

Evaluation of temporary employment programmes under unemployment insurance in Switzerland

Optimal combination of quantitative and qualitative methods

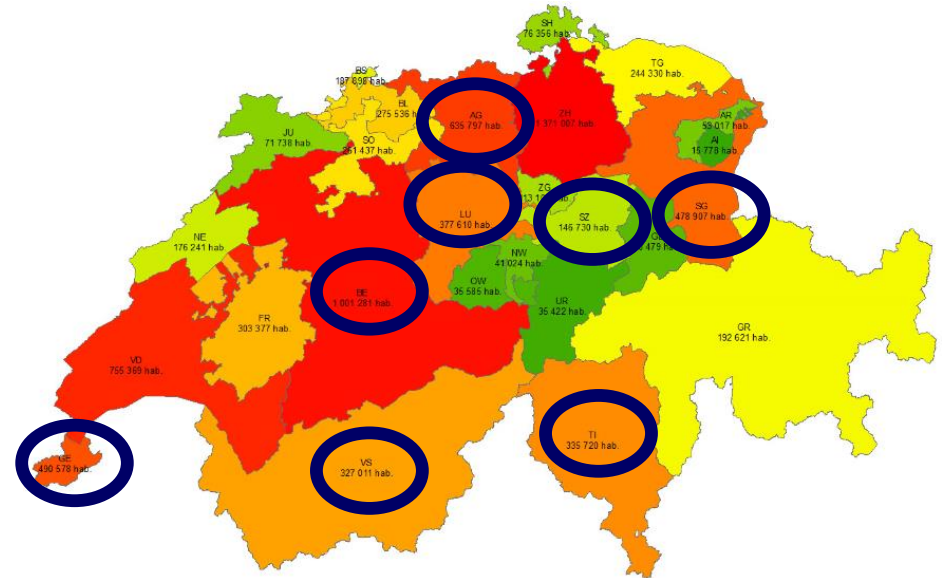
INTOSAI Working Group on Evaluation of Public Policies
Paris 25th - 26th of September 2017 – Emmanuel Sangra



Overview

1. Context of the evaluation
2. Main results
3. Methodological approach
4. How to combine the best methods
5. Conclusion

1. Context of the evaluation



Switzerland

- Federal country - 26 states (cantons)
- Unemployment rate : 4.6%



Context of the evaluation

The Swiss unemployed generally receive a compensation during 24 months, which amounts to 80% of their salary. They may also benefit from other measures such as formation or labour markets measures.

Eleven labour markets measures

Two measures were evaluated (cost € 160 mio - 2013) :

- Temporary employment programmes (TEP) :
33'000 jobseekers – duration 3,5 months
- Occupational traineeships :
1'800 jobseekers - duration 4,5 months

Main questions

- Impact : have the participants a better fitness to work and a better employability one year after the measure ?
- Supervision : do the cantons and the Confederation supervise enough the effectiveness of the measures?
- Supervision of unintended impact :
ex. is there a competition with regular jobs? Do the participants stay longer in unemployment (lock-in effect) ?

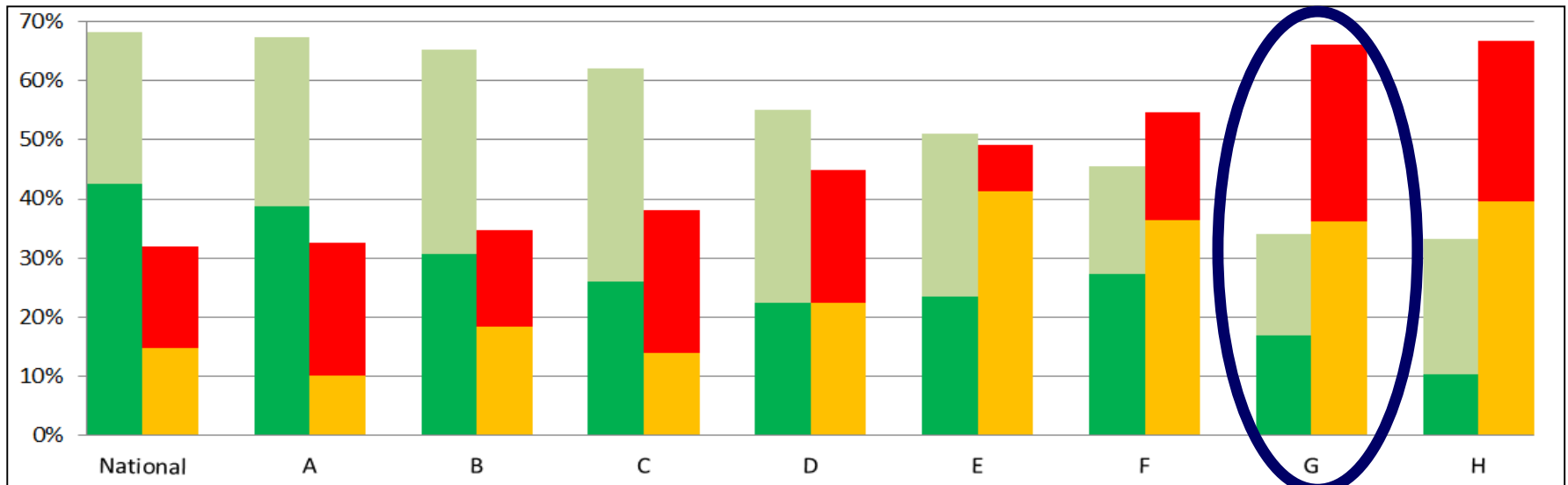


2. Main results

- Two thirds found a job, but only half considered the programme to be useful
- Occupational traineeships have better results than temporary employment programme (TEP), but are seldom used
- Implementation: huge differences between cantons
 - proportion of participants (7% to 45%)
 - profile of participant («hard to reintegrate»: 12% to 45%)
 - duration before placement in a TEP (4 to 9 months)
 - cost of the TEP (3000 € to 6500 € p.p)
 - proportion of external TEP (2% to 64%)
- Satisfaction - utility: huge differences between cantons...

Results (example)

How useful was the TEP to find your current or future job?



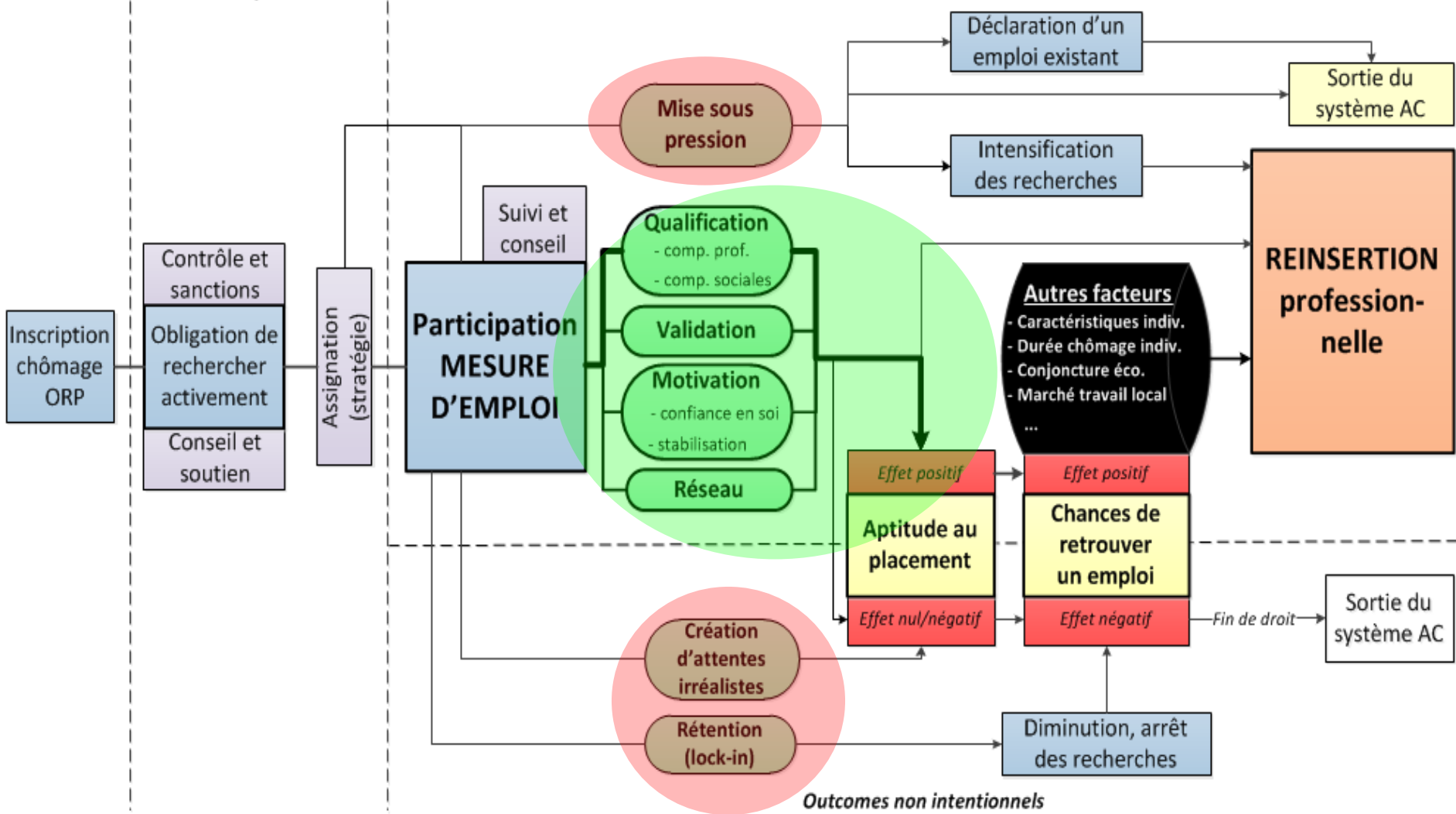
- Currently employed and useful TEP
- Currently employed and not useful TEP
- Still not employed and TEP estimated as useful
- Still not employed and TEP estimated as not useful

3. Methods

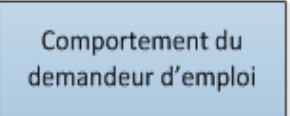
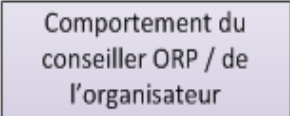


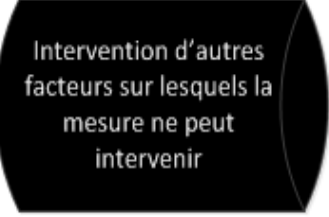
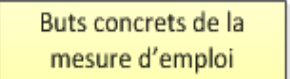
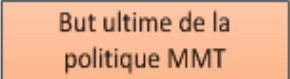

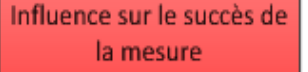

And first the impact model...

Outputs

Outcomes intentionnels



Légende:

 Comportement du demandeur d'emploi	 Comportement du conseiller ORP / de l'organisateur	 <i>Chemin, déroulement logique</i>	 Effet dérivant de la mesure	 Intervention d'autres facteurs sur lesquels la mesure ne peut intervenir
 Buts concrets de la mesure d'emploi	 But ultime de la politique MMT	 ... a un effet sur ...	 Influence sur le succès de la mesure	
		 Effet principal recherché		

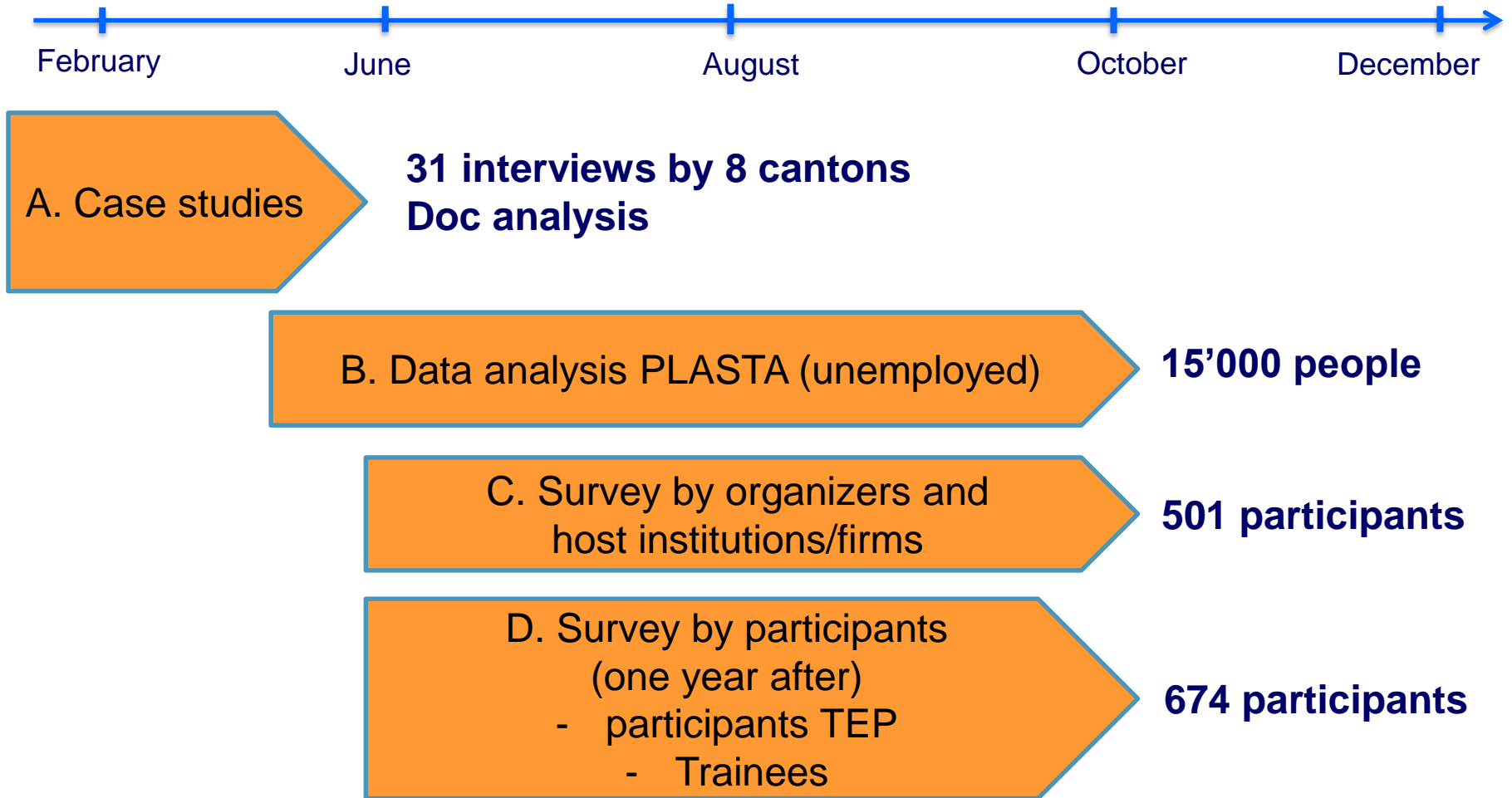
Project management three phases

Exploration
(8 days)

**2. Preparation
concept**
(100 days)

3. Evaluation
(400 days)
+ mandate 45'000 €

Methodological approach



A. Case studies

- Understanding the local comprehension of «TEP»
- Understanding the way the measures are implemented
- Preparing the surveys
- Identifying possible causes for different perceptions or impacts of the measures

Selection of 8 cantons - criteria : heterogeneity – different characteristics (unemployment rate, language, city-countryside, different use of labour market measures)

31 interviews and document analysis

B. Data analysis PLASTA (unemployed)

- Characteristics of unemployed who participated in employment measures (sociodemographic, begin and end of the measures, employed or not after the measure, etc.)

Very difficult to distinguish TEP because of different definitions in the cantons. **The case studies were crucial to understand the data!**

Analysis with SPSS (~ 15'000 people: 14'300 TEP, 1'030 trainees)



Quantitative methods

C. Survey by organizers and host institutions/firms

- Comparing the opinion with participants and cantonal and federal authorities.

Online survey in the 8 studied cantons

- organizers 49 answers (65% response rate)
- host institutions 445 answers (22% response rate)

Pre-test of the surveys (with interviews before) !

D. Survey by the participants

- Usefulness and satisfaction about the measure
- Comparison with the characteristics of the measures implemented in each cantons (**described in the case studies**)

Phone survey by 450 TEP participants (~50 for each canton) after having sent an explanatory letter to every participant.

In many languages (\Leftrightarrow **PLASTA data analysis**)

Online survey by 224 trainees

Pre-test of the survey (with interviews before) !



4. How to combine the best methods?

Triangulation

- Administrative data (quantitative information from the data basis)
- Opinion of the participants (quantitative from the survey)
- Opinion of the organizers and host institutions/firms (quantitative from the survey)
- Description of the measures in the real world (case studies with interviews, documents analysis)
- Comparison of the results of the TEP and the traineeships



How to combine the best methods?

Very important :

- Good preparation
- Good project management
- Enough time for the evaluation
- Knowledge of the scope and validity of results from different methods
- Intensive cooperation with the audited services

What makes the difference?

- Intelligent integration of the different stakeholders
- Triangulation of different methods
- Perfect understanding of the evaluation object before using quantitative methods

Our report with a summary in English

[https://www.efk.admin.ch/images/stories/efk_dokumente/publikationen/evaluationen/Evaluationen%20\(47\)/13470BE_Schlussbericht_V04_f.pdf](https://www.efk.admin.ch/images/stories/efk_dokumente/publikationen/evaluationen/Evaluationen%20(47)/13470BE_Schlussbericht_V04_f.pdf)



Thank you for your attention!

