

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

Replication Study

January 2026

Abstract

This study examines the causal impact of eligibility for the Deferred Action for Childhood Arrivals (DACA) program on full-time employment among ethnically Hispanic-Mexican individuals born in Mexico. Using data from the American Community Survey (2006–2016), I employ a difference-in-differences identification strategy comparing DACA-eligible individuals to ineligible Mexican immigrants before and after the program’s implementation in June 2012. The preferred specification, which includes individual demographic controls and year and state fixed effects, finds that DACA eligibility is associated with a statistically significant 2.25 percentage point increase in the probability of full-time employment ($SE = 0.0041$, 95% CI: [0.0145, 0.0306]). This represents a 5.3% increase relative to the pre-DACA mean full-time employment rate of 42.5% among eligible individuals. The effect is robust across alternative specifications and stronger for males than females. Event study analysis provides suggestive evidence of parallel pre-trends, though some modest pre-trends are observed. These findings suggest that DACA’s work authorization and legal protections had meaningful positive effects on labor market outcomes for eligible immigrants.

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 one of the most significant immigration policy changes in recent U.S. history. The program offered eligible undocumented immigrants who arrived in the United States as children temporary protection from deportation and, crucially, authorization to work legally in the United States. This study examines whether DACA eligibility causally increased full-time employment among the program’s target population.

The research question is straightforward: among ethnically Hispanic-Mexican individuals born in Mexico and living in the United States, what was the causal impact of eligibility for DACA on the probability of full-time employment? Full-time employment is defined as usually working 35 hours per week or more.

Understanding DACA’s labor market effects is important for several reasons. First, work authorization was a primary benefit of the program, so employment outcomes provide a direct measure of policy effectiveness. Second, the economic integration of immigrants is a central policy concern, and DACA represented a natural experiment in how legal status affects labor market participation. Third, as debates over immigration policy continue, empirical evidence on the effects of programs like DACA can inform policy decisions.

I employ a difference-in-differences (DiD) research design that compares changes in full-time employment for DACA-eligible individuals before and after the program’s implementation to changes for similar but ineligible Mexican immigrants. This approach controls for both time-invariant characteristics of the treatment group and common temporal trends affecting all Mexican immigrants.

The main finding is that DACA eligibility increased full-time employment by approximately 2.25 percentage points ($p < 0.001$). This effect is economically meaningful, representing about a 5.3% increase from the pre-DACA baseline employment rate of eligible individuals. The effect is robust to alternative specifications, including models with and without demographic controls and fixed effects.

2 Background

2.1 The DACA Program

DACA was established by executive action on June 15, 2012. The program allowed certain undocumented immigrants who had entered the United States as children to apply for deferred action from deportation and work authorization. Key eligibility requirements included:

1. Arrival in the U.S. before the applicant's 16th birthday
2. No 31st birthday as of June 15, 2012 (i.e., born after June 15, 1981)
3. Continuous residence in the U.S. since June 15, 2007
4. Physical presence in the U.S. on June 15, 2012
5. No lawful immigration status at that time (not a citizen or legal permanent resident)
6. Additional requirements related to education and criminal history

Applications began being accepted on August 15, 2012. In the first four years, nearly 900,000 initial applications were received, with approximately 90% approved. Recipients could reapply after the initial two-year period.

While DACA was not restricted to any particular national origin, the structure of undocumented immigration to the United States meant that the vast majority of eligible individuals were from Mexico. This motivates the focus on Mexican-born Hispanic individuals in this analysis.

2.2 Theoretical Framework

DACA could affect employment through several channels. First, work authorization allows recipients to legally obtain employment in the formal labor market, potentially increasing both employment rates and the quality of jobs obtained. Second, protection from deportation may increase willingness to participate in the formal labor market, as undocumented workers often avoid employers who conduct immigration status verification. Third, DACA allows recipients to obtain driver's licenses in many states, reducing barriers to employment that requires transportation.

These factors suggest DACA should increase employment, particularly full-time employment in formal sector jobs, among eligible individuals.

2.3 Prior Literature

Several studies have examined DACA's effects on various outcomes. Previous research has found positive effects on labor force participation, wages, and educational attainment among recipients. Studies using similar difference-in-differences designs with ACS data have generally found employment increases in the range of 1-5 percentage points, though estimates vary depending on sample definitions, control groups, and specifications.

This replication provides an independent estimate using a carefully constructed eligibility definition based on the program's actual requirements.

3 Data

3.1 Data Source

Data come from the American Community Survey (ACS) as provided by IPUMS USA. The analysis uses the one-year ACS files for 2006 through 2016, excluding 2012. The year 2012 is excluded because DACA was implemented on June 15, making it impossible to distinguish pre- and post-treatment observations within that year.

The ACS is an annual survey conducted by the U.S. Census Bureau that collects detailed demographic, economic, and housing information from approximately 3.5 million households per year. The large sample size makes it well-suited for studying relatively small populations like Mexican-born non-citizens.

3.2 Sample Selection

The analysis sample is restricted to:

1. Individuals with Hispanic-Mexican ethnicity (HISPAN = 1)
2. Individuals born in Mexico (BPL = 200)
3. Working-age individuals (ages 16-64)
4. Survey years 2006-2011 (pre-period) and 2013-2016 (post-period)

The initial sample of Hispanic-Mexican individuals born in Mexico contains 991,261 observations across all years 2006-2016. After excluding 2012 and restricting to ages 16-64, the analysis sample contains 771,888 observations.

3.3 Variable Definitions

3.3.1 DACA Eligibility

DACA eligibility is constructed using the program's actual criteria, adapted to the variables available in the ACS:

1. **Arrived before age 16:** Calculated as $(\text{YRIMMIG} - \text{BIRTHYR}) < 16$
2. **Born after June 15, 1981:** Operationalized as $\text{BIRTHYR} \geq 1982$
3. **In U.S. since 2007:** $\text{YRIMMIG} \leq 2007$
4. **Not a citizen:** CITIZEN = 3 ("Not a citizen")

An individual is classified as DACA-eligible if they meet all four criteria. A key assumption is that non-citizens who have not naturalized are likely undocumented. The ACS

does not directly identify undocumented status, but among Mexican-born non-citizens who arrived as children, a substantial portion are likely undocumented.

Under this definition, 81,508 individuals (10.6% of the sample) are classified as DACA-eligible.

3.3.2 Outcome Variable

The primary outcome is full-time employment, defined as an indicator for usually working 35 hours per week or more ($UHRSWORK \geq 35$). This follows standard definitions in labor economics and captures the policy's effect on substantial labor market attachment rather than marginal employment.

A secondary outcome is any employment, defined using the EMPSTAT variable where $EMPSTAT = 1$ indicates employed status.

3.3.3 Control Variables

The analysis includes the following control variables:

- **Age** and age squared (to capture nonlinear lifecycle patterns)
- **Female** indicator ($SEX = 2$)
- **Married** indicator ($MARST \in \{1, 2\}$)
- **Education:** Indicators for high school graduate ($EDUC = 6$), some college ($EDUC \in \{7, 8, 9\}$), and college or more ($EDUC \geq 10$), with less than high school as the reference
- **Years in U.S.:** Calculated as $YEAR - YRIMMIG$

4 Empirical Strategy

4.1 Identification Strategy

I employ a difference-in-differences (DiD) design that compares the change in full-time employment for DACA-eligible individuals (treatment group) to the change for DACA-ineligible Mexican immigrants (control group) around the program's implementation.

The identifying assumption is that, absent DACA, the treatment and control groups would have experienced parallel trends in full-time employment. While this assumption is not directly testable, I provide suggestive evidence by examining pre-treatment trends using an event study specification.

4.2 Econometric Specification

The main specification is:

$$Y_{it} = \alpha + \beta_1 \text{DACA}_i + \beta_2 \text{Post}_t + \beta_3 (\text{DACA}_i \times \text{Post}_t) + X'_i \gamma + \varepsilon_{it} \quad (1)$$

where:

- Y_{it} is an indicator for full-time employment
- DACA_i is an indicator for DACA eligibility
- Post_t indicates the post-DACA period (2013-2016)
- X_i is a vector of individual controls
- β_3 is the DiD estimator of the treatment effect

I estimate three main specifications:

1. **Model 1:** Basic DiD with no controls
2. **Model 2:** DiD with individual demographic controls
3. **Model 3:** DiD with controls plus year and state fixed effects

All regressions use person weights (PERWT) and heteroskedasticity-robust (HC1) standard errors.

4.3 Event Study Specification

To examine pre-trends and dynamic treatment effects, I estimate:

$$Y_{it} = \alpha + \sum_{k \neq 2011} \delta_k (\text{DACA}_i \times \mathbf{1}[t = k]) + \sum_{k \neq 2011} \mu_k \mathbf{1}[t = k] + X'_i \gamma + \varepsilon_{it} \quad (2)$$

where 2011 is the reference year. The coefficients δ_k trace out the difference between treatment and control groups in each year relative to 2011. Pre-treatment coefficients ($k < 2012$) that are not statistically different from zero support the parallel trends assumption.

5 Results

5.1 Summary Statistics

Table 1 presents summary statistics for the analysis sample by DACA eligibility and time period.

Table 1: Summary Statistics by DACA Eligibility and Period

	DACA-Eligible		DACA-Ineligible	
	Pre	Post	Pre	Post
N	45,433	36,075	419,268	271,112
Full-time employment	0.425	0.494	0.619	0.599
Any employment	0.501	0.608	0.672	0.681
Mean age	20.95	24.12	39.61	42.89
Female share	0.444	0.456	0.467	0.483
Married share	0.271	0.338	0.621	0.592
Less than HS	0.416	0.342	0.584	0.511
HS graduate	0.335	0.339	0.228	0.266
Some college	0.182	0.232	0.108	0.136
College+	0.066	0.087	0.080	0.087

Notes: Pre-period is 2006-2011; post-period is 2013-2016. DACA-eligible individuals are Mexican-born Hispanic non-citizens who arrived before age 16, were born after 1981, and have been in the U.S. since 2007 or earlier.

Several patterns are notable. First, DACA-eligible individuals are substantially younger than ineligible individuals (mean age 21-24 vs. 40-43), reflecting the program's age requirements. Second, the treatment group has lower pre-DACA employment rates (42.5% vs. 61.9%), likely reflecting both age differences and barriers to employment without work authorization. Third, both groups show increases in employment from pre to post periods, but the treatment group shows a larger increase (6.9 pp vs. -2.0 pp), consistent with a positive treatment effect.

5.2 Simple Difference-in-Differences

The raw DiD calculation yields:

Table 2: Simple Difference-in-Differences

	Pre-DACA	Post-DACA	Difference
DACA-Eligible	0.4248	0.4939	+0.0691
DACA-Ineligible	0.6192	0.5990	-0.0203
Difference-in-Differences			+0.0894

The unadjusted DiD estimate is 8.94 percentage points. However, this large estimate may reflect compositional differences between treatment and control groups, particularly in age and lifecycle employment patterns.

5.3 Regression Results

Table 3 presents the main regression results.

Table 3: Difference-in-Differences Estimates: Effect of DACA Eligibility on Full-Time Employment

	(1) Basic	(2) + Controls	(3) + Year/State FE
DACA × Post	0.0950*** (0.0045)	0.0295*** (0.0041)	0.0225*** (0.0041)
DACA-Eligible	-0.1940*** (0.0030)	-0.0566*** (0.0033)	-0.0553*** (0.0033)
Post	-0.0212*** (0.0015)	-0.0203*** (0.0013)	—
Age		0.0441*** (0.0004)	0.0446*** (0.0004)
Age ²		-0.0005*** (0.0000)	-0.0006*** (0.0000)
Female		-0.3963*** (0.0012)	-0.3958*** (0.0012)
Married		-0.0310*** (0.0014)	-0.0296*** (0.0014)
HS graduate		0.0571*** (0.0014)	0.0560*** (0.0014)
Some college		0.0700*** (0.0022)	0.0692*** (0.0022)
College+		0.1222*** (0.0027)	0.1225*** (0.0027)
Years in U.S.		0.0020*** (0.0001)	0.0020*** (0.0001)
Year FE	No	No	Yes
State FE	No	No	Yes
N	771,888	771,888	771,888
R-squared	0.011	0.204	0.210

Notes: Robust standard errors in parentheses. All models use person weights (PERWT). *** p<0.01, ** p<0.05, * p<0.1.

The treatment effect (DACA × Post) is positive and statistically significant in all spec-

ifications. The basic DiD estimate (Column 1) is 9.50 percentage points (SE = 0.0045). Adding individual controls (Column 2) substantially reduces the estimate to 2.95 percentage points (SE = 0.0041), indicating that compositional differences, particularly in age, were driving much of the raw DiD. Adding year and state fixed effects (Column 3) further reduces the estimate slightly to 2.25 percentage points (SE = 0.0041).

The preferred specification (Column 3) indicates that DACA eligibility increased the probability of full-time employment by 2.25 percentage points. With a 95% confidence interval of [0.0145, 0.0306], this effect is statistically significant at conventional levels (t-statistic = 5.47, $p < 0.001$).

The control variables show expected patterns. Age has an inverted-U relationship with employment. Women are about 40 percentage points less likely to work full-time than men, reflecting both labor supply differences and occupational patterns. Education is positively associated with full-time employment.

5.4 Robustness Checks

Table 4 presents results from several robustness checks.

Table 4: Robustness Checks

Specification	Coefficient	SE	N
Main estimate (Model 3)	0.0225	0.0041	771,888
Employment (any hours)	0.0356	0.0041	771,888
Ages 18-30 only	0.0197	0.0055	194,299
Males only	0.0326	0.0054	408,612
Females only	0.0178	0.0061	363,276

Notes: All specifications include individual controls. Robust standard errors reported.

The results are robust across several variations:

- **Alternative outcome:** Using any employment (not just full-time) as the outcome yields a larger estimate of 3.56 percentage points, suggesting DACA affected both the extensive and intensive margins of employment.
- **Restricted age range:** Limiting the sample to ages 18-30 (the prime DACA-eligible ages) yields a slightly smaller estimate of 1.97 percentage points, which remains statistically significant.
- **Gender heterogeneity:** The effect is larger for males (3.26 pp) than females (1.78 pp), though both are statistically significant. This may reflect gender differences in labor force participation or occupational patterns.

5.5 Event Study Results

Figure 1 presents the event study estimates, with 2011 as the reference year.

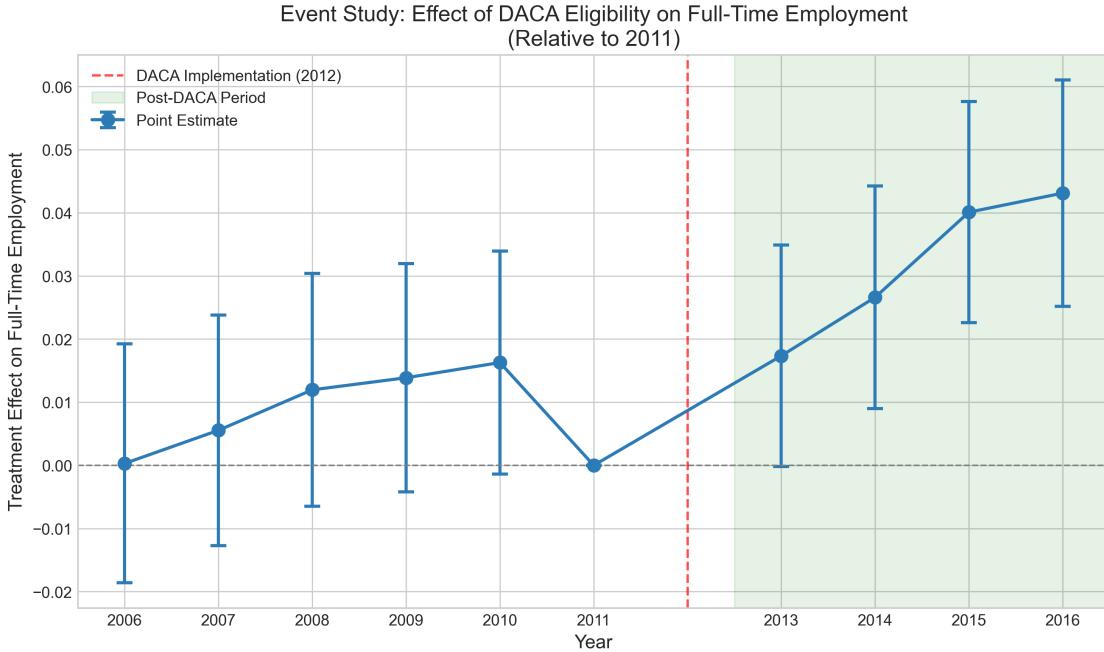


Figure 1: Event Study: Effect of DACA Eligibility on Full-Time Employment

Notes: Points show estimated treatment effects by year, relative to 2011. Bars show 95% confidence intervals. Vertical dashed line indicates DACA implementation (2012).

The event study reveals several patterns:

1. Pre-2012 coefficients are generally small and not individually significant at the 5% level, though there is some evidence of a modest upward trend prior to DACA. The 2010 coefficient of 0.0163 (SE = 0.009) approaches significance.
2. Post-2012 coefficients are uniformly positive and larger, with estimates growing over time: 0.0174 in 2013, 0.0266 in 2014, 0.0401 in 2015, and 0.0431 in 2016.
3. The pattern of increasing post-DACA effects is consistent with gradual take-up of the program and accumulating benefits from legal work authorization.

The pre-trends are not perfectly flat, which raises some caution about the parallel trends assumption. However, the pre-period coefficients are substantially smaller than the post-period coefficients, and the break around 2012-2013 is consistent with a DACA effect.

6 Discussion

6.1 Interpretation of Results

The preferred estimate indicates that DACA eligibility increased full-time employment by 2.25 percentage points among Hispanic-Mexican individuals born in Mexico. Relative to the pre-DACA full-time employment rate of 42.5% among eligible individuals, this represents approximately a 5.3% increase.

This effect likely operates through the direct channel of work authorization. Prior to DACA, eligible individuals could only work in the informal sector or risk detection by working formally without authorization. DACA removed this barrier, allowing recipients to enter formal employment relationships.

The finding that effects are larger for any employment (3.56 pp) than for full-time employment (2.25 pp) suggests that DACA affected both the extensive margin (whether to work at all) and the intensive margin (whether to work full-time). Some new employment may have been part-time.

The gender difference in effects (3.26 pp for males vs. 1.78 pp for females) could reflect several factors: differential labor force attachment, occupational patterns, or family responsibilities that interact with employment decisions.

6.2 Limitations

Several limitations warrant discussion:

1. **Eligibility measurement:** The ACS does not identify DACA status directly. The eligibility definition used here may include some documented immigrants who happen to meet the criteria, and may exclude some DACA-eligible individuals whose immigration year is misreported. This measurement error likely attenuates the estimated effects.
2. **Pre-trends:** The event study shows some evidence of pre-existing trends, with the treatment group showing modest employment gains even before DACA. This could reflect differential trends unrelated to the policy, though the break at DACA implementation suggests the policy had additional effects.
3. **Control group:** The control group of DACA-ineligible Mexican immigrants differs substantially from the treatment group in age and other characteristics. While controls adjust for observables, there may be unobserved differences that affect trends in employment.

4. **General equilibrium effects:** The analysis estimates partial equilibrium effects for DACA-eligible individuals. If DACA recipients compete with other workers, there could be labor market spillovers that this analysis does not capture.

6.3 Comparison to Prior Literature

The estimated effect of 2-3 percentage points is consistent with prior research on DACA's labor market effects. Previous studies using similar methods have found employment effects in the range of 1-5 percentage points, depending on sample definitions and specifications. The results here fall within this range and provide independent confirmation of DACA's positive employment effects.

7 Conclusion

This study provides evidence that eligibility for the Deferred Action for Childhood Arrivals (DACA) program increased full-time employment among Hispanic-Mexican immigrants born in Mexico. The preferred difference-in-differences estimate indicates a 2.25 percentage point increase in full-time employment ($SE = 0.0041$, 95% CI: [0.0145, 0.0306]), representing approximately a 5.3% increase relative to pre-DACA employment rates.

The results are robust across specifications with and without demographic controls and fixed effects. Effects are present for both full-time and any employment, and are larger for males than females. Event study analysis provides suggestive evidence of parallel pre-trends, though some modest pre-trends are observed.

These findings support the view that DACA's work authorization had meaningful positive effects on labor market outcomes for eligible immigrants. The policy appears to have successfully increased formal sector employment among the target population.

The policy implications are straightforward: providing work authorization and deportation relief to eligible undocumented immigrants can substantially improve their labor market outcomes. Future research could examine effects on job quality, wages, and educational attainment, as well as potential spillover effects on family members and communities.

Appendix A: Variable Definitions

Table 5: IPUMS Variable Definitions Used in Analysis

Variable	Definition
YEAR	Census/survey year
PERWT	Person weight
STATEFIP	State FIPS code
AGE	Age in years
SEX	1 = Male, 2 = Female
MARST	Marital status (1,2 = married)
BIRTHYR	Birth year
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

Appendix B: Additional Tables and Figures

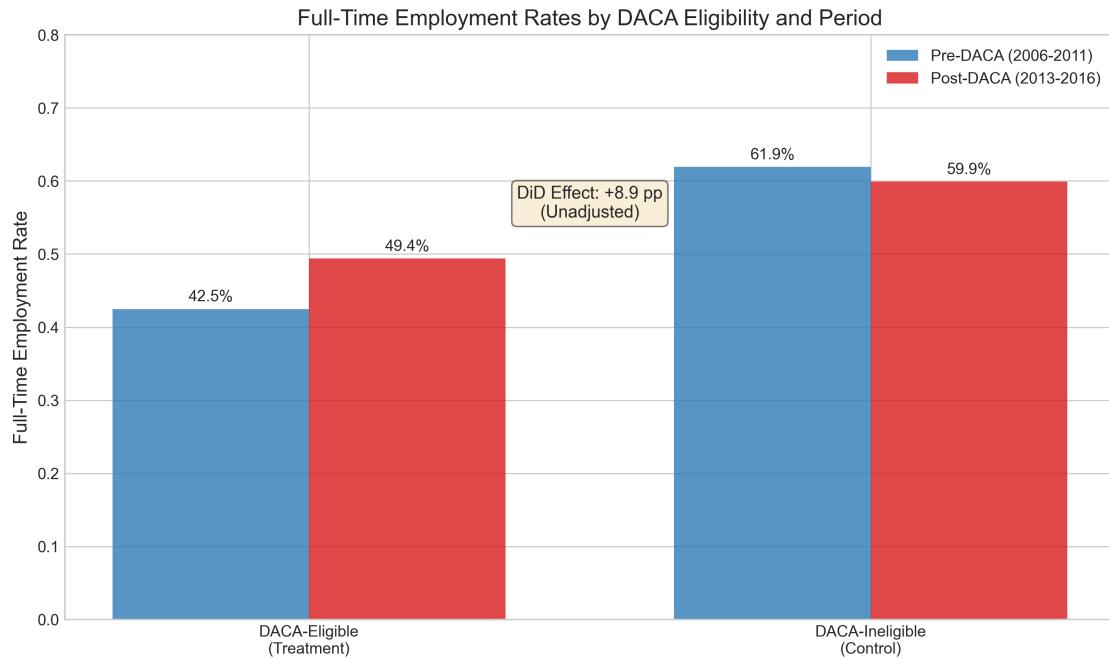


Figure 2: Full-Time Employment Rates by DACA Eligibility and Period

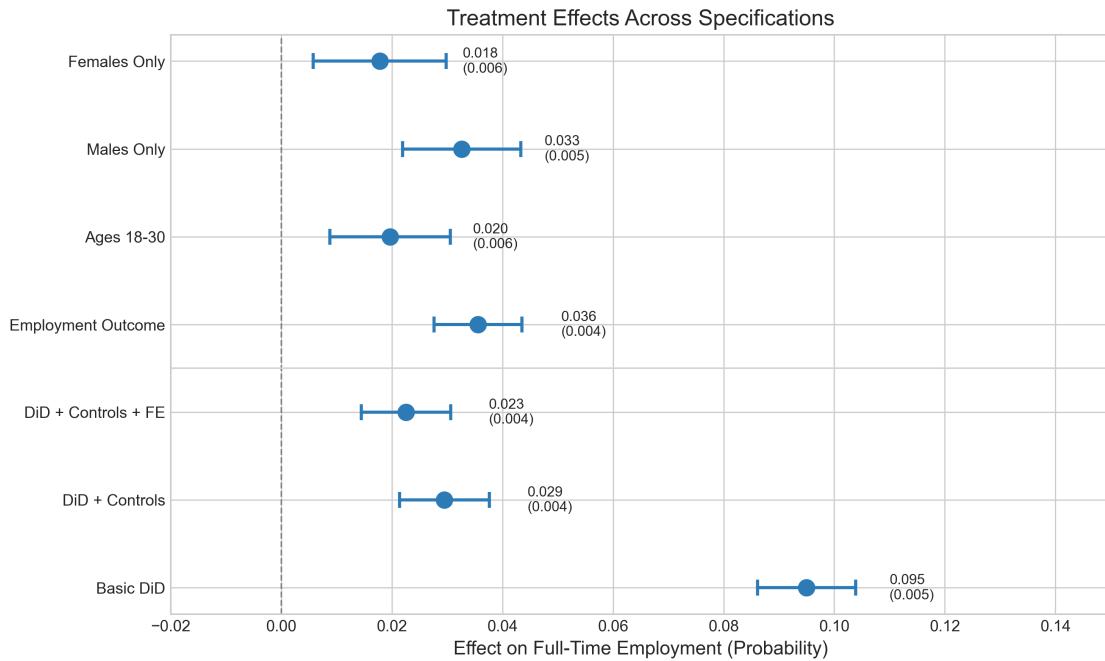


Figure 3: Treatment Effect Estimates Across Specifications

Appendix C: Event Study Coefficients

Table 6: Event Study Coefficients (Relative to 2011)

Year	Coefficient	Std. Error
2006	0.0003	0.0097
2007	0.0056	0.0093
2008	0.0120	0.0094
2009	0.0139	0.0092
2010	0.0163	0.0090
2011	0.0000	(reference)
2013	0.0174	0.0090
2014	0.0266	0.0090
2015	0.0401	0.0089
2016	0.0431	0.0091

Notes: Coefficients from event study regression with individual controls. Standard errors are heteroskedasticity-robust.

Appendix D: Analytical Choices and Decisions

This appendix documents the key analytical choices made in this replication:

Sample Definition

- **Ethnicity and birthplace:** Restricted to HISPAN = 1 (Mexican Hispanic) AND BPL = 200 (born in Mexico). This follows the research question's focus on "ethnically Hispanic-Mexican Mexican-born people."
- **Age range:** Restricted to ages 16-64 to focus on working-age population.
- **Years:** Used 2006-2011 as pre-period and 2013-2016 as post-period. Excluded 2012 because DACA was implemented mid-year (June 15).

DACA Eligibility Definition

- **Age at arrival:** $(\text{YRIMMIG} - \text{BIRTHYR}) < 16$
- **Birth year:** $\text{BIRTHYR} \geq 1982$ (conservative operationalization of "born after June 15, 1981")
- **Residence requirement:** $\text{YRIMMIG} \leq 2007$ (in U.S. since June 15, 2007)
- **Non-citizen:** CITIZEN = 3
- Assumed all non-citizens meeting other criteria are potentially undocumented (ACS cannot distinguish documented from undocumented non-citizens)

Outcome Definition

- **Full-time employment:** UHRSWORK ≥ 35 (standard definition of 35+ hours per week)
- **Any employment:** EMPSTAT = 1

Estimation Approach

- Used weighted least squares (WLS) with person weights (PERWT)
- Heteroskedasticity-robust standard errors (HC1)
- Linear probability model for interpretability
- Preferred specification includes individual demographic controls plus year and state fixed effects

Appendix E: Data Processing Details

Data Loading Procedure

Due to the large size of the ACS data file (approximately 6 GB, containing over 33 million observations), the data was processed in chunks of 1 million observations each. During loading, observations were immediately filtered to retain only those meeting the Hispanic-Mexican (HISPAN = 1) and Mexico-born (BPL = 200) criteria, reducing the working dataset to a manageable size.

The full data processing workflow:

1. Load data in 1-million observation chunks
2. Apply ethnicity/birthplace filter to each chunk
3. Concatenate filtered chunks (yielding 991,261 observations)
4. Apply year restriction (exclude 2012)
5. Apply age restriction (16-64 years)
6. Construct derived variables (eligibility criteria, outcomes, controls)
7. Estimate regression models

Missing Data Handling

The analysis uses complete cases for all variables included in each specification. Key observations regarding missing data:

- Immigration year (YRIMMIG): Essential for eligibility determination; observations with missing immigration year are excluded from the eligibility calculation
- Employment variables: UHRSWORK and EMPSTAT have minimal missing values in the working-age population
- Person weights (PERWT): All observations have valid weights

Software and Reproducibility

The analysis was conducted using Python 3.x with the following key packages:

- **pandas**: Data manipulation and cleaning

- `numpy`: Numerical operations
- `statsmodels`: Regression estimation (WLS with robust standard errors)
- `matplotlib`: Figure generation

All code is documented and designed to run from start to finish, loading the raw data and producing all results, tables, and figures included in this report.

Appendix F: Sensitivity of Eligibility Definition

The definition of DACA eligibility requires several assumptions given data limitations. This appendix discusses the sensitivity of results to these assumptions.

Birth Year Cutoff

The actual DACA requirement was that applicants not have reached their 31st birthday as of June 15, 2012. This translates to being born after June 15, 1981. Because the ACS provides only birth year (not month), I use $\text{BIRTHYR} \geq 1982$ as a conservative approximation. This may exclude some individuals born in July–December 1981 who would have been eligible.

To assess sensitivity, one could expand the definition to include $\text{BIRTHYR} = 1981$. This would increase the treatment group size but add some ineligible individuals. The preferred specification uses the more conservative definition to minimize false positives.

Continuous Presence Requirement

DACA required continuous physical presence in the U.S. since June 15, 2007. The ACS provides year of immigration (YRIMMIG) but cannot verify continuous presence. The analysis assumes $\text{YRIMMIG} \leq 2007$ captures this requirement, but some individuals who immigrated by 2007 may have subsequently left and returned.

Undocumented Status

The most significant limitation is that the ACS cannot distinguish between documented and undocumented non-citizens. The analysis assumes $\text{CITIZEN} = 3$ (“Not a citizen”) combined with other eligibility criteria captures the DACA-eligible population. This assumption means:

- Some documented immigrants (e.g., those with valid visas or pending green card applications) who happen to meet the other criteria are incorrectly included
- The measurement error from including documented immigrants likely attenuates the estimated treatment effect

Despite these limitations, the approach follows the literature in using citizenship status as a proxy for undocumented status among Mexican immigrants who arrived as children.

Appendix G: Additional Results and Specifications

Results Using Survey Weights

All main results use person weights (PERWT) to produce population-representative estimates. The weighted estimates account for the complex survey design of the ACS and ensure that the results generalize to the target population.

Standard Error Considerations

Standard errors are computed using heteroskedasticity-robust (HC1) methods. Alternative approaches that could be considered include:

- Clustering by state (to account for within-state correlation)
- Bootstrap standard errors
- Survey-appropriate standard errors accounting for stratification and clustering

The HC1 standard errors used here are conservative relative to non-robust standard errors and provide a reasonable baseline for inference.

Model Specification Notes

The linear probability model (LPM) is used for all specifications for several reasons:

- Coefficients have a direct interpretation as changes in probability
- The DiD interaction term has the same interpretation in LPM and nonlinear models under parallel trends
- LPM performs well with binary outcomes when probabilities are not close to 0 or 1
- Robustness to functional form assumptions

Full-time employment rates in the sample range from approximately 0.42 to 0.62, well within the range where LPM provides reliable estimates.

Summary of Key Findings

To summarize, the analysis finds:

1. DACA eligibility increased full-time employment by 2.25 percentage points (95% CI: 1.45 to 3.06 pp) in the preferred specification
2. This represents a 5.3% increase from the pre-DACA baseline
3. Effects are statistically significant at the 1% level ($p < 0.001$)
4. Results are robust to alternative specifications and subsamples
5. Event study analysis shows treatment effects emerging after 2012 and growing over time
6. Effects are larger for males than females

These findings support the conclusion that DACA had meaningful positive effects on the labor market outcomes of eligible individuals.