



ONLINE

LABOUR MARKET

IMPACT EVALUATION OF LABOUR MARKET PROGRAMMES

16 NOVEMBER – 11 DECEMBER 2026

 4 WEEKS, 60 HOURS

Information Note



International
Labour
Organization

ITC 
International Training Centre

BACKGROUND

Governments and organizations around the world invest substantial resources in programmes designed to improve employment opportunities, develop skills, support jobseekers and promote more inclusive labour markets.

But an essential question remains: **how do we know whether these programmes actually work?**

An increase in employment among programme participants does not necessarily mean that the programme caused that increase. Some participants might have found jobs anyway. Economic conditions may have changed. Other policies may have contributed to the observed results.

Impact evaluation helps us move from observing change to understanding what caused it. By comparing what happened with an intervention to what would have happened without it, impact evaluation provides credible evidence on whether a programme works, for whom, and under what conditions. This evidence can help policymakers and programme managers improve interventions, allocate resources more effectively and make better-informed decisions.

For the purposes of this course, the term **“labour market programme”** is used broadly. It encompasses a wide range of interventions aimed at improving labour market outcomes, from individual projects and pilot initiatives to active labour market policies (ALMPs) and larger-scale interventions in areas such as employment services, skills development, entrepreneurship, wage subsidies and employment creation.

The online course **Impact Evaluation of Labour Market Programmes** provides a practical and rigorous introduction to the concepts, methods and tools needed to understand and use impact evaluation in the labour-market context. Through real-world examples and hands-on exercises, participants will explore how impact evaluations are designed, what data they require, how different evaluation methods work, and how their findings can be interpreted and used for decision-making.

WHY TAKE THIS COURSE?

You do not need to become an econometrician to make better use of impact evaluation. If you design, manage, commission or oversee labour market programmes, however, you need to be able to **ask the right questions, understand the methodological choices involved, assess the credibility of evidence and use evaluation findings appropriately.**

This course bridges the gap between technical impact evaluation methods and the practical decisions faced by policymakers and programme managers.

By the end of the course, participants will be better equipped to:

- use a theory of change to identify how a labour market programme is expected to achieve its intended results and translate it into relevant questions;
- distinguish impact evaluation from other forms of monitoring and evaluation and identify when an impact evaluation is appropriate;

- identify meaningful labour market and Decent Work indicators to measure what matters and assess whether programmes are improving both the quantity and quality of employment;
- understand the fundamental logic of **counterfactual**;
- understand the main **experimental and quasi-experimental approaches** used to estimate programme impacts;
- assess the data requirements, assumptions, strengths and limitations associated with different methods;
- recognize common practical challenges when evaluating labour market interventions;
- critically interpret impact evaluation findings and assess the credibility of the evidence presented; and
- commission and use impact evaluations to support **evidence-informed policy and programme decisions**.

WHAT WILL YOU LEARN?

Module 1. Theory of change and evaluation questions

ASKING THE RIGHT QUESTIONS

A good impact evaluation starts with a clear understanding of **how and why an intervention is expected to work**. Participants will learn how to use a **theory of change** to map the pathway from programme activities to expected outcomes and impacts, formulate relevant evaluation questions, and identify what should be measured.

Module 2. Labour market indicators

MEASURING WHAT MATTERS

Explore key **labour market and ILO Decent Work** indicators and learn how to select meaningful measures to assess changes in the **quantity and quality of employment**.

Module 3. The concept of counterfactual

FROM RESULTS TO IMPACT

What is impact? Why can we not simply compare participants before and after a programme? Participants will explore the fundamental challenge of impact evaluation: identifying a credible estimate of **what would have happened in the absence of the intervention**.

Module 4. Experimental and quasi-experimental methods

CHOOSING AN IMPACT EVALUATION APPROACH

There is no single evaluation method that works in every situation. The course will introduce the logic behind key **experimental and quasi-experimental methods** and examine when different approaches may be appropriate, their underlying assumptions, and their respective strengths and limitations.

WHO ATTENDS THIS COURSE?

This course is designed for professionals involved in the **design, implementation, management, oversight or evaluation of labour market policies and programmes**.

Participants may include policymakers, programme managers, practitioners, researchers and evaluation professionals from:

- Ministries of labour, employment, youth and education
- Public employment services
- TVET and skills development institutions
- Employers' and workers' organizations
- Local and regional authorities
- International and development organizations
- NGOs and civil society organizations
- Research institutions and policy think tanks.

The course welcomes participants from **all regions of the world**, encouraging exchange across countries, institutions and labour market contexts.

FORMAT AND METHODOLOGY

The course takes a **practical, step-by-step approach**, combining accessible explanations of key concepts with real-world labour market examples and hands-on exercises. Participants will learn by working through evaluation problems and methodological choices similar to those encountered when designing, managing or commissioning evaluations in practice.

Implemented over **4 weeks**, this course is offered fully online through the ITCILO eCampus platform. Each module combines online materials, one or two webinars and learning activities to help participants achieve the learning objectives.

DEVELOPING AN IMPACT EVALUATION CONCEPT NOTE

Throughout the course, participants will apply their learning to a specific labour market programme by developing an impact evaluation concept note, individually or in small groups. The three-page concept note (plus appendices) will identify the labour market programme to be evaluated, the purpose and scope for action of the evaluation, the microdata to be used, the evaluation method to be explored, and potential terms of reference for the study. Participants will progressively develop the concept note as they move through the course, putting the concepts and methods discussed into practice. Dedicated mentoring between sessions will provide guidance and feedback, helping participants turn their initial ideas into a feasible evaluation proposal.

CERTIFICATION

WHAT CERTIFICATION WILL I GET AS A SUCCESSFUL CANDIDATE?

On successful completion of the programme requirements, you will be awarded an ITCILO **Certificate of Achievement**. This certificate shows that you have fulfilled all assignments, knowledge tests and other prerequisites to a minimum standard.

The complete effort amounts to 60 hours of learning.

The certificate is an electronic certificate which is protected by block-chain technology and can be displayed on social media.

HOW TO APPLY

You can find the application form here: <https://oarf2.itcilo.org/DST/A9719119/en>

Deadline for application: **1 November 2026**

TUITION FEES

€1,125

ITCILO has a limited number of fellowships available for developing countries that may cover part of the tuition fees! If eligible, early applicants will be given priority so, if you are interested in the course, submit your application as soon as possible. You will be able to add your request for an ITCILO fellowship directly in the application form mentioned above.

FOR FURTHER INFORMATION

employmentpolicy@itcilo.org

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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