

# Economic Mobility

## Impact Goal 1 - Job Readiness

Improve technical and soft job skills among unemployed/underemployed adults and make connections to high-quality employment.

**Short-term outcomes** are the immediate changes you see in people or practices following program participation and delivery. *For example, did participants learn something new or feel more confident?*

**Intermediate outcomes** often happen as a result of the short-term outcomes realized after participating in or receiving services. *For example, did participants use what they learned to make a change in their lives or apply a new skill or technique gained via the program/services?*



	OUTPUTS (O)	SHORT-TERM OUTCOME (STO)	INTERMEDIATE OUTCOME (IO)
<b>IMPACT GOAL</b>	<p><b>O1</b> Number of individuals served who receive job skills training</p>	<p><b>STO1</b> Number of individuals served who report improved job readiness [out of total assessed]</p> <p><b>STO1</b> Number of participants reporting identifying personal goals related to employment and taking steps toward achieving them [out of total assessed]</p>	<p><b>IO1</b> Number of babies served who experience <i>healthy birth outcomes</i> (e.g. carried to full term, born at a healthy weight, and/or celebrate their 1st birthday) [out of total assessed]</p>
<b>DATA COLLECTION</b>	<p>Tracking mechanism that ensures an unduplicated count of individuals served and demographics of the individuals served</p>	<p>Survey, focus group, interview, observation, or other instrument capable of measuring changes in job readiness at the individual beneficiary level, ideally deployed near the end of a program</p>	<p>Survey, focus group, or interview capable of measuring changes in economic status, ideally deployed near the end of a program</p>

### DEFINITIONS

**Job skills training-** programs designed to increase participants’ technical and soft job skills

**Job readiness-** improved technical and soft skills (e.g. interviewing, resume writing, LinkedIn skills, communication and interpersonal skills, networking, etc.)

**Gainful employment-** employment that provides steady work and payment that allows the participant to be self-sufficient

## Impact Goal 2 - Reduced Barriers to Employment

Reduce environmental and systemic barriers to employment including access to transportation, quality, affordable childcare, and accommodations.

**Short-term outcomes** are the immediate changes you see in people or practices following program participation and delivery. *For example, did participants learn something new or feel more confident?*

**Intermediate outcomes** often happen as a result of the short-term outcomes realized after participating in or receiving services. *For example, did participants use what they learned to make a change in their lives or apply a new skill or technique gained via the program/services?*



	OUTPUTS (O)	SHORT-TERM OUTCOME (STO)	INTERMEDIATE OUTCOME (IO)
<b>IMPACT GOAL</b>	<p><b>O1</b> Number of individuals provided employment services/ programs designed to reduce barriers to employment</p> <p><b>O2</b> Number of champions engaged in advocating for policy and system changes to reduce barriers to employment</p>	<p><b>STO1</b> Number of individuals reporting increased knowledge, skills, or abilities to access resources that can help reduce barriers to employment [out of total assessed]</p>	<p><b>IO1</b> Number of individuals reporting accessing/using resources that can help reduce barriers to employment [out of total assessed]</p> <p><b>IO2</b> Increase in the number of champions engaged in advocating for policy and system changes to reduce barriers to employment</p>
<b>DATA COLLECTION</b>	<p>Tracking mechanism that ensures an unduplicated count of individuals served and "champions/advocates" engaged and demographics of individuals/champions</p>	<p>Survey, focus group, or interview capable of measuring changes in knowledge, skills, or confidence; ideally deployed near the end of a program</p>	<p><b>IO1</b> Survey focus group, or interview capable of measuring changes in utilization, ideally deployed as follow-up to the program</p> <p><b>IO2</b> Assessment over time of changes</p>

### DEFINITIONS

**Barriers to employment** - childcare; job flexibility; transportation; sustained education; and healthcare; home and community health; broadband access

**Champions**- those serving on coalitions, committees, advocacy groups, and nonprofit staff who work to influence policy

## Impact Goal 3- Affordable Housing and Financial Literacy

By providing access to affordable housing and offering financial tools for debt management and reduction, more families will be empowered to increase their savings and investments.

**Short-term outcomes** are the immediate changes you see in people or practices following program participation and delivery. *For example, did participants learn something new or feel more confident?*

**Intermediate outcomes** often happen as a result of the short-term outcomes realized after participating in or receiving services. *For example, did participants use what they learned to make a change in their lives or apply a new skill or technique gained via the program/services?*



	OUTPUTS (O)	SHORT-TERM OUTCOME (STO)	INTERMEDIATE OUTCOME (IO)
<b>IMPACT GOAL</b>	<p><b>O1</b> Number of individuals who receive services related to affordable housing</p> <p><b>O2</b> Number of individuals who received financial literacy programs and/or accessed financial services, products, and education</p>	<p><b>STO1</b> Number of individuals reporting improved knowledge of affordable housing options [out of total assessed]</p> <p><b>STO2</b> Number of individuals who report improved financial literacy [out of total assessed]</p>	<p><b>IO1</b> Number of individuals served who obtained safe, affordable, stable housing (rental), or home ownership [out of total assessed]</p> <p><b>IO2</b> Number of individuals who increase their disposable income by accessing benefits and/or reducing their costs [out of total assessed]</p> <p><b>IO2</b> Number of participants who improve their financial stability as measured by increased savings, reduced debt and improved credit [out of total assessed]</p>
<b>DATA COLLECTION</b>	Tracking mechanism that ensures an unduplicated count of individuals served and demographics of the individuals served	Survey, focus group, interview, observation, or other instrument capable of measuring changes in knowledge	Survey or interview capable of measuring housing status and financial stability, ideally deployed near the end of a program

### DEFINITIONS

**Affordable Housing-** housing where the occupant is paying no more than 30 percent of gross income for housing costs, including utilities.

**Financial services/ products-** free tax prep, savings accounts, benefits

**Financial literacy-**ability to understand and effectively use various financial skills such as debt management and reduction, budgeting, and investing

**Disposable income-** income remaining after deduction of taxes and other mandatory charges, available to be spent or saved as one wishes.

**Financial stability-** being able to comfortably live every month without worrying about money

## Impact Goal 4 - Small Business Support and Economic Capacity Building

Increase access to small business support and capacity building resources to empower families to build financial stability and create jobs in our region.

**Short-term outcomes** are the immediate changes you see in people or practices following program participation and delivery. *For example, did participants learn something new or feel more confident?*

**Intermediate outcomes** often happen as a result of the short-term outcomes realized after participating in or receiving services. *For example, did participants use what they learned to make a change in their lives or apply a new skill or technique gained via the program/services?*



	OUTPUTS (O)	SHORT-TERM OUTCOME (STO)	INTERMEDIATE OUTCOME (IO)
<b>IMPACT GOAL</b>	<p><b>O1</b> Number of small business owners provided services, access, or connections to resources to increase stability/capacity</p> <p><b>O2</b> Number of individuals in programs designed to earn job-relevant licenses, certificates, and/or credentials</p> <p><b>O3</b> Number of individuals being served in programs that help families obtain refunds through the Volunteer Income Tax Assistance (VITA) Program or MyFreeTaxes</p>	<p><b>STO1</b> Number of small business owners reporting increased knowledge, skills, or abilities to increase stability and capacity [out of total assessed]</p> <p><b>STO2</b> Number of individuals being served in job-relevant programming reporting they substantially increased the likelihood of obtaining licenses, certificates, and/or credentials [out of total assessed]</p>	<p><b>IO1</b> Number of small business owners launching new venture [out of total assessed]</p> <p><b>IO2</b> Number of individuals served who earn job-relevant licenses, certificates, and/or credentials [out of total assessed]</p> <p><b>IO3</b> Total dollar amount of refunds returned to individuals/families through VITA and/or MyFreeTaxes [out of total assessed]</p>
<b>DATA COLLECTION</b>	Tracking mechanism that ensures an unduplicated count of individuals served and demographics of the individuals served	Survey, focus group, or interview capable of measuring changes in knowledge, skills, abilities, or anticipated behavior changes; ideally deployed near the end of a program.	<p><b>IO1</b> Survey capable of measuring business development and impact, ideally deployed as follow-up to the program</p> <p><b>IO2</b> Survey capable of measuring attainment of licenses, certificates, credentials; ideally deployed as follow-up to the program</p> <p><b>IO3</b> Survey capable of measuring attainment of tax refunds</p>

### DEFINITIONS

**VITA-** VITA provides free basic income tax return preparation with electronic filing to taxpayers who generally earned \$64,000 or less, persons with disabilities and taxpayers with limited English proficiency who need assistance with preparing their own returns

**Small business** - defined by the average number of employees over the past 12 months, or average annual receipts over time and adheres to industry size standards (see [Size standards | U.S. Small Business Administration](#))

## Impact Goal 5 - Family Friendly Workplaces

More local workplaces provide families/individuals access to family- friendly employment opportunities

**Short-term outcomes** are the immediate changes you see in people or practices following program participation and delivery. *For example, did participants learn something new or feel more confident?*

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	OUTPUTS (O)	SHORT-TERM OUTCOME (STO)	INTERMEDIATE OUTCOME (IO)
<b>IMPACT GOAL</b>	<b>O1</b> Number of employers educated on adapting practices and policies to more fully address the needs of the people who work for them	<b>STO1</b> Number of individual employers reporting increased knowledge, skills, or abilities to adapt/adopt practices/policies to more fully address employee needs [out of total assessed]	<b>IO1</b> Number of individual employers reporting adapting or adopting practices and policies to more fully address employee needs [out of total assessed]
<b>DATA COLLECTION</b>	Tracking mechanism that ensures an unduplicated count of employers served and demographics	Survey, focus group, or interview capable of measuring changes in knowledge, skills, abilities; ideally deployed near the end of a program	Survey, focus group, or interview capable of measuring changes in utilization or behavior; ideally as a follow-up to the program

### DEFINITIONS

**Family-friendly workplace** - one whose policies make it possible for employees to more easily balance family and work, and to fulfill both their family and work obligations