

## **SkillsAdvance Ontario (SAO) Phase Two Evaluation**

**February 24, 2020**

### **Questions and Answers (Q&As)**

#### **1. Why is the Ministry of Labour, Training and Skills Development (MLTSD) evaluating SkillsAdvance Ontario (SAO)?**

In Budget 2019, the Ontario government committed to reviewing the province's skills training programs including supports provided to employers to invest in workforce training and development. Evaluations are a standard element of Ministry activity to ensure that programs and initiatives are effectively and efficiently achieving their desired outcomes. This evaluation will serve as an input for ministry's review of the province's skills training system.

#### **2. Who is conducting the evaluation activities?**

An independent evaluation firm, Goss Gilroy Inc., has been hired to conduct the evaluation, in accordance with the government's procurement process.

#### **3. When will the evaluation take place?**

The evaluation began in winter 2020 and will take place in 2020 and early 2021.

#### **4. Who is being consulted throughout the evaluation process and how is the consultation process determined?**

The evaluation was designed to solicit input from all key stakeholders, including SAO participants, employers, workforce intermediaries, training providers, and MLTSD staff. The process is guided by the Ministry's evaluation working group that provides direction to the consultant on the scope of stakeholder consultations. The evaluation working group includes the Ministry staff from the program delivery support and regional offices, as well as research, policy, and program design and development areas.

#### **5. How will the evaluation be conducted?**

The main evaluation methods will include a program document review, literature review and inter-jurisdictional scan, assessment and analysis of administrative data, key informant interviews, focus groups, site visits, and surveys with all key stakeholders.

#### **6. How will the consultant ensure respondents' confidentiality?**

The Ministry and the consultant take participants' confidentiality very seriously. There are protocols in place to ensure that all responses are kept confidential and not attributed to any individual or organization in any reports that result from this study. Information provided will be used for the sole purpose of the evaluation.

**7. Will the results of the evaluation be shared with the workforce intermediaries?**

The intention is for the Ministry to communicate the findings of the evaluation upon its completion to workforce intermediaries.