

Ninaweza: An impact evaluation of a youth employability program in Kenya

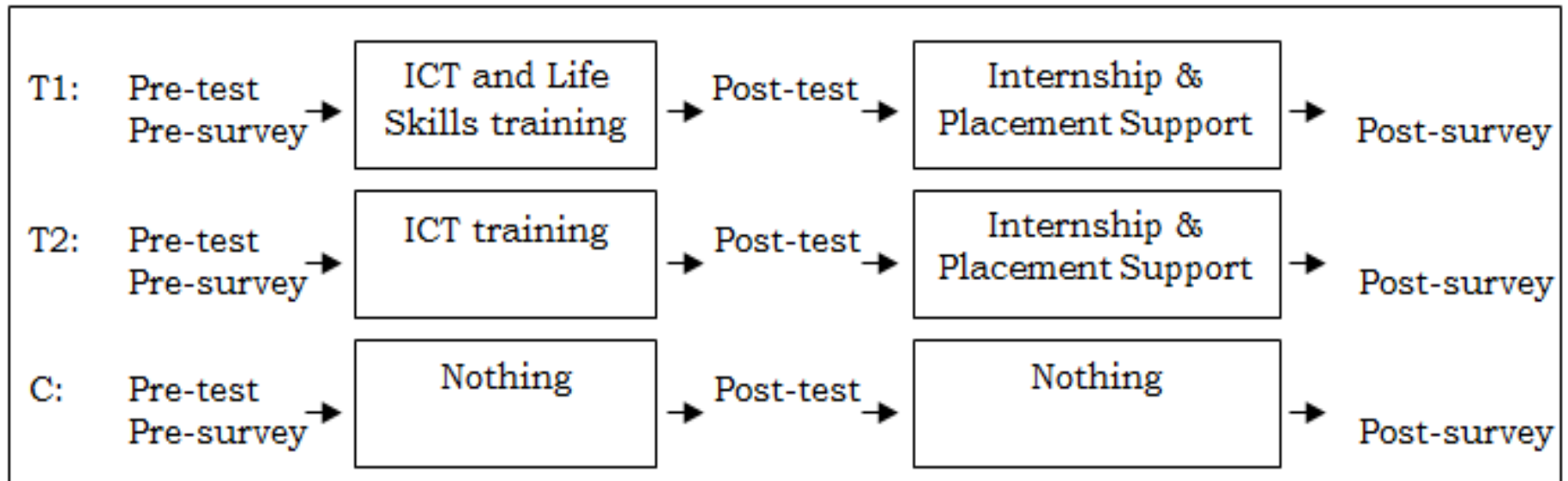
Thomaz Alvares de Azevedo

On behalf of School-to-School Int'l (STS)

Introduction: Research questions

1. Does the youth employability program produce technical knowledge and skills that will allow the young women to obtain work in IT and related sectors?
2. Does the program have a positive effect on income-generating capacity?
3. Does the program lead to improved self-confidence and other attributes of psychosocial and interpersonal empowerment?

Design: Evaluation



Design: Target

Group	Phases and Cohorts						
	Phase 1		Phase 2		Phase 3		Total
	Cohort 1	Cohort 2	Cohort 3	Cohort 4	Cohort 5	Cohort 6	
T1	120		120		110		350
T2		120		120		110	350
Control	135	135	135	135	135	135	810
Total	510		510		490		1,510

6 Cohorts of Participants (staggered implementation)

T1: Treatment in Cohorts 1, 3, 5

T2: Treatment in Cohorts 2, 4, 6

Control: In all Cohorts (1 to 6)

Design: Evaluation

		Eval (STS)		
		Base	Mid	End
C1	T1	105	82	54
	C	116	75	57
C2	T2	133	91	29
	C	131	77	47
C3	T1	92	72	54
	C	85	50	40
C4	T2	103	83	68
	C	106	71	68
C5	T1	88	60	42
	C	93	58	45
C6	T2	90	68	54
	C	88	56	55
Sub-total	T1	285	214	150
	T2	326	242	151
	C	619	387	312
Total	All	1230	843	613

Design: Attrition

Attrition:

- If attrition is purely random then there would simply be a decrease of statistical power
- If attrition is systematic, then Control might no longer be a reasonable counterfactual for the treatment groups

Differences observed at end-line:

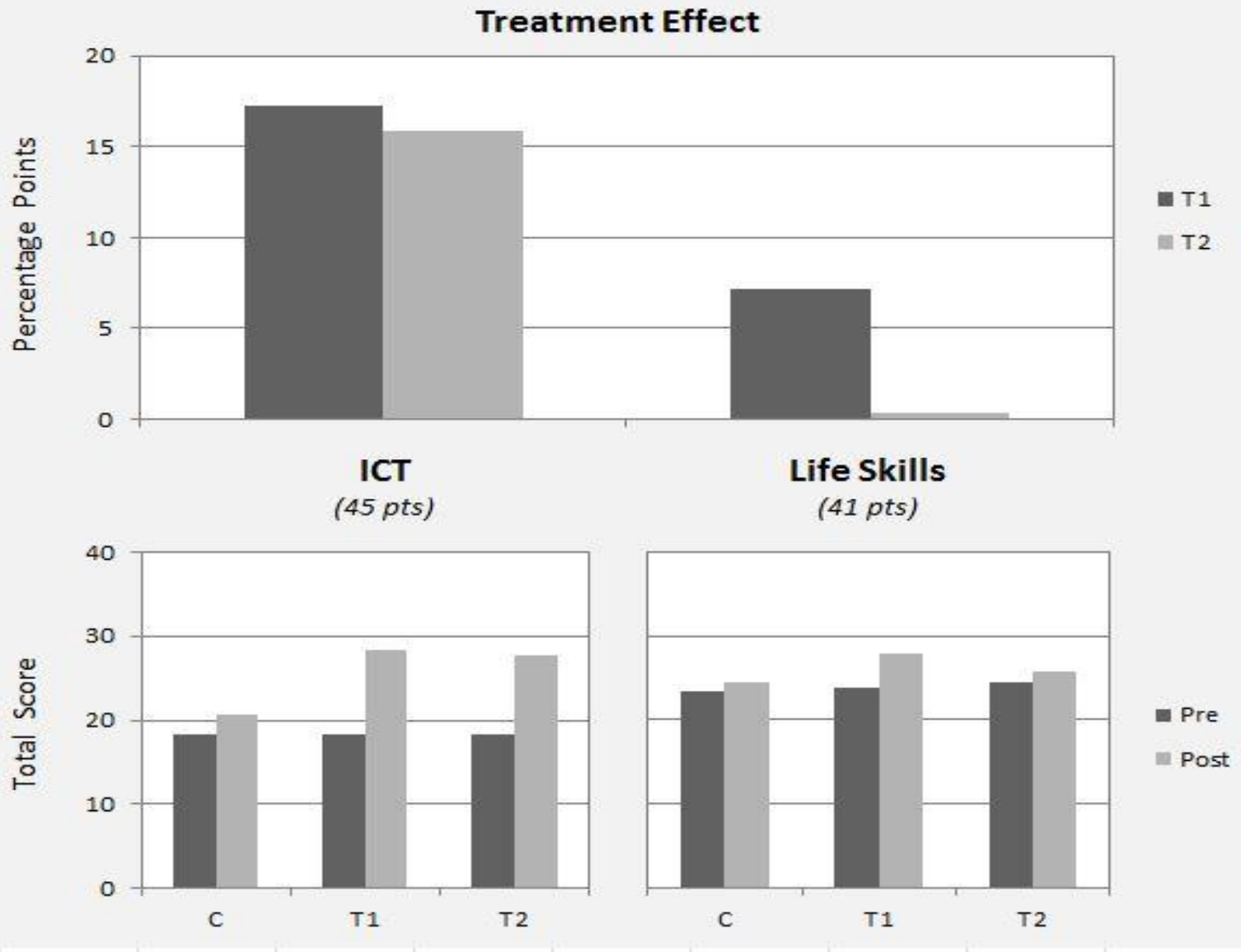
- A greater proportion in the treatment groups had a technical degree than those in Control
- A greater proportion in Control attended another training in either ICT or Life Skills than in those in the treatment groups

Conclusion:

- Since some differences likely favored the treatment groups while others likely favored Control, Control seems to have remained a reasonable counterfactual

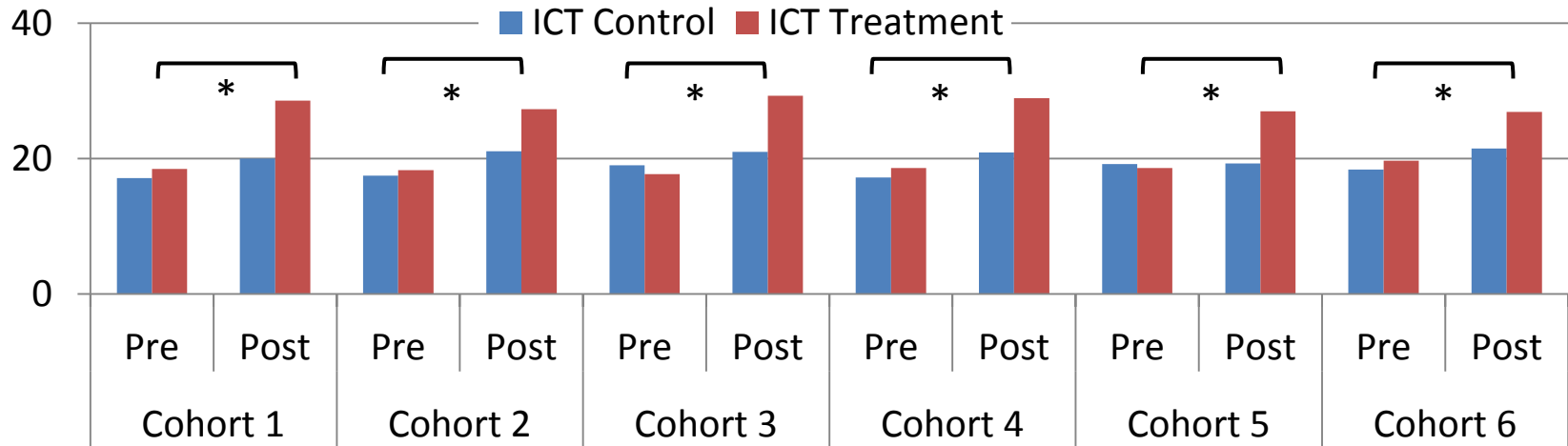
1. Does the youth employability program **produce technical knowledge and skills** that will allow the young women to obtain work in IT and related sectors?

Knowledge (I)

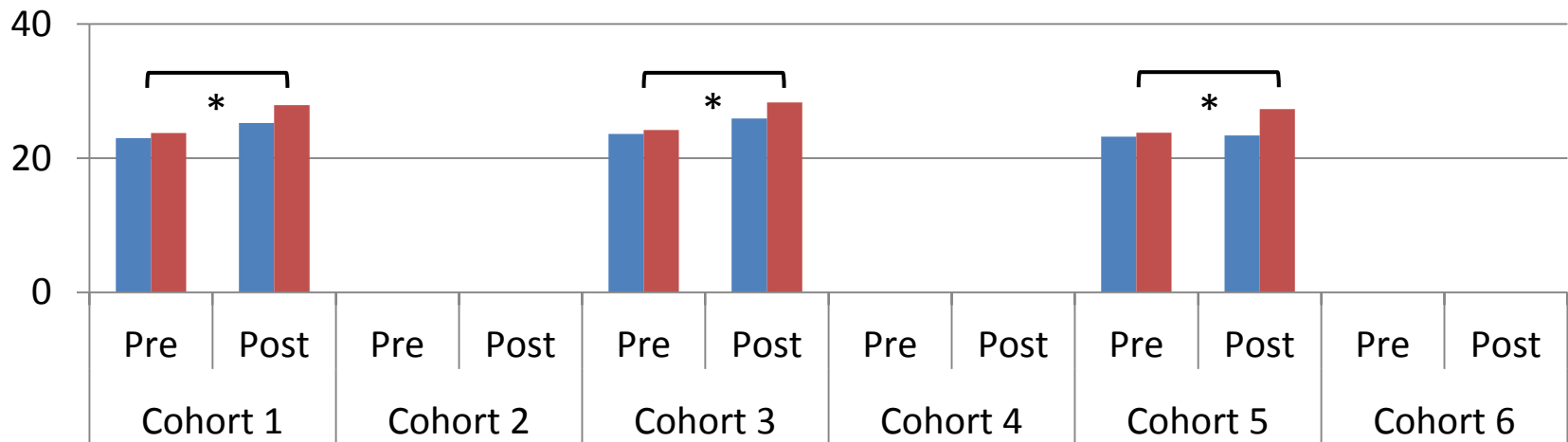


Knowledge (II)

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

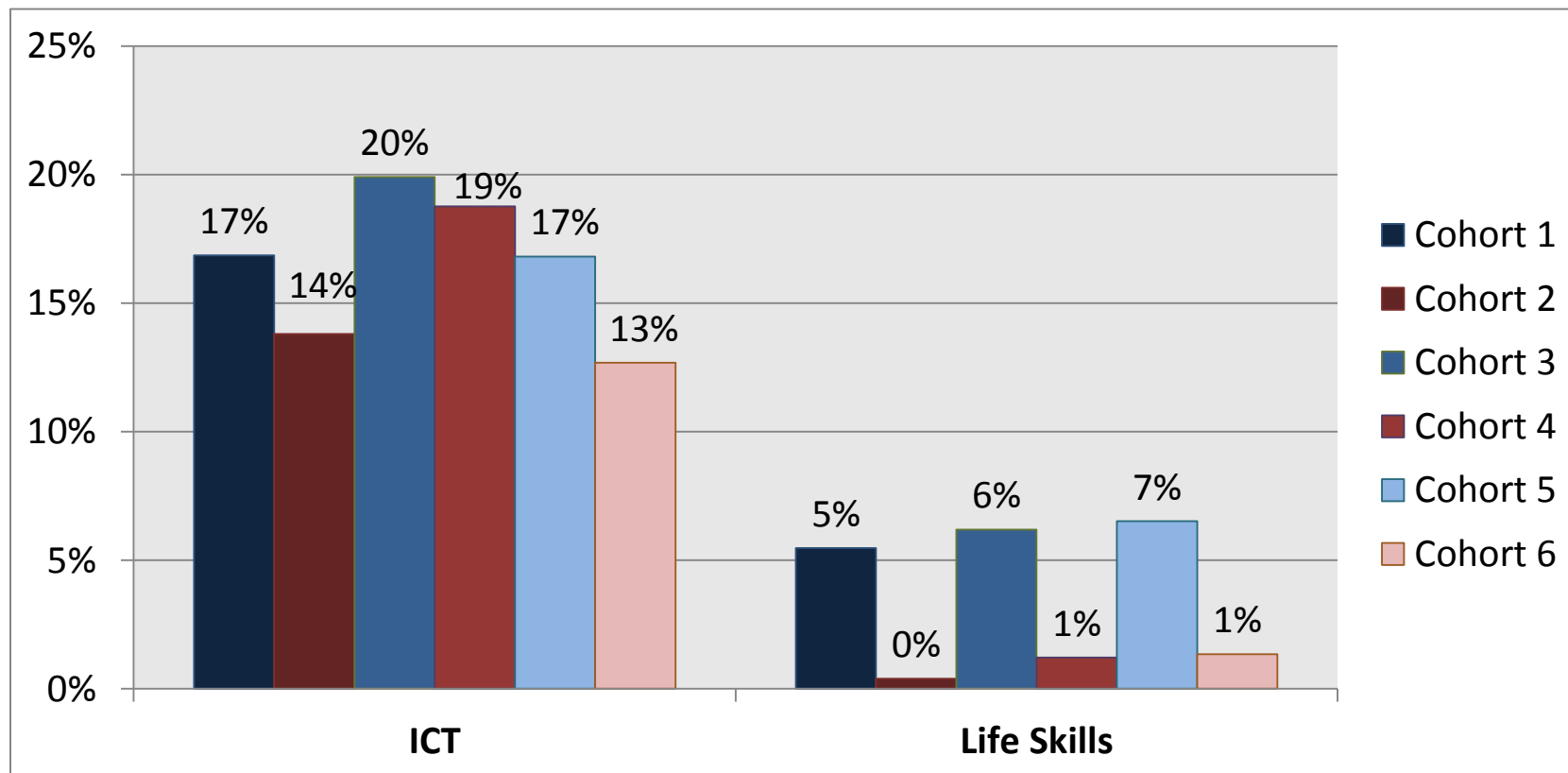


Life Skills test scores higher in T than C for all cohorts that received Life Skills training



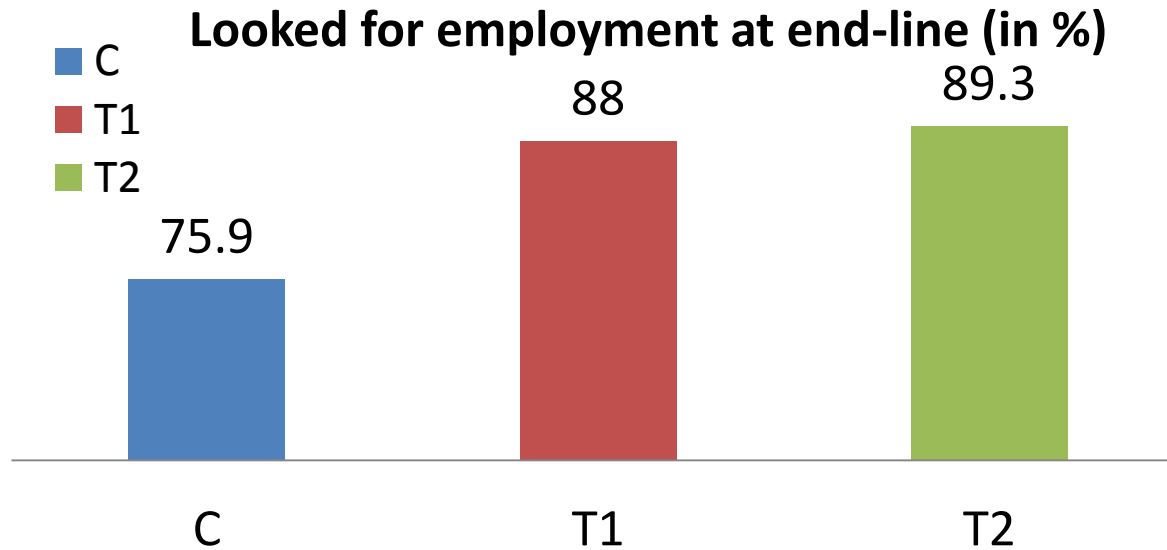
Knowledge (III)

Treatment effect for all cohorts



1. Does the youth employability program produce technical knowledge and skills **that will allow the young women to obtain work** in IT and related sectors?

Employability



Impact of the Program on Employment Status

	Probability	SE	LB	UB
T1 vs C	0.14	0.05	0.04	0.24
T2 vs C	0.09	0.05	-0.01	0.18
T2 vs T1	-0.06	0.06	-0.17	0.06

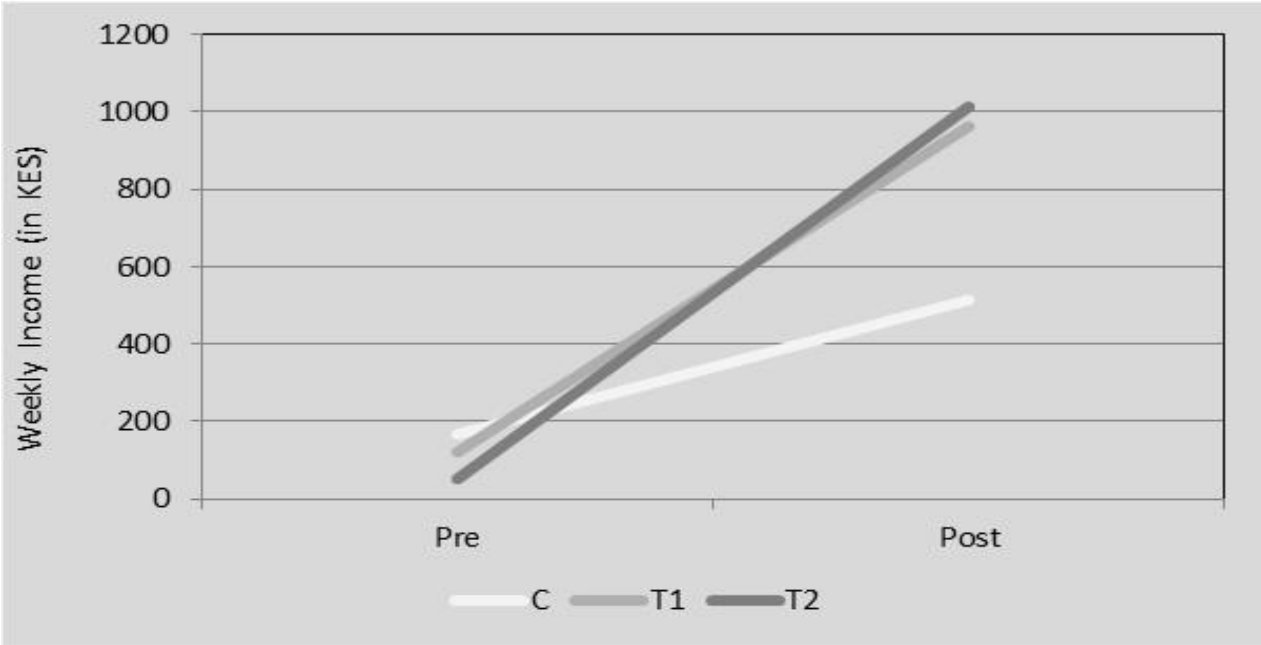
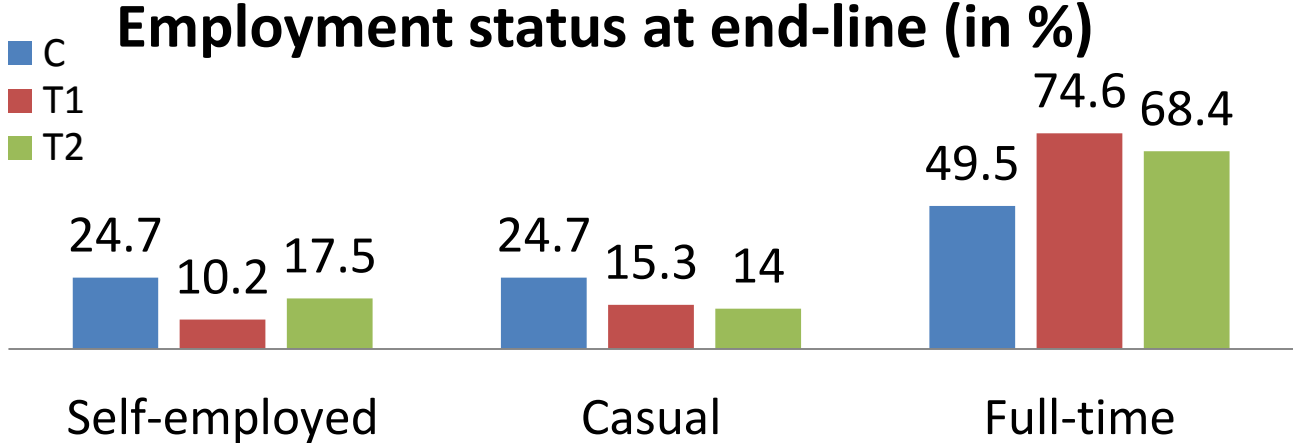
- Does the youth employability program produce technical knowledge and skills that will allow the young women to obtain work **in the IT and related sectors?**

Employment sector

Sector	Control		Treatment 1		Treatment 2	
	No.	%	No.	%	No.	%
Construction	0	0.00	1	1.72	0	0.00
Education	9	9.68	6	10.34	1	1.92
Finance	1	1.08	4	6.90	1	1.92
Health	1	1.08	0	0.00	1	1.92
Hospitality	17	18.28	6	10.34	11	21.15
ICT	6	6.45	19	32.76	9	17.31
Insurance	0	0.00	1	1.72	0	0.00
Public sector	2	2.15	0	0.00	0	0.00
Retail	47	50.54	20	34.48	26	50.00
Security	1	1.08	0	0.00	0	0.00
Social service	8	8.60	0	0.00	1	1.92
Transport	0	0.00	1	1.72	1	1.92
Didn't specify	1	1.08	0	0.00	1	1.92
Total	93	100.00	58	100.00	52	100.00

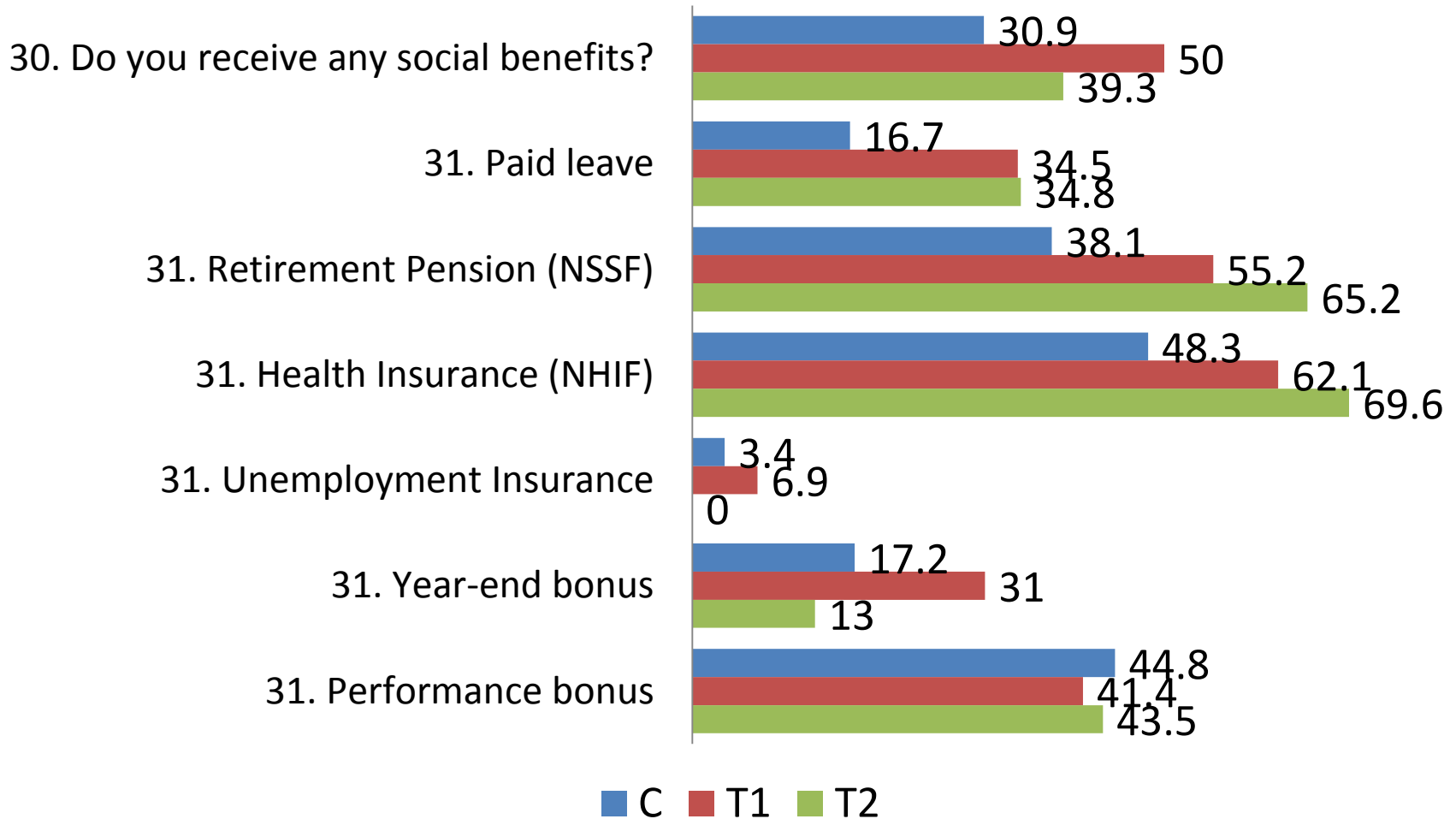
2. Does the program have a positive effect on income-generating capacity?

Income-generating capacity (I)



Income-generating capacity (II)

Social benefits at end-line (in %)



Income-generating capacity (III)

- No change in who's the primary wage earner of the household
- No change in financial inclusion
- No change in entrepreneurship

3. Does the program lead to improved self-confidence and other attributes of psychosocial and interpersonal empowerment?

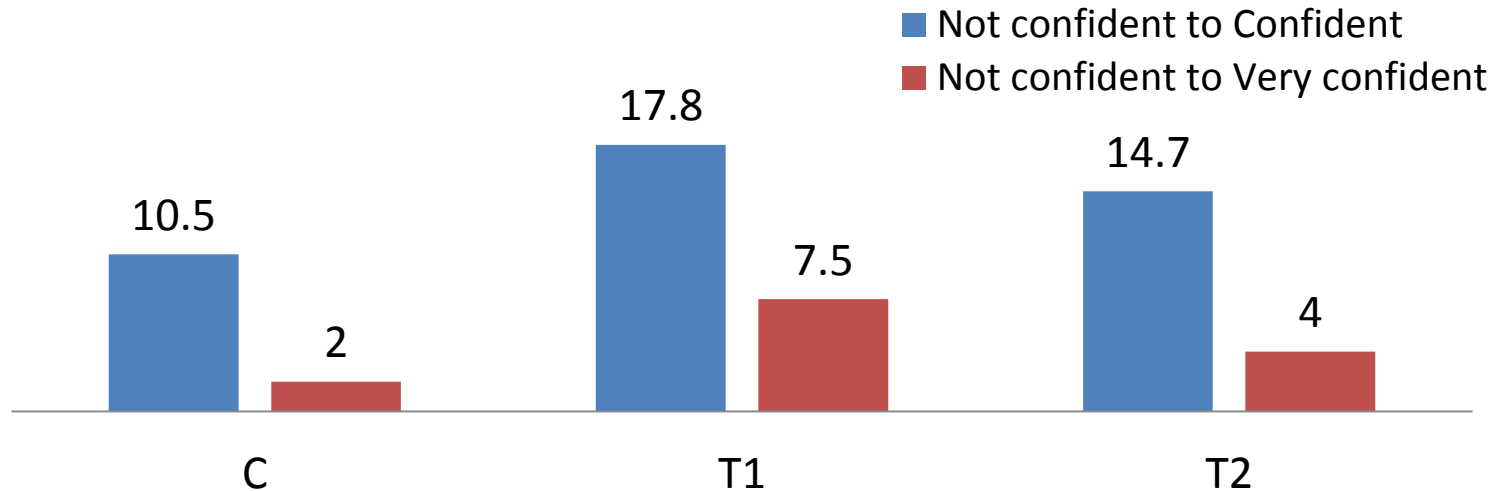
Interpersonal empowerment (I)

Treatment 1 showed positive results on almost all of the Life Skills items, particularly those with psychosocial implications:

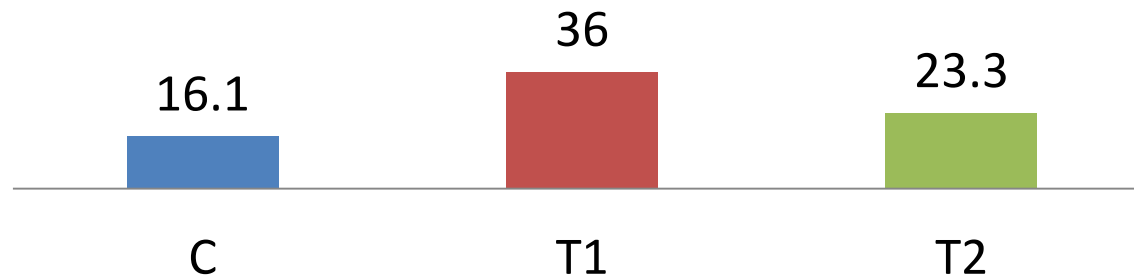
- Determining the correct behavior in an interview scenario
- Knowing what to include in a good curriculum vitae
- Recognizing the best personal attributes for an employer
- Realizing the kinds of actions that constitute workplace deviance
- Making decisions based on what is necessary to succeed in the workplace
- Being aware of current influences in the world of work

Interpersonal empowerment (II)

Increase in confidence in qualifications (in %)



Perceived ease of finding a job at end-line (in %)



Summary (RCT only)

- Knowledge:
 - Treatment 1 and Treatment 2 showed greater knowledge gain than Control in the ICT test
 - Treatment 1 showed greater knowledge gain than Treatment 2 and Control in the Life Skills test
- Employability:
 - Treatment 1 showed greater gains in likelihood of being employed than Control
 - Treatment 1 and Treatment 2 had greater gains in weekly income than Control
- Confidence:
 - Treatment 1 and Treatment 2 showed greater gains in confidence in their skill set than Control

- Thank you!