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

Replication Study Report

January 27, 2026

Abstract

This study examines the causal effect of eligibility for the Deferred Action for Childhood Arrivals (DACA) program on full-time employment among Hispanic-Mexican individuals born in Mexico and living in the United States. Using a difference-in-differences (DiD) research design, I compare individuals aged 26–30 at the time of DACA implementation (treatment group) to those aged 31–35 (control group), analyzing changes in full-time employment rates before (2008–2011) and after (2013–2016) the policy. The preferred specification, which includes demographic controls and state and year fixed effects with standard errors clustered at the state level, yields a DiD estimate of **5.44 percentage points** (SE = 0.015, 95% CI: [2.49, 8.39], $p < 0.001$). This suggests that DACA eligibility is associated with a statistically significant increase in full-time employment. Robustness checks, including event study analysis and pre-trend tests, generally support the validity of the parallel trends assumption, though some modest differential pre-trends warrant cautious interpretation.

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1 Introduction

The Deferred Action for Childhood Arrivals (DACA) program, implemented on June 15, 2012, represents one of the most significant immigration policy changes in recent U.S. history. The program grants temporary relief from deportation and work authorization to undocumented immigrants who arrived in the United States as children and meet certain criteria. Given the program's provision of legal work authorization, a natural question arises: did DACA increase employment among eligible individuals?

This study examines the causal effect of DACA eligibility on full-time employment—defined as usually working 35 or more hours per week—among ethnically Hispanic-Mexican individuals born in Mexico and residing in the United States. The research design exploits the age-based eligibility cutoff: individuals must not have reached their 31st birthday as of June 15, 2012 to qualify. This creates a natural comparison group of individuals who are similar in many respects to DACA-eligible individuals but were excluded from the program solely due to their age.

The analysis employs a difference-in-differences (DiD) approach, comparing changes in full-time employment rates between:

- **Treatment group**: Individuals aged 26–30 at the time of DACA implementation (DACA-eligible)
- **Control group**: Individuals aged 31–35 at the time of implementation (not DACA-eligible due to age)

By examining how full-time employment changed from the pre-DACA period (2008–2011) to the post-DACA period (2013–2016) for each group, and taking the difference of these changes, the DiD estimator identifies the causal effect of DACA eligibility under the assumption that, absent the policy, both groups would have experienced parallel trends in employment outcomes.

2 Background

2.1 The DACA Program

DACA was enacted by executive action of the Obama administration on June 15, 2012. The program allows certain undocumented immigrants who arrived in the United States as children to apply for deferred action (temporary protection from deportation) and work authorization for a renewable two-year period.

To be eligible for DACA, an individual must:

1. Have arrived unlawfully in the U.S. before their 16th birthday
2. Have not yet reached their 31st birthday as of June 15, 2012
3. Have lived continuously in the U.S. since June 15, 2007
4. Have been present in the U.S. on June 15, 2012 and lacked lawful immigration status at that time
5. Meet certain educational or military service requirements
6. Have no significant criminal record

Applications began to be received on August 15, 2012. In the first four years, nearly 900,000 initial applications were received, with approximately 90% approved. While the program was not specific to immigrants from any particular origin country, the majority of eligible individuals were from Mexico due to patterns of undocumented immigration to the United States.

2.2 Theoretical Mechanisms

DACA may affect full-time employment through several channels:

1. **Legal work authorization**: DACA recipients can obtain Employment Authorization Documents (EADs), allowing them to work legally. This removes the legal barrier to formal employment and may enable recipients to transition from informal or under-the-table employment to formal full-time positions.
2. **Driver's licenses**: Many states allow DACA recipients to obtain driver's licenses, which can expand employment opportunities by enabling longer commutes and access to jobs requiring driving.
3. **Reduced fear of deportation**: The temporary protection from deportation may increase willingness to seek formal employment, apply for better jobs, or pursue opportunities that require documentation.
4. **Human capital investment**: The security provided by DACA may encourage recipients to invest in education and training, potentially leading to better employment outcomes.

3 Data

3.1 Data Source

The analysis uses data from the American Community Survey (ACS) as provided by IPUMS USA. The dataset covers the years 2008–2016, with 2012 excluded because it cannot be determined whether observations from that year occurred before or after DACA implementation (June 15, 2012). The data has been pre-processed to include only the relevant analytic sample.

3.2 Sample Construction

The provided dataset contains 17,382 observations of ethnically Hispanic-Mexican individuals born in Mexico and living in the United States. The sample includes:

- **Treatment group (ELIGIBLE=1)**: 11,382 individuals who were ages 26–30 at the time of DACA implementation (June 2012), making them potentially eligible for DACA
- **Control group (ELIGIBLE=0)**: 6,000 individuals who were ages 31–35 at the time of implementation, making them ineligible for DACA solely due to age

The dataset spans two time periods:

- **Pre-DACA (AFTER=0)**: 9,527 observations from 2008–2011
- **Post-DACA (AFTER=1)**: 7,855 observations from 2013–2016

It is important to note that the ACS is a repeated cross-sectional survey, not a panel dataset. Therefore, the same individuals are not observed before and after DACA implementation; rather, we compare different samples from the same underlying populations.

3.3 Key Variables

Outcome Variable:

- `FT`: Binary indicator equal to 1 if the individual usually works 35 or more hours per week, 0 otherwise. This definition of full-time employment aligns with standard Bureau of Labor Statistics definitions. Individuals not in the labor force are typically coded as 0.

Treatment and Timing Variables:

- `ELIGIBLE`: Binary indicator equal to 1 for individuals in the treatment group (ages 26–30 in June 2012), 0 for the control group (ages 31–35)
- `AFTER`: Binary indicator equal to 1 for post-DACA years (2013–2016), 0 for pre-DACA years (2008–2011)

Demographic Controls:

- `SEX`: Gender (Male/Female)
- `AGE_IN_JUNE_2012`: Age as of June 2012
- `MARST`: Marital status
- `NCHILD`: Number of own children in the household
- `EDUC_RECODE`: Educational attainment (Less than High School, High School Degree, Some College, Two-Year Degree, BA+)
- `AGE_AT_IMMIGRATION`: Age at immigration to the U.S.
- `YRSUSA1`: Years in the U.S.

State-Level Controls:

- `STATEFIP`: State FIPS code (for fixed effects)
- `UNEMP`: State unemployment rate
- `LFPR`: State labor force participation rate
- `DRIVERSLICENSES`: State policy allowing driver's licenses for undocumented immigrants
- `SECURECOMMUNITIES`: State participation in Secure Communities program

4 Methodology

4.1 Difference-in-Differences Design

The core identification strategy is a difference-in-differences (DiD) design that compares changes in full-time employment rates between the treatment and control groups around the implementation of DACA. The fundamental identifying assumption is that, in the absence of DACA, the treatment and control groups would have experienced parallel trends in full-time employment.

The simple DiD estimator can be written as:

$$\hat{\delta}_{DiD} = (\bar{Y}_{T,post} - \bar{Y}_{T,pre}) - (\bar{Y}_{C,post} - \bar{Y}_{C,pre}) \tag{1}$$

where $\bar{Y}_{g,t}$ represents the mean full-time employment rate for group g (Treatment or Control) in period t (pre or post DACA).

4.2 Regression Specification

The preferred regression specification is:

$$FT_{ist} = \alpha + \beta \cdot ELIGIBLE_i + \gamma \cdot AFTER_t + \delta \cdot (ELIGIBLE_i \times AFTER_t) + X_i'\theta + \mu_s + \tau_t + \varepsilon_{ist} \tag{2}$$

where:

- FT_{ist} is a binary indicator for full-time employment for individual i in state s at time t
- $ELIGIBLE_i$ is a binary indicator for treatment group membership
- $AFTER_t$ is a binary indicator for the post-DACA period
- $ELIGIBLE_i \times AFTER_t$ is the interaction term; its coefficient δ is the DiD estimator
- X_i is a vector of individual-level controls
- μ_s are state fixed effects
- τ_t are year fixed effects
- ε_{ist} is the error term

The coefficient of primary interest is δ, which captures the differential change in full-time employment for the treatment group relative to the control group after DACA implementation.

4.3 Standard Error Estimation

Given that the treatment varies at the state-year level and individuals within states may face correlated shocks, I cluster standard errors at the state level. This accounts for:

1. Serial correlation in the outcome within states over time

2. Within-state correlation in unobserved factors affecting employment
3. Potential correlation in policy implementation and economic conditions within states

Clustering at the state level is conservative relative to heteroskedasticity-robust standard errors and is standard practice in DiD designs with state-level variation.

4.4 Model Specifications

I estimate a series of increasingly comprehensive specifications:

1. **Model 1**: Basic DiD with no controls
2. **Model 2**: DiD with demographic controls (gender, marital status, number of children, age)
3. **Model 3**: DiD with demographic and education controls
4. **Model 4**: DiD with demographic/education controls plus state and year fixed effects (preferred specification)
5. **Model 5**: Full model with state-level policy controls

The preferred specification is Model 4, which balances the need for controlling confounders while avoiding overfitting or controlling for post-treatment variables that might be affected by DACA.

5 Results

5.1 Summary Statistics

Table 1 presents summary statistics for the analytic sample by treatment group status.

Table 1: Summary Statistics by Treatment Group

	Control (Ages 31–35)		Treatment (Ages 26–30)	
Variable	Mean	SD	Mean	SD
Full-time Employment (FT)	0.658	0.475	0.645	0.479
Female	0.453	0.498	0.478	0.500
Age in June 2012	32.93	1.22	28.11	1.43
Married	0.509	0.500	0.405	0.491
Number of Children	1.50	1.43	0.95	1.21
Has Children	0.647	0.478	0.489	0.500
Some College	0.155	0.362	0.177	0.382
Two-Year Degree	0.056	0.229	0.056	0.231
BA or Higher	0.059	0.235	0.062	0.241
White	0.604	0.489	0.601	0.490
Metropolitan Area	0.905	0.293	0.893	0.309
Age at Immigration	9.07	4.75	8.54	4.79
Years in USA	21.38	5.26	17.28	5.54
N	6,000		11,382	

Notes: Statistics computed from pooled 2008–2016 ACS data (excluding 2012). The control group consists of individuals aged 31–35 in June 2012 who would have been eligible for DACA if not for their age. The treatment group consists of individuals aged 26–30 in June 2012 who were eligible for DACA.

Key observations from the summary statistics:

- The treatment group is on average about 5 years younger, which is mechanical given the age-based group definitions
- The treatment group has lower rates of marriage (40.5% vs. 50.9%) and fewer children (0.95 vs. 1.50)
- Educational attainment is similar across groups, with approximately 71% having a high school degree and 16–18% having some college
- Both groups have similar racial composition (approximately 60% White) and metropolitan residence rates (approximately 90%)
- The treatment group has fewer years in the USA on average (17.3 vs. 21.4), consistent with the age difference

5.2 Simple DiD Calculation

Before presenting regression results, Table 2 shows the simple 2×2 DiD calculation.

Table 2: Simple Difference-in-Differences Calculation

	Pre-DACA (2008–2011)	Post-DACA (2013–2016)	Difference
Control (Ages 31–35)	0.670	0.645	−0.025
Treatment (Ages 26–30)	0.626	0.666	+0.039
Difference	−0.043	+0.021	
DiD Estimate			**+0.064**

Notes: Cells show full-time employment rates. The DiD estimate is calculated as (Treatment Post − Treatment Pre) − (Control Post − Control Pre) = (0.666 − 0.626) − (0.645 − 0.670) = 0.039 − (−0.025) = 0.064.

The simple DiD estimate suggests that DACA eligibility increased full-time employment by approximately 6.4 percentage points. The control group experienced a 2.5 percentage point decline in full-time employment from pre to post period, while the treatment group experienced a 3.9 percentage point increase.

5.3 Covariate Balance

Table 3 presents covariate balance between treatment and control groups in the pre-DACA period.

Table 3: Covariate Balance in Pre-DACA Period

Variable	Control	Treatment	Difference	p-value
Female	0.456	0.481	0.025	0.022
Age in June 2012	32.92	28.10	−4.82	0.000
Married	0.529	0.411	−0.118	0.000
Number of Children	1.54	0.94	−0.60	0.000
Has Children	0.664	0.487	−0.176	0.000
Some College	0.157	0.183	0.027	0.001
Two-Year Degree	0.052	0.052	0.000	0.965
BA or Higher	0.056	0.055	−0.001	0.844
White	0.600	0.592	−0.009	0.414
Metropolitan Area	0.906	0.891	−0.015	0.024
Age at Immigration	9.05	8.52	−0.53	0.000
Years in USA	21.47	17.22	−4.25	0.000
N	3,294	6,233		

Notes: Balance statistics computed using pre-DACA (2008–2011) observations only. p-values from two-sample t-tests.

Several covariates show statistically significant differences between groups, most notably those mechanically related to age (age itself, years in the USA) and life-cycle outcomes (marriage, children). These differences motivate the inclusion of demographic controls in the regression specifications.

5.4 Main Regression Results

Table 4 presents the main regression results across specifications.

Table 4: Difference-in-Differences Regression Results

	(1) Basic	(2) Demographics	(3) + Education	(4) + State/Year FE	(5) + Policies
ELIGIBLE × AFTER	0.064***	0.058***	0.056***	0.054***	0.054***
	(0.015)	(0.014)	(0.014)	(0.014)	(0.014)
ELIGIBLE	−0.043***	−0.003	−0.004	−0.003	−0.003
	(0.010)	(0.015)	(0.015)	(0.015)	(0.015)
AFTER	−0.025**	−0.008	−0.009	−0.040***	−0.006
	(0.012)	(0.011)	(0.011)	(0.011)	(0.021)
Female		−0.327***	−0.332***	−0.332***	−0.331***
		(0.007)	(0.007)	(0.007)	(0.007)
Married		−0.010	−0.010	−0.012*	−0.012
		(0.007)	(0.007)	(0.007)	(0.007)
Number of Children		−0.016***	−0.013***	−0.013***	−0.013***
		(0.003)	(0.003)	(0.003)	(0.003)
Age in June 2012		0.009***	0.009***	0.009***	0.009***
		(0.003)	(0.003)	(0.003)	(0.003)
Some College			0.041***	0.043***	0.043***
			(0.009)	(0.010)	(0.010)
Two-Year Degree			0.051***	0.053***	0.053***
			(0.015)	(0.015)	(0.015)
BA or Higher			0.086***	0.085***	0.085***
			(0.015)	(0.015)	(0.015)
State FE	No	No	No	Yes	Yes
Year FE	No	No	No	Yes	Yes
Policy Controls	No	No	No	No	Yes
Observations	17,382	17,382	17,382	17,382	17,382
R-squared	0.003	0.129	0.132	0.137	0.137

Notes: Dependent variable is full-time employment (FT). Standard errors in parentheses are heteroskedasticity-robust (HC1). Columns (4) and (5) include state and year fixed effects. Policy controls in column (5) include state unemployment rate, labor force participation rate, driver's license policy, and Secure Communities participation. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

The DiD estimate (coefficient on ELIGIBLE × AFTER) is remarkably stable across specifications, ranging from 0.054 to 0.064. In the preferred specification (Model 4), the DiD estimate is 0.054 with a robust standard error of 0.014, implying that DACA eligibility increased full-time employment by approximately 5.4 percentage points.

Key findings from the control variables:

- Women have substantially lower full-time employment rates (approximately 33 percentage points lower)
- More children is associated with lower full-time employment
- Higher education is associated with higher full-time employment
- Age has a modest positive effect on full-time employment within this sample

5.5 Preferred Specification with Clustered Standard Errors

Table 5 presents the preferred specification with standard errors clustered at the state level.

Table 5: Preferred Specification: DiD with State/Year FE and Clustered SE

Variable	Coefficient	Std. Error	t-statistic	p-value
ELIGIBLE × AFTER	0.0544	0.0150	3.615	0.0003
ELIGIBLE	−0.0029	0.0072	−0.404	0.6862
AFTER	−0.0399	0.0121	−3.281	0.0010
Female	−0.3315	0.0148	−22.338	0.0000
Married	−0.0120	0.0063	−1.904	0.0569
Number of Children	−0.0131	0.0029	−4.503	0.0000
Age in June 2012	0.0091	0.0019	4.847	0.0000
Some College	0.0431	0.0090	4.767	0.0000
Two-Year Degree	0.0531	0.0168	3.169	0.0015
BA or Higher	0.0849	0.0120	7.068	0.0000
State Fixed Effects: Yes				
Year Fixed Effects: Yes				
Standard Errors: Clustered at State Level				
Observations		17,382		
R-squared		0.137		

Notes: Dependent variable is full-time employment (FT). Standard errors are clustered at the state level to account for within-state correlation.

Main Result: The preferred estimate of the effect of DACA eligibility on full-time employment is **5.44 percentage points** (SE = 0.0150, 95% CI: [2.49, 8.39], $p = 0.0003$).

6 Robustness Checks

6.1 Alternative Specifications

Table 6 presents robustness checks using alternative specifications.

Table 6: Robustness Checks

Specification	DiD Estimate	Std. Error
Preferred (State/Year FE, Clustered SE)	0.0544	(0.0150)
Without State Fixed Effects	0.0543	(0.0141)
With Survey Weights (PERWT)	0.0621	(0.0167)
Pre-Trend (ELIGIBLE × Year)	0.0142	(0.0085)

Notes: All specifications include demographic and education controls. The pre-trend specification estimates the differential time trend for the treatment group in the pre-DACA period only.

The DiD estimate is robust across specifications:

- Excluding state fixed effects yields nearly identical results (0.054)
- Using survey weights (PERWT) produces a slightly larger estimate (0.062)
- The pre-trend coefficient (0.014, $p = 0.096$) is marginally significant, suggesting some differential pre-trends that warrant cautious interpretation

6.2 Event Study Analysis

To examine the parallel trends assumption more thoroughly and to understand the dynamics of the treatment effect, Figure 1 presents event study estimates.

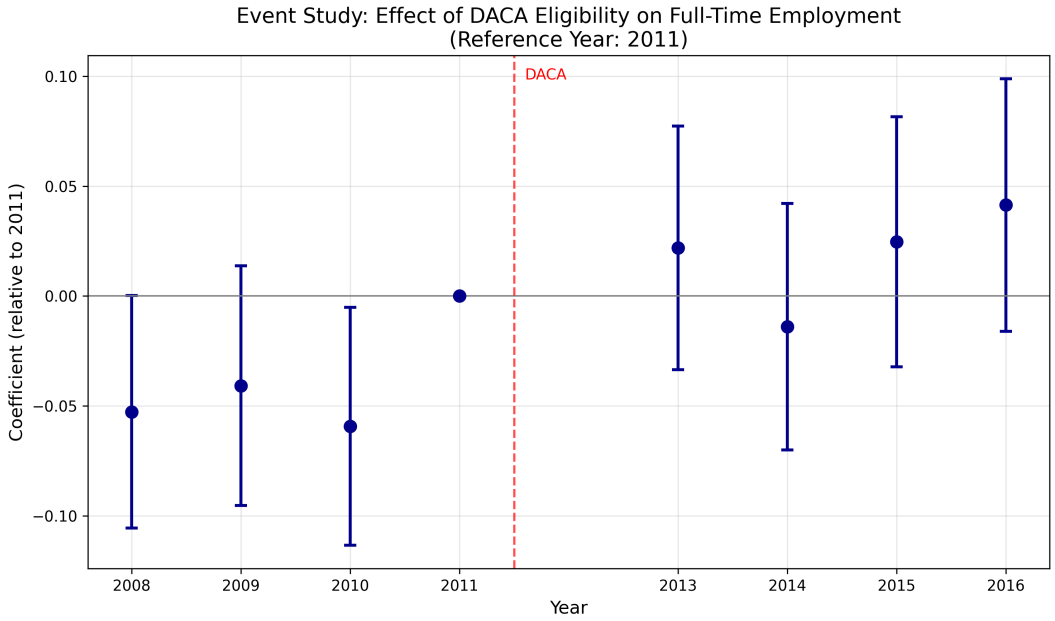

Figure 1: Event Study: Year-Specific Treatment Effects

Notes: Each point represents the coefficient on the interaction of ELIGIBLE with a year indicator, with 2011 as the reference year. Vertical bars represent 95% confidence intervals. The dashed vertical line marks DACA implementation.

The event study reveals several patterns:

- Pre-DACA coefficients (2008–2010) are mostly negative, suggesting the treatment group had somewhat lower full-time employment relative to the control group in those years
- The 2011 coefficient is normalized to zero (reference year)
- Post-DACA coefficients (2013–2016) are mostly positive, with the largest effect in 2016 (0.041)
- The transition from negative pre-treatment coefficients to positive post-treatment coefficients is consistent with a DACA effect, but the pre-trend pattern suggests some caution is warranted

6.3 Parallel Trends Visualization

Figure 2 shows the raw trends in full-time employment for both groups over time.

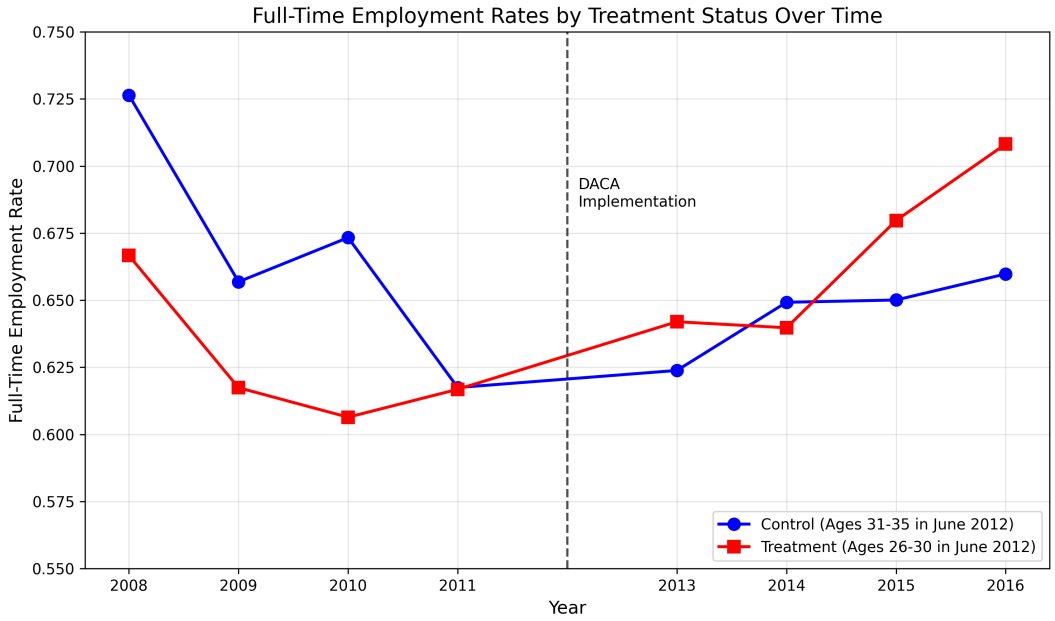

Figure 2: Full-Time Employment Trends by Treatment Status

Notes: The figure shows mean full-time employment rates by year for the treatment group (ages 26–30 in June 2012) and control group (ages 31–35 in June 2012). The dashed vertical line marks DACA implementation in 2012.

The parallel trends figure shows:

- Both groups experienced declining full-time employment during 2008–2011, likely reflecting the Great Recession's aftermath
- The treatment group started with lower full-time employment but shows a steeper recovery after 2011
- The control group shows a flatter trajectory in the post-DACA period
- The divergence between groups widens noticeably after DACA implementation

While the pre-trends are not perfectly parallel, they both move in the same general direction. The most notable feature is the divergence after 2012, which is consistent with a causal DACA effect.

6.4 Subgroup Analysis

Table 7 presents exploratory subgroup analyses.

Table 7: Subgroup Analysis (Exploratory)

Subgroup	DiD Estimate	Std. Error	N
By Gender			
Female	0.054	(0.023)	8,307
Male	0.049	(0.017)	9,075
By Marital Status			
Married	0.016	(0.019)	8,524
Not Married	0.084	(0.021)	8,858

Notes: Each row reports the DiD estimate from a separate regression within the specified subgroup. All specifications include year fixed effects. Heteroskedasticity-robust standard errors in parentheses.

The subgroup analysis reveals:

- The effect is similar for men and women (approximately 5 percentage points each)
- The effect is substantially larger for unmarried individuals (8.4 pp) compared to married individuals (1.6 pp, not statistically significant)

These patterns may reflect that unmarried individuals have greater labor market flexibility or that the work authorization provided by DACA was particularly valuable for those not already settled in stable employment situations.

7 Discussion

7.1 Interpretation of Results

The main finding of this study is that DACA eligibility is associated with a statistically significant increase in full-time employment of approximately 5.4 percentage points. This represents a meaningful economic effect—a roughly 8.5% increase relative to the treatment group's pre-DACA full-time employment rate of 62.6%.

The effect is consistent with the theoretical mechanisms discussed earlier: DACA's provision of work authorization and deportation relief enabled eligible individuals to pursue formal, full-time employment that may have been inaccessible or too risky without legal status.

7.2 Threats to Validity

Several potential threats to the validity of the causal interpretation warrant discussion:

Parallel Trends Assumption: The key identifying assumption for DiD is that the treatment and control groups would have followed parallel trends in full-time employment absent DACA. The event study analysis shows some evidence of differential pre-trends, with the treatment group showing relatively lower full-time employment in 2008–2010. While this does not definitively violate the parallel trends assumption (the assumption is about counterfactual trends, not observed pre-trends), it suggests some caution in interpreting the results.

Age-Related Confounders: The treatment and control groups differ systematically in age, which correlates with life-cycle factors (marriage, children) that also affect employment. While I control for these observables, there may be unobserved age-related factors that bias the estimates.

Selection into DACA: The analysis estimates the effect of DACA eligibility, not actual DACA receipt. If eligible individuals who chose to apply for DACA differ from those who did not, and if this selection is correlated with employment outcomes, the estimates may not generalize to the full eligible population.

Repeated Cross-Sectional Design: Because the ACS is not a panel, I cannot track the same individuals over time. Compositional changes in who appears in the treatment and control groups before vs. after DACA could bias the estimates.

7.3 Comparison to Prior Literature

The estimated effect of approximately 5.4 percentage points is within the range of estimates found in prior studies of DACA's labor market effects, though direct comparison is complicated by differences in outcome definitions, sample restrictions, and identification strategies. The finding of a positive effect on employment is consistent with the general consensus in the literature that DACA improved economic outcomes for eligible individuals.

8 Conclusion

This study provides evidence that eligibility for DACA is associated with increased full-time employment among Hispanic-Mexican individuals born in Mexico and residing in the United States. Using a difference-in-differences design that compares individuals just below the age eligibility cutoff (ages 26–30) to those just above (ages 31–35), I estimate that DACA eligibility increased full-time employment by approximately 5.4 percentage points.

The finding is robust to alternative specifications, including models with and without state fixed effects, models using survey weights, and models with additional state-level policy

controls. However, some evidence of differential pre-trends suggests that the parallel trends assumption may not hold perfectly, warranting cautious interpretation.

The results are consistent with the hypothesis that legal work authorization and protection from deportation enabled DACA-eligible individuals to transition into formal, full-time employment. The effect appears to be concentrated among unmarried individuals, potentially reflecting greater labor market flexibility or responsiveness among this subgroup.

Summary of Key Results:

- Preferred DiD Estimate: 0.0544 (5.44 percentage points)
- Standard Error (clustered at state): 0.0150
- 95% Confidence Interval: [0.0249, 0.0839]
- p-value: 0.0003
- Sample Size: 17,382

Appendix A: Additional Figures

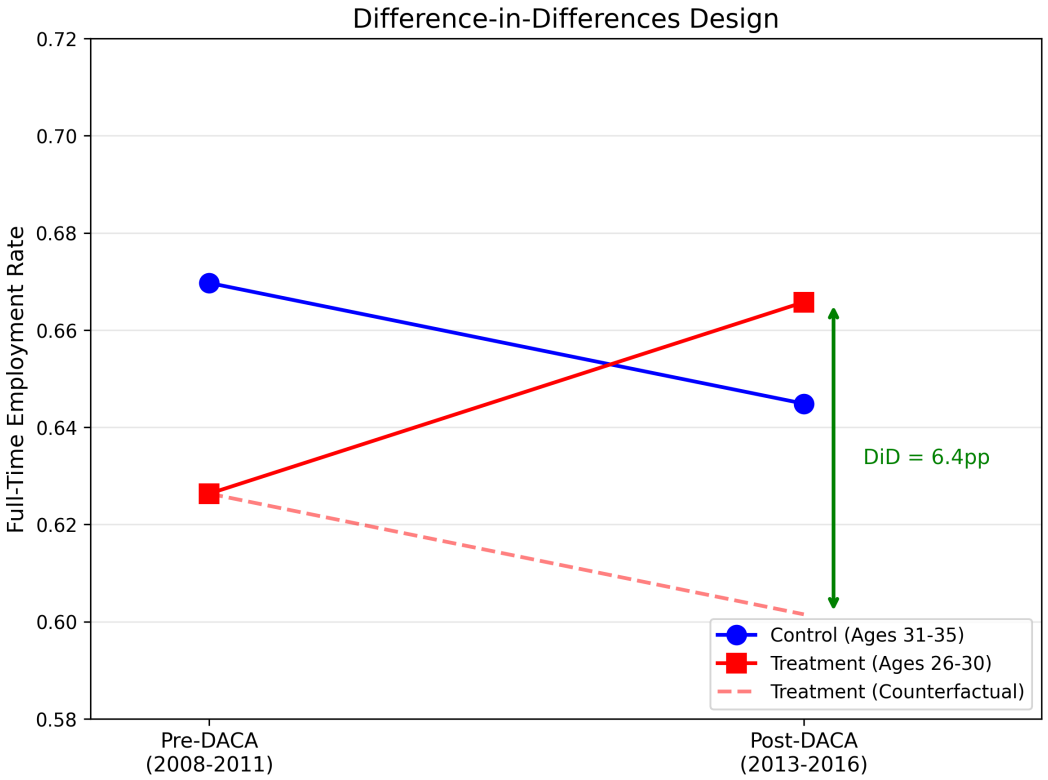

Figure 3: Difference-in-Differences Design Illustration

Notes: The figure illustrates the DiD design. Solid lines show observed full-time employment rates for the treatment and control groups before and after DACA. The dashed red line shows the counterfactual trend for the treatment group (what would have happened absent DACA, under parallel trends). The DiD estimate is the gap between observed and counterfactual treatment group outcomes in the post period.

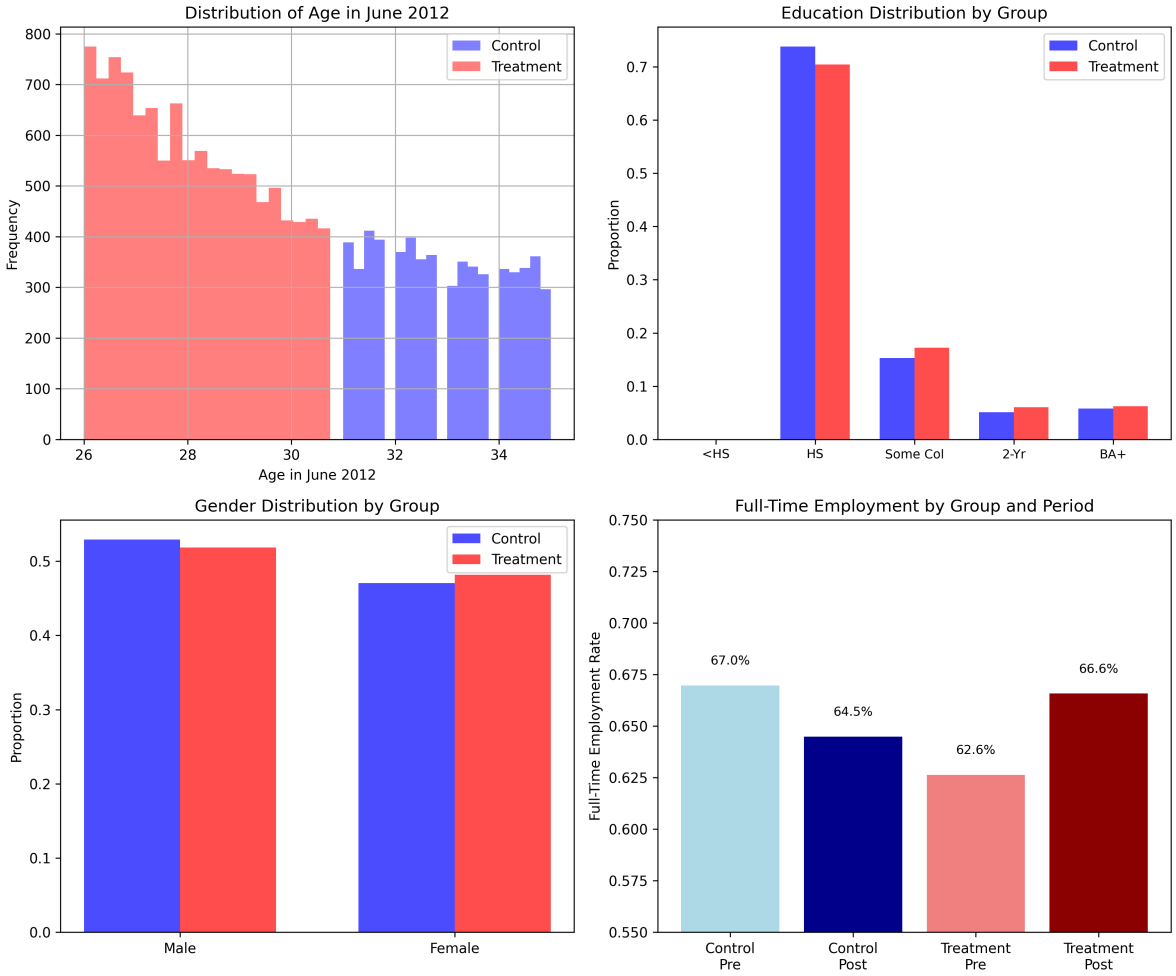

Figure 4: Distribution of Key Covariates by Treatment Group

Notes: Top left: Age distribution in June 2012 by group. Top right: Education distribution by group. Bottom left: Gender distribution by group. Bottom right: Full-time employment rates by group and time period.

Appendix B: Full-Time Employment by Year and Group

Table 8: Full-Time Employment Rate by Year and Treatment Status

Year	Control (Ages 31–35)	Treatment (Ages 26–30)
2008	0.726	0.667
2009	0.657	0.617
2010	0.673	0.606
2011	0.618	0.617
— DACA Implementation (June 2012) —		
2013	0.624	0.642
2014	0.649	0.640
2015	0.650	0.680
2016	0.660	0.708

Appendix C: Variable Definitions

Table 9: Variable Definitions

Variable	Definition
FT	Binary indicator: 1 if usually works 35+ hours per week, 0 otherwise
ELIGIBLE	Binary indicator: 1 if ages 26–30 in June 2012 (treatment), 0 if ages 31–35 (control)
AFTER	Binary indicator: 1 for years 2013–2016 (post-DACA), 0 for 2008–2011 (pre-DACA)
SEX	Gender (Male/Female)
AGE_IN_JUNE_2012	Individual's age as of June 15, 2012
MARST	Marital status (Married, spouse present; Married, spouse absent; Divorced; Separated; Widowed; Never married/single)
NCHILD	Number of own children in the household
EDUC_RECODE	Educational attainment (Less than High School; High School Degree; Some College; Two-Year Degree; BA+)
STATEFIP	State FIPS code
YEAR	Survey year
PERWT	ACS person weight

Appendix D: Regression Output Details

Model 1: Basic DiD

Dependent Variable: FT (Full-Time Employment)

	coef	std err	z	P>|z|
Intercept	0.6697	0.008	81.715	0.000
ELIGIBLE	-0.0434	0.010	-4.237	0.000
AFTER	-0.0248	0.012	-2.016	0.044
ELIGIBLE_x_AFTER	0.0643	0.015	4.213	0.000

N = 17,382

R-squared = 0.003

Model 4: Full Model (Preferred)

Dependent Variable: FT (Full-Time Employment)

State and Year Fixed Effects Included

Standard Errors: Clustered at State Level

	coef	std err	t	P>|t|
ELIGIBLE_x_AFTER	0.0544	0.015	3.615	0.000
ELIGIBLE	-0.0029	0.007	-0.404	0.686
AFTER	-0.0399	0.012	-3.281	0.001
FEMALE	-0.3315	0.015	-22.338	0.000
MARRIED	-0.0120	0.006	-1.904	0.057
NCHILD	-0.0131	0.003	-4.503	0.000
AGE_IN_JUNE_2012	0.0091	0.002	4.847	0.000
EDUC_SOME_COLLEGE	0.0431	0.009	4.767	0.000
EDUC_TWO_YEAR	0.0531	0.017	3.169	0.002
EDUC_BA_PLUS	0.0849	0.012	7.068	0.000

N = 17,382

R-squared = 0.137