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

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Intermediate outcomes</strong></td>
<td></td>
</tr>
<tr>
<td>Program completion</td>
<td>Successful completion of planned activities</td>
</tr>
<tr>
<td>Participant satisfaction</td>
<td>• Satisfaction with programming</td>
</tr>
<tr>
<td></td>
<td>• Perceived utility of programming</td>
</tr>
<tr>
<td></td>
<td>• Likelihood to recommend</td>
</tr>
<tr>
<td><strong>Customized intermediate outcomes</strong></td>
<td></td>
</tr>
<tr>
<td>Skills gains</td>
<td>Measured gains in specific skills</td>
</tr>
<tr>
<td>Program-specific credential attainment</td>
<td>Attainment of program-specific credentials</td>
</tr>
<tr>
<td><strong>Long-term outcomes</strong></td>
<td></td>
</tr>
<tr>
<td>Employment and retention</td>
<td>• Employment status</td>
</tr>
<tr>
<td></td>
<td>• Nature of employment (permanent, temporary, full/part-time)</td>
</tr>
<tr>
<td></td>
<td>• Retention</td>
</tr>
<tr>
<td>Earnings</td>
<td>• Hours worked / week</td>
</tr>
<tr>
<td></td>
<td>• Wages</td>
</tr>
<tr>
<td></td>
<td>• Annual earnings</td>
</tr>
<tr>
<td>Benefits</td>
<td>Presence of benefits including:</td>
</tr>
<tr>
<td></td>
<td>• Paid leave</td>
</tr>
<tr>
<td></td>
<td>• Health and dental coverage</td>
</tr>
<tr>
<td></td>
<td>• Pension plan</td>
</tr>
<tr>
<td>Industry and occupation of employment</td>
<td>• NAICS code of job</td>
</tr>
<tr>
<td></td>
<td>• NOC code of job</td>
</tr>
<tr>
<td>Job satisfaction</td>
<td>• Satisfaction with job</td>
</tr>
<tr>
<td></td>
<td>• Perceived opportunity for career advancement</td>
</tr>
<tr>
<td></td>
<td>• Perceived job security</td>
</tr>
<tr>
<td>Enrolment in further education</td>
<td>• Enrolment in formal education</td>
</tr>
<tr>
<td></td>
<td>• Field of study</td>
</tr>
<tr>
<td>Credential attainment</td>
<td>• Attainment of high school or PSE credentials</td>
</tr>
<tr>
<td></td>
<td>• Field of study of credentials</td>
</tr>
</tbody>
</table>
## Common socio-demographic measurement framework

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>Self-identified gender</td>
</tr>
<tr>
<td>Age</td>
<td>Age</td>
</tr>
<tr>
<td>Location</td>
<td>Province, region, municipality</td>
</tr>
<tr>
<td>Marital status</td>
<td>Marital status</td>
</tr>
<tr>
<td>Education</td>
<td>Highest credential obtained</td>
</tr>
<tr>
<td>Indigenous identity</td>
<td>Self-identified Indigenous identity</td>
</tr>
<tr>
<td>Francophone</td>
<td>First language is French, or French is first official language</td>
</tr>
</tbody>
</table>
| Newcomer status | • 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 | • Employment status  
                     • Nature of employment (permanent, temporary, full/part-time) |
| Earnings | • Hours worked / week  
                     • Wages  
                     • Annual earnings |
| Industry and occupation of employment | • NAICS code of job  
                                         • NOC code of job |
| Work history | • 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

<table>
<thead>
<tr>
<th>Employer outcomes</th>
<th>Indicator(s)</th>
</tr>
</thead>
</table>
| Program satisfaction | • Satisfaction with program  
|                   | • Perceived utility of program  
|                   | • Likelihood to recommend                                                  |
| Hire quality      | • 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  | • Satisfaction with hiring channel  
|                         | • Perceived ease of hiring process relative to other channels               |
| Retention          | • Retention of employees hired through the program  
|                   | • Earnings trajectory of employees hired through the program               |

<table>
<thead>
<tr>
<th>Employer characteristics</th>
<th>Feature</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sector</td>
<td>NAICS code</td>
</tr>
<tr>
<td>Business size</td>
<td>Number of employees</td>
</tr>
<tr>
<td>Location</td>
<td>Province, region, municipality</td>
</tr>
</tbody>
</table>