



# Great Promise Partnership

A Public Private Partnership to Help At-Risk Students Graduate High School  
with Real World Skills

# Our Mission:

- ▶ To partner with communities to help at-risk, in-school youth **graduate** from high school and then acquire **post-secondary training/education**, serve our nation in the **military** or be **employed full-time** by great companies.

# America's Great Challenges

- ▶ Moving millions of youth from the “culture of dependency” and the cycle of poverty to the ladder of success and our American Dream.
- ▶ Developing a pipeline of trained motivated workers ready to fill positions with a future in our great American companies.

# “Hurdle” #1

## Task

- ▶ Overcome barriers at high schools that make it difficult to involve at-risk students in Great Promise Partnership/Work-based Learning programs allowing them to go to school AND learn on-the-job skills

## Solutions

- ▶ State funding policies that allow dollars for local school systems to follow students from the classroom to the workplace
- ▶ Board of Education policies that award academic credits to at-risk youth participating in Great Promise Partnership/Work-based Learning

# “Hurdle” #2

## Task

- ▶ Convince companies to hire at-risk, in-school youth to part-time positions that they really need filled.

## Solution

- ▶ Learn from pioneering companies such as Southwire, Shaw Industries, and Carrier about how they adapted work practices and HR policies to create profitable and safe opportunities for students
- ▶ Prepare youth before starting work in “Boot Camps” and WorkPrep trainings to be successful from day one
- ▶ No school = No Work; Drop out of School = No Job

# “Hurdle” #3

## Task

- ▶ Develop a simple, sustainable process that creates a pipeline of well-trained, motivated workers for decades to come

## Solution

- ▶ Deploy a “bottom up”, locally driven process that engages all sectors of a community - 4 Cornerstones (Political, Educational, Business, and Community leaders).
- ▶ Form an on-going local GPP Leadership Committee whose mission is to direct and support implementation of GPP

# Our Results

- ▶ Only 2% of GPP's at-risk population dropped out of high school. 327 Graduates.
- ▶ 1368 at-risk students served directly by GPP since 2011 with 1000s of additional student served through partnerships
- ▶ Historically, GPP has grown by over 100% annually
- ▶ Currently operating in approximately 35 Georgia communities
- ▶ Currently engaging more than 50 employers

# Return on Investment (2011-2016)

- ▶ **\$2.5 Million:** Estimated Contribution to the Economy by 439 GPP Workers. Average Yearly GPP student Income: \$5,500 during school year, not including school break and summer earnings
- ▶ **\$215,580:** Estimated Lifetime Cost to GA for Each High School Dropout (GA Partnership for Excellence in Education, 2013)
- ▶ **\$71 Million:** Estimated Savings to GA by GPP's 327 Graduates



# Game Plan!

## State Policy that embraces both Traditional and Non-traditional Work-based Learning (WBL)

### Traditional WBL

- ▶ On track to graduate
- ▶ College-bound
- ▶ 94.5% graduation rate
- ▶ 16,000 students in GA

### Non-Traditional WBL

- ▶ Not always on track to graduate
- ▶ Often need a paycheck to stay in school
- ▶ Students in tough circumstances
- ▶ High potential of staying in community and work at local companies after graduation
- ▶ 98% graduation rate with GPP
- ▶ 5-year goal 20,000 students in GA

# Touchdown!

## Definition of Success

- ▶ Traditional **AND** At-risk youth graduate from high school with a clear path to college or full-time work, breaking the cycle of poverty and creating a *Climate of Success* for families and businesses
- ▶ Employers have access to a pipeline of productive, motivated, well-trained youth who will stay in the community and begin work or return after college to an economically viable community
- ▶ Five year goal = 20,000 non-traditional WBL students



## ROI of 5-Year Goal

- ▶ Based on **63% graduation rate** of at-risk students, of 20,000 students **7,400** would be dropouts without GPP.
- ▶ **\$215,580**: Estimated Lifetime Cost to GA for Each High School Dropout (GA Partnership for Excellence in Education, 2013)
- ▶ **\$1,595,292,000** lifetime cost of 7,400 dropouts
- ▶ 5 years of dropouts = **\$7,976,460,000** cost to state

# Next Steps

1. Convene a “Cornerstone” meeting (Educational, Business, Political, and Community Leaders)
2. Develop a Timeline and Assign Responsibilities for Implementation.
3. Identify Partners and Get *Commitment*: Employers, Schools, Community Partners
4. Schedule a “Kids and Companies” Event for Student Interviews and Job Placements

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