Intensive Job Activation for Individuals at Risk of Social Exclusion: A Randomized Evaluation

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Abstract

We evaluate the effects of offering a randomized activation program for individuals receiving Spain's Minimum Income Scheme or otherwise at risk of social exclusion that combined personalized coaching, job-search assistance, and—in one treatment arm—digital skills training. The program does not increase employment, earnings, or job-search effort in the short or medium run. However, we find large and persistent improvements in digital skills. Participants receiving digital training also exhibit greater financial resilience, measured by fewer payment arrears, despite no income gains. Administrative data collected six months after program completion show modest improvements in formal job stability and full-time work intensity—particularly for the digital-skills arm—while overall employment effects remain limited.

Keywords: social inclusion, activation programs, digital skills, randomized controlled trial.

JEL codes: I32, I38, J24, C93.

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1 Introduction

Minimum income schemes have become a cornerstone of last-resort safety nets across many European countries. While their primary aim is to alleviate poverty and provide a financial floor for the most vulnerable, numerous studies suggest that monetary transfers alone are insufficient to facilitate their labor market inclusion (Card, Kluve, and Weber, 2018; Banerjee, Duflo, and Kremer, 2019). Active labor market policies (ALMPs), which combine income support with job training and placement services, have shown promise in addressing both the economic and social dimensions of poverty. Nevertheless, considerable debate persists regarding their effectiveness, particularly with respect to long-term employment outcomes (Kluve, 2010; Crépon and Van Den Berg, 2016).

Spain's labor market is characterized by a pronounced duality: strict dismissal costs for open-ended contracts coexist with one of the highest shares of temporary work in the EU (20.6% in 2024, vs. an EU-27 average of 12.8%) (Eurostat, 2024). This segmentation disproportionately affects low-skilled and long-term unemployed individuals, for whom informal or unstable jobs often represent the only available entry point. As a result, policies that not only provide income support but also facilitate access to formal employment are increasingly seen as essential.

Spain introduced a nationwide Minimum Income Scheme (MIS, or in Spanish, *Ingreso Mínimo Vital*) in May 2020, amid the COVID-19 crisis. While regional schemes existed prior to that, the national MIS marked a shift toward a more comprehensive and centrally administered system. Despite its growing importance, rigorous evidence on how to support labor market reintegration among MIS recipients remains scarce. To address this gap, the Ministry of Inclusion, Social Security and Migration launched a series of pilot interventions co-funded by the Next Generation EU program, aimed at complementing the MIS with targeted activation measures.

The EMPLEA LAB pilot project, implemented by Cáritas España, is part of this national strategy. It aims to enhance the labor insertion and employability of individuals aged 16 to 65 residing in various provinces of Spain who are recipients of the MIS or at risk of social exclusion. The initiative provides multi-component support, including group training in job search techniques, transversal and digital skills development, and connections to the local business network. Participants were assigned into three groups—one control and two treatment groups—through randomized controlled trials, which are recognized for their ability to provide credible estimates of causal effects (Bouguen, Huang, Kremer, and Miguel, 2019).

The intervention delivered individualized support through structured itineraries that combined job search assistance, soft skills training, and, in one treatment arm, also digital skills training. While all participants received some form of light-touch guidance, the treatment groups differed in intensity and content: one group received a comprehensive mix of personalized coaching and group workshops focused on transversal skills and labor intermediation, while the second group received the same package with the addition of digital skills training. The program design reflects recent insights emphasizing that long-term welfare recipients often lack non-cognitive (rather than cognitive) and digital competencies that are crucial for successful labor market reintegration (Heckman, Stixrud, and Urzua, 2006; Lindqvist and Vestman, 2011).

Non-cognitive skills — such as self-discipline, self-efficacy, or perseverance — are increasingly recognized as critical determinants of economic and behavioral outcomes, including employment, earnings, and the ability to withstand adverse shocks (Heckman and Kautz, 2012; Kautz, Heckman, Diris, Ter Weel, and Borghans, 2014). Their importance has grown in recent decades as labor markets increasingly reward social and interpersonal abilities (Deming, 2017). Although once regarded as stable personality traits, there is now substantial evidence that non-cognitive skills can be developed through well-designed interventions, even in adulthood—especially when these programs are intensive, sustained, and tailored to individual needs (Kautz et al., 2014). These insights have yet to be fully integrated into activation strategies for MIS recipients, especially in Southern European countries.

Alongside non-cognitive skills, digital competencies have become increasingly relevant for employability and social inclusion. While digital proficiency is now required for many job-search and administrative tasks, gaps in basic digital skills remain substantial among low-income adults. According to the European Commission's Digital Economy and Society Index 2024, Spain ranks 15th out of 27 EU countries in basic digital skills, with particularly large disparities across socioeconomic groups. Embedding a structured digital-skills module in an activation program, therefore, targets a salient constraint for vulnerable populations and allows us to assess the role of digital training within broader activation strategies.

This study contributes to the literature on active labor market policies and poverty alleviation in several ways. First, it provides one of the earliest randomized controlled evaluations of offering an activation strategy targeted at potential recipients of Spain's Minimum Income Scheme, a setting characterized by persistent labor market duality and limited causal evidence on activation policies. Second, it adds to the growing literature on non-cognitive and digital skills as malleable, policy-relevant inputs into employability and financial resilience among

vulnerable populations (Schlosser and Shanan, 2025; Crépon and Van Den Berg, 2016). Third, by comparing two treatment arms that differ in intensity and content, the analysis sheds light on the role of digital skills training within broader activation packages.

We find that the program does not increase employment levels, earnings, or job-search effort in the short or medium run. However, administrative data collected approximately six months after program completion indicate modest improvements in formal job stability and full-time work intensity, particularly among participants in the digital-skills arm, while overall employment effects remain limited. Participants receiving digital skills training experience large and persistent improvements in digital competencies and improved financial resilience, measured by a lower incidence of payment arrears, despite no income gains. Effects on self-reported non-cognitive skills are mixed, with some evidence consistent with an awareness effect.

The rest of the paper is organized as follows. Section 2 describes the institutional context and the intervention. Section 3 outlines the empirical strategy. Section 4 presents the main results and explores the underlying mechanisms. Section 5 concludes.

2 Institutional Context and Experimental Details

2.1 The EMPLEA-LAB program

The EMPLEA LAB program, implemented by Cáritas Española—a non-profit organization affiliated with the Catholic Church—, is part of the national portfolio of activation programs launched alongside the MIS. It was designed to improve the labor market integration of vulnerable individuals—specifically, recipients of the MIS or those at risk of social exclusion. The program combined personalized coaching, non-cognitive skills workshops, and, in one treatment arm, digital literacy training.

The core objective of the pilot is to assess whether offering a personalized and multi-component itinerary —including group training in job-search strategies, non-cognitive and digital skills—can enhance beneficiaries' employability and subjective well-being. To rigorously evaluate the effects of this intervention, we designed an experimental study based on a randomized controlled trial, widely regarded as the gold standard for program evaluation (Bouguen et al., 2019). The research protocol was approved by the ethics committee before implementation and included a pre-specified set of hypotheses covering key dimensions of skill development, financial resilience, and labor market activity.

Consistent with the evaluation protocol, we organize outcomes into three domains. The first domain focuses on skill development and encompasses both non-cognitive and digital

skills. Non-cognitive (or soft) skills—such as self-knowledge and emotional regulation—are increasingly rewarded in the labor market (Kautz et al., 2014; Deming, 2017). While challenging to measure, we proxy non-cognitive development using self-assessed indices of participants' perceived strengths and weaknesses and their readiness for employment. In parallel, we evaluate digital literacy, which is particularly relevant for participants assigned to the digitally enhanced treatment arm. Outcomes in this domain include the use of digital tools for job search (such as sending CVs online or navigating public platforms) as well as broader digital competencies, including email use, cloud storage, and video-conference tools.

The second domain relates to financial resilience. The intervention may affect participants' ability to stabilize income or reduce financial strain. To capture these effects, we examine net monthly income (averaged over the previous six months) and self-reported ability to make ends meet, measured by the absence of payment arrears in the past 12 months.

The third domain focuses on labor market activity. We assess changes in employment status and job quality—particularly the prevalence of informal or precarious work—and track job-search effort, such as the number of applications submitted and interviews attended, as intermediate outcomes that may respond to activation support.

2.2 Experimental details

Eligible participants include recipients of the national or the regional MIS or individuals identified as being at risk of or experiencing social exclusion. Participants were recruited through multiple channels: administrative lists of MIS recipients provided by the Ministry, referrals from local social services in participating municipalities, and outreach efforts by Cáritas and other partnering social organizations.

Program implementation began in January 2023, with each participant completing a three-month intervention period. To manage logistics and ensure effective delivery, the intervention was implemented in three sequential waves (or *editions*), with activities continuing through November 2023. Because participants did not enter the program simultaneously, random assignment and data collection at baseline and endline were conducted separately for each wave. Figure 1 presents the implementation timeline and the sequence of interventions analyzed.

Participants were randomly assigned to one of three groups. The *control group* received a light-touch intervention consisting of three group training sessions on career guidance, each lasting 2 hours.[1] The *first treatment group* was offered a more intensive three-month itinerary,

[1]Recognizing that individuals at risk of social exclusion often face barriers related to unmet basic needs, the program offered financial support to all participants, regardless of group assignment, including conditional assistance to help cover essential expenses such as food, hygiene, clothing, energy, and transportation. Attendance-based stipends (5 euros per hour of participation in any of the activities) were provided to support

which included the same three career guidance sessions, plus seven additional sessions focused on active job search, eight workshops aimed at improving basic and non-cognitive skills, individual counseling sessions tailored to participants' needs, and four intermediary-led sessions designed to facilitate contact with potential employers. The group workshops followed a hands-on, participatory format that encouraged peer support and mutual engagement.[2] Individual sessions were personalized based on the specific reinforcement needs of each participant. Finally, the *second treatment group* received the full itinerary of the first treatment group, plus up to eight additional sessions on developing digital skills relevant to job search and labor market access.

The random assignment was conducted by the General Secretariat for Inclusion (SGI). Randomization was stratified by edition and province across the 11 participating locations, and was carried out at the household level, with only one individual per household participating in the vast majority of cases.

2.3 Sample characteristics at baseline

Baseline sample The program targeted individuals aged 16-65 residing in the provinces of Albacete, Barcelona, Cuenca, Girona, Guadalajara, León, Lugo, Menorca, Ourense, Valladolid, and Zamora. A total of 2,364 individuals completed the baseline survey. Based on the randomization conducted by the SGI, 1,055 participants were assigned to the control group (44.6%), 656 individuals to the first treatment group (27.8%), and 653 individuals to the second treatment group (27.6%).[3]

Table 1 presents descriptive statistics for: (a) the treatment variables, (b) the stratification variables, (c) the baseline characteristics of participants, and (d) the outcome measures based on information collected before the start of the intervention.[4]

With respect to the stratification variables, the provincial distribution of the 2,364 participants mirrors the program's geographic coverage, with the largest shares in Barcelona (19%), León (14%), and Ourense (13%).

Regarding participants' characteristics, the average age is 44 years, and women comprise 69% of respondents. 51% of respondents are Spanish-born, and 75% hold Spanish national-

adherence and encourage completion of the program.

[2]See Appendix A for more details about the group sessions.

[3]During fieldwork for the third edition, one local Cáritas office mistakenly enrolled 45 participants into the wrong group due to a communication error. Accordingly, we report results using both the original random assignment and the actual treatment received, and we also provide robustness checks excluding the misassigned cases.

[4]As detailed in Appendix B, outcome indicators are constructed from multiple survey items, and the missing responses are imputed using group-specific means within each treatment arm and the control group.

ity. Consistent with the program's eligibility criteria, the baseline sample includes both MIS recipients and individuals identified as being at risk of social exclusion. In particular, 55% of participants were receiving the MIS at baseline.[5] In terms of education, 62% have primary education or basic vocational training (VT), 14% secondary education or higher VT, 7% college education, and 18% did not complete compulsory education. In terms of household structure, 30% of participants live in single-parent households, and 18% live alone. The average household size is 2.9 individuals. About 65% of respondents live in rented accommodation, while 19% are homeowners and 16% live in other housing arrangements. Additionally, 11% of participants report having a recognized disability. More than half of participants (54%) report being unemployed and actively seeking work, while only 23% are employed with a formal contract and 15% without one. The remaining 14% are neither working - formally or informally — nor actively seeking employment. Self-assessed availability for participation in training activities is generally high: over half report availability in the morning, 18% in the afternoon, and 30% at any time. Twelve percent were already enrolled in another assistance program at baseline.

With respect to outcome variables, the average total household net monthly income is 782 euros, with a median of 721 euros.[6] Indicators of job search behavior show low levels of engagement: participants submitted, on average, fewer than two job applications and attended fewer than one interview over the previous three months. Only 5% had been selected in a recruitment process, and 4% reported having declined a job offer.

We proxy non-cognitive skills using two indicators: one for self-knowledge and another for soft skills. The self-knowledge indicator combines three components: the ability to describe one's strengths relevant to securing a job, the ability to describe one's weaknesses relevant to securing a job, and the perceived ability to obtain a job. This indicator ranges from 1 (not at all) to 5 (fully), with a sample mean of 3.72.

The soft-skills indicator combines six components measuring the level of agreement—on a scale from 1 (strongly disagree) to 4 (strongly agree)—with the following statements: "I manage my personal image appropriately in the work environment and adapt to different social situations"; "I communicate easily and naturally, and adapt to different situations and people"; "I seek and promote personal relationships with colleagues, managers, or clients"; "I promote a positive group climate by contributing ideas and supporting others"; "Through

[5]Information on baseline MIS receipt comes from administrative records linked to the study sample ex post, rather than from the baseline survey.

[6]The indicator measuring the ability to make ends meet (no payment arrears in the past 12 months) was only included in the endline survey.

my actions, I provide reassurance and offer constructive solutions to situations of stress or conflict"; and "I am able to organize and plan new tasks." Its sample mean is 3.24.

Finally, digital competencies are measured through both the activities participants have recently performed and their self-reported ability to carry out specific tasks. These competencies vary substantially across individuals. Around 27% had submitted a CV online in the previous week, and 84% reported being able to obtain information from government websites or applications. However, more advanced digital tasks—such as attaching files to emails, managing cloud storage, or using video-conference tools—show more limited proficiency. Mean scores for these tasks range from 2.14 to 2.75 on a 1–4 scale, where 1 indicates "not at all capable" and 4 indicates "fully capable."

Balance in experimental groups Table 2 reports the balance tests between the control group and the two treatment groups at baseline. All statistical tests, except those in Panel (A), include the randomization strata as controls. The variables used for stratification are edition (1, 2, or 3) and province (11 provinces), yielding a total of 33 randomization strata.

Among the demographic characteristics, the variables exhibiting imbalance are the number of people in the household, household composition (one-person and single-parent households), housing tenure (homeownership versus renting), unemployment while actively seeking work, and availability to participate in training activities at any time. Regarding outcome variables, the unbalanced indicators include average income, selection in a recruitment process, submission of completed forms, and the ability to use video-conference tools for interviews. In the estimations, we present specifications both with and without controls for these baseline imbalances to demonstrate that the results are robust to their inclusion.

2.4 Sample attrition

Of the 2,364 individuals who responded to the baseline survey (Pre), 1,880 (79.5%) also responded to the first endline survey (Post1), and 1,891 (80.0%) to the second one (Post2). As a result, the effective sample size is smaller in the regressions presented in section 4.

Table 3 shows how sample attrition varies across experimental groups. Under the original random assignment, attrition rates are very similar across groups: among the 656 individuals initially assigned to Treatment 1, 79.1% responded to the first endline survey (Post1) and 77.9% to the second (Post2); among the 653 assigned to Treatment 2, the corresponding figures are 79.2% and 79.8%; and among the 1,055 individuals assigned to the control group, 80.0% responded to Post1 and 81.4% to Post2. When considering the assignment that occurred in the field following the inadvertent misallocation of 45 participants in the third edition,

attrition rates remain in a narrow and comparable range (78–81%). Similarly, excluding these 45 cases altogether yields nearly identical attrition patterns. Taken together, these results indicate that the implementation error does not appear to be systematically related to survey attrition and is consistent with a fortuitous deviation rather than a source of selective dropout.[7]

To assess whether differences in sample attrition rates across groups are statistically significant, we estimate regressions of binary indicators for non-response at endline on assignment to each treatment group. Table 4 reports the results for the first endline survey (Post1) in columns (1)–(3) and for the second endline survey (Post2) in columns (4)–(6). Columns (1), (2), (4), and (5) include the stratification variables as regressors. Columns (3) and (6) test for selective attrition by additionally including demographic characteristics and their interactions with the treatment indicators.

For the first endline survey (Post1), the coefficient on the treatment indicator in column (1) is small (0.008) and not statistically significant, and this remains the case when the two treatment groups are considered separately in column (2). Column (3) indicates that only the interaction with age is statistically significant. For the second endline survey (Post2), the coefficient on the treatment indicator in column (4) is 0.027 and statistically significant only at the 10% level. Column (5) shows that this effect is driven by Treatment 1, while the coefficient for Treatment 2 is not statistically significant. Column (6) indicates that only the interaction with recognized disability is significant at the 10% level. Taken together, these results provide limited evidence of selective attrition.[8]

3 Econometric specification

In a randomized experiment, the causal effect of the program can be estimated by comparing outcomes between each treatment group and the control group, as random assignment ensures that they are statistically comparable in expectation. In our setting, all specifications account for the stratification variables used in the randomization. Also, whenever possible, we control for the baseline value of the dependent variable, which improves the precision of the estimates without affecting their interpretation.

Formally, the baseline specification for the regressions presented below is:

[7] Technically, we place greater weight on the original assignment, as it corresponds to the randomization protocol implemented by the SGI. Nevertheless, because the misassignment appears to have been fortuitous rather than systematic, alternative definitions of treatment assignment should not yield materially different results, as we confirm empirically.

[8] As a robustness check, we additionally controlled for these baseline characteristics, finding that the results were not sensitive to their inclusion, even though this does not fully address potential attrition bias.

$$Y_{i,t=1,2} = \alpha + \beta T_i + \gamma Y_{i,t=0} + X_i'\delta + \epsilon_i \tag{1}$$

where $Y_{i,t=1,2}$ denotes the outcome of interest for family i, measured either immediately after the intervention ($t = 1$, short-run effect) or three months after program completion ($t = 2$, medium-run effect). The indicator T_i equals one if the family is assigned to either of the two treatment groups, $Y_{i,t=0}$ is the baseline value of the outcome (included whenever available), X_i is a vector of controls that includes the randomization strata, and ϵ_i is the error term. In this specification, β captures the average effect of receiving any treatment relative to the control group.

We also estimate a more disaggregated specification that allows treatment effects to vary across treatment arms:

$$Y_{i,t=1,2} = \alpha + \beta_1 T_{1i} + \beta_2 T_{2i} + \gamma Y_{i,t=0} + X_i'\delta + \epsilon_i \tag{2}$$

where T_{1i} and T_{2i} indicate assignment to treatment 1 and treatment 2, respectively. All other variables are defined as above. In this model, β_1 and β_2 represent the effects of treatment 1 and treatment 2, respectively, relative to the control group.

In both equations, (1) and (2), standard errors are clustered at the household level, as in some cases more than one participant belongs to the same family (and always to the same experimental group).

Although Table 2 shows a small number of baseline imbalances, these are consistent with chance variation arising from multiple hypothesis testing rather than from any feature of the implementation process. Accordingly, our preferred specifications do not condition on these imbalanced variables. Nevertheless, to assess robustness, we also report alternative specifications that include controls for baseline imbalances, showing that their inclusion does not materially affect the results.[9]

Heterogeneity by country of birth. To assess whether treatment effects differ by country of birth, we augment equations (1) and (2) by adding an indicator for being born abroad (ForeignBorn) and interacting it with treatment assignment, while keeping the same controls as in the main analysis (randomization strata and, whenever available, the baseline value of the dependent variable) and clustering standard errors at the household level.

[9] Given mild evidence that attrition in Post1 is differentially correlated with age across groups—and weaker evidence for disability in Post2—we also estimate specifications that include age as an additional control. Results are unchanged and available upon request.

In the pooled-treatment specification, we estimate:

$$Y_{i,t=1,2} = \alpha + \eta T_i + \theta\, ForeignBorn_i + \lambda\,(T_i \times ForeignBorn_i) + \gamma Y_{i,t=0} + X_i'\delta + \epsilon_i, \quad (3)$$

where $ForeignBorn_i$ is an indicator equal to one if individual i was born abroad. In this specification, η captures the treatment effect for the omitted group— Spanish-born individuals —while λ measures the differential treatment effect for foreign-born individuals relative to the omitted group. The implied treatment effect for foreign-born participants is therefore given by $\eta + \lambda$.

In the treatment arms specification, we estimate:

$$\begin{aligned} Y_{i,t=1,2} \;=\; & \alpha + \eta_1 T_{1i} + \eta_2 T_{2i} + \theta\, ForeignBorn_i \\ & + \lambda_1 (T_{1i} \times ForeignBorn_i) + \lambda_2 (T_{2i} \times ForeignBorn_i) + \gamma Y_{i,t=0} + X_i'\delta + \epsilon_i \quad (4) \end{aligned}$$

Here, η_1 and η_2 capture the effects of Treatments 1 and 2 for the omitted group (Spanish-born individuals), while λ_1 and λ_2 measure the additional (differential) effects for foreign-born participants. The implied treatment effects for foreign-born individuals are $\eta_1 + \lambda_1$ for Treatment 1 and $\eta_2 + \lambda_2$ for Treatment 2.

4 Main Results

This section presents the causal impacts of the program, measured immediately after the intervention (Post1, short-run effects) and three months later (Post2, medium-run effects).[10]

Because the analysis considers a broad set of outcomes spanning multiple dimensions of participants' economic and social inclusion, we explicitly account for multiple hypothesis testing. To do so, outcomes are grouped into pre-specified families aligned with the main theoretical channels of the intervention: (i) digital skills (Table 7), (ii) use of digital tools for job search (Table 8), (iii) non-cognitive skills (Table 9), (iv) financial resilience (Table 10), (v) labor market activity and job quality (Table 11), and (vi) job-search effort (Table 12). Within each family and survey wave, p-values are adjusted using the Romano–Wolf stepdown procedure. The corresponding estimates for the pooled treatment are reported in Appendix C.

[10] The results reported in the main text correspond to the original randomly assigned treatment status of the participants. As a robustness check, Online Appendix E presents parallel results using both the actual field assignment and the sample excluding the small number of misassigned cases. These results are substantively identical to those presented here, and any minor differences are noted in the text.

4.1 Program implementation

Before presenting the main results, we report descriptive evidence on program participation, focusing on attendance and completion rates by treatment group and edition, and distinguishing between the core program components (Treatment 1) and the additional digital skills training (Treatment 2).

Under full program take-up, participants assigned to Treatment 1 were scheduled to attend 27 sessions totaling 44 hours, corresponding to the core coaching and soft-skills components. Participants in Treatment 2 were scheduled to attend 31 sessions totaling 53 hours, reflecting the inclusion of additional digital skills training. In contrast, individuals in the control group were scheduled to attend only three group sessions totaling six hours.[11]

Actual participation was substantially lower than full take-up. Participants in Treatment 1 attended, on average, 36% of the scheduled sessions, and 5% completed the full three-month itinerary. Participants in Treatment 2 also attended 36% of their scheduled sessions, and 7% completed the full itinerary.

Despite the lower overall intensity, participation rates are broadly comparable across treatment groups. As expected, control-group participants attended a higher share of their scheduled sessions (64%), reflecting the much lower number of required sessions; 54% attended all three group training sessions on career guidance.

Participation rates also varied across editions. Among treated participants, attendance was higher in the first edition (46% of scheduled sessions attended) than in the second and third editions (33%). A similar pattern is observed in the control group, where participants attended 77% of scheduled sessions in the first edition, compared with 59% in the second and third editions.

To formalize the evidence on program implementation, we estimate regression models in which the dependent variable is a post-assignment measure of participation in the assigned itinerary. Specifically, we consider indicators for attending at least one activity and for completing the full itinerary, as well as a measure of take-up intensity given by the share of scheduled sessions attended. We estimate the following specification:

$$P_i = \alpha + \beta_1 T1_i + \beta_2 T2_i + X_i'\delta + \varepsilon_i,$$

where P_i denotes the relevant implementation outcome for individual i, $T1_i$ and $T2_i$ indicate assignment to Treatment 1 and Treatment 2, respectively, and X_i includes the randomization

[11] Full program take-up is very similar across editions, except for edition 3, where the scheduled intensity was substantially lower: 21 sessions totaling 35 hours in Treatment 1 and 22 sessions totaling 39 hours in Treatment 2.

strata. Standard errors are clustered at the household level, as in the main analysis.

These regressions are intended to characterize compliance with the experimental offer rather than to estimate effects on final outcomes. In this setting, there is no pre-treatment analogue for the implementation outcomes, so baseline values are not included. The resulting estimates provide a formal summary of program exposure under the intention-to-treat (ITT) design and allow us to assess whether participation differed systematically across treatment arms and editions, abstracting from purely mechanical differences in assigned program intensity.

Table 5 reports the regression-adjusted differences in participation across treatment arms, while Table 6 examines whether these patterns vary across editions.

Taken together, the descriptive and regression-based evidence points to modest take-up of the intensive itineraries, broadly similar normalized participation across treatment arms, and lower participation in later editions. The results reported below should therefore be interpreted as ITT effects of being offered the activation package under partial compliance.

4.2 Effects on skill development

We first evaluate the program's direct goal of improving skills. Both digital and non-cognitive skills are measured using self-reported indicators and therefore capture perceived capabilities rather than directly observed performance. The results for equation (2) are shown in Tables 7, 8 and 9, while those from equation (1) are reported in Tables C1, C2 and C3.[12]

The intervention generated large and persistent improvements in self-reported *digital skills*, which constitute the core objective of Treatment 2. Table 7 documents large and statistically significant gains across a broad set of operational tasks: creating and managing accounts in the cloud, using e-government portals, interacting with job-search applications, and handling tools commonly used for remote interaction (e.g., video-conference). These effects persist into the medium run and are robust across specifications, and they are concentrated in Treatment 2, consistent with the greater emphasis on digital training in this arm.

At the same time, these improvements in perceived digital competence do not systematically translate into higher self-reported *use of digital tools for job search* (Table 8). While some coefficients point to positive changes for specific behaviors, the pattern is neither broad nor consistently persistent, and several effects lose statistical significance once adjusting for multiple hypothesis testing. This wedge between competence and application suggests that improved perceived ability may be a necessary but not sufficient condition for short-run be-

[12] For results with alternative assignments, see tables E1-E6, and E13-E18 in Online Appendix E.

havioral change, as job-search behavior is shaped by additional constraints such as limited labor demand, reliance on informal networks, or low perceived returns to online applications.

The impact on self-reported non-cognitive skills is more nuanced. On average, the main treatment effects on self-knowledge and soft skills are negative (Table 9). Similar patterns have been documented in other activation and training programs (Acevedo, Cruces, Gertler, and Martinez, 2020) and may reflect an "awareness effect" (Belot, Kircher, and Muller, 2019): exposure to feedback, guidance, and labor-market standards may lead participants to reassess their own transversal skills more critically, generating downward revisions in self-evaluations rather than genuine skill deterioration. In our setting, these negative effects are primarily driven by participants assigned to Treatment 1, whereas the corresponding estimates for Treatment 2 are closer to zero, suggesting that the more intensive and skill-specific digital curriculum may partially offset discouragement or negative self-reappraisal.

While both digital and non-cognitive skills are measured through self-assessments, belief updating may operate differently across domains. Non-cognitive skills are abstract and difficult to benchmark, making them particularly sensitive to changes in reference points. By contrast, digital skills involve concrete, task-specific activities for which many participants report limited prior exposure; in this domain, training may reduce uncertainty about one's own abilities and generate upward revisions in perceived competence. The divergence between improved self-reported digital skills and limited changes in job-search-related digital use is consistent with this interpretation and cautions against equating perceived competence with immediate behavioral change.

More generally, these findings underscore the importance of interpreting self-reported skill measures with care. Short-run changes may reflect shifts in beliefs and reference points as much as changes in underlying capabilities. At the same time, specific digital competencies such as navigating online portals or completing administrative procedures are likely to be relevant beyond active job search. In particular, they may reduce frictions in administrative and financial tasks, providing a plausible mechanism for the improvements in financial resilience analyzed in Section 4.3, even in the absence of robust short-run income or employment gains.

4.3 Effects on financial resilience

We next analyze the program's impact on participants' financial resilience, focusing on income and the ability to make ends meet. The results from equations (2) and (1) are reported in Tables 10 and C4, respectively.[13]

[13]For results with alternative assignments, see Tables E7–E8 and E19–E20 in Online Appendix E.

Net monthly income is measured as the average of reported income over the previous six months, while the ability to make ends meet is measured by the absence of payment arrears in the past 12 months and is only collected at endline. Because the intervention lasted three months and the endline surveys were conducted shortly thereafter, this recall window necessarily overlaps with the pre-intervention period. As a result, the estimated effects should not be interpreted as reflecting only post-treatment financial shocks. Rather, this outcome captures recent financial stability and vulnerability around the intervention period, including the months immediately following program completion.

Table 10 shows a positive effect of the program on average monthly income in Treatment 2, both the short and medium run (column (1)). However, this effect is not robust to the inclusion of controls for baseline imbalances (column (2)). On the contrary, the estimated improvement in the ability to make ends meet remains robust to the inclusion of baseline controls and to alternative treatment assignment definitions (see Tables E8 and E20 in Online Appendix E). This pattern is consistent with the possibility that improved perceived digital competence in tasks such as monitoring accounts or accessing online services may reduce the risk of arrears, even without observable changes in formal administrative actions.

4.4 Effects on labor market activity

Lastly, we examine the program's effect on employment and job search outcomes. Using the survey data, we find no evidence of effects that are robust across specifications for any labor market outcome, either in the short run or in the medium run (Table 11, as well as Tables C5 in Appendix C, or E9, E10, E21, and E22 in Online Appendix E). These results suggest that, over the follow-up period covered by the surveys, the program did not generate clear changes in self-reported employment status or related outcomes.

With respect to job search intensity, we find some evidence of an effect on the number of job applications submitted in the pooled specification (Table C6). However, this effect is not robust once we distinguish by treatment arm (Table 12). Taken together, the survey evidence points to limited and fragile impacts on job-search behavior, and cautions against interpreting isolated significant coefficients as systematic changes in labor market activity.

To complement our survey-based findings and extend the analysis beyond the period covered by the survey data, we leverage access to participants' individual employment histories obtained from the Social Security Administration. One plausible reason why survey and administrative results may differ is that Social Security records capture *formal* employment and allow us to measure work intensity with precision, whereas survey measures may include

informal work and may be subject to reporting error. Accordingly, we view the administrative data as our main source for assessing medium- and longer-run labor market effects. Using this information, we construct several variables that capture participants' labor market outcomes, including: an employment indicator; contract type (permanent, fixed-term, or none); type of work schedule (full-time or part-time); the total number of days worked; the number of days in full-time employment; and labor intensity, defined as the ratio of days worked to the total number of days in the reference period.[14]

These administrative employment outcomes are constructed using individual-level Social Security records over discrete reference periods defined at the edition level. For outcomes measured at a point in time—namely employment status, contract type, and full-time versus part-time work—we use information recorded on the 10th day of each month within the corresponding reference period as a representative point-in-time snapshot. By contrast, cumulative measures such as total days worked, days in full-time employment, and labor intensity are computed by aggregating over the entire reference period.

For each variable, we consider four reference periods, spaced at three-month intervals:

- **Admin-Pre**: period before the intervention
- **Admin-Post1**: first measurement after the intervention
- **Admin-Post2**: second measurement after the intervention
- **Admin-Post3**: third measurement after the intervention

While the structure of the reference periods is common across editions, the exact calendar dates vary by edition, as illustrated in Figure 2.

Table 13 shows that all administrative outcomes are balanced across experimental groups at baseline. Table 14 reports the results for equation (2), and Table F1 in Online Appendix F, the results for equation (1).

Columns (1) and (2) of Table 14 show no significant effects on the probability of being employed at a given point in time. By contrast, several estimates in columns (5)–(6), (9)–(10), and (13)–(14) point to improvements along the intensive margin in the medium run, particularly for full-time employment. Specifically, we find robust effects on the likelihood of working full-time in the pooled specification, as well as increases in full-time days and full-time labor intensity for Treatment 2, which remain statistically significant at the 10% level after adjusting for multiple hypothesis testing. Estimates for total days worked and overall labor intensity

[14] Analogously, full-time labor intensity is defined as the ratio of days in full-time employment to the total number of days in the reference period.

are positive but imprecisely estimated once Romano–Wolf p-values are applied, and should therefore be interpreted as suggestive rather than conclusive.[15] Importantly, this pattern suggests that the program affected the *intensive margin* of formal employment—raising work intensity and increasing the likelihood of full-time and more stable contract arrangements among employed individuals—rather than the *extensive margin* of being employed at a given point in time. Finally, these effects are larger in magnitude and estimated with greater precision for the Treatment 2 group, consistent with the stronger skill improvements documented for this arm in Section 4.2.

These administrative improvements in job quality coexist with largely null effects on survey-reported employment status and household net monthly income. Several factors may account for this divergence. First, the administrative gains operate primarily on the intensive margin—more days worked and greater work stability among employed individuals—rather than on the extensive margin of being employed at a given point in time. Second, the contracts gained may be short in duration, part-time, or low-paid, limiting their immediate impact on household income aggregates, particularly in households with multiple earners or other income sources. Third, survey-based employment and income measures are more prone to reporting error and aggregation noise than administrative records. Taken together, these considerations suggest that the administrative results capture modest but meaningful improvements in employment stability within formal employment that do not necessarily translate into detectable short-run income gains.

4.5 Heterogeneity analysis

This section examines whether treatment effects differ by country of birth. We estimate the interaction specifications introduced in equations (3) and (4), which allow treatment impacts to vary between individuals born in Spain and those born abroad, while maintaining the same controls as in the main analysis (randomization strata and, whenever available, the baseline value of the dependent variable) and clustering standard errors at the household level. The corresponding heterogeneity estimates are reported in Tables D1–D6 of Appendix D.

Overall, the heterogeneity results are not uniform across outcome families. For *digital skills* (Table D1), several interaction terms are negative for specific tasks, indicating that part of the digital-skill improvement may be weaker for foreign-born participants. This pattern is most visible in the short run for some outcomes (e.g., for email-related skills, the pooled interaction is negative), and a similar negative differential appears in the Treatment 2 interaction for a

[15] It is important to note that we do not have measures for the third edition in that wave.

subset of tasks. In the medium run, evidence of heterogeneity is more limited, with most interaction estimates smaller and less precisely estimated.

For *use of devices and online procedures* and *transversal skills* (Tables D2 and D3), interaction terms are generally small and do not point to systematic differences by country of birth. In other words, the weak (or null) behavioral-use effects and the average patterns for self-knowledge and soft skills documented in Section 4.2 appear broadly similar across groups.

For *financial resilience* (Table D4), heterogeneity is more apparent for income. In particular, interaction terms for income are positive in both the pooled specification and the Treatment 1 specification in the short run (e.g., the pooled interaction is around 61 euros, and the Treatment 1 interaction is around 83 euros). For the ability to make ends meet, the medium-run estimates continue to indicate an improvement in Treatment 2, while the corresponding interaction term is negative, suggesting that the reduction in arrears is weaker for foreign-born participants.

Finally, Tables D5 and D6 show heterogeneous effects for selected labor-market and job-search outcomes, mainly concentrated in the short- and medium-run surveys. For example, in the medium run the interaction term for being employed (any contract) is negative, particularly for Treatment 2, while the interaction for being unemployed while seeking work is positive for Treatment 2. In job-search outcomes, heterogeneity is most visible in the short run for interviews and selection outcomes, without significant differences in the medium run.

Given the number of outcomes and the lower statistical power inherent to subgroup analyses, we interpret these heterogeneity estimates cautiously. They suggest that some dimensions of program effectiveness differ by country of birth—notably a subset of digital-skill measures, income effects concentrated in Treatment 1, and selected labor-market and job-search indicators—but the patterns are not consistent across all outcome families.

5 Conclusions

This paper evaluates offering a personalized, multi-component activation program to individuals at risk of social exclusion using a randomized controlled design. In a context where activation policies often struggle to deliver large employment gains, our findings highlight both the limits and the potential of intensive support strategies.

The intervention does not increase employment levels, earnings, or job-search intensity in the short or medium run. Nevertheless, administrative data indicate modest medium-run improvements in job quality, concentrated in full-time employment and employment stability—particularly for participants receiving digital skills training—while evidence on total days

worked and overall labor intensity is positive but statistically imprecise.

The digital skills component is particularly effective in its primary objective, generating large and persistent gains in those skills. Importantly, this component is also associated with improved financial resilience, measured by a lower likelihood of payment arrears, even in the absence of income growth. This pattern suggests that digital inclusion may enhance individuals' ability to navigate administrative and financial tasks, contributing to greater economic stability through channels other than earnings.

At the same time, the intervention produces mixed effects on self-reported non-cognitive skills, with some participants revising their self-assessments downward, consistent with an awareness effect. These findings underscore the importance of interpreting subjective skill measures with caution in activation settings.

Overall, the results suggest that well-designed activation programs can support job stability, digital inclusion, and financial stability among individuals at risk of social exclusion, even if these programs do not substantially raise short-term employment or earnings. From a policy perspective, this implies that success should not be judged solely by employment rates, and that digital skills training may play a central role in strengthening economic resilience in modern labor markets. Given the modest impacts observed, however, an important consideration is whether the benefits justify the program's costs. A formal cost-benefit analysis is beyond the scope of our data (since detailed cost figures are unavailable), but policymakers should also weigh the substantial resources required for intensive support.

Data availability statement

All data, both raw and processed, for this paper are kept at the Ministerio de Inclusión, Seguridad Social y Migraciones. The data used in this paper are only available to the researchers through a virtual desktop at the Ministerio's server, after being anonymized, and they cannot be downloaded. The results can be downloaded after verification by the Ministerio. The researchers can only use these data for the purpose of the evaluation implemented in this paper. The researchers have signed an agreement with the Ministry that indicates that they cannot share any of these data through any means and the Ministerio has not indicated their willingness to share the data with journal editors or referees for the purpose of refereeing the paper for its potential publication.

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Figures and Tables

Figure 1: EMPLEA LAB pilot project timeline by edition

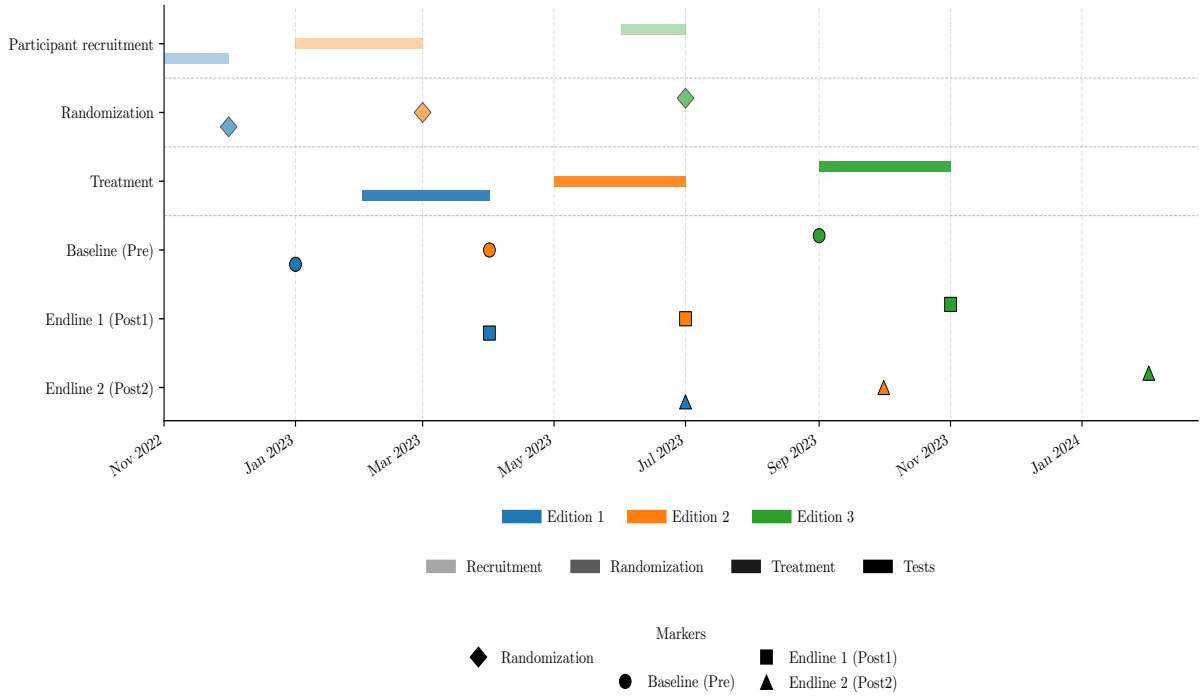

Figure 2: Timing of the reference periods in the administrative data by edition

Edition	**Admin-Pre**	**Admin-Post1**	**Admin-Post2**	**Admin-Post3**
Edition 1	Jan 2023	Apr 2023	Jul 2023	Nov 2023
Edition 2	Apr 2023	Jul 2023	Oct 2023	Dec 2023
Edition 3	Aug 2023	Nov 2023	Jan 2024	

Table 1: Descriptive statistics

	Mean	SD		Mean	SD
A) Treatment variables:			**B) Stratification variables:**		
(Any) Treatment	0.55	0.50	Albacete	0.07	0.26
Treatment 1	0.28	0.45	Menorca	0.05	0.21
Treatment 2	0.28	0.45	Barcelona	0.19	0.39
C) Participants' characteristics:			Cuenca	0.07	0.26
Age	44.41	10.85	Girona	0.08	0.27
Male	0.31	0.46	Sigüenza-Guadalajara	0.07	0.26
Born in Spain	0.51	0.50	León	0.14	0.35
Spaniard	0.75	0.44	Lugo	0.06	0.24
Compulsory education not completed	0.18	0.37	Ourense	0.13	0.34
Primary education or basic VT	0.62	0.47	Valladolid	0.07	0.26
Secondary education or higher VT	0.14	0.33	Zamora	0.07	0.25
College	0.07	0.24	**D) Outcome variables:**		
Recognized disability	0.11	0.31	Total household net monthly income	782.38	421.36
Number of household members	2.91	1.85	Self-knowledge (1-5)	3.72	1.15
One-person household	0.18	0.39	Soft-skills (1-4)	3.24	0.54
Single-parent household	0.30	0.46	Offers submitted in the last 3 months	1.82	3.97
Couple with children	0.30	0.46	Interviews done in the last 3 months	0.20	0.62
Other household type	0.21	0.41	Selected in a recruitment process	0.05	0.22
Homeowner	0.19	0.39	Declined a job offer	0.04	0.19
Renter	0.65	0.48	Uses a digital device	0.92	0.27
Other housing arrangement	0.16	0.37	Sent CV online in the last week	0.27	0.44
Active in the labor market	0.86	0.35	Accessed job offers online	0.26	0.44
Employed with a formal contract	0.23	0.42	Obtained info from government webs/apps	0.84	0.34
Working without contract	0.15	0.35	Downloaded or printed official forms	0.56	0.46
Formally unemployed, seeking work	0.54	0.50	Submitted completed forms	0.38	0.45
MIS recipient	0.55	0.50	Ability to use email (1-4)	2.98	1.21
Available for training morning	0.51	0.49	Ability to attach files to email (1-4)	2.75	1.32
Available for training afternoon	0.18	0.38	Ability to manage online tasks (1-4)	2.66	1.21
Available for training at any time	0.30	0.45	Ability to use job-search applications (1-4)	2.60	1.30
Unavailable for training	0.01	0.09	Ability to use e-government applications (1-4)	2.58	1.28
Enrolled in another assistance program	0.12	0.32	Ability to use video-conference tools (1-4)	2.51	1.21
Professional certificate	0.28	0.45	Ability to create folders (1-4)	2.45	1.34
Non-formal training	0.61	0.46	Ability to create a cloud account (1-4)	2.14	1.30
Observations			2,364		

Notes: SD stands for standard deviation, and VT for vocational training. The variable "MIS recipient" is constructed from administrative records linked to the evaluation sample after the baseline survey; it is not based on self-reported survey responses.

Table 2: Balancing tests among experimental groups

	Mean (SD)			F-test	Pairwise t-test		
Variable	(1) Control	(2) Treat1	(3) Treat2	p-val	(1)-(2)	(1)-(3)	(2)-(3)
A) Stratification variables							
Albacete	0.07	0.07	0.07	0.95	0.76	0.83	0.93
	(0.25)	(0.26)	(0.26)				
Menorca	0.05	0.04	0.04	0.72	0.44	0.65	0.77
	(0.22)	(0.20)	(0.21)				
Barcelona	0.18	0.19	0.19	0.96	0.87	0.78	0.91
	(0.39)	(0.39)	(0.39)				
Cuenca	0.08	0.07	0.07	0.81	0.84	0.51	0.68
	(0.26)	(0.26)	(0.25)				
Girona	0.08	0.08	0.08	0.97	0.82	0.89	0.94
	(0.27)	(0.27)	(0.27)				
Sigüenza–Guadalajara	0.07	0.07	0.07	0.97	0.82	0.97	0.81
	(0.26)	(0.26)	(0.26)				
León	0.14	0.14	0.14	1.00	0.93	0.97	0.96
	(0.35)	(0.35)	(0.35)				
Lugo	0.06	0.06	0.06	0.92	0.77	0.70	0.92
	(0.25)	(0.24)	(0.24)				
Ourense	0.13	0.13	0.13	0.89	0.69	0.67	0.97
	(0.33)	(0.34)	(0.34)				
Valladolid	0.08	0.07	0.07	0.97	0.84	0.86	0.98
	(0.26)	(0.26)	(0.26)				
Zamora	0.07	0.07	0.07	0.98	0.89	0.87	0.98
	(0.25)	(0.25)	(0.25)				
B) Participants' characteristics							
Age	44.40	44.41	44.42	0.99	0.92	0.99	0.99
	(10.77)	(11.22)	(10.60)				
Male	0.31	0.30	0.32	0.57	0.46	0.68	0.30
	(0.46)	(0.46)	(0.47)				
Born in Spain	0.51	0.52	0.52	1.00	0.97	0.98	0.97
	(0.50)	(0.50)	(0.50)				
Spaniard	0.75	0.73	0.77	0.31	0.45	0.38	0.12
	(0.44)	(0.44)	(0.42)				
Compulsory education not completed	0.18	0.18	0.17	0.87	0.73	0.62	0.85
	(0.37)	(0.37)	(0.36)				
Primary education or basic VT	0.62	0.62	0.62	0.96	0.98	0.82	0.82
	(0.47)	(0.47)	(0.47)				
Secondary education or higher VT	0.14	0.13	0.14	0.95	0.80	0.98	0.78
	(0.34)	(0.33)	(0.33)				
College	0.06	0.07	0.06	0.67	0.37	0.79	0.60
	(0.23)	(0.25)	(0.24)				
Recognized disability	0.10	0.11	0.11	0.95	0.74	0.88	0.81
	(0.30)	(0.31)	(0.31)				
Number of household members	2.85	3.00	2.91	0.20	0.08*	0.41	0.39
	(1.71)	(2.18)	(1.69)				
One-person household	0.20	0.17	0.17	0.14	0.08*	0.17	0.73
	(0.40)	(0.37)	(0.38)				
Single-parent household	0.28	0.34	0.31	0.06	0.02**	0.33	0.23
	(0.45)	(0.47)	(0.46)				
Couple with children	0.30	0.29	0.31	0.73	0.49	0.87	0.46
	(0.46)	(0.45)	(0.46)				

Variable	(1) Control	(2) Treat1	(3) Treat2	p-val	(1)-(2)	(1)-(3)	(2)-(3)
Other household type	0.21	0.21	0.21	0.96	0.83	0.96	0.79
	(0.41)	(0.41)	(0.41)				
Homeowner	0.20	0.16	0.21	0.05	0.06*	0.44	0.02**
	(0.40)	(0.37)	(0.41)				
Renter	0.64	0.68	0.61	0.03	0.10	0.21	0.01***
	(0.48)	(0.47)	(0.48)				
Other housing arrangement	0.16	0.16	0.17	0.68	0.91	0.43	0.43
	(0.36)	(0.36)	(0.38)				
Active in the labor market	0.86	0.87	0.85	0.36	0.51	0.39	0.15
	(0.35)	(0.33)	(0.36)				
Employed with a formal contract	0.22	0.23	0.23	0.87	0.81	0.61	0.81
	(0.42)	(0.42)	(0.42)				
Working without contract	0.16	0.15	0.15	0.83	0.63	0.59	0.91
	(0.35)	(0.35)	(0.34)				
Formally unemployed, seeking work	0.53	0.57	0.52	0.15	0.08*	0.96	0.09*
	(0.50)	(0.49)	(0.50)				
MIS recipient	0.54	0.58	0.54	0.21	0.11	1.00	0.15
	(0.50)	(0.49)	(0.50)				
Availability for participation in training activities							
Morning	0.50	0.52	0.52	0.51	0.32	0.36	0.95
	(0.49)	(0.50)	(0.49)				
Afternoon	0.18	0.18	0.20	0.60	0.72	0.33	0.56
	(0.38)	(0.38)	(0.39)				
At any time	0.32	0.29	0.28	0.16	0.21	0.08*	0.61
	(0.46)	(0.45)	(0.44)				
Unavailable	0.01	0.01	0.01	0.93	0.75	0.97	0.76
	(0.10)	(0.09)	(0.10)				
Enrolled in another assistance program	0.12	0.12	0.11	0.94	0.85	0.86	0.74
	(0.32)	(0.32)	(0.32)				
Professional certificate	0.26	0.30	0.30	0.22	0.16	0.13	0.92
	(0.44)	(0.45)	(0.45)				
Non-formal training	0.60	0.62	0.61	0.55	0.30	0.44	0.82
	(0.46)	(0.46)	(0.46)				
C) Outcome variables							
Total household net monthly income	775.66	815.52	759.94	0.03	0.04**	0.44	0.01**
	(408.55)	(423.88)	(437.54)				
Self-knowledge (1–5)	3.70	3.76	3.70	0.47	0.23	0.87	0.33
	(1.17)	(1.11)	(1.14)				
Soft-skills (1–4)	3.25	3.26	3.22	0.39	0.49	0.41	0.16
	(0.54)	(0.52)	(0.56)				
Offers submitted in the last 3 months	1.79	1.82	1.86	0.93	0.82	0.71	0.93
	(3.92)	(3.87)	(4.14)				
Interviews done in the last 3 months	0.22	0.17	0.19	0.28	0.11	0.40	0.52
	(0.66)	(0.53)	(0.62)				
Selected in a recruitment process	0.05	0.04	0.07	0.03	0.70	0.02**	0.02**
	(0.21)	(0.20)	(0.26)				
Declined an offer	0.04	0.03	0.05	0.26	0.50	0.25	0.11
	(0.19)	(0.18)	(0.22)				
Uses a digital device	0.92	0.92	0.93	0.77	0.95	0.55	0.53
	(0.27)	(0.27)	(0.26)				
Sent CV online in the last week	0.26	0.27	0.28	0.48	0.54	0.22	0.61
	(0.43)	(0.44)	(0.44)				
Accessed job offers online	0.27	0.24	0.28	0.33	0.25	0.64	0.14

Variable	(1) Control	(2) Treat1	(3) Treat2	p-val	(1)-(2)	(1)-(3)	(2)-(3)
	(0.44)	(0.43)	(0.44)				
Obtained info from government webs/apps	0.84	0.83	0.83	0.80	0.65	0.52	0.83
	(0.34)	(0.35)	(0.35)				
Downloaded or printed official forms	0.56	0.56	0.55	0.82	0.90	0.51	0.66
	(0.46)	(0.46)	(0.47)				
Submitted completed forms	0.36	0.40	0.38	0.09	0.03**	0.54	0.17
	(0.44)	(0.46)	(0.45)				
Ability to use email (1–4)	2.95	3.00	3.01	0.44	0.34	0.25	0.85
	(1.21)	(1.20)	(1.21)				
Ability to attach files to email (1–4)	2.72	2.79	2.75	0.55	0.28	0.61	0.61
	(1.33)	(1.30)	(1.33)				
Ability to manage online tasks	2.64	2.70	2.67	0.49	0.24	0.52	0.63
	(1.22)	(1.20)	(1.21)				
Ability to use job-search apps (1–4)	2.58	2.62	2.63	0.70	0.51	0.48	0.95
	(1.30)	(1.28)	(1.32)				
Ability to use e-government apps (1–4)	2.59	2.62	2.53	0.46	0.68	0.35	0.23
	(1.28)	(1.26)	(1.28)				
Ability to use video-conference tools (1–4)	2.45	2.54	2.57	0.02	0.06*	0.01**	0.56
	(1.21)	(1.21)	(1.20)				
Ability to create folders (1–4)	2.43	2.51	2.41	0.35	0.22	0.80	0.19
	(1.35)	(1.34)	(1.35)				
Ability to create a cloud account (1–4)	2.14	2.13	2.13	1.00	0.92	0.94	0.99
	(1.29)	(1.29)	(1.31)				

Notes: * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$. Randomization strata included, except in panel (A). The variable "MIS recipient" is constructed from administrative records linked to the evaluation sample after the baseline survey; it is not based on self-reported survey responses.

Table 3: Sample size and attrition rate

	Original random assignment		
	Pre	Post1	Post2
Total	2,364	1,880 (79.5%)	1,891 (80.0%)
Control	1,055	844 (80.0%)	859 (81.4%)
Treatment 1	656	519 (79.1%)	511 (77.9%)
Treatment 2	653	517 (79.2%)	521 (79.8%)
	Actual random assignment		
	Pre	Post1	Post2
Total	2,364	1,880 (79.5%)	1,891 (80.0%)
Control	1,057	846 (80.0%)	860 (81.3%)
Treatment 1	654	517 (79.1%)	510 (78.0%)
Treatment 2	653	517 (79.2%)	521 (79.8%)
	Excluding problematic cases		
	Pre	Post1	Post2
Total	2,319	1,835 (79.1%)	1,852 (79.9%)
Control	1,039	828 (79.7%)	844 (81.2%)
Treatment 1	642	505 (78.7%)	499 (77.7%)
Treatment 2	638	502 (78.7%)	509 (79.8%)

Table 4: Regressions of the probability of not responding to the endline surveys

	POST1 survey not completed			POST2 survey not completed		
	(1)	(2)	(3)	(4)	(5)	(6)
Treatment	0.008		0.157	0.027*		0.151
	(0.016)		(0.125)	(0.016)		(0.116)
Treatment 1		0.009			0.036*	
		(0.020)			(0.020)	
Treatment 2		0.007			0.017	
		(0.020)			(0.019)	
Treatment × male			0.045			0.041
			(0.037)			(0.037)
Treatment × age			-0.003**			-0.002
			(0.002)			(0.002)
Treatment × born in Spain			0.002			-0.009
			(0.038)			(0.037)
Treatment × primary education			-0.014			-0.008
			(0.051)			(0.051)
Treatment × secondary education			-0.098			-0.026
			(0.063)			(0.062)
Treatment × college			-0.021			-0.018
			(0.083)			(0.085)
Treatment × recognized disability			0.061			0.097*
			(0.054)			(0.054)
Observations	2,364	2,364	2,364	2,364	2,364	2,364

Notes: Robust standard errors, clustered by household, in parentheses. * p<0.1, p<0.05, p<0.01. All columns include the randomization strata as controls. Columns 3 and 6 also include the non-interacted variables as additional controls.

Table 5: Program participation by treatment arm

	Attending at least one session	Completing the full itinerary	Share of scheduled sessions attended
	(1)	(2)	(3)
Treatment 1	-0.085***	-0.485***	-27.912***
	(0.023)	(0.017)	(1.874)
Tratment 2	-0.118***	-0.468***	-27.813***
	(0.023)	(0.017)	(1.903)
Observations	2,364	2,364	2,364

Notes: The omitted category is the control group. Robust standard errors, clustered by household, in parentheses. * p<0.1, p<0.05, p<0.01. All specifications include the randomization strata as controls.

Table 6: Program participation by treatment arm and edition

	Attending at least one session	Completing the full itinerary	Share of scheduled sessions attended
	(1)	(2)	(3)
Treatment 1	-0.099***	-0.620***	-31.343***
	(0.038)	(0.031)	(3.335)
Treatment 2	-0.152***	-0.605***	-32.026***
	(0.040)	(0.032)	(3.562)
Later editions	-0.323***	-0.306***	-40.908***
	(0.112)	(0.086)	(9.246)
Treatment 1 × later editions	0.019	0.187***	4.743
	(0.047)	(0.037)	(4.021)
Treatment 2 × later editions	0.048	0.188***	5.815
	(0.049)	(0.038)	(4.212)
Observations	2,364	2,364	2,364

Notes: The omitted category is the control group. Robust standard errors, clustered by household, in parentheses. * p<0.1, p<0.05, p<0.01. All specifications include the randomization strata as controls.

Table 7: Effect on digital skills, treatment arms

A) Short-term	Online tasks		Email		Attachments		Cloud		Folders		Employment apps		Admin apps		Video tools	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Treatment 1	0.001	-0.027	0.012	-0.008	0.017	0.006	0.107**††	0.057	0.043	0.030	0.030	0.008	0.017	-0.012	0.033	-0.072
	(0.047)	(0.047)	(0.046)	(0.045)	(0.048)	(0.048)	(0.054)	(0.052)	(0.051)	(0.050)	(0.052)	(0.052)	(0.052)	(0.052)	(0.070)	(0.057)
RW p-value T1 (without controls)	0.971	.	0.965	.	0.965	.	0.061	.	0.830	.	0.920	.	0.965	.	0.950	.
RW p-value T1 (with controls)	.	0.938	.	0.994	.	0.994	.	0.624	.	0.938	.	0.994	.	0.994	.	0.474
Treatment 2	0.033	0.013	0.042	0.036	0.091*†	0.090*	0.242***†††	0.209***†††	0.092*	0.077	0.156***†††	0.144***†††	0.178***†††	0.153***†††	0.189***†††	0.100*
	(0.048)	(0.048)	(0.045)	(0.045)	(0.048)	(0.048)	(0.056)	(0.054)	(0.051)	(0.050)	(0.051)	(0.050)	(0.052)	(0.051)	(0.070)	(0.058)
RW p-value T2 (without controls)	0.896	.	0.765	.	0.077	.	0.001	.	0.103	.	0.003	.	0.001	.	0.009	.
RW p-value T2 (with controls)	.	0.994	.	0.864	.	0.108	.	0.001	.	0.261	.	0.002	.	0.001	.	0.156
Observations	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880
R^2	0.46	0.48	0.48	0.49	0.53	0.54	0.47	0.50	0.55	0.56	0.44	0.46	0.47	0.49	0.10	0.42
Control mean dep. var.	2.852	2.852	3.171	3.171	2.923	2.923	2.264	2.264	2.580	2.580	2.834	2.834	2.709	2.709	2.422	2.422
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

B) Medium-term	Online tasks		Email		Attachments		Cloud		Folders		Employment apps		Admin apps		Video tools	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Treatment 1	0.029	0.006	0.066	0.047	0.038	0.016	0.097*	0.063	0.013	0.011	0.021	0.001	0.008	-0.010	0.020	-0.070
	(0.048)	(0.048)	(0.046)	(0.045)	(0.049)	(0.049)	(0.055)	(0.054)	(0.053)	(0.052)	(0.051)	(0.050)	(0.050)	(0.049)	(0.067)	(0.055)
RW p-value T1 (without controls)	0.909	.	0.292	.	0.871	.	0.113	.	0.962	.	0.940	.	0.962	.	0.962	.
RW p-value T1 (with controls)	.	0.995	.	0.660	.	0.987	.	0.560	.	0.995	.	0.995	.	0.995	.	0.477
Treatment 2	0.059	0.037	0.028	0.021	0.032	0.027	0.162***†††	0.134**†††	0.096*†	0.071	0.095*†	0.078	0.114**††	0.083	0.163**†††	0.075
	(0.048)	(0.047)	(0.044)	(0.044)	(0.049)	(0.049)	(0.055)	(0.054)	(0.051)	(0.051)	(0.050)	(0.050)	(0.053)	(0.053)	(0.066)	(0.055)
RW p-value T2 (without controls)	0.475	.	0.909	.	0.909	.	0.002	.	0.079	.	0.071	.	0.027	.	0.007	.
RW p-value T2 (with controls)	.	0.866	.	0.971	.	0.968	.	0.005	.	0.394	.	0.274	.	0.274	.	0.394
Observations	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891
R^2	0.44	0.47	0.47	0.49	0.49	0.50	0.43	0.47	0.51	0.53	0.45	0.47	0.45	0.47	0.12	0.42
Control mean dep. var.	2.806	2.806	3.140	3.140	2.941	2.941	2.267	2.267	2.520	2.520	2.830	2.830	2.661	2.661	2.443	2.443
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table 8: Effect on the use of devices and online procedures, treatment arms

A) Short-term	Mobile		Computer		Tablet		Send CV online		Access offers online		Download forms		Fill out forms	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment 1	0.008*	0.008*	0.030	0.016	0.012	0.007	0.032	0.024	0.007	-0.014	-0.001	-0.015	0.036	0.012
	(0.005)	(0.005)	(0.021)	(0.021)	(0.017)	(0.017)	(0.023)	(0.023)	(0.023)	(0.023)	(0.022)	(0.022)	(0.024)	(0.022)
RW p-value T1 (without controls)	0.174	.	0.417	.	0.923	.	0.417	.	0.979	.	0.979	.	0.340	.
RW p-value T1 (with controls)	.	0.244	.	0.967	.	0.981	.	0.851	.	0.977	.	0.969	.	0.981
Treatment 2	0.002	0.001	0.009	0.006	0.007	0.004	0.034	0.031	0.025	0.013	0.026	0.012	0.039*	0.022
	(0.005)	(0.006)	(0.022)	(0.022)	(0.017)	(0.017)	(0.024)	(0.024)	(0.023)	(0.023)	(0.022)	(0.022)	(0.024)	(0.023)
RW p-value T2 (without controls)	0.979	.	0.979	.	0.979	.	0.417	.	0.630	.	0.576	.	0.262	.
RW p-value T2 (with controls)	.	0.981	.	0.981	.	0.981	.	0.615	.	0.981	.	0.981	.	0.876
Observations	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880
R^2	0.06	0.07	0.33	0.36	0.22	0.23	0.17	0.19	0.24	0.28	0.19	0.25	0.09	0.24
Control mean dep. var.	0.987	0.987	0.365	0.365	0.146	0.146	0.264	0.264	0.326	0.326	0.666	0.666	0.629	0.629
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Mobile		Computer		Tablet		Send CV online		Access offers online		Download forms		Fill out forms	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment 1	0.002	0.001	0.016	0.005	0.009	0.007	-0.030	-0.042*	0.018	-0.005	-0.009	-0.019	-0.002	-0.021
	(0.005)	(0.005)	(0.022)	(0.022)	(0.015)	(0.015)	(0.023)	(0.023)	(0.024)	(0.023)	(0.022)	(0.022)	(0.024)	(0.022)
RW p-value T1 (without controls)	0.979	.	0.979	.	0.979	.	0.556	.	0.979	.	0.979	.	1.000	.
RW p-value T1 (with controls)	.	1.000	.	1.000	.	0.993	.	0.131	.	1.000	.	0.916	.	0.889
Treatment 2	0.007*	0.007*	0.015	0.004	-0.000	-0.002	-0.014	-0.015	0.019	0.006	0.034	0.021	0.000	-0.022
	(0.004)	(0.004)	(0.022)	(0.022)	(0.014)	(0.014)	(0.024)	(0.023)	(0.024)	(0.023)	(0.022)	(0.022)	(0.024)	(0.022)
RW p-value T2 (without controls)	0.107	.	0.979	.	1.000	.	0.979	.	0.973	.	0.329	.	1.000	.
RW p-value T2 (with controls)	.	0.131	.	1.000	.	1.000	.	0.980	.	1.000	.	0.883	.	0.883
Observations	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891
R^2	0.03	0.05	0.30	0.33	0.16	0.18	0.17	0.20	0.24	0.29	0.16	0.21	0.09	0.23
Control mean dep. var.	0.991	0.991	0.360	0.360	0.088	0.088	0.303	0.303	0.371	0.371	0.685	0.685	0.659	0.659
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table 9: Effect on self-knowledge and soft skills, treatment arms

A) Short-term	Self-knowledge		Soft-skills	
(Post1)	(1)	(2)	(3)	(4)
Treatment 1	-0.106**†††	-0.123***†††	-0.036†	-0.038†
	(0.046)	(0.046)	(0.023)	(0.023)
RW p-value T1 (without controls)	0.008	.	0.094	.
RW p-value T1 (with controls)	.	0.003	.	0.074
Treatment 2	-0.028	-0.037	-0.023	-0.033†
	(0.044)	(0.044)	(0.023)	(0.023)
RW p-value T2 (without controls)	0.367	.	0.300	.
RW p-value T2 (with controls)	.	0.234	.	0.086
Observations	1880	1880	1880	1880
R^2	0.36	0.38	0.37	0.39
Control mean dep. var.	4.015	4.015	3.332	3.332
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes

B) Medium-term	Self-knowledge		Soft-skills	
(Post2)	(1)	(2)	(3)	(4)
Treatment 1	-0.028	-0.056†	-0.052**††	-0.056**†††
	(0.047)	(0.047)	(0.023)	(0.023)
RW p-value T1 (without controls)	0.401	.	0.012	.
RW p-value T1 (with controls)	.	0.096	.	0.006
Treatment 2	-0.061	-0.075†	-0.030	-0.037†
	(0.047)	(0.047)	(0.023)	(0.023)
RW p-value T2 (without controls)	0.195	.	0.195	.
RW p-value T2 (with controls)	.	0.081	.	0.081
Observations	1891	1891	1891	1891
R^2	0.34	0.37	0.32	0.34
Control mean dep. var.	3.976	3.976	3.336	3.336
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table 10: Effect on income and ability to make ends meet, treatment arms

A) Short-term	Income		Ability to make ends meet	
(Post1)	(1)	(2)	(3)	(4)
Treatment 1	15.301	12.539	-0.018	-0.012
	(19.178)	(18.758)	(0.027)	(0.027)
RW p-value T1 (without controls)	0.610		0.610	
RW p-value T1 (with controls)		0.736		0.736
Treatment 2	39.671**††	25.396	-0.016	-0.014
	(19.739)	(19.397)	(0.027)	(0.027)
RW p-value T2 (without controls)	0.016		0.610	
RW p-value T2 (with controls)		0.736		0.249
Observations	1880	1880	1880	1880
R^2	0.42	0.46	0.04	0.06
Control mean dep. var.	822.344	822.344	0.616	0.616
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes
B) Medium-term	Income		Ability to make ends meet	
(Post2)	(1)	(2)	(3)	(4)
Treatment 1	18.703	17.848	-0.006	-0.005
	(21.713)	(21.061)	(0.027)	(0.027)
RW p-value T1 (without controls)	0.400		0.737	
RW p-value T1 (with controls)		0.415		0.814
Treatment 2	38.936*††	23.532	0.049*††	0.049*††
	(21.049)	(20.592)	(0.027)	(0.027)
RW p-value T2 (without controls)	0.039		0.039	
RW p-value T2 (with controls)		0.293		0.043
Observations	1891	1891	1891	1891
R^2	0.37	0.42	0.06	0.08
Control mean dep. var.	855.697	855.697	0.582	0.582
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, † † † $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table 11: Effect on self-reported employment, treatment arms

A) Short-term	Active		Employed (any contract)		Working without a contract		Unemployed, seeking work	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment 1	0.007	0.002	-0.053**††	-0.058**†††	0.005	0.009	0.048*	0.036
	(0.022)	(0.022)	(0.026)	(0.026)	(0.042)	(0.042)	(0.027)	(0.026)
RW p-value T1 (without controls)	0.981	.	0.044	.	0.981	.	0.102	.
RW p-value T1 (with controls)	.	0.995	.	0.025	.	0.995	.	0.327
Treatment 2	0.013	0.009	-0.009	-0.006	-0.020	-0.019	0.009	0.005
	(0.021)	(0.021)	(0.026)	(0.026)	(0.042)	(0.042)	(0.027)	(0.026)
RW p-value T2 (without controls)	0.945	.	0.981	.	0.970	.	0.981	.
RW p-value T2 (with controls)	.	0.985	.	0.995	.	0.985	.	0.995
Observations	1880	1880	1880	1880	465	465	1880	1880
R^2	0.09	0.11	0.13	0.15	0.37	0.41	0.06	0.14
Control mean dep. var.	0.800	0.800	0.445	0.445	0.288	0.288	0.423	0.423
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Active		Employed (any contract)		Working without a contract		Unemployed, seeking work	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment 1	-0.017	-0.027	-0.038	-0.045*	0.049	0.065	0.047*	0.034
	(0.022)	(0.022)	(0.026)	(0.026)	(0.040)	(0.041)	(0.027)	(0.026)
RW p-value T1 (without controls)	0.680	.	0.262	.	0.408	.	0.117	.
RW p-value T1 (with controls)	.	0.387	.	0.133	.	0.191	.	0.331
Treatment 2	0.022	0.013	-0.010	-0.015	-0.027	-0.026	0.027	0.028
	(0.021)	(0.021)	(0.026)	(0.027)	(0.038)	(0.038)	(0.027)	(0.026)
RW p-value T2 (without controls)	0.506	.	0.680	.	0.680	.	0.506	.
RW p-value T2 (with controls)	.	0.738	.	0.738	.	0.738	.	0.412
Observations	1891	1891	1891	1891	462	462	1891	1891
R^2	0.09	0.11	0.12	0.14	0.45	0.50	0.08	0.15
Control mean dep. var.	0.801	0.801	0.453	0.453	0.270	0.270	0.400	0.400
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table 12: Effect on job search, treatment arms

A) Short-term	Offers submitted		Interviews done		Selected in a recruitment process		Declined an offer	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment 1	0.307	0.261	-0.024	-0.033	-0.009	-0.012	0.005	0.003
	(0.226)	(0.216)	(0.035)	(0.033)	(0.015)	(0.015)	(0.010)	(0.010)
RW p-value T1 (without controls)	0.341	.	0.879	.	0.902	.	0.902	.
RW p-value T1 (with controls)	.	0.490	.	0.650	.	0.708	.	0.959
Treatment 2	0.345	0.334	0.016	0.012	0.003	0.002	0.011	0.010
	(0.214)	(0.211)	(0.039)	(0.038)	(0.016)	(0.016)	(0.010)	(0.010)
RW p-value T2 (without controls)	0.194	.	0.902	.	0.902	.	0.548	.
RW p-value T2 (with controls)	.	0.217	.	0.959	.	0.959	.	0.650
Observations	1880	1880	1880	1880	1880	1880	1880	1880
R^2	0.15	0.18	0.08	0.11	0.04	0.06	0.04	0.04
Control mean dep. var.	1.998	1.998	0.248	0.248	0.088	0.088	0.029	0.029
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Offers submitted		Interviews done		Selected in a recruitment process		Declined an offer	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment 1	-0.169	-0.199	0.009	0.004	0.003	-0.001	-0.001	-0.003
	(0.205)	(0.206)	(0.028)	(0.028)	(0.015)	(0.015)	(0.008)	(0.008)
RW p-value T1 (without controls)	0.810	.	0.967	.	0.967	.	0.967	.
RW p-value T1 (with controls)	.	0.687	.	0.984	.	0.984	.	0.984
Treatment 2	-0.084	-0.071	0.033	0.030	0.009	0.006	0.011	0.011
	(0.195)	(0.193)	(0.031)	(0.029)	(0.015)	(0.015)	(0.009)	(0.009)
RW p-value T2 (without controls)	0.967	.	0.634	.	0.919	.	0.545	.
RW p-value T2 (with controls)	.	0.984	.	0.687	.	0.984	.	0.617
Observations	1891	1891	1891	1891	1891	1891	1891	1891
R^2	0.13	0.15	0.10	0.12	0.07	0.09	0.04	0.05
Control mean dep. var.	2.033	2.033	0.195	0.195	0.083	0.083	0.022	0.022
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, † † † $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table 13: Balancing tests among experimental groups (administrative data)

	Mean (SD)			F-test	Pairwise t-test		
Variable	(1) Control	(2) Treat1	(3) Treat2	p-val	(1)-(2)	(1)-(3)	(2)-(3)
Working	0.23	0.23	0.22	0.08	0.84	0.68	0.87
	(0.42)	(0.42)	(0.42)	0.93			
Days worked	6.09	5.93	5.74	0.13	0.84	0.59	0.77
	(11.84)	(11.71)	(11.56)	0.88			
Days worked full-time	4.12	3.95	3.82	0.19	0.75	0.54	0.80
	(8.85)	(8.74)	(8.66)	0.83			
Labor intensity	0.20	0.19	0.19	0.12	0.84	0.61	0.79
	(0.39)	(0.38)	(0.38)	0.88			
Labor intensity full-time	0.13	0.13	0.13	0.18	0.74	0.55	0.82
	(0.29)	(0.28)	(0.28)	0.84			
Indefinite contract (cond. on working)	0.38	0.41	0.40	0.11	0.80	0.99	0.95
	(0.49)	(0.49)	(0.49)	0.90			
Full-time contract (cond. on working)	0.20	0.24	0.21	0.56	0.25	0.84	0.57
	(0.40)	(0.43)	(0.41)	0.57			
Observations	1055	656	653	2364	1711	1708	1309

Notes: * p<0.1, p<0.05, p<0.01. Randomization strata included as controls.

Table 14: Effects on employment (administrative data), treatment arms

A) Short-term	Working		Indefinite contract		Full-time contract		Days worked		Days worked full-time		Labor intensity		Labor intensity full-time	
(Admin-Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment 1	-0.005	-0.010	0.032	0.028	0.007	0.016	-0.195	-0.378	-0.024	-0.169	-0.006	-0.012	-0.001	-0.006
	(0.016)	(0.016)	(0.034)	(0.035)	(0.035)	(0.036)	(0.431)	(0.431)	(0.345)	(0.347)	(0.014)	(0.014)	(0.011)	(0.011)
RW p-value T1 (without controls)	0.989	.	0.759	.	0.989	.	0.961	.	0.989	.	0.962	.	0.989	.
RW p-value T1 (with controls)	.	0.869	.	0.813	.	0.910	.	0.767	.	0.910	.	0.768	.	0.910
Treatment 2	-0.004	-0.005	-0.023	-0.040	0.048	0.042	0.130	0.118	0.347	0.339	0.004	0.004	0.011	0.011
	(0.016)	(0.016)	(0.037)	(0.039)	(0.037)	(0.037)	(0.452)	(0.452)	(0.369)	(0.367)	(0.015)	(0.015)	(0.012)	(0.012)
RW p-value T2 (without controls)	0.989	.	0.913	.	0.475	.	0.989	.	0.759	.	0.989	.	0.759	.
RW p-value T2 (with controls)	.	0.910	.	0.694	.	0.667	.	0.910	.	0.739	.	0.910	.	0.767
Observations	2364	2364	434	434	434	434	2364	2364	2364	2364	2364	2364	2364	2364
R-squared	0.45	0.46	0.68	0.69	0.53	0.55	0.50	0.51	0.45	0.46	0.50	0.51	0.45	0.46
Control mean dep. var.	0.276	0.276	0.482	0.482	0.208	0.208	7.270	7.270	4.908	4.908	0.239	0.239	0.161	0.161
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Working		Indefinite contract		Full-time contract		Days worked		Days worked full-time		Labor intensity		Labor intensity full-time	
(Admin-Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment 1	-0.002	-0.007	0.018	0.004	0.039	0.044	0.316	0.173	0.151	0.061	0.010	0.006	0.005	0.002
	(0.018)	(0.018)	(0.040)	(0.043)	(0.039)	(0.041)	(0.532)	(0.528)	(0.425)	(0.420)	(0.017)	(0.017)	(0.014)	(0.014)
RW p-value T1 (without controls)	0.956	.	0.940	.	0.675	.	0.868	.	0.940	.	0.866	.	0.940	.
RW p-value T1 (with controls)	.	0.974	.	0.995	.	0.605	.	0.977	.	0.995	.	0.977	.	0.995
Treatment 2	0.016	0.014	0.008	-0.001	0.100**††	0.100**††	0.651	0.642	0.815*†	0.804*†	0.021	0.021	0.026*†	0.026*†
	(0.019)	(0.019)	(0.043)	(0.044)	(0.042)	(0.042)	(0.525)	(0.527)	(0.442)	(0.441)	(0.017)	(0.017)	(0.014)	(0.014)
RW p-value T2 (without controls)	0.732	.	0.956	.	0.010	.	0.426	.	0.082	.	0.437	.	0.087	.
RW p-value T2 (with controls)	.	0.833	.	0.995	.	0.017	.	0.482	.	0.092	.	0.492	.	0.097
Observations	2364	2364	411	411	411	411	2364	2364	2364	2364	2364	2364	2364	2364
R-squared	0.35	0.35	0.57	0.58	0.44	0.46	0.35	0.36	0.29	0.30	0.35	0.36	0.29	0.30
Control mean dep. var.	0.290	0.290	0.459	0.459	0.180	0.180	7.708	7.708	5.380	5.380	0.249	0.249	0.174	0.174
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
C) Long-term	Working		Indefinite contract		Full-time contract		Days worked		Days worked full-time		Labor intensity		Labor intensity full-time	
(Admin-Post3)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment 1	0.028	0.021	-0.029	-0.042	0.007	0.014	0.982	0.774	0.717	0.584	0.032	0.025	0.023	0.019
	(0.023)	(0.023)	(0.062)	(0.063)	(0.052)	(0.047)	(0.658)	(0.654)	(0.530)	(0.529)	(0.022)	(0.021)	(0.017)	(0.017)
RW p-value T1 (without controls)	0.468	.	0.959	.	0.991	.	0.280	.	0.384	.	0.281	.	0.392	.
RW p-value T1 (with controls)	.	0.779	.	0.847	.	0.847	.	0.554	.	0.630	.	0.556	.	0.635
Treatment 2	0.018	0.018	-0.013	-0.027	0.007	-0.034	0.878	0.916	0.704	0.707	0.029	0.030	0.023	0.023
	(0.023)	(0.023)	(0.060)	(0.060)	(0.052)	(0.047)	(0.659)	(0.654)	(0.533)	(0.530)	(0.022)	(0.021)	(0.017)	(0.017)
RW p-value T2 (without controls)	0.832	.	0.991	.	0.991	.	0.392	.	0.392	.	0.392	.	0.392	.
RW p-value T2 (with controls)	.	0.847	.	0.847	.	0.847	.	0.381	.	0.429	.	0.380	.	0.429
Observations	1504	1504	224	224	224	224	1504	1504	1504	1504	1504	1504	1504	1504
R-squared	0.31	0.32	0.51	0.55	0.46	0.55	0.33	0.35	0.28	0.30	0.33	0.35	0.28	0.30
Control mean dep. var.	0.251	0.251	0.602	0.602	0.215	0.215	6.816	6.816	4.698	4.698	0.223	0.223	0.154	0.154
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Appendix

A List of group sessions

Table A1: Description of group sessions

	Soft skills applied to job search (2h)	Active Job Seeker Competencies (2h)
Session 1	Expectations and introduction of skills	
Session 2	Self-knowledge	Action plan and employability (joint session with intermediary)
Session 3	Identifying and debunking limiting beliefs	CV session
Session 4	Time management	Resources for my job search
Session 5	Emotional management	Job interview
Session 6	Verbal and non-verbal communication	Portals for job search
Session 7	Teamwork and conflict resolution	Temporary Work and Placement Agencies
Session 8	Mindfulness and stress management	Labor rights
	Digital skills (2h)	
Session 1	Introduction to digital skills	
Session 2	Mobile connectivity, tools and resources	
Session 3	Email	
Session 4	The Cloud	
Session 5	Communication apps and Google Maps	
Session 6	Apps for the Active Job Seeker: Infojobs, Job Today	
Session 7	Social networks	
Session 8	Communication with the administration	
	Group mediation spaces for mutual support in job searches	
Session 1	Analysis of job offers	
Session 2	CV revision and Elevator pitch	
Session 3	The interview (joint session with counselor)	
Session 4	The Company	

B Definition of the outcome indicators

Table B1 shows the construction of the outcome indicators used in the analysis, referring to the original names of the survey variables described in Table B2.

Table B1: Description of the outcome indicators

Code	Description	Original variable or formula
HP1a1	Net monthly income	Average of the last 6 months: $(1/6) \times (ING111 + ING112 + ING113 + ING114 + ING115 + ING116)$
HP1b1	Ability to make ends meet	Home has not been in arrears in the last 12 months: $ING220$ (only measured at endline)
HP2a1	Access to employment when the intervention finished	1 if he/she is working or looking for a job, 0 if not: OCU511-OCU513
HP2a2		1 if he/she is working, 0 if not: OCU511-OCU512
HP2a3		1 if he/she had a contract in his last job, 0 if not: OCU614
HP2a4		1 if he/she is unemployed but looking for a job, 0 if not: OCU513
HP2b1		Average number of job offers he/she applied for in the last 3 months: $(1/3) \times (OCU411 + OCU412 + OCU413)$
HP2b2		Average number of job interviews he/she had in the last 3 months: $(1/3) \times (OCU421 + OCU422 + OCU423)$
HP2b3		If he/she has been selected in any process: OCU440
HP2b4		If he/she said "no" to any offer: OCU430
HP3a1	Awareness of transversal skills for any type of employment	Self-knowledge: Anderson index with 3 components: 1. He/she would be able to describe his/her strengths to obtain a job in the sector: indicator of EMP711==4 or EMP711==5 2. He/she would be able to describe his/her weaknesses to obtain a job in the sector: indicator of EMP712==4 or EMP712==5 3. He/she feels capable of obtaining a job: indicator of EMP713==4 or EMP713==5
HP3a2		"Soft" skills: Anderson index with 6 components: 1. Personal care and image: "I manage my personal image appropriately in the work environment and adapt to different social situations" 2. Verbal and non-verbal communication: "I communicate easily, naturally and I adapt to different situations and people" 3. Conflict resolution: "I seek and promote personal relationships with colleagues, managers or clients" 4. Teamwork skills: "I promote a good group climate, I contribute ideas and support other people" 5. Emotional management and self-control: "With my actions I provide peace of mind and offer constructive solutions to situations of stress or conflict" 6. Planning and time management: "I am able to organize and plan new tasks"
HP4a1	Digital skills for job search	Use of any digital device for job search: DIG1620, DIG1631-DIG1633
HP4b1		Sending CV online: DIG1520
HP4b2		Access to online job offers: DIG1530
HP4b3		To obtain information from government webs or apps: DIG1641-DIG1643
HP4c1		Capacity to manage online tasks, use of email, attachments, cloud, online tools for interviews: DIG1661-DIG1668

Table B2: Description of the survey variables included in the calculation of indicators

Collection time	Code	Description	Units
Pre-Post	ING111-ING116	Net monthly income (from 1 to 6 months ago)	Euros
Post	ING220	Home in arrears in the last 12 months	Yes/No
Pre-Post	OCU511-OCU512	Employment situation: working	Yes/No
Pre-Post	OCU511-OCU513	Employment situation: active	Yes/No
Pre-Post	OCU614	Employment situation: without contract	Yes/No
Pre-Post	OCU513	Employment situation: unemployed, but looking for a job	Yes/No
Pre-Post	OCU411-413	Job offers that the participant has applied for (from 1 month to 3 months ago)	Nº offers
Pre-Post	OCU421-OCU423	Job interviews that the participant has had (from 1 month to 3 months ago)	Nº interviews
Pre-Post	OCU440	Being selected in any process	Yes/No
Pre-Post	OCU430	Having said no to any offer	Yes/No
Pre-Post	EMP711	Being able to describe my strengths to get a job	1-5
Pre-Post	EMP712	Being able to describe my weaknesses to get a job	1-5
Pre-Post	EMP713	With the information I have about myself at this moment, I feel capable of working	1-5
Pre-Post	EMP810	Presence and personal image	4 categories
Pre-Post	EMP910	Communication	4 categories
Pre-Post	EMP1020	Conflicts resolution	4 categories
Pre-Post	EMP1010	Teamwork	4 categories
Pre-Post	EMP1110	Emotional management and self-control	4 categories
Pre-Post	EMP1410	Planning and time management	4 categories
Post	DIG1610	Level of internet knowledge	1-4
Pre-Post	DIG1620	Have you used any digital device	Yes/No
	DIG1631	- Mobile	
	DIG1632	- Computer	
	DIG1633	- Tablet	
Pre-Post	DIG1520	Have you sent your CV online in the last week using the internet?	Yes/No
Pre-Post	DIG1530	Have you managed to access any job offer online?	Yes/No
Pre-Post	DIG1641	To obtain information from government webs or apps	Yes/No
	DIG1642	Download and print forms	
	DIG1643	Send completed forms	
Pre-Post	DIG1661	Capable of:	1-4
	DIG 1662	- to manage online tasks	
	DIG 1663	- to use email	
	DIG 1664	- to create an account in the cloud (Drive)	
	DIG 1665	- to create folders in the computer	
	DIG 1666	- to use online apps to look for a job	
	DIG 1667	- to use apps from the electronic administration	
	DIG 1668	- to use communication online tools for interviews	

C Results with the pooled treatment

Table C1: Effect on digital skills, pooled treatment

A) Short-term	Online tasks		Email		Attachments		Cloud		Folders		Employment apps		Admin apps		Video tools	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Treatment	0.017	-0.007	0.027	0.014	0.054	0.048	0.174***†††	0.133***†††	0.067†	0.054	0.093**††	0.076*†	0.097**††	0.070	0.111*††	0.014
	(0.039)	(0.039)	(0.037)	(0.037)	(0.039)	(0.039)	(0.045)	(0.044)	(0.042)	(0.041)	(0.043)	(0.042)	(0.043)	(0.043)	(0.059)	(0.047)
RW p-value (without controls)	0.567		0.485		0.145		0.001		0.092		0.021		0.016		0.037	
RW p-value (with controls)		0.916		0.916		0.277		0.001		0.238		0.074		0.113		0.916
Observations	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880
R^2	0.46	0.48	0.48	0.49	0.53	0.54	0.46	0.50	0.55	0.56	0.44	0.46	0.47	0.49	0.10	0.42
Control mean dep. var.	2.852	2.852	3.171	3.171	2.923	2.923	2.264	2.264	2.580	2.580	2.834	2.834	2.709	2.709	2.422	2.422
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Online tasks		Email		Attachments		Cloud		Folders		Employment apps		Admin apps		Video tools	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Treatment	0.044	0.022	0.047	0.034	0.035	0.022	0.130***†††	0.099**††	0.055	0.041	0.058	0.040	0.061	0.036	0.092*	0.003
	(0.040)	(0.039)	(0.037)	(0.037)	(0.041)	(0.041)	(0.045)	(0.044)	(0.043)	(0.042)	(0.041)	(0.041)	(0.043)	(0.043)	(0.056)	(0.046)
RW p-value (without controls)	0.211	.	0.206	.	0.227	.	0.001	.	0.206	.	0.184	.	0.184	.	0.116	.
RW p-value (with controls)	.	0.785	.	0.605	.	0.785	.	0.016	.	0.605	.	0.605	.	0.605	.	0.931
Observations	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891
R^2	0.44	0.47	0.47	0.49	0.49	0.50	0.43	0.47	0.51	0.53	0.45	0.47	0.45	0.47	0.12	0.41
Control mean dep. var.	2.806	2.806	3.140	3.140	2.941	2.941	2.267	2.267	2.520	2.520	2.830	2.830	2.661	2.661	2.443	2.443
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table C2: Effect on the use of devices and online procedures, pooled treatment

A) Short-term	Mobile		Computer		Tablet		Send CV online		Access offers online		Download forms		Fill out forms	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment	0.005	0.005	0.020	0.011	0.009	0.005	0.033*	0.027	0.016	-0.000	0.012	-0.002	0.038*†	0.017
	(0.004)	(0.005)	(0.018)	(0.018)	(0.014)	(0.014)	(0.019)	(0.019)	(0.019)	(0.019)	(0.019)	(0.018)	(0.020)	(0.019)
RW p-value (without controls)	0.406		0.425		0.593		0.109		0.569		0.593		0.062	
RW p-value (with controls)		0.670		0.862		0.952		0.300		0.994		0.994		0.676
Observations	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880
R^2	0.06	0.07	0.33	0.36	0.22	0.23	0.17	0.19	0.24	0.28	0.19	0.25	0.09	0.24
Control mean dep. var.	0.987	0.987	0.365	0.365	0.146	0.146	0.264	0.264	0.326	0.326	0.666	0.666	0.629	0.629
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Mobile		Computer		Tablet		Send CV online		Access offers online		Download forms		Fill out forms	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment	0.005	0.004	0.015	0.004	0.004	0.002	-0.022	-0.028	0.018	0.001	0.013	0.002	-0.001	-0.021
	(0.004)	(0.004)	(0.018)	(0.018)	(0.012)	(0.012)	(0.019)	(0.019)	(0.020)	(0.019)	(0.018)	(0.018)	(0.020)	(0.018)
RW p-value (without controls)	0.426	.	0.649	.	0.864	.	0.509	.	0.645	.	0.714	.	0.949	.
RW p-value (with controls)	.	0.500	.	0.996	.	0.996	.	0.265	.	0.996	.	0.996	.	0.500
Observations	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891
R^2	0.03	0.05	0.30	0.33	0.16	0.18	0.17	0.20	0.24	0.29	0.15	0.21	0.09	0.23
Control mean dep. var.	0.991	0.991	0.360	0.360	0.088	0.088	0.303	0.303	0.371	0.371	0.685	0.685	0.659	0.659
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table C3: Effect on self-knowledge and soft skills, pooled treatment

A) Short-term	Self-knowledge		Soft-skills	
(Post1)	(1)	(2)	(3)	(4)
Treatment	-0.067*††	-0.080**†††	-0.029††	-0.036*†††
	(0.037)	(0.037)	(0.020)	(0.019)
RW p-value (without controls)	0.024	.	0.036	.
RW p-value (with controls)	.	0.006	.	0.008
Observations	1880	1880	1880	1880
R^2	0.36	0.38	0.37	0.39
Control mean dep. var.	4.015	4.015	3.332	3.332
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes
B) Medium-term	Self-knowledge		Soft-skills	
(Post2)	(1)	(2)	(3)	(4)
Treatment	-0.044	-0.066*††	-0.040**†††	-0.046**†††
	(0.039)	(0.039)	(0.019)	(0.019)
RW p-value (without controls)	0.108	.	0.006	.
RW p-value (with controls)	.	0.021	.	0.002
Observations	1891	1891	1891	1891
R^2	0.34	0.37	0.32	0.34
Control mean dep. var.	3.976	3.976	3.336	3.336
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table C4: Effect on income and ability to make ends meet, pooled treatment

A) Short-term	Income		Ability to make ends meet	
(Post1)	(1)	(2)	(3)	(4)
Treatment	27.449*††	18.957	-0.017	-0.013
	(16.050)	(15.825)	(0.022)	(0.023)
RW p-value (without controls)	0.035		0.302	
RW p-value (with controls)		0.195		0.431
Observations	1880	1880	1880	1880
R^2	0.42	0.46	0.04	0.06
Control mean dep. var.	822.344	822.344	0.616	0.616
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes
B) Medium-term	Income		Ability to make ends meet	
(Post2)	(1)	(2)	(3)	(4)
Treatment	28.909††	20.715	0.021	0.022
	(17.597)	(17.240)	(0.022)	(0.022)
RW p-value (without controls)	0.044		0.179	
RW p-value (with controls)		0.179		0.179
Observations	1891	1891	1891	1891
R^2	0.37	0.42	0.06	0.08
Control mean dep. var.	855.697	855.697	0.582	0.582
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table C5: Effect on self-reported employment, pooled treatment

A) Short-term	Active		Employed (any contract)		Working without a contract		Unemployed, seeking work	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	0.010	0.005	-0.031	-0.032	-0.009	-0.006	0.028	0.021
	(0.018)	(0.018)	(0.022)	(0.022)	(0.035)	(0.035)	(0.023)	(0.022)
RW p-value (without controls)	0.705	.	0.153	.	0.757	.	0.219	.
RW p-value (with controls)	.	0.906	.	0.149	.	0.906	.	0.473
Observations	1880	1880	1880	1880	465	465	1880	1880
R^2	0.09	0.11	0.13	0.15	0.37	0.41	0.06	0.14
Control mean dep. var.	0.800	0.800	0.445	0.445	0.288	0.288	0.423	0.423
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Active		Employed (any contract)		Working without a contract		Unemployed, seeking work	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	0.003	-0.006	-0.024	-0.030	0.007	0.014	0.037*†	0.031
	(0.018)	(0.018)	(0.022)	(0.022)	(0.031)	(0.032)	(0.022)	(0.022)
RW p-value (without controls)	0.949	.	0.341	.	0.949	.	0.076	.
RW p-value (with controls)	.	0.815	.	0.170	.	0.815	.	0.167
Observations	1891	1891	1891	1891	462	462	1891	1891
R^2	0.09	0.11	0.12	0.14	0.45	0.49	0.07	0.15
Control mean dep. var.	0.801	0.801	0.453	0.453	0.270	0.270	0.400	0.400
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table C6: Effect on job search, pooled treatment

A) Short-term	Offers submitted		Interviews done		Selected in a recruitment process		Declined an offer	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	0.326*††	0.298*†	-0.004	-0.010	-0.003	-0.005	0.008	0.007
	(0.179)	(0.172)	(0.032)	(0.031)	(0.013)	(0.013)	(0.008)	(0.008)
RW p-value (without controls)	0.045	.	0.946	.	0.946	.	0.417	.
RW p-value (with controls)	.	0.066	.	0.825	.	0.825	.	0.624
Observations	1880	1880	1880	1880	1880	1880	1880	1880
R^2	0.15	0.18	0.08	0.11	0.04	0.06	0.04	0.04
Control mean dep. var.	1.998	1.998	0.248	0.248	0.088	0.088	0.029	0.029
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Offers submitted		Interviews done		Selected in a recruitment process		Declined an offer	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	-0.126	-0.134	0.021	0.017	0.006	0.003	0.005	0.004
	(0.168)	(0.169)	(0.024)	(0.023)	(0.013)	(0.013)	(0.007)	(0.007)
RW p-value (without controls)	0.648	.	0.602	.	0.648	.	0.648	.
RW p-value (with controls)	.	0.716	.	0.716	.	0.752	.	0.716
Observations	1891	1891	1891	1891	1891	1891	1891	1891
R^2	0.13	0.15	0.10	0.12	0.07	0.09	0.04	0.05
Control mean dep. var.	2.033	2.033	0.195	0.195	0.083	0.083	0.022	0.022
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

D Heterogeneity results

Table D1: Effect on digital skills

A) Short-term	Online tasks		Email		Attachments		Cloud		Folders		Employment apps		Admin apps		Video tools	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Treatment	0.029		0.083		0.098*		0.164***		0.074		0.047		0.066		0.053	
	(0.055)		(0.052)		(0.055)		(0.060)		(0.056)		(0.059)		(0.059)		(0.064)	
Treatment x foreign-born	-0.076		-0.146**		-0.106		-0.066		-0.044		0.059		0.005		-0.051	
	(0.079)		(0.074)		(0.080)		(0.090)		(0.084)		(0.086)		(0.086)		(0.094)	
Treatment 1		-0.036		0.048		0.055		0.091		0.065		0.031		-0.017		-0.064
		(0.064)		(0.062)		(0.065)		(0.072)		(0.069)		(0.071)		(0.070)		(0.076)
Treatment 2		0.096		0.121*		0.144**		0.242***		0.084		0.063		0.155**		0.177**
		(0.068)		(0.062)		(0.067)		(0.075)		(0.067)		(0.070)		(0.071)		(0.079)
Treatment 1 x foreign-born		0.017		-0.119		-0.107		-0.074		-0.079		-0.056		0.003		0.015
		(0.095)		(0.093)		(0.100)		(0.107)		(0.103)		(0.106)		(0.105)		(0.113)
Treatment 2 x foreign-born		-0.171*		-0.176**		-0.110		-0.067		-0.012		0.167		-0.003		-0.127
		(0.096)		(0.088)		(0.097)		(0.110)		(0.103)		(0.102)		(0.103)		(0.115)
Observations	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880
R^2	0.48	0.48	0.50	0.50	0.54	0.54	0.50	0.50	0.56	0.56	0.46	0.47	0.49	0.49	0.43	0.43
Control mean dep. var.	2.852	2.852	3.171	3.171	2.923	2.923	2.264	2.264	2.580	2.580	2.834	2.834	2.709	2.709	2.422	2.422
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
B) Medium-term	Online tasks		Email		Attachments		Cloud		Folders		Employment apps		Admin apps		Video tools	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Treatment	0.077		0.076		0.043		0.125**		0.076		0.013		0.050		0.054	
	(0.053)		(0.049)		(0.055)		(0.059)		(0.058)		(0.055)		(0.058)		(0.063)	
Treatment x foreign-born	-0.118		-0.090		-0.047		-0.055		-0.074		0.054		-0.030		-0.081	
	(0.079)		(0.074)		(0.082)		(0.090)		(0.085)		(0.083)		(0.085)		(0.091)	
Treatment 1		0.064		0.059		0.036		0.115		0.054		0.002		0.010		-0.026
		(0.065)		(0.061)		(0.065)		(0.073)		(0.073)		(0.067)		(0.066)		(0.076)
Treatment 2		0.090		0.093		0.050		0.135*		0.098		0.025		0.091		0.135*
		(0.064)		(0.058)		(0.064)		(0.071)		(0.069)		(0.067)		(0.072)		(0.076)
Treatment 1 x foreign-born		-0.128		-0.031		-0.047		-0.113		-0.095		-0.010		-0.048		-0.061
		(0.096)		(0.091)		(0.099)		(0.110)		(0.104)		(0.102)		(0.100)		(0.109)
Treatment 2 x foreign-born		-0.109		-0.147*		-0.048		-0.003		-0.055		0.113		-0.016		-0.106
		(0.095)		(0.088)		(0.099)		(0.109)		(0.103)		(0.099)		(0.105)		(0.108)
Observations	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891
R^2	0.47	0.47	0.50	0.50	0.51	0.51	0.47	0.47	0.53	0.53	0.47	0.47	0.47	0.47	0.43	0.43
Control mean dep. var.	2.806	2.806	3.140	3.140	2.941	2.941	2.267	2.267	2.520	2.520	2.830	2.830	2.661	2.661	2.443	2.443
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$. Imbalanced baseline controls include average income, number of people in the household, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, the availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table D2: Effect on the use of devices and online procedures

A) Short-term	Mobile		Computer		Tablet		Send CV online		Access offers online		Download forms		Fill out forms	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment	0.003		0.012		0.012		0.042		0.010		0.017		0.010	
	(0.007)		(0.024)		(0.020)		(0.026)		(0.026)		(0.024)		(0.025)	
Treatment x foreign-born	0.004		-0.003		-0.014		-0.030		-0.022		-0.041		0.012	
	(0.009)		(0.036)		(0.029)		(0.039)		(0.038)		(0.036)		(0.037)	
Treatment 1		0.005		0.018		0.005		0.036		-0.016		-0.009		-0.009
		(0.007)		(0.028)		(0.024)		(0.031)		(0.031)		(0.029)		(0.029)
Treatment 2		0.000		0.006		0.019		0.047		0.037		0.045		0.031
		(0.008)		(0.029)		(0.025)		(0.032)		(0.031)		(0.028)		(0.030)
Treatment 1 x foreign-born		0.007		-0.006		0.002		-0.026		0.002		-0.016		0.041
		(0.009)		(0.042)		(0.035)		(0.047)		(0.046)		(0.043)		(0.044)
Treatment 2 x foreign-born		0.002		0.001		-0.030		-0.035		-0.048		-0.068		-0.016
		(0.011)		(0.044)		(0.035)		(0.047)		(0.046)		(0.044)		(0.045)
Observations	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880
R^2	0.08	0.08	0.36	0.36	0.23	0.23	0.19	0.19	0.28	0.28	0.26	0.26	0.24	0.24
Control mean dep. var.	0.987	0.987	0.365	0.365	0.146	0.146	0.264	0.264	0.326	0.326	0.666	0.666	0.629	0.629
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
B) Medium-term	Mobile		Computer		Tablet		Send CV online		Access offers online		Download forms		Fill out forms	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment	0.007		0.013		-0.015		-0.038		-0.029		0.011		0.001	
	(0.005)		(0.024)		(0.018)		(0.026)		(0.026)		(0.025)		(0.025)	
Treatment x foreign-born	-0.006		-0.018		0.036		0.019		0.063		-0.021		-0.047	
	(0.007)		(0.036)		(0.024)		(0.039)		(0.038)		(0.036)		(0.037)	
Treatment 1		0.005		0.026		-0.010		-0.057*		-0.033		0.016		0.005
		(0.006)		(0.029)		(0.022)		(0.031)		(0.031)		(0.030)		(0.030)
Treatment 2		0.010**		-0.000		-0.020		-0.018		-0.026		0.006		-0.003
		(0.004)		(0.028)		(0.022)		(0.032)		(0.032)		(0.030)		(0.030)
Treatment 1 x foreign-born		-0.007		-0.046		0.036		0.033		0.058		-0.079*		-0.055
		(0.009)		(0.044)		(0.029)		(0.047)		(0.047)		(0.044)		(0.045)
Treatment 2 x foreign-born		-0.006		0.008		0.037		0.005		0.066		0.033		-0.039
		(0.008)		(0.044)		(0.028)		(0.047)		(0.046)		(0.043)		(0.045)
Observations	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891
R^2	0.05	0.05	0.33	0.34	0.18	0.18	0.20	0.20	0.30	0.30	0.21	0.21	0.23	0.23
Control mean dep. var.	0.991	0.991	0.360	0.360	0.088	0.088	0.303	0.303	0.371	0.371	0.685	0.685	0.659	0.659
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$. Imbalanced baseline controls include average income, number of people in the household, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, the availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table D3: Effect on self-knowledge and soft skills

A) Short-term	Self-knowledge			Soft-skills		
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)
Treatment	-0.050	-0.072		-0.031	-0.035	
	(0.053)	(0.053)		(0.028)	(0.028)	
Treatment x foreign-born	-0.036	-0.019		0.002	0.001	
	(0.075)	(0.074)		(0.039)	(0.038)	
Treatment 1			-0.088			-0.054
			(0.065)			(0.034)
Treatment 2			-0.056			-0.016
			(0.063)			(0.034)
Treatment 1 x foreign-born			-0.068			0.040
			(0.092)			(0.046)
Treatment 2 x foreign-born			0.027			-0.037
			(0.086)			(0.046)
Observations	1880	1880	1880	1880	1880	1880
R^2	0.36	0.38	0.38	0.38	0.39	0.40
Control mean dep.	4.015	4.015	4.015	3.332	3.332	3.332
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	Yes	No	Yes	Yes
B) Medium-term	Self-knowledge			Soft-skills		
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)
Treatment	-0.083	-0.110**		-0.039	-0.043	
	(0.056)	(0.056)		(0.028)	(0.028)	
Treatment x foreign-born	0.082	0.093		-0.003	-0.006	
	(0.079)	(0.078)		(0.039)	(0.039)	
Treatment 1			-0.081			-0.057*
			(0.065)			(0.033)
Treatment 2			-0.140**			-0.028
			(0.069)			(0.034)
Treatment 1 x foreign-born			0.062			0.008
			(0.093)			(0.046)
Treatment 2 x foreign-born			0.124			-0.019
			(0.094)			(0.046)
Observations	1891	1891	1891	1891	1891	1891
R^2	0.34	0.36	0.37	0.32	0.34	0.34
Control mean dep.	3.976	3.976	3.976	3.336	3.336	3.336
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	Yes	No	Yes	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$. Imbalanced baseline controls include average income, number of people in the household, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, the availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table D4: Effect on income and ability to make ends meet

A) Short-term		Income		Ability to make ends meet		
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)
Treatment	-1.367	-9.980		-0.020	-0.015	
	(20.149)	(19.823)		(0.031)	(0.031)	
Treatment x foreign-born	60.699*	60.856*		0.006	0.004	
	(31.823)	(31.036)		(0.045)	(0.045)	
Treatment 1			-26.250			-0.038
			(22.569)			(0.038)
Treatment 2			7.185			0.009
			(25.137)			(0.038)
Treatment 1 x foreign-born			83.152**			0.056
			(38.091)			(0.054)
Treatment 2 x foreign-born			38.001			-0.048
			(37.846)			(0.054)
Observations	1880	1880	1880	1880	1880	1880
R^2	0.42	0.46	0.46	0.04	0.06	0.06
Control mean dep.	822.344	822.344	822.344	0.616	0.616	0.616
Initial value dep. var. included	Yes	Yes	Yes	No	No	No
Baseline controls included	No	Yes	Yes	No	Yes	Yes
B) Medium-term		Income		Ability to make ends meet		
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)
Treatment	16.481	8.176		0.051*	0.051	
	(22.677)	(22.021)		(0.031)	(0.031)	
Treatment x foreign-born	26.403	26.414		-0.061	-0.059	
	(35.356)	(34.334)		(0.045)	(0.045)	
Treatment 1			-21.970			0.011
			(25.148)			(0.037)
Treatment 2			38.698			0.091**
			(28.198)			(0.037)
Treatment 1 x foreign-born			85.907**			-0.032
			(42.713)			(0.054)
Treatment 2 x foreign-born			-31.203			-0.088*
			(40.636)			(0.053)
Observations	1891	1891	1891	1891	1891	1891
R^2	0.37	0.42	0.42	0.06	0.08	0.08
Control mean dep.	855.697	855.697	855.697	0.582	0.582	0.582
Initial value dep. var. included	Yes	Yes	Yes	No	No	No
Baseline controls included	No	Yes	Yes	No	Yes	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$. Imbalanced baseline controls include average income, number of people in the household, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, the availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table D5: Effect on self-reported employment

A) Short-term	Active		Employed (any contract)		Working without a contract		Unemployed, seeking work	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	0.016		-0.007		-0.043		0.021	
	(0.027)		(0.030)		(0.055)		(0.030)	
Treatment x foreign-born	-0.021		-0.051		0.060		-0.001	
	(0.035)		(0.044)		(0.075)		(0.044)	
Treatment 1		0.014		-0.043		-0.037		0.044
		(0.033)		(0.035)		(0.068)		(0.037)
Treatment 2		0.018		0.031		-0.046		-0.002
		(0.032)		(0.036)		(0.069)		(0.036)
Treatment 1 x foreign-born		-0.019		-0.024		0.076		-0.015
		(0.043)		(0.052)		(0.089)		(0.053)
Treatment 2 x foreign-born		-0.023		-0.079		0.045		0.015
		(0.042)		(0.053)		(0.091)		(0.053)
Observations	1880	1880	1880	1880	465	465	1880	1880
R^2	0.12	0.12	0.15	0.16	0.41	0.41	0.14	0.14
Control mean dep. var.	0.800	0.800	0.445	0.445	0.288	0.288	0.423	0.423
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
B) Medium-term	Active		Employed (any contract)		Working without a contract		Unemployed, seeking work	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	0.010		0.019		-0.031		0.014	
	(0.026)		(0.029)		(0.054)		(0.030)	
Treatment x foreign-born	-0.033		-0.100**		0.075		0.035	
	(0.035)		(0.043)		(0.068)		(0.043)	
Treatment 1		-0.001		-0.014		0.013		0.049
		(0.033)		(0.035)		(0.070)		(0.037)
Treatment 2		0.022		0.052		-0.063		-0.021
		(0.031)		(0.036)		(0.064)		(0.036)
Treatment 1 x foreign-born		-0.048		-0.056		0.084		-0.036
		(0.044)		(0.052)		(0.087)		(0.053)
Treatment 2 x foreign-born		-0.020		-0.143***		0.064		0.102**
		(0.041)		(0.053)		(0.079)		(0.052)
Observations	1891	1891	1891	1891	462	462	1891	1891
R^2	0.12	0.13	0.16	0.16	0.49	0.50	0.15	0.15
Control mean dep. var.	0.801	0.801	0.453	0.453	0.270	0.270	0.400	0.400
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$. Imbalanced baseline controls include average income, number of people in the household, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, the availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table D6: Effect on job search

A) Short-term	Offers submitted		Interviews done		Selected in a recruitment process		Declined an offer	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	0.276		0.050		0.018		0.002	
	(0.229)		(0.035)		(0.017)		(0.011)	
Treatment x foreign-born	0.051		-0.125**		-0.044*		0.009	
	(0.360)		(0.058)		(0.026)		(0.017)	
Treatment 1		0.370		0.033		0.006		0.007
		(0.297)		(0.041)		(0.020)		(0.013)
Treatment 2		0.177		0.068		0.031		-0.003
		(0.265)		(0.051)		(0.022)		(0.012)
Treatment 1 x foreign-born		-0.219		-0.136**		-0.031		-0.009
		(0.456)		(0.067)		(0.031)		(0.020)
Treatment 2 x foreign-born		0.316		-0.117		-0.058*		0.026
		(0.426)		(0.072)		(0.032)		(0.021)
Observations	1880	1880	1880	1880	1880	1880	1880	1880
R^2	0.18	0.18	0.12	0.12	0.07	0.07	0.04	0.05
Control mean dep. var.	1.998	1.998	0.248	0.248	0.088	0.088	0.029	0.029
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
B) Medium-term	Offers submitted		Interviews done		Selected in a recruitment process		Declined an offer	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	-0.261		0.016		-0.003		0.007	
	(0.244)		(0.033)		(0.017)		(0.008)	
Treatment x foreign-born	0.264		0.003		0.014		-0.006	
	(0.329)		(0.049)		(0.026)		(0.015)	
Treatment 1		-0.220		0.012		-0.014		0.004
		(0.300)		(0.043)		(0.021)		(0.009)
Treatment 2		-0.302		0.020		0.009		0.011
		(0.276)		(0.036)		(0.021)		(0.011)
Treatment 1 x foreign-born		0.034		-0.015		0.031		-0.013
		(0.399)		(0.056)		(0.031)		(0.016)
Treatment 2 x foreign-born		0.481		0.020		-0.004		-0.001
		(0.385)		(0.062)		(0.031)		(0.019)
Observations	1891	1891	1891	1891	1891	1891	1891	1891
R^2	0.15	0.15	0.12	0.12	0.09	0.09	0.05	0.05
Control mean dep. var.	2.033	2.033	0.195	0.195	0.083	0.083	0.022	0.022
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$. Imbalanced baseline controls include average income, number of people in the household, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, the availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Online Appendix for "Intensive Job Activation for Individuals at Risk of Social Exclusion: A Randomized Evaluation"

E Results with other assignments

E.1 Field assignment

Table E1: Effect on digital skills, pooled treatment

A) Short-term	Online tasks		Email		Attachments		Cloud		Folders		Employment apps		Admin apps		Video tools	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Treatment	0.027	0.003	0.032	0.019	0.064†	0.058	0.175***†††	0.136***†††	0.055	0.041	0.113***†††	0.097**††	0.120***†††	0.091**††	0.118**††	0.020
	(0.039)	(0.039)	(0.037)	(0.037)	(0.039)	(0.039)	(0.045)	(0.044)	(0.042)	(0.041)	(0.042)	(0.042)	(0.043)	(0.043)	(0.059)	(0.047)
RW p-value (without controls)	0.368	.	0.368	.	0.087	.	0.001	.	0.189	.	0.002	.	0.002	.	0.026	.
RW p-value (with controls)	.	0.928	.	0.813	.	0.168	.	0.001	.	0.463	.	0.012	.	0.020	.	0.813
Observations	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880
R^2	0.46	0.48	0.48	0.49	0.53	0.54	0.46	0.50	0.55	0.56	0.44	0.46	0.47	0.49	0.10	0.42
Control mean dep. var.	2.845	2.845	3.168	3.168	2.917	2.917	2.261	2.261	2.585	2.585	2.822	2.822	2.700	2.700	2.418	2.418
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Online tasks		Email		Attachments		Cloud		Folders		Employment apps		Admin apps		Video tools	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Treatment	0.056	0.034	0.053	0.039	0.048	0.034	0.149***†††	0.120***†††	0.063	0.049	0.057	0.039	0.075*†	0.049	0.102*†	0.011
	(0.040)	(0.039)	(0.037)	(0.037)	(0.041)	(0.041)	(0.045)	(0.044)	(0.043)	(0.042)	(0.041)	(0.041)	(0.043)	(0.043)	(0.056)	(0.046)
RW p-value (without controls)	0.146	.	0.146	.	0.146	.	0.001	.	0.146	.	0.146	.	0.084	.	0.065	.
RW p-value (with controls)	.	0.502	.	0.426	.	0.502	.	0.001	.	0.425	.	0.502	.	0.425	.	0.756
Observations	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891
R^2	0.44	0.47	0.47	0.49	0.49	0.50	0.43	0.47	0.51	0.53	0.45	0.47	0.45	0.47	0.12	0.41
Control mean dep. var.	2.799	2.799	3.137	3.137	2.934	2.934	2.252	2.252	2.515	2.515	2.829	2.829	2.656	2.656	2.438	2.438
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E2: Effect on digital skills, treatment arms

A) Short-term	Online tasks		Email		Attachments		Cloud		Folders		Employment apps		Admin apps		Video tools	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Treatment 1	0.018	-0.010	0.023	0.004	0.018	0.007	0.105*†	0.055	0.019	0.007	0.056	0.034	0.041	0.011	0.037	-0.069
	(0.047)	(0.047)	(0.046)	(0.045)	(0.049)	(0.049)	(0.054)	(0.052)	(0.051)	(0.050)	(0.053)	(0.052)	(0.052)	(0.052)	(0.070)	(0.057)
RW p-value T1 (without controls)	0.919	.	0.919	.	0.919	.	0.070	.	0.919	.	0.649	.	0.821	.	0.919	.
RW p-value T1 (with controls)	.	0.998	.	0.998	.	0.998	.	0.649	.	0.998	.	0.932	.	0.998	.	0.515
Treatment 2	0.036	0.016	0.041	0.035	0.109**††	0.109**††	0.246***†††	0.216***†††	0.091*	0.075	0.171***†††	0.160***†††	0.198***†††	0.172***†††	0.199***†††	0.110*†
	(0.048)	(0.048)	(0.045)	(0.044)	(0.048)	(0.048)	(0.055)	(0.054)	(0.051)	(0.050)	(0.050)	(0.050)	(0.051)	(0.051)	(0.070)	(0.058)
RW p-value T2 (without controls)	0.826	.	0.754	.	0.019	.	0.001	.	0.105	.	0.001	.	0.001	.	0.006	.
RW p-value T2 (with controls)	.	0.995	.	0.863	.	0.021	.	0.001	.	0.271	.	0.001	.	0.001	.	0.090
Observations	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880
R^2	0.46	0.48	0.48	0.49	0.53	0.54	0.47	0.51	0.55	0.56	0.44	0.46	0.47	0.49	0.10	0.42
Control mean dep. var.	2.845	2.845	3.168	3.168	2.917	2.917	2.261	2.261	2.585	2.585	2.822	2.822	2.700	2.700	2.418	2.418
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Online tasks		Email		Attachments		Cloud		Folders		Employment apps		Admin apps		Video tools	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Treatment 1	0.044	0.021	0.070	0.050	0.049	0.028	0.128**††	0.094*	0.018	0.016	0.026	0.007	0.019	-0.001	0.035	-0.057
	(0.048)	(0.048)	(0.046)	(0.045)	(0.049)	(0.049)	(0.055)	(0.054)	(0.053)	(0.052)	(0.051)	(0.050)	(0.050)	(0.050)	(0.067)	(0.056)
RW p-value T1 (without controls)	0.676	.	0.260	.	0.668	.	0.016	.	0.872	.	0.872	.	0.872	.	0.872	.
RW p-value T1 (with controls)	.	0.927	.	0.603	.	0.888	.	0.163	.	0.953	.	0.981	.	0.982	.	0.672
Treatment 2	0.067	0.047	0.036	0.029	0.047	0.041	0.171***†††	0.145***†††	0.107**††	0.082	0.087*	0.070	0.129**†††	0.098*	0.168**†††	0.078
	(0.048)	(0.047)	(0.044)	(0.043)	(0.049)	(0.049)	(0.054)	(0.054)	(0.052)	(0.051)	(0.050)	(0.050)	(0.052)	(0.053)	(0.066)	(0.055)
RW p-value T2 (without controls)	0.330	.	0.719	.	0.676	.	0.001	.	0.036	.	0.127	.	0.005	.	0.004	.
RW p-value T2 (with controls)	.	0.672	.	0.885	.	0.768	.	0.002	.	0.230	.	0.363	.	0.123	.	0.363
Observations	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891
R^2	0.44	0.47	0.47	0.49	0.49	0.50	0.43	0.47	0.51	0.53	0.45	0.47	0.45	0.47	0.12	0.42
Control mean dep. var.	2.799	2.799	3.137	3.137	2.934	2.934	2.252	2.252	2.515	2.515	2.829	2.829	2.656	2.656	2.438	2.438
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E3: Effect on the use of devices and online procedures, pooled treatment

A) Short-term	Mobile		Computer		Tablet		Send CV online		Access offers online		Download forms		Fill out forms	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment	0.005	0.005	0.012	0.003	0.007	0.003	0.039**††	0.033*	0.021	0.005	0.021	0.008	0.047**†††	0.026
	(0.004)	(0.005)	(0.018)	(0.018)	(0.014)	(0.014)	(0.019)	(0.019)	(0.019)	(0.019)	(0.019)	(0.018)	(0.020)	(0.019)
RW p-value (without controls)	0.391	.	0.606	.	0.606	.	0.031	.	0.391	.	0.391	.	0.008	.
RW p-value (with controls)	.	0.620	.	0.975	.	0.975	.	0.122	.	0.975	.	0.961	.	0.278
Observations	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880
R^2	0.06	0.07	0.33	0.36	0.22	0.23	0.17	0.19	0.24	0.28	0.19	0.25	0.09	0.24
Control mean dep. var.	0.987	0.987	0.369	0.369	0.146	0.146	0.261	0.261	0.321	0.321	0.659	0.659	0.624	0.624
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Mobile		Computer		Tablet		Send CV online		Access offers online		Download forms		Fill out forms	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment	0.005	0.004	0.013	0.001	0.003	0.002	-0.015	-0.022	0.027	0.010	0.013	0.002	0.009	-0.012
	(0.004)	(0.004)	(0.018)	(0.018)	(0.012)	(0.012)	(0.019)	(0.019)	(0.020)	(0.019)	(0.018)	(0.018)	(0.020)	(0.018)
RW p-value (without controls)	0.373	.	0.812	.	0.812	.	0.812	.	0.337	.	0.812	.	0.812	.
RW p-value (with controls)	.	0.532	.	0.996	.	0.996	.	0.532	.	0.932	.	0.996	.	0.894
Observations	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891
R^2	0.03	0.05	0.30	0.33	0.16	0.18	0.17	0.20	0.24	0.29	0.15	0.21	0.09	0.23
Control mean dep. var.	0.991	0.991	0.361	0.361	0.088	0.088	0.300	0.300	0.364	0.364	0.683	0.683	0.654	0.654
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E4: Effect on the use of devices and online procedures, treatment arms

A) Short-term	Mobile		Computer		Tablet		Send CV online		Access offers online		Download forms		Fill out forms	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment 1	0.008*	0.008*	0.025	0.011	0.007	0.002	0.040*	0.032	0.012	-0.008	0.010	-0.004	0.045*	0.021
	(0.005)	(0.005)	(0.021)	(0.021)	(0.017)	(0.017)	(0.023)	(0.023)	(0.023)	(0.023)	(0.022)	(0.022)	(0.024)	(0.022)
RW p-value T1 (without controls)	0.162	.	0.521	.	0.987	.	0.183	.	0.984	.	0.987	.	0.103	.
RW p-value T1 (with controls)	.	0.250	.	0.986	.	0.999	.	0.507	.	0.996	.	0.999	.	0.848
Treatment 2	0.002	0.001	-0.002	-0.005	0.007	0.004	0.039	0.034	0.030	0.018	0.032	0.019	0.048**†	0.030
	(0.005)	(0.006)	(0.022)	(0.022)	(0.017)	(0.018)	(0.024)	(0.024)	(0.023)	(0.023)	(0.022)	(0.022)	(0.024)	(0.023)
RW p-value T2 (without controls)	0.987	.	0.987	.	0.987	.	0.236	.	0.469	.	0.317	.	0.067	.
RW p-value T2 (with controls)	.	0.999	.	0.999	.	0.999	.	0.467	.	0.911	.	0.902	.	0.508
Observations	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880	1880
R^2	0.06	0.07	0.33	0.36	0.22	0.23	0.17	0.19	0.24	0.28	0.19	0.25	0.09	0.24
Control mean dep. var.	0.987	0.987	0.369	0.369	0.146	0.146	0.261	0.261	0.321	0.321	0.659	0.659	0.624	0.624
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Mobile		Computer		Tablet		Send CV online		Access offers online		Download forms		Fill out forms	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment 1	0.002	0.001	0.016	0.005	0.008	0.007	-0.020	-0.032	0.027	0.005	-0.007	-0.016	0.008	-0.011
	(0.005)	(0.004)	(0.022)	(0.022)	(0.015)	(0.015)	(0.023)	(0.023)	(0.024)	(0.023)	(0.022)	(0.022)	(0.024)	(0.022)
RW p-value T1 (without controls)	0.993	.	0.967	.	0.991	.	0.925	.	0.752	.	0.997	.	0.997	.
RW p-value T1 (with controls)	.	0.999	.	0.999	.	0.999	.	0.501	.	0.999	.	0.993	.	0.999
Treatment 2	0.007*	0.007*	0.009	-0.002	-0.001	-0.004	-0.009	-0.012	0.027	0.014	0.033	0.020	0.009	-0.013
	(0.004)	(0.004)	(0.022)	(0.022)	(0.014)	(0.014)	(0.024)	(0.024)	(0.024)	(0.023)	(0.022)	(0.022)	(0.024)	(0.022)
RW p-value T2 (without controls)	0.102	.	0.997	.	0.997	.	0.997	.	0.728	.	0.380	.	0.997	.
RW p-value T2 (with controls)	.	0.135	.	0.999	.	0.999	.	0.999	.	0.999	.	0.914	.	0.999
Observations	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891	1891
R^2	0.03	0.05	0.30	0.33	0.16	0.18	0.17	0.20	0.24	0.29	0.16	0.21	0.09	0.23
Control mean dep. var.	0.991	0.991	0.361	0.361	0.088	0.088	0.300	0.300	0.364	0.364	0.683	0.683	0.654	0.654
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E5: Effect on self-knowledge and soft skills, pooled treatment

A) Short-term	Self-knowledge		Soft-skills	
(Post1)	(1)	(2)	(3)	(4)
Treatment	-0.032	-0.045†	-0.024	-0.030†
	(0.037)	(0.037)	(0.020)	(0.019)
RW p-value (without controls)	0.232	.	0.167	.
RW p-value (with controls)	.	0.089	.	0.058
Observations	1880	1880	1880	1880
R^2	0.36	0.38	0.37	0.39
Control mean dep. var.	3.997	3.997	3.329	3.329
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes
B) Medium-term	Self-knowledge		Soft-skills	
(Post2)	(1)	(2)	(3)	(4)
Treatment	-0.028	-0.050†	-0.037*††	-0.043**†††
	(0.039)	(0.039)	(0.019)	(0.019)
RW p-value (without controls)	0.324	.	0.014	.
RW p-value (with controls)	.	0.072	.	0.006
Observations	1891	1891	1891	1891
R^2	0.34	0.37	0.32	0.34
Control mean dep. var.	3.969	3.969	3.335	3.335
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, † † † $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E6: Effect on self-knowledge and soft skills, treatment arms

A) Short-term	Self-knowledge		Soft-skills	
(Post1)	(1)	(2)	(3)	(4)
Treatment 1	-0.074†	-0.092**††	-0.036†	-0.039†
	(0.046)	(0.046)	(0.023)	(0.023)
RW p-value T1 (without controls)	0.098	.	0.098	.
RW p-value T1 (with controls)	.	0.020	.	0.069
Treatment 2	0.011	0.001	-0.011	-0.021
	(0.044)	(0.044)	(0.023)	(0.023)
RW p-value T2 (without controls)	0.740	.	0.740	.
RW p-value T2 (with controls)	.	0.989	.	0.333
Observations	1880	1880	1880	1880
R^2	0.36	0.38	0.37	0.39
Control mean dep. var.	3.997	3.997	3.329	3.329
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes
B) Medium-term	Self-knowledge		Soft-skills	
(Post2)	(1)	(2)	(3)	(4)
Treatment 1	-0.018	-0.047	-0.048**††	-0.053**†††
	(0.047)	(0.047)	(0.023)	(0.023)
RW p-value T1 (without controls)	0.582	.	0.019	.
RW p-value T1 (with controls)	.	0.216	.	0.008
Treatment 2	-0.037	-0.054	-0.026	-0.033
	(0.047)	(0.047)	(0.023)	(0.023)
RW p-value T2 (without controls)	0.454	.	0.296	.
RW p-value T2 (with controls)	.	0.216	.	0.131
Observations	1891	1891	1891	1891
R^2	0.34	0.37	0.32	0.34
Control mean dep. var.	3.969	3.969	3.335	3.335
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E7: Effect on income and ability to make ends meet, pooled treatment

A) Short-term	Income		Ability to make ends meet	
(Post1)	(1)	(2)	(3)	(4)
Treatment	22.121	13.223	-0.010	-0.006
	(16.045)	(15.821)	(0.022)	(0.023)
RW p-value (without controls)	0.108		0.549	
RW p-value (with controls)		0.437		0.736
Observations	1880	1880	1880	1880
R^2	0.42	0.46	0.04	0.06
Control mean dep. var.	825.786	825.786	0.612	0.612
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes
B) Medium-term	Income		Ability to make ends meet	
(Post2)	(1)	(2)	(3)	(4)
Treatment	23.097	14.146	0.021	0.022
	(17.596)	(17.248)	(0.022)	(0.022)
RW p-value (without controls)	0.118		0.192	
RW p-value (with controls)		0.319		0.319
Observations	1891	1891	1891	1891
R^2	0.37	0.42	0.06	0.08
Control mean dep. var.	859.456	859.456	0.582	0.582
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E8: Effect on income and ability to make ends meet, treatment arms

A) Short-term	Income		Ability to make ends meet	
(Post1)	(1)	(2)	(3)	(4)
Treatment 1	12.655	9.749	-0.016	-0.009
	(19.298)	(18.842)	(0.027)	(0.027)
RW p-value T1 (without controls)	0.744		0.744	
RW p-value T1 (with controls)		0.857		0.872
Treatment 2	31.606†	16.693	-0.004	-0.002
	(19.572)	(19.260)	(0.027)	(0.027)
RW p-value T2 (without controls)	0.087		0.848	
RW p-value T2 (with controls)		0.648		0.923
Observations	1880	1880	1880	1880
R^2	0.42	0.46	0.04	0.06
Control mean dep. var.	825.786	825.786	0.612	0.612
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes
B) Medium-term	Income		Ability to make ends meet	
(Post2)	(1)	(2)	(3)	(4)
Treatment 1	10.769	9.559	-0.011	-0.010
	(21.734)	(21.033)	(0.027)	(0.027)
RW p-value T1 (without controls)	0.736		0.736	
RW p-value T1 (with controls)		0.775		0.775
Treatment 2	35.183*†	18.648	0.052**††	0.053**††
	(21.052)	(20.671)	(0.026)	(0.027)
RW p-value T2 (without controls)	0.055		0.036	
RW p-value T2 (with controls)		0.493		0.029
Observations	1891	1891	1891	1891
R^2	0.37	0.42	0.06	0.08
Control mean dep. var.	859.456	859.456	0.582	0.582
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E9: Effect on self-reported employment, pooled treatment

A) Short-term	Active		Employed (any contract)		Working without a contract		Unemployed, seeking work	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	0.009	0.004	-0.028	-0.029	-0.010	-0.008	0.031	0.021
	(0.018)	(0.018)	(0.022)	(0.022)	(0.035)	(0.035)	(0.023)	(0.022)
RW p-value (without controls)	0.743	.	0.202	.	0.743	.	0.202	.
RW p-value (with controls)	.	0.939	.	0.231	.	0.939	.	0.445
Observations	1880	1880	1880	1880	465	465	1880	1880
R^2	0.09	0.11	0.13	0.15	0.37	0.41	0.06	0.14
Control mean dep. var.	0.799	0.799	0.443	0.443	0.285	0.285	0.422	0.422
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Active		Employed (any contract)		Working without a contract		Unemployed, seeking work	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	0.005	-0.004	-0.020	-0.026	0.005	0.013	0.042*††	0.034
	(0.018)	(0.018)	(0.022)	(0.022)	(0.031)	(0.032)	(0.022)	(0.022)
RW p-value (without controls)	0.914	.	0.468	.	0.914	.	0.033	.
RW p-value (with controls)	.	0.851	.	0.270	.	0.851	.	0.113
Observations	1891	1891	1891	462	462	1891	1891	
R^2	0.09	0.11	0.12	0.14	0.45	0.49	0.08	0.15
Control mean dep. var.	0.799	0.799	0.451	0.451	0.267	0.267	0.398	0.398
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E10: Effect on self-reported employment, treatment arms

A) Short-term	Active		Employed (any contract)		Working without a contract		Unemployed, seeking work	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment 1	0.005	-0.000	-0.052**†	-0.057**††	-0.002	0.002	0.050*†	0.037
	(0.022)	(0.022)	(0.026)	(0.026)	(0.042)	(0.042)	(0.027)	(0.027)
RW p-value T1 (without controls)	0.983	.	0.056	.	0.983	.	0.083	.
RW p-value T1 (with controls)	.	0.999	.	0.033	.	0.999	.	0.300
Treatment 2	0.013	0.009	-0.005	-0.002	-0.017	-0.016	0.012	0.006
	(0.021)	(0.021)	(0.026)	(0.026)	(0.042)	(0.042)	(0.027)	(0.026)
RW p-value T2 (without controls)	0.935	.	0.983	.	0.976	.	0.976	.
RW p-value T2 (with controls)	.	0.992	.	0.999	.	0.992	.	0.997
Observations	1880	1880	1880	1880	465	465	1880	1880
R^2	0.09	0.11	0.13	0.15	0.37	0.41	0.06	0.14
Control mean dep. var.	0.799	0.799	0.443	0.443	0.285	0.285	0.422	0.422
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Active		Employed (any contract)		Working without a contract		Unemployed, seeking work	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment 1	-0.010	-0.020	-0.031	-0.038	0.045	0.059	0.054**†	0.041
	(0.022)	(0.022)	(0.026)	(0.026)	(0.040)	(0.041)	(0.027)	(0.026)
RW p-value T1 (without controls)	0.775	.	0.488	.	0.502	.	0.055	.
RW p-value T1 (with controls)	.	0.618	.	0.263	.	0.263	.	0.228
Treatment 2	0.020	0.012	-0.010	-0.015	-0.030	-0.026	0.030	0.028
	(0.021)	(0.021)	(0.026)	(0.027)	(0.038)	(0.038)	(0.027)	(0.026)
RW p-value T2 (without controls)	0.546	.	0.775	.	0.645	.	0.502	.
RW p-value T2 (with controls)	.	0.729	.	0.729	.	0.729	.	0.487
Observations	1891	1891	1891	1891	462	462	1891	1891
R^2	0.09	0.11	0.12	0.14	0.45	0.49	0.08	0.15
Control mean dep. var.	0.799	0.799	0.451	0.451	0.267	0.267	0.398	0.398
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E11: Effect on job search, pooled treatment

A) Short-term	Offers submitted		Interviews done		Selected in a recruitment process		Declined an offer	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	0.354**††	0.321*††	-0.000	-0.008	-0.000	-0.003	0.011	0.009
	(0.180)	(0.174)	(0.032)	(0.031)	(0.013)	(0.013)	(0.008)	(0.008)
RW p-value (without controls)	0.022	.	0.999	.	0.999	.	0.216	.
RW p-value (with controls)	.	0.042	.	0.938	.	0.938	.	0.384
Observations	1880	1880	1880	1880	1880	1880	1880	1880
R^2	0.15	0.18	0.08	0.11	0.04	0.06	0.04	0.04
Control mean dep. var.	1.986	1.986	0.247	0.247	0.087	0.087	0.028	0.028
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Offers submitted		Interviews done		Selected in a recruitment process		Declined an offer	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	-0.074	-0.090	0.027	0.022	0.010	0.007	0.005	0.004
	(0.168)	(0.168)	(0.024)	(0.023)	(0.013)	(0.013)	(0.007)	(0.007)
RW p-value (without controls)	0.568	.	0.383	.	0.568	.	0.568	.
RW p-value (with controls)	.	0.820	.	0.565	.	0.820	.	0.820
Observations	1891	1891	1891	1891	1891	1891	1891	1891
R^2	0.13	0.15	0.10	0.12	0.07	0.09	0.04	0.05
Control mean dep. var.	2.007	2.007	0.192	0.192	0.081	0.081	0.022	0.022
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E12: Effect on job search, treatment arms

A) Short-term	Offers submitted		Interviews done		Selected in a recruitment process		Declined an offer	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment 1	0.418*†	0.370*	-0.011	-0.021	-0.005	-0.009	0.006	0.004
	(0.232)	(0.222)	(0.036)	(0.034)	(0.015)	(0.015)	(0.010)	(0.010)
RW p-value T1 (without controls)	0.098	.	0.988	.	0.988	.	0.872	.
RW p-value T1 (with controls)	.	0.161	.	0.902	.	0.902	.	0.915
Treatment 2 0.290	0.272	0.011	0.005	0.004	0.003	0.015	0.013	
	(0.208)	(0.204)	(0.038)	(0.038)	(0.016)	(0.016)	(0.010)	(0.011)
RW p-value T2 (without controls)	0.293	.	0.988	.	0.988	.	0.293	.
RW p-value T2 (with controls)	.	0.371	.	0.968	.	0.968	.	0.375
Observations	1880	1880	1880	1880	1880	1880	1880	1880
R^2	0.15	0.18	0.08	0.11	0.04	0.06	0.04	0.04
Control mean dep. var.	1.986	1.986	0.247	0.247	0.087	0.087	0.028	0.028
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Offers submitted		Interviews done		Selected in a recruitment process		Declined an offer	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment 1	-0.060	-0.092	0.018	0.012	0.007	0.004	-0.001	-0.003
	(0.209)	(0.208)	(0.028)	(0.028)	(0.015)	(0.015)	(0.008)	(0.008)
RW p-value T1 (without controls)	0.935	.	0.901	.	0.935	.	0.935	.
RW p-value T1 (with controls)	.	0.973	.	0.973	.	0.973	.	0.973
Treatment 2 -0.089	-0.088	0.035	0.031	0.013	0.010	0.011	0.011	
	(0.193)	(0.192)	(0.031)	(0.029)	(0.015)	(0.015)	(0.009)	(0.009)
RW p-value T2 (without controls)	0.935	.	0.539	.	0.777	.	0.539	.
RW p-value T2 (with controls)	.	0.973	.	0.621	.	0.938	.	0.607
Observations	1891	1891	1891	1891	1891	1891	1891	1891
R^2	0.13	0.15	0.10	0.12	0.07	0.09	0.04	0.05
Control mean dep. var.	2.007	2.007	0.192	0.192	0.081	0.081	0.022	0.022
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, † † † $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

E.2 Excluding problematic cases

Table E13: Effect on digital skills, pooled treatment

A) Short-term	Online tasks		Email		Attachments		Cloud		Folders		Employment apps		Admin apps		Video tools	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Treatment	0.020	-0.005	0.026	0.013	0.058	0.053	0.175***†††	0.133***†††	0.067	0.055	0.102**††	0.086**†††	0.106**††††	0.080*†	0.113*†††	0.016
	(0.040)	(0.039)	(0.038)	(0.038)	(0.040)	(0.040)	(0.046)	(0.044)	(0.042)	(0.041)	(0.043)	(0.043)	(0.044)	(0.043)	(0.059)	(0.048)
RW p-value (without controls)	0.515	.	0.515	.	0.113	.	0.001	.	0.087	.	0.011	.	0.009	.	0.043	.
RW p-value (with controls)	.	0.930	.	0.930	.	0.235	.	0.001	.	0.235	.	0.039	.	0.057	.	0.930
Observations	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835
R^2	0.46	0.49	0.48	0.50	0.53	0.54	0.47	0.51	0.56	0.57	0.44	0.46	0.47	0.49	0.10	0.42
Control mean dep. var.	2.847	2.847	3.163	3.163	2.914	2.914	2.259	2.259	2.571	2.571	2.814	2.814	2.687	2.687	2.409	2.409
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Online tasks		Email		Attachments		Cloud		Folders		Employment apps		Admin apps		Video tools	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Treatment	0.050	0.027	0.051	0.039	0.043	0.030	0.135***†††	0.105***††	0.063	0.049	0.054	0.037	0.066	0.040	0.096*	0.005
	(0.040)	(0.040)	(0.038)	(0.037)	(0.041)	(0.041)	(0.045)	(0.044)	(0.043)	(0.043)	(0.042)	(0.041)	(0.043)	(0.043)	(0.056)	(0.046)
RW p-value (without controls)	0.172	.	0.167	.	0.172	.	0.001	.	0.153	.	0.172	.	0.150	.	0.100	.
RW p-value (with controls)	.	0.615	.	0.503	.	0.615	.	0.010	.	0.452	.	0.587	.	0.587	.	0.871
Observations	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852
R^2	0.44	0.47	0.47	0.50	0.49	0.50	0.44	0.47	0.51	0.53	0.45	0.48	0.45	0.47	0.12	0.42
Control mean dep. var.	2.797	2.797	3.130	3.130	2.929	2.929	2.252	2.252	2.511	2.511	2.817	2.817	2.646	2.646	2.437	2.437
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E14: Effect on digital skills, treatment arms

A) Short-term	Online tasks		Email		Attachments		Cloud		Folders		Employment apps		Admin apps		Video tools	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Treatment 1	0.003	-0.024	0.015	-0.004	0.018	0.007	0.103*†	0.051	0.032	0.020	0.045	0.024	0.025	-0.003	0.031	-0.074
	(0.047)	(0.047)	(0.046)	(0.046)	(0.049)	(0.049)	(0.055)	(0.053)	(0.051)	(0.050)	(0.053)	(0.053)	(0.052)	(0.052)	(0.071)	(0.057)
RW p-value T1 (without controls)	0.952	.	0.952	.	0.952	.	0.068	.	0.913	.	0.857	.	0.952	.	0.952	.
RW p-value T1 (with controls)	.	0.971	.	0.993	.	0.993	.	0.752	.	0.971	.	0.971	.	0.993	.	0.449
Treatment 2	0.036	0.015	0.036	0.030	0.098**†	0.098**†	0.247***†††	0.216***†††	0.104**††	0.091*	0.159***†††	0.148***†††	0.188***†††	0.164***†††	0.195***†††	0.106*
	(0.049)	(0.049)	(0.045)	(0.045)	(0.049)	(0.049)	(0.056)	(0.055)	(0.051)	(0.050)	(0.051)	(0.051)	(0.052)	(0.052)	(0.071)	(0.058)
RW p-value T2 (without controls)	0.874	.	0.864	.	0.051	.	0.001	.	0.049	.	0.003	.	0.001	.	0.007	.
RW p-value T2 (with controls)	.	0.981	.	0.941	.	0.067	.	0.001	.	0.120	.	0.002	.	0.001	.	0.120
Observations	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835
R^2	0.46	0.49	0.48	0.50	0.53	0.54	0.47	0.51	0.56	0.57	0.44	0.46	0.47	0.49	0.10	0.43
Control mean dep. var.	2.847	2.847	3.163	3.163	2.914	2.914	2.259	2.259	2.571	2.571	2.814	2.814	2.687	2.687	2.409	2.409
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

B) Medium-term	Online tasks		Email		Attachments		Cloud		Folders		Employment apps		Admin apps		Video tools	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Treatment 1	0.039	0.015	0.068	0.049	0.046	0.025	0.107*†	0.074	0.017	0.015	0.017	-0.001	0.009	-0.009	0.030	-0.060
	(0.049)	(0.048)	(0.046)	(0.046)	(0.049)	(0.049)	(0.055)	(0.054)	(0.053)	(0.052)	(0.052)	(0.051)	(0.050)	(0.050)	(0.068)	(0.056)
RW p-value T1 (without controls)	0.826	.	0.280	.	0.740	.	0.073	.	0.927	.	0.927	.	0.927	.	0.927	.
RW p-value T1 (with controls)	.	0.977	.	0.643	.	0.935	.	0.411	.	0.977	.	0.977	.	0.977	.	0.643
Treatment 2	0.060	0.039	0.035	0.029	0.040	0.034	0.162***†††	0.137**†††	0.107**††	0.082	0.090*	0.074	0.122**††	0.090*	0.161**††	0.070
	(0.049)	(0.048)	(0.044)	(0.044)	(0.050)	(0.050)	(0.055)	(0.054)	(0.052)	(0.052)	(0.050)	(0.050)	(0.053)	(0.054)	(0.066)	(0.056)
RW p-value T2 (without controls)	0.470	.	0.826	.	0.826	.	0.002	.	0.041	.	0.100	.	0.017	.	0.011	.
RW p-value T2 (with controls)	.	0.848	.	0.904	.	0.904	.	0.005	.	0.261	.	0.331	.	0.205	.	0.497
Observations	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852
R^2	0.44	0.47	0.47	0.50	0.49	0.51	0.44	0.47	0.51	0.53	0.46	0.48	0.45	0.47	0.12	0.42
Control mean dep. var.	2.797	2.797	3.130	3.130	2.929	2.929	2.252	2.252	2.511	2.511	2.817	2.817	2.646	2.646	2.437	2.437
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E15: Effect on the use of devices and online procedures, pooled treatment

A) Short-term	Mobile		Computer		Tablet		Send CV online		Access offers online		Download forms		Fill out forms	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment	0.005	0.005	0.015	0.006	0.008	0.004	0.038*†	0.031	0.018	0.002	0.015	0.001	0.043**††	0.022
	(0.005)	(0.005)	(0.018)	(0.018)	(0.014)	(0.015)	(0.019)	(0.019)	(0.019)	(0.019)	(0.019)	(0.018)	(0.020)	(0.019)
RW p-value (without controls)	0.389	.	0.570	.	0.570	.	0.053	.	0.570	.	0.570	.	0.024	.
RW p-value (with controls)	.	0.628	.	0.984	.	0.984	.	0.166	.	0.988	.	0.988	.	0.477
Observations	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835
R^2	0.06	0.07	0.32	0.36	0.21	0.23	0.17	0.19	0.24	0.28	0.19	0.25	0.09	0.24
Control mean dep. var.	0.987	0.987	0.362	0.362	0.143	0.143	0.259	0.259	0.319	0.319	0.659	0.659	0.626	0.626
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Mobile		Computer		Tablet		Send CV online		Access offers online		Download forms		Fill out forms	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment	0.005	0.004	0.014	0.003	0.004	0.003	-0.017	-0.024	0.020	0.003	0.013	0.002	0.005	-0.016
	(0.004)	(0.004)	(0.018)	(0.018)	(0.012)	(0.012)	(0.020)	(0.020)	(0.020)	(0.019)	(0.019)	(0.018)	(0.020)	(0.019)
RW p-value (without controls)	0.433	.	0.719	.	0.886	.	0.689	.	0.628	.	0.719	.	0.886	.
RW p-value (with controls)	.	0.480	.	0.999	.	0.999	.	0.480	.	0.999	.	0.999	.	0.746
Observations	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852
R^2	0.03	0.05	0.29	0.33	0.16	0.18	0.17	0.20	0.24	0.29	0.15	0.21	0.09	0.23
Control mean dep. var.	0.991	0.991	0.355	0.355	0.089	0.089	0.299	0.299	0.362	0.362	0.682	0.682	0.657	0.657
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E16: Effect on the use of devices and online procedures, treatment arms

A) Short-term	Mobile		Computer		Tablet		Send CV online		Access offers online		Download forms		Fill out forms	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment 1	0.008*	0.008*	0.025	0.010	0.008	0.003	0.040*	0.031	0.010	-0.010	0.002	-0.010	0.041*	0.017
	(0.005)	(0.005)	(0.021)	(0.021)	(0.017)	(0.017)	(0.023)	(0.023)	(0.023)	(0.023)	(0.022)	(0.022)	(0.024)	(0.022)
RW p-value T1 (without controls)	0.175	.	0.617	.	0.992	.	0.188	.	0.992	.	0.992	.	0.188	.
RW p-value T1 (with controls)	.	0.244	.	0.994	.	0.994	.	0.570	.	0.994	.	0.994	.	0.954
Treatment 2	0.002	0.001	0.005	0.002	0.009	0.006	0.036	0.032	0.026	0.015	0.027	0.013	0.044*	0.026
	(0.006)	(0.006)	(0.022)	(0.022)	(0.018)	(0.018)	(0.024)	(0.024)	(0.024)	(0.023)	(0.022)	(0.022)	(0.024)	(0.023)
RW p-value T2 (without controls)	0.992	.	0.992	.	0.992	.	0.320	.	0.617	.	0.596	.	0.150	.
RW p-value T2 (with controls)	.	0.994	.	0.994	.	0.994	.	0.570	.	0.976	.	0.983	.	0.682
Observations	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835	1835
R^2	0.06	0.07	0.32	0.36	0.21	0.23	0.17	0.19	0.24	0.28	0.19	0.25	0.09	0.24
Control mean dep. var.	0.987	0.987	0.362	0.362	0.143	0.143	0.259	0.259	0.319	0.319	0.659	0.659	0.626	0.626
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Mobile		Computer		Tablet		Send CV online		Access offers online		Download forms		Fill out forms	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment 1	0.002	0.001	0.014	0.003	0.009	0.008	-0.025	-0.037	0.020	-0.001	-0.008	-0.018	0.005	-0.014
	(0.005)	(0.005)	(0.022)	(0.022)	(0.015)	(0.015)	(0.024)	(0.023)	(0.024)	(0.023)	(0.023)	(0.022)	(0.024)	(0.022)
RW p-value T1 (without controls)	0.987	.	0.987	.	0.987	.	0.837	.	0.954	.	0.987	.	0.991	.
RW p-value T1 (with controls)	.	1.000	.	1.000	.	0.996	.	0.290	.	1.000	.	0.984	.	0.994
Treatment 2	0.007*	0.007*	0.014	0.003	-0.000	-0.002	-0.010	-0.011	0.020	0.007	0.034	0.021	0.005	-0.017
	(0.004)	(0.004)	(0.022)	(0.022)	(0.014)	(0.014)	(0.024)	(0.024)	(0.024)	(0.023)	(0.022)	(0.022)	(0.024)	(0.023)
RW p-value T2 (without controls)	0.103	.	0.987	.	0.991	.	0.987	.	0.954	.	0.356	.	0.991	.
RW p-value T2 (with controls)	.	0.137	.	1.000	.	1.000	.	0.997	.	1.000	.	0.905	.	0.984
Observations	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852	1852
R^2	0.03	0.05	0.29	0.33	0.16	0.18	0.17	0.20	0.24	0.29	0.15	0.21	0.09	0.23
Control mean dep. var.	0.991	0.991	0.355	0.355	0.089	0.089	0.299	0.299	0.362	0.362	0.682	0.682	0.657	0.657
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E17: Effect on self-knowledge and soft skills, pooled treatment

A) Short-term	Self-knowledge		Soft-skills	
(Post1)	(1)	(2)	(3)	(4)
Treatment	-0.056†	-0.069*††	-0.027†	-0.034*††
	(0.037)	(0.038)	(0.020)	(0.020)
RW p-value (without controls)	0.070	.	0.070	.
RW p-value (with controls)	.	0.021	.	0.021
Observations	1835	1835	1835	1835
R^2	0.37	0.39	0.38	0.40
Control mean dep. var.	3.997	3.997	3.329	3.329
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes
B) Medium-term	Self-knowledge		Soft-skills	
(Post2)	(1)	(2)	(3)	(4)
Treatment	-0.038	-0.060†	-0.039**†††	-0.044**†††
	(0.040)	(0.040)	(0.019)	(0.019)
RW p-value (without controls)	0.171	.	0.009	.
RW p-value (with controls)	.	0.037	.	0.005
Observations	1852	1852	1852	1852
R^2	0.34	0.37	0.32	0.34
Control mean dep. var.	3.968	3.968	3.331	3.331
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, † † † $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E18: Effect on self-knowledge and soft skills, treatment arms

A) Short-term	Self-knowledge		Soft-skills	
(Post1)	(1)	(2)	(3)	(4)
Treatment 1	-0.094**††	-0.110**†††	-0.037†	-0.038†
	(0.046)	(0.046)	(0.023)	(0.023)
RW p-value T1 (without controls)	0.021	.	0.093	.
RW p-value T1 (with controls)	.	0.005	.	0.074
Treatment 2	-0.018	-0.028	-0.018	-0.030
	(0.044)	(0.044)	(0.024)	(0.023)
RW p-value T2 (without controls)	0.570	.	0.469	.
RW p-value T2 (with controls)	.	0.371	.	0.155
Observations	1835	1835	1835	1835
R^2	0.37	0.39	0.38	0.40
Control mean dep. var.	4.010	4.010	3.327	3.327
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes
B) Medium-term	Self-knowledge		Soft-skills	
(Post2)	(1)	(2)	(3)	(4)
Treatment 1	-0.026	-0.054	-0.049**††	-0.054**†††
	(0.048)	(0.047)	(0.023)	(0.023)
RW p-value T1 (without controls)	0.446	.	0.016	.
RW p-value T1 (with controls)	.	0.115	.	0.007
Treatment 2	-0.050	-0.065	-0.028	-0.035
	(0.048)	(0.048)	(0.023)	(0.023)
RW p-value T2 (without controls)	0.256	.	0.244	.
RW p-value T2 (with controls)	.	0.107	.	0.107
Observations	1852	1852	1852	1852
R^2	0.34	0.37	0.32	0.34
Control mean dep. var.	3.968	3.968	3.331	3.331
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E19: Effect on income and ability to make ends meet, pooled treatment

A) Short-term	Income		Ability to make ends meet	
(Post1)	(1)	(2)	(3)	(4)
Treatment	24.813†	16.151	-0.016	-0.012
	(16.150)	(15.963)	(0.023)	(0.023)
RW p-value (without controls)	0.063		0.343	
RW p-value (with controls)		0.304		0.500
Observations	1835	1835	1835	1835
R^2	0.41	0.45	0.04	0.06
Control mean dep. var.	820.667	820.667	0.612	0.612
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes
B) Medium-term	Income		Ability to make ends meet	
(Post2)	(1)	(2)	(3)	(4)
Treatment	25.737†	17.148	0.021	0.022
	(17.757)	(17.431)	(0.023)	(0.023)
RW p-value (without controls)	0.079		0.195	
RW p-value (with controls)		0.317		0.317
Observations	1852	1852	1852	1852
R^2	0.36	0.41	0.06	0.08
Control mean dep. var.	854.330	854.330	0.579	0.579
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E20: Effect on income and ability to make ends meet, treatment arms

A) Short-term	Income		Ability to make ends meet	
(Post1)	(1)	(2)	(3)	(4)
Treatment 1	15.301	12.539	-0.018	-0.012
	(19.178)	(18.758)	(0.027)	(0.027)
RW p-value T1 (without controls)	0.610		0.610	
RW p-value T1 (with controls)		0.736		0.736
Treatment 2	39.671**††	25.396	-0.016	-0.014
	(19.739)	(19.397)	(0.027)	(0.027)
RW p-value T2 (without controls)	0.016		0.610	
RW p-value T2 (with controls)		0.736		0.249
Observations	1880	1880	1880	1880
R^2	0.42	0.46	0.04	0.06
Control mean dep. var.	822.344	822.344	0.616	0.616
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes
B) Medium-term	Income		Ability to make ends meet	
(Post2)	(1)	(2)	(3)	(4)
Treatment 1	13.680	12.662	-0.008	-0.006
	(21.906)	(21.274)	(0.027)	(0.028)
RW p-value T1 (without controls)	0.612		0.702	
RW p-value T1 (with controls)		0.644		0.784
Treatment 2	37.581*††	21.561	0.049*††	0.050*††
	(21.300)	(20.889)	(0.027)	(0.027)
RW p-value T2 (without controls)	0.041		0.041	
RW p-value T2 (with controls)		0.377		0.042
Observations	1852	1852	1852	1852
R^2	0.36	0.41	0.06	0.08
Control mean dep. var.	854.330	854.330	0.579	0.579
Initial value dep. var. included	Yes	Yes	No	No
Baseline controls included	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E21: Effect on self-reported employment, pooled treatment

A) Short-term	Active		Employed (any contract)		Working without a contract		Unemployed, seeking work	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	0.009	0.004	-0.030	-0.031	-0.010	-0.007	0.029	0.021
	(0.018)	(0.018)	(0.022)	(0.022)	(0.035)	(0.035)	(0.023)	(0.022)
RW p-value (without controls)	0.751	.	0.197	.	0.751	.	0.220	.
RW p-value (with controls)	.	0.943	.	0.188	.	0.943	.	0.472
Mean (control group)	0.798	0.798	0.445	0.445	0.283	0.283	0.420	0.420
Observations	1835	1835	1835	1835	459	459	1835	1835
R^2	0.10	0.12	0.13	0.15	0.37	0.41	0.06	0.14
Control mean dep. var.	0.798	0.798	0.445	0.445	0.283	0.283	0.420	0.420
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Active		Employed (any contract)		Working without a contract		Unemployed, seeking work	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	0.003	-0.006	-0.023	-0.029	0.006	0.013	0.040*†	0.034
	(0.018)	(0.018)	(0.022)	(0.022)	(0.032)	(0.032)	(0.022)	(0.022)
RW p-value (without controls)	0.962	.	0.375	.	0.962	.	0.052	.
RW p-value (with controls)	.	0.833	.	0.196	.	0.833	.	0.119
Observations	1852	1852	1852	1852	455	455	1852	1852
R^2	0.09	0.11	0.12	0.14	0.44	0.49	0.08	0.15
Control mean dep. var.	0.801	0.801	0.454	0.454	0.265	0.265	0.398	0.398
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E22: Effect on self-reported employment, treatment arms

A) Short-term	Active		Employed (any contract)		Working without a contract		Unemployed, seeking work	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment 1	0.007	0.001	-0.051*†	-0.056**††	0.006	0.008	0.049*†	0.037
	(0.022)	(0.022)	(0.026)	(0.026)	(0.042)	(0.042)	(0.028)	(0.027)
RW p-value T1 (without controls)	0.986	.	0.062	.	0.986	.	0.089	.
RW p-value T1 (with controls)	.	0.996	.	0.037	.	0.996	.	0.313
Treatment 2	0.011	0.006	-0.008	-0.006	-0.023	-0.020	0.008	0.004
	(0.022)	(0.022)	(0.026)	(0.026)	(0.042)	(0.042)	(0.027)	(0.027)
RW p-value T2 (without controls)	0.958	.	0.986	.	0.958	.	0.986	.
RW p-value T2 (with controls)	.	0.995	.	0.996	.	0.979	.	0.996
Observations	1835	1835	1835	1835	459	459	1835	1835
R^2	0.10	0.12	0.13	0.15	0.37	0.41	0.06	0.14
Control mean dep. var.	0.798	0.798	0.445	0.445	0.283	0.283	0.420	0.420
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Active		Employed (any contract)		Working without a contract		Unemployed, seeking work	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment 1	-0.014	-0.025	-0.035	-0.042	0.051	0.064	0.050*†	0.037
	(0.022)	(0.023)	(0.026)	(0.026)	(0.040)	(0.041)	(0.027)	(0.027)
RW p-value T1 (without controls)	0.609	.	0.365	.	0.378	.	0.086	.
RW p-value T1 (with controls)	.	0.426	.	0.197	.	0.200	.	0.278
Treatment 2	0.021	0.012	-0.011	-0.017	-0.032	-0.027	0.031	0.032
	(0.021)	(0.021)	(0.027)	(0.027)	(0.038)	(0.038)	(0.027)	(0.026)
RW p-value T2 (without controls)	0.536	.	0.609	.	0.591	.	0.438	.
RW p-value T2 (with controls)	.	0.707	.	0.707	.	0.707	.	0.384
Observations	1852	1852	1852	1852	455	455	1852	1852
R^2	0.09	0.11	0.12	0.14	0.45	0.49	0.08	0.15
Control mean dep. var.	0.801	0.801	0.454	0.454	0.265	0.265	0.398	0.398
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E23: Effect on job search, pooled treatment

A) Short-term	Offers submitted		Interviews done		Selected in a recruitment process		Declined an offer	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	0.344*††	0.318*††	-0.006	-0.012	-0.003	-0.005	0.009	0.008
	(0.181)	(0.174)	(0.032)	(0.031)	(0.013)	(0.013)	(0.008)	(0.008)
RW p-value (without controls)	0.033	.	0.950	.	0.950	.	0.330	.
RW p-value (with controls)	.	0.044	.	0.845	.	0.845	.	0.517
Observations	1835	1835	1835	1835	1835	1835	1835	1835
R^2	0.15	0.18	0.08	0.11	0.04	0.06	0.04	0.05
Control mean dep. var.	1.963	1.963	0.245	0.245	0.087	0.087	0.028	0.028
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Offers submitted		Interviews done		Selected in a recruitment process		Declined an offer	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment	-0.100	-0.109	0.024	0.019	0.008	0.005	0.005	0.004
	(0.170)	(0.170)	(0.024)	(0.023)	(0.013)	(0.013)	(0.007)	(0.007)
RW p-value (without controls)	0.636	.	0.502	.	0.636	.	0.636	.
RW p-value (with controls)	.	0.739	.	0.676	.	0.739	.	0.739
Observations	1852	1852	1852	1852	1852	1852	1852	1852
R^2	0.13	0.15	0.10	0.12	0.07	0.09	0.04	0.05
Control mean dep. var.	2.003	2.003	0.194	0.194	0.081	0.081	0.023	0.023
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

Table E24: Effect on job search, treatment arms

A) Short-term	Offers submitted		Interviews done		Selected in a recruitment process		Declined an offer	
(Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment 1	0.382*	0.347	-0.021	-0.030	-0.008	-0.011	0.005	0.003
	(0.231)	(0.220)	(0.036)	(0.034)	(0.016)	(0.015)	(0.010)	(0.010)
RW p-value T1 (without controls)	0.169	.	0.922	.	0.930	.	0.930	.
RW p-value T1 (with controls)	.	0.217	.	0.710	.	0.779	.	0.974
Treatment 2 0.305	0.290	0.009	0.007	0.002	0.001	0.013	0.013	
	(0.212)	(0.208)	(0.039)	(0.039)	(0.016)	(0.016)	(0.011)	(0.011)
RW p-value T2 (without controls)	0.273	.	0.935	.	0.935	.	0.371	.
RW p-value T2 (with controls)	.	0.326	.	0.974	.	0.974	.	0.472
Observations	1835	1835	1835	1835	1835	1835	1835	1835
R^2	0.15	0.18	0.08	0.11	0.04	0.06	0.04	0.05
Control mean dep. var.	1.963	1.963	0.245	0.245	0.087	0.087	0.028	0.028
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Offers submitted		Interviews done		Selected in a recruitment process		Declined an offer	
(Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Treatment 1	-0.124	-0.154	0.014	0.008	0.005	0.001	-0.001	-0.003
	(0.207)	(0.208)	(0.028)	(0.028)	(0.015)	(0.015)	(0.008)	(0.008)
RW p-value T1 (without controls)	0.919	.	0.936	.	0.936	.	0.936	.
RW p-value T1 (with controls)	.	0.886	.	0.978	.	0.978	.	0.978
Treatment 2 -0.075	-0.066	0.034	0.031	0.011	0.008	0.011	0.011	
	(0.197)	(0.195)	(0.031)	(0.030)	(0.016)	(0.015)	(0.010)	(0.010)
RW p-value T2 (without controls)	0.936	.	0.606	.	0.895	.	0.539	.
RW p-value T2 (with controls)	.	0.978	.	0.668	.	0.957	.	0.599
Observations	1852	1852	1852	1852	1852	1852	1852	1852
R^2	0.13	0.15	0.10	0.12	0.07	0.09	0.04	0.05
Control mean dep. var.	2.003	2.003	0.194	0.194	0.081	0.081	0.023	0.023
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.

F Results with the pooled treatment and administrative data

Table F1: Effects on employment (administrative data), pooled treatment

A) Short-term	Working		Indefinite contract		Full-time contract		Days worked		Days worked full-time		Labor intensity		Labor intensity full-time	
(Admin-Post1)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment	-0.005	-0.007	0.005	-0.006	0.027	0.029	-0.033	-0.130	0.161	0.085	-0.001	-0.004	0.005	0.003
	(0.014)	(0.014)	(0.030)	(0.030)	(0.030)	(0.030)	(0.370)	(0.369)	(0.296)	(0.296)	(0.012)	(0.012)	(0.010)	(0.010)
RW p-value (without controls)	0.933	.	0.970	.	0.615	.	0.970	.	0.824	.	0.970	.	0.848	.
RW p-value (with controls)	.	0.838	.	0.920	.	0.592	.	0.919	.	0.919	.	0.914	.	0.920
Observations	2364	2364	434	434	434	434	2364	2364	2364	2364	2364	2364	2364	2364
R-squared	0.45	0.46	0.67	0.68	0.53	0.55	0.50	0.51	0.45	0.46	0.50	0.51	0.45	0.46
Control mean dep. var.	0.276	0.276	0.482	0.482	0.208	0.208	7.270	7.270	4.908	4.908	0.239	0.239	0.161	0.161
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
B) Medium-term	Working		Indefinite contract		Full-time contract		Days worked		Days worked full-time		Labor intensity		Labor intensity full-time	
(Admin-Post2)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment	0.007	0.004	0.013	0.001	0.069**††	0.072**††	0.483	0.407	0.482	0.432	0.015	0.013	0.015	0.014
	(0.015)	(0.015)	(0.035)	(0.037)	(0.033)	(0.033)	(0.437)	(0.436)	(0.357)	(0.354)	(0.014)	(0.014)	(0.012)	(0.011)
RW p-value (without controls)	0.784	.	0.784	.	0.018	.	0.285	.	0.179	.	0.290	.	0.183	.
RW p-value (with controls)	.	0.946	.	0.964	.	0.013	.	0.437	.	0.257	.	0.439	.	0.257
Observations	2364	2364	411	411	411	411	2364	2364	2364	2364	2364	2364	2364	2364
R-squared	0.35	0.35	0.57	0.58	0.44	0.46	0.35	0.36	0.29	0.30	0.35	0.36	0.29	0.30
Control mean dep. var.	0.290	0.290	0.459	0.459	0.180	0.180	7.708	7.708	5.380	5.380	0.249	0.249	0.174	0.174
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes
C) Long-term	Working		Indefinite contract		Full-time contract		Days worked		Days worked full-time		Labor intensity		Labor intensity full-time	
(Admin-Post3)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Treatment	0.023	0.019	-0.021	-0.034	0.007	-0.011	0.930*†	0.845	0.711	0.645	0.030*†	0.028	0.023	0.021
	(0.019)	(0.019)	(0.050)	(0.051)	(0.044)	(0.038)	(0.543)	(0.538)	(0.439)	(0.435)	(0.018)	(0.018)	(0.014)	(0.014)
RW p-value (without controls)	0.296	.	0.833	.	0.833	.	0.083	.	0.103	.	0.083	.	0.103	.
RW p-value (with controls)	.	0.467	.	0.659	.	0.728	.	0.144	.	0.173	.	0.145	.	0.176
Observations	1504	1504	224	224	224	224	1504	1504	1504	1504	1504	1504	1504	1504
R-squared	0.31	0.32	0.51	0.55	0.46	0.55	0.33	0.35	0.28	0.30	0.33	0.35	0.28	0.30
Control mean dep. var.	0.251	0.251	0.602	0.602	0.215	0.215	6.816	6.816	4.698	4.698	0.223	0.223	0.154	0.154
Initial value dep. var. included	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Baseline controls included	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes

Notes: Robust standard errors, clustered by household, in parentheses.* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$ based on unadjusted p-values. † $p < 0.1$, †† $p < 0.05$, ††† $p < 0.01$ based on Romano–Wolf (RW) stepdown adjusted p-values. RW-adjusted p-values are reported in the table and the adjustment is applied separately for each outcome family and specification, distinguishing between models with and without additional baseline controls. Imbalanced baseline controls include average income, household size, selection in a recruitment process, submission of completed forms, unemployment while actively seeking work, indicators of household composition, housing tenure, availability to participate in training activities at any time, and the ability to use video-conference tools for interviews.