The role of caseworkers in the labor market integration of young unemployed

Evidence from the French *Mission Locales*

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Sciences Po lunch seminar

Motivation

Some stylized facts about youth and the labor market:

- The share of young people (15-29 y.o.) who are not in employment, not in education nor in training (NEET) is about 13% among OECD countries. ▸ See Figure
- In France, it has been relatively stable over the past two decades around 15% $\sim$ about 1 million people.
- In 2019, the unemployment rate of people aged 15 to 24 is about 20% in France, about two times the OECD average (11,7%). ▸ See Figure
- Active Labor Market Policies (ALMPs) often have only a limited effect, especially when their costs are taken into consideration. (Caliendo 2016, Card et al. 2018, Kluve 2019)

$\hookrightarrow$ Caseworkers play a central role but their specific contribution is often overlooked.

The Missions Locales

The *Missions Locales* (ML) are part of the **Public Employment Services**.

Who are the target of the *Missions Locales*?

- Young people: **16 to 25 y.o**.
- **Out of school**

What kind of assistance do the Missions Locales provide?

- Labor market related assistance: meetings with caseworkers, workshops, enrollment in Active Labor Market Programs and financial assistance
- Broader social assistance for health / administrative / housing issues...

How important are the Missions Locales?

- **439 ML** across France and about 7,000 *agencies* (within ML).
- About **1.1 million of young people** are *in contact* with a ML every year
- $\sim$ **13,300 caseworkers**
- About **400,000 new entrants** every year
- Total Funding : $\sim$ 700 Millions € / year

Research questions

The extent to which the ML can facilitate youths' integration in the labor market depends on various factors:

- Quality of ALMPs offered to youths
- Profile of youths
- Local labor market conditions
- Organization of the Mission Locale $\rightarrow$ **caseworkers strategies**

We focus on the influence of caseworkers:

- Main research question: **To what extent do caseworkers matter for young people labor market integration?**
- Related questions:
  1. For whom do caseworkers matter the most?
  2. How to explain the heterogeneity in caseworkers effects?

Empirical strategy

Idea : Exploit the **quasi-random allocation of caseworkers** to youths

How does the caseworkers - youth assignment work?

- Each youth needs to come **in person** at one of the agencies of their Mission Locale
- She has a **first personal meeting** with one of the caseworkers who have been assigned on this day
- **Within agencies**: a **rotational assignment** of caseworkers **is decided several weeks in advance** - it may be adjusted afterward depending on the workload of each caseworker
- The *first meeting caseworker* automatically becomes the referee caseworker for the rest of the youth's follow-up

Related Literature

- Active labor market policies:
  - Job search assistance: Centeno et al. 2009, Crépon et al. 2013, Behaghel et al. 2014, Manoli et al. 2018, Arni et al. 2020

  → Our contribution: Look at job search assistance efficiency directly at the caseworker level
- Caseworkers(-like) effects:
  - Teachers: Rockoff 2004, Rivkin et al. 2005, Rothstein 2010, Nakamura 2013, Chetty et al. 2014a,b., Koedel et al. 2015, Jackson 2016, Gilraine et al. 2019, Mulhern 2020
  - Judges: Maestas et al. 2013, Dahl et al. 2014, Bhuller et al. 2018, Dobbie et al. 2018, Cahuc et al. 2020
  - Caseworkers: Behncke et al. 2010, Huber et al. 2017, Arni and Schiprowski 2019, Schiprowski 2020, Cederlof et al. 2021, Rasmussen (2021)

  → Our contribution: 1st study in France + particularly vulnerable population: young NEET

Data

Data sources

1. Information system of the *Mission Locales* (IMILO dataset)
    - **Socio-demographic** information on youths: *names, demographic information, education attainment, address, housing condition,...*
    - Detailed information about **youths' follow-up**: *individual meetings, collective information, workshops, enrollment in programs*
    - Information on **caseworkers**: *names, date of birth, gender, activity at the Mission Locale*
2. Administrative Database on (Un-)**Employment** and Vocational Training (*FORCE* dataset)
    - Labor market outcomes of youths: *nb. of days of employment, nb. of days/hours of training, nb. of days of unemployment agency registration*
    - Availability: 2017 Q1 - 2020 Q4
3. Namsor: API that allows to classify personal names by **country of origin** or ethnicity.
   $\hookrightarrow$ already used in the literature: Bursztyn et al., NBER, 2021

Final sample

We apply several restrictions to the overall sample:

- Time period : **2017 Q1 - 2020 Q4**
- Youths who can be matched with Employment data
- Youths who are **NEET** when coming at the Mission Locale
- Registration of youth has been made by a regular caseworker through an individual meeting
- Caseworkers activity : remove bottom 20% (by ML) based on their activity on 2017-2018 period
  - Nb. of 1st meeting
  - Average caseload
  - Nb. of periods with at least one meeting (month, quarter, year)
- Remove *agency* x *month* cells with less than 10 youths

We consider 3 different final samples

- Paris ML (N = 5,397) for which we have background information on the caseworkers' assignment process.
- Top 10 ML (N = 20,451) and Top 50 ML (N = 42,303), to check the consistency of our results

Summary statistics (1/3)

Table 1: Characteristics of youths

	All ML - Unrestricted		Paris ML		Top 10 ML		Top 50 ML	
	Mean	Sd	Mean	Sd	Mean	Sd	Mean	Sd
Socio-demographic characteristics								
Gender (male)	0.52	0.50	0.58	0.49	0.54	0.50	0.53	0.50
Age at 1st meeting	19.69	4.64	20.03	2.14	19.68	2.16	19.53	2.15
Foreigner	0.12	0.33	0.30	0.46	0.19	0.39	0.17	0.37
Origin: North-Africa	0.13	0.33	0.18	0.39	0.24	0.43	0.20	0.40
Origin: Sub-Saharan Africa	0.14	0.34	0.36	0.48	0.21	0.41	0.18	0.38
School level: middle school	0.08	0.28	0.15	0.36	0.11	0.31	0.10	0.30
School level: 2-year vocational secondary	0.39	0.49	0.29	0.46	0.34	0.47	0.36	0.48
School level: upper secondary	0.43	0.49	0.43	0.50	0.44	0.50	0.44	0.50
School level: higher education	0.10	0.30	0.12	0.33	0.11	0.31	0.10	0.30
Have children	0.07	0.26	0.04	0.20	0.05	0.22	0.05	0.22
Labor market characteristics								
Nb. of days of employment before 1st meeting	62.25	126.32	32.82	87.89	37.96	94.81	39.39	97.53
Nb. of days of employment after 1st meeting	375.98	357.77	338.46	350.80	332.20	336.04	334.34	336.70
Nb. of days of unemployment before 1st meeting	105.45	237.32	58.34	168.12	88.79	214.23	92.58	218.34
Nb. of days of unemployment after 1st meeting	398.53	371.04	250.10	316.31	353.31	355.53	375.13	360.89
Nb. of days of training before 1st meeting	2.37	20.93	1.41	16.27	2.17	20.66	2.10	19.99
Nb. of days of training after 1st meeting	45.54	120.55	45.51	113.99	51.51	122.01	49.03	119.62
Number of observations	808,222		5,397		20,451		42,303	

Note: Top 10 ML and Top 50 ML include all the Mission Locale that are in the top 10 and 50 respectively in the number of first meetings between 2017 and 2018.
Source: IMILO (extraction date: October 2021), authors' calculations.

Summary statistics (2/3)

Table 2: Activity of youths in the ML agencies

	All ML - Unrestricted		Paris ML		Top 10 ML		Top 50 ML	
	Mean	Sd	Mean	Sd	Mean	Sd	Mean	Sd
At the 1st meeting								
Demand for employment	0.38	0.48	0.33	0.47	0.37	0.48	0.38	0.49
Demand for apprenticeship	0.11	0.31	0.11	0.32	0.11	0.31	0.12	0.32
Demand for training	0.21	0.40	0.34	0.47	0.29	0.45	0.26	0.44
Demand for professional project	0.37	0.48	0.28	0.45	0.38	0.49	0.38	0.49
Demand for other	0.16	0.37	0.21	0.41	0.25	0.43	0.20	0.40
After the 1st meeting								
Number of individual meetings	7.96	9.03	5.00	4.91	7.89	9.35	8.09	9.21
Share with 1st meeting caseworker	0.65	0.37	0.79	0.28	0.70	0.33	0.71	0.33
Number of workshops	3.91	9.79	3.04	7.04	3.48	8.89	3.96	9.73
Share with 1st meeting caseworker	0.08	0.25	0.02	0.13	0.01	0.10	0.02	0.14
Number of collective information	0.47	1.69	0.25	0.68	0.49	2.12	0.39	1.62
Share with 1st meeting caseworker	0.33	0.45	0.02	0.15	0.03	0.17	0.05	0.20
Number of contacts	15.64	23.32	16.03	21.11	17.21	22.17	16.96	23.27
Share with 1st meeting caseworker	0.24	0.30	0.22	0.26	0.21	0.27	0.22	0.28
Program: entry in Diagnostic	0.88	0.32	0.82	0.39	0.92	0.27	0.91	0.28
Program: entry in PACEA	0.60	0.49	0.56	0.50	0.56	0.50	0.58	0.49
Program: entry in CEP	0.61	0.49	0.57	0.50	0.57	0.50	0.59	0.49
Program: entry in Garantie jeunes	0.21	0.41	0.19	0.39	0.18	0.38	0.20	0.40
Benefits associated with programs (in €)	2,606.77	2,268.20	2,868.97	2,225.11	2,754.99	2,266.32	2,622.01	2273.77
Other benefits (in €)	243.83	257.94	326.00	261.89	190.12	223.18	245.05	276.97
Number of observations	808,222		5,397		20,451		42,303	

Note: Top 10 ML and Top 50 ML include all the Mission Locale that are in the top 10 and 50 respectively in the number of first meetings between 2017 and 2018. Activity after the 1st meeting include 24 months after the date of the first meeting.
Source: IMILO (extraction date: October 2021), authors' calculations.

Summary statistics (3/3)

Table 3: Characteristics of caseworkers

	All ML - Unrestricted		Paris ML		Top 10 ML		Top 50 ML	
	Mean	Sd	Mean	Sd	Mean	Sd	Mean	Sd
Characteristics and profile								
Gender (male)	0.20	0.40	0.29	0.46	0.22	0.41	0.25	0.43
Age	41.46	11.49	44.53	8.18	44.11	15.36	43.63	12.34
Origin: North-Africa	0.10	0.30	0.20	0.41	0.14	0.34	0.14	0.35
Origin: Sub-Saharan Africa	0.13	0.31	0.28	0.40	0.16	0.31	0.16	0.32
Job task: assistance	0.55	0.50	1.00	0.00	0.50	0.50	0.38	0.49
Job task: 1st meeting	0.27	0.44	0.74	0.44	0.13	0.34	0.14	0.35
Job task: manage partners	0.36	0.48	0.40	0.50	0.08	0.27	0.18	0.39
Job task: manage information system	0.08	0.27	0.00	0.00	0.01	0.10	0.01	0.11
Job task: other	0.77	0.42	0.74	0.44	0.83	0.38	0.86	0.35
Activity in 2017-2018								
Caseload	53	45	124	28	115	46	98	44
Number of 1st meetings	78	89	276	58	206	69	192	70
Number of individual meetings	754	643	1,308	239	1,456	595	1,384	560
Number of animated workshops	199	559	61	131	39	139	50	168
Number of collective information	37	122	13	29	16	48	26	57
Number of contacts with youths	1,370	4,451	1,383	1,479	1,285	1,722	1,516	3,303
Number of administrative tasks	597	1,253	276	224	504	555	569	665
Number of observations	10,321		35		197		480	

Note: Top 10 ML and Top 50 ML include all the Mission Locale that are in the top 10 and 50 respectively given the number of first meetings operating between 2017 and 2018.
Source: IMILO (extraction date: October 2021), authors' calculations.

Empirical strategy

Caseworkers assignment

Caseworkers assignment is expected to be exogenous from youths characteristics only within a given **agency** $\times$ **time** cell

- Within agencies: caseworkers are mostly assigned to one agency only over the period
- Within time cells: the distribution of caseworkers' assignment is not homogeneous across the period

$\hookrightarrow$ Need to account for **agency** $\times$ **time** fixed effect

▸ See figures

Caseworkers Value Added

We follow the methodology developed in the literature on teachers/caseworkers value added:

1. Residualize youths' outcome based on *agency* $\times$ *month* fixed effects
2. Shrinkage procedure to avoid an over-estimation of the variance of caseworkers value added
3. Compute leave-(month)-out estimates of caseworkers fixed effects to avoid mechanical endogeneity

Caseworkers Value Added

Let's consider the outcome of youth i, assigned to caseworker j (at her first meeting):

$$Y_i = \alpha + \beta X_i + \gamma_{a \times t} + \mu_j + \epsilon_i \tag{1}$$

where

- Y_i is the outcome of youth i, e.g. nb. of days of employment after the 1_{st} meeting
- X_i is a vector of pre-determined youth characteristics
- $\gamma_{a \times t}$ denote a fully interacted agency and month fixed effect vector
- μ_j is the caseworker j causal effect on youth i outcome

Identifying assumption $\rightarrow \epsilon_{iat} | \{\gamma_{a \times t}, X_i\} \perp\!\!\!\perp \mu_j$

Caseworkers Value Added - Step 1

1. Obtain residualized outcomes from OLS regression
   $Y_i = \beta X_i + \gamma_{a \times t} + \epsilon_i$

$$Y_i^* = Y_i - \hat{\gamma}_{a \times t} - \hat{\beta} X_i \tag{2}$$

2. We define caseworkers fixed effects as

$$\bar{\mu}_j = \frac{1}{n_j} \sum_{i \in I_j} Y_i^* \tag{3}$$

$\bar{\mu}_j$ are potentially unbiased estimates of μ_j but are noisy estimates.
$\hookrightarrow$ their variance is an upward biased estimate of the true variance of μ_j

Caseworkers Value Added - Step 2

Empirical Bayes approach to reduce estimation error in caseworkers effect estimates.

It shrinks the caseworkers effects $\bar{\mu}_j$ towards the mean (of zero) based on their reliability.

$$\hat{\mu_j}^{EB} = \bar{\mu}_j \times \frac{\hat{\sigma}^2_\mu}{\hat{\sigma}^2_\mu + (\sum_t 1/(\hat{\sigma}^2_\phi + \frac{\hat{\sigma}^2_\epsilon}{n_{jt}}))^{-1}} \tag{4}$$

To get $\hat{\sigma}_\epsilon$, $\hat{\sigma}_\phi$ and $\hat{\sigma}_\mu$ we estimate the following mixed effect model:

$$Y_i = \alpha + \mu_j + \phi_{jt} + \gamma_{a \times t} + \epsilon_i \tag{5}$$

It includes a cohort random effect, ϕ_{jt}, nested within counselors, to capture monthly cohort shocks by caseworkers

▸ See density plot

Caseworkers Value Added - Step 3

We expect $Var(\hat{\mu_j}^{EB})$ to give a reasonable estimate of the true variance of caseworkers effect.

To be used in a regression framework, we need to purge the $\hat{\mu_j}^{EB}$ from mechanical endogeneity, i.e. the estimate for caseworker effect should not be based on the youth, whose outcome we are trying to predict.

$\rightarrow$ We construct leave-month-out estimates $\hat{\mu}^{EB}_{j,-t}$ where

$$\hat{\mu}^{EB}_{j,-t} = \bar{\mu}_{j,-t}.\lambda_j \tag{6}$$

- λ_j is the shrinkage factor
- $\bar{\mu}_{j,-t} = \frac{1}{n_{j,-t}} \sum_{i \in I_{j,-t}} Y_i^*$

Results

Caseworkers impact on employment

Table 4: Caseworkers effect on the number of days of employment - Paris ML

Dependent Variables:	Employment before 1st meeting		Employment after 1st meeting			
Model:	(1)	(2)	(3)	(4)	(5)	(6)
Variables						
Caseworkers VA (std)	1.20	0.820	19.5***	22.8***	16.3**	18.5**
	(2.64)	(3.28)	(6.03)	(7.92)	(6.99)	(8.57)
Employment before 1st meeting					0.489***	0.477***
					(0.046)	(0.044)
Fixed-effects						
Agency - month fixed effects	Yes	Yes	Yes	Yes	Yes	Yes
95% Winsorization of VA	No	Yes	No	Yes	No	Yes
Fit statistics						
Outcome mean	41.2	40.4	200.9	199.2	200	198.6
Observations	4,191	3,985	5,397	5,130	4,191	3,985
R^2	0.054	0.057	0.025	0.026	0.067	0.066
Within R^2	4.69×10^{-5}	1.7×10^{-5}	0.002	0.002	0.047	0.044

Clustered (Caseworker & Agency - month fixed effects) standard-errors in parentheses
*Signif. Codes: ***: 0.01, **: 0.05, *: 0.1*
Note: Employment before 1st meeting is measured on a 6 months period while employment after 1st meeting is measured on a 2 years period.

→ Placebo test: Caseworkers VA is not correlated with youth pre-determined outcome

→ After 2 years, youths assigned to a caseworker whose VA is one std deviation above the average have worked 8% to 10% more (than youths assigned to the *average caseworker*)

▸ See Table for top 10 ML, top 50 ML ▸ See trt. effect evolution in time

For whom do caseworkers matter the most?

Table 5: Caseworkers effect across subgroups

Dependent Variable:	Employment after 1st meeting								
Subgroup	Sex		Age			Education			
	Female	Male	$\leq$ 18 y.o.	18 to 21 y.o.	$\geq$ 21 y.o.	Lower education	Vocational 2 years	Upper secondary	Higher Education
Model:	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Paris ML									
Caseworkers VA (std)	10.4	21.7***	49.1***	18.8*	0.015	2.92	32.6**	18.6	-8.27
	(13.2)	(7.67)	(15.1)	(10.3)	(15.5)	(19.7)	(12.2)	(14.5)	(25.8)
Fit statistics									
Outcome mean	219.7	183.8	108.2	204	223.6	159.8	157.1	224.3	248.6
Observations	1,646	2,339	455	2,400	1,130	584	1,150	1,728	523
Top 10 ML									
Caseworkers VA (std)	14.8	19.5**	12.5	16.3*	13.6	33.3**	19.3**	15.3	4.89
	(9.18)	(8.27)	(12.8)	(8.91)	(14.3)	(16.6)	(9.72)	(10.3)	(20.7)
Fit statistics									
Outcome mean	216	194.2	111.8	217.2	236.1	129.7	159.8	237	277.2
Observations	7,311	8,381	2,567	9,431	3,694	1,651	5,247	7,054	1,740
Top 50 ML									
Caseworkers VA (std)	12.2*	12.4**	11.9	13.0**	8.59	20.4	19.3***	9.63	0.705
	(6.80)	(6.22)	(9.44)	(6.22)	(11.5)	(14.9)	(6.70)	(7.23)	(17.4)
Fit statistics									
Outcome mean	211.7	200.5	126.9	218.8	237.1	133.8	164.3	235.7	285.2
Observations	15,211	17,226	5,973	19,540	6,924	3,098	11,510	14,456	3,373
Fixed-effects									
Agency - month fixed effects	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
95% Winsorization	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Clustered (Caseworker & Agency - month fixed effects) standard-errors in parentheses
*Signif. Codes: ***: 0.01, **: 0.05, *: 0.1*
Note: Employment before 1st meeting is measured on a 6 months period while employment after 1st meeting is measured on a 2 years. Each regression include the number of days of employment before 1st meeting as a control variable.

Do high VA caseworkers have specific characteristics?

Table 6: Caseworkers Value added and caseworkers' characteristics

Dependent Variable:	Caseworkers VA (std)		
Sample	Paris ML	Top 10 ML	Top 50 ML
Model:	(1)	(2)	(3)
Male	-0.218	-0.143*	-0.065
	(0.227)	(0.084)	(0.061)
Age	0.161*	0.157***	0.062
	(0.092)	(0.050)	(0.043)
Age^2	-0.153*	-0.149***	-0.060
	(0.090)	(0.050)	(0.041)
Average caseload (nb. of youths)	0.166	0.081	0.101**
	(0.137)	(0.054)	(0.051)
Total nb. of 1st meetings	0.011	-0.030	-0.060*
	(0.096)	(0.041)	(0.032)
Total nb. of individual meetings	-0.002	-0.041	-0.036
	(0.084)	(0.057)	(0.038)
Total nb. of workshops	0.052	0.026	0.003
	(0.088)	(0.030)	(0.016)
Total nb. of contacts	0.204**	0.083**	0.029
	(0.092)	(0.036)	(0.019)
Total nb. of coll. information	0.084	0.013	-0.004
	(0.069)	(0.018)	(0.018)
Caseworker VA on program enrollment (std)	0.303**	0.112*	-0.011
	(0.123)	(0.065)	(0.043)
Fixed-effects			
Agency - month fixed effects	Yes	Yes	Yes
Fit statistics			
Observations	5,397	20,444	42,210
R^2	0.342	0.160	0.107
Within R^2	0.300	0.087	0.031

Clustered (Caseworker & Agency - month fixed effects) standard-errors in parentheses
*Signif. Codes: ***: 0.01, **: 0.05, *: 0.1*
Note: Employment before 1st meeting is measured on a 6 months period while employment after 1st meeting is measured on a 2 years. Each regression include the number of days of employment before 1st meeting as a control variable.

Robustness checks

- Thresholds to define final sample
- Winsorization of caseworkers VA
- Compute VA without including youth characteristics
- Randomization inference (TBD)

Conclusion

- Overall impact: Youths assigned to a caseworker whose VA is one standard deviation above the mean are employed about 8% additional days over a 2 years period after they first came at the Mission Locale.
  - Magnitude: The explanatory power of the variation in caseworkers VA is comparable to the one of our set of youth characteristics.
  - Close to the results of Cederlof et al. (2021) and Rasmussen (2021) for PES caseworkers in Sweden and Denmark respectively.
- Heterogeneity: Young male with relatively low prior educational achievement are particularly affected by high value added caseworkers
- No conclusive evidence on what high value added caseworkers are doing differently.

Next steps

- Survey about caseworkers assignment rules in all ML
- Qualitative employment outcomes (type of contract, duration)
- Caseworkers VA for other dimensions : training, program enrollment, follow-up
- Caseworker–youth matching

Thanks !

Appendix

NEET across OECD countries

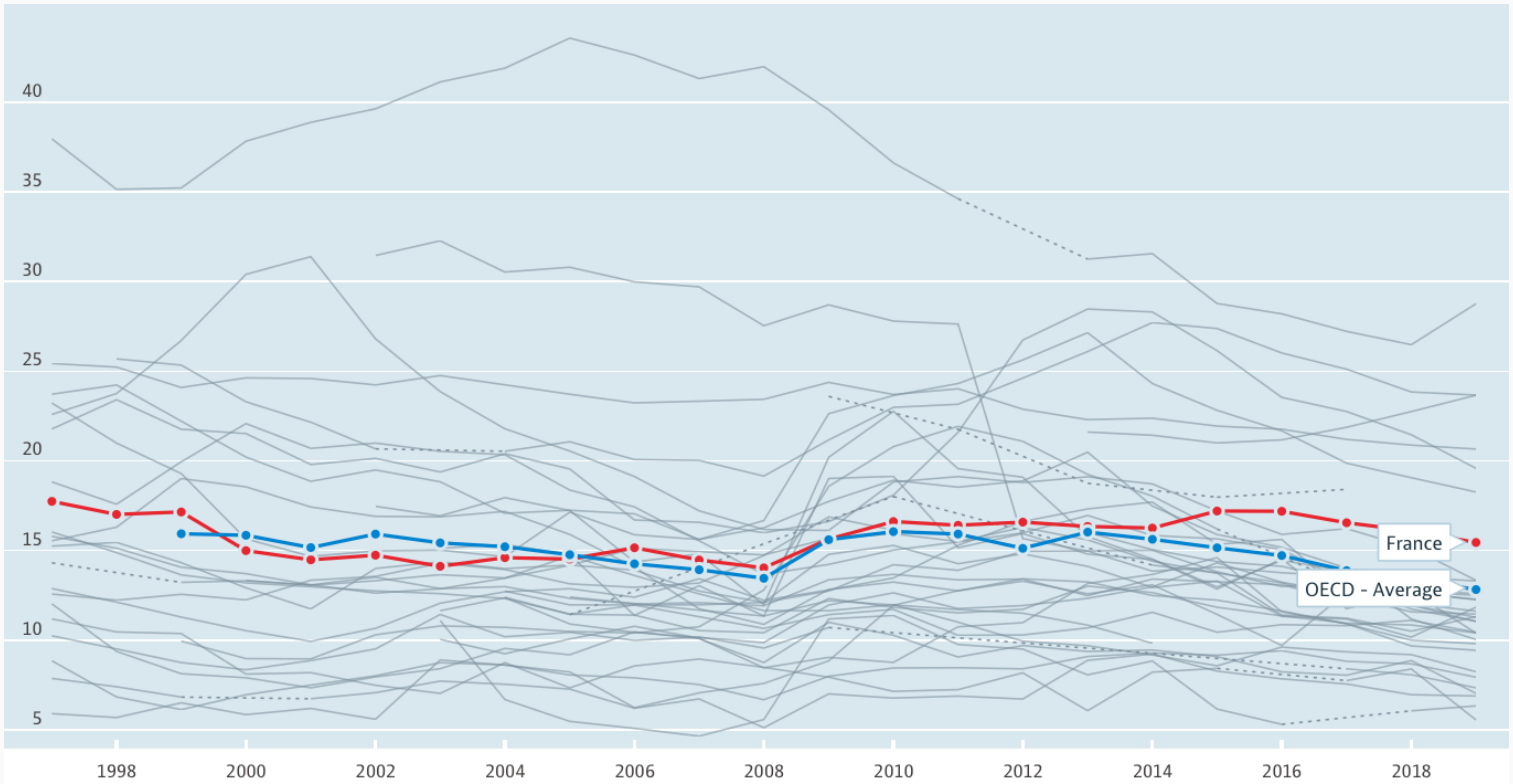


Figure 1: Share of NEET among 15-29 y.o. people in OECD countries

▸ Go back

Youth unemployment in OECD countries

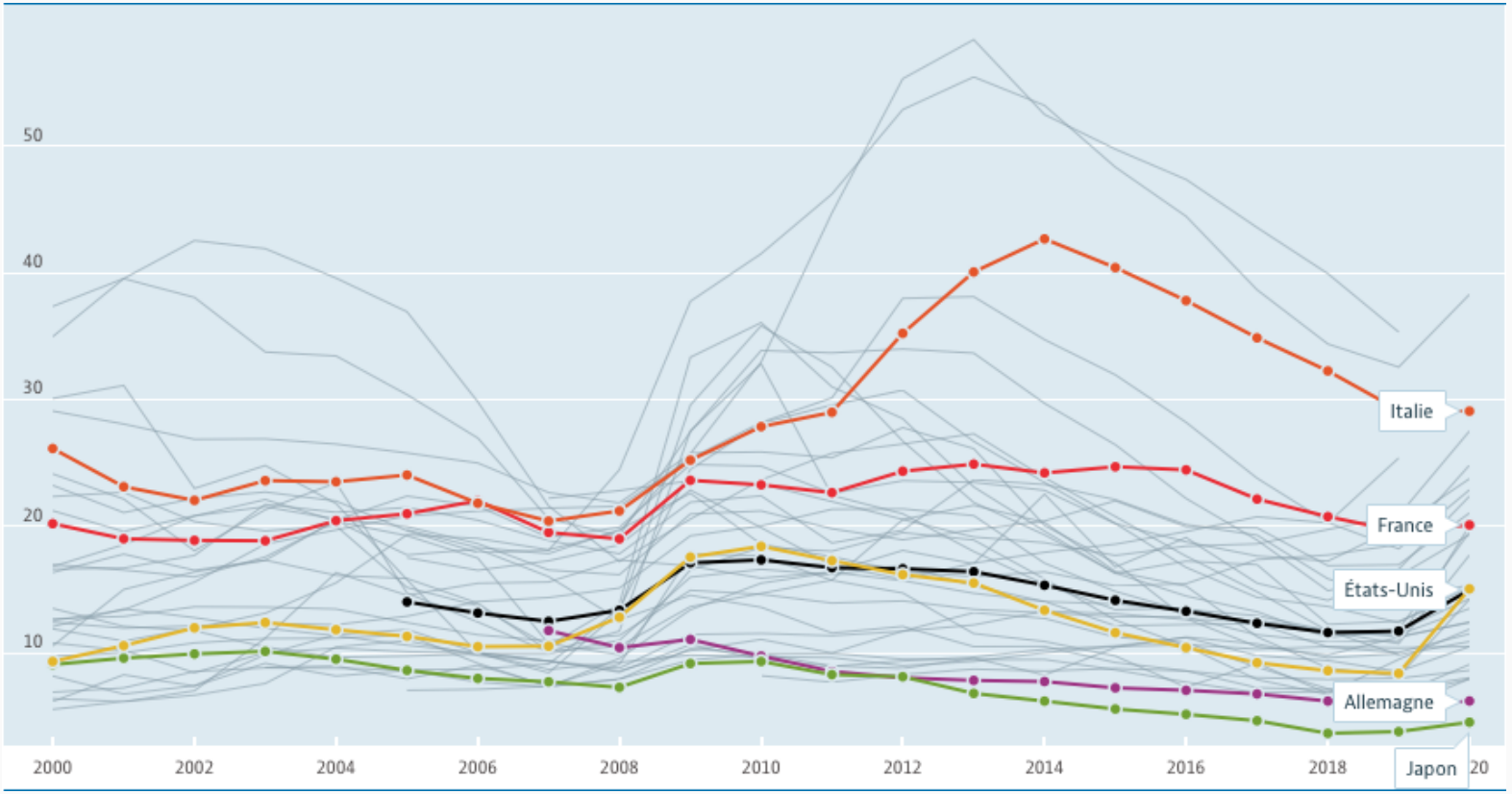
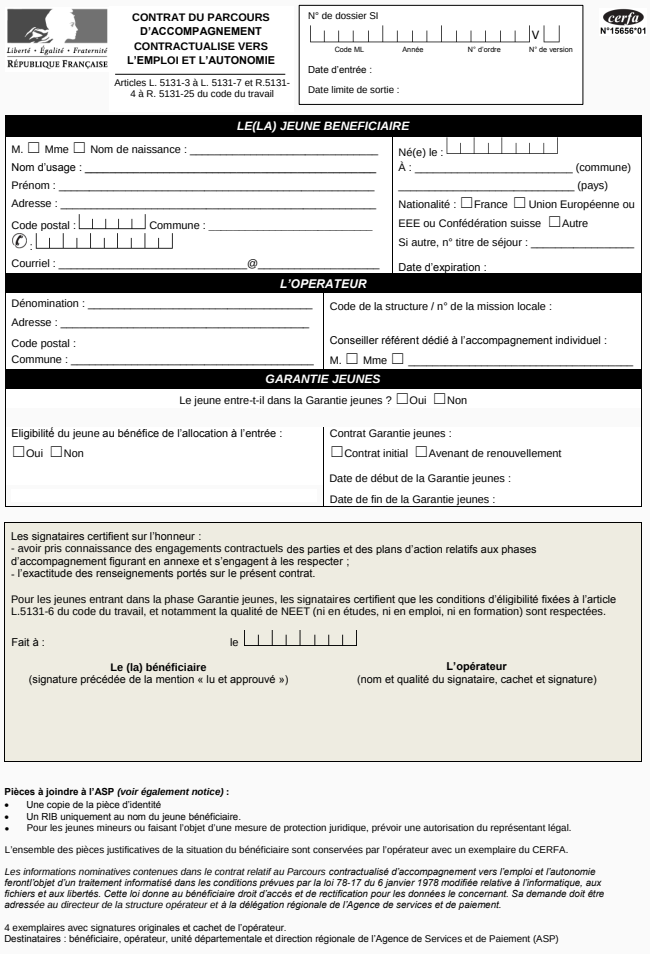


Figure 2: Youth (15-24 y.o.) unemployment rate in OECD countries

▸ Go back

PACEA contract



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RÉPUBLIQUE FRANÇAISE

CONTRAT DU PARCOURS D'ACCOMPAGNEMENT CONTRACTUALISE VERS L'EMPLOI ET L'AUTONOMIE

Articles L. 5131-3 à L. 5131-7 et R.5131-4 à R. 5131-25 du code du travail

N° de dossier SI
Code ML | Année | N° d'ordre | V | N° de version
Date d'entrée :
Date limite de sortie :

cerfa N°15656*01

LE(LA) JEUNE BENEFICIAIRE

M. ☐ Mme ☐ Nom de naissance : _____
Nom d'usage : _____
Prénom : _____
Adresse : _____
Code postal : _____ Commune : _____
✆ : _____
Courriel : _____@_____

Né(e) le : _____
À : _____ (commune)
_____ (pays)
Nationalité : ☐France ☐ Union Européenne ou EEE ou Confédération suisse ☐Autre
Si autre, n° titre de séjour : _____
Date d'expiration :

L'OPERATEUR

Dénomination : _____
Adresse : _____
Code postal :
Commune : _____

Code de la structure / n° de la mission locale :
Conseiller référent dédié à l'accompagnement individuel :
M. ☐ Mme ☐ _____

GARANTIE JEUNES

Le jeune entre-t-il dans la Garantie jeunes ? ☐Oui ☐Non

Eligibilité du jeune au bénéfice de l'allocation à l'entrée :
☐Oui ☐Non

Contrat Garantie jeunes :
☐Contrat initial ☐Avenant de renouvellement
Date de début de la Garantie jeunes :
Date de fin de la Garantie jeunes :

Les signataires certifient sur l'honneur :
- avoir pris connaissance des engagements contractuels des parties et des plans d'action relatifs aux phases d'accompagnement figurant en annexe et s'engagent à les respecter ;
- l'exactitude des renseignements portés sur le présent contrat.

Pour les jeunes entrant dans la phase Garantie jeunes, les signataires certifient que les conditions d'éligibilité fixées à l'article L.5131-6 du code du travail, et notamment la qualité de NEET (ni en études, ni en emploi, ni en formation) sont respectées.

Fait à : le

Le (la) bénéficiaire
(signature précédée de la mention « lu et approuvé »)

L'opérateur
(nom et qualité du signataire, cachet et signature)

Pièces à joindre à l'ASP *(voir également notice)* :
- Une copie de la pièce d'identité
- Un RIB uniquement au nom du jeune bénéficiaire.
- Pour les jeunes mineurs ou faisant l'objet d'une mesure de protection juridique, prévoir une autorisation du représentant légal.

L'ensemble des pièces justificatives de la situation du bénéficiaire sont conservées par l'opérateur avec un exemplaire du CERFA.

Les informations nominatives contenues dans le contrat relatif au Parcours contractualisé d'accompagnement vers l'emploi et l'autonomie feront l'objet d'un traitement informatisé dans les conditions prévues par la loi 78-17 du 6 janvier 1978 modifiée relative à l'informatique, aux fichiers et aux libertés. Cette loi donne au bénéficiaire droit d'accès et de rectification pour les données le concernant. Sa demande doit être adressée au directeur de la structure opérateur et à la délégation régionale de l'Agence de services et de paiement.

4 exemplaires avec signatures originales et cachet de l'opérateur.
Destinataires : bénéficiaire, opérateur, unité départementale et direction régionale de l'Agence de Services et de Paiement (ASP)

Figure 3: Cerfa of PACEA contract

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Exogeneity of caseworkers assignment

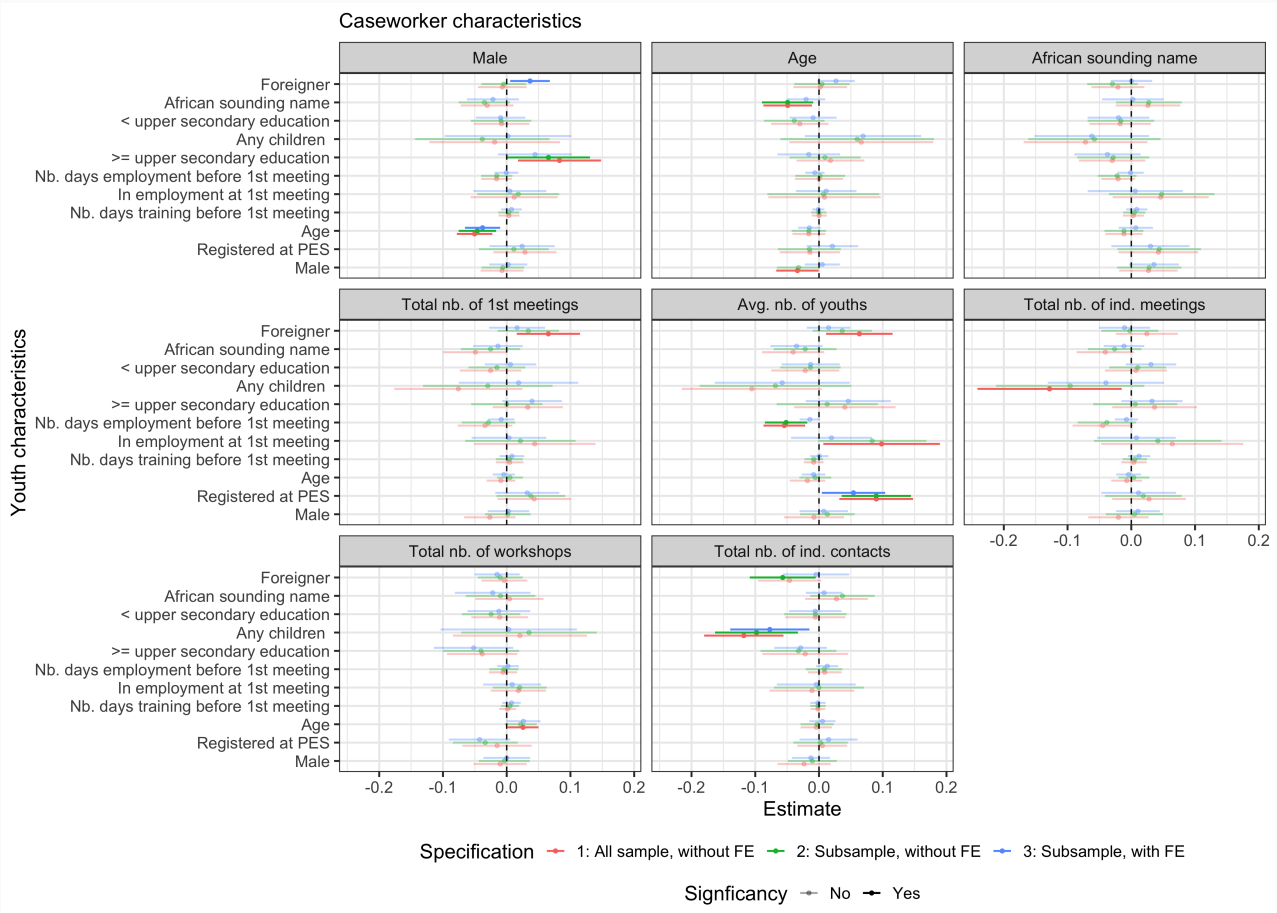

Figure 4: Correlation between assigned caseworkers' characteristics and youths' characteristics

→ Fixed Effects: Agency x Month ; subsample: regular 1st meeting and caseworker

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Exogeneity of caseworkers assignment

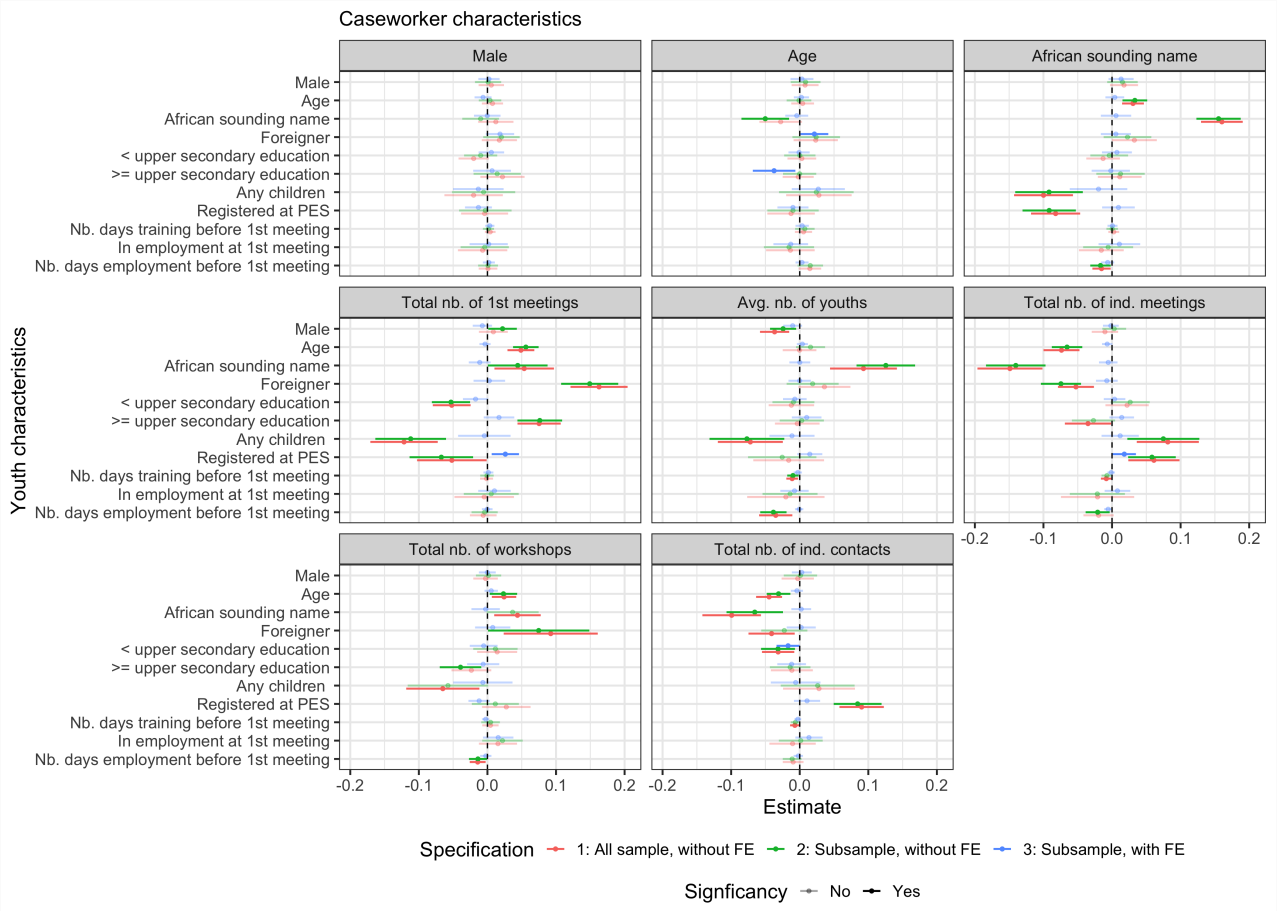

Figure 5: Correlation between assigned caseworkers' characteristics and youths' characteristics

→ Fixed Effects: Agency x Month ; subsample: regular 1st meeting and caseworker

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Exogeneity of caseworkers assignment

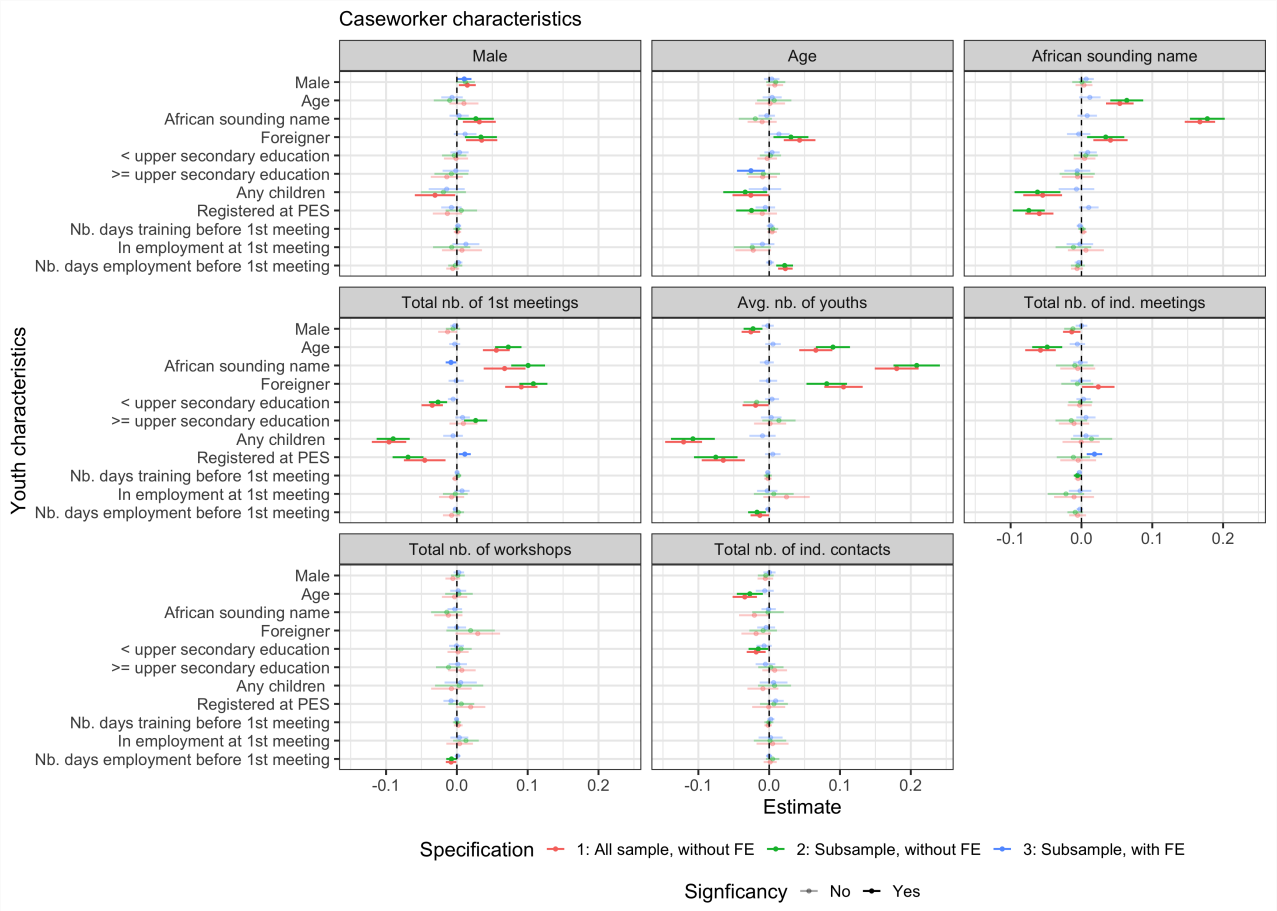

Figure 6: Correlation between assigned caseworkers' characteristics and youths' characteristics

→ Fixed Effects: Agency x Month ; subsample: regular 1st meeting and caseworker

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Exogeneity of caseworkers assignment

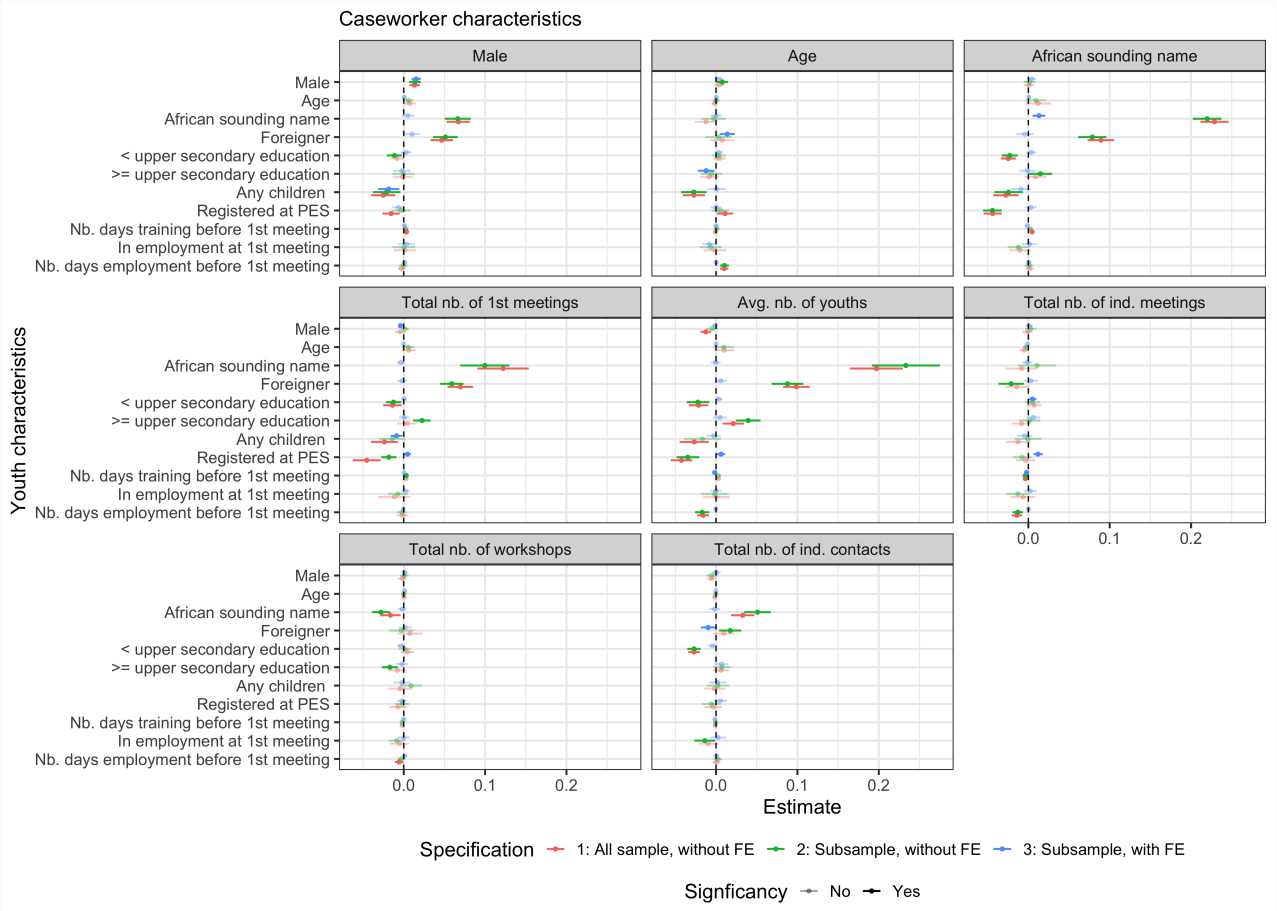

Figure 7: Correlation between assigned caseworkers' characteristics and youths' characteristics

→ Fixed Effects: Agency x Month ; subsample: regular 1st meeting and caseworker

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Appendix

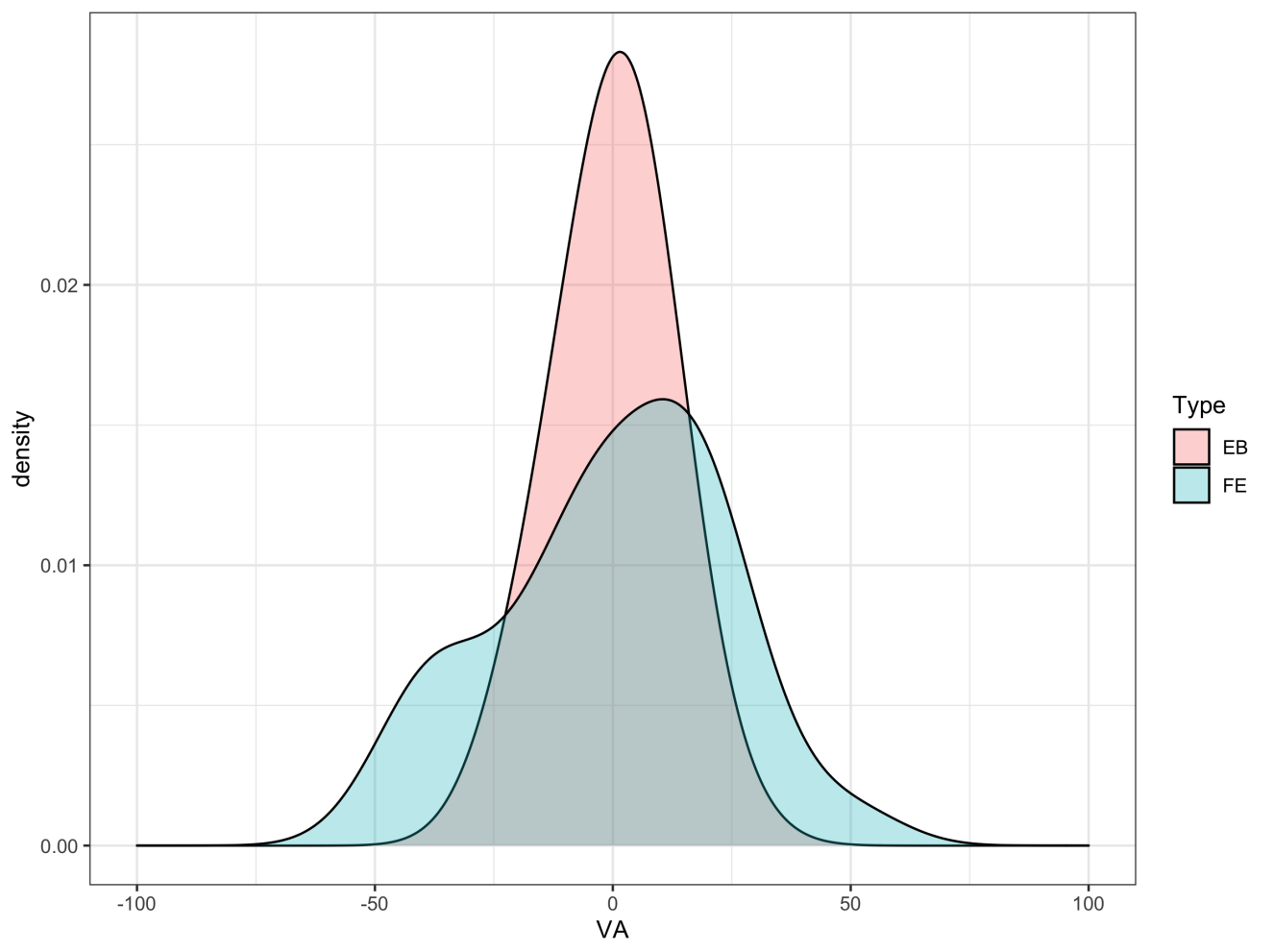

Figure 8: Distribution of Empirical Bayes vs. Fixed Effects estimates

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Appendix

Table 7: Caseworkers effect on the number of days of employment - top 10 ML

Dependent Variables:	Employment before 1st meeting		Employement after 1st meeting			
Model:	(1)	(2)	(3)	(4)	(5)	(6)
Variables						
Caseworkers VA (std)	2.78	0.048	16.1***	19.0**	15.4***	19.0**
	(2.34)	(2.87)	(5.65)	(8.07)	(5.40)	(7.65)
Employment before 1st meeting					0.482***	0.474***
					(0.020)	(0.020)
Fixed-effects						
Agency - month fixed effects	Yes	Yes	Yes	Yes	Yes	Yes
95% Winsorization	No	Yes	No	Yes	No	Yes
Fit statistics						
Outcome mean	45.9	45.8	202.5	202.6	204.2	204.4
Observations	16,490	15,692	20,444	19,422	16,490	15,692
R^2	0.086	0.089	0.051	0.052	0.094	0.094
Within R^2	0.0001	2.33×10^{-8}	0.0008	0.0007	0.050	0.048

Clustered (Caseworker & Agency - month fixed effects) standard-errors in parentheses
*Signif. Codes: ***: 0.01, **: 0.05, *: 0.1*

Note: Employment before 1st meeting is measured on a 6 months period while employment after 1st meeting is measured on a 2 years period. In columns 2, 4 and 6, the sample corresponds to a 95% winsorization based on caseworkers VA.

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Table 8: Caseworkers effect on the number of days of employment - top 50 ML

Dependent Variables:	Employment before 1st meeting		Employement after 1st meeting			
Model:	(1)	(2)	(3)	(4)	(5)	(6)
Variables						
Caseworkers VA (std)	-0.285	0.969	10.0***	11.4**	12.5***	13.9**
	(2.94)	(2.32)	(3.87)	(5.53)	(3.65)	(5.37)
Employment before 1st meeting					0.481***	0.481***
					(0.015)	(0.015)
Fixed-effects						
Agency - month fixed effects	Yes	Yes	Yes	Yes	Yes	Yes
95% Winsorization	No	Yes	No	Yes	No	Yes
Fit statistics						
Outcome mean	47.7	47.7	204.1	204.4	205.4	205.8
Observations	34,050	32,437	42,210	40,098	34,050	32,437
R^2	0.089	0.091	0.055	0.058	0.102	0.104
Within R^2	1.06×10^{-6}	8.06×10^{-6}	0.0003	0.0002	0.052	0.052

Clustered (Caseworker & Agency - month fixed effects) standard-errors in parentheses
*Signif. Codes: ***: 0.01, **: 0.05, *: 0.1*

Note: Employment before 1st meeting is measured on a 6 months period while employment after 1st meeting is measured on a 2 years period. In columns 2, 4 and 6, the sample corresponds to a 95% winsorization based on caseworkers VA.

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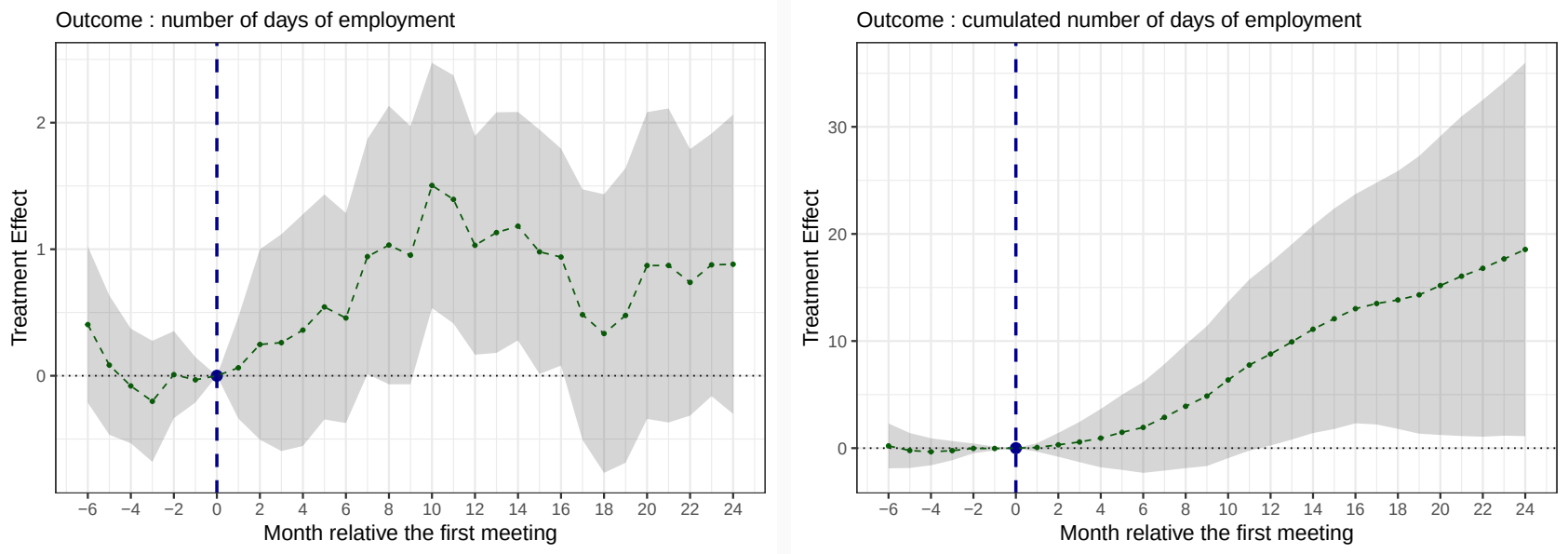

Figure 9: Treatment effect on employment (sample: Paris *Mission Locale*)

Each dot represent the estimated effect - at a given point in time - of being assigned to a caseworker who is 1 standard deviation above the average.

→ No significant difference in the pre-trend
→ After 2 years, the cumulated effect equals 18.5 days, which represents a 9% increase.

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Appendix

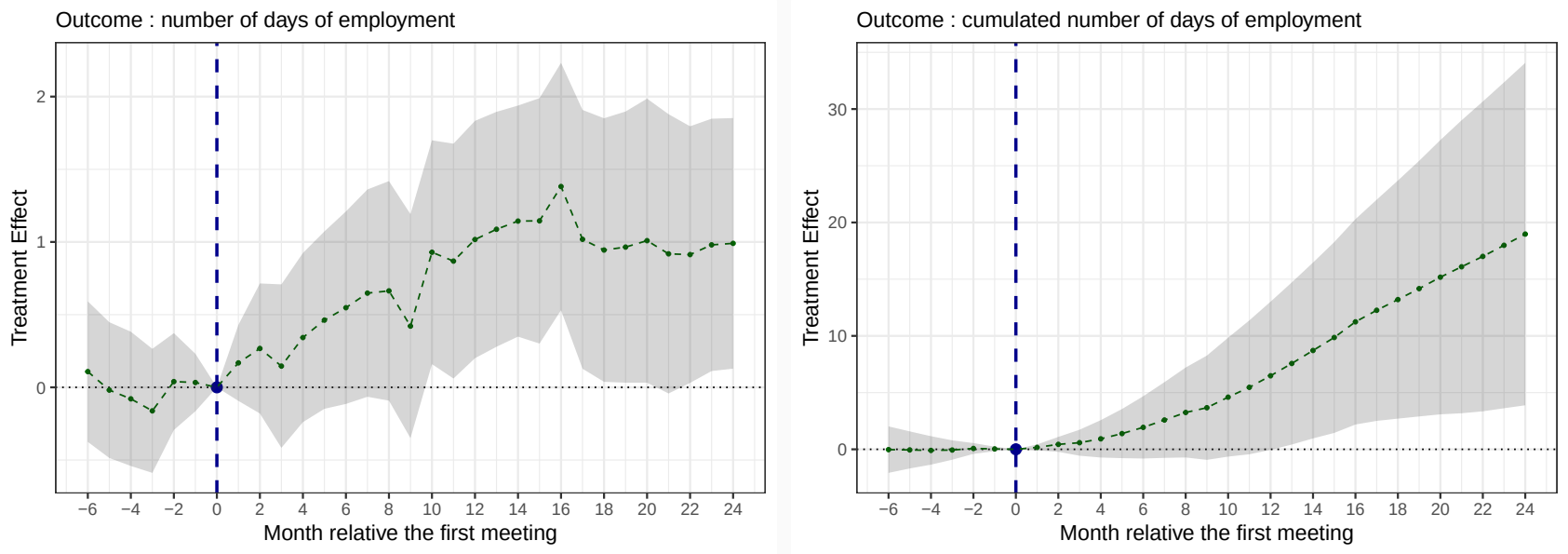

Figure 10: Treatment effect on employment (sample: top 10 *Mission Locale*)

Each dot represent the estimated effect - at a given point in time - of being assigned to a caseworker who is 1 standard deviation above the average.

$\rightarrow$ No significant difference in the pre-trend

$\rightarrow$ After 2 years, the cumulated effect equals 19 days, which represents a 10% increase.

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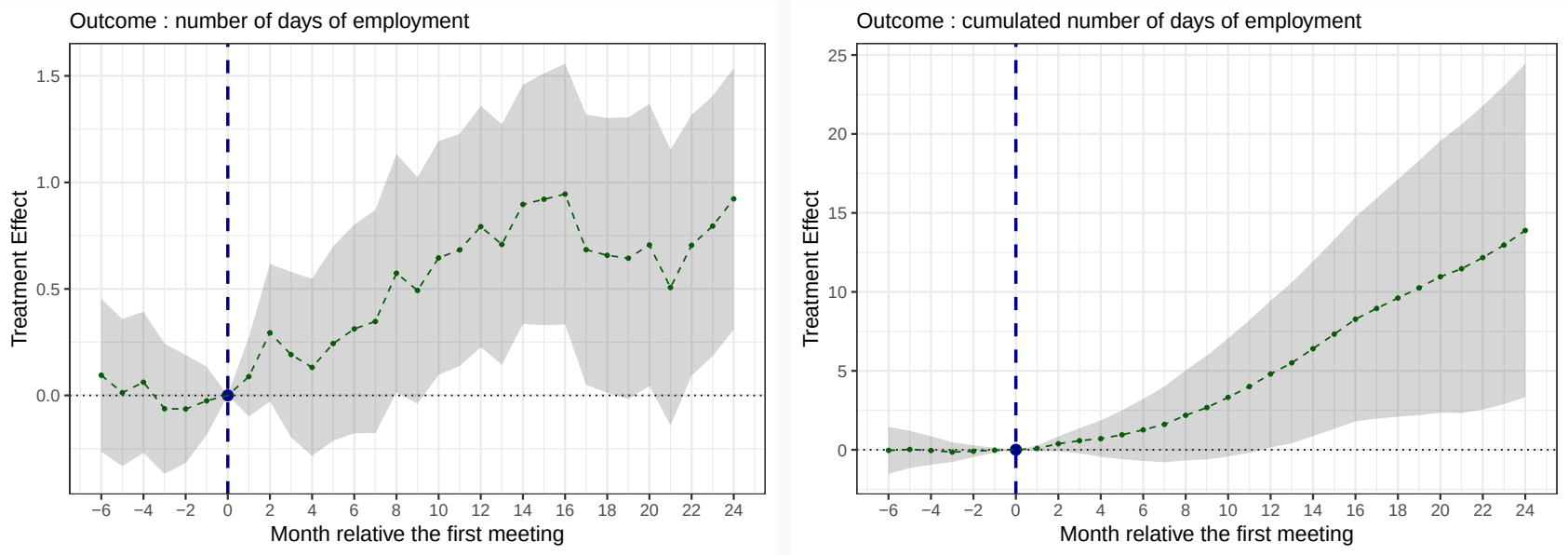

Figure 11: Treatment effect on employment (sample: Top 50 *Mission Locale*)

Each dot represent the estimated effect - at a given point in time - of being assigned to a caseworker who is 1 standard deviation above the average.

→ No significant difference in the pre-trend
→ After 2 years, the cumulated effect equals 14 days, which represents a 7% increase.

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