

# YOUNG MEN UNITED Results Framework\*

United Way of Central Maryland (Baltimore, MD)

Problems / Needs	Activities, Inputs	Outputs How Much? / How Many?	Quality Measures How well?	Short-Term Outcomes Better Off?	Long-Term Outcomes Better Off?
<p><b>Problem / Challenge</b></p> <ul style="list-style-type: none"> <li>• HS graduation rate for young men of color</li> <li>• College enrollment / completion</li> <li>• Generational, racial wealth gap</li> <li>• Access to school counselors in under-resourced schools</li> <li>• Systemic practice of directing YM of color away from college paths</li> <li>• Summer melt (college acceptees not enrolling / attending college)</li> </ul> <p><b>Young Men of Color need... (from Advisory Committee)</b></p> <ul style="list-style-type: none"> <li>• Envision / believe in a future with college / career</li> <li>• Opportunities / resources to explore interests / develop talents</li> <li>• Navigation / guidance support along this journey</li> <li>• Academic monitoring / support</li> <li>• <b>Connections to peers</b></li> <li>• <b>Connections to caring adults, especially relatable males with like lived experience</b></li> <li>• <b>Trauma informed care / support</b></li> <li>• Barrier reduction (e.g. transportation)</li> <li>• Family with shared vision / support</li> <li>• Income</li> </ul>	<p><b>Community Building / Fostering Brotherhood</b></p> <ul style="list-style-type: none"> <li>• leadership development</li> <li>• civic engagement</li> <li>• opportunities for exploration of interests and talents through participation in culturally relevant activities</li> <li>• professional &amp; career development</li> </ul>	<p># students enrolled</p>	<p>Target enrollment reached</p>	<p><i>Social Emotional Skills (% attained / %improved)</i></p> <ul style="list-style-type: none"> <li>• connection to peers</li> <li>• sense of belonging</li> <li>• connection to caring adults</li> <li>• support network development</li> <li>• sense of possibilities for future</li> <li>• grit / resiliency</li> <li>• sense of efficacy</li> <li>• leadership skills</li> </ul>	<ul style="list-style-type: none"> <li>• % college graduation <ul style="list-style-type: none"> <li>• 2-year</li> <li>• 4-year</li> </ul> </li> <li>• % training program completion</li> <li>• % trade certificates acquired</li> <li>• % employed earning above living wage</li> <li>• % placement in high-growth industries</li> <li>• % of students who have an increased sense of self-efficacy</li> <li>• % increase sense of belonging</li> <li>• % families with increased high school graduation and post-secondary participation / livable wage careers</li> <li>• <b>Close the wealth gap</b></li> </ul>
<p><b>Families need...</b></p> <ul style="list-style-type: none"> <li>• Financial stability, safe environment, health supports, immigration services</li> <li>• Information to inform support of / can envision / support college and/or career pathway for children</li> <li>• Support/awareness of and navigation access to post-secondary financial aid/support</li> <li>• Navigation support for college and career transition</li> </ul>	<p><b>Mentoring</b></p> <ul style="list-style-type: none"> <li>• students develop connections to adult role models whom they can relate to and learn from, particularly those with like lived experience.</li> </ul>	<p># services provided / activities engaged in</p>	<p>Enrollment and participation rates in each program activity (leadership, civic engagement, mentoring, etc.)</p> <p>Participant satisfaction rates (students and mentors)</p>	<ul style="list-style-type: none"> <li>• % improved academic skills, improved school attendance</li> <li>• % on track for graduation</li> <li>• % high school graduation</li> <li>• % on track for college/CTE</li> </ul>	
	<p><b>Academic Support</b></p> <ul style="list-style-type: none"> <li>• students receive academic support to get/stay on track for graduation and college/career</li> </ul>	<p># received academic support / amount of academic support</p>	<p>Target participation rates in academic support activities</p> <p>Student satisfaction rates</p>	<ul style="list-style-type: none"> <li>• % post-secondary acceptance</li> <li>• % received financial aid / % of need met</li> <li>• % college / CTE enrollment</li> <li>• % on track for college / CTE completion</li> </ul>	
	<p><b>College Preparation / Application Support</b></p> <ul style="list-style-type: none"> <li>• students learn about colleges, especially HBCUs</li> <li>• students learn about emerging industries</li> <li>• students receive career / college coaching and readiness supports</li> <li>• students receive financial planning advice</li> </ul>	<p># students who complete core college / career application steps (FAFSA, visits, applications, etc.)</p>	<p>Completion rates of core college / career application steps</p>	<ul style="list-style-type: none"> <li>• % family goals met</li> <li>• % barriers reduced</li> <li>• % increased stability / self-sufficiency; (ASSM)</li> <li>• % families with increased income/earnings</li> </ul>	
	<p><b>Family Case Management / Financial Support</b></p> <ul style="list-style-type: none"> <li>• students/families utilize family case management support to develop positive family and community connections.</li> <li>• students/families receive wrap-around support supports</li> <li>• students/ families receive financial support</li> </ul>	<p># students/parents receiving case management support</p> <p># resources / supports received</p> <p># family financial plans developed</p>	<p>Family plan completion rate</p> <p>Family case management participation rate</p> <p>Family case management satisfaction rate</p>	<ul style="list-style-type: none"> <li>• % improved employment skills (hard and soft)</li> <li>• % improved employability</li> </ul>	
	<p><b>Internship</b></p> <ul style="list-style-type: none"> <li>• students receive internship guidance and placement</li> <li>• students receive industry-specific orientation and training, prior to enrolling in internship program</li> </ul>	<p># received job placement services</p> <p># of students placed in internships</p>	<p>Job placement services participation rate</p> <p>Internship placement rate</p> <p>Satisfaction rates (interns, placement sites)</p>		

\*Framework is subject to change pending the selection of an independent evaluator.