



# **Evaluation of Futurpreneur Canada**

Audit and Evaluation Branch Senior Management Committee – March 2024

## **Management Response and Action Plan**

The findings and recommendations for the Evaluation of Futurpreneur Canada were provided to the Small Business, Tourism and Marketplace Services sector at ISED. Management has been consulted and agrees with the findings included in this report and will take action to address all applicable recommendations by March 31, 2025.

	Recommendation	Planned Action on the Recommendation	Responsible Official	Target Completion
	Recommendation 1:	Small Business, Tourism and Marketplace Services Position:	Director General, Small Business Branch	
	ISED Small Business, Tourism and Marketplace Services	The Small Business, Tourism and Marketplace Services Sector agrees with the recommendation.		
	sector should work with FC to explore ways to enhance and support its mentorship program to improve mentormentee matching and particularly address the unique needs of Black and Indigenous People of Colour (BIPOC) young entrepreneurs.	The Sector acknowledges the need to enhance and support the mentor-mentee matching within the mentorship program, particularly to address the unique needs of Black, Indigenous and Other People of Colour (BIPOC) young entrepreneurs and will work with FC to explore and implement improvements. FC has already taken steps that will help address the recommendation, including implementing automated check-ins with mentors and entrepreneurs in December 2021, piloting a Mentor Advisory Group to advise FC on the mentorship program, ongoing recruitment of BIPOC mentors, and is in the process of developing a new Client and Mentor Portal and exploring the potential for algorithmenhanced mentor matching. FC will continue this work and take further steps as needed to address the recommendation.		
		Small Business, Tourism and Marketplace Services Management Response:		
		SBTMS will continue to work with FC as it implements the Action Plan to assess progress towards improvements to the mentorship program addressing the recommendation. Included in the following slides is the deliverable that FC will work towards achieving to address the recommendation outcome, including a timeline for completion and the		
1		expected outcome.		





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	Recommendation	Planned Action on the Recommendation	Responsible Official	Target Completion	
	Recommendation 1:	Small Business, Tourism and Marketplace Services Response Continued:	Program Director (through delivery partner)	BIPOC Mentor Recruitment March 31, 2025	
4	ISED Small Business, Tourism	Deliverable 1: BIPOC Mentor Recruitment		Ongoing	
	and Marketplace Services sector should work with FC to explore ways to enhance and	Action: FC will Implement targeted strategies for recruiting and retaining BIPOC mentors to mentor entrepreneurs from these equity-deserving groups, including:			
	support its mentorship program to improve mentor- mentee matching and particularly address the unique needs of Black and Indigenous People of Colour (BIPOC) young entrepreneurs.	<ul> <li>Leveraging existing Futurpreneur mentors as community advocates/champions to aid recruitment efforts;</li> </ul>			
		Implementing feedback from current BIPOC mentors and BIPOC entrepreneurs to understand and address opportunities to improve their mentoring experience;			
4		Using LinkedIn Sales Navigator tool for focused BIPOC mentor recruitment;			
		Conducting targeted outreach using social media to raise awareness of the need – and opportunity – for BIPOC mentors and to attract potential mentors; and			
		<ul> <li>Creating a seamless transition in their new Client and Mentor Portal to help an entrepreneur move from an "entrepreneur profile" to a "mentor profile", thereby making it easier for Futurpreneur alumni, including BIPOC entrepreneurs, to become mentors</li> </ul>			
		<u>Target Completion</u> : March 31, 2025 for 160 new BIPOC mentors; ongoing recruitment efforts			
		Measurable Outcomes: Number of BIPOC mentors recruited (target 160 for Q4 FY2024-25), engagement levels on recruitment campaigns, increased number of youth entrepreneurship alumni transitioning to mentor roles/status, satisfaction levels with mentors (disaggregated by equity deserving groups)			
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Recommendation	Planned Action on the Recommendation	Responsible Official	Target Completion
Recommendation 1:	Small Business, Tourism and Marketplace Services Response Continued:	Program Director (through delivery partner)	Launch of Improved Client and Mentor Portal September 30, 2024
ISED Small Business, Tourism and Marketplace Services sector should work with FC to explore ways to enhance and support its mentorship program to improve mentormentee matching and particularly address the unique needs of Black and Indigenous People of Colour (BIPOC) young entrepreneurs.	<ul> <li>Deliverable 2: Improved Client and Mentor Portal (CMP)</li> <li>Action: FC will launch a new Client and Mentor Portal that offers an improved user experience for entrepreneurs and mentors throughout their Futurpreneur journeys.</li> <li>The CMP will launch in phases, the first being a minimum viable product, which will include new features that are currently not available, including:         <ul> <li>Social sign-on for users to allow more flexibility when they sign up (e.g., users can signin using pre-existing social accounts, such as Facebook, Google, etc.).</li> <li>Progress bar to help entrepreneurs and mentors understand how far along they are with the application.</li> <li>Document exchange between entrepreneurs and Futurpreneur in a secure environment.</li> <li>Profile section to allow client and mentor users to view their personal contact information every time they log in and ability to update their personal contact profile as needed.</li> <li>Mobile device compatibility for portal access to address the needs of our target demographic.</li> </ul> </li> <li>Target Completion: Minimum viable product launches by September 30, 2024, improvements will be implemented on an ongoing basis.</li> <li>Measurable Outcomes: User engagement rates, and positive feedback from portal users.</li> </ul>		September 30, 2024