

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 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 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. A sample of comparison students also took the pre/post-test to measure if students acquire the information being tested outside of *JA Success Skills*.
- As evidenced by gains in pre- and post-test scores, students who participated in the program demonstrated increased awareness of work readiness concepts, such as the importance of building rapport, the criteria most often utilized for hiring decisions, and how to create an effective resume. Comparison students did not experience similar gains.

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 Skill Development

- 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.
- 8 out of 10 students stated that they felt better prepared for the world of work.

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

JA Worldwide® (Junior Achievement) gratefully acknowledges the Department of Justice, Office of Juvenile Justice and Delinquency Prevention, and Manpower for their dedication to the development and implementation of *JA Success Skills*.