TESTING WHAT WORKS IN YOUTH EMPLOYABILITY—
AN IMPACT EVALUATION IN KENYA
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School-to-School International (STS)
ROAD MAP

- Introduction
- Design
- Sampling
- Findings
- Evaluation Challenges and Responses
INTRODUCTION

- The Ninaweza program is coordinated by the International Youth Foundation (IYF) with funding from the World Bank and Microsoft
- Ninaweza provides young women with:
  - Technical training in Information Communication Technology (ICT)
  - Life Skills training
  - Work experience through internships
  - Job placement support
INTRODUCTION: RESEARCH QUESTIONS

1. Does the Ninaweza training succeed in increasing participants' knowledge of ICT and life skills?

2. Does the program (training + internships + job placement support) result in higher quality employment for the participants?
**Design: Implementation**

6 Cohorts of Participants (staggered implementation)
- **Group 1:** Treatment in Cohorts 1, 3, 5
- **Group 2:** Treatment in Cohorts 2, 4, 6
- **Control:** In all Cohorts (1 to 6)
# Design: Target

<table>
<thead>
<tr>
<th>Group</th>
<th>Phase 1</th>
<th></th>
<th>Phase 2</th>
<th></th>
<th>Phase 3</th>
<th></th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cohort 1</td>
<td>Cohort 2</td>
<td>Cohort 3</td>
<td>Cohort 4</td>
<td>Cohort 5</td>
<td>Cohort 6</td>
<td></td>
</tr>
<tr>
<td>Group 1</td>
<td>120</td>
<td>120</td>
<td>110</td>
<td></td>
<td></td>
<td></td>
<td>350</td>
</tr>
<tr>
<td>Group 2</td>
<td>120</td>
<td>120</td>
<td>120</td>
<td></td>
<td>110</td>
<td></td>
<td>350</td>
</tr>
<tr>
<td>Control</td>
<td>135</td>
<td>135</td>
<td>135</td>
<td>135</td>
<td>135</td>
<td>135</td>
<td>810</td>
</tr>
<tr>
<td>Total</td>
<td>510</td>
<td>510</td>
<td>490</td>
<td></td>
<td></td>
<td></td>
<td>1,510</td>
</tr>
</tbody>
</table>
Design: Model

ΔP = Change in level of program group
ΔC = Change in level of control group
ΔP-ΔC = Impact of program (DD)
DESIGN: RANDOM ASSIGNMENT

- Treatment and control should be similar in all relevant characteristics
  - Education?
  - Family income?
  - Motivation?
  - Random assignment allows assumption that groups are similar even on unobservable characteristics

- Difference-in-Difference + Random Assignment =

RCT → implies causality
SAMPLE

Criteria:

1. Residing in any of the six informal settlements (slum areas) in and around Nairobi
2. Female
3. Age 18-35 years
4. Completed high school
5. Out of school for at least one year
6. Not employed at the time of application
Findings: Post-test (I)

ICT test scores higher in T than C for *all* cohorts that received ICT training

Life Skills test scores higher in T than C for *all* cohorts that received Life Skills training
Findings: Post-test (II)

Treatment effect

<table>
<thead>
<tr>
<th></th>
<th>ICT</th>
<th>Life Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cohort 1</td>
<td>17%</td>
<td>5%</td>
</tr>
<tr>
<td>Cohort 2</td>
<td>14%</td>
<td>0%</td>
</tr>
<tr>
<td>Cohort 3</td>
<td>20%</td>
<td>6%</td>
</tr>
<tr>
<td>Cohort 4</td>
<td>19%</td>
<td>1%</td>
</tr>
<tr>
<td>Cohort 5</td>
<td>13%</td>
<td>7%</td>
</tr>
<tr>
<td>Cohort 6</td>
<td>17%</td>
<td>1%</td>
</tr>
</tbody>
</table>
Findings: Exit Survey (I)

Conf. in qualifications

Conf. that will find job
Findings: Exit Survey (II)

Currently employed

- C
- T1
- T2

Pre | Post
---|---
0 | 0
20 | 20
40 | 40
60 | 60
80 | 80
100 | 100

Full-time employment

Pre | Post
---|---
0 | 0
2000 | 2000
3000 | 3000
4000 | 4000

Weekly income

Pre | Post
---|---
0 | 0
1000 | 1000
2000 | 2000
3000 | 3000
## Findings: Cautionary Remarks

<table>
<thead>
<tr>
<th>Have looked for employment</th>
<th>Cohort1</th>
<th>Cohort2</th>
<th>Cohort3</th>
<th>Cohort4</th>
<th>Cohort5</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>15.2%</td>
<td>8.5%</td>
<td>6.4%</td>
<td>13.8%</td>
<td>14.0%</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Currently employed</th>
<th>Cohort1</th>
<th>Cohort2</th>
<th>Cohort3</th>
<th>Cohort4</th>
<th>Cohort5</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>11.2%</td>
<td>22.9%</td>
<td>11.3%</td>
<td>11.8%</td>
<td>11.8%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Full-time employment</th>
<th>Cohort1</th>
<th>Cohort2</th>
<th>Cohort3</th>
<th>Cohort4</th>
<th>Cohort5</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>48.6%</td>
<td>19.5%</td>
<td>25.2%</td>
<td>3.7%</td>
<td>4.2%</td>
</tr>
</tbody>
</table>
SUMMARY

- RCT established that Ninaweza training in ICT and Life Skills succeeded in increasing test scores 2 months later.
- End-line interview suggests that treatment participants are more confident in their skill set, more optimistic in getting a job and more likely to obtain a full-time salaried position.