The WorkLinks Skills and Values Assessment (WLSVA)

Training Part 1 of 2

WorkLinks
CONNECTING YOUTH TO WORK
A PROGRAM OF WORLD LEARNING

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Objectives

I.   What is the WLSVA and how do I use it?

II. What do I do once I have WSLVA data?

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Agenda: Training Part 1 of 2

I.   Introduction: Why use the WLSVA? (15 minutes)

II.   Complete the core WLSVA yourselves (30 minutes)

III. Editing the WLSVA on Kobo Toolbox (20 minutes)

IV. Downloading data (20 minutes)

V.   Reflections

Are participants' skills really stronger as a result of our programs?

- If we are succeeding in building those skills and values, do other people know of our successes?

- If we are not achieving as much as we expected, do we know what needs to be strengthened?

We have a tool that can help us answer those questions.

- The WorkLinks Skills & Values Assessment (WLSVA)
  - Developed by World Learning & psychometrically validated
  - Downloaded by 200+ people from 52 countries
  - Already used in 6 WL programs (Youth/Iraq & Global Development)
  - Recognized by USAID & DOS, competitor organizations

"I'm interested in learning as much as I can about this new tool because I work on soft skills measurement in USAID's Center for Education. Thank you!" (USAID)

"I appreciate World Learning for their leadership in this area and commitment to our collective objectives." (Creative)

WLSVA Characteristics

- 16-56 questions (choose which sets), max 15 minutes, pre & post-program

Index	Skill Constructs	Example Item	Scale
Civic Values*	Community & Civic Engagement Intercultural Understanding & Empathy Social Inclusion & Justice Sustainability	"I try to understand how other people feel and think."	1 = Disagree totally 2 = Disagree somewhat
Soft Skills*	Conscientiousness & Self-Efficacy Goal Setting & Perseverance Interpersonal (Social) Skills Managing Emotions Thinking & Planning Skills*	"I develop new tools and methods to resolve problems."	3 = Agree somewhat 4 = Agree mostly 5 = Agree totally
Earning Skills*	Job Search Skills* Entrepreneurship Skills*	"I can easily network with potential mentors and employers in my community."	

* Each of these sets can be used on its own, if other sets are not needed.

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Why assess these skills and values?

Institutional Learning
- Which skills do participants most need to build?
- Do our programs result in improved skills?
- Do our programs teach WL's core values effectively?

Donor Relationships
- Donors are more willing to give when we can demonstrate results
- Report on standard USG required indicators

Thought Leadership
- Showcasing our tool and data builds trust in our expertise

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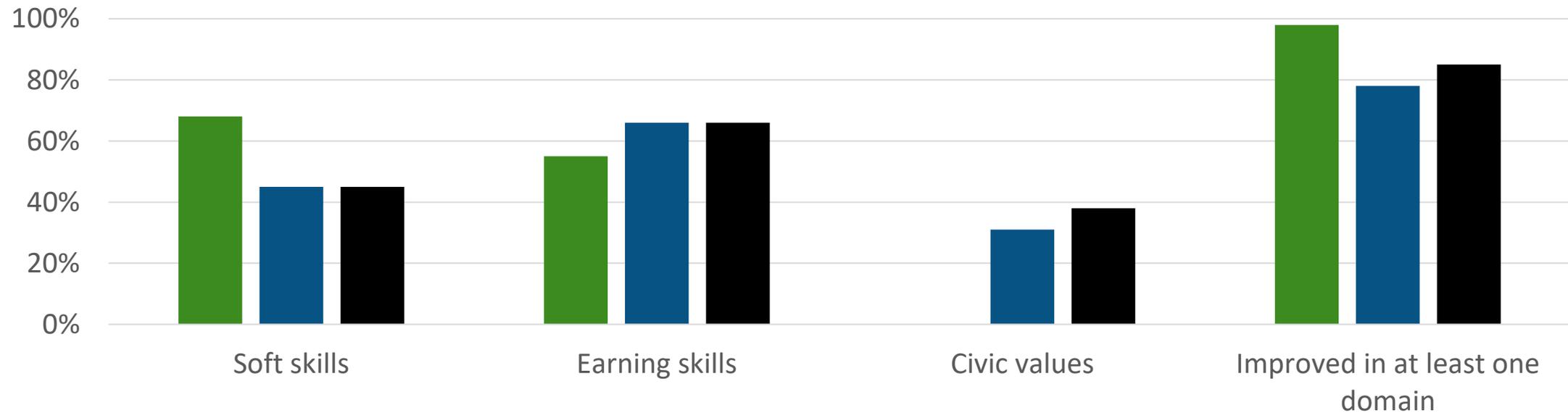
What does it take to use the WLSVA?

- Getting Started: 2 hours for simple adaptations
  - Detailed context & language adaptations for complex projects need MERL support

- Different levels of usage and effort:

Level of Effort	Purpose	Work Time
Low	Just for monitoring, e.g. to compare group averages	< 1 hour
Medium	Count the number of people with meaningfully improved scores. → Required for relevant USAID projects; useful for reports.	8-16 hours per project
High	Context & language adaptation, detailed descriptive charts, trends by subgroup, correlations, etc. → Only needed for research, cross-organization learning	24-40 hours

This is the level we are focusing on in this training, needed for DevResults tracking

- A bit of willingness to learn as you go!

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II. Complete the core WLSVA (30 minutes)

- Go to: https://ee.kobotoolbox.org/3mK4ZZst
- Complete the assessment
  - Use the last 4 digits of your phone number as your "Program ID number"
- If you finish before others, create your account on Kobo Toolbox
  - https://www.kobotoolbox.org/
  - Select "Sign Up"
  - Select "**Researchers, Aid Workers & Everyone Else**" (not Humanitarian)
  - Put your username in Teams Chat
- Debrief – your thoughts on the WLSVA after taking it

III. Editing the WLSVA on Kobo Toolbox (20 mins)

- Log in to Kobo Toolbox and click on "Editing Practice TRAINING WLSVA+WORQ 2022". Click the pencil

- Try the following:
  - Expand and compress the question groups
  - Perhaps your program does not track employment outcomes. Try deleting the Earning Skills set (1, 2, and 3) and the Workforce Outcomes Reporting Questionnaire (WORQ)
    - CAREFUL: Do not just delete single questions. Delete the whole related set.
    - CAREFUL: If you delete a set, you must also delete the corresponding Conclusion statement.
  - You can also add questions OUTSIDE the main WLSVA sets.
    - CAREFUL: These would have to be scored/analyzed separately from the existing WSLVA scores
    - Try adding a Select One question (multiple choice question) with response choices.
    - Try adding an open-response question (e.g. "What do you like best about the WLSVA?") and select the Question Type "Text"
 - Save!
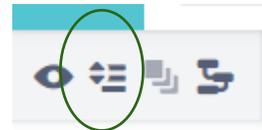
Tip – the core WLSVA sets are:
1) Soft skills
2) Civic values
3) Earning Skills
4) WORQ

Tip – in real life, you would need to Save, click the X, click DEPLOY, select "Online-Only (multiple submission)", and then copy the link for participants to use

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IV. Downloading data (20 minutes)

- In Kobo, click on "Try Assessment TRAINING WLSVA+WORQ"

- Click on the Data tab
  - Explore the table of data

- Click on the Reports menu button
  - Explore the auto-report
  - Do you see any interesting trends?

- Click the Downloads menu button
  - Export type: XLS
  - Value and header format: select "XML values and headers"
  - Click the Download button and take a look at the data in Excel

Table

Reports

Gallery

Downloads

Map
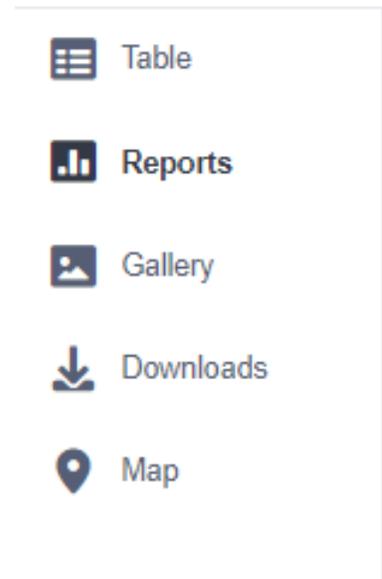
Tip – this changes Strongly Agree into a 5, etc, to make calculations easier

Other Q&A?
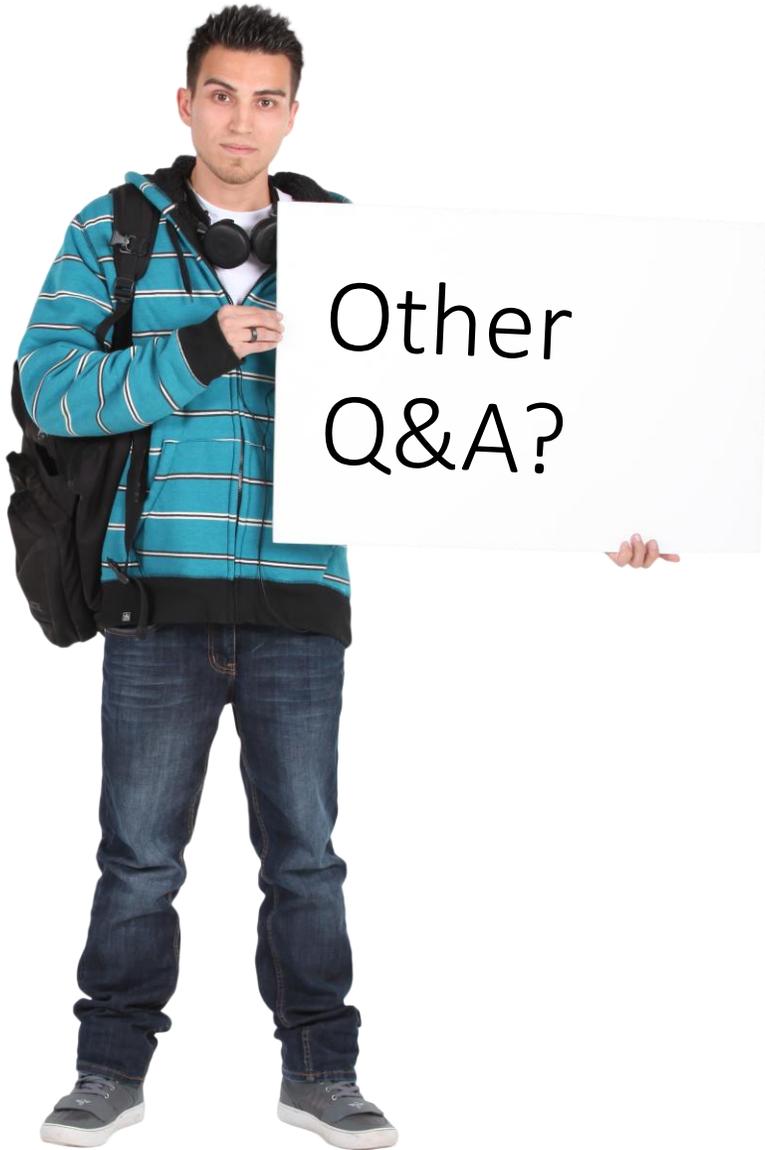
- What did you learn today?

- What is not clear yet?

- What are your expectations for Part 2 of the WLSVA training?

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