



THE WORLD BANK



# **Evaluating Impact: Turning Promises into Evidence**

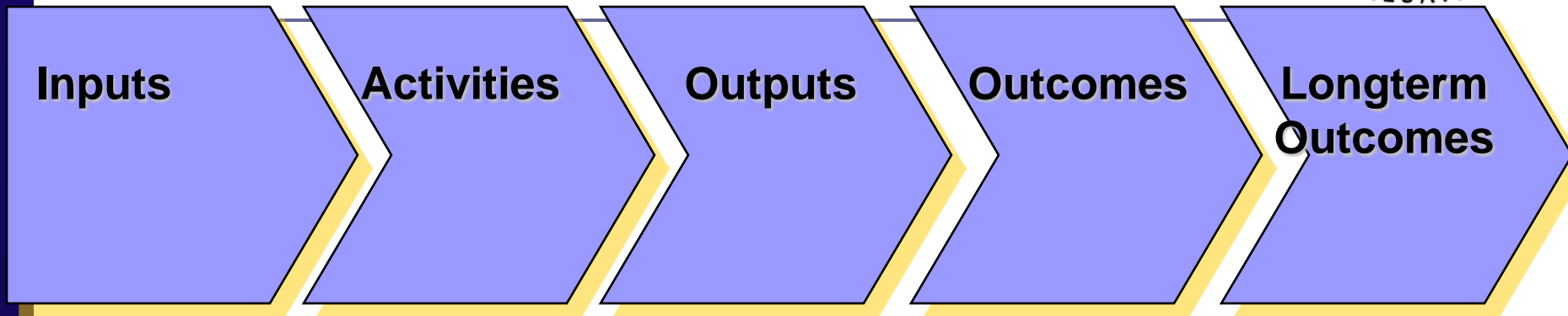
## **Employment for Young Female Graduates in Jordan**

Amman, March 2009

# 1. Background

- ❑ The Jordanian government requested from the World Bank to provide technical assistance and create concrete interventions to promote labor market opportunities for young educated women in Jordan, involving a rigorous impact evaluation.
- ❑ A project is being designed by the World Bank and Jordanian stakeholders (to increase employment opportunities for young female graduates in Jordan (ages 18-24)).
- ❑ Currently, the TA has four components which address both demand and supply side issues. The four components are as follow:
  - 1) career counseling
  - 2) skills development training (courses)
  - 3) internship placement
  - 4) Firm certification
- ❑ All of these components will be evaluated.

# 2. Results Chain



## •Budget

1) Arab World Initiative-design phase: 100,000

2) Implementation phase: estimated at \$2 million

## •Staffing

Gender Task Force for design, implementation, and monitoring (3 ministries, JNCW, CSO, NGOs, community colleges, UN, sectoral experts, research institutes, private sector)

1) Career Counseling

2) Skills training

3) Internship

4) Firm certification

•Counseling provided

•Technical Training delivered

•Internship placement provided

•Firm certification granted

• Increase likelihood of young female students to make informed career decisions

•Participating community colleges review curriculum and improve programs

•Young female graduates have skills that match labor market demands better

•Young female graduates have practical experience

•Young women graduates employed or start businesses

•Private firms hire and retain more women

•Women choose non-traditional career paths

•Young Women's private sector employment and entrepreneurship increased

•Gender-sensitive policies adopted by private sector firms

•Community colleges curriculum improved to better prepare female students for the job market

• Employment rate of female community college graduates increased

•Poverty reduced

# 3. Primary Research Questions

- ❑ Will career counseling result in women choosing fields of education that better match labor market demand?
- ❑ Will the participants that participate in the technical training have better chances of finding jobs
- ❑ Will employment opportunities improve for the participants as a result of the internship?
- ❑ Will private sector companies that participate in the firm certification program hire more women?
- ❑ Will women be more likely to seek jobs in the certified companies?

## 4. Outcome Indicators

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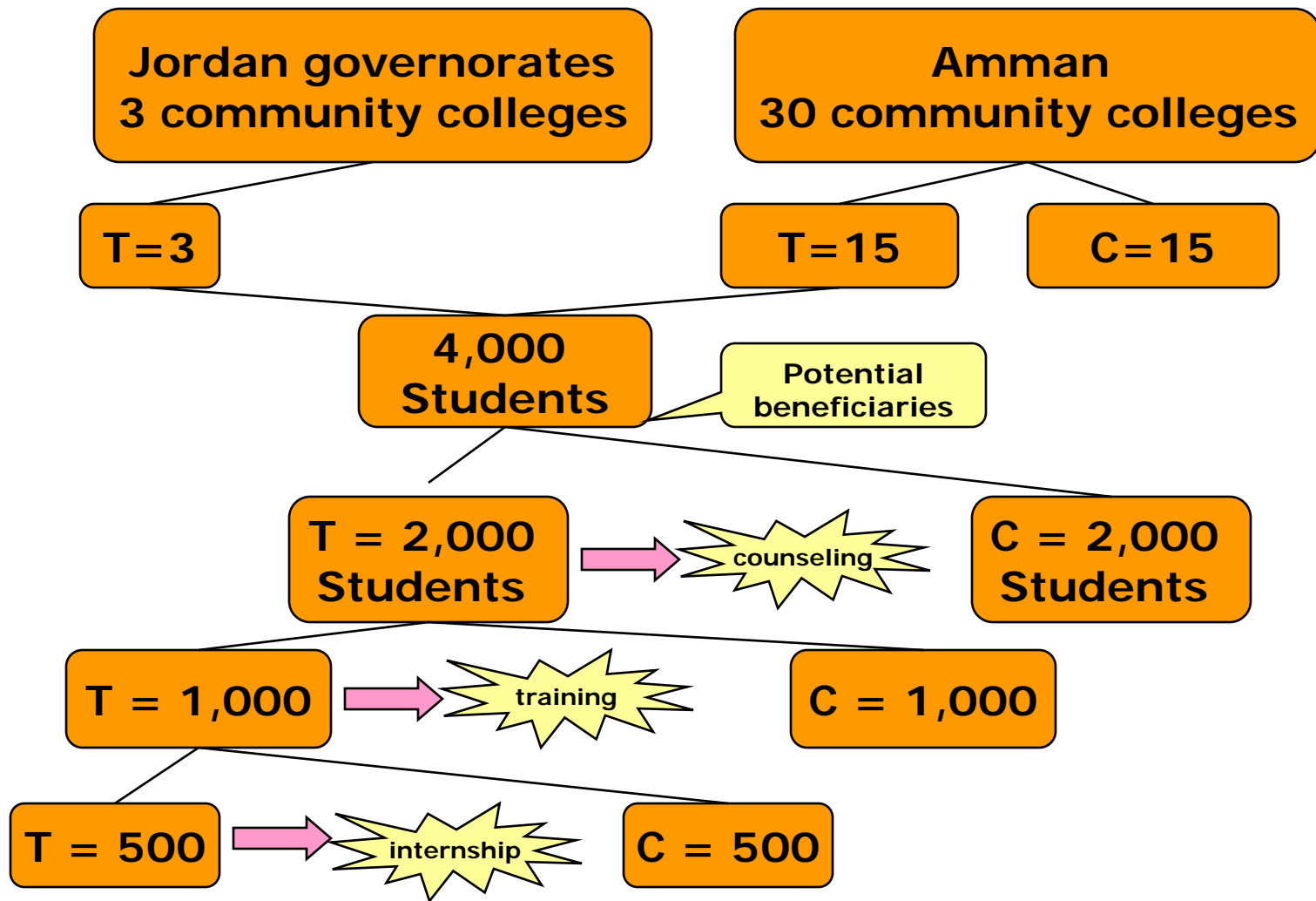
- ❑ Percentage change in the number of women who chose careers in the targeted sector
- ❑ % of females that found jobs as a result of the technical training
- ❑ % of females that found jobs as a result of the internship
- ❑ % of women who find jobs in the public sector, private sector, or start their own businesses
- ❑ % of female graduates hired and retained in certified firms
- ❑ Existing data-census, employment/unemployment survey, ICA data

# 5. Identification Strategy/Method

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- Prospective Approach
- Randomization- public lottery
- Multiple interventions-Diff in Diff

# Sample Selection



## 6. Sample and data

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- ❑ Census, employment/unemployment survey, investment climate survey data.
- ❑ Data from Ministry of labor and Ministry of higher education, Ministry of Commerce and Industry.
- ❑ Baseline survey + follow-up survey



# 7. Time Frame

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1. Private Sector Consultation (June/July 2009)
2. Preparation of baseline questionnaire (June/July 2009)
3. Preparation of course materials (July-August 2009)
4. Training for counseling (August 2009)
5. Baseline survey (September 2009)
6. Counseling (October- November 2009)
7. Training teachers for technical training (September 2009- January 2010)
8. Technical training (Feb 1, 2010- June 15, 2010 and Sept 15, 2010- Jan, 2011)
9. Internship (Feb-July 2011)
10. Follow-up survey (October 2011, 2012, 2013)
11. Firm certification process will be running parallel (Summer 2009-summer 2011)

# Work Plan

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1. Steering Committee (Secretary-Generals of the Ministry of Labor, Ministry of Higher Education, Ministry of Planning, and the JNCW)
  - Will provide advise/supervise the gender task force
  
2. Gender Task Force (Govt, NGOs, CSOs, Private sector, community colleges, researchers, UN, sectoral experts)
  - Responsible for design, implementation, and monitoring)

# 8. Sources of Financing

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- World Bank BB + pool of trust funds from bilateral donors.
- Government