

Nashville New Skills Ready



ECMC Foundation's
2022 CTE Leadership
Collaborative Convening
October 19, 2022



Agenda



Part 1:

The New Skills Ready Network and High-Level Priorities

Part 2:

Nashville's Vision and Partners

Part 3:

Our Approach to this Work and Tools We Use

Part 4:

Questions and Discussion

About the New Skills Investment

The overall goal for this initiative is to drive inclusive economic growth.



JP Morgan Chase's total investment is \$75 million worldwide.



Nashville received \$7 million over five years; we just started our third year.



NEW SKILLS

READY NETWORK



Key Priorities

-  Strengthening the alignment and rigor of career pathways
-  Designing, implementing, and scaling real-world work experiences
-  Building seamless transitions to support postsecondary success
-  Closing equity gaps

Partners

 SECONDARY K-12 DISTRICT


 POSTSECONDARY 2-YEAR

 POSTSECONDARY 4-YEAR

 POSTSECONDARY TECHNICAL COLLEGE

 LOCAL WORKFORCE DEVELOPMENT AGENCY CHAMBER, ECONOMIC DEVELOPMENT

 STATE CTE DIRECTOR OR LIASON

 STATE K-12 AND HIGHER EDUCATION AGENCIES

 STATE WORKFORCE AGENCY

 LOCAL FOUNDATION PHILANTHROPY

 LOCAL CITY GOVERNMENT OFFICIAL

Strengthening the alignment and rigor of career pathways.

Building seamless transitions to support postsecondary success.

Designing, implementing, and scaling real-world work experiences.

Closing equity gaps.

Network Supports



Technical Assistance

Heather Justice



Knowledge Management

Dr. Tunisha Hobson



External Evaluation



Nashville's Vision and Team

With cross-sector stakeholder leadership, New Skills Ready-Nashville will build high-quality career pathways with a focus on students who are underserved and under-resourced in four Metro Nashville Public Schools - Maplewood, Overton, Pearl-Cohn, and Whites Creek. Students will be supported to and through postsecondary education and into high-growth, high-wage careers in the local economy. Systemic inequities, barriers to postsecondary access, persistence, and success will be addressed.

Nashville Vision Statement

Our
Partners

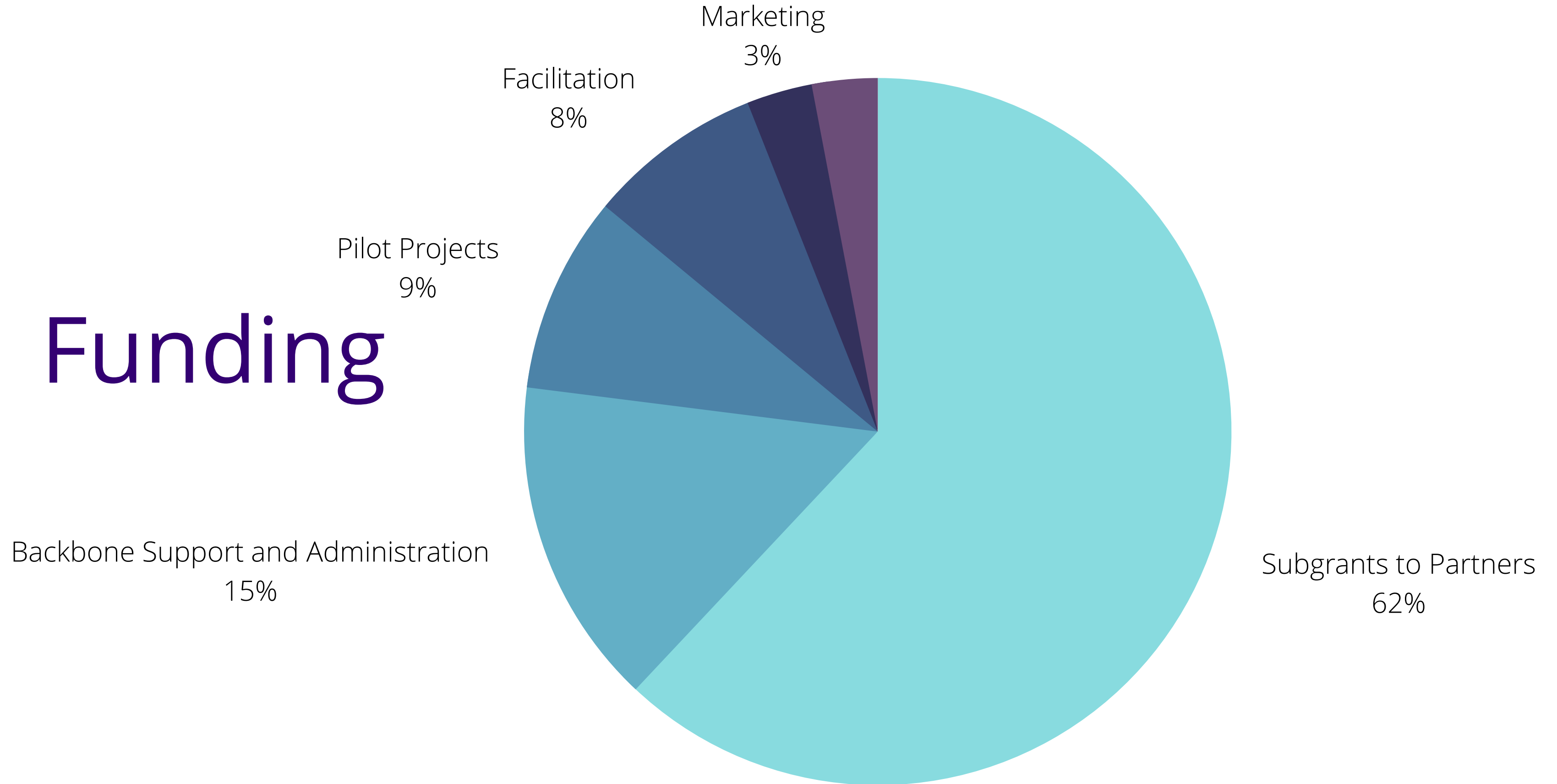
K-12	Local Organizations	Postsecondary	State Agencies
Support Hub (Central Office)	Scarlett Family Foundation	Middle Tennessee State University	TN Board of Regents
John Overton HS	TN College Access & Success Network	Nashville State Community College	TN Dept. of Education
Maplewood HS			TN Dept. of Labor and Workforce Development
Pearl-Cohn HS	Nashville Area Chamber (backbone)	Tennessee College of Applied Technology - Nashville	TN Higher Education Commission
Whites Creek HS			



- **It is important to listen and learn from each other – try to relate.**
- **Be open-minded and receptive to what you are hearing even if it is different than what you are used to.**
- **Find a way to foster trust. This is essential.**
- **Speak your truth.**
- **Own the impact of your words.**
- **Be transparent and understand whom your transparency affects.**
- **Be courageous and stay curious.**
- **Be comfortable being uncomfortable.**

Lead Team Community Agreements

Funding



Our Approach & Tools



“The American systems, private and public, were designed for a world which no longer exists... Yet it is our normal preference to rehabilitate the damaged products of our systems, rather than to reform the systems themselves”

J. IRWIN MILLER,
1970

A Paradigm Shift

A programmatic model

Operating principles:

Solve a problem
Organizational-focused
Episodic, static
Sharing different information
Planning-oriented
Allocating resources

The result:

A new programmatic intervention

A systemic model

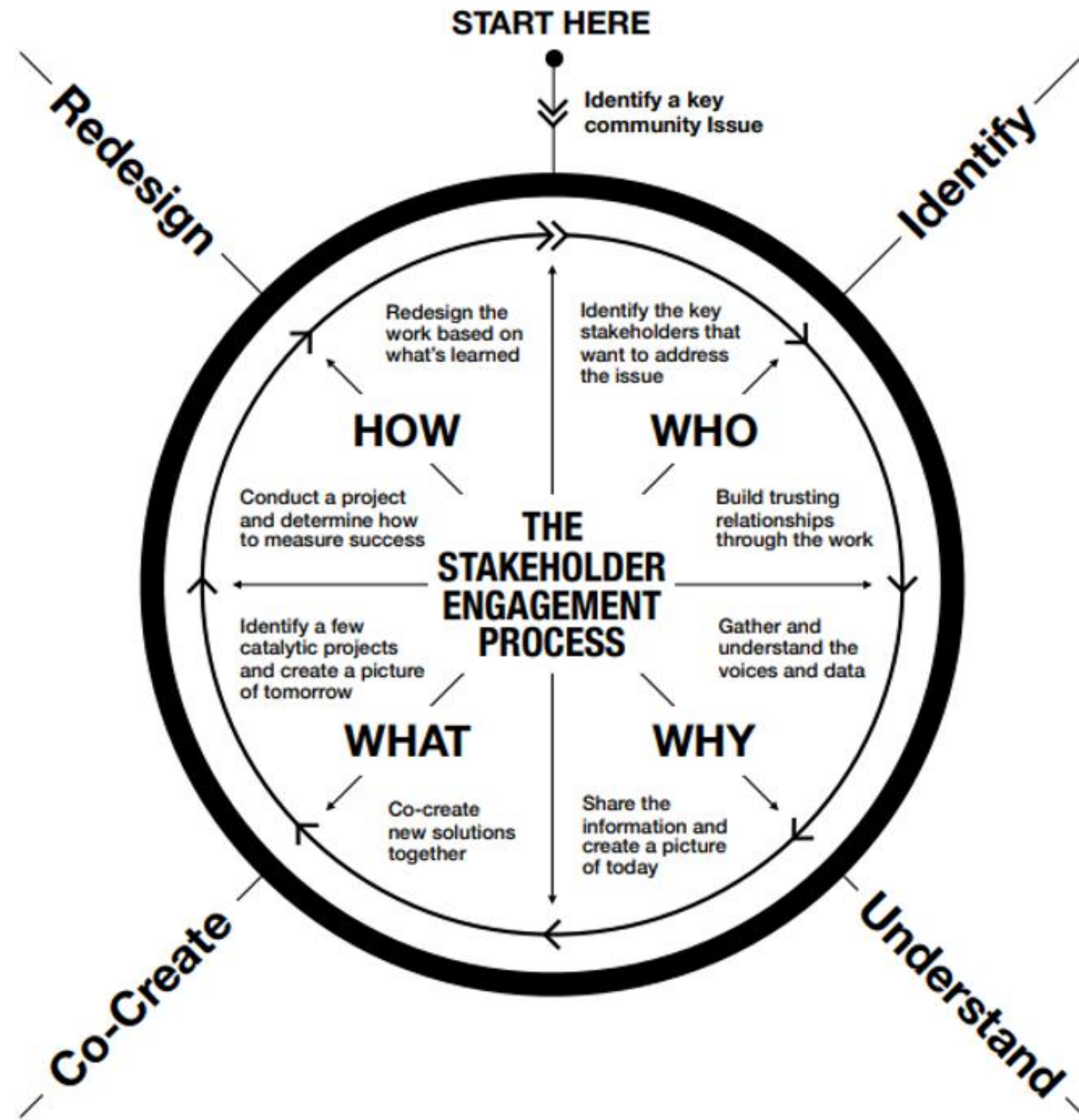
Operating principles:

Dissolve a problem
System-focused
Real-time, dynamic
Sharing same information
Process-oriented
Shaping relationships

The result:

A fundamental redesign of the work

Process











A photograph of two women in an office environment. The woman on the left is looking down at a laptop screen with a focused expression. The woman on the right is smiling and looking towards the camera. They are both wearing grey blazers over white tops. The background is blurred, showing other office workers and equipment.

Examples of Our Work

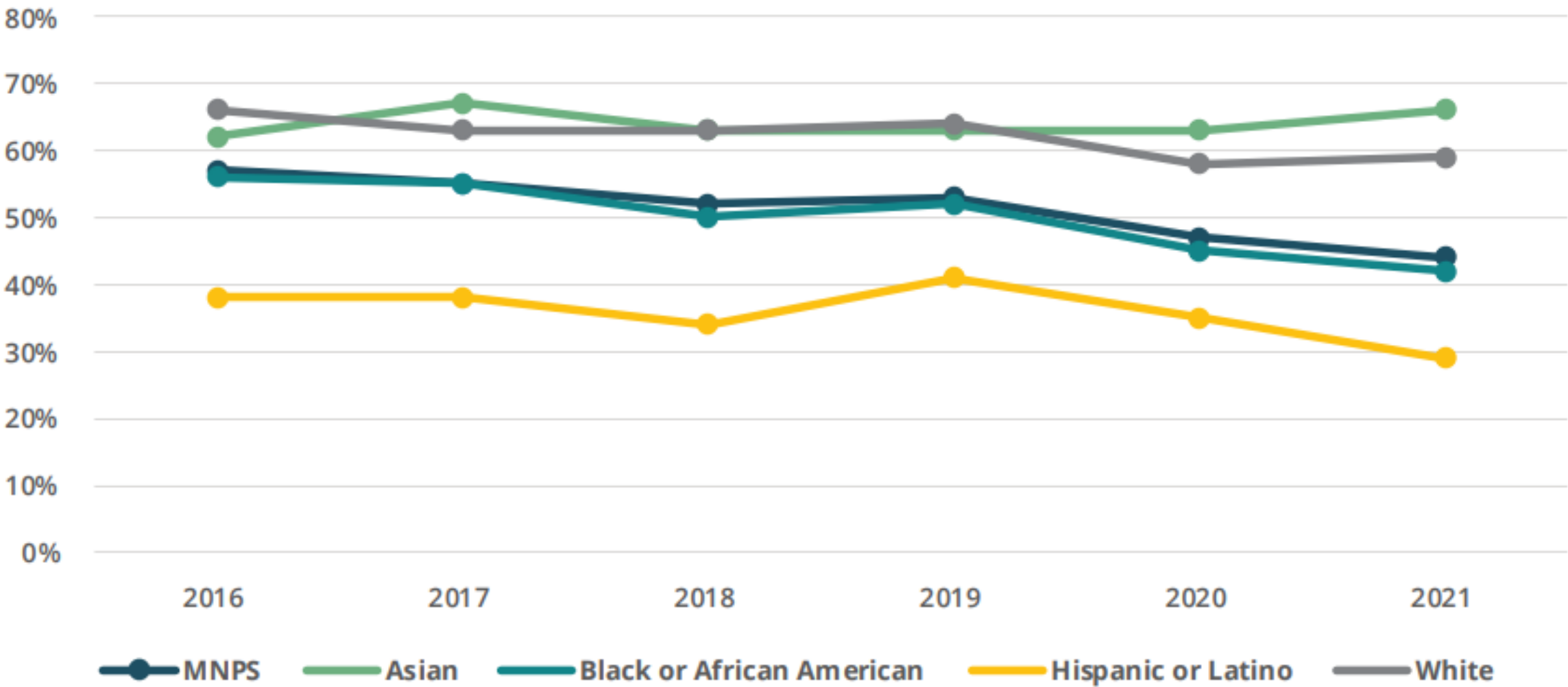
Postsecondary Transition Momentum Metrics

Collectively, the Momentum Metrics represent the most predictive indicators of **postsecondary preparation, retention, and success.**

PREPARING	 <i>9th-Grade GPA</i>	 <i>Potential for Advanced Coursework</i>	 <i>High-Quality Pathway Participation</i>
APPLYING	 <i>College Application</i>	 <i>FAFSA Completion</i>	 <i>College Match</i>
ENROLLING	 <i>Seamless Enrollment</i>	 <i>Gateway Course Completion</i>	

Equity Gaps are now larger than they have ever been for the data we have:
(-17% Black, -30% Hispanic)

FIG. 4 COLLEGE ENROLLMENT BY RACE OR ETHNICITY 2016-2021

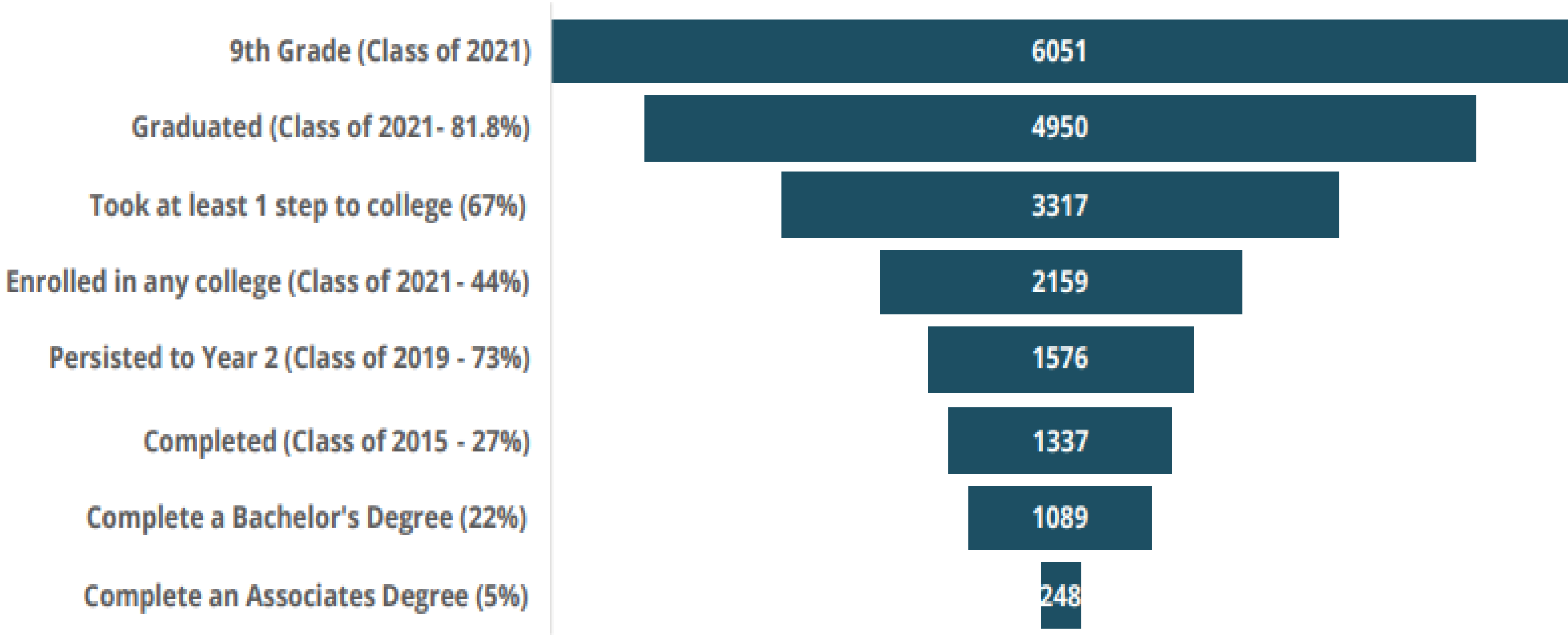


	2016	2017	2018	2019	2020	2021	GAP
MNPS	57%	55%	52%	53%	47%	44%	NA
Asian	62%	67%	63%	63%	63%	66%	7%
Black or African American	56%	55%	50%	52%	45%	42%	-17%
Hispanic or Latino	38%	38%	34%	41%	35%	29%	-30%
White	66%	63%	63%	64%	58%	59%	NA



2021 Predictive Pipeline

FIG. 9 ESTIMATED COLLEGE COMPLETION PIPELINE - ALL 2021 STUDENTS



Target Sectors for Nashville



**Advanced
Manufacturing**



Healthcare



IT

Staffing for Student Success

Critical staffing was needed to support and guide students:

- **to identify career goals,**
- **transition into postsecondary, and**
- **successful entry into high-wage, high-demand careers in the region's economy**

Metro Nashville Schools

- College Ready Analyst
- 4 College Career Coaches

Planned:

- District NSR Leader

Nashville State Community College

- Work based Learning (WBL) Coordinator
- Dual Enrollment Coordinator

Planned:

- Health and Patient Care Partnership Director
- IT Instructor

Tennessee College of Applied Technology (TCAT) Nashville

- Dual Enrollment Coordinator
- IT Instructor

New Skills Ready Year 1 and 2 Priorities

Established a shared understanding of key strategies to address systemic barriers to equity

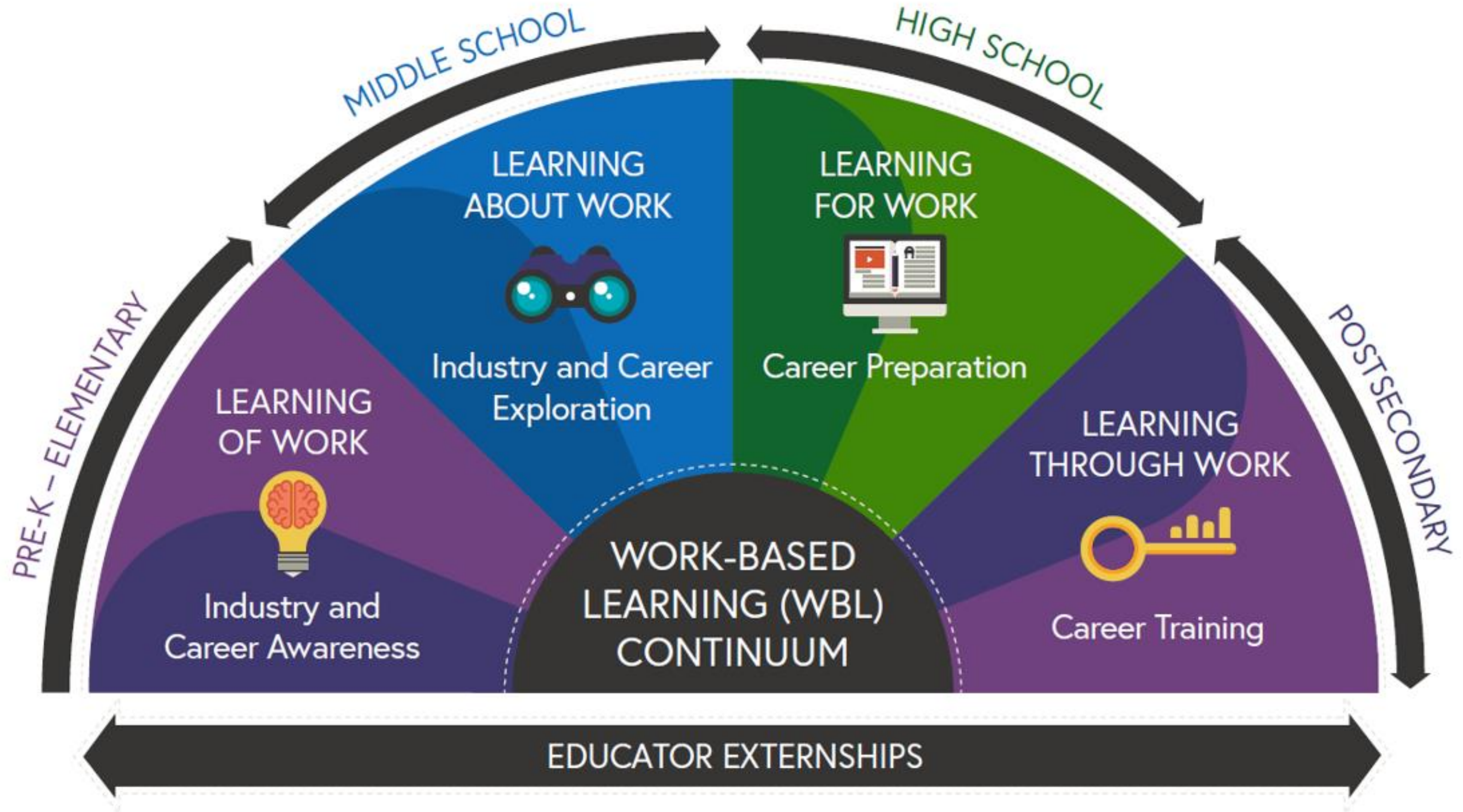
- Developed a shared agreement around key terms and definitions
- Dismantling racial barriers preventing learner access to high-quality career pathways
- Conducted Racial Equity Institute's Groundwater trainings for more than 400 leaders across the site partners
- MNPS and NSCC established diversity training for all staff

Developing a career pathways college and career advising system

- Built a College Career Coach advising framework
- Developing aligned and equitable pipelines between secondary and postsecondary partners
- Increasing learner access to postsecondary opportunities through individualized advising approaches

Increasing work-based learning opportunities and EPSOs for learners in career pathways

- Securing meaningful work-based learning placements for learners while ensuring equitable access
- NSCC's work-based learning coordinator will work with MNPS to build seamless employer engagement with learners through high school work-based learning experiences to postsecondary internships
- Record number of students engaged in Dual Enrollment courses at NSCC's new North campus (2022)



Work-Based Learning Pilot

High school students earn and learn.

Work-based learning is a proactive approach to bridging the gap between high school and high-demand, high-skill careers in Tennessee.

Work-based learning was piloted in the four New Skills Ready high schools in August 2021 and expanded to three additional high schools in January 2022. In Fall 2022, work-based learning will expand to all MNPS high schools.

Students and Business Partners

68 students started and 55 completed

15 business partners hosted student employees

Funding and WIOA Investment

49% of students were company funded and 51% were WIOA funded

WIOA students worked over 5,000 hours and received over \$70,000 in wages

Industry Certifications & High School Graduation

66 OSHA certifications were earned

97% of students graduated from high school

Postsecondary Plans

13% headed to trade school

31% headed to 2-yr college

40% headed 4-yr college

7% headed to work

9% undecided

Sample 2022-23 Pilot Projects

IT Apprenticeship Pathways

Postsecondary skill development for pre-apprenticeship students in IT to increase employability.

MNPS, NSCC, Accenture

Increasing College Applications

Shared data dashboard with postsecondary partners, high schools, and community partners.

MNPS, TCAT, MTSU, NSCC

WBL Family Career Launch

Student sessions followed by family engagement events around work-based learning opportunities in high wage, high demand sectors.

MNPS, NSCC

Questions & Discussion

Heather Justice
Nancy Eisenbrandt, CCE
Bob Obrohta
Dr. Shanna Jackson

THANK YOU