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Evaluation Report:
National Employability Skills Program
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Policy Sector
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Figure 1

This line graph presents the proportion of offenders identified with employment needs at admission to federal custody and upon release to the community from 2000/01 to 2008/09.

The line graph demonstrates that the proportion of offenders identified with employment needs at intake and upon release has steadily increased over the last decade.

In fiscal year 2000/01, 49.1% of offenders were identified as having employment needs at admission and 50.6% on release.

In fiscal year 2001/02, 44.8% of offenders were identified as having employment needs at admission and 48.2% on release.

In fiscal year 2002/03, 48.9% of offenders were identified as having employment needs at admission and 47.4% on release.

In fiscal year 2003/04, 52.4% of offenders were identified as having employment needs at admission and 47.4% on release.

In fiscal year 2004/05, the number of offenders identified as having employment need at admission increased to 60.3% and 51.5% offenders presented employment needs on release.

In fiscal year 2005/06, 59.4% of offenders were identified as having employment needs at admission and 54.3% on release.

In fiscal year 2006/07, 61.7% of offenders were identified as having employment needs at admission and 57.5% on release.

In fiscal year 2007/08, 59.7% of offenders were identified as having employment needs at admission and 58.1% on release.

In fiscal year 2008/09, 62.5% of offenders were identified as having employment needs at admission and 58.3% on release.

Figure 2

This bar chart provides a comparative representation of the number of NESP sessions delivered by region from 2006/07 to 2008/09.

Each region is represented on the X axis by a three vertical bars, each representing a fiscal year beginning on the left with 2006/2007 and going to the right with 2007/2008 and 2008/2009.

The Y axis is a numeral scale going from 0 at the bottom to 22 at the top.

For the Atlantic Region:

There were 6 NESP sessions in 2006/2007

There were 8 NESP sessions in 2007/2008

There were 10 NESP sessions in 2008/2009

For the Quebec Region:

There were 9 NESP sessions in 2006/2007

There were 8 NESP sessions in 2007/2008

There were 21 NESP sessions in 2008/2009

For the Ontario Region:

There were 12 NESP sessions in 2006/2007

There were 11 NESP sessions in 2007/2008

There were 15 NESP sessions in 2008/2009

For the Prairie Region:

There were 11 NESP sessions in 2006/2007

There were 13 NESP sessions in 2007/2008

There were 9 NESP sessions in 2008/2009

For the Pacific Region:

There were 12 NESP sessions in 2006/2007

There were 12 NESP sessions in 2007/2008

There were 9 NESP sessions in 2008/2009

Figure 3

This horizontal bar chart provides a comparative representation of the employment needs of NESP participants for each region for 2009.

Each region is represented on the Y axis by a horizontal bar with three sections that represent from left to right, “low or no need”, “some need”, and “considerable need”.

From top to bottom, the regions are:

The Quebec region (n = 300)

The Prairie region (n = 351)

The Pacific region (n = 425)

The Ontario region (n = 400)

The Atlantic region (n = 245)

The X axis is a percentage scale going from 0% to 100%.

For the Quebec region:

75.7% were identified as having no or low employment needs

15.3% were identified as having some employment needs

9.0% were identified as having considerable employment needs

For the Prairie region:

10% were identified as having no or low employment needs

58.7% were identified as having some employment needs

31.3% were identified as having considerable employment needs

For the Pacific region:

9.7% were identified as having no or low employment needs
68.5% were identified as having some employment needs
21.9% were identified as having considerable employment needs

For the Ontario region:

14% were identified as having no or low employment needs
70.8% were identified as having some employment needs
15.2% were identified as having considerable employment needs

For the Atlantic region:

12.7% were identified as having no or low employment needs
72.2% were identified as having some employment needs
15.1% were identified as having considerable employment needs

Appendix C: Employment and Employability Programs Governance Structure

The governance structure for the Employment and Employability Program (EEP) is presented through a vertical flow chart and demonstrates the shared roles and responsibilities that ensure the good operation of the EEP.

The very top of the chart reads: Roles and responsibilities – A shared Accountability.

At the top of the chart is a box which represents the National Vocational Steering Committee (NVSC) for EEP. The following people comprise the steering committee:

The Assistant Commissioner of Correctional Operations and Programs (ACCOP)

The Assistant Commissioner of Correctional Operations and Programs (ACCS)

The Deputy Commissioner for Women (DCW)

The Senior Deputy Commissioner (SDC)

Below the box that represents the NVSC are two columns of four boxes each. Each of the first three boxes in the columns is connected by a two-way horizontal arrow to the box immediately across from it.

This connection symbolizes the collaborative relationship at these levels between the CORCAN personnel, which are listed in the left hand column, and CSC personnel, listed in the right hand column

The top two boxes from left to right are:

The Executive Officer of CORCAN

The Regional Deputy Commissioner

The next two boxes from left to right are:

The Regional Directors of CORCAN and the Director of the EEP

The Regional Director of Interventions/Warden/District Directors/Executive Directors of Healing Lodges

The next two boxes from left to right are:

Regional EEP Managers and the CORCAN Operations Manager

Assistant Warden Interventions and Assistant Warden Management Services/Aboriginal Liaison Officers

The next two boxes, which are not connected by two way arrows, represent on the left, CORCAN personnel who have line responsibility for CORCAN work programs and functional responsibility for all others. On the right, is CSC personnel who have the line responsibility for all vocational and non-CORCAN work assignments, Education and Correctional Programs

These two boxes are each connected by a vertical arrow to a block of eight single vertically arranged boxes which from top to bottom outline the following functions for which CORCAN and CSC line roles and responsibilities are jointly responsible and accountable for:

Employment and employability programs delivery

Education assignment and program assignment

Incentive pay and inmate pay

Accreditation and certification

Resource allocations, which is essentially funding

Being accountable for results

To Report on Results

Bridging to the community'

Appendix D: NESP Logic Model

The logic model for the National Employability Skills Program (NESP) is organized vertically with five levels that outline from top to bottom, the process of the program.

Starting from the top of the model and progressing to the bottom of the model, the levels are:

- The program's activities
- The program's outputs
- The program's immediate outcomes
- The program's intermediate outcomes
- The program's long-term outcomes

The program's activities are:

- Offender assessment
- NESP courses and exercises
- NESP staff and facilitator training

The program's outputs are:

- Identification of offender progress and completion of assessments
- Offender participation in and completion of NESP
- Competent program delivery

Next, the immediate outcomes, resulting from the program's outputs, contain three levels.

The first level composing the immediate outcomes is offender understanding of employability skills.

The second level of immediate outcomes includes the following:

- Increase in fundamental skills, for example, communication and information management
- Increase in personal management skills and attitudes

Increase in teamwork skills

The third level of immediate outcomes consists of the application of employability skills.

The intermediate outcomes are:

Increase in employment rates

Improved work ethic and conduct

Decrease in employment need

Finally, the long-term outcomes include:

Successful offender reintegration

Reduction in recidivism

These long-term outcomes ultimately contribute to public safety.