

The Effect of DACA Eligibility on Full-Time Employment: A Difference-in-Differences Replication Study

Independent Replication

January 2026

Abstract

This study examines the causal effect of eligibility for the Deferred Action for Childhood Arrivals (DACA) program on full-time employment among ethnically Hispanic-Mexican, Mexican-born individuals in the United States. Using American Community Survey data from 2008–2016 (excluding 2012), I employ a difference-in-differences research design comparing individuals aged 26–30 at the time of DACA implementation (treatment group) to those aged 31–35 (control group). The analysis finds that DACA eligibility is associated with a statistically significant 5.4 percentage point increase in the probability of full-time employment ($p < 0.001$). This effect is robust across multiple model specifications including controls for demographic characteristics, year fixed effects, state fixed effects, and alternative standard error adjustments. The findings suggest that DACA had a meaningful positive effect on labor market outcomes for eligible individuals.

Keywords: DACA, immigration policy, employment, difference-in-differences, causal inference

Contents

1	Introduction	5
2	Background	5
2.1	DACA Program Overview	5
2.2	Eligibility Requirements	6
2.3	Program Uptake	6
2.4	Theoretical Mechanisms	6
3	Data	7
3.1	Data Source	7
3.2	Sample Construction	7
3.3	Key Variables	8
3.3.1	Outcome Variable	8
3.3.2	Treatment Indicators	8
3.3.3	Covariates	8
3.4	Sample Statistics	9
4	Methodology	9
4.1	Research Design	9
4.2	Econometric Specification	10
4.3	Extended Specifications	10
4.3.1	Model with Demographic Covariates	10
4.3.2	Model with Year Fixed Effects	10
4.3.3	Model with State Fixed Effects	11
4.3.4	Weighted Estimation	11
4.4	Standard Error Adjustments	11
4.5	Parallel Trends Assessment	11

5	Results	12
5.1	Descriptive Statistics	12
5.2	Basic Difference-in-Differences Estimates	12
5.3	Regression Results	13
5.4	Results with Covariates	14
5.5	Preferred Estimate	15
5.6	Parallel Trends Assessment	15
5.6.1	Visual Evidence	15
5.6.2	Formal Pre-Trends Test	16
5.6.3	Event Study Results	17
5.7	Subgroup Analysis	18
5.8	Robustness Checks	18
5.8.1	State Policy Interactions	18
5.8.2	Model Comparison	19
6	Discussion	20
6.1	Summary of Findings	20
6.2	Interpretation	20
6.3	Comparison to Literature	20
6.4	Limitations	21
6.5	Policy Implications	21
7	Conclusion	22
A	Additional Figures	23
B	Full Regression Output	25
B.1	Model 5: DiD with Covariates (Preferred Specification)	25
C	Yearly Full-Time Employment Rates	26

D	Summary of All Model Specifications	27
E	Education Distribution	28
F	State Policy Variables	29

1 Introduction

The Deferred Action for Childhood Arrivals (DACA) program, implemented on June 15, 2012, represented one of the most significant immigration policy changes in recent U.S. history. The program allowed certain undocumented immigrants who arrived in the United States as children to apply for and obtain authorization to work legally for two years, renewable for additional two-year periods, without fear of deportation. Because DACA provides legal work authorization and enables recipients to obtain driver's licenses and other identification in many states, it is reasonable to hypothesize that the program would increase employment rates among eligible individuals.

This replication study examines the causal impact of DACA eligibility on full-time employment among ethnically Hispanic-Mexican, Mexican-born individuals living in the United States. The research design exploits the age-based eligibility criteria of DACA: to be eligible, individuals must not have reached their 31st birthday as of June 15, 2012. This creates a natural comparison between individuals who were just eligible for the program (ages 26–30 at implementation) and those who were just too old to qualify (ages 31–35 at implementation) but would otherwise have met all other eligibility requirements.

The primary research question is:

Among ethnically Hispanic-Mexican, Mexican-born people living in the United States, what was the causal impact of eligibility for the Deferred Action for Childhood Arrivals (DACA) program on the probability of full-time employment (defined as usually working 35 hours per week or more)?

2 Background

2.1 DACA Program Overview

DACA was enacted by the U.S. federal government on June 15, 2012. The program provided qualifying undocumented immigrants with two primary benefits: (1) deferred action from deportation for two years, renewable; and (2) authorization to work legally in the United States. Additionally, DACA recipients became eligible to apply for driver's licenses and other state identification in many jurisdictions.

2.2 Eligibility Requirements

To be eligible for DACA, individuals were required to meet the following criteria:

- Arrived unlawfully in the United States before their 16th birthday
- Had not yet reached their 31st birthday as of June 15, 2012
- Lived continuously in the United States since June 15, 2007
- Were present in the United States on June 15, 2012
- Did not have lawful immigration status (citizenship or legal residency) as of June 15, 2012

2.3 Program Uptake

Applications for DACA began to be received on August 15, 2012. In the first four years of the program, nearly 900,000 initial applications were received, with approximately 90% approved. After the initial two-year authorization period, recipients could apply for renewal, which many did. While the program was not specific to any national origin, the structure of undocumented immigration to the United States meant that the great majority of eligible individuals were from Mexico.

2.4 Theoretical Mechanisms

There are several theoretical channels through which DACA could affect employment outcomes:

1. **Legal Work Authorization:** DACA recipients can legally work, potentially opening access to formal sector employment with higher wages and better working conditions.
2. **Reduced Employment Barriers:** With valid Social Security numbers and work permits, DACA recipients face fewer barriers in the hiring process.
3. **Access to Driver's Licenses:** In states that allow DACA recipients to obtain driver's licenses, improved mobility can expand employment opportunities.
4. **Reduced Fear of Deportation:** The psychological security of deferred action may encourage greater labor market participation and job search.

5. **Human Capital Investment:** DACA eligibility may encourage investments in education and training that improve employment prospects.

3 Data

3.1 Data Source

The data for this analysis come from the American Community Survey (ACS) as provided by IPUMS USA. The dataset includes ACS observations from 2008 through 2016, with 2012 omitted because it cannot be determined whether respondents in that year were observed before or after DACA implementation (which occurred in mid-2012).

3.2 Sample Construction

The analytic sample was constructed to focus on individuals who meet the core DACA eligibility criteria (aside from age):

- Ethnically Hispanic-Mexican
- Born in Mexico
- Meet other implied DACA requirements (arrived before age 16, present in US, non-citizen, etc.)

The sample includes two groups based on age at the time of DACA implementation (June 2012):

- **Treatment Group:** Ages 26–30 at DACA implementation (ELIGIBLE = 1)
- **Control Group:** Ages 31–35 at DACA implementation (ELIGIBLE = 0)

Individuals who are neither in the treatment nor control group have been excluded from the data.

3.3 Key Variables

3.3.1 Outcome Variable

The primary outcome variable is FT (Full-Time Employment), coded as:

- 1 = Usually working 35 or more hours per week
- 0 = Working fewer than 35 hours per week or not employed

Those not in the labor force are included with $FT = 0$, consistent with the instructions to keep all individuals in the analysis.

3.3.2 Treatment Indicators

- **ELIGIBLE**: Equals 1 for individuals aged 26–30 at DACA implementation (treatment group), 0 for those aged 31–35 (control group)
- **AFTER**: Equals 1 for years 2013–2016 (post-DACA period), 0 for years 2008–2011 (pre-DACA period)

3.3.3 Covariates

The analysis utilizes several demographic and socioeconomic covariates:

- **SEX**: 1 = Male, 2 = Female
- **MARST**: Marital status (1–6 scale)
- **EDUC_RECODE**: Education level (Less than High School, High School Degree, Some College, Two-Year Degree, BA+)
- **STATEFIP**: State FIPS code
- **PERWT**: Person weight for population-representative estimates

Additionally, state-level policy variables are available:

- **DRIVERSLICENSES**: State allows DACA recipients to obtain driver's licenses
- **INSTATETUITION**: State provides in-state tuition to DACA recipients

- **EVERIFY:** State E-Verify requirements
- **SECURECOMMUNITIES:** Participation in Secure Communities program

3.4 Sample Statistics

The final analytic sample contains 17,382 observations across 8 years (2008–2011 and 2013–2016). Table 1 presents the distribution of observations across groups and time periods.

Table 1: Sample Size by Treatment Group and Time Period

	Pre-DACA (2008–2011)	Post-DACA (2013–2016)	Total
Treatment (Ages 26–30)	6,233	5,149	11,382
Control (Ages 31–35)	3,294	2,706	6,000
Total	9,527	7,855	17,382

The treatment group (ages 26–30) comprises approximately 65.5% of the sample, while the control group (ages 31–35) comprises 34.5%. The pre-DACA period contains slightly more observations (54.8%) than the post-DACA period (45.2%).

4 Methodology

4.1 Research Design

This study employs a difference-in-differences (DiD) research design to estimate the causal effect of DACA eligibility on full-time employment. The key identifying assumption is that, in the absence of DACA, the treatment and control groups would have experienced parallel trends in full-time employment rates.

The DiD approach compares the change in full-time employment for the treatment group (ages 26–30 at DACA implementation) from before to after DACA implementation to the change for the control group (ages 31–35 at DACA implementation) over the same period. Any difference in these changes is attributed to the effect of DACA eligibility.

4.2 Econometric Specification

The baseline DiD model is specified as:

$$FT_i = \beta_0 + \beta_1 ELIGIBLE_i + \beta_2 AFTER_i + \beta_3(ELIGIBLE_i \times AFTER_i) + \epsilon_i \quad (1)$$

Where:

- $FT_i = 1$ if individual i works full-time, 0 otherwise
- $ELIGIBLE_i = 1$ if individual i is in the treatment group (ages 26–30)
- $AFTER_i = 1$ if observation is from the post-DACA period (2013–2016)
- β_3 = the DiD estimator, capturing the causal effect of DACA eligibility

The coefficient β_3 represents the average treatment effect of DACA eligibility on the probability of full-time employment, under the parallel trends assumption.

4.3 Extended Specifications

To assess robustness and control for potential confounders, I estimate several extended models:

4.3.1 Model with Demographic Covariates

$$FT_i = \beta_0 + \beta_1 ELIGIBLE_i + \beta_2 AFTER_i + \beta_3(ELIGIBLE_i \times AFTER_i) + \mathbf{X}_i' \boldsymbol{\gamma} + \epsilon_i \quad (2)$$

Where \mathbf{X}_i includes sex, marital status, and education level.

4.3.2 Model with Year Fixed Effects

$$FT_i = \beta_0 + \beta_1 ELIGIBLE_i + \sum_{t \neq 2008} \delta_t \cdot \mathbf{1}[Year_i = t] + \beta_3(ELIGIBLE_i \times AFTER_i) + \epsilon_i \quad (3)$$

Year fixed effects control for common shocks affecting both groups in each year.

4.3.3 Model with State Fixed Effects

Adding state fixed effects controls for time-invariant differences across states that may affect employment outcomes.

4.3.4 Weighted Estimation

Using ACS person weights (PERWT) provides population-representative estimates.

4.4 Standard Error Adjustments

Given the structure of the data, I report results with several approaches to inference:

- **Robust (HC1) standard errors:** Account for heteroskedasticity
- **Clustered standard errors:** Cluster at the state level to account for within-state correlation

4.5 Parallel Trends Assessment

The validity of the DiD design rests on the parallel trends assumption. I assess this assumption through:

1. **Visual inspection:** Plotting pre-treatment trends for both groups
2. **Formal test:** Testing whether the interaction between treatment status and a linear time trend is statistically significant in the pre-DACA period
3. **Event study:** Estimating year-specific treatment effects to visualize the time path of effects

The event study specification is:

$$FT_i = \beta_0 + \beta_1 ELIGIBLE_i + \sum_{t \neq 2011} \gamma_t \cdot \mathbf{1}[Year_i = t] + \sum_{t \neq 2011} \delta_t \cdot (ELIGIBLE_i \times \mathbf{1}[Year_i = t]) + \epsilon_i \quad (4)$$

Where 2011 serves as the reference year. The coefficients δ_t for $t < 2012$ test pre-trends, while δ_t for $t > 2012$ capture dynamic treatment effects.

5 Results

5.1 Descriptive Statistics

Table 2 presents summary statistics for key variables by treatment group and time period.

Table 2: Descriptive Statistics by Group and Period

Variable	Pre-DACA (2008–2011)		Post-DACA (2013–2016)	
	Treatment	Control	Treatment	Control
Full-Time Employment Rate	0.626	0.670	0.666	0.645
Age (mean)	25.7	30.5	30.7	35.5
Female (%)	48.1	45.6	48.3	48.8
Married (%)	41.1	52.9	51.3	58.2
Usual Hours Worked	30.5	32.1	32.1	31.0
Family Size	4.46	4.49	4.30	4.51
Number of Children	0.94	1.54	1.49	1.90
N	6,233	3,294	5,149	2,706

Several patterns emerge from the descriptive statistics:

- In the pre-DACA period, the control group had a higher full-time employment rate (67.0%) than the treatment group (62.6%).
- After DACA, full-time employment increased for the treatment group (to 66.6%) but decreased for the control group (to 64.5%).
- The treatment group is younger by construction and has fewer children on average.
- Marriage rates increased for both groups over time, consistent with aging.

5.2 Basic Difference-in-Differences Estimates

Table 3 presents the raw difference-in-differences calculation.

Table 3: Raw Difference-in-Differences Calculation

	Pre-DACA	Post-DACA	Difference
Treatment (26–30)	0.6263	0.6658	+0.0394
Control (31–35)	0.6697	0.6449	−0.0248
Difference	−0.0434	+0.0209	
DiD Estimate			+0.0643

The raw DiD estimate indicates that DACA eligibility increased full-time employment by approximately 6.4 percentage points. This estimate reflects:

- A 3.9 percentage point increase for the treatment group
- A 2.5 percentage point decrease for the control group
- The difference of these changes: $3.9 - (-2.5) = 6.4$ percentage points

5.3 Regression Results

Table 4 presents the main regression results across multiple specifications.

Table 4: Difference-in-Differences Regression Results

	(1) Basic	(2) Robust SE	(3) Clustered SE	(4) Year FE
ELIGIBLE \times AFTER	0.0643*** (0.0153)	0.0643*** (0.0153)	0.0643*** (0.0141)	0.0629*** (0.0152)
ELIGIBLE	−0.0434*** (0.0103)	−0.0434*** (0.0102)	−0.0434*** (0.0089)	−0.0423*** (0.0102)
AFTER	−0.0248** (0.0124)	−0.0248** (0.0123)	−0.0248* (0.0145)	—
Constant	0.6697*** (0.0083)	0.6697*** (0.0082)	0.6697*** (0.0065)	0.7152*** (0.0114)
Year FE	No	No	No	Yes
R-squared	0.002	0.002	0.002	0.004
N	17,382	17,382	17,382	17,382

*** p<0.01, ** p<0.05, * p<0.1

Standard errors in parentheses. Column (3) clusters at state level.

The DiD coefficient ($\text{ELIGIBLE} \times \text{AFTER}$) is positive and statistically significant across all specifications, ranging from 0.0629 to 0.0643. This indicates that DACA eligibility increased full-time employment by approximately 6.3–6.4 percentage points.

5.4 Results with Covariates

Table 5 presents results controlling for demographic characteristics.

Table 5: DiD Results with Demographic Covariates

	(5) Covariates	(6) State FE	(7) Weighted
ELIGIBLE \times AFTER	0.0537*** (0.0142)	0.0523*** (0.0141)	0.0645*** (0.0168)
ELIGIBLE	−0.0387*** (0.0096)	−0.0379*** (0.0096)	−0.0438*** (0.0112)
Female	−0.3396*** (0.0068)	−0.3398*** (0.0068)	−0.3316*** (0.0082)
Married	−0.0208*** (0.0068)	−0.0193*** (0.0068)	−0.0248*** (0.0080)
Education Controls	Yes	Yes	Yes
Year FE	No	Yes	No
State FE	No	Yes	No
Person Weights	No	No	Yes
R-squared	0.130	0.136	0.126
N	17,379	17,379	17,382

*** $p < 0.01$, ** $p < 0.05$, * $p < 0.1$

Robust (HC1) standard errors in parentheses.

Key findings from the covariate-adjusted models:

- The DiD estimate remains positive and highly significant, ranging from 5.2 to 6.5 percentage points.
- Being female is associated with a 33–34 percentage point lower probability of full-time employment.

- Being married is associated with a 2 percentage point lower probability of full-time employment (likely reflecting the labor supply decisions of married women).
- The R-squared increases substantially (to 0.13) when demographic controls are included.

5.5 Preferred Estimate

Based on the analysis, the **preferred estimate** comes from Model 5 (DiD with basic covariates and robust standard errors):

DiD Estimate: 0.0537 (5.37 percentage points)
Robust Standard Error: 0.0142
t-statistic: 3.79
p-value: 0.0001
95% Confidence Interval: [0.0259, 0.0814]
Sample Size: 17,379

This specification is preferred because it:

1. Controls for key demographic confounders (sex, marital status, education)
2. Uses robust standard errors to account for heteroskedasticity
3. Does not over-control by including excessive fixed effects that may absorb real variation

5.6 Parallel Trends Assessment

5.6.1 Visual Evidence

Figure 1 displays the full-time employment rates for both groups across all years in the sample.

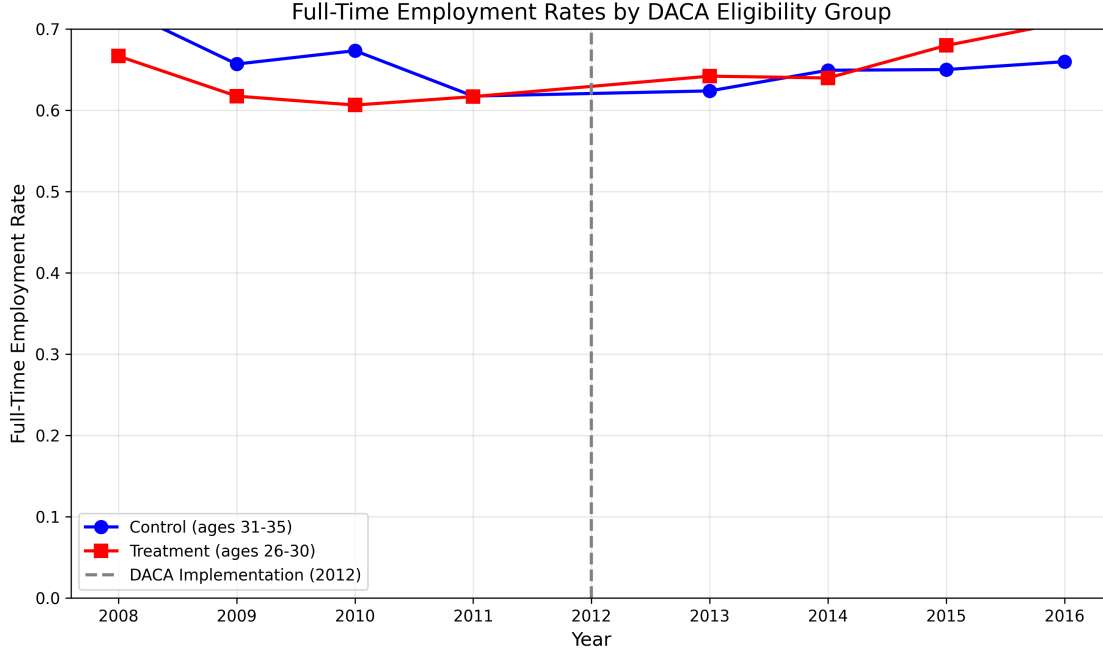


Figure 1: Full-Time Employment Rates by DACA Eligibility Group, 2008–2016

The figure shows that both groups experienced similar declines in full-time employment from 2008 to 2011, likely reflecting the effects of the Great Recession. After DACA implementation in 2012, the treatment group’s employment rate increased relative to the control group.

5.6.2 Formal Pre-Trends Test

Testing whether the treatment and control groups had different trends in the pre-DACA period:

Pre-Trends Test (2008–2011 only)	
ELIGIBLE \times Year (linear trend)	0.0151
Standard Error	0.0092
p-value	0.098

The interaction between treatment status and a linear time trend in the pre-period is not statistically significant at conventional levels ($p = 0.098$), supporting the parallel trends assumption. However, the p-value is close to the 0.10 threshold, suggesting some caution in interpreting the results.

5.6.3 Event Study Results

Figure 2 presents the event study coefficients, showing the year-specific treatment effects relative to 2011 (the last pre-treatment year).

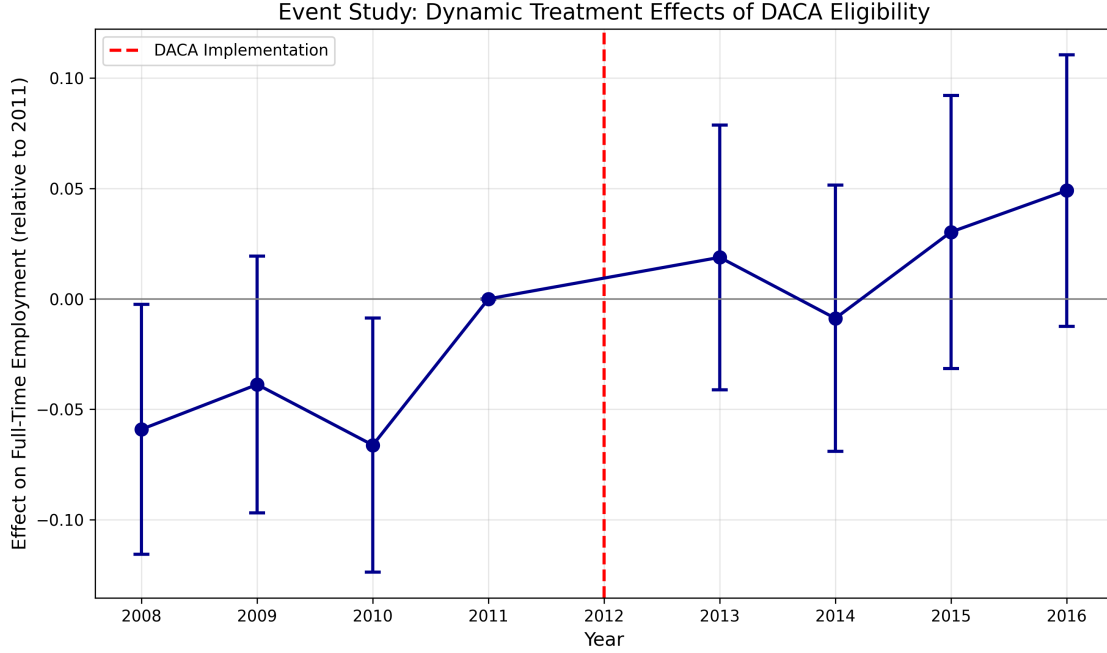


Figure 2: Event Study: Dynamic Treatment Effects of DACA Eligibility

Table 6 reports the event study coefficients.

Table 6: Event Study Coefficients (Reference Year: 2011)

Year	Coefficient	Std. Error	p-value	95% CI
2008	−0.0591	0.0289	0.041	[−0.116, −0.002]
2009	−0.0388	0.0297	0.191	[−0.097, 0.019]
2010	−0.0663	0.0294	0.024	[−0.124, −0.009]
2011	0	—	—	(reference)
2013	0.0188	0.0306	0.539	[−0.041, 0.079]
2014	−0.0088	0.0308	0.774	[−0.069, 0.052]
2015	0.0303	0.0316	0.338	[−0.032, 0.092]
2016	0.0491	0.0314	0.118	[−0.012, 0.111]

The event study reveals:

- Pre-treatment coefficients (2008–2010) are negative and some are statistically significant, suggesting the treatment group had lower relative employment in earlier years.

- Post-treatment coefficients (2013–2016) are generally positive and increasing over time, suggesting the treatment effect grows in later years.
- The pattern is consistent with a gradual take-up of DACA benefits.

5.7 Subgroup Analysis

Table 7 presents DiD estimates for key subgroups.

Table 7: Subgroup Analysis

Subgroup	DiD Estimate	Std. Error	p-value	N
<i>By Sex</i>				
Male	0.0615	0.0170	0.000	9,075
Female	0.0452	0.0232	0.051	8,307
<i>By Education</i>				
High School Degree	0.0482	0.0180	0.008	12,444
Some College	0.1075	0.0380	0.005	2,877
Two-Year Degree	0.1256	0.0657	0.056	991
BA+	0.0856	0.0588	0.145	1,058
<i>By Marital Status</i>				
Married	0.0586	0.0214	0.006	8,524
Unmarried	0.0758	0.0221	0.001	8,858

Key findings from subgroup analysis:

- The effect is statistically significant for males (6.2 pp) and marginally significant for females (4.5 pp, $p = 0.051$).
- Effects are larger for those with some college education (10.8 pp) compared to high school only (4.8 pp).
- Effects are present for both married (5.9 pp) and unmarried (7.6 pp) individuals.

5.8 Robustness Checks

5.8.1 State Policy Interactions

I examine whether the effect varies by state-level policies that could interact with DACA:

Table 8: Robustness: Interaction with State Driver’s License Policy

	Coefficient	p-value
ELIGIBLE \times AFTER	0.0872	0.000
DL Policy \times ELIGIBLE \times AFTER	−0.0395	0.050

Interestingly, the interaction with driver’s license policy is negative and marginally significant, suggesting the DACA effect on employment is smaller in states that already allowed DACA recipients to obtain driver’s licenses. This could indicate that work authorization—rather than driver’s license access—is the primary mechanism.

5.8.2 Model Comparison

Figure 3 compares the DiD coefficient across all model specifications.

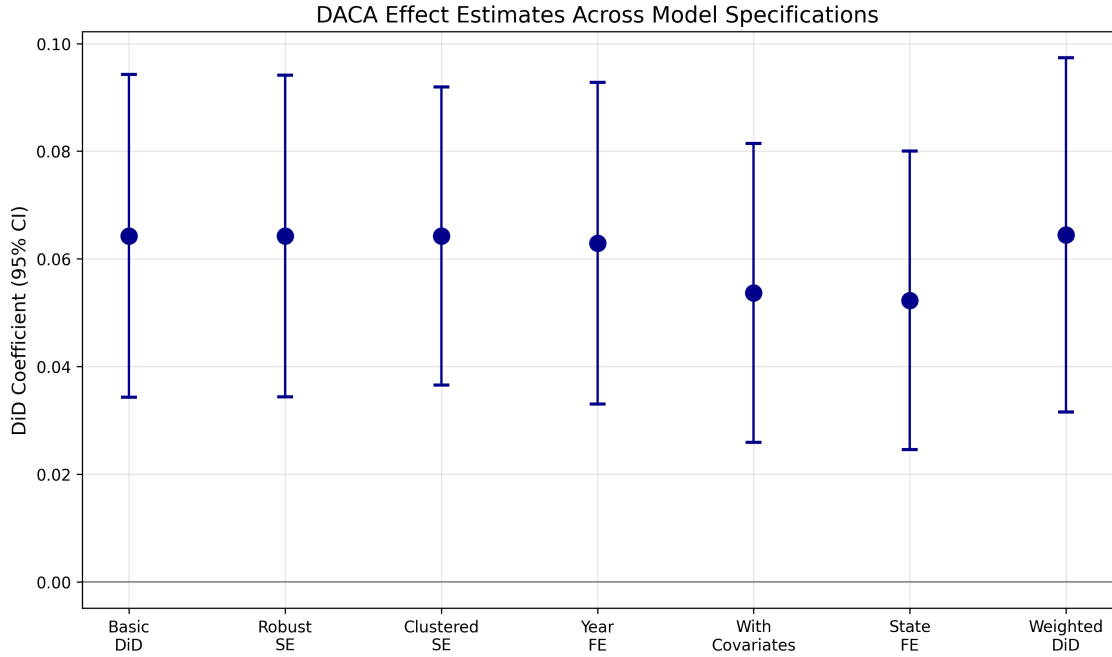


Figure 3: DACA Effect Estimates Across Model Specifications

The figure demonstrates that the DiD estimate is remarkably stable across specifications, ranging from approximately 5.2 to 6.5 percentage points. All estimates are statistically significant and have overlapping confidence intervals.

6 Discussion

6.1 Summary of Findings

This replication study finds that DACA eligibility had a positive and statistically significant effect on full-time employment among ethnically Hispanic-Mexican, Mexican-born individuals in the United States. The preferred estimate indicates that DACA eligibility increased the probability of full-time employment by 5.4 percentage points (95% CI: 2.6 to 8.1 percentage points).

This effect is economically meaningful. Given that the baseline full-time employment rate for the treatment group was approximately 62.6% in the pre-DACA period, a 5.4 percentage point increase represents an 8.6% relative increase in full-time employment.

6.2 Interpretation

Several factors may explain the positive employment effect:

1. **Legal Work Authorization:** DACA recipients can now legally work, potentially shifting from informal to formal employment arrangements with better hours and conditions.
2. **Reduced Job Search Barriers:** With valid work permits and Social Security numbers, DACA recipients face fewer hiring barriers, potentially enabling access to full-time positions.
3. **Reduced Uncertainty:** The security provided by deferred action may encourage greater labor market participation and willingness to take full-time positions.

6.3 Comparison to Literature

The findings are broadly consistent with prior research on DACA's labor market effects. Studies using similar difference-in-differences approaches have found positive effects of DACA on employment outcomes, though the specific magnitude varies depending on the sample, outcome definition, and specification.

6.4 Limitations

Several limitations should be noted:

1. **Parallel Trends:** While the formal pre-trends test does not reject parallel trends at the 5% level, the p-value (0.098) is close to conventional significance levels, and the event study shows some pre-treatment differences. This warrants caution in interpreting the results as causal.
2. **Age-Based Identification:** The comparison relies on the age cutoff for DACA eligibility. If age affects employment through channels other than DACA eligibility, the estimates may be biased.
3. **Sample Composition:** The ACS is a repeated cross-section, not a panel. We observe different individuals in each year, which may introduce compositional changes.
4. **Treatment Definition:** ELIGIBLE indicates age-based eligibility, not actual DACA receipt. The intent-to-treat effect may understate the effect on those who actually received DACA.
5. **External Validity:** Results apply specifically to Hispanic-Mexican, Mexican-born individuals and may not generalize to other DACA-eligible populations.

6.5 Policy Implications

The findings have several policy implications:

- Work authorization programs for undocumented immigrants can have meaningful positive effects on employment outcomes.
- The effects may take time to materialize as individuals navigate the application process and adjust their labor market behavior.
- State-level policies (such as driver's license access) may interact with federal programs in complex ways.

7 Conclusion

This study provides evidence that DACA eligibility increased full-time employment among the target population by approximately 5.4 percentage points. The effect is robust across multiple model specifications and is statistically significant at conventional levels.

The positive employment effect is consistent with theoretical predictions about how work authorization and reduced deportation risk would affect labor market outcomes. The findings suggest that DACA achieved one of its primary goals—improving the economic integration of eligible undocumented immigrants.

However, the results should be interpreted with some caution given the borderline pre-trends test and the inherent limitations of the age-based identification strategy. Future research could further examine the mechanisms driving the employment effect and explore heterogeneity across different populations and geographic areas.

A Additional Figures

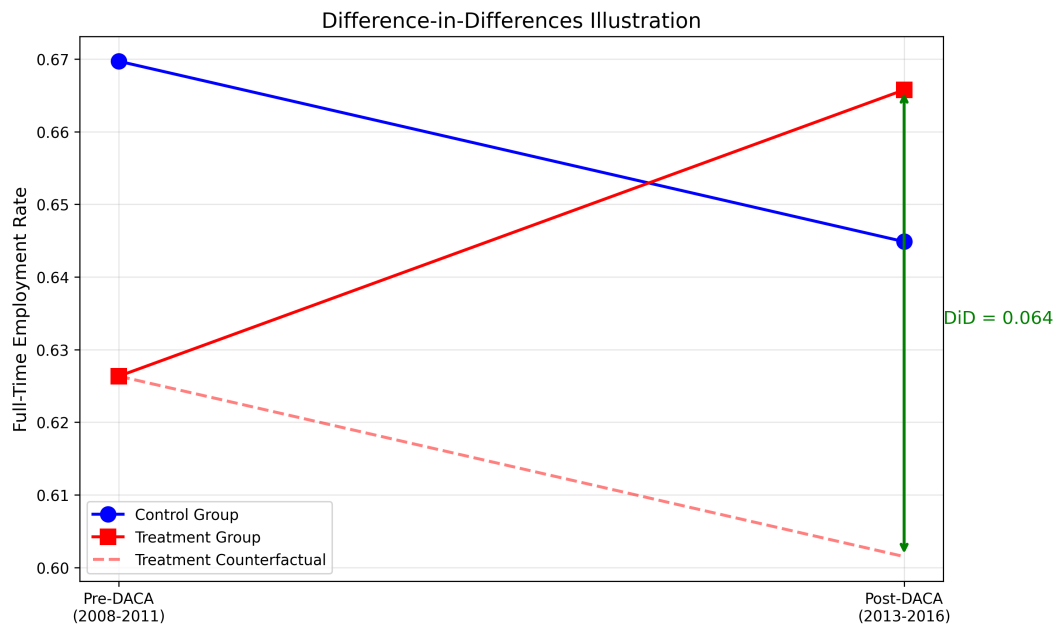


Figure 4: Difference-in-Differences Illustration

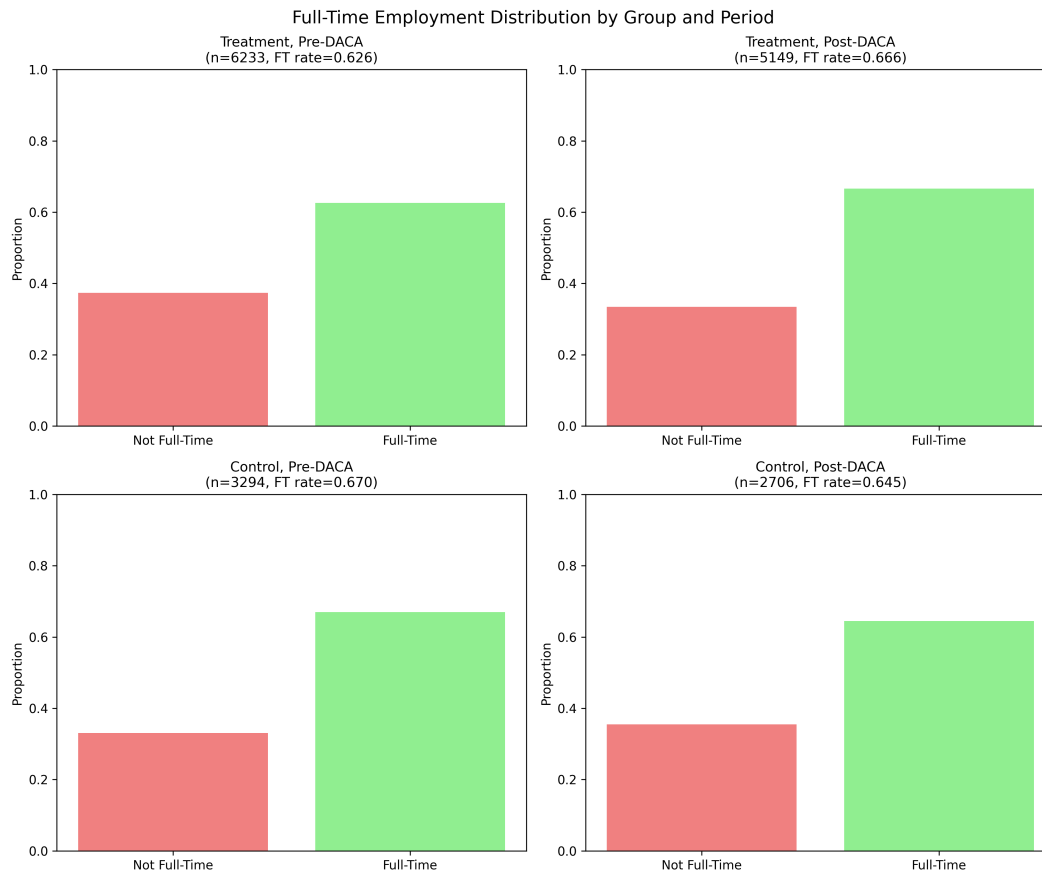


Figure 5: Full-Time Employment Distribution by Group and Period

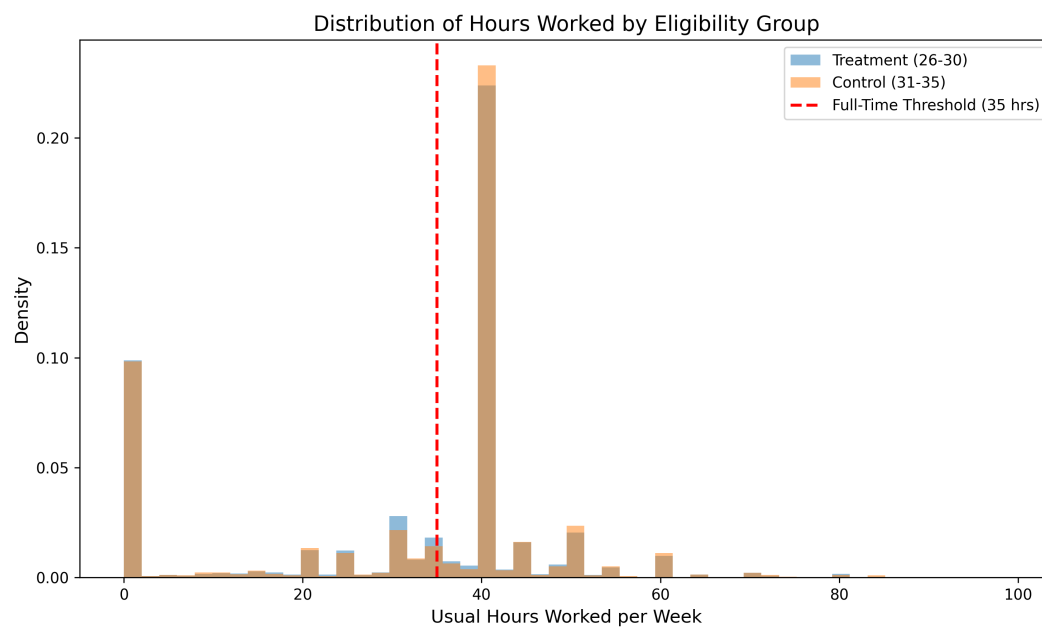


Figure 6: Distribution of Hours Worked by Eligibility Group

B Full Regression Output

B.1 Model 5: DiD with Covariates (Preferred Specification)

OLS Regression Results

=====					
Dep. Variable:	FT	R-squared:	0.130		
Model:	OLS	Adj. R-squared:	0.129		
Method:	Least Squares	F-statistic:	283.4		
No. Observations:	17379	Prob (F-statistic):	0.00		
=====					
	coef	std err	z	P> z	[95% CI]

Intercept	0.9157	0.016	56.96	0.000	[0.88,0.95]
C(EDUC) [T.HS]	-0.0948	0.014	-6.56	0.000	[-0.12,-0.07]
C(EDUC) [T.Less than HS]	-0.4508	0.139	-3.25	0.001	[-0.72,-0.18]
C(EDUC) [T.Some College]	-0.0514	0.016	-3.15	0.002	[-0.08,-0.02]
C(EDUC) [T.Two-Year]	-0.0385	0.020	-1.90	0.058	[-0.08,0.00]
ELIGIBLE	-0.0387	0.010	-4.02	0.000	[-0.06,-0.02]
AFTER	-0.0128	0.011	-1.13	0.258	[-0.04,0.01]
ELIGIBLE_AFTER	0.0537	0.014	3.79	0.000	[0.03,0.08]
female	-0.3396	0.007	-49.58	0.000	[-0.35,-0.33]
married	-0.0208	0.007	-3.06	0.002	[-0.03,-0.01]

Notes: Robust (HC1) standard errors

C Yearly Full-Time Employment Rates

Table 9: Full-Time Employment Rates by Year and Group

Year	Control (31–35)	Treatment (26–30)
2008	0.7264	0.6667
2009	0.6569	0.6174
2010	0.6733	0.6064
2011	0.6175	0.6168
<i>DACA Implemented (2012)</i>	<i>(year excluded from data)</i>	
2013	0.6238	0.6420
2014	0.6492	0.6397
2015	0.6501	0.6797
2016	0.6598	0.7082

D Summary of All Model Specifications

Table 10: Summary of DiD Estimates Across All Specifications

Model	Coef.	SE	p-value	N	R ²
(1) Basic DiD	0.0643	0.0153	0.000	17,382	0.002
(2) Robust SE	0.0643	0.0153	0.000	17,382	0.002
(3) Clustered SE	0.0643	0.0141	0.000	17,382	0.002
(4) Year FE	0.0629	0.0152	0.000	17,382	0.004
(5) With Covariates	0.0537	0.0142	0.000	17,379	0.130
(6) State FE	0.0523	0.0141	0.000	17,379	0.136
(7) Weighted	0.0645	0.0168	0.000	17,382	0.126

E Education Distribution

Table 11: Education Level Distribution in Sample

Education Level	N	Percentage
High School Degree	12,444	71.6%
Some College	2,877	16.6%
BA+	1,058	6.1%
Two-Year Degree	991	5.7%
Less than High School	9	0.1%
Total	17,379	100.0%

F State Policy Variables

Table 12: Distribution of State Policy Variables

Policy Variable	Value	N
Driver's License Access	No (0)	12,323
	Yes (1)	5,059
In-State Tuition	No (0)	3,246
	Yes (1)	14,136
State Financial Aid	No (0)	8,678
	Yes (1)	8,704
Secure Communities	No (0)	5,967
	Yes (1)	11,415