



## Logic Model

**Goal:** Every young person in the Indianapolis community reaches adulthood well-prepared to achieve employment that provides an economic livelihood that sustains them.

**Strategy:** Project Indy will provide young adults 15-19 years of age with opportunities to build job readiness and life skills that they can immediately put into practice in the workplace.

<p><b>Resources</b></p> <p>To accomplish our activities, we will need the following:</p>	<p><b>Activities</b></p> <p>To achieve our goal, we will accomplish the following activities:</p>	<p><b>Outputs</b></p> <p>Accomplishing these activities will produce the following evidence of service delivery:</p>	<p><b>Short-Term Outcomes</b></p> <p>Accomplishing these activities will lead to the following <b>changes for youth, employers, and community-based organizations during the program:</b></p>	<p><b>Long-Term Outcomes</b></p> <p>Accomplishing these activities will lead to the following <b>changes for youth, employers, and community-based organizations after the program:</b></p>	<p><b>Community-Wide Impact</b></p> <p>Accomplishing these activities will lead to the following <b>changes in greater Indianapolis</b></p>
<p><b>Human Resources</b></p> <ul style="list-style-type: none"> <li>Staff to field calls from youth, employers, and community-based organizations</li> <li>Staff to interface with employers during job shadowing and career exploration opportunities</li> <li>Staff to deliver training oversight, partner management, and administration</li> </ul>	<p><b>Project Indy will...</b></p> <ul style="list-style-type: none"> <li>Develop Employability Skills Certificate training curricula based on needs of employers</li> <li>Assess training programs currently provided by community-based organizations (CBOs) and validate those aligned with the objectives</li> <li>Project Indy's Employability Skills Certificate training</li> <li>Deliver Employability Skills Certificate training to youth without access to existing validated programs through CBOs</li> <li>Provide advanced, sector-specific certification opportunities for youth</li> <li>Provide youth and employers with year-round communication about opportunities for career</li> </ul>	<p><b>Youth will...</b></p> <ul style="list-style-type: none"> <li>Receive the Project Indy Employability Skills Certificate</li> <li>Receive a reference/letter of recommendation from their employer for high-quality work performance</li> <li>Gain work experience to build their professional resume</li> <li>Earn income</li> </ul>	<p><b>Youth will...</b></p> <ul style="list-style-type: none"> <li>Increase their positive peer and professional network</li> <li>Increase employability skills</li> <li>Increase their understanding of potential career paths and what is required for success along those paths (including alternatives to college)</li> <li>Increase their financial literacy</li> </ul>	<p><b>Youth will...</b></p> <ul style="list-style-type: none"> <li>Plan for their future</li> <li>Continue growing their professional network</li> <li>Graduate from high school</li> <li>Enroll in post-secondary education</li> <li>Complete post-secondary education</li> <li>Enroll in certification/training programs</li> </ul>	<ul style="list-style-type: none"> <li>Increased regional workforce capacity and skills</li> <li>Decreased young-adult unemployment rate</li> <li>Decreased unemployment rate</li> <li>Increased per capita/household income</li> <li>Decreased poverty rate</li> </ul>

<ul style="list-style-type: none"> <li>Staff to manage communication and marketing for project</li> </ul> <p><b>Technology</b></p> <ul style="list-style-type: none"> <li>ProjectIndy.net</li> <li>Work Here app</li> <li>Online assessment tools for youth and employers</li> </ul> <p><b>Materials</b></p> <ul style="list-style-type: none"> <li>Curricula for basic Employability Skills certificate training</li> <li>Curricula for advanced, sector-specific certification</li> <li>Project-specific marketing materials to ensure consistent messaging</li> </ul> <p><b>Youth-Specific Resources</b></p> <ul style="list-style-type: none"> <li>Transportation</li> <li>Access to technology</li> <li>Appropriate work attire</li> <li>Lunch for the workday</li> </ul> <p><b>Partnerships</b></p> <ul style="list-style-type: none"> <li>Community-based organizations to refer youth and support their success</li> <li>Employer partners with: <ul style="list-style-type: none"> <li>access to technology</li> <li>high-quality jobs for youth</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>education, exposure, exploration, employment, and experience (E5)</li> <li>Coordinate transportation to assist participating youth in accessing E5 opportunities</li> <li>Manage online portal (projectindy.net) for youth and employers as a single point of entry for E5 opportunities</li> <li>Collect and manage data collected through projectindy.net and the Work Here app</li> <li>Provide ongoing education to employers about understanding and effectively communicating with youth</li> <li>Provide employers with youth employee onboarding, management, and recognition tool kit</li> <li>Serve as a single point of contact for youth, employers, and CBOs to address issues during participation in Project Indy</li> <li>Provide assessment tool for youth and employers to evaluate one another</li> <li>Collect ongoing feedback from participating youth, employers, and CBOs and make real-time improvements</li> <li>Continually assess the quality of participating partners and adjust as needed</li> </ul> <p><b>Youth will...</b></p> <ul style="list-style-type: none"> <li>Complete Employability Skills Certificate training through Project Indy or other validated program</li> <li>Use the Work Here app to find, apply for, and secure a job</li> <li>Open a checking account</li> <li>Practice employability skills at work to meet employer expectations</li> <li>Apply employability skills in other areas of life (e.g., home and school) to make positive choices</li> <li>Take advantage of E5 opportunities</li> </ul>	<p><b>Employers will...</b></p> <ul style="list-style-type: none"> <li>Receive the Project Indy Partner Seal for participation</li> <li>Gain professional development opportunities for junior employees who supervise Project Indy youth</li> <li>Gain youth ambassadors to help them understand a new generation of workers</li> <li>Gain a pool of brand-loyal youth with growing purchasing power</li> </ul> <p><b>Community-Based Organizations will...</b></p> <ul style="list-style-type: none"> <li>Receive the Project Indy Partner Seal for participation</li> <li>Gain opportunities to support youth</li> <li>Gain opportunities to employ youth (with the potential for subsidized wages)</li> </ul>	<ul style="list-style-type: none"> <li>Increase school attendance</li> <li>Increase academic performance (GPA)</li> <li>Increase their understanding of the connection between finishing high school and obtaining a higher-paying employment</li> <li>Increase use of resources for finding appropriate employment opportunities based on personal qualifications and interests</li> <li>Increase their understanding of how to promote their work experience and credentials when searching for a job</li> </ul> <p><b>Employers will...</b></p> <ul style="list-style-type: none"> <li>Fill gaps in their workforce</li> <li>Increase their understanding of how to grow their pipeline of a new generation of workers</li> <li>Strengthen corporate social responsibility (CSR)</li> </ul> <p><b>Community-Based Organizations will...</b></p> <ul style="list-style-type: none"> <li>Increase client's access to employment-related resources</li> </ul>	<ul style="list-style-type: none"> <li>Complete certification/training programs</li> </ul> <p><b>Employers will...</b></p> <ul style="list-style-type: none"> <li>Grow their pool of former youth workers from whom they can select long-term employees</li> <li>Reduce their talent acquisition (e.g., recruitment, hiring, onboarding) costs</li> <li>Increase their connections with other like-minded employers (e.g., those who value youth employment and corporate social responsibility)</li> </ul> <p><b>Community-Based Organizations will...</b></p> <ul style="list-style-type: none"> <li>Increase their connections to employers to expand their pool of potential volunteers, donors, and partners</li> </ul>	<ul style="list-style-type: none"> <li>Decreased income inequality</li> <li>Decreased crime</li> <li>Decreased youth risk behaviors</li> <li>Regional economic growth</li> <li>Indianapolis is a more attractive long-term destination for employers</li> </ul>
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<ul style="list-style-type: none"> <li>o the ability to provide consistent work schedules</li> <li>o staff who can serve as a point person to Project Indy</li> <li>o the ability to provide wages for youth</li> </ul> <p><b>Financial Resources</b></p> <ul style="list-style-type: none"> <li>• To be determined upon finalization of program design</li> </ul>	<p><b>Employers<sup>1</sup> will...</b></p> <ul style="list-style-type: none"> <li>• Commit to hiring Project Indy youth</li> <li>• Post high-quality, youth-appropriate jobs on the Project Indy app</li> <li>• Utilize the Project Indy Employability Skills Certificate to identify qualified youth employees</li> <li>• Serve as the employer of record for selected youth</li> <li>• Provide wages to hired youth employees</li> <li>• Provide a positive onboarding and employment experience for youth employees by connecting them with a committed mentor/ supervisor</li> <li>• Communicate any issues with employee to designated Project Indy staff</li> <li>• Provide continual feedback to youth and Project Indy</li> <li>• Serve as a professional reference for youth that demonstrate high-quality work performance</li> <li>• Serve as ambassadors for Project Indy and youth employment in Indianapolis</li> </ul> <p><b>Community-Based Organizations will...</b></p> <ul style="list-style-type: none"> <li>• Serve as referral partners and ambassadors for Project Indy and youth employment in Indianapolis</li> <li>• Verify that youth with whom they are connected have successfully completed a validated employability skills training program</li> <li>• Be responsive to requests for support from Project Indy and youth by providing a designated point-person</li> <li>• Help facilitate E5 and networking opportunities for employers and youth</li> <li>• Communicate with Project Indy leadership about youth's needs, gaps in services, etc.</li> </ul>		<ul style="list-style-type: none"> <li>• Increase community awareness of their programs</li> </ul>		
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<sup>1</sup> The employers referenced in this logic model are those who will be hiring youth employees. Project Indy will also engage employers in other capacities to be determined by project partners.