Year Up’s Theory of Change

Year Up is bridging the Opportunity Divide by preparing low-income young adults for in-demand careers through skills development and training, work experience, and unparalleled access to America’s leading employers.

**Program Inputs**
- Young Adults: Low income, 18-24 years old, who are ready, motivated, and interested in Year Up-targeted entry-level positions and in working toward an industry-recognized certificate and/or degree.
- Staff: who are well-equipped to coach and serve students effectively, and who can interface with employer partners and/or higher education institutions.
- Infrastructure: that allows us to provide realistic and relevant training, and to simulate professional settings for our students.
- Employer Partners: seeking to develop a pipeline of skilled entry-level talent through internships and new hires, and committed to supporting new hires in their professional development.
- Education Partners: offering affordable credentials and degree programs for Year Up students and alumni.
- Funding Model: in which internship revenue covers a majority of program operating expenses.
- Volunteers: committed to Year Up’s mission and assisting as mentors, guest speakers, tutors, and board members.
- Active Alumni: who continue to support Year Up’s success as volunteers, staff members, ambassadors, and advisors.
- Community Partners: providing a pipeline of prospective students and a network of support services to help students complete the program.

**Program Model & Activities**
- Outreach, Recruitment, Admissions & College Enrollment: of qualified applicants for targeted career tracks training.
- Integrated Continuum Of Classroom, Academic Support Structures, & Internship-Based Learning: for knowledge, skills development, and marketable experience.
- Contract, Stipend & Feedback System: based on high expectations and high support, as preparation for needed workplace accountability and academic success.
- Learning Community Cohort Model: focused on community-building and peer support towards program completion and post-program outcomes.
- Staff Coaching: for consistent, individualized support and guidance throughout the program year.
- Professional Networking: opportunities to form relationships with caring adults outside of Year Up, such as mentors, guest speakers, mock interviewers, and other contacts who can support students in their careers.
- Student Services: to help students complete the program and achieve successful outcomes. Support services may come from within Year Up, from our college partners, and from outside community-based organizations.
- Job Placement & Career Services: for initial employment, career and academic advising, and strategies for job retention and career advancement.
- College-Level Coursework: for attaining a stackable credential.

**Graduate Knowledge & Skills (EPIC)**
- Empowered Life And Leadership Skills: needed for professional employment, and that encourage further engagement in Year Up’s movement.
- Professional Knowledge And Skills: necessary for success in the workplace, including navigation, communication, and customer service skills.
- In Demand Technical Knowledge And Skills: required by targeted jobs.
- Career Ready Professional Network And Clearly Documented Career Advancement Plan: to develop necessary skills and credentials.

**4 Months Post-Graduation**
- Employment in full-time role in a Year Up-targeted career track at or above wage threshold.
- A Postsecondary Education Plan focused on pursuing stackable, market-relevant credentials, while working in a targeted career track.

**1 Year Post-Graduation**
- Job Retention in well-paying, related, full-time employment.
- Progression In Postsecondary Education and completion of career-relevant credentials and/or degrees.

**Long Term Graduate Success**
- Continued Education in the form of career-relevant credentials or degree, while working in a targeted career track.
- Ongoing Career Success through earnings growth and career advancement.
- Engaged Alumni Leaders working with Year Up to close the Opportunity Divide.