### 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 readiness in the workplace.

**Resources**
- Human Resources
- Administration
- Management, and staff to perform and be available for technical and strategic functions
- Direction and support from community stakeholders in providing and accessing funding

**Short-Term Outcomes**
- Increased regional workforce participation
- Decreased young-adult unemployment
- Increased income and employability
- Increased professional network
- Greater sense of belonging

**Long-Term Outcomes**
- Increased regional workforce capacity and skills
- Decreased young-adult unemployment rate
- Increased per capita/household income
- Decreased poverty rate

**Activities**
- Develop Employability Skills Certificate training curricula based on needs of employers
- Assess training programs currently provided by community-based organizations (CBOs) and validate those aligned with the objectives Project Indy's Employability Skills Certificate training
- Deliver Employability Skills Certificate training to youth without access to existing validated programs through CBOs
- Provide advanced, sector-specific certification opportunities for youth
- Provide youth and employers with year-round communication about opportunities for career development

**Outputs**
- To achieve our goal, we will accomplish the following activities:
- To achieve our activities, we will need the following:

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<th>Activity</th>
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**Community-wide Impact**
- Youth will receive the Project Indy Employability Skills Certificate
- Youth will receive a reference/letter of recommendation from their employer for high-quality work performance
- Youth will gain work experience to build their professional resume
- Youth will earn income

**Youth Will**
- Increase their positive peer and professional network
- Increase employability skills
- Increase their understanding of potential career paths and what is required for success along those paths (including alternatives to college)
- Increase their financial literacy

**Youth Will**
- Plan for their future
- Continue growing their professional network
- Graduate from high school
- Enroll in post-secondary education
- Complete post-secondary education
- Enroll in certification/training programs

**Youth Will**
- Perceived their meaningful (including community engagement, civic engagement, and volunteerism) experiences with new opportunities in the workplace
- Strengthened their social and emotional development
- Increased their academic success
- Developed their employability skills

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Take advantage of E5 opportunities

- Quality jobs
- High-wage employment
- Technology home and school (e.g., access to computers)

Increase choices

- Client's access
- Access to technology

Apply employability skills to make positive differences

- Employer expectations
- Employer partners
- Community and partners

Strengthen understanding of the work

- Employer expectation
- Employer partners

Open a checking account

- Employer expectation
- Employer partners

Serve as a single point of contact for youth, experience, and interest

- Employer expectation
- Employer partners

Collect ongoing feedback from participating youth and employers

- Employer expectation
- Employer partners

Collect and manage data collected through projectindy.net and the Work Here app

- Employer expectation
- Employer partners

Employers will coordinate transportation to assist participating youth in accessing E5 opportunities

- Employer expectation
- Employer partners

Employers will provide assessment tools and other tools

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- Employer expectation
- Employer partners
the ability to provide consistent work schedules
o staff who can serve as a point person to Project Indy
o the ability to provide wages for youth

Financial Resources
• To be determined upon finalization of program design

Employers' will...
• Commit to hiring Project Indy youth
• Post high-quality, youth-appropriate jobs on the Project Indy app
• Utilize the Project Indy Employability Skills Certificate to identify qualified youth employees
• Serve as the employer of record for selected youth
• Provide wages to hired youth employees
• Provide a positive onboarding and employment experience for youth employees by connecting them with a committed mentor/supervisor
• Communicate any issues with employee to designated Project Indy staff
• Provide continual feedback to youth and Project Indy
• Serve as a professional reference for youth that demonstrate high-quality work performance
• Serve as ambassadors for Project Indy and youth employment in Indianapolis

Community-Based Organizations will...
• Serve as referral partners and ambassadors for Project Indy and youth employment in Indianapolis
• Verify that youth with whom they are connected have successfully completed a validated employability skills training program
• Be responsive to requests for support from Project Indy and youth by providing a designated point-person
• Help facilitate E5 and networking opportunities for employers and youth
• Communicate with Project Indy leadership about youth’s needs, gaps in services, etc.

• Increase community awareness of their programs

1 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.