Employment Track- INJAZ
Capacity Building and Job Placement Components
Jordan

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Background

The Challenge

High unemployment rate among university and college graduates.

Due to

- The skills gap between educational systems’ outcomes and the needs of the job market
- Low access to job opportunities
- Lack of Information around jobs and employment
- Low number of jobs/employment opportunities
- Weak career guidance and mismatch between education and employment
- Youth economic inactivity and lack of interest
Root Causes:
a) Lack of skills required by employers
b) Access to / matching with employers
c) Lack of info re openings
d) Lack of jobs
e) Educational background mismatch with available jobs
f) Structural issues (Ed. System, Cultural)
g) Motivation

Assumption: The program is designed to only address the first 3 root causes listed above. Assume that other areas will see improvements as well.
What is the effect of INJAZ’ program on its beneficiaries’ ability to get and keep jobs?

Key outcome: INJAZ program beneficiaries are employed within 6 months after graduation from college and sustain employment for at least 1 year.
Evaluation Design

• Randomization at individual level through a simple lottery

8,000 students

Control: 4,000 students

Treatment: 4,000 students
Data and Sample Size

• INJAZ existing data gathering efforts: enrollment sheet and follow up survey
• Proposed additional data gathering: survey 6 months after graduation (get job) and 1 year thereafter (keep job)
Data and Sample Size

• Sample size: 3,947 individuals (1973 for treatment/ control)
  • Standardized effect size of 0.08; assuming a 3% decrease in unemployment and R^2 of 0.2,
  • Standardized effect size 0.056, assuming a 2.2% decrease in unemployment
  • N=8,086
Potential challenges

• **Threats:**
  • **Attrition:** Historically, we have seen that several participants disappear from the sample (quit, untraceable etc. around 10%). Not concerned about unbalanced attrition
  • **Compliance:** May not attend all classes; Looking at ITT, not TOT; (assuming non-compliance is a bit universal)
  • **Spillover:** T->C not that huge

• In addition, we have considered the following additional research requirement which would require additional analysis:
  • What is the effect of the Business Ethics Course on participants’ ability to keep their jobs?
Results

Findings will inform Injaz’s program by providing:

- Evidence to **Partners**; private sector, donors and governmental bodies, of the impact of the program.
- Recommendations and suggestions to **Operations** and **Program Development** functions at INJAZ, for modification and necessary alterations of the program; whether in content or implementation model.
- **Beneficiaries** with evidence of the value of such programs and impact on their future.

Disseminated via..

- Media
- Reports
- Newsletters and publications