Project Summary for IAL Website

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Project Title:	Developing an Impact Evaluation Protocol for SSG's Jobs and Skills Initiatives
Project Number:	GA20-01
Year of Approval:	2021
Funding Source:	WDARF
Objectives and intended outcomes of the project:	Theory of change, Behavioral change model, Survey development, Baseline dataset, Propensity matching model, 1 online workshop, 2 online industry conferences, 2 publications.
Project Team	
Principal Investigator:	Professor Remus Ilies/ Professor Kai Chi (Sam) Yam
Summary of Project (up to 300 words)	

We aim to develop a novel Impact Evaluation protocol which empirically evaluates the extent to which the launch of the *Skills Framework* has produced measurable differences in outcomes compared with counterfactual estimates (i.e., in the no intervention scenario). The overarching research question we ask is this: To what extent, do small and medium size employers (companies with 10-200 employees) understand, recognise, develop and pay for skills since the successful completion and launch of the skills frameworks, and what how has this impacted their employees' productivity, employee engagement and retention. We seek to answer this overall question, through the following research questions:

RQ1: How can we clearly define and quantify the desired outcomes of the Skills Framework for employers?

RQ2: What are the key predictors of employers that invest in upskilling?

RQ3: To what extent, do small and medium employers understand, recognise, develop and pay for skills since the successful completion and launch of the skills frameworks?

RQ4: What is the impact of the *Skills Framework* in terms of productivity, employee engagement, turnover intention, and other key variables?

RQ5: How can we explicitly visualize the relationships between key actors, initiatives and outcomes in this upskilling ecosystem?