



# Impact Profile Summary

## Organization Overview

Moore Tech strives to provide students with the training and skills necessary to become successful in business and industry. The school fights poverty by equipping individuals throughout the Mid-South with the skills needed to access technical jobs that offer greater stability and higher wages. Students can earn certificates, diplomas, or associate’s degrees through the occupational skills training curriculum and on-the-job training via apprenticeships and internships. Moore Tech works with opportunity youth and unemployed or under-employed individuals, with 75 percent self-reporting that they live in poverty conditions.

Memphis’ unemployment rate is consistently higher than the national average and COVID-19 exacerbated this gap as unemployment rates were above 10% for seven consecutive months. The median household income in Memphis is only 65% of the U.S. average (\$20,000 less). Locally, black residents have unemployment rates more than three times higher than white residents. Memphis has the highest rate of disconnected youth of any U.S. metropolitan area, with nearly 1 in 5 between the ages of 16-24 being neither employed nor in school.

## Impact Results

An Impact Study measures the current poverty-fighting effectiveness of an organization across four dimensions. For each dimension, the effectiveness is determined based on the strength of available evidence compared to Slingshot Memphis’ outcomes-driven methodology. Impact results provide an objective, consistent way to measure impact, track progress, and identify opportunities for growth. Below are the impact results for Moore Tech:

Dimension	Unclear	Weak	At Least Neutral	At Least Strong	Very Strong
 <b>Benefit-Cost Ratio</b>	Insufficient evidence exists to confidently estimate benefits	Costs exceed estimated benefits	Estimated benefits and costs similar	Estimated benefits exceed costs	Estimated benefits substantially exceed costs
 <b>Systems-Level Change</b>	Insufficient evidence to determine systems-level change	Evidence for the creation of systems-level change does not exist	Evidence for the creation of limited systems-level change	Evidence for the creation of moderate systems-level change	Evidence for the creation of significant systems-level change
 <b>Use of Best Practices</b>	Indiscernible best practices or insufficient data on the practices	Few practices are effective and/or practices are inconsistently applied	Some practices are effective and/or inconsistently applied	Most practices are effective and consistently applied	Practices are most effective and consistently applied
 <b>Measurement Infrastructure</b>	Required information is inaccessible	Limited measurement infrastructure and use of data to understand and improve impact	Basic measurement infrastructure and use of data to understand and improve impact	Acceptable measurement infrastructure and use of data to understand and improve impact	Robust measurement infrastructure and use of data to understand and improve impact

**Benefit-Cost Ratio****Very Strong**

- Moore Tech creates over \$2.75 in estimated poverty-fighting benefits for each dollar it spends
- Primary benefits experienced by graduates include increased wages and access to healthcare benefits
- The Automotive Service Technology track accounts for 30 percent of total benefits but provides the greatest benefits per graduate
- Professional trade tracks (e.g., machining, welding, etc.) account for 70 percent of benefits
- The plumbing track accounts for only 1-2 percent of total benefits due to its small size

**Use of Best Practices****At Least Strong**

- Best practices are employed for occupational skills training programs
- Apprenticeship and internship models reflect the latest research in job training effectiveness
- Job placement services are substantial, with opportunities to make them more systematic and standardize the highest-impact services
- Practices are implemented consistently with only minor exceptions
- Regular training is provided while staff performance management is primarily informal
- Personalized professional development plans could help further enhance staff performance

**Systems-Level Change****At Least Strong**

- Moore Tech has created systems-level change through several partnerships and one high-impact policy change
- Poverty-fighting partnerships include:
  - Partnerships with the admissions offices at the University of Arkansas - Fort Smith and Ranken Technical College to assist students interested in earning a Bachelor's degree
  - Dual-enrollment opportunities for high school students of Shelby County Schools, MASE, and Bartlett City Schools
  - Partnership with The Collective Blueprint (TCB) to train cohorts of TCB participants
- Successfully advocated to enact HB0980 that enables the Moore Tech students to be eligible for Tennessee Promise funding

**Measurement Infrastructure****At Least Neutral**

- Participant and program metrics and data collection tools are the strongest components
- Measurement objectives focus on external reporting requirements and program outputs
- Robust participant and program metrics are collected using consistent data collection tools
- Additional outcomes metrics would provide more insight on the benefits graduates experience
- ampEducator stores student information and manages student records but has limitations that make it hard to aggregate and analyze the data
- Analyses are primarily descriptive and most standard reporting mechanisms are intended for external audiences
- Standardized processes to systematically use data and analyses in decision making are limited

**Potential Opportunities for Growth**

- Evaluate alternative data management systems that could provide the important functionalities and insights not possible with the current system
- Enhance the use of data and analyses to improve programming and to support internal decision-making
- Implement a structured staff performance management program across the organization
- Amplify efforts to attract, graduate, and place dual-enrolled students
- Strengthen the completeness of the applicant and outcomes data collected