

## THE NEED

*10,000 young adults between the ages of 16-24 that have left high school without a diploma*

The 2010 US Census revealed that Nashville has approximately 10,000 young adults between the ages of 16-24 that have left high school without a diploma. Young adults who do not earn a high school diploma have difficulty finding a job and earning a living wage. For each high school dropout who remains unemployed, the immediate social burden is \$37,500 per year. The 16-24, Out School, Out of Work Team believes that without further education or job preparation, these young adults will not make the transition to productive, working adults.

## THE TACTICS

The culmination of years of planning and dedication by the 16-24 Out of School, Out of Work Alignment Team has yielded a groundbreaking pilot to re-engage young adults who have left school without receiving a high school diploma and are out of work. The Community-Based Reengagement Coaching Pilot (Re3), aimed to reengage, reenergize, and rediscover opportunity youth, is the result of engaging the community to execute three tactical plans. These tactics are:

### Tactic 1

Develop a Resource / Tool Kit that identifies community agencies that can respond to the barriers and needs identified by the target population

### Tactic 2

Develop a Train-the-Trainer community-based coaching model.

### Tactic 3

Engage organizations that already provide services to this population to sponsor existing staff members for training in Community-Based Re-Engagement Coaching

## COMMUNITY ENGAGEMENT

The 16-24 OOS, OOW A-Team released two Invitations to Participate™ (ITP) for this pilot. The first Invitation to Participate rallied organizations that offered services that address the needs and challenges faced by the target population. The team received 32 responses to this ITP. To ensure the resource guide stays current and relevant, this ITP remains open.

The A-Team also released an Invitation to Participate™ to recruit organizations to participate in the pilot. The A-team hosted a community meet that drew over 30 people from organizations and agencies throughout the city to learn about the pilot. The A-Team received 12 responses to this ITP.

# OUTCOMES & OUTPUTS

## LONG TERM OUTCOME: Increased community prosperity

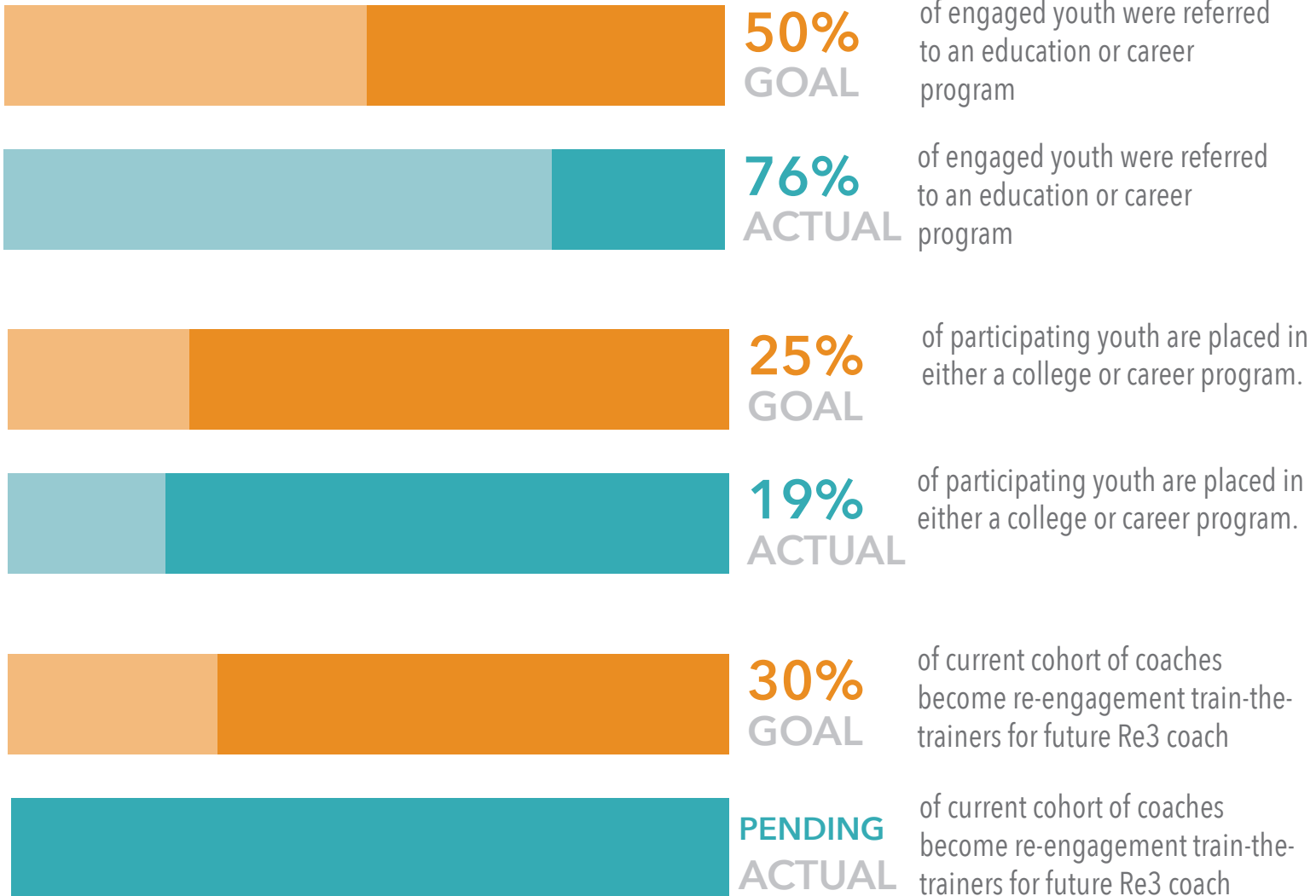
# of students that complete an education/career plan x \$37,500\*, social burden of opportunity youth = loss of earnings and taxpayer dollars

While the A-Team has not had a student complete the program yet, if all of the students who signed a contract successfully complete an education plan, the program could potentially save taxpayers

# \$975,000

per year.

## MIDTERM OUTCOMES



## SHORT-TERM OUTCOMES



While no student has completed an education plan, 69% of youth signed up for the program are still engaged in the coaching process and 38% of engaged youth have created an education/career plan. The team is on target to meet this goal.

**26**

opportunity youth signed coaching contracts

**68%**

of youth are still in engaged in the coaching process.

**38%**

of engaged youth have created an education/career plan

## OUTPUTS

**6**

trained reengagement community-based coaches

a completed resource guide with over

**32**

resources for housing, food, health, transportation, immigrant/refugee services & more.

## THE IMPACT

The 16-24 OOS-OOW A-Team wrapped up Phase I of its six-month pilot on June 15, 2015. Using the responses from the resource guide ITP™, the Team created print and online versions of the guide to be used by the Re3 coaches as they work with the Opportunity Youth.

Leveraging existing resources that included certified coaches, a professional curriculum designer as well as an adult education specialist; the 16-24 A-Team developed a six-phase Re3 Reengagement Coach training based on the Core Coaching Competencies recognized by the International Coach Federation (ICF). Six staff members representing six different community organizations - Room in the Inn, Centerstone, Safe Haven, Urban League, New Transitions, and Youth Villages- successfully completed the 5-1/2 day Re3 training program. These representatives took the skills learned through the training back to their respective organizations and began recruiting opportunity youth who came through their doors to take part in the Re3 program. Of the six trained coaches, five have completed the pilot.

## THE REACH

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- The R3 Reengagement pilot was featured in a Tennessean article titled “Nashville’s Lost Generation Loses out on Economic Boon” about Nashville’s Opportunity Youth.
- The pilot is included in the recommendations for Education and Youth in the NashvilleNext: a plan created by Nashvillians for Nashville’s prosperity and well-being for the coming 25 years
- The A-Team will be contributing a chapter about the pilot in the National League of Cities upcoming book published by Rowman & Littlefield, Bringing Students Back to Schools: Reengagement and the Power of Positive Educational Pathways.

### Community thoughts on the Pilot

*“The coaching process was incredibly flexible in that clients can enter at different points of their life...and that’s fine.”*

-Christina Scott, Youth Villages

*“Opportunity means the OPTIONS we may or may not be aware of. You (R3 coaches) are helping them to find the opportunity for themselves.”*

- Judge Sheila Calloway

## WHAT’S NEXT

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The 16-24 OOS,OOW Team has begun tactical planning for the second phase of the program incorporating feedback from the initial pilot. The team is also in the beginning stages of developing an awareness campaign targeted at recruiting new community-based organizations as well as spreading the word to opportunity youth about reengagement opportunities.

The potential impact on community prosperity if this collective impact initiative is taken to a scale with 1,000 of the 10,000 OOS, OOW youth is

$$\$37,500^* \times 1,000 = \$37,500,000$$

\*Belfield Clive, Levin Henry, Rosen Rachel. *The Economic Value of Opportunity Youth*. Civic Enterprise with support from W.K. Kellogg Foundation for Corporation for National and Community Service, 2012

## Re3 Community Based Coaching Timeline

Date	Description
Fall 2012	16-24 Team begins discussing reengagement as a strategy
Fall 2012	Introduce 16-24 team to the Community-Based Coaching Strategy
Spring 2013	Team starts building tactics to support the coaching strategy
Summer 2013	Team creates tactical plan with 3 areas of focus (1) Survey and Resource Guide (2) Coaching Training Curriculum design (3) Community Based Coaches selected and trained for pilot
Fall 2013	16-24 Survey sent out to partner organizations
Spring 2014	Survey data collected and reviewed
March 2014	Resource Guide ITP released
March 2014	Resource Guide Community Meeting
April 2014	Curriculum team (Judy, Toby, Glen) beginning planning and writing training curriculum and manual
August 2014	Resource Guide responses reviewed and selected for guide
October 2014	Community Based Coaches ITP is released
October 2014	Coaches ITP Community Meeting
November 2014	Team reviews and selects pilot coaches (6 organizations are selected)
November 2014	Coaches and organizations are notified
November-December 2014	Re3 Coaches training
January 2015	Pilot begins January 15, 2015
On-going	Pilot continuous improvement reviewed on a monthly basis
June 2015	Pilot ends June 15, 2015
June 2015	Coaches debriefing
July 2015	Next coaching pilot being developed from coaches feedback

## **Participating Organizations**

Room in the Inn,  
Centerstone,  
Safe Haven,  
Urban League,  
New Transitions,  
Youth Villages

## **16-24 Out of School, Out of Work Team**

Judy Rye, Chair - Martha O'Bryan Center  
Megan Godbey, Vice Chair - Metro Nashville Public Library  
Pamela Bobo , Tennessee State University  
Toby Cannon, TGC & Associates  
Michael Cousin, Nashville Career Advancement Center  
Susan Cowden, Tennessee College of Applied Technology  
Marvin Cox, Nashville Metro Action Commission  
Carla Flexer, Metro Nashville Public Schools  
Debbie Grant, Goodwill Industries of Middle Tennessee  
Kimberly Graves, Life Assistance Outreach Dream Center & Training Institute  
Carol Martin-Osorio, Nashville State Community College  
Marcy Melvin, Centerstone  
Meg Nugent, Nashville Adult Literacy Council  
Tim Queener, YMCA of Middle Tennessee  
Elizabeth Stein, Nashville State Community College  
Bill Warren, Metro Nashville Public Schools