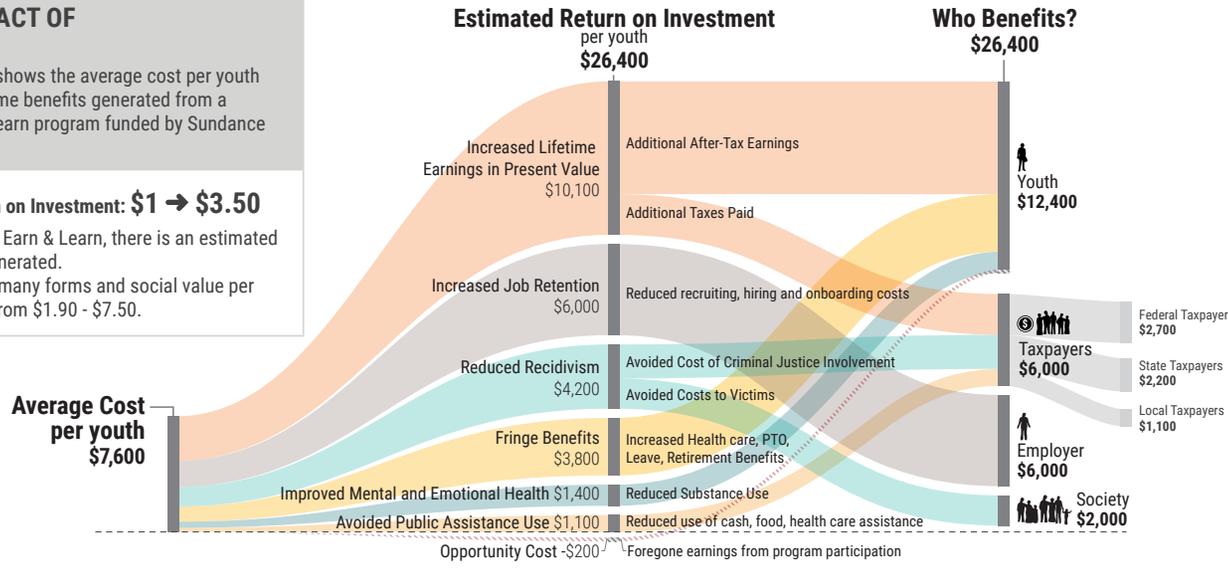


## THE SOCIAL IMPACT OF EARN & LEARN

This impact value map shows the average cost per youth and the estimated lifetime benefits generated from a representative Earn & Learn program funded by Sundance Family Foundation.

**Projected Social Return on Investment: \$1 → \$3.50**

For every \$1 invested in Earn & Learn, there is an estimated \$3.50 in social value generated. Specific programs take many forms and social value per dollar invested ranges from \$1.90 - \$7.50.



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## Sundance Earn & Learn FIVE DIMENSIONS OF IMPACT

IMPACT MANAGEMENT PROJECT

- WHAT:** A systems-level approach to coordinating and scaling opportunities for youth in pursuit of employment and career advancement.
- WHO:** Under-estimated youth, 18-24 years old, from low-income communities and communities of color in the Twin Cities.
- HOW MUCH:** Projected to serve 1,500 youth over the next year leading to increased education and earnings, improved health and increased social-emotional development.
- CONTRIBUTION:** Rigorous evaluations of representative programs provide evidence of the potential value created by and attributed to Earn & Learn.
- IMPACT RISK MITIGATION:** Career Development Tactics:
  - coordinated data systems
  - impact management
  - cross-system referrals
  - programmatic funding
  - promotion of mentorship and social connectedness
  - portfolio approach designed with and for youth

This multifaceted effort supports program delivery, strengthens and integrates models, empowers expertise and furthers youth and grantee growth.

## LOGIC MODEL

**THEORY OF CHANGE:** Create a youth workforce development system to support 21st century careers

INPUTS	ACTIVITIES	OUTPUTS	SHORT TERM OUTCOMES	INTERMEDIATE OUTCOMES	LONG TERM OUTCOMES	IMPACTS
<b>Sundance</b> • Partnerships and Strategy • Funding	• Portfolio of options for youth • Impact measurement and management, data collection and tracking	• # of youth served • # of hours of support, training and work experience received • # of youth employed and in career pathway • # of youth in an educational program • # of credentials received	↑ personal agency and social-emotional development ↑ social and community connectedness ↑ work readiness ↑ certifications and credentials earned ↑ professional networks	↑ work performance ↑ employment ↑ job retention ↑ sense of self-efficacy ↑ educational attainment ↑ stability ↑ career path development ↑ technical skills development ↑ healthy behaviors ↑ Increased access to mentors	↑ earnings ↑ mental and physical health ↑ self-sufficiency ↑ career advancement ↑ productivity of employers	↓ economic, education, and employment racial disparities ↑ equity ↓ generational poverty ↑ social capital ↑ community resiliency ↑ diversity in Minnesota's workforce ↑ Economic vitality
<b>Earn &amp; Learn Grantees</b> • Supportive, safe learning environment • Use of Cohort model • Certified technical skills • Lived experience • Professional networks	• Social-emotional learning • Community engagement • Occupational training, job search and placement • Job retention supports	• # of new social and professional relationships per youth • # of participating organizations • Months of job retention • # of the On the Job Mentors				
Average Cost per Youth: \$7,600			Estimated Return on Investment per Youth: \$26,400			

## KEY PERFORMANCE INDICATORS (KPIs)

Improvements in the following areas:

### SCALE KPIs\*

- # of youth served
- # of certifications / credentials received
- # of youth entering 1 of the 5 target MN industries

### QUALITY KPIs

- Social-emotional and personal agency development
- Community and social connectedness
- Work readiness and professional skills development
- Mentorship, guidance, and job connectedness

\*Note: Scale of programs are currently limited by the effects of COVID-19.