North Lawndale Employment Network Theory of Change

Mission	Programs	Inputs	Activities	Outputs	Short-Term Outcomes	Long-Term Outcomes	Agency-Wide Outcomes
Sweet Beginnings Triple Bottom Line: Social: To provide people facing significant barriers to employment - primarily those with histories of criminal convictions - with viable opportunities to establish a work history, learn productive work habits, and become productive members of society. Economic: To contribute to the economic revitalization of the North Lawndale neighborhood through a social enterprise that is sustainable for the long-term and generates jobs. Product: To produce and sell high-quality honey and honey-based personal care and relaxation products **North Lawndale Employment Network** To improve the earnings potential of the North Lawndale community through innovative employment intiatives that lead to economic advancement and an improved quality of life for residents.	**Sweet Beginnings**	Clients with multiple barriers to employment retention, particularly felony backgrounds, who are committed to securing and retaining employment knowledge of business strategy, innovation and job creation honey bees, apiaries and other materials of production wage subsidies	manage Sweet Beginnings apiary, harvest honey manufacture, package and sell Sweet Beginnings products teach computer classes	# clients who complete beekeeping training Sweet Beginnings production outputs by product and weight Publicity, education	# Transitional Job Placements total $ of Sweet Beginnings sales Increased knowledge of the importance of bees in the ecosystem, environmental preservation, food systems	# successfully completing transitional job # permanent Sweet Beginnings employees # Sweet Beginnings graduates who transition to permanent employment increased hard and soft job skills	# increased income # job placements # 30, 90, 365-day retention
	Job Training	Clients with multiple barriers to employment retention, particularly felony backgrounds, who are committed to securing and retaining employment Professional staff with extensive clinical, coaching and teaching experience relationships with businesses and employers wage subsidies and work supports	implement Job training programs: U-Turn Permitted; U-Turn Express; Urban Weatherization; Moving Forward administer workforce coaching meet with businesses to establish and maintain relationships refer program graduates to business solutions department provide work supports to clients (ex: clothing, transportation assistance)	# U-Turn Permitted Classes # U-Turn Permitted Graduates # Moving Forward cohorts # Moving Forward completers # U-Turn Express Classes # U-Turn Express Graduates # Pathways to Self-Employment Graduates	# of clients with neat and up-to-date resumes and portfolios # with improved interviewing techniques # vocational certifications earned # of Transitional Job Placements # Permanent Job Placements # achieving 30-day job retention # Launching their own businesses	# improved attitudes towards crime, policing, anger management and prejudice # with increased vocational skills and knowledge rate of recidivism well below the state and national averages # transitional jobs successfully completed # and % of increase in hourly earnings # achieving job retention at 90 and 365 days	# former clients permanently employed at NLEN or Sweet Beginnings # completing ongoing education and vocational training # clients starting their own business or social enterprises Re-incarceration rates signicantly lower than population average Economic revitalization of the North Lawndale Community # clients with Increased confidence and self-worth Economic security for North Lawndale residents
	Financial and Income Support	Clients with barriers to achieving financial stability Clients committed to improving their long-term financial security Professional staff with coaching and financial counseling experience savings match	administer financial coaching and budgeting pull client credit reports adminster financial education workshops open up LISC Twin Accounts and secured bank cards for clients provide work and income supports to clients	# clients receiving individualized financial coaching # of total sessions of individualized financial coaching # financial education workshops # financial education workshop participants # LISC Twin Accounts started # Secured Credit Cards opened # clients receiving public benefits, work supports and LIHEAP utility assistance	# personal budgets prepared # of people with increased awareness of their personal finances, including credit scores # enrolled in new health insurance # clients going from unscored to having a credit score # savings accounts opened $ of work and income supports distributed	# of clients with an increase in net assets $ of increase in clients' net assets # clients with an increase in credit score amount of increase in credit scores	
	Resource Room	staff and volunteer time resource room materials (voicemail, computers, fax machines, printers, etc.)	manage resource room, assisting clients with computers, printers, resumes and applications teach computer classes	# clients accessing the resource room # of computer classes taught # unduplicated clients completing computer classes	# of clients with improved computer skills		

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