



Job search assistance – A literature review.

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Background

- Millennium; a shift from dimensioning towards organization

- **Individualization** → tailor made programs



needs assessment → employability



- **Evidence based knowledge**

Job search assistance

- «Jobbklubb»
 - Widely used
 - Accessible
 - Needs assessment
- Low transition to work – WHY?
- Literature review

Method

Inclusion

- From OECD- country
- Targeting job search assistance
- Peer reviewed articles and/ or official reports (either governmental or EU)

Exclusion

- Case studies
- Articles and reports solely from the employers and/ or private sector perspective
- Articles and reports solely focusing on disabilities
- Effect measured only on future wage setting.

Method

- Search for literature:
 - Renowned databases
 - Government policy databases (NAV)
- Time frame January 2012 to January 2018
- Search word; job search assistance, Jobbklubb

Results

- A total number of 16 articles and reports. 3 meta- analysis
- No articles or reports looking specifically on job search assistance/ Jobbklubb
- Meta-analysis show an overall positive effect in the short run, but it declines over time
- Job search assistance programs probably have different effect on different subgroups – heterogeneity

Conclusions

- Few studies found
- Further studies recommended and needed
- Heterogeneity:
 - Mask positive, neutral and negative effect for different subgroups

Implications

- Optimize selection to the program:
 - Evidence based enrolment criteria
 - Better needs assessment
 - Easier to organize tailor made programs
 - Individualization
- Why?
 - Better transition to work
 - Prevent harm

Future research

- Analyze participants characteristics, subgroups emerging
- Develop tools for better enrollment
- How Jobbklubb is organized, use booster weeks to prolong effect