# SAMPLE: Youth Workforce Readiness

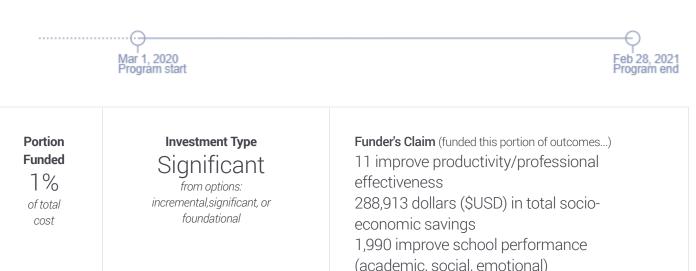


Sample Organization

We believe success starts with giving young people equal access to education and training. That is why we launched Youth Workforce Readiness 2025. Youth Workforce Readiness has two goals: 1) Double the number of youth we serve from 4.3 million to 8 million, 2) Deliver transformational experiences in life and workforce readiness across 4,700 centers. Increasing the quality and scale of workforce readiness programming is a critical component to achieving our goals. These efforts build the foundation of our partnership with Toyota; together establishing a commitment to physical, economic, and social mobility for all.

Location: Baltimore, MD, USA; Dallas, TX, USA; Atlanta, GA, USA

Content updates:



### Core Services

Below is the grantee's description of each of the core services or activities this program/initiative uses to achieve its goal.

#### The program's primary core service or activity:

#### Impact Receipt <sup>®</sup> for... Demo Funder

Investment: \$50,000.00

Report Stage: Initial

Last Updated: 07 Jul 2020

### 🔢 Community And Economic Development > Employment > Job Training

#### The primary and secondary intervention types:

Capacity Development Technical Assistance, Professional And Leadership Development

#### The program's duration and frequency of engagement with beneficiaries:

Program Duration	Engagement Frequency	Engagament Duration
D Multiple Months	Eleven or more	30 minutes - 1.5 hours

#### Additional information about your program's core service, activity or strategy:

To accomplish our Youth Workforce Readiness goals, youth must be equipped with essential skills — the social emotional skills that are transferable across industries and last a lifetime — as well as the resources and opportunities to participate in the modern workforce. Together, work directly with youth centers to make them the best they can be — ensuring great futures for all. In addition to strengthening youth centers, our partnership provides Club teens and alumni valuable opportunities to explore careers in the automotive industry through job shadowing and technical certification programs that build new pathways and pipelines for Toyota.

## Beneficiaries

Below is the grantee's description of the people served by this program (on the left) and selected demographic and geographic categories representing these beneficiaries (on the right).

There are more than 4,700 youth centers serving 4.7M youth annually. Our youth centers are located in schools, public housing communities, rural areas, on military installations and on Native lands. 45% of youth center members are female. 55% of youth center members are male. 66% of youth center members are between the ages of 10-15, and 19% are 16+. As we advances our workforce readiness strategy - with partners like Toyota - we expect that will help retain and grow our older teen demographics.

People of Asian descent (3%)
People of African descent (26%)
People of European descent (30%)
People of Latin American descent (23%)
Economically disadvantaged people (61
Students (100%)

## Impact Model / Theory of Change

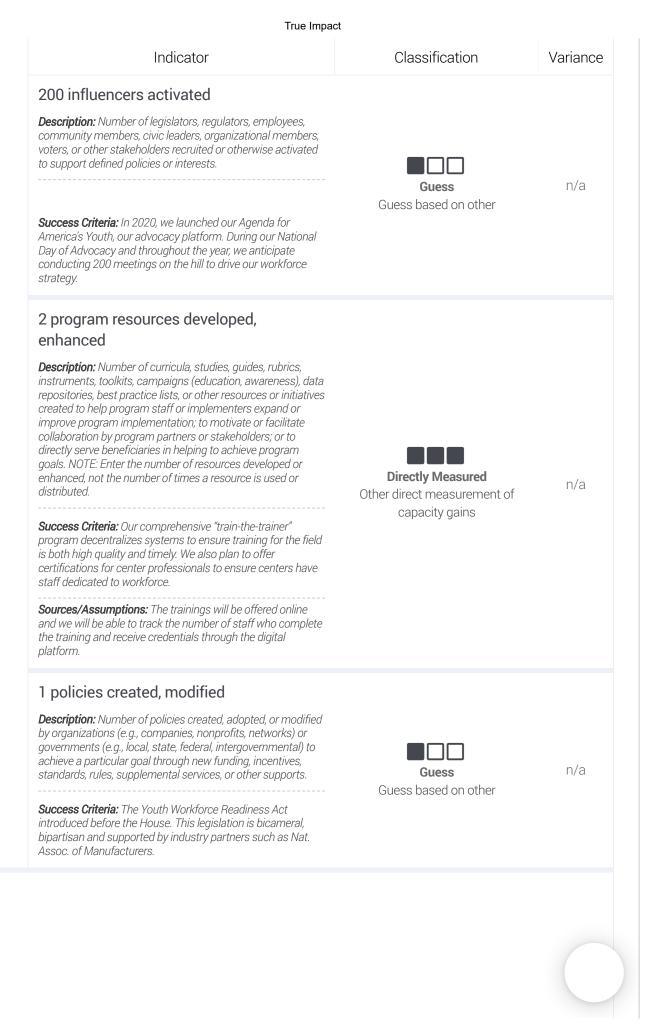
Below is the grantee's summary of how this program/initiative generates value, including the criteria for success at each stage and the number successes achieved (Indicator), where the data come from (Measurement), and, if relevant, how much the current numbers vary from the or forecast before implementation (Variance).

#### 6/21/2021

#### True Impact

Service type: Workforce Development - Enhance economic vitality through jobs creation, attainment, retention and workforce development

Stage	Indicator	Classification	Variance
Capacity Developed	<ul> <li>1 tools/systems/other infrastructures developed, enhanced</li> <li>Description: Number of tools, systems, or infrastructure to improve or expand program implementation.</li> <li>Success Criteria: To better support centers in implementing high quality workforce readiness programming, BGCA is developing a digital Workforce Toolkit. The Toolkit will include a refreshed assessment tool as well as case studies and other best practice resources.</li> <li>Sources/Assumptions: Engagement with the toolkit will be measured by total number of visits, number of unique users, and other user behavior indicators. The toolkit is being developed in 2020 and will launch later this year.</li> </ul>	<b>Directly Measured</b> Subjective assessment of capacity development gains self- reported by recipients (based on their own opinion)	n/a
	<ul> <li>5 programs or services created, enhanced</li> <li>Description: Number of programs or services created, expanded, or improved.</li> <li>Success Criteria: We are rewriting all core curricula to ensure social emotional skills and career exploration are fully integrated across program areas. Intentionally embedded these components into programming will better prepare youth for school and work.</li> <li>Sources/Assumptions: We have the largest privately-held youth data set in the country. Our National Youth Outcomes Initiative (NYOI) is a survey administered to all members. See backup for sample measures from the social emotional module from NYOI.</li> </ul>	<b>Directly Measured</b> Subjective assessment of capacity development gains self- reported by recipients (based on their own opinion)	n/a
	<ul> <li>43 organizations or collaborations created, expanded</li> <li>Description: Number of new organizations created; existing organizations expanded; or partnerships, coalitions, or collaborations created or expanded to leverage existing resources, activities, and capacities to achieve greater results.</li> <li>Success Criteria: 43 local youth centers will receive passthrough funding from Toyota to support workforce readiness programming and local engagement aligned to career exploration and skill development.</li> <li>Sources/Assumptions: Centers that receive funding from Toyota will be asked to report their utilization of workforce readiness programming on our Annual Report Survey, administer the NYOI survey to youth, and complete a final report specific to their grant from Toyota.</li> </ul>	Directly Measured Objective assessment of capacity development gains self-reported by recipients (e.g., based on surveys or tests using specific, predefined evaluation criteria)	n/a



6/21/2021

True Impact

21	True Impa	Ct.	
Stage	Indicator	Classification	Varianc
Reached	629,866 people reached Description: Number of beneficiaries that participate in, or are directly served by, the program. Success Criteria: Number of teens (13+) served across all 4,700 youth centers. Sources/Assumptions: Teen membership is reported on our Annual Report Survey to youth centers.	<b>Directly Measured</b> Tracked by participant sign-in, attendance lists, or usage logs	n/a
Learn	<ul> <li>247,367 beneficiaries gain capacity, motivation</li> <li>Description: Number of beneficiaries that gain the skills, knowledge, access to resources, appreciation, or motivation to improve their individual or family wellbeing.</li> <li>Success Criteria: Youth center staff will have the tools, training and resources to execute high-quality workforce readiness programming.</li> </ul>	<b>Directly Measured</b> Subjective assessment of learning gains self-reported by [intermediaries] (based on their own opinion)	n/a
L Act	Sources/Assumptions: Learning data will be tracked by utilization rates of our workforce readiness suite of programs, which is self reported on our Annual Report Survey. 104,557 beneficiaries take action Description: Number of beneficiaries that take action or change behavior to improve their employment. Success Criteria: Number of youth who are on track to graduate high school on-time, motivated to learn, with a plan to succeed in today's modern workforce. Sources/Assumptions: According to our NYOI survey, 83% of	<b>Directly Measured</b> Anticipated actions or behavior change self-reported by [intermediaries] (i.e., their expectations for the future)	n/a
12th graders have all aligned to their careed aligned to their careed         Succeed         (Social Impact) <b>Description:</b> Number more effectively becomore valuable to their careed         Success Criteria: Number more effectively becomore valuable to their careed         Success Criteria: Number more effectively becomore valuable to their careed         Success Criteria: Number more effectively becomore valuable to their careed         Success Criteria: Number more effectively becomore valuable to their careed         Success Criteria: Number more effectively becomore valuable to their careed         Success Criteria: Number more effectively becomore valuable to their careed         Success Criteria: Number more effectively becomore valuable to their careed         Success Criteria: Number more effectively becomore valuable to their careed         Success Criteria: Number more effectively becomore valuable to their careed         Success Criteria: Number more effectively becomore valuable to their careed         Success Criteria: Number more effectively becomore valuable to their careed         Success Criteria: Number more effectively becomore valuable to their careed         Success Criteria: Number more effectively becomore valuable to their careed         Success Criteria: Number more effectively becomore valuable to their careed         Success Criteria: Number more effectively becomore valuable to their careed         Success Criteria: Numer more effectively becomore valuable to	12th graders have applied to post-secondary education aligned to their career interests. <b>1,500 improve productivity/professional</b> <b>effectiveness</b> <b>Description:</b> Number of participants that perform their jobs more effectively because of the program (thus becoming more valuable to their employers) <b>Success Criteria:</b> Number of professionals that receive advanced training and become certified "train-the-trainers"	Estimate (from data) Estimate based on social impact measured by a different but	n/a
	capable of training other youth center staff in how to deliver high-quality workforce readiness programming. <b>Sources/Assumptions:</b> Estimate based on actual 2020 targets for "train-the-trainer" program focused on foundational best practices for high-quality youth development.	similar program	

/21/2021	True Impa	act	
	Indicator	Classification	Variance
	38,400,000 dollars (\$USD) in total socio- economic savings Description: Total accrued savings to society or to the service organizations, including direct and ripple effects (as defined).		
	<b>Success Criteria:</b> Every dollar invested in our youth centers returns \$9.60 in current and future earnings and cost savings to their communities - that's \$38.4 million in lifetime savings to youth, families and our society from Toyota's initial \$4M investment alone. <b>Sources/Assumptions:</b> University of Michigan's Institute for Social Research and School of Public Health estimated the POL of the centiese youth center provide to youth and femilies	<b>Directly Measured</b> Other direct measurement of social impact	n/a
	ROI of the services youth center provide to youth and families. <b>264,542 improve school performance</b> <b>(academic, social, emotional)</b> <b>Description:</b> Number of students that improve school performance (e.g., attendance, class participation, homework completion, or that scored proficient on state mathematics assessments)	<b>Directly Measured</b> Subjective assessment of social	
	<i>Success Criteria:</i> Number of youth center teens reporting optimal essential "soft" skills in demand by employers (such as leadership, teamwork, conflict resolution, etc.)	impact self-reported by [beneficiaries] (based on their own opinion)	n/a

*Sources/Assumptions:* According to NYOI data, approx. 42% of youth center teens (13+) report optimal levels of leadership, teamwork, and conflict resolution.

# Budget

Expenses	Current Forecast	Variance	Notes (contents of line item)
Direct Cash	\$5,050,960.00		Line items generally include and are not limited to Toyota's allocations: Updating and digitizing core workforce curricula Integrating social emotional development (SED) into core curricula Development of workforce capacity- building resources (training, toolkits, etc.) Development of career exploration field trip guide
Direct In-Kind			
In-Direct Cash	\$1,594,640.00		Personnel Partnership marketing support Staff travel Bulk mailing of hard copy programs
In-Direct In-Kind			
Total Program Cost	\$6,645,600.00		