



©Alignment Nashville Community-Based Coaching Network

# Reengagement Community-based Coaching Pilot Invitation to Participate™ Plan

## Project Overview

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### The Re-engagement Coach:

The 16-24 Team is seeking candidates (existing staff of organizations) to be a part of a ground-breaking Re-Engagement Coaching pilot program. This pilot will capitalize on building a network of community-based coaches housed within organizations that already serve the 16-24 year old community in some capacity. The selected coaches will receive (1) a focused 3-day coaches training and (2) supplemented with a 16-24 OOS, OOW Resource Guide compiled and written with the direction of the 16-24 team. This guide is being created by using data collected from a survey done with this population in asking about their needs and barriers in returning and attaining a high school diploma or a high school equivalency certification.

### Benefits of becoming a Re-engagement Coach:

The coaching process and skill are immediately applicable and transferable: Listening, observing, analyzing, reflecting, communicating, organizing, providing feedback, applying a proven process.

## Services Needed from the Community

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Staff members who already work in community organizations serving the 16-24 YO community in a mentor/counseling capacity. This staff member will be required to complete an intensive 3-day coaches training and become a train-the-trainer. This would be staff in organizations that already work with this population and would like to gain additional skills to better serve and support the 16-24 year olds that are wanting to make positive change and progress in their own lives.

### Skills and Attributes of a Successful Reengagement Coach:

- Self awareness
- Broad vision with flexibility to attend to detail
- Excellent Communication skills; verbal and written
- Understanding of target audience
- Probes for pertinent details
- Perceptive
- Lifelong learner; open to coaching and teaching
- Willingness to collaborate and share experience, expertise with peers
- Ability to motivate others

## Re-engagement Coaches Duties/Responsibilities:

- Attend training in the Reengagement Coach Interaction (RCI) model (3 days total)
- Implement the RCI model with clients of the contributing organization
- Fidelity to Alignment Nashville (AN) 16-24 Team reporting guidelines is required
- Set clear, measurable goals for self and others
- Obtain client commitment to program and plan
- Model and teach 21st/22nd century learning skills: critical thinking, communication, collaboration, creativity
- Model and teach 21<sup>st</sup> century information, media and technology skills as needed
- Collaborate with both the contributing organization and other local resource organizations in service to clients
- Manage data and recordkeeping via technology efficiently using standard formats
- Provide pilot program feedback to AN's 16-24 OOS/OOW Committee

## Project Explanation

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### General Description:

There are approximately 10,000 young adults between the ages of 16-24 without a high school diploma in Nashville/Davidson County (2010 U.S. Census). Alignment Nashville's 16-24 Committee shares the belief that without further education and/or job preparation, these young adults will not make the transition to productive, working adults. We know the costs to individuals, to families, and to our city. Why 16-24 year olds? Approximately 10,000 young adults between the ages of 16-24 have left high school without a diploma. This results in difficulty finding a job and earning a living wage for these young adults. For each high school dropout who remains unemployed, the immediate taxpayer burden is approximately \$13,900 per year\*.

### Coaching Tactic:

The 16-24 Team is seeking candidates (existing staff of organizations) to be a part of a ground-breaking Re-Engagement Coaching pilot program. This pilot will capitalize on building a network of community-based coaches housed within organizations that already serve the 16-24 year old community in some capacity. The selected coaches will receive (1) a focused 3-day coaches training and (2) supplemented with a 16-24 OOS, OOW Resource Guide compiled and written with the direction of the 16-24 team. This guide is being created by using data collected from a survey done with this population in asking about their needs and barriers in returning and attaining a high school diploma or a high school equivalency certification.

**Target Population:** All 16-24 Year Olds in Metro Nashville who have not completed a secondary diploma or certification.

## Needed Information from Community Service Providers:

1. What ages does your organization serve?
2. What services or programs does your organization offer to the 16-24 population?
3. Please describe how coach training would support the everyday work of this staff member.

## Implementation Dates:

### **Community ITP meeting date**

October 8, 2014

### **Respond online by**

October 31, 2014

### **Team review date**

November 5, 2014

### **Notification date of participant organizations**

November 7, 2014

## **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

