

Assessment of Outcomes: The 2018 Excelerate Class Graduates of Green Works in Kansas City

**By Human Interactions, Inc.
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Human Interactions, Inc. conducted an analysis of the pre and post-test assessments of four categories of products, achievements, skills and social capital development advanced in the 2018 Green Works in Kansas City Excelerate and Internship Programs. The outcomes from **participation in the 2017-2018 Green Works in Kansas City Excelerate and Internship program** are summarized below:

- 1. The students' workforce products required for professional career development or college scholarship competition significantly increased.** Only 36 percent of participants before the program had one or more of the following products: resume, LinkedIn account, personal email, or social media page suitable for review by an employer. After the program, 100 percent had these products and positioning for schooling or employment.

- 2. Students' significantly increased understanding of their learning and work styles, confidence in being successful in the workforce and management of workforce issues.** Less than one-fourth of the students (23 percent) before the program felt knowledgeable or confident about one or more of the following: learning and workstyle strengths and skills; confidence, strategies and techniques for getting things done; or managing difficult situations at work or school. After the program, 95 percent indicated they were knowledgeable and confident about these priorities, with one student not confident about his learning and work styles.

- 3. Students' significantly increased their goals, goal direction, perseverance and social capital.**
 - a.** Before the program, 46 percent indicated they had three non-family adult connections they could ask for job references or scholarship referrals, and 100 percent had these connections after the program.
 - b.** 61 percent indicated they did not have, or only generally had, goals for their lives after high school before the program, while 61 percent indicated "absolutely" they had set goals for life and after high school following their Green Works participation.
 - c.** Before the program, 92 percent of the students did not know, or only generally felt that they knew "how to could get through difficult situations because of my belief in what is possible." Only one student felt he "absolutely" had this knowledge on the pre-test, while 46 percent indicated they also "absolutely" had this capacity following the program.
 - d.** All students (100 percent) indicated on the pre-test they did not have, or only generally had, the energy and time management skills to accomplish what they care about. Post-test results indicated that a majority (53 percent) indicated they "absolutely" had the energy and time management to do so after program participation.

- 4. Students showed major shifts in describing themselves in words that indicate workforce and social competencies, skills, and values.** Zero to three students described themselves on the pre-test with one or more of the following words: responsible, honest, curious, detailed, confident, disciplined, or focused. After the program, over 50 percent chose these words to describe themselves. Students who saw themselves as disciplined, hopeful, prepared, patient and supportive increased from 15 percent or less to nearly half (46 percent).

5. Student Assessments of the Program. Students were asked to share their own assessment of their growth and development at the end of the 2018 program. Their written comments express the perception that Green Works provided them with experiences that transformed, inspired and matured them:

- a. "I learned more about myself from this class than I had learned about myself in 17 years."
- b. "I really learned how I work best and saw a different side of myself that I didn't really know I had."
- c. "Green Works has really helped me grow in public speaking and being ready for any interview. Before this awesome program, I knew nothing about these skills or how I would overcome challenges."
- d. "I know how to find a job that is a good fit for me and how to speak in interviews."
- e. "I was able to work with people and learn how to communicate, built confidence and my courage to enter the workforce."

Summary of Overall Outcomes and Conclusions

The results of the pre to post-test analysis by Human Interactions, Inc. document that the Green Works in Kansas City programs produce major gains by the participants in practical knowledge and application of learning and workforce skills as well as significant gains in social capital, self-confidence, hope and values required to compete in post-secondary roles. Green Works in Kansas City is an example of what can happen if high quality, concentrated, and individualized coaching and mentoring experiences are invested with inner-city students.

Often government, foundations and civic institutions are caught up with large-scale, policy-based initiatives and have difficulty addressing how to support the intensive, concentrated and personalized efforts required for teens in underserved environments.

It is through initiatives like Green Works that small group and one-to-one efforts can make a profound difference in the learning and workforce trajectory of the new-immigrant teen, the student dealing with a legacy of family poverty or violence, or the young person with no mentoring connections for higher education or industry. This trajectory of individuals ultimately creates the opportunity for these individual Americans to be able to form aspirations, successfully advance their learning, and succeed as citizens and workers with confidence and responsibility.