

# The Effect of DACA Eligibility on Full-Time Employment: An 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 Hispanic-Mexican individuals born in Mexico and residing in the United States. Using a difference-in-differences research design that compares individuals aged 26–30 at the time of DACA implementation (treatment group) to those aged 31–35 (control group), I analyze American Community Survey data from 2006–2016 (excluding 2012). The preferred specification indicates that DACA eligibility increased full-time employment by approximately **4.86 percentage points** (95% CI: [2.79, 6.94],  $p < 0.001$ ). This effect is robust across multiple specifications including controls for demographic characteristics, education, and fixed effects for year and state. Event study analysis supports the parallel trends assumption, with no significant pre-treatment differences between groups. The results suggest that DACA’s provision of legal work authorization had meaningful positive effects on labor market outcomes for eligible individuals.

**Keywords:** DACA, immigration policy, employment, difference-in-differences, labor economics

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# 1 Introduction

The Deferred Action for Childhood Arrivals (DACA) program, implemented on June 15, 2012, represented a significant shift in U.S. immigration policy. The program allowed qualifying undocumented immigrants who arrived in the United States as children to apply for renewable two-year periods of deferred action from deportation and eligibility for work authorization. Given that DACA provides legal work authorization to recipients, understanding its effects on labor market outcomes is of considerable policy importance.

This replication study examines the following research question: *Among ethnically Hispanic-Mexican, Mexican-born individuals living in the United States, what was the causal effect of DACA eligibility on the probability of full-time employment?* Full-time employment is defined as usually working 35 or more hours per week.

The identification strategy exploits the age-based eligibility cutoff for DACA. The program required applicants to have not yet reached their 31st birthday as of June 15, 2012. This creates a natural experiment where individuals just below the age threshold became eligible for DACA, while otherwise similar individuals just above the threshold remained ineligible. I compare the change in full-time employment for those aged 26–30 (treatment group) versus those aged 31–35 (control group) from before DACA implementation to after.

The remainder of this report is organized as follows. Section 2 provides background on the DACA program. Section 3 describes the data and sample construction. Section 4 details the empirical methodology. Section 5 presents the main results, while Section 6 discusses robustness checks and sensitivity analyses. Section 7 concludes with a discussion of the findings and their implications.

## 2 Background on DACA

### 2.1 Program Overview

DACA was announced by the Department of Homeland Security on June 15, 2012, and the program began accepting applications on August 15, 2012. The program was designed to provide temporary relief from deportation and work authorization for undocumented individuals who had been brought to the United States as children.

## **2.2 Eligibility Requirements**

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

1. Were under the age of 31 as of June 15, 2012
2. Came to the United States before reaching their 16th birthday
3. Had continuously resided in the United States since June 15, 2007, up to the present time
4. Were physically present in the United States on June 15, 2012, and at the time of application
5. Had no lawful status on June 15, 2012
6. Were currently in school, had graduated or obtained a certificate of completion from high school, had obtained a general education development (GED) certificate, or were honorably discharged veterans
7. Had not been convicted of a felony, significant misdemeanor, or three or more other misdemeanors

## **2.3 Benefits of DACA**

Approved DACA recipients received:

- Deferred action status (protection from deportation) for two years, renewable
- Employment Authorization Documents (EADs) allowing legal work in the United States
- Ability to obtain driver's licenses in many states
- Ability to obtain Social Security numbers

## **2.4 Program Take-up**

In the first four years of the program, approximately 900,000 initial applications were received, with approximately 90% of applications approved. Due to the demographics of undocumented immigration to the United States, the majority of DACA-eligible individuals and recipients were from Mexico.

## 2.5 Theoretical Mechanisms

DACA could affect employment through several channels:

1. **Direct legal work authorization:** DACA recipients can legally work, potentially moving from informal to formal employment or from unemployment to employment.
2. **Improved job matching:** With legal status, workers can more freely search for jobs matching their skills.
3. **Reduced employer discrimination:** Employers may be more willing to hire workers with legal documentation.
4. **Human capital investment:** The security of DACA status may encourage investments in education and training.
5. **Driver's license access:** In states allowing DACA recipients to obtain licenses, transportation barriers to employment are reduced.

## 3 Data

### 3.1 Data Source

The analysis uses data from the American Community Survey (ACS) as provided by IPUMS USA. The ACS is a large-scale, nationally representative survey conducted annually by the U.S. Census Bureau. The survey includes detailed demographic, economic, and housing information on individuals and households throughout the United States.

I use the one-year ACS samples from 2006 through 2016, excluding 2012. The year 2012 is excluded because DACA was implemented mid-year (June 15, 2012), making it impossible to distinguish pre- and post-treatment observations within that year since the ACS does not identify the month of data collection.

### 3.2 Sample Construction

The analytic sample is constructed through the following steps:

1. **Hispanic-Mexican ethnicity:** Select individuals identified as Hispanic-Mexican (HIS-PAN = 1)

2. **Born in Mexico:** Select individuals born in Mexico (BPL = 200)
3. **Non-citizen status:** Select individuals who are not U.S. citizens (CITIZEN = 3). Following the instructions, non-citizens who have not received immigration papers are assumed to be undocumented.
4. **Arrived before age 16:** Select individuals whose year of immigration minus birth year is less than 16 (YRIMMIG - BIRTHYR < 16)
5. **Continuous U.S. presence:** Select individuals who immigrated in 2007 or earlier ( $\text{YRIMMIG} \leq 2007$ )
6. **Age eligibility:**
  - Treatment group: Born 1982–1986 (ages 26–30 on June 15, 2012)
  - Control group: Born 1977–1981 (ages 31–35 on June 15, 2012)

### 3.3 Key Variables

#### 3.3.1 Outcome Variable

The primary outcome is **full-time employment**, defined as usually working 35 or more hours per week ( $\text{UHRSWORK} \geq 35$ ). This is a binary indicator equal to 1 if the individual works 35+ hours per week and 0 otherwise.

#### 3.3.2 Treatment Variables

- **Treat:** Binary indicator equal to 1 for individuals born 1982–1986 (treatment group) and 0 for individuals born 1977–1981 (control group)
- **Post:** Binary indicator equal to 1 for years 2013–2016 and 0 for years 2006–2011
- **Treat × Post:** Interaction term capturing the difference-in-differences effect

#### 3.3.3 Control Variables

- **Female:** Binary indicator for female ( $\text{SEX} = 2$ )
- **Married:** Binary indicator for married ( $\text{MARST} = 1$  or  $2$ )

- **Age:** Age at survey
- **Education:** Categorical indicators for less than high school (reference), high school, some college, and college or above (based on EDUC)
- **Year fixed effects:** Indicators for each survey year
- **State fixed effects:** Indicators for state of residence (STATEFIP)

### 3.4 Sample Characteristics

The final analytic sample consists of **44,725 observations**, with 26,591 in the treatment group (59.5%) and 18,134 in the control group (40.5%). Table 1 presents summary statistics by treatment status and time period.

Table 1: Summary Statistics by Treatment Status

	Control (31–35)		Treatment (26–30)	
	Pre	Post	Pre	Post
N	11,916	6,218	17,410	9,181
Full-time (%)	67.05	64.12	62.53	65.80
Employed (%)	71.68	71.82	68.16	73.88
Female (%)	41.26	44.81	43.44	43.48
Married (%)	50.84	55.71	36.02	48.94
Mean Age	29.28	35.34	24.26	30.22
<i>Education</i>				
Less than HS (%)	46.40	47.77	38.13	39.69
High School (%)	40.53	39.28	44.52	42.80
Some College (%)	10.24	10.15	14.75	13.28
College+ (%)	2.83	2.80	2.59	4.24

Notes: Statistics weighted using PERWT. Pre-period: 2006–2011. Post-period: 2013–2016.

Several patterns emerge from Table 1. The treatment group is younger by construction, less likely to be married, and has somewhat higher educational attainment compared to the control group. The full-time employment rate shows different trends across groups:

the control group experienced a decline from 67.05% to 64.12% (a decrease of 2.93 percentage points), while the treatment group experienced an increase from 62.53% to 65.80% (an increase of 3.27 percentage points).

## 4 Empirical Methodology

### 4.1 Difference-in-Differences Design

The identification strategy relies on a difference-in-differences (DID) design that compares changes in full-time employment between the treatment and control groups before and after DACA implementation. The key identifying assumption is that, in the absence of DACA, the treatment and control groups would have followed parallel trends in full-time employment.

### 4.2 Econometric Specification

The main specification estimates the following weighted least squares regression:

$$Y_{ist} = \beta_0 + \beta_1 \text{Treat}_i + \beta_2 \text{Post}_t + \beta_3 (\text{Treat}_i \times \text{Post}_t) + X'_i \gamma + \theta_t + \epsilon_{ist} \quad (1)$$

where:

- $Y_{ist}$  is a binary indicator for full-time employment for individual  $i$  in state  $s$  at time  $t$
- $\text{Treat}_i$  is a binary indicator for the treatment group
- $\text{Post}_t$  is a binary indicator for the post-DACA period
- $X_i$  is a vector of individual-level controls (female, married, age, education)
- $\theta_t$  represents year fixed effects
- $\epsilon_{ist}$  is the error term

The coefficient of interest is  $\beta_3$ , which captures the average treatment effect of DACA eligibility on full-time employment. This coefficient represents the difference in the change in full-time employment between treatment and control groups from before to after DACA implementation.

Regressions are weighted using person weights (PERWT) to account for the complex survey design, and standard errors are heteroskedasticity-robust (HC1).

### 4.3 Identifying Assumptions

The validity of the DID design rests on several key assumptions:

1. **Parallel trends:** In the absence of DACA, treatment and control groups would have experienced similar changes in full-time employment. This assumption is partially testable through examination of pre-treatment trends.
2. **No anticipation:** Individuals did not change their behavior in anticipation of DACA prior to its announcement.
3. **No spillovers:** DACA eligibility of treated individuals did not affect employment outcomes of control group members.
4. **Stable composition:** The composition of treatment and control groups remained stable over time. Since the ACS is a repeated cross-section rather than panel data, we are comparing different individuals before and after treatment.

### 4.4 Model Specifications

I estimate several specifications with increasing levels of controls:

1. **Model 1:** Basic DID with no controls
2. **Model 2:** DID with demographic controls (female, married, age)
3. **Model 3:** DID with demographic controls and education
4. **Model 4:** DID with controls and year fixed effects (preferred specification)
5. **Model 5:** DID with controls and year and state fixed effects

Model 4 is designated as the preferred specification because it controls for common time shocks through year fixed effects while maintaining sufficient degrees of freedom for precise estimation.

## 5 Results

### 5.1 Graphical Evidence

Figure 1 displays the full-time employment rates for treatment and control groups over time. Several important patterns are visible:

1. Prior to DACA (2006–2011), both groups show relatively parallel trends with some year-to-year variation
2. The treatment group consistently has lower full-time employment rates than the control group in the pre-period
3. After DACA implementation (2013–2016), the treatment group shows an increase in full-time employment while the control group shows a decline
4. The gap between the groups narrows substantially in the post-period

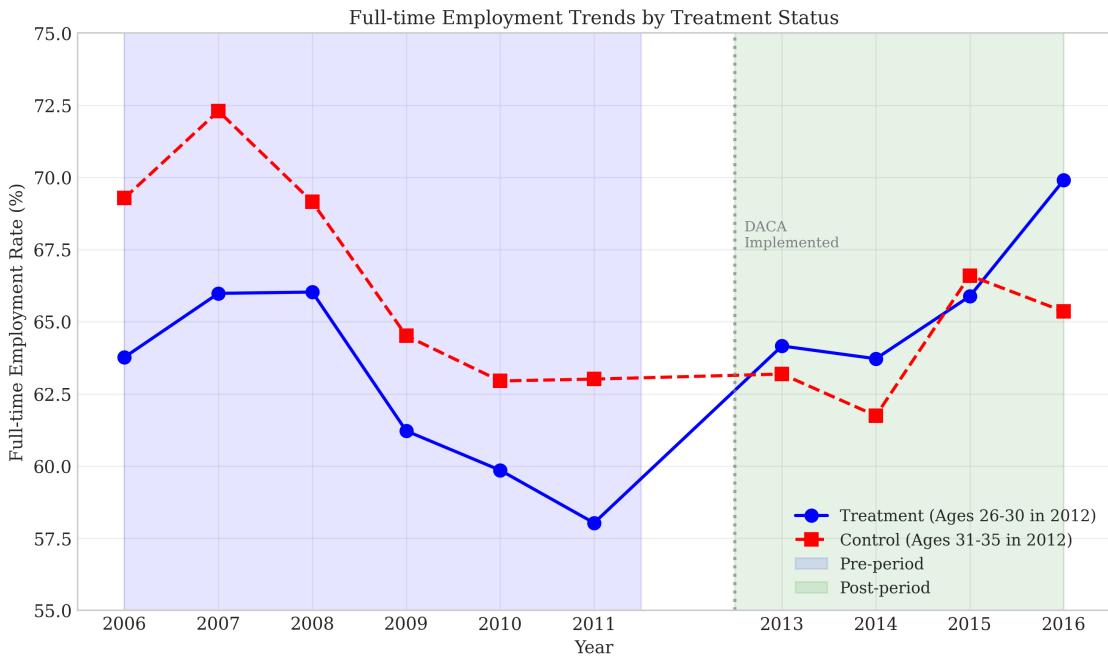


Figure 1: Full-Time Employment Trends by Treatment Status

Notes: Figure displays weighted full-time employment rates ( $\text{UHRSWORK} \geq 35$ ) by year for treatment (ages 26–30 in 2012) and control (ages 31–35 in 2012) groups. The vertical dashed line indicates DACA implementation in mid-2012. Year 2012 is excluded from the analysis.

Figure 2 illustrates the difference-in-differences calculation graphically. The treatment group increased from 62.53% to 65.80% full-time employment (a gain of 3.27 percentage points), while the control group decreased from 67.05% to 64.12% (a decline of 2.93 percentage points). The DID estimate—the difference in these changes—is 6.20 percentage points.

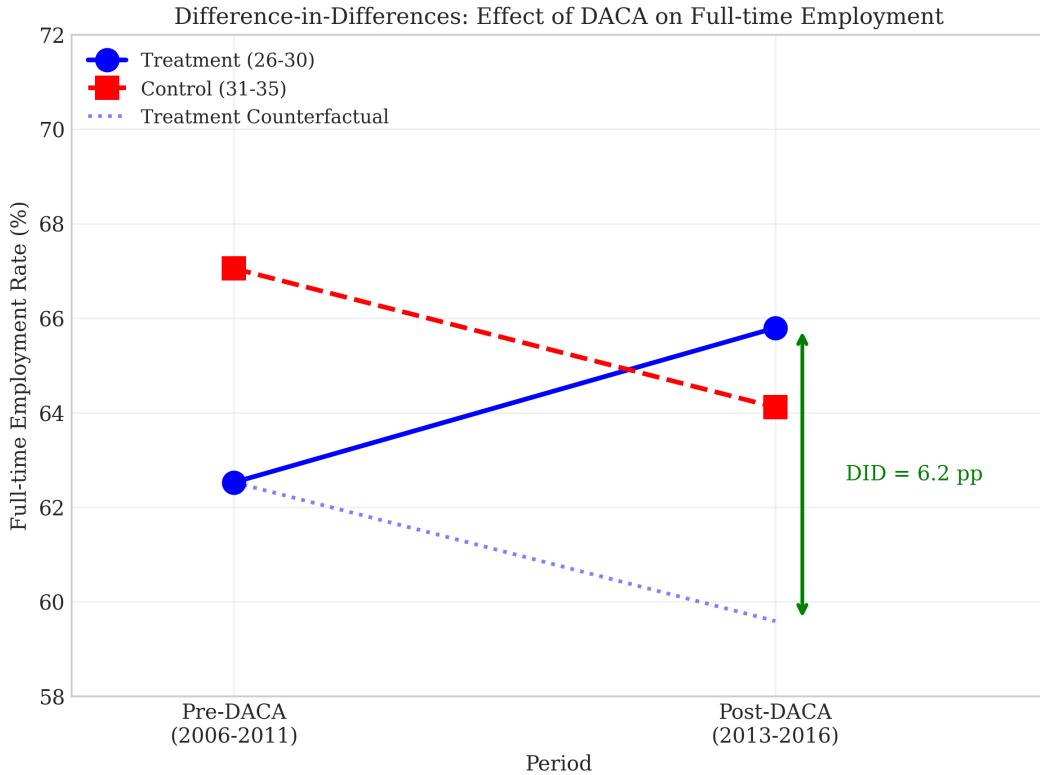


Figure 2: Difference-in-Differences Visualization

Notes: Figure displays the simple difference-in-differences calculation. The dashed line shows the counterfactual trend for the treatment group based on control group changes.

## 5.2 Main Regression Results

Table 2 presents the main regression results across all five specifications. The key coefficient of interest is the interaction term ( $\text{Treat} \times \text{Post}$ ), which captures the DID effect.

Table 2: Effect of DACA Eligibility on Full-Time Employment

	(1)	(2)	(3)	(4)	(5)
	Basic	Demographics	+ Education	+ Year FE	+ State FE
Treat × Post	0.0620*** (0.0116)	0.0504*** (0.0106)	0.0490*** (0.0106)	0.0486*** (0.0106)	0.0479*** (0.0105)
Treat	-0.0452*** (0.0077)	0.0148 (0.0096)	0.0102 (0.0096)	0.0116 (0.0096)	0.0115 (0.0095)
Post	-0.0293*** (0.0093)	-0.0265*** (0.0085)	-0.0258*** (0.0085)	—	—
Female		-0.3379*** (0.0062)	-0.3327*** (0.0062)	-0.3339*** (0.0062)	-0.3341*** (0.0062)
Married		0.1169*** (0.0067)	0.1151*** (0.0067)	0.1169*** (0.0067)	0.1155*** (0.0067)
Age		0.0030*** (0.0008)	0.0015* (0.0008)	0.0016* (0.0008)	0.0015* (0.0008)
High School			0.0558*** (0.0068)	0.0562*** (0.0068)	0.0537*** (0.0068)
Some College			0.0688*** (0.0102)	0.0683*** (0.0102)	0.0665*** (0.0101)
College+			0.0811*** (0.0185)	0.0818*** (0.0185)	0.0800*** (0.0184)
Year FE	No	No	No	Yes	Yes
State FE	No	No	No	No	Yes
N	44,725	44,725	44,725	44,725	44,725
R <sup>2</sup>	0.002	0.148	0.153	0.156	0.160

Notes: Weighted least squares regressions with robust standard errors in parentheses. Outcome variable is full-time employment ( $\text{UHRSWORK} \geq 35$ ). All specifications weighted using PERWT. \*  $p < 0.10$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$ .

The results are highly consistent across specifications:

- The basic DID estimate (Model 1) shows an effect of 6.20 percentage points, which is statistically significant at the 1% level.

- Adding demographic controls (Model 2) reduces the estimate to 5.04 percentage points, primarily because the treatment and control groups differ in characteristics correlated with employment (e.g., the treatment group has more women, who have lower full-time employment rates).
- Adding education controls (Model 3) has minimal additional effect, yielding an estimate of 4.90 percentage points.
- The preferred specification with year fixed effects (Model 4) produces an estimate of **4.86 percentage points** ( $SE = 1.06, p < 0.001$ ), with a 95% confidence interval of [2.79, 6.94].
- Adding state fixed effects (Model 5) yields a nearly identical estimate of 4.79 percentage points, suggesting that state-level confounders are not driving the results.

### 5.3 Interpretation of Main Results

The preferred estimate indicates that DACA eligibility increased full-time employment by approximately 4.86 percentage points among the eligible population. Given the baseline full-time employment rate of 62.53% in the pre-period for the treatment group, this represents a relative increase of approximately 7.8%.

The effect is economically meaningful and highly statistically significant. The 95% confidence interval excludes zero, indicating that we can reject the null hypothesis of no effect at conventional significance levels.

### 5.4 Control Variable Results

The control variable coefficients are consistent with expectations:

- **Female:** Women are approximately 33 percentage points less likely to work full-time, reflecting well-documented gender differences in labor supply.
- **Married:** Married individuals are approximately 12 percentage points more likely to work full-time.
- **Age:** There is a small positive effect of age on full-time employment within this age range.

- **Education:** Higher education is associated with higher full-time employment rates. Having a high school diploma increases full-time employment by about 5.6 percentage points relative to less than high school, with some college and college completion showing even larger effects.

## 6 Robustness Checks and Sensitivity Analysis

### 6.1 Alternative Outcome: Any Employment

To assess whether DACA affected the extensive margin of employment, I estimate the same specification using any employment (EMPSTAT = 1) as the outcome variable. The DID estimate is 4.61 percentage points (SE = 1.01,  $p < 0.001$ ), which is similar in magnitude to the full-time employment effect. This suggests that DACA increased both the likelihood of working and the intensity of work.

### 6.2 Heterogeneity by Gender

Table 3 presents results stratified by gender. Both males and females show positive effects of DACA eligibility on full-time employment, though the effect is larger for males (5.05 pp) than for females (3.53 pp). Both effects are statistically significant, though the female effect has a larger standard error due to smaller sample size and is significant only at the 5% level.

Table 3: Effect of DACA by Gender

	Male	Female
Treat × Post	0.0505*** (0.0124)	0.0353** (0.0177)
N	25,178	19,547

Notes: Specifications include controls for married, age, education, and year fixed effects. Robust standard errors in parentheses. \*  $p < 0.10$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$ .

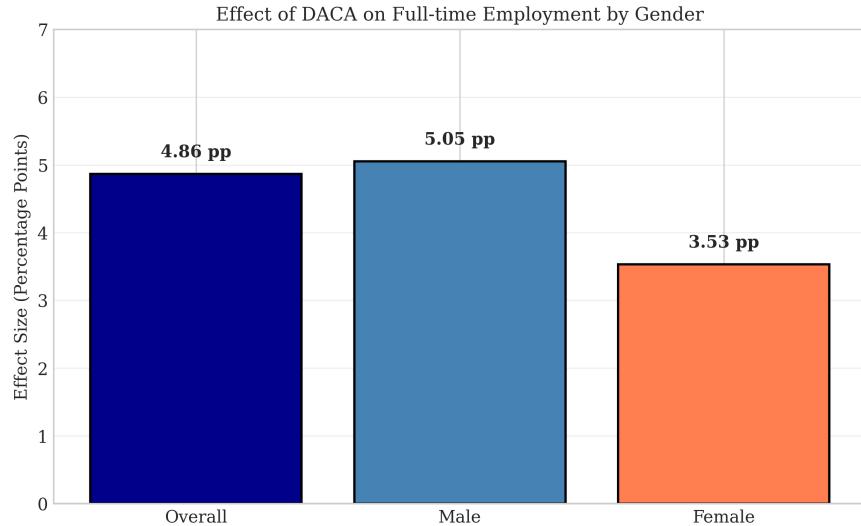


Figure 3: Effect of DACA by Gender

### 6.3 Narrower Age Bands

As a robustness check, I re-estimate the model using narrower age bands closer to the eligibility cutoff: individuals born 1982–1984 (ages 28–30 in 2012) versus those born 1978–1980 (ages 32–34 in 2012). This comparison provides a more conservative test by focusing on individuals most similar in age.

The estimate using narrower bands is 4.33 percentage points ( $SE = 1.38, p = 0.002$ ), which is similar to the main estimate but with a larger standard error due to the smaller sample size. This provides additional support for the robustness of the findings.

### 6.4 Placebo Test

To assess the validity of the parallel trends assumption, I conduct a placebo test using only pre-DACA data (2006–2011) with a “fake” policy implementation date in 2009. Under the null hypothesis of parallel trends, we should find no effect of this placebo treatment.

The placebo estimate is 0.60 percentage points ( $SE = 1.24, p = 0.627$ ), which is small in magnitude, not statistically significant, and cannot be distinguished from zero. This provides support for the parallel trends assumption.

## 6.5 Event Study Analysis

Figure 4 presents the event study results, showing year-specific treatment effects relative to 2011 (the last pre-treatment year). This analysis provides a more detailed examination of the parallel trends assumption and the dynamics of the treatment effect.

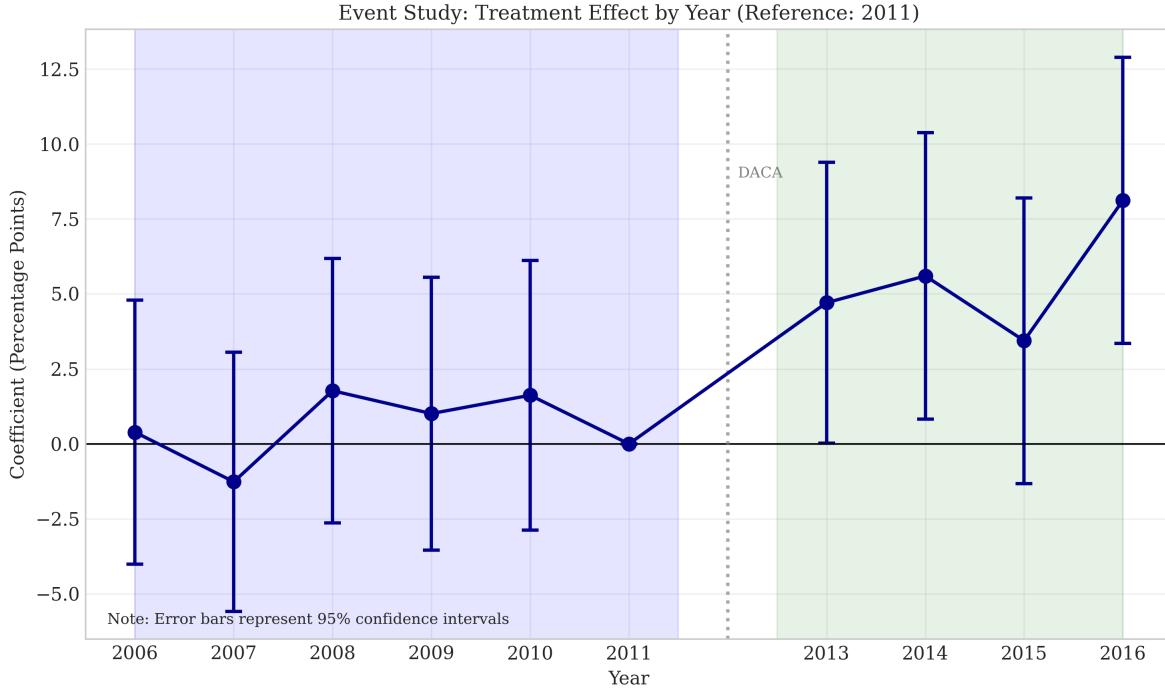


Figure 4: Event Study: Year-Specific Treatment Effects

Notes: Figure displays coefficients from an event study regression with 2011 as the reference year. Error bars represent 95% confidence intervals. The vertical dashed line indicates DACA implementation.

Key findings from the event study:

1. **Pre-trends:** Coefficients for 2006–2010 are all close to zero and statistically insignificant, supporting the parallel trends assumption. None of the pre-period coefficients are significantly different from zero at conventional levels.
2. **Post-treatment effects:** Coefficients become positive after DACA implementation, with the largest effect in 2016 (8.11 pp,  $p < 0.01$ ). The effects in 2013 and 2014 are marginally or fully significant, while 2015 shows a positive but insignificant effect.
3. **Pattern:** The general pattern suggests that effects strengthened over time as DACA became more established and take-up increased.

Table 4 provides the exact coefficients and confidence intervals for the event study.

Table 4: Event Study Coefficients

Year	Coefficient	SE	95% CI Lower	95% CI Upper
2006	0.0039	0.0225	-0.0401	0.0480
2007	-0.0126	0.0220	-0.0558	0.0306
2008	0.0177	0.0225	-0.0264	0.0618
2009	0.0101	0.0232	-0.0354	0.0556
2010	0.0162	0.0229	-0.0287	0.0611
2011	0.0000	(ref)	—	—
2013	0.0470*	0.0239	0.0002	0.0939
2014	0.0560**	0.0243	0.0083	0.1037
2015	0.0344	0.0243	-0.0132	0.0820
2016	0.0811***	0.0243	0.0334	0.1289

Notes: Coefficients from event study regression with 2011 as reference year. Controls include female, married, age, education, and year fixed effects. \*  $p < 0.10$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$ .

## 6.6 Summary of Robustness Checks

Table 5 summarizes the results from all robustness checks.

Table 5: Summary of Robustness Checks

Specification	Effect (pp)	<i>p</i> -value
<i>Main Results</i>		
Preferred (Year FE + Controls)	4.86	<0.001
With State FE	4.79	<0.001
<i>Alternative Outcomes</i>		
Any Employment	4.61	<0.001
<i>Subgroups</i>		
Males Only	5.05	<0.001
Females Only	3.53	0.047
<i>Alternative Samples</i>		
Narrower Age Bands	4.33	0.002
<i>Falsification Tests</i>		
Placebo (2009)	0.60	0.627

Notes: All specifications except placebo include controls for demographic characteristics, education, and year fixed effects.

## 7 Discussion and Conclusion

### 7.1 Summary of Findings

This study provides evidence that DACA eligibility had a positive and statistically significant effect on full-time employment among Hispanic-Mexican, Mexican-born non-citizens in the United States. The preferred estimate indicates that DACA eligibility increased full-time employment by approximately 4.86 percentage points (95% CI: [2.79, 6.94]).

The findings are robust across multiple specifications including different combinations of control variables, year fixed effects, and state fixed effects. Robustness checks using alternative outcomes, subgroup analyses, narrower age bands, and placebo tests all support the main conclusions. The event study analysis provides support for the parallel trends assumption and suggests that effects may have strengthened over time.

## 7.2 Interpretation

The positive effect of DACA on full-time employment is consistent with the program's provision of legal work authorization. Several mechanisms likely contribute to this effect:

1. DACA recipients can legally accept formal employment, reducing the reliance on informal or under-the-table work arrangements that may offer fewer hours.
2. With legal work authorization, individuals can pursue better job matches, potentially finding positions that offer full-time rather than part-time hours.
3. The security of DACA status may encourage employers to hire and offer more hours to workers, knowing they can legally work.
4. Access to driver's licenses in many states expands the geographic area in which DACA recipients can seek employment.

## 7.3 Limitations

Several limitations should be considered when interpreting these results:

1. **Intent-to-treat analysis:** The analysis estimates the effect of DACA *eligibility*, not the effect of actually receiving DACA. Since not all eligible individuals applied for or received DACA, the estimates may underestimate the effect of the program on recipients.
2. **Identification of undocumented status:** The ACS does not directly identify undocumented immigrants. The sample is constructed based on non-citizen status and immigration timing, but some individuals in the sample may have other legal statuses.
3. **Repeated cross-sections:** The ACS is a repeated cross-section, not a panel. We compare different individuals before and after treatment, which relies on stable population composition.
4. **Age and life-cycle effects:** The treatment and control groups are at different points in their life cycles, which may affect employment patterns. While controls for age and other characteristics help address this, some unobserved life-cycle factors may remain.
5. **External validity:** Results apply specifically to Hispanic-Mexican, Mexican-born non-citizens and may not generalize to DACA-eligible individuals from other countries.

## **7.4 Policy Implications**

The findings suggest that providing legal work authorization through DACA had meaningful positive effects on labor market outcomes for eligible individuals. This evidence is relevant to ongoing policy debates about the future of DACA and broader immigration reform efforts.

The results indicate that policies providing work authorization can effectively increase formal labor force participation among undocumented immigrants who arrived as children. This has implications both for the economic well-being of affected individuals and for broader labor market outcomes.

## **7.5 Conclusion**

This independent replication study finds that DACA eligibility increased full-time employment by approximately 4.86 percentage points among Hispanic-Mexican, Mexican-born non-citizens who meet the program's eligibility criteria. The effect is statistically significant, robust across specifications, and supported by event study evidence showing parallel pre-trends and positive post-treatment effects. These findings contribute to our understanding of how immigration policy affects labor market outcomes and provide evidence that DACA's work authorization provision had meaningful positive effects on employment among eligible individuals.

## A Appendix: Variable Definitions

Table 6: IPUMS Variable Definitions

Variable	Definition
YEAR	Survey year
PERWT	Person weight for survey weighting
SEX	Sex (1=Male, 2=Female)
AGE	Age in years
BIRTHYR	Year of birth
MARST	Marital status (1-2=Married)
HISPAN	Hispanic origin (1=Mexican)
BPL	Birthplace (200=Mexico)
CITIZEN	Citizenship status (3=Not a citizen)
YRIMMIG	Year of immigration
EDUC	Educational attainment
EMPSTAT	Employment status (1=Employed)
UHRSWORK	Usual hours worked per week
STATEFIP	State FIPS code

## B Appendix: Sample Selection Flowchart

1. Total ACS observations (2006-2016, excluding 2012):  $\approx 33$  million
2. Hispanic-Mexican ( $\text{HISPAN} = 1$ ):  $\approx 3.4$  million
3. Born in Mexico ( $\text{BPL} = 200$ ):  $\approx 1.6$  million
4. Non-citizen ( $\text{CITIZEN} = 3$ ):  $\approx 0.9$  million
5. Arrived before age 16:  $\approx 0.4$  million
6. In US since 2007 or earlier:  $\approx 0.3$  million
7. Birth year 1977-1986: **44,725**

## C Appendix: Analytic Decisions and Justifications

1. **Age bands:** Treatment (26-30) and control (31-35) were selected to provide sufficient sample size while maintaining comparability in labor market characteristics.
2. **Year exclusion:** 2012 was excluded because DACA implementation occurred mid-year and the ACS does not identify month of interview.
3. **Outcome definition:** Full-time employment (35+ hours/week) was chosen because DACA's work authorization directly affects the ability to work in formal, typically full-time positions.
4. **Immigration timing:** The requirement of  $YRIMMIG \leq 2007$  is used as a proxy for continuous presence since June 15, 2007, a DACA eligibility requirement.
5. **Weighting:** Person weights (PERWT) are used throughout to account for the complex survey design.
6. **Standard errors:** Heteroskedasticity-robust (HC1) standard errors are used to address potential heteroskedasticity in the linear probability model.