollees had one by December 31, 2010 (Table IV.1). As noted previously, follow-up assessments are only conducted if a beneficiary has a significant change in employment, education, or benefits—and informs the WIPA project of such a change. The likelihood of a follow-up assessment was highest among those who were already working at program entry (15.7 percent), compared with 13.4 percent of those who were looking for work or had a job offer pending, and 12.3 percent of those who were considering employment. Similarly, those with specific employment, education, or benefits goals at baseline were more likely to have a follow-up assessment than those without goals; 14.5–14.7 percent of those with goals had a follow-up assessment (depending on the goal) compared with 10.9 percent of those without specific goals.

Just over 70 percent of WIPA enrollees had at least one contact (effort) with the WIPA project beyond the baseline or follow-up assessment (Table IV.1). The average number of efforts was 2.4, however, the majority of enrollees (59.4 percent) received fewer than two. Those who were working at entry and those with employment, education, and benefits goals had more than the average number of efforts; those who were not yet working or who did not have specific goals had fewer than the overall average number. Conditional on having at least one assessment, 85 percent had five or fewer; this varied relatively little by employment status at entry (between 81.2 and 87.7 percent). Among employment status groups, those who were working or self-employed at entry were the most likely to have more than five efforts. Those without specific baseline goals were more likely to have five or fewer efforts compared to those with defined goals.

The duration of beneficiary efforts can vary substantially. Some may involve brief phone calls with the beneficiary, others may be much more involved. For example, efforts may include the completion of a request for a Benefits Planning Query from SSA or completion of a Benefits Summary and Analysis, each of which would require significant CWIC time. The WIPA ETO data system provides a way for CWICs to report the amount of time spent on each effort. We used this information to construct a measure of total service time per WIPA enrollee. The estimate of total direct service time (hours) reflects the hours WIPA projects spent conducting I&R and baseline

Table IV.1. WIPA Service Use as of December 31, 2010

		Employment Status at Entry			Goals at Baseline Assessment			
	All	Considering Employment	Working/ Self Employed	Looking For Work/Offer Pending	Has Employment Goal	Has Education Goal or Pursuing Education	Has Benefit Reduction or Cessation Goal	No Goals or No Baseline Assessment
Number	11,277	2,780	3,213	4,990	7,667	2,443	2,512	2,995
Percent of WIPA Enrollees	100.0	24.7	28.5	44.2	68.0	21.7	22.3	26.6
I&R Assessments								
Percent with at least one I&R assessment								
Baseline Assessments								
Percent with a baseline assessment	91.9	91.7	92.4	93.8	100.0	100.0	100.0	69.5
Beneficiary Efforts								
Average number	2.4	2.5	2.9	2.1	2.6	2.8	2.6	1.7
Distribution of Efforts (%)								
0	27.1	26.7	22.3	26.3	20.4	19.5	20.6	44.1
1	32.3	28.3	30.9	37.2	34.7	32.9	35.9	26.2
2 to 5	29.7	33.7	32.2	27.5	32.5	34.4	31.3	22.0
6 to 10	6.9	7.3	9.2	5.5	7.8	8.3	7.6	4.9
>10	4.0	4.0	5.4	3.4	4.6	4.9	4.5	2.8
Follow-Up Assessments								
Percent with a follow-up assessment	13.4	12.3	15.7	13.4	14.6	14.7	14.5	10.9
Direct Service Time[a]								
Average number of hours	4.2	4.3	4.7	4.0	4.7	4.9	4.6	3.1
Distribution of service hours (%)								
< 1	5.4	5.8	4.1	3.6	0.0	0.0	0.0	20.2
1 to 2.99	30.6	27.8	27.4	32.8	26.8	25.9	25.2	39.5
3.0 to 5.99	47.8	49.8	46.5	50.4	54.3	52.1	55.9	30.3
6.0 to 9.99	11.8	12.1	15.6	9.9	13.5	16.5	14.1	7.6
10 or more	4.4	4.5	6.4	3.3	5.3	5.6	4.8	2.4

Source: April 2011 WIPA ETO data matched to the abbreviated TRF10. Sample includes WIPA enrollees with entry dates between October 1, 2009, and March 31, 2010, who were SSI or DI beneficiaries at entry and matched to the abbreviated TRF10.

[a] Includes estimated time for I& R and baseline assessments, and actual time for efforts.

WIPA assessments and providing other direct services, as measured by the efforts forms. Because only time spent serving clients—but not the time spent conducting I&R and WIPA baseline assessments—is captured on the efforts form, we needed to develop time estimates for I&R and WIPA assessments to include in the total direct service time measure. We applied these assumptions: an I&R assessment would take one hour to conduct and a WIPA baseline assessment would take 2.5 hours.[13] After the initial contact and baseline assessment, WIPAs recorded follow-up contacts in the beneficiary efforts form, which includes a "time spent" field. After converting the number of I&R and WIPA baseline assessments into estimated staff hours, we added the hours recorded on the efforts form to get the total hours of service provided:

Total Direct Service Hours = (1 * Number of I&R Assessments) + (2 .5 * Number of WIPA Baseline Assessments) + Total Hours from Beneficiary Efforts Form

On average, each beneficiary received 4.2 hours of service, with just over 80 percent having between 1 and 6 hours of time with the CWIC. Average direct service time was highest among those who were working at intake, but only slightly larger than for others: 4.7 hours among those working or self-employed, compared with 4.3 hours among those considering employment and 4.0 hours among those with a job offer pending or looking for work. Similar to the pattern for efforts, those without employment goals at baseline had fewer average hours of service time than those with specified goals: 3.1 hours versus 4.6–4.9 hours among those with goals specified.

The number of WIPA service hours received by beneficiaries is a variable we include in the multivariate analyses presented in the chapters that follow. A priori, we hypothesized that, other characteristics held constant, WIPA enrollees receiving more-intensive services (as measured by service hours) would be more likely to use SSA work supports, become employed, and leave SSA benefits because of earnings. This is both because more-intensive WIPA services might help beneficiaries to achieve these outcomes and because those using work supports, working, and attempting to reduce their reliance on SSA benefits are those most likely to require greater WIPA assistance. But it is also the case that beneficiaries experiencing problems with employment and negative employment outcomes might need more intensive assistance, which could serve to dampen the hypothesized relationship between service intensity and outcomes.

[13] We arrived at these assumptions by analyzing the time spent providing I&R and benefits counseling services in the BPAO program during January 2001 through December 2005, for purposes of the previous WIPA evaluation report. See Appendix G in Schimmel et al. (2010) for a description of this analysis.

This page has been left blank for double-sided copying.

V. USE OF SSA WORK SUPPORTS

As discussed in Chapter II, a primary goal of the WIPA program is to provide information to beneficiaries to help them understand and manage the complex program rules and numerous work supports that can be used to maintain eligibility for DI, SSI, and public health insurance as their earnings increase. In this chapter, we examine the extent to which WIPA clients used SSA work supports, and look for evidence that the WIPA program promotes and facilitates the use of those supports. In what follows, we first briefly describe how earnings affect SSI and DI benefits and the work supports that can be used by participants in both programs. We then present descriptive statistics on the use of nine specific work supports by our cohort of WIPA enrollees, focusing on the period between when the WIPA baseline assessment was conducted (the time when the work supports would have been discussed with the WIPA enrollee) and the end of December 2010 (the last month for which data on the use of the work supports are available in the TRF10). In the final section, we present the findings of multivariate regression models of the use of the SSA work supports, estimated to explore the extent to which personal characteristics and selected WIPA service features (service hours and whether specific work incentives were discussed with the beneficiary) are significantly associated with use of work supports by WIPA enrollees.

A. SSA Work Supports

The SSI and DI programs are designed to provide income support to those with significant disabilities who are unable to work at substantial levels. To qualify for either program, an applicant must demonstrate an inability to engage in substantial gainful activity (SGA) because of a medically determinable impairment expected to last at least 12 months or to result in death. In 2011, SSA considers unsubsidized earnings above $1,000 per month as SGA for all nonblind applicants and beneficiaries. DI eligibility is also contingent on having a sufficient number of recent and lifetime quarters of Social Security-covered employment, and the level of the DI benefit is based on past earnings—individuals with higher lifetime earnings are eligible for higher DI benefits. SSI is a means-tested program; eligibility is subject to strict income and resource limits. The SSI payment is based on the individual's monthly income and living arrangement. Many states also supplement the federal SSI payment with a state SSI payment. Individuals may qualify for both the DI and SSI programs if their incomes (including DI benefits) and assets are low enough to meet the SSI income limits. Eligibility for either program can also provide access to public health insurance. DI beneficiaries qualify for Medicare coverage after a 24-month waiting period and most SSI beneficiaries are automatically eligible for Medicaid.

Though initial eligibility for both programs is contingent on having limited earnings, the DI and SSI programs differ markedly in terms of how earnings are treated in determining monthly cash payments and ongoing eligibility for the programs. In the DI program, individuals are permitted to work and earn at any level for up to nine months without losing eligibility for DI benefits. This nine-month period is referred to as the trial work period (TWP).[14] In 2011, individuals are considered to be in a TWP if monthly earnings exceed $720 or if they are working more than 80 self-employed hours per month. If individuals earn more than the SGA level in any month after completing the

[14] The nine months need not be consecutive and must occur within a rolling 60-month period.

TWP, they become ineligible for any DI benefits but remain eligible for Medicare if they completed the 24-month Medicare waiting period before becoming ineligible for DI.

In the SSI program, earnings above $85 per month will reduce SSI benefits by $1 for every $2 of earnings;[15] thus, SSI benefits are reduced gradually as earnings rise. Provisions in the SSI program allow participants to earn above the SGA level and remain eligible for SSI (Section 1619 (a)), and to remain eligible for Medicaid even after SSI cash payments cease due to earnings (Section 1619(b)). Individuals remain eligible for Medicaid until their earnings exceed a "threshold amount," which is based on annual per-capita Medicaid expenditures for SSI recipients, and varies by state. The threshold can also be computed for individuals if their Medicaid expenditures exceed the state per-capita amount. In 2011, state threshold amounts range from about $24,000 to nearly $55,000.

The SSI and DI programs have other provisions intended to help beneficiaries return to work. In Table V.1, we summarize those for which statistics are presented in this chapter. In interpreting the findings presented in this chapter, it is important to keep in mind that beneficiary use of many of the work supports is reflected in the SSA administrative data with a considerable lag, particularly for work supports that are triggered by earnings. Beneficiaries might not report their earnings timely, and even when they do, SSA is required to verify the earnings information, which can take time. Delays in recording use of the TWP are particularly likely because beneficiaries can work and earn at any level for up to nine months in a rolling five-year period. SSA staff might delay processing the earnings information for DI beneficiaries who become newly employed until a time when the earnings appear likely to affect benefits, that is, after nine or more months. As a result, the work support use rates we report are likely to be undercounts of the actual rates because some information had not yet been recorded at the time we extracted the data for this analysis.

B. Descriptive Statistics

For each of nine SSA work supports, we used data from the abbreviated TRF10 to examine the extent to which WIPA enrollees were using the supports during the month before WIPA program entry and the month before baseline assessment, how frequently enrollees discussed the incentive with a CWIC, and the use rates as of December 2010 among those who were not using the support at baseline assessment.

Of the nine work supports shown in Table V.2, TTW was the most frequently used by WIPA enrollees prior to enrolling in WIPA services, with about 24 percent using the program during the month before WIPA entry. Use rates during the month before entry were considerably lower for all other work supports. Among WIPA enrollees who were DI beneficiaries, about 10 percent were using the extended period of eligibility (EPE), four percent were in a TWP, and about one percent used employer subsidies or special work conditions during the month before WIPA entry. Among WIPA enrollees who were SSI recipients, about five percent were using section 1619(b) and about three percent of SSI recipients under age 22 were using the student earned income exclusion. All other work supports, including section 1619(a), plans for achieving self support (PASS), and impairment related work expenses (IRWE), were used by less than one percent of WIPA enrollees

[15] A monthly $20 general income disregard and a $65 disregard for earnings are applied when determining countable income for purposes of SSI eligibility.

for whom each support was applicable. Use rates did not change substantially between the month before WIPA entry and the month before the WIPA baseline assessment.

Table V.1. Selected DI and SSI Work Supports

Support	Description
Applicable to DI	
Trial Work Period	Permits DI beneficiaries to test their ability to work for up to nine months without affecting their DI benefits.
Extended Period of Eligibility	Allows DI beneficiaries to earn any amount over a consecutive 36-month period following the completion of the Trial Work Period without jeopardizing eligibility for benefits. After a three-month grace period, benefits are reduced to zero when earnings reach the SGA level, but during this period, beneficiaries can receive DI benefits in any month in which their earnings are below the SGA level. Benefits are terminated if earnings exceed the SGA level after the 36th month once all grace periods months have been used; otherwise benefits continue until terminated for some other reason.
Employer subsidy and special work conditions	Wage subsidies, special job conditions, or on-the-job assistance may be taken into account in determining whether the beneficiary is engaging in SGA, which can affect DI benefits. In determining SGA, SSA counts only the earnings that are based on the individual's productivity. Subsidies and special work conditions can also affect the SGA determination made for purposes of initial eligibility, but they do not affect SSI payments after an individual becomes eligible for SSI, and so we do not consider them to be work supports in the SSI program.
Applicable to SSI	
Section 1619(a)	Provides continued Medicaid coverage and reduced SSI payments to recipients who earn more than the SGA amount but remain below the SSI break-even point (the earnings level where benefits are reduced to zero).
Section 1619(b)	Provides continued Medicaid coverage and SSI eligibility, but with no monthly payments to recipients whose income exceeds the SSI break-even point but is less than the state's 1619(b) threshold amount.
Plan for Achieving Self-Support	Allows a recipient to set aside income and/or resources for such things as education, vocational training, or starting a business without having the income/resources counted in the SSI income and resource eligibility tests.
Student Earned Income Exclusion	Allows a student under age 22 who attends school regularly to exclude up to $1,640 of earned income per month (up to a maximum of $6,600 per year) in computing the SSI payment.
Applicable to DI and SSI	
Ticket to Work	Allows beneficiaries to obtain employment, vocational rehabilitation, and other support services from participating providers. Providers are paid by SSA based on a beneficiary's employment outcomes.
Impairment-Related Work Expenses	Excludes from earnings the costs of certain impairment-related items or services a person needs for work when calculating benefits and ongoing eligibility.

Sources: SSA (2011); Program Operations Manual System Section DI 10505.010.

Table V.2. Use of SSA Work Supports

Work Support	All to Whom the Support Is Applicable	Using Support During Month Before: Entry	Using Support During Month Before: Baseline Assessment	Support Ever Discussed with WIPA: All	Support Ever Discussed with WIPA: User Month Before Baseline Assessment	Support Ever Discussed with WIPA: Nonuser Month Before Baseline Assessment	Used Support Between Baseline Assessment Through Dec 2010 Among Those Not Using During Month Before Baseline Assessment: All	Used Support Between Baseline Assessment Through Dec 2010 Among Those Not Using During Month Before Baseline Assessment: Support Ever Discussed	Used Support Between Baseline Assessment Through Dec 2010 Among Those Not Using During Month Before Baseline Assessment: Support Not Ever Discussed
Applicable to DI									
TWP									
Number	8,471	336	375	6,600	299	6,301	720	610	110
Applicable subgroup	8,471	8,471	8,471	8,471	375	8,096	8,096	6,301	1,795
Percent of applicable subgroup	100.0	4.0	4.4	77.9	79.7	77.8	8.9	9.7	6.1
EPE									
Number	8,471	803	805	6,415	567	5,848	212	158	54
Applicable subgroup	8,471	8,471	8,471	8,471	805	7,666	7,666	5,848	1,818
Percent of applicable subgroup	100.0	9.5	9.5	75.7	70.4	76.3	2.8	2.7	3.0
Subsidy/special work conditions									
Number	8,471	89	88	5,221	43	5,178	40	15	25
Applicable subgroup	8,471	8,471	8,471	8,471	88	8,383	8,383	5,178	3,205
Percent of applicable subgroup	100.0	1.1	1.0	61.6	48.9	61.8	0.5	0.3	0.8
Applicable to SSI									
1619(a)									
Number	5,613	53	58	2,882	22	2,860	249	106	143
Applicable subgroup	5,613	5,613	5,613	5,613	58	5,555	5,555	2,860	2,695
Percent of applicable subgroup	100.0	0.9	1.0	51.3	37.9	51.5	4.5	3.7	5.3
1619(b)									
Number	5,613	290	299	3,396	193	3,203	487	326	161
Applicable subgroup	5,613	5,613	5,613	5,613	299	5,314	5,314	3,203	2,111
Percent of applicable subgroup	100.0	5.2	5.3	60.5	64.5	60.3	9.2	10.2	7.6

Table V.2 *(continued)*

Work Support	All to Whom the Support Is Applicable	Using Support During Month Before: Entry	Using Support During Month Before: Baseline Assessment	Support Ever Discussed with WIPA: All	Support Ever Discussed with WIPA: User Month Before Baseline Assessment	Support Ever Discussed with WIPA: Nonuser Month Before Baseline Assessment	Used Support Between Baseline Assessment Through Dec 2010 Among Those Not Using During Month Before Baseline Assessment: All	Used Support Between Baseline Assessment Through Dec 2010 Among Those Not Using During Month Before Baseline Assessment: Support Ever Discussed	Used Support Between Baseline Assessment Through Dec 2010 Among Those Not Using During Month Before Baseline Assessment: Support Not Ever Discussed
Student earned income exclusion									
Number	1,008	29	28	471	22	449	8	4	4
Applicable subgroup	1,008	1,008	1,008	1,008	28	980	980	449	531
Percent of applicable subgroup	100.0	2.9	2.8	46.7	78.6	45.8	0.8	0.9	0.8
PASS									
Number	5,613	30	32	2,608	23	2,585	77	69	8
Applicable subgroup	5,613	5,613	5,613	5,613	32	5,581	5,581	2,585	2,996
Percent of applicable subgroup	100.0	0.5	0.6	46.5	71.9	46.3	1.4	2.7	0.3
Applicable to DI and SSI									
TTW[a]									
Number	11,277	2,699	2,857	7,581	1,880	5,698	1,723	1,270	453
Applicable subgroup	11,277	11,277	11,277	11,277	2,857	8,420	8,420	5,698	2,722
Percent of applicable subgroup	100.0	23.9	25.3	67.2	65.8	67.7	20.5	22.3	16.6
IRWE									
Number	11,273	34	32	7,241	22	7,219	43	24	19
Applicable subgroup	11,273	11,273	11,273	11,273	32	11,241	11,241	7,219	4,022
Percent of applicable subgroup	100.0	0.3	0.3	64.2	68.8	64.2	0.4	0.3	0.5

Source: April 2011 WIPA ETO data matched to the abbreviated TRF10. Work support use is based on the abbreviated TRF10. Sample includes WIPA enrollees with entry dates between October 1, 2009, and March 31, 2010, who were SSI or DI beneficiaries at entry, and matched to the abbreviated TRF10.

[a] Statistics for TTW were computed using the TTW use status during the month before program entry (rather than the month before the baseline assessment) because referrals to vocational rehabilitation and TTW are discussed during the intake process.

CWICs discussed most of the work supports with the majority of WIPA enrollees to whom the supports were applicable. At some time between the baseline assessment and the end of December 2010, CWICs discussed six of the nine work supports shown in Table V.2 with at least 60 percent of enrollees to whom the supports were applicable. The TWP and EPE were the most frequently addressed work supports, discussed with about 78 percent and 76 percent of DI beneficiaries, respectively. Section 1619(a), the student earned income exclusion, and PASS were the least likely to be addressed, discussed with about 51 percent, 47 percent, and 46 percent of beneficiaries to whom these provisions were applicable, respectively.

The likelihood with which a particular work support was discussed varied between beneficiaries who were users and nonusers of the support during the month before baseline assessment. The rates at which CWICs discussed the TWP, EPE, 1619(b), TTW, and IRWE did not differ markedly between those who were already using these supports and those who were not. Analysis of the timing of WIPA service entry relative to the use of selected work supports among those using selected supports at WIPA entry (not shown) indicates that TTW, TWP, and 1619(b) users sought WIPA services relatively soon after they began using these work supports. About 30 percent of TTW users who discussed this program with a CWIC came to the WIPA program during the first four months after their Tickets were assigned, and a little over one-half of those using the TWP who discussed this support with a CWIC sought WIPA services during their first three trial work months. About 60 percent of those using 1619(b) at WIPA entry who discussed this support with a CWIC were in the first four months of use of that support when they came to the WIPA program.[16] Subsidy/special work conditions and section 1619(a) were much more likely to be discussed with nonusers, and the student earned income exclusion and PASS were much more likely to be discussed with those already using these supports.

The final columns of Table V.2 show the percentages of nonusers who subsequently used each work support during at least one month between the baseline assessment and the end of December 2010. These statistics are shown overall and by whether the work support was ever discussed with the beneficiary during that period. A priori, we would hypothesize that use rates would be much higher among those with whom the CWIC discussed the work supports. This was the case for four of the nine work supports (TWP, section 1619(b), PASS, and TTW). For the other five work supports, the use rates for those with whom the WIPA discussed the support were about the same or lower than the rates for those who never discussed the support with a CWIC. The differences in use rates between those who did and did not discuss each work support cannot be interpreted as an effect of WIPA services (either positive or negative) on the use of the supports. CWICs might have discussed a work support because a client was already interested in it or ready to use it and would have done so even in the absence of WIPA services. Also, discussion of a work support does not necessarily mean that the CWIC encouraged its use. Several options could be discussed before beneficiaries decide on a plan, and CWICs might have advised a client against using a particular work support if it would not help the enrollee to achieve his or her goals.

[16] Similar analyses were not conducted for the EPE because of difficulties identifying the start of this period in the TRF10, and also were not conducted for the other work supports because of the small number of prior users discussing these supports with CWICs.

C. Multivariate Analyses

To explore the determinants of using the SSA work supports shown in Table V.2, we estimated regression (logit) models of the likelihood of using the TWP, EPE, section 1619(a), section 1619(b), PASS, IRWE, TTW, and use of any of the work supports.[17] Each model was estimated using only the sample members for whom the specific work support was applicable (based on program status at WIPA entry) and who were not using the work support during the month before baseline assessment.[18] Because of the very small number of users, we did not estimate models for work subsidy/special work conditions or for the student earned income exclusion, but included these provisions in the model estimating the use of any work support.

The regression models included the following explanatory variables: age, race, sex, education, SSA program (DI-only, SSI-only, and concurrent), representative payee status, disabled adult child (DAC), total SSA benefits at WIPA program entry, months since initial eligibility for SSA benefits, total WIPA service hours, referral source, employment status at entry, goals at baseline assessment, months from the baseline assessment through December 2010, and whether the work support was discussed with the client by a CWIC. Although the personal characteristics that are significant predictors of using particular work supports are of general interest, we are most interested in whether WIPA service hours or discussion of a work support with the CWIC are significantly associated with use, after controlling for other characteristics that might affect the use of the work supports.

The definitions of the explanatory variables used in the regression models presented here and in subsequent chapters are provided in Appendix A (Appendix Table A.1). The model estimates are provided in Appendix B (Appendix Tables B.1–B.14), as is a more detailed discussion of the findings with respect to the non-WIPA explanatory variables included in the models. [19] In general, the findings with respect to the non-WIPA explanatory variables varied considerably across regression models. Age and time on the disability rolls were significant predictors of using several of the work supports (younger ages and less time on the rolls was associated with a higher likelihood of use). Not surprisingly, those employed at WIPA program entry were significantly more likely to use nearly all work supports. The significance and direction of the association for other explanatory variables varied across models. In several of the models, the small number of users likely contributed to the lack of statistical significance for some variables.

---

[17] The models estimating the use of any work support considered the use of all provisions shown in Table V.2 and were estimated among sample members who were not using any of the provisions the month before the baseline assessment.

[18] Because referrals to vocational rehabilitation and TTW are discussed during the intake process and because many beneficiaries are referred to WIPA services by TTW providers, the TTW models were estimated using all WIPA enrollees in our sample who were non-users the month before program entry, rather than the month before the baseline assessment.

[19] For most of the models estimated, a standard set of approximately 40 explanatory variables were included. Because of the large number of variables included in the models, and because a few of the explanatory variables might be highly correlated with one another, we computed the variance inflation factors (VIFs) to assess the degree to which multicollinearity might be an issue in selected regression models. Among the original explanatory variables included in most of the regression analyses, only two were identified as being potentially problematic based on their VIF values—the variable representing SSI-only status, and the variable representing monthly SSA benefits of less than $500. We excluded the SSA benefit variables in selected regressions to minimize the likelihood of multicollinearity.

With respect to the two sets of WIPA explanatory that are of particular interest to this evaluation, we find the following:

- **WIPA service hours.** Relative to others, those receiving more than six hours of WIPA services are more likely to use all of the work supports considered except IRWE. Those receiving three or more hours of service also are more likely than other to use TWP and TTW.
- **CWIC discussion of work supports.** Discussion of the specific work support between the CWIC and the beneficiary is significant and positively associated only with use of TWP and PASS.

A priori, we hypothesized that, after controlling for other characteristics, those receiving more WIPA service hours would be more likely to use work supports. This is because those using work supports (whether or not prompted by a CWIC) might require more WIPA assistance to navigate them, and because more contact with a WIPA might result in more intensive prompting and encouragement to work and utilize the available work supports. This hypothesis was confirmed by the multivariate findings; those receiving six or more hours of WIPA services were significantly more likely than others to use all of the work supports analyzed except IRWE.[20]

The hypothesis that discussion of particular work supports between the CWIC and beneficiary would be associated with significantly greater use of the support, after holding other characteristics constant, was true only for TWP and PASS. These findings suggest that WIPA services might have contributed to an increased use of these two work supports; however, we cannot say with certainty that individuals using these supports would not have used them in the absence of WIPA services. The TWP in particular is a work support that becomes effective automatically when a DI beneficiary begins earning above the trial work level. It might be that CWICs were more likely to have discussed this provision with those beneficiaries who were already earning above the trial work level or most likely to be doing so in the near future. However it is also possible that, although many of these beneficiaries would have eventually used the TWP in the absence of WIPA services, the trial work months would not have been recorded as quickly by SSA. Although the TWP is activated automatically, it still requires DI beneficiaries to report their earnings to SSA. The finding that WIPA discussion of the TWP with beneficiaries is significantly associated with increased use of the TWP in a relatively short period of time (nine to 15 months after WIPA program entry) suggests that even if these beneficiaries had used the TWP in the absence of WIPA services, WIPA services might have prompted them to be more timely in reporting their earnings to SSA, and to do so in a manner such that the trial work months were processed and recorded more quickly in the SSA administrative data.[21] If this is indeed the case, then it is an important effect of the WIPA programs because it may reduce the likelihood that working DI beneficiaries will experience a benefit overpayment, or may lower the magnitude of overpayments that occur.

[20] Few variables were significant predictors of IRWE use, in part due to the small number of beneficiaries who used this work support.

[21] Because DI beneficiaries can work and earn above SGA for up to nine months during the TWP and for another three-month grace period before the EPE takes effect (and DI benefits are affected), earnings information and trial work months are frequently assessed retrospectively by SSA and only after a relatively long period of time has elapsed. See Livermore (2003) for a more detailed discussion of the processing of earnings information by SSA and the factors that contribute to delays in recording earnings and making benefit adjustments in the DI program.

With respect to the PASS findings, we cannot say with certainty that those who used PASS after receiving WIPA services would not have done so in the absence of those services. But the PASS provision is a somewhat complicated work support that is typically utilized by very few SSI recipients. It requires significant effort by the SSI recipient to develop a plan and have that plan approved by SSA. Given the complexity and obscurity of PASS, it is likely that the WIPA programs were instrumental in facilitating their clients' use of that work support.

In interpreting the findings presented in this chapter, it is important for readers to keep in mind that we were able to follow WIPA enrollees for only a short period of time. We observed their use of work supports in the administrative data covering a period following WIPA program entry of between nine and 15 months, depending on when they first entered WIPA services. This is a relatively short period of time given what might be required for nonworking beneficiaries to prepare for and find suitable employment, to begin working at levels that would make their use of many of the SSA work supports relevant, and to have their use of the work supports recorded by SSA in the administrative data. It might have been particularly challenging for beneficiaries to find work because of the poor economy and generally high unemployment rates during this period.[22]

[22] The U.S. economy experienced a severe recession from December 2007 through June 2009, however, high rates of unemployment persisted following the official end of the recession due to unprecedented high rates of job loss and extended durations of unemployment (Farber 2011). In December 2009, unemployment rates were 9.5 percent for people without disabilities and 13.8 percent for people with disabilities (Bureau of Labor Statistics 2011).

This page has been left blank for double-sided copying.

VI. EMPLOYMENT AND EARNINGS

In this chapter, we present statistics on employment and earnings that are based on annual 2009 and 2010 IRS earnings data. We first present descriptive statistics on the percentages of WIPA enrollees who had earnings in 2009 and 2010, on average annual earnings, and on changes in annual earnings from 2009 to 2010, both overall and for selected subgroups. We then present findings from multivariate analyses conducted to explore the relationships between WIPA services (service hours and employment-related suggestions made by CWICs) and selected employment outcomes, after controlling for other personal characteristics.

A. Descriptive Statistics

Employment and annual earnings information from 2010 IRS earnings data are presented in Table VI.1 for the overall sample of WIPA enrollees and for a variety of subgroups. Overall, 54.8 percent of WIPA enrollees had some level of earnings in 2010. By comparison, about 18 percent of all SSI and DI beneficiaries and about one-third of all work-oriented beneficiaries (those with employment goals or near-term expectations) have earnings in a given year based on IRS data (Livermore et al. 2009a).

With a few exceptions, employment rates did not vary dramatically by personal characteristics. This at first seems surprising, because we know from other studies that personal characteristics like age, education, and time on the disability rolls are significant predictors of employment. However, because beneficiaries who seek WIPA services are a self-selected group of individuals specifically interested in employment, it is perhaps not so surprising that their employment rates vary far less by personal characteristics than would be the case among all beneficiaries.

Some findings and patterns evident in Table VI.1 warrant highlighting. SSI-only recipient are much less likely than others to have earnings, especially when compared with DI-only beneficiaries (47.4 percent versus 59.6 percent). Females are more likely than males to have earnings. Employment rates generally decline with age. With employment rates of about 60 percent, those with intellectual disabilities, sensory, and communication disorders are more likely than those with other impairments to have earnings in 2010. Employment rates increase steadily with the level of monthly SSA benefits, corresponding with the findings that SSI-only recipients have lower employment rates than do DI-only beneficiaries. Employment rates decline steadily with time on the disability rolls, but do not vary substantially by age at first eligibility for benefits or by whether the beneficiary is a DAC or has a representative payee. Not surprisingly, those in nonpayment status following a suspension or termination because of work (NSTW) during the month before WIPA service entry had the highest employment rate (82.6 percent) as measured by IRS-recorded earnings in 2010.[23]

[23] The 61 beneficiaries who were NSTW during the month before WIPA services but who had no IRS-recorded earnings in 2010 were likely beneficiaries who were employed and enrolled in the WIPA program during 2009, but discontinued working in 2010. It is also possible that the NSTW status of some of these beneficiaries is inaccurately recorded in the SSA administrative data due to beneficiaries not reporting their change in employment status to SSA or delays in SSA processing of the information.

Table VI.1. Percentage with Earnings, Average Earnings, and Earnings Above SGA in 2010, by Selected Characteristics

	Number	Percentage with Earnings in 2010	Average Annual Earnings Among Those with Positive Earnings	Percentage with Earnings Above Annualized Nonblind SGA
All	11,277	54.8	6,736	8.0
Program status at entry				
SSI-only	2,810	47.4	5,145	5.4
Concurrent	2,837	52.6	5,361	5.6
DI-only	5,630	59.6	7,980	10.5
Sex				
Male	5,774	52.4	6,882	7.8
Female	5,503	57.3	6,596	8.2
Age				
Less than 25	1,637	57.0	4,643	5.0
25 to 29	932	56.8	6,409	9.0
30 to 34	862	56.8	6,698	8.1
35 to 39	1,044	55.9	7,523	9.6
40 to 44	1,301	54.1	7,126	9.4
45 to 54	3,365	53.1	7,137	8.4
55 and over	2,136	54.0	7,340	7.5
Education				
Less than high school	948	56.0	4,561	4.7
High school or equivalent	3,132	55.1	6,010	6.3
More than high school	3,112	58.2	8,065	10.9
Unknown	4,085	51.7	6,738	7.8
Primary diagnosis				
Psychiatric	4,984	54.3	5,946	6.4
Musculoskeletal	1,424	54.4	7,858	8.2
Intellectual	1,322	60.7	4,636	5.1
Sensory/communication	548	60.8	8,882	17.0
Other nervous system	724	54.0	6,597	8.1
Other	2,275	51.6	8,694	10.7
Monthly SSA benefit at entry				
Less than $500	3,218	50.3	6,019	7.1
$500-$999	4,308	55.0	5,673	6.1
$1,000-$1,500	2,336	57.5	7,054	8.7
More than 1,500	1,415	60.1	10,558	14.6
Months since initial disability eligibility				
Less than 24	1,525	59.7	8,230	10.6
24 to 59	2,159	55.2	6,840	8.0
60 to 119	2,561	54.0	7,344	9.3
120 or more	5,031	53.6	5,873	6.5
Age at initial disability eligibility				
Less than 18	1,951	53.7	4,924	5.4
18 to 24	2,133	58.3	5,999	7.7
25 to 34	2,379	54.0	7,082	8.4
35 to 44	2,252	53.6	7,143	8.6
45 to 54	1,765	53.5	7,776	9.1
55 and over	795	56.9	8,719	9.8
Representative payee	3,383	55.6	5,162	5.4
Disabled adult child	600	55.5	4,313	4.0
NSTW month before entry	535	82.6	10,487	24.7

Source: April 2011 WIPA ETO data matched to the abbreviated TRF10 and annual IRS earnings data. Sample includes WIPA enrollees with entry dates between October 1, 2009, and March 31, 2010, who were SSI or DI beneficiaries at entry, and matched to the abbreviated TRF10.

Average annual earnings in 2010 among all WIPA enrollees with earnings were $6,736 but varied substantially across personal characteristics, and in expected ways (Table VI.1). SSI-only recipients had much lower average earnings than DI-only beneficiaries ($5,145 versus $7,980), and although employment rates declined with age, average earnings increased substantially. For example, average earnings for those under age 24 were $4,643 compared with $7,340 among WIPA enrollees age 55 and over. Those with education beyond high school had higher earnings than others, as did those with higher monthly SSA benefits at entry. Although beneficiaries with intellectual disabilities were among those with the highest employment rates, their average earnings were among the lowest.

Those under age 25, enrollees with less than a high school level of education, those who came on the rolls before age 18, and DACs had similarly low average earnings; there is likely a large degree of overlap across these groups. Employed WIPA enrollees with monthly SSA benefits greater than $1,500 at entry and those whose benefits were suspended or terminated because of earnings during the month before WIPA entry had the highest average earnings in 2010—both approximately $10,500.

The average annual earnings of WIPA enrollees seem low when considered against the level of annual earnings that would be required for beneficiaries to leave the disability rolls—about $12,000, which is equal to 12 months above the monthly nonblind SGA level of $1,000. Overall, 8 percent had earnings above the annualized SGA level (Table VI.1). The variation in the percentage with earnings above SGA across personal characteristics follows the pattern observed for average earnings. One exception is the large percentage (17 percent) of beneficiaries with sensory and communication disabilities with earnings above the annualized SGA level. This might partly be because blind individuals are subject to a higher monthly SGA level ($1,640 rather than $1,000); these individuals may be more likely to have higher earnings relative to other beneficiaries because their DI benefits cease at a higher level of earnings. Only beneficiaries in NSTW during the month before entry had rates of earning above SGA (24.7 percent) that were higher than those with sensory and communication disabilities.

In Table VI.2, we examine employment rates and annual earnings in 2009 and 2010 overall, by employment status at entry, and by goals at baseline assessment. Overall, more WIPA enrollees had earnings in 2010 than in 2009 (54.8 percent versus 49.2 percent) and average annual earnings were higher in 2010 among those with earnings ($6,736 versus $5,720). About one-third (34.4 percent) of WIPA enrollees had no earnings in 2009 or in 2010; nearly 40 percent (38.4 percent) had earnings in both years. The remaining 27 percent had earnings in only one of the years, with a somewhat higher share (16.4 percent) having earnings in 2010 only.

As expected, there was considerable variation in employment outcomes by employment status at WIPA program entry. The large majority of those working at entry (over 80 percent) had earnings in each of 2009 and 2010, with about 75 percent having earnings in both years. Those working at entry also had the highest average annual earnings in both 2009 and 2010. Those considering employment had both the lowest employment rates (34 percent and 36 percent in 2009 and 2010, respectively) and the lowest average earnings (about $4,600 in each year). This group was also the most likely to have no earnings in either 2009 or 2010 (51.2 percent). There was less variation in employment outcomes across subgroups of beneficiaries defined by their goals. As might be expected, those with education goals were somewhat less likely than others to have earnings, and had lower average earnings in both years.

Table VI.2. Employment and Earnings in 2009 and 2010

		Employment Status at Entry			Goals at Baseline Assessment			
	All	Considering Employment	Working/ Self-Employed	Looking For Work/ Offer Pending	Has Employment Goal	Has Education Goal or is Pursuing Education	Has Benefit Reduction or Cessation Goal	No Goals or Baseline Assessment
Number	11,277	2,780	3,213	4,990	7,667	2,443	2,512	2,995
Percent of Sample	100.0	24.7	28.5	44.2	68.0	21.7	22.3	26.6
Employment and Earnings in 2009								
Number with earnings	5,547	944	2,623	1,861	3,845	1,104	1,181	1,443
Percent with earnings	49.2	34.0	81.6	37.3	50.1	45.2	47.0	48.2
Average annual earnings among those with any earnings	$5,720	$4,586	$6,516	$5,103	$5,693	$4,680	$5,840	$5,948
Median annual earnings among those with earnings	$3,072	$1,481	$4,524	$2,052	$3,107	$2,048	$3,101	$3,325
Employment and Earnings in 2010								
Number with earnings	6,181	1,004	2,768	2,302	4,403	1,218	1,372	1,516
Percent with earnings	54.8	36.1	86.2	46.1	57.4	49.9	54.6	50.6
Average annual earnings among those with any earnings	$6,736	$4,664	$8,489	$5,477	$6,744	$5,849	$7,867	$6,724
Median annual earnings among those with earnings	$4,377	$2,180	$6,676	$2,943	$4,432	$3,371	$4,599	$4,354
Employment in 2009 and 2010 (%)								
No earnings either year	34.4	51.2	7.1	41.7	32.3	37.6	35.0	38.1
Earnings in 2009 only	10.8	12.7	6.7	12.1	10.3	12.5	10.4	11.3
Earnings in 2010 only	16.4	14.9	11.2	21.0	17.5	17.2	18.0	13.7
Earnings in both years	38.4	21.2	74.9	25.2	39.9	32.7	36.7	36.9

Source: April 2011 WIPA ETO data matched to the abbreviated TRF10 and annual IRS earnings data. Sample includes WIPA enrollees with entry dates between October 1, 2009, and March 31, 2010, who were SSI or DI beneficiaries at entry, and matched to the abbreviated TRF10.

In Table VI.3, we look at the subgroup of WIPA enrollees who entered services in 2009 and who had employment goals recorded at the baseline assessment. We focus on this group to see how their annual earnings changed from 2009 to 2010 after entry into the WIPA program, specifically among those who articulated employment goals. Because outcomes are likely to vary by employment status at entry in 2009, we also show earnings outcomes by employment status at entry. Overall, the percentage with earnings increased by just 1.3 percentage points from 2009 to 2010, and average annual earnings among those with earnings increased by $1,487, or 29 percent. The largest increase in the percentage with earnings (5.4 percentage points) occurred among those who were looking for work or had a job offer pending at entry. Those already working at entry experienced a similar decline in employment between 2009 and 2010 (5.5 percentage points), but experienced the largest increase in average annual earnings ($2,076 or 34 percent).[24] It is important to recognize that positive changes in employment and annual earnings from 2009 to 2010 do not necessarily represent positive effects of WIPA services, because we do not know what these outcomes would have been in the absence of WIPA services.

Table VI.3. Employment and Earnings of Those with Employment Goals Who Entered WIPA in 2009

		Employment Status at Entry		
	All	Considering Employment	Working/Self-Employed	Looking For Work/ Offer Pending
Number	3,575	873	1,097	1,597
Percent of Sample	100.0	24.4	30.7	44.7
Employment and Earnings in 2009				
Number with earnings	1,963	321	989	648
Percent with earnings	54.9	36.8	90.2	40.6
Average annual earnings among those with any earnings	$5,105	$4,374	$6,170	$3,870
Employment and Earnings in 2010				
Number with earnings	2,011	344	929	734
Percent with earnings	56.3	39.4	84.7	46.0
Average annual earnings among those with any earnings	$6,593	$4,720	$8,246	$5,394
Change from 2009 to 2010				
Change in percent with earnings	1.3	2.6	-5.5	5.4
Change in overall average earnings	$1,487	$346	$2,076	$1,524
Employment in 2009 and 2010 (%)				
No earnings either year	32.2	47.4	6.5	41.5
Earnings in 2009 only	11.6	13.2	8.8	12.6
Earnings in 2010 only	12.9	15.8	3.4	18.0
Earnings in both years	43.3	23.6	81.3	28.0

Source: April 2011 WIPA ETO data matched to the abbreviated TRF10 and annual IRS earnings data. Sample includes WIPA enrollees with entry dates between October 1, 2009, and December 31, 2009, and who were SSI or DI beneficiaries at entry, matched to the abbreviated TRF10, and had employment goals at the baseline assessment.

[24] Note that about 10 percent of those who reported that they were working at WIPA program entry in 2009, had no earnings recorded in the 2009 IRS data. This could be because beneficiaries misreported their employment status, CWICs inaccurately recorded their status in ETO, or because earnings were not reported to the IRS.

B. Multivariate Analyses

To analyze the relationship between employment outcomes and WIPA services received by beneficiaries, we produced a set of multivariate regression models estimating the likelihood of WIPA enrollees having any earnings in 2010, and models of changes in the level of annual earnings from 2009 to 2010. These models included generally the same set of explanatory variables included in the regression models described in Chapter V, which primarily represent personal characteristics likely to be associated with employment and earnings. In addition, variables reflecting WIPA service hours and particular employment-related suggestions made by CWICs were included to specifically analyze how WIPA services are related to employment outcomes, after controlling for other personal characteristics.

In what follows, we describe the general findings of these models, focusing on those relevant to WIPA services. Detailed estimates from the regression models are provided in Appendix C.

1. Likelihood of Earnings in 2010

We first estimated a general model of the likelihood of having any earnings in 2010 among all sample members, regardless of entry date (Appendix Table C.1). Many of the findings with respect to the personal characteristics are consistent with the descriptive findings presented in Section A. With other characteristics held constant, younger beneficiaries were more likely to have earnings than older beneficiaries, females were more likely than males to have earnings, and DI-only beneficiaries were more likely than others to have earnings, as were those with intellectual disabilities, those who were working or looking for work at entry, and those with an employment goal. DACs were significantly less likely to have earnings compared with others, as were those with education goals at intake. A few variables were significant in the regression model but did not stand out in the descriptive statistics. In addition to those with intellectual disabilities, those with psychiatric conditions were significantly more likely to have earnings in 2010, relative to beneficiaries with other primary diagnoses, and those with a high school level of education were significantly less likely to have earnings than others. Although clear patterns are apparent in the descriptive statistics, time since initial eligibility for disability benefits and the level of SSA benefits were not significant predictors of having earnings, after controlling for other characteristics. In a similar model estimated only for sample members under age 30 (Appendix Table C.2), far fewer characteristics are significantly associated with earnings, but those that are significant are consistent with the model estimated for the full sample. In addition, younger beneficiaries with representative payees were significantly less likely than others to have earnings, and those on the rolls for less than 24 months and for 60 to 119 months were significantly less likely to have earnings in 2010 relative to others.

WIPA service intensity was significantly associated with the likelihood of having earnings in 2010. In all models, those receiving more than six hours of WIPA services were significantly more likely than those receiving less than three hours to have earnings. Those with three to six hours of service were also more likely than those with fewer service hours to have earnings in the full sample model. This relationship might reflect more intensive WIPA services having a positive effect on employment, but it might also indicate that those who are working require more WIPA services and CWICs are focusing their efforts on those individuals.

To explore whether CWIC suggestions to beneficiaries to seek employment or take job offers were significantly associated with the likelihood of having earnings in 2010, we estimated a model of the likelihood of earnings in 2010 among all WIPA enrollees who entered the program during calendar year 2009 and who were not employed at entry (Appendix Table C. 3). Thus, any earnings

observed in the 2010 annual IRS data would represent new employment and earnings occurring after WIPA program entry. Somewhat surprisingly, the variable representing CWIC suggestions to seek employment or take a job was significant and *negatively* associated with having earnings in 2010. In other words, those to whom CWICs made suggestions to look for employment were significantly less likely to work in 2010, after holding other personal characteristics constant. We do not believe these findings indicate that CWIC suggestions had a negative impact on employment. Rather, we think that CWICs were more likely to make such suggestions to those who were less interested in employment in the near term. It is unlikely that CWICs would need to prompt beneficiaries already motivated to work with suggestions to seek employment, so they probably only made such a suggestion to those who were good employment candidates but who were in earlier stages of employment readiness. Although we controlled for employment goals and for whether these nonworking beneficiaries were actively seeking employment at entry, these and other variables included in the model likely do not fully reflect and control for individual motivation and readiness to find a job.

Similar to the findings of the models already described, those receiving more hours of WIPA services were significantly more likely to have earnings in 2010. As with the similar findings for those using SSA work supports, we cannot necessarily attribute the greater likelihood of earnings to greater use of WIPA services; those who would have worked in the absence of WIPA services might be more likely to use more WIPA services (or WIPAs may be more willing to provide more intensive services to them) by virtue of their employment status. The findings with respect to WIPA service hours and CWIC suggestions to seek employment or take a job offer were significant and consistent with the findings already described in models estimated separately for those under age 30, DI beneficiaries, and SSI recipients (Appendix Tables C.4–C.6).

2. Changes in Annual Earnings 2009–2010

a. Likelihood of an Increase in Earnings

To explore whether there was any significant relationship between WIPA services (service hours and CWIC suggestions) and changes in annual earnings between 2009 and 2010, we first estimated a model of the likelihood of experiencing an earnings increase from 2009 to 2010 among all WIPA enrollees who entered WIPA services in calendar year 2009 (Appendix Tables C.7–C.10). We limited the analysis to this group so that any changes in earnings observed in 2010 would represent those occurring after entry into WIPA services.

Among the characteristics that were significantly associated with experiencing an increase in annual earnings, after holding other characteristics constant, were the following: younger beneficiaries were more likely to experience an increase; females were more likely to experience an increase in earnings than males; and DI-only beneficiaries, those with musculoskeletal conditions and mental retardation, and those employed or looking for work at entry were more likely than others to experience an earnings increase. WIPA enrollees with education goals and those with a high school level of education were significantly less likely to experience an increase in annual earnings in 2010. Similar to other analyses presented in this report, those receiving more WIPA service hours were significantly more likely to experience an earnings increase in 2010.

With respect to CWIC suggestions, similar to the analyses of the likelihood of employment, the variable representing CWIC suggestions to look for a job or take a job offer is significant and negatively associated with experiencing an annual earnings increase from 2009 to 2010. For the reasons already discussed, we think this finding is due to CWICs making such suggestions to those

who were least likely to become employed. The variable reflecting CWIC suggestions to increase work hours or seek a promotions is significant and positively associated with the likelihood of experiencing an increase in earnings between 2009 and 2010. As with other findings presented in this report, we cannot necessarily interpret this to mean that the CWIC suggestions were instrumental in causing the increase in earnings. CWICs may have made this suggestion primarily to those already predisposed to increase their earnings in the absence of WIPA services. All we can conclude is that there is a significant association in the direction we might expect after controlling for other characteristics.

The findings with respect to both types of CWIC suggestions were consistent in the earnings increase models we estimated separately for individuals under age 30, DI beneficiaries, and SSI recipients.

It is important to note that the findings presented here and in the next section might be affected by the fact that we used annual IRS earnings data and focused on beneficiaries who enrolled in the WIPA program during the last quarter of 2009 (between October 1 and December 31). If beneficiaries enrolled in the WIPA program shortly before or after they began working, then the annual IRS data will only reflect earnings during the last few months of 2009, but will reflect the earnings of these working beneficiaries in all 12 months of 2010. Thus, the findings might overstate the relationships between WIPA service use and earnings changes simply because of the annual nature of the IRS data, the timing of when beneficiaries sought WIPA services relative to when they become employed, and because we analyzed a group that entered WIPA services late in 2009.

b. Changes in the Level of Annual Earnings

To further explore the relationship between CWIC suggestions and changes in earnings, we estimated an ordinary least-squares regression model of the change in annual earnings from 2009 to 2010, where the dependent variable is equal to 2010 earnings minus 2009 earnings (see Appendix Table C.11). The model was estimated for those who entered WIPA services in calendar year 2009 so that the earnings changes observed would represent those occurring after WIPA service entry. Along with the control variables included in the other regressions, we included two variables representing CWIC suggestions: suggested increasing hours or seeking a promotion, and suggested earning enough to leave benefits. In this model, the suggestion to increase hours or seek a promotion was not a significant predictor of annual earnings changes from 2009 to 2010, as it was in model described in the previous section. This was also true in models we estimated separately for those under age 30, DI beneficiaries, and SSI recipients. The CWIC suggestion to earn enough to leave benefits was significant and positively associated with higher earnings in 2010 compared with 2009. In other words, those to whom CWICs suggested earning enough to leave benefits experienced greater increases in annual earnings from 2009 to 2010 than did other WIPA enrollees. However, this significant association persisted only in the model estimated separately for DI beneficiaries, and not in the models estimated for those under age 30 or SSI recipients. As with other findings with respect to WIPA suggestions, we cannot interpret this to mean that the suggestion caused the beneficiaries to increase their earnings. We can only conclude is that there is a significant association, after controlling for other characteristics that might be suggestive of WIPA influence on employment outcomes.

Another finding of interest from the annual earnings change models is a variable we included to represent beneficiaries whose SSA benefits were suspended or terminated because of earnings during the month before WIPA entry in 2009. Other characteristics held constant, this variable is significant and has a negative relationship with annual earnings changes from 2009 to 2010. This

finding might reflect volatility in the earnings of beneficiaries, a volatility that has been found in other studies of beneficiary employment (Livermore et al. 2010; Stapleton et al. 2010). Some of those with earnings high enough to have SSA benefits cease before WIPA program entry might experience difficulty sustaining a high level of earnings over an extended period, and might be seeking WIPA assistance because their employment is in jeopardy.

This page has been left blank for double-sided copying.

VII. BENEFIT REDUCTIONS AND CESSATIONS DUE TO WORK

In this chapter, we present information on the extent to which the SSA benefits of WIPA enrollees were reduced and ceased entirely because of earnings. We first present descriptive statistics on benefit reductions and cessations due to work during the nine months following entry into the WIPA program. We then present the findings of multivariate models of the likelihood of benefit cessation at any time between WIPA program entry and December 31, 2010, the last month for which data on SSA benefit receipt are available.

A. Descriptive Statistics

1. Benefits Forgone for Work

To analyze the extent to which benefits were reduced because of earnings among WIPA enrollees, we developed a measure of Benefits Forgone for Work (BFFW). For working beneficiaries, BFFW is equal to the difference between the amount of benefits that would have been paid to a beneficiary if the beneficiary had no earnings and the amount that was actually paid; for all others, BFFW is zero. For DI beneficiaries, benefits are only reduced after a beneficiary completes the TWP and continues to work and earn above the SGA level. Thus, for this analysis, each month that DI benefits are suspended or terminated because of earnings is considered a month with benefits forgone.[25] The benefit paid in the last month before the suspension or termination occurred is counted as the amount forgone.[26]

For SSI recipients, each month during which SSI payments are completely suspended or terminated because of earnings is also considered a month with benefits forgone. To determine the amount forgone in these months, we use information on unearned income from the last month in which the beneficiary received an SSI payment to estimate the payment they would have received in the BFFW month if they had no earned income (and had the same level of unearned income as before). For this estimate, we take the difference between the maximum individual SSI payment in the BFFW month and the beneficiary's countable unearned income (half of unearned income, minus any deductions or exclusions) for the most recent month when an SSI payment was made, and consider this value to be the amount forgone due to earnings.

In addition to a complete suspension or termination of payments, SSI recipients can partially forego SSI payments due to earnings because SSI payments are reduced by $1 for every $2 of earnings after a $65 earned income disregard and possibly other disregards (for example, the $20 general income disregard and IRWE). In such cases, we calculated the amount foregone as the amount of "countable earned income." The countable earned income variable recorded in the TRF10 is equal to one-half of the remaining monthly earnings after all earnings disregards have been applied. Thus, we assumed that the SSI payment was reduced by the amount of countable earned income, and that is the amount forgone because of earnings.

---

[25] Benefit suspension or termination because of earnings is determined based on a constructed variable in the TRF10 reflecting this status.

[26] If the last payment was made in a previous year, the amount is adjusted to reflect increases in benefit amounts. While there was no cost of living adjustment to benefits between 2009 and 2010, the most recent payment for some sample members was made in an earlier year, making the adjustment necessary in some cases.

In some cases, a beneficiary was not paid a benefit in the last month before benefits were reduced, suspended, or terminated due to earnings. For example, this can occur if the beneficiary had high unearned income, was institutionalized, or had received an overpayment in previous months. In these cases, we consider months with countable earned income or benefits suspended or terminated for work as months with benefits forgone, but calculated the amount forgone as zero.

Most WIPA enrollees did not experience any BFFW months during the nine months following WIPA program entry (Table VII.1); overall, about 16 percent experienced such reductions in at least one month. Those employed at entry (33.5 percent) were much more likely than others to experience at least one BFFW month during the nine months following entry, as were those with a benefit reduction goal (22.4 percent). Those considering employment (7.5 percent) and looking for work at entry (8.5 percent) were least likely to experience at least one BFFW month. Although the likelihood of having a BFFW month varies substantially across the groups, conditional on having one such month, the average number of BFFW months during the nine months after entry did not vary markedly across the groups. Overall, the mean number of BFFW months was 4.3, ranging from a low of 3.8 among those looking for work at entry to a high of 4.6 among those employed at entry.

During BFFW months, WIPA enrollees experienced an average benefit reduction of $229. The average benefit reduction was substantially higher among those with benefit reduction and cessation goals ($275 and $328, respectively). The average monthly benefit reduction during BFFW months was lowest among those looking for work at entry ($178). Total average benefit reductions followed a similar pattern. On average, WIPA enrollees with at least one BFFW month experienced a total benefit reduction of $986 during the nine months after WIPA program entry. Average total benefit reductions were highest for those with benefit reduction ($1,161) and cessation ($1,360) goals, and lowest for those looking for work at entry ($672).

In total, we estimate that our sample of WIPA enrollees experienced $1,723,464 in benefit reductions due to earnings during the nine months after WIPA program entry. This level of benefit reduction might seem modest in light of the $23 million that SSA expends on the WIPA program each year, but it is important to note that the sample studied here represents a small group of beneficiaries who enrolled in WIPA services during a six-month period, and accounts for benefit reductions during only a short window of time after entry. When we convert the nine-month savings estimate into an annual estimate for a 12-month cohort of WIPA enrollees, the amount is equal to $4,308,660, or about 19 percent of the annual WIPA program costs.[27] While still modest, one should keep in mind that significant savings can accrue to SSA over time when beneficiaries reduce their benefits and leave the rolls because of earnings for extended periods.

[27] The annualized benefit reduction for a 12-month cohort is calculated as the 9-month benefit reduction amount for the six-month cohort analyzed ($1,723,464) multiplied by 1.25 to represent a full year, and then multiplied by two to represent a 12-month cohort. This figure assumes that the average monthly benefit reductions observed during the nine months analyzed would be the same for a full 12 months, and that additional six month of WIPA enrollees would be equal in number to the six-month cohort analyzed and have average benefit reductions in the amounts observed for that cohort.

Table VII.1. SSA Benefit Reductions Because of Earnings During the Nine Months Following WIPA Program Entry

		Employment Status at Entry			Goals at Baseline Assessment				
	All	Considering Employ-ment	Working/ Self-Employed	Looking for Work/ Offer Pending	Has Employ-ment Goal	Has Education Goal or is Pursuing Education	Has Benefit Reduction Goal	Has Benefit Cessation Goal	No Goal or No Baseline Assess-ment
Number	11,277	2,780	3,213	4,990	7,667	2,443	2,411	1,414	2,995
Percent of sample	100.0	24.7	28.5	44.2	68.0	21.7	21.4	12.5	26.6
Percent with at least one BFFW month during 9 months after entry	15.5	7.5	33.5	8.7	16.0	13.6	22.4	18.5	15.0
Number of BFFW months during 9 months after entry (%)									
0	84.5	92.5	66.5	91.3	84.0	86.4	77.6	81.5	85.0
1 to 3	8.9	4.2	18.9	5.4	9.1	8.1	13.1	10.8	8.7
4 to 6	1.7	1.3	2.6	1.4	1.8	1.7	2.6	2.1	1.6
7 to 9	4.9	2.1	12.1	1.9	5.2	3.8	6.7	5.6	4.7
Mean number of BFFW months among those with one or more BFFW months	4.3	4.1	4.6	3.8	4.4	4.1	4.2	4.2	4.2
Mean monthly benefit reduction during BFFW months	$229	$218	$248	$178	$225	$242	$275	$328	$230
Mean total benefit reduction during 9 months after entry among those with any BFFW months	$986	$894	$1,128	$672	$987	$993	$1,161	$1,360	$976

Source: April 2011 WIPA ETO data matched to the abbreviated TRF10. Sample includes WIPA enrollees with entry dates between October 1, 2009, and March 31, 2010, who were SSI or DI beneficiaries at entry, and matched to the abbreviated TRF10.

2. Benefit Suspension or Termination Due to Work

An ultimate goal of TTW and the other SSA work supports is to help beneficiaries achieve a level of earnings that eliminates their dependence on SSI and DI benefits. However, leaving the rolls because of earnings is generally an infrequent occurrence. For example, Schimmel and Stapleton (2011) found that about 0.8 percent of all SSI and DI beneficiaries ages 18 to 64 experienced their first month in nonpay status due to benefit suspension or termination for work in each year from 2002 to 2006.

In Table VII.2 we present statistics on the percentage of WIPA enrollees who were in NSTW for at least one month between WIPA program entry and the end of December 2010. Overall, 6.9 percent of the sample experienced an NSTW month by the end of 2010, or nine to 15 months after WIPA program entry. The percentage with an NSTW month varies considerably by personal characteristics. Percentages are highest for concurrent beneficiaries (20.9 percent),[28] those ages 25-29 (14.9 percent), and those who first came on the disability rolls between age 18 and 24 (12.7 percent). DI-only beneficiaries, those with monthly SSA benefits exceeding $1,500, those on the disability rolls for less than 24 months, and those who were age 55 or older when they first became eligible for disability benefits have the lowest NSTW rates, all at about three percent or less. These findings are not surprising for several reasons: the DI work incentives make it unlikely that DI-only beneficiaries would leave the rolls within two years of starting work; those on the rolls for fewer than 12 months would jeopardize their eligibility for SSI and DI if they worked above SGA, and DI beneficiaries on the rolls for fewer than 24 months would jeopardize their eligibility for Medicare; there is a greater opportunity cost of leaving the rolls for those with high disability benefits; and older individuals are both more likely to be DI beneficiaries and to have higher benefits, but also might be less able or inclined to work as they approach retirement age. Among those who were in NSTW during the month before they began WIPA services, about 91 percent had at least one additional NSTW month after entering WIPA services.

In Table VII.3, we present additional NSTW statistics for subgroups defined by employment status at entry and goals, and differentiated by whether they were in NSTW during the month before WIPA entry. NSTW percentages were highest among those who were working or self-employed at intake (14.8 percent) and among those with a benefit cessation goal (9.8 percent). Most sample members with NSTW months experienced either very few months of NSTW (1 to 3) or else were in NSTW for most of the nine-month period (7 to 9 months). Those with at least one month of NSTW spent an average of four months suspended or terminated for work. This did not vary markedly across the employment status and goal groupings.

Not surprisingly, the large majority of those in NSTW during the month before WIPA program entry experienced at least one NSTW month during the nine months after entry (90.7 percent). This group represented the majority (about 68 percent) of the 7 percent of WIPA enrollees in our sample who experienced at least one NSTW month during the nine months following program entry. There was large variation in this likelihood across the employment status and goal subgroups, but the small

[28] In computing the NSTW rates shown in Table V.2, we counted concurrent beneficiaries as NSTW if they were NSTW for either the DI or SSI program. Program-specific NSTW rates for concurrent beneficiaries were: 20.9 percent for either SSI or DI; 20.5 percent for SSI; 1.7 percent for DI; and 1.8 percent for both SSI and DI.

Table VII.2. Percent with NSTW at Least One Month After WIPA Entry Through December 2010

	Number	Percentage With at Least One NSTW Month After WIPA Program Entry Through December 2010
All	11,277	6.9
Program status at entry		
SSI-only	2,810	4.2
Concurrent	2,837	20.9[a]
DI-only	5,630	2.3
Sex		
Male	5,774	7.3
Female	5,503	7.6
Age		
Less than 25	1,637	5.5
25 to 29	932	14.9
30 to 34	862	10.4
35 to 39	1,044	8.7
40 to 44	1,301	9.3
45 to 54	3,365	6.4
55 and over	2,136	4.2
Education		
Less than high school	948	6.3
High school or equivalent	3,132	9.2
More than high school	3,112	7.0
Unknown	4,085	6.6
Primary diagnosis		
Mental illness	4,984	8.1
Musculoskeletal	1,424	5.8
Mental retardation	1,322	9.8
Sensory/communication	548	9.1
Other nervous system	724	5.9
Other	2,275	5.6
Monthly SSA benefit at entry		
Less than $500	3,218	8.4
$500-$999	4,308	10.4
$1,000-$1,500	2,336	3.9
More than $1,500	1,415	2.1
Months since initial disability eligibility		
Less than 24	1,525	3.2
24 to 59	2,159	5.2
60 to 119	2,561	7.2
120 or more	5,031	9.8
Age at initial disability eligibility		
Less than 18	1,951	9.3
18 to 24	2,133	12.7
25 to 34	2,379	7.4
35 to 44	2,252	5.1
45 to 54	1,765	4.4
55 and over	795	2.0
Representative payee	3,383	9.5
Disabled adult child	600	5.7
NSTW month before entry	535	90.7

Source: April 2011 WIPA ETO data matched to the abbreviated TRF10 and IRS earnings data. Sample includes WIPA enrollees with entry dates between October 1, 2009, and March 31, 2010, who were SSI or DI beneficiaries at entry, and matched to the abbreviated TRF10.

[a] Concurrent beneficiaries are counted as NSTW in the statistics shown if they are NSTW for either DI or SSI.

Table VII.3. NSTW Months During the Nine Months Following WIPA Program Entry

		Employment Status at Entry			Goals at Baseline Assessment				
	All	Con-Sidering Employ-ment	Working/ Self-Employed	Looking For Work/ Offer Pending	Has Employ-ment Goal	Has Education Goal or is Pursuing Education	Has Benefit Reduction Goal	Has Benefit Cessation Goal	No Goal or No Baseline Assess-ment
All									
Number	11,277	2,780	3,213	4,990	7,667	2,443	2,411	1,414	2,995
Percent of sample	100.0	24.7	28.5	44.2	68.0	21.7	21.4	12.5	26.6
Percent with at least one NSTW month during 9 months after entry	6.9	3.5	14.8	3.6	7.0	5.4	8.6	9.8	7.3
Number of NSTW months during 9 months after entry (%)									
0	93.1	96.5	85.2	96.3	93.0	94.6	91.4	90.2	92.8
1 to 3	4.0	1.9	8.4	2.2	4.0	3.0	5.0	5.7	4.4
4 to 6	0.7	0.4	1.4	0.4	0.7	0.6	1.2	1.4	0.6
7 to 9	2.2	1.2	4.9	1.1	2.3	1.8	2.4	2.7	2.3
Mean number of NSTW months among those with one or more	4.0	3.9	4.2	3.6	4.0	4.1	3.7	3.7	3.9
WIPA Enrollees NSTW Month Before Entry									
Number	535	54	347	121	376	92	138	86	141
Percent of sample	4.7	0.5	3.1	1.1	3.3	0.8	1.2	0.8	1.3
Percent with at least one NSTW month during 9 months after entry	90.7	94.4	91.6	84.1	89.6	91.3	87.0	93.0	95.3
Number of NSTW months during 9 months after entry (%)									
0	9.3	5.6	8.4	14.9	10.4	8.7	13.0	7.0	5.7
1 to 3	51.4	53.7	50.4	52.1	48.7	47.8	50.0	54.7	59.6
4 to 6	5.2	0.0	5.8	5.0	6.1	7.6	8.0	8.1	3.5
7 to 9	34.0	40.7	35.4	28.1	34.8	35.9	29.0	30.2	31.2
Mean number of NSTW months among those with one or more	4.7	4.9	4.8	4.3	4.8	4.8	4.5	4.4	4.2
WIPA Enrollees NOT NSTW Month Before Entry									
Number	10,742	2,726	2,866	4,869	7,291	2,351	2,273	1,328	2,854
Percent of sample	95.3	24.2	25.4	43.2	64.7	20.8	20.2	11.8	25.3
Percent with at least one NSTW month during 9 months after entry	2.7	1.7	5.5	1.7	2.7	2.0	5.9	4.4	2.9

Table VII.3 *(continued)*

		Employment Status at Entry			Goals at Baseline Assessment				
	All	Con-Sidering Employ-ment	Working/ Self-Employed	Looking For Work/ Offer Pending	Has Employ-ment Goal	Has Education Goal or is Pursuing Education	Has Benefit Reduction Goal	Has Benefit Cessation Goal	No Goal or No Baseline Assess-ment
Number of NSTW months during 9 months after intake (%)									
0	97.3	98.3	94.5	98.3	97.3	98.0	96.1	95.6	97.1
1 to 3	1.6	0.9	3.3	1.0	1.7	1.2	2.3	2.5	1.6
4 to 6	0.5	0.4	0.9	0.2	0.5	0.3	0.8	1.0	0.5
7 to 9	0.6	0.4	1.3	0.4	0.6	0.4	0.7	0.9	0.8
Mean number of NSTW months among those with one or more	3.0	3.0	3.2	2.9	2.9	3.0	2.9	2.9	3.4

Source: April 2011 WIPA ETO data matched to the abbreviated TRF10. Sample includes WIPA enrollees with entry dates between October 1, 2009, and March 31, 2010, who were SSI or DI beneficiaries at entry, and matched to the abbreviated TRF10.

sample sizes for these groups likely contributed to that variation. The mean number of NSTW months for this group (4.7) was somewhat higher than the full sample average (4.0).

Among sample members who were not NSTW during the month before WIPA program entry, 2.7 percent experienced at least one NSTW month during the nine months after WIPA program entry. Although small in absolute terms, this percentage is much higher than the 0.8 percent of beneficiaries who newly experience NSTW during a calendar year reported by Schimmel and Stapleton (2011). Not surprisingly, those working at entry were much more likely (5.5 percent) to experience NSTW, compared with others. Those with benefit reduction and cessation goals also were much more likely to have at least one NSTW month (5.9 percent and 4.4 percent, respectively). Mean number of NSTW months among those experiencing at least one such month was 3.0 overall and did not vary substantially across the subgroups.

B. Multivariate Analyses

To analyze the relationship between WIPA services received by beneficiaries and the likelihood that beneficiaries left disability benefits because of earnings, we produced a set of multivariate regression (logit) models estimating the likelihood that WIPA enrollees were in NSTW during any month after WIPA program entry through December 2010. The models were estimated on the full sample of WIPA enrollees but included a control variable for NSTW during the month before WIPA program entry.[29] The NSTW models included generally the same set of explanatory variables included in the regression models described previously, which represent personal characteristics likely to be associated with employment, earnings, and benefit cessations. In addition, variables reflecting WIPA service hours and CWIC suggestions for beneficiaries to earn enough to leave the rolls were included to specifically analyze how WIPA services are related to benefit cessations due to work, after controlling for other personal characteristics.

The regression model estimates are provided in Appendix D (Appendix Tables D.1–D.4). Other characteristics held constant, WIPA enrollees ages 25–29 and 40–44 were significantly more likely than others to have at least one NSTW month, as were concurrent beneficiaries, those with education beyond high school, those with low monthly SSA benefits (less than $500), those who were employed at WIPA program entry, and those who were in NSTW during the month before entering WIPA services. DACs, those on the disability rolls for less than five years, and beneficiaries with education goals were significantly less likely than others to have at least one NSTW month.

With respect to the WIPA service variables included in the model, as in other analyses, enrollees receiving more than six hours of WIPA services were significantly more likely than others to have an NSTW month. We also find that beneficiaries to whom CWICs suggested earning enough to leave benefits were significantly more likely to have NSTW months than other beneficiaries. This finding persists in models estimated separately for DI beneficiaries and SSI recipients, but is not replicated in the model estimated for those under age 30. As with similar findings discussed in this report with respect to WIPA suggestions, we cannot interpret this to mean that the CWIC suggestion caused a change in the percentage with NSTW months. We can only conclude that there is a significant

[29] We also estimated models for the sample of WIPA enrollees who were not in NSTW during the month before WIPA entry (and excluding the NSTW control variable). The findings did not differ substantively from those of the models presented in Appendix D.

association after controlling for other characteristics that might be suggestive of WIPA influence on the likelihood of at least one NSTW among WIPA enrollees.

This page has been left blank for double-sided copying.

VIII. CONCLUSIONS

The primary objective of the WIPA program is to assist SSA beneficiaries with transitioning from dependence on public benefits to paid employment and greater economic self-sufficiency. Several findings of our analysis suggest that the WIPA programs are meeting this objective to some extent. First, the majority (about 75 percent) of beneficiaries who enroll in WIPA services are employed or actively seeking employment at the time they first enter services. Thus, WIPA services are largely being provided to the beneficiaries targeted by the program, and more than half 55 percent) of those receiving services have earnings at some point during the nine to 15 months following service entry. Second, some of the findings suggest that WIPA services might be associated with positive employment outcomes, although they are far from definitive:

- Other characteristics held constant, receipt of more-intensive WIPA services (as measured by hours of service) is significantly associated with a greater likelihood of using all of the SSA work supports examined, and CWIC discussion of TWP and PASS with WIPA enrollees is significantly associated with greater use of those supports.
- Other characteristics held constant, those receiving more-intensive WIPA services are significantly more likely to have earnings in 2010 and to experience increases in earnings between 2009 and 2010. CWIC suggestions to increase work hours, seek a promotion, and earn enough to leave benefits are significantly associated with earnings increases between 2009 and 2010.
- Other characteristics held constant, those receiving more-intensive WIPA services are significantly more likely than others to have their benefits suspended or terminated for at least one month at some point between WIPA program entry and the end of December 2010. CWIC suggestions to earn enough to leave the disability rolls are significantly associated with higher rates of benefit cessation.

As emphasized throughout the report, in interpreting the findings it is important to keep in mind that the significant relationships noted above do not necessarily mean that WIPA services *caused* the observed changes in work support use, employment, and benefit reductions. It may be that CWICs were more likely to discuss work supports and make employment-related suggestions to those already most likely to become employed. The finding that CWIC suggestions for nonworking beneficiaries to seek employment are significantly and negatively associated with the likelihood of employment in 2010 is a prominent example of how selection might be affecting the findings. We do not interpret this finding to mean that the CWIC suggestions *caused* beneficiaries to not be employed, rather, we think that the suggestions were being made to those who needed more prompting and who were less likely to work even in the absence of WIPA services. In all cases, we do not know what WIPA enrollees would have done in the absence of WIPA services; it is likely that many would have experienced the same employment outcomes with or without WIPA services. The findings are only suggestive of the possibility that WIPA services have a positive impact on employment outcomes.

It is also important to keep in mind that we were able to follow WIPA enrollees for only a short period of time. We observed their use of work supports, employment, and benefit cessations in the administrative data covering a period following WIPA program entry of between nine and 15 months, depending on when they first entered WIPA services. As noted previously, this is a relatively short period of time given what might be required for some nonworking beneficiaries to

prepare for and find suitable employment and to begin working at levels that would make their use of many of the SSA work supports relevant. The fact that many were able to do so in a relatively short period of time is an encouraging finding.

In total, we estimated that our sample of WIPA enrollees experienced $1,723,464 in benefit reductions due to earnings during the nine months after WIPA program entry. When we convert this estimate into an annual amount for a 12-month cohort of WIPA enrollees, it is equal to $4,308,660, or about 19 percent of the $23 million in annual WIPA program costs. While these savings might seem modest, it is also the case that significant savings can accrue to SSA over time when beneficiaries reduce their benefits and leave the rolls because of earnings for extended periods.

Finally, it is important to keep in mind that while the emphasis of the WIPA program is to promote employment and facilitate greater self-sufficiency, employment may not necessarily be a realistic near-term goal for all beneficiaries seeking WIPA services, and although WIPAs provide information and assistance to facilitate work, their services are not intended to address every potential barrier to employment experienced by beneficiaries. Beneficiaries who want to work face formidable obstacles, including poor health, low levels of education, poverty, discrimination, lack of accommodations, and a variety of work disincentives inherent in the SSA and other public assistance programs. In light of these, the assistance provided by WIPA programs might seem insignificant in terms of its potential contribution to employment success. But we cannot underestimate the need for information and for resources to help beneficiaries make informed choices. The rules governing how earnings affect SSI and DI benefits are extremely complicated and fear of losing benefits is often cited as an employment barrier among work-oriented beneficiaries (Livermore et al. 2009a). Thus, resources like the WIPA programs have an important place in the arsenal of supports available to SSI and DI beneficiaries who want to work.

REFERENCES

Altshuler, Norma, Sarah Prenovitz, Bonnie O'Day, and Gina Livermore. "Provider Experiences under the Revised Ticket to Work Regulations." Washington, DC: Mathematica Policy Research, 2011.

Bureau of Labor Statistics. "Employment Status and Disability Status, December 2009." Washington, DC: U.S. Department of Labor. Accessed September 12, 2011. Available at: [http://www.bls.gov/cps/cpsdisability_122009.htm].

Farber, Henry S. "Job Loss in the Great Recession: Historial Perspective from the Displaced Workers Survey, 1984-2010." NBER Working Paper No. 17040. Cambridge, MA: National Bureau of Economic Research, May 2011.

Kennedy, Lenna, D. "OASDI Beneficiaries and SSI Recipients with Representative Payees." Social Security Bulletin, vol. 58, no. 4, 1995.

Livermore, Gina A. "Wage Reporting and Earnings-Related Overpayments in the Social Security Disability Programs: Status, Implications, and Suggestions for Improvement." Washington, DC: Ticket to Work and Work Incentives Advisory Panel, May 2003.

Livermore, Gina, and Sarah Prenovitz. "Benefits Planning, Assistance, and Outreach (BPAO) Service User Characteristics and Use of Work Incentives." Report No. 6. In Work Activity and Use of Employment Supports Under the Original Ticket to Work Regulations. Washington, DC: Mathematica Policy Research, 2010.

Livermore, Gina, Allison Roche, and Sarah Prenovitz. "Longitudinal Experiences of an Early Cohort of Ticket to Work Participants." Work Activity and Use of Employment Supports Under the Original Ticket to Work Regulations Report No. 9. Washington, DC: Mathematica Policy Research, 2010.

Livermore, Gina, Allison Roche, and Sarah Prenovitz. "SSI and DI Beneficiaries with Work-Related Goals and Expectations." Report No. 5. In Work Activity and Use of Employment Supports Under the Original Ticket to Work Regulations. Washington, DC: Mathematica Policy Research, 2009a.

Livermore, Gina, Debra Wright, Allison Roche, and Eric Grau. "2006 National Beneficiary Survey: Background and Statistical Tables." Work Activity and Use of Employment Supports Under the Original Ticket to Work Regulations Report No. 4. Washington, DC: Mathematica Policy Research, 2009b.

O'Day, Bonnie, Allison Roche, Norma Altshuler, Liz Clary, and Krista Harrison. "Process Evaluation of the Work Incentives Planning and Assistance Program." Work Activity and Use of Employment Supports Under the Original Ticket to Work Regulations Report No. 1. Washington, DC: Mathematica Policy Research, 2009.

Peikes, Deborah, Sean Orzol, Lorenzo Moreno, and Nora Paxton. "State Partnership Initiative: Selection of Comparison Groups for the Evaluation and Selected Impact Estimates." Princeton, NJ: Mathematica Policy Research, October 31, 2005.

Schimmel, Jody, Bonnie O'Day, Allison Roche, Gina Livermore, and Dominic Harris. "Evaluation of the Work Incentives Planning and Assistance (WIPA) Program: Beneficiaries Served, Services Provided and Program Costs." Washington, DC: Mathematica Policy Research, 2010.

Schimmel, Jody, and David C. Stapleton. "Disability Benefits Suspended or Terminated because of Work." Social Security Bulletin, vol. 71, no. 3, 2011.

Social Security Administration. "Cooperative Agreements for Work Incentives Planning and Assistance Projects; Program Announcement No. SSA-OESP-06-1." Baltimore, MD: SSA, 2006.

Social Security Administration. "Monthly Statistical Snapshot, December 2009." Social Security Bulletin, vol. 70, no. 1, 2010.

Social Security Administration. "Annual Statistical Report on the Social Security Disability Insurance Program, 2010." Baltimore, MD: SSA, 2011.

Social Security Administration. 2011 Red Book: A Summary Guide to Employment Supports for Persons with Disabilities under the Social Security Disability Insurance and Supplemental Security Income Programs. Baltimore, MD: Social Security Administration, 2011. Available at [http://www.ssa.gov/redbook/eng/The%20Red%20Book%202011.pdf].

Virginia Commonwealth University. "CWIC Training Manual (2010)." Available at [http://www.vcu-ntc.org/resources/cwicmanual.cfm].

APPENDIX A

VARIABLES USED IN THE MULTIVARIATE ANALYSES

This page has been left blank for double-sided copying.

Regression Variables

Throughout this report, we discuss the findings from multivariate analyses using logistical and ordinary least-squares regression models that were conducted to assess the determinants of a number of outcomes related to use of work supports, employment, earnings changes, and benefit cessations due to earnings. In Table A.1, we define the variables that were used in these analyses (presented in Appendices B–D). Unless otherwise noted in Table A.1, all variables used in the regression models were based on data from the abbreviated TRF10.

Tests of Multicollinearity

For most of the models estimated, a standard set of approximately 40 explanatory variables were included. In some instances, additional or different explanatory variables were included to test specific relationships. Because of the large number of variables included in the models, and because a few of the explanatory variables might be highly correlated with one another, we computed the variance inflation factors (VIFs) to assess the degree to which multicollinearity might be an issue in selected regression models. The VIF measures the impact of collinearity among the explanatory variables in a regression model on the precision of estimates. Typically, a VIF value greater than 10 is of concern, but lower values (such as 2.5 and 5) also have been proposed as more conservative thresholds for indicating potential multicollinearity. Among the original explanatory variables included in most of the regression analyses, only two were identified as being potentially problematic based on their VIF values—the variable representing SSI-only status, and the variable representing monthly SSA benefits of less than $500. We excluded the SSA benefit variables in selected regressions to minimize the likelihood of multicollinearity.

Table A.1. Variables Used in the Multivariate Regression Analyses

Variable Name	Description	Full Sample Mean
Explanatory Variables		
Age		
Age < 25	= 1 If age less than 25 at intake date; 0 otherwise.	0.15
Age 25-29	= 1 If age 25-29 at intake date; 0 otherwise.	0.08
Age 30-34	= 1 If age 30-34 at intake date; 0 otherwise.	0.08
Age 35-39	= 1 If age 35-39 at intake date; 0 otherwise.	0.09
Age 40-44	= 1 If age 40-44 at intake date; 0 otherwise.	0.12
Age 45-54	= 1 If age 45-54 at intake date; 0 otherwise.	0.30
Omitted = Age 55 +	= 1 If age 55 or greater at intake date; 0 otherwise.	0.19
Education	Based on ETO data	
HS	= 1 if highest level of education is high school diploma or GED; 0 otherwise.	0.28
Beyond HS	= 1 if highest level of education is beyond a high school diploma or GED; 0 otherwise.	0.28
Education unknown	= 1 if highest level of education is unknown; 0 otherwise.	0.36
Omitted = Less than HS	= 1 if highest level of education is less than a high school diploma or GED; 0 otherwise	0.08
Male	= 1 if male; 0 otherwise.	0.51
Omitted = Female	= 1 if female; 0 otherwise.	0.49
Marital Status	Based on ETO data.	
Married	= 1 if self-reported marital status is married, common law, or domestic partner; 0 otherwise.	0.16
Marital status unknown	= 1 if marital status is unknown; 0 otherwise.	0.17
Omitted = unmarried	= 1 if self-reported marital status is divorced, separated, single, or widowed; 0 otherwise.	0.68
Program		
SSI-only at intake	= 1 if SSI-only beneficiary at intake; 0 otherwise.	0.25
DI-only at intake	= 1 if DI-only beneficiary at intake; 0 otherwise.	0.50
Omitted = Concurrent at intake	= 1 if concurrent beneficiary at intake; 0 otherwise.	0.25
SSI-only at baseline	= 1 if SSI-only beneficiary at baseline assessment; 0 otherwise.	0.25
DI-only at baseline	= 1 if DI-only beneficiary at baseline assessment; 0 otherwise.	0.50
Omitted = Concurrent at baseline	= 1 if concurrent beneficiary at baseline assessment; 0 otherwise.	0.25
DAC	= 1 if disabled adult child as of 12/31/2010; 0 otherwise.	0.05
Representative Payee	= 1 if beneficiary has a representative payee as of 12/31/2010; 0 otherwise.	0.30
Primary Diagnosis		
Psychiatric	= 1 if primary diagnosis at intake equals 2900-2969, 2980-3019, 3030-3139, 3138-3169, or 3195; 0 otherwise.	0.44

Table A.1 *(continued)*

Variable Name	Description	Full Sample Mean
Musculoskeletal	= 1 if primary diagnosis at intake equals 7100-7200 or 7221-7399; 0 otherwise.	0.13
Intellectual	= 1 if primary diagnosis at intake equals 3170-3194 or 3196-3199; 0 otherwise.	0.12
Sensory/communication	= 1 if primary diagnosis at intake equals 3610-3699, 3780-3789, 3890-3899, or 7840-7849; 0 otherwise	0.05
Other nervous system	= 1 if primary diagnosis at intake equals 3200-3419, 3430-3599, or 3860-3889; 0 otherwise.	0.06
Omitted = Other/unknown	= 1 if primary diagnosis at intake equals 0000-2899, 2970-2979, 3020-3029, 3130-3137, 3420-3429, 3600-3609, 3700-3779, 3790-3859, 3900-7099, 7201-7220, 7400-7839, or 7850-999; 0 otherwise.	0.20
Months Since Earliest Eligibility		
Less than 24 months	= 1 If months since earliest eligibility less than 24 at intake date; 0 otherwise.	0.14
24-59 months	= 1 If months since earliest eligibility equals 24 to 59 at intake date; 0 otherwise.	0.19
60-119 months	= 1 If months since earliest eligibility equals 60 to 119 at intake date; 0 otherwise.	0.23
Omitted = 120 or more months	= 1 If months since earliest eligibility equals or is greater than 120 at intake date; 0 otherwise.	0.45
SSA Benefit at Intake		
SSA benefit < 500	= 1 if SSA benefit in intake month less than $500; 0 otherwise.	0.29
SSA benefit 500-999	= 1 if SSA benefit in intake month equals $500 to $999; 0 otherwise.	0.38
SSA benefit 1,000-1,499	= 1 if SSA benefit in intake month equals $1,000 to $1,499; 0 otherwise.	0.21
Omitted = SSA benefit 1,500 or more	= 1 if SSA benefit in intake month equals or is greater than $1,500; 0 otherwise.	0.13
Employed at Intake	= 1 if beneficiary reported at intake that they were currently working or self employed; 0 otherwise. Based on ETO data.	0.29
Looking for Work at Intake	= 1 if beneficiary reported at intake that they were looking for work or had a pending job offer; 0 otherwise. Based on ETO data.	0.44
Months from Baseline Assessment Through Dec 2010	= number of months between baseline assessment and December 2010. Based on ETO data.	11.40
Employment Goal	= 1 if beneficiary had an employment goal at baseline assessment; 0 otherwise. Based on ETO data.	0.68
Education Goal	= 1 if beneficiary had an educational goal or was pursuing education at baseline assessment; 0 otherwise. Based on ETO data.	0.22
How Heard About WIPA	Based on ETO data.	
SSA/Ticket to Work referral	= 1 if beneficiary heard about WIPA through MAXIMUS, SSA, or receipt of a Ticket; 0 otherwise.	0.17
Service provider referral	= 1 if beneficiary heard about WIPA through an Employment Network, Vocational Rehabilitation provider, or Community Rehabilitation Provider; 0 otherwise.	0.49
WIPA outreach	= 1 if beneficiary heard about WIPA through a Work Incentive Seminar Event (WISE), other WIPA outreach, a newspaper, television, or the internet; 0 otherwise.	0.13

Table A.1 *(continued)*

Variable Name	Description	Full Sample Mean
Non-SSA agency referral	= 1 if beneficiary heard about WIPA through a Developmental Disability Agency, DOL One-Stop center, Housing Agency, Medicaid, Mental Health Agency, or Veteran Service Organization; 0 otherwise.	0.11
Omitted = other/unknown	= 1 if beneficiary was a walk-in, heard about WIPA in any way other than those listed, or did not report how they heard about WIPA; 0 otherwise.	0.10
WIPA Service Hours	Based on ETO data.	
3-6 hours	= 1 if beneficiary received 3-6 hours of WIPA services; 0 otherwise.	0.49
More than 6 hours	= 1 if beneficiary received more than 6 hours of WIPA services; 0 otherwise.	0.15
Omitted = Less than 3 hours	= 1 if beneficiary received less than 3 hours of WIPA services; 0 otherwise.	0.36
CWIC Suggestions	Based on ETO data.	
Suggested looking for job/taking job offer	= 1 if CWIC suggested beneficiary look for a job or take a job offer; 0 otherwise.	0.27
Suggested increasing hours/seeking promotion	= 1 if CWIC suggested beneficiary increase hours or seek a promotion; 0 otherwise.	0.09
Suggested earning enough to leave benefits	= 1 if CWIC suggested beneficiary earn enough to leave benefits; 0 otherwise.	0.15
Work Incentives Discussed	Based on ETO data	
TWP discussed	= 1 if TWP was discussed as recorded in baseline assessment or work efforts as of December 31, 2010; 0 otherwise.	0.61
EPE discussed	= 1 if EPE was discussed as recorded in baseline assessment or work efforts as of December 31, 2010; 0 otherwise.	0.60
1619a discussed	= 1 if 1619a was discussed as recorded in baseline assessment or work efforts as of December 31, 2010; 0 otherwise.	0.52
1619b discussed	= 1 if 1619b was discussed as recorded in baseline assessment or work efforts as of December 31, 2010; 0 otherwise.	0.57
EN/VR/TTW discussed	= 1 if TTW was discussed as recorded in intake assessment, baseline assessment or work efforts, or if beneficiary was referred to VR or EN as of December 31, 2010; 0 otherwise.	0.67
IRWE discussed	= 1 if IRWE or blind work expenses was discussed as recorded in baseline assessment or work efforts as of December 31, 2010; 0 otherwise.	0.64
PASS discussed	= 1 if PASS was discussed as recorded in baseline assessment or work efforts as of December 31, 2010; 0 otherwise.	0.51
Any work incentive discussed	= 1 if TWP, EPE, 1619a, 1619b, employer subsidy, special work conditions, IRWE, PASS, or student earned income exclusion was discussed as recorded in baseline or work efforts, if TTW was discussed in the intake interview, baseline assessment, or work efforts, or if beneficiary was referred to EN or VR as of December 31, 2010; 0 otherwise.	0.79
NSTW Month Before Intake	= 1 if beneficiary had SSI or DI benefits suspended or terminated because of earnings during the month before intake; 0 otherwise.	0.05

Table A.1 *(continued)*

Variable Name	Description	Full Sample Mean
Dependent Variables		
Work Incentives Used		
Used TWP	= 1 if beneficiary used TWP in at least one month from baseline assessment through December 2010; 0 otherwise.	0.09
Used EPE	= 1 if beneficiary used EPE in at least one month from baseline assessment through December 2010; 0 otherwise.	0.09
Used 1619a	= 1 if beneficiary used 1619a in at least one month from baseline assessment through December 2010; 0 otherwise.	0.03
Used 1619b	= 1 if beneficiary used 1619b in at least one month from baseline assessment through December 2010; 0 otherwise.	0.07
Used TTW	= 1 if beneficiary used TTW in at least one month from intake through December 2010; 0 otherwise.	0.39
Used IRWE	= 1 if beneficiary used IRWE or BWE in at least one month from baseline assessment through December 2010; 0 otherwise.	0.01
Used PASS	= 1 if beneficiary used PASS in at least one month from baseline assessment through December 2010; 0 otherwise.	0.01
Used any work incentive	= 1 if beneficiary used TWP, EPE, 1619a, 1619b, Ticket to Work, employer subsidy, special work conditions, IRWE, PASS, or student earned income exclusion in at least one month from baseline assessment through December 2010; 0 otherwise.	0.51
NSTW Between Entry and December 2010	= 1 if beneficiary had benefits suspended or terminated due to work in either program in any month from intake through December 2010; 0 otherwise. In regression models specific to SSI and DI beneficiaries, NSTW status is based on the relevant benefit (SSI or DI) only.	0.07
Employed in 2010	= 1 if beneficiary had IRS earnings greater than 0 in 2010; 0 otherwise	0.55
Change in Earnings	= IRS earnings in 2009 minus IRS earnings in 2010.	878.90
Increase in Earnings[a]	= 1 if the beneficiary had greater IRS earnings in 2010 than in 2009; 0 otherwise.	0.38

[a] The mean reported is for those who entered the WIPA program in 2009.

This page has been left blank for double-sided copying.

APPENDIX B

MULTIVARIATE MODELS OF THE USE OF SSA WORK SUPPORTS

This page has been left blank for double-sided copying.

Model Findings

Tables B.1-B.14 present regression estimates of the likelihood of using selected SSA work supports. Below, we summarize the findings with respect to the non-WIPA explanatory variables included in these regression models.[30] The detailed findings from each regression model follow this discussion.

Age. Age is a significant predictor of using several of the work supports. Younger beneficiaries are significantly more likely to use TWP, section 1619(b), and any work support. For section 1619(a), those ages 25-34 and those ages 45-54 are significantly more likely than others to use the provision. In the TTW models, those ages 35-39 are significantly more likely to use TTW, but in models estimated separately for SSI and DI beneficiaries, those ages 25-29 are more likely than others to use TTW. Age was not a significant predictor of using the EPE, IRWE, or PASS, after controlling for other characteristics.

Education. Education level is a significant predictor of using section 1619(b), TTW, and any work support. Those with education beyond the high school level are significantly more likely to use these supports relative to others. Those with a high school level of education or higher are significantly more likely than those with less than a high school education to use any work support. Education is not a significant predictor of using TWP, EPE, section 1619(a), PASS, or IRWE, after controlling for other characteristics.

Gender. Males are significantly less likely than females to use TWP, PASS, TTW, and any work support. Gender is not a significant predictor of using the EPE, sections 1619(a) and (b), or IRWE, after controlling for other characteristics.

Marital status. Married individuals are significantly more likely than others to use TWP, TTW, and any work support. Marital status is not a significant predictor of using the EPE, sections 1619(a) and (b), IRWE, or PASS, after controlling for other characteristics.

SSA program. Concurrent beneficiaries (those participating in both DI and SSI) are significantly more likely than DI-only beneficiaries to use IRWE and any work support. They also are more likely than SSI-only recipients to use section 1619(b), but significantly less likely to use section 1619(a). Program status is not a significant predictor of using TWP, EPE, PASS, or TTW, after controlling for other characteristics.

DAC. DI beneficiaries who were DAC are significantly less likely than others to use TWP. DAC status was not a significant predictor of using any of the other work supports applicable to DI beneficiaries (EPE, IRWE, and TTW), after controlling for other characteristics.

Representative payee status. Beneficiaries with representative payees are significantly less likely to use TWP, section 1619(b), and any work support. Representative payee status is not a significant predictor of using EPE, section 1619(a), IRWE, PASS, or TTW, after controlling for other characteristics.

---

[30] The discussion presented here focuses on the models estimated using the full sample of non-users to whom each work support is applicable. For TTW and the use of any work support, we estimated additional models separately for individuals under age 30, DI beneficiaries, and SSI recipients.

Primary diagnosis. Selected primary diagnoses, as recorded in SSA files as the medical condition qualifying the individual for SSI or DI benefits, are significantly associated with the use of TWP, IRWE, and PASS. Relative to those with other health conditions, those with intellectual disabilities and those with other nervous system conditions are significantly more likely than others to use TWP. WIPA enrollees with psychiatric conditions are significantly less likely than others to use IRWE, but significantly more likely to use PASS. Those with sensory and communication impairments are significantly more likely to use IRWE. Primary diagnosis is not a significant predictor of using EPE, sections 1619(a) and (b), TTW, or any incentive in models estimated for the full sample, after controlling for other characteristics.[31]

Months since initial eligibility for SSI or DI. For several of the work supports (TWP, EPE, TTW, and any work support), those on the disability rolls for less than 24 months are significantly more likely to use the support, relative to those on the rolls for 10 or more years. For TWP, all on the rolls for less than 10 years are significantly more likely to use the support than others; for EPE, those on the rolls for less than five years are significantly more likely to use EPE than others. Being on the disability rolls for fewer than 24 months is significant and negatively associated with use of sections 1619(a) and (b). Time since initial eligibility for disability benefits is not a significant predictor of using IRWE or PASS, after controlling for other characteristics.

Social Security benefit amounts. Those with monthly SSA benefits less than $1,000 are significantly less likely than others to use the TWP but are significantly more likely to use section 1619(b). Those with monthly benefits less than $500 are significantly less likely than others to use PASS and TTW. SSA benefit amounts are not a significant predictor of using EPE, section 1619(a), IRWE, or any work support, after controlling for other characteristics.

Employment status at program entry. Not surprisingly, beneficiaries who were employed when they entered the WIPA program are significantly more likely than nonworking beneficiaries to use nearly all of the work supports considered, including TWP, EPE, 1619(a) and (b), IRWE, and any work support. Those who were not employed but actively looking for work also are significantly more likely than other nonworking beneficiaries to use TWP, EPE, 1619(a) and (b), TTW, and any work support. Those who used TTW, however, are significantly less likely than others to be employed at program entry.

Employment and education goals. Those with an employment goal at baseline assessment are significantly more likely than others to have used any work support, however, with one exception, having an employment goal is not significantly associated with the use of any specific work support, after controlling for other factors. The exception is from the model of the likelihood of using TTW estimated for those under age 30; for these individuals, having an employment goal is significantly and positively associated with TTW use. Those with an education goal at baseline assessment are significantly more likely to use PASS and significantly less likely to use 1619(b). Having an education goal is also significant and positively associated with using TTW in the models estimated separately for SSI and DI beneficiaries, but is not significant in the combined model.

[31] Those with mental illness are significantly less likely than others to use any incentive in the models estimated for those under age 30 and SSI recipients; the same is true for those with mental retardation, sensory, and communication disorders in the models estimated for those under age 30.

Sources of referral to the WIPA program. Sources of referral to the WIPA program (that is, where beneficiaries heard about it) are significantly associated with use of some of the work supports. Not surprisingly, those with SSA/TTW and provider referrals are significantly more likely than others to use TTW, and also are more likely to use any support. Those with SSA/TTW referrals also are significantly more likely to use the TWP. Relative to others, SSA/TTW and WIPA outreach referrals are significantly less likely to use 1619(b). WIPA outreach referrals also are significantly less likely than others to use PASS. Referral sources are not significantly associated with use of EPE, 1619(a), or IRWE, after controlling for other characteristics.

Months from baseline assessment through December 2010. The duration of elapsed time (in months) between the baseline assessment (or WIPA entry, if no baseline assessment was conducted) and the end of December 2010 (the last month for which data on the use of work supports are available in the TRF10) was significant and positively associated with use of PASS and any work support. This variable was not a significant predictor of using any of the other work supports, after controlling for other characteristics.

Table B.1. Logistic Regression Model of the Likelihood of Using TWP by December 2010: DI Beneficiary Sample Members Not Using TWP at Baseline Assessment

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age less than 25	**0.94**	**2.57**	**0.23**	**<.001**	**0.05**
Age 25-29	**0.90**	**2.46**	**0.18**	**<.001**	**0.08**
Age 30-34	**0.38**	**1.46**	**0.18**	**0.03**	**0.08**
Age 35-39	**0.36**	**1.44**	**0.16**	**0.02**	**0.10**
Age 40-44	0.17	1.18	0.14	0.25	0.13
Age 45-54	0.06	1.07	0.11	0.56	0.34
HS	0.08	1.08	0.20	0.70	0.27
Beyond HS	0.27	1.31	0.20	0.17	0.31
Education unknown	-0.02	0.98	0.20	0.93	0.35
Male	**-0.16**	**0.85**	**0.08**	**0.05**	**0.51**
Married	**0.21**	**1.23**	**0.10**	**0.04**	**0.18**
Marital status unknown	0.12	1.13	0.12	0.32	0.18
DI-only at baseline	0.16	1.18	0.10	0.12	0.67
DAC	**-0.68**	**0.51**	**0.31**	**0.03**	**0.06**
Rep payee	**-0.43**	**0.65**	**0.13**	**0.00**	**0.25**
Psychiatric	-0.01	1.00	0.11	0.96	0.44
Musculoskeletal	0.13	1.14	0.12	0.28	0.15
Intellectual	**-0.51**	0.60	0.26	0.05	0.08
Sensory/communication	-0.29	0.75	0.22	0.18	0.05
Other nervous system	**-0.46**	**0.63**	**0.20**	**0.02**	**0.06**
1st eligibility <24 mo.	**0.89**	**2.44**	**0.13**	**<.001**	**0.15**
1st eligibility 24-59 mo.	**0.46**	**1.58**	**0.12**	**0.00**	**0.21**
1st eligibility 60-119 mo.	**0.28**	**1.32**	**0.12**	**0.02**	**0.24**
SSA benefit <500	**-0.84**	**0.43**	**0.25**	**0.00**	**0.05**
SSA benefit 500-999	**-0.44**	**0.65**	**0.12**	**0.00**	**0.51**
SSA benefit 1000 - 1500	-0.16	0.85	0.11	0.16	0.28
Employed at intake	**1.03**	**2.81**	**0.12**	**<.001**	**0.28**
Looking for work at intake	**0.44**	**1.56**	**0.12**	**0.00**	**0.46**
Months from baseline assessment through Dec 2010	0.02	1.02	0.02	0.37	11.37
Employment goal	-0.06	0.95	0.10	0.56	0.69
Education goal	-0.06	0.94	0.11	0.55	0.19
SSA/Ticket to Work referral	**0.56**	**1.75**	**0.17**	**0.00**	**0.19**
Service provider referral	0.11	1.12	0.16	0.48	0.49
WIPA outreach	0.28	1.32	0.19	0.14	0.11
Non-SSA agency referral	-0.04	0.96	0.21	0.83	0.11
3-6 hours WIPA services	**0.25**	**1.29**	**0.10**	**0.01**	**0.48**
> 6 hours WIPA services	**0.59**	**1.81**	**0.13**	**<.001**	**0.15**
TWP ever discussed	**0.26**	**1.30**	**0.12**	**0.03**	**0.78**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 8,096.

Note: Bold type indicates statistical significance at the 0.05 level.

Table B.2. Logistic Regression Model of the Likelihood of Using EPE by December 2010: DI Beneficiary Sample Members Not Using EPE at Baseline Assessment

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age <25	0.51	1.67	0.34	0.14	0.06
Age 25-29	0.45	1.57	0.30	0.13	0.08
Age 30-34	-0.16	0.85	0.32	0.61	0.08
Age 35-39	0.04	1.04	0.28	0.89	0.10
Age 40-44	-0.14	0.87	0.26	0.59	0.12
Age 45-54	-0.32	0.73	0.20	0.12	0.34
HS	0.35	1.42	0.39	0.37	0.27
Beyond HS	0.55	1.73	0.39	0.16	0.31
Education unknown	0.57	1.76	0.39	0.15	0.35
Male	0.05	1.05	0.15	0.74	0.51
Married	0.33	1.39	0.19	0.08	0.19
Marital status unknown	0.00	1.00	0.22	0.99	0.17
DI-only at baseline	0.09	1.10	0.18	0.62	0.66
DAC	-0.32	0.73	0.40	0.43	0.06
Rep payee	0.10	1.11	0.20	0.61	0.25
Psychiatric	-0.18	0.84	0.19	0.36	0.44
Musculoskeletal	-0.18	0.84	0.24	0.45	0.15
Intellectual	-0.70	0.50	0.37	0.06	0.08
Sensory/communication	-0.05	0.96	0.32	0.89	0.05
Other nervous system	-0.48	0.62	0.35	0.16	0.06
1st eligibility <24 mo.	**0.67**	**1.96**	**0.23**	**0.00**	**0.16**
1st eligibility 24-59 mo.	**0.47**	**1.59**	**0.21**	**0.03**	**0.22**
1st eligibility 60-119 mo.	0.36	1.44	0.21	0.08	0.23
SSA benefit <500	0.04	1.04	0.39	0.92	0.04
SSA benefit 500-999	0.02	1.02	0.23	0.92	0.52
SSA benefit 1000 - 1500	0.18	1.20	0.22	0.42	0.27
Employed at intake	**2.51**	**12.26**	**0.31**	**<.001**	**0.28**
Looking for work at intake	**1.01**	**2.75**	**0.32**	**0.00**	**0.46**
Months from baseline assessment through Dec 2010	0.06	1.06	0.04	0.13	11.36
Employment goal	0.08	1.08	0.18	0.65	0.69
Education goal	-0.24	0.78	0.21	0.24	0.19
SSA/Ticket to Work referral	-0.07	0.94	0.27	0.81	0.19
Service provider referral	-0.32	0.73	0.25	0.20	0.49
WIPA outreach	-0.26	0.77	0.31	0.41	0.11
Non-SSA agency referral	-0.14	0.87	0.31	0.65	0.11
3-6 hours WIPA services	0.29	1.33	0.19	0.14	0.48
> 6 hours WIPA services	**0.93**	**2.54**	**0.22**	**<.001**	**0.15**
EPE ever discussed	**-0.24**	**0.79**	**0.18**	**0.20**	**0.76**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 7,666.

Note: Bold type indicates statistical significance at the 0.05 level.

Table B.3. Logistic Regression Model of the Likelihood of Using Section 1619(a) by December 2010: SSI Recipient Sample Members Not Using Section 1619(a) at Baseline Assessment

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age <25	0.56	1.74	0.33	0.09	0.27
Age 25-29	**0.71**	**2.03**	**0.35**	**0.04**	**0.12**
Age 30-34	**0.71**	**2.04**	**0.37**	**0.05**	**0.09**
Age 35-39	0.38	1.47	0.38	0.31	0.09
Age 40-44	0.61	1.85	0.35	0.08	0.10
Age 45-54	**0.64**	**1.89**	**0.31**	**0.04**	**0.22**
HS	0.34	1.40	0.23	0.15	0.31
Beyond HS	0.28	1.33	0.27	0.29	0.21
Education unknown	0.37	1.44	0.24	0.13	0.36
Male	-0.04	0.96	0.14	0.75	0.52
Married	-0.13	0.88	0.30	0.67	0.08
Marital status unknown	0.06	1.06	0.21	0.77	0.14
SSI-only at baseline	**1.06**	**2.88**	**0.34**	**0.00**	**0.50**
Rep payee	-0.19	0.83	0.17	0.24	0.42
Psychiatric	0.15	1.16	0.21	0.48	0.47
Musculoskeletal	0.57	1.78	0.33	0.08	0.08
Intellectual	0.24	1.27	0.25	0.33	0.18
Sensory/communication	0.18	1.20	0.37	0.61	0.04
Other nervous system	0.24	1.27	0.31	0.44	0.06
1st eligibility <24 mo.	**-0.76**	0.47	0.32	0.02	0.11
1st eligibility 24-59 mo.	-0.27	0.76	0.22	0.23	0.14
1st eligibility 60-119 mo.	-0.24	0.79	0.19	0.21	0.17
SSA benefit <500	0.62	1.85	0.51	0.23	0.54
SSA benefit 500-999	-0.28	0.76	0.44	0.52	0.37
Employed at intake	**2.00**	**7.42**	**0.22**	**<.001**	**0.26**
Looking for work at intake	**0.65**	**1.92**	**0.24**	**0.01**	**0.45**
Months from baseline assessment through Dec 2010	0.02	1.02	0.04	0.54	11.46
Employment goal	0.03	1.03	0.16	0.85	0.67
Education goal	0.02	1.02	0.17	0.91	0.27
SSA/Ticket to Work referral	-0.34	0.71	0.29	0.24	0.14
Service provider referral	-0.33	0.72	0.23	0.15	0.50
WIPA outreach	-0.53	0.59	0.28	0.06	0.16
Non-SSA agency referral	-0.48	0.62	0.30	0.10	0.12
3-6 hours WIPA services	0.16	1.18	0.17	0.34	0.51
> 6 hours WIPA services	**0.54**	**1.72**	**0.21**	**0.01**	**0.14**
1619a ever discussed	-0.19	0.83	0.15	0.22	0.52

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 553.

Note: Bold type indicates statistical significance at the 0.05 level.

Table B.4. Logistic Regression Model of the Likelihood of Using Section 1619(b) by December 2010: SSI Recipient Sample Members Not Using Section 1619(b) at Baseline Assessment

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age <25	**0.55**	**1.74**	**0.22**	**0.01**	**0.28**
Age 25-29	**0.69**	**2.00**	**0.23**	**0.00**	**0.12**
Age 30-34	0.33	1.39	0.25	0.18	0.08
Age 35-39	0.19	1.21	0.25	0.43	0.09
Age 40-44	0.30	1.35	0.23	0.20	0.10
Age 45-54	0.06	1.06	0.21	0.77	0.22
HS	0.17	1.18	0.18	0.36	0.31
Beyond HS	**0.37**	**1.46**	**0.19**	**0.05**	**0.20**
Education unknown	0.10	1.11	0.19	0.60	0.36
Male	0.01	1.01	0.10	0.89	0.52
Married	-0.24	0.79	0.22	0.27	0.08
Marital status unknown	0.09	1.09	0.15	0.57	0.14
SSI-only at baseline	**-1.71**	**0.18**	**0.20**	**<.001**	**0.52**
Rep payee	**-0.31**	**0.74**	**0.12**	**0.01**	**0.41**
Psychiatric	0.26	1.30	0.16	0.10	0.47
Musculoskeletal	0.33	1.40	0.24	0.17	0.08
Intellectual	0.17	1.18	0.20	0.39	0.18
Sensory/communication	0.09	1.09	0.28	0.75	0.04
Other nervous system	0.35	1.42	0.24	0.15	0.06
1st eligibility <24 mo.	**-0.92**	**0.40**	**0.24**	**0.00**	**0.11**
1st eligibility 24-59 mo.	0.12	1.13	0.15	0.43	0.14
1st eligibility 60-119 mo.	0.02	1.02	0.14	0.89	0.17
SSA benefit <500	**2.07**	**7.89**	**0.30**	**<.0001**	**0.55**
SSA benefit 500-999	**1.17**	**3.23**	**0.25**	**<.0001**	**0.35**
Employed at intake	**1.68**	**5.37**	**0.16**	**<.0001**	**0.23**
Looking for work at intake	**0.65**	**1.92**	**0.16**	**<.0001**	**0.46**
Months from baseline assessment through Dec 2010	-0.01	0.99	0.03	0.65	11.46
Employment goal	0.09	1.10	0.12	0.44	0.66
Education goal	**-0.30**	0.74	0.13	0.02	0.27
SSA/Ticket to Work referral	**-0.48**	**0.62**	**0.22**	**0.03**	**0.14**
Service provider referral	-0.22	0.80	0.18	0.21	0.50
WIPA outreach	**-0.60**	**0.55**	**0.23**	**0.01**	**0.16**
Non-SSA agency referral	-0.24	0.78	0.22	0.26	0.12
3-6 hours WIPA services	-0.06	0.94	0.13	0.65	0.51
> 6 hours WIPA services	**0.33**	1.39	0.16	0.03	0.14
1619b ever discussed	0.13	1.14	0.12	0.27	0.60

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 5,312.

Note: Bold type indicates statistical significance at the 0.05 level.

Table B.5. Logistic Regression Model of the Likelihood of Using IRWE by December 2010: Sample Members Not Using IRWE at Baseline Assessment

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age <25	-0.16	0.85	0.65	0.81	0.14
Age 25-29	-1.00	0.37	0.82	0.22	0.08
Age 30-34	0.71	2.04	0.66	0.28	0.08
Age 35-39	-0.28	0.76	0.75	0.71	0.09
Age 40-44	0.42	1.52	0.64	0.52	0.12
Age 45-54	-1.22	0.30	0.77	0.11	0.30
HS	-0.10	0.91	0.49	0.84	0.28
Beyond HS	-0.22	0.80	0.54	0.68	0.28
Education unknown	-0.73	0.48	0.60	0.22	0.36
Male	-0.13	0.88	0.33	0.69	0.51
Married	0.08	1.09	0.59	0.89	0.16
Marital status unknown	0.11	1.12	0.59	0.85	0.17
DI-only at baseline	**-3.47**	**0.03**	**1.10**	**0.00**	**0.50**
SSI-only at baseline	0.03	1.03	0.60	0.96	0.25
DAC	0.29	1.34	0.53	0.58	0.05
Rep payee	-0.15	0.87	0.39	0.71	0.30
Psychiatric	**-1.77**	**0.17**	**0.58**	**0.00**	**0.44**
Musculoskeletal	-0.06	0.94	0.70	0.93	0.13
Intellectual	-0.66	0.52	0.55	0.23	0.12
Sensory/communication	**1.59**	**4.90**	**0.49**	**0.00**	**0.05**
Other nervous system	0.21	1.23	0.60	0.73	0.06
1st eligibility <24 mo.	-0.40	0.67	0.68	0.55	0.14
1st eligibility 24-59 mo.	-0.83	0.44	0.77	0.28	0.19
1st eligibility 60-119 mo.	-0.18	0.83	0.53	0.73	0.23
SSA benefit <500	0.31	1.37	1.26	0.80	0.28
SSA benefit 500-999	-0.51	0.60	1.18	0.66	0.38
SSA benefit 1000 - 1500	-1.39	0.25	1.49	0.35	0.21
Employed at intake	**2.85**	**17.24**	**0.75**	**0.00**	**0.28**
Looking for work at intake	0.82	2.28	0.82	0.31	0.44
Months from baseline assessment through Dec 2010	0.14	1.15	0.09	0.13	11.40
Employment goal	0.33	1.39	0.42	0.43	0.68
Education goal	0.40	1.50	0.37	0.28	0.22
SSA/Ticket to Work referral	-0.79	0.46	0.90	0.38	0.17
Service provider referral	0.03	1.03	0.57	0.96	0.49
WIPA outreach	0.07	1.07	0.66	0.92	0.13
Non-SSA agency referral	-0.24	0.79	0.80	0.77	0.11
3-6 hours WIPA services	-0.25	0.78	0.41	0.54	0.49
> 6 hours WIPA services	-0.16	0.86	0.50	0.75	0.15
IRWE ever discussed	0.00	1.00	0.37	1.00	0.64

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 11,239.

Note: Bold type indicates statistical significance at the 0.05 level.

Table B.6. Logistic Regression Model of the Likelihood of Using PASS by December 2010: SSI Recipient Sample Members Who Not Using PASS at Baseline Assessment

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age <25	0.81	2.25	0.54	0.13	0.28
Age 25-29	0.34	1.41	0.54	0.52	0.12
Age 30-34	0.46	1.58	0.55	0.41	0.09
Age 35-39	0.33	1.39	0.53	0.54	0.09
Age 40-44	-0.34	0.71	0.61	0.57	0.10
Age 45-54	0.23	1.26	0.46	0.61	0.22
HS	0.56	1.75	0.57	0.33	0.32
Beyond HS	**1.06**	**2.88**	**0.55**	**0.05**	**0.20**
Education unknown	0.25	1.29	0.59	0.67	0.36
Male	**-0.61**	**0.54**	**0.27**	**0.02**	**0.52**
Married	-1.07	0.34	0.61	0.08	0.08
Marital status unknown	-0.84	0.43	0.50	0.09	0.14
SSI-only at baseline	2.75	15.62	1.99	0.17	0.50
Rep payee	-0.57	0.57	0.33	0.09	0.42
Psychiatric	**0.72**	**2.06**	**0.31**	**0.02**	**0.47**
Musculoskeletal	0.86	2.36	0.46	0.06	0.07
Other nervous system	-1.17	0.31	1.05	0.27	0.06
1st eligibility <24 mo.	-0.51	0.60	0.47	0.27	0.11
1st eligibility 24-59 mo.	0.41	1.51	0.33	0.21	0.14
1st eligibility 60-119 mo.	0.51	1.67	0.32	0.11	0.17
SSA benefit <500	-4.39	0.01	2.01	0.03	0.54
SSA benefit 500-999	-0.65	0.52	0.34	0.06	0.37
Employed at intake	0.35	1.42	0.33	0.28	0.26
Looking for work at intake	-0.23	0.80	0.30	0.45	0.44
Months from baseline assessment through Dec 2010	0.13	1.14	0.07	0.05	11.46
Employment goal	-0.07	0.94	0.34	0.85	0.67
Education goal	**1.31**	**3.70**	**0.28**	**<.001**	**0.27**
SSA/Ticket to Work referral	-0.02	0.98	0.46	0.96	0.14
Service provider referral	-0.37	0.69	0.42	0.37	0.50
WIPA outreach	**-1.33**	**0.27**	**0.65**	**0.04**	**0.16**
Non-SSA agency referral	-0.97	0.38	0.57	0.09	0.12
3-6 hours WIPA services	-0.26	0.77	0.34	0.44	0.51
> 6 hours WIPA services	**0.75**	**2.13**	**0.35**	**0.03**	**0.14**
PASS ever discussed	**1.76**	**5.82**	**0.40**	**<.001**	**0.46**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 5,579.

Notes: The variables representing intellectual and sensory/communication disabilities were excluded from the model because no PASS users had these characteristics. Bold type indicates statistical significance at the 0.05 level.

Table B.7. Logistic Regression Model of the Likelihood of Using TTW by December 2010: Sample Members Not Using TTW at WIPA Program Entry

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age <25	0.15	1.16	0.13	0.23	0.15
Age 25-29	**0.32**	**1.38**	**0.13**	**0.01**	**0.08**
Age 30-34	0.03	1.03	0.13	0.79	0.07
Age 35-39	**0.22**	**1.25**	**0.11**	**0.05**	**0.09**
Age 40-44	0.00	1.00	0.11	0.98	0.11
Age 45-54	0.07	1.08	0.08	0.37	0.30
HS	0.09	1.09	0.11	0.44	0.28
Beyond HS	**0.43**	**1.54**	**0.11**	**0.00**	**0.27**
Education unknown	**0.23**	**1.26**	**0.11**	**0.04**	**0.37**
Male	**-0.18**	**0.83**	**0.06**	**0.00**	**0.51**
Married	**0.19**	**1.21**	**0.08**	**0.02**	**0.16**
Marital status unknown	0.03	1.03	0.08	0.75	0.16
DI-only at intake	-0.09	0.92	0.07	0.24	0.49
SSI-only at intake	0.29	1.33	0.19	0.13	0.25
DAC	-0.15	0.86	0.14	0.29	0.05
Rep payee	-0.02	0.98	0.08	0.77	0.30
Psychiatric	-0.06	0.94	0.08	0.41	0.44
Musculoskeletal	0.00	1.01	0.10	0.96	0.13
Intellectual	0.03	1.04	0.12	0.77	0.12
Sensory/communication	0.01	1.01	0.15	0.93	0.04
Other nervous system	-0.05	0.95	0.13	0.68	0.06
1st eligibility <24 mo.	**0.38**	**1.46**	**0.09**	**<.001**	**0.15**
1st eligibility 24-59 mo.	0.06	1.06	0.08	0.47	0.19
1st eligibility 60-119 mo.	0.11	1.11	0.08	0.17	0.22
SSA benefit <500	**-0.49**	**0.61**	**0.19**	**0.01**	**0.29**
SSA benefit 500-999	-0.12	0.89	0.10	0.23	0.37
SSA benefit 1000 - 1500	-0.03	0.97	0.10	0.76	0.21
Employed at intake	**-0.34**	**0.71**	**0.08**	**<.001**	**0.27**
Looking for work at intake	**0.28**	**1.32**	**0.07**	**<.001**	**0.44**
Months from baseline assessment through Dec 2010	0.00	1.00	0.01	0.90	11.39
Employment goal	0.06	1.06	0.07	0.38	0.67
Education goal	0.11	1.12	0.07	0.12	0.22
SSA/Ticket to Work referral	**0.35**	**1.41**	**0.13**	**0.01**	**0.20**
Service provider referral	**1.09**	**2.98**	**0.12**	**<.001**	**0.44**
WIPA outreach	-0.06	0.94	0.15	0.67	0.15
Non-SSA agency referral	0.20	1.22	0.15	0.18	0.12
3-6 hours WIPA services	**0.28**	**1.32**	**0.07**	**<.001**	**0.49**
> 6 hours WIPA services	**0.52**	**1.69**	**0.09**	**<.001**	**0.15**
EN/VR/TTW ever referred/discussed	0.08	1.08	0.07	0.27	0.68

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 8,576.

Note: Bold type indicates statistical significance at the 0.05 level.

Table B.8. Logistic Regression Model of the Likelihood of Using TTW by December 2010: Sample Members under Age 30 Not Using TTW at WIPA Program Entry

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age <25	-0.19	0.83	0.14	0.17	0.65
HS	0.04	1.04	0.20	0.86	0.32
Beyond HS	0.26	1.30	0.23	0.27	0.14
Education unknown	0.07	1.08	0.21	0.72	0.42
Male	-0.12	0.89	0.12	0.34	0.61
Married	0.33	1.39	0.30	0.27	0.03
Marital status unknown	-0.07	0.94	0.20	0.74	0.11
DI-only at intake	-0.35	0.71	0.20	0.08	0.13
SSI-only at intake	-0.23	0.80	0.15	0.14	0.58
DAC	-0.20	0.82	0.21	0.33	0.12
Rep payee	**0.30**	**1.36**	**0.14**	**0.03**	**0.66**
Psychiatric	**-0.42**	**0.66**	**0.18**	**0.02**	**0.46**
Musculoskeletal	0.04	1.04	0.40	0.92	0.02
Intellectual	-0.27	0.76	0.20	0.18	0.28
Sensory/communication	-0.62	0.54	0.34	0.07	0.04
Other nervous system	-0.17	0.85	0.26	0.52	0.07
1st eligibility <24 mo.	**0.68**	**1.98**	**0.20**	**0.00**	**0.11**
1st eligibility 24-59 mo.	**0.36**	**1.44**	**0.17**	**0.04**	**0.19**
1st eligibility 60-119 mo.	0.12	1.13	0.17	0.47	0.22
Employed at intake	**-0.51**	**0.60**	**0.18**	**0.00**	**0.25**
Looking for work at intake	0.07	1.08	0.15	0.62	0.40
Months from baseline assessment through Dec 2010	0.02	1.02	0.03	0.52	11.59
Employment goal	**0.38**	**1.46**	**0.14**	**0.01**	**0.62**
Education goal	0.01	1.01	0.13	0.95	0.37
SSA/Ticket to Work referral	0.00	1.00	0.29	1.00	0.11
Service provider referral	**0.75**	**2.13**	**0.24**	**0.00**	**0.46**
WIPA outreach	**-0.58**	**0.56**	**0.29**	**0.05**	**0.24**
Non-SSA agency referral	-0.04	0.96	0.31	0.90	0.10
3-6 hours WIPA services	0.24	1.27	0.15	0.11	0.53
> 6 hours WIPA services	**0.52**	**1.69**	**0.19**	**0.01**	**0.15**
EN/VR/TTW ever referred/discussed	0.05	1.05	0.14	0.71	0.54

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 1,965.

Note: Bold type indicates statistical significance at the 0.05 level.

Table B.9. Logistic Regression Model of the Likelihood of Using TTW by December 2010: DI Beneficiary Sample Members Not Using TTW at WIPA Program Entry

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age <25	0.26	1.29	0.17	0.14	0.06
Age 25-29	**0.33**	**1.39**	**0.14**	**0.02**	**0.07**
Age 30-34	-0.05	0.95	0.14	0.71	0.08
Age 35-39	0.13	1.14	0.12	0.29	0.10
Age 40-44	-0.08	0.92	0.12	0.48	0.12
Age 45-54	0.04	1.04	0.09	0.64	0.33
HS	0.16	1.17	0.15	0.28	0.27
Beyond HS	**0.60**	**1.81**	**0.15**	**<.001**	**0.31**
Education unknown	**0.39**	**1.47**	**0.15**	**0.01**	**0.35**
Male	**-0.16**	**0.85**	**0.07**	**0.02**	**0.50**
Married	**0.19**	**1.21**	**0.09**	**0.03**	**0.19**
Marital status unknown	0.08	1.08	0.10	0.40	0.17
DI-only at intake	-0.09	0.91	0.08	0.23	0.66
DAC	-0.17	0.84	0.16	0.29	0.06
Rep payee	-0.05	0.95	0.09	0.57	0.24
Psychiatric	-0.02	0.98	0.09	0.82	0.44
Musculoskeletal	0.01	1.01	0.10	0.95	0.16
Intellectual	0.05	1.05	0.16	0.74	0.08
Sensory/communication	0.08	1.09	0.17	0.63	0.04
Other nervous system	0.09	1.09	0.14	0.53	0.06
1st eligibility <24 mo.	**0.37**	**1.45**	**0.10**	**0.00**	**0.17**
1st eligibility 24-59 mo.	0.04	1.04	0.09	0.71	0.21
1st eligibility 60-119 mo.	**0.21**	**1.24**	**0.09**	**0.02**	**0.23**
SSA benefit <500	**-0.48**	**0.62**	**0.20**	**0.01**	**0.05**
SSA benefit 500-999	-0.11	0.90	0.10	0.28	0.50
SSA benefit 1000 - 1500	-0.02	0.98	0.10	0.81	0.28
Employed at intake	**-0.42**	**0.65**	**0.10**	**<.001**	**0.29**
Looking for work at intake	**0.28**	**1.32**	**0.08**	**0.00**	**0.45**
Months from baseline assessment through Dec 2010	-0.01	0.99	0.02	0.69	11.33
Employment goal	0.02	1.02	0.08	0.81	0.68
Education goal	**0.18**	**1.20**	**0.08**	**0.03**	**0.19**
SSA/Ticket to Work referral	**0.47**	**1.61**	**0.15**	**0.00**	**0.22**
Service provider referral	**1.19**	**3.30**	**0.14**	**<.001**	**0.43**
WIPA outreach	0.16	1.17	0.17	0.35	0.12
Non-SSA agency referral	**0.42**	**1.52**	**0.17**	**0.01**	**0.12**
3-6 hours WIPA services	**0.29**	**1.33**	**0.08**	**0.00**	**0.48**
> 6 hours WIPA services	**0.49**	**1.64**	**0.10**	**<.001**	**0.15**
EN/VR/TTW ever referred/discussed	0.00	1.00	0.08	0.99	0.74

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 6,394.

Note: Bold type indicates statistical significance at the 0.05 level.

Table B.10. Logistic Regression Model of the Likelihood of Using TTW by December 2010: SSI Recipient Sample Members Not Using TTW at WIPA Program Entry

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age <25	0.11	1.12	0.17	0.50	0.28
Age 25-29	**0.42**	**1.52**	**0.18**	**0.02**	**0.11**
Age 30-34	0.15	1.17	0.19	0.42	0.08
Age 35-39	0.31	1.37	0.18	0.08	0.09
Age 40-44	0.01	1.01	0.18	0.97	0.10
Age 45-54	0.07	1.07	0.15	0.65	0.23
HS	0.16	1.18	0.14	0.24	0.31
Beyond HS	**0.37**	**1.45**	**0.15**	**0.01**	**0.20**
Education unknown	0.20	1.22	0.14	0.16	0.37
Male	**-0.16**	**0.86**	**0.08**	**0.05**	**0.52**
Married	0.22	1.25	0.14	0.10	0.08
Marital status unknown	-0.15	0.86	0.12	0.23	0.14
SSI-only at intake	0.21	1.23	0.24	0.38	0.50
Rep payee	0.06	1.06	0.10	0.56	0.41
Psychiatric	**-0.26**	**0.77**	**0.11**	**0.02**	**0.48**
Musculoskeletal	-0.19	0.83	0.17	0.26	0.08
Intellectual	-0.15	0.86	0.14	0.30	0.18
Sensory/communication	-0.45	0.64	0.24	0.06	0.03
Other nervous system	**-0.43**	**0.65**	**0.20**	**0.03**	**0.06**
1st eligibility <24 mo.	**0.43**	**1.54**	**0.12**	**0.00**	**0.12**
1st eligibility 24-59 mo.	0.17	1.19	0.12	0.15	0.14
1st eligibility 60-119 mo.	-0.04	0.96	0.12	0.71	0.17
SSA benefit <500	-0.35	0.71	0.26	0.19	0.54
SSA benefit 500-999	-0.08	0.92	0.14	0.55	0.36
Employed at intake	**-0.41**	**0.66**	**0.12**	**0.00**	**0.24**
Looking for work at intake	**0.24**	**1.27**	**0.10**	**0.01**	**0.44**
Months from baseline assessment through Dec 2010	0.02	1.02	0.02	0.43	11.47
Employment goal	0.10	1.11	0.09	0.28	0.65
Education goal	**0.19**	**1.21**	**0.09**	**0.04**	**0.27**
SSA/Ticket to Work referral	0.16	1.18	0.19	0.39	0.16
Service provider referral	**0.91**	**2.50**	**0.17**	**<.001**	**0.45**
WIPA outreach	**-0.42**	**0.66**	**0.20**	**0.04**	**0.17**
Non-SSA agency referral	-0.12	0.89	0.21	0.57	0.12
3-6 hours WIPA services	**0.31**	**1.36**	**0.10**	**0.00**	**0.51**
> 6 hours WIPA services	**0.57**	**1.77**	**0.13**	**<.001**	**0.14**
EN/VR/TTW ever referred/discussed	0.04	1.05	0.10	0.64	0.61

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 4,384.

Note: Bold type indicates statistical significance at the 0.05 level.

Table B.11. Logistic Regression Model of the Likelihood of Using Any Work Incentive by December 2010: Sample Members Not Using Any Work Incentives at Baseline Assessment

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age <25	**0.27**	**1.31**	**0.12**	**0.02**	**0.16**
Age 25-29	**0.43**	**1.54**	**0.12**	**0.00**	**0.08**
Age 30-34	0.13	1.14	0.12	0.30	0.08
Age 35-39	0.14	1.15	0.11	0.23	0.09
Age 40-44	-0.12	0.89	0.11	0.26	0.11
Age 45-54	0.04	1.04	0.08	0.65	0.30
HS	**0.21**	**1.24**	**0.11**	**0.04**	**0.28**
Beyond HS	**0.44**	**1.55**	**0.11**	**<.001**	**0.26**
Education unknown	**0.21**	**1.23**	**0.11**	**0.05**	**0.37**
Male	**-0.18**	**0.84**	**0.06**	**0.00**	**0.52**
Married	**0.19**	**1.21**	**0.08**	**0.01**	**0.15**
Marital status unknown	-0.08	0.93	0.08	0.36	0.16
DI-only at baseline	**-0.37**	**0.69**	**0.07**	**<.001**	**0.48**
SSI-only at baseline	-0.16	0.85	0.17	0.36	0.27
DAC	-0.17	0.85	0.13	0.22	0.06
Rep payee	**-0.15**	**0.86**	**0.07**	**0.04**	**0.30**
Psychiatric	-0.06	0.95	0.07	0.46	0.44
Musculoskeletal	-0.01	0.99	0.10	0.91	0.13
Intellectual	-0.08	0.93	0.11	0.50	0.12
Sensory/communication	-0.03	0.97	0.15	0.85	0.04
Other nervous system	-0.04	0.96	0.12	0.76	0.06
1st eligibility <24 mo.	**0.41**	**1.51**	**0.08**	**<.001**	**0.16**
1st eligibility 24-59 mo.	0.15	1.16	0.08	0.07	0.19
1st eligibility 60-119 mo.	0.03	1.03	0.08	0.68	0.21
SSA benefit <500	-0.30	0.74	0.18	0.10	0.30
SSA benefit 500-999	**-0.20**	**0.82**	**0.10**	**0.04**	**0.37**
SSA benefit 1000 - 1500	-0.11	0.89	0.10	0.24	0.21
Employed at intake	**0.35**	**1.42**	**0.08**	**<.001**	**0.22**
Looking for work at intake	**0.26**	**1.29**	**0.07**	**0.00**	**0.46**
Months from baseline assessment through Dec 2010	**0.05**	**1.05**	**0.01**	**0.00**	**11.41**
Employment goal	**0.18**	**1.19**	**0.06**	**0.01**	**0.66**
Education goal	0.00	1.00	0.07	0.95	0.22
SSA/Ticket to Work referral	**0.28**	**1.32**	**0.12**	**0.02**	**0.19**
Service provider referral	**0.72**	**2.05**	**0.11**	**<.001**	**0.44**
WIPA outreach	-0.16	0.85	0.13	0.21	0.15
Non-SSA agency referral	0.04	1.04	0.13	0.76	0.12
3-6 hours WIPA services	**0.18**	**1.20**	**0.07**	**0.01**	**0.49**
> 6 hours WIPA services	**0.54**	**1.71**	**0.09**	**<.001**	**0.14**
Referral/discussion of any incentive	0.00	1.00	0.08	1.00	0.79

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 7,407.

Note: Bold type indicates statistical significance at the 0.05 level.

Table B.12. Logistic Regression Model of the Likelihood of Using Any Work Incentive by December 2010: Sample Member Under Age 30 Not Using Any Work Incentives at Baseline Assessment

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age <25	-0.07	0.93	0.14	0.60	0.67
HS	0.25	1.28	0.20	0.21	0.32
Beyond HS	0.43	1.54	0.23	0.06	0.13
Education unknown	0.02	1.02	0.20	0.91	0.42
Male	0.00	1.00	0.12	0.99	0.61
Married	0.10	1.10	0.31	0.76	0.03
Marital status unknown	-0.10	0.91	0.19	0.62	0.11
DI-only at baseline	**-0.76**	**0.47**	**0.20**	**0.00**	**0.12**
SSI-only at baseline	**-0.65**	**0.52**	**0.15**	**<.0001**	**0.60**
DAC	-0.35	0.71	0.20	0.08	0.13
Rep payee	0.09	1.10	0.13	0.48	0.66
Psychiatric	**-0.70**	**0.50**	**0.17**	**<.0001**	**0.46**
Musculoskeletal	0.22	1.25	0.38	0.56	0.02
Intellectual	**-0.61**	**0.55**	**0.20**	**0.00**	**0.28**
Sensory/communication	**-0.97**	**0.38**	**0.33**	**0.00**	**0.04**
Other nervous system	-0.12	0.89	0.25	0.63	0.07
1st eligibility <24 mo.	0.27	1.30	0.20	0.18	0.11
1st eligibility 24-59 mo.	**0.56**	**1.75**	**0.17**	**0.00**	**0.19**
1st eligibility 60-119 mo.	0.12	1.13	0.16	0.43	0.21
Employed at intake	**0.40**	**1.50**	**0.17**	**0.02**	**0.19**
Looking for work at intake	0.22	1.25	0.15	0.12	0.43
Months from baseline assessment through Dec 2010	**0.11**	**1.12**	**0.03**	**0.00**	**11.60**
Employment goal	**0.38**	**1.46**	**0.14**	**0.01**	**0.62**
Education goal	-0.06	0.94	0.13	0.66	0.37
SSA/Ticket to Work referral	-0.04	0.96	0.26	0.89	0.11
Service provider referral	0.34	1.41	0.21	0.11	0.46
WIPA outreach	**-0.56**	**0.57**	**0.25**	**0.03**	**0.25**
Non-SSA agency referral	-0.09	0.91	0.28	0.74	0.09
3-6 hours WIPA services	**0.36**	**1.43**	**0.17**	**0.04**	**0.53**
> 6 hours WIPA services	**0.69**	**1.99**	**0.21**	**0.00**	**0.14**
Referral/discussion of any incentive	-0.22	0.80	0.18	0.22	0.75

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 1,747.

Note: Bold type indicates statistical significance at the 0.05 level.

Table B.13. Logistic Regression Model of the Likelihood of Using Any Work Incentive by December 2010: DI Beneficiary Sample Members Not Using Any Work Incentives at Baseline Assessment

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age <25	**0.54**	**1.72**	**0.17**	**0.00**	**0.06**
Age 25-29	**0.50**	**1.64**	**0.14**	**0.00**	**0.07**
Age 30-34	0.01	1.01	0.14	0.97	0.08
Age 35-39	0.05	1.05	0.12	0.71	0.10
Age 40-44	-0.19	0.83	0.12	0.10	0.12
Age 45-54	0.00	1.00	0.09	0.97	0.34
HS	0.26	1.30	0.14	0.06	0.27
Beyond HS	**0.54**	**1.71**	**0.14**	**0.00**	**0.30**
Education unknown	**0.36**	**1.43**	**0.14**	**0.01**	**0.35**
Male	**-0.16**	**0.85**	**0.07**	**0.01**	**0.51**
Married	**0.18**	**1.20**	**0.08**	**0.03**	**0.19**
Marital status unknown	-0.03	0.97	0.10	0.78	0.17
DI-only at baseline	**-0.34**	**0.71**	**0.08**	**<.001**	**0.66**
DAC	-0.28	0.76	0.16	0.09	0.06
Rep payee	**-0.21**	**0.81**	**0.09**	**0.02**	**0.24**
Psychiatric	0.01	1.01	0.09	0.93	0.44
Musculoskeletal	0.00	1.00	0.10	0.97	0.16
Intellectual	-0.10	0.91	0.16	0.54	0.08
Sensory/communication	-0.01	0.99	0.17	0.97	0.04
Other nervous system	0.07	1.08	0.14	0.59	0.07
1st eligibility <24 mo.	**0.40**	**1.49**	**0.10**	**<.001**	**0.18**
1st eligibility 24-59 mo.	0.06	1.06	0.09	0.52	0.22
1st eligibility 60-119 mo.	0.09	1.10	0.09	0.30	0.22
SSA benefit <500	-0.30	0.74	0.19	0.11	0.04
SSA benefit 500-999	**-0.20**	**0.82**	**0.10**	**0.05**	**0.51**
SSA benefit 1000 - 1500	-0.11	0.90	0.10	0.27	0.29
Employed at intake	**0.25**	**1.28**	**0.09**	**0.01**	**0.24**
Looking for work at intake	**0.24**	**1.28**	**0.08**	**0.00**	**0.47**
Months from baseline assessment through Dec 2010	**0.04**	**1.04**	**0.02**	**0.02**	**11.36**
Employment goal	0.14	1.15	0.08	0.06	0.68
Education goal	0.05	1.05	0.08	0.55	0.19
SSA/Ticket to Work referral	**0.37**	**1.45**	**0.13**	**0.01**	**0.22**
Service provider referral	**0.77**	**2.15**	**0.12**	**<.001**	**0.44**
WIPA outreach	0.10	1.10	0.15	0.53	0.12
Non-SSA agency referral	0.20	1.23	0.15	0.18	0.12
3-6 hours WIPA services	**0.23**	**1.25**	**0.08**	**0.01**	**0.49**
> 6 hours WIPA services	**0.55**	**1.73**	**0.10**	**<.001**	**0.14**
Referral/discussion of any incentive	0.00	1.00	0.10	0.99	0.84

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 5,378.

Note: Bold type indicates statistical significance at the 0.05 level.

Table B.14. Logistic Regression Model of the Likelihood of Using Any Work Incentive by December 2010: SSI Recipient Sample Members Not Using Any Work Incentives at Baseline Assessment

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age <25	**0.33**	**1.39**	**0.16**	**0.04**	**0.28**
Age 25-29	**0.57**	**1.76**	**0.17**	**0.00**	**0.11**
Age 30-34	**0.45**	**1.58**	**0.18**	**0.01**	**0.08**
Age 35-39	0.32	1.38	0.17	0.06	0.09
Age 40-44	-0.05	0.95	0.17	0.77	0.10
Age 45-54	0.09	1.09	0.14	0.54	0.23
HS	**0.28**	**1.32**	**0.13**	**0.03**	**0.31**
Beyond HS	**0.41**	**1.50**	**0.14**	**0.00**	**0.19**
Education unknown	0.19	1.21	0.13	0.15	0.37
Male	-0.10	0.91	0.08	0.20	0.52
Married	0.14	1.15	0.14	0.30	0.08
Marital status unknown	-0.10	0.90	0.12	0.39	0.14
SSI-only at baseline	-0.40	0.67	0.21	0.06	0.52
Rep payee	-0.13	0.88	0.09	0.17	0.41
Psychiatric	**-0.27**	**0.76**	**0.11**	**0.01**	**0.48**
Musculoskeletal	-0.15	0.86	0.16	0.34	0.08
Intellectual	-0.26	0.77	0.14	0.06	0.17
Sensory/communication	-0.31	0.73	0.23	0.17	0.03
Other nervous system	-0.29	0.75	0.19	0.12	0.06
1st eligibility <24 mo.	0.23	1.26	0.12	0.06	0.13
1st eligibility 24-59 mo.	0.17	1.19	0.11	0.13	0.14
1st eligibility 60-119 mo.	-0.07	0.93	0.11	0.50	0.17
SSA benefit <500	0.10	1.10	0.24	0.68	0.55
SSA benefit 500-999	-0.01	0.99	0.14	0.94	0.34
Employed at intake	**0.60**	**1.83**	**0.11**	**<.001**	**0.20**
Looking for work at intake	**0.25**	**1.29**	**0.09**	**0.01**	**0.46**
Months from baseline assessment through Dec 2010	**0.08**	**1.09**	**0.02**	**<.001**	**11.49**
Employment goal	0.14	1.15	0.09	0.13	0.64
Education goal	0.11	1.12	0.09	0.21	0.28
SSA/Ticket to Work referral	0.06	1.06	0.17	0.73	0.16
Service provider referral	**0.62**	**1.86**	**0.15**	**<.001**	**0.45**
WIPA outreach	**-0.53**	**0.59**	**0.18**	**0.00**	**0.18**
Non-SSA agency referral	-0.14	0.87	0.18	0.44	0.12
3-6 hours WIPA services	**0.27**	**1.31**	**0.11**	**0.01**	**0.52**
> 6 hours WIPA services	**0.64**	**1.90**	**0.14**	**<.001**	**0.13**
Referral/discussion of any incentive	-0.11	0.90	0.12	0.35	0.75

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 3,869.

Note: Bold type indicates statistical significance at the 0.05 level.

This page has been left blank for double-sided copying.

APPENDIX C

MULTIVARIATE MODELS OF EMPLOYMENT AND EARNINGS

This page has been left blank for double-sided copying.

Table C.1. Logistic Regression Model of the Likelihood of Employment in 2010: Full Sample

Variable	Coefficient	Odds Ratio	Std. Error	P-value	Variable Mean
Age less than 25	**0.92**	**2.51**	**0.10**	**<.001**	**0.15**
Age 25-29	**0.50**	**1.65**	**0.10**	**<.001**	**0.08**
Age 30-34	**0.36**	**1.44**	**0.10**	**0.00**	**0.08**
Age 35-39	**0.27**	**1.30**	**0.09**	**0.00**	**0.09**
Age 40-44	0.11	1.11	0.08	0.19	0.12
Age 45-54	0.07	1.08	0.06	0.25	0.30
HS	**-0.22**	**0.81**	**0.08**	**0.01**	**0.28**
Beyond HS	-0.06	0.94	0.09	0.48	0.28
Education unknown	-0.14	0.87	0.08	0.10	0.36
Male	**-0.24**	**0.79**	**0.04**	**<.001**	**0.51**
Married	0.00	1.00	0.06	0.95	0.16
Marital status unknown	0.04	1.05	0.06	0.48	0.17
DI-only	**0.38**	**1.46**	**0.06**	**<.001**	**0.50**
SSI-only	**-0.53**	**0.59**	**0.13**	**<.001**	**0.25**
DAC	**-0.20**	**0.82**	**0.10**	**0.05**	**0.05**
Rep payee	-0.07	0.93	0.06	0.21	0.30
Psychiatric	**0.12**	**1.13**	**0.06**	**0.04**	**0.44**
Musculoskeletal	0.11	1.12	0.08	0.15	0.13
Intellectual	**0.29**	**1.34**	**0.09**	**0.00**	**0.12**
Sensory/communication	0.19	1.21	0.11	0.09	0.05
Other nervous system	-0.07	0.93	0.10	0.47	0.06
1st eligibility <24 mo.	**0.25**	**1.28**	**0.07**	**0.00**	**0.14**
1st eligibility 24-59 mo.	-0.06	0.94	0.06	0.34	0.19
1st eligibility 60-119 mo.	**-0.17**	**0.85**	**0.06**	**0.00**	**0.23**
SSA benefit <500	-0.03	0.97	0.14	0.84	0.29
SSA benefit 500-999	**-0.29**	**0.75**	**0.08**	**0.00**	**0.38**
SSA benefit 1000 - 1500	**-0.16**	**0.86**	**0.08**	**0.04**	**0.21**
Employed at intake	**2.35**	**10.49**	**0.07**	**<.001**	**0.28**
Looking for work at intake	**0.36**	**1.43**	**0.05**	**<.001**	**0.44**
Months from baseline assessment through Dec 2010	**-0.02**	**0.98**	**0.01**	**0.03**	**11.40**
Employment goal	**0.11**	**1.11**	**0.05**	**0.03**	**0.68**
Education goal	**-0.20**	**0.82**	**0.05**	**0.00**	**0.22**
SSA/Ticket to Work referral	0.10	1.10	0.09	0.28	0.17
Service provider referral	0.08	1.09	0.08	0.29	0.49
WIPA outreach	-0.11	0.89	0.09	0.23	0.13
Non-SSA agency referral	-0.09	0.92	0.10	0.38	0.11
3-6 hours WIPA services	**0.10**	**1.11**	**0.05**	**0.04**	**0.49**
>6 hours WIPA services	**0.33**	**1.39**	**0.07**	**<.001**	**0.15**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10 and IRS earnings data. Sample size = 11,275.

Note: Bold type indicates statistical significance at the 0.05 level.

Table C.2. Logistic Regression Model of the Likelihood of Employment in 2010: Sample Members Under Age 30

Variable	Coefficient	Odds Ratio	Std. Error	P-value	Variable Mean
Age less than 25	**0.48**	**1.62**	**0.11**	**<.001**	**0.64**
HS	-0.12	0.89	0.16	0.43	0.33
Beyond HS	0.10	1.11	0.18	0.57	0.15
Education unknown	-0.18	0.84	0.16	0.26	0.40
Male	0.02	1.02	0.09	0.86	0.60
Married	0.06	1.07	0.25	0.80	0.03
Marital status unknown	-0.12	0.89	0.15	0.43	0.12
DI-only	0.13	1.14	0.15	0.39	0.13
SSI-only	**-0.48**	**0.62**	**0.12**	**<.001**	**0.57**
DAC	**-0.39**	**0.68**	**0.15**	**0.01**	**0.12**
Rep payee	**-0.20**	**0.82**	**0.10**	**0.05**	**0.66**
Psychiatric	-0.01	0.99	0.14	0.92	0.44
Musculoskeletal	-0.44	0.64	0.34	0.19	0.02
Intellectual	0.03	1.03	0.16	0.87	0.28
Sensory/communication	-0.12	0.89	0.23	0.60	0.05
Other nervous system	-0.14	0.87	0.20	0.49	0.08
1st eligibility <24 mo.	**-0.37**	**0.69**	**0.17**	**0.02**	**0.10**
1st eligibility 24-59 mo.	0.05	1.05	0.13	0.70	0.21
1st eligibility 60-119 mo.	**-0.30**	**0.74**	**0.12**	**0.01**	**0.23**
Employed at intake	**2.33**	**10.23**	**0.15**	**<.001**	**0.27**
Looking for work at intake	**0.32**	**1.37**	**0.11**	**0.00**	**0.41**
Months from baseline assessment through Dec 2010	-0.02	0.98	0.02	0.43	11.57
Employment goal	0.14	1.15	0.10	0.18	0.65
Education goal	**-0.21**	**0.81**	**0.10**	**0.04**	**0.34**
SSA/Ticket to Work referral	-0.19	0.83	0.21	0.37	0.10
Service provider referral	-0.11	0.90	0.17	0.53	0.52
WIPA outreach	-0.33	0.72	0.19	0.09	0.21
Non-SSA agency referral	-0.14	0.87	0.22	0.51	0.09
3-6 hours WIPA services	0.08	1.08	0.10	0.45	0.53
>6 hours WIPA services	**0.37**	**1.45**	**0.15**	**0.01**	**0.16**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10 and IRS earnings data. Sample size = 2,568.

Note: Bold type indicates statistical significance at the 0.05 level.

Table C.3. Logistic Regression Model of the Likelihood of Employment in 2010: Sample Members Who Entered Services in 2009 and Were Not Employed at Entry

Variable	Coefficient	Odds Ratio	Std. Error	P-value	Variable Mean
Age less than 25	**0.91**	**2.47**	**0.15**	**<.001**	**0.18**
Age 25-29	**0.35**	**1.42**	**0.16**	**0.02**	**0.08**
Age 30-34	0.13	1.14	0.16	0.40	0.07
Age 35-39	0.14	1.15	0.14	0.34	0.09
Age 40-44	0.03	1.03	0.13	0.85	0.11
Age 45-54	-0.12	0.89	0.10	0.24	0.28
HS	-0.18	0.83	0.14	0.19	0.25
Beyond HS	0.05	1.05	0.14	0.72	0.26
Education unknown	0.02	1.02	0.14	0.86	0.41
Male	**-0.25**	**0.78**	**0.07**	**0.00**	**0.53**
Married	0.02	1.03	0.10	0.81	0.15
Marital status unknown	-0.03	0.97	0.10	0.79	0.18
DI-only	**0.36**	**1.43**	**0.09**	**0.00**	**0.46**
SSI-only	**-0.65**	**0.52**	**0.23**	**0.00**	**0.28**
DAC	-0.18	0.83	0.17	0.28	0.05
Rep payee	-0.08	0.92	0.09	0.36	0.31
Psychiatric	**0.18**	**1.20**	**0.09**	**0.05**	**0.44**
Musculoskeletal	0.21	1.24	0.12	0.07	0.13
Intellectual	0.26	1.30	0.14	0.06	0.11
Sensory/communication	0.21	1.24	0.18	0.23	0.04
Other nervous system	-0.18	0.84	0.16	0.25	0.06
1st eligibility <24 mo.	**0.39**	**1.48**	**0.11**	**0.00**	**0.14**
1st eligibility 24-59 mo.	-0.09	0.91	0.10	0.33	0.20
1st eligibility 60-119 mo.	-0.14	0.87	0.09	0.13	0.22
SSA benefit <500	0.04	1.04	0.24	0.86	0.31
SSA benefit 500-999	**-0.30**	**0.74**	**0.12**	**0.02**	**0.36**
SSA benefit 1000 - 1500	-0.22	0.81	0.12	0.07	0.21
Looking for work at intake	**0.38**	**1.46**	**0.07**	**<.001**	**0.57**
Months from baseline assessment through Dec 2010	**-0.05**	**0.95**	**0.02**	**0.01**	**12.71**
Employment goal	0.05	1.05	0.08	0.53	0.64
Education goal	**-0.27**	**0.76**	**0.08**	**0.00**	**0.26**
SSA/Ticket to Work referral	0.05	1.05	0.15	0.72	0.16
Service provider referral	-0.03	0.97	0.13	0.84	0.48
WIPA outreach	-0.18	0.83	0.15	0.22	0.18
Non-SSA agency referral	-0.18	0.83	0.17	0.28	0.09
3-6 hours WIPA services	**0.37**	**1.45**	**0.09**	**<.001**	**0.50**
>6 hours WIPA services	**0.73**	**2.07**	**0.11**	**<.001**	**0.15**
Suggested looking for job/taking job offer	**-0.43**	**0.65**	**0.08**	**<.001**	**0.37**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10 and IRS earnings data. Sample size = 3,896.

Note: Bold type indicates statistical significance at the 0.05 level.

Table C.4. Logistic Regression Model of the Likelihood of Employment in 2010: Sample Members Under Age 30 Who Entered Services in 2009 and Were Not Employed at Entry

Variable	Coefficient	Odds Ratio	Std. Error	P-value	Variable Mean
Age less than 25	**0.63**	**1.87**	**0.18**	**0.00**	**0.69**
HS	-0.35	0.70	0.26	0.17	0.25
Beyond HS	-0.02	0.98	0.30	0.95	0.13
Education unknown	-0.22	0.80	0.25	0.38	0.53
Male	-0.01	0.99	0.14	0.95	0.62
Married	-0.27	0.76	0.38	0.47	0.03
Marital status unknown	-0.12	0.89	0.23	0.59	0.11
DI-only	0.12	1.13	0.25	0.62	0.11
SSI-only	**-0.42**	**0.66**	**0.19**	**0.03**	**0.65**
DAC	-0.26	0.77	0.24	0.28	0.11
Rep payee	-0.15	0.86	0.15	0.33	0.68
Psychiatric	0.02	1.02	0.20	0.92	0.44
Musculoskeletal	-0.42	0.66	0.46	0.36	0.03
Intellectual	0.16	1.17	0.23	0.49	0.26
Sensory/communication	0.00	1.01	0.34	0.99	0.05
Other nervous system	-0.23	0.79	0.30	0.43	0.08
1st eligibility <24 mo.	-0.15	0.86	0.27	0.57	0.08
1st eligibility 24-59 mo.	0.04	1.05	0.20	0.82	0.18
1st eligibility 60-119 mo.	-0.29	0.75	0.18	0.10	0.20
Looking for work at intake	0.29	1.34	0.16	0.06	0.47
Months from baseline assessment through Dec 2010	-0.06	0.94	0.04	0.14	12.80
Employment goal	0.10	1.10	0.15	0.53	0.56
Education goal	**-0.30**	**0.74**	**0.15**	**0.05**	**0.39**
SSA/Ticket to Work referral	0.24	1.27	0.36	0.50	0.08
Service provider referral	0.04	1.04	0.29	0.89	0.45
WIPA outreach	-0.44	0.65	0.32	0.17	0.36
Non-SSA agency referral	0.43	1.54	0.41	0.29	0.05
3-6 hours WIPA services	**0.53**	**1.69**	**0.17**	**0.00**	**0.56**
>6 hours WIPA services	**0.88**	**2.40**	**0.24**	**0.00**	**0.13**
Suggested looking for job/taking job offer	**-0.48**	**0.62**	**0.16**	**0.00**	**0.37**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10 and IRS earnings data. Sample size = 1,035.

Note: Bold type indicates statistical significance at the 0.05 level.

Table C.5. Logistic Regression Model of the Likelihood of Employment in 2010: DI Beneficiary Sample Members Who Entered Services in 2009 and Were Not Employed at Entry

Variable	Coefficient	Odds Ratio	Std. Error	P-value	Variable Mean
Age less than 25	**1.04**	**2.84**	**0.23**	**<.001**	**0.06**
Age 25-29	**0.38**	**1.46**	**0.18**	**0.04**	**0.07**
Age 30-34	0.12	1.13	0.17	0.48	0.08
Age 35-39	0.22	1.24	0.16	0.17	0.09
Age 40-44	-0.04	0.96	0.14	0.76	0.13
Age 45-54	-0.09	0.91	0.11	0.40	0.34
HS	-0.04	0.96	0.18	0.83	0.25
Beyond HS	0.22	1.24	0.18	0.22	0.31
Education unknown	0.27	1.32	0.17	0.12	0.37
Male	**-0.29**	**0.75**	**0.08**	**0.00**	**0.51**
Married	0.02	1.02	0.11	0.88	0.19
Marital status unknown	-0.05	0.95	0.12	0.66	0.19
DI-only	**0.39**	**1.48**	**0.10**	**<.001**	**0.65**
DAC	**-0.50**	**0.60**	**0.22**	**0.02**	**0.05**
Rep payee	-0.06	0.94	0.11	0.61	0.23
Psychiatric	**0.25**	**1.28**	**0.11**	**0.02**	**0.43**
Musculoskeletal	**0.28**	**1.32**	**0.13**	**0.03**	**0.17**
Intellectual	**0.49**	**1.63**	**0.20**	**0.02**	**0.06**
Sensory/communication	**0.40**	**1.49**	**0.21**	**0.05**	**0.04**
Other nervous system	-0.01	0.99	0.18	0.97	0.06
1st eligibility <24 mo.	**0.33**	**1.39**	**0.13**	**0.01**	**0.17**
1st eligibility 24-59 mo.	-0.19	0.83	0.11	0.10	0.23
1st eligibility 60-119 mo.	**-0.22**	**0.80**	**0.11**	**0.05**	**0.24**
SSA benefit <500	0.02	1.02	0.24	0.93	0.04
SSA benefit 500-999	**-0.30**	**0.74**	**0.12**	**0.01**	**0.50**
SSA benefit 1000 - 1500	-0.22	0.81	0.12	0.08	0.29
Looking for work at intake	**0.41**	**1.51**	**0.08**	**<.001**	**0.61**
Months from baseline assessment through Dec 2010	**-0.06**	**0.94**	**0.02**	**0.01**	**12.68**
Employment goal	-0.04	0.96	0.09	0.65	0.66
Education goal	**-0.24**	**0.78**	**0.10**	**0.02**	**0.21**
SSA/Ticket to Work referral	0.11	1.12	0.16	0.49	0.18
Service provider referral	-0.05	0.95	0.15	0.73	0.50
WIPA outreach	-0.02	0.98	0.18	0.93	0.12
Non-SSA agency referral	-0.16	0.85	0.19	0.40	0.09
3-6 hours WIPA services	**0.36**	**1.44**	**0.10**	**0.00**	**0.49**
>6 hours WIPA services	**0.67**	**1.96**	**0.13**	**<.001**	**0.15**
Suggested looking for job/taking job offer	**-0.35**	**0.71**	**0.09**	**0.00**	**0.38**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10 and IRS earnings data. Sample size = 2,787.

Note: Bold type indicates statistical significance at the 0.05 level.

Table C.6. Logistic Regression Model of the Likelihood of Employment in 2010: SSI Recipient Sample Members Who Entered Services in 2009 and Were Not Employed at Entry

Variable	Coefficient	Odds Ratio	Std. Error	P-value	Variable Mean
Age less than 25	**1.11**	**3.03**	**0.21**	**<.001**	**0.33**
Age 25-29	**0.64**	**1.90**	**0.22**	**0.00**	**0.11**
Age 30-34	0.28	1.32	0.24	0.25	0.08
Age 35-39	0.41	1.50	0.23	0.07	0.09
Age 40-44	0.37	1.45	0.22	0.10	0.09
Age 45-54	-0.04	0.96	0.19	0.82	0.20
HS	**-0.34**	**0.71**	**0.18**	**0.05**	**0.26**
Beyond HS	-0.05	0.95	0.19	0.78	0.20
Education unknown	-0.11	0.89	0.17	0.51	0.45
Male	-0.13	0.88	0.10	0.18	0.54
Married	0.10	1.10	0.19	0.61	0.07
Marital status unknown	0.08	1.08	0.14	0.57	0.16
SSI-only	-0.55	0.58	0.32	0.09	0.53
Rep payee	-0.08	0.92	0.12	0.48	0.44
Psychiatric	0.05	1.05	0.14	0.72	0.48
Musculoskeletal	0.34	1.41	0.20	0.09	0.08
Intellectual	0.20	1.22	0.17	0.25	0.17
Sensory/communication	-0.09	0.92	0.27	0.75	0.04
Other nervous system	-0.36	0.70	0.24	0.13	0.06
1st eligibility <24 mo.	**0.49**	**1.64**	**0.17**	**0.00**	**0.11**
1st eligibility 24-59 mo.	0.05	1.06	0.14	0.70	0.15
1st eligibility 60-119 mo.	0.07	1.07	0.13	0.60	0.17
SSA benefit <500	0.05	1.05	0.35	0.90	0.55
SSA benefit 500-999	-0.24	0.79	0.18	0.18	0.35
Looking for work at intake	**0.37**	**1.45**	**0.10**	**0.00**	**0.52**
Months from baseline assessment through Dec 2010	-0.04	0.96	0.03	0.11	12.71
Employment goal	0.08	1.08	0.11	0.45	0.61
Education goal	**-0.23**	**0.80**	**0.11**	**0.04**	**0.31**
SSA/Ticket to Work referral	0.30	1.35	0.22	0.17	0.13
Service provider referral	0.16	1.18	0.19	0.39	0.46
WIPA outreach	-0.09	0.92	0.21	0.67	0.23
Non-SSA agency referral	-0.03	0.97	0.24	0.91	0.09
3-6 hours WIPA services	**0.38**	**1.46**	**0.12**	**0.00**	**0.53**
>6 hours WIPA services	**0.75**	**2.12**	**0.16**	**<.001**	**0.14**
Suggested looking for job/taking job offer	**-0.45**	**0.64**	**0.11**	**<.001**	**0.38**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10 and IRS earnings data. Sample size = 2,086.

Note: Bold type indicates statistical significance at the 0.05 level.

Table C.7. Logistic Regression Model of the Likelihood of an Increase in Earnings from 2009 to2010: Sample Members Who Entered Services in 2009

Variable	Coefficient	Odds Ratio	Std. Error	P-value	Variable Mean
Age less than 25	**0.85**	**2.33**	**0.13**	**<.001**	**0.17**
Age 25-29	**0.38**	**1.46**	**0.14**	**0.01**	**0.08**
Age 30-34	**0.26**	**1.30**	**0.13**	**0.05**	**0.07**
Age 35-39	**0.28**	**1.33**	**0.12**	**0.02**	**0.09**
Age 40-44	0.17	1.18	0.11	0.14	0.12
Age 45-54	-0.01	0.99	0.09	0.89	0.28
HS	**-0.34**	**0.72**	**0.12**	**0.00**	**0.27**
Beyond HS	-0.19	0.83	0.12	0.12	0.27
Education unknown	**-0.24**	**0.79**	**0.12**	**0.04**	**0.38**
Male	**-0.17**	**0.84**	**0.06**	**0.00**	**0.52**
Married	0.04	1.04	0.09	0.63	0.15
Marital status unknown	-0.03	0.97	0.09	0.75	0.17
DI-only	**0.30**	**1.35**	**0.08**	**0.00**	**0.48**
SSI-only	0.01	1.01	0.17	0.94	0.26
DAC	0.00	1.00	0.14	0.99	0.05
Rep payee	-0.12	0.88	0.08	0.12	0.32
Psychiatric	0.13	1.14	0.08	0.12	0.43
Musculoskeletal	**0.28**	**1.32**	**0.11**	**0.01**	**0.13**
Intellectual	**0.26**	**1.30**	**0.12**	**0.03**	**0.12**
Sensory/communication	-0.02	0.98	0.15	0.89	0.05
Other nervous system	0.00	1.00	0.14	0.98	0.06
1st eligibility <24 mo.	0.13	1.14	0.10	0.20	0.13
1st eligibility 24-59 mo.	0.06	1.06	0.09	0.49	0.19
1st eligibility 60-119 mo.	-0.03	0.97	0.08	0.68	0.23
SSA benefit <500	-0.24	0.79	0.18	0.19	0.30
SSA benefit 500-999	0.03	1.03	0.11	0.80	0.37
SSA benefit 1000 - 1500	-0.02	0.98	0.11	0.88	0.20
Employed at intake	**0.87**	**2.39**	**0.09**	**<.001**	**0.27**
Looking for work at intake	**0.40**	**1.49**	**0.08**	**<.001**	**0.41**
Months from baseline assessment through Dec 2010	**-0.04**	**0.96**	**0.02**	**0.01**	**12.73**
Employment goal	0.02	1.02	0.07	0.75	0.67
Education goal	**-0.24**	**0.79**	**0.08**	**0.00**	**0.23**
SSA/Ticket to Work referral	0.23	1.26	0.13	0.07	0.16
Service provider referral	0.21	1.24	0.11	0.06	0.49
WIPA outreach	-0.07	0.94	0.13	0.62	0.17
Non-SSA agency referral	-0.01	0.99	0.14	0.92	0.10
3-6 hours WIPA services	**0.27**	**1.31**	**0.07**	**0.00**	**0.49**
>6 hours WIPA services	**0.47**	**1.60**	**0.09**	**<.001**	**0.17**
Suggested looking for a job/taking a job if offered	**-0.32**	**0.73**	**0.08**	**<.001**	**0.29**
Suggested increasing hours/seeking promotion	**0.51**	**1.66**	**0.11**	**<.001**	**0.09**
NSTW month before intake	0.20	1.22	0.15	0.17	0.05

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10 and IRS earnings data. Sample size = 5,371.

Note: Bold type indicates statistical significance at the 0.05 level.

Table C.8. Logistic Regression Model of the Likelihood of an Increase in Earnings from 2009 to 2010: Sample Members Under Age 30 Who Entered Services in 2009

Variable	Coefficient	Odds Ratio	Std. Error	P-value	Variable Mean
Age less than 25	**0.49**	**1.64**	**0.15**	**0.00**	**0.68**
HS	**-0.58**	**0.56**	**0.22**	**0.01**	**0.30**
Beyond HS	-0.32	0.73	0.26	0.22	0.13
Education unknown	**-0.50**	**0.61**	**0.22**	**0.02**	**0.47**
Male	-0.12	0.89	0.13	0.34	0.61
Married	0.13	1.14	0.36	0.71	0.03
Marital status unknown	-0.15	0.86	0.19	0.43	0.12
DI-only	0.02	1.02	0.22	0.94	0.11
SSI-only	-0.19	0.83	0.16	0.23	0.61
DAC	0.07	1.08	0.21	0.73	0.11
Rep payee	-0.22	0.81	0.14	0.12	0.68
Psychiatric	0.19	1.20	0.19	0.33	0.43
Musculoskeletal	-0.19	0.83	0.43	0.66	0.02
Intellectual	0.36	1.43	0.21	0.09	0.28
Sensory/communication	-0.04	0.96	0.31	0.89	0.05
Other nervous system	0.12	1.12	0.27	0.67	0.08
1st eligibility <24 mo.	-0.38	0.68	0.23	0.10	0.09
1st eligibility 24-59 mo.	0.10	1.11	0.18	0.56	0.19
1st eligibility 60-119 mo.	-0.16	0.85	0.16	0.32	0.21
Employed at intake	**0.76**	**2.13**	**0.19**	**<.001**	**0.24**
Looking for work at intake	**0.44**	**1.55**	**0.16**	**0.01**	**0.35**
Months from baseline assessment through Dec 2010	-0.05	0.95	0.04	0.15	12.78
Employment goal	-0.01	0.99	0.14	0.91	0.60
Education goal	**-0.32**	**0.73**	**0.14**	**0.02**	**0.36**
SSA/Ticket to Work referral	0.06	1.06	0.31	0.86	0.08
Service provider referral	0.27	1.31	0.25	0.28	0.48
WIPA outreach	-0.52	0.60	0.28	0.06	0.31
Non-SSA agency referral	0.26	1.30	0.33	0.42	0.06
3-6 hours WIPA services	**0.40**	**1.50**	**0.15**	**0.01**	**0.54**
>6 hours WIPA services	**0.72**	**2.06**	**0.20**	**0.00**	**0.16**
Suggested looking for a job/taking a job if offered	**-0.37**	**0.69**	**0.15**	**0.02**	**0.30**
Suggested increasing hours/seeking promotion	0.44	1.55	0.24	0.07	0.08
NSTW month before intake	0.20	1.22	0.27	0.47	0.06

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10 and IRS earnings data. Sample size = 1,363.

Note: Bold type indicates statistical significance at the 0.05 level.

Table C.9. Logistic Regression Model of the Likelihood of an Increase in Earnings from 2009 to 2010: DI Beneficiary Sample Members Who Entered Services in 2009

Variable	Coefficient	Odds Ratio	Std. Error	P-value	Variable Mean
Age less than 25	**0.87**	**2.40**	**0.18**	**<.001**	**0.06**
Age 25-29	**0.35**	**1.42**	**0.16**	**0.03**	**0.07**
Age 30-34	0.25	1.28	0.15	0.09	0.08
Age 35-39	**0.35**	**1.42**	**0.13**	**0.01**	**0.10**
Age 40-44	0.15	1.16	0.12	0.23	0.13
Age 45-54	0.02	1.02	0.10	0.81	0.33
HS	-0.25	0.78	0.15	0.09	0.27
Beyond HS	-0.07	0.93	0.15	0.62	0.32
Education unknown	-0.06	0.95	0.15	0.70	0.35
Male	**-0.17**	**0.84**	**0.07**	**0.02**	**0.50**
Married	0.03	1.03	0.09	0.76	0.19
Marital status unknown	-0.04	0.96	0.10	0.66	0.18
DI-only	**0.33**	**1.38**	**0.09**	**0.00**	**0.65**
DAC	-0.21	0.81	0.17	0.21	0.06
Rep payee	-0.04	0.96	0.10	0.65	0.25
Psychiatric	0.15	1.16	0.09	0.12	0.43
Musculoskeletal	**0.34**	**1.41**	**0.11**	**0.00**	**0.16**
Intellectual	**0.36**	**1.44**	**0.16**	**0.02**	**0.08**
Sensory/communication	0.03	1.03	0.17	0.86	0.05
Other nervous system	0.05	1.05	0.16	0.77	0.06
1st eligibility <24 mo.	0.16	1.18	0.11	0.15	0.16
1st eligibility 24-59 mo.	0.01	1.01	0.10	0.92	0.22
1st eligibility 60-119 mo.	-0.04	0.96	0.09	0.63	0.24
SSA benefit <500	-0.21	0.81	0.18	0.24	0.05
SSA benefit 500-999	0.05	1.06	0.11	0.61	0.51
SSA benefit 1000 - 1500	0.00	1.00	0.11	0.97	0.28
Employed at intake	**0.77**	**2.17**	**0.10**	**<.001**	**0.29**
Looking for work at intake	**0.37**	**1.45**	**0.09**	**<.001**	**0.43**
Months from baseline assessment through Dec 2010	**-0.05**	**0.95**	**0.02**	**0.01**	**12.70**
Employment goal	-0.04	0.96	0.08	0.59	0.69
Education goal	**-0.20**	**0.82**	**0.09**	**0.03**	**0.19**
SSA/Ticket to Work referral	**0.38**	**1.47**	**0.14**	**0.01**	**0.18**
Service provider referral	0.20	1.22	0.13	0.12	0.50
WIPA outreach	0.24	1.28	0.15	0.11	0.12
Non-SSA agency referral	0.05	1.05	0.16	0.75	0.10
3-6 hours WIPA services	**0.26**	**1.30**	**0.09**	**0.00**	**0.48**
>6 hours WIPA services	**0.44**	**1.55**	**0.11**	**<.001**	**0.18**
Suggested looking for a job/taking a job if offered	**-0.26**	**0.77**	**0.09**	**0.00**	**0.29**
Suggested increasing hours/seeking promotion	**0.51**	**1.66**	**0.12**	**<.001**	**0.10**
NSTW month before intake	**0.31**	**1.36**	**0.16**	**0.05**	**0.06**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10 and IRS earnings data. Sample size = 3,950.

Note: Bold type indicates statistical significance at the 0.05 level.

Table C.10. Logistic Regression Model of the Likelihood of an Increase in Earnings from 2009 to 2010: SSI Recipient Sample Members Who Entered Services in 2009

Variable	Coefficient	Odds Ratio	Std. Error	P-value	Variable Mean
Age less than 25	**0.93**	**2.54**	**0.18**	**<.001**	**0.31**
Age 25-29	**0.53**	**1.69**	**0.19**	**0.01**	**0.12**
Age 30-34	0.33	1.39	0.21	0.12	0.08
Age 35-39	**0.40**	**1.49**	**0.20**	**0.05**	**0.09**
Age 40-44	0.14	1.15	0.20	0.47	0.10
Age 45-54	-0.09	0.92	0.17	0.61	0.20
HS	**-0.45**	**0.64**	**0.15**	**0.00**	**0.30**
Beyond HS	-0.25	0.78	0.16	0.12	0.20
Education unknown	**-0.35**	**0.71**	**0.15**	**0.02**	**0.40**
Male	-0.13	0.88	0.09	0.15	0.53
Married	0.08	1.08	0.17	0.64	0.07
Marital status unknown	-0.01	0.99	0.13	0.96	0.15
SSI-only	0.21	1.24	0.22	0.34	0.51
Rep payee	-0.13	0.88	0.10	0.22	0.45
Psychiatric	0.18	1.19	0.13	0.16	0.47
Musculoskeletal	0.34	1.41	0.19	0.07	0.08
Intellectual	**0.33**	**1.40**	**0.16**	**0.03**	**0.19**
Sensory/communication	-0.18	0.83	0.24	0.44	0.04
Other nervous system	0.07	1.07	0.21	0.76	0.06
1st eligibility <24 mo.	0.01	1.02	0.15	0.92	0.10
1st eligibility 24-59 mo.	0.10	1.10	0.13	0.44	0.14
1st eligibility 60-119 mo.	0.03	1.03	0.12	0.80	0.17
SSA benefit <500	**-0.54**	0.58	0.26	0.04	0.55
SSA benefit 500-999	-0.08	0.92	0.16	0.61	0.36
Employed at intake	**0.96**	**2.61**	**0.13**	**<.001**	**0.25**
Looking for work at intake	**0.39**	**1.47**	**0.11**	**0.00**	**0.39**
Months from baseline assessment through Dec 2010	-0.04	0.96	0.03	0.08	12.73
Employment goal at intake	-0.02	0.98	0.10	0.86	0.64
Education goal	**-0.23**	**0.79**	**0.10**	**0.02**	**0.29**
SSA/Ticket to Work referral	0.22	1.24	0.19	0.26	0.12
Service provider referral	0.26	1.29	0.16	0.12	0.48
WIPA outreach	-0.29	0.75	0.19	0.12	0.21
Non-SSA agency referral	-0.07	0.94	0.20	0.75	0.10
3-6 hours WIPA services	**0.25**	**1.28**	**0.11**	**0.02**	**0.52**
>6 hours WIPA services	**0.48**	**1.62**	**0.14**	**0.00**	**0.16**
Suggested looking for a job/taking a job if offered	**-0.33**	**0.72**	**0.11**	**0.00**	**0.30**
Suggested increasing hours/seeking promotion	**0.50**	**1.65**	**0.16**	**0.00**	**0.08**
NSTW month before intake	0.17	1.18	0.16	0.29	0.08

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10 and IRS earnings data. Sample size = 2,793.

Note: Bold type indicates statistical significance at the 0.05 level.

Table C.11. Least-Squares Regression Model of the Change in Earnings from 2009 to 2010: All Sample Members Who Entered Services in 2009

Variable	Coefficient	Std. Error	P-value	Variable Mean
Age less than 25	**2,106.86**	**372.65**	**<.001**	**0.17**
Age 25-29	**1,966.14**	**391.10**	**<.001**	**0.08**
Age 30-34	**1,175.12**	**384.73**	**0.00**	**0.07**
Age 35-39	**1,322.32**	**354.64**	**0.00**	**0.09**
Age 40-44	**1,173.85**	**321.89**	**0.00**	**0.12**
Age 45-54	**710.64**	**256.18**	**0.01**	**0.28**
HS	-295.01	337.62	0.38	0.27
Beyond HS	-262.15	347.78	0.45	0.27
Education unknown	-8.98	336.67	0.98	0.38
Male	-188.71	172.98	0.28	0.52
Married	146.11	253.81	0.56	0.15
Marital status unknown	-138.97	251.49	0.58	0.17
DI-only	375.54	237.67	0.11	0.48
SSI-only	386.31	491.82	0.43	0.26
DAC	-51.20	401.45	0.90	0.05
Rep payee	**-648.54**	**223.76**	**0.00**	**0.32**
Psychiatric	-235.91	234.22	0.31	0.43
Musculoskeletal	112.38	301.89	0.71	0.13
Intellectual	-341.70	342.51	0.32	0.12
Sensory/communication	-213.43	425.49	0.62	0.05
Other nervous system	-291.17	390.47	0.46	0.06
1st eligibility <24 mo.	**-1,362.02**	**285.60**	**<.001**	**0.13**
1st eligibility 24-59 mo.	149.92	244.63	0.54	0.19
1st eligibility 60-119 mo.	-16.43	229.04	0.94	0.23
SSA benefit <500	-778.18	514.08	0.13	0.30
SSA benefit 500-999	-50.30	307.27	0.87	0.37
SSA benefit 1000 - 1500	255.64	310.05	0.41	0.20
Employed at intake	**1,025.12**	**244.42**	**<.001**	**0.27**
Looking for work at intake	**546.59**	**210.81**	**0.01**	**0.41**
Months from baseline assessment through Dec 2010	-62.42	50.39	0.22	12.73
Employment goal	25.99	195.58	0.89	0.67
Education goal	**-606.58**	**214.75**	**0.00**	**0.23**
SSA/Ticket to Work referral	**695.72**	**359.24**	**0.05**	**0.16**
Service provider referral	224.90	315.48	0.48	0.49
WIPA outreach	77.68	363.69	0.83	0.17
Non-SSA agency referral	-181.61	398.92	0.65	0.10
3-6 hours WIPA services	227.21	200.33	0.26	0.49
>6 hours WIPA services	**694.89**	**265.61**	**0.01**	**0.17**
Suggested increasing hours/seeking promotion	399.29	320.07	0.21	0.09
Suggested earning enough to leave benefits	**657.69**	**258.08**	**0.01**	**0.14**
NSTW month before intake	**-1,307.79**	**424.57**	**0.00**	**0.05**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10 and IRS earnings data. Sample size = 5,371.

Note: Bold type indicates statistical significance at the 0.05 level.

Table C.12. Least-Squares Regression Model of the Change in Earnings from 2009 to 2010: Sample Members Under Age 30 Who Entered Services in 2009

Variable	Coefficient	Std. Error	P-value	Variable Mean
Age less than 25	280.12	311.55	0.37	0.68
HS	-325.09	467.08	0.49	0.30
Beyond HS	488.10	548.50	0.37	0.13
Education unknown	-152.21	464.89	0.74	0.47
Male	200.81	260.13	0.44	0.61
Married	1,183.24	774.98	0.13	0.03
Marital status unknown	-351.54	403.44	0.38	0.12
DI-only	-100.79	462.49	0.83	0.11
SSI-only	-122.10	339.93	0.72	0.61
DAC	5.58	443.05	0.99	0.11
Rep payee	**-737.37**	**288.53**	**0.01**	**0.68**
Psychiatric	-507.60	386.08	0.19	0.43
Musculoskeletal	-1,391.57	872.27	0.11	0.02
Intellectual	-488.17	427.67	0.25	0.28
Sensory/communication	-738.36	639.10	0.25	0.05
Other nervous system	-155.72	561.98	0.78	0.08
1st eligibility <24 mo.	**-1,763.33**	**489.13**	**0.00**	**0.09**
1st eligibility 24-59 mo.	146.67	368.49	0.69	0.19
1st eligibility 60-119 mo.	30.06	333.67	0.93	0.21
Employed at intake	**1,116.89**	**391.23**	**0.00**	**0.24**
Looking for work at intake	**1,022.46**	**330.46**	**0.00**	**0.35**
Months from baseline assessment through Dec 2010	-18.61	76.33	0.81	12.78
Employment goal	-185.10	282.99	0.51	0.60
Education goal	**-896.74**	**285.85**	**0.00**	**0.36**
SSA/Ticket to Work referral	**1,267.29**	**656.86**	**0.05**	**0.08**
Service provider referral	549.85	527.10	0.30	0.48
WIPA outreach	128.54	576.04	0.82	0.31
Non-SSA agency referral	-87.37	699.55	0.90	0.06
3-6 hours WIPA services	245.39	304.20	0.42	0.54
>6 hours WIPA services	568.07	408.70	0.16	0.16
Suggested increasing hours/seeking promotion	948.56	504.16	0.06	0.08
Suggested earning enough to leave benefits	495.39	423.77	0.24	0.10
NSTW month before intake	-668.95	579.67	0.25	0.06

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10 and IRS earnings data. Sample size = 1,363.

Note: Bold type indicates statistical significance at the 0.05 level.

Table C.13. Least-Squares Regression Model of the Change in Earnings from 2009 to 2010: DI Beneficiary Sample Members Who Entered Services in 2009

Variable	Coefficient	Std. Error	P-value	Variable Mean
Age less than 25	**2,195.43**	**564.53**	**0.00**	**0.06**
Age 25-29	**1,895.37**	**490.94**	**0.00**	**0.07**
Age 30-34	**1,124.15**	**455.55**	**0.01**	**0.08**
Age 35-39	**1,454.02**	**415.78**	**0.00**	**0.10**
Age 40-44	**1,058.79**	**373.41**	**0.00**	**0.13**
Age 45-54	**703.65**	**293.36**	**0.02**	**0.33**
HS	-340.66	454.79	0.45	0.27
Beyond HS	-234.76	459.21	0.61	0.32
Education unknown	115.55	457.90	0.80	0.35
Male	-224.34	217.29	0.30	0.50
Married	282.62	291.67	0.33	0.19
Marital status unknown	-176.19	310.76	0.57	0.18
DI-only	386.95	263.03	0.14	0.65
DAC	-85.59	518.94	0.87	0.06
Rep payee	**-747.88**	**295.21**	**0.01**	**0.25**
Psychiatric	-368.52	290.17	0.20	0.43
Musculoskeletal	57.30	350.24	0.87	0.16
Intellectual	-192.41	495.56	0.70	0.08
Sensory/communication	-432.07	518.50	0.40	0.05
Other nervous system	-656.36	487.57	0.18	0.06
1st eligibility <24 mo.	**-1,199.89**	**345.35**	**0.00**	**0.16**
1st eligibility 24-59 mo.	103.68	303.98	0.73	0.22
1st eligibility 60-119 mo.	-50.51	289.39	0.86	0.24
SSA benefit <500	-781.09	559.86	0.16	0.05
SSA benefit 500-999	35.07	334.90	0.92	0.51
SSA benefit 1000 - 1500	293.07	334.28	0.38	0.28
Employed at intake	**931.72**	**302.18**	**0.00**	**0.29**
Looking for work at intake	**568.62**	**263.26**	**0.03**	**0.43**
Months from baseline assessment through Dec 2010	-80.51	63.71	0.21	12.70
Employment goal	14.16	248.78	0.95	0.69
Education goal	**-832.17**	**283.96**	**0.00**	**0.19**
SSA/Ticket to Work referral	**992.32**	**429.66**	**0.02**	**0.18**
Service provider referral	308.07	383.53	0.42	0.50
WIPA outreach	686.96	465.48	0.14	0.12
Non-SSA agency referral	-52.44	486.14	0.91	0.10
3-6 hours WIPA services	235.25	251.57	0.35	0.48
>6 hours WIPA services	**824.96**	**328.36**	**0.01**	**0.18**
Suggested increasing hours/seeking promotion	214.49	390.02	0.58	0.10
Suggested earning enough to leave benefits	**911.93**	**313.82**	**0.00**	**0.15**
NSTW month before intake	**-1,068.03**	**494.67**	**0.03**	**0.06**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10 and IRS earnings data. Sample size = 3,950.

Note: Bold type indicates statistical significance at the 0.05 level.

Table C.14. Least-Squares Regression Model of the Change in Earnings from 2009 to 2010: SSI Recipient Sample Members Who Entered Services in 2009

Variable	Coefficient	Std. Error	P-value	Variable Mean
Age less than 25	**1,968.69**	**388.44**	**<.001**	**0.31**
Age 25-29	**2,161.48**	**410.72**	**<.001**	**0.12**
Age 30-34	**1,341.79**	**442.73**	**0.00**	**0.08**
Age 35-39	**1,409.09**	**428.48**	**0.00**	**0.09**
Age 40-44	**1,268.27**	**411.81**	**0.00**	**0.10**
Age 45-54	**705.72**	**349.31**	**0.04**	**0.20**
HS	-211.54	323.68	0.51	0.30
Beyond HS	-112.88	351.37	0.75	0.20
Education unknown	-395.60	324.36	0.22	0.40
Male	-8.46	185.10	0.96	0.53
Married	-349.01	355.50	0.33	0.07
Marital status unknown	-244.75	271.80	0.37	0.15
SSI-only	535.44	480.39	0.27	0.51
Rep payee	-381.39	220.90	0.08	0.45
Psychiatric	138.53	262.15	0.60	0.47
Musculoskeletal	588.84	396.58	0.14	0.08
Intellectual	-125.93	329.74	0.70	0.19
Sensory/communication	-536.82	497.90	0.28	0.04
Other nervous system	252.86	441.02	0.57	0.06
1st eligibility <24 mo.	**-1,459.50**	**330.15**	**<.001**	**0.10**
1st eligibility 24-59 mo.	403.10	273.81	0.14	0.14
1st eligibility 60-119 mo.	92.67	254.19	0.72	0.17
SSA benefit <500	-813.28	557.38	0.14	0.55
SSA benefit 500-999	60.31	348.14	0.86	0.36
Employed at intake	**978.70**	**271.74**	**0.00**	**0.25**
Looking for work at intake	195.14	224.95	0.39	0.39
Months from baseline assessment through Dec 2010	10.65	53.37	0.84	12.73
Employment goal	-116.10	207.24	0.58	0.64
Education goal	-295.87	215.65	0.17	0.29
SSA/Ticket to Work referral	373.13	407.21	0.36	0.12
Service provider referral	192.86	343.31	0.57	0.48
WIPA outreach	-550.11	386.58	0.15	0.21
Non-SSA agency referral	-202.73	427.20	0.64	0.10
3-6 hours WIPA services	210.60	214.34	0.33	0.52
>6 hours WIPA services	365.60	290.07	0.21	0.16
Suggested increasing hours/seeking promotion	368.52	356.29	0.30	0.08
Suggested earning enough to leave benefits	-193.33	281.75	0.49	0.13
NSTW month before intake	**-1,113.80**	**351.59**	**0.00**	**0.08**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10 and IRS earnings data. Sample size = 2,793.

Note: Bold type indicates statistical significance at the 0.05 level.

APPENDIX D

MULTIVARIATE MODELS OF BENEFIT SUSPENSION OR TERMINATION DUE TO WORK

This page has been left blank for double-sided copying.

Table D.1. Logistic Regression Model of the Likelihood of Having Benefits Suspended or Terminated for Work Between WIPA Program Entry and December 31, 2010: All Sample Members

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age less than 25	0.14	1.15	0.25	0.57	0.15
Age 25-29	**0.69**	**2.00**	**0.24**	**0.00**	**0.08**
Age 30-34	0.47	1.61	0.25	0.06	0.08
Age 35-39	0.36	1.44	0.24	0.13	0.09
Age 40-44	**0.85**	**2.35**	**0.21**	**<.001**	**0.12**
Age 45-54	**0.37**	**1.45**	**0.19**	**0.05**	**0.30**
HS	0.37	1.45	0.22	0.10	0.28
Beyond HS	**0.54**	**1.71**	**0.23**	**0.02**	**0.28**
Education unknown	0.27	1.31	0.23	0.24	0.36
Male	0.13	1.13	0.11	0.26	0.51
Married	0.14	1.15	0.17	0.43	0.16
Marital status unknown	**0.49**	**1.64**	**0.15**	**0.00**	**0.17**
DI-only at intake	**-1.96**	**0.14**	**0.15**	**<.001**	**0.50**
SSI-only at intake	**-2.84**	**0.06**	**0.22**	**<.001**	**0.25**
DAC	**-0.78**	**0.46**	**0.27**	**0.00**	**0.05**
Rep payee	-0.05	0.95	0.14	0.71	0.30
Psychiatric	0.06	1.06	0.16	0.72	0.44
Musculoskeletal	0.26	1.29	0.21	0.23	0.13
Intellectual	-0.25	0.78	0.23	0.28	0.12
Sensory/communication	0.09	1.09	0.27	0.75	0.05
Other nervous system	-0.07	0.93	0.27	0.78	0.06
1st eligibility <24 mo.	**-0.59**	**0.55**	**0.21**	**0.01**	**0.14**
1st eligibility 24-59 mo.	-0.31	0.74	0.17	0.06	0.19
1st eligibility 60-119 mo.	-0.10	0.91	0.15	0.50	0.23
SSA benefit <500	**1.91**	**6.78**	**0.30**	**<.001**	**0.29**
SSA benefit 500-999	0.39	1.48	0.25	0.12	0.38
SSA benefit 1000 - 1500	0.29	1.34	0.27	0.28	0.21
Employed at intake	**1.05**	**2.86**	**0.15**	**<.001**	**0.28**
Looking for work at intake	-0.13	0.88	0.16	0.40	0.44
Months from baseline assessment through Dec 2010	**0.32**	**1.38**	**0.03**	**<.001**	**11.40**
Employment goal	-0.10	0.91	0.13	0.44	0.68
Education goal	**-0.41**	**0.67**	**0.15**	**0.01**	**0.22**
SSA/Ticket to Work referral	-0.22	0.80	0.22	0.31	0.17
Service provider referral	-0.07	0.93	0.19	0.70	0.49
WIPA outreach	-0.24	0.79	0.23	0.30	0.13
Non-SSA agency referral	-0.07	0.93	0.23	0.76	0.11
3-6 hours WIPA services	0.02	1.02	0.13	0.88	0.49
> 6 hours WIPA services	**0.48**	**1.62**	**0.16**	**0.00**	**0.15**
Suggested earning enough to leave benefits	**0.30**	**1.36**	**0.15**	**0.04**	**0.15**
NSTW month before intake	**5.16**	**174.35**	**0.18**	**<.001**	**0.05**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 11,277.

Note: Bold type indicates statistical significance at the 0.05 level.

Table D.2. Logistic Regression Model of the Likelihood of Having Benefits Suspended or Terminated for Work Between WIPA Program Entry and December 31, 2010: Sample Members Under Age 30

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age less than 25	-0.26	0.77	0.25	0.30	0.64
HS	0.25	1.29	0.46	0.58	0.33
Beyond HS	0.60	1.82	0.51	0.24	0.15
Education unknown	0.33	1.39	0.48	0.49	0.40
Male	0.41	1.51	0.24	0.08	0.60
Married	0.86	2.35	0.51	0.10	0.03
Marital status unknown	0.50	1.65	0.32	0.11	0.12
DI-only at intake	**-2.66**	**0.07**	**0.52**	**<.001**	**0.13**
SSI-only at intake	**-2.00**	**0.14**	**0.28**	**<.001**	**0.57**
DAC	-0.60	0.55	0.39	0.12	0.12
Rep payee	0.10	1.10	0.26	0.71	0.66
Psychiatric	-0.23	0.80	0.33	0.49	0.44
Musculoskeletal	-0.09	0.92	0.79	0.91	0.02
Intellectual	-0.53	0.59	0.39	0.17	0.28
Sensory/communication	-1.36	0.26	0.72	0.06	0.05
Other nervous system	-0.37	0.69	0.48	0.45	0.08
1st eligibility <24 mo.	-0.93	0.39	0.49	0.06	0.10
1st eligibility 24-59 mo.	0.08	1.09	0.32	0.80	0.21
1st eligibility 60-119 mo.	0.19	1.21	0.29	0.51	0.23
Employed at intake	**1.34**	**3.82**	**0.32**	**<.001**	**0.27**
Looking for work at intake	0.00	1.00	0.34	0.99	0.41
Months from baseline assessment through Dec 2010	**0.28**	**1.32**	**0.06**	**<.001**	**11.57**
Employment goal	-0.04	0.96	0.26	0.88	0.65
Education goal	**-0.57**	**0.57**	**0.29**	**0.05**	**0.34**
SSA/Ticket to Work referral	-0.49	0.61	0.49	0.31	0.10
Service provider referral	-0.46	0.63	0.38	0.24	0.52
WIPA outreach	-0.87	0.42	0.48	0.07	0.21
Non-SSA agency referral	-0.52	0.59	0.48	0.28	0.09
3-6 hours WIPA services	0.03	1.03	0.27	0.92	0.53
> 6 hours WIPA services	0.52	1.68	0.33	0.12	0.16
Suggested earning enough to leave benefits	0.09	1.09	0.32	0.78	0.12
NSTW month before intake	**5.44**	**230.66**	**0.39**	**<.001**	**0.06**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 2,568.

Note: Bold type indicates statistical significance at the 0.05 level.

Table D.3. Logistic Regression Model of the Likelihood of Having Benefits Suspended or Terminated for Work Between WIPA Program Entry and December 31, 2010: DI Beneficiary Sample Members

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age less than 25	-1.08	0.34	1.07	0.32	0.06
Age 25-29	**1.23**	**3.42**	**0.40**	**0.00**	**0.08**
Age 30-34	0.73	2.08	0.41	0.08	0.08
Age 35-39	**0.93**	**2.52**	**0.35**	**0.01**	**0.10**
Age 40-44	**1.22**	**3.38**	**0.31**	**<.001**	**0.13**
Age 45-54	0.44	1.55	0.28	0.12	0.34
HS	0.90	2.46	0.56	0.11	0.27
Beyond HS	0.74	2.10	0.57	0.19	0.31
Education unknown	0.76	2.14	0.57	0.18	0.35
Male	0.07	1.07	0.19	0.71	0.51
Married	0.01	1.01	0.24	0.97	0.19
Marital status unknown	0.16	1.17	0.26	0.54	0.18
DI-only at intake	**1.81**	**6.08**	**0.31**	**<.001**	**0.66**
DAC	-0.32	0.73	0.50	0.52	0.06
Rep payee	**-0.84**	**0.43**	**0.28**	**0.00**	**0.24**
Psychiatric	-0.10	0.90	0.25	0.67	0.44
Musculoskeletal	0.28	1.33	0.29	0.33	0.15
Intellectual	-0.67	0.51	0.44	0.13	0.08
Sensory/communication	0.12	1.13	0.38	0.75	0.05
Other nervous system	-0.72	0.49	0.52	0.17	0.06
1st eligibility <24 mo.	-0.02	0.98	0.33	0.95	0.15
1st eligibility 24-59 mo.	-0.18	0.84	0.27	0.50	0.21
1st eligibility 60-119 mo.	-0.05	0.95	0.24	0.84	0.24
SSA benefit <500	**2.59**	**13.32**	**0.34**	**<.001**	**0.05**
SSA benefit 500-999	0.15	1.16	0.31	0.64	0.51
SSA benefit 1000 - 1500	0.21	1.23	0.32	0.51	0.28
Employed at intake	**0.88**	**2.42**	**0.25**	**0.00**	**0.30**
Looking for work at intake	-0.48	0.62	0.30	0.11	0.45
Months from baseline assessment through Dec 2010	**0.26**	**1.30**	**0.05**	**<.001**	**11.37**
Employment goal	-0.17	0.84	0.21	0.42	0.69
Education goal	-0.30	0.74	0.27	0.27	0.19
SSA/Ticket to Work referral	0.04	1.05	0.35	0.90	0.19
Service provider referral	-0.14	0.87	0.31	0.65	0.49
WIPA outreach	0.07	1.07	0.37	0.86	0.11
Non-SSA agency referral	-0.08	0.92	0.41	0.84	0.11
3-6 hours WIPA services	-0.07	0.93	0.23	0.76	0.48
> 6 hours WIPA services	0.41	1.51	0.26	0.11	0.16
Suggested earning enough to leave benefits	**0.81**	**2.25**	**0.22**	**0.00**	**0.15**
NSTW month before intake	**2.97**	**19.52**	**0.30**	**<.001**	**0.05**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 8,467.

Note: Bold type indicates statistical significance at the 0.05 level.

Table D.4. Logistic Regression Model of the Likelihood of Having Benefits Suspended or Terminated for Work Between WIPA Program Entry and December 31, 2010: SSI Recipient Sample Members

Variable	Coefficient	Odds Ratio	Std. Error	P-Value	Mean
Age less than 25	-0.05	0.95	0.28	0.85	0.27
Age 25-29	0.37	1.45	0.27	0.18	0.12
Age 30-34	0.18	1.20	0.29	0.53	0.09
Age 35-39	-0.06	0.95	0.29	0.85	0.09
Age 40-44	0.40	1.49	0.27	0.13	0.10
Age 45-54	0.24	1.28	0.23	0.30	0.22
HS	0.13	1.14	0.23	0.57	0.31
Beyond HS	**0.52**	**1.69**	**0.24**	**0.03**	**0.21**
Education unknown	0.05	1.05	0.24	0.85	0.36
Male	0.13	1.14	0.13	0.31	0.52
Married	0.24	1.27	0.22	0.28	0.08
Marital status unknown	**0.46**	**1.58**	**0.18**	**0.01**	**0.15**
SSI-only at intake	**-2.22**	**0.11**	**0.25**	**<.001**	**0.50**
Rep payee	0.09	1.10	0.15	0.55	0.42
Psychiatric	0.17	1.19	0.19	0.36	0.47
Musculoskeletal	0.32	1.38	0.27	0.24	0.08
Intellectual	-0.14	0.87	0.25	0.58	0.18
Sensory/communication	-0.07	0.94	0.35	0.85	0.04
Other nervous system	0.13	1.14	0.30	0.67	0.06
1st eligibility <24 mo.	**-0.87**	**0.42**	**0.27**	**0.00**	**0.11**
1st eligibility 24-59 mo.	-0.32	0.73	0.20	0.11	0.14
1st eligibility 60-119 mo.	0.10	1.10	0.17	0.56	0.17
SSA benefit <500	**1.18**	**3.26**	**0.30**	**<.001**	**0.54**
SSA benefit 1000 - 1500	0.29	1.34	0.22	0.18	0.37
Employed at intake	**1.07**	**2.91**	**0.17**	**<.001**	**0.26**
Looking for work at intake	0.01	1.01	0.18	0.97	0.44
Months from baseline assessment through Dec 2010	**0.31**	**1.36**	**0.04**	**<.001**	**11.45**
Employment goal	-0.12	0.89	0.15	0.42	0.67
Education goal	**-0.48**	**0.62**	**0.17**	**0.01**	**0.27**
SSA/Ticket to Work referral	**-0.54**	**0.58**	**0.26**	**0.04**	**0.14**
Service provider referral	-0.21	0.81	0.21	0.32	0.50
WIPA outreach	**-0.61**	**0.54**	**0.27**	**0.02**	**0.16**
Non-SSA agency referral	-0.22	0.80	0.26	0.39	0.12
3-6 hours WIPA services	0.02	1.02	0.15	0.90	0.51
> 6 hours WIPA services	0.30	1.34	0.19	0.13	0.14
Suggested earning enough to leave benefits	0.03	1.04	0.18	0.85	0.15
NSTW month before intake	**5.12**	**167.69**	**0.20**	**<.001**	**0.09**

Source: WIPA ETO data accessed April 2011, matched to the abbreviated TRF10. Sample size = 5,645.

Note: Bold type indicates statistical significance at the 0.05 level.

MATHEMATICA
Policy Research

www.mathematica-mpr.com

Improving public well-being by conducting high-quality, objective research and surveys

Princeton, NJ ■ Ann Arbor, MI ■ Cambridge, MA ■ Chicago, IL ■ Oakland, CA ■ Washington, DC

Mathematica® is a registered trademark of Mathematica Policy Research