

YEN Workshop on Measuring Results in Youth Employment

20 January 2009
Amman, Jordan

entra21 Program at a Glance

Goal: Improved access to the labor market for disadvantaged youth in Latin America and the Caribbean

Purpose: Increase the job placement rates in quality employment for 50,000 disadvantaged youth in Latin America and the Caribbean through effective projects

Program Strategy:

- ✓ Regional initiative operated by IYF, responsible for overall coordination, M&E, learning and project quality
- ✓ Projects implemented by local agencies, selected through competitive bidding process
- ✓ High emphasis on learning: focus on employing harder to hire and working at scale (NGOs with public sector)

Project Features

- Careful selection process
- Course content responds to labor market needs and youth profile
- Integration of life skills with technical training
- Internships as part of training
- Job placement services and/or support to micro-enterprises
- Employer participation



Inputs/Activities	Outputs	Outcomes	Impacts
<ul style="list-style-type: none"> • Market assessed • 600 youth from poorest households recruited • 3 Training institutes on contract • Core team of 5 assembled • Market data used to create/update curriculum • Outreach activities focused on employers • Job placement services designed and offered 	<ul style="list-style-type: none"> • 660 hours of instruction offered per training cycle • 4 training cycles completed • 498 youth complete training cycle • 480 internships organized • 18 business plans developed • 18 business mentors recruited • 900 sessions of job counselling offered • At least 480 matches made between employers and project “graduates” 	<ul style="list-style-type: none"> • Certification rates (85%) • Gains in employment rates (40 percentage pts from baseline) • Gains in quality of employment (% with formal contracts, minimum wage, benefits) • Gains in human capital (reenrolment in formal education) • Employer satisfaction (% employers reporting meeting company needs) 	<ul style="list-style-type: none"> • Employment rates among graduates are significantly greater than for youth in control group • Quality of employment among graduates is significantly better than for youth in control group

Monitoring Overview

- Focused on processes and outputs
- Used to monitor performance
- Data collected through quarterly reports-narrative, quantitative and financial
- Supplemented by monitoring visits



Evaluation Overview

- Standardized design used by implementing organizations
- Prospective design: baseline, exit and follow up data collected on all youth to measure outcomes
- Seek to measure causal effects where possible through experimental design (Impact)
- Flexible; if experimental design not possible evaluate outcomes against project's targets (effectiveness)
- Combine quantitative methods with focus groups to interpret youth outcomes
- Include employer perspective to measure satisfaction (participants only)

Encouraging Signs

- Entra21 System builds NGO capacity
- Captures key outputs and impacts
- Allows Program to aggregate data across projects and countries
- Allows Program to measure impact through controlled studies
- Allows for Flexibility where impact studies not feasible
- Results just emerging, nothing to report at this time



Challenges

- Being sensitive to unique features of individual projects being that it's a standardized system
- Finding creative ways to create control groups without disturbing Project processes and timelines
- Creating control groups through random selection
- Cost
- Due to complexity of impact studies, issues of process are often lost