



## Impact of Skills Training in Northern Uganda: Preliminary results from non-Migrants

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## Northern Uganda Social Action Fund (NUSAF)



- CDD
  - Empower communities to identify, prioritize, and plan for their needs within their own value systems.
  - \$100M IDA credit
- Youth Opportunities Program (YOP)
  - \$6M component
  - \$10,000 grants to groups of 15-30 youth (<32)
  - Purchase vocational training and equipment

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## YOP Objectives

- Provide youth with:
    - Vocational skills
    - Tool kits
    - Materials
  
  - Contribute towards community reconciliation and conflict management
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## What we can answer

- Does vocational training AND asset grants improve lives?
    - Training and enterprise formation
    - Labor market outcomes
    - Income
    - Psychosocial well-being
    - Household assets and consumption levels
    - Leadership abilities and empowerment
    - Community integration
    - Conflict and violence
    - Risky behavior
  
  - Program design question:
    - What type of management support is more effective in generating successful productive enterprises?
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## Evaluation Design

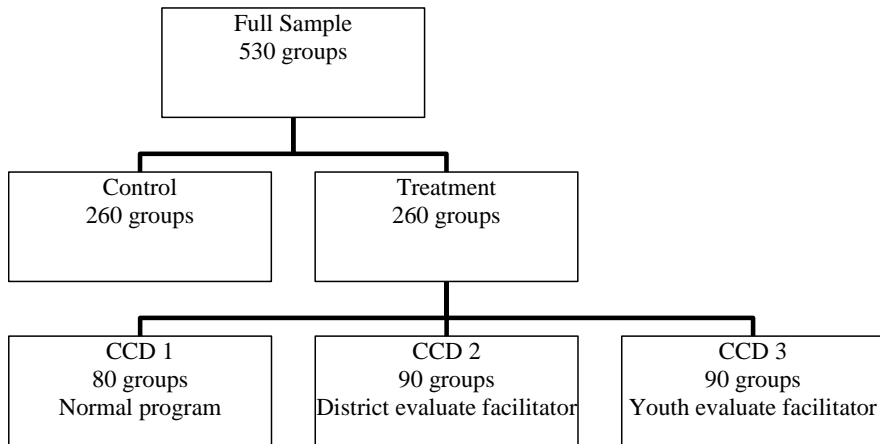
- Random assignment of treatment based on excess demand
    - Hundreds of youth groups applied
      - funding available for 260
    - Appraisal for selection of 520 eligible applications
    - Lottery for selection of funded proposals
      - 260 winning groups get funding
      - Remaining are in control group
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## Cross-Cutting Design

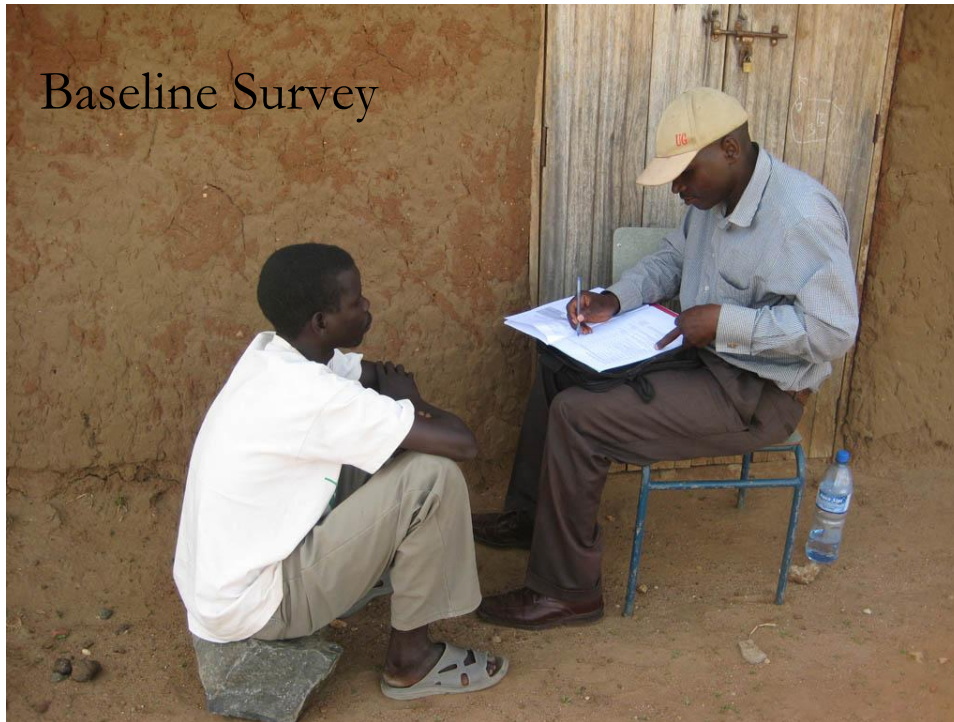
- Under previous NUSAF operations, anecdotal evidence of poor planning, budget management and little follow-up supervision
  
  - Test the introduction of management, planning, and extension services
    - Management and extension advisor (MEA)
    - \$100 for 6 months of follow-up services
    - Model 1: Groups select MEA; contracting and oversight done by district.
    - Model 2: Groups select MEA; contracting and oversight done by group.
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## Evaluation Design



## NUSAF YOP Timeline

Baseline survey	March 2008
Distribute money	June 2008
Training ends	February 2008
Tracking survey	November 2008
Endline survey	May 2010



## Baseline Survey

### Baseline Survey

- February-March 2008
- 522 groups
  - 5 youth per group selected at random
  - 2587 youth in sample
    - 1313 youth in treatment groups
    - 1274 youth in control groups
- Individual level information on participants and their households (demographics, education, employment, assets, consumption, psychosocial well-being, health, conflict and violence, risky behavior, etc.);
- Group characteristics (size, composition, etc.);
- Facilitator characteristics (age, education, experience, hours spent with group, reputation, etc.);
- Market/regional characteristics (size of local market, access to roads, etc.);
- Re-contact information

## Baseline Characteristics

	Control	Treatment	t-stat
Age	24.7	25	0.25
Female	35%	34%	0.90
Married/Partnered	56%	59%	1.16
Number of Children	2.5	2.6	1.08
Ever borrowed money	32%	32%	0.16
Income last 4 weeks	30,000	32,000	0.84

## YOP members are unique

Variable	YOP	NUS	DHS	UNHS
HH owns a radio	66%	13%	37%	-
HH owns a bicycle	69%	13%	37%	40%
HH owns a mobile phone	38%	13%	5%	17%
HH owns any cows	34%	13%	27%	-
Age of respondent	24.4	23	22.8	22.4
Percent of respondents female	33%	53%	55%	52%
Respondent has no education	2%	27%	21%	-
Respondent has some primary schooling	52%	58%	63%	-
Respondent has some secondary schooling	42%	11%	13%	-
Respondent has some higher education	4%	5%	2%	-

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## Key Messages from Baseline

- YOP Applicants quite different from average youth in Northern Uganda
    - Quasi-experimental control groups would be problematic
    - Random assignment of intervention critical for impact evaluation
  
  - Although YOP applicants are “better off” than average, still have:
    - High un and under-employment
    - Low incomes
    - Difficult access to credit
    - High mental stress
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## Group Dynamics

- Do measures of a group’s dynamics explain a group’s success?
    - Dynamics are difficult to measure, especially with a questionnaire.
    - Run simulations with the group members where individual’s decisions directly affect other members, the resulting decisions show the quality of group member’s interactions.
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## Group Dynamics, cont.

- The games run:
    - Risk game;
    - Contribution game to a public good;
    - Ultimatum game for fairness;
    - Dictator game for altruism;
    - Puzzle game.
  
  - Hypotheses:
    - Is the level of cohesion and cooperation within the groups an important determinant of success?
    - Is the level of preference of equality an important determinant of the success of the individuals within the group?
    - Do individual behavioral patterns predict success of the group?
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## Tracking Survey

- November 2009
  - 10 original NUSAF districts (excluding Karamoja)
  - Three Surveys:
    - Missing person survey - Re-contact
    - Group survey - Training and funding
    - Individual survey - Training, labor market, income and psycho-social
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## Attrition was high, but balanced

- 393 groups identified out of 450 (12% attrition)
    - 195 treatment groups
    - 192 control groups
  - 977 youth identified out of 1893 (48% attrition)
    - 467 youth in treatment groups
    - 499 youth in control groups
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## Increased training, more payments to officials

Outcome	Mean Treatment Group	Mean Control Group	YOP Impact (95% sig)
Vocational Training	80%	25%	<b>+55%</b>
Vocational Training funded by NUSAF – self reported	72%	6%	<b>+66%</b>
Received NUSAF Funding – self reported	86%	2%	<b>+84%</b>
Work together as group since June 2008	58%	34%	<b>+24%</b>
Any payment to government official	21%	5%	<b>+16%</b>

## Skilled employment impacts were significant

Outcome	Mean Treatment Group	Mean Control Group	YOP Impact (95% sig)	% Change
Worked at all in last week (including domestic chores)	99%	97%	+2%	<b>+2%</b>
Worked in skilled trade	56%	22%	+34%	<b>+150%</b>
Total hours worked (including domestic chores)	34.71	31.97	+2.74	<b>+8.6%</b>
Skilled trade hours	12.27	5.21	+7.05	<b>+135%</b>
Domestic household chores hours	5.09	7.45	-2.36	<b>-32%</b>

Note: zero effect on farming, casual labor, retail and services

## Income increased by 18%

Outcome	Mean Treatment Group	Mean Control Group	YOP Impact (95% sig)	Percent Increase
Income in last week (USH)	15,489	13,178	2,311	<b>+18%</b>
Income in last month (USH)	49,204	41,539	7,665	<b>+18%</b>

## Improved view of the future

Outcome	Mean Treatment Group	Mean Control Group	YOP Impact
Has confidence about future	92%	87%	<b>+4%</b>
Enjoys doing things in the community	96%	92%	<b>+4%</b>
Feels helpless	59%	59%	-
Feels lonely	56%	55%	+1%
Caring for peers	93%	91%	+2%

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## Key Results of Tracking Survey

Large short-term impacts of NUSAF YOP on:

- ❑ Training
  - ❑ Employment
  - ❑ Income
  - ❑ Reduction in domestic chores, especially for women
  - ❑ Emphasis on **skilled** labor
  - ❑ Not clear if the CCD was implemented properly
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## Evaluation Study Next Steps

- Endline Data:
    - ❑ Contracted survey management team (IPA)
    - ❑ Contracted data firm
    - ❑ Focus on tracking respondents to reduce attrition
  - Fieldwork: May to June 2010
  - Final results expected August 2010
  - YOP evaluation already informing design of NUSAF2 evaluation:
    - ❑ Focus on governance, gender and business skills
    - ❑ Rigorous evaluation methods
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