

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 industryrecognized certificate and/or degree.

Stat

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-<u>Graduation</u>

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.