

Training and job creation programs – row summary

Training and job creation programs, such as vocational training, business mentorship, and financial assistance interventions, summarize the evidence from 27 impact evaluation studies. The evidence shows that these interventions improve economic security by increasing employment rates, stabilizing income, enhancing psychosocial well-being, fostering trust and acceptance of diversity, and improving physical security. However, they have limited effects on food security and willingness to help and may have an adverse impact on educational outcomes.

These interventions have a large pooled effect on social cohesion by integrating economic opportunities with psychosocial support. Programs like INVEST in Afghanistan and L.A.C.E.S. in Liberia show that vocational training alone has limited effects on self-efficacy, while sport-based programs improve social responsibility and a sense of purpose. The interventions also have a significant effect on trust and acceptance of diversity outcomes. Vocational training and business mentorship programs promote economic stability and social cohesion. In Uganda, inclusive refugee policies increased support for refugee rights, while in Somalia, employment programs promoted cohesion across clans and genders. However, in South Sudan, unmet expectations from a cash grant program eroded trust, and in Mozambique, economic training worsened perceptions of aggression.

The interventions have a moderate pooled effect on economic security, physical security, and a sense of belonging. Evidence from 15 impact evaluation studies suggests these interventions generally increase employment rates, stabilize incomes, and reduce reliance on illegal work. Notable examples include Liberia's agricultural training program, which led to 77% engagement in farming, and Tanzania's RukaJuu! initiative, where entrepreneurship training increased earnings by 146%. Public works programs, such as India's NREGA, successfully stabilized incomes during economic shocks. However, their effects were mixed in fragile and gender-unequal settings where access to decent work remained limited. One systematic review found that technical and vocational training improved women entrepreneurs' capacities and access to assets, credit, and income. Employment programs also have a moderate effect on physical security by reducing fear of crime and promoting stability, particularly in African countries. In Burundi, Guinea, Liberia, Mali, and Uganda, job programs in vulnerable areas aimed to deter criminal activity and foster social cohesion. A pseudo-meta-analysis using a difference-in-differences (DID) approach found that these programs consistently lowered fear of crime, suggesting a positive effect on perceived security.

The interventions have a small pooled effect on shifting social norms regarding violence and atrocities. While job training can reduce support for violence by improving economic security and social cohesion, its effectiveness in changing attitudes toward violence varies. Some programs decrease justification for violence, while others show limited or no impact. Some positive associations were found between willingness to help and connectedness to other tribes. Studies in Liberia and Afghanistan show mixed results: in Liberia, participants were less likely to engage with armed recruiters but showed no increase in civic participation, while in Afghanistan, positive effects were found on social connectedness, particularly across tribal lines.

Training and job creation programs have small effects on perceptions of government performance. While some initiatives improve trust in government, others have no effect or even reduce institutional confidence. Programs such as the ILO's Youth Employment Somalia (YES) and Youth for Change

(Y4C) initiatives, along with employment programs in Africa, show that while economic stability improves, governance perceptions remain varied.

The interventions have no pooled effect on the nature and scale of violence or atrocities. While some programs, such as cash-for-work initiatives and guaranteed employment schemes, reduce conflict intensity and improve stability, their effectiveness depends on governance capacity, security conditions, and economic factors. In Iraq, the ICRRP reduced grave violations against children, while India's NREGS significantly lowered Maoist conflict violence. However, in some cases, job creation efforts correlated with increased state-led counterinsurgency operations, leading to temporary rises in violence.

Some adverse effects were observed. Training and job creation programs, particularly technical and vocational education (TVET), negatively impacted interest in politics while moderately improving women's political participation. In Mozambique, employment training reduced political engagement among young Muslim men. Additionally, labor-intensive public works programs led to increased school absenteeism, reflecting trade-offs between short-term employment and educational security. The Sierra Leone Cash-for-Work (CfW) program improved economic outcomes but diverted time from education, showing no long-term employment or skill development benefits.

Overall, evidence from Sub-Saharan Africa, South Asia, Latin America, and global studies underscores that while training and job creation programs enhance economic security and stability, their impacts on social cohesion and governance remain limited, no effect on reducing the violence and atrocities, and have adverse effects on education and political.

Table 9 - Effect of training & job creation:

Outcome domain	Sub-domain	Effect size	No. of Studies	No. of effect sizes
social norms regarding violence and atrocities	norms and	0.1	6	41
willingness to participate or help	to or	0.064	2	3
government performance		0.051	5	29

food security and nutrition & health security	0.036	3	6
nature and scale of violence or atrocities	0.01	7	41
economic security	0.188	15	190
physical security	0.154	1	1
sense of belonging	0.114	2	13
intermediate social cohesion	0.26	3	40
Feelings of trust & Acceptance of diversity	0.239	5	43
political security	-0.577	1	1
educational security	-0.027	1	2
