

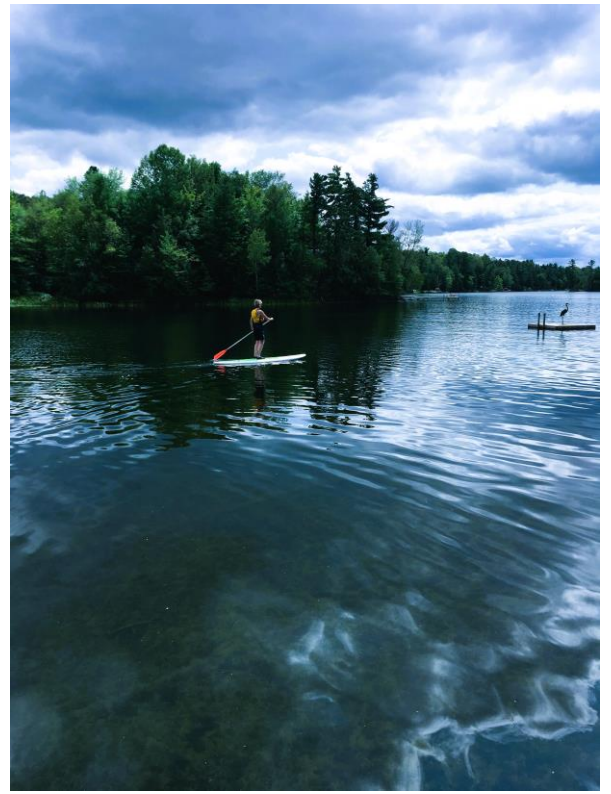
Embracing our Role as Practitioner- Researchers

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Foundation (CCDF)
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This is
where I
am right
now!



Big questions...

- What difference *could* research make?
- Who benefits from research...and who should benefit from it?
- What is the art of the possible when it comes to maximizing the reach and benefits of research?





One Case Example

TAKING CHARGE OF OUR OWN EVIDENCE



ccdf

Canadian
Career Development
Foundation



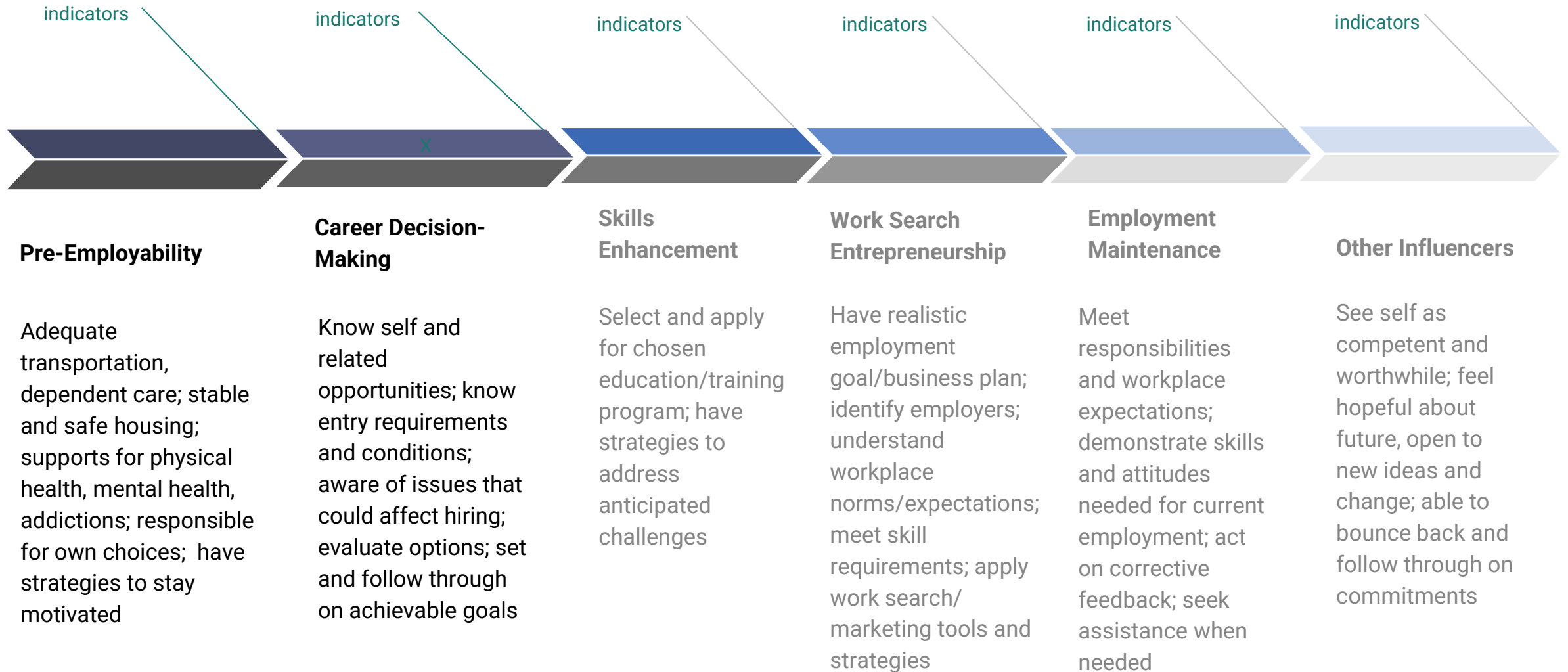
We started out by asking...

- What changes do you hope will occur as a result of working with career/employment services? What changes really mattered along your career journey?
- What changes do you see in your clients that are important, but are never tracked or reported?



Career Development Dimensions

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An elegantly simple employability assessment approach to understanding the strengths and needs of people coming to service and capturing meaningful ways they change as a result of career services.



Gathers data on all the indicators within the Career Development Dimensions Framework



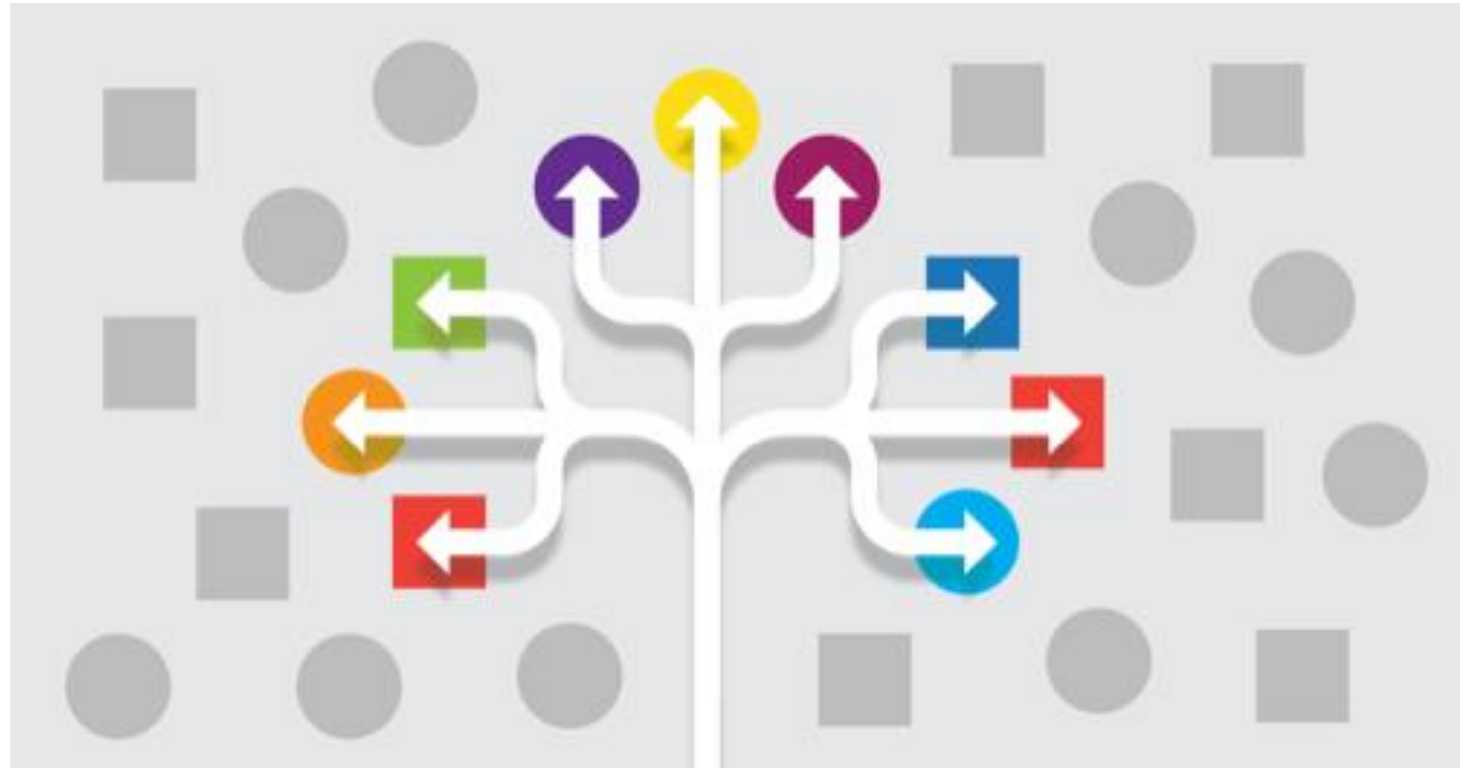
Integrated seamlessly into career services



Provides data on how people change that informs the whole ecosystem

Our Most Recent PRIME Research

- 6 participating agencies with diverse client groups
- 1,039 clients assessed using PRIME November 2018-February 2020



The Tale of the Impact of Quality Career Services

- Clinically and statistically significant positive changes in clients across 6 career development dimensions and 36 indicators
- A separate analysis of client progress across 16 indicators of mental health and wellbeing likewise showed statistically significant positive changes



The Tale of Practitioner Transformation



PROFESSIONALISM

"THIS HAS BEEN THE MOST SUCCESSFUL AND INSIGHTFUL WORK-LEARNING EXPERIENCE I HAVE EVER HAD."

- 100% ARE CONNECTED TO AND SUPPORTED BY THE NATIONAL AND INTERNATIONAL PROFESSIONAL CAREER DEVELOPMENT COMMUNITY, UP FROM 66.7%.

- I AM CLEAR ABOUT THE SCOPE OF MY PRACTICE AS A CAREER DEVELOPMENT PRACTITIONER.

ETHICAL PRACTICE

"PRIME ENSURES ALL CAREER PRACTITIONERS ARE USING SIMILAR PRACTICES, AND IT STREAMLINES THE WORK OVERALL."

- DEEPER UNDERSTANDING AND APPRECIATION FOR THE CAREER PRACTITIONER ETHICAL GUIDELINES THAT UNDERPIN QUALITY CAREER SERVICES

- I KNOW HOW TO APPLY THE ETHICAL GUIDELINES FOR CAREER PRACTITIONERS IN MY DAY-TO-DAY PRACTICE

CLIENT ENGAGEMENT

"MORE CLIENT ENGAGEMENT, MORE DISCUSSION, BETTER FOLLOW THROUGH. A VISION FOR THE FUTURE."

- 100% OF CLIENTS ARE ENGAGING IN THEIR ACTION PLANS, UP FROM 88.9%.

- 100% OF CLIENTS SEE THEIR PROGRESS, UP FROM 83.3%.

- 100% OF CLIENTS SEE WHERE AND HOW THEIR ACTION PLANS NEED ADJUSTING, UP FROM 83.3%.

QUALITY SERVICE

"PRIME INSTILLS HOPE FOR BUILDING A FUTURE STORY. IT MEETS CLIENTS WHERE THEY ARE."

- CDP'S ABILITY TO ACCURATELY ASSESS THEIR CLIENTS' EMPLOYABILITY STRENGTHS AND NEEDS AT INTAKE INCREASED FROM 77.8% TO 83.3%.

- CDP'S ABILITY TO DELIVER CAREER SERVICES THAT MEET THEIR CLIENTS' NEEDS INCREASED FROM 83.3% TO 91.7%.

EVIDENCE-BASED PRACTICE

"PRIME GIVES RELEVANT, REAL-TIME INFORMATION THAT REFLECTS THE CLIENT'S JOURNEY."

- 100% OF CDPs AGREE THEIR DATA IS MEANINGFUL AND ACCURATELY REFLECTS THE REAL PROGRESS AND OUTCOMES THEY SEE IN THEIR CLIENTS, UP FROM 72.2%.

- 91.7% OF CDPs AGREE THAT USING [PRIME] FOR COLLECTING AND REPORTING DATA PROVIDES THEM WITH RELEVANT AND USEFUL FEEDBACK



PRIME: MEASURING THE IMPACTS ON THE JOURNEY TO EMPLOYMENT

The Benefits to Frontline Careers Professionals

- I am clear about my scope of practice
- I possess the competencies/skills I need
- I see value in being a member of a professional association
- I have a strong sense of my professional identity
- I am proud to call myself a career professional
- I want to be certified as a career professional
- My practice is enhanced by evidence/research



The Benefits to Service Recipients

- I apply the Code of Ethics in my day-to-day practice.
- My clients and I enjoy a strong and effective partnership in our work together.
- My clients are actively engaged in developing and implementing their action plan.
- My clients can readily see the progress they are making as they work with me.
- We adjust the action plan along the way to maximize progress and positive outcomes.
- I regularly assess and record the progress my clients.
- The data I collect and report on is meaningful and accurately reflects the real progress and outcomes I see in my clients.
- I can prove the impact(s) of specific interventions/services I deliver to clients.
- I feel motivated and empowered to improve the impact of our services on clients.





The Benefits to Researchers

- Regular reality checks
- Deeper learning and insights
- The development of stronger programs, tools, and approaches
- Increased likelihood of application of learning
- Better ideas for future research



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