

PRO



PROVIDING REAL OPPORTUNITIES

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YOUNG ADULT WORKFORCE
DEVELOPMENT TRAINING
PROGRAM



P.R.O

WHAT IS PRO?

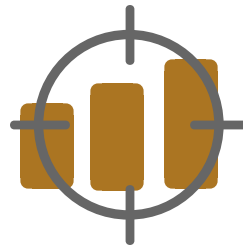
Providing Real Opportunities (PRO) is a location-based workforce development training program for young adults ages 16-24 in hard-to-reach and underserved areas in Dallas County. PRO focuses on minimizing barriers to achieve economic success for participants, by leveraging the skills and knowledge of the local and national experts to ensure needs are met in a culturally aware, transparent, and effective way.

REAL OPPORTUNITIES

PRO BUILDS FOUNDATIONAL SKILLS, ADDRESSES ENVIRONMENTAL TRAUMA BUT NOT LIMITED TO:

- CONFLICT RESOLUTION
- CONSEQUENCES
- ANALYTICAL THINKING
- PROBLEM SOLVING
- COMMUNICATION
- PROJECT MANAGEMENT
- TEAMWORK
- FINANCIAL LITERACY

WHY PRO



TARGET DEMOGRAPHIC

- YOUNG ADULTS (AGES 16-24);
- MODERATE TO LOW INCOME;
- HIGH SCHOOL DIPLOMA OR GED NOT REQUIRED;

GOALS

- **Impact Young Adults Aged 16 to 24:**

Objective: Impact at minimum 100 participants, running 4 cohorts, in 2 cities within 24 months. Intentions on achieving at minimum 60% participant total completion rate (meaning completing entire 24-month program.).

- **Enhance the Household**

Objective: Increase total household income by minimum 10% per participant within 12 months of program engagement, and by minimum 12-20% within 24 months of program.

- **Cultivating Experts**

Objective: Maintain a dedicated, consistent group of 10-20 entrepreneurs, industry leaders, etc. in 2 select cities of engagement for 24 months.

- **Measurable Economic Viability**

Objective: Complete 4 cycles of cohorts, consisting of 25 participants each - with an impact on at minimum 20 local businesses who gain direct benefit from the pilot program.

OFFERED ACTIVITIES

Participants Receive: (A) Safe learning environment; (B) Required course materials (notepad, pens, etc.); (C) One select mentor (with access to others); (D) Program rules & guidelines, rubric, and expectations; (E) Lessons on workplace attire and etiquette; (F) Access to a variety of lessons to enhance Foundational Skills (G) Hands-on development of Technical Skills (microsoft word, excel, etc.) (H) Access to fostering unique specialized skills; (I) Assistance with new business venture(s) and/or new employment position after program completion.

Foundational Skills

Analytical, Budgeting, Building Relationships, Communication, Computer; Detailed-Oriented; English; Leadership; Meeting Deadlines; Multitasking; Organizational; Planning; Presentation; Problem Solving; Project Management, etc.

Software Skills

Microsoft Word; Microsoft Excel, Microsoft PowerPoint; Google Suites consisting of Google Drive, Docs, Spreadsheets, Presentation, etc., Adobe Suites consisting of Photoshop, Premier Pro (film), Illustrator, InDesign, Dreamweaver, etc.

Specialized Skills

Carpentry, Masonry, Plumbing, Electrical Wiring, Cybersecurity, Web Design and Development, Hospitality, Audio Engineering, Fine/Practical Arts, etc.

Financial Need

Funding requirements are needed in order to run Providing Real Opportunities' efforts in direct alignment with mission and initiatives. All financial needs are associated with the following suggested resources:

Human Resources

- 1 Program Directors (To oversee operations of 2 pilot locations)
- 2 Administrative Assistants (One per location)
- 1 Assistant Project Manager
- 10-25 Field Experts/Volunteer Trainers (All will not serve at the same time, and will be needed upon select lessons and/or throughout program accordingly. Trainers will offer lectures based upon their varying skill sets.)
- 4 Paid Staff and 10-25 Volunteer Trainers w/ Stipends

Transportation

- 1 Wrapped bus and/or 1 wrapped van

Technology

- 25 Training Laptops
- 1 Basic informational website w/ enrollment form

Financial Need

Physical Materials

- Large Filing Cabinet
- Printer/Scanner
- Misc. Office Supplies
- Training Guides (20-50 pg. guide of lesson material and takeaways for PRO participants)
- 50 Mini Dry Erase Boards
- 4 Large Dry Erase Boards
- 1 Portable projector and lift-up projection screen
- 100+ Branded notepads, pens, and pencils
- 500+ Business cards and promotional flyers

Space/Utilities

- Minimum 1,200 - 2,500 square feet space (one on-site location and/or at varied locations, i.e. barbershops, community banquet rooms, etc.)
- 7 Tables (minimum)
- 110 Chairs

Program (Initial) Outputs

Class Volume : 4 separate cohorts of 25 individuals. Each cohort to be completed within 24 months of operation.

Completion Rate: 75% of the participating young adults who successfully complete the first 12 weeks (3 months) of the pilot will be retained as an employee or, operate as a business owner within their immediate community. Participants are encouraged to continue participating in the program to practice new skills internally or through their businesses.

Foundational Skills: Each participant is required to have acquired at minimum 7 of the 21 Foundational Skills within 3 months, 14 within 6 months, all 21 within 12 months, and have mastered 14 within 24 months.

Software Skills: Each participant is required to have acquired at minimum 3 software skills within 12 months, and 5 software skills within 24 months.

Specialized Skills: 20% of participants will have acquired a specialized skill within 24 months.

Multiplying Impact

Licensing Opportunity

To ensure that any interested organization can adequately provide needed support for their community, OCOA licenses PRO to different organizations and companies around the country to administer and manage. The license territory is based on a specific county. Currently, Dallas County, Texas has been licensed to The Wrightway Builds A Future Foundation.

