



# **The National Aboriginal Women For Tomorrow Program**

## **Evaluation Results**



**May 2007**

## 1. Methodology

At the conclusion of each module of the National Aboriginal Women for Tomorrow Program the participants are asked to complete an evaluation form. The evaluations are anonymous and collect information like demographic data, level of education, employment history and level of satisfaction and outcomes. The results of the evaluation of the program for the 2006 -2007 fiscal year are illustrated below.

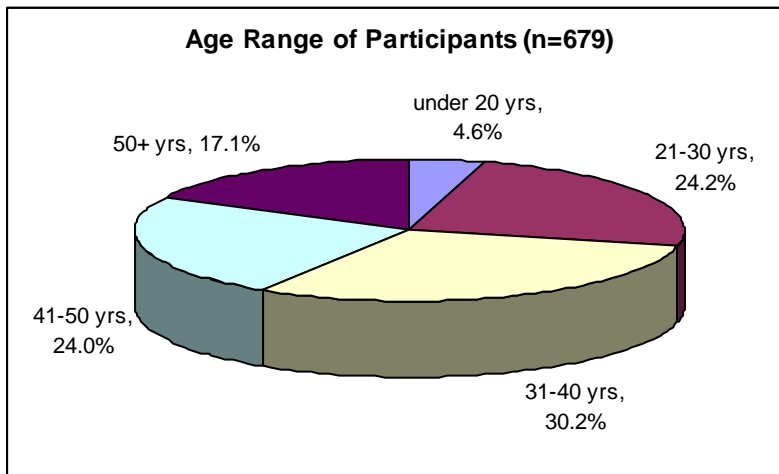
## 2. Profile of Participants

Table 1 provides the breakdown of workshop types, number of participants and the number of evaluation forms received from participants. With an average of ten participants per module, the average response rate for all workshops was 59.2%.

**Table 1: Summary of Workshop Delivery and Participant Numbers Based on Evaluations**

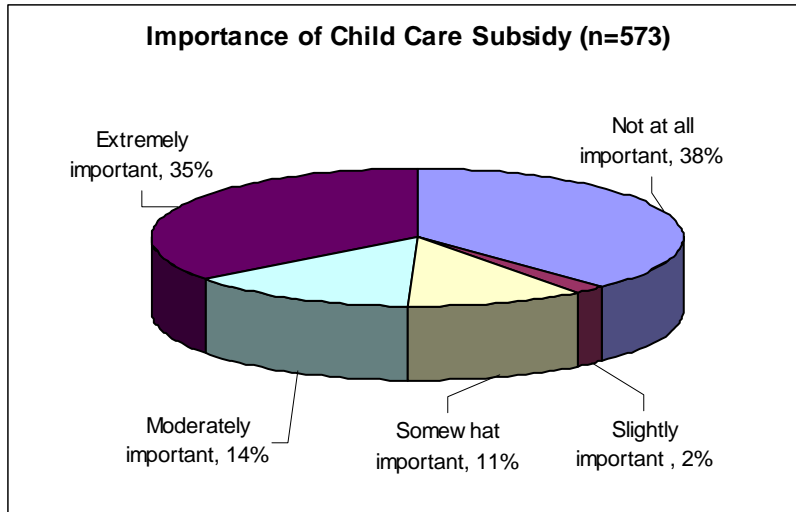
	<i>Number of Modules delivered</i>	<i>Number of Participants</i>	<i>Response Rate</i>
Building Personal Skills	24	221	67.0%
Communication Skills	26	260	53.8%
Starting Your Own Business	17	207	61.4%
Governance Skills Dev. For Boards	26	239	58.2%
Budgeting/Financial Management	27	246	57.3%
	120	1173	59.2%

The workshops were well attended by women of all age groups, although approximately half (54.2%) were between the ages of 31 and 50 years. As illustrated in Figure 1, almost one third of the surveyed participants were between the ages of 31 and 40. Equal portions of participants were in the 21 to 30 range and the 41 to 50 range. The smallest portion of participants was under the age of 20.



**Figure 1: Age Range of Workshop Participants**

Figure 2 illustrates the importance of the subsidy offered to offset the cost of providing care to dependents. For 35% of respondents, the subsidy was an extremely important element in their ability to participate, and it was somewhat to moderately important for an additional 14%. For 38% of participants, the subsidy did not play a role in their ability to participate, attributable in part by the 17.1% of women who were over the age of 50 and not likely to have child care costs. In total, the subsidy played a role in the ability to participate for 62% of the participants.



**Figure 2: Importance of Child Care Subsidy for Workshop Participants**

**Table 2: Participants' Highest Level of Education Achieved**

Highest Level of Education Achieved	# of Respondents	% of Respondents
Elementary	59	9.0
Secondary	266	40.7
College	158	24.2
University	113	17.3
Other	57	8.7

Table 2 reveals that the majority of participants have some form of secondary (40.7%) or college (24.2%) level education – either through a course, diploma or degree program, and a smaller group (17.3%) has experience with university-level education. Table 3 provides a summary of the participant’s employment and self-employment history, indicating that 47% are currently employed with only 79 participants employed off reserve. While 39% of respondents are currently looking for work, only 17% of participants are available to work off reserve (due to transportation issues or other obligations).

**Table 3: Workshop Participants Employment History**

<b>Employment History</b>	<b># of Respondents</b>	<b>% of Respondents</b>
Not worked outside of home before	31	4.5
Currently Employed On Reserve	248	35.7
Currently Employed Off Reserve	79	11.4
Previously Employed Off Reserve	206	29.6
Currently looking for work	200	28.8
Available for work off reserve	157	22.6
Interested for work off reserve	144	20.7

Although the majority of respondents (76.7%) have some past employment experience either on or off reserve, 29.6% of the surveyed participants are currently looking for work. Of these 200 individuals:

- 93% were either satisfied or very satisfied with the overall workshop.
- 87% agreed or strongly agreed that they planned on using the information within the next year.
- 92% agreed or strongly agreed that the information will influence decisions they make and/or actions they take.
- 90% agreed or strongly agreed that they felt more confident in the subjects.
- 88% rated the workshop as good or very good at achieving the workshops objectives.
- 82% rated the workshop as good or very good at achieving their individual objectives.

**Table 4: Workshop Participants' Self Employment History**

<b>Self Employment History</b>	<b># of Respondents</b>	<b>% of Respondents</b>
Never run own business	196	28.2
Current entrepreneur	42	6
Hoping to start own business	233	33.5
Past Entrepreneur	46	6.6

Table 4 reveals that one third (33.5%) of the surveyed participants are hoping to start their own businesses soon. Of these 233 participants, 25% indicated that they have not previously run their own business. The workshops proved extremely valuable for this group of participants:

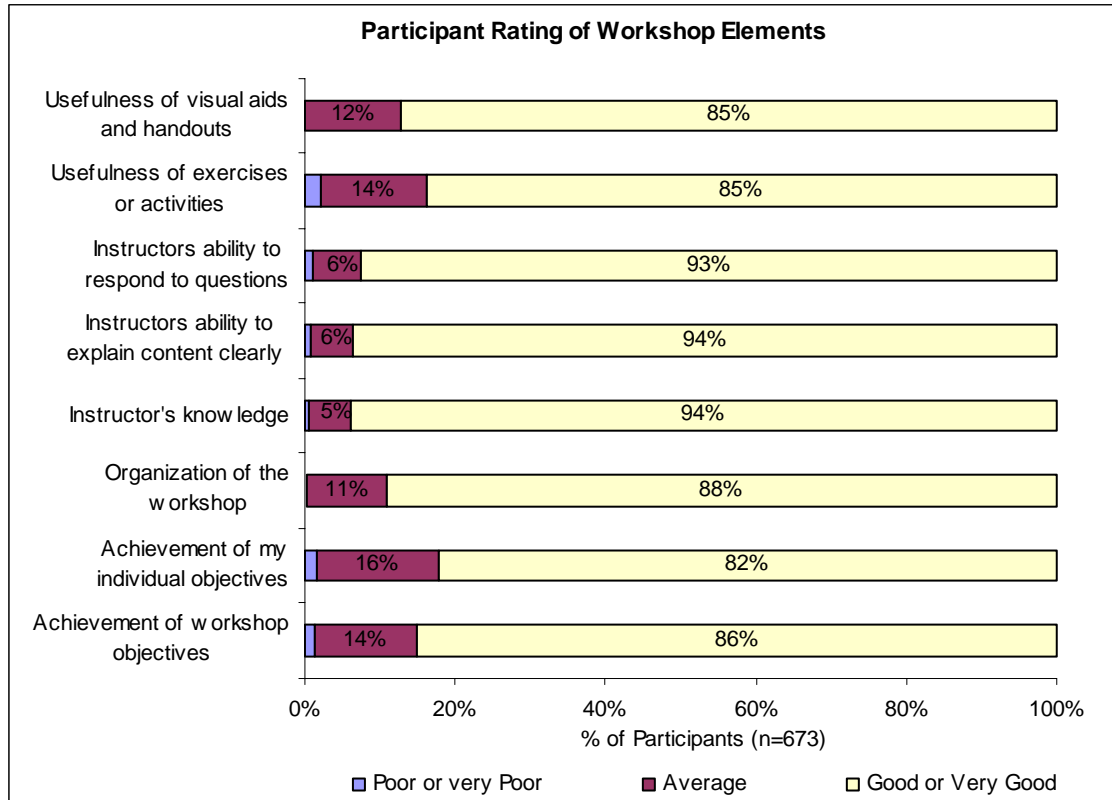
- 87% were either satisfied or very satisfied with the overall workshop.
- 88% agreed or strongly agreed that they planned on using the information within the next year.
- 89% agreed or strongly agreed that the information will influence decisions they make and/or actions they take
- 85% agreed or strongly agreed that they felt more confident in the subjects.

### **3. Participant Satisfaction and Outcomes**

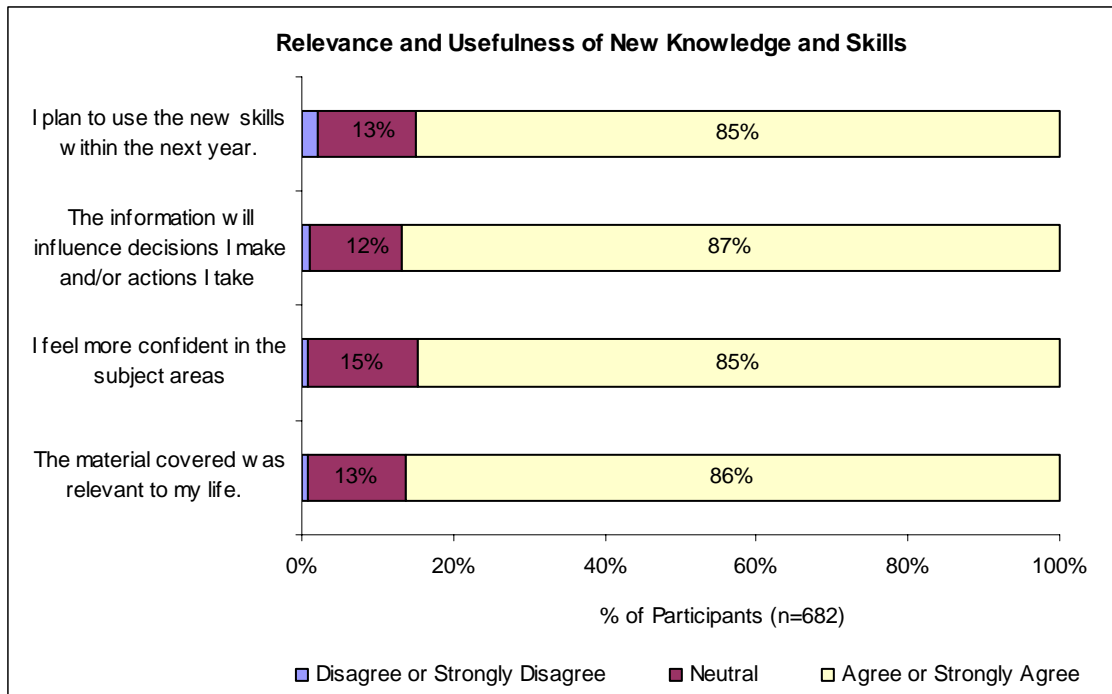
The vast majority of participants rated all aspects of the program delivery as good or very good, as illustrated in Figure 3. These include their sense that the stated workshop objectives had been achieved, and their own personal objectives had been achieved.

The Volunteer Advisors facilitating the workshops also received high praise, with 94% of participants rating the facilitators as either good or very good in their ability to explain content clearly. The VA facilitator’s knowledge and ability to respond to questions was rated as good or very good by 93% of surveyed participants.

**Figure 3: Participant satisfaction with elements of workshop delivery**



**Figure 4: Relevance and Usefulness of New Knowledge and Skills**



These ratings are supported by several comments emerging from participants across the country:

“Thank you for the new knowledge and confidence. It will definitely improve my skills.” – *Participant, Indian Brook First Nation, Nova Scotia*

“A very open and friendly instructor, the best kind to have.” – *Participant, Tuktoyaktuk, Northwest Territories*

“I thank you for being a wonderful role model. Your teachings will help me to build on my confidence and self esteem.” - *Participant, Alexander First Nation, Alberta*

“She [the facilitator] kept the workshop interesting and was always concerned about us, making sure we were on the same level. Loved it!” – *Participant, Temiskaming First Nation, Quebec*

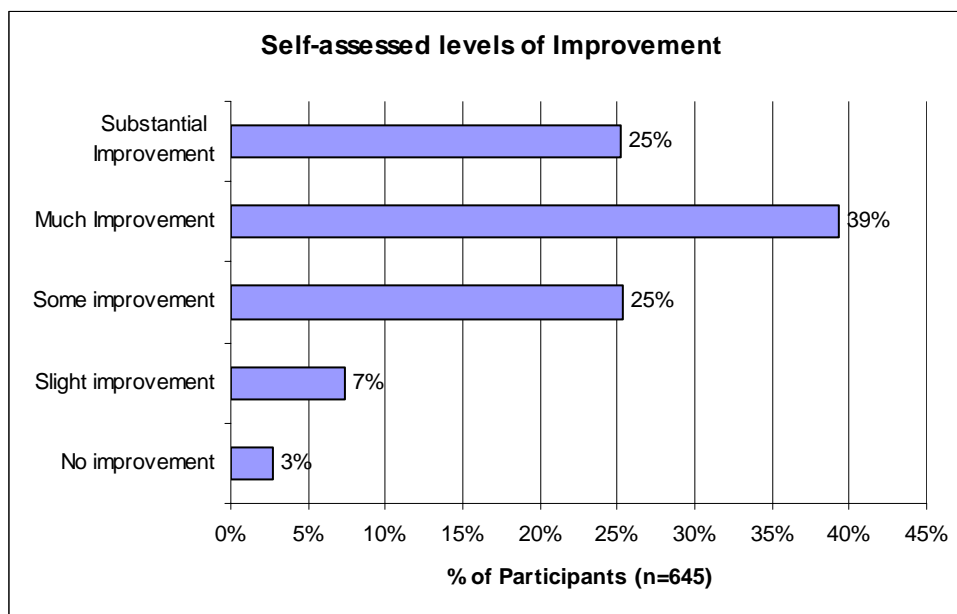
“The instructors were very friendly and willing to talk about any questions we had. I felt safe discussing any issues or questions I had.” - *Participant, Whitecap First Nation, Saskatchewan*

“Excellent facilitator - very knowledgeable and approachable, wonderful personality; provided one-on-one consultation as well as super group guidance. Awesome!” – *Participant, Aboriginal Women’s Professional Associations, Alberta*

Similarly, the majority of participants found the material to be relevant, useful and important to their current lives. Figure 4 reveals that 85% of respondents plan to use the skills they gained from the workshop within the next year. Additionally 85% indicate that they feel more confident in the subject areas, and that the knowledge they have gained will inform decisions they will take and actions they will make in the coming year.

On average, the 39% of participants feel that they have had much improvement on the various subjects covered in the workshops, and an additional 25% feel they have had substantial improvement, as illustrated in Figure 5. Subjects with the highest number of participants rating much to substantial improvement in their level of knowledge, included:

- Avoiding conflict of interests (77% of the 139 participants in the Skill Development for Boards Workshops)
- Council/Board legal responsibilities and the role and responsibility of the Chair/President (76% of the 139 participants in the Skill Development for Boards Workshops)
- Goal setting (64% of the 148 participants in the Building Personal Skills Workshops)
- Communicating with a group (63% of the 140 participants in the Communications Workshops)
- Writing a business plan (61% of the 127 participants in the Starting your own Business Workshops)
- Personal banking and finances (61% of 141 participants in the Budgeting and Financial Management Workshop)
- Financial statements and Balance sheets (60% of 141 participants in the Budgeting and Financial Management Workshop)



**Figure 5: Self Assessed levels of improvement**

Of the types of benefits expected for participants, the three items most frequently ranked as the most important benefit were “specific skills or techniques I can apply in my work life“, “a change of outlook that will help me in my work life” and “new knowledge that is relevant to my work life” (Table 5). This indicates that the workshops do an excellent job of offering concrete skills and techniques related to the subject matter and building general knowledge, confidence and understanding, as well as, albeit to a slightly lesser extent, providing an opportunity to meet people and make contacts.

**Table 5: Benefit rankings**

<b>Benefit Ranking</b>	<b>Ranked as most important</b>	<b>Ranked as 2nd important</b>	<b>Ranked as 3rd important</b>
New knowledge that is relevant to my work life	44%	30%	16%
Specific skills or techniques that I can apply in my work life	51%	34%	10%
Change of outlook that will help me in my work life	46%	28%	19%
Opportunity to meet people and make contacts	31%	22%	8%

These observations are supported by several open-ended comments emerging from participants:

“I immensely enjoyed this workshop.” – *Participant, Whitefish Lake First Nation, Ontario*

“Thoroughly enjoyed the workbooks/sheets to find out who you are and what skills you have.” – *Participant, Whitefish Lake FN, Ontario*

“I enjoyed this workshop and learned a lot that will help me along the way to finding a job that suits me.” - *Participant, Alexander First Nation, Alberta*

“I will recommend these workshops to other members of my community.” – *Participant, Natashquan First Nation, Quebec*