

Job Training Curriculum for College Graduates: Experimental Evidence on Hard and Soft Skills

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May 15, 2020

Abstract

To study the impact of training in soft and technical skills for labor market outcomes, we conduct a randomized controlled trial in Cairo, Egypt. Unlike most training interventions, the participants were well-educated. Participants were either given a 4-week training in soft skills (e.g., grooming, time management, and listening skills), technical skills (e.g., Microsoft programs, English language), or a combination of the two. Those who received only soft skills showed no labor market benefits in the short or medium term, while those who received only technical skills saw a first-job boost in income that did not last. Only the group that received both trainings had a lasting impact on income of roughly 10%. This is driven by large impacts for females (about 20%) with no impact for males. Females also show an increase in reservation wages and an expectation to delay marriage. Results suggest that soft skills only have labor market returns when combined with other types of skills necessary for the job.

*Contact: Osman- University of Illinois at Urbana Champaign, aosman@illinois.edu; Speer- University of Memphis, jspeer@memphis.edu. We'd like to thank Sarah Wahby, Abdelrahman Nagy, Mohamed Yousef, Mohamed Omar, from J-PAL, Ismail Habrouk, Nora Abou El Seoud, Farah Osman, Theo Wilson, from EFE, Iris Boutros, Arjan De Haan, Rania Fazah and Flaubert Mbiekop from IDRC, Mohamed El Komi and Ebba El Sayed from AUC, Mahmoud El Bably from DevGate and the participants in the study. UIUC IRB Approval 16766, Memphis IRB Approval 4166. We acknowledge financial support from the International Development Research Centre. Authors retained full intellectual freedom to design, analyze and interpret results. All errors are our own.

1 Introduction

2 Study Context, Experimental Design and Sample Characteristics

3 Impacts on Labor Market Outcomes

Estimation Strategy

3.1 Short-Term

3.2 Longer-Term

4 Impacts on Additional Outcomes

5 Robustness Checks

6 Conclusion

Table 1: Balance Test Table 2: First Job Outcomes (Income, etc.) ("technical skills seem to help") Table 3: First Job Other Outcomes (satisfaction, etc.) Table 4: Current Job Outcomes ("only combo skills seem to help") Table 5: Current Job Other Outcomes Table 6: Gender splits on income ("only helps females") Table 7: Other Outcomes (marriage, expectations, etc.) Table 8: Other types of heterogeneity

need to do: -do results vary by age? -TOT -do lasso correction to try to reduce standard errors -log income by gender