

## Survey About Your Job Training Experience

### CONSENT FORM

The goals of this study are to follow over time youth age 17 to 35 who are receiving employment training and to obtain information on whether your circumstances are improving economically, socially and psychologically. In addition to this first survey, we would ask to follow-up with you in 6 months, and once a year for up to three years.

In order to undertake the research we will need participants from your training program to take a survey of their progress and, if they choose, to volunteer for an interview. All of the people who are willing to participate over the 3 years will do so voluntarily and with informed consent. We will provide compensation of \$40 in value for taking each of the surveys and compensation of \$60 in value for each of the interviews.

The survey, which is estimated to be 25 to 30 minutes in length, is part of a project funded by Employment and Social Development Canada and is being conducted by researchers at the University of Toronto.

Your participation in this study and the data generated through the study are completely confidential. This means that your responses will not identify either you or your organization by name in any presentation of the study's results. We ask you to insert your name, your organization's name, and your contact information below only so the leaders of the research team have a record of who has participated and for us to follow-up with you at a later time.

If you wish to be informed of the study's results please check the box at the end of the consent form.

Your responses will be stored on a secure server and/or an encrypted file on the researcher's computer during data collection and analysis. All survey responses, including those that were provided by respondents on paper, will become part of a dataset stored online. The online host for our survey and data is Survey Monkey, a US company which is widely used in Canada but is subject to U.S. laws including the power to access the records of internet service providers. The security and privacy policy for Survey Monkey can be found at <https://www.surveymonkey.com/mp/policy/privacy-policy/#respondents>

At the end of the study the information you provided, which cannot be used to identify you or your organization, will become part of an open-access dataset that can be shared among researchers, policy actors, and other stakeholders who may also be interested in studying participant outcomes of work integration social enterprises in Canada. **To be clear, the**

**information you provide will be made available to others but no one outside of the research team will be able to identify you from the information you provide.**

Even if you agree to participate, **you can decline to answer any question on the survey by skipping over the question.** You can also withdraw from the study without explanation at any time before the researchers begin combining the data from all participants. If, after completing the survey, you decide that you would like to withdraw your results from the study, you may do so by emailing either Dr. Andrea Chan, [andreasw.chan@mail.utoronto.ca](mailto:andreasw.chan@mail.utoronto.ca) or Professor Jack Quarter, [jack.quarter@utoronto.ca](mailto:jack.quarter@utoronto.ca). The same is true if you agree to a follow-up interview to the survey. You may also contact the University of Toronto Office of Research Ethics at [ethics.review@utoronto.ca](mailto:ethics.review@utoronto.ca) or 416-946-3273 with questions relating to your rights as a research participant.

The possible benefits of this project to your organization is that it will provide longitudinal information on the progress of its trainees over time. As mentioned, there will be a modest compensation for participation both in the survey and, should you decide, the interview too.

I hope that you decide to participate. Thank you.

Sincerely,



Professor Jack Quarter

OISE/University of Toronto

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The research study you are participating in may be reviewed for quality assurance to make sure that the required laws and guidelines are followed. If chosen, (a) representative(s) of the Human Research Ethics Program (HREP) may access study-related data and/or consent materials as part of the review. All information accessed by the HREP will be upheld to the same level of confidentiality that has been stated by the research team.

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I \_\_\_\_\_ have read and understood the survey description above and give my consent to participate in this study and for the researchers to incorporate my responses into the survey write-up and the open-access dataset under the terms described above.

Yes

No

(Need more information (contact the researcher at the email addresses above.)

Tel: \_\_\_\_\_

Alternate Tel: \_\_\_\_\_

Email: \_\_\_\_\_

I would like to be notified of the study's results (2022) at the above email address:

Please print this page to retain a copy of the consent form for your records

**Qualifying question:**

For this study you should be from age 17 to 35 and be entering a training program that will help you get job and life skills.

1. Do you fit the description above? Yes/No

**Personal Profile**

2. Your year of birth: \_\_\_\_\_

3. How do you identify your gender (e.g., woman, man, transgender woman, gender fluid)? \_\_\_\_\_

4. Your country of birth? Canada/Outside of Canada

4a. If born outside of Canada, where? \_\_\_\_\_

4b. If born outside of Canada, what year did you arrive in Canada? \_\_\_\_\_

5. In what language do you speak most fluently?

English

French

Other (specify) \_\_\_\_\_

6. How confident are you in your ability to communicate in English?

1	2	3	4	5
not confident at all		somewhat confident		extremely confident

*\* Remember you can choose to skip any questions you do not wish to answer\**

7. Thinking about the person(s) who took care of you growing up (e.g., mom, dad, grandparents, foster parents), what were their highest level of education completed (e.g., primary school – up to grade 3, some high school, high school, college, university)?

Caregiver 1(describe): \_\_\_\_\_ Level of Education: \_\_\_\_\_

Caregiver 2(describe): \_\_\_\_\_ Level of Education: \_\_\_\_\_

8. Do you identify as a visible minority member? Yes/No

*\*The Employment Equity Act defines members of visible minorities as persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour*

8a. If yes, please indicate what group you identify with (e.g., South Asian, Latin American, Black / African Canadian) \_\_\_\_\_

**With respect to your current situation**

9. With respect to your housing, which of the following best applies:

- A. Own your home
- B. Rent by yourself (Living independently)
- C. Rent with others
- D. Live with family/guardian (rent free)
- E. Live elsewhere rent free
- F. Couch surf
- G. Live in a shelter
- H. Other (please describe): \_\_\_\_\_

10. What is your current marital status?

- A. Single (never married)
- B. Married or in common law relationship
- C. Divorced
- D. Widowed
- E. Other (please describe): \_\_\_\_\_

11. Do you have children living with you? Y/N

11a. If yes, do your childcare responsibilities interfere with job training or employment? Y/N

12. What is your highest level of schooling?

- A. Some high school
- B. Completed high school
- C. Some post-secondary schooling
- D. Completed a college diploma or certificate
- E. Completed a university degree
- F. Completed a university professional degree
- G. Other (please describe): \_\_\_\_\_

13. Do you currently receive income from any of the following sources? (Check all that apply and provide estimates of the monthly amount)

<input checked="" type="checkbox"/>	Source of income	Approximate monthly amount (\$) after deductions
	Training (allowance)	
	Employment (F/T -more than 30 hrs)	
	Employment (F/T -less than 30 hrs)	
	Government financial support (e.g., disability pension, social assistance) Please specify:	
	No current income	
	Other sources of income (Please describe):	

14. Why did you enter this training program (circle all that apply)?

- A. To help get a job
- B. To earn more money
- C. To learn about career options
- D. To work towards returning to school
- E. To develop new skills
- F. To meet new people
- G. Mandated by government to participate in training
- H. Other (please specify): \_\_\_\_\_

15. Prior to joining your current training program, were you (circle all that apply):

- A. In school full-time
- B. In school part-time
- C. Working full-time
- D. Working part-time
- E. Looking for work
- F. In a formal job-training program or an apprenticeship
- G. A single parent out of the workforce
- H. Involved with the criminal justice system
- I. Not in school, not working or looking for work for personal reasons (e.g., anxiety, lack of education or experience)
- J. Other (please specify):

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16. During the past year, have you used the services of a food bank or a similar type of organization with free food to meet your needs?

1	2	3	4	5
Never		Occasionally		Regularly

17. In your work / job search over the past year, please indicate which of the following challenges you have faced (circle all that apply)?

- A. Lack of schooling
- B. Lack of job training including credentials
- C. Lack of employment experience
- D. Lack of Canadian experience
- E. Language barriers
- F. Lack of social contacts who can help you
- G. Lack of know-how on how to apply
- H. Anxiety in an interview, job searching or meeting new people
- I. Lack of proper medical care
- J. Mental health issues
- K. Lack of affordable childcare
- L. Lack of convenient transportation to potential job sites
- M. Lack of a computer for an online application
- N. Lack of clothes to dress properly
- O. Lack of a workplace to meet your special needs such as a disability
- P. Risk of losing social assistance support including disability pension benefits
- Q. Criminal record
- R. Other (please explain):

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### The Future

18. Thinking ahead three years from now, what type of job would you like to be doing?

19. Thinking ahead three years from now, what income per hour would you like to be earning?

20. Thinking ahead three years from now, what level of schooling would you like to have achieved?

21. If your dreams were fulfilled, what type of job would you like to be doing? \_\_\_\_\_

22. How do you define success for yourself? \_\_\_\_\_

*\* Remember you can choose to skip any questions you do not wish to answer\**

**Satisfaction with Life**

23. Evaluate how **satisfied** you are with each of the following areas of your life using a score of 1 to 5, where **1 is Very dissatisfied** and **5 is Very satisfied**. Select **N/A** if the area is **not applicable** to you. For each item, please circle the number that best describes your situation.

<b>Financially</b>	N/A	Very dissatisfied				Very satisfied
<b>How satisfied are you with your</b>	N/A	1	2	3	4	5
Personal income	N/A	1	2	3	4	5
Household income	N/A	1	2	3	4	5
Savings	N/A	1	2	3	4	5
Ability to borrow money	N/A	1	2	3	4	5
How much money you owe others	N/A	1	2	3	4	5
Ability to pay for food	N/A	1	2	3	4	5
Ability to pay for housing	N/A	1	2	3	4	5
Enough money to pay bills	N/A	1	2	3	4	5
<b>Personally</b>	N/A	Very dissatisfied				Very satisfied
Motivation to get things done	N/A	1	2	3	4	5
Self-confidence	N/A	1	2	3	4	5
Ability to speak out	N/A	1	2	3	4	5
Optimism	N/A	1	2	3	4	5
Self-worth or how you feel about yourself	N/A	1	2	3	4	5
Level of daily stress	N/A	1	2	3	4	5
Health	N/A	1	2	3	4	5
<b>Access to the Following Services</b>	N/A	Very dissatisfied				Very satisfied
Stable housing (not at-risk of eviction or homelessness)	N/A	1	2	3	4	5
Library	N/A	1	2	3	4	5
Internet	N/A	1	2	3	4	5
Banking	N/A	1	2	3	4	5
Financial support	N/A	1	2	3	4	5
Grocery stores	N/A	1	2	3	4	5
Affordable transportation	N/A	1	2	3	4	5
Newcomer settlement services	N/A	1	2	3	4	5
Family doctor	N/A	1	2	3	4	5
Childcare	N/A	1	2	3	4	5
More schooling or formal education	N/A	1	2	3	4	5
More training apart from school	N/A	1	2	3	4	5



<b>Your Skills</b>	N/A	Very dissatisfied			Very satisfied	
Job search skills	N/A	1	2	3	4	5
Job skills	N/A	1	2	3	4	5
Skills in getting along with others	N/A	1	2	3	4	5
Problem-solving skills	N/A	1	2	3	4	5
Your general understanding of issues	N/A	1	2	3	4	5
Your ability to get a survival job	N/A	1	2	3	4	5
Your ability to get a good-paying job	N/A	1	2	3	4	5
Your leadership abilities	N/A	1	2	3	4	5
<b>Family &amp; Community Relations</b>	N/A	Very dissatisfied			Very satisfied	
Work networks	N/A	1	2	3	4	5
Neighbour relations	N/A	1	2	3	4	5
Family support	N/A	1	2	3	4	5
Friendships	N/A	1	2	3	4	5
Relationship with mentors (people you look up to and seek advice from)	N/A	1	2	3	4	5
Trusting relationships	N/A	1	2	3	4	5
Political participation	N/A	1	2	3	4	5
Safety in the home (e.g., absence of violence)	N/A	1	2	3	4	5
Neighbourhood safety	N/A	1	2	3	4	5

24. Is there anything you might want to add?

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**Thank you for completing the survey! (Just a few more questions)**

Would you be willing to do an interview about your experience with employment and job training?  
Yes/No

Please select your preferred method to receive the compensation for your participation in this survey:

- a) Pick up at place of training/work
- b) Sent by mail (provide your mailing address below): \_\_\_\_\_

We'll be reaching out to you in six-month's time for another survey. What is the best way for us to get in touch with you? (e.g., phone, email, twitter direct message, text message, Facebook)

**Please provide detail:** \_\_\_\_\_

\*\*\*If you wish to be contacted through Facebook, please messenger the project at **Andrea Youthtraining Chan** before you complete the survey, if possible.

Would you be willing to provide the contact of another person (family, friend) we can reach you through, if we're unable to get in touch via the contact information you provided above? Yes/No  
If Yes, please provide name and contact information: \_\_\_\_\_

Thank you again for your participation. Your time is greatly appreciated.