



Employment Track- INJAZ

Capacity Building and Job Placement Components

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Background

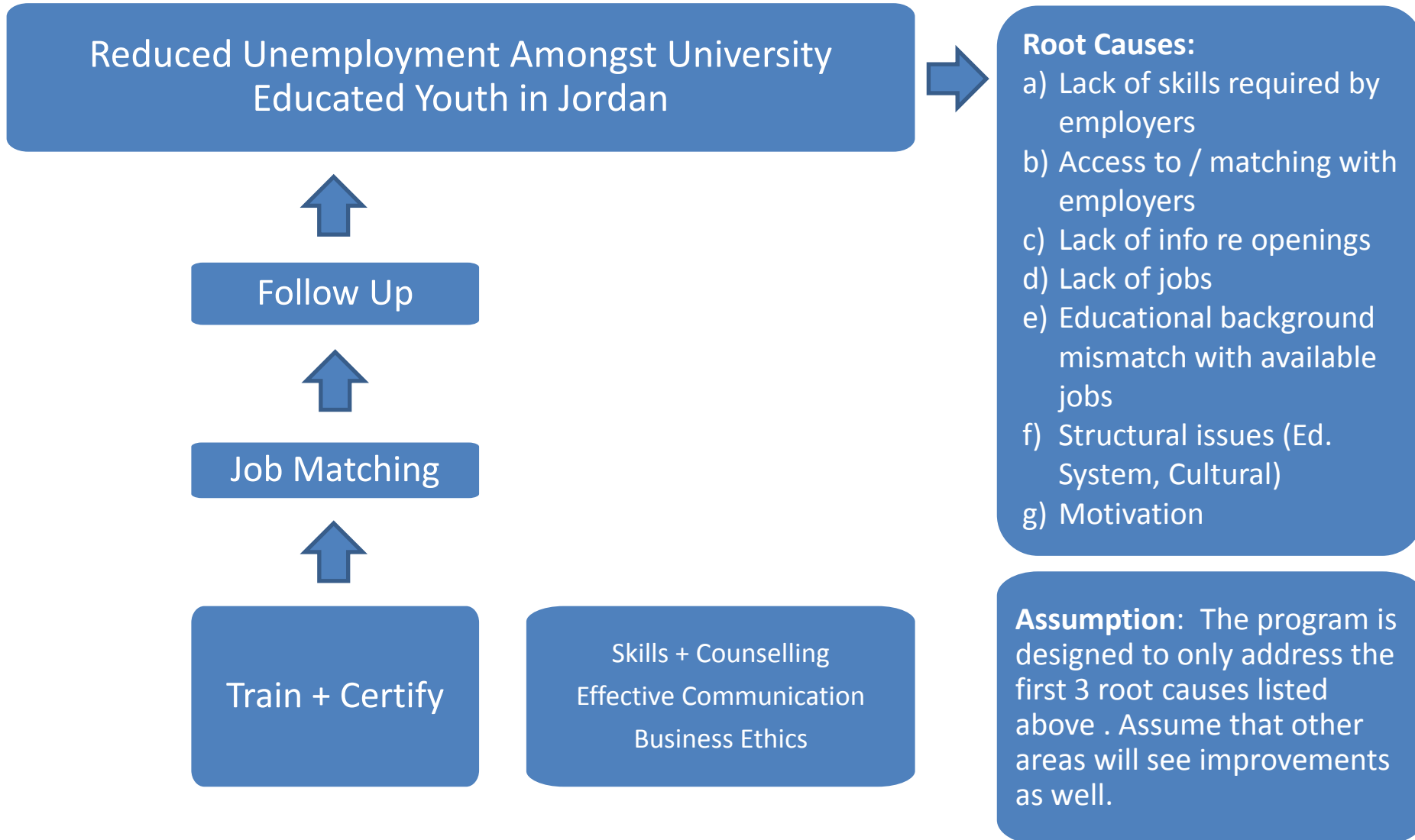
The Challenge

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

Theory of change

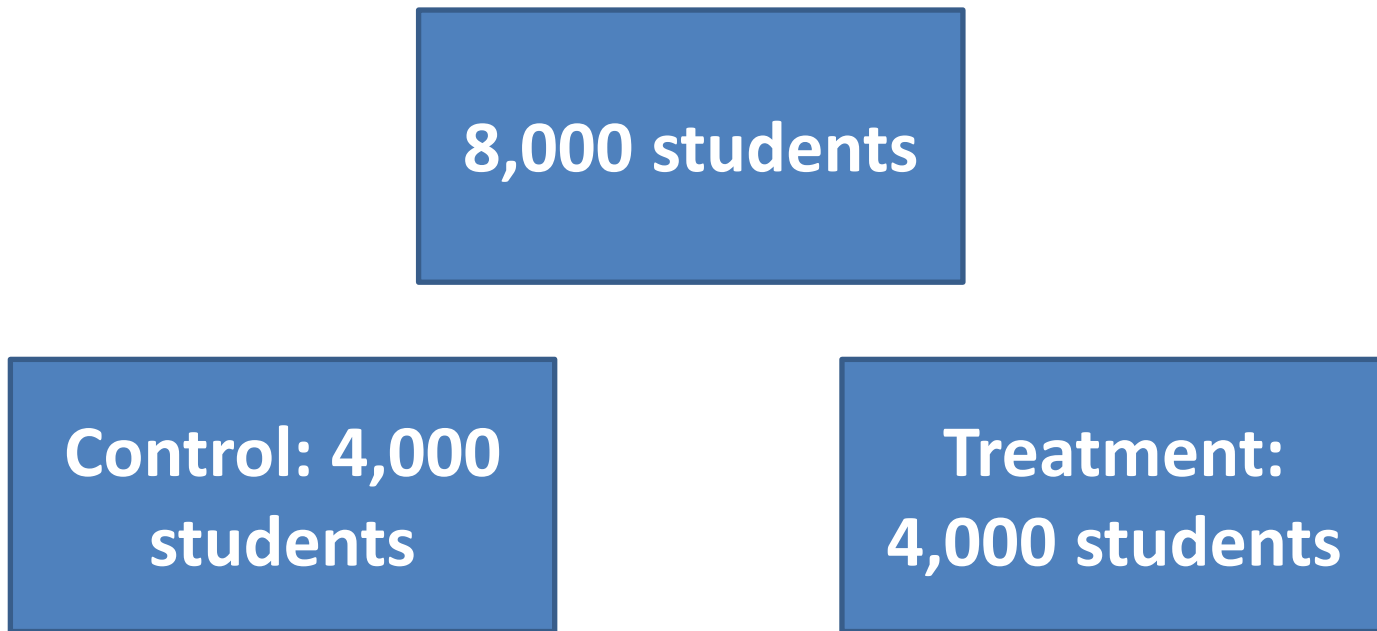


Evaluation Questions and Outcomes

- 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



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