Youth Social Entrepreneurship (YSE) employment programs long sponsored by the Sundance Family Foundation serve an important function in preparing youth and young adults in low-income communities for career readiness. These after school youth serving organizations have formed the basis of the Earn & Learn programs that now guide young adults (ages 18-24) into careers with sustainable wages, on-the-job training, and transferable skills. Earn & Learn programs offer: 1) the social and emotional professional skills that enhance confidence and personal agency 2) community engagement to expand social networks, and 3) workplace readiness and certified skills required for 21st century innovation. We need all youth and especially youth living in low-income communities and communities of color to thrive and create a robust economic recovery. The COVID-19 pandemic, as well as historical and structural injustice have exacerbated social and economic inequalities in the United States. Talented youth who live in low income areas, or communities of color have been facing unemployment at 4-6x the average in Minnesota, even in a robust economy.

Earn & Learn employment partnerships between nonprofits, high schools, community colleges, government agencies, private employers, foundations, and other community partners have arrived at supply and demand side solutions. Earn & Learn programs integrate retention supports such as transportation and mentoring. These necessary retention supports allow for the creation of economic and social system transformations successfully catalyzing our bright and future changing workforce. We stand ready to listen, learn, and support and catalyze Minnesota’s emerging workforce of talented young adults and their innovative employers.

"Elpis has no doubt that Sundance Family Foundation has played a key role in our transformation from providing crisis employment to young people who are homeless to offering an employment readiness training that more fully embraces best practices."

PAUL RAMSOUR, Executive Director, Elpis Enterprises

"Working in the Sundance collaborative of YSE programs has helped Cookie Cart refine our evaluation process, and better illustrate the impact of our employment and training program on young people."

MATT HALEY, Executive Director, Cookie Cart

TESTIMONIALS

"As we developed Youth Works! to open doors of opportunity for youth and young adults in Ramsey County, Sundance became one of our first partners and has continued to actively support Earn and Learn career pathways."

LING C BECKER, Director of Workforce Solutions

See our impact

United Nations Sustainable Development Goals addressed with this program:

1.2, 1.4  3.5  4.3, 4.4  8.5, 8.6, 8.8  10.1, 10.2

3.5

V-shaped recovery depends on getting youth trained and and in the workforce
THE SOCIAL IMPACT OF EARN & LEARN

This impact value map shows the average cost per youth and the estimated lifetime benefits generated from a representative Earn & Learn program funded by Sundance Family Foundation.

Projected Social Return on Investment: $1 → $3.50

For every $1 invested in Earn & Learn, there is an estimated $3.50 in social value generated. Specific programs take many forms and social value per dollar invested ranges from $1.90 - $7.50.

Average Cost per youth $7,600

Estimated Return on Investment per youth: $26,400

Who Benefits? $26,400

Youth $12,400

Employer $6,000

Society $2,000

Taxpayers $6,000

Federal Taxpayers $2,700

State Taxpayers $2,200

Local Taxpayers $1,100

Fringe Benefits $3,800

Avoided Public Assistance Use $1,400

Opportunity Cost - $200/

Forecasted earnings from program participation

Increased Lifetime Earnings in Present Value $10,100

Additional After-Tax Earnings $6,000

Additional Taxes Paid $4,200

Reduced Recidivism $4,200

Avoided Cost of Criminal Justice Intervention $3,500

Avoided Costs to Victims $1,100

Increased Health care, PTO, Leave, Retirement Benefits $1,100

Reduced Substance Use $1,100

Reduced use of cash, food, health care assistance $1,100

Efficiency in the following areas:

• Quality
• Scale
• Impact

WHAT: A systems-level approach to coordinating and scaling opportunities for youth in pursuit of employment and career advancement.


HOW MUCH: Projected to serve 1,500 youth over the next year leading to increased education and earnings, improved health and increased social-emotional development.

CONTRIBUTION: Rigorous evaluations of representative programs provide evidence of the potential value created by and attributed to Earn & Learn.

IMPACT RISK MITIGATION: Career Development Tactics:

• coordinated data systems
• impact management
• cross-system referrals
• programmatic funding
• promotion of mentorship and social connectedness

portfolio approach designed with and for youth

This multifaceted effort supports program delivery, strengthens and integrates models, empowers expertise and furthers youth and grantee growth.

LOGIC MODEL

THEORY OF CHANGE: Create a youth workforce development system to support 21st century careers

INPUTS

ACTIVITIES

OUTPUTS

SHORT TERM OUTCOMES

INTERMEDIATE OUTCOMES

LONG TERM OUTCOMES

IMPACTS

Sundance

• Partnerships and Strategy
• Funding

• Portfolio of options for youth
• Impact measurement and management, data collection and tracking

• # of youth served
• # of hours of support, training and work experience received
• # of youth employed in career pathways
• # of youth in an educational program
• # of certifications / credentials earned
• # of new social and professional relationships per youth
• # of participating organizations
• Months of job retention
• # of the On the Job Mentors

Personal agency and social-emotional development
Social and community connectedness
Work readiness
Certiﬁcations and credentials earned
Professional networks
Work performance
Employment
Job retention
Sense of self-efficacy
Educational attainment
Stability
Career path development
Technical skills development
Healthy behaviors
Increased access to mentors
Earnings
Mental and physical health
Self-sufﬁcience
Career advancement
Productivity of employers

Economic, education, and employment racial disparities
Equity
Generational poverty
Social capital
Community resiliency
Diversity in Minnesota’s workforce
Economic vitality

KEY PERFORMANCE INDICATORS (KPIs)

Improvements in the following areas:

SCALE KPIs*

• # of youth served
• # of certifications / credentials received
• # of youth entering 1 of the 5 target MN industries

QUALITY KPIs

Social-emotional and personal agency development
Community and social connectedness
Work readiness and professional skills development
Mentorship, guidance, and job connectedness

*Note: Scale of programs are currently limited by the effects of COVID-19.