

JA Success Skills®

Evaluation Results

Overview

- *JA Success Skills* provides high school students an engaging, academically enriching, and experiential introduction to the world of work. The program offers students a framework in which to understand their own workforce readiness and to assess the skills they would like to employ in the future.
- In spring 2008, a program evaluation was conducted to assess program quality and effectiveness. Data collection consisted of pre-/post-surveys, classroom and simulation observations, and focus groups/interviews.
- The evaluation was conducted by JBS International/Aguirre Division, a third-party consulting firm based in Washington, D.C. that demonstrates excellence in applied research, evaluation, technical assistance, and information systems for domestic and international clients.

Sample

- A total of 26 program and 13 comparison classrooms from six different states participated in the evaluation.
- The evaluation also included feedback from an online survey completed by teachers (n=9).

Student Knowledge Gain

- To assess changes in students' knowledge of work-readiness topics that occurred over the course of the program, a pre/post-test was administered.
- As evidenced by the table to the right, students increased their knowledge in five work-readiness topics: building rapport with colleagues, when to do a resume, criteria for hiring, improving chances of being hired, and becoming familiar with job responsibilities.

Knowledge Area	Pre-Test % correct	Post-Test % correct
Building rapport with colleagues.	50.5	64.0
When to do a resume.	78.8	83.1
Criteria for hiring.	39.6	51.5
Improving chances of being hired.	60.1	64.0
Becoming familiar with job responsibilities.	54.9	75.0

Note: Statistically significant (at 0.05) results are shown in bold typeface.

Student Satisfaction

- 76.4% of students who participated in *JA Success Skills* indicated a high level of satisfaction with the program overall.
- 56.6% of students said that they would like to participate in another JA program in the future.

"I now want to go into business management because I recognize my leadership and skills to succeed." – Student

Student Attitudes

- Students participating in *JA Success Skills* assessed their personal and professional skills prior to participating in the program and after participation.
- Students reported improvement in four areas after participating in the program: competing in a business environment, communicating with others, speaking in public, and listening to others.
- *JA Success Skills* students reported more confidence in their ability to prepare for a future career.

How are you at...	% that rated skills as “Excellent” or “Good”	
	% Pre-Test	% Post-Test
Competing in a business environment?	55.8	67.9
Communicating with others?	84.6	94.7
Speaking in public?	51.6	54.5
Listening to others even when they have a different point of view than your own?	74.0	80.9

Note: Statistically significant (at 0.05) results are shown in bold.

Teacher Impact

- 77.8% of teachers rated their overall experience with *JA Success Skills* as “excellent.”

“The program gave students a good overview of different career paths.”
— Teacher

“She [JA Volunteer] made it engaging and interesting – something where you weren’t like, oh, I have to go to this class, but that you actually wanted to go to class and you wanted to learn about this.”— Student

Other Evaluation Data

- An evaluation of the *JA Success Skills* program also was conducted in 2003 by the Worldwide Institute for Research and Evaluation, an external evaluation firm based in Utah.
- 93% of students agreed that *JA Success Skills* activities were easy to understand, relevant to their lives and goals, and provided specific information and skills that would be useful in their lives.
- 100% of teachers reported that they would be willing to have the *JA Success Skills* program in their classroom in the future.



“It teaches you about what kind of impression you give to others about who you are.” — Student

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