

Theory of Change

Outcomes and Impacts to create pathways to self-sufficiency, livable wages and wealth generation

STEP 1: Inputs



Relationships with local organizations, coalitions, networks, volunteers, businesses and industry



Resources, including human, financial, organizational and community resources



Informal Educational and post secondary educational institutions



Programs and Initiatives

STEP 2: Activities



- Intensive/ongoing/consistent supportive services
- Career Pathways programs
- Individual Career Plans
- Tools/Training
- Industry Sector employer contact pathways
- Case management and coaching
- Skills training
- Connecting local partners
- Housing and benefits assistance
- Peer support
- Financial literacy programming
- Job training
- Screening/assessments

STEP 4: Short Term Outputs



Case management Supportive services



Education and Employable skill attainment



Permanence and Well-Being Goals Attained Participation and involvement rates



Business Ideation

STEP 3: Intermediate Outcomes



- Increased understanding of goals for career, skills needed/full-time stable employment at a livable wage
- Reliable and stable income
- Job includes benefits such as health insurance, paid leave, savings assistance
- Career coaching retention support
- Baseline wage higher, wage improvement gap above 10%+
- Wage growth potential and leadership opportunities – defined career path
- Promotion or job position improvement

STEP 5: Overall Impact

Coloradoans from all backgrounds have the opportunities and resources they need to pursue social, education, career and workforce pathways that enable them to thrive in today's connected age.

- Housing Stability
- Improved Job Prospects
- Livable wage
- Long-term positive employment outlook
- Professional training and applicable certifications
- Positive outlook on life
- Financial literacy knowledge
- Retirement savings
- New net jobs created/jobs sustained

Key Assumptions:

Program Theory and Logic Model for three main funding areas

1. Removing Barriers to Employment
 2. Employment Programming
 3. Entrepreneurship Pathways
- Each area represents 25% of the Foundation's annual funding by program area/portfolio. The remaining 25% is dedicated towards legacy projects and pre-determined arts/culture/humanities grants.
 - The Kenneth King Foundation's theory of change defines our purpose through a cause-and-effect logic statement, providing a 50,000-foot view of our desired change. Our logic model outlines our theory and assumptions that ground our mission, vision, and funding interests. Our three main funding areas are outlined with short- and long-term outcomes with program activities and processes, alongside theoretical assumptions, and principles. We believe this framework provides enhanced understanding of how your organization's program may or may not align with the Kenneth King Foundation's goals.



Kenneth King Foundation