

Peer Power and Olympic Career Training Institute Collaboration

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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.





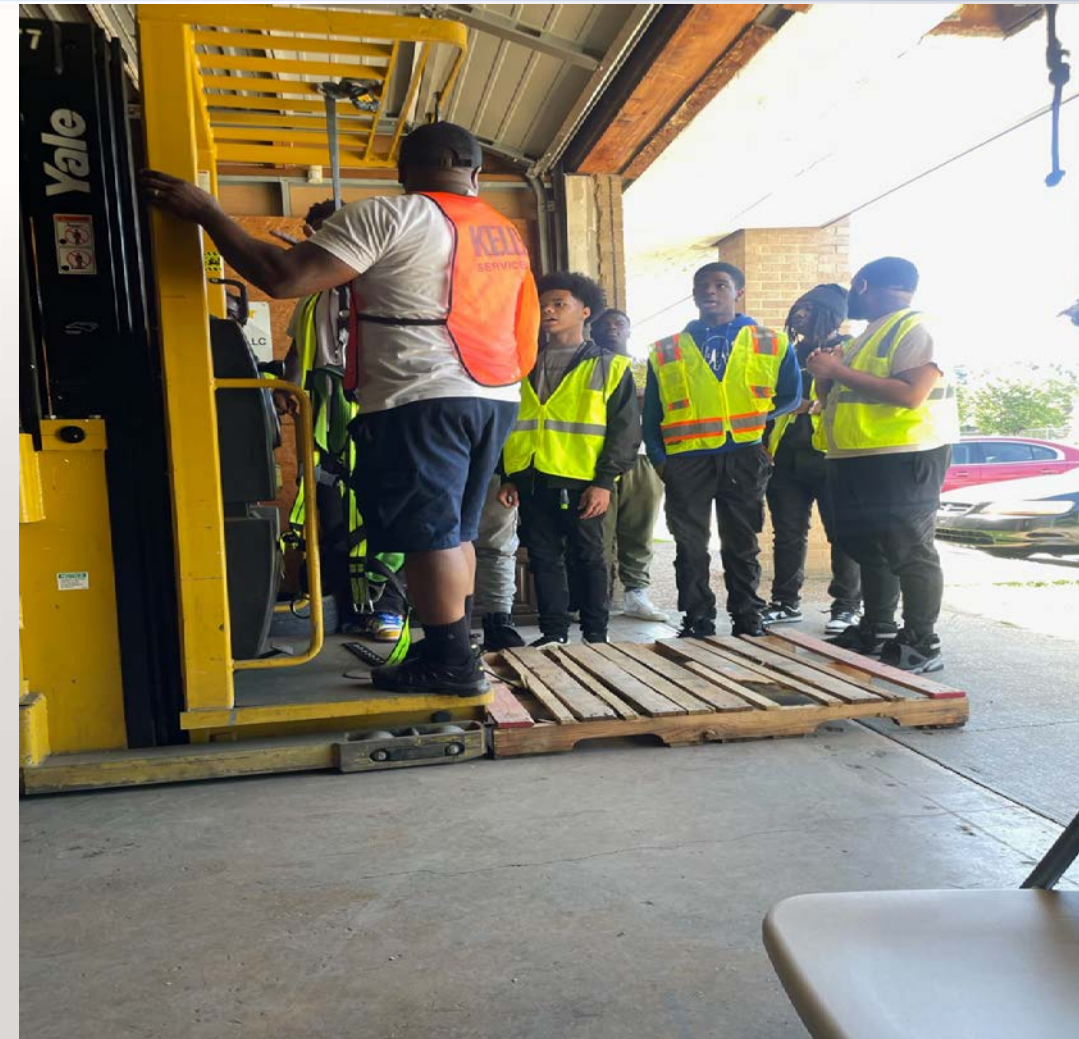
Workforce Development Program Successes

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.

Workforce Development Program Design



Program Design

- Monday-Friday (25 hrs per week)
- Over 50 hours of essential skills training
- Over 200 hours of real work experience
- Daily mentorship and academic support
- Compensation
- Credentials
- Emphasis on real holistic development
- Emphasis on eliminating barriers that limit upward economic mobility





What's Next



Enhanced Program Infrastructure:

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

Expanded Partnerships:

- Collaboration with Memphis Shelby County Juvenile Court
- Collaboration with Memphis Chamber of Commerce
- New employer partnerships that emphasize work experience opportunities (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





As we continue to evolve our Workforce Development program, we're always looking for ways to improve and expand our impact.

What aspects of our enhanced program design do you think will be most beneficial for our participants, and are there any additional areas you believe we should explore to further support our youth's success in the workforce?