



EMPLOYMENT PROMOTION

# JOBS MEASUREMENT AND EMPLOYMENT IMPACT ASSESSMENT

13 – 17 OCTOBER 2025  
TURIN, ITALY

*Information Note*

# INTRODUCTION

In an era where inclusive growth is a global imperative, the creation of more and better jobs is not just a policy aspiration — it is a measurable goal that must guide every investment and programme. Governments and development partners are increasingly called upon to ensure that their actions deliver tangible employment gains, while also being accountable for demonstrating results.

Monitoring and assessing the employment effects of policies and programmes is no longer optional — it is essential for informed decision-making, effective resource allocation, and public accountability. This requires specialized skills and robust methodologies that can capture both the quantity and quality of jobs generated, and provide actionable evidence on “what works.”

Different methods can be used to estimate impacts before or after the policy intervention, commonly referred to as “ex ante” or “ex post” assessment. Ex ante assessments help decision makers weigh policy choices before implementation, identifying which sectors and strategies can deliver the greatest employment potential.

Ex post assessments, using rigorous experimental and quasi-experimental approaches, determine the actual contribution of interventions, answering the critical question: to what extent can employment gains be attributed to a specific policy or programme?

From large-scale infrastructure investments and sectoral strategies, to targeted programmes for youth, rural women, persons with disabilities, and the transition to formal employment — employment impact assessments help close the evidence gap. They provide the data needed to refine interventions, scale up successes, and ensure that every amount invested brings maximum decent work benefits.

To support this agenda, the ITCILO, in partnership with the ILO’s Employment Policy Department, offers the course “**Jobs Measurement and Employment Impact Assessment**”. Grounded on methodologies, tools, and approaches developed by the ILO and its partners, this training offers to participants the opportunity to build cutting-edge skills that key to generate evidence that drives better employment outcomes.

## LEARNING OBJECTIVES

This course is designed to strengthen the capacity of key stakeholders to **identify, measure, and assess** the employment effects of interventions — whether projects, programmes, or policies. Participants will acquire the competencies needed to make informed choices on the most suitable methods for measuring and assessing employment impacts, as well as planning and managing the entire assessment process. A wide range of assessment methods will be covered.

By the end of the course, participants will be able to:

- **Understand** the defining features of the ILO’s approach to employment impact assessment.
- **Enhance** their knowledge of concepts and methodologies for assessing employment impacts generated by diverse types of interventions.
- **Recognize** the strengths and limitations of different assessment methods and their applicability to various contexts.
- **Select** the most appropriate method for assessing the employment impact of a specific intervention.
- **Identify** the key steps involved in planning and managing employment impact assessments effectively.

# STRUCTURE AND CONTENTS

The course begins with access to **self-paced learning materials**, giving participants practical guidance on how to integrate impact assessment from the very design phase of an intervention. This preparatory phase will equip participants with the foundations to plan, manage, and implement assessments effectively, including findings dissemination and evidence uptake in policy formulation.

During the five days of the face-to-face training in Turin, the following contents will be covered:

- The ILO approach to employment impact assessment
- Employment policy frameworks and the theory of change
- Decent jobs measurement: definitions and indicators. An application to green jobs.
- A range of ex-ante and ex-post methods: input-output analysis, geographic information systems (GIS), randomized controlled trials (RCTs), quasi-experiments, meta-analysis, among others
- Institutionalization of employment impacts assessments.

One full day will be devoted to **parallel in-depth tracks**, enabling participants to specialize in their chosen method:

1. Input-Output Analysis
2. Counterfactual Evaluation (with a focus on quasi-experiments).

Participants will select one track to apply concepts through hands-on, data-based exercises, ensuring a practical grasp of the method.

Each day features a dedicated **Clinic session**. Before the training, participants will be invited to submit their own projects to be used as live case studies in the clinics exercise and thus benefit of experts and peers' knowledge to apply employment impact assessment to their own work.

## METHODOLOGY

The course follows a learner-centred, highly participatory approach, blending theory with practice to ensure applicability. Learning begins before participants arrive in Turin, with self-paced preparatory materials.

In Turin, the programme combines interactive presentations from subject-matter specialists, real-world country cases illustrating diverse contexts and challenge, and collaborative group exercises to deepen understanding.

## CLINIC SESSIONS

Each day features a dedicated Clinic session — a practical, hands-on exercise where participants work in teams to develop a full Employment Impact Assessment (EIA) plan for selected interventions. These interventions will be drawn from participants' own projects, ensuring relevance and direct applicability. The Clinics serve as live case studies, with ILO EIA experts joining each group to provide tailored guidance, technical advice, and strategic feedback.

This peer-learning approach fosters active participation, critical thinking, and problem-solving. Participants will not only learn from experts but also from one another—building skills they can immediately apply to their own work after the training.

## PARTICIPANTS

This course is of particular interest to:

- Government officials involved in the design and implementation of policies that generate impacts on employment, notably staff from ministries of labour and employment, economy, planning, education and training.
- Staff from programme management teams, from private sector entities, from non-governmental organisations and from community-based organisations.
- Operational staff from international organisations, regional development banks and bilateral donor agencies which design or finance programmes that generate impacts on employment.

## COST OF PARTICIPATION

The cost of participation in this one-week course is **EUR 2,545**, which includes: tuition fees (EUR 1,825) and subsistence costs (EUR 720).

The ITCILO has a limited number of fellowships that may cover part of the subsistence and tuition fees. These fellowships do not include international travel.

## HOW TO APPLY

To register, please submit the online registration form at <https://oarf2.itcilo.org/STF/A9018155/en>

## DEADLINE FOR APPLICATION

**31 August 2025.**

# CAMPUS LIFE

## A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- **Three organizations** from the United Nations system on campus
- **More than 300 training courses** and activities in a stimulating international environment
- **Thousands of participants** from all over the world

## ENVIRONMENT AND SURROUNDINGS

### Grab a campus bicycle and explore the Turin Centre.

Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

## HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

## COMMUNITY ENGAGEMENT AND DIVERSITY

**Participants can enjoy social events organized by the Turin Centre** as well as by their course facilitators. Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

## WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

# INFO

## FOR FURTHER INFORMATION PLEASE CONTACT

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**COURSE CODE: A9018155**