

A background image showing a group of diverse young people, likely students, smiling and looking towards the camera. The image is slightly faded and serves as a backdrop for the text.

YouthForce NOLA

A Career Readiness Initiative for NOLA Students

Overview

October 26, 2015

YouthForce NOLA

Vision

New Orleans is a proof point for career and technical education, with thriving, regional industry-aligned training pathways that prepare students for high-wage, high-demand careers and rigorous post-secondary options.

Mission

Every high school student will have access to the information, training, and experiences necessary to prepare for high-wage, high-demand careers aligned to regional industries.

Guiding Belief

We believe that this work – when done well – will prepare an increasing percentage of New Orleans graduates for success in both college and career.

Goals

- 20% of the Class of 2020 will earn credentials that will place them on high-wage, high-demand regional career pathways
 - High-wage defined in Louisiana as greater than \$15/hour or \$31,616/year
 - High demand defined as a regional expanding industries
- 10% of the Class of 2020 will complete YouthForce internships
 - Paid internships aligned to student-selected pathway and coursework
 - Includes
 - Soft Skills training
 - Adult employer interaction
 - 90 hours of work
- Citywide, more opportunities for youth employment and quality soft skills preparation

Too Few Students are Prepared for College & Career

- 26,000 youth aged 16-24 in Greater New Orleans are out of work and not in school
 - 55% have completed a high school diploma or some college
- Students have little exposure to high-wage, high-demand careers
 - A majority of NOLA high schoolers in a recent survey could not identify a adult who works in a STEM field
- 39% of NOLA children live in poverty; their road ahead is steep
 - Only 9% of individuals from low-income families nation-wide completed a bachelor's degree in 2013

We Have an Opportunity to Improve Youth Outcomes

- NOLA students are more academically prepared than ever before
- Career education has proven results
 - Credentialed individuals earn more than non-credentialed peers across all educational levels except master's and doctorate degrees
 - Graduates of career education programs do better at finding jobs
- The region has ample high-wage, high-demand jobs available
- The business community supports
 - Workforce development a priority of the citywide economic development plan, ProsperityNOLA
 - Many business leaders serve on charter boards, providing greater industry connections to K12 education

Strong Career Pathways Ahead in Three Major Clusters

	Skilled Crafts	Health Sciences	Creative/ Tech
<i>Workers Required</i>	37,000	27,000	3,000+
<i>Range of Occupations Needed</i>	Construction Skilled Crafts Engineers	Nursing Laboratory World Class Researchers	Developers Programmers Mid-level managers
<i>Related Regional Industries</i>	<ul style="list-style-type: none"> • Emerging Environmental • Energy • Advanced Manufacturing • International Trade 	<ul style="list-style-type: none"> • Biosciences • Healthcare 	<ul style="list-style-type: none"> • Digital Media • Information technology

Job Openings in GNO region by 2024, source: EMSI



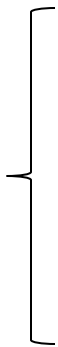
An Integrated Framework Work-Based Learning

	Awareness	Exploration	Training	Practicum	Career /Post-Secondary Ed
Definition	<ul style="list-style-type: none"> • Student can name industries and careers 	<ul style="list-style-type: none"> • Student develops understanding of specific industries & careers; student selects career pathway 	<ul style="list-style-type: none"> • Student develops knowledge and skills necessary for attainment of a given credential 	<ul style="list-style-type: none"> • Student applies knowledge in workforce setting and confirms fit 	<ul style="list-style-type: none"> • Student obtains full-time employment or enrolls in post-secondary education
Current and Planned Activities	<ul style="list-style-type: none"> • Curricular connections • Educator awareness • Early career and college planning • City-wide marketing 	<ul style="list-style-type: none"> • Skills expos • Site visits • Job shadowing • Summer camps • Career panels & fairs • After school programs • Life skills (e.g., financial literacy) 	<ul style="list-style-type: none"> • Coursework • Certification / credentialing • Soft skills training 	<ul style="list-style-type: none"> • Internships (incl. soft skills application) • Work/jobs 	<ul style="list-style-type: none"> • Student continues to build skills and education, and plans for upward mobility within career/sector

Items in **bold type** are currently in implementation or pilot in more than one school.

Strategic Leadership – YouthForce Partners

- BCM
- City of NOLA
- Educate Now!
- GNO, Inc.
- NOLABA
- NSNO
- OPSB
- RSD
- United Way
- Urban League



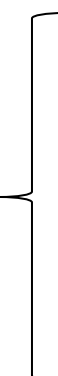
Partner Steering Committee

Educate Now!

- Approve plan
- Represent organization’s perspective at YouthForce table
- Meet monthly

- Fiscal Agent
- Responsible for plan execution
- Convene partners
- Collect data; report on results
- Staff effort, incl. research, information distribution

- Steering Committee organizations
- School Leaders
- Provider organizations
- Individual employers



School Advisory Group

Provider Advisory Group

Employer Advisory Group

Community Advisory Group

- Advise plan by area of focus/ expertise
- Inform data tracking
- Report on results
- Ad Hoc

Five Key Levers Focus our Efforts

School Engagement and Capacity

- Tiered grants to schools (explore, pilot, plan, & implementation)
- Technical assistance & community of practice
- Build educator understanding of industry

Quality and Supply of Training Providers

- Support the expansion of existing and new providers, including both technical and soft skills training
- Connect schools to high quality training providers

Employer Engagement and Capacity

- Facilitate employers' hosting of workforce experiences, including quality internships
- Increase employers' ability to work with K-12 youth

Community & Family Engagement

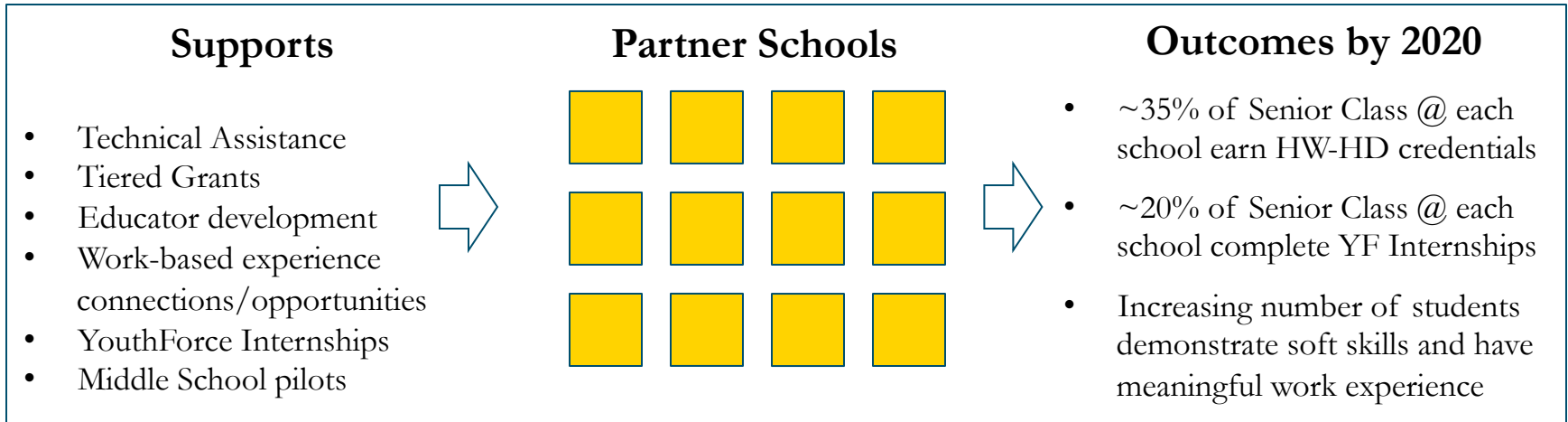
- Facilitate community and family understanding of high-wage, high demand career sectors
- Increase awareness of & support for career education

Strategic Leadership

- Facilitate collaboration of key partners and find synergistic opportunities
- Connect youth, schools, providers & employers
- Develop implementation infrastructure

School Engagement and Capacity Strategy (1 of 2)

YouthForce will partner with approximately twelve NOLA high schools over the next five years to support their career education efforts.



Requirements

- Strong school culture and academics; leadership buy-in, vision, and theory of action for career ed
- Commitment to ensuring an agreed upon percentage of students earn high-wage, high-demand credentials, YF internships, soft skills, and meaningful work experience
- Commitment to achieving financial sustainability beyond grant period
- Open enrollment public school (OneApp, no testing for admissions)

School Engagement and Capacity Strategy (2 of 2)

Technical Assistance

- Coaching, best practice sharing, and quality assurance from career education experts
- Locally facilitated community of practice of school-based career education leads; including development of industry understanding and financial sustainability planning

Tiered Grants for High Schools

	Explore	Plan + Pilot	Implement
Amount*	Up to \$10,000	Up to \$50,000	Up to \$300,000 (over 3 years)
Key Elements	Develop school understanding and buy-in for career education	Develop vision for school-wide model, pilot with set of classes or teachers, determine staffing, schedule, other changes	Implement whole-school effort; refine and improve over time
Potential Activities/ Uses of Funding*	<ul style="list-style-type: none"> • Site visits (schools & industry) • Staff training • Staff stipends 	<ul style="list-style-type: none"> • Planning consultant • Staff training • Staff stipends • Classroom materials • Transportation 	<ul style="list-style-type: none"> • Expert support • Staff training • Staff position or stipend • Classroom materials • Certification exams • Transportation

Pilot Awareness Activities with Middle Schools

* Grant amounts will vary by size of school and type of activities planned.

** Options not limited to these activities; listed for illustrative purposes only.

Training Provider Strategy

Seed and Scale Private Training Provider Organizations

What

- Provide seed grants and scaling grants
- Understand what's needed for launch, scaling, and sustainability of similar programs

Who and How

- YouthForce partner organizations will ensure training providers understand industry needs
- Educate Now! will manage provider grant application and approval process

Expand & Improve Soft Skills

What

- Establish common definition and measurement tool for soft skills
- Support expansion of quality programs against common definition

Who and How

- Educate Now! will facilitate alignment, with strong input from City; NOLABA; GNO, Inc.; and Urban League
- Use common measurement tool with grantees

Determine Needed Supports for Local LCTCS Partners (Delgado & Nunez)

What

- Cross-school dual enrollment pilot (fall 2015)
- Support pilot; consider what additional efforts may be needed to help LCTCS and K-12 to partner

Who and How

- RSD is leading dual enrollment pilot
- YouthForce partner organizations to learn from pilot and other efforts; determine what other supports may be needed

Workforce Experiences/ Employer Engagement

Facilitate Employers Partnering on Awareness & Exploration Activities

What

- Guest speakers and panels (virtual & in-person)
- Skills expos
- Job Shadowing
- Educator Development

Who and How

- GNO, Inc., and NOLABA will continue to pilot and scale programs to engage and develop employer champions
- Aim to partner with an increasing number of employers, schools, and educators
- Pilot educator “externship” program

Scale YouthForce Internship Program

What

- Students recruited from partner schools
- 60-hour, practical soft skills training
- 90-hour work-based internship, including adult employer interaction
- Compensated (\$1,200)

Who and How

- NOLABA, Juma Ventures, and Educate Now! will scale program piloted in 2015
- Aim to double program in summer 2016, pilot school-year internships in fall 2016, & grow to 300 annual internships by 2020

Increase Meaningful Work Experience

Community Engagement Strategy

Facilitate community and family understanding of high-wage, high demand career sectors (Year 1)

What

- Support schools in engaging families and their broader school communities

Who and How

- Schools will be required to craft a plan for engaging students, families, and community in career readiness planning
- YouthForce partner organizations and technical assistance providers will be available to support schools' efforts

Develop Broader Community Engagement and Awareness Initiative

What

- Consider needed additional efforts to build understanding of high-wage, high-demand industries and career pathways

Who and How

- YouthForce partner organizations will learn from this year's efforts

Grant Making Process for Schools & Providers



Key Activities

- | | | | |
|---|--|---|--|
| <ul style="list-style-type: none"> • YF NOLA releases RFP for schools & for training providers | <ul style="list-style-type: none"> • YF NOLA staff reviews, makes recommendations | <ul style="list-style-type: none"> • Grant committees approve grants • Grant letters issued | <ul style="list-style-type: none"> • Grantee implements & reports progress • YF NOLA provides technical assistance |
|---|--|---|--|

Partners Involved

- | | | | |
|--|---|---|---|
| <ul style="list-style-type: none"> • YF NOLA partners recruit grantees • Schools, training providers apply | <ul style="list-style-type: none"> • YF NOLA staff manages process | <ul style="list-style-type: none"> • Funders of particular work and • Schools: RSD + OPSB + NSNO • Providers: NOLABA + GNO, Inc., + City | <ul style="list-style-type: none"> • Various YF partners support where relevant • YF NOLA staff coordinate TA, knowledge-sharing, & data collection |
|--|---|---|---|

Notes

- Educate Now! acts as fiscal agent OR funder makes grant directly

Scaling Assumptions

Build partnerships and capacity through Year 3, sustain key investments to achieve goals through Year 5.

	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Schools						
Explore	10	10	-	-	-	
Plan + Pilot	4	5	-	-	-	
Implementation	2	4	4	2	-	
Internship Students	50	150	250	270	300	1,020
Educator Development	0	25	50	-	-	75

Assess progress to goals at Year 3 to determine needed changes (if any) to strategy.

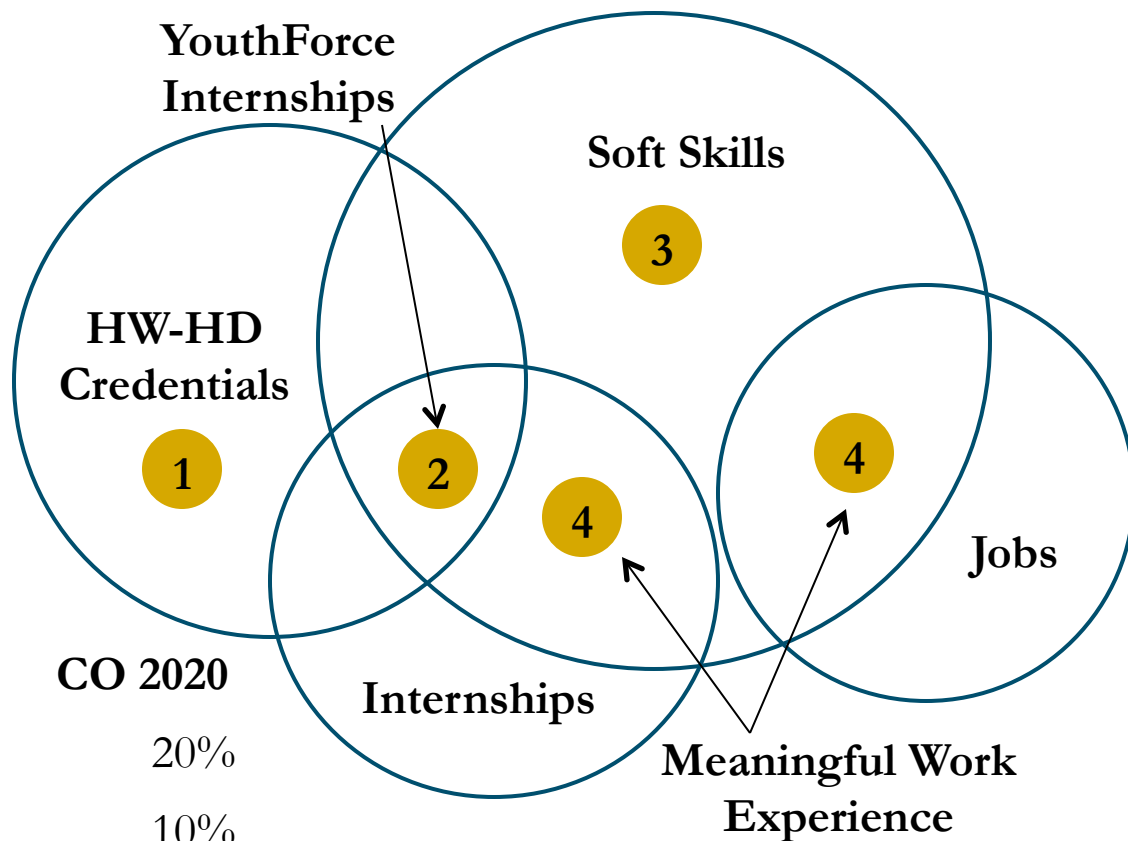
Budget

Build partnerships and capacity through Year 3, sustain key investments to achieve goals through Year 5.

	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Schools	\$695,000	\$1,345,000	\$1,295,000	\$970,000	\$520,000	\$4,825,000
Employers	\$321,097	\$714,055	\$1,026,255	\$795,385	\$859,361	\$3,716,153
Training Providers	\$270,000	\$270,000	\$270,000	\$200,000	\$0	\$1,010,000
Evaluation	\$150,000	\$150,000	TBD	TBD	TBD	\$300,000
Management	\$174,780	\$231,519	\$243,095	\$102,100	\$107,205	\$858,699
Total	\$1,610,877	\$2,710,574	\$2,834,350	\$2,067,485	\$1,486,566	\$10,709,852

APPENDICES

Grow Scale, Increase Alignment & Quality



- | | |
|-------------------------------|----------|
| 1. HW- HD Credentials | 20% |
| 2. YouthForce Internships | 10% |
| 3. Soft Skills | Increase |
| 4. Meaningful Work Experience | Increase |

HW-HD = High-Wage, High-Demand. High-wage in Louisiana: greater than \$15/hour or \$31,616/year. High demand defined as a regional expanding industries

Sample Skilled Crafts Pathways

	Sample Coursework & Experiences	Credential	Post-Secondary Options	Career Advancement Options
Welding	<ul style="list-style-type: none"> • Agriscience 1 • NCCER Core • NCCER Welding Technology I • NCCER Welding Technology II • Internship 	AWS or NCCER Welding Level 1 or 2	<ul style="list-style-type: none"> • Welding apprenticeship • Certificate of Technical Studies, Welding • 4-year engineering degree 	<ul style="list-style-type: none"> • Welder • Management • Business ownership
Industrial Maintenance	<ul style="list-style-type: none"> • Computer Science • NCCER Core • Chemistry II • Process Technician I • Physical Science II • Internship 	Production Safety Systems or Certificate of Technical Studies (PTECH General)	<ul style="list-style-type: none"> • Job as Industrial Machinery Mechanic • Associate's of Applied Science • 4-year, BS in Chemical Engineering 	<ul style="list-style-type: none"> • Process Technician • Engineer

Sample Bio/ Health Pathways

	Sample Coursework & Experiences	Credential	Post-Secondary Options	Career Advancement Options
Certified Nursing Assistant	<ul style="list-style-type: none"> • Medical Terminology • First Responder • Nurse Assistant • Internship 	Certified Nurse Aide	<ul style="list-style-type: none"> • Job as CNA or Licensed Practical Nurse • Associate's degree • Bachelor's of Science in Nursing 	<ul style="list-style-type: none"> • Registered Nurse • Nurse practitioner • Doctor • Other Allied Health
EMT	<ul style="list-style-type: none"> • Sports Medicine I • Medical Terminology • First Responder • Internship 	EMT Basic or Patient Care Technician	<ul style="list-style-type: none"> • Job as EMT • Associate's of Applied Science • 4-year, BS in Sports Medicine 	<ul style="list-style-type: none"> • EMT • Researcher • Other allied health • Doctor

Sample Creative/ Tech Pathways

	Sample Coursework & Experiences	Credential	Post-Secondary Options	Career Advancement Options
Software Development	<ul style="list-style-type: none"> • Computer Science • Operation Spark Boot Camp • Youth Force Digi Internship 	Operation Spark/ Hack Reactor Credential in Process	<ul style="list-style-type: none"> • Coding apprenticeship • Associate's degree • 4-year degree (e.g., engineering, comp sci) 	<ul style="list-style-type: none"> • Junior software developer • Computer Engineer
Network Administrator	<ul style="list-style-type: none"> • Computer Architecture • Computer systems/ networking • Internship 	CompTIA, CompTIA Network+, or CompTIA Security+	<ul style="list-style-type: none"> • Job in computer repair, IT • IT apprenticeship • Associate's degree • 4-year degree (e.g., engineering, comp sci) 	<ul style="list-style-type: none"> • Network support specialist • Manager • Engineer

Majority of NOLA High Schools are Strong Prospects

Board of Elementary & Secondary Education

Recovery School District

Charters

<i>Algiers Technology</i>	<i>Lake Area</i>
Carver Collegiate	<i>Landry-Walker</i>
Carver Prep	<i>Livingston Collegiate</i>
<i>J.S. Clark Prep</i>	The Net
Cohen College Prep	<i>ReNEW Accelerated</i>
Crescent Leadership	Sci Academy
KIPP: Renaissance	<i>Sophie B. Wright</i>
<i>KIPP: Woodson</i>	

Orleans Parish School Board

“Network”

<i>McDonogh 35</i>
McMain

Charters

International High School
NOMMA
NOCCA

Charters

Edna Karr
King HS
Lusher
Ben Franklin
<i>Warren Easton</i>
<i>Sci High</i>
<i>Rooted School</i>
<i>Einstein HS</i>

YouthForce LOI

CTE *current*

Selective Admission

New in 2016

YouthForce NOLA Staffing at Educate Now!

VP of Programs

- Sets and manages vision and strategy
- Leads grant decision-making
- Manages Steering Committee, and other key relationships
- Manages Technical Assistance Partner
- Manages funder relationships and fundraising
- Manages YF team

--

On board

YF Program Manager

- Manages YF program implementation (tracking, implementation tasks)
- Manages grant application and selection processes
- Manages school relationships
- Manages soft skills lexicon project, and other projects as they arise
- Leads YouthForce Internship (YFI) student recruitment and selection processes

--

Hire fall 2015

YF Associate

- Supports VP and Manager
- Supports YFI
- Manages data tracking
- Supports funder reporting

--

Hire summer 2016