

Theory of Change: Low-income job seekers who are prepared for jobs in growth industries and given long-term support obtain and keep jobs with good pay and advancement potential.

Program Goal: To help people gain the skills they need to secure, retain and advance in economically self-sustaining jobs and contribute to the economic vitality of the Chicago region.

All proposals submitted to the Foundation should adhere to one of the following strategies:

STRATEGY A

**Pre-Employment Training
and Placement**

Target Population: Low- and moderate-income job seekers with low basic skills and limited or no work experience.

Components: Provides career awareness and exploration, simulated work environment, resume preparation, interviewing techniques, soft-skills training, placement and retention services.

Evaluation Criteria:

- Program recruitment, enrollment and completion rates
- Job placement, retention and wage rates
- Advancement opportunities

STRATEGY B

**Vocational Skills Training
and Placement**

Target Population: Low- and moderate-income job seekers with education levels beyond the ninth grade.

Components: Solicits employer input into curriculum development, recruits instructors with industry or private sector experience and provides soft-skills training, ongoing relationships with employers, placement and retention services.

Evaluation Criteria:

- Program recruitment, enrollment and completion rates
- Job placement, retention and wage rates
- Advancement opportunities

STRATEGY C

**Systems
Improvement**

Target Population: Systems through which job seekers and employers pursue workforce development services.

Components: Advocacy that leads to increased resources and improved policies, inter-agency coordination that improves access to workforce development services for job seekers and employers, capacity building that enhances program planning and delivery.

Evaluation Criteria:

- Increased resources for the system and individual organizations
- Engaged and influenced stakeholders
- Increased program participation
- Streamlined and enhanced service delivery