

Program Overview

Genome	Workforce Development
Program Type	Direct Service
Beneficiary Type	Individuals
Budget	\$614,272 USD

Description

As an economic first responder, ULCC's workforce development program to vigorously address the wave of unemployment or underemployment for underserved populations. A first step in solving economic mobility is assisting individuals with securing middle-skill employment within a progressive career path through education, training, certification and placement. A key part of our success is ULCC's additional wrap around support services to ensure they are fully prepared for job placement.

Program Logistics



Beneficiaries

In an average cohort we have 31% women, and 69% men, households earning under \$35,000 annually (0-250% of the Federal poverty level), over 61% receive government assistance, 39% previously incarcerated.

Age	
Adolescents (age 15-18 or high school grades)	5%
Young Adults (age 19-30)	61%
Adults (age 31-64)	28%
Aging, Elderly, Senior Citizens (age 65+)	6%

Sex	
Male	61%
Female	39%

Race	
Asian or Pacific Islander	8%
Black, African American, or African-descent	89%
Hispanic or Latino	4%
White or Caucasian	4%
Bi/Multiracial	1%

Additional Characteristics	
English Language Learners (ELL)	95%
First-Generation College Students	97%
Homeless	3%
Individuals with Disabilities	4%
Low-Income or Economically Disadvantaged	89%
Military Veterans	5%
Single / Lone Parents	79%
Unemployed	86%
Formerly Incarcerated Persons	29%

Impact Genome Insight (April 2025)

The ULCC Workforce Development Program provides not only skill training and apprenticeship opportunities but also wraparound services to address any barriers to employment. The program measures the outcome based on individuals' obtained certification, but the program also tracks completion of the training. The program also measures their secondary outcomes closely as they track those who self-reported employment status over time and completed training. The program cost per outcome is below the sector benchmarks, which could be due to their partnerships with employers to offer

Outcomes

Primary Outcome: Z05.05.02: Improved Job-Specific Skills

This outcome is satisfied if an individual has demonstrated the following within the past year:

- Achievement of job/career-related credentials or meaningful certifications (i.e., industry-recognized or in-demand certificates)
- Improved knowledge, skills, and competencies for a specific job or career
- Completion of paid/unpaid internships, apprenticeships, volunteer opportunities, or fellowship positions that are aligned with career goals and interests

Secondary Outcome(s): Improved Job Quality, Job Advancement, Job Attainment

Verified Results

98% Efficacy Rate % of beneficiaries achieving a positive outcome	169 Program Reach # of beneficiaries served	166 Actual Outcomes Total # of beneficiaries achieving a positive outcome	\$3,700 Cost per Outcome Budget / Actual Outcomes
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Supporting Evidence

Impact Genome Assessment:



Nonprofit's description of their evidence:

166 individuals completed the training, of which 97% earned a certification, 100% participate in job readiness skills training, and 83% obtained employment. We maintain contact and conduct monthly surveys with students for 12 months. We secure job offer letters to verify obtaining employment.

Overall assessment, based on rigor, relevance, and validity of evidence provided

How it Works

Most Emphasized Components (e.g., Activities) in this Program	
A05.05.02.01 Engage Employers	35%
A05.05.04.02 Provide Credentials Aligned with Labor Market	17%
A05.05.01.05 Identifying Needs and Barriers to Employment	42%
A05.05.05.11 Focus on Job / Career Specific Content	15%
A05.05.04.03 Preparation for Certification Exams	19%

Program Intensity

Contact Hours 208 hrs	Duration 3 mths - 6 mths	Frequency 2-6 times per wk	Dosage 3 hrs - 6 hrs
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Class time also includes traveling to construction sites for hands on experience.

Sector Benchmark Data

Program Name	Efficacy Rate	Cost Per Outcome
ULCC Workforce Development Program	98%	\$3,700
Impact Genome Benchmark* for this Outcome	81% - 90%	\$7,555 - \$12,244

* The average Efficacy Rate and Cost Per Outcome of all programs in the Impact Genome database that target this same outcome as of April 2025.

work-based learning program/apprenticeship at limited/no cost to the organization.