Building Bridges from Education to Economic Prosperity

YouthForce NOLA Overview

May 3, 2019
WHY YOUTHFORCE NOLA

Our graduates are more academically prepared than ever

A bridge from education to economic prosperity does not exist for our public school students

~70K high-wage, high-skills jobs ahead

Deep education, employment, and economic inequities in NOLA

K-12

HIGHER ED

CAREER

~7K opportunity youth in NOLA; 60% had HS diploma or some college

52% of black males in New Orleans were unemployed
New Orleans public school graduates are thriving economically, and are the most sought after talent for hiring and advancement in the region’s high-wage, fast-growing industries.
YOUTHFORCE 2.0 LOGIC MODEL

If YouthForce:

- Cultivates a Shared Vision for all students developing:
  - Skills
  - Agency
  - Opportunities
  - Choices
  - Connections

And, YouthForce develops the infrastructure and systems, while also removing barriers to career pathways through:

- Policy and Advocacy
- Industry Engagement
- Community and Family Engagement
- Trainer Provider Engagement and Capacity Building

And, YFN Provides the following High School Supports:

- Capacity Building (i.e. Site Visits, CoPs, 3rd Party TA)
- Tools and Curriculum
- Funding
- Centralized Experiences (YFI, Career EXPO, HUB, Industry Advisory Boards)

Then students will experience:

- In and out of school learning experiences that integrate academic, career technical, and soft skills such as a sequence of CTE courses
- Student supports
- And a continuum of career experiences

Then more students will:

- Earn Credentials
- Complete internships
- Attain the academic, technical, career and soft skills needed to gain high wage, high demand jobs
- Yielding more students with the agency, ability to access opportunity, determine choices, and make connections

Communications, Marketing & Branding, Measurement/Evaluation, and Collaboration Systems

High Quality Continuous Improvement, Data, Development, Operations, Finance, and Talent Systems
A COLLABORATIVE EFFORT

Students

Schools
22 High &
7 Middle
Schools

Employers
150+
Employers

Training
Providers
6 Providers,
2 IHEs

Community
& Families
Thousands

Collaborative Steering Committee

Backbone

YouthForce
NOLA

YouthForce
NOLA
100% of open-enrollment schools now offer technical training opportunities to students

Educator Externship applications exceeded number of spots for first time

YouthForce Internship applications nearly exceeded available slots 2:1

Large employer partner exploring adoption of YouthForce soft skills approach across all K-12 outreach efforts
THREE GOALS HAVE FOCUSED OUR EFFORT TO DATE

Components of Career Readiness

1. Job-specific Skills
2. Work Experience
3. Soft Skills
4. Academic Skills

YouthForce NOLA Goals

1. **Credentials.** 20% of the Class of 2020 will earn industry-recognized, culminating credentials that will place them on high-wage, high-demand regional career pathways.

2. **Meaningful Work Experience.** 10% of the Class of 2020 will complete meaningful work experience (aligned to student-selected pathway and coursework, includes 60 hours training and 90 hours of work).

3. **Soft Skills.** More graduates will demonstrate employer validated, career-ready soft skills.
WE ARE ON TRACK TO MEET OUR 2020 GOALS

On-track. CO2019 started school year 50% to goal.

On-track. 196 YouthForce Internship completers + ~40 other meaningful work experience. Additional students currently enrolled.
## ECOSYSTEM BUILDING AND SYSTEMS CHANGE PROGRESS

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<thead>
<tr>
<th></th>
<th>2015</th>
<th>Progress to Date</th>
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<tbody>
<tr>
<td><strong>Educator Buy-in</strong></td>
<td>3 schools offered CTE</td>
<td>100% of schools will offer CTE in fall 2019*</td>
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<tr>
<td><strong>Employer Buy-in</strong></td>
<td>Minimal engagement, fragmented, civic angle only</td>
<td>150+ employers engaged, centralization in progress, still primarily civic angle</td>
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<tr>
<td><strong>Training Capacity</strong></td>
<td>~50 students, ~3 pathways DCC, Nunez, &amp; in-school</td>
<td>600+ seats citywide, 7 pathways Supported launch &amp; scaling of 5 providers New Orleans Career Center opened 2018</td>
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<td><strong>Informed Student Choice</strong></td>
<td>No tools, little expectations No high school differentiation</td>
<td>GNO Career Guides launched 2016, website 2019; family engagement toolkit; 8th grade pilot launched 2019 High school differentiation, choices in OneApp</td>
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<td><strong>Soft Skills</strong></td>
<td>No agreement on standards/ lexicon 1 modest program in 1 high school</td>
<td>Significant momentum behind Soft Skills Building Blocks YFI training, Soft Skills Fellowship, Workshop series</td>
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<td><strong>Policy</strong></td>
<td>Jump Start policy rolled out 2014 Little shared understanding</td>
<td>New credentials approved; 55% increase in CDF funds; Policy Committee in place; statewide leader</td>
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<td><strong>Measurement</strong></td>
<td>No system goals for CTE</td>
<td>Shared vision, shared goals, data alignment in progress</td>
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*YouthForce target schools are open-enrollment/ non-selective public schools.*
2025 EXPANDED EXPERIENCE & GRADUATE PROFILE

Graduate Profile

1. Strong, flexible five-year plan
2. Academic skills
3. Soft Skills
4. Digital, Financial, & Job-Seeking Skills
5. Intermediate & Advanced Industry-Recognized credential(s)
6. Meaningful Work Experience

...and a list of people to call upon

Student experience pictured above is for students in Inspire & Prepare (middle through traditional high school). LAUNCH student experience is a variation on this theme. See later slide(s).
**KEY ECOSYSTEM PARTNERS**

**Orleans Parish School Board**  
K-12 Schools

**YouthForce NOLA**  
Eco-system cultivation and Work-based learning intermediary

**City of New Orleans**  
Systems change

**Urban League**  
Family & Community Engagement

**Junior Achievement**  
Retail-level employer connectivity for Awareness & Exploration

**Technical Course Sequence**  
- Quest for Success
- Intro
- Level 1
- Level 2

**Work-Based Learning Continuum**  
- Career Expo
- Site Visits
- Internship
- Clinical

**Academic Core**

**New Orleans Career Center**  
Envisioned as hub for quality technical training providers  
*May expand to act as lead for full technical course sequence*

**New Schools for New Orleans**  
City lead for instructional quality and school portfolio strategy

**GNO, Inc. and NOLABA**  
Industry engagement and labor market analysis

**YouthForce NOLA**  
Eco-system cultivation and Work-based learning intermediary
PRIORITIZE OPPORTUNITIES WITH GREATEST OPPORTUNITY

YouthForce Credential Prioritization Framework

Test 1: DEMAND + WAGES
- Absolute test
  - There is **verified regional industry demand** in the hundreds or greater, over a period of years, via projections and industry feedback
  - There is **verified opportunity** via the terminal (intermediate or advanced) credential to earn a wage at or above median within two years of employment*

Test 2: CAREER PATHWAY POTENTIAL
- Absolute test
  - There is a **direct-to-employment** opportunity with this credential, and/or
  - Students will have a **leg-up in post-secondary** education and future employment with this credential, and
  - Pursuit of this credential develops **stackable and transferable skills**

Test 3: FEASIBILITY
- Considerations
  - Compatible w/ high school (schedules, student age)
  - Trainer availability
  - Program cost, including capital requirements
  - Equity – current, future
  - Student interest
  - Industry commitment
  - Availability of other, validated credentials in this pathway/skill cluster
  - Availability of strong WBL &/or post-secondary opp’ty

YOUTHFORCE PRIORITIZATION

* YouthForce NOLA supports Basic credentials as part of a sequence of courses that terminate in an Intermediate or Advanced credential.
RAISE THE BAR ON JOB-SPECIFIC SKILL MASTERY

Technical Career Pathways Framework

Entry Points by Skill and Equivalent Educational Level*, **

- **Basic**
  - Low Skill
  - Minimum wage

- **Intermediate**
  - Middle Skill-Low
  - Living wage and up ($11-18/hr)

- **Advanced**
  - Middle Skill-High
  - Approaching median and up ($14/hr and up)

- **Advanced-Plus**
  - High Skill
  - Greater than $18/hr

New Orleans living wage: $11.40/hour for a single adult (MIT); New Orleans-Metairie median wage: $15.84/hour (Bureau of Labor Statistics)

Class of 2018
- 349 credentials earned
- 81 (23%) with intermediate and advanced (med/high employment value)

* Industry partners emphasize prior work experience and demonstrated skill over credential-holding. In most high-wage industries, hands-on work experience is a pre-requisite.
** Variance in program quality may influence employability and therefore earning potential.

WAGE RANGES APPROXIMATE.

Prospects for good-paying, stable employment

Occupational & Technical Skills