



2019 ANNUAL REPORT



OVERVIEW

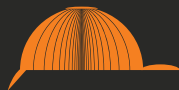
“Since its creation three years ago, Opportunity Now has supported thousands of young people and involved hundreds of employers. It has become an integral part of the fabric of our city and it is exemplary of the public-private partnering that makes Nashville so special.” – David Briley

Opportunity NOW is Nashville’s hub for youth employment, offering a variety of programs and supports to help young people ages 14-24 prepare for, get, and keep jobs. The initiative strives to be responsive to a variety of ages and skill levels, creating both age-appropriate programs, as well as tools to help youth connect to the wide array of year-round job opportunities available to young people in Nashville.



Funded by the Metropolitan Government of Nashville Davidson County.
The Nashville Career Advancement Center is an equal opportunity program.
Auxiliary aids and services will be provided upon request to persons with disabilities.
Please call Coni Caudle at 615-862-8890, ext. 77402

ALL HIGH-QUALITY YOUTH PROGRAMS
SHOULD CONTAIN THE FOLLOWING:



SAFE, WELL-SUPERVISED WORKSITES

Young workers should be in safe places where they have sufficient supervision to help them navigate workplaces as new settings and experiences with new risks as well as opportunities for growth.



AGE APPROPRIATE OPPORTUNITIES FOR YOUNG PEOPLE TO MEANINGFULLY CONTRIBUTE WITHIN THAT WORKSITE

Young people who are learning how to work should be generating meaningful work product that contributes to the goals and priorities of the team to which they are attached.



SUFFICIENT ADULT SUPPORT

Young people newly experiencing the workplace and the role of being someone who works need to have adults around them to whom they could turn if needed.

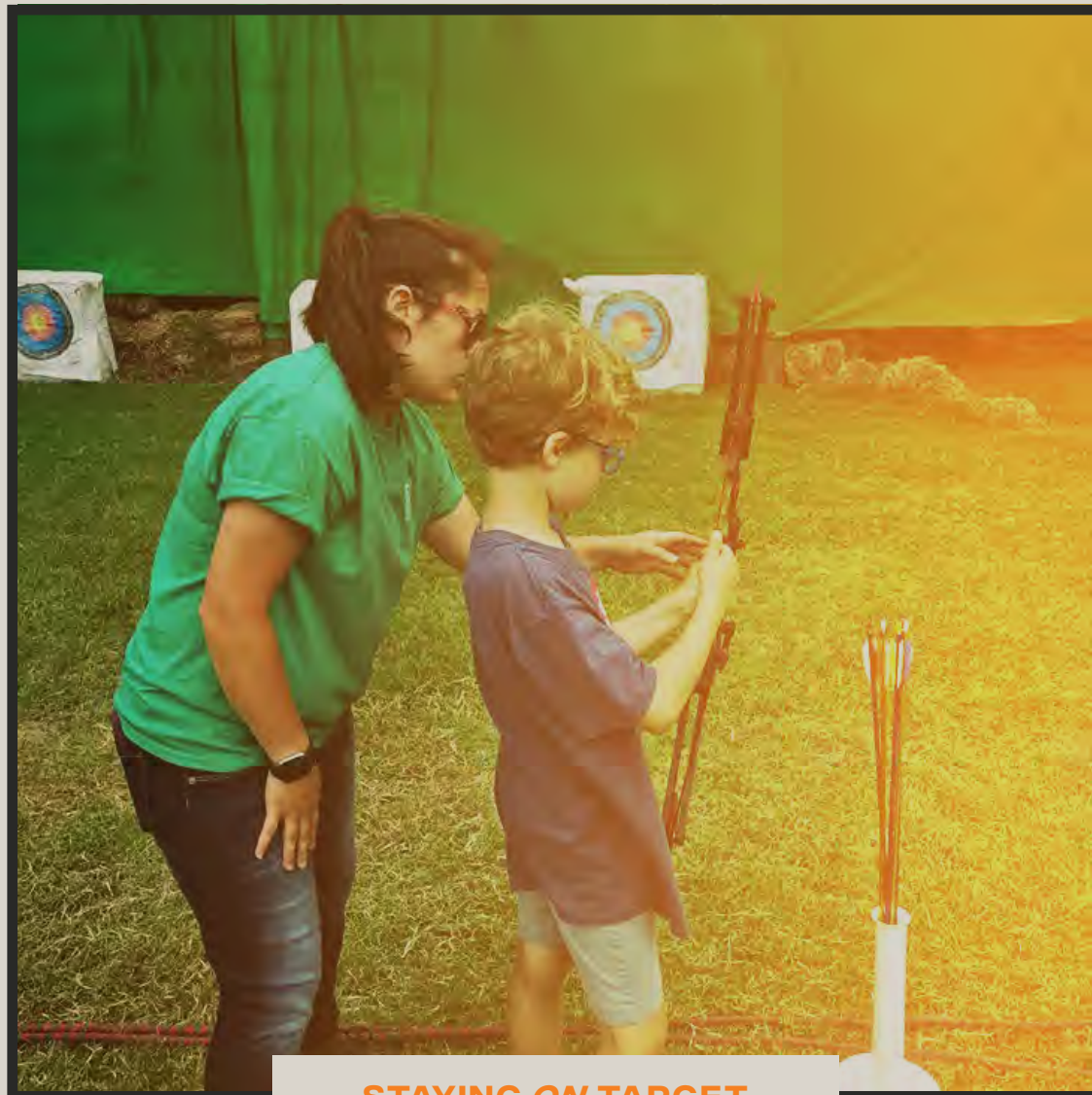


WAGES

Wages give employment programs their most job-like characteristics and provide a unique opportunity for learning about all aspects of being someone who works for a living.

**ALL OPPORTUNITY NOW PROGRAMS AND TOOLS
CONNECT YOUNG PEOPLE TO ALL OF THESE CORE
ELEMENTS AND SUPPORT YOUNG PEOPLE IN TAKING
FULL ADVANTAGE OF EARLY EMPLOYMENT AS A WAY TO
LEARN TO BE THE KINDS OF
EMPLOYEES NASHVILLE’S WORKFORCE NEEDS.**

DIRECT HIRE



STAYING ON TARGET

SINCE ITS INCEPTION IN 2017, OPPORTUNITY NOW HAS PARTNERED WITH 613 EMPLOYERS OFFERING 24,477 POSITIONS APPROPRIATE FOR YOUTH AND ENTRY LEVEL WORKERS.

Opportunity NOW provides access to, and awareness of, the privately available jobs in Nashville that are appropriate for youth. These worksites with their age-appropriate opportunities for young people to meaningfully contribute are pulled-together in a single place, making it easier for young people to find the right work for them. The ON portal (accessed through [ON.nashville.gov](https://on.nashville.gov)) connects young people to jobs they did not know were available to them, from employers they may not even have known existed. This investment in technology provides easy access to already available opportunities and since ON only posts positions that have been vetted as appropriate for young and inexperienced workers, those young people are assured that the positions found in that one place are likely to lead to employment.



ONE OF OPPORTUNITY NOW'S MOST CONSISTENT EMPLOYER PARTNERS HAS BEEN METRO PARKS AND RECREATION WHO EMPLOY OVER 300 SEASONAL EMPLOYEES. THESE SUMMER WORKERS HELP MAKE COMMUNITY CENTERS, SPRAY PARKS, COMMUNITY POOLS, NATURE CENTERS, AND OTHER PARKS' OFFERINGS AVAILABLE TO MORE OF THE NASHVILLE COMMUNITY.



HIGH SCHOOL INTERNSHIP PROGRAM



WORKING TOGETHER TO ACHIEVE OUR GOALS

The Opportunity NOW High School Internship program places rising 11th and 12th graders and new high school graduates from all over the city in local businesses and community organizations. For six weeks during the summer, young people complete age-appropriate tasks at their worksites, all while learning first-hand about the organizations where they work as well as the kinds of careers possible within each individual business, university, government agency, or non-profit.

Since the inception of Opportunity Now (ON), Hospital Corporation of America has been one of the Initiative's most important partners and sponsors. HCA leadership, working in concert with ON staff, have focused their generous, three-year funding commitment specifically on internships in non-profits. Local nonprofits possess wonderful opportunities for young workers and can use the workplace help, but often lack the financial resources to pay the costs associated with their employment. So, HCA underwriting has provided truly meaningful experiences for youth and been a huge boon to participating nonprofits.

**SINCE 2017,
HCA SUPPORT
HAS FUNDED
300 YOUTH
INTERNSHIPS
IN OVER 75
NONPROFIT
ORGANIZATIONS**

FEEDBACK FROM BOTH YOUTH *AND* EMPLOYERS IS OVERWHELMINGLY POSITIVE



Justin Sweatman-Weaver, of Alignment Nashville, enthused that "The young people matched with our organization were an absolute perfect fit! . . . I only wish we had our interns for more time." Similar sentiments are shared by many, including Barb Lonardi at Crossroads Campus, who commented " We have participated in ON for the past three years since its inception. Through the generosity of HCA, we have offered 4 students per summer the opportunity to work with us. It has been a great experience

for all involved. We look forward to our continued participation." Matthew Walker Health Center Intern, Tolu, summed up the feelings of most interns, "ON helped improve my confidence and working skills for the future and helped me build connections among adults."

**BEFORE
OPPORTUNITY NOW,
74.5% OF
PARTICIPANTS
PLANNED TO GET
A HIGH SCHOOL
DIPLOMA,
AFTER
OPPORTUNITY NOW,
85.7% PLANNED TO
GRADUATE FROM
HIGH SCHOOL.**



EXPERIENCE WORK PROGRAM

Opportunity NOW's Experience Work program provides work-like experiences for 14-16 year-olds but does not utilize traditional employment settings. Instead, Experience Work partners with youth-serving organizations to provide project-based work experiences. These partners offer young people arts and community-development based projects to work on with a team. Through this program, 14-16-year-olds work as part of a team to complete a project and build skills. Experience Work focuses on building the soft skills that employers seek including communication, problem-solving, teamwork, flexibility, and showing initiative.

“WHERE WE WERE. WHERE WE ARE. WHERE WE ARE GOING.”



Nuveen Barwari, Marlos E'van, and Courtney Adair Johnson, with Opportunity NOW Experience Work and International Teen Outreach Program participants. Where we were. Where we are. Where we are going. 2019. Mixed media on panel, 96 x 144 in. Courtesy of the artists.
Photo: LeXander Bryant

FACT: 89.3% OF OPPORTUNITY NOW PARTICIPANTS SAID THEY COULD WORK WITH OTHERS TO ACHIEVE A COMMON GOAL

PEER LEADERS

The Peer Leaders program employs 75 young adults ages 20-24 to provide staff support for each Experience Work team. Peer Leaders are trained in social and emotional learning, positive youth development, and other concepts valuable to entry level employees in Nashville's youth service sector. The program targets future teachers, social workers, teaching artists, and other college students seeking to change the world, and functions as a fellowship opportunity offering a combination of paid work experience, classroom training, and on-going adult mentoring.

Peer Leaders are employed, trained and supported by STARS Nashville. STARS Nashville also provides experienced school counselors and social workers who not only support the Peer Leaders through their work experience, but who also are available to provide as-needed psycho-social support and response for emotional or trauma-related issues that may face 14-16 year-old Experience Work participants.



FACT: 85.9% OF OPPORTUNITY NOW PARTICIPANTS SAID THEY COULD SHOW INITIATIVE TO SOLVE PROBLEMS

OPPORTUNITY YOUTH COLLABORATIVE RECOMMENDATIONS

From its onset, Opportunity NOW has sought to support Nashville's next generation of workforce in accessing employment and meeting their economic potential. However, even in the initiative's brief existence, it has become clear that a substantial subset of young people are not connecting with the employment and educational opportunities available in Nashville.

In Davidson County, approximately 9,100 young people ages 16-24 are not working and not in school, and therefore are not accessing the education and employment pathways leading to economic opportunity. Disconnection among this age group is not limited to Nashville. Nationally, the young people are known as "Opportunity Youth" because they hold untapped potential for their local economies, communities, and their own personal economic mobility.

In 2019, Opportunity NOW invested in a study of disconnection among local young adults. The goal was to develop a holistic approach to preventing disconnection and to support Nashville's Opportunity Youth in reconnecting to employment and education. To design, implement, and interpret the study, Opportunity NOW employed a team of young adults with lived experience of disconnection. These young people not only served as key informants, but also as originators of ideas, and as equal partners in the work itself.

The Opportunity Youth Collaborative, the youth/adult partnership convened to review the study, developed eight recommendations for how Nashville could work together to improve outcomes for these young people. These recommendations have shaped further work and engaged a variety of stakeholders and funders both locally and nationally.



OPPORTUNITY #1

Incorporate Youth Voice and Leadership: Create space for youth and adults to come together to construct systems, a strategy that will not only lead to effective systems, but also to the development of pipelines of engaged, diverse young leaders who can lead this work for future generations

OPPORTUNITY #2

Strengthen Support for Navigating Career Pathways: Create a career pathway system that has clear career trajectory options, entry points, transitions, strong supports, work experience, and other elements critical to the success of participants

OPPORTUNITY #3

Equip Providers for Effective Leadership: Opportunity Youth need and want to build strong relationships with peers and caring adults to help them wrestle with the complexity of the challenges they face

OPPORTUNITY #4

Add a Focus on Financial Stability: Focus on financial literacy at key points in order to foster financial stability, the capacity for economic upward mobility, and well-being

OPPORTUNITY #5

Equip Providers for Effective Relationships: Develop communities of practice that will foster learning environments for providers to gain additional tools and advance their skills to build holistic, positive, and effective relationships with O.Y.

OPPORTUNITY #6

Increase Outreach and Recruitment: Involve Opportunity Youth in the design of outreach and marketing strategies throughout the system of support in order to more effectively reach other O.Y.

OPPORTUNITY #7

Align Prevention and Intervention Efforts: Develop strong and strategic alignment of efforts to help young people stay connected or reconnect to the support they need, enabling them to continue their education and to gain employment

OPPORTUNITY #8

Reach Potential Dropouts Early: Design strategies that focus on supportive services in the school system, stronger data collection on early indicators, more coordinated referral efforts for struggling students and dropouts, and infusion of workforce development in curriculum

FINANCIAL LITERACY

In addition to providing the core elements of high-quality youth employment programs, Opportunity NOW integrates financial literacy into every program and work experience. By doing so, Opportunity NOW seeks to increase the financial capability of young people. Many participants receive their first paycheck as part of one of the initiative's programs.

49.7% OF PARTICIPANTS SAID THEY CREATE PLANS FOR THEIR MONEY PRIOR TO PARTICIPATION, AFTER OPPORTUNITY NOW 76.7% SAID THEY CREATE PLANS FOR THEIR MONEY.



86.3% OF YOUNG PEOPLE SAID AFTER OPPORTUNITY NOW THAT THEY MANAGE THEIR MONEY EXTREMELY WELL OR SOMEWHAT WELL.

62.4% OF YOUNG PEOPLE HAD A CHECKING OR SAVINGS ACCOUNT BEFORE WORKING WITH OPPORTUNITY NOW; 88.8% REPORTED HAVING A CHECKING OR SAVINGS ACCOUNT AFTER WORKING WITH OPPORTUNITY NOW



knowledgeBANK
AMERICA Saves FOR YOUNG WORKERS



Financial Empowerment Center
Free One-on-One Financial Counseling

THANKS TO...

Abe's Garden	Enterprise Electric, LLC
Adventure Science Center	Enterprise Solutions
Alignment Nashville	Eyecatcher's Empire Beauty Bar
Amazon	Fannie Battle Day Home for Children
America Saves for Young Workers	Fifty Forward
American Cancer Society	Friends Life Community
American Lung Association	Friends of Warner Park
Bank of America	Frist Art Museum
Barbershop Harmony Society	From the Heart Int'l Education Foundation
Barefoot Republic Camp	Gideon's Army
Barge Design Solutions	Gilda's Club
Bass, Berry & Sims PLC	Global Education Center
Bedroc	Global Outreach Devlopments
Belmont University	Hands on Nashville
Best Buy	Harpeth Conservancy
Bethlehem Centers of Nashville	Hiller Plumbering, Heating , Cooling & Electrical
Bone McAllester Norton PLLC	Holly Street Daycare
Book'em	Homework Hotline
Boys and Girls Club of Middle Tennessee	Humanities TN
Bridgestone America, Inc.	Jackson National Life Insurance
Catholic Charities	Junior Achievement of Middle Tennessee
Cheekwood Estates and Gardens	Kindful
Cities for Financial Empowerment	Leadership Academy, LLC.
City Pets Animal Care	LETS Play
Cliff's Cabinet Company	Lightning 100
Communities in Schools of Tennessee	Lowe's Home Improvement
Conexion Americas	LSC Communications
Cottage Cove	Marriott
Crossroads Pets	Matthew Walker Comprehensive Health Center
Cumberland International Trucks, Inc.	McDonald's / Grayco Mgt, LLC
Davidson County General Services	McNeely Pigott & Fox Strategic Communications
Davidson County Human Resources	McNeilly Center for Children
Davidson County Juvenile Court	MeHarry Medical College
Davidson County Mayor's office	Messer Construction Company
Davidson County Planning Department	Metro Action Commission
Davidson County Property Assessor	Metro Clerk & Master, Chancery Court
Davidson County Sherriff's Office	Metro Clerk Office
Dollar General	Metro Community Education Commission

Metro Department of Codes & Safety
 Metro Finance and Procurement Department
 Metro Historical Commission
 Metro Information Technology Services
 Metro Nashville Beer Board
 Metro Nashville Police Department
 Metro Office of Family Safety
 Metro Office of Juvenile Court Clerk
 Metro Parks and Recreation
 Metro Public Health Department
 Metro Public Works
 Metro Social Services
 Metro UT & TSU Extension Davidson County
 Metro Water Services
 Mid-Cumberland Human Resource Agency
 Mister Car Wash
 MNPS - Academies of Nashville
 MNPS - Federal Programs and Grants Management
 MNPS - Glenclyff High School
 MNPS - Information Technology Services
 MNPS - Office of School Security
 MNPS - ON Target Summer Camp
 Moves and Grooves
 MP & F Strategic Communications
 Mt. Zion Baptist Church
 Muscular Dystrophy Association
 Nashville Business Incubation Center
 Nashville CARES
 Nashville Children's Theatre
 Nashville Civic Design Center
 Nashville Conflict Resolution Center
 Nashville Downtown Partnership
 Nashville Electric Service
 Nashville Entrepreneur Center
 Nashville Film Institute
 Nashville Financial Empowerment Center
 Nashville State Community College
 Nashville Zoo at Grassmere
 NeedLink
 NICE - Nashville International Center for Empowerment
 Notes for Notes, Inc.
 Omni
 One Voice Nashville
 Olivet Missionary Baptist Church
 PENCIL
 Penske
 Prado Studios
 Preston Taylor Ministries
 Project C.U.R.E.
 Project Transformation TN
 Renewal House
 Rocketown

Room In The Inn
 rue21
 Senior Ride Nashville
 Servicesource Delaware
 Siloam Health
 Sodexo
 Southern Word
 St. James Missionary Baptist Church
 St. Luke's Community House
 Stansell Electric
 Stantec
 Teach for America
 Tennessee Immigrant & Refugee Rights Coalition
 Tennessee State Board of Education
 Tennessee State University
 Tennessee Tribune
 Tennessee Department of Education
 The Big Payback
 The Nashville Food Project
 TIME
 Trevecca Urban Farm
 TruGreen
 Turnip Green Creative Reuse
 UPS
 Vanderbilt University - Music Library
 Vanderbilt University Medical Center
 Watkins College of Art
 Why We Can't Wait
 You Have the Power
 YWCA Girls, Inc.
 WeGo Public Transit
 Workforce Essentials
 UBS Financial Services
 United Way

Special Thanks:

Brandeis University
 The Community Foundation of Middle Tennessee
 Goodwill Industries of Middle Tennessee, Inc.
 Hospital Corporation of America
 iFathom
 Ingram Industries, Inc.
 Kaegi Resources
 Knowledge Bank
 Martha O'Bryan Center
 Metro Arts Commission
 Metropolitan Devlopment and Housing Agency
 Nashville After Zone Alliance
 Oasis Center
 Stars Nashville
 Tailored Business
 The Metropolitan Council
 Workbay
 Youth Can

HOW YOU CAN GET INVOLVED

Employers can engage with Opportunity NOW in any of the following ways:

HIRE: Partner with the initiative to hire young people directly.

SPONSOR: Provide work sites for young people participating in the structured programs.

CONTRIBUTE: Donate towards the per participant cost of serving a young person in the program.

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