



TUCSON YOUTH LEADERSHIP ACADEMY

Impact Report

ABOUT TYLA

A partnership between Greater Tucson Leadership and the Pima County School Superintendent's Office to expand the leadership skills of high school students and develop career readiness. The program develops leadership skills through exploration of Gallup Clifton Strengths, career interests through the Meyers-Briggs Strong Interest Survey, and leadership development theories. In an effort to connect students to the careers of the future in Pima County, students meet leaders and learn about jobs within targeted economic sectors. To capstone the experience, students complete 8 hours of job shadowing with a Tucson professional. TYLA travels to a different Title 1 high school each semester.



“My biggest takeaway from the program is that it's very introspective and reflective. During my time in the program I got to take a deeper look into who I am and my role in society.” -Palo Verde TYLA Participant

greatertucsonleadership.org
GTL is a 501c3 Nonprofit Organization

IMPACT SNAPSHOT

147

TYLA Graduates since 2021

7

Pima County High Schools since 2021

100%

Would recommend to other High School Students



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PROGRAM OVERVIEW

TYLA was created to develop career readiness and expand the leadership skills of high school students in Title One schools across Tucson, AZ. The program focuses on developing skills through the exploration of their strengths through the Gallup Strengths Quest Program, their career pathways through the Meyers-Briggs Strong Interest Survey, and leadership development theories. To connect students to developing career readiness for the jobs of the future in Pima County, students meet leaders and learn about jobs within the Career Pathways that match Pima County's targeted economic sectors. To capstone the experience, students will complete 8 hours of job shadowing within a chosen field. The pilot program was held at Tanque Verde High School in the Spring of 2022 and has since worked with Tucson Magnet High School, Amphitheater High School, Flowing Wells High School, Catalina Magnet High School, Santa Rita High School, and Palo Verde High Schools. We are taking the program to Marana High School in the Fall 2025.

PROGRAM ATTRIBUTES

- **Gallup Strengths Finder Assessment** - Students discover their top five strengths and utilize those to understand and frame their leadership development.
- **Myers-Briggs Strong Interest Survey** - The assessment provides robust insight into a person's interests, so students can consider potential careers, their educational path, and the world of work.
- **Leadership Development** - Students learn leadership development skills in Visioning, Public Speaking, Personal Brand Development, Conflict Management and Resolution, Values Exploration, Active Listening, Problem Solving, and developing Personal Mission Statements and Goals.
- **Career Pathways Panels** - Students meet directly with leaders from the community. Past speakers have represented the following companies: Raytheon, Union Pacific, Paragon Space Development, Freefall Aerospace, Tucson Electric Power, Southwest Gas, Caterpillar, Roche Tissue Diagnostics, El Rio Health, and more.
- **Career Shadowing** - Students spend 8 hours in a job shadow placement situated in one of the WIB economic sectors.

PROGRAM DESIGN

- Leadership Development Retreat - 12 hours
- Four Class Days - 10 hours
- Job Shadowing - 8 hours
- Graduation Ceremony

CAREER PATHWAY PANELS

- Professional Degrees
- Business
- Environment & Natural and Renewable Resources
- Medical Professions
- Public Sector
- Young Professionals (All Sectors)





Career Pathway Panels

Young Professionals (all sectors) – Features early-career leaders from a variety of industries who are just beginning to make their mark in the professional world. These panelists bring a relatable perspective as they share their recent experiences navigating college, entering the workforce, and building their careers. Students will hear about the challenges and successes that come with transitioning from school to the professional world, the importance of adaptability and networking, and how leadership skills have already played a role in their journeys. This panel is designed to show students that success can start early—and that with determination, support, and a strong foundation, they too can take confident steps toward their future goals.

Professional Degrees (Law, Engineering, Architecture, Veterinary, Aero-Space) – A professional degree is a specialized graduate-level degree that prepares individuals for careers in specific professions like medicine, law, or business. These degrees often involve practical training and are designed to equip graduates with the knowledge and skills needed to enter the workforce. These are popular degrees that TYLA students pursue, and involve attaining an undergraduate degree and then 2-5 years in a graduate degree program.

Business (Entrepreneur, Real Estate, Eller, Business owner) – Connects students with dynamic professionals from a range of industries who have built successful careers in the world of business. From innovative entrepreneurs and real estate professionals to graduates of the University of Arizona’s Eller College of Management and local business owners, this panel offers a unique opportunity to hear firsthand about the diverse paths one can take in the business world.

Medical Professions (Doctor, nurse, Roche) – Introduces students to the diverse and evolving world of healthcare and medical innovation. Featuring doctors, nurses, professionals from Roche, and experts in medical technologies and manufacturing, this panel highlights the many paths to making an impact in the medical field. Panelists will share what inspired them to pursue careers that support health and well-being in our communities. Students will gain insight into both clinical and behind-the-scenes roles, learning about opportunities that range from patient care to cutting-edge medical research and production.

Public Sector (Heath, Barbara Coffee, Austin, Emilia, non-profit) – Offers students a behind-the-scenes look at the people and professions that keep our communities running. Featuring leaders from local government, universities, economic development organizations, and the Tucson Airport Authority, this panel highlights the wide range of impactful careers in the public sector. Students will gain a deeper understanding of how public sector careers support the growth, safety, and well-being of our region—and how they, too, can be part of making a difference through service and civic engagement.

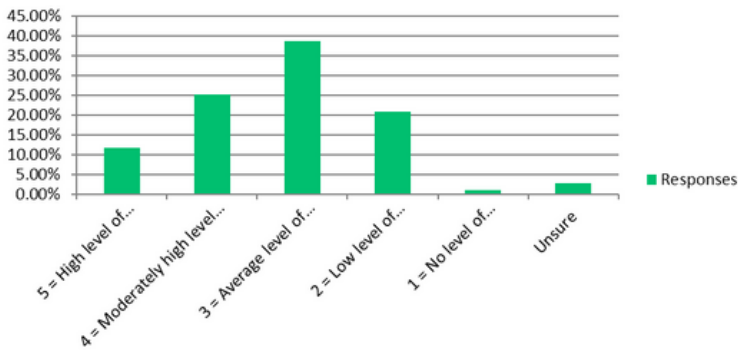
Environment and Natural and Renewable Resources – Introduces students to careers focused on protecting our planet and sustainably managing its resources. Panelists may include professionals working in environmental science, renewable energy, conservation, water management, and natural resource policy. Students will learn about the wide variety of careers that support sustainability, from field research and environmental planning to energy innovation and public policy. This panel is designed to inspire the next generation of environmental stewards and show how leadership and passion can lead to a meaningful career in protecting our natural world.



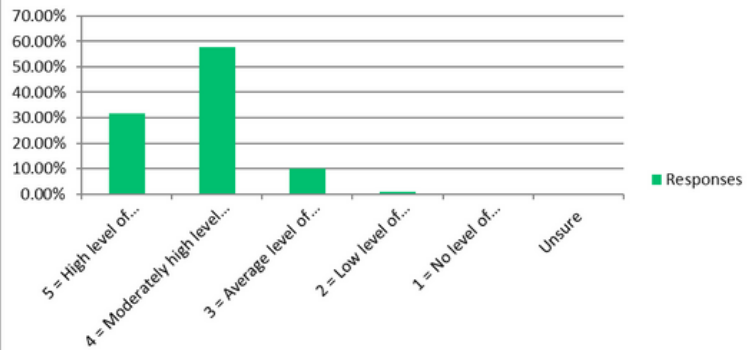


Impact Surveys

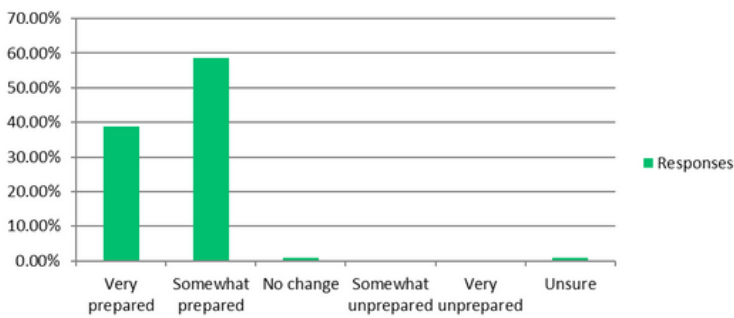
Prior to joining the TYLA program, on a scale from 1-5, rate yourself as a leader.



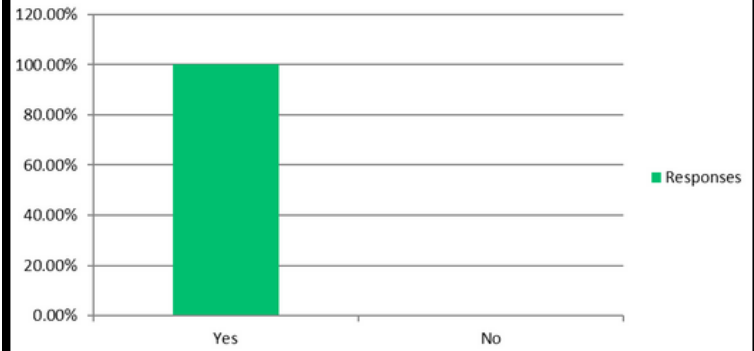
After completing the TYLA program, on a scale from 1-5, rate yourself as a leader.



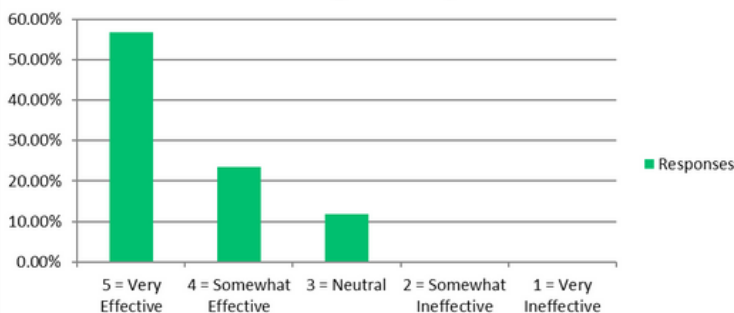
After completing the TYLA course, how prepared do you feel to step into a leadership position?



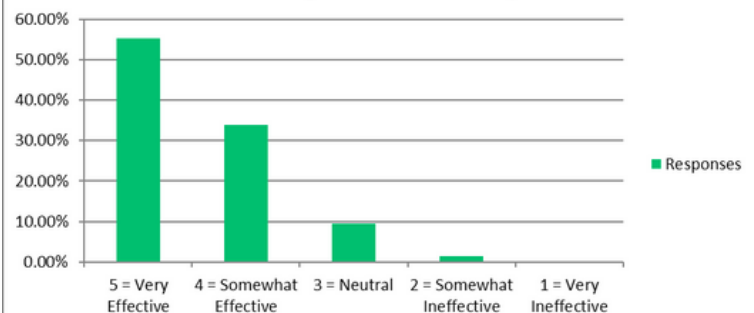
Would you recommend the TYLA program to other high school students?



How effective was Meyers Briggs Strong Survey and Session in helping you think about careers aligned to your interests?



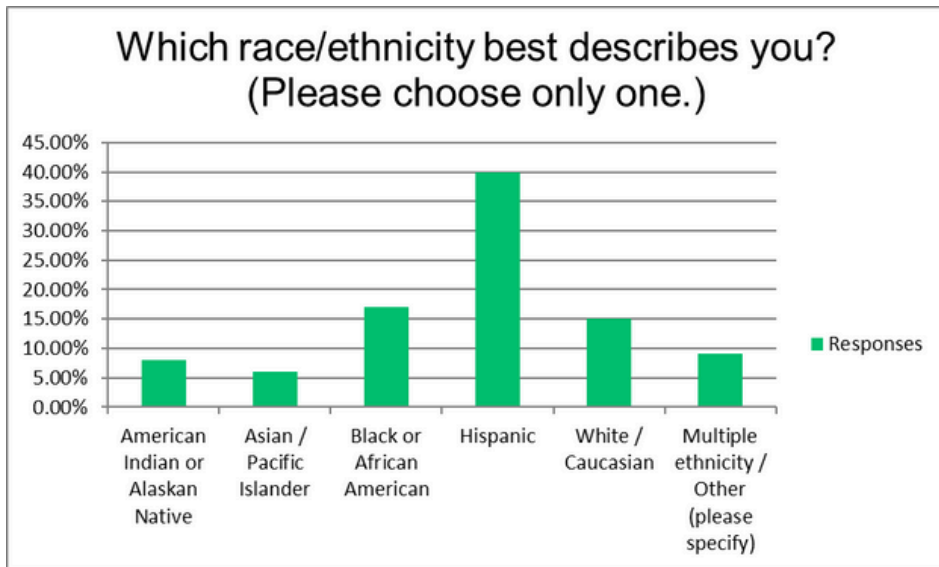
How effective was the Gallup Strengths Report and Session in helping you think about your leadership?



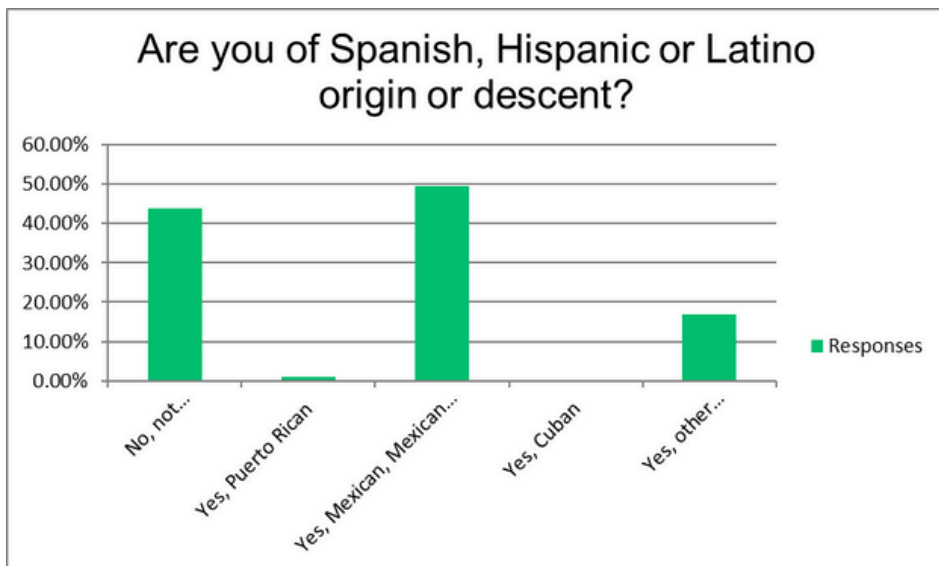


Demographics

At Greater Tucson Leadership we strive to recruit participants that reflect the Tucson Community. These are the demographics of all 7 cohorts combined.



American Indian or Alaskan Native	8.00%
Asian / Pacific Islander	6.00%
Black or African American	17.00%
Hispanic	40.00%
White / Caucasian	15.00%
Multiple ethnicity / Other (please specify)	9.00%



No, not Spanish/Hispanic/Latino	43.82%
Yes, Puerto Rican	1.12%
Yes, Mexican, Mexican American, Chicano	49.44%
Yes, Cuban	0.00%
Yes, other Spanish/Hispanic/Latino	16.85%





Impact Statements

What is your biggest take aways from the program?

- I found a future career that I want to study in college! Construction and building is my passion. I really appreciated everything that the program offered. If I could have given all of the activities #1 in value, then I would have done so since I learned so much from each experience.
- Leadership is a combination of communication, collaboration, and the realization that working with others is not a weakness. Leadership is a mindset, not a position.
- My biggest take aways were learning about being a leader and that sometimes it is best to take a step back and listen to your peers to solve the problem or to grow as a group.
- I was able to learn many things that I wouldn't be able to learn [except] in a setting like this. It gave me valuable information that sets me up for the rest of high school, college, and my career beyond that.
- Probably that I have so many more tools and skills to lead with
- Anyone can be a leader.

How would you explain this program to future participants to encourage them to apply?

- This program teaches you how to identify your individual strengths and use them to your advantage in order to become an effective leader. Additionally, through team building games, panel discussions, and public speaking activities, you learn how to build your confidence and character as a leader.
- I would tell fellow students that this program changed how I look at leadership and that it helped me grow as a leader. I would also tell them to do this program because taking every opportunity to be a better leader in your community will help you succeed in your future.
- If you are looking for a way to make contacts and build yourself as a person this would be a great thing to participate in. The lessons learned are valuable and can't be learned any where else.
- It provides great learning opportunities and experience in a field of work that you may be interested in

"All of the speakers and staff were very helpful and kind which made it a wonderful experience. I am thankful to have had the opportunity to participate in this excellent program." -TYLA Participant

"I loved this program and hope future students enjoy it as much as my peers and I did!!" -TYLA Participant



AWARDS

May 9, 2025 - GTL received the Crystal Apple Award for Outstanding Service to Community from the Metro Education Commission for our Tucson Youth Leadership Academy (TYLA) program. TYLA is all about empowering students through leadership training, career exploration, and mentorship, all at no cost to them. This award celebrates the incredible impact TYLA has had in preparing the next generation of change-makers and reflects our mission to recognize, develop, and engage driven leaders to be catalysts for change. We are so thankful to the educators, mentors, sponsors, and community partners who make this program possible.




✉ info@greatertucsonleadership.org

🌐 www.greatertucsonleadership.org

📍 5049 E Broadway Blvd. Suite 152

☎ (520) 209-2734

Thank you




TUCSON YOUTH LEADERSHIP ACADEMY

Support GTL's Tucson Youth Leadership Academy

With your Arizona Tax Credit!

Receive a dollar-for-dollar credit on your Arizona state taxes. Every donation you make will support leadership development and career-readiness for Pima County high school students.



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