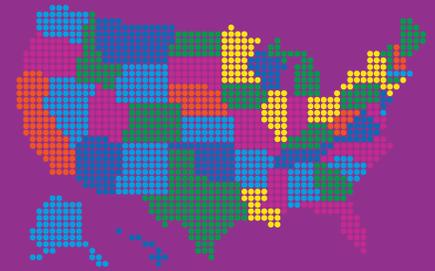


Working Impact

Collectively unlocking the skill power of 30,000 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	Springfield, OH



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.

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 25,000+ 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.

80%

OF EMPLOYERS
RATED YOUTH
DEFINITELY WORK
READY

70%

OF YOUTH SAID
SUPERVISOR
RECOGNIZED THEIR
ABILITIES

76%

OF EMPLOYERS
WOULD HIRE YOUTH
IF THEY HAD A JOB
OPENING

\$6.86
MILLION

IN EARNING
SUPPORTING
FAMILIES AND LOCAL
BUSINESSES

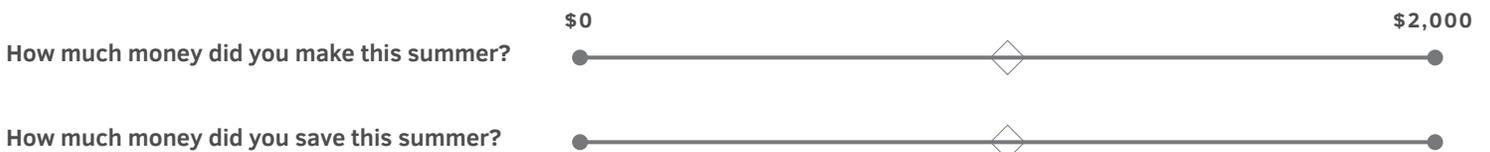
Youth Impact Survey Item Template

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

	1	2	3	4	5
JOB SATISFACTION					
I found a sense of purpose and meaning in what I did this summer					
Overall, I was satisfied with my summer experience					
I felt increasingly certain this job was a good thing, as the summer went on					
PERSONAL MOTIVATION					
What I learned during this summer is necessary for my success in the future					
Even when things got discouraging this summer, I knew I could find a way to solve the problem					
Overall, my summer experience made me more hopeful about the future					
My summer experience will help me achieve goals I have for my life					
EDUCATIONAL ASPIRATION					
My summer experience made me even more committed to doing well in high school or college					
My summer experience helped me to focus on specific educational options that align to my life goals					
My summer experience made me more likely to pursue a college degree or vocational certification					
CAREER ASPIRATION					
My summer experience helped me make a decision about my career choice					
As a result of my summer experience, my career goals are now more ambitious					
As a result of my summer experience, my career goals are now more certain					
My summer experience will help me get an even better job later on					
SUPERVISOR RELATIONS					
My supervisor helped me set and achieve goals					
My supervisor took me seriously and treated me fairly					
My supervisor helped me see future possibilities for myself					
My supervisor usually gave me work that was meaningful					
OVERALL EXPERIENCE					
Working hard this summer is going to pay off later					
My summer experience taught me valuable skills					
My summer experience allowed me to make a bond with an adult who I can count on to give me useful advice					
FINANCIAL RESPONSIBILITY					
Did you open a bank account? (if no, I already have one; I chose not to; I did not know how)					
Did you use direct deposit?					



Employee Review & Recommendation Survey Item Template

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	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	NOT OBSERVED
O-Net Automated Technical Skill Description						
O-Net Automated Technical Skill Description						
O-Net Automated Technical Skill Description						

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)

Working Impact Employee 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:
Phalanx Family Services
TIMELINE:
Summer 2016

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.