

Evaluating Indicators in the Work & Life Skill Development (Youth) Concentration Area

This document contains survey statements for evaluating indicators in the Work & Life Skill Development (Youth) concentration area. *Extension agents should contact specialists/state contacts 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 (Youth) 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 (Youth) 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

Concentration Area: Work & Life Skill Development (Youth)			
KERS Indicator #	Indicator	Statements (Y/N)	Timeline for Evaluation
501.1	Number of youth who reported learning new skills to prepare or improve themselves for the workforce as a result of participating in an Extension	While participating in [XYZ-Name of Program], I learned new skills to prepare and/or improve myself for the workforce.	ST

	workforce development program/outreach.		
501.2	Number of youth who reported that they improved their job interview skills as a result of participating in an Extension workforce development program/outreach.	Participating in [XYZ-Name of Program] improved my job interview skills.	ST
501.3	Number of youth who reported an improvement in their personal skills (e.g., communication, networking, time management) as a result of participating in an Extension workforce development program/outreach.	Participating in [XYZ-Name of Program] improved my personal skills (e.g. communication, networking, and time management).	ST
501.4	Number of youth who reported improvement in their confidence to implement employment strategies as a result of participating in an Extension workforce development program/outreach.	Participating in [XYZ-Name of Program] increased my confidence to implement employment strategies. ¹	ST
501.5	Number of youth 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 strategies for managing my work-life responsibilities.	ST
501.6	Number of youth who reported expressing their thoughts or opinions.	Since participating in [XYZ-Name of Program], I have expressed my thoughts or opinions.	MT

¹ Note: the term “employment strategies” is broad and can be replaced with specific employment strategies that participants are expected to be confident to implement after participating in a particular learning opportunity.

501.7	Number of youth who reported using information to communicate with others.	Since participating in [XYZ-Name of Program], I have used information to communicate with others.	MT
501.8	Number of youth who reported demonstrating a skill they have learned.	Since participating in [XYZ-Name of Program], I have demonstrated a skill I learned.	MT
501.9	Number of youth who reported serving in a leadership role.	Since participating in [XYZ-Name of Program], I have served in a leadership role.	MT
501.10	Number of youth who reported working in a team / group to accomplish a common task or goal.	Since participating in [XYZ-Name of Program], I have worked on a team or group to accomplish a common task or goal.	MT
501.11	Number of youth who reported realizing how my actions impact others.	Since participating in [XYZ-Name of Program], I have realized how my actions impact others.	MT
501.12	Number of youth reporting identifying the needs of others in their community.	Since participating in [XYZ-Name of Program], I have identified the needs of others in my community.	MT
501.13	Number of youth who reported participating in a service activity (community service, service learning, personal service to others).	Since participating in [XYZ-Name of Program], I have participated in a service activity (community service, service learning, personal service to others).	MT
501.14	Number of youth who reported recognizing leaders in their community or area of interest.	Since participating in [XYZ-Name of Program], I have recognized leaders in my community or area of interest.	MT
501.15	Number of youth 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 a resume.	MT

501.16	Number of youth who gained an increase in salary/income as a result of participating in an Extension workforce development program/outreach.	Since participating in [XYZ-Name of Program], I have gained an increase in salary/income.	MT
501.17	Number of youth who gained new employment as a result of participating in an Extension workforce development program/outreach.	Since participating in [XYZ-Name of Program], I have gained new employment.	MT