**Ultimate outcomes**
Participant outcomes produced as a result of the Ujamaa Place experience

- Stable housing situation
  - Housed (not homeless)**
  - Manage payment for housing
- Increase educational attainment
  - Acquire GED**
  - Acquire post-secondary degree**
  - Acquire vocational training certification**
- Secure and retain a job
  - Placed at a job, earning at least minimum wage**
  - Prepared to pursue training needed to secure a living wage job
- Connect to family and children
  - Healthy engagement in the lives of family and children
  - Financially support family and children
  - Maintain healthy boundaries and interpersonal relationships
- Eliminate contact with penal system
  - Reduce recidivism and criminal activity**
  - Parole compliance
  - Decrease involvement in gangs
  - Practice and apply healthy coping methods in place of “survival” methods

**Program elements that lead to participant success**
Interacting determinants of self-transformation

- Stable housing situation
- Increase educational attainment
- Secure and retain a job
- Connect to family and children
- Eliminate contact with penal system

**Foundational elements**
Thematic threads integrated throughout every aspect of the Ujamaa Place experience

- Empowerment and spirituality
  - Cognitive restructuring
  - Getting men to think differently about themselves
  - Believing in the capabilities of oneself
  - Spiritual development
- African American culture
  - Value black ways of knowing and worldviews
  - Staff demographics reflect the population of men served
- High-context coaching
  - One-on-one, meaningful relationship with another man
  - All Ujamaa Place staff, volunteers, and board as “coach”
  - Individualized development plan with success defined by participant
- Community of men
  - Environment of grace and inclusion
  - Support system
  - Offers a sense of belonging and honor
  - Relate to men who have comparable life experiences
  - Peer guides and elders
- Person-centered approach
  - Moving as quickly (or slowly) as men want to toward accomplishing their goals
  - Assessment and self-reflection about men’s strengths and needs
  - Ongoing support in times of progress and regression

**Academic and employment skill development**
(Getting ahead of the daily struggles)

- Climbing the educational ladder
  - TABE test
  - Aztec
  - GED classes
  - Individualized tutoring
- Building employment skills (How to be successful in a job)
  - Professionalism
  - Teamwork perspective
  - Quality communication
  - Planning and time management
- Cultivating life skills
  - Self-actualization
  - Mainstream systems navigation
  - Etiquette and manners
  - Health consciousness
  - Financial management
- Building emotion management and relationship skills
  - Individual talk therapy using a cognitive behavioral therapy (CBT) approach
  - Coping skills and emotional intelligence classes
  - Group music therapy
  - Club Dad – a group for fathers defining black manhood and fatherhood
  - Chemical and mental health assessment and treatment plans
- Fulfilling basic needs
  - Transportation
  - Daily meals on-site
  - Clothing
  - Access to needed health care services
  - Partnerships with other agencies
  - A comfortable, safe place to socialize
- Establishing a home
  - Transitional housing
  - Renter responsibilities
  - Long-term housing
- Volunteering in the community
  - Connect and contribute to community life
  - Utilize interpersonal skills
  - Sense of responsibility

**Life skills development**
(Overcoming the daily struggles)

- Building emotion management and relationship skills
- Cultivating life skills
- Building employment skills
- Fulfilling basic needs
- Establishing a home
- Volunteering in the community

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**Indicates a return-on-investment (ROI) outcome measure.**
Ultimate Outcomes and Measures to Assess Them

The table below lists each Ujamaa Place ultimate outcome, how those ultimate outcomes are assessed (outcome measures) and additional data that provide context regarding the “Ujamaa experience” that Ujamaa men have while at Ujamaa Place (context measures). For instance, when measuring to what degree an Ujamaa man achieved a stable housing situation, in addition to assessing his housing status, it will be informative to learn how long he has been at Ujamaa Place, which housing-related services he received, and a number of other “context measures.” Doing this type of analysis at the aggregate level (i.e., for groups of guys that share meaningful characteristics) will give insight into the ways in which programming is most useful for achieving Ujamaa men’s goals.

<table>
<thead>
<tr>
<th>Ultimate outcome</th>
<th>Outcome measures</th>
<th>Context measures</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stable housing situation</td>
<td>• Housing status (pre/post; from housing status assessment)</td>
<td>• Duration in Ujamaa Place</td>
</tr>
<tr>
<td></td>
<td>• Manage payment for housing (pre/post; from housing status assessment)</td>
<td>• Program enrollments</td>
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<td></td>
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<td>• Duration in housing program</td>
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<td></td>
<td>• Total number of housing services received</td>
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<td>• Total number of services received (across all programs)</td>
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<td>• Type of housing services received</td>
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<td>– Bed</td>
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<td></td>
<td>– Bridging services</td>
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<td>– Completed financial management class</td>
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<td>– Financial literacy class attendance</td>
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<td></td>
<td>– Completed Rentwise curriculum</td>
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<td></td>
<td>– Move-in assistance</td>
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<td>– Tenant training</td>
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<td></td>
<td>– U-haul rental</td>
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<tr>
<td>Increase educational attainment</td>
<td>• Education status (pre/post; from education status assessment)</td>
<td>• Duration in Ujamaa Place</td>
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<tr>
<td></td>
<td>• Education track (pre/post; from education program track assessment)</td>
<td>• Program enrollments</td>
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<td>• Duration in education program</td>
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<td>• Education track</td>
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<td>• Total number of education services received</td>
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<td>• Total number of services received (across all programs)</td>
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<td>• Type of education services received</td>
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<td></td>
<td>– Academics</td>
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<td>– Aztec modules</td>
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<td>– Pre-GED test</td>
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<td>– Tutoring</td>
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<td><strong>Ultimate outcome</strong></td>
<td><strong>Outcome measures</strong></td>
<td><strong>Context measures</strong></td>
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</tbody>
</table>
| Secure and retain a job | • Employment status (pre/post; from employment status assessment)  
• Hourly wage (pre/post; from work history/employer form) | • Duration in Ujamaa Place  
• Program enrollments  
• Duration in employment program  
• Total number of employment services received  
• Total number of services received (across all programs) | • Type of employment services received  
─ Career development  
─ Completed customer service training  
─ Cover letter  
─ Interview  
─ Job application  
─ Mock interview(s) completed  
─ Reference letter  
─ Resume  
─ Transportation  
─ Work clothing |
| Connect to family and children | • Readiness to pursue goals related to family and children (pre/post; from family connections assessment)  
• Financially support children and family (pre/post; from family connections assessment)  
• Frequency of engagement with children and family (pre/post; from family connections assessment)  
• Qualitative assessment of engagement with children and family (pre/post; from family connection individual development plan) | • Duration in Ujamaa Place  
• Program enrollments  
• Total number of family connections services received  
• Total number of services received (across all programs) | • Type of family connections services received  
─ Life skills class attendance  
─ Child support established  
─ Club Dad attendance  
─ Community of men group  
─ Mediation with child’s mother  
─ Individual therapy attendance  
─ Music therapy group attendance  
─ Coping skills and emotional intelligence class attendance |
| Eliminate contact with the penal system | • Violations or new charges (pre: criminal history form/post: violations and new charges form) | • Duration in Ujamaa Place  
• Program enrollments  
• Total number of criminal justice services received  
• Total number of services received (across all programs) | • Type of criminal justice services received  
─ Completed probation/parole  
─ Connected to legal advocacy services  
─ Court hearing  
─ Driver’s license renewal  
─ Expungement services  
─ Meeting with PO  
─ Motion filed |