

ORGANIZATIONAL SELF-ASSESSMENT FOR SERVICE PROVIDER ORGANIZATIONS (NS & PEI)

This self-assessment tool has been created for Service Provider Organizations in NS and PEI who may be interested in participating in the AspireAtlantic demonstration study. It is based on criteria from WorkAdvance studies and reports. We recommend taking this optional self-assessment to help you gauge if an AspireAtlantic partnership is right for your organization prior to submitting an Expression of Interest (see <https://davispier.ca/pier-labs-aspire-atlantic/>).

Notes:

- The criteria refers to “your organization.” Please assume this to include any organizations you foresee partnering with for AspireAtlantic in addition to your own (e.g., an occupational skills training provider)
- Having extensive experience with the model and evidence-based programs is not a requirement; there is no expectation that any organization will receive a perfect score
- You do not need to submit the results of your self-assessment with your Expression of Interest

Indicate the degree to which you agree or disagree with each statement (“Criteria”)

Criteria	Strongly Disagree (0)	Disagree (1)	Neither Agree nor Disagree (2)	Agree (3)	Strongly Agree (4)
Capacity and willingness to deliver the WorkAdvance model					
1. Your organization follows the Canadian Standards and Guidelines for Career Development Practitioners	0	1	2	3	4
2. Your organization has experience developing and providing occupational skills training OR has existing relationships with training providers	0	1	2	3	4
3. Your organization has strong relationships with sectors/industries and employers	0	1	2	3	4
4. Your organization has experience incorporating sector/industry or employer input into your service provisions (e.g., resume writing, career coaching, etc.)	0	1	2	3	4
5. Your organization has experience recruiting and marketing an employment services program to a targeted population	0	1	2	3	4
6. Your organization is willing to ensure delivery of the core components of the AspireAtlantic model for the duration of the study	0	1	2	3	4
7. Your organization is willing to consistently collect data and feedback throughout the implementation of the program and make appropriate changes based on that data	0	1	2	3	4
8. Your organization is willing to work alongside the Pier Labs team to make adaptations to better serve the identified populations and employers	0	1	2	3	4
9. Your organization has the capacity to dedicate an experienced team (2-3 full-time staff) to work solely on the AspireAtlantic project (potentially 2-3 years)	0	1	2	3	4
10. Your organization is willing to make changes to the staffing, program, and/or sectors/industries to ensure fidelity of the program	0	1	2	3	4
Interim Totals per Column (Questions 1-10)	0				

Criteria continued...		Strongly Disagree (0)	Disagree (1)	Neither Agree nor Disagree (2)	Agree (3)	Strongly Agree (4)
Client-program fit						
11.	Your organization serves clients who fit the profile of individuals who would be best positioned to benefit from a sector-based employment program like AspireAtlantic	0	1	2	3	4
Capacity and willingness to participate in a study						
12.	The staff at your organization are willing to navigate conversations with clients about being placed in the study control group, which means they will not be able to participate in the program for the duration of the study	0	1	2	3	4
13.	Your organization has the capacity to recruit 100-300 study participants over the course of 2-3 years, half of whom would participate in the program	0	1	2	3	4
14.	Your organization understands the importance of generating evidence	0	1	2	3	4
15.	Your organization's staff are familiar with evaluative thinking and program evaluation	0	1	2	3	4
16.	Your organization regularly evaluates its programs to make improvements	0	1	2	3	4
17.	Your organization has a strong desire to base programming on evidence rather than intuition or authority	0	1	2	3	4
18.	The staff at your organization are diligent in collecting accurate data from consistently	0	1	2	3	4
19.	You are willing to use a different client management system to collect data for the study	0	1	2	3	4
Interim Totals Per Column (Questions 11-19)		0				
Total - Add up all numbers from <i>Interim Totals Per Column</i> (both pages)						
Score - Divide <i>Total</i> by 19)						

Calculating Your Score

Add the numbers assigned to your responses to statements 1-19 and divide the total by 19. You should have an average that ranges from 0-4.

0 - 1.9	Your organization has some major gaps and would need significant capacity building to successfully participate in this study; this will likely be difficult to do at the same time as this project.
2.0 - 2.9	Your organization has some gaps and would need some capacity building to successfully participate in this study; you would have to be committed to addressing these gaps prior to the start of the study.
3.0 - 4.0	Your organization is ready to participate in this study; you may have some minor gaps that would need to be addressed prior to the start of the study.

We encourage you to submit an Expression of Interest if your average ranged from 2.0 to 4.0. If your average fell below 2.0 but you are still eager to get involved, we encourage you to think of how you might partner with other organizations to bring in the required skills and/or capacity.

If you have any question, please feel free to reach out to us at aspire.atlantic@pierlabs.ca