

## **Evaluating Indicators in the Work & Life Skill Development (Adult) Concentration Area**

This document contains survey statements for evaluating the indicators in the Work & Life Skill Development (Adult) concentration area. *Extension agents should contact specialists in this concentration area for guidance on how to evaluate learning opportunities in this area.*

The indicators for this concentration area consist of short-term and medium-term outcomes as indicated in Table 1.

- **Short-Term Program Metrics (PM):** Indicators designated as short-term program metrics (PM) do not require a survey and are typically measured using program data and other program evaluation/process monitoring information (e.g. attendance/sign in sheets, participant records, participatory evaluation).
- **Short-Term Outcomes (ST):** Indicators designated as short-term (ST) represent expected **immediate** outcomes of UK Extension Work & Life Skill Development (Adult) programs. These indicators are measured using post-participation evaluation tools/surveys.
- **Medium-Term Outcomes (MT):** Indicators designated as medium-term (MT) represent expected **behavior change** outcomes of UK Extension Work & Life Skill Development (Adult) programs. Behavior change typically requires time to mature. Hence, these indicators are measured using follow-up evaluation tools/surveys.

**Table 1: Indicators and Survey Statements**

<b>Concentration Area: Work &amp; Life Skill Development (Adult)</b>			
<b>KERS Indicator #</b>	<b>Indicator</b>	<b>Statements (Y/N)</b>	<b>Timeline for Evaluation</b>
501.27	Number of individuals who reported learning new skills to prepare or improve themselves for the workforce as a result of participating in an Extension workforce development program/outreach.	While participating in [XYZ-Name of Program], I learned new skills to prepare and/or improve myself for the workforce.	ST
501.28	Number of participants who reported improvement in job interview skills.	Participating in [XYZ-Name of Program] improved my job interview skills.	ST

501.29	Number of participants who reported improvement in personal skills.	Participating in [XYZ-Name of Program] improved my personal skills (e.g., professionalism, communication, networking, and time management skills).	ST
501.30	Number of participants who reported improvement in their confidence to implement employment strategies as a result of participation.	Participating in [XYZ-Name of Program] increased my confidence to implement [ <i>insert specific employment strategy that participants are expected to be confident to implement</i> ].	ST
501.31	Number of participants who reported that they learned strategies for managing their work-life responsibilities as a result of participating in an Extension workforce development program/outreach.	While participating in [XYZ-Name of Program], I learned how to manage my work-life responsibilities.	ST
501.32	Number of participants who developed a resume as a result of participating in an Extension workforce development program/outreach.	Since participating in [XYZ-Name of Program], I have developed or revised my resume.	MT
501.33	Number of participants who gained an increase in salary/income as a result of participating in an Extension workforce development program/outreach.	After participating in [XYZ-Name of Program], I gained an increase in salary/income.	MT
501.34	Number of participants who gained new employment as a result of participating in an Extension workforce development program/outreach.	After participating in [XYZ-Name of Program], I gained new employment.	MT
501.35	Number of participants reporting gaining a new skill through hands-on instruction or workshops in trades or	While participating in [XYZ-Name of Program], I gained a new trades- or	MT

	craft-based skills (e.g. woodworking, painting, metalworking, ceramics).	craft-based skill (e.g. woodworking, painting, metalworking, ceramics).	
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