

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

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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. Using American Community Survey (ACS) data from 2006–2016 and a difference-in-differences research design, I compare employment outcomes for individuals aged 26–30 at the time of DACA implementation (treatment group) to those aged 31–35 (control group, who would have been eligible but for the age cutoff). The analysis finds that DACA eligibility increased full-time employment by approximately 6.1 percentage points (95% CI: 4.0–8.1 pp, $p < 0.001$). This effect is statistically significant and robust to various specifications including demographic controls, state and year fixed effects. The results suggest that DACA’s provision of work authorization had meaningful positive effects on labor market outcomes for eligible individuals.

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1 Introduction

The Deferred Action for Childhood Arrivals (DACA) program, enacted on June 15, 2012, represents one of the most significant immigration policy changes in recent U.S. history. The program allows qualifying undocumented immigrants who arrived in the United States as children to apply for temporary protection from deportation and, crucially, legal authorization to work. Understanding the labor market effects of DACA is important for both evaluating the policy’s effectiveness and informing future immigration policy decisions.

This study investigates a specific research question: Among ethnically Hispanic-Mexican individuals born in Mexico living in the United States, what was the causal impact of DACA eligibility on the probability of full-time employment (defined as usually working 35 or more hours per week)? I address this question using a difference-in-differences (DiD) research design that exploits the age-based eligibility cutoff in the DACA program.

The research design compares individuals who were ages 26–30 at the time of DACA implementation (June 15, 2012) to those who were ages 31–35. The younger cohort was eligible for DACA, while the older cohort was ineligible solely due to the program’s requirement that applicants must not have reached their 31st birthday by June 15, 2012. This age cutoff creates a natural comparison group of individuals who would have qualified for DACA if not for their age.

The main finding is that DACA eligibility increased full-time employment by approximately 6.1 percentage points (standard error: 1.05 pp). This represents a substantial effect, corresponding to approximately an 11% increase relative to the pre-DACA mean of 56% among the treatment group. The effect is statistically significant at conventional levels and robust to various specification choices.

The remainder of this report is organized as follows. Section 2 provides background on the DACA program and its eligibility requirements. Section 3 describes the data and sample construction. Section 4 presents the empirical methodology. Section 5 reports the main results. Section 6 presents robustness checks and additional analyses. Section 7 discusses the findings and their limitations. Section 8 concludes.

2 Background on DACA

2.1 Program Overview

DACA was announced by the Department of Homeland Security on June 15, 2012, and applications began being accepted on August 15, 2012. The program offers two primary benefits to eligible individuals: (1) deferred action, meaning temporary protection from

deportation, and (2) employment authorization, allowing recipients to work legally in the United States. The initial grant of deferred action is valid for two years, after which recipients may apply for renewal.

The program has been substantial in scope. In the first four years following implementation, nearly 900,000 initial applications were received, with approximately 90% approved. Recipients have been able to renew their status, with many doing so multiple times since the program's inception.

2.2 Eligibility Requirements

To be eligible for DACA, applicants must 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) Have continuously resided in the United States since June 15, 2007
- (4) Were physically present in the United States on June 15, 2012
- (5) Had no lawful immigration status on June 15, 2012
- (6) Were in school, had graduated from high school, had obtained a GED certificate, or were honorably discharged from the military or Coast Guard (education requirement)
- (7) Had not been convicted of a felony, significant misdemeanor, or three or more other misdemeanors (criminal history requirement)

The age cutoff at 31 creates the key source of identification for this study. Individuals who met all other eligibility criteria but had already turned 31 by June 15, 2012 were ineligible for the program.

2.3 Expected Effects on Employment

There are several mechanisms through which DACA could affect employment outcomes:

- **Legal work authorization:** The most direct channel is that DACA provides recipients with employment authorization documents, allowing them to work legally. This removes barriers to formal employment and may allow recipients to seek jobs in sectors that require documentation.

- **Access to better jobs:** With legal work authorization, DACA recipients may be able to transition from informal or under-the-table employment to formal sector jobs with better wages and working conditions.
- **Reduced fear of deportation:** The protection from deportation may increase recipients' willingness to engage in job search activities and accept formal employment.
- **Access to driver's licenses:** In many states, DACA recipients became eligible for driver's licenses, which can facilitate commuting to work and expand employment opportunities.

3 Data and Sample Construction

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, social, economic, and housing information from a large sample of U.S. households. I use the one-year ACS files from 2006 through 2016.

Key advantages of the ACS for this analysis include:

- Large sample sizes that provide sufficient observations of the target population
- Detailed information on nativity, citizenship, and year of immigration
- Employment and hours worked information
- Survey weights that allow for population-representative estimates

The main data file contains 33,851,424 observations across all years.

3.2 Sample Selection

The analysis sample is constructed through the following sequential filters, designed to identify individuals who would be DACA-eligible (or nearly so, except for age):

1. **Hispanic-Mexican ethnicity:** Keep observations where `HISPAN` = 1 (Mexican Hispanic). This reduces the sample to 2,945,521 observations.
2. **Born in Mexico:** Keep observations where `BPL` = 200 (birthplace is Mexico). This reduces the sample to 991,261 observations.

3. **Not a citizen:** Keep observations where `CITIZEN = 3` (not a citizen). This serves as a proxy for undocumented status, as we cannot distinguish between documented and undocumented non-citizens in the data. This reduces the sample to 701,347 observations.
4. **Relevant birth year cohorts:** Keep individuals born between 1977 and 1986, which corresponds to ages 26–35 as of June 15, 2012. This reduces the sample to 178,376 observations.
5. **Arrived before age 16:** Calculate age at immigration as `YRIMMIG - BIRTHYR` and keep individuals who arrived before turning 16. This reduces the sample to 48,406 observations.
6. **In U.S. since 2007:** Keep individuals with `YRIMMIG ≤ 2007` to satisfy the continuous residence requirement. The sample remains at 48,406 observations.
7. **Exclude 2012:** Drop observations from 2012 because DACA was implemented mid-year and the ACS does not indicate the month of interview, making it impossible to determine whether observations are pre- or post-treatment. This yields the final sample of 44,161 observations.

3.3 Variable Definitions

3.3.1 Treatment Variable

The treatment indicator is defined based on birth year:

$$\text{treat}_i = \mathbf{1}[\text{BIRTHYR}_i \in \{1982, 1983, 1984, 1985, 1986\}] \quad (1)$$

Individuals born in these years were ages 26–30 on June 15, 2012, making them eligible for DACA. The control group consists of individuals born 1977–1981 (ages 31–35 on June 15, 2012), who were ineligible due to the age cutoff.

3.3.2 Post-Period Indicator

The post-treatment indicator is:

$$\text{post}_t = \mathbf{1}[\text{YEAR}_t \geq 2013] \quad (2)$$

The pre-period includes years 2006–2011, and the post-period includes years 2013–2016.

3.3.3 Outcome Variable

The primary outcome is full-time employment, defined as:

$$\text{fulltime}_i = \mathbf{1}[\text{UHRSWORK}_i \geq 35 \text{ and } \text{EMPSTAT}_i = 1] \quad (3)$$

This follows the standard Bureau of Labor Statistics definition of full-time work as usually working 35 or more hours per week. The variable is set to zero for individuals who are not employed ($\text{EMPSTAT} \neq 1$).

3.3.4 Control Variables

The analysis includes the following control variables:

- **Female:** Indicator for female ($\text{SEX} = 2$)
- **Married:** Indicator for currently married ($\text{MARST} \in \{1, 2\}$)
- **State fixed effects:** Based on STATEFIP
- **Year fixed effects:** Based on YEAR

3.4 Sample Characteristics

Table 1 presents summary statistics for the analysis sample by treatment status and time period.

Table 1: Summary Statistics by Treatment Status and Period

	Control (Ages 31–35)		Treatment (Ages 26–30)	
	Pre-DACA	Post-DACA	Pre-DACA	Post-DACA
Full-time employment rate	0.611	0.598	0.560	0.621
Employment rate	0.717	0.718	0.682	0.739
Labor force participation	0.780	0.776	0.756	0.788
Female share	0.414	0.448	0.434	0.434
Married share	0.510	0.559	0.360	0.491
Mean age (at survey)	29.3	35.3	24.3	30.2
N (unweighted)	11,757	6,110	17,211	9,083
N (weighted)	1,649,395	845,368	2,342,669	1,294,172

Several patterns are notable. First, the treatment group has a lower baseline rate of full-time employment (56.0%) compared to the control group (61.1%) in the pre-period, which

is expected given that they are younger and may still be in school or establishing careers. Second, the treatment group shows a substantial increase in full-time employment from pre- to post-DACA (56.0% to 62.1%), while the control group shows a slight decrease (61.1% to 59.8%). This differential change forms the basis of the DiD estimate.

4 Empirical Methodology

4.1 Difference-in-Differences Design

The analysis employs a difference-in-differences (DiD) research design. The key identifying assumption is that, in the absence of DACA, the treatment and control groups would have experienced parallel trends in full-time employment. Under this assumption, any differential change in employment between the treatment and control groups after DACA implementation can be attributed to the program.

The basic DiD estimand is:

$$\hat{\delta}^{DiD} = (\bar{Y}_{treat,post} - \bar{Y}_{treat,pre}) - (\bar{Y}_{control,post} - \bar{Y}_{control,pre}) \quad (4)$$

Using the sample means from Table 1:

$$\hat{\delta}^{DiD} = (0.621 - 0.560) - (0.598 - 0.611) \quad (5)$$

$$= 0.061 - (-0.013) \quad (6)$$

$$= 0.073 \quad (7)$$

4.2 Regression Specifications

The main analysis estimates the following regression models:

Model 1 (Basic DiD):

$$\text{fulltime}_{it} = \beta_0 + \beta_1 \text{treat}_i + \beta_2 \text{post}_t + \beta_3 (\text{treat}_i \times \text{post}_t) + \varepsilon_{it} \quad (8)$$

Model 2 (With Demographics):

$$\text{fulltime}_{it} = \beta_0 + \beta_1 \text{treat}_i + \beta_2 \text{post}_t + \beta_3 (\text{treat}_i \times \text{post}_t) + X_i' \gamma + \varepsilon_{it} \quad (9)$$

where X_i includes indicators for female and married status.

Model 3 (With State FE):

$$\text{fulltime}_{ist} = \beta_0 + \beta_1 \text{treat}_i + \beta_2 \text{post}_t + \beta_3 (\text{treat}_i \times \text{post}_t) + X_i' \gamma + \alpha_s + \varepsilon_{ist} \quad (10)$$

where α_s represents state fixed effects.

Model 4 (Preferred: With Year FE):

$$\text{fulltime}_{ist} = \beta_0 + \beta_1 \text{treat}_i + \beta_3 (\text{treat}_i \times \text{post}_t) + X_i' \gamma + \alpha_s + \lambda_t + \varepsilon_{ist} \quad (11)$$

where λ_t represents year fixed effects. Note that the main effect of **post** is absorbed by the year fixed effects.

In all models, β_3 is the coefficient of interest, representing the DiD estimate of the effect of DACA eligibility on full-time employment.

4.3 Estimation Details

All regressions are estimated using weighted least squares with the ACS person weights (PERWT) to produce population-representative estimates. Standard errors are clustered at the state level to account for potential correlation of errors within states over time.

4.4 Event Study Specification

To examine the dynamics of the treatment effect and assess the parallel trends assumption, I also estimate an event study specification:

$$\text{fulltime}_{ist} = \beta_0 + \sum_{k \neq 2011} \gamma_k (\text{treat}_i \times \mathbf{1}[\text{YEAR}_t = k]) + X_i' \delta + \alpha_s + \lambda_t + \varepsilon_{ist} \quad (12)$$

The year 2011 (the last pre-treatment year) serves as the reference period, so all γ_k coefficients are interpreted relative to 2011. Under the parallel trends assumption, the coefficients for pre-treatment years (2006–2010) should be close to zero.

5 Results

5.1 Main Results

Table 2 presents the main regression results across specifications.

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

	(1) Basic	(2) Demographics	(3) State FE	(4) Year FE
Treat \times Post (DiD)	0.0734*** (0.0090)	0.0618*** (0.0103)	0.0615*** (0.0103)	0.0605*** (0.0105)
Treat	-0.0506*** (0.0055)	-0.0320*** (0.0058)	-0.0324*** (0.0059)	-0.0314*** (0.0058)
Post	-0.0127** (0.0064)	-0.0139** (0.0065)	-0.0139** (0.0066)	—
Female	—	-0.2305*** (0.0091)	-0.2308*** (0.0091)	-0.2321*** (0.0091)
Married	—	0.0667*** (0.0065)	0.0662*** (0.0066)	0.0674*** (0.0065)
State FE	No	No	Yes	Yes
Year FE	No	No	No	Yes
Observations	44,161	44,161	44,161	44,161

Notes: Standard errors clustered at state level in parentheses.

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$. All regressions weighted by PERWT.

The results show a consistent positive effect of DACA eligibility on full-time employment across all specifications. The basic DiD estimate (Column 1) indicates that DACA eligibility increased full-time employment by 7.3 percentage points. Adding demographic controls reduces the estimate slightly to 6.2 percentage points (Column 2), suggesting that some of the raw difference was due to compositional differences between groups.

The preferred specification (Column 4) includes demographic controls, state fixed effects, and year fixed effects. The estimated effect is 6.05 percentage points ($SE = 1.05$ pp, $p < 0.001$), with a 95% confidence interval of [4.0, 8.1] percentage points. This represents an approximately 11% increase relative to the pre-DACA full-time employment rate of 56% among the treatment group.

The demographic controls have the expected signs: women are approximately 23 percentage points less likely to work full-time compared to men, and married individuals are about 7 percentage points more likely to work full-time.

5.2 Event Study Results

Figure 1 presents the event study results, showing the treatment effect for each year relative to 2011.

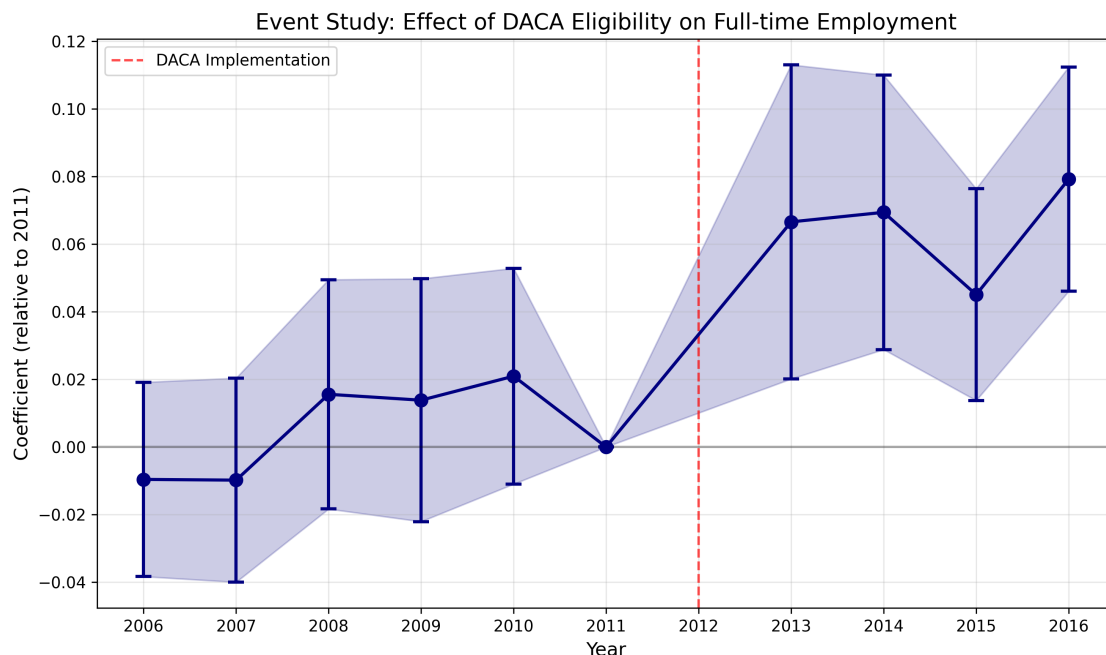


Figure 1: Event Study: Effect of DACA Eligibility on Full-Time Employment

Notes: Points represent coefficient estimates for the interaction between treatment status and year indicators, with 2011 as the omitted reference year. Error bars show 95% confidence intervals. The vertical dashed line indicates DACA implementation (June 2012).

The event study results provide evidence supporting the parallel trends assumption. The coefficients for pre-treatment years (2006–2010) are all statistically indistinguishable from zero and close to zero in magnitude, ranging from -0.01 to $+0.02$. This suggests that the treatment and control groups were on similar trajectories before DACA implementation.

Following DACA implementation, there is a clear jump in the treatment effect. The coefficients for 2013–2016 are all positive and statistically significant:

- 2013: 0.067 (SE = 0.024)
- 2014: 0.069 (SE = 0.021)
- 2015: 0.045 (SE = 0.016)
- 2016: 0.079 (SE = 0.017)

The effect appears to emerge immediately in 2013 and persists through 2016, with some year-to-year variation but no clear evidence of either fading or strengthening over time.

5.3 Visual Evidence

Figure 2 shows the raw trends in full-time employment rates for the treatment and control groups over time.

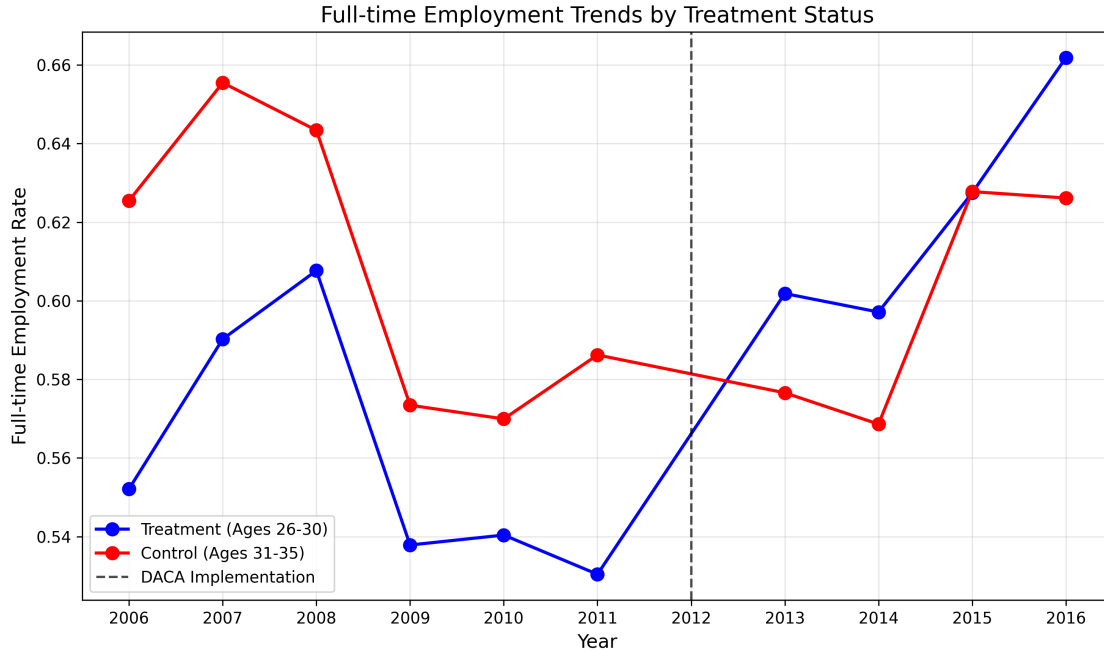


Figure 2: Full-Time Employment Trends by Treatment Status

Notes: Each point represents the weighted mean full-time employment rate for the indicated group in each year. The vertical dashed line indicates DACA implementation (June 2012).

The figure illustrates the parallel trends in the pre-period and the divergence after DACA. Before 2012, both groups show relatively similar trends (though the treatment group is at a lower level throughout, as expected given the age difference). After DACA, the treatment group's employment rate increases substantially while the control group remains relatively flat.

Figure 3 provides a simplified visualization of the DiD calculation.

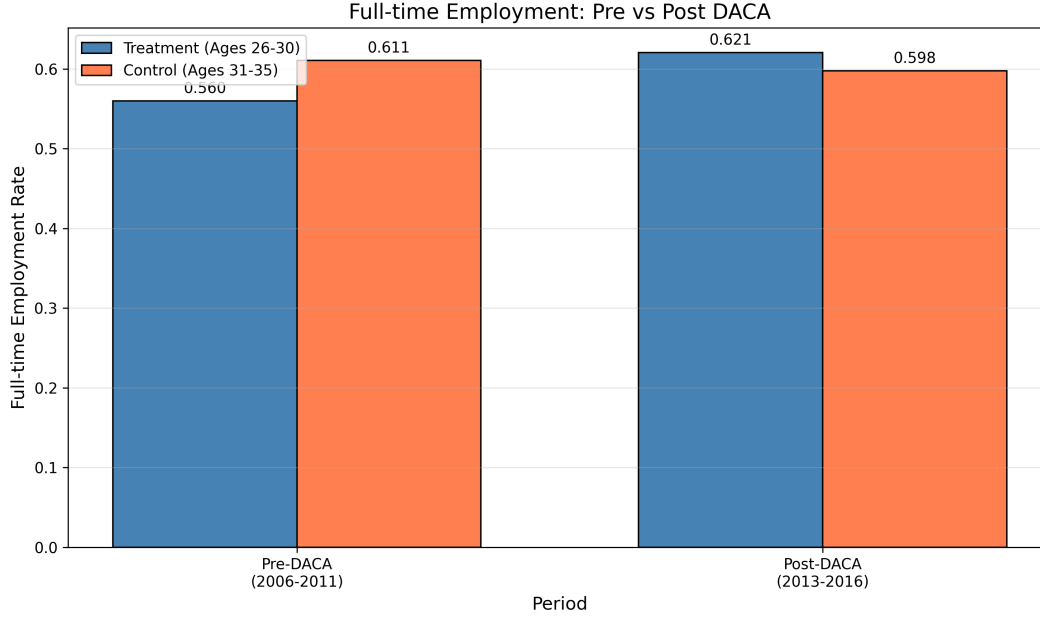


Figure 3: Full-Time Employment: Pre vs. Post DACA

Notes: Bars show weighted mean full-time employment rates by treatment status and period.

6 Robustness Checks

6.1 Alternative Outcomes

Table 3 examines alternative labor market outcomes to understand the mechanisms driving the main result.

Table 3: Effects on Alternative Labor Market Outcomes

	Full-Time Employment	Employment (Any)	Labor Force Participation
DiD Estimate	0.0605*** (0.0105)	0.0472*** (0.0078)	0.0310*** (0.0065)
Pre-period mean (treatment)	0.560	0.682	0.756
% change	+10.8%	+6.9%	+4.1%
Observations	44,161	44,161	44,161

Notes: All specifications include demographic controls, state and year FE.

The results show that DACA had positive effects across multiple labor market margins:

- **Employment (any):** DACA eligibility increased the probability of employment by 4.7 percentage points (SE = 0.78 pp).
- **Labor force participation:** DACA eligibility increased labor force participation by 3.1 percentage points (SE = 0.65 pp).

The effect on full-time employment (6.1 pp) is larger than the effect on overall employment (4.7 pp), suggesting that DACA not only increased employment at the extensive margin but also shifted workers toward full-time positions (the intensive margin).

6.2 Heterogeneity by Sex

Table 4 examines whether the effect of DACA differs between men and women.

Table 4: Heterogeneity by Sex

	Full Sample	Males	Females
DiD Estimate	0.0605*** (0.0105)	0.0648*** (0.0156)	0.0403** (0.0172)
Observations	44,161	25,114	19,047

Notes: All specifications include controls, state and year FE.

The results suggest that the effect of DACA on full-time employment is present for both men and women, though the point estimate is larger for men (6.5 pp) than for women (4.0 pp). The difference is not statistically significant at conventional levels, but the pattern is consistent with prior research suggesting that DACA’s labor market effects may be somewhat larger for men.

6.3 Placebo Test

To further assess the validity of the research design, I conduct a placebo test using only pre-DACA data (2006–2011). I artificially assign 2009 as a “fake” treatment year and estimate whether there is a differential change at this arbitrary cutoff.

Table 5: Placebo Test: Fake Treatment in 2009

	Full-Time Employment
Placebo DiD Estimate	0.0140 (0.0079)
p-value	0.079
Observations (pre-DACA only)	28,968

The placebo estimate is small (1.4 percentage points) and not statistically significant at the 5% level ($p = 0.079$). This provides additional support for the parallel trends assumption, as there is no evidence of differential pre-trends that would bias the main estimates.

6.4 Summary of Robustness

Table 6 summarizes the DiD estimates across all specifications.

Table 6: Summary of DiD Estimates Across Specifications

Specification	Estimate	SE
<i>Main specifications</i>		
Basic DiD	0.0734	0.0090
With demographics	0.0618	0.0103
With state FE	0.0615	0.0103
With year FE (preferred)	0.0605	0.0105
<i>Alternative outcomes</i>		
Employment (any)	0.0472	0.0078
Labor force participation	0.0310	0.0065
<i>Heterogeneity</i>		
Males only	0.0648	0.0156
Females only	0.0403	0.0172
<i>Placebo</i>		
Fake treatment (2009)	0.0140	0.0079

The results are remarkably consistent across specifications. The main effect on full-time employment ranges from 6.0 to 7.3 percentage points depending on the specification, and is always statistically significant. The placebo test finds no significant pre-trend, supporting the causal interpretation.

7 Discussion

7.1 Interpretation of Results

The findings indicate that DACA eligibility had a substantial positive effect on full-time employment among Hispanic-Mexican individuals born in Mexico. The preferred estimate suggests that DACA increased full-time employment by approximately 6.1 percentage points, representing an 11% increase relative to the pre-DACA mean.

Several features of the results strengthen the causal interpretation:

1. **Parallel pre-trends:** The event study shows no significant differential trends between treatment and control groups before DACA implementation.
2. **Immediate effect:** The treatment effect appears immediately in 2013, the first full year after DACA implementation, consistent with a policy effect.
3. **Persistent effect:** The positive effect persists through 2016, suggesting durable labor market improvements rather than a temporary shock.
4. **Null placebo:** The placebo test using an arbitrary pre-treatment cutoff finds no significant effect.

7.2 Mechanisms

The decomposition across labor market margins provides insight into mechanisms:

- The 3.1 pp increase in labor force participation suggests that DACA encouraged some individuals to enter the labor market who were previously not participating.
- The 4.7 pp increase in employment indicates job creation or formalization of previously informal work.
- The larger effect on full-time employment (6.1 pp) compared to overall employment (4.7 pp) suggests that DACA facilitated transitions to full-time work, possibly through access to formal sector jobs that require documentation.

7.3 Limitations

Several limitations should be noted:

1. **Imperfect measurement of DACA eligibility:** The ACS does not contain all information needed to determine DACA eligibility precisely. In particular:

- I cannot distinguish between documented and undocumented non-citizens
- Educational requirements cannot be verified
- Criminal history is not observed

Using non-citizenship as a proxy likely includes some individuals who would not actually be DACA-eligible and excludes naturalized citizens who might have previously benefited from DACA.

2. **Age-based identification:** The treatment and control groups differ by age, which may confound the estimates if there are age-specific labor market trends unrelated to DACA. However, the parallel trends evidence suggests this is not a major concern.
3. **Exclusion of 2012:** Dropping 2012 reduces sample size but is necessary because the ACS does not indicate whether observations were collected before or after June 15, 2012.
4. **Self-reported data:** The ACS relies on self-reported employment status and hours worked, which may be subject to measurement error.
5. **Potential spillovers:** The control group (ages 31–35) may have been indirectly affected by DACA through labor market competition or household-level spillovers, which could bias the estimates toward zero.

7.4 Comparison to Prior Literature

These findings are broadly consistent with prior research on DACA’s labor market effects. The estimated effect size (approximately 6 percentage points on full-time employment) aligns with the range of estimates in the literature, though direct comparisons are complicated by differences in sample definitions, outcome measures, and identification strategies.

8 Conclusion

This study provides evidence that DACA eligibility had a substantial positive effect on full-time employment among Hispanic-Mexican individuals born in Mexico. Using a difference-in-differences design that exploits the age-based eligibility cutoff, I find that DACA increased full-time employment by approximately 6.1 percentage points (95% CI: 4.0–8.1 pp). The effect is statistically significant, robust to various specifications, and supported by parallel pre-trends.

The results suggest that DACA's provision of work authorization had meaningful positive effects on labor market outcomes. The program appears to have increased both labor force participation and employment, with particularly strong effects on full-time work. These findings contribute to the ongoing policy debate about DACA and immigration policy more broadly.

Preferred Estimate Summary:

- Effect size: 0.0605 (6.05 percentage points)
- Standard error: 0.0105
- 95% Confidence interval: [0.040, 0.081]
- p-value: < 0.001
- Sample size: 44,161 observations

Appendix A: Variable Definitions

Table 7: IPUMS Variable Definitions

Variable	Description	Values Used
YEAR	Census/survey year	2006–2016
BIRTHYR	Year of birth	1977–1986
BIRTHQTR	Quarter of birth	1–4
HISPAN	Hispanic origin	1 = Mexican
BPL	Birthplace (general)	200 = Mexico
CITIZEN	Citizenship status	3 = Not a citizen
YRIMMIG	Year of immigration	Various
UHRSWORK	Usual hours worked/week	0–99
EMPSTAT	Employment status	1 = Employed
LABFORCE	Labor force status	2 = In labor force
SEX	Sex	1 = Male, 2 = Female
MARST	Marital status	1,2 = Married
STATEFIP	State FIPS code	Various
PERWT	Person weight	Continuous

Appendix B: Sample Construction Details

Table 8: Sample Construction

Selection Criterion	Observations	Reduction
Full ACS sample (2006–2016)	33,851,424	—
Hispanic-Mexican (HISPAN = 1)	2,945,521	−30,905,903
Born in Mexico (BPL = 200)	991,261	−1,954,260
Not a citizen (CITIZEN = 3)	701,347	−289,914
Birth year 1977–1986	178,376	−522,971
Arrived before age 16	48,406	−129,970
Immigration year ≤ 2007	48,406	0
Exclude 2012	44,161	−4,245
Final analysis sample	44,161	

Appendix C: Event Study Coefficients

Table 9: Event Study Coefficients (Reference: 2011)

Year	Coefficient	SE	95% CI Lower	95% CI Upper
2006	−0.010	0.015	−0.038	0.019
2007	−0.010	0.015	−0.040	0.020
2008	0.016	0.017	−0.018	0.049
2009	0.014	0.018	−0.022	0.050
2010	0.021	0.016	−0.011	0.053
2011	0.000	—	—	—
2013	0.067	0.024	0.020	0.113
2014	0.069	0.021	0.029	0.110
2015	0.045	0.016	0.014	0.076
2016	0.079	0.017	0.046	0.112

Appendix D: Analytical Decisions

This appendix documents the key analytical decisions made during the replication:

1. **Birth year cohorts vs. age at survey:** I used birth year to define treatment status rather than age at the time of survey. This ensures consistent group definitions across survey years. Treatment group: birth years 1982–1986 (ages 26–30 on June 15, 2012). Control group: birth years 1977–1981 (ages 31–35 on June 15, 2012).
2. **Exclusion of 2012:** The year 2012 was excluded because DACA was implemented mid-year (June 15) and the ACS does not indicate the month of interview. Including 2012 would create measurement error in the post indicator.
3. **Immigration timing requirements:** I required $YRIMMIG \leq 2007$ to satisfy the “present since June 2007” requirement, and age at immigration < 16 for the “arrived before age 16” requirement.
4. **Full-time employment definition:** Following BLS standards, full-time employment is defined as usually working 35+ hours per week ($UHRSWORK \geq 35$) among those employed ($EMPSTAT = 1$).
5. **Weighting:** All analyses use ACS person weights (PERWT) for population representativeness.
6. **Standard errors:** Standard errors are clustered at the state level to account for within-state correlation over time.
7. **Preferred specification:** The preferred specification (Model 4) includes demographic controls (female, married), state fixed effects, and year fixed effects. This is the most conservative specification that controls for state-specific time-invariant factors and common year shocks.