

# How to Read an Impact Genome® Scorecard

Impact Genome Scorecard®  
Boys & Girls Clubs of King County (BGCKC):  
YouthForce University

**Organization Overview**  
Name: Boys & Girls Clubs of King County (BGCKC)  
Genome: Workforce Development

**Program Overview**  
Program Name: YouthForce University  
Program Type: Direct Service  
Beneficiary Type: Individuals  
Budget: \$176K USD

**Description**  
BGCKC's YouthForce University helps underserved, low-income, and first-generation college-bound youth build a path toward career success through tailored career readiness training, paid work experience, and college/career counseling. YouthForce University is a key component of the program, helps increase the number of youth who have critical employment skills and demonstrates the skills they need to graduate from the program confident and prepared to enter post-secondary education and a career.

**Program Logistics**  
Location: United States (Washington)

**Key Demographics**  
Core Beneficiary Group: The program primarily serves underserved, low-income, youth of color, and/or first-generation American youth, ages 16-21.  
Sex: Male 49%, Female 51%  
Race: Black or African American 47%, Asian or Pacific Islander 28%, Hispanic or Latino 12%, Other 3%

**Mission Measurement Insight**  
This program works with students and youth for whom Job Readiness is a highly relevant outcome. They achieve this while maintaining a low cost-per-outcome compared to benchmark, as the program helps place students in paid internships, additional compensation from the companies hiring students. Evaluation is based on number of individuals placed in internships, increasing youth job skills or measuring post-program outcomes could provide higher quality evidence for impact.

**Outcomes**  
Primary Outcome: Job Readiness  
This outcome is satisfied if an individual has achieved at least one of the following within the past year:  
- Developed marketable job skills  
- Attained the soft skills and knowledge needed to search for employment  
- Attained certifications and education related to high demand careers  
- Removed significant barriers to employment  
Secondary Outcome(s): Acquire Employment, Career Advancement, Career Access and Readiness, Independent Living Skills

**Self-Reported Data**  
Efficacy Rate: 61%  
Program Reach: 519  
Actual Outcomes: 316  
Cost per Outcome: \$564

**Level of Data Reported**  
Level 1: RCT or quasi-experimental  
Level 2: Pre-post or cross-sectional  
Level 3: Point-in-time study  
Level 4: Performance metrics/STAR  
Level 5: Anecdotal evidence

**Genomic Analysis**  
Most Emphasized Activities ("Genes") in this Program  
1. Provides instruction in communication skills, such as listening skills and empathy, non-verbal communication, constructive feedback, persuasion, and others  
2. Provides instruction in financial literacy and household budget management  
3. Provides instruction in workplace literacy  
4. Provides marketing education  
5. Provides time-management and work planning training

**Program Intensity**  
Dosage: 12 hours to <24 hours  
Frequency: 1-2 times every week  
Duration: 1 month to <3 months

**Sector Benchmark Data**  
Program Name: YouthForce University  
Efficacy Rate: 61%  
Cost Per Outcome: \$564  
Impact Genome Benchmark for this Outcome: 51% - 91%, \$2,178 - \$3,564

The data above was reported by Boys & Girls Clubs of King County (BGCKC) in January 2019. POWERED BY: MISSION MEASUREMENT

Each program scorecard contains the following information:

- 1. Organization and Program Overview** – Provides a brief overview of the organization and program.
- 2. Program Description** – Provides a description of the program.
- 3. Program Logistics** – Provides information about where the program is run.
- 4. Program Demographics** – Profiles the population served (age, socio-economic status, etc.)
- 5. Mission Measurement Insight** – Provides insight, commentary, and notes from Mission Measurement team
- 6. Outcomes** – Describes the primary and secondary outcomes targeted by the program.
- 7. Self-Reported Data** – Provides standardized metrics for the program based on self-reported data including:
  - Reach: The number of beneficiaries directly engaged by the program in the past year
  - Efficacy Rate: The % of beneficiaries served by the program who achieve the primary outcome
  - Actual Outcomes: The # of beneficiaries served by the program who achieve the primary outcome (Efficacy Rate \* Reach)
  - Cost per Outcome: The cost per beneficiary served by the program that achieves the primary outcome (Program Budget / Program Outcomes)
- 8. Level of Data** – Provides context of the self-reported data including study design and evidence description
- 9. Genomic Analysis** – Describes the activities most emphasized in this program's design.
- 10. Program Intensity** – Provides dosage, frequency, and duration of programming
- 11. Sector Benchmark Data** – Provides benchmark ranges for Efficacy Rate and Cost Per Outcome based on all programs in the Impact Genome database that work towards the same outcome.