

Supporting continuous learning and performance improvement

Future Skills Centre evaluations use a continuous learning and performance improvement approach to ensure that organizations are able to adapt their interventions as data-informed insights emerge. We do not wait until the end of a project to report results and reflect on whether or not an intervention was successful. Instead, our evaluations focus on generating information that is actionable and usable, building feedback loops so that organizations can course-correct and continually strengthen their work.

Our evaluations generate results that can be used to strengthen program design, improve implementation, or test new iterations of program components. The way we report results, and when, is tailored to each project and the learning needs of our partners. We work closely with our partners not only to share evaluation results, but also to reflect, interpret and act on them, ensuring that we are building capacity to incorporate data and evidence in decision-making and to advance promising projects along the evidence pipeline to greater impact.

Our focus on continuous learning centres around three questions:

- **What changes are we trying to achieve?** What are our goals for this intervention?
- **How will we know if that change is occurring?** What information will help us know we're on the right track to achieving our goals?
- **How can we improve?** Based on the learnings so far, how can we adjust, change direction, or iterate our approach to better achieve our goals?

Our continuous learning and performance improvement approach includes a variety of measurement techniques including rapid-cycle evaluation. These techniques build the capacity of our partners to access, adapt, and apply research evidence to their projects in real time. As projects move along the evidence pipeline toward broader impact and systems change, Future Skills Centre provides targeted technical assistance and customized support including co-design, data literacy and the development of learning collaboratives to support rapid learning and ensure quality scale-up of projects.

