

AvenirPro : Job search assistance for vocational students

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1. Background
2. Description of *AvenirPro*¹
3. Preliminary results on the implementation of *AvenirPro*

1. Team : J r my Havelin (CREST) and Arne Uhlendorff (CREST). We also run a similar experiment, *Objectif premier emploi*, in the Parisian area with Adecco at smaller scale.

- At 15 year-old, 1/3 of each cohort of students → vocational education
- High school vocational students
 - 2 or 3 years programmes
 - 40% apprentices (apprenticeship centers, 3 days at workplace and 2 days in center)
 - 60% in vocational schools (internships : 8 weeks per year)
 - They obtain the same diploma

Background

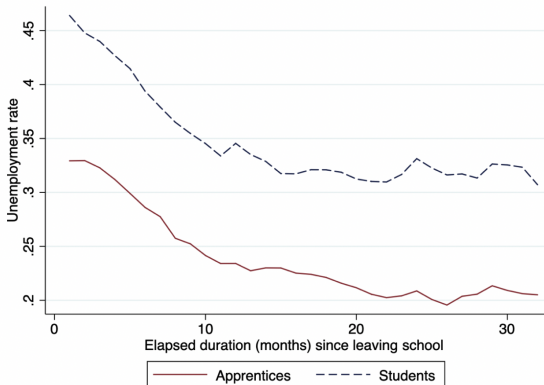


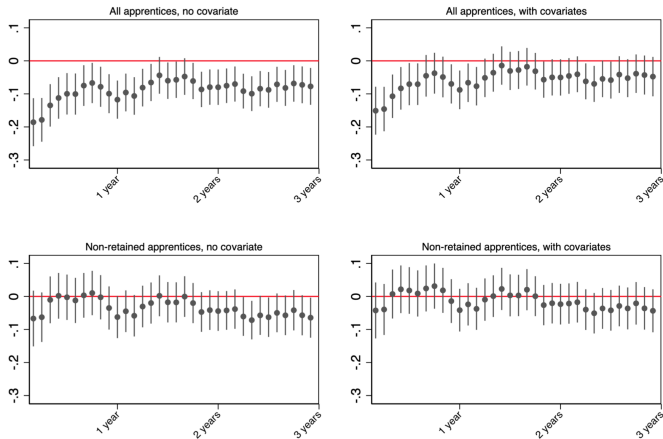
FIGURE 1: EVOLUTION OF THE SHARE OF STUDENTS AND APPRENTICES IN EMPLOYMENT OR UNEMPLOYMENT AFTER LEAVING SCHOOL.

Note: Students got their CAP diploma in June-July. Month zero stands for September.

Source: pooled *Génération 2001-2007-2010-2013* surveys, CEREQ.

Background

Unemployment rate difference between apprentices and students after graduation



The AvenirPro experiment

- Interventions of caseworkers of the French public employment service (PES) in vocational schools – but not in apprenticeship centers
- Terminal year of vocational schools (2 and 3 years programmes, about 18-19 years)
- Target students who aim at looking for a job after graduation (40%)
- Randomized experiment
- Pilot in 2020-2021
- Launch in 2021-2022 (171 schools; 4400 students, 50 full time caseworkers, costs 1.5 million €from the European Social Fund)
- Continue in 2022-2023 (340 schools) until 2024-2025

The AvenirPro experiment

The program consists of two parts :

1. From January to June : General counseling program
 - Group-level treatment which takes place in classes during regular school times
 - Caseworkers of the French public employment service (PES) intervene in the class with the teacher for around 25 hours
 - Provide job search counseling
2. After graduation
 - Half of the students are called back to be followed up and get individual job search assistance with proposals of job offers.
 - This part of the program starts after the graduation of the vocational students and it is a one-to-one treatment.
 - The program is delivered by caseworkers from mid-June to October.

▶ Part 1 : General counseling

▶ Part 2 : Individual job search assistance

The AvenirPro experiment

Stratified randomization at three levels :

1. Schools. One group participates in the program (treated schools), while schools of the other group do not get any treatment (control schools).
2. Within the treated schools, we randomize at the class level. The students in the treated classes participate in the group-level counseling program delivered by the caseworkers.
3. Third, for the second part of the program, which occurs after graduation, we randomize at the student level within the treated classes. The caseworker offer individual job search assistance to the randomly selected students.

Together this enables us to analyze the impact of

1. the counseling program delivered by caseworkers of the French PES compared to a standard course of professional orientation provided by teachers, and
2. a one-to-one job search assistance program.

The AvenirPro experiment

1. Primary Outcomes
 - 1.1 Employment probability
 - 1.2 Earnings
 - 1.3 Enrollment in (higher) education
2. Secondary Outcomes
 - 2.1 Sector of Employment
 - 2.2 Occupation
 - 2.3 Local Job creation
 - 2.4 Final grades.

We rely on administrative registers which provide rich information about all students of vocational schools and their situation after school.

- Outcomes for the situation of youth in December 2022 : Data available on December 2023 → June 2024
- Outcomes for the implementation of *AvenirPro*
 1. Part 1
 2. Part 2

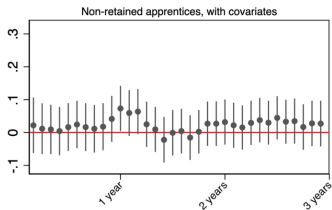
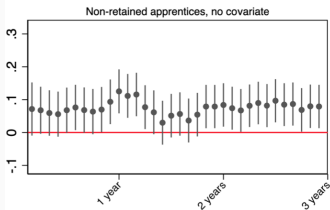
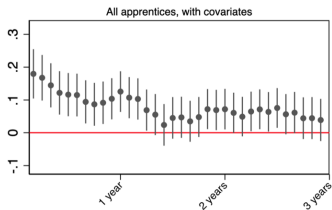
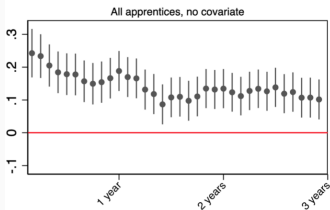
▶ Part 1 : results 2021-2022

▶ Part 2 : results 2021-2022

Related experiment in the Parisian area with Adecco

Background

Employment rate difference between apprentices and students after graduation



Part 1 : Counseling program

In each treated class, from January to June

- Caseworkers provide general information about the employment prospects of the students, the students learn about the relevance of specific skills on the labor market, and they apply tools to define and to measure their own skills.
- Students learn how to search for a job, how to apply to a job, and how to present themselves in a job interview.
- Students meet employers in their local labor market and visit firms.
- Collective sessions are combined with individual sessions where students
 - discuss the professional project and their job search with the caseworker,
 - have access to a psychologist who advises them in developing their professional project.

Around 20 hours for the collective sessions and around 5 hours for the individual sessions.

Part 2 : Individual job search assistance program

From mid-July to October, in each treated class

- Reach out students
- Individual sessions (around 5 hours)
 - Proposal of job offers or training to students
 - Recommendation to potential employers.
 - Placement of apprentices
 - Placement of internships (the caseworker would continue supporting the students during the internship in their job search process)

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4 groups of students.

A in non-treated schools

B in non-treated classes within treated schools

C in the group-level treatment and who were not assigned to the individual job counseling program

D in the group-level treatment and who are offered the individual counseling program

Our design allows us to analyze different effects of the interventions :

1. A comparison of groups D and C will allow us to estimate the additional effect of the individual counseling program compared to the group level program only.
2. A comparison of groups D and B will give us an estimate of the joint effect of the group level treatment and the individual counseling program.
3. A comparison of groups D and A will give us an estimate of the joint effect of the group level treatment and the individual counseling program without potential displacement and spillover effects within schools.
4. A comparison of groups C and B will give us an estimate of the impact of the group level treatment on the outcomes.
5. A comparison of groups C and A will give us an estimate of the impact of the group level treatment on the outcomes without potential displacement and spillover effects within schools.
6. A comparison of groups A and B will give us insights about potential displacement effects of the treatment. From mid-July 2022 to 2022.

Lycées participants		
Nombre de lycées visés	Nombre de lycées tirés au sort	Nombre de lycées finalement participants
200	188	171

Élèves participants					
Nombre d'élèves visés avec 200 lycées	Nombre d'élèves visés avec 188 lycées	Nombre d'élèves visés avec 171 lycées	Nombre final d'élèves	Nombre d'élèves ayant participé à au moins 2 ateliers	Nombre d'élèves tirés au sort pour la phase 2
5000	4700	4275	4381	3865	1925

Number of schools and students in 2021-2022

Implementation of Part 1 : 2021-2022

Participation Part 1		
Number of supplied sessions per student	Number of supplied hours per student	Presence rate of students
5,6	9,1	75 %

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Implementation of Part 2 : 2021-2022

Information available in December 2022

- Registered at Pôle emploi : 14%
- Non-registered at Pôle emploi : 86%
 - Do not wish to register : 37.8%
 - No response : 17.1%
 - "Will register" : 4.6%
 - Wrong phone number and mail address 2.4%
 - Unknown reasons : 23.9%
- In education : 37%
- Apprentice : 10.3%
- Employed (no apprenticeship) : 18.7% (Seasonal : 5.7%)
- Other (army, gap year...) : 6%