

# Mayor's Youth Career Exploration and Alignment Task Force Presentation

Chair- Thom Druffel

Vice- Chair- Brenda Haywood

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## Mayor Cooper's guidelines

- Recognize Nashville's best practices.
- Identified best practices in other cities. Cities including: Baltimore, Boston, Chicago, New York, Philadelphia, San Diego.
- Task force would represent many diverse stakeholders

## Recap

- **Thank you-** Task Force Team, the Chamber for 11 months of hard work! Committee Leadership, Anna & Ellen for helping to coordinate and draft recommendations into a policy statement.
- **Premise of Task Force**
  - Shortage of skilled workforce in Nashville that is projected to continue
  - Many Youth have challenges identifying careers pathways along with a need for work and holistic skill development.
  - Summers provide an opportunity for many youth that do not have activities which have the opportunity with quality programming and mentorship.
  - Overall improvements in youth summer work programs. Data varies but successes are noted in the following.(Brookings, 2015)
    - Improvement in school attendance and academic performance
    - Reduced violence and probability of incarceration
    - Future earnings, and net worth.

# Overview & Process

Developed committees based on CLASP Policy solutions identifying common elements of a successful youth employment delivery system. (CLASP, 2010). Some elements blended into others.

- Governance, coordination and administration- Anna Harutyunyan
- Strong Partnerships- Shohreh Darei and Leesa LeClaire
- Job and holistic skill development -High quality work experience- Brian Lowenthal
- Finance Sources & Metrics Added to identify strong reflection of impact from investment of youth development- Donovan Robertson
- At-Risk Youth Bridge Strategies since programs were not addressing some of the greater issues for at risk youth- Lonnell Mathews

**Critical success factors-** Elements necessary to achieve objectives and overall mission.

- **Sustainable-** Changes of governance and approach have varied along administrations: Mayor Dean-Child & Youth Master Plan-2010, Mayor Barry and Mayor Briley- Opportunity NOW, Mayor Cooper- Power Youth
- **Scalable-** Creates flexibility for constant growth and improvement.
- **Investment** reflects both social and economic value.

## **Mission and Objective**

**Provide a holistic equitable approach for youth career exploration and skill development that is sustainable and scalable that will act as a map for the next 10 years.**

Paid internships, apprenticeships, experiential paid learning, summer and year-round employment opportunities

## HIGH SCHOOL AND OLDER YOUTH (14-24)

The goal is to connect employers and youth, expose young people to various high-paying jobs and industries, foster interest towards high demand professions

# YOUTH CAREER OPPORTUNITIES



This will be an opportunity to facilitate Nashville's youth's understanding of high-wage-high-demand careers and strengthen the pipeline across middle to high school and career continuum.

## MIDDLE SCHOOL YOUTH (10-15)

The goal is to expose youths to various career pathways during the summer and school year with the help of community agencies associated with NAZA.

Skills development through afterschool and summer programs  
Experiential learning through role play in partnership with Junior Achievements



Career coaching, career matching and placement through MAC, Chamber of Commerce and other interested employers and stakeholders

Career field trips, job shadowing and other business partnerships for middle school youth through Nashville Area Chamber of Commerce



# Nashville's context

## Summary of current youth employment agency functions by age group:

Davidson County data from Nashville Area Chamber of Commerce		
Age Range	Population	Source
Ages 10-14	38572	Census
Ages 15-24	88657	Census
Employment		
16-19	38.6%	Census
20-24	72.6%	Census

	10-14	15-18	19-24
<b>Coordination</b>	NAZA BGCMT	MNPS Power Youth	Power Youth
<b>Administration</b>	NAZA BGCMT	MNPS Power Youth	Power Youth
<b>Case Management</b>	BGCMT	MNPS Power Youth	Power Youth

## Summary of youth ages 10-24 currently being served:

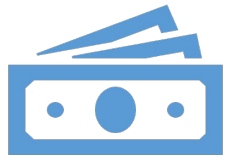
Age Group	10-14	15-18	19-24	
<b>Power Youth</b>		850		850
<b>MNPS</b>		200		200
<b>NAZA</b>	2,370			2,370

**Recommendation 1:  
Create a Shared  
Coordination,  
Administration and Case  
Management System for  
Youth Career  
Exploration and  
Alignment that Fits Local  
Context**

Considering the existing initiatives and assets in the city as well as the experience from Boston and NYC, the Committee recommends a **shared coordination, administration and case management between the city government and non-profit, for profit or other types of agencies for youth employment initiative.**



# Coordination, Administration and Case Management Model



## **Government**

### **Office of Youth Career Development**

Local funds allocation

Private fundraising

High level employer engagement

High level coordination



## **Implementing/Contracted partners (metro affiliated or non-profit)**

Administer funds from government.

Hire, manage, train and pay youth

Work with employers



## **Business**

### **partners/employers:**

Commit to opening certain # of youth employment opportunities for the school year and summer.

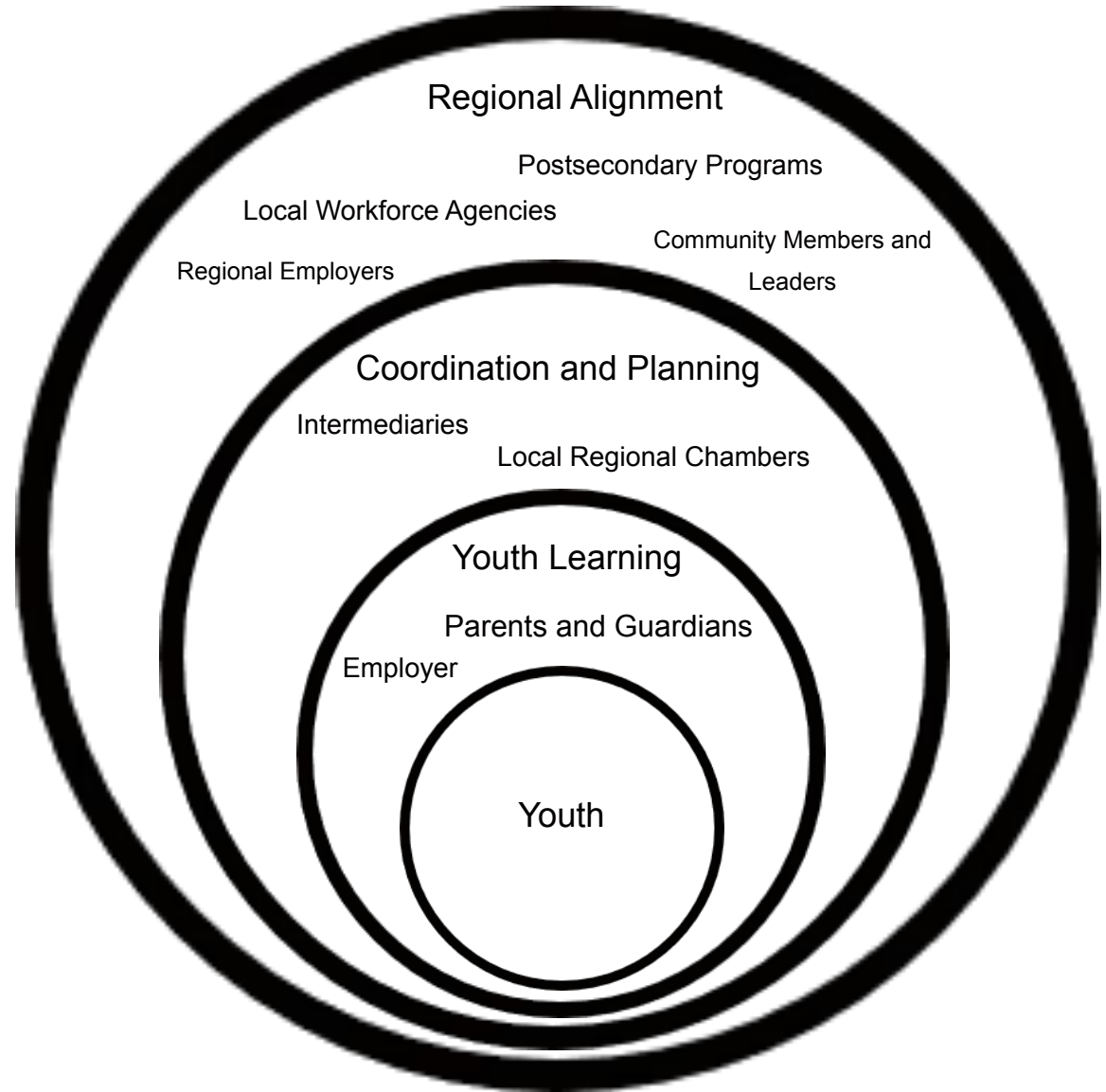
Directly pay and train older youth of ages 18 and up for industry-available long-term positions

# HIGH-QUALITY WORK EXPERIENCE AND STRONG PARTNERSHIPS

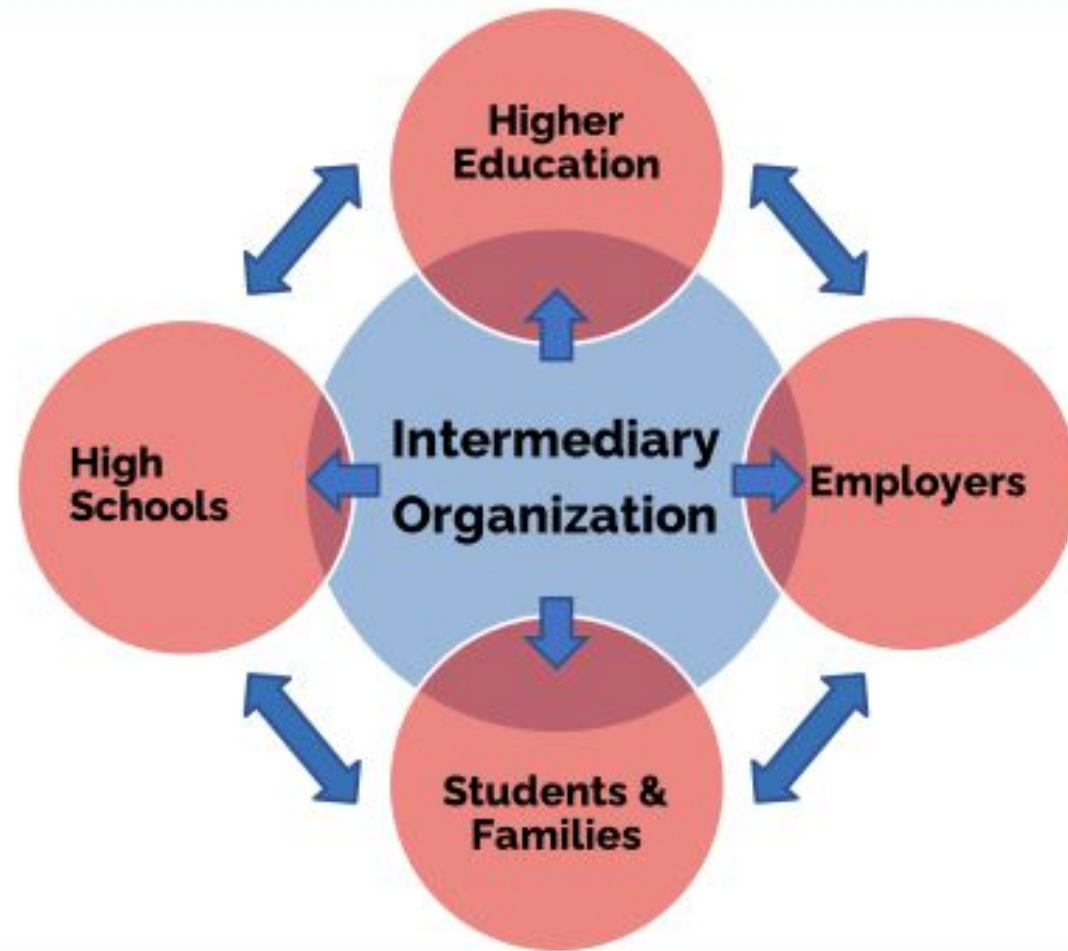
- HIGH QUALITY WORK EXPERIENCES AND STRONG PARTNERSHIPS ARE INDICATIVE OF THE TOOLS NECESSARY TO ACCOMPLISH THE MISSION OF ENSURING NASHVILLE'S YOUTH ARE WELL PREPARED AND EQUIPPED TO TRANSITION INTO HIGH-WAGE, HIGH-DEMAND CAREERS.
- WITH THE KNOWLEDGE THAT "TODAY'S YOUTHS ARE TOMORROW'S WORKFORCE AND BUSINESS LEADERS", THIS COMMITTEE WORKED TO ESTABLISH GUIDELINES AND PROCESSES FOR CREATING STRONG BUSINESS PARTNERSHIPS AND THE TENANTS OF HIGH-QUALITY WORK EXPERIENCES.



• INVOLVING KEY STAKEHOLDERS



# Intermediaries are key to connecting traditionally disconnected stakeholders



# Reccommendations



Identify an intermediary organization/s who will help support and coordinate onboarding for both employers and students.



Identify employers who have internal talent pipelines to upskill entry level talent into high wage roles.

## Recommendation 2: Commit to a Focus on Quality that Utilizes a Holistic Well-Being Lens for Young People and Integrates Positive Youth Development and Growth Practices.

### The driving force for Youth Development must be Well-Being

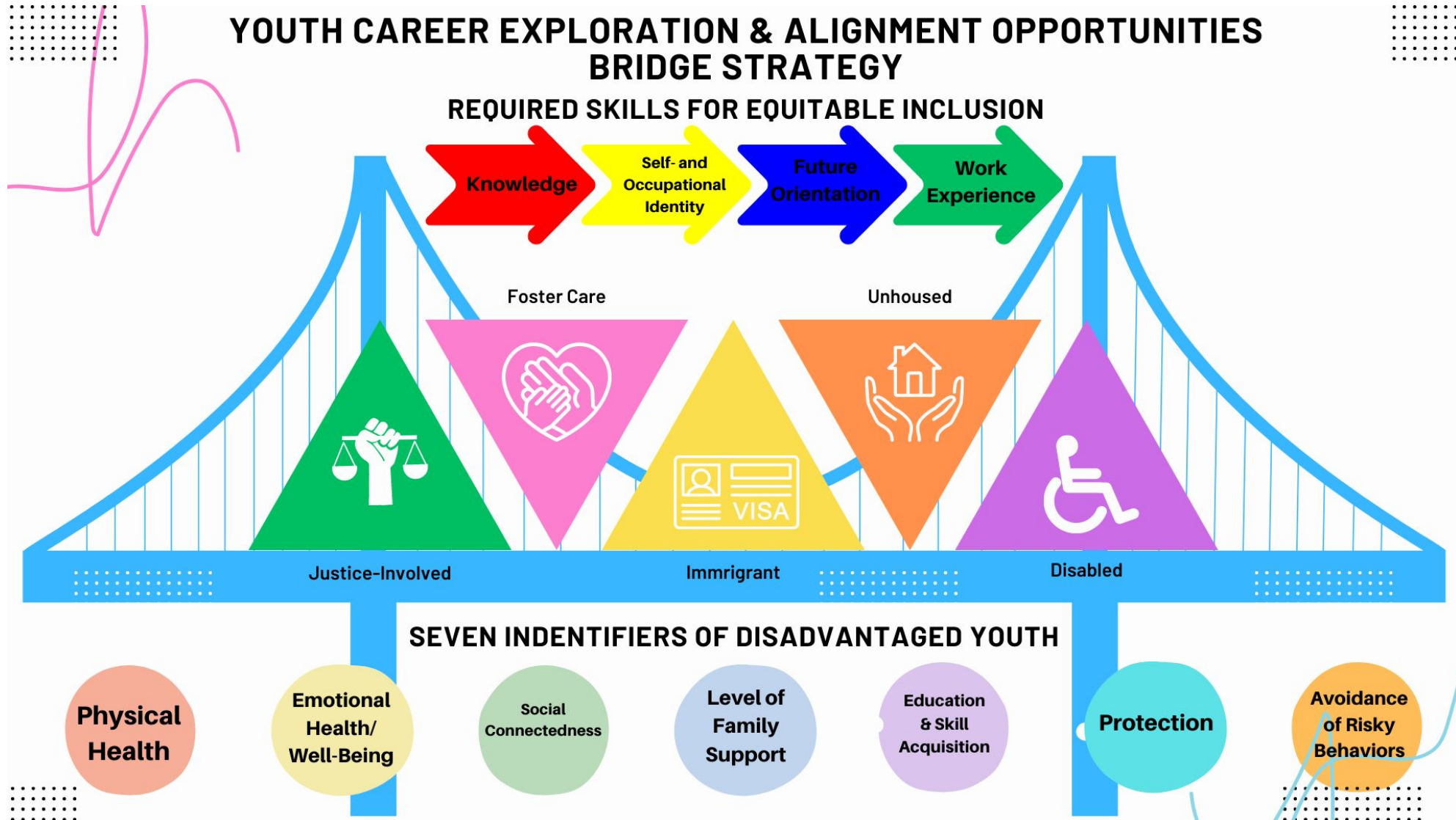
#### Well-Being

*“A state of thriving influenced by both an individual’s wellness and the communities to which they belong.”*

- Comprehensive
- Research based
- Addresses all age groups
- Uses SEL principles
- Aligns with WBL
- Varied delivery methods
- Uses trained facilitators



# Recommendation 3: Commit to a Bridge Strategy to Appropriately Support Disadvantaged Youth



# Recommendation 4: Invest in Data Infrastructure and Build a Culture of Data Driven Decisions



The Youth Career Exploration and Alignment System relies on a comprehensive understanding of relevant data.



Data infrastructure is crucial for collecting and analyzing data points that inform program success.



Metrics tied to desired outcomes and benchmarks help assess program effectiveness and make necessary adjustments.



# Youth Employment Well-Being Outcomes

## Youth

- Economic/financial
- Educational attainment
- Skills development
- Personal development
- Health and Safety

## Community

- Economic Development
- Safety
- Health

## Civic engagement Employer

- Retention
- Performance
- Advancement

# Funding

## Traditional

## Grants

- Municipal
- Federal (e.g., WIOA, Perkins, etc.)
- State
- Corporations
- Foundations

## Donations

- Gifts
- Crowdfunding

## Fund raisers

- Gala
- Golf outings

## Additional

## Social Impact Investing

## Outcomes based investing

- Career bonds
- Evergreen
- Pay for Success
- Mission & Program Related Inv.
- Donor Advised Funds

## Tax Credits

# Call To Action

Invest in

Invest in data research request

Conduct

Conduct feasibility study

- The economic development impact
- Future proof careers
- Additional funding streams

Create

Create sustainable system

- Maximize impact
- Attract additional resources

Ensure

Ensure brighter future through evidence-based decision making