

Workforce Development Impact Framework

 UpMetrics



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Impact Framework Summary



Who are we serving

The people that you serve and are helping.

01 Support program participants with quality job training

6 KIs



What are we delivering and how much

The programs or services you are delivering for the people you serve.

01 Deepen and expand quality training opportunities

5 KIs



What is the quality of our delivery

How you ensure what you are delivering is quality and that your team is executing at a high level.

01 Deliver a high quality program

4 KIs



Are those we serve better off

How the people you serve are better due to the quality services you provided.

01 Improve quality of life of participants through employment

7 KIs

Impact Framework Summary



Community Contribution

Impact is a collective effort. There are two types of community contribution, direct and indirect. Direct contribution is an extension of your better off KIs. Indirect contribution is often tied to your vision statement. Your defined target community should take geography and demographics into consideration.

01 Create an economically stable community

3 KIs

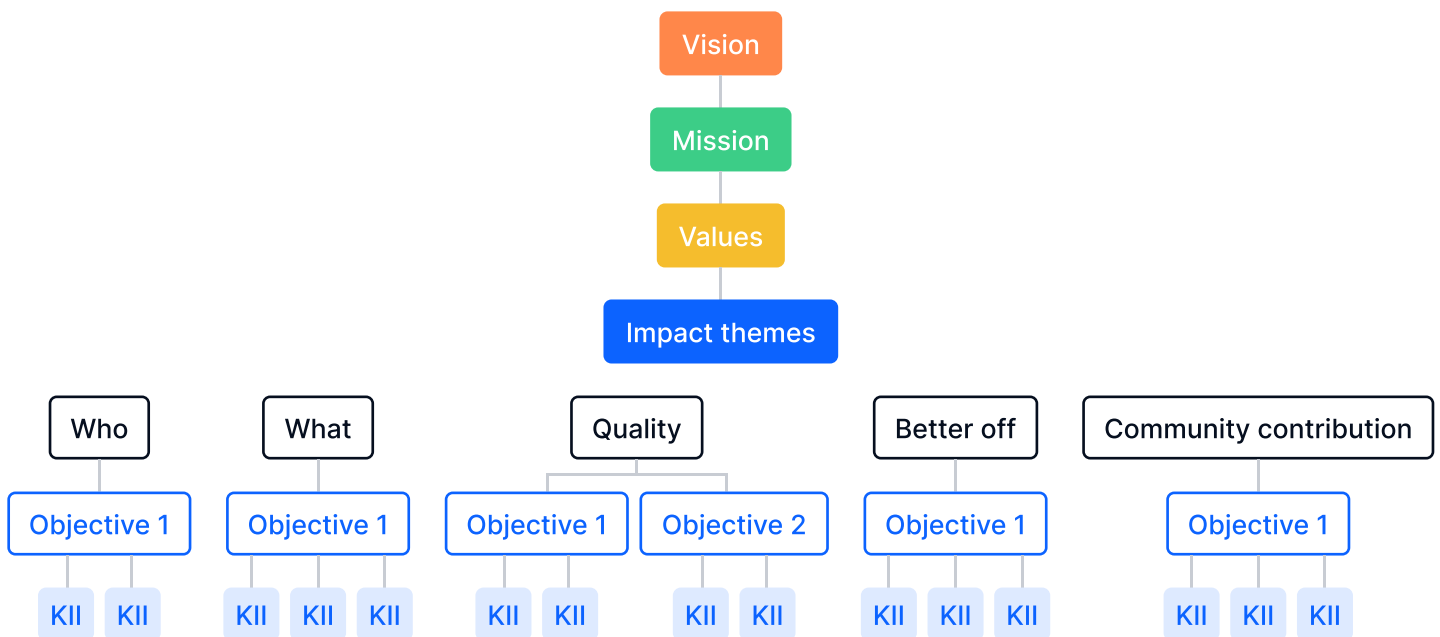
What is the Impact Framework?

An Impact Framework is a structured approach that helps mission-driven organizations define and operationalize their impact - allowing teams to identify, measure, and communicate their social or environmental impact.

Why is this important?

UpMetrics' impact measurement and management platform helps purpose-driven organizations maximize positive social outcomes by making it easy to collect and use data to measure, improve, and report on impact - then share their story with the world. This structure is valuable in creating a data-driven story of impact and tying quantitative measures to how your organization is driving towards the success of your vision.

Find out more about the framework including what terms like dimensions, objectives and KIIs are at UpMetrics.com



Vision

All young adults are prepared for their professional future and become successful members of society.

Mission

Empower under-resourced young adults to reach their potential through internship experiences supported by a community of employers, caring mentors, and peers.

Values

Personal Growth & Wellness

Accountability

Respect

Responsiveness

Themes

Workforce Development



Who are we serving

Objective 1

Support program participants with quality job training

- # of participants
- # of female participants
- # of participants living under poverty level
- # of participants age 18 or younger
- # of BIPOC participants
- # of participants in zip code 94110



What are we delivering and how much

Objective 1

Deepen and expand quality training opportunities

- # of training sessions delivered
- Average # of hours of training per participant per month
- Average # of training modules completed per participant per year
- % average daily attendance of group training sessions
- Total # of hours of training per participant per year



What is the quality of our delivery

Objective 1

Deliver a high quality program

- Average satisfaction survey from participant: On a scale of 1-10, how satisfied are you with the job placement?
- % average program participant completion rate
- Average satisfaction survey from employer: On a scale of 1-10, how satisfied are you with the employee placement?
- % participants who recommend the training program to their friends or family



Are those we serve better off

Objective 1

Improve quality of life of participants through employment

- % participants who are employed after 6 months by type of employment (part-time, full-time, contract work)
- % of participants who complete job training program who earn a living wage job
- % participants who have stated that they are more confident in their ability to secure quality employment
- % participants who are employed after 12 months by type of employment (part-time, full-time, contract work)
- % of income allocated to housing cost
- \$ average wages increase (year over year)
- % change in total income (year over year)



Community Contribution

Objective 1

Create an economically stable community

- \$ average household income (year over year change)
- % Unemployment rate (year over year change)
- Crime rate (year over year)