

Tracking progress against shared outcomes

Future Skills Centre is measuring a set of shared outcomes and participant socio-demographic characteristics across projects. This core set of measures was developed in consultation with our partners and was informed by review of employment-related outcomes frameworks and measurement approaches both within Canada and internationally.

The **shared outcomes framework** will allow Future Skills Centre to measure and compare the performance of individual projects, groups of projects based on project type, sector, or target population, and estimate the collective impact of all funded projects. The participant outcomes framework includes:

- Intermediate outcomes that reflect participant experience or capture milestones such as program completion
- Long-term outcomes such as employment and educational outcomes that measure the long-term effectiveness of each innovation project
- Customized outcomes, which are outcomes which are likely to occur in a large number of projects, but for which indicators and measurement will differ by project

Outcomes will be measured at regular intervals for each project using a mix of survey data and program and government administrative data.

The **socio-demographic measurement framework** includes participant characteristics we will measure across all innovation projects, including data on participants' employment history and socio-demographic characteristics. Consistent with a Gender-based Analysis Plus (GBA+) approach, this framework will help us assess how individuals with different labour market trajectories and multiple identity factors—such as gender, race, and disability—experience each intervention. It will also help us understand and report on Future Skills Centre's mandate to improve outcomes for youth and underrepresented groups.

Future Skills Centre has also developed a draft **common employer outcomes framework** to measure experiences, outcomes, and impact from the employer perspective. This draft framework will be further developed, refined and validated based on input from a Canadian employer panel that will be convened by Future Skills Centre in the fall of 2019.

Common outcomes framework

	Outcome	Indicators
Intermediate outcomes	Program completion	Successful completion of planned activities
	Participant satisfaction	<ul style="list-style-type: none"> Satisfaction with programming Perceived utility of programming Likelihood to recommend
Customized intermediate outcomes	Skills gains	Measured gains in specific skills
	Program-specific credential attainment	Attainment of program-specific credentials
Long-term outcomes	Employment and retention	<ul style="list-style-type: none"> Employment status Nature of employment (permanent, temporary, full/part-time) Retention
	Earnings	<ul style="list-style-type: none"> Hours worked / week Wages Annual earnings
	Benefits	Presence of benefits including: <ul style="list-style-type: none"> Paid leave Health and dental coverage Pension plan
	Industry and occupation of employment	<ul style="list-style-type: none"> NAICS code of job NOC code of job
	Job satisfaction	<ul style="list-style-type: none"> Satisfaction with job Perceived opportunity for career advancement Perceived job security
	Enrolment in further education	<ul style="list-style-type: none"> Enrolment in formal education Field of study
	Credential attainment	<ul style="list-style-type: none"> Attainment of high school or PSE credentials Field of study of credentials

Common socio-demographic measurement framework

	Outcome	Indicators
Socio-demographics	Gender	Self-identified gender
	Age	Age
	Location	Province, region, municipality
	Marital status	Marital status
	Education	Highest credential obtained
	Indigenous identity	Self-identified Indigenous identity
	Francophone	First language is French, or French is first official language
	Newcomer status	<ul style="list-style-type: none"> • Newcomer status • Year of arrival • Permanent resident status
	Racialized status	Self-identification of membership in a racialized group
	Disability	Self-identified disability
Employment status and history	Employment	<ul style="list-style-type: none"> • Employment status • Nature of employment (permanent, temporary, full/part-time)
	Earnings	<ul style="list-style-type: none"> • Hours worked / week • Wages • Annual earnings
	Industry and occupation of employment	<ul style="list-style-type: none"> • NAICS code of job • NOC code of job
	Work history	<ul style="list-style-type: none"> • Time since last employed • Proportion of last 5 years employed • Earnings trajectory over last 5 years • NAICS code of last job • NOC code of last job
	Income source	Income sources

Draft employer outcomes framework

	Outcome	Indicators
Employer outcomes	Program satisfaction	<ul style="list-style-type: none"> Satisfaction with program Perceived utility of program Likelihood to recommend
	Hire quality	<ul style="list-style-type: none"> Satisfaction with hires through the program Perceived skill of program hires relative to other channels Perceived fit of program hires relative to other channels Perception of hiring needs being met
	Hiring channel satisfaction	<ul style="list-style-type: none"> Satisfaction with hiring channel Perceived ease of hiring process relative to other channels
	Retention	<ul style="list-style-type: none"> Retention of employees hired through the program Earnings trajectory of employees hired through the program
Employer characteristics	Sector	NAICS code
	Business size	Number of employees
	Location	Province, region, municipality