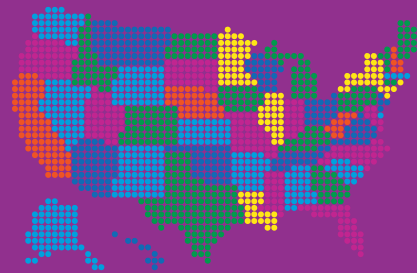


Working Impact

Over 60 public and private workforce partners collectively unlocking the skill power of 35,000 youth

MHA Labs is a movement of youth and adults who seek to create a world where all young people are empowered with the skills and resources they NEED—to achieve the personal and community aspirations they WANT.



WORKING IMPACT CITIES

Brooklyn Center, MN New Orleans, LA
Brooklyn Park, MN New York City, NY
Chicago, IL Saint Paul, MN
Minneapolis, MN



HUMAN POTENTIAL:

MHA Labs operates as a nonprofit innovation firm launching ventures that unlock the generational human potential of youth and young adults. We collaborate with 1000's of researchers and practitioners to resolve both side of the human potential equation. In our path to maximize skills achievement and personal willpower, we collectively and relentlessly work to eliminate the bias and structural forces that limit the contribution of human potential.

Working Impact

HUMAN CAPITAL:

MHA Labs launched **Working Impact** in 2011 to redefine the how youth human capital is valued as a driver of social and economic progress. Working Impact does not theorize about the value of youth talent but designs performance measurement tools that validate youth as skilled workers and contributors. Our researchers also develop employee impact surveys to validate the conditions that allow human capital to flourish.

MAYOR RAHM EMANUEL'S

ONE SUMMER CHICAGO

FOUNDING PARTNER:

ONE SUMMER CHICAGO is a leading Working Impact partner striving to redefine the value of youth in the City of Chicago. OSC provides over 31,000 youth and young adults between the ages of 13 and 24 with meaningful summer employment and learning opportunities. Using MHA Labs' Employee Performance Review and Youth Impact Survey, OSC was able to tell a radically different story than what the media portrays about youth in Chicago. In 2017...

73%

OF EMPLOYERS
RATED YOUTH
HIGHLY SKILLED
ON 21ST CENTURY
READINESS

75%

OF YOUTH
REPORTED GAINING
VALUABLE SKILLS
IN THE IR PROGRAM

72%

OF EMPLOYERS
WOULD HIRE
YOUTH IF THEY
HAD A JOB
OPENING

84%

OF EMPLOYERS
RATED YOUTH
HIGHLY SKILLED
ON TECHNICAL
ABILITY

Working Impact Employee/Intern Performance Review

Hirability Requirements Survey Section

Randomizing items in this section significantly increases the validity of the results.

Therefore final print and online survey DO NOT include section headers and items are randomized.

HIRABILITY REQUIREMENTS RATING	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	NOT OBSERVED
PROFESSIONAL ATTITUDE						
Brings energy and enthusiasm to the work						
Graciously accepts criticism						
Takes responsibility for his or her actions and does not blame others						
Stays calm, clearheaded and unflappable under stress						
TEAM WORK ETHIC						
Actively looks for additional tasks when own work is done						
Actively looks for ways to help other people						
PROBLEM SOLVING						
Unpacks problems into manageable parts						
Generates multiple potential solutions to problems						
Identifies new and more effective ways to solve problems						
TIME MANAGEMENT						
Manages time and does not procrastinate						
Gets work done on time						
Arrives on time and is rarely absent without cause						
EMPLOYER SATISFACTION						
If I had a job opening, I would hire this employee						
I would seek out this person to be on my next project						
I would recommend this employee to a colleague, for a similar position						

.....
KEY STRENGTH: (Please limit to text or tweet length, 140 characters)

Technical Skill Survey Innovation

MHA Labs designed an innovative custom survey application to allow each supervisor to enter and rate their own specific job profile.

Simple task entries will be converted into nationally standardized job titles and technical tasks using the API services from the Skills Engine and the U.S. Department of Labor's O-Net Database.

BASIC JOB TASKS LIST

- Job Task 1: Supervisor type's in brief description
- Job Task 2: Supervisor type's in brief description
- Job Task 2: Supervisor type's in brief description



JOB TITLE SELECTION
 O-Net Automated Job Title Listing Dropdown

TECHNICAL SKILLS RATING	VERY POORLY	POORLY	AVERAGE	VERY WELL	WELL
O-Net Automated Technical Skill Description					
O-Net Automated Technical Skill Description					
O-Net Automated Technical Skill Description					

Working Impact Employee/Intern Performance Review

Skills Scorecard: One Summer Chicago

EMPLOYEE:
Sarah Jackson
Web Designer
MHA Labs
Chicago, Illinois

SUPERVISOR:
Leslie Beller
CEO
MHA Labs

PROGRAM:
One Summer Chicago
PROGRAM PARTNER:
Star Family Services
TIMELINE:
Summer 2017

PERFORMANCE RATING LEVELS:

NV = NOVICE	EM = EMERGING	ST = STANDARD	SK = SKILLED	EX = EXPERT
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Hirability Skills Performance:

	NV	EM	ST	SK	EX
Brings energy and enthusiasm to the work					✓
Graciously accepts criticism				✓	
Takes responsibility for his or her actions and does not blame others				✓	
Stays calm, clearheaded and unflappable under stress				✓	
Actively looks for additional tasks when own work is done				✓	
Actively looks for ways to help other people				✓	
Unpacks problems into manageable parts				✓	
Generates multiple potential solutions to problems				✓	
Identifies new and more effective ways to solve problems			✓		
Works hard to get the job done			✓		
Does not procrastinate		✓			
Arrives on time and is rarely absent without cause		✓			

Technical Skills Performance:

	NV	EM	ST	SK	EX
Perform or direct Web site updates					✓
Design, build, or maintain Web sites, using authoring or scripting languages, content creation tools, management tools, and digital media				✓	
Write, design, or edit Web page content, or direct others producing content		✓			

Hirability Status:

	AGREE	STRONGLY AGREE
If I had a job opening, I would hire this employee		✓
I would seek out this person to be on my next project		✓
I would recommend this employee to a colleague, for a similar position	✓	



KEY STRENGTH:

Sarah's excellent attention to detail made her our best web application tester.

Working Impact Teacher-Mentor Performance Review

Hirability Requirements Survey Section

Randomizing items in this section significantly increases the validity of the results.

Therefore final print and online survey DO NOT include section headers and items are randomized.

HIRABILITY REQUIREMENTS RATING	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	NOT OBSERVED
PROFESSIONAL ATTITUDE						
Brings energy and enthusiasm to the work						
Graciously accepts criticism						
Takes responsibility for his or her actions and does not blame others						
Stays calm, clearheaded and unflappable under stress						
TEAM WORK ETHIC						
Actively looks for additional tasks when own work is done						
Actively looks for ways to help other people						
PROBLEM SOLVING						
Unpacks problems into manageable parts						
Generates multiple potential solutions to problems						
Identifies new and more effective ways to solve problems						
TIME MANAGEMENT						
Manages time and does not procrastinate						
Gets work done on time						
Arrives on time and is rarely absent without cause						
EMPLOYER SATISFACTION						
If I had a job opening, I would hire this employee						
I would seek out this person to be on my next project						
I would recommend this employee to a colleague, for a similar position						

.....
KEY STRENGTH: (Please limit to text or tweet length, 140 characters)

Technical Skill Survey Innovation

MHA Labs designed an innovative custom survey application to allow each teacher and mentor to enter and rate their own specific class/program skill profile. **Simple task entries will be converted into nationally standardized job titles and technical tasks using the API services from the Skills Engine and the U.S. Department of Labor's O-Net Database.**

BASIC JOB TASKS LIST

- Job Task 1: Teacher-Mentor type's in brief description
- Job Task 2: Teacher-Mentor type's in brief description
- Job Task 3: Teacher-Mentor type's in brief description



JOB TITLE SELECTION
 O-Net Automated Job Title Listing Dropdown

TECHNICAL SKILLS RATING	VERY POORLY	POORLY	AVERAGE	VERY WELL	WELL
O-Net Automated Technical Skill Description					
O-Net Automated Technical Skill Description					
O-Net Automated Technical Skill Description					

Working Impact Teacher-Mentor Performance Review

Skills Scorecard: Star Family Services

NAME:
Sarah Jackson
 Training and Development Specialist
 Star Peer Mentoring Program
 Chicago, IL

REFERENCE:
Jane Addams
 Star Family Services

ROLE:
 Teacher

ORGANIZATION:
 Star Family Services

TIMELINE:
 JAN 2016–SEP 2017

PERFORMANCE RATING LEVELS:

NV = NOVICE	EM = EMERGING	ST = STANDARD	SK = SKILLED	EX = EXPERT
-------------	---------------	---------------	--------------	-------------

Hirability Skills Performance:

	NV	EM	ST	SK	EX
Brings energy and enthusiasm to the work					✓
Actively looks for ways to help other people					✓
Identifies new and more effective ways to solve problems				✓	
Works hard to get the job done				✓	
Unpacks problems into manageable parts				✓	
Generates multiple potential solutions to problems				✓	
Takes responsibility for his or her actions and does not blame others			✓		
Stays calm, clearheaded and unfappable under stress			✓		
Graciously accepts criticism			✓		
Actively looks for additional tasks when own work is done			✓		
Identifies new and more effective ways to solve problems		✓			
Does not procrastinate		✓			
Arrives on time and is rarely absent without cause	✓				

Technical Skills Performance:

	NV	EM	ST	SK	EX
Assess training needs through surveys, interviews with employees, focus groups, or consultation with managers, instructors, or customer representatives			✓		
Design, plan, organize, or direct orientation and training programs for employees or customers					✓
Offer specific training programs to help workers maintain or improve job skills				✓	

Hirability Status:

	AGREE	STRONGLY AGREE
If I had a job opening, I would hire this employee		✓
I would seek out this person to be on my next project		✓
I would recommend this employee to a colleague, for a similar position		✓



KEY STRENGTH:

Sarah's capacity to expertly train and energize her peers was far beyond any Teen Peer Mentor we have ever had.

Youth Impact Survey Item Template

Randomizing items in surveys significantly increases the validity of the results.
Therefore final print and online survey DO NOT include section headers and items are randomized.

Rate how true is each statement is about your summer work/program experience on a scale of 1-5, with 5 being the highest:

1—NOT AT ALL TRUE 2—A LITTLE TRUE 3—SOMEWHAT TRUE 4—MOSTLY TRUE 5—COMPLETELY TRUE

HOPE	1	2	3	4	5
What I experienced during this program is necessary for my success in the future					
This program helped prepare me for what I plan to do in life					
My future is more hopeful after participating in this program					
CONFIDENCE					
This program helped me see myself as a skilled person					
In this program, I got a better sense of what I am good at					
I am proud of how I performed in this program					
This program increased my confidence					
SKILLS IDENTITY					
I developed new skills that helped me succeed in the program					
This program helped me identify and understand my skills					
I gained valuable skills in this program					
SKILLS DEVELOPMENT					
I improved my teamwork skills to work well with others					
I developed better ways to solve problems when I faced issues or setbacks					
I improved my planning skills in order to reach my goals					
I developed time management skills in order to meet my deadlines					
I expanded my communication skills to effectively express my ideas					
I gained skills for resolving conflict with other people					
PROGRAM CULTURE					
I felt like an important part of this program community					
I felt valued and appreciated by others in this program					
This program provided opportunities to reflect on how well I was doing					
I felt safe in my program					
PROGRAM ENGAGEMENT					
I enjoyed what I did this program					
I was motivated to participate in this program					
EDUCATION & CAREER GOALS					
In this program, I discovered career pathways aligned to my life goals					
Participating in this program made me want to try harder in school					
This program helped me see that education matters					
SUPERVISOR RELATIONSHIP					
My supervisor treated me fairly					
My supervisor is an adult I trust					
My supervisor made me feel the work I did was important					
My supervisor connected how my job related to my personal goals					
My supervisor gave me feedback that improved my skills					
RESILIENCE					
In this program, I was able to do the work even when I did not feel like it					
When I faced setbacks in this program, I did not get discouraged					
PROGRAM SATISFACTION					
I would participate in this program again					
I would recommend this program to a friend					

Describe one skill you gained in your program that you are most proud of:

Describe one skill that you still want to work on or grow: