

RCT ENDLINE REPORT



The school-to-work transition:
Bridging the gap with skills, experience, and alumni support

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THE SCHOOL-TO-WORK TRANSITION IN INDIA IS A HUGE CHALLENGE AND UNDER-RESEARCHED

- 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 preparedness and progression



J-PAL AND MEDHA EVALUATED THE IMPACT OF A CAREER PREPARATION PROGRAM FOR YOUTH, SPECIFICALLY YOUNG WOMEN

The bootcamp is 30-hours of in and out of class activities comprised of:

- 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 Uttar Pradesh and Haryana

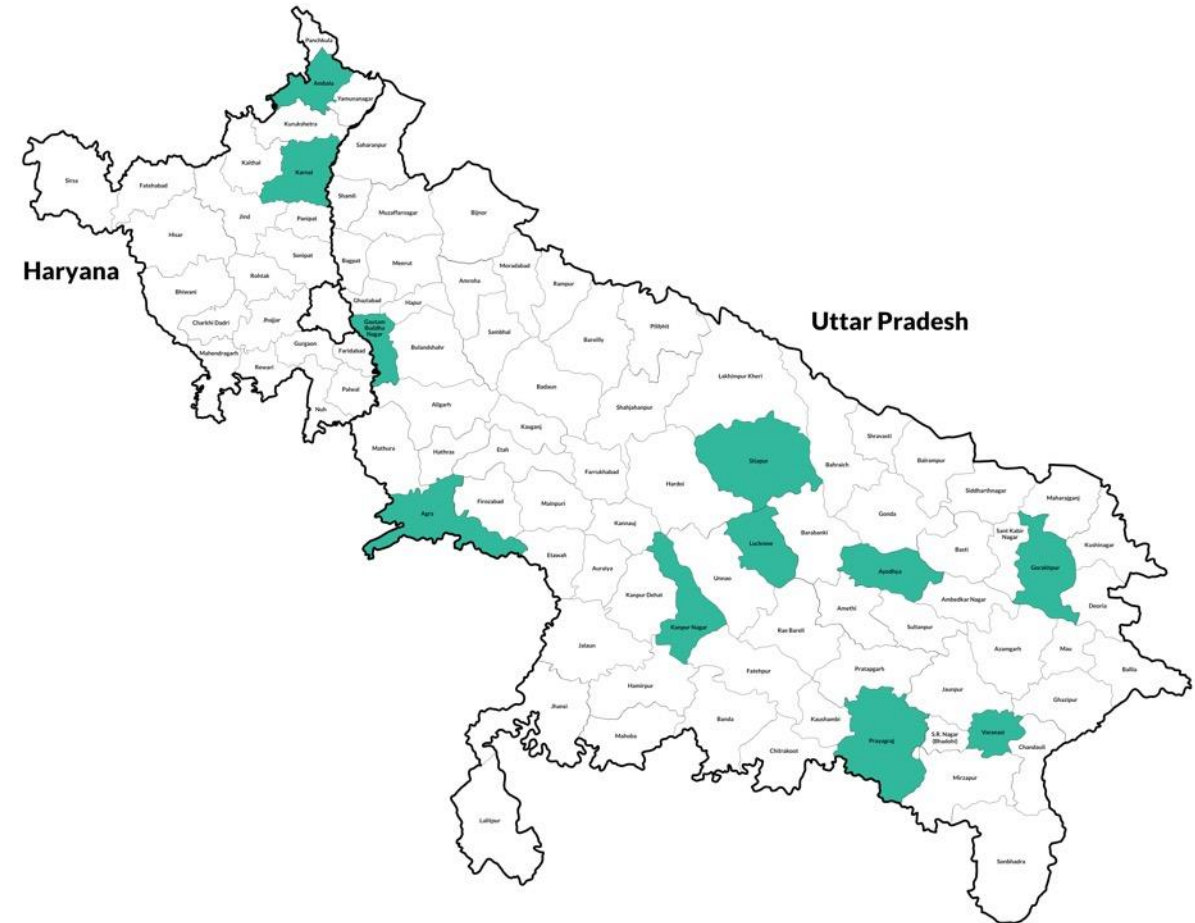
Participants were assigned to three treatment groups:

- Control Group;
- Career Advancement Bootcamp (CAB); and,
- Career Advancement Bootcamp plus internship support



THE RESEARCH COVERED 1,400 STUDENTS FROM TIER II/III CITIES IN UTTAR PRADESH AND HARYANA

- 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.



DESPITE DELAYS AFTER THE MIDLINE DUE TO COVID-19, THE STUDY WAS COMPLETED WITH AN ENDLINE IN 2024

	BASELINE	MIDLINE		ENDLINE	
	Total	In-person	Phone	Total	Phone
Treatment	987	245	464	709	483
Control	422	95	147	242	193
TOTAL	1409	340	611	951	676

- Project started in August 2018; midline survey completed in July 2020.
- Endline activities began in January 2024 with a feasibility study.
- 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.

THE ENDLINE FINDINGS WERE GROUPED INTO CAREER PROGRESSION AND AGENCY INDICATORS

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

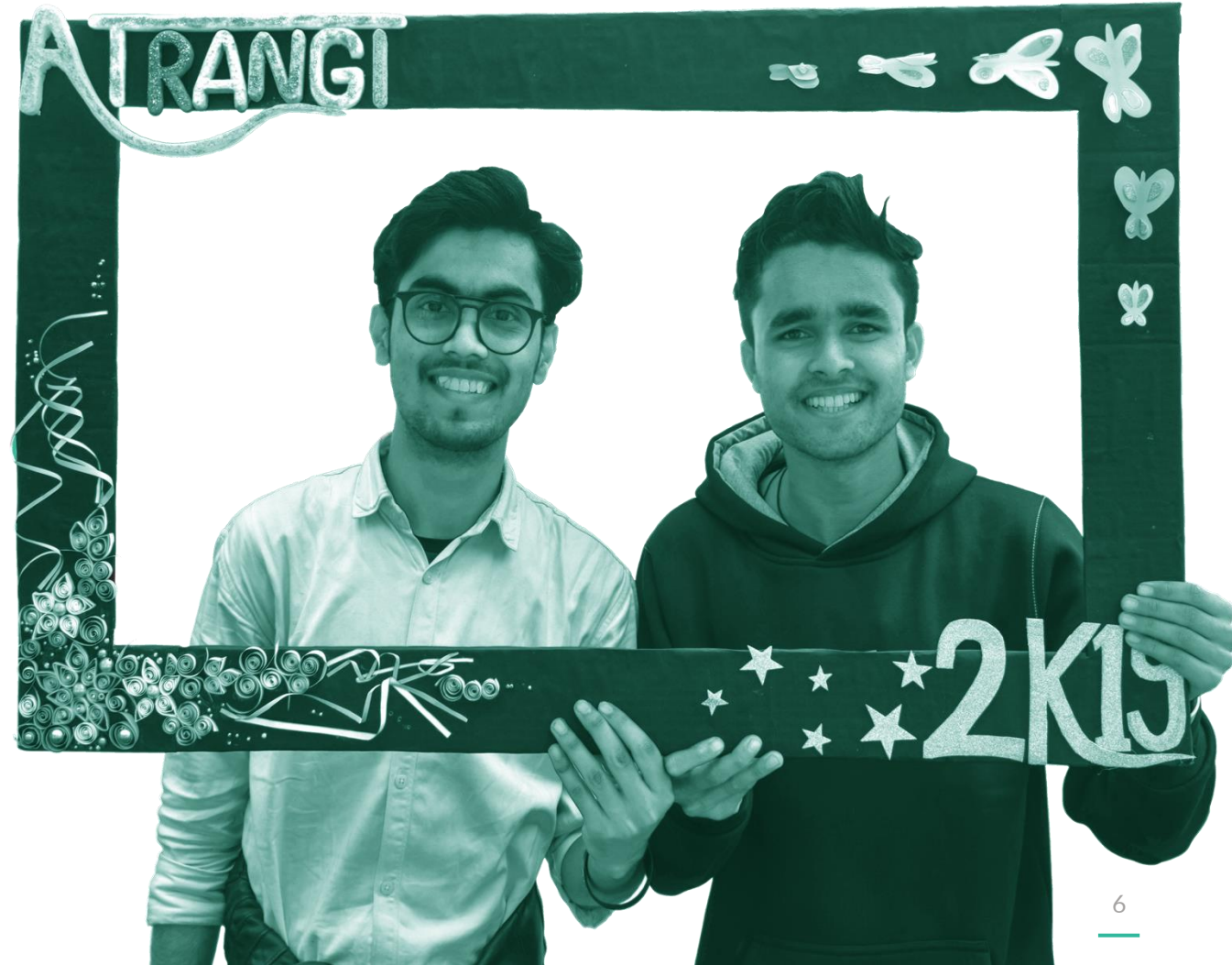
Measure highest level of education attained

Aspirations

Aspiration about primary employment status five years from now

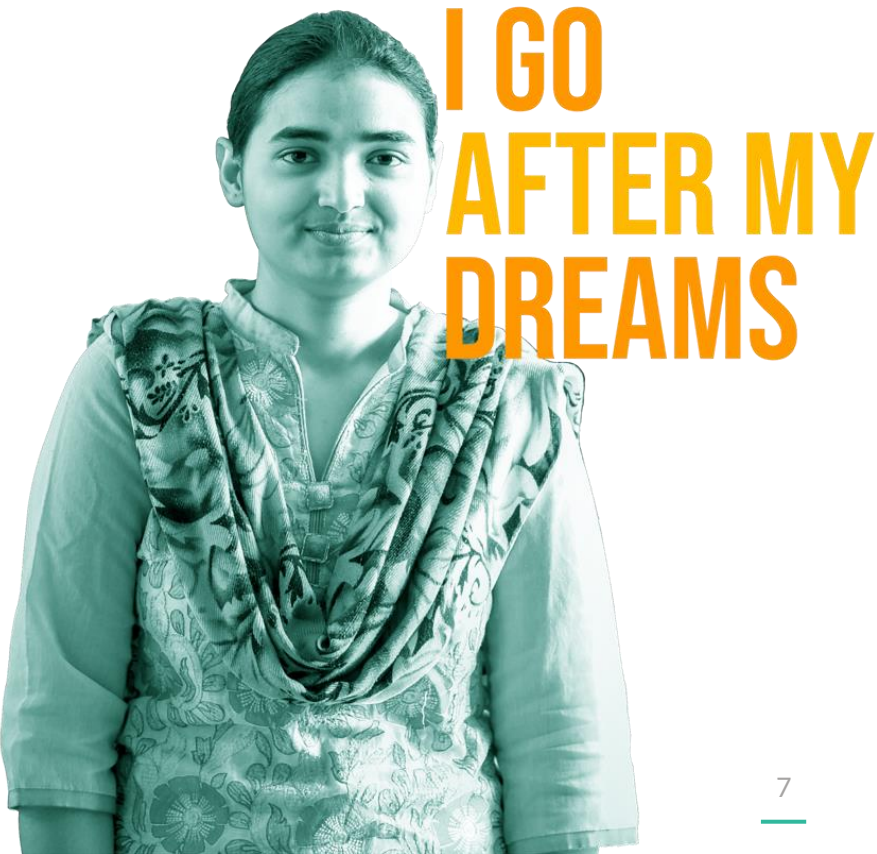
Agency Index

An index of financial, education, career and mobility agency

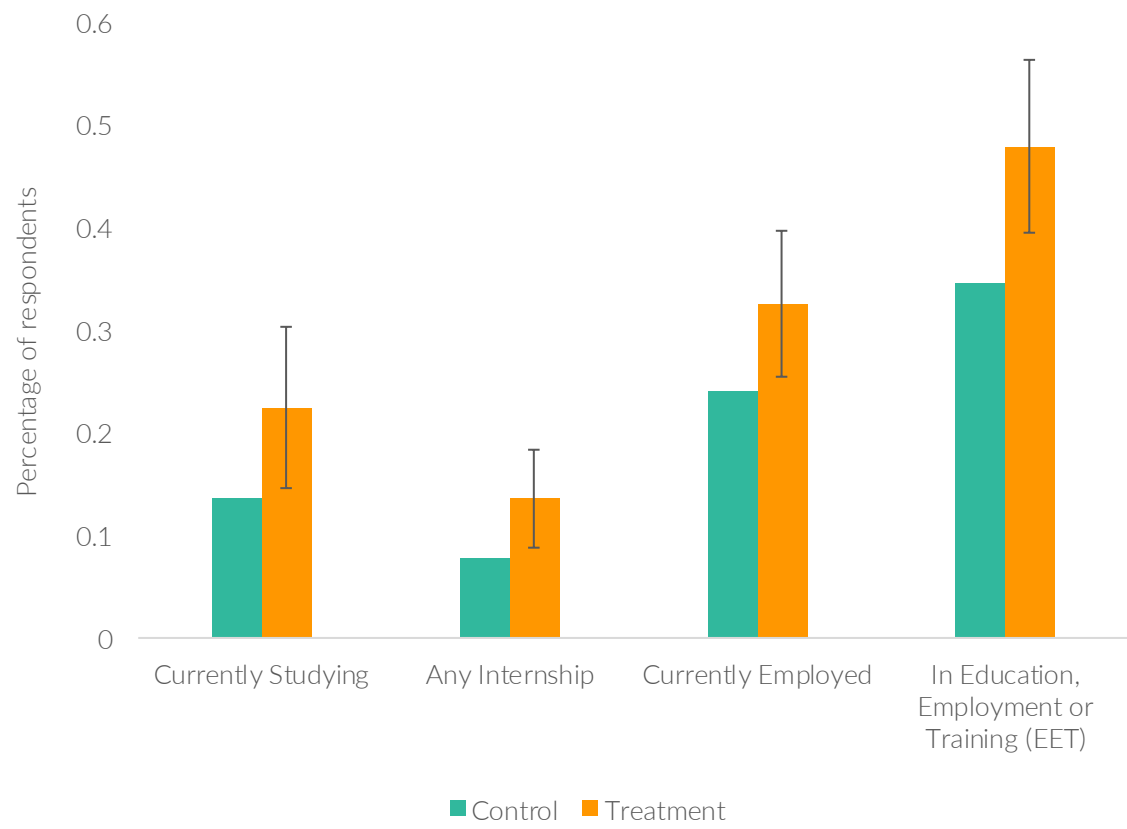


THE MIDLINE ESTABLISHED STRONG EVIDENCE OF IMPROVED CAREER PREPAREDNESS

Section	Index components	Δ from control
CAREER PLANNING Standard Deviation: 0.253	Describe how you will achieve your career goal?	13%
	Have an alternative career goal?	10%
	Articulate a career goal?	7%
CAREER AWARENESS Standard Deviation: 0.165	Used a job portal in the last 12 months?	15%
	Do you have any work experience?	9%
	Understanding of private sector opportunities	2%
CAREER READINESS Standard Deviation: 0.559	Do you have a resume/know how to prepare one?	27%
	Have you completed an internship	15%
	Mock interview performance	12%



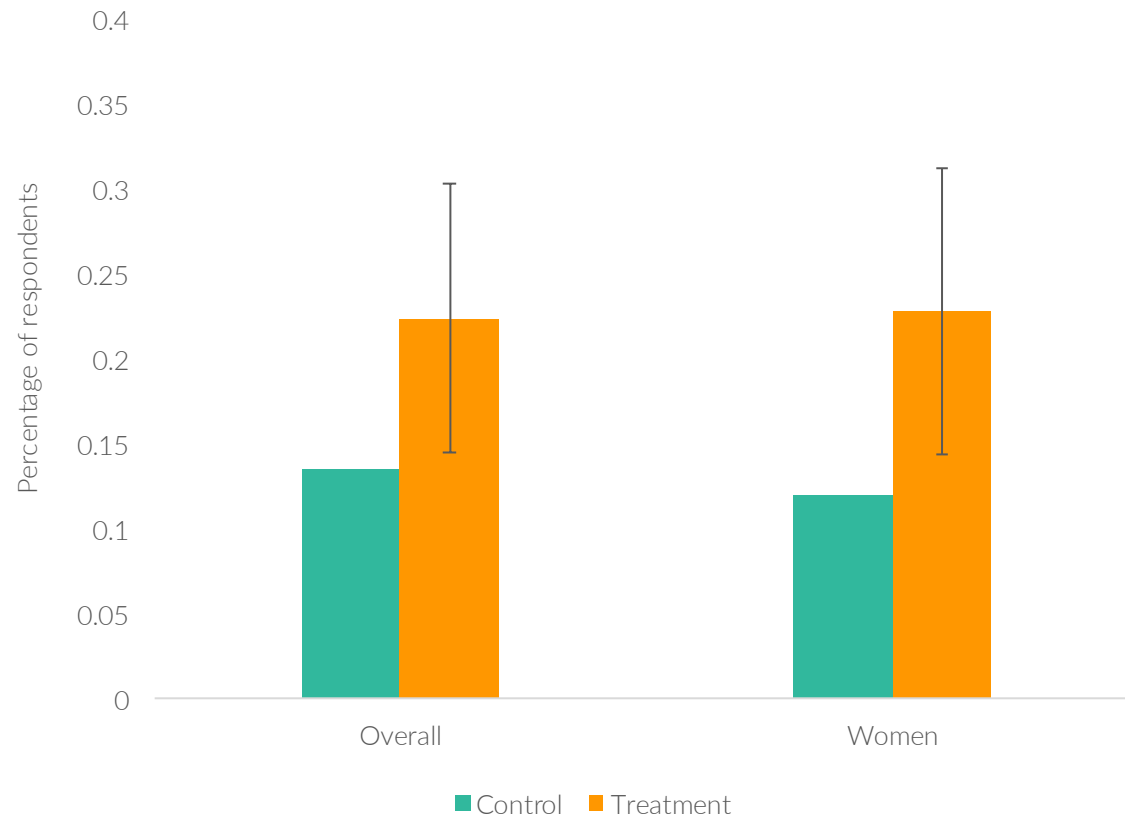
THE ENDLINE FINDS THIS GREATER PREPARATION HAS TRANSLATED INTO EARLY CAREER PROGRESSION DIFFERENCES BETWEEN MEDHA ALUMNI AND THEIR PEERS



The endline findings show statistically significant improvements across key school-to-work outcomes:

- Higher education
- Workplace experience
 - Employment

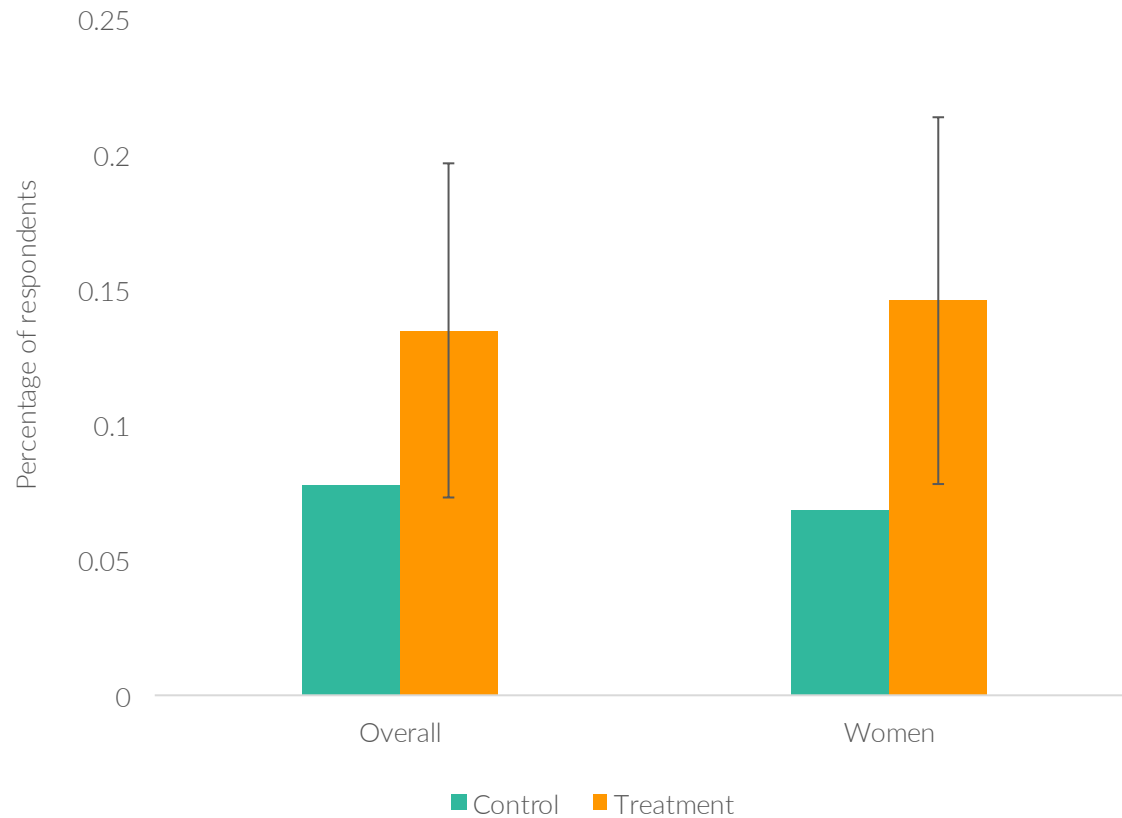
MEDHA ALUMNI ARE MORE LIKELY TO BE ENROLLED IN HIGHER EDUCATION



22.4% of alumni in the treatment group reported being currently enrolled in education compared to **13.5%** in the control group. A statistically significant **9.11pp** difference (**p = 0.026**).

22.8% of women in the treatment group reported being currently enrolled in education compared to **11.9%** in the control group. A statistically significant **10.29pp** difference (**p = 0.027**).

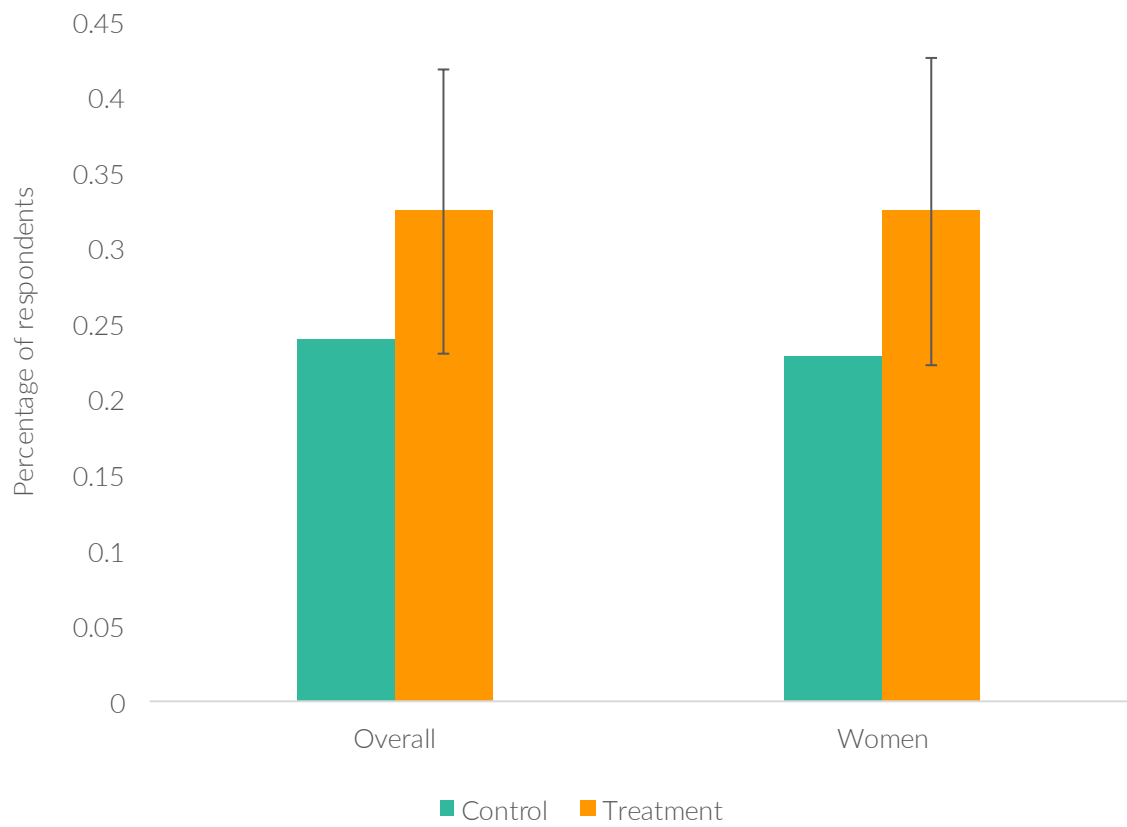
GAIN WORK EXPERIENCE THROUGH INTERNSHIPS



13.5% of alumni in the treatment group reported having completed at least one internship in the past 24 months compared to **7.8%** in the control group. A statistically significant **5.51pp** difference ($p = 0.028$).

14.6% of women in the treatment group reported having completed at least one internship in the past 24 months compared to **6.9%** in the control group. A statistically significant **7.03pp** difference ($p = 0.006$).

AND BE EMPLOYED AFTER FINISHING EDUCATION

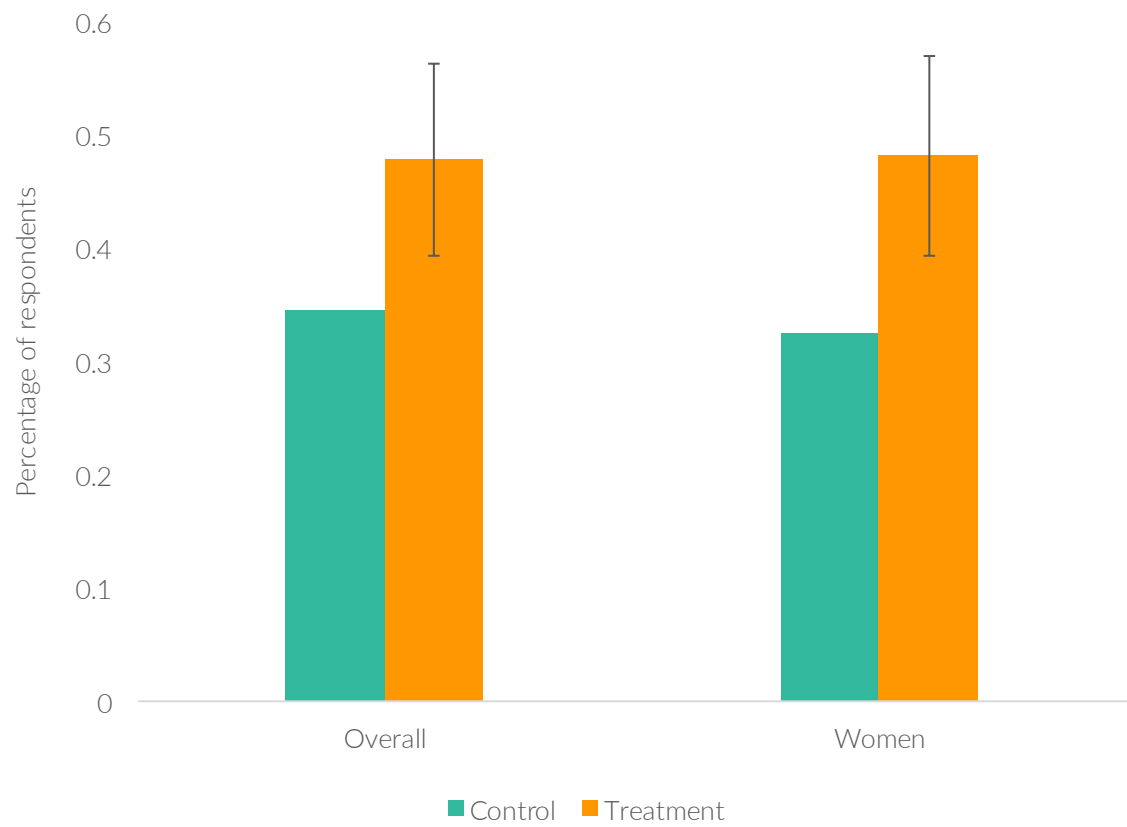


Treated students who were not currently studying were **9.5pp** more likely to be employed in wage or self-employment, marginally significant at **(p = 0.072)**.

32.5% were currently employed compared to **24%** in the control group. A marginally significant **9.46pp** difference **(p = 0.072)**.

32.5% of women were currently employed compared to **22.9%** in the control group. A marginally significant **9.59pp** difference **(p = 0.096)**.

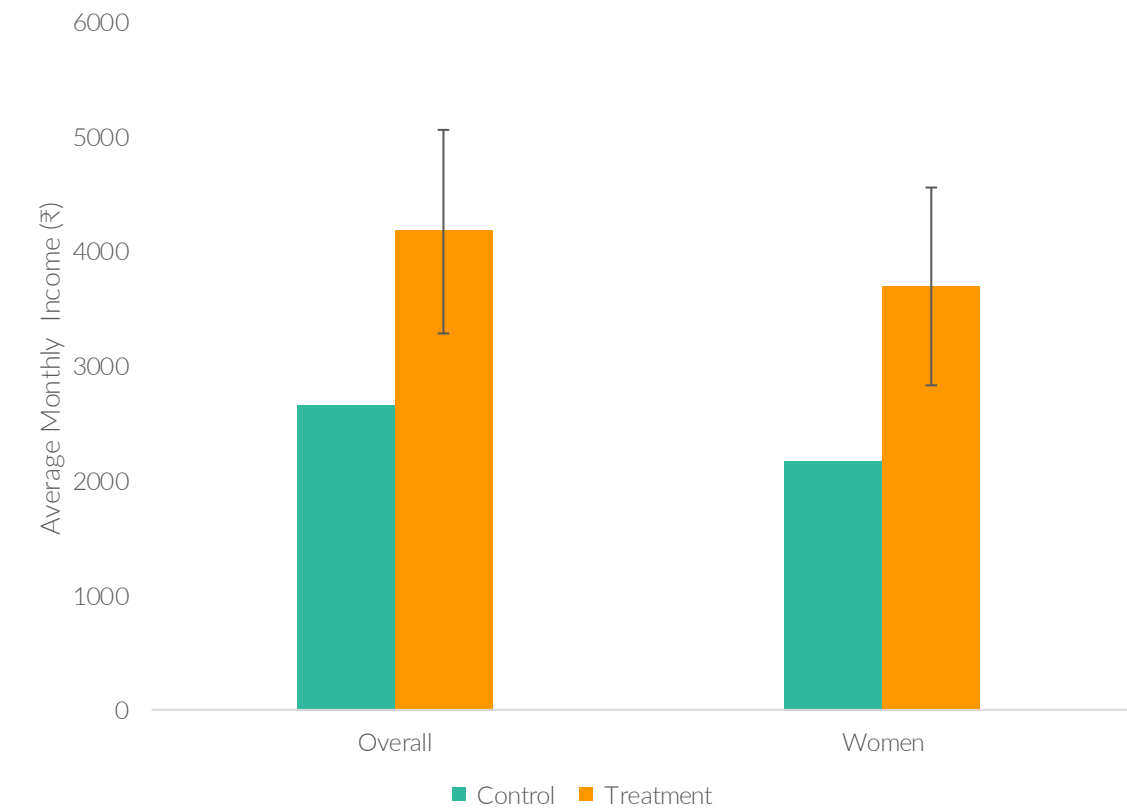
COMBINED, THIS TRANSLATES INTO SIGNIFICANTLY HIGHER PARTICIPATION
IN EDUCATION, EMPLOYMENT, AND TRAINING (EET)



47.9% of alumni in the treatment group were in education, employment, or training (EET), compared to 34.6% in the control group. A statistically significant 13.3pp difference ($p = 0.010$).

48.2% of women in the treatment group were in education, employment, or training (EET), compared to 32.5% in the control group. A statistically significant 15.5pp difference ($p = 0.011$).

EARLY ECONOMIC PARTICIPATION LEADS TO DURABLE INCOME GAINS FOR MEDHA ALUMNI COMPARED TO THEIR PEERS

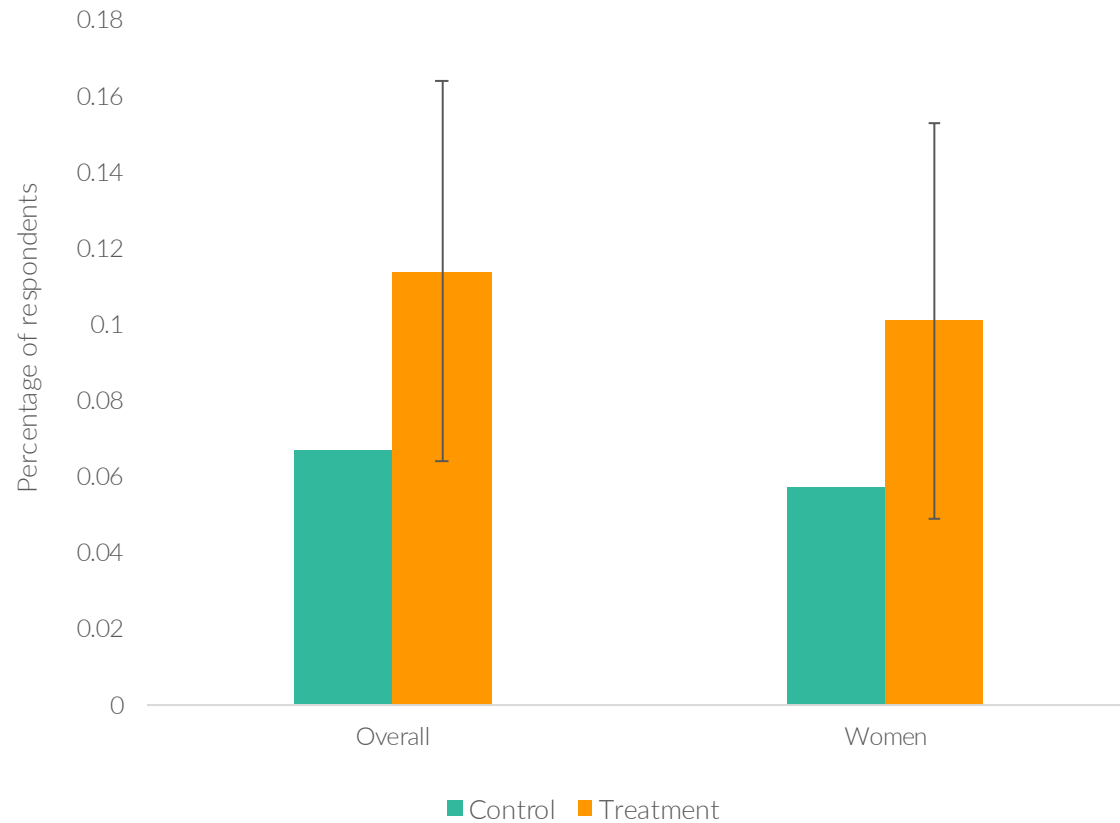


Four years after graduation, Medha alumni earned an average monthly income of ₹4,177 (~\$49), compared with ₹2,655 (~\$31) in the control group (Intent to Treat Estimate). A statistically significant ₹1,799 (~\$19) difference ($p = 0.048$).

Women in the treatment group earned an average monthly income of ₹3,697 (~\$43), compared with ₹2,170 (~\$25) in the control group. A marginally significant ₹1,546 (~\$16) difference ($p = 0.082$).

These include zero values for non-earning respondents. With non-earners excluded, Medha alumni earn ₹13,422/month (~\$148) compared to ₹10,125/month (~\$111) for their peers. Per capita income in our operational geography is ~ ₹10,500/month (~\$115).

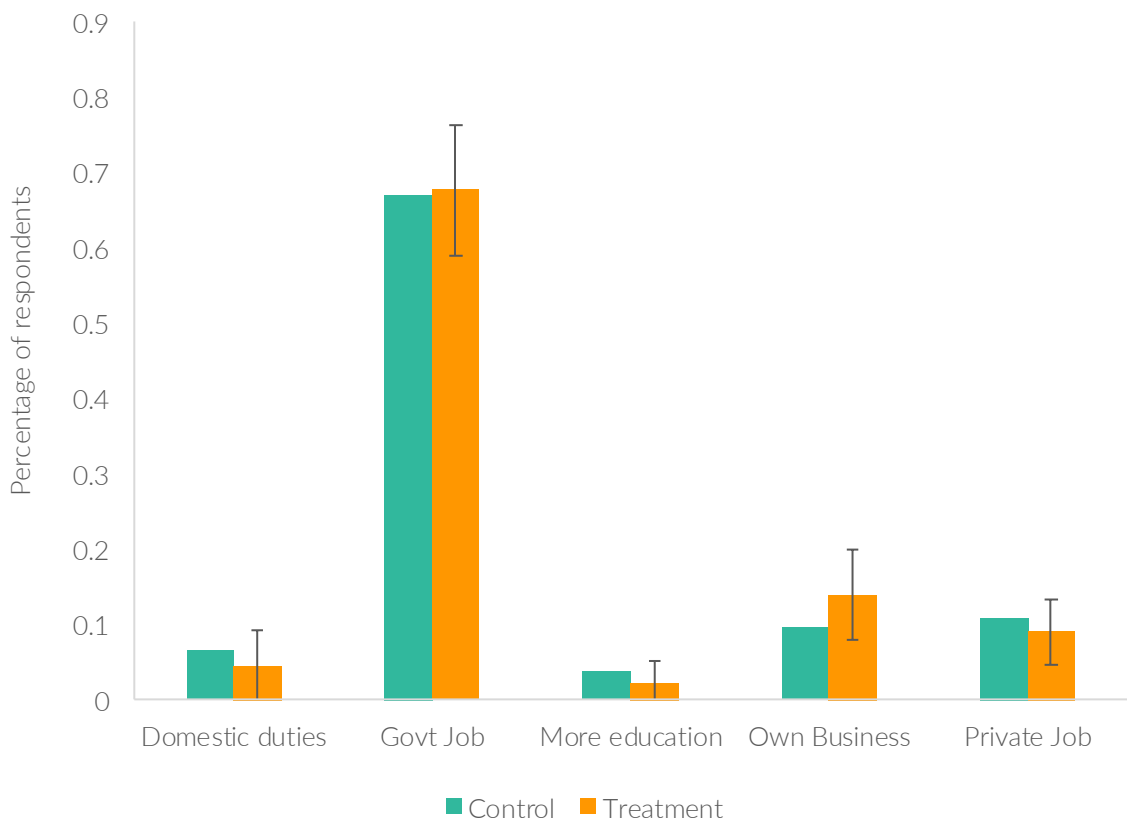
ENABLING THEM TO CROSS KEY INCOME THRESHOLDS EARLIER THAN THEIR PEERS



11.4% of Medha alumni reported earning at least **₹15,000/month (~\$165)** from wage employment four years after graduation, compared to **6.7%** in the control group. A statistically significant **4.65pp** difference (**p = 0.045**).

10.1% of women in the treatment group reported earning at least **₹15,000/month (~\$165)** from wage employment compared to **5.7%** in the control group. A marginally significant **4.43pp** difference (**p = 0.059**).

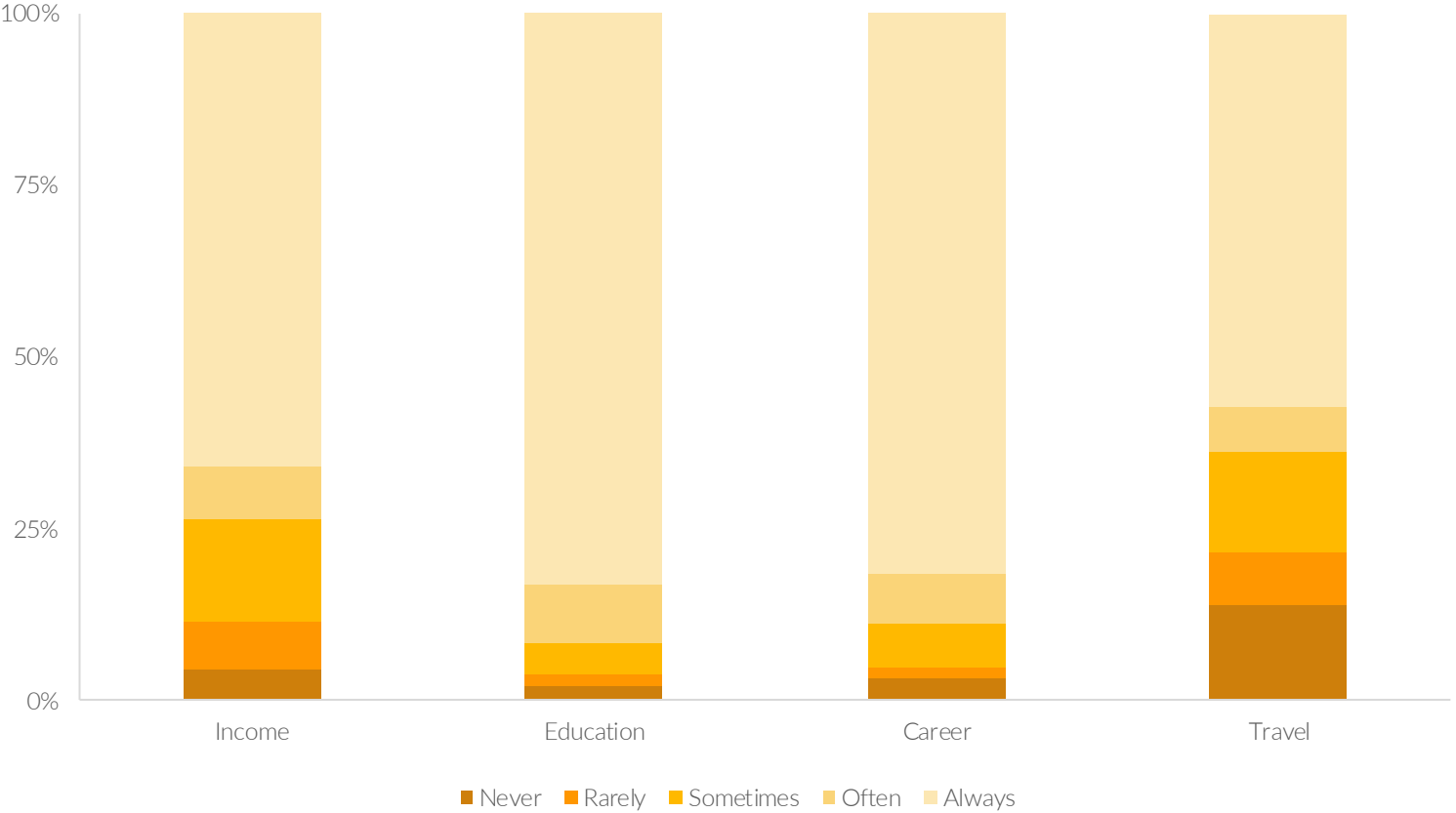
DESPITE THESE EARLY GAINS, GOVERNMENT JOBS REMAIN AN OVERWHELMING CAREER ASPIRATION



Government jobs remain significantly more economically rewarding and come with higher social status compared to the private sector in this geography.

But only **0.1%** of government job aspirants secure a government job.

MEDHA ALUMNI AND THEIR PEERS REPORT HIGH LEVELS OF INDEPENDENT DECISION-MAKING, WITH NO SIGNIFICANT DIFFERENCE BETWEEN GROUPS



WE ARE INCORPORATING THE LEARNINGS INTO THE PROGRAM AND THE TOOLS INTO OUR ALUMNI TRACKING SYSTEMS



Improving Program Design

Incorporating specific learnings to strengthen the program design and delivery, specifically on increasing higher paying opportunities and the support systems required for our alumni to access them.



Revising internal evaluation tools & systems

Upgrading our internal evaluation systems to incorporate career preparation and progression indexes and instruments.



Disseminating the indexes & methodology with others

Sharing the findings, indexes, and instruments with peers, funders, and collaboratives to align outcomes/methods.



Considering follow-up data collection in a year

We are exploring the possibility of collecting another round of data from these cohorts in a year to track income durability and career satisfaction.



AND RUNNING AN EMPIRICAL STUDY WITH THE UTTARAKHAND GOVERNMENT TO EVALUATE FIDELITY WHEN THE GOV. IMPLEMENTS



Our system adoption work:

Priority initiatives

Curriculum design and revision

Enhance existing courses, review and recommend changes, develop new programs/degrees/diplomas.

Capacity building of system actors

Train and mentor faculty and other system actors. Design and disseminate toolkits and guides.

Supporting efforts

Performance management systems

Determine impact indicators, build and deploy tech and non-tech systems, strengthen data-driven decision making.

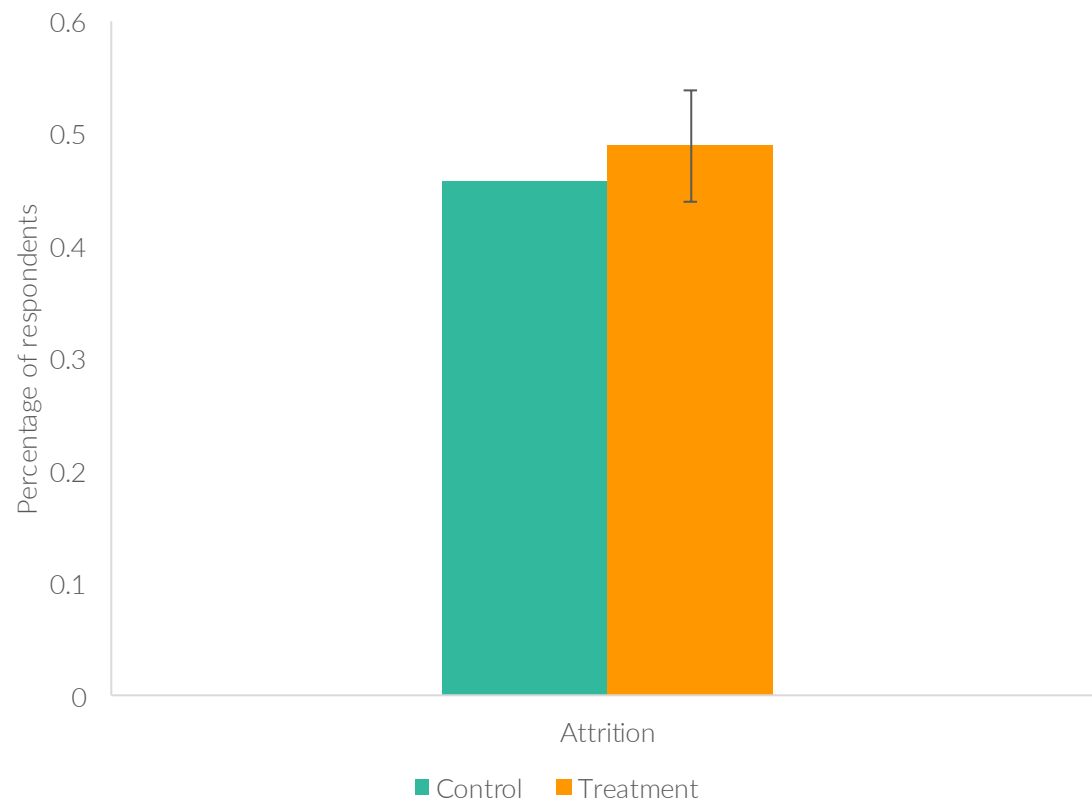
Empirical evidence and collective action

Conduct and disseminate research on the school to work ecosystem. Collaborate more deeply with peers.



APPENDIX

WE HAD HIGH BUT BALANCED ATTRITION ACROSS TREATMENT AND CONTROL GROUPS



Attrition is high in both treatment and control groups.

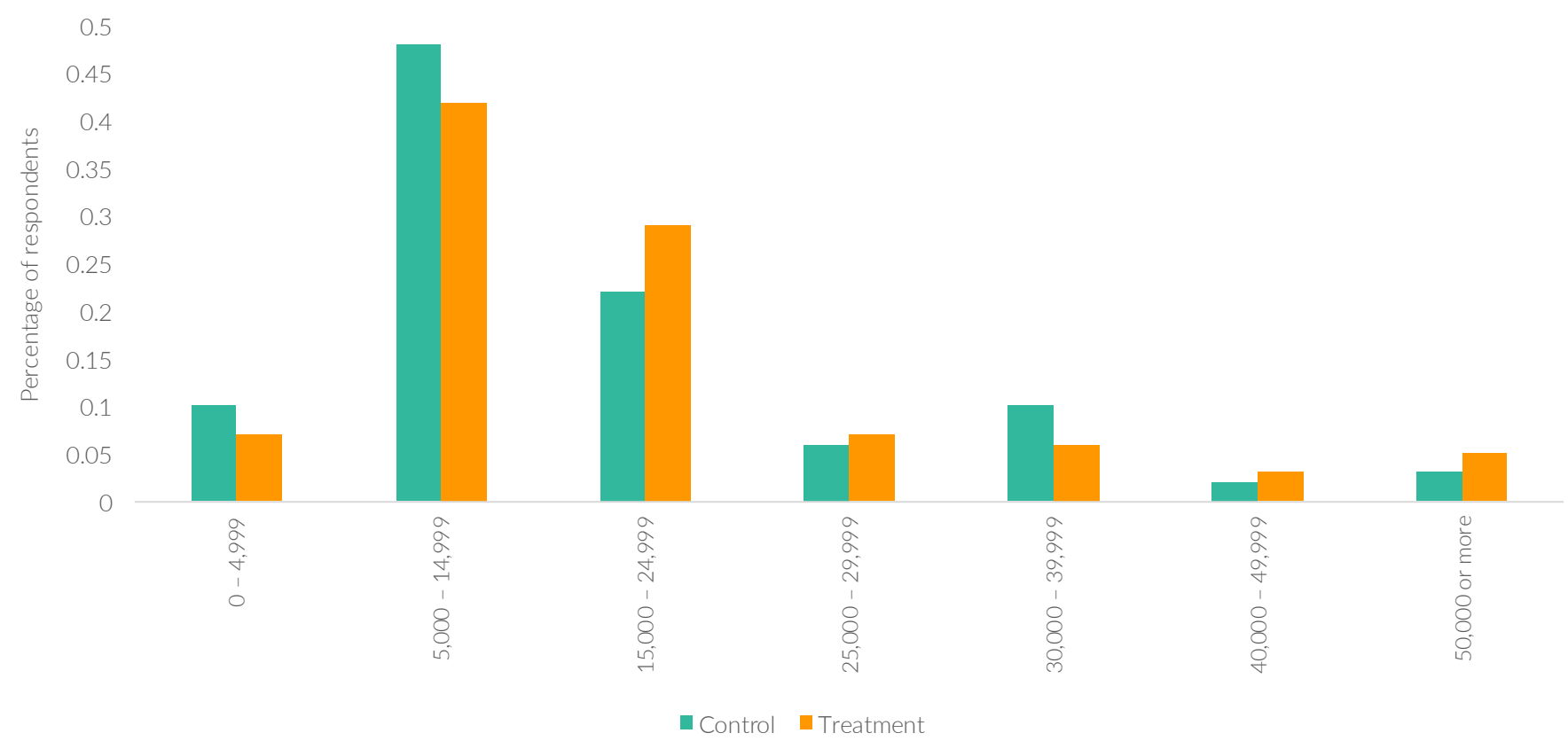
- This was driven by difficulties in reaching respondent on their phone.
- Attrition is balanced across treatment and control group.

THE SAMPLE WAS BALANCED AND THE AVERAGE AGE OF RESPONDENTS WAS 25, ROUGHLY FOUR YEARS AFTER GRADUATION



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

INCOME DIFFERENCES ARE DRIVEN BY MEDHA ALUMNI OUTPERFORMING THEIR PEERS IN HIGHER INCOME BINS



Number of treatment and control observations are 110 and 36 respectively