

**EXCEL CENTER PERFORMANCE REPORT**

**May 2022**

THE EXCEL CENTER MEMPHIS: A PROVEN EMPLOYMENT AND WORKFORCE MODEL FOR ADULT

KEY FINDINGS

Comparing the employment and earnings of incoming Excel Center students versus graduates of The Excel Center.

* 127% increase in workforce participation (employment)
* 300% increase in an annual earnings within the first year after graduation
* 100% equitable outcomes across both race and gender, reducing a 42% gap in female wages (when compared to males) prior to enrolling to out-earning males 12 months after graduation

ABOUT: THE EXCEL CENTER

The Excel Center Memphis is a tuition-free public high school for adults who want to earn their high school diploma and have more career opportunities. The Excel Center Memphis opened in the fall of 2015 and has served over 4,000 students since it first opened. Unlike traditional high schools, The Excel Center is an adult high school designed to address both educational and personal barriers while preparing students for the workforce, by offering industry certification and college credit opportunities to its students. This report examines the characteristics and the outcomes for Excel Center students and graduates while highlighting the impact the school has made on the lives of people it serves.

THE EXCEL CENTER IMPACT ON EMPLOYMENT & EARNINGS

The Excel Center serves a population that is historically unemployed or underemployed with education and workforce readiness being primary factors. The Excel Center has created a model that eliminates or reduces these factors resulting in a profound impact on its graduates employment and earnings after graduation.

* Workforce participation more than doubles with 12 months after graduation
* Earnings increase 303% for all students and 76% for working students within 12 months after graduation and increase an additional 22% between 12-24 months after graduation
* Graduates that were unemployed prior to enrolling, have a 56% workforce participation rate with an average earnings of over $30,000

EQUITABLE OUTCOMES

Nationally females earn 82 cents for every dollar a male earns with Black females earning only 64 cents per dollar compared to males. This trend appears within incoming students to The Excel Center as well with significant disparities in employment rate and annualized earnings.

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| Employment Rate |
|  | Female | Male |
| Prior to Enrolling | 33% | 55% |
| 12mo after Graduation | 80% | 82% |

The Excel Center is effective not only at increasing the employability and earnings potential of its graduates but also in closing the wage gap between men and women.

EDUCATION + WORKFORCE TRAINING = SUCCESS

The Excel Center has combined a focus on both educational attainment (high school diploma) and workforce training and preparation (industry recognized certifications and college). Over the past six years, The Excel Center Memphis has graduated over 900 students many of which have experienced an increase in their employment and earnings.

**137**

Graduates in 2020-21

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| Preparing Graduates for the Workforce |
| Pct. Earning an Industry Certification | 38% |
| Pct. Attempting College | 49% |
| Pct. Employed or Continuing Education | 86% |

CONCLUSION

The Excel Center Memphis provides quantifiable benefit to the students it graduates with large increases in employment and wages compared to when students first enrolled. These earnings are experienced equally across student demographics and even reverse the wage discrepancy experienced by females when they first enroll. The Excel Center’s ability to not only significantly increase earnings and employment but also close the wage gap are impressive and confirmed by its outcomes. These outcomes should continue to grow as The Excel Center Memphis continues to expand and mature. It is our belief that these outcomes will be reaffirmed as Notre Dame University and the Laboratory for Economic Opportunity continue their research into the school.

