

Table 1: Summary Statistics for the WorkLinks Skills and Values Assessment (WLSVA)

Name	WorkLinks Skills & Values Assessment Tool (<i>WLSVA Tool</i>)	
Administration	Online, Self-report	
# of questions	56	
# of constructs	11	
WLSVA Reliability (<i>56 questions</i>)	0.94 (<i>excellent</i>)	
Soft Skills Reliability (<i>23 questions</i>)	0.89 (<i>excellent</i>)	
Earning Skills Reliability (<i>17 questions</i>)	0.90 (<i>excellent</i>)	
Values Reliability (<i>16 values questions</i>)	0.82 (<i>good</i>)	
Cronbach Alpha Reliabilities of constructs from final testing. (<i><0.65 promising, 0.65-0.69 promising, 0.70-0.79 acceptable, 0.80 – 0.89 good, 0.90-0.99 very good</i>)		
Soft Skills	Conscientiousness & Self-Efficacy	0.68 (<i>very promising</i>)
	Goal Setting & Perseverance	0.65 (<i>promising</i>)
	Interpersonal Skills	0.68 (<i>very promising</i>)
	Managing Emotions	0.65 (<i>promising</i>)
	Thinking & Planning Skills	0.82 (<i>good</i>)
Earning Skills	Job Search Skills	0.79 (<i>adequate, almost good</i>)
	Entrepreneurship Skills	0.86 (<i>good</i>)
World Learning's Values	Community & Civic Engagement	0.70 (<i>adequate</i>)
	Intercultural Understanding & Empathy	0.65 (<i>promising</i>)
	Social Inclusion & Justice	0.76 (<i>adequate</i>)
	Sustainability	0.78 (<i>adequate, almost good</i>)
Average time to complete (<i>in minutes</i>)	15	
Ceiling-effect*	Severe: Social Justice & Inclusion and Goal Setting & Perseverance (<i>Skewness -1.98 and -1.23 respectively</i>)	
	Minimal: Entrepreneurship Skills (<i>-0.28</i>)	
Test-Retest Reliabilities	Soft Skills: 0.91 (<i>excellent</i>); Earning Skills: 0.93 (<i>excellent</i>); World Learning's Values: 0.86 (<i>good</i>)	
Smallest Real Difference**	Soft Skills: (<i>3.8%</i>); Earning Skills (<i>4.9%</i>); World Learning's Values: (<i>5.5%</i>); Overall WLSVA Tool (<i>3.3%</i>) For the overall WLSVA Tool (<i>all 60 questions</i>), approximately 3.3% of change from Time1 and Time 2 scores can be attributed to random change (<i>measurement error</i>) and, thus, for WLSV Program to be assured a " <i>real</i> " increase occurred due to program interventions an increase of more than ~5% of Time 1 over Time 2 scores should occur.	
Convergent Validity	Medium to large effect-size with Soft Skills (<i>eta-square=0.14</i>) and Entrepreneurship Skills (<i>eta-square=0.12</i>) constructs with Perceived Stress Scale.	

*Skewness: any values more than 1.0 is considered "*highly skewed*" and values less than 0.50 are considered symmetric (*normal distribution*).

** Smallest Real Difference is a measure of sensitivity to change and is an estimate of the amount of variation that can appear by chance between measurements repeated over time. Thus, on average, for "*real change*" to occur in the construct, Soft Skills, Time 2 scores must increase more than 4% over Time1 scores.