



## **EVALUATION OF FASD PREVENTION AND FASD SUPPORT PROGRAMS**

**Participant Outcomes:  
Adequate Income and  
Stable Finances**

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# Adequate Income and Stable Finances

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## Introduction

Presented below is a chart containing examples of outcomes, indicators, outputs, and data collection methods and tools related to Employment. Following this chart are examples of tools and/or survey/questionnaire items that have been used in evaluations to assess these participant outcomes, as well as references for the evaluation-related resources used to create the chart below.

We recognize that every program and every program evaluation is unique - differing as a function of a program's specific goals, setting and resources, as well as the community's context, history, and so forth. Thus, every program evaluation will have its own ideas about the outcomes, indicators, data collection methods and tools that are most appropriate and feasible – and you need to decide what is best for you.

Examples of program activities related to this outcome:

- Participant skills assessment
- Life skills related to education, employment, financial literacy, budgeting
- Skill development
- Job readiness training
- Job search services
- Volunteer training
- Links to educational upgrading, on the job training
- Clothing “store”, i.e., access to clothing suitable for job searches, employment

## Participant Outcomes and Indicators

Participant Outcomes: FASD Prevention and Support Programs				
Early	Intermediate	Long Term	Outputs/Indicators	Data Collection
<p>Participants learn about options for training/education/employment</p> <p>Participants learn about options for income support</p> <p>Participants learn skills related to employment readiness (i.e. resume, job opportunities, etc)</p> <p>Participants learn employment or education “soft skills”, e.g., communication skills</p> <p>Participants learn about budgeting</p>	<p>Participants understand what is needed to find employment</p> <p>Participants have improved employment and life skills</p> <p>Participants have a stable source of income, e.g., income assistance, disability assistance, work</p> <p>Participants have necessary material supports for employment /training/volunteering, e.g., transportation, appropriate clothing, child care</p> <p>Participants gain work and/or volunteer experience</p> <p>Participants identify their assets, and establish employment goals.</p> <p>Participants have improved financial literacy skills</p> <p>Participants have support/assistance with managing budget</p>	<p>Participants feel more confident about finding and keeping a job/volunteer position</p> <p>Participants are employed/volunteering or in educational upgrading/training program.</p> <p>Participants’ incomes stabilize/increase</p> <p>Improved quality of life</p>	<p>Participants’ income</p> <p>Participant’s primary income source</p> <p># or % taking part in (pre) employment training or readiness</p> <p># or % taking part in work and/or volunteer experience</p> <p># or % taking part in education</p> <p># or % of participants who were employed during reporting period.</p> <p># or % receiving transportation support</p> <p># or % needing/receiving child care support</p>	<p>Pre/post interviews/questionnaires</p> <p>Focus groups with:</p> <ul style="list-style-type: none"> <li>• Participants</li> <li>• Families/caregivers;</li> <li>• Program staff/managers;</li> <li>• Community partners</li> </ul> <p>Participant self ratings</p> <p>Staff ratings of participant outcomes</p> <p>Documentary review</p>

## Sample Survey/questionnaire items:

### 1) Participant Outcomes Survey

Source: KPMG (2012). *Edmonton FASD Network: Network Evaluation Report*. Edmonton FASD Network. P. 80

	Completely agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know/don't remember	Does not apply
I learned new skills through this program							
As a result of the supports I have received from this program, I have a job/volunteer position or in a skills training program							
As a result of the supports I have received from this program, my ability to live on my own has improved							

**2) Participant Outcomes questionnaire (adapted)**

Source: Goss Gilroy Inc. (2007). *Evaluation of Employment Support Services: Final Report*. Department of Community Services; Government of Nova Scotia. p. 72. <http://www.gov.ns.ca/coms/departement/documents/ESS-Goss-Gilroy-Evaluation-2007.pdf>

As are result of my participation in the program:	Completely agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know/don't remember	Does not apply
I am more interested in improving my skills through training opportunities							
The skills I can bring to a job have increased/improved							
My ability to get a job or volunteer position has improved							
I feel more confident in finding and keeping a job/volunteer position							

**3) Participant questionnaire EDUCATION, EMPLOYMENT AND FINANCIAL – Pre- and Post-test**

Source: Hume, S., Rutman, D., Hubberstey, C., MacFeeters, L. (2006). *“With A Little Help From My Friends”: Final Process and Outcome Evaluation Report*. FASSY, Whitehorse, Yukon. Unpublished.

Are you currently attending any type of a school or training program? If so, please tell us more

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Financial/Source of income

Employed

- Full time
- Part time
- Supported by another (who: \_\_\_\_\_)

Social assistance from:

- Provincial Government
- Federal Government (DIA)
- First Nation

Type of social assistance:

- Single person
- Family
- Other (disability pension, etc.)

Do you sometimes run out of money at the end of the month?

- Yes, every month
- Yes, from time to time
- No

Do you want any help with budgeting and/or keeping track of your money?

- Yes,
- No

If yes, who would/could you get help from?

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Are there ways that the program staff have made a difference to you, in terms of helping you with making ends meet or budgeting? If so, please explain

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If you are employed or are volunteering, what do you do – what is your job?

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How long have you been working/volunteering at \_\_\_\_\_?

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Are there ways that the program staff have made a difference to you, in terms of helping you with work/volunteering? If so, please explain

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Are there ways that other people or programs in the community have made a difference to you, in terms of helping you with work/volunteering? If so, please explain

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## References

Aronoff, M. & Petryk, L. (2005). Maxxine Wright Community Health Centre Baseline Report Primary Health Care Renewal

Goss Gilroy Inc. (2007). *Evaluation of Employment Support Services: Final Report*. Department of Community Services; Government of Nova Scotia. <http://www.gov.ns.ca/coms/department/documents/ESS-Goss-Gilroy-Evaluation-2007.pdf>

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KPMG. (2012). *Edmonton FASD Network: Network Evaluation Report*. Edmonton FASD Network.

The Urban Institute. (2003). *Developing Community-wide Outcome Indicators For Specific Services: Series On Outcome Management For Nonprofit Organizations*. Washington, DC, Author. <http://www.urban.org>



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For more tools and resources related to evaluating community-based FASD prevention programs for women including pregnant women and recent mothers, supportive intervention programs for adults and older youth with FASD, and FASD programs in Aboriginal communities, please visit: **[www.fasd-evaluation.ca](http://www.fasd-evaluation.ca)**