

# Peer Power and Olympic Career Training Institute Collaboration

September 18, 2024



*Charles McVean, Founder*

# Workforce Development Program Successes



## Alpha Cohort:

- 17 young men from Booker T. Washington (BTW), Melrose, and Hamilton high schools

We are proud to report the following outcomes:

- Program Completion: 100% of participants successfully graduated from the program as well as graduated from high school.



# Workforce Development Program Successes



## Alpha Cohort:

- Skill Acquisition: Each participant earned several industry-recognized certifications, including OSHA and forklift operation. 4 of the 17 young men received an advanced accelerated certification (NIMS) through partnering with Moore Tech Technical School.
- Reduced Criminal Justice Involvement: During the program, 94% of participants were not involved with the criminal justice system.





# Workforce Development Program Successes



## Beta Cohort:

- Our second Workforce Development cohort included 24 young men from Booker T. Washington (BTW), Melrose, Hamilton, Douglass, Whitehaven and Raleigh-Egypt high schools.

We are proud to report the following outcomes:

- Program Completion: 100% program completion rate



# Workforce Development Program Successes



## Beta Cohort:

- Skill Acquisition: All participants earned material handling certifications and forklift certifications. 11 participants from Beta cohort completed advanced accelerated certifications through Moore Tech Technical School. All participants completed GROWWTH Academy Work Readiness Program through partnership with the University of Memphis Center for Regional Economic Enrichment.
- Reduced Criminal Justice Involvement: 95.8% of Beta cohort participants have avoided criminal justice involvement to date.
- We introduced ACT WorkKeys for the first time with the Beta Cohort. 95% of the cohort passed the National Career Readiness Certification Exam.

# What's Next



## Enhanced Program Infrastructure:

- Introduced ACT WorkKeys certification (95% passage rate)
- Increased academic support
- Intensified staff training
- Increased staff support

## Expanded Partnerships:

- Collaboration with Memphis Shelby County Juvenile Court
- Collaboration with Memphis Chamber of Commerce
- New employer partnerships (e.g., Aztec Masonry, Topcat Masonry, American Material Handling)

# What's Next



## Improved Support Systems:

- **Implementing multi-tiered support system**
- **Integrating social-emotional learning practices**
- **Following Employability Skills Framework**

## Future Focus:

- **Emphasis on early intervention and peer support**
- **Partnering with employer partners to streamline training focus and increase work experience opportunities**
- **Enhanced retention support (120-day post-program check-ins)**
- **Monthly support sessions for 12 months after program completion**

# What's Next



## Ongoing Adaptation:

- Continuous refinement based on data insights
- Addressing challenges in participant retention
- Addressing challenges of participant job placement rate
- Continuous engagement and collaboration with employer partners to address workforce needs

