

The School-to-Work Transition

Providing the Missing Link of Employability Skills

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NEED FOR RESEARCH

- India faces an employability crisis where enrollment in tertiary education is higher than ever but [employment outcomes for educated youth have declined](#) and become more unequal.
- Industry surveys find that [fewer than 50% of graduates rate as employable](#) (India Skills Report 2022) and [56% of employers find it difficult to fill jobs](#) (2018 Talent Shortage Survey)
- This project seeks to analyze [the effectiveness of the Medha Career Advancement Bootcamp \(CAB\)](#) on improving young people's career-oriented skills



CAREER ADVANCEMENT BOOTCAMP

- The bootcamp is Medha's core offering, a 30-hour course encompassing:
 - Professional communication (public speaking, resume writing, interview prep);
 - Teamwork activities (leadership, workplace etiquette); and,
 - Career preparation (goal planning, career research)
- The bootcamp was largely targeted at women in under-resourced tertiary schools in UP and Haryana
- Participants were assigned to three treatment groups:
 - Control Group;
 - Career Advancement Bootcamp (CAB); and,
 - Career Advancement Bootcamp plus internship support



RESEARCH SITES

- We studied Medha bootcamps at 17 under-resourced schools
- Our sample was split into 32 batches: 24 in UP and 8 in Haryana
- Students were randomly assigned to treatment groups on a rolling basis
- In total, 1406 students were enrolled in the study at baseline.



RESEARCH SAMPLE

	Baseline	Midline			Endline
		In-Person	Phone	Total	Phone
Treatment	987	245	464	709	465
Control	422	95	147	242	185
Total	1409	340	611	951	650

- Project started in August 2018; midline survey completed in July 2020.
- Endline activities began in January 2024 with a feasibility study (21% surveys completed).
- Survey instruments were shortened to improve completion rates.
- Endline data collection took place in July-August 2024, achieving a 46% completion rate. 75% of the sample that was followed in endline was also followed in midline data collection.

OUTCOMES MEASURED

Labor Market Experience

- Measure current employment status.
- Measure labor market participation in paid employment, self-employment and internships.
- Also measure readiness and engagement with labor market
 - Resume is ready to be shared
 - Appeared for a competitive exam in the last year
 - Visited a job portal at all in the last year

Education Attainment

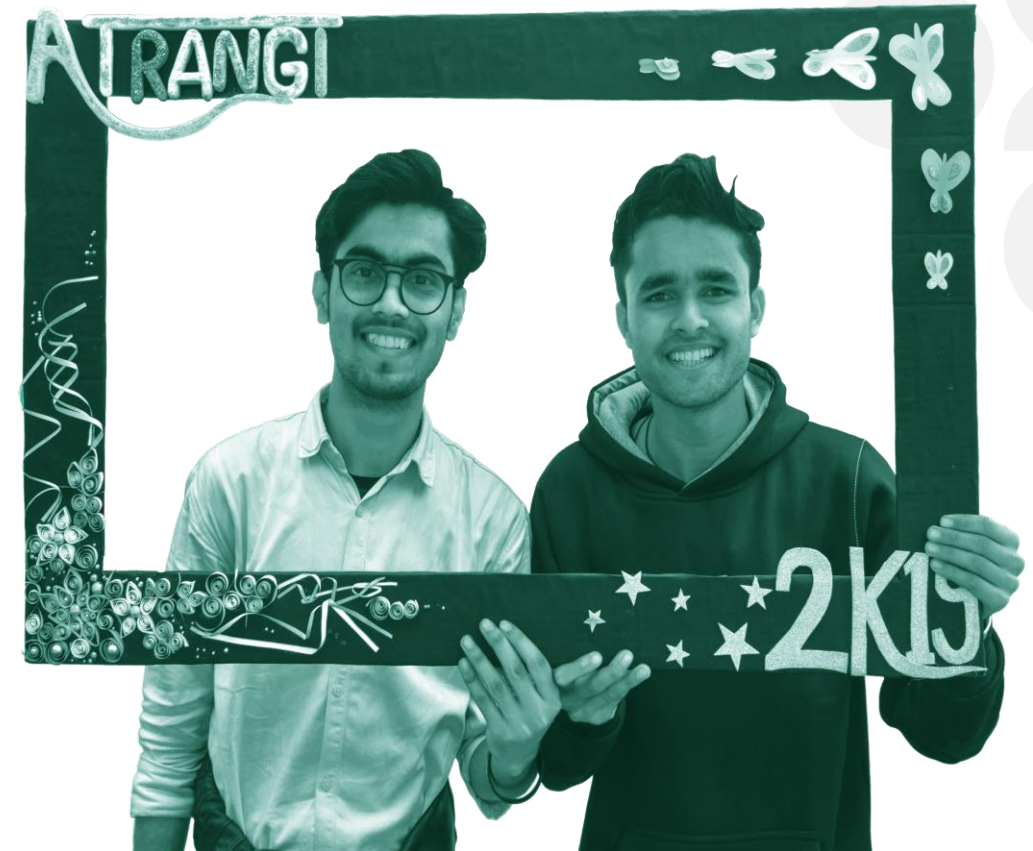
- Measure highest level of education attained

Aspirations

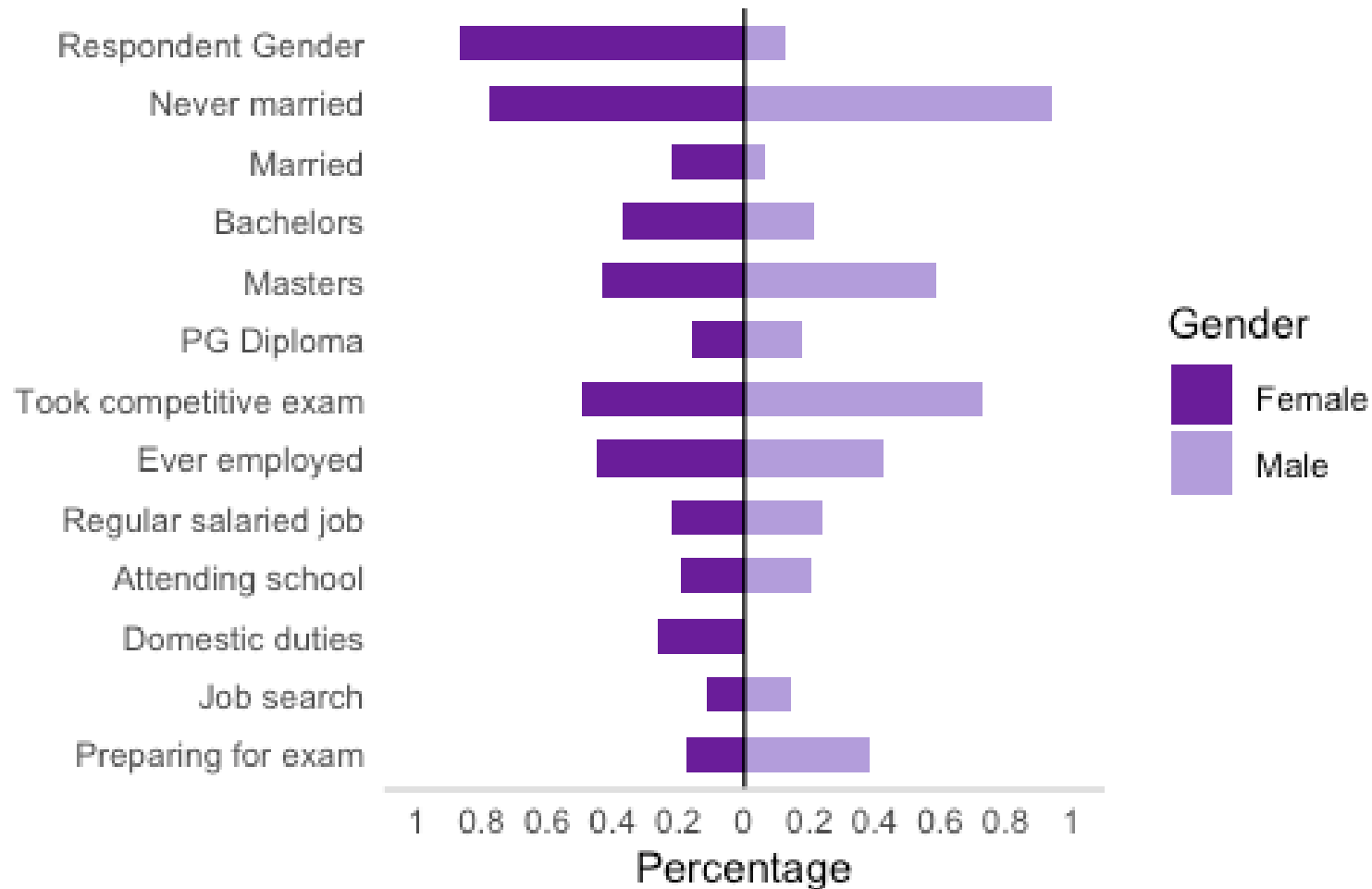
- Aspiration about primary employment status five years from now

Agency Index

- An index of financial, education, career and mobility agency

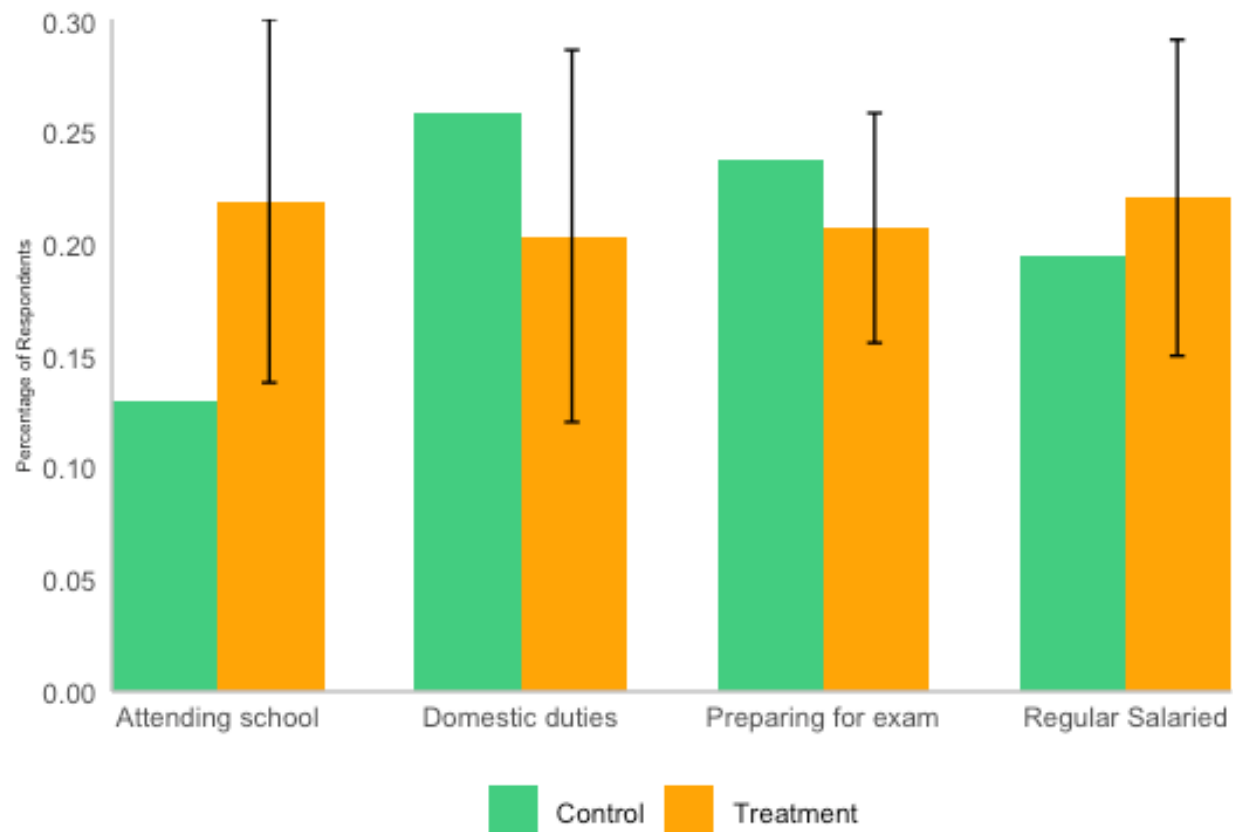


DESCRIPTIVE STATISTICS



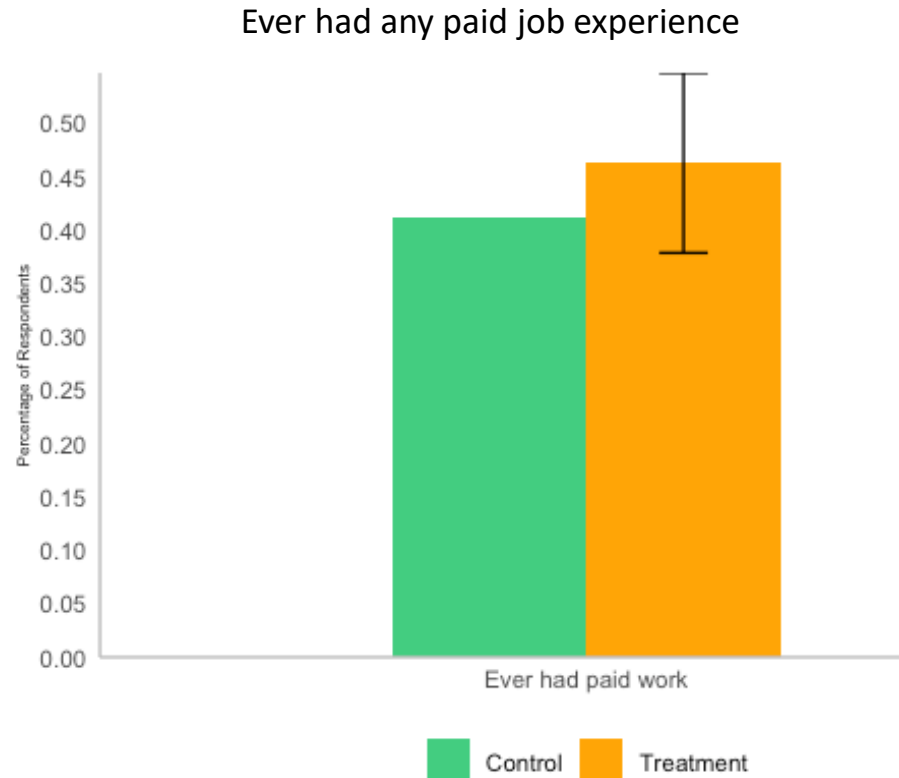
The average age of respondent (both male and female) is 25 yrs. Average age of married respondents is 26 yrs.

CURRENT EMPLOYMENT STATUS



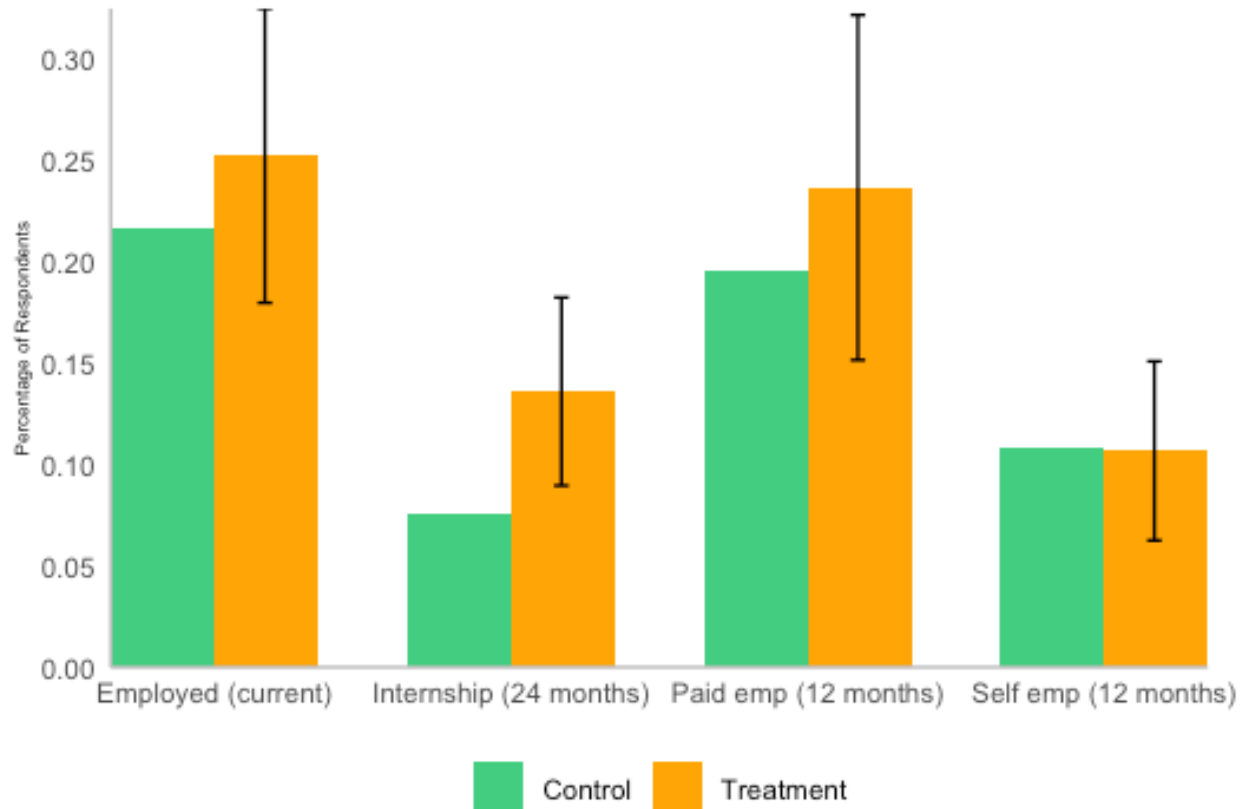
- Treated students were significantly more likely to report their current employment status as currently attending an education institution.
- 22% of students in treated group reported to be currently studying as compared to 13% in the control group.
- There are no significant difference in other current employment status

PAID JOB EXPERIENCE



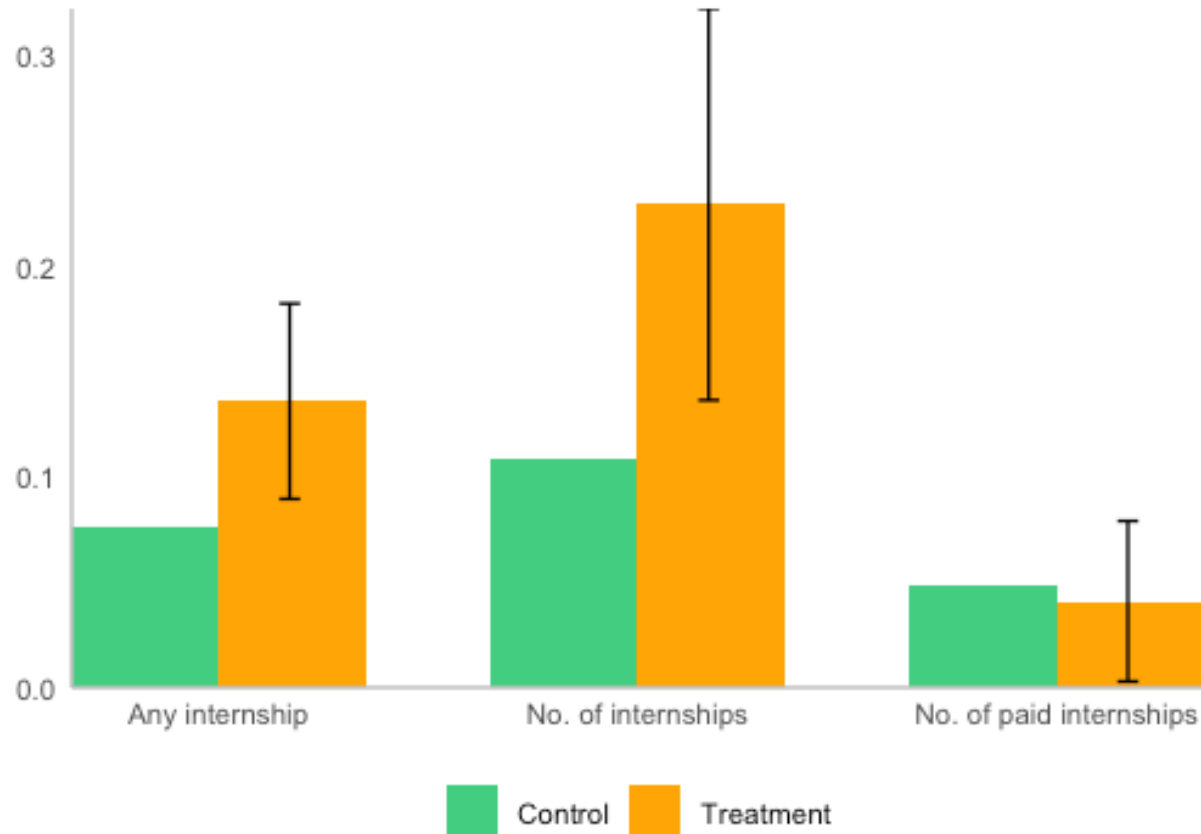
- 46% of treated participants had any paid employment history compared to 41% in the control group. This difference was not significant.
- On average, treated students had 11.3 months of total paid job experience as compared to 9.3 months of experience in control group.

EMPLOYMENT EXPERIENCE



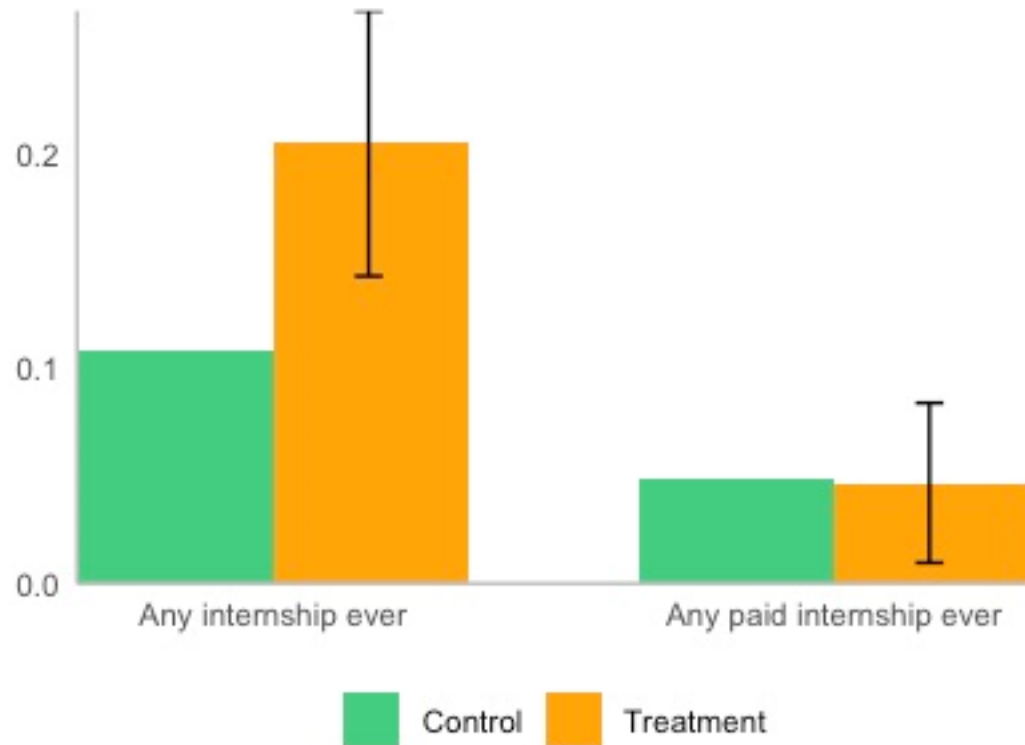
- Positive effects on internship experience in the last 24 months.
- 13.8% students in the treated group reported having done an internship in the past 24 months compared to 7.6% in the control group.
- Treated group had a higher proportion employed recently or currently, but difference is not statistically significant.

INTERNSHIP EXPERIENCE



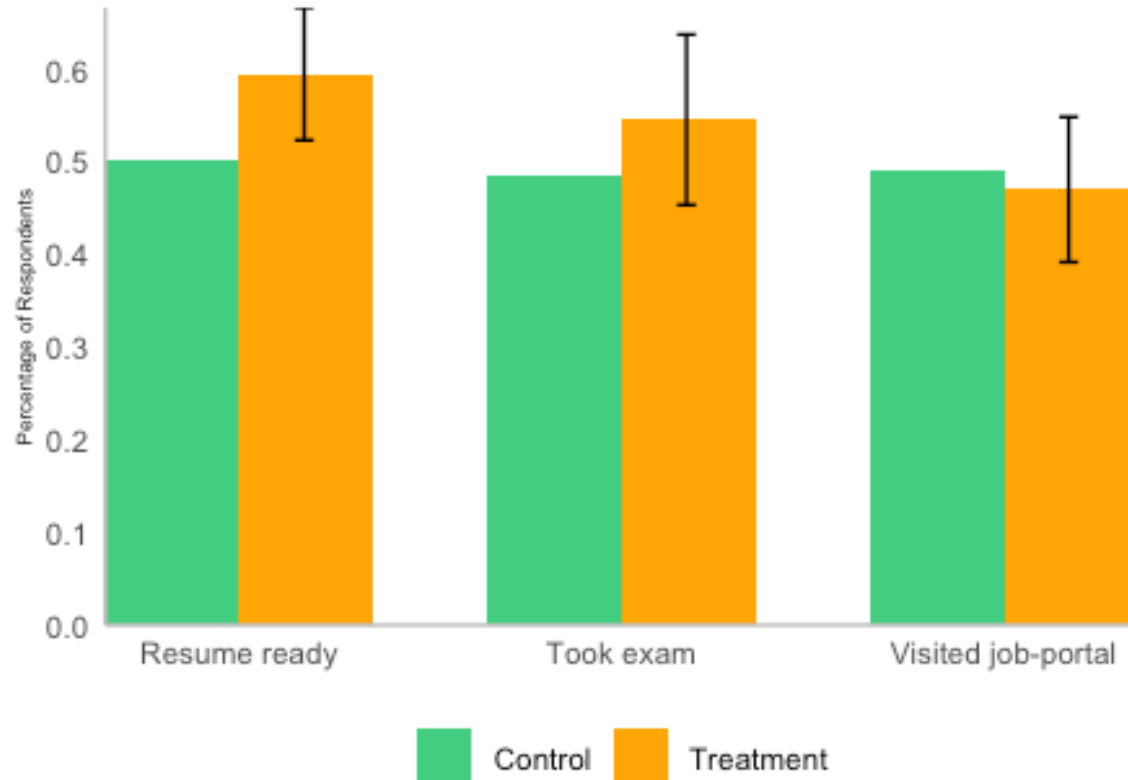
- Positive and significant effect of having any internship experience.
- On average, treated students had 0.12 more internships than control students.
- Among 78 students who did an internship, 60% students did 1 internship and 25% did 2 internships. Rest did 3 or more.

INTERNSHIP EXPERIENCE (including 2019-2020)



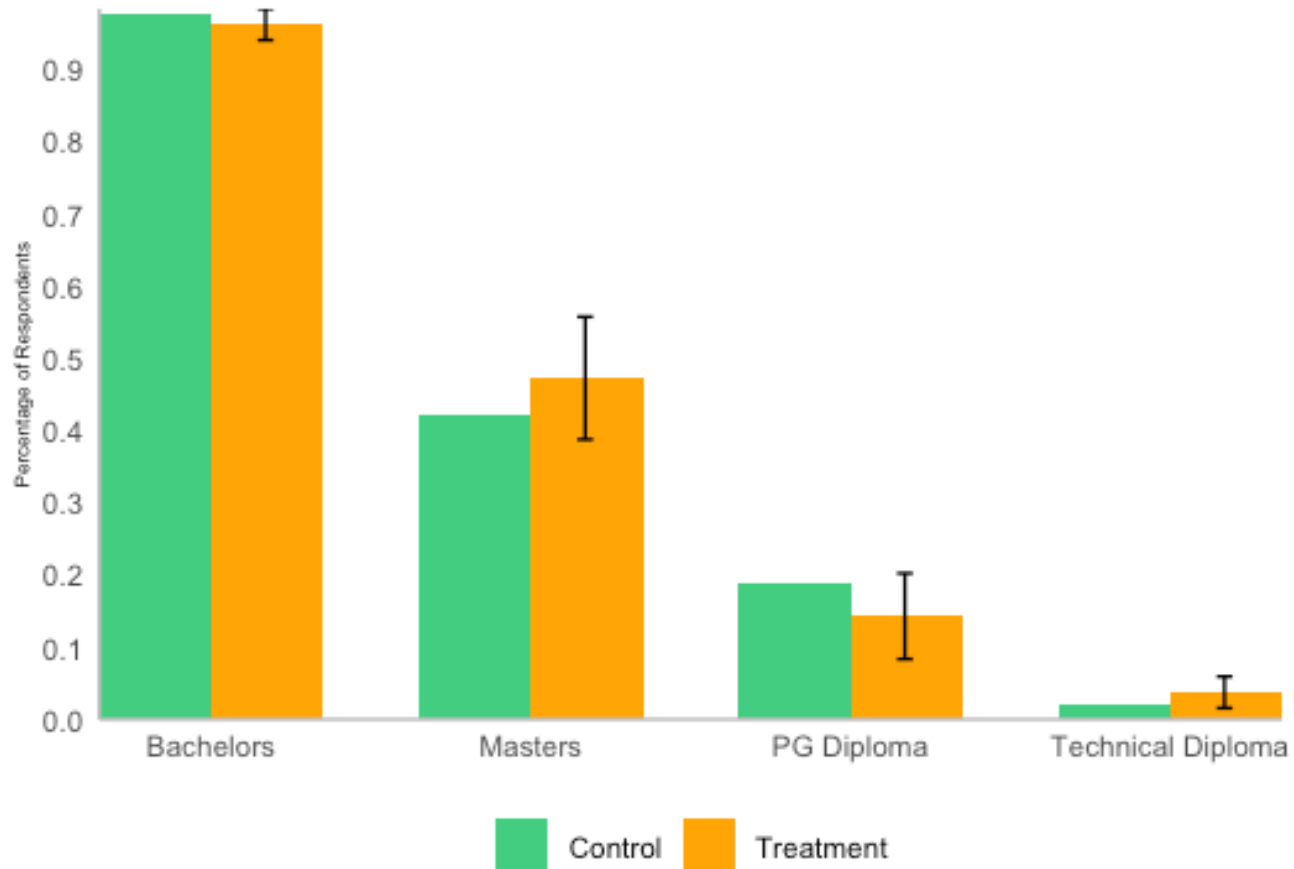
- Positive and significant effect of having any internship experience.
- On average, treated students were 10 pp more likely to have any internship experience.
- There are no differences in having a paid internship experience.
- These results come from respondents who were followed up both at midline and endline.

JOB MARKET ENGAGEMENT



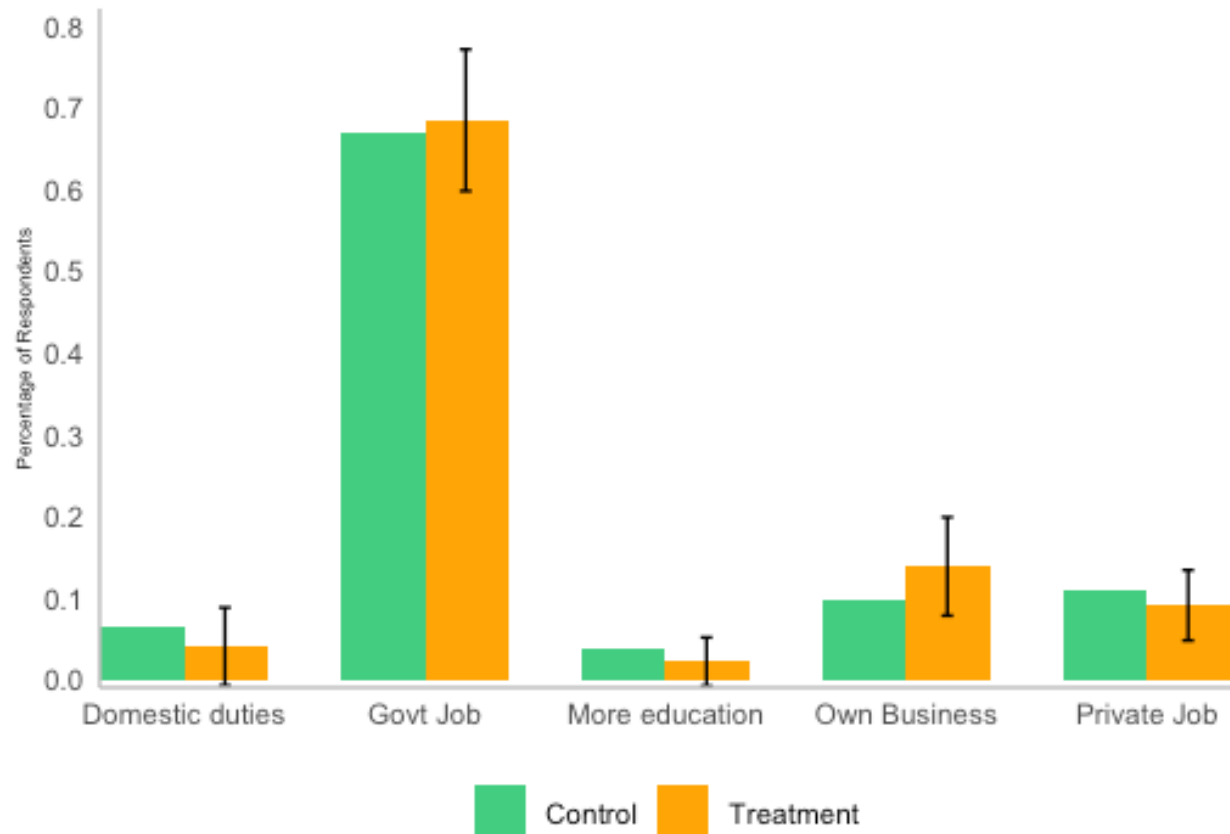
- Treated study participants were significantly more likely to have a resume that was readily shareable.
- Treated participants were 10 percentage points more likely to have a resume ready.
- No effect on having appeared for a competitive exam or visiting a job portal.

LEVEL OF EDUCATION



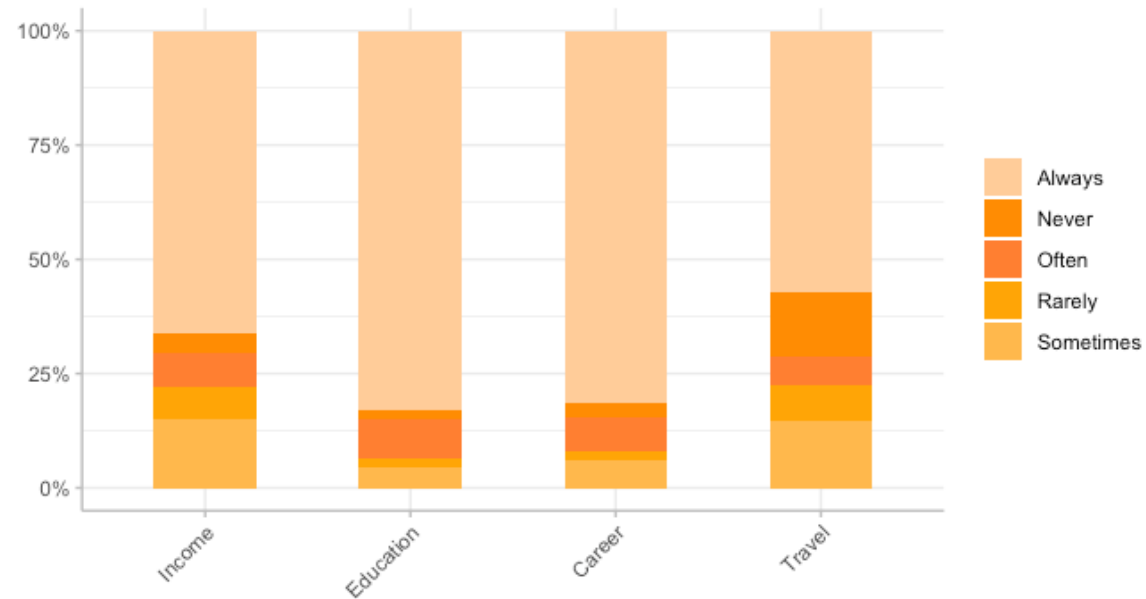
- About 45% of study participants obtained a masters.
- There are no differential impacts on highest level of education attained (yet, given some are still in school).

ASPIRATIONS (5 YEARS FROM NOW)



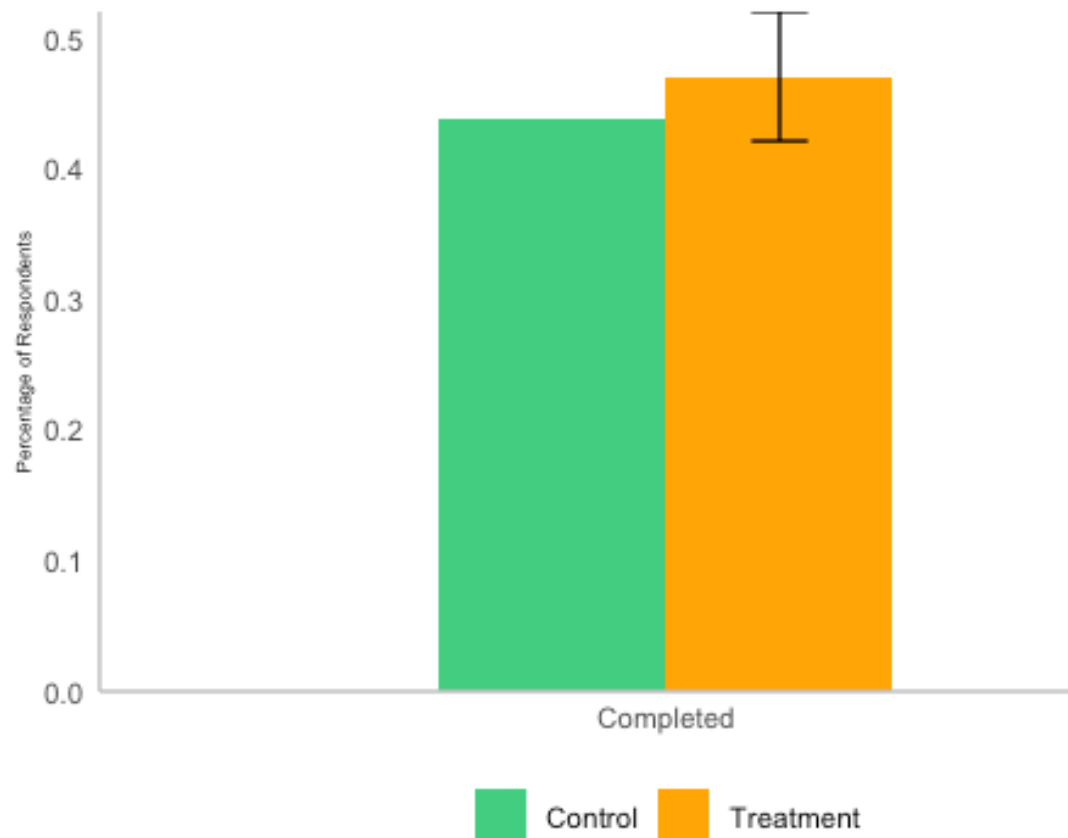
- Majority of study participants aspire for having a job in the government sector.
- There is no differential effect on aspirations held.

AGENCY INDEX



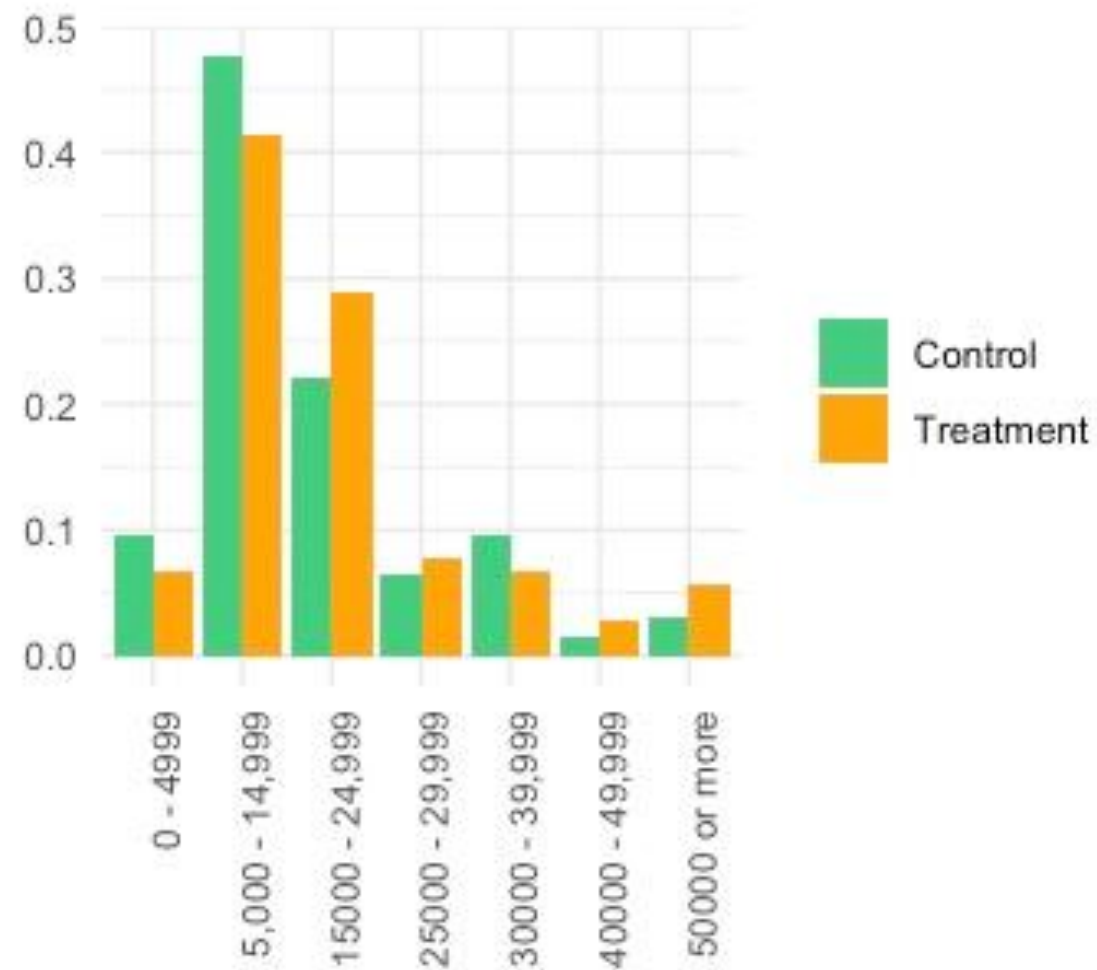
- Participants were asked about their independence in decision-making regarding income, education, career, and travel.
- Majority of respondents believe they can always make their decisions independently.
- There is no effect on the agency index.

ATTRITION



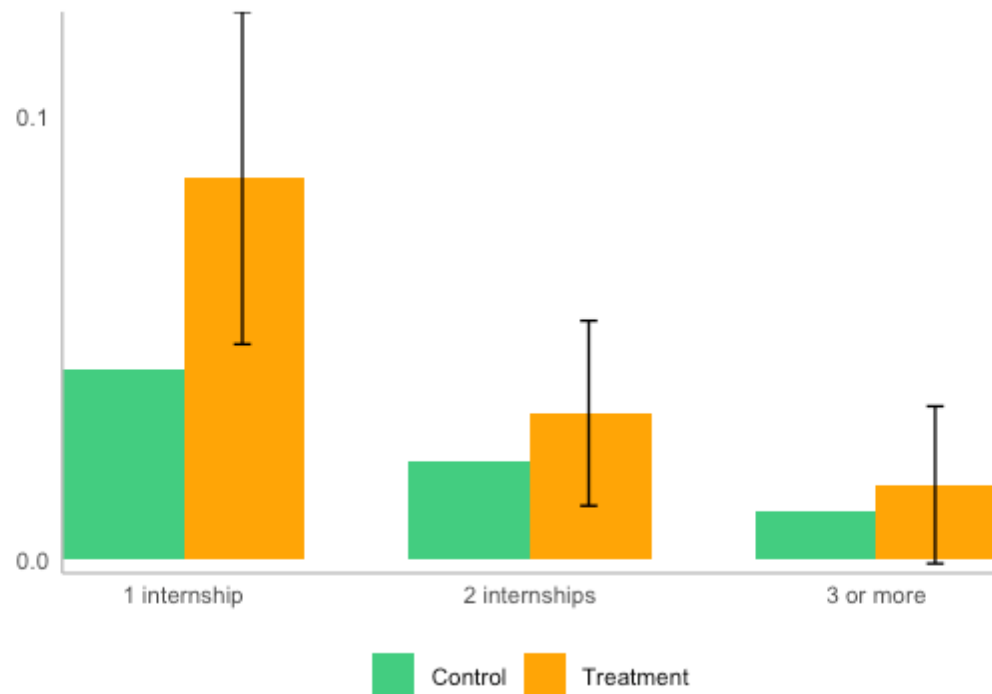
- Attrition is high in both treatment and control groups.
 - This was driven by difficulties in reaching respondent on their phone.
- Attrition is balanced across treatment and control group.

AVERAGE MONTHLY INCOME IN PAID EMPLOYMENT



Number of treatment and control observations are 104 and 30 respectively

NUMBER OF INTERNSHIPS



- Treated students were significantly more likely to have completed an internship.

Post-estimation Power Calculations

We conducted power analysis to ascertain the number of participants needed to confidently detect the program's impact on "Any paid employment history". The control group's employment rate was 41.1%, and we observed a 5.1 percentage point increase due to the program. Considering different assumptions—such as whether individuals are randomized individually or in clusters, and the level of similarity within clusters (intracluster correlation)—we estimate that a sample size of about 3,500 to 5,000 individuals would be required to detect an effect of this size with 80% power at a 5% significance level.

DESCRIPTIVE STATISTICS

Table 1: Descriptive Statistics

	Male	Female	<i>p</i> -value
Never Married	.942	.775	0
Married	.058	.222	0
Took competitive exam	.733	.495	0
Bachelors	.977	.961	.398
Masters	.581	.433	.045
PG Diploma	.186	.156	.618
Took competitive exam	.733	.495	0
Any paid job history	.43	.45	.845
Regular salaried	.244	.216	.727
Attending School	.198	.193	.941
Domestic duties	0	.268	0
Job search	.14	.113	.346
Preparing for exam	.384	.176	.063
Observations	86	564	

Regressing each dependent variable on a dummy for gender and clustering standard error at batch level.