

WINNING THE LOTTERY:

Fairness in Youth Workforce Programs

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Youth Voices: Fair Access to Opportunity

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- ▶ Large obstacles to entry into labor markets, reflecting deeper divisions in society and political system. Life seems unfair for many youth.
- ▶ Youth perceive the need for fair access to opportunities of education, training and information.
- ▶ Research confirms the need for fair access to jobs and economic opportunities.

Fair process versus fair outcomes

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- ▶ Fair process effect relates to project decision making processes, such as selection, outreach, curriculum offerings.
- ▶ Fair outcome effects include distribution of benefits across the treatment and control group (the comparison group).
- ▶ Research shows high correlation between two effects--process and outcomes.

Fair process effect: the participation decision

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- Key participation decisions who and who does not participate, where do they participate, costs of their participation.



- ▶ Recruitment, outreach, selection and targeting are central activities
- ▶ Fairness in the process requires open and full information. No cherry picking participants.
- ▶ Fair process changes engagement and expectations of participants.

Red-flags of unfairness 5



- ▶ Super small projects that cherry pick participants
- ▶ Highly targeted and specialized projects
- ▶ Projects embedded into NGO umbrella projects
- ▶ Localities with large unserved youth populations
- ▶ Examples: Small IT tech center linked to specific firm; targeted project to combat soldiers

Lottery concepts to improve fairness

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- ▶ US domestic projects redesign of youth workforce and entrepreneurship projects.
- ▶ Larger project-Summer Youth Employment in NYC and LA
- ▶ Small project- Prize linked Accounts for Youth Mission SF in San Francisco

Summer Youth Employment SYEP

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- ▶ Demand for SYEP greatly exceeds the number of slots available. (IESP 2012)
- ▶ Lottery selection to make the program more equitable and less entrenched.
- ▶ CBO in targeted areas act as intake sites for program.
- ▶ Lottery selection of eligible applicants-NYC public school students grades 8-11.

Prize Linked Savings (PLS) Accounts

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- ▶ Peer training model within high school curriculum.
- ▶ Initial eligibility for lottery— PLS goal for savings group. Winner takes all.
- ▶ Redesigned program to be multiple awardees that meet goals. Goal monies are shared.
- ▶ 3 month youth financial afterschool education program.

Winning the Lottery

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- ▶ Redesigning programs to have--
- ▶ Fairer access, transparency and outreach to youth—Fair process effect
- ▶ Multiple benefits, rewards and incentives
- ▶ Greater inclusion within communities
- ▶ Ability to demonstrate equity and distribution of benefits.

How Fair is your Program?

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- ▶ Q&A with participants on project designs and fairness issues
- ▶ Thanks for your participation!
- ▶ Photos are courtesy of USAID, IESP, and Mission SF