

Supplementary Material

Table 1. Findings on the impact of training programmes by study, outcome variable and target group

Study	Employment				Earnings				Hours worked				Formal employment				Notes and other estimates
	Overall	Women	Men	Youth	Overall	Women	Men	Youth	Overall	Women	Men	Youth	Overall	Women	Men	Youth	
Aedo and Núñez (2004)	+	ns	ns		+	ns	ns	/+									Results on earnings are statistically significant only for young males and adult females. Treatment group: individuals aged 16 to 35. Youth refers to people under 21.
Aedo and Pizarro (2004)	+	+	ns	+	+	+	+	+					+	+	ns	+	Treatment group: individuals aged 16 to 24 in theory; while in practice individuals above 24 also participated. Youth refers to people under 21.
Alesina et al. (2005)		+				ns				ns				ns			Treatment group: women.
Alzuá and Brassiolo (2006)	ns	ns	ns		ns	+	ns						+	+	ns		Treatment group: youth aged 16 to 35. The estimates reported refer to the short-term effects.
Alzuá et al. (2013)					+								+	ns	+	+	Treatment group: individuals aged 18 to 30. Youth refers to people under 25.
Attanasio et al. (2011)		+	ns			+	ns		+	ns			+	+			Negative effect on job retention. Treatment group: youth aged 18 to 25.
Attanasio et al. (2015)					+	+	ns						+	+	ns		Results correspond to long-term effects. Treatment group: individuals aged 18 to 25.
Calderón-Madrid (2006)		+	ns														Positive effects on job retention.
Calero et al. (2014)		+			+				ns				ns				Positive effects appear after five months. Treatment group: individuals aged under 29.
Card et al. (2011)	ns	ns	ns	ns	+	ns	ns	ns	ns				+				Treatment group: individuals aged 17 to 29. Youth refers to people aged 17 to 21.
Castillo et al. (2014)													+	+	+		Treatment group: individuals aged 18 or over.
Centro de Microdatos (2006)	+				+				+				+				Positive effects on job tenure, social protection coverage and other job-quality measures. Treatment group: youth aged 20 to 30.
Centro de Microdatos (2008)	ns	+			+	+			ns	+			+	+			Estimates reported refer to short-term effects. Medium term effects are not significant. Treatment group: mainly youth aged 20 to 30 (but also youth aged 16-20 with children and people aged 30 or more with secondary education incomplete).

Study	Employment				Earnings				Hours worked				Formal employment				Notes and other estimates
	Overall	Women	Men	Youth	Overall	Women	Men	Youth	Overall	Women	Men	Youth	Overall	Women	Men	Youth	
Chong and Galdo (2006)					+	+		ns									Larger effects on earnings in the medium term than in the short term. Male participants show positive effects in the short term and non-significant effects in the medium term. Higher treatment effects for female than male participants. Treatment group: youth aged 16 to 25.
Corseuil et al. (2012)	+				+								ns				Treatment group: youth aged 17.
Delajara et al. (2006)	+	+	+	+	+	+	+	ns	+								Larger effects on employment and earnings for women with higher education.
Díaz and Jaramillo (2006)	ns	+	ns	+	+	+	+	+	+	ns	ns	ns	+	+	+	+	Women and youth aged 16 to 20 benefit more from the programme. Medium-term effects for hours worked are positive for women. Treatment group: youth aged 16 to 24. Youth refers to people under 21.
Galdo and Chong (2012)	ns	+	ns		+	+	+	+					+	+	+	+	Larger effects on earnings and formality for participants of high-quality training schemes. Positive effects on earnings and formal employment for men are significant only 1 year after the programme while other positive effects are significant 1 and 2 years after the programme. Treatment group: youth aged 16 to 25.
Ibarrarán and Rosas-Shady (2006)	ns	+	ns	ns	ns	+	ns	ns	+	+	ns	+					The programme has two modalities: the insertion modality (training) and the transition modality (job-search assistance). The reported results refer to the overall programme effects. Treatment group: individuals aged 18 to 33. Youth refers to people under 25.
Ibarrarán et al. (2014)	ns	ns	ns		+	+	ns						ns	ns	+		Impact on earnings is found only in the formal sector. Treatment group: youth aged 16 to 29.
Ibarrarán et al. (2015)	ns	ns	ns	ns	ns	+/ ns	ns	ns					+	ns	+	ns	Results correspond to long-term estimates. Treatment group: individuals aged 16 to 29. Youth refers to people under 22.
Jimenez and Kugler (1986)					+												Larger effects on earnings are found for long training courses.

Study	Employment				Earnings				Hours worked				Formal employment				Notes and other estimates
	Overall	Women	Men	Youth	Overall	Women	Men	Youth	Overall	Women	Men	Youth	Overall	Women	Men	Youth	
Jimenez and Kugler (1987)					ns												Non-significant effects of short training courses on earnings but positive effects on overall courses. Treatment group: men.
Kaplan et al. (2015)	-	+			-	+											Positive effects on overall job retention. The estimates are also relatively more positive for women than men.
López-Mourelo and Escudero (2017)	ns	ns	ns		+	+		+	ns	ns		+	+	-		+	
Medina and Núñez (2005)					ns	ns	ns										
Naranjo Silva (2002)	+				+							+					
Ñopo et al. (2007)	+	+	-		+	+	+	+	+	+	+	+					Larger effects on employment and earnings for women. Effects reported correspond to impacts after 18 months of participating. Short-term effects on employment are non-significant for both men and women. Treatment group: youth aged 16 to 25.
Revenga et al. (1994)	+	+			ns	+			+	+			+				Larger effects on earnings for the more highly educated. Employment effects are significant for men 3 and 6 months after the programme; for women without previous work experience 3 months after the programme; and for women with previous work experience 3, 6 and 12 months after the programme. All other medium-term effects are non-significant.
Rosas-Shady (2006)	ns	+	ns	ns	+	+	+	+	+	ns	ns	ns	+	+	+	+	Larger effects on formal employment and earnings for women. The estimates reported refer to the short-term effects of the programme. Treatment group: youth aged 16 to 24. Youth refers to people under 21.
Santa María et al. (2009)	+	+	+		+	+	ns			ns	ns	ns					Larger effects on employment and earnings for women. Treatment group: youth aged 16 to 29.
Statcom (2006)	+	+	+		+	+	+						ns	-	+		Positive effects on overall job retention. Treatment group: youth aged 16 to 21.

Notes: The estimated effects are classified as: positive and statistically significant (+), negative and statistically significant (-) and not statistically significant (ns). Specific target populations are defined in the notes column. All estimates correspond to short-term effects, unless otherwise specified. The bibliographic references of the studies used in the meta-analysis are available in Section 7 below.

Table 2. Findings on the impact of other ALMPs by study, outcome variable and target group

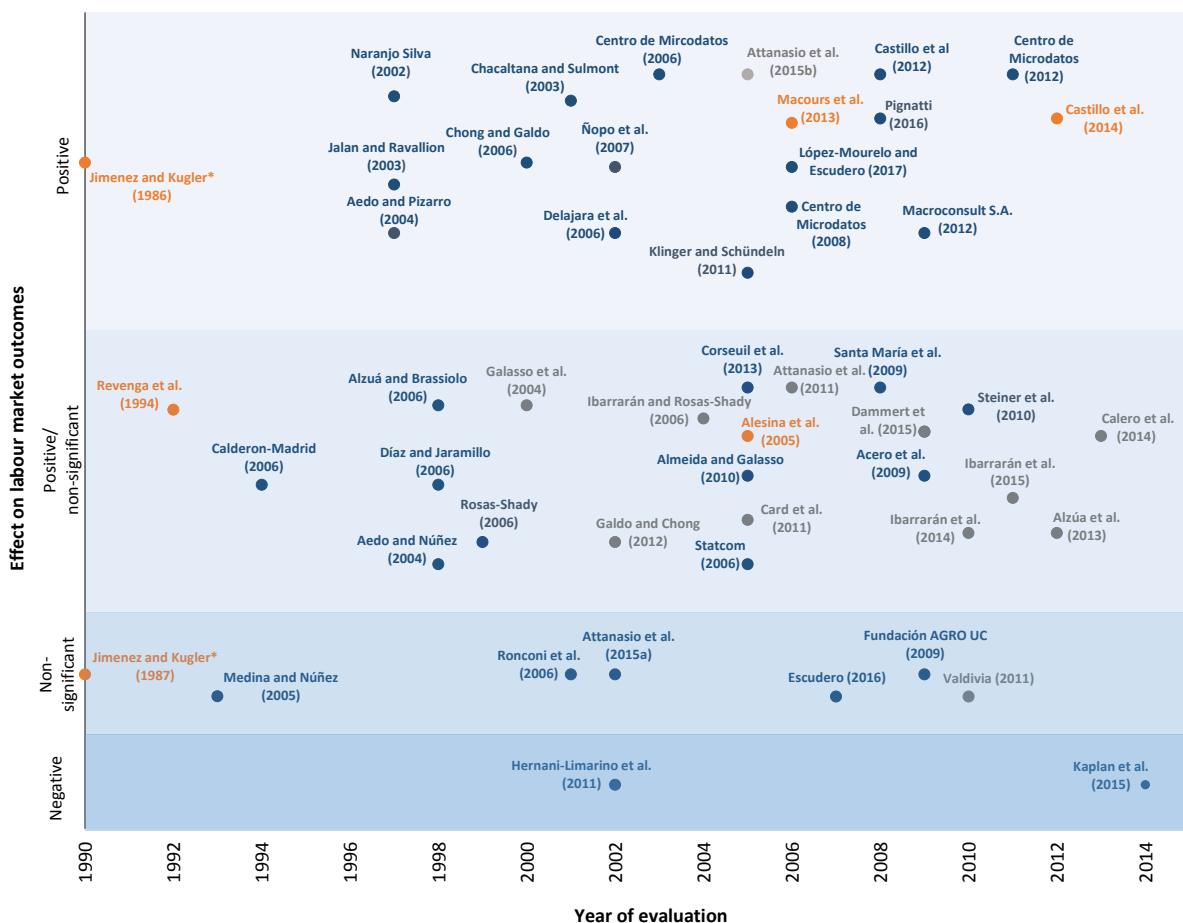
Study	Employment				Earnings				Hours worked				Formal employment				Notes and other estimates	
	Overall	Women	Men	Youth	Overall	Women	Men	Youth	Overall	Women	Men	Youth	Overall	Women	Men	Youth		
Public works																		
Alik-Lagrange et al. (2015)					ns				ns									Effects are measured 4-13 months after the end of the project. When effects are measured during participation, the results are positive and statistically significant.
Escudero (2016)	ns	+	ns		ns	ns	ns		+	ns	ns		-	ns	ns			
Hernani-Limarino et al. (2011)	-				-													
Jalan and Ravallion (2003)					+	+		+										Estimated effects only during participation.
Macroconsult S.A. (2012)					+	+	-											Estimated effects only during participation.
Ronconi et al. (2006)	ns				ns	+	+						ns					Positive effects on earnings for women and men only during participation
Employment subsidies																		
Castillo et al. (2012)	+																	Effects are estimated at the firm level.
Centro de Microdatos (2012)	+	+	+										+	+	+			Treatment group: youth aged 18 to 25.
Fundación AGRO UC (2009)	ns		ns	ns		ns							ns		ns			Youth refers to people under 25. Results on youth correspond to the component "Joven Chile Solidario"
Galasso et al. (2004)	+	+	ns	+	ns	ns	ns	ns										Employment refers to wage employment. Youth refers to people under 31.
Self-employment and micro-enterprise creation																		
Almeida and Galasso (2010)					ns	ns		ns	+									Results on employment refer to the probability of having a job outside the programme. Youth refers to people under 30.
Klinger and Schündeln (2011)	+	+	+															Employment refers to opening a business.
Macours et al. (2013)	+				+													Results correspond to the training component of the programme. Results for earnings refer to non-agriculture wage income in the private sector.
Steiner et al. (2010)	+				+			ns										Treatment group: youth aged 16 to 25.
Valdivia (2011)					ns													Results refer to improvements in business sales and profits. Treatment group: women with family business.
Labour market services and the PESs																		
Acero et al. (2009)	+				ns			ns										No significant effects on job retention. Treatment group: youth aged 18 to 29.
Chacaltana and Sulmont (2003)	+				+													Positive effects on job retention. Treatment group: youth aged 16 to 25.
Dammert et al. (2015)	+	+	+		ns													Treatment group: new registered users to employment system.
Pignatti (2016)					-	-	ns						+	+	+			

Notes: The estimated effects are classified as: positive and statistically significant (+), negative and statistically significant (-) and not statistically significant (ns). Specific target populations are defined in the notes column. All estimates correspond to short-term effects, unless otherwise specified. The bibliographic references of the studies used in the meta-analysis are available in Section 7 below.

2. Mapping of studies used in the meta-analysis

Figure 1 below illustrates a mapping of the studies used in the meta-analysis in terms of their effects on labour market outcomes and the year when the evaluation took place. Effects are categorized as positive if the programme has a statistically significant positive impact on all outcome variables; positive/not significant if the impact is positive and statistically significant on at least one but not all outcome variables; not significant if the programme does not show any statistically significant impact on outcome variables; and negative if the programme has a statistically significant negative impact on outcome variables. The position of each study along the vertical axis within a specific area does not have any implication in terms of magnitude of the effects.

Figure 1. Mapping by year of evaluation, significance, and method



* Jimenez and Kugler (1986, 1987) evaluate the effects of the job training component of Colombia's *Servicio Nacional de Aprendizaje* (SENA) in 1981.

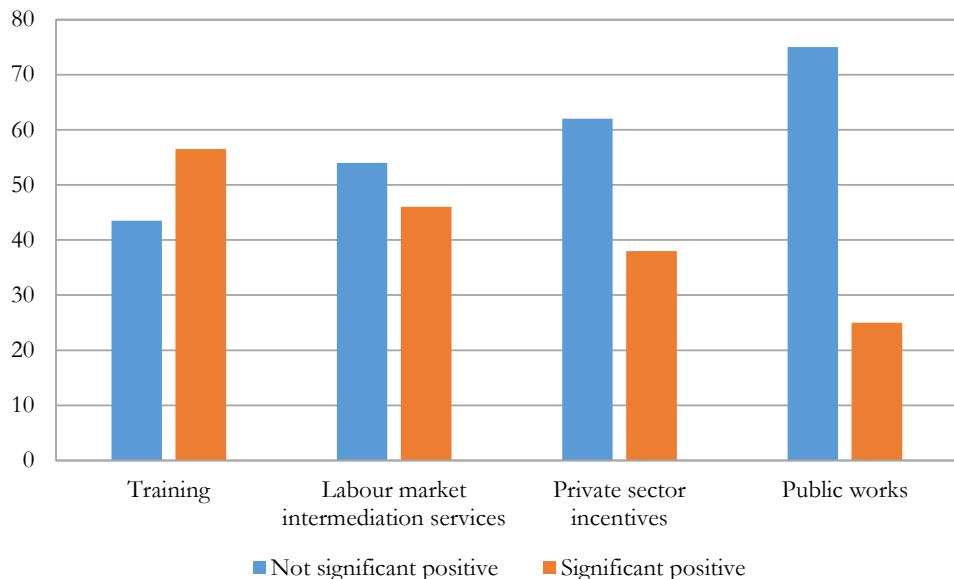
Notes: Dates reported correspond to the year in which the programme evaluation started. Orange labels correspond to studies using regression-based methods; blue to quasi-experimental methods (RDD, DID and PSM, mainly) and grey to experimental designs (randomized control trials).

3. Distribution of impact estimates by statistical significance

Figure 2 below shows the distribution of impact estimates by statistical significance to provide descriptive evidence of the “raw success probability” and its correlation with programme type and evaluation outcome (Panels A and B, respectively). Panel A illustrates that skills training is the only programme type for which the raw probability of showing a significant positive impact is larger than the probability of a non-positive impact; and Panel B shows that formal employment is the outcome for which the probability of a significant positive impact is twice as large as the probability of a non-positive impact. At the same time, for both earnings and employment the two probabilities are equated, while for hours worked the share of significant positive impacts is smaller than the non-positive ones.

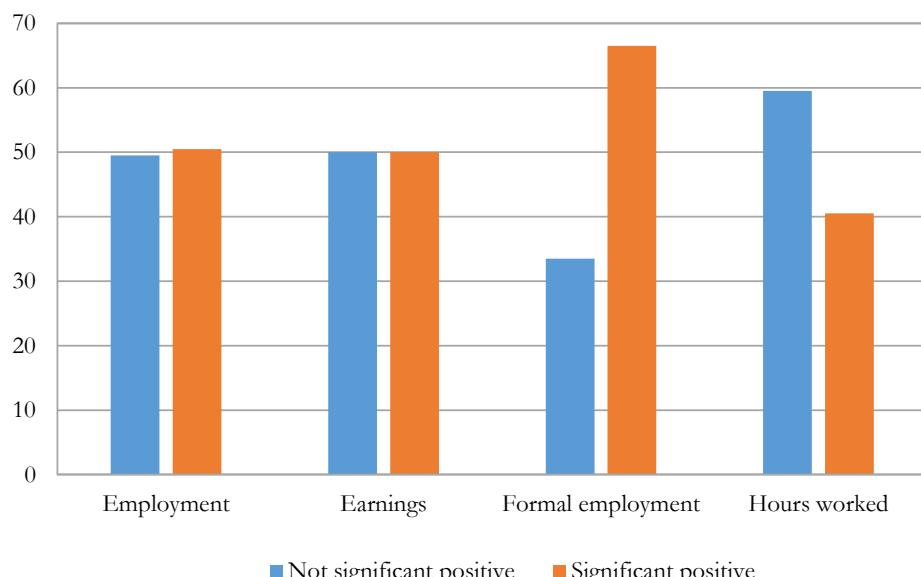
Figure 2. Distribution of impact estimates by statistical significance

Panel A. Probability of significant positive and non-positive impacts by programme type



Note: Number of observations for the four programme types are 225, 26, 25, 19.

Panel B. Probability of significant positive and non-positive impacts by outcome category



Note: Number of observations for the four outcome categories are 89, 108, 59, 37.

4. Results of the estimations for the full and training subsamples excluding the evaluation of *Projoven*

Table 3. Linear probability models for positive sign/significance of estimated programme impacts: full sample excluding estimations for *Projoven*

	(1)	(2)	(3)	(4)	(5)	(6)
(i) Programme type and time horizon (base: public works, short-run)						
Training programmes	0.230 (0.191)	0.182 (0.200)	0.166 (0.167)	0.100 (0.151)	0.136 (0.158)	0.193 (0.145)
Labour market intermediation services	0.208 (0.197)	0.169 (0.207)	0.0884 (0.183)	-0.0298 (0.178)	-0.00150 (0.197)	0.108 (0.165)
Private sector incentives	0.291 (0.240)	0.196 (0.241)	0.116 (0.234)	0.00903 (0.221)	0.0545 (0.222)	0.0621 (0.188)
Effects estimated in the medium-run	-0.0562 (0.0984)	-0.0706 (0.0986)	-0.0698 (0.106)	-0.0467 (0.0958)	-0.0283 (0.0993)	-0.110 (0.0870)
(ii) Outcome category (base: hours worked, hazard off register, unemployment)						
Earnings	0.0751 (0.112)	0.0996 (0.126)	0.0982 (0.129)	0.102 (0.125)	0.121 (0.115)	
Formal employment	0.222** (0.105)	0.236* (0.129)	0.221 (0.136)	0.222 (0.134)	0.215* (0.116)	
Employment	0.269** (0.117)	0.294** (0.130)	0.292** (0.139)	0.277** (0.135)	0.313** (0.124)	
(iii) Target group (base: men, older workers, registered UI)						
Women		0.200** (0.0964)	0.184* (0.0965)	0.171* (0.0986)	0.178* (0.0977)	
Pooled sex		0.215* (0.117)	0.161 (0.124)	0.107 (0.140)	0.154 (0.124)	
Pooled age		0.285* (0.166)	0.290* (0.155)	0.262 (0.164)	0.229* (0.128)	
Youths		0.389** (0.171)	0.363** (0.158)	0.421** (0.194)	0.398** (0.167)	
Disadvantaged		-0.141 (0.159)	-0.0366 (0.152)	-0.0714 (0.143)	0.0612 (0.126)	
(iv) Evaluation design and programme details (base: non-experimental, missing or unknown duration)						
Experimental design			-0.0297 (0.135)	-0.0636 (0.153)	0.00416 (0.136)	
Covariate adjustment: matching			0.0744 (0.132)	0.0207 (0.137)	0.0443 (0.126)	
Programme with short duration (4 months or shorter)			-0.227 (0.144)	-0.212 (0.154)	-0.283** (0.136)	
Programme with medium duration (5-9 months)			-0.212 (0.131)	-0.196 (0.120)	-0.337*** (0.0967)	
(v) Contextual factors						
GDP growth					0.0599*** (0.0114)	
Country effects	no	no	no	no	yes	yes
Weights	yes	yes	yes	yes	yes	yes
Constant	0.325* (0.175)	0.225 (0.187)	-0.117 (0.265)	0.0329 (0.342)	0.193 (0.410)	-0.110 (0.345)
N	296	296	296	296	296	296

Notes: Standard errors (in parentheses) are clustered at the study level. Significance levels: * if p<0.1, ** if p<0.05, *** if p<0.01.

Table 4. Linear probability models for positive sign / significance of estimated programme impacts: training subsample excluding estimations for *Projoven*

	(1)	(2)	(3)	(4)	(5)	(6)
(i) Programme design characteristics and time horizon (base: missing/unknown duration, one component, short-run)						
Short duration (4 months or shorter)	-0.378*** (0.129)	-0.360*** (0.126)	-0.0453 (0.144)	-0.000740 (0.165)	-0.0211 (0.198)	0.0347 (0.157)
Medium duration (5 to 9 months)	-0.618** (0.254)	-0.622** (0.246)	-0.471* (0.276)	-0.410 (0.306)	-0.271 (0.321)	0.164 (0.252)
Two training components	-0.238* (0.136)	-0.241* (0.130)	-0.518* (0.261)	-0.518* (0.256)	-0.448* (0.260)	-0.0167 (0.220)
Three training components	-0.216 (0.149)	-0.216 (0.139)	-0.293* (0.146)	-0.311* (0.161)	-0.257 (0.222)	-0.0829 (0.213)
Interaction of more than one component and medium duration	0.479* (0.272)	0.485* (0.264)	0.414 (0.280)	0.357 (0.304)	0.264 (0.391)	-0.131 (0.328)
Effect estimated in the medium-run	-0.00628 (0.0821)	-0.0139 (0.0832)	-0.0130 (0.0823)	0.0402 (0.0676)	0.0674 (0.0740)	0.0331 (0.0861)
(ii) Outcome category (base: hours worked, hazard off register, unemployment)						
Earnings	0.127 (0.148)	0.144 (0.155)	0.172 (0.148)	0.209 (0.147)	0.216 (0.138)	
Formal employment	0.217 (0.145)	0.188 (0.166)	0.243 (0.158)	0.253 (0.167)	0.292* (0.162)	
Employment	0.207 (0.154)	0.255 (0.166)	0.231 (0.158)	0.239 (0.148)	0.233 (0.138)	
(iii) Target group (base: men, older workers, registered UI, not explicitly targeting the poor, not targeting individuals younger than 24 years)						
Women	0.214* (0.118)	0.222* (0.116)	0.209* (0.119)	0.187 (0.118)		
Pooled sex	0.352** (0.155)	0.379** (0.158)	0.291 (0.194)	0.552*** (0.150)		
Pooled age	0.222 (0.170)	0.291 (0.207)	0.163 (0.238)	0.268 (0.203)		
Youths	0.218 (0.184)	0.280 (0.189)	0.234 (0.241)	0.165 (0.223)		
Disadvantaged	-0.106 (0.229)	-0.108 (0.211)	-0.0998 (0.181)	-0.237 (0.129)		
Programme explicitly targeting the poor	0.270*** (0.109)	0.372*** (0.123)	0.273** (0.116)	0.372*** (0.154)		
Programme targeting youths up to 24 years of age	0.296 (0.208)	0.302 (0.210)	0.264 (0.195)	0.206 (0.146)		
(iv) Evaluation design and programme details (base: non-experimental, regression)						
Experimental design			-0.0832 (0.160)	-0.210 (0.199)	-0.324 (0.196)	
Covariate adjustment: matching			0.100 (0.182)	-0.0536 (0.241)	0.0607 (0.176)	
(v) Contextual factors						
GDP growth					0.0890*** (0.0199)	
Country effects	no	no	no	no	yes	yes
Weights	yes	es	yes	yes	yes	yes
Constant	0.896*** (0.0967)	0.731*** (0.165)	0.126 (0.338)	-0.0689 (0.490)	0.412 (0.645)	-0.143 (0.478)
N	165	165	165	165	165	165

Notes: Standard errors (in parentheses) are clustered at the study level. Significance levels: * if p<0.1, ** if p<0.05, *** if p<0.01.

5. Additional results for the training subsample

For the training sub-sample, we explore the possible presence of non-linearities by including different sets of interaction terms (Table 1 below). We interact the two outcomes of interest for which a relative positive impact was found (formal employment and earnings) with the targeting scheme of the intervention to see whether specific policies aim at different objectives. We do not find any significant non-linearity in the impact on earnings; while the positive effects on formal employment are particularly driven by programmes that target registered UI recipients (which constitute the omitted category, compared to disadvantaged groups). A second set of interactions combines gender and age dummies, showing that older women (the omitted category) seem to benefit relatively more from training than other age groups of the same sex.

Table 5. Additional results for the training subsample

	(1)	(2)	(3)
(i) Programme design characteristics and time horizon (base: missing/unknown duration, one component, short-run)			
Short duration (4 months or shorter)	0.123 (0.125)	0.241 (0.144)	0.0663 (0.129)
Medium duration (5 to 9 months)	0.135 (0.240)	0.337 (0.258)	0.107 (0.232)
Two training components	-0.123 (0.189)	-0.144 (0.187)	-0.102 (0.206)
Three training components	-0.176 (0.191)	-0.0865 (0.204)	-0.170 (0.202)
Interaction more than one component and medium duration	0.0976 (0.262)	-0.118 (0.273)	0.0717 (0.249)
Effect estimated in the medium-run	0.0655 (0.0584)	0.0896 (0.0618)	0.0551 (0.0587)
(ii) Outcome category (base: hours worked, hazard off register, unemployment)			
Earnings	-0.0372 (0.321)	0.253** (0.114)	0.238* (0.121)
Formal employment	0.328** (0.154)	1.057*** (0.287)	0.289* (0.145)
Employment	0.213 (0.129)	0.197 (0.121)	0.193 (0.124)
(iii) Target group (base: males, older workers, registered UI, not explicitly targeting the poor, not targeting individuals younger than 24 years)			
Females	0.230** (0.0980)	0.226** (0.0985)	0.722*** (0.130)
Pooled gender	0.594*** (0.131)	0.637*** (0.120)	0.566*** (0.127)
Pooled age	0.231 (0.196)	0.288 (0.185)	0.530** (0.219)
Youths	0.152 (0.223)	0.211 (0.238)	0.445* (0.235)
Disadvantaged	-0.305 (0.202)	-0.0976 (0.125)	-0.283** (0.118)
Programme explicitly targeting the poor	0.195 (0.169)	0.367*** (0.133)	0.307** (0.144)
Programme targeting youths up to 24 years of age	0.0774 (0.164)	0.277* (0.151)	0.116 (0.137)
(iv) Evaluation design and programme details (base: non-experimental, regression)			
Experimental design	-0.339** (0.159)	-0.355** (0.151)	-0.355** (0.168)

Covariate adjustment: matching	0.0392 (0.0968)	0.0768 (0.0981)	0.0447 (0.103)
(v) Contextual factors			
GDP growth	0.0776*** (0.0189)	0.0658*** (0.0211)	0.0846*** (0.0189)
(v) Interaction terms			
Earnings*Youth focus	0.0970 (0.128)		
Earnings*Pro-poor	0.252 (0.161)		
Earnings*Disadvantaged	0.108 (0.296)		
Formal*Youth focus		0.0619 (0.183)	
Formal*Pro-poor		0.455 (0.287)	
Formal*Disadvantaged		-1.215*** (0.401)	
Female*Age pooled			-0.576** (0.221)
Female*Youths			-0.498** (0.190)
Country effects	yes	yes	yes
Weights	yes	yes	yes
Estimates from Peru	included	included	included
Constant	-0.0618 (0.375)	-0.452 (0.363)	-0.368 (0.351)
N	225	225	225

Notes: Standard errors (in parentheses) are clustered at the study level. Significance levels: * if p<0.1, ** if p<0.05, *** if p<0.01.

6. Robustness check using separate models for each of the outcomes

Estimations presented in the manuscript include outcomes as regressors in each of the models. We believe this is standard in meta-analysis because those outcomes are precisely what we want to learn about (e.g. Card et al. 2010, 2017). However, to check the robustness of our results we have run separate models for the different outcomes. The results are presented in Table 5 and substantiate our main findings, effectively presenting them in a different way.

Table 6. Linear probability models for positive sign/significance of estimated programme impacts (weighted models)

Panel A: Full sample

	Earnings	Formal employment	Employment	Hours worked
(i) Programme type and time horizon (base: public works, short-run)				
Training programmes	0.0357 (0.229)	0.690*** (0.140)	0.519** (0.195)	0.284* (0.155)
Labour market intermediation services	-0.253 (0.263)	0.750*** (0.247)	0.774*** (0.176)	0.394 (0.320)
Private sector incentives	-0.250 (0.292)	0.733*** (0.246)	0.569** (0.224)	1.00*** (9.30e-09)
Effects estimated in the medium-run	0.0951 (0.118)	-0.133 (0.153)	-0.246 (0.155)	0.259 (0.179)

Panel B: Training sub-sample

	Earnings	Formal employment	Employment	Hours worked
(i) Programme design characteristics and time horizon (base: missing/unknown duration, one component, short-run)				
Short duration (4 months or shorter)	-0.522*** (0.171)	0.470** (0.211)	-0.515*** (0.158)	0.506* (0.266)
Medium duration (5 to 9 months)	-0.694** (0.259)	-0.709*** (0.202)	-0.749* (0.400)	0.557* (0.260)
Two training components	-0.236 (0.148)	-0.774*** (0.178)	-0.230* (0.132)	
Three training components	-0.275 (0.226)	-0.988*** (0.240)	-0.166 (0.180)	
Interaction of more than one component and medium duration	0.742** (0.292)	1.330*** (0.264)	0.200 (0.417)	
Effect estimated in the medium-run	0.00524 (0.0957)	-0.0629 (0.133)	-0.232** (0.106)	0.179 (0.164)

7. Studies used in the meta-analysis

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