

Disclosure Statement

This paper is based on a project funded by the US Department of Labor's Scholars Program. The DOL Scholars Program is an annual competition that awards a cohort of academics with up to \$50,000 each, to conduct independent research relevant to DOL policies and program, and culminating in the production of one high-quality paper and for papers including quantitative analysis, a public-use data file. My co-author (Patricia Cortes) was awarded a grant in 2015. For more information go to: <https://www.dol.gov/asp/evaluation/currentstudies/1.htm>

Jessica Pan