

Inclusion Policy Lab: Evaluation results

**País Vasco –Comprehensive support project for
the socio-labor inclusion of MIS or Guaranteed
Income Assistance Recipients**

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The General Secretariat for Inclusion of the Ministry of Inclusion, Social Security, and Migration has prepared this report within the framework of the Inclusion Policy Lab as part of the Recovery, Transformation, and Resilience Plan (RTRP). It has been funded by Next Generation EU funds. The Department of Labor and Employment of the Basque Government has collaborated in the preparation of this report as the entity responsible for implementing the project. This collaborating entity is one of the implementers of the pilot projects and has collaborated with the General Secretariat of Inclusion in the design of the RCT methodology, actively participating in the provision of the necessary information for the design, monitoring, and evaluation of the social inclusion itinerary. Likewise, their collaboration has been essential to gathering informed consent, ensuring that participants in the itinerary were adequately informed and that their participation was voluntary.

The partnership with J-PAL Europe has played a vital role in the efforts of the General Secretariat of Inclusion to improve social inclusion in Spain. Their team has provided technical support and shared international experience, assisting the General Secretariat in comprehensively evaluating pilot programs. Throughout this partnership, J-PAL Europe consistently demonstrated a commitment to promoting the adoption of evidence-based policies and facilitating the integration of empirical data into strategies that seek to promote inclusion and progress within our society.

This evaluation report has been produced using the data available at the time of its drafting and it is based on the knowledge acquired about the project up to that date. The General Secretariat of Inclusion reserves the right to clarify, modify, or deepen the results presented in this report in the future. These potential variations could be based on the availability of additional data, advances in evaluation methodologies, or the emergence of new project-related information that may affect the interpretation of the results.

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Executive Summary

- The **Minimum Income Scheme**, established in May 2020, is a minimum income policy that aims to guarantee a minimum income to vulnerable groups and provide ways to promote their social and labor integration.
- Within the framework of this policy, the Ministry of Inclusion, Social Security, and Migration (MISSM) fosters a strategy to promote inclusion through pilot projects of social innovation, which are conducted in the **Inclusion Policy Lab**. These projects are evaluated according to the standards of scientific rigor and using the methodology of Randomized Controlled Trials.
- This document presents the evaluation results and main findings of the project “Comprehensive support project for the socio-labor inclusion of MIS or Guaranteed Income Assistance Recipients”, which has been conducted in **cooperation between the MISSM and the Department of Labor and Employment** of the Basque Government.
- This study evaluates a **mixed employment-training intervention**, along with comprehensive support, compared to traditional employment models. The project encompasses a total of 15 subprojects, each one with a particular profile based on the type of job offered. The **treatment group** received a series of services and activities that collectively constitute a comprehensive support itinerary. They received training for two months followed by a ten-month employment immersion. The **control group** received the usual generic services from the Basque Employment Service.
- The project took place in the Basque Autonomous Community in the following territories: Álava (Vitoria-Gasteiz and Amurrio); Biscay (Bilbao, Bermeo, Sestao, Santurtzi, Orduña, Ermua, Muskiz, and the Mancomunidad de Encartaciones); and Gipuzkoa (Zumárraga, Irún, Mondragón, and Tolosaldea). A total of 475 individuals participated (199 in the treatment group and 276 in the control group).
- On average, 43% of project participants are over 50 years old, and 64% have a level of education equivalent to primary or lower secondary education. 58% are men, and 80% hold Spanish nationality. Participants are evenly distributed across the project's locations.
- Regarding employment contracts, 95% of participants assigned to the treatment group formalized their employment contracts, with an average income per worker of €12,009 over the 10-month duration of the contract. Furthermore, the level of follow-up for participants in the training and guidance sessions is significantly high. Of all participants in the training sessions, 58% have successfully completed more than 90% of the sessions they attended. Additionally, all participants in the guidance sessions have successfully completed with a positive outcome.
- The main evaluation findings are as follows:
 - **Acquisition of professional skills:** the training received by participants in the treatment group had a very positive effect on the acquisition of professional skills

compared to those in the control group. This effect represents an almost sixfold increase in the treatment group compared to the average score of the control group.

- **Improvement in the Insertion Facilitation System:** the treatment effect on the insertion facilitation system results in a 5.6% increase compared to the control group.
- **Enhancement of proactivity and motivation towards employment:** the treatment has a positive effect compared to traditional interventions and records an increase of over 7% compared to the average score of the control group.
- **Improved job search knowledge and skills:** participants in the treatment group improve their job search behaviors, with an effect on these behaviors resulting in a 31% increase compared to the average score of the control group.
- **Enhancement of employability:** the treatment shows a positive effect on the employability of participants in the treatment group, with a magnitude ranging from 11-13% more than the control group.

1 Introduction

General Regulatory Framework

The Minimum Income Scheme (MIS), regulated by Law 19/2021¹, is an economic benefit whose main objective is to prevent the risk of poverty and social exclusion of people in situations of economic vulnerability. Thus, it is part of the protective action of the Social Security system in its non-contributory modality and responds to the recommendations of various international organizations to address the problem of inequality and poverty in Spain.

The provision of the MIS has a double objective: to provide economic support to those who need it most and to promote social inclusion and employability in the labor market. This is one of the social inclusion measures designed by the General State Administration, together with the support of the autonomous communities, the Third Sector of Social Action and local corporations². It is a central policy of the Welfare State that aims to provide minimum economic resources to all people in Spain, regardless of where they live.

Within the framework of the National Recovery, Transformation, and Resilience Plan (RTRP)³, the General Secretariat of Inclusion (SGI) of the Ministry of Inclusion, Social Security, and Migration (MISSM) participates significantly in Component 23 "New public policies for a dynamic, resilient, and inclusive labor market", framed in Policy Area VIII "New care economy and employment policies".

Investment 7: "Promotion of Inclusive Growth by linking socio-labor inclusion policies to the Minimum Income Scheme" is among the reforms and investments proposed in this Component 23. Investment 7 promotes the implementation of a new model of inclusion based on the MIS, which reduces income inequality and poverty rates. Therefore, the MIS goes beyond being a mere economic benefit and supports the development of a series of complementary programs that promote socio-labor inclusion. However, the range of possible inclusion programs is very wide, and the government decides to pilot different programs and interventions to evaluate them and generate knowledge that allows prioritizing certain actions. With the support of investment 7 under component 23, the MISSM establishes a new framework for pilot inclusion projects constituted in two phases through two royal decrees covering a set of pilot projects based on experimentation and evaluation:

¹ Law 19/2021, dated December 20, establishing the Minimum Income Scheme (BOE-A-2021-21007).

² Article 31.1 of Law 19/2021, dated December 20, establishing the Minimum Income Scheme.

³ The Recovery, Transformation and Resilience Plan refers to the Recovery Plan for Europe, which was designed by the European Union in response to the economic and social crisis triggered by the COVID-19 pandemic. This plan, also known as Next Generation EU, sets out a framework for the allocation of recovery funds and for boosting the transformation and resilience of member countries' economies.

- **Phase I: Royal Decree 938/2021⁴**, through which the MISSM grants subsidies for the execution of 16 pilot projects of inclusion pathways corresponding to autonomous communities, local organizations, and the Third Sector of Social Action organizations. This royal decree contributed to the fulfillment of milestone number 350⁵ and monitoring indicator 351.1⁶ of the RTRP.
- **Phase II: Royal Decree 378/2022⁷**, which grants subsidies for a total of 18 pilot projects of inclusion pathways executed by autonomous communities, local organizations, and the Third Sector of Social Action organizations. Along with the preceding Royal Decree, this one helped the RTRP's monitoring indicator number 351.1 to be fulfilled.

To support the implementation of evidence-based public and social policies, the Government of Spain decided to evaluate the social inclusion pilot projects using the Randomized Controlled Trial (RCT) methodology. This methodology, which has gained relevance in recent years, represents one of the most rigorous tools to measure the causal impact of a public policy intervention or a social program on indicators of interest, such as social and labor insertion or the well-being of beneficiaries.

Specifically, RCT is an experimental method of impact evaluation in which a representative sample of the population potentially benefiting from a public program or policy is randomly assigned either to a group receiving the intervention or to a comparison group that does not receive the intervention for the duration of the evaluation. Thanks to the randomization in the allocation of the program, this methodology can statistically identify the causal impact of an intervention on a series of variables of interest. This methodology enables us to analyze the effect of this measure, which helps determine whether the policy is adequate to achieve the planned public policy objectives. Experimental evaluations enable us to obtain rigorous results of the intervention effect, i.e., what changes the participants have experienced in their lives due to the intervention. In addition, these evaluations provide an exhaustive analysis of the program and its effects, providing insights into why the program

⁴ Royal Decree 938/2021, dated October 26, which regulates the direct granting of subsidies from the Ministry of Inclusion, Social Security, and Migration in the field of social inclusion, for an amount of €109,787,404, within the framework of the Recovery, Transformation, and Resilience Plan (BOE-A-2021-17464).

⁵ Milestone 350 of the RTRP: "Improve the rate of access to the Minimum Income Scheme and increase the effectiveness of the MIS through inclusion policies, which, according to its description, will translate into supporting the socio-economic inclusion of the beneficiaries of the MIS through itineraries: eight collaboration agreements signed with subnational public administrations, social partners and social action entities of the third sector to conduct the itineraries. The objectives of these partnership agreements are: (i) to improve the MVI access rate; ii) increase the effectiveness of the MVI through inclusion policies."

⁶ Monitoring indicator 351.1 of the RTRP: "at least 10 additional collaboration agreements signed with subnational public administrations, social partners and social action entities of the third sector to conduct pilot projects to support the socio-economic inclusion of MVI beneficiaries through itineraries".

⁷ Royal Decree 378/2022, dated May 17, regulating the direct granting of subsidies from the Ministry of Inclusion, Social Security, and Migration in the field of social inclusion, for an amount of €102,036,066, within the framework of the Recovery, Transformation and Resilience Plan (BOE-A-2022-8124).

was effective, who has benefited most from the interventions, whether there were indirect or unexpected effects, and which components of the intervention worked, and which did not.

These evaluations have focused on the promotion of social and labor inclusion among MIS beneficiaries, recipients of regional minimum incomes, and other vulnerable groups. In this way, the MISSM establishes a design and impact evaluation of results-oriented inclusion policies, which offers evidence for decision-making and its potential application in the rest of the territories. The promotion and coordination of 32 pilot projects by the Government of Spain has led to the establishment of a laboratory for innovation in public policies of global reference named the Inclusion Policy Lab.

For the implementation and development of the Inclusion Policy Lab, the General Secretariat of Inclusion has established a governance framework that has made it possible to establish a clear and potentially scalable methodology for the design of future evaluations and decision-making based on empirical evidence. The General State Administration has had a triple role as promoter, evaluator and executive of the different programs. Different regional and local administrations and the Third Sector of Social Action organizations have implemented the programs, collaborating closely in all their facets, including evaluation and monitoring. In addition, the Ministry has had the academic and scientific support of the Abdul Latif Jameel Poverty Action Lab (J-PAL) Europe and the Centre for Monetary and Financial Studies (CEMFI), as strategic partners to ensure scientific rigor in the assessments. Likewise, the Inclusion Policy Lab has an Ethics Committee⁸, which has ensured the strictest compliance with the protection of the rights of the people participating in the social inclusion pathways.

This report refers to a “Comprehensive support project for the socio-labor inclusion of MIS or Guaranteed Income Assistance Recipients”, executed within the framework of Royal Decree 938/2021⁹ by the Department of Labor and Employment of the Basque Government. This report contributes to the fulfillment of milestone 351 of the RTRP: "Following the completion of at least 18 pilot projects, the publication of an evaluation on the coverage, effectiveness and success of the MIS, including recommendations to increase the level of application and improve the effectiveness of social inclusion policies".

Context of the project

Long-term unemployment refers to the situation where people have been out of work and actively seeking employment for an extended period. Specifically, it applies to those who have remained registered as job seekers for at least 12 months out of the last 18 months.

⁸ Regulated by Order ISM/208/2022, dated March 10, which creates the Ethics Committee linked to social inclusion itineraries, on 04/11/2022 it issued a favorable report for the realization of the project that is the subject of the report.

⁹ On December 15, 2021, an Agreement was signed between the General State Administration, through the SGI, and the Autonomous Community of the Basque Country for the implementation of a project for social inclusion within the framework of the Recovery, Transformation, and Resilience Plan, which was published in the "Official State Gazette" on January 31, 2022 (BOE No. 26).

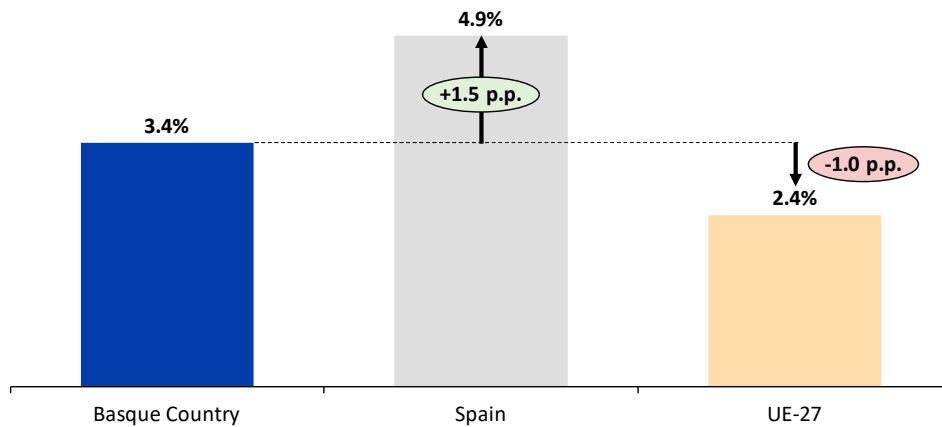
Long-term unemployment arises because of a combination of factors. On the one hand, the skills and competencies required in the labor market may change due to technological advancements, shifts in demand, or new employment trends. This dynamic can lead to discouragement and demotivation among long-term unemployed individuals, making it difficult for them to participate in training and job placement programs. Additionally, over time, these individuals may face a range of personal and social challenges, such as health issues, financial difficulties, lack of social support, and loss of professional networks.

The consequences of long-term unemployment are significant from multiple perspectives. Economically, it leads to the obsolescence of accumulated human capital and the progressive loss of skills, making it difficult for individuals to reintegrate into the labor market due to the mismatch between their skills and market demands. Socially, prolonged unemployment can lead to poverty, social exclusion, isolation, and the deterioration of the unemployed individual's mental health.

The average unemployment rate in Spain stood at 12.1% in 2023 (Active Population Survey, INE). The long-term unemployed accounted for a rate of 4.9% of the active population, representing 40.5% of the total unemployed population in the country. In the European Union (EU-27), the long-term unemployment rate as a percentage of the active population reached 2.4% (Eurostat, 2022). Thus, the long-term unemployment rate in Spain is twice that recorded in the EU-27. The relevance of structural unemployment in Spain began to emerge in the 1970s, presenting itself as one of the structural problems in the labor market. Additionally, this phenomenon has been exacerbated by the economic crisis originated in 2008, as over the past decade (2009-2022), the average long-term unemployment rate has stood at 8.2%, significantly higher than that recorded in the EU-27 (3.8%). The substantial volume of long-term unemployment figures, even during periods of high economic growth, demonstrates the persistence of this situation for a significant portion of the population.

Focusing on this issue within the Basque Country, subject of this project, the results yield conclusions similar to those reflected for Spain. The unemployment rate in 2023 was 7.5%, with a percentage of long-term unemployed individuals comprising 45.4% of the total. Thus, the unemployment rate for those actively seeking employment for over a year stood at 3.4%, below the Spanish average (1.5 percentage points lower), although higher than the rate recorded by the European Union (1 percentage point higher).

Figure 1: Comparison of the rate of long-term unemployed in the Basque Country, Spain and the EU-27



Note: data for 2023 for the Basque Country and Spain; and for 2022 for the EU-27.

Source: INE and Eurostat

According to the disaggregated data from the Basque Employment Service (Lanbide) at the end of 2023, there is a noticeable female presence among the long-term unemployed¹⁰ registered in the Basque Country, accounting for 60.1% of the total, which means 3 out of every 5 individuals. In terms of age, approximately 42% of this group is between 55 and 64 years old. Additionally, 61% of the long-term unemployed have a low educational level, up to compulsory education¹¹.

Of the 53,770 individuals registered as long-term unemployed with Lanbide at the end of 2023, about 39% (20,839 people) were beneficiaries of the Guaranteed Income Benefit (RGI, its acronym in Spanish), an economic support managed by Lanbide designed to assist people in job search. This assistance may include the Supplementary Housing Allowance (PCV, its acronym in Spanish) in some cases, aimed at covering rental expenses for the primary residence. Additionally, Lanbide also administers the Minimum Income Scheme (MIS) in the Basque Country as part of its administrative responsibilities.

Traditionally, the response to long-term unemployment has focused on temporary subsidy programs, without structurally addressing the improvement of employability through comprehensive support programs. With the aim of contributing to understanding the issues faced by this group and enhancing their employability, Lanbide has proposed the creation of programs that combine employment and training, along with personalized career guidance.

¹⁰ Classic definition of long-term unemployment has been considered as more than 1 year for those aged 25 and older, and more than six months for those under 25.

¹¹ The calculations have been made based on the statistical file of the job demand as of December 31, 2023.

Regulatory framework associated with the project and the governance structure

At European Union level, the European Council Recommendation of 15 February 2016 stands out, which asks Member States to grant personalized support to the long-term unemployed, through a "personalized integration pathway, at the latest when the person has reached 18 months of unemployment".

At national level, it is necessary to mention the '**Plan Reincorpora-T**', a three-year plan to prevent and reduce long-term unemployment in Spain. Spanish government has established this plan to address long-term unemployment in Spain, aligning with the objectives defined in the Employment Law, with a validity of three years, from 2019 to 2021. The main axes that articulate this plan are guidance, training and assistance in the search for employment opportunities.

Furthermore, the Basque Government implemented the **Comprehensive Plan to Combat Poverty** at the beginning of 1989, which established a system of guaranteeing minimum resources, based on the introduction of a social wage.

On the other hand, another significant legislation to mention is Law 14/2022, of December 22, 2022, on the Basque Income Guarantee and Inclusion System, which configures the current Basque system of public benefits for the guarantee of income, of subjective right, based on the Guaranteed Income Benefit (RGI), the Complementary Housing Benefit (PCV) and the Social Emergency Aid (AES). With the transfer of active employment policies, Lanbide (Basque Employment Service) was created, and the residence of the Basque Income Guarantee and Inclusion System was determined in this body, linked to employment policies. It also highlights Lanbide's Strategic Grants Plan for the 2021 financial year - Guideline D1.3-, whose objective is to "achieve an inclusive labor market that generates and offers equal opportunities to all the collectives and groups that make it up".

Finally, all European and national regulations are in line with the framework established in the 2030 Agenda and the Sustainable Development Goals (SDGs).

This pilot project is aligned with the European and national strategies in the field of social and labor inclusion, as well as with the 2030 Agenda for Sustainable Development, specifically contributing to SDGs 1, 8 and 10.

Given the context of long-term unemployment in the Basque Country, where most individuals are recipients of the Minimum Income Scheme (IMV) and/or RGI, the Department of Labor and Employment of the Basque Country proposes a project to develop an employment-training model. The model aims to help participants to acquire professional skills that enhance their employability and achieve greater economic autonomy.

The scientific objective of the project is to evaluate the effectiveness and efficiency of this model of comprehensive support, in relation to other traditional models. Furthermore, the goal is to promote the knowledge to the public policy development and ensure accountability for the project's outcomes.

The governance framework established for the correct execution and evaluation of the project includes the following actors:

- The **Government of the Basque Country**, is the beneficiary and coordinator of the project, and in particular its following units:
 - a) Department of Labor and Employment through the Directorate of Employment and Inclusion. Coordination, programming and methodological implementation that includes diagnosis, monitoring and evaluation plan.
 - b) Lanbide – Basque Employment Service, attached to the Department of Labor and Employment.
 - Central Services: Design, methodological implementation, measurement and evaluation of results. Coordination of the technical execution of projects with local entities.
 - Local Employment Offices: Collaboration in the recruitment of participants, operational management, collaboration with local entities.
 - c) Social services of each collaborating City Council, for the coordination and recruitment of participants.
 - d) Collaboration of various insertion companies for the implementation of the work phase of the itineraries.
- The **Ministry of Inclusion, Social Security, and Migration (MISSM)** is the funding source of the project and responsible for the RCT evaluation. For this reason, the General Secretariat of Inclusion assumes a series of commitments:
 - Provide the beneficiary entity with support for the design of the actions to be carried out, for the execution and monitoring of the object of the subsidy, as well as for the profiling of the potential participants of the pilot project.
 - Design the randomized controlled trial (RCT) methodology of the pilot project in coordination with the beneficiary entity.
 - Likewise, carry out the evaluation of the project in coordination with the beneficiary entity.
 - Ensure strict compliance with ethical considerations by obtaining the approval of the Ethics Committee.
- **CEMFI and J-PAL Europe**, are scientific and academic institutions that support MISSM in the design and the RCT evaluation of the project.

In view of the above, the present report follows the following structure: **section 2** provides a **description of the project**, detailing the issue to be addressed, the specific interventions associated with each of the employment and training models implemented, and the target audience to which the intervention is directed. The objective is to present a diagnosis of the problems associated with long-term unemployment to justify the necessary implementation and evaluation of this intervention. Next, **section 3** contains information relating to the **evaluation**

design, defining the Theory of Change linked to the project and the hypotheses, sources of information and indicators used. **Section 4** presents the implementation of the intervention, the analysis of the sample, the results of randomization, and the degree of participation and attrition of the intervention. This section is followed by **section 5** where **the results of the evaluation** are presented, along with a detailed analysis of the econometric analysis carried out and the results for each of the indicators used. The **conclusions** of the project evaluation are described in **section 6**. Finally, in the **appendix Economic and regulatory management**, additional information is provided on the management tools and governance of the pilot project.

Ethics Committee linked to the Social Inclusion Itineraries

During research involving human subjects in the field of biology or the social sciences, researchers and workers associated with the program often face ethical or moral dilemmas in the development of the project or its implementation. For this reason, in many countries it is common practice to create ethics committees that verify the ethical viability of a project as well as its compliance with current legislation on research involving human beings. The Belmont Report (1979) and its three fundamental ethical principles – respect for individuals, profit and justice – constitute the most common frame of reference in which ethics committees operate, in addition to the corresponding legislation in each country.

With the aim of protecting the rights of participants in the development of social inclusion itineraries and ensuring that their dignity and respect for their autonomy and privacy are guaranteed, [Order ISM/208/2022 dated March 10](#) creates the Ethics Committee linked to the Social Inclusion Itineraries. The Ethics Committee, attached to the General Secretariat of Inclusion and Social Welfare Objectives and Policies, is composed of a president – with an outstanding professional career in defense of ethical values, a social scientific profile of recognized prestige and experience in evaluation processes – and two experts appointed as members.

The Ethics Committee has conducted analysis and advice on the ethical issues that have arisen in the execution, development, and evaluation of the itineraries, formulated proposals in those cases that present conflicts of values and approved the evaluation plans of all the itineraries. In particular, the Ethics Committee issued its approval for the development of this evaluation on November 04, 2022.

2 Description of the program and its context

This section describes the program that the Department of Labor and Employment of the Basque Government implemented within the framework of the evaluation project. Furthermore, it describes the objective of the project, the target population and territorial scope, and the different interventions carried out.

2.1 Introduction

The intervention aims to improve social and labor integration for long-term unemployed individuals and beneficiaries of the Minimum Income Scheme (MIS) and/or the Income Guarantee Scheme (RGI, by its acronym in Spanish), through comprehensive support itineraries and combined employment-training initiatives. These interventions aim to help participants acquire professional skills that enhance employability, improve job search skills and attitudes, increase proactivity and motivation, and achieve greater economic autonomy, thereby reaffirming their professional validity.

The project allows us to measure changes resulting from the comprehensive support itineraries for social inclusion using the RCT evaluation methodology. The impact of the intervention is the difference between what happens to the people who benefit from the intervention versus the people assigned to the counterfactual group.

Among the main empirical studies on long-term unemployment, it stands out the research conducted by Cottier et al. (2018) performing an RCT in Switzerland. This study examines how attendance at job-search training contributes to improving employment levels. On the other hand, Card et al. (2010, 2018) confirm that job search support is considered one of the most effective elements within active policies to revitalize the labor market. In addition, this meta-analysis confirms that mixed interventions, which combine employment and training, generate positive impacts in the medium and long term, while other employment policies, such as subsidies, have a comparatively lower impact.

Regarding educational success and income achieved, the study carried out by Roder et al. (2020) stands out, as it offers an analysis of the long-term effects on the perception of alternating programs (training and employment) over nine years. This study, conducted with an RCT in the United States, reveals a sustained increase in long-term annual income for the most vulnerable people, making it easier for them to lift themselves out of poverty. These findings are supported by the RCT conducted in Colombia by Attanasio et al. (2011), which implemented an employment and training intervention (mixed intervention) for six months, yielding positive results in terms of increased employment and productivity in future jobs.

The type of training offered influences the magnitude of the impact generated on job placement. In this sense, technical vocational training leads to significant increases in income and greater employability, especially in the short and medium term. Furthermore, the study performed by Barrera-Osorio et al. (2023) highlights how improvement on soft skills might have a positive impact on employment over time.

Broadly speaking, programs that jointly encompass skills development, improved self-esteem; assistance in job search and proactivity increase the chances of insertion, compared to other models that apply a single approach (Liu et al., 2014). Mixed interventions that propose an alternation of training and employment have positive results in terms of the income and employability of the participants, setting the tone for employment policies.

2.2 Target population and territorial scope

The target population of the project are long-term unemployed people, i.e., those who have been registered as jobseekers for at least 12 months in the last 18 months and preferably beneficiaries of the Minimum Income Scheme (IMV) and/or the Income Guarantee Scheme (RGI). The territories selected for the implementation of the project are:

- Álava: Vitoria-Gasteiz and Amurrio
- Vizcaya: Bilbao, Bermeo, Sestao, Santurtzi, Orduña, Ermua, Muskiz and Mancomunidad de Encartaciones
- Guipúzcoa: Zumárraga, Irún, Mondragón and Tolosaldea

More details on the recruitment process are provided in **section 3.5** as part of the evaluation design.

2.3 Description of interventions

The intervention includes an employment-training program implemented in collaboration with local entities, covering 15 subprojects, with a specific profile depending on the job offered. The treatment group receives a series of services and activities that together constitute the design of a comprehensive support itinerary for social and occupational insertion, while the control group continues to receive the usual services offered by the Basque Employment Service. These include several services and guidance programs such as mediation, employment promotion, on-the-job training, and advice for self-employment and entrepreneurship, which may be used individually or concurrently over time based on user requests. However, these services are not specifically designed to constitute a holistic support itinerary. The following are the services and activities developed in the treatment group:

- **Two months' training**, preferably associated with professional certification.

The training process, lasting between 200 and 240 hours in the first two months of the project, primarily includes qualified training for professional certification. It may also involve additional training in basic skills acquisition if necessary for the project's successful completion. Additional training specialties may be taught to those existing in the Training Catalogue of Specialties or a new specialty, created specifically for the project, which must be previously approved by Lanbide-Basque Employment Service and included in the Catalogue prior to the project application.

The beneficiary entities must have the necessary personnel and material resources within the Basque Country to conduct the training activities of the subsidized project, or they must commit to acquiring them by the start of the training.

The training will only be carried out in face-to-face mode:

- ✓ Local entity promoting the project, or their dependent entities, must be accredited to provide the relevant certificate of professionalism or registered to teach non-certification specialties before training begins.

- ✓ Local entities promoting the project can subcontract training entities. These entities must be accredited and/or registered in the Register of Training Entities managed by Lanbide-Basque Employment Service.
- **Ten months' work:** participants in the project will be employed by collaborating entities under an alternating training contract, receiving the corresponding salary according to applicable regulations. During this period, they will allocate a minimum of 35% of their time to training and 65% to work activities.

The activities carried out in the selected and confirmed municipalities are:

- Municipal premises improvement and rehabilitation project.
- Masonry, carpentry and finishing work. Plumbing and sanitation work. Ventilation of the changing room area.
- Maintenance, repairs and reforms of spaces, both public and residential in the professional fields of masonry, painting, plumbing, electricity and gardening
- Support and care for the elderly and fourth age.
- Carrying out actions aimed at the renovation and improvement of the elements that make up the public road, especially the urban furniture of the municipality
- Bridging the digital divide: imparting digital skills for everyday activities to individuals with little or no digital skills.
- Energy efficiency and renewable energies: support in contracting, review of conditions and improvement of energy supplies (mainly electricity and gas)
- Gardening activities.
- Activities in the field of maintenance and renovation of public spaces, street furniture and green areas.
- Activities related to the construction, maintenance and renovation of housing spaces
- Maintenance of public spaces, recycling and reuse of resources, Nature conservation: tree masses, animal species, river cleaning.
- Professional skills and competencies related to the maintenance, repairs and reforms of spaces, both public and residential.

In addition, the support team has provided guidance, support actions, advice and professional information in the search for employment throughout the period of implementation of the project. The technical team has contacted all the participants, whether or not they are assigned to a position, for the completion of questionnaires and/or interviews that allow the evaluation of the project to proceed. Once completed, the completion of the final questionnaire entails the receipt of an incentive in the form of a purchase voucher worth €50.

The phases of treatment are broadly as follows:

Figure 2: Phases of treatment



- The **Entry** phase involves the referral or admission to the program and the initial contact between the municipalities and the participants, where the intervention is explained, and initial data is collected.
- The **Intervention** consists of two consecutive phases: training and recruitment. After entering the project, participants begin the first phase of training, which includes vocational certificates and basic skills. Additionally, personalized guidance and support are provided throughout the intervention, on employment and training issues. Subsequently, collaborating entities hire participants for ten months under an alternating work-study contract, combining employment and training. The control group does not receive any type of specific intervention but will be able to receive all the services that have been offered to them usually by the Basque Employment Service.
- The **Exit** phase involves planning the closure of treatment and assessing client satisfaction. The managing entities and Lanbide provide assistance and guidance for their integration into the labor market after the completion of the contract outlined in the intervention.

3 Evaluation design

This section describes the design of the impact assessment of the project described in the previous section. The section describes the Theory of Change, which identifies the mechanisms and aspects to measure, the hypotheses to test in the evaluation, the sources of information to build the indicators, the indicators, and the design of the experiment itself.

3.1 Theory of Change

This report, with the aim to design an evaluation that enables us to understand the causal relationship between the intervention and its final objective, develops a Theory of Change. The Theory of Change schematizes the relationship between the needs identified in the target population, the benefits or services that the intervention provides, and the immediate and medium-long term results sought by the intervention. This methodological framework provides an understanding of the relationships between them, the assumptions on which they rest, and outlining measures or outcome indicators.

Theory of Change

A Theory of Change begins with the correct identification of the needs or problems to be addressed and their underlying causes. This situational analysis should guide the design of the intervention, i.e., the activities or products that are provided to alleviate or resolve the needs, as well as the processes necessary for the treatment to be properly implemented. Next, this theory identifies the expected effect(s) based on the initial hypothesis, i.e., what changes – in behavior, expectations, or knowledge – are expected to be obtained in the short term with the actions conducted. Finally, the process concludes with the definition of the medium- to long-term results that the intervention aims to achieve. Sometimes, the effects directly obtained with the actions are identified as intermediate results and one identifies the indirect effects in the final results.

The development of a Theory of Change is a fundamental element of impact evaluation. At the design stage, the Theory of Change helps to formulate hypotheses and identify the indicators needed for the measurement of results. Once the results are achieved, the Theory of Change makes it easier, if results are not as expected, to detect which part of the hypothetical causal chain failed, as well as to identify, in case of positive results, the mechanisms through which the program works. Likewise, the identification of the mechanisms that made the expected change possible allows a greater understanding of the possible generalization or not of the results to different contexts.

The Basque Government identifies the need to activate the population of long-term unemployed recipients of the MIS and/or RGI residing in the Basque Country. Specifically, and improve job skills and employability to promote the labor insertion of this vulnerable group.

This need or problem defines the different areas of action of the project and the activities associated with each of them, through a mixed type of intervention: training, professional practice and guidance. Specifically, the intervention seeks to address the deficiency in technical skills through in-person training actions, aimed at certificates of professionalism, which allow improving the professional skills of the participants. In addition, to reinforce the improvement in the employability and labor insertion of the participants, professional advice and informational sessions on job search are provided. To achieve the same goal, professional internships are arranged along with additional support for work-life balance and transportation.

All these resources and activities carried out result in a series of outputs. By measuring the outputs obtained, it is identified whether the beneficiaries have received the activities or inputs and to what extent. Receiving the resources and activities properly conducted is essential for the program to achieve the expected intermediate and final results. Indeed, as if beneficiaries do not effectively receive the program, it is difficult to observe improvements in the indicators of employment, housing situation or quality of life.

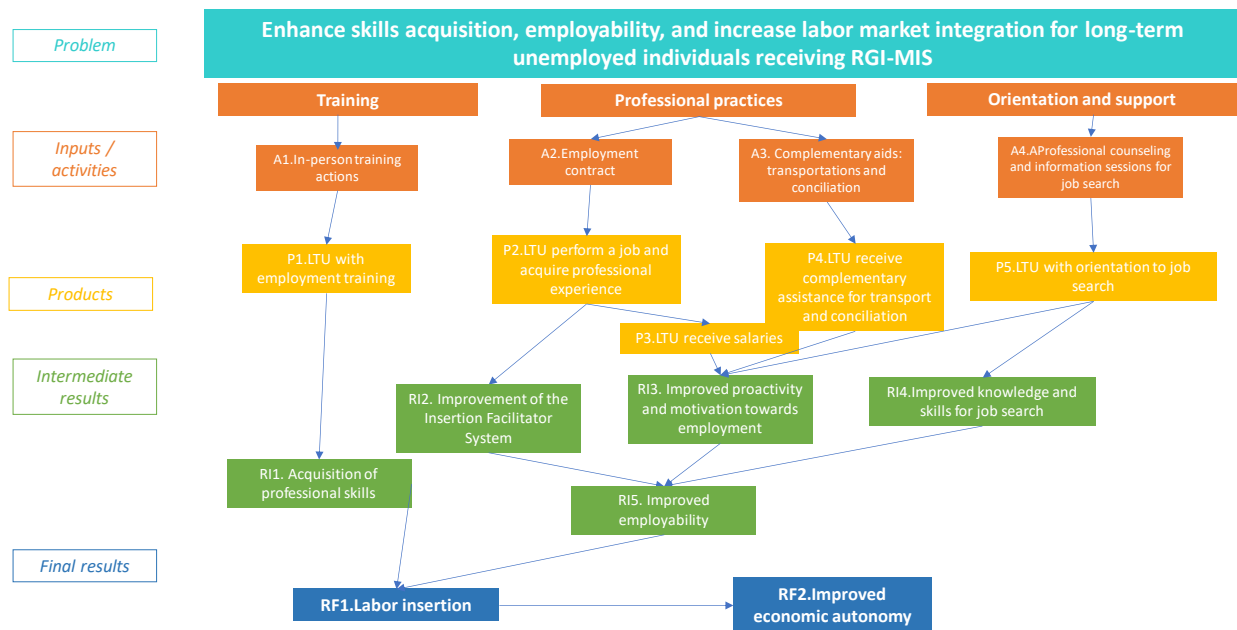
In this project, outputs are defined, on the one hand, as the number of people with on-the-job training (professional certification). On the other hand, those participants who carry out a professional internship acquire work experience, as well as the receipt of a salary. They also receive supplementary aid for transportation and work-life balance. Likewise, the intervention yields the number of participants receiving guidance and advice in job searching. By availing themselves of these services or benefits, improvements in the employment status of the beneficiaries are expected.

In the short term, the study expects that participants will improve within the acquisition of professional skills thanks to the training provided in the first phase of the intervention. In addition, professional practice will enhance the insertion facilitation system, increase proactivity and motivation towards employment, and improve job search knowledge and skills through guidance and assistance, ultimately boosting employability.

In the medium to long term, the acquisition of professional skills and the improvement of employability should lead to an improvement in the labor insertion of the participants, with a consequent greater economic autonomy.

The following figure illustrates this causal sequence of actions, initiated by the identified needs or problems, and the activities and resources necessary to obtain the expected changes in the participants.

Figure 3: Theory of Change



3.2 Hypotheses

The main objective of the personalized training and employment intervention is to improve professional skills, employability, proactivity and motivation for job search and to facilitate the labor insertion of those people who are in a situation of long-term unemployment.

It is important to highlight that, as detailed in the Theory of Change, this project is eminently limited to the improvement of the work environment (incorporation into the labor market or improvement of the employment situation) and professional skills. This multidimensional approach allows for a comprehensive assessment of the impact of the intervention on the lives of the beneficiaries and enables us a more complete understanding of its effectiveness in different dimensions.

The hypotheses to test in each of the major areas are the following ones, grouped on the intermediate and final results defined in the Theory of Change:

1. Acquisition of professional skills

This hypothesis postulates that, through training and professional counseling, there is an acquisition of professional competencies, compared to the control group.

1. Improvement of the Insertion Facilitator System

Completing courses and professional internships is expected to improve the self-perceived employability of participants in the treatment group.

2. Improved proactivity and motivation towards employment

The hypothesis indicates that training and employment intervention improves proactivity and motivation towards employment.

3. Improving knowledge and skills for job search

This hypothesis suggests that guidance and support produce an improvement in knowledge and skills for job searching.

4. Improved employability

The main hypothesis is an improvement in the behavior and attitude for the job search, thus predicting an improvement in the levels of employability of the participants.

5. Improved of labor insertion

The main hypothesis is that the treatment improves labor insertion in the medium and long term, by recording a greater number of days worked by the participants and a shorter waiting time for access to employment compared to those of the control group.

6. Improved economic autonomy

This hypothesis proposes an improvement in economic autonomy through the labor insertion of the participants, with a medium and long-term time horizon.

3.3 Sources of information

The itinerary participants' surveys and Lanbide's accessible administrative records gather the necessary information to construct outcome indicators.

Specifically, project participants performed the surveys two times: **before the intervention** (baseline) and **after the intervention** (endline). Participants received assistance from the technical coordinators of the subprojects when answering the questionnaires. These coordinators, who were actively involved in the group and personal interviews conducted by local entities during the selection process,

guided participants on how to access their personal space on the Lanbide website (MiLanbidenet), where the questionnaire was hosted.

The questionnaire follows the methodological framework defined by Piqueras et al. (2016; 2018; 2021) and measures most short-term outcomes. It has the following sections:

- **Job Search Evaluation Questionnaire (CEBE):** this questionnaire is performed at two times: before the intervention and after the intervention. It consists of 39 questions addressed to participants in both the treatment group and the control group to measure proactivity and motivation in job search processes. This questionnaire has three blocks:
 - Insertion Facilitation System (SFI): 5-question questionnaire on the way people approach job searches. Specifically, it covers topics such as the degree of information the participant has about the job search, the level of organization during the process, the mastery of search techniques, the participant's level of morale, and expectations about being able to achieve a job in the short term.
 - Job Search Behaviors (ICBE): this block has a total of 14 questions about the frequency in which job search actions are carried out.
 - Motivated Job Search Behaviors (COMOBE): a 20-question questionnaire that measures expectations about achieving a goal (self-efficacy, confidence, expectations of success, and control over the outcome of the search), along with attitude and proactivity in the development of the goal (adaptability, initiative, and anticipation).

In addition to the impact measurement questionnaires, this study uses the following questionnaires:

- **Questionnaire of satisfaction with the Training Action:** completed by the treatment group participants after each training session.
- **Questionnaire of satisfaction with the Local Projects of Support Itineraries:** completed by the treatment group participants after the project's conclusion. It covers aspects such as orientation, professional practice, the impact or usefulness of the program in terms of employment and the degree of general satisfaction.

In addition, this report uses administrative data from Lanbide and Social Security to measure the medium to long-term impact on labor integration and economic autonomy, both at the start of the intervention and 6- and 12-months post-completion.

3.4 Indicators

This section describes the indicators that this report uses to evaluate the impact of the pathway, divided by themes related to the hypotheses described above.

1. Acquisition of professional skills

Acquired skills: measured through two variables: result (pass/fail) of the completion of training activities (qualifying actions and transversal training for the acquisition of other competences) and

achievement or not of certificates of professionalism obtained. Lanbide's administrative records determine both variables, which are analyzed after the intervention. Using these two variables, a scale is calculated ranging from 0 (no acquired competences) to 1 (maximum level of acquired skills).

2. Improvement of the Insertion Facilitator System

Insertion Facilitator System (IFS): synthetic indicator that measures how participants face the job search, based on the answers to the 5 questions of the IFS questionnaire. It is calculated as the average of the variables involved and takes values between 0 (minimum score in all questions) and 1 (maximum level). The technical team collects this information both at the beginning and at the end of the treatment.

3. Improved proactivity and motivation towards employment

In order to test proactivity and motivation towards employment, we use two indicators:

Motivated Job Search Behaviors (COMOBE): synthetic indicator that measures the degree of proactivity and motivation towards employment based on the participants' answers to the 20 questions of the COMOBE. It is calculated as the mean of the variables involved and takes values on a scale from 0 (no motivation) to 1 (maximum motivation). The technical team collects this information at the beginning and at the end of treatment.

Number of offers requested: measured through the submission of available offers by potential participants (participant dissemination entry) and/or participant entries by automatic matching (assignment made directly by Lanbide to potential participants) during the 6 and 12 months after the intervention. This indicator comes from Lanbide's administrative records. As of the date of this report, there are no results associated with this indicator.

4. Improving knowledge and skills for job search

Job Search Behavior Index (ICBE): synthetic indicator that measures job search behaviors, at the beginning and end of the intervention, through the participants' answers to the 14 questions of the ICBE. This indicator is also calculated as the average of the variables involved, taking values on a scale between 0 (without any reported job search actions) and 1 (maximum frequency in which job search actions are performed).

5. Improved employability

Assessment of Job Search Behaviors and Attitudes (CEBE): global synthesis of the Job Search Evaluation Questionnaire (CEBE), which is made up of the Insertion Facilitator System (IFS), the Motivated Job Search Behaviors (COMOBE) and the Job Search Behaviors (ICBE). This indicator is calculated as the simple arithmetic mean of the 3 corresponding indicators (IFS, COMOBE and ICBE) and takes values on a scale between 0 (minimum employability of the participant) and 1 (maximum employability). In addition to the synthetic indicator normalized between 0 and 1, the employability indicator is also calculated, and thus presented in the evaluation of the results, as a weighted composite index by Anderson (2008) based on the same three indicators. This method aggregates

information from a set of variables that attempt to measure a common latent variable. Intuitively, the method calculates a weighted average of all the variables, where the weight assigned to each of them depends on how correlated it is with the others (the lower the correlation, the greater the weight). Subsequently, it is standardized, so it has a mean equal to zero and standard deviation equal to one.

6. Improved employability

To test employability, the following indicators are measured 6 and 12 months after the intervention:

Total days worked: measured from the total number of days worked from the end of the intervention to the time of the survey, 6 and 12 months later.

Time to employment: represents the average number of days it takes to access the first job after the project concludes, measured at 6 and 12 months afterward.

Both indicators come from Lanbide's administrative records. As of the date of this report, there are no results associated with these two indicators.

7. Economic autonomy

Existing registrants in the Income Guarantee System: it is measured based on changes in participants' benefits amounts, with lower results indicating greater economic independence. As of the date, there are no associated results for this indicator.

3.5 Design of the experiment

To assess the effect of treatment versus the control group on the above indicators, an experimental assessment (RCT) is used in which participants are randomly assigned between the treatment and control groups.

The section below details the process of recruiting and selecting the beneficiaries of the intervention, as well as the random assignment and time frame of the experiment.

Recruitment of intervention beneficiaries

The target population of this project includes all those long-term unemployed people in the Basque Country, between 18 and 64 years old, preferably receiving the MIS and/or the RGI. The project encompasses 15 sub-projects, with different professional profiles and diverse geographical locations: Amurrio, Bermeo, Bilbao (with 2 sub-projects), Ermua, Irún, Mancomunidad de Encartaciones, Mondragón, Muskiz, Orduña, Santurtzi, Sestao, Tolosa, Vitoria-Gasteiz and Zumárraga.

The following table shows the different promoters of the selected territories, the main activities to perform and the number of positions offered in each subproject for the participants of the treatment group:

Table 1: Subprojects delimitation

Promotor's entities	Subprojects job offers	Main activities
VITORIA-GASTEIZ CITY COUNCIL	10	Project for the improvement and rehabilitation of municipal premises in Vitoria-Gasteiz
ZUMARRAGA CITY COUNCIL	10	Masonry, carpentry, and finishing works. Plumbing and sanitation work. Ventilation of the changing room area
MANCOMUNIDAD DE ENCARTACIONES	10	Maintenance, repairs, and remodeling of spaces, both public and residential, in the professional fields of masonry, painting, plumbing, electricity, and gardening
IRUN CITY COUNCIL	15	Support and care for the elderly
SESTAO CITY COUNCIL	15	Support and care for the elderly
SANTURTZI CITY COUNCIL	16	Implementation of actions aimed at renewing and improving elements of public spaces, especially urban furniture in the municipality
BILBAO EKINTZA E.P.E.L.	20	Bridging the digital divide: providing digital skills for everyday activities to people with limited or no digital knowledge
BILBAO EKINTZA E.P.E.L.	20	Energy efficiency and renewable energies: assistance in contracting, reviewing conditions, and improving energy supplies (mainly electricity and gas)
AMURRIO CITY COUNCIL	16	Gardening activities
ORDUÑA CITY COUNCIL	10	Activities in the field of maintenance and remodeling of public spaces, urban furniture, and green areas
ERMUA CITY COUNCIL	12	Maintenance of public spaces, recycling and reuse of resources, conservation of nature: tree masses, animal species, river cleaning
FORLAN AG. LOCAL DE DESARROLLO DE MUSKIZ	12	Professional skills and competencies related to the maintenance, repair, and remodeling of public and residential spaces
MONDRAGÓN CITY COUNCIL	10	Conservation and improvement of forests
TOLOSALDEA GARATZEN	10	Maintenance of public spaces
BERMEO CITY COUNCIL	15	Maintenance and decoration of urban spaces
TOTAL	201	

Regarding the participants in the intervention, a specific profile is required based on the job offered. Therefore, the technical team selected a group of candidates based on the needs and training required for the position. Once Lanbide has extracted the population of potential beneficiaries in each subproject, Lanbide sent applications to the local entity. This entity integrates candidates through two ways: (i) by **automatic matching** (AM) carried out by Lanbide, i.e., it is the entity itself that compares the skills, experience and other relevant criteria of the candidates with the requirements of the job and (ii) **by dissemination**, i.e., it is the candidates themselves who proactively sign up for the job offer through the Lanbide¹² website. Both routes, dissemination and matching, are carried out

¹² For more information on the recruitment process, see appendix **Recruitment process**.

simultaneously from the beginning of the project. To carry out the selection interviews, and in order to ensure sufficient recruitment of candidates, applications of approximately four times the number of places offered per sub-project are proposed. Candidates selected through automatic pairing received an SMS prompting them to confirm their availability within 24 hours either by phone or through MiLanbidenet. After this period, the *call center* (Lanbitel¹³) attempted to reach the selected candidates on their registered phones, making successive attempts over the next 48 hours. If contact cannot be established within this time frame, communication is sent to them by email or letter.

Therefore, the local entity is in charge of proceeding with the interviews and selecting the potential candidates. The filters common to all pilot projects that have been used for the submission of applications are:

- Being registered as a job seeker with Lanbide
- Being aged between 18-64 years old
- Being in a long-term unemployment situation
- Residing within the geographic scope of the subproject
- Being a recipient of RGI and/or MIS

For each subproject, the sample is formed by the participants selected after the interviews and the subsequent signing of the informed consent. In this way, the signatory group defines the final sample of the study where the participants in each project, both those who are assigned to treatment and those who are assigned to control, have been considered suitable candidates for the job offer offered, so they are on equal terms for the subsequent comparison between groups.

¹³ Telephone platform that provides service to Lanbide.

Informed Consent

One of the fundamental ethical principles of research involving human beings (respect for persons) requires study participants to be informed about the research and consent to be included in the study. Informed consent is usually part of the initial interview and has two essential parts: the explanation of the experiment to the person, and the request and registration of their consent to participate. Consent should begin with a comprehensible presentation of key information that will help the person make an informed decision, i.e., understand the research, what is expected of it, and the potential risks and benefits. Documentation is required as a record that the process has taken place and as proof of informed consent, if so.

Informed consent is required in most research and may be oral or written, depending on different factors such as the literacy of the population or the risks posed by consent. Only under very specific circumstances, such as when the potential risks to participants are minimal and the informed consent is very complex to obtain or would harm the validity of the experiment, informed consent may be avoided, or partial information may be given to participants with the approval of the ethics committee.

Random assignment of participants

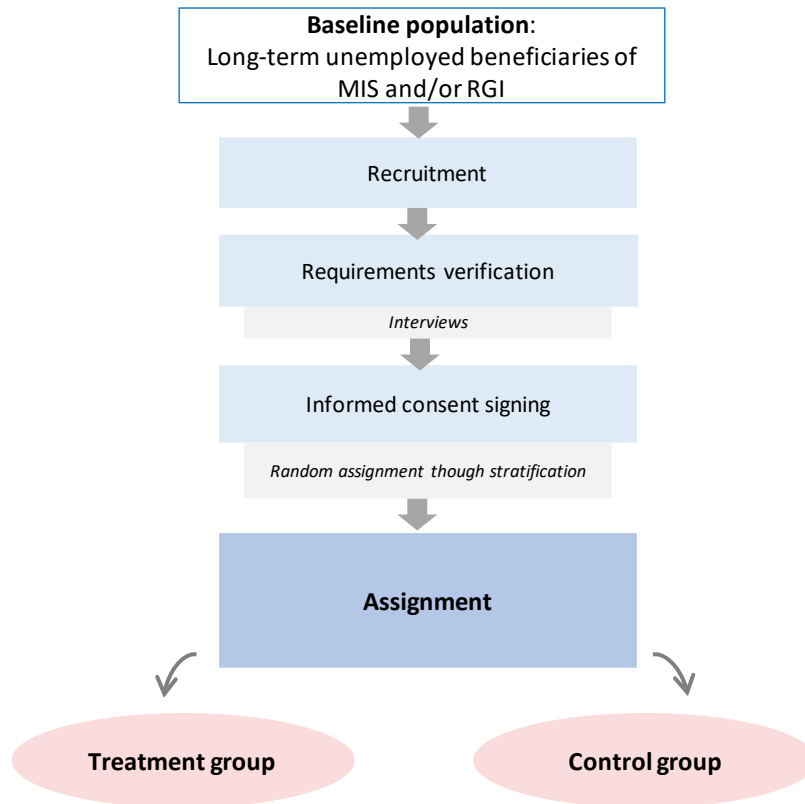
After signing the consent, the participants of the experiment are randomly assigned to the treatment group or the control group. Randomization is the cornerstone of the Randomized Controlled Trials (RCT) for identifying a causal relationship between treatment and outcomes. When properly carried out, this process ensures that the treatment and control groups are statistically comparable, encompassing both observable and unobservable variables. This homogeneity provides the structure required to make an accurate measurement of the possible effects derived from the intervention.

The list of selected candidates who sign the informed consent form is sent to the Ministry of Inclusion, Social Security and Migration (MISSM), which carries out the random allocation for each subproject. In general, the MISSM makes a random assignment by subproject, using the Job Search Behavior Index (ICBE) as a stratification variable, categorized into two possible values.

Considering the likelihood of a lower response rate in questionnaires sent to participants assigned to the control group compared to the treatment group, we decided to assign more candidates to the control group. In addition, to avoid losing the offered places, it was the possibility for some participants within the control group, also randomly assigned, to have a reservation label. In case of any withdrawals from the treatment group, they would replace those positions in the established order. If there were no withdrawals, these participants would remain in the control group. This decision was made from the outset, which is why more than four times as many successful candidates were requested for interviews.

The recruitment process covered only the absences of pilot project participants assigned to the treatment group during the first two weeks of the initial two-month training phase. This coverage applies only to reserved participants who have signed the informed consent.

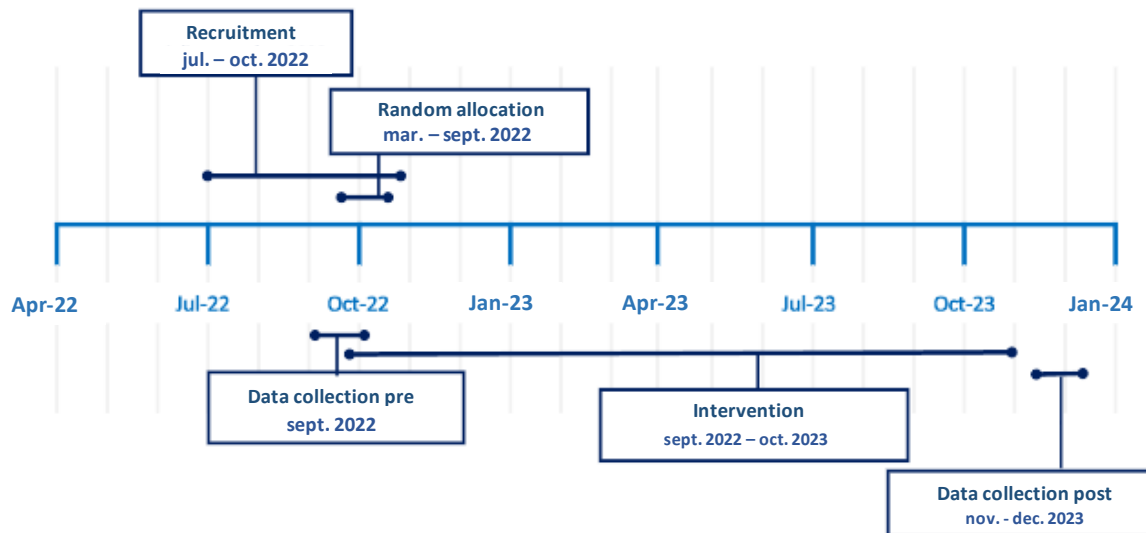
Figure 4: Sample design



The **Figure 5** shows the timeline for the implementation and evaluation of the itinerary. Once the design of the experimental evaluation has been concluded, the process of recruiting participants takes place between July 1st and October 30th, 2022. As mentioned above, once the participants are informed that they have been eligible for the job offer in the interview, the technical team asks to sign the informed consent. For each subproject, the MISSM randomly assigns the participants when the list is completed. Participants perform the baseline survey prior to randomization, which ensures that there is no bias in the response given that all participants were on a level playing field. Both the informed consent and the baseline survey are done through Milanbidenet, in the same process. In other words, to give consent, the baseline questionnaire had to be filled out in its entirety. Once filled in, the option to give consent is enabled.

Finally, participants carried out the final survey at the end of the intervention in each subproject. In addition, information from administrative records will be obtained from all participants 6 and 12 months after the end of the project.

Figure 5: Evaluation timeline



4 Description of the implementation of the intervention

This section describes the practical aspects of how the intervention was implemented as part of the evaluation design. It describes the results of the participant recruitment process and other relevant logistical aspects to contextualize the results of the evaluation.

4.1 Sample Description

Initially, Lanbide identified a total of 4,592 potential candidates through automatic matching and dissemination process. After the selection of these potential candidates, the collaborating entities carried out 1,434 interviews, 475 people of which were derived as suitable for the established offers and signed the informed consent. These people lay the groundwork for random allocation. Regarding the recruitment method, 356 out of those 475 were obtained by automatic matching and 119 by dissemination.

Table 2 shows the recruitment process, from the potential candidates to the candidacies finally sent to be interviewed, the interviews carried out and the number of candidates considered suitable. All of them signed the informed consent.

Table 2: Recruitment records

Project	Job offers	Potential candidates	Sending applications	Interviews	IC signed
VITORIA-GASTEIZ CITY COUNCIL	10	187	103	91	26
ZUMARRAGA CITY COUNCIL	10	211	58	58	23
MANCOMUNIDAD DE ENCARTACIONES	10	313	133	127	24
IRUN CITY COUNCIL	15	1,079	290	289	32
SESTAO CITY COUNCIL	15	300	87	87	35
SANTURTZI CITY COUNCIL	16	236	73	73	42
BILBAO EKINTZA E.P.E.L._1	20	420	141	133	44
BILBAO EKINTZA E.P.E.L._2	20	382	144	142	43
AMURRIO CITY COUNCIL	16	301	93	86	36
ORDUÑA CITY COUNCIL	10	174	52	27	25
ERMUA CITY COUNCIL	12	204	88	71	28
FORLAN AG. LOCAL DE DESARROLLO DE MUSKIZ	12	258	108	107	29
MONDRAGÓN CITY COUNCIL	10	198	62	29	24
TOLOSALDEA GARATZEN	10	163	68	66	23
BERMEO CITY COUNCIL	15	166	77	48	41
TOTAL	201	4,592	1,577	1,434	475

Characteristics of the final evaluation sample

Table 3 shows the descriptive statistics of the variables related to the intervention, according to the information collected in the initial survey. Specifically, this table presents (i) the characteristics of the people: the promoting entity or project in which the person participates, their gender, nationality, age and educational level and (ii) the indicators of the intermediate results available before starting the intervention: synthetic indicators SFI (Insertion Facilitation System), COMOBE (Motivated Job Search Behaviors), ICBE (Job Search Behaviors), CEBA (Assessment of Job Search Behaviors and Attitudes, with a range between 0 and 1) and CEBE (Anderson Index).

The table has six columns: the name of the variable, the number of observations, the mean, the standard deviation, and the minimum and maximum values. The results show that 58% of the participants are men. 80% of the participants have Spanish nationality, while 3% have another nationality of the European Union and the remaining 17% are non-EU.

In terms of participants' age, 43% are 50 years old or older, 41% are between 35 and 49 years old, and 16% are between 18 and 34 years old. Regarding the level of education, 64% of the participants have an educational level of lower secondary education or below.

The outcome indicators of the study are described below. All these indicators comprise the responses to questions from the Evaluation of Job Search Behaviors and Attitudes (CEBE) survey. The

interpretation of the CEBE is presented on a scale ranging from 0 to 1, using the method proposed by Anderson (2008).

Table 3: Descriptive statistics of the sample

Variable	N	Mean	Standard deviation	Minimal	Maximum
<i>Subprojects (baseline)</i>					
Amurrio City Council	475	0.08	0.26	0	1
Bermeo City Council	475	0.09	0.28	0	1
Ermua City Council	475	0.06	0.24	0	1
Irún City Council	475	0.07	0.25	0	1
Mondragón City Council	475	0.05	0.22	0	1
Orduña City Council	475	0.05	0.22	0	1
Santurtzi City Council	475	0.09	0.28	0	1
Sestao City Council	475	0.07	0.26	0	1
Vitoria-Gasteiz City Council	475	0.05	0.23	0	1
Zumárraga City Council	475	0.05	0.21	0	1
Bilbao Ekintza E.P.E.L._1	475	0.09	0.29	0	1
Bilbao Ekintza E.P.E.L._2	475	0.09	0.29	0	1
Forlan Ag. Local De Desarrollo De Mus.	475	0.06	0.24	0	1
Mancomunidad De Encartaciones	475	0.05	0.22	0	1
Tolosaldea Garatzen	475	0.05	0.21	0	1
<i>Sociodemographic variables (baseline)</i>					
Men	475	0.58	0.49	0	1
Spanish nationality	475	0.80	0.4	0	1
EU nationality	475	0.03	0.18	0	1
Non-EU nationality	475	0.17	0.37	0	1
Age between 18 y 34 years old	475	0.16	0.37	0	1
Age of more 35 y 49 years old	475	0.41	0.49	0	1
Age of more than 50 years old	475	0.43	0.50	0	1
Lower secondary education and inferior	475	0.64	0.48	0	1
Upper secondary education and non-tertiary post-secondary education	475	0.21	0.41	0	1
Higher education	475	0.15	0.35	0	1
<i>Outcome indicators (baseline)</i>					

Variable	N	Mean	Standard deviation	Minimal	Maximum
IFS, Insertion Facilitator System	474	0.76	0.18	0	1
Motivated Job Search Behaviors, COMOBE	474	0.75	0.17	0	1
Job Search Behavior Index, ICBE	474	0.38	0.21	0	1
Assessment of Job Search Behaviors and Attitudes, CEBE	474	0.63	0.15	0	1
Assessment of Job Search Behaviors and Attitudes, CEBE (Anderson Index)	474	0.00	1	-2.76	2.61

4.2 Random Assignment Results

Upon completion of recruitment, the 475 participants are randomly assigned after finalizing the candidate lists with IC in each subproject. **Table 4** displays the assignment results for each group. The appendix **Result of random assignment by subprojects** shows the details of the allocation by sub-projects.

Table 4: Random assignment results

	CG		TG	Total
	No substitution	Possible substitution		
ICBE_A=1	127	60	134	321
ICBE_A=2	72	17	65	154
Total	199	77	199	475

276 participants were assigned to the control group (77 of these were also marked as possible substitutes for withdrawal of participants from the treatment group) and 199 to the treatment group, as the Irún subproject finally reduced its treatment group from 15 to 13 participants. All but 1 participant responded to the baseline survey.

To ensure the validity of the random assignment defined in **section 3.5**, this report presents a balance test to define a statistically comparable control group and treatment group. This test contrasts that, on average, the observable characteristics of participants in both groups are identical. The balance between the experimental groups is key to being able to infer the causal effect of the program by comparing its results.

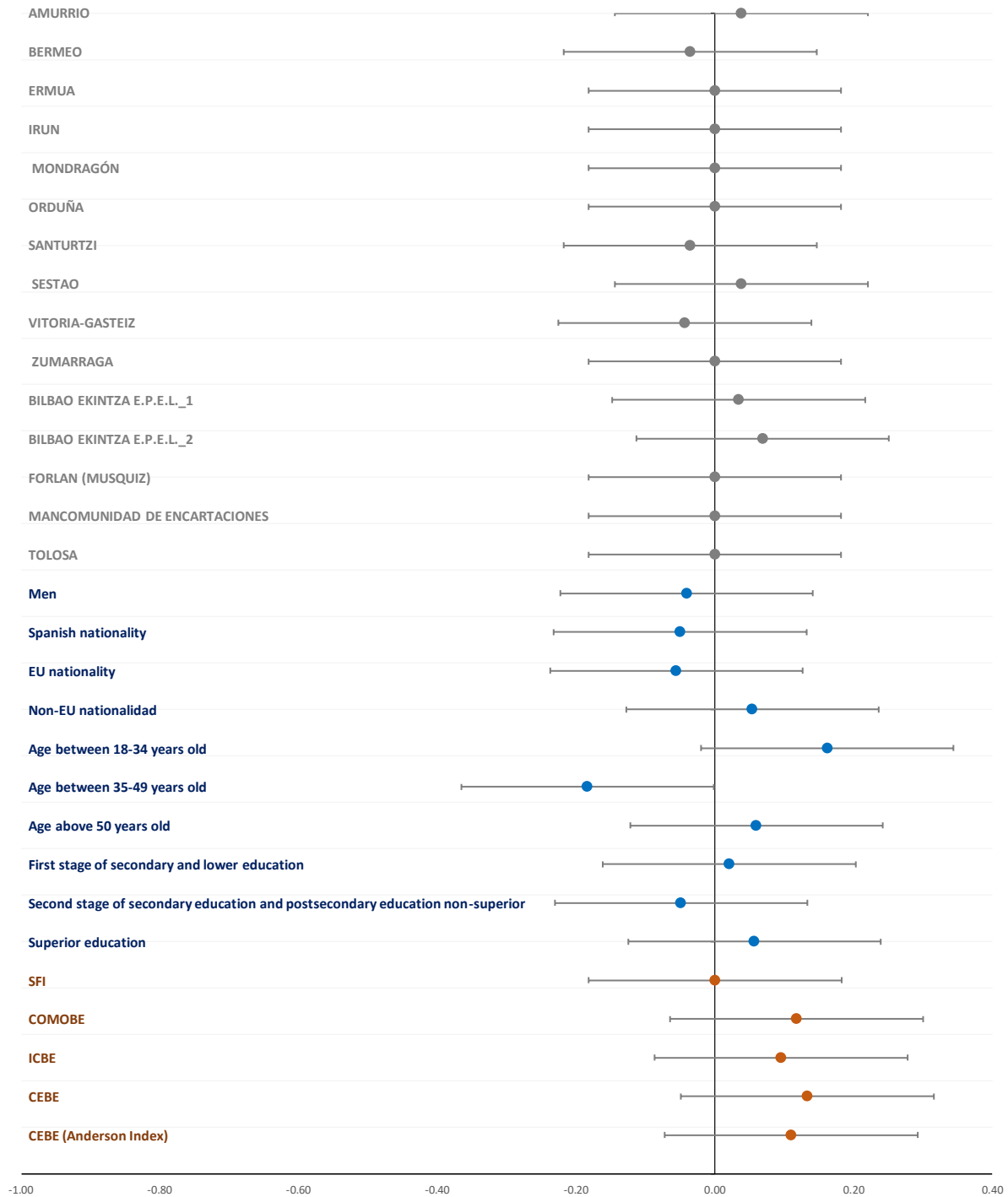
Figure 6¹⁴ shows the results of the equilibrium contrasts between the control group and the treatment group. All data shown in this figure refer to the survey conducted prior to the intervention (baseline). For each observable variable, the difference between the mean of that variable in the treatment and control group is represented by a dot and focused on it, the 95% confidence interval of that difference. A confidence interval containing zero, i.e., the vertical axis, will indicate that the mean difference between groups is not statistically significant or, in other words, is not statistically different from zero. It will be concluded, therefore, that the intervention groups are balanced in this characteristic. In the case where the confidence interval of the mean difference does not contain zero, it can be concluded that the difference is statistically significant and, therefore, the groups are unbalanced in this characteristic.

Figure 6 exhibits that the treatment and control groups are not statistically different in most variables. Significant differences, with a confidence level of 10%, are only observed for the age groups between 18 and 34 years, and between 35 and 49 years.

The lack of significant differences reflects the absence of relevant imbalances between the experimental groups. Therefore, random assignment ensures comparability between the two groups. In the specifications where this is indicated, age brackets are included as control variables.

¹⁴ See **Table 21** in the appendix on the **Balance between experimental groups**, for the details of the results of the balance tests.

Figure 6: Standardized mean difference between treatment group and control group (95% confidence interval)



Note: the sub-projects of the intervention are shown in grey; in blue the rest of the sociodemographic variables and in orange the specific indicators used for the evaluation of the project.

4.3 Degree of participation and attrition by groups

The group signing the informed consent constitutes the experimental sample that was randomly assigned to the control and treatment groups. However, both participation in the program and response to the initial and final surveys are voluntary. On the one hand, it is convenient to analyze the degree of participation in the program, since the estimation of results will refer to the effects on average of offering it, given the degree of participation. For example, if participation in treatment activities is low, the treatment and control groups will be very similar, and it will be more difficult to find an effect. On the other hand, this section tests whether the non-completion of the final survey by some of the participants reduces the comparability of the treatment and control groups after the intervention, if the response rate is different between groups or according to the demographic characteristics of the participants in each group.

Degree of participation

475 participants were randomly allocated, assigning 276 people to the control group – 77 of which were labelled as potential substitutes – and 199 to the treatment group.

During the first fifteen days of the subprojects, 27 participants from the treatment group dropped out (26 from the treatment group and 1 from the reserve group who had switched over to a withdrawal from the treatment group and ended up dropping out) and were replaced by control group participants marked as potential substitutes, according to the order decided in the random assignment. After the list of possible substitutes had been exhausted in two sub-projects (Amurrio and Bilbao_2), the replacement of 2 withdrawal of participants from the treatment group by 2 people from the control group not belonging to the group of possible substitutes, 1 from each subproject, was authorized within the allowed time frames (these two participants are not considered in the impact assessment). Thus, 199 participants were in the treatment group and 249 in the control group.

In addition to the initial 27 people who left and were replaced, during the entire itinerary there were 24 participants more that dropped out and were not replaced, 10 in the treatment group and 14 in the control group. Regarding the reason for the dropout, although in a third of the cases the reasons are unknown, in another third the reason for the dropout is due to placement in a job. It is important to emphasize that 4 of the 9 withdrawals from the control group were due to placement in a job and 4 due to being unhappy with having been in a control group. The rest of the most frequent reasons are problems with family work-life balance and health reasons.

There was no contamination between groups, i.e., no participant in the control group¹⁵ received the actions aimed at the treatment group.

¹⁵ As noted above, there are participants assigned to the control group who are labeled as potential substitutes for treatment group absences, who have substituted for actual treatment withdrawals. In that case, they have received the treatment.

Regarding the intensity of participation in treatment, **Table 5** shows participation in trainings and orientations, and completion as passing and positive. In addition, **Table 6** presents the number of participants who have received some form of financial aid for family work-life balance and transportation.

During the itinerary, 203 people participated in the training and 185 in the orientations. In the case of training, 86% have passed at least 1 of the trainings in which they have participated, and 58% have passed in more than 90% of the trainings in which they have participated. In the case of orientations, 100% have finished with positive results in more than 90% of the orientations received.

Table 5: Participants in trainings and orientations

	Participants	Completed as eligible/positive outcome in at least 1	Finished as eligible/positive outcome in at least the 90%
Trainings	203	86%	58%
Orientations	185	100%	100%

In addition, 201 people received complementary financial aid for transport and family work-life balance, and of these, 82% received the highest amount of aid, with more than €300.

Table 6: Participants who have received financial aid for transport and work-life balance

	Participants	Less than €100	Between €100 y €300	More than €300
Financial aids for transportation and work-life balance	201	3%	15%	82%

In relation to employment contracts, 190 people (95% of the treatment group) formalized their employment contracts, with an average income per worker of €12,009 in the 10 months that the employment contract has lasted. The Bermeo subproject ('Maintenance and decoration of urban spaces') is the one with the lowest average income per job, €8,182, while the Sestao subproject ('Support and care for the elderly') has the highest average income per job, €21,647.

Attrition by groups

As discussed above, the data comes from both questionnaires and administrative records. The information from administrative records used in the report includes the number of successfully completed training activities and certificates of professionalism received at the end of the intervention. Administrative record data is available for all participants.

Regarding the response to the surveys carried out at the beginning and end of the intervention, **Table 7** displays the total number of participants based on their response. Of the 475 people in the initial sample, the number of participants completing the baseline survey is 474 people and the number of

participants completing the final survey is 372 people, 173 from the treatment group (87%) and 199 from the control group (80%).

Table 7: Sample and early dropout rate

Group	Total	Baseline survey	Final survey
Total	475	474 (100%)	372 (83%)
Treatment	199	199 (100%)	173 (87%)
Control	276	275 (100%)	199 (80%)

To assess whether the difference in sample attrition rates between the experimental groups (87% vs. 80%) is statistically significant, this study presents a simple regression of the binary non-response variable on treatment assignment estimation, showing significance at the 90% level.

In addition, this section also presents several regressions for each sociodemographic variable to assess whether the varying attrition rates observed in each group are correlated with particular characteristics. These regressions include, for categorical variables, all associated dummy variables representing each value of the variable, along with interactions between the treatment variable and each control variable.

Table 8 displays these results in the column “Attrition”¹⁶. Thus, a first estimate is made with respect to the localities, where we see that there is a certain correlation between early dropout and the City Council of Vitoria-Gasteiz and Zumárraga.

There is no significant difference in the response rate between the groups associated with the following variables: gender, nationality, age and educational level. Finally, the last part of this section presents the results of the regressions that analyze the correlation between early dropout and outcome indicators. No significant correlation is observed.

Table 8: Attrition between groups

Control variable	Attrition
Treatment	-0.07* (0.04)
Treatment x Amurrio City Council	-0.11 (0.23)
Treatment x Bermeo City Council	-0.14 (0.21)
Treatment x Ermua City Council	-0.26

¹⁶ In order to simplify the table, only the coefficients associated with the interactions between treatment and each control variable are presented in the same column for all regressions identified by a separation line.

	(0.22)
Treatment x Irún City Council	-0.22
	(0.18)
Treatment x Mondragón City Council	-0.27
	(0.24)
Treatment x Orduña City Council	-0.31
	(0.24)
Treatment x Santurtzi City Council	-0.20
	(0.19)
Treatment x Sestao City Council	-0.04
	(0.17)
Treatment x Vitoria-Gasteiz City Council	-0.41 *
	(0.23)
Treatment x Zumárraga City Council	-0.56**
	(0.22)
Treatment x Bilbao Ekintza E.P.E.L._1	-0.15
	(0.18)
Treatment x Bilbao Ekintza E.P.E.L._2	-0.16
	(0.18)
Treatment x Forlan Ag. Local De Desarrollo De Muskiz	-0.11
	(0.23)
Treatment x Mancomunidad De Encartaciones	0.22
	(0.24)
Treatment x Men	-0.04
	(0.07)
Treatment x Spanish nationality	0.12
	(0.10)
Treatment x EU nationality	0.07
	(0.13)
Treatment x Age between 18-34 years old	0.12
	(0.10)
Treatment x Age between 35-49 years old	0.07
	(0.08)
Treatment x First stage of secondary and lower education	-0.10
	(0.09)
Treatment x Second stage of secondary education and postsecondary education non-superior	-0.09
	(0.11)
Treatment x IFS - Insertion Facilitator System	0.09
	(0.21)
Treatment x Motivated Job Search Behaviors, COMOBE	-0.14

	(0.23)
Treatment x Job Search Behavior Index, ICBE	0.20
	(0.16)
Treatment x Assessment of Job Search Behaviors and Attitudes, CEBE	0.11
	(0.24)
Treatment x Assessment of Job Search Behaviors and Attitudes, CEBE (Anderson I.)	0.02
	(0.04)

Note: Robust standard bugs have been used.

Levels of significance: * p < 0.10, ** p < 0.05, *** p < 0.01.

5 Results of the evaluation

Random assignment of the experimental sample to the control and treatment groups ensures that, with a sufficiently large sample, the groups are statistically comparable. Therefore, any differences observed after the intervention can be causally associated with the treatment. Econometric analysis provides, in essence, this comparison. In addition, it has the advantages of allowing other variables to be included to gain precision and of providing confidence intervals for estimates. In this section, the econometric analysis and the estimated regressions are presented, as well as the analysis of the results obtained.

5.1 Description of the econometric analysis: estimated regressions

In a randomized experiment, the regression model specified to estimate the causal effect is just the difference in the outcome variable between the treatment and the control group, as these groups are statistically comparable due to randomization. In addition to this analysis, the following results present: (i) regressions in which variables are controlled for that may vary between the treatment group and the control group and may affect the impact of the treatment and (ii) regressions in which, in addition to including the previous controls, the initial value of the dependent variable is included - the value before the intervention-, which improves the accuracy of the estimates. This ensures that the analysis considers differences between the treatment group and the control group before the intervention is conducted.

Specifically, the specification of the regressions presented below is as follows:

$$Y_{i,t=1} = \alpha + \beta T_i + \gamma Y_{i,t=0} + \delta_i X_{i,t=0} + \varepsilon_i$$

Where $Y_{i,t=1}$ is the dependent variable of interest observed after the intervention for person i ; T_i indicates whether the person has been assigned to the treatment (=1) or control (=0), $Y_{i,t=0}$ is the initial value of the dependent variable (i.e., before the intervention), $X_{i,t=0}$ is a vector of controls (sociodemographic variables), and ε_i is the error term.

Robust standard errors have been used and two observations have been eliminated that were switched from the control group to the treatment group when there were no more reserves left. This provides a sample of 370 individuals with data available at the end of the intervention for conducting the analyses. Age is included as a control variable in all specifications.

5.2 Analysis of the results

5.2.1 Primary and secondary outcomes

This section presents the results of the evaluation on the main indicators following the structure of the evaluation scheme.

1. Acquisition of professional skills

In relation to the results of the intervention on the acquisition of professional competences, **Table 9** presents two specifications: (1) one without controls and (2) one with controls.

The study estimates the impact on the competence acquisition indicator, which includes the completion of training activities (or not) and the obtaining of personality certificates (or not) in the months in which the itinerary has been developed¹⁷. The coefficient of the treatment variable is 0.44 points, being significant at 1% in both the regression without and with controls. Therefore, we observe that the training received by the participants of the treatment group generated a very positive effect on the acquisition of professional skills compared to those of the control group. Specifically, the effect on the acquisition of professional skills represents an almost 6-fold increase, compared to the average score of the control group. This indicator is available to all participants in the experiment at the end line, but not at the baseline. This regression is estimating intention-to-treat (ITT).

¹⁷ It takes values 0, when it does not have any training action with a pass result or any certificate of professionalism, 0.5 when it has at least one training action with a pass result or a certificate of professionalism or 1 when it has both a training action with a pass result and at least one certificate of professionalism.

Table 9: Effects of professional skills acquisition

	Professional skills acquisition	
	(1)	(2)
Treatment	0.44***	0.44***
	(0.03)	(0.03)
Observations	473	473
R^2	0.38	0.38
Control mean Dep. var.	0.09	0.09
Initial value Dep. var.	No	No
Controls	No	Yes

Note: Robust standard bugs have been used.

Levels of significance: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

2. Improvement of the Insertion Facilitator System

Table 10 reports the results of the intervention on the improvement of the Insertion Facilitator System. The table follows the same structure as the previous one, but it displays three specifications: (1) without controls, (2) with controls, and (3) with these controls and controlling for the initial value of the dependent variable (i.e., the value before the intervention).

This section estimates the impact on the synthetic indicator of the IFS (Insertion Facilitation System) block of the CEBE questionnaire. The coefficient of the treatment variable is 0.05 points in all three specifications, improving the significance from 5% to 1% when controls are introduced and when controlling for the initial value of the dependent variable. Thus, the effect on the Insertion Facilitator System represents an increase of 5.6% compared to the control group.

Table 10: Effects on the Insertion Facilitator System (IFS)

	Insertion Facilitator System - IFS		
	(1)	(2)	(3)
Treatment	0.05**	0.05***	0.05***
	(0.02)	(0.02)	(0.02)
Observations	370	370	370
R^2	0.01	0.05	0.19
Control mean Dep. var.	0.72	0.72	0.72
Initial value Dep. var.	No	No	Yes
Controls	No	Yes	Yes

Note: Robust standard bugs have been used. Two observations that were moved from GC to GT when there were no more reserves have been removed.

Levels of significance: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

3. Improved proactivity and motivation towards employment

Table 11 displays the results regarding the improvement of proactivity and motivation towards employment, presenting the same three specifications as in the previous case, estimating the impact on the synthetic indicator resulting from the COMOBE block (Motivated Job Search Behaviors) or the CEBE questionnaire.

The coefficient of the treatment variable is 0.05 points in the specifications without controls and with controls, and 0.04 points in the specification with controls and controlling for the initial value of the dependent variable, with a significance level of 1%, which shows the robustness of the estimate. The results shown below indicate treatment has a positive effect over traditional interventions, with an increase of more than 7% compared to the average score of the control group.

Table 11: Effects on Motivated Job Search Behaviors

	Motivated Job Search Behaviors - COMOBE		
	(1)	(2)	(3)
Treatment	0.05*** (0.02)	0.05*** (0.02)	0.04*** (0.02)
Observations	370	370	370
R^2	0.02	0.05	0.23
Control mean Dep. var.	0.70	0.70	0.70
Initial value Dep. var.	No	No	Yes
Controls	No	Yes	Yes

Note: Robust standard bugs have been used. Two observations that were moved from GC to GT when there were no more reserves have been removed.

Levels of significance: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

4. Improving knowledge and skills for job search

Regarding the improvement of knowledge and skills for job search, **Table 12** presents the same three specifications as in the other sections, to estimate the impact on the synthetic indicator resulting from the ICBE (Job Search Behaviors), section of the CEBE questionnaire.

The coefficient of the treatment variable is 0.12 points in all three specifications, significant at 1% in all cases. The effect on Job Search Behaviors implies an increase of 31% compared to the average score of the control group.

Table 12: Effects on Job Search Behaviors

	Job Search Behavior Index - ICBE		
	(1)	(2)	(3)
Treatment	0.12***	0.12***	0.12***
	(0.02)	(0.02)	(0.02)
Observations	369	369	369
R^2	0.06	0.08	0.32
Control mean Dep. var.	0.39	0.39	0.39
Initial value Dep. var.	No	No	Yes
Controls	No	Yes	Yes

Note: Robust standard bugs have been used. Two observations that were moved from GC to GT when there were no more reserves have been removed.

Levels of significance: * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

5. Improved employability

This report uses two indexes to estimate the results of the intervention on the synthetic indicator of improvement of employability (synthesis of SFI, COMOBE and ICBE). On the one hand, it calculates an index where all variables receive the same weight (unweighted) and, secondly, the weighted index of Anderson (2008), where the COMOBE index obtains a higher weighting than the other two.

Table 13 presents the results of both the unweighted and the standardized weighted index (Anderson, 2008), with three specifications in each case: (1) without controls, (2) with controls, and (3) with controls and controlling for the initial value of the dependent variable.

Regarding the former, the coefficient of the treatment variable ranges between 0.07 and 0.08 points, depending on the specification, with a level of significance of 1%. Regarding the second, on the other hand, it ranges between 0.40 and 0.42 points, also significant at 1%. Both indicators show a positive effect on this variable with a similar magnitude of increase of between 11-13% in the treatment group versus control.

Table 13: Effects on the Assessment of Job-Seeking Behaviors and Attitudes

	Assessment of Job Search Behaviors and Attitudes - CEBE					
	Non-weighted			Weighted		
	(1)	(2)	(3)	(4)	(5)	(6)
Treatment	0.07***	0.08***	0.07***	0.40***	0.42***	0.40***
	(0.02)	(0.02)	(0.01)	(0.10)	(0.10)	(0.09)
Observations	369	369	369	369	369	369
R^2	0.05	0.08	0.34	0.04	0.08	0.34

Control mean Dep. var.	0.60	0.60	0.60	-0.18	-0.18	-0.18
Initial value Dep. var.	No	No	Yes	No	No	Yes
Controls	No	Yes	Yes	No	Yes	Yes

Note: Robust standard bugs have been used. Two observations that were moved from GC to GT when there were no more reserves have been removed.

Levels of significance: * p < 0.10, ** p < 0.05, *** p < 0.01.

As the effects on labor insertion and economic independence are observed in the medium and long term, as of the date of this report, administrative data and evaluation results for these two indicators are not available.

5.2.2 Heterogeneity analysis

This section presents the analyses of effects according to the participants characteristics. It entails regressions resembling those in the previous section, with the addition of the variable for which heterogenous effects are to be estimated, along with the interaction of this variable with the treatment.

Table 14 and **Table 15** show the gender heterogeneous estimates. **Table 14** has 7 columns, which correspond to the four main hypotheses defined in the evaluation scheme: competence acquisition, SFI, COMOBE and ICBE. In the last three indicators, there are two specifications, one with controls and the other that also includes the indicator at the beginning of the intervention. The **Table 15** displays the results for those two specifications with the CEBE indicator.

Table 14: Gender heterogeneous effects (1)

	Professional skills acquisition	Insertion Facilitator System - IFS		Motivated Job Search Behaviors - COMOBE		Job Search Behavior Index - ICBE	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Treatment	0.38*** (0.04)	0.05* (0.03)	0.07** (0.03)	0.05* (0.03)	0.05** (0.02)	0.14*** (0.03)	0.14*** (0.03)
Men	-0.07** (0.03)	-0.01 (0.03)	0.00 (0.03)	-0.01 (0.02)	0.00 (0.02)	0.04 (0.03)	0.02 (0.02)
Treatment and men	0,10* (0.05)	-0.00 (0.04)	-0.02 (0.04)	0.01 (0.03)	-0.02 (0.03)	-0.04 (0.05)	-0.03 (0.04)
Observations	475	372	372	372	372	371	371
R ²	0.39	0.06	0.19	0.05	0.23	0,09	0.32
Control mean Dep. var.	0.09	0.72	0.72	0.7	0.7	0.39	39
Var. Dep. Pre	No	No	Yes	No	Yes	No	Yes
Controls	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Note: Robust standard bugs have been used. Two observations that were moved from GC to GT when there were no more reserves have been removed.

Levels of significance: * p < 0.10, ** p < 0.05, *** p < 0.01.

Table 15: Gender heterogeneous effects (2)

Assessment of Job Search Behaviors and Attitudes - CEBE				
	Non-weighted		Weighted	
	(1)	(2)	(3)	(4)
Treatment	0.08*** (0.02)	0.09*** (0.02)	0.44*** (0.15)	0.47*** (0.14)
Men	0.01 (0.02)	0.01 (0.02)	0.00 (0.14)	0.03 (0.12)
Treatment and men	-0.01 (0.03)	-0.03 (0.03)	-0.03 (0.2)	-0.14 (0.17)
Observations	371	371	369	369
R ²	0.09	0.35	0.08	0.34
Control mean Dep. var.	0.6	0.6	-0.18	-0.18
Var. Dep. Pre	No	Yes	No	Yes
Controls	Yes	Yes	Yes	Yes

Note: Robust standard bugs have been used. Two observations that were moved from GC to GT when there were no more reserves have been removed.

Levels of significance: * p < 0.10, ** p < 0.05, *** p < 0.01.

The interaction between treatment and being a man shows a slightly negative difference, although not significant in most indicators, except for the one referring to the acquisition of competencies, where there is a positive effect at a 10% significance level. This means that, although for both men and women there is a positive effect in the treatment group versus control, this effect is 0.1 points greater in the case of men, resulting in a significant difference.

Table 16 and **Table 17** report the heterogeneous effects by age, with the same format and content as previous tables.

Table 16: Age-heterogeneous effects (1)

	Professional skills acquisition	Insertion Facilitator System - IFS		Motivated Job Search Behaviors - COMOBE		Job Search Behavior Index - ICBE	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Treatment	0.49*** (0.04)	0.06** (0.03)	0.06** (0.03)	0.08*** (0.03)	0.07** (0.03)	0.10*** (0.04)	0.12** (0.03)
Age between 18 and 34 years old	0.04 (0.05)	0.07* (0.04)	0.03 (0.04)	0.10** (0.04)	0.05 (0.03)	-0.01 (0.04)	-0.02 (0.03)

Treatment and age between 18 and 34 years old	-0.08 (0.08)	-0.06 (0.06)	-0.04 (0.05)	-0.10** (0.05)	-0.09** (0.04)	0.06 (0.06)	0.04 (0.06)
Age between 35 and 49 years old	0.05* (0.03)	0.08*** (0.03)	0.06** (0.03)	0.08*** (0.03)	0.05** (0.02)	0.05* (0.03)	0.03 (0.03)
Treatment and age between 35 and 49 years old	-0.10* (0.06)	0.01 (0.04)	0.00 (0.04)	-0.03 (0.04)	-0.02 (0.03)	0.03 (0.05)	-0.02 (0.04)
Observations	475	372	372	372	372	371	371
R ²	0.38	0.06	0.19	0.06	0.24	0.09	0.32
Control mean Dep. var.	0.09	0.72	0.72	0.7	0.7	0.39	0.39
Var. Dep. Pre	No	No	Yes	No	Yes	No	Yes
Controls	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Note: Robust standard bugs have been used. Two observations that were moved from GC to GT when there were no more reserves have been removed.

Levels of significance: * p < 0.10, ** p < 0.05, *** p < 0.01.

Table 17: Age-heterogeneous effects (2)

	Assessment of Job Search Behaviors and Attitudes - CEBE			
	Non - weighted		Weighted	
	(1)	(2)	(3)	(4)
Treatment	0.08*** (0.03)	0.08*** (0.02)	0.49*** (0.17)	0.51*** (0.14)
Age between 18 and 34 years old	0.05 (0.03)	0.01 (0.03)	0.40* (0.21)	0.15 (0.17)
Treatment and age between 18 and 34 years old	-0.03 (0.05)	-0.03 (0.04)	-0.31 (0.28)	-0.31 (0.24)
Age between 35 and 49 years old	0.07*** (0.02)	0.04* (0.02)	0.45*** (0.15)	0.27** (0.13)
Treatment and age between 35 and 49 years old	0.00 (0.04)	-0.01 (0.03)	-0.05 (0.22)	-0.14 (0.19)
Observations	371	371	369	369
R ²	0.09	0.35	0.08	0.34
Control mean Dep. var.	0.6	0.6	-0.18	-0.18
Var. Dep. Pre	No	Yes	No	Yes
Controls	Yes	Yes	Yes	Yes

Note: Robust standard bugs have been used. Two observations that were moved from GC to GT when there were no more reserves have been removed.

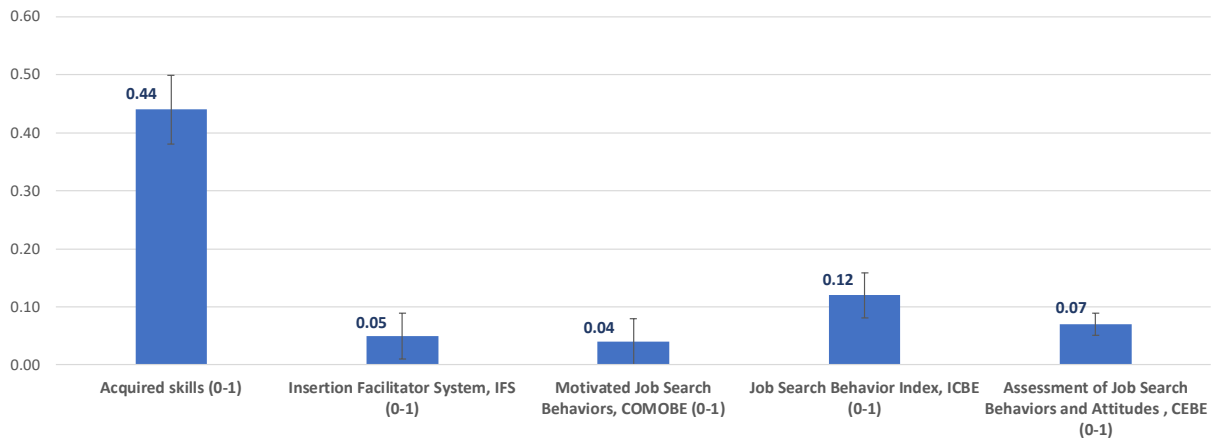
Levels of significance: * p < 0.10, ** p < 0.05, *** p < 0.01.

In this case, there are no significant interactions, except in the indicator of competence acquisition for participants aged between 35 and 49 years. This estimation shows a slight reduction in the effect of treatment compared to those over 50 years of age. In the case of the COMOBE indicator, this analysis proves a significant negative interaction for participants between 18 and 34 years of age, at 5% significance level. This means that, for this age group, there would be no significant difference between treatment and control group. Given that the sign is also negative for those between 35 and 49 years of age, we conclude that the positive impact of the treatment observed in this indicator is mainly due to the group over 50 years of age.

6 Conclusions of the evaluation

This pilot project has allowed us to evaluate the effects of a mixed intervention, combining training and employment, to improve employability of long-term unemployed individuals. The evaluation is experimental, using a random assignment of participants to each group with a stratification variable (Index of Job Search Behaviors) in each of the 15 subprojects. The sample included 475 participants, 276 assigned to the control group and 199 to the treatment group.

Figure 7: Effect of the intervention on key indicators



Note: all indicators represented are significant at 1%. The effects included in the graphs refer to regressions with controls. The possible values of all indicators range from 0 to 1.

The mixed intervention treatment (employment and training) has a positive and significant impact of 1% on the professional skills acquired by the participants, with an increase of 0.44 points in the treatment group compared to the control group. Positive and significant effects are also found at 1% in the Insertion Facilitation System, in Motivated Job Search Behaviors and in Job Search Behaviors. Thus, there are very positive and significant effects in the Assessment of Job Search Behaviors and Attitudes with an increase of 0.07 points.

In summary, this pilot project demonstrates that the new model of work-linked training (employment and training) for the long-term unemployed yields enhancements in acquired professional skills and behaviors and attitudes towards job search. Completing this evaluation using administrative data provided by Lanbide would be beneficial for assessing the medium and long-term effects on employment outcomes and economic independence of the participants, in relation to the benefits received.

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Appendix

Economic and regulatory management

1. Introduction

Within the framework of the Recovery, Transformation and Resilience Plan, the General Secretariat of Inclusion (SGI) of the Ministry of Inclusion, Social Security, and Migration is significantly involved in Component 23 "New public policies for a dynamic, resilient and inclusive labor market", framed in policy area VIII "New care economy and employment policies".

Investment 7 "Promotion of Inclusive Growth by linking socio-labor inclusion policies to the Minimum Income Scheme" is one of the reforms and investments proposed in this Component 23. Investment 7 promotes the implementation of a new model of inclusion based on the Minimum Income Scheme (MIS), which reduces income inequality and poverty rates. To achieve this objective, the development of pilot projects has been proposed, among others, for the implementation of social inclusion pathways with the autonomous communities and cities, local entities, and Third Sector of Social Action entities, as well as with the different social agents.

Royal Decree 938/2021, of October 26, which regulates the direct granting of subsidies from the Ministry of Inclusion, Social Security and Migration in the field of social inclusion, for an amount of €109,787,404, within the framework of the Recovery, Transformation and Resilience Plan¹⁸, contributed to meeting milestone 350 for the first quarter of 2022 as outlined in the Council's Implementing Decision: "Improve the rate of access to the Minimum Income Scheme, and increase the effectiveness of the MIS through inclusion policies, which, according to its description, will translate into supporting the socio-economic inclusion of the beneficiaries of the MIS through itineraries: eight collaboration agreements signed with subnational public administrations, social partners and entities of the Third Sector of Social Action to conduct the pathways. The objectives of these partnership agreements are: (i) improve the MIS access rate; ii) increase the effectiveness of the MIS through inclusion policies". Likewise, along with Royal Decree 378/2022, of May 17¹⁹, "at least 10 additional collaboration agreements signed with subnational public administrations, social partners and entities of the Third Sector of Social Action to implement pilot projects to support the socio-

¹⁸ Royal Decree 938/2021, dated October 26, which regulates the direct granting of subsidies from the Ministry of Inclusion, Social Security and Migration in the field of social inclusion, for an amount of 109,787,404 euros, within the framework of the Recovery, Transformation and Resilience Plan (BOE-A-2021-17464). It can be consulted at the following link: https://www.boe.es/diario_boe/txt.php?id=BOE-A-2021-17464.

¹⁹ Royal Decree 378/2022, dated May 17, regulating the direct granting of subsidies from the Ministry of Inclusion, Social Security and Migration in the field of social inclusion, for an amount of 102,036,066 euros, within the framework of the Recovery, Transformation and Resilience Plan (BOE-A-2022-8124). It can be consulted at the following link: https://www.boe.es/diario_boe/txt.php?id=BOE-A-2022-8124.

economic inclusion of the beneficiaries of MIS through itineraries" contributed to compliance with monitoring indicator number 351.1 in the first quarter of 2023, linked to the Operational Arrangements document²⁰.

In addition, after the implementation and evaluation of each of the subsidized pilot projects, an evaluation will be carried out to assess the coverage, effectiveness and success of the minimum income schemes. The publication of this evaluation, which will include specific recommendations to improve the rate of access to benefits and improve the effectiveness of social inclusion policies, contributes to the achievement of milestone 351 of the Recovery, Transformation and Resilience Plan scheduled for the first quarter of 2024.

In accordance with Article 3 of Royal Decree 938/2021, dated October 26, subsidies will be granted through a resolution accompanied by an agreement of the head of the Ministry of Inclusion, Social Security and Migration as the competent authority for granting them, without prejudice to the existing delegations of competences in the matter, upon request of the beneficiary organizations.

On **December 13, 2021**, the Autonomous Community of the Basque Country was notified of the Resolution of the General Secretariat for Inclusion and Social Welfare Objectives and Policies granting a subsidy of €6,590,610.57. Subsequently, on 15 December 2021, an agreement is signed between the General State Administration, through the General Secretariat for Inclusion and Social Welfare Objectives and Policies and the Autonomous Community of the Basque Country for the implementation of a Social Inclusion Project within the framework of the Recovery, Transformation and Resilience Plan, which was published in the "Official State Gazette" on January 31, 2022 (BOE no.26).²¹

2. Timeline of the intervention

Article 16(1) of Royal Decree 938/2021 dated October 26, established that the deadline for the implementation of the social inclusion itinerary pilot covered by the subsidies provided for in this text shall not exceed the deadline of June 30, 2023, while the evaluation shall not extend beyond March 31, 2024, in order to meet the milestones set by the Recovery, Transformation, and Resilience Plan with regard to social inclusion policies.

²⁰ Decision of the European Commission approving the document 'Operational Provisions of the Recovery, Transformation and Resilience Plan', which can be consulted at the following link: <https://www.lamoncloa.gob.es/serviciosdeprensa/notasprensa/hacienda/Documents/2021/101121-CountersignedESFirstCopy.pdf>.

²¹ Resolution of January 21, 2022, of the General Secretariat for Inclusion and Social Welfare Objectives and Policies, which publishes the Agreement with the Autonomous Community of the Basque Country, for the implementation of a project for social inclusion within the framework of the Recovery, Transformation and Resilience Plan. It can be consulted at the following link: https://www.boe.es/diario_boe/txt.php?id=BOE-A-2022-1529.

However, in accordance with section 2 of the first final provision of Royal Decree 378/2022, of May 17, Article 6(4) and Article 16(1) are redrafted to extend the maximum period for pilot projects of social inclusion itineraries subject to the subsidy until **October 31, 2023, maintaining the deadline of March 31, 2024**, for its evaluation.

On **June 9, 2022**, the **Autonomous Community of the Basque Country** requested an extension of the implementation period until **31 October 2023**, which was authorized by resolution of the **General Secretariat for Inclusion and Social Welfare Objectives and Policies** (hereinafter SGOPIPS) dated **July 18, 2022**.

Within this general timeframe, the implementation begins on **September 30, 2022**, with the start of the intervention itinerary, continuing the execution tasks until **October 31, 2023**, and subsequently developing only dissemination and evaluation tasks of the project until **March 31, 2024**.

3. Relevant Agents

Among the relevant agents in the implementation of the project are:

- The **Government of the Basque Country**, as the beneficiary and coordinator of the project, and in particular its following units:
 - a) Department of Labor and Employment through the Directorate of Employment and Inclusion. Coordination, programming and methodological implementation that includes diagnosis, monitoring and evaluation plan.
 - b) Lanbide – Basque Employment Service, attached to the Department of Labor and Employment.
 - Central Services: design, methodological implementation, measurement and evaluation of results. Coordination of the technical execution of projects with local entities.
 - Local Employment Offices: collaboration in the recruitment of participants, operational management, collaboration with local entities.
- Social services of each collaborating City Council, for the coordination and recruitment of participants.

Local entity	Project's topic
1. VITORIA-GASTEIZ CITY COUNCIL	Project for the improvement and rehabilitation of municipal premises
2. ZUMARRAGA CITY COUNCIL	Masonry, carpentry, and finishing works. Plumbing and sanitation work. Ventilation of the locker room area
3. MANCOMUNIDAD DE ENCARTACIONES	Maintenance, repairs, and refurbishments of spaces, both public and residential, in the

	professional fields of masonry, painting, plumbing, electricity, and gardening
4. IRUN CITY COUNCIL	Support and care for the elderly
5. SESTAO CITY COUNCIL	Support and care for the elderly
6. SANTURTZI CITY COUNCIL	Undertaking actions aimed at the renovation and improvement of elements that make up public spaces, especially urban furniture in the municipality
7. BILBAO EKINTZA CITY COUNCIL	Project for closing the digital divide. Energy efficiency project for citizens.
8. BERMEO CITY COUNCIL	Maintenance and decoration of urban spaces
9. AMURRIO CITY COUNCIL	Gardening activities.
10. ERMUA CITY COUNCIL	Maintenance of public spaces, recycling and reuse of resources, conservation of nature: tree masses, animal species, river cleaning
11. ORDUÑA CITY COUNCIL	Activities in the field of maintenance and refurbishment of public spaces, urban furniture, and green areas
12. TOLOSALDEA GARATZEN	Maintenance of public spaces
13. ARRASATE MONDRAGON CITY COUNCIL	Conservation and improvement of forests
14. MUSKIZ CITY COUNCIL	Skills and professional competencies related to the maintenance, repairs, and refurbishment of spaces, both public and residential.

- Collaboration of several **insertion companies** for the implementation of the work phase of the itineraries.
- The **Ministry of Inclusion, Social Security and Migration (MISSM)** as the sponsor of the project, and as the main responsible for the RCT evaluation process. The **General Secretariat for Inclusion (SGI)** assumes the following commitments:
 - a) Assist the beneficiary entity in the design of the activities to be carried out for the implementation and monitoring of the object of the grant, as well as for the profiling of the potential participants of the pilot project.
 - b) Design the randomized controlled trial (RCT) methodology of the pilot project in coordination with the beneficiary entity.
 - c) Evaluate the pilot project in coordination with the beneficiary entity.
- **CEMFI and J-PAL Europe**, as scientific and academic institutions that support MISSM in the design and RCT evaluation.

Recruitment process

The maximum number of candidates per match refers to valid applications, once availability has been confirmed, and is determined by the maximum number of seats offered in each sub-project. This number ranges from 10 to 20, distributed as follows:

Table 18: Ratio of the positions offered to the maximum number of automatic pairings (AP)

Offered jobs	10	11	12	13	14	15	16	17	18
AP maximum	30	32	34	36	38	40	42	44	46

Likewise, there is a minimum number of 15 candidates in the first dissemination performed, while the subsequent complementary diffusions do not register any minimum. In this way, successive pairings are made until the maximum possible pairing is reached and, if these candidacies are not covered, they are covered by dissemination. Once the applications requested for dissemination have been filled, they can be replicated and further disseminated. In addition, to carry out the selection interviews, applications of approximately four times the number of places offered per subproject are proposed. People selected by EA are sent an SMS in which a phone number is identified so that they can respond within 24 hours with their availability to establish a contact, they can also confirm their availability through MiLanbidenet. In the case of not contacting, the *call center* (Lanbitel²²) tries to contact the candidates by phone for a maximum period of 48 hours.

If the number of people eligible for the offer at matchmaking exceeds the AP maximum, applications are selected based on the following criteria:

1. **Fulfillment of requirements:** applications that meet more desirable requirements than those set out in the offer.
2. **Location:** proximity of the candidate to the municipality of the job.
3. **Temporary:** the length of the occupation requested in the candidate's offer.
4. **Other applications:** first those that do not have any applications, then those that have older applications in other job offers. In this case, dissemination applications are not considered so as not to penalize proactivity.
5. **Date of registration:** first those who present an older date. This date is modified with each collation and with each cancellation due to non-renewal and subsequent registration.

After defining the sample, the applications were sent to the promoting entity, as the availability of the pairings and the suitability of those participating by dissemination were confirmed. Thus, the order in

²² Telephone platform that provides service to Lanbide.

which applications are sent largely depends on the candidate's prompt responses, indicating a greater willingness to participate.

After the promoting entities receive the applications and collaborate with the technical team, they select participants through personal interviews. They select double the number of offered places plus an additional 10% to account for potential rejections or lack of interest in participating in the program. This process can lead to the following scenarios:

- **More places than applicants.** To ensure that this is not the case, new candidates are sent to the sponsoring entity for interviews, until the required minimum of twice the number of places that have been offered plus an additional 10% ($Nh*2*(1+10\%)$) is reached. In this process, the criteria are the following:
 - The requirement to receive the MIS and/or RGI could be omitted, as long as the minimum defined candidates ($Nh*2*(1+10\%)$) sign the informed consent.
 - Once the number of candidates per place is doubled, the project can be started
 - If consents are not obtained ($Nh*2*(1+10\%)$), but the number of consents that have been obtained is at least 20 people, the treatment group can be reduced to a minimum of 10 people.
 - If a minimum of 20 consents are not reached, the viability of the project is assessed.
- **More applicants than places.** If this happens, we proceed to the randomization phase, where there will be a greater number of participants assigned to the CG.

Dates of intervention by sub-projects

Table 19: Dates of intervention by subprojects

Promoting entities	Initial date Training	Initial date Recruitment	Final date theoretical
VITORIA-GASTEIZ CITY COUNCIL	30/09/2022	30/11/2022	30/09/2023
ZUMARRAGA CITY COUNCIL	10/10/2022	12/12/2022	12/10/2023
MANCOMUNIDAD DE ENCARTACIONES	24/10/2022	21/12/2022	21/10/2023
IRÚN CITY COUNCIL	28/10/2022	28/12/2022	28/10/2023
SESTAO CITY COUNCIL	28/10/2022	29/12/2022	29/10/2023
SANTURTZI CITY COUNCIL	19/10/2022	19/12/2022	19/10/2023
BILBAO EKINTZA E.P.E.L._1	28/10/2022	01/01/2023	30/10/2023
BILBAO EKINTZA E.P.E.L._2	28/10/2022	01/01/2023	30/10/2023
AMURRIO CITY COUNCIL	03/10/2022	01/12/2022	30/09/2023
ORDUÑA CITY COUNCIL	05/10/2022	07/12/2022	07/10/2023
ERMUA CITY COUNCIL	03/10/2022	01/12/2022	30/09/2023
FORLAN AG. LOCAL DE DESARROLLO DE MUSKIZ	05/10/2022	01/12/2022	30/09/2023
MONDRAGÓN CITY COUNCIL	26/10/2022	26/12/2022	26/10/2023
TOLOSALDEA GARATZEN	10/10/2022	12/12/2022	12/10/2023
BERMEO CITY COUNCIL	24/10/2022	30/12/2022	30/10/2023

Result of random assignment by subprojects

Table 20: Result of random assignment by subprojects

Subproject		CG		TG	Total
		No substitution	Possible substitution		
VITORIA-GASTEIZ CITY COUNCIL	ICBE_A=1	6	2	5	13
	ICBE_A=2	4	4	5	13
ZUMARRAGA CITY COUNCIL	ICBE_A=1	8	2	8	18
	ICBE_A=2	2	1	2	5
MANCOMUNIDAD DE ENCARTACIONES	ICBE_A=1	7	2	7	16
	ICBE_A=2	3	2	3	8
IRÚN CITY COUNCIL	ICBE_A=1	7	5	8	20
	ICBE_A=2	6	1	5	12
SESTAO CITY COUNCIL	ICBE_A=1	10	3	9	22
	ICBE_A=2	5	2	6	13
SANTURTZI CITY COUNCIL	ICBE_A=1	10	9	11	30
	ICBE_A=2	6	1	5	12
BILBAO EKINTZA E.P.E.L._2	ICBE_A=1	15	2	15	32
	ICBE_A=2	5	2	5	12
BILBAO EKINTZA E.P.E.L._2	ICBE_A=1	9	3	11	23
	ICBE_A=2	11	.	9	20
AMURRIO CITY COUNCIL	ICBE_A=1	9	3	10	22
	ICBE_A=2	7	1	6	14
ORDUÑA CITY COUNCIL	ICBE_A=1	4	4	6	14
	ICBE_A=2	6	1	4	11
ERMUA CITY COUNCIL	ICBE_A=1	8	4	9	21
	ICBE_A=2	4	.	3	7
FORLAN AG. LOCAL DE DESARROLLO DE MUSKIZ	ICBE_A=1	9	4	9	22
	ICBE_A=2	3	1	3	7
MONDRAGÓN CITY COUNCIL	ICBE_A=1	6	4	7	17
	ICBE_A=2	4	.	3	7
TOLOSALDEA GARATZEN	ICBE_A=1	8	2	7	17
	ICBE_A=2	2	1	3	6
BERMEO CITY COUNCIL	ICBE_A=1	11	11	12	34
	ICBE_A=2	4	.	3	7
TOTAL		199	77	199	475

Note: the stratification variable was ICBE_A, a grouping of the original variable ICBE (Index of Job Search Behaviors) that could take values 1, 2, 3 and 4. The grouping that was made of ICBE was: if ICBE=1 or 2 then ICBE_A=1 and if ICBE=3 or 4 then ICBE_A=2

Balance between experimental groups

Table 21 reports the balance test between the control group and the treatment group. All the data reflected in this table refer to the survey conducted prior to the intervention. The mean value of each variable for both groups is reported, as well as the number of observations in each group and the p-value resulting from a mean difference contrast (using the student's t-statistic). The lower the p-value, the more confidently one can reject the hypothesis that the mean of the variable in both groups is equal. For example, if the p-value is less than 0.05, the hypothesis of equality of means can be rejected at a 5% confidence level.

Among the sociodemographic characteristics, the only unbalanced variable is age, with the percentage of people between 18 and 34 years of age slightly higher in the treatment group (significant at 10%) and that of people between 35 and 49 years of age slightly lower (also significant at 10%). On the other hand, the intermediate outcome indicators show no differences between the treatment and control groups.

Table 21: Equilibrium Contrasts Between Experimental Groups

Variable	Means				Observations		
	Control	Treatment	Dif.	P-value	Total	Control	Treatment
<i>Subprojects</i>							
Amurrio City Council	0.07 (0.07)	0.08 (0.07)	0.01	0.75	475	276	199
Bermeo City Council	0.09 (0.09)	0.08 (0.07)	-0.01	0.47	475	276	199
Ermua City Council	0.06 (0.05)	0.06 (0.06)	0.00	0.92	475	276	199
Irún City Council	0.07 (0.06)	0.07 (0.06)	0.00	0.88	475	276	199
Mondragón City Council	0.05 (0.05)	0.05 (0.05)	0.00	0.98	475	276	199
Orduña City Council	0.05 (0.05)	0.05 (0.05)	0.00	0.84	475	276	199
Santurtzi City Council	0.09 (0.09)	0.08 (0.07)	-0.01	0.60	475	276	199
Sestao City Council	0.07 (0.07)	0.08 (0.07)	0.01	0.90	475	276	199
Vitoria-Gasteiz City Council	0.06 (0.05)	0.05 (0.05)	-0.01	0.72	475	276	199
Zumárraga City Council	0.05 (0.05)	0.05 (0.05)	0.00	0.87	475	276	199

Variable	Means				Observations		
	Control	Treatment	Dif.	P-value	Total	Control	Treatment
Bilbao Ekintza E.P.E.L._1	0.09 (0.08)	0.10 (0.09)	0.01	0.62	475	276	199
Bilbao Ekintza E.P.E.L._2	0.08 (0.08)	0.10 (0.09)	0.02	0.52	475	276	199
Forlan Ag. Local De Desarrollo De Mus.	0.06 (0.06)	0.06 (0.06)	0.00	0.95	475	276	199
Mancomunidad De Encartaciones	0.05 (0.05)	0.05 (0.05)	0.00	0.98	475	276	199
Tolosaldea Garatzen	0.05 (0.05)	0.05 (0.05)	0.00	0.87	475	276	199
<i>Sociodemographic variables</i>							
Men	0.59 (0.24)	0.57 (0.25)	-0.02	0.68	475	276	199
Spanish nationality	0.81 (0.16)	0.79 (0.17)	-0.02	0.61	475	276	199
EU nationality	0.04 (0.04)	0.03 (0.03)	-0.01	0.72	475	276	199
Non-EU nationality	0.16 (0.13)	0.18 (0.15)	0.02	0.47	475	276	199
Age between 18 and 34 years old	0.13 (0.12)	0.19 (0.16)	0.06	0.09*	475	276	199
Age between 35 and 49 years old	0.45 (0.25)	0.36 (0.23)	-0.09	0.06*	475	276	199
Age above 50 years old	0.42 (0.24)	0.45 (0.25)	0.03	0.51	475	276	199
First stage of secondary and lower education	0.64 (0.23)	0.65 (0.23)	0.01	0.88	475	276	199
Second stage of secondary education and postsecondary education non-superior	0.22 (0.17)	0.20 (0.16)	-0.02	0.57	475	276	199
Superior education	0.14 (0.12)	0.16 (0.13)	0.02	0.66	475	276	199
<i>Outcome indicators</i>							
IFS - Insertion Facilitator System	0.76 (0.04)	0.76 (0.02)	0.00	0.90	474	275	199
Motivated Job Search Behaviors, COMOBE	0.74 (0.03)	0.76 (0.02)	0.02	0.12	474	275	199
	0.37	0.39	0.02	0.38	474	275	199

Variable	Means		Dif.	P-value	Observations		
	Control	Treatment			Total	Control	Treatment
Job Search Behavior Index, ICBE	(0.04)	(0.04)					
Job Search Behavior Index, CEBE	0.62 (0.02)	0.64 (0.02)	0.02	0.30	474	275	199
Assessment of Job Search Behaviors and Attitudes, CEBE (Anderson I.)	-0.04 (1.04)	0.06 (0.94)	0.10	0.26	474	275	199

Note: Standard errors, grouped by randomization layers, reported in parentheses.
 Levels of significance: * p < 0.10, ** p < 0.05, *** p < 0.01.