

JA Job Shadow[®]

Overview

- *JA Job Shadow* provides an engaging, academically enriching, and experiential introduction to the world of work for high school students. The program centers around a job shadow experience at a local business complemented by three classroom sessions focused on the topic of work readiness.
- In spring 2008, a program evaluation was conducted to assess program quality and effectiveness. Data collection consisted of pre-/post-surveys for JA students and a sample of comparison students, post-surveys for teachers and volunteers, 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 15 program and 16 comparison classrooms from four 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. A sample of comparison students also took the pre/post-test to measure if students acquire the information being tested outside of *JA Job Shadow*.
- As evidenced by the table to the right, students increased their performance on the post-test in four work-readiness topics: definition of interpersonal skills, demonstration of interpersonal skills, criteria for hiring, and effective nonverbal communication. Comparison students did not have similar gains.

| Knowledge Area | Pre-Test % correct | Post-Test % correct |
|---|--------------------|---------------------|
| Definition of interpersonal skills | 57.3 | 65.8 |
| Demonstration of interpersonal skills | 83.9 | 84.2 |
| Criteria for hiring | 42.7 | 49.1 |
| Effective nonverbal communication | 72.6 | 75.4 |
| Note: Statistically significant (at 0.05) results are shown in bold typeface. | | |

Student Satisfaction

- 9 out of 10 students who participated in *JA Job Shadow* indicated a high level of satisfaction with the program overall.
- 87.1% of students said that they would like to participate in another JA program in the future.

[JA Job Shadow] gives students information about the work place before they become a part of it.

– Student

Student Attitudes

- Students participating in *JA Job Shadow* also 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.
- 7 out of 10 *JA Job Shadow* 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

- 100% of teachers rated their overall experience with *JA Job Shadow* as “excellent.”

The program gave students a good overview of different career paths. – Teacher

This program enables teenagers to explore different career opportunities and get hands-on experience of the outside work world.- Student

Other Evaluation Data

- An evaluation of the *JA Job Shadow* program also was conducted in 2005 by the Evaluation and Training Institute, an external evaluation firm based in Los Angeles.
- 85% of students agreed that *JA Job Shadow* made them think about the types of jobs that they would enjoy.
- 85% reported that the program made them realize how important education is to getting a good job.
- The top three lessons Workplace Hosts believed their student shadow(s) learned during their *JA Job Shadow* experience were: the value of an

education (86%); exposure to different careers (76%); and that work can be fun (72%).

- 100% of teachers indicated that they would participate in *JA Job Shadow* again.



It was nice to talk to employees and learn first hand how their job is done and how they do it. – Student

JA Worldwide® gratefully acknowledges the Best Buy Children's Foundation, national title sponsor for *JA Job Shadow*™, and the Office of Juvenile Justice and Delinquency Prevention, Office of Justice Programs, U.S. Department of Justice for its support of the program.