

LABOUR MARKET DEVELOPMENT AGREEMENTS

LABOUR MARKET INDICATORS AT THE PROVINCIAL LEVEL

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**Human Resources
Development Canada**

**Développement des
ressources humaines Canada**



1996 EMPLOYMENT INSURANCE ACT PART II CHANGES

- New environment: Employment Benefits and Support Measures
- Created new framework for EI funds to assist individuals
- Results-based feedback information key element of program management
- EI Act requires review of effectiveness and efficiency to be reported in the Monitoring and Assessment Report



LABOUR MARKET DEVELOPMENT AGREEMENTS

- **Under LMDAS:**
- Results-based labour market indicators required for each individual province/territory
- Developed jointly with each province/territory as partners
- Needs to be:
 - Credible
 - Timely
 - Comprehensive
 - Transparent
- Support by both partners necessary



EBSM EVALUATION FRAMEWORK

- **Retrospective in nature**
- **Questions**
 - How effective have EBSM expenditures been?
 - To what extent have EBSMs achieved their objectives?
 - To what extent has the employability of workers been improved?
 - To what extent have worker earnings been improved?



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- **Types of results feedback**
 - Short-term indicators
 - Medium-term indicators
 - Formative evaluations
 - Summative evaluations



Short-Term Indicators

- Clients Served
- Returns to work
- Unpaid EI benefits

Benefits

Ongoing - provides rapid feedback on numbers assisted and initial results

Shortcomings

Preliminary - only three months tracking; no longer term perspective



Medium-Term Indicators

- Tracks up to two years following assistance
- Covers wider range of information
 - Extent of employment improvement
 - Impacts on reduced EI/Social Assistance
 - Earnings improvement in relation to poverty measures
 - Geographic mobility

Benefits

Ongoing, more comprehensive, more in-depth

Shortcomings

Doesn't address program design or labour market problems



Formative Evaluation

- Evaluates operational performance
- Program design/program delivery

Benefits

Assesses areas in need of operational improvement

Shortcomings

Done only periodically

Limited employment information



FORMATIVE EVALUATION FINDINGS

- Evaluation findings
 - LMDAs contribute to growing partnerships between governments
 - EBSMs sufficiently flexible to adapt to local needs
 - Still room to improve co-ordination of programs
 - Most clients indicate high level of satisfaction with quality of service received
 - Preliminary evidence on incremental employment impacts



Summative Evaluations

- Will focus on longer-term impacts
- Focus on both clientele and labour market impacts
- Long term employability results for clientele
- Impacts on Employment Insurance/Social Assistance
- Labour demand/supply imbalances
- Functional literacy issues
- Social equity issues

Benefits

Very comprehensive

In-depth impacts

Shortcomings

Costly

Periodic only



CHALLENGES AND THE FUTURE

- Evaluation information important to effective partnerships
 - **Demonstrates value-for-money**
 - **Needs to use multiple sources of evaluation results**
 - **Information developed on impacts and outcomes contributes to policy and program development**
 - **Use outcome information to consider possible adjustment to program design and delivery**
- Opportunity to clarify future evaluation approach beyond the current round of summative evaluations

