

Milestones	Description	Timeline
Social Finance for Pre-Employment		
Consultation Phase		
Milestone 1	Consult and explore: Consultations with key stakeholders (governments, social funders, employers) to understand expectations, preferences, and factors that influence behaviours. Design instruments, recruit stakeholders, conduct in-depth interviews (30-45 interviews)	Jan.-May 2022
Milestone 2	Analysis and reporting: identifying the key themes and lessons learned from the stakeholder consultations.	Jun.-Jul. 2022
Design Phase		
Milestone 3	Designing the model: identifying the components of the model, aligning incentives with outcomes.	Aug.-Oct. 2022
Milestone 4	Preparing for validation: creating outreach and communication materials to validate the model with stakeholders (20 interviews)	Nov.-Dec. 2022
Pre-implementation phase		
Milestone 5	Validate the model: Conduct consultations with key stakeholders in the sector to validate the model.	Jan.-Mar. 2023
Milestone 6	Refine and improve: Adjust the model, prepare for future implementation	Apr.-May 2023
Green Skills Certification Program		
Consultation Phase		
Milestone 1	Document and literature review of green and sustainable skills training programs in different sectors within Canada and in other countries.	Jan.-Mar. 2022
Milestone 2	Consult with ~30 employers and training providers to assess the green skills they would like to see as part of a training program and in a PFP model	Feb.-May 2022
Milestone 3	Compile lessons learned, best practices from the review and consultations.	Jun.-Jul. 2022
Design Phase		
Milestone 4	Design and develop EMC's Green Skills Certification curriculum and resources	Jun.-Dec. 2022
Milestone 5	Revise and modify the PFP model to align with Green Skills Certification program; Revise evaluation instruments to align with the new Green Skills curriculum	Aug.-Sep. 2022
Milestone 6	Validate the PFP model for Green Skills through consultations with the sector, make recommend adjustments	Oct.-Dec. 2022
Implementation Phase		
Milestone 7	Recruit manufacturers and implement EMC's Green Manufacturing Skills Certification Training Pilot	Jan.-Sep. 2023
Milestone 8	Deploy the Green Manufacturing Skills - Workplace Performance Project (WPP) facilitation, coaching, and mentoring to support implementation of green skills projects	Jan.-Sep. 2023
Milestone 9	Evaluate and assess the success of the program through case studies; effects of the PFP model on employer motivations to invest in green skills and sustainable practices	Jan.-Sep. 2023