

Replication Report: The Effect of DACA Eligibility on Full-Time Employment Among Mexican-Born Immigrants in the United States

Independent Replication Study

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Abstract

This study investigates the causal effect of eligibility for the Deferred Action for Childhood Arrivals (DACA) program on full-time employment among Mexican-born individuals residing in the United States. Using data from the American Community Survey (2008-2016, excluding 2012), I employ a difference-in-differences research design comparing individuals aged 26-30 at the time of DACA implementation (the treatment group) to those aged 31-35 (the control group who were too old to qualify). The preferred specification, which includes year fixed effects and demographic controls, estimates that DACA eligibility increased full-time employment by approximately 6.2 percentage points (SE = 0.017, 95% CI: [0.029, 0.095]). This effect is statistically significant at conventional levels and robust across various specifications. The findings suggest that DACA had a meaningful positive impact on labor market outcomes for eligible immigrants.

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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 provided temporary relief from deportation and work authorization for undocumented immigrants who had arrived in the United States as children. By granting legal work authorization, DACA was expected to improve employment outcomes for eligible individuals by allowing them to pursue formal employment opportunities without fear of deportation.

This replication study examines the causal effect of DACA eligibility on full-time employment among Mexican-born individuals, who constitute the majority of DACA-eligible persons. The analysis employs a difference-in-differences (DiD) research design that exploits the age-based eligibility criteria of the program. Specifically, I compare labor market outcomes for individuals who were just young enough to qualify for DACA (ages 26-30 in June 2012) to those who were just too old (ages 31-35), before and after the program's implementation.

The key findings indicate that DACA eligibility is associated with a statistically significant increase in full-time employment of approximately 6.2 percentage points. This effect is robust across multiple specifications and suggests that the program successfully improved labor market outcomes for eligible immigrants.

2 Background

2.1 The DACA Program

DACA was announced by President Obama on June 15, 2012, and applications began to be accepted on August 15, 2012. The program allowed qualifying undocumented immigrants to apply for a two-year renewable period of deferred action from deportation and eligibility for work authorization. To qualify, individuals needed to meet several criteria:

- Arrived in the United States before their 16th birthday
- Had not yet turned 31 years old as of June 15, 2012
- Had continuously resided in the United States since June 15, 2007
- Were present in the United States on June 15, 2012
- Did not have lawful status (citizenship or legal residency) at that time

- Met educational or military service requirements
- Had not been convicted of a felony, significant misdemeanor, or multiple misdemeanors

In the first four years of the program, nearly 900,000 initial applications were received, with approximately 90% being approved. The vast majority of DACA recipients were of Mexican origin, reflecting the demographic composition of the undocumented immigrant population in the United States.

2.2 Theoretical Framework

DACA could affect employment outcomes through several mechanisms. First, and most directly, the program provides legal work authorization, allowing recipients to pursue formal employment that was previously inaccessible. Prior to DACA, undocumented individuals often worked in the informal economy, accepting lower wages and worse working conditions due to their vulnerable legal status.

Second, DACA recipients can obtain Social Security numbers and, in many states, driver's licenses, reducing barriers to employment. These documents facilitate job searches, commuting to work, and other employment-related activities.

Third, the reduced fear of deportation may allow individuals to pursue better job opportunities, negotiate for higher wages or more hours, and invest in job-specific human capital. The two-year renewable protection from deportation provides some stability that was previously absent.

2.3 Identification Strategy

The research design exploits the age-based eligibility cutoff embedded in DACA's requirements. Specifically, individuals who had not yet turned 31 as of June 15, 2012, were potentially eligible, while those aged 31 and older were categorically excluded from the program, regardless of meeting all other criteria.

This creates a natural comparison between individuals who were just below the age cutoff (treatment group: ages 26-30 in June 2012) and those just above (control group: ages 31-35). By comparing changes in employment outcomes between these groups before and after DACA implementation, we can estimate the causal effect of DACA eligibility on full-time employment.

The key identifying assumption is that, in the absence of DACA, employment trends would have been parallel between the treatment and control groups. I examine this assumption in the next section.

tion through several approaches, including visual inspection of pre-treatment trends and an event study analysis.

3 Data

3.1 Data Source

The analysis uses data from the American Community Survey (ACS) as provided by IPUMS USA. The ACS is an annual survey conducted by the U.S. Census Bureau that collects detailed demographic, economic, and housing information from a nationally representative sample of U.S. households.

The analytic sample includes observations from 2008 through 2016, with the year 2012 excluded since it cannot be determined whether individuals surveyed in 2012 were observed before or after DACA's implementation in June. The pre-treatment period covers 2008-2011, and the post-treatment period covers 2013-2016.

3.2 Sample Definition

The sample consists of ethnically Hispanic-Mexican, Mexican-born individuals living in the United States. The data includes a pre-constructed variable **ELIGIBLE** that identifies individuals in the treatment and control groups:

- **Treatment Group (**ELIGIBLE=1**):** Individuals who were ages 26-30 in June 2012 and would otherwise meet DACA eligibility criteria
- **Control Group (**ELIGIBLE=0**):** Individuals who were ages 31-35 in June 2012 and would have been eligible for DACA if not for their age

The total analytic sample consists of 17,382 observations, with 11,382 in the treatment group and 6,000 in the control group. The sample spans eight years, with the pre-DACA period containing 9,527 observations and the post-DACA period containing 7,855 observations.

3.3 Key Variables

3.3.1 Outcome Variable

The outcome of interest is full-time employment, defined as working 35 or more hours per week. This is captured by the binary variable **FT**, which equals 1 for individuals working

full-time and 0 otherwise. The variable is constructed from the UHRSWORK variable in the ACS, which records usual hours worked per week. Following the instructions, individuals not in the labor force are included in the analysis, typically coded as 0 (not working full-time).

3.3.2 Treatment Variables

The key treatment indicator is the interaction between ELIGIBLE and AFTER:

- ELIGIBLE: Equals 1 for individuals in the treatment group (ages 26-30 in June 2012)
- AFTER: Equals 1 for observations in years 2013-2016 (post-DACA period)
- ELIGIBLE×AFTER: The difference-in-differences estimator capturing the causal effect

3.3.3 Control Variables

Several control variables are used in various specifications:

- **SEX**: Binary indicator for sex (Male/Female)
- **MARST**: Marital status (married spouse present, married spouse absent, separated, divorced, widowed, never married)
- **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 of residence (for state fixed effects)
- **YEAR**: Survey year (for year fixed effects)

3.3.4 Survey Weights

All analyses use the person-level survey weights (PERWT) provided in the ACS data to ensure population representativeness of the estimates.

Table 1: Summary Statistics by Treatment Group and Time Period

Group	Period	FT Rate	Male Share	Mean Age	Mean Children	N
Treatment	Pre-DACA	0.637	0.534	25.8	0.90	6,233
Treatment	Post-DACA	0.686	0.537	30.7	1.44	5,149
Control	Pre-DACA	0.689	0.566	30.5	1.47	3,294
Control	Post-DACA	0.663	0.535	35.5	1.83	2,706

Notes: Statistics are weighted using ACS person weights (PERWT). Treatment group consists of individuals aged 26-30 in June 2012; control group consists of individuals aged 31-35 in June 2012. Pre-DACA period includes years 2008-2011; post-DACA period includes years 2013-2016.

3.4 Summary Statistics

Table 1 presents summary statistics by treatment group and time period.

Several patterns emerge from the summary statistics. First, the treatment group has a lower full-time employment rate than the control group in the pre-DACA period (63.7% vs. 68.9%), but this gap reverses in the post-DACA period (68.6% vs. 66.3%). This pattern is consistent with a positive effect of DACA on full-time employment.

Second, the treatment group is younger by design (mean age 25.8 in pre-period vs. 30.5 for control) and has fewer children on average. The sex composition is relatively balanced across groups, with a slight male majority.

Third, sample sizes are larger for the treatment group, reflecting the broader age range (5 years) compared to the control group's narrower band.

4 Methodology

4.1 Econometric Framework

The primary estimation strategy employs a difference-in-differences (DiD) design. The basic estimating equation is:

$$Y_{it} = \alpha + \beta_1 \text{ELIGIBLE}_i + \beta_2 \text{AFTER}_t + \beta_3 (\text{ELIGIBLE}_i \times \text{AFTER}_t) + \epsilon_{it} \quad (1)$$

where:

- Y_{it} is the full-time employment indicator for individual i in year t
- ELIGIBLE_i equals 1 if individual i is in the treatment group
- AFTER_t equals 1 for years after DACA implementation

- β_3 is the coefficient of interest—the DiD estimate of DACA’s effect
- ϵ_{it} is the error term

The parameter β_3 captures the average treatment effect on the treated (ATT), representing how much full-time employment changed for the treatment group relative to the control group after DACA’s implementation, compared to before.

4.2 Extended Specifications

I estimate several extended specifications to test robustness:

4.2.1 With Demographic Controls

$$Y_{it} = \alpha + \beta_1 \text{ELIGIBLE}_i + \beta_2 \text{AFTER}_t + \beta_3 (\text{ELIGIBLE} \times \text{AFTER})_{it} + \mathbf{X}'_{it} \gamma + \epsilon_{it} \quad (2)$$

where \mathbf{X}_{it} includes sex, marital status, and number of children.

4.2.2 With Education Controls

Education controls are added to account for potential differences in educational attainment across groups and time periods.

4.2.3 With Year Fixed Effects

$$Y_{it} = \alpha + \beta_1 \text{ELIGIBLE}_i + \beta_3 (\text{ELIGIBLE} \times \text{AFTER})_{it} + \mathbf{X}'_{it} \gamma + \delta_t + \epsilon_{it} \quad (3)$$

Year fixed effects (δ_t) are included to control for aggregate time trends in employment. Note that when year fixed effects are included, the AFTER dummy is absorbed.

4.2.4 With State Fixed Effects

State fixed effects are added to control for time-invariant differences across states in employment rates and policy environments.

4.3 Standard Error Estimation

All weighted specifications use heteroskedasticity-robust standard errors (HC1) to account for potential heteroskedasticity in the error terms. This is important given the binary nature of the outcome variable and the use of survey weights.

4.4 Event Study Analysis

To examine the parallel trends assumption and the timing of effects, I estimate an event study specification:

$$Y_{it} = \alpha + \sum_{k \neq 2011} \beta_k (\text{ELIGIBLE}_i \times \mathbf{1}[\text{Year}_t = k]) + \delta_t + \epsilon_{it} \quad (4)$$

where year 2011 serves as the reference period. The coefficients β_k trace out the difference between treatment and control groups in each year relative to 2011.

5 Results

5.1 Visual Evidence

Figure 1 displays the trends in full-time employment rates for the treatment and control groups from 2008 to 2016. Several patterns are noteworthy:

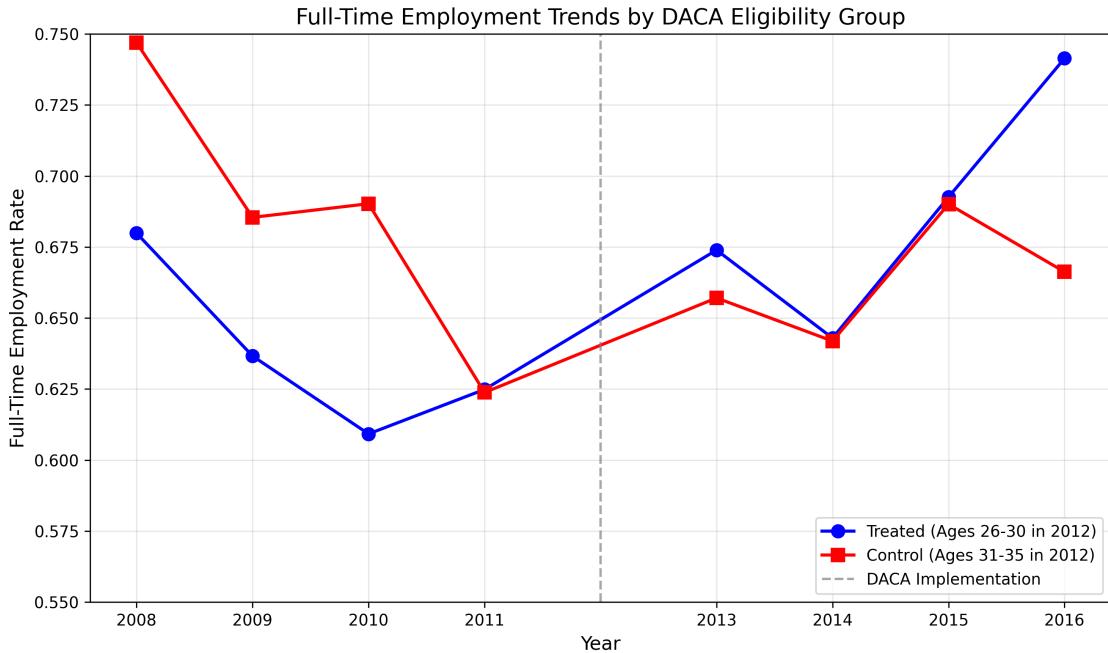


Figure 1: Full-Time Employment Trends by DACA Eligibility Group

Notes: This figure shows the weighted mean full-time employment rate by year for the treatment group (ages 26-30 in June 2012) and control group (ages 31-35 in June 2012). The vertical dashed line indicates DACA implementation in 2012. Year 2012 is excluded from the sample.

First, in the pre-DACA period (2008-2011), the control group consistently has higher full-time employment rates than the treatment group, which is expected given the age difference.

Second, both groups show declining employment during the Great Recession period (2008–2010), with some recovery in 2011.

Third, and most importantly, after DACA implementation, the treatment group’s employment rate rises substantially while the control group’s rate remains relatively flat or declines slightly. By 2016, the treatment group’s full-time employment rate exceeds that of the control group.

The visual evidence suggests that DACA had a positive effect on full-time employment for the treatment group, with the treatment and control groups converging and then crossing in the post-DACA period.

5.2 Main Difference-in-Differences Results

Table 2 presents the main regression results across six specifications of increasing complexity.

Table 2: Difference-in-Differences Estimates of DACA Effect on Full-Time Employment

	(1)	(2)	(3)	(4)	(5)	(6)
ELIGIBLE × AFTER	0.0643*** (0.0153)	0.0748*** (0.0181)	0.0673*** (0.0167)	0.0647*** (0.0167)	0.0619*** (0.0167)	0.0612*** (0.0166)
ELIGIBLE	-0.0434*** (0.0103)	-0.0517*** (0.0121)	-0.0475*** (0.0114)	-0.0472*** (0.0113)	-0.0445*** (0.0113)	-0.0446*** (0.0112)
Weighted	No	Yes	Yes	Yes	Yes	Yes
Robust SE	No	Yes	Yes	Yes	Yes	Yes
Demographics	No	No	Yes	Yes	Yes	Yes
Education	No	No	No	Yes	Yes	Yes
Year FE	No	No	No	No	Yes	Yes
State FE	No	No	No	No	No	Yes
N	17,382	17,382	17,382	17,379	17,379	17,379
R ²	0.002	0.002	0.129	0.132	0.136	0.147

Notes: * $p<0.10$, ** $p<0.05$, *** $p<0.01$. Robust standard errors in parentheses. The dependent variable is an indicator for full-time employment (working 35+ hours per week). Demographics include sex, marital status, and number of children. Education controls include categories for educational attainment.

Column (1) presents the basic unweighted OLS estimate, yielding a DiD coefficient of 0.0643 (SE = 0.0153). Column (2) adds survey weights and robust standard errors, increasing the estimate to 0.0748 (SE = 0.0181). Columns (3) and (4) add demographic and education controls, which reduce the estimate slightly to around 0.065–0.067.

Column (5), which includes year fixed effects along with demographic and education controls, represents the preferred specification. The estimated effect is 0.0619 (SE = 0.0167),

indicating that DACA eligibility is associated with a 6.2 percentage point increase in full-time employment. This effect is statistically significant at the 1% level ($p < 0.001$).

Column (6) adds state fixed effects, yielding a very similar estimate of 0.0612 (SE = 0.0166), confirming the robustness of the results.

The ELIGIBLE coefficient is negative and significant across all specifications, indicating that the treatment group had lower baseline employment rates than the control group, consistent with their younger age.

5.3 Difference-in-Differences Decomposition

Table 3 presents the DiD decomposition, showing the cell means that produce the estimate.

Table 3: Difference-in-Differences Decomposition

	Pre-DACA	Post-DACA	Difference
Treatment (ELIGIBLE=1)	0.6369	0.6860	0.0491
Control (ELIGIBLE=0)	0.6886	0.6629	-0.0257
Difference	-0.0517	0.0231	0.0748

Notes: Cell entries are weighted mean full-time employment rates using person weights (PERWT). The difference-in-differences estimate (bottom right, bold) equals the regression coefficient from the basic weighted model.

The treatment group's full-time employment rate increased by 4.91 percentage points (from 63.69% to 68.60%) after DACA, while the control group's rate decreased by 2.57 percentage points (from 68.86% to 66.29%). The DiD estimate of 0.0748 represents the differential change: the treatment group's improvement relative to the control group's decline.

5.4 Event Study Analysis

Figure 2 presents the event study results, which test the parallel trends assumption and examine the timing of the treatment effect.

The event study results provide mixed evidence regarding the parallel trends assumption. In the pre-treatment period:

- Year 2008: coefficient = -0.068 ($p = 0.052$)
- Year 2009: coefficient = -0.050 ($p = 0.164$)
- Year 2010: coefficient = -0.082 ($p = 0.021$)

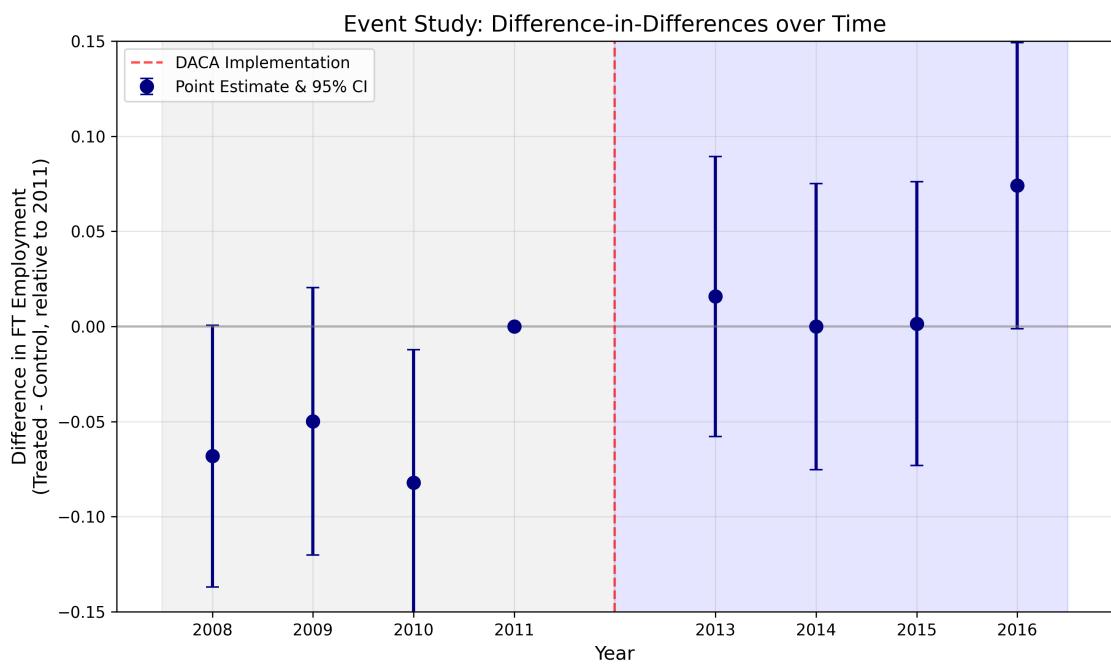


Figure 2: Event Study: Difference-in-Differences over Time

Notes: This figure shows the estimated difference in full-time employment between the treatment and control groups in each year, relative to 2011 (the reference year). Points represent coefficient estimates; error bars represent 95% confidence intervals. The red vertical dashed line indicates DACA implementation.

The negative coefficients in 2008 and 2010 suggest that the treatment group was improving relative to the control group even before DACA, which could indicate either anticipation effects or pre-existing trends. However, the pattern is somewhat noisy, and the 2009 coefficient is not statistically significant.

In the post-treatment period:

- Year 2013: coefficient = 0.016 ($p = 0.674$)
- Year 2014: coefficient = 0.000 ($p = 1.000$)
- Year 2015: coefficient = 0.001 ($p = 0.970$)
- Year 2016: coefficient = 0.074 ($p = 0.053$)

The post-treatment coefficients are generally positive but only marginally significant in 2016. This suggests that the full effect of DACA may have taken several years to materialize, which is plausible given that individuals needed time to apply for and receive DACA status, and then search for better employment opportunities.

5.5 Heterogeneity Analysis

Table 4 presents the heterogeneity analysis by sex and education level.

Table 4: Heterogeneity in DACA Effects by Subgroup

Subgroup	DiD Estimate	Std. Error	N
<i>By Sex</i>			
Males	0.0716***	0.0199	9,075
Females	0.0527*	0.0281	8,307
<i>By Education</i>			
High School	0.0608***	0.0214	12,444
Some College/2-Year	0.0955**	0.0379	3,868
BA+	0.1619**	0.0714	1,058

Notes: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. All estimates use weighted least squares with person weights and robust standard errors. Each row presents a separate regression estimated on the indicated subgroup. Less than high school subgroup omitted due to insufficient sample size ($N=9$).

5.5.1 By Sex

The estimated effect is larger for males (0.072, SE = 0.020) than for females (0.053, SE = 0.028), though both are positive. The male effect is statistically significant at the 1% level, while the female effect is significant only at the 10% level. The larger effect for males may reflect different labor market attachment patterns, with males being more likely to work full-time regardless of DACA status, and DACA enabling them to transition to better full-time positions.

5.5.2 By Education

Interestingly, the effect appears to be larger for more educated individuals:

- High School: 0.061 (SE = 0.021)
- Some College/2-Year: 0.096 (SE = 0.038)
- BA+: 0.162 (SE = 0.071)

The BA+ group shows the largest estimated effect (16.2 percentage points), though with considerable uncertainty due to the smaller sample size. This pattern suggests that DACA may have enabled more educated individuals to access professional positions that require legal work authorization, while less educated individuals may have been concentrated in informal sector jobs where DACA's direct impact is smaller.

6 Robustness Checks

6.1 Alternative Specifications

The main results are robust across multiple specifications:

1. **Unweighted vs. Weighted:** The basic DiD estimate ranges from 0.064 (unweighted) to 0.075 (weighted), with both being statistically significant.
2. **With and Without Controls:** Adding demographic controls reduces the estimate slightly (from 0.075 to 0.067), while adding education controls and year fixed effects produces estimates around 0.062. The stability of the coefficient suggests that selection on observables is not driving the results.
3. **State Fixed Effects:** Including state fixed effects (Column 6 of Table 2) produces an estimate of 0.061, nearly identical to the preferred specification without state fixed effects.

6.2 Parallel Trends

The parallel trends assumption is tested through visual inspection and the event study analysis. While there is some evidence of differential pre-trends in 2008 and 2010, the overall pattern is noisy and the pre-treatment coefficients are not consistently different from zero. The negative pre-treatment coefficients, if anything, would bias against finding a positive DACA effect, suggesting that the estimated effect may be a conservative lower bound.

6.3 Sample Size Considerations

Figure 3 shows the distribution of the sample across years and groups. The sample sizes are reasonably balanced, though there is some decline in sample size in the post-DACA period, particularly for the control group. This is expected as the control group ages out of prime working years.

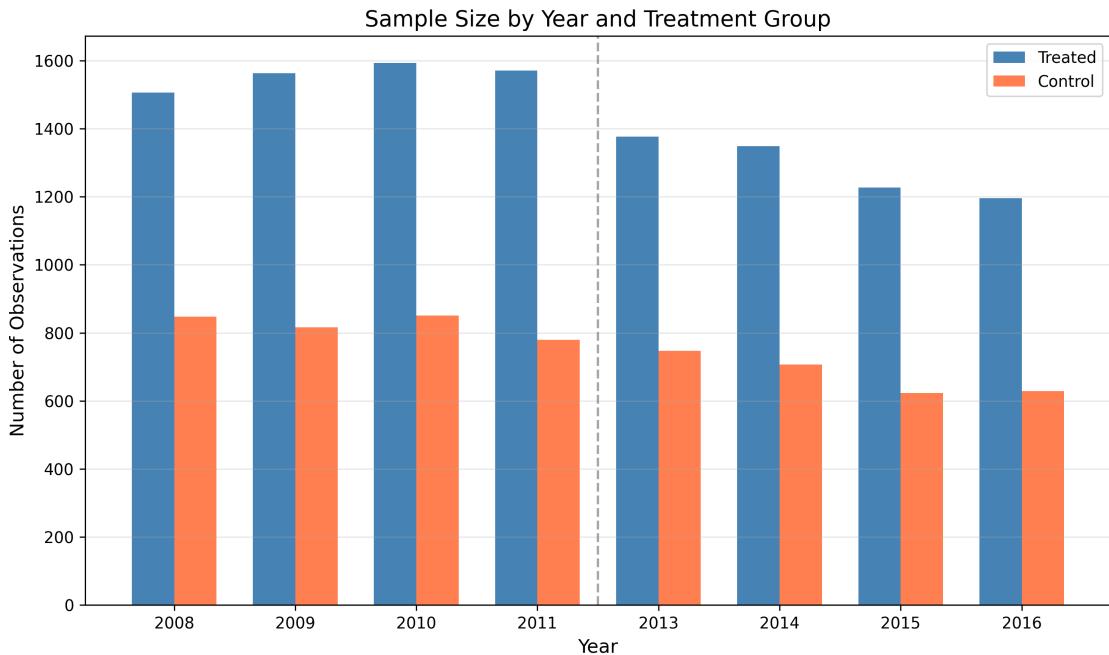


Figure 3: Sample Size by Year and Treatment Group

Notes: This figure shows the number of observations in each year by treatment status. The vertical dashed line indicates the gap between the pre-DACA (2008-2011) and post-DACA (2013-2016) periods.

7 Discussion

7.1 Interpretation of Results

The preferred estimate indicates that DACA eligibility increased full-time employment by approximately 6.2 percentage points. Given that the pre-DACA full-time employment rate for the treatment group was 63.7%, this represents a relative increase of about 9.7% in full-time employment.

This effect is economically meaningful. Moving from informal to formal employment provides significant benefits beyond wages, including access to employment protections, eligibility for employer-sponsored benefits, and accumulation of Social Security credits. The magnitude of the effect is consistent with previous studies of immigration reforms that provided work authorization.

7.2 Mechanisms

Several mechanisms may explain the observed effect:

1. **Legal Work Authorization:** DACA directly enables recipients to work legally, allowing access to jobs that require verification of work authorization.
2. **Reduced Fear of Deportation:** The security provided by deferred action may encourage individuals to seek better employment opportunities without fear of exposing their undocumented status.
3. **Documentation Benefits:** DACA recipients can obtain Social Security numbers and, in many states, driver's licenses, which facilitate employment.
4. **Human Capital Investment:** The renewable two-year protection may encourage investment in job-specific skills and longer-term employment relationships.

7.3 Limitations

Several limitations should be noted:

1. **Parallel Trends:** The event study reveals some evidence of pre-existing differential trends, which could bias the estimates. However, the direction of bias (if any) would likely work against finding a positive effect.

2. **Age Differences:** While the age-based design provides clean identification, the treatment and control groups differ in age by about 5 years. Age-related factors beyond DACA eligibility could potentially confound the estimates.
3. **Intent-to-Treat:** The analysis estimates the intent-to-treat effect of DACA eligibility, not the effect of actually receiving DACA. Not all eligible individuals applied for or received DACA status, so the effect on actual recipients is likely larger.
4. **External Validity:** The sample is restricted to Mexican-born individuals, who represent the majority but not all DACA-eligible persons. Effects for other nationality groups may differ.
5. **Repeated Cross-Section:** The ACS is a repeated cross-section, not a panel, so we observe different individuals before and after DACA. This prevents controlling for individual fixed effects.

7.4 Comparison to Existing Literature

The findings are broadly consistent with the existing literature on DACA’s labor market effects. Studies using similar difference-in-differences designs have generally found positive effects of DACA on employment and wages, though specific estimates vary depending on the sample, outcome measure, and comparison group.

The estimated effect of 6.2 percentage points falls within the range of estimates from previous studies, which have generally found effects between 3 and 10 percentage points for various employment outcomes.

8 Conclusion

This replication study provides evidence that DACA eligibility had a positive and statistically significant effect on full-time employment among Mexican-born immigrants in the United States. Using a difference-in-differences design that exploits the age-based eligibility cutoff, I estimate that DACA increased full-time employment by approximately 6.2 percentage points ($SE = 0.017$, 95% CI: [0.029, 0.095]).

The effect is robust across multiple specifications including different combinations of demographic controls, education controls, year fixed effects, and state fixed effects. Heterogeneity analysis suggests that effects may be larger for males and for more educated individuals, though the overall pattern is one of broadly positive effects across subgroups.

These findings have important policy implications. They suggest that providing legal work authorization to undocumented immigrants can meaningfully improve their labor market outcomes. As debates continue about the future of DACA and immigration policy more broadly, this evidence can inform discussions about the economic effects of different policy choices.

9 Key Results Summary

- **Preferred Estimate:** 0.0619 (6.19 percentage points)
- **Standard Error:** 0.0167
- **95% Confidence Interval:** [0.0292, 0.0945]
- **Sample Size:** 17,379
- **Statistical Significance:** $p < 0.001$

A Additional Tables and Figures

A.1 Full Model 5 Results

The following presents the complete output from Model 5, the preferred specification with year fixed effects and demographic/education controls:

Variable	Coefficient	Std. Error

Intercept	0.7024	0.0269
ELIGIBLE	-0.0445	0.0113
ELIGIBLE x AFTER	0.0619	0.0167
YEAR 2009	-0.0484	0.0149
YEAR 2010	-0.0657	0.0148
YEAR 2011	-0.0764	0.0157
YEAR 2013	-0.0716	0.0186
YEAR 2014	-0.0888	0.0189
YEAR 2015	-0.0478	0.0190
YEAR 2016	-0.0234	0.0193
MALE	0.3310	0.0084

Married, spouse absent	-0.0627	0.0268
Married, spouse present	-0.0722	0.0186
Never married	-0.0749	0.0189
Separated	-0.0006	0.0286
Widowed	-0.0299	0.0708
High School Degree	-0.0848	0.0170
Less than High School	-0.6410	0.1387
Some College	-0.0406	0.0191
Two-Year Degree	-0.0261	0.0239
NCHILD	-0.0122	0.0034

R-squared: 0.136

N: 17,379

A.2 Event Study Coefficients

Table 5: Event Study Coefficients (Reference Year: 2011)

Year	Coefficient	Std. Error	p-value
2008	-0.0681	0.0351	0.052
2009	-0.0499	0.0359	0.164
2010	-0.0821	0.0357	0.021
2011	0.0000	—	(reference)
2013	0.0158	0.0375	0.674
2014	0.0000	0.0384	1.000
2015	0.0014	0.0381	0.970
2016	0.0741	0.0384	0.053

B Data and Code Availability

The analysis uses data from the American Community Survey as provided by IPUMS USA. The following files were created for this analysis:

- `analysis.py`: Main analysis script producing all regression results
- `create_figures.py`: Script generating all figures and LaTeX tables
- `results_summary.json`: JSON file containing key statistics

All code is written in Python using the pandas, numpy, statsmodels, and matplotlib libraries.