

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

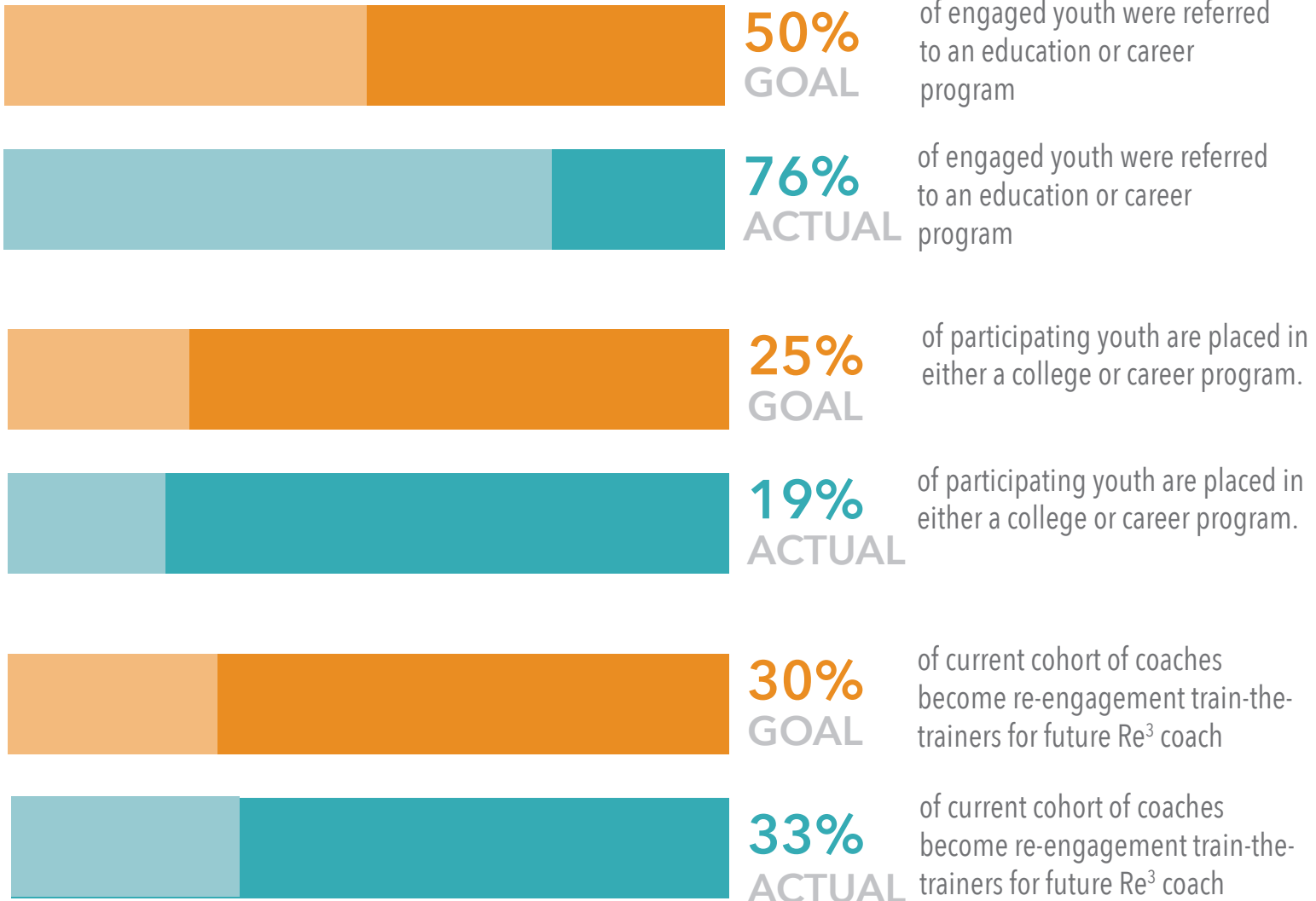
LONG TERM OUTCOME: Increased community prosperity

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 their 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

- The Re³ 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 contributed a chapter about the pilot in the National League of Cities 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 (Re³ coaches) are helping them to find the opportunity for themselves.”*

- Judge Sheila Calloway

WHAT’S NEXT

The 16-24 OOS,OOW A-Team launched its second Re³ Coaching Pilot on April 1, 2016. Twelve staff members representing nine different community organizations - Room in the Inn, Centerstone, Conexión Americas, Metro Nashville Juvenile Courts, Martha O’Bryan Center, Park Center, Salvation Army, Safe Haven, Tennessee College of Applied Technology (TCAT), and Youth Villages - are currently participating in this cohort. 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	Introduce 16-24 team to the Community-Based 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
Spring 2014	Survey to 16-24 Year Old OOS, OOW 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	Re ³ 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
September 2015	Second Re ³ Coaching Pilot Invitation to Participate is released
December 2015	2016 Cohort of Re ³ coaches/organizations are selected by the A-Team
January-March 2015	Re ³ Coaches Training
April 1, 2016	2016 Re ³ Coaching Pilot is launched – 1 year pilot
May 2016	Receive grant from Dollar General Foundation
May 2016	Nashville's Re ³ Coaching Initiative is published in Reengagement – Bringing Students Back to America's Schools a book written by Andrew Moore of the National League of Cities documenting reengagement efforts across the country.

Participating Organizations

4:13 Strong
Casa De La Cultura Latino Americana
Center for Refugees and Immigrants of TN
Centerstone
Conexion Americas
CWJC Middle TN
ESL @ Thriftsmart
ESL to Go (Tennessee Foreign
Language Institute)
Goodwill Industries of Middle TN, Inc.
mano.amiga
Martha O'Bryan Center
Mercy Ministries of America
Metropolitan Action Commission
Metro Nashville Juvenile Courts
Nashville Adult Literacy Council

Nashville Financial Empowerment Center
Nashville International Center for Empowerment
Nashville Opportunities Industrialization Center, Inc.
Nashville Public Library
New Transitions, Inc
Park Avenue Church ESL
Park Center
Room in the Inn
Safe Haven
Salvation Army
Tennessee College of Applied Technology
Tennessee Electronic Library
TN College of Applied Technology
Urban League of Middle Tennessee
Y-Build
Youth Villages
YWCA of Nashville & Middle TN

16-24 Out of School, Out of Work Team

Judy Rye - Chair, Martha O'Bryan Center
Megan Godbey - Vice-Chair, Metro Nashville Public Library
Toby Cannon, TGC & Associates
Michael Cousin, Nashville Career Advancement Center/NCAC
Susan Cowden, TN College of Applied Technology
Marvin Cox, Metro Action Commission
Wendy Dierberger, Nashville State Community College
Carla Flexer, Metro Nashville Public Schools
Anna Goletz, Centerstone
Debbie Grant, Goodwill Industries of Middle Tennessee
Kimberly Graves, Life Assistance Outreach Dream Center & Training Institute
Atica Helms, Juvenile Court and Metro Student Attendance Center
Raymond Jenkins, State of Tennessee, Dept of Children's Services
Carol Martin-Osorio, Nashville State Community College
Deanna McCarthy, Metro Nashville Public Schools
Monica McLaurine, Nashville Public Library
Meg Nugent
Jody Patterson, Oasis Center
Tim Queener, 4:13 Strong
Jason Seay, Tennessee Student Assistance Corporation
Tyka Williams, Centerstone
Ellen Zinkiewicz, Nashville Career Advancement Center