



TUCSON YOUTH LEADERSHIP ACADEMY

Impact Report

ABOUT TYLA

The Tucson Youth Leadership Academy (TYLA) is a partnership between Greater Tucson Leadership (GTL) and the Pima County Schools Superintendent's Office. TYLA delivers a structured, semester-long leadership and career-readiness program to high school students at Title I schools across Pima County - at no cost to students or families. Through evidence-based assessments, real-world career exposure, and leadership development curricula, TYLA meets students where they are and equips them with skills, confidence, and connections to unlock their potential - not just for their next job, but for their lives as leaders in our community.



"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

185

TYLA Graduates since 2022

9

Pima County High Schools since 2022

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.

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

TYLA connects students to real professionals from across Tucson's most critical industries. Each panel is carefully curated to reflect the career landscape of Pima County, giving students authentic exposure and the chance to ask questions, build relationships, and envision their own future.

Young Professionals (All Sectors) - Early-career professionals from across industries share what it's really like to navigate college, land a first job, and start building a career. Their stories are relatable, honest, and encouraging — proof that success doesn't require a perfect plan, just a strong foundation and the willingness to take that first step.

Professional Degrees (Law, Engineering, Architecture, Veterinary, Aerospace) - Students hear from professionals who pursued specialized graduate-level education and are now practicing in fields they're passionate about. This panel demystifies the path to a professional degree — what it takes, how long it requires, and why it's worth it.

Business (Entrepreneur, Real Estate, Marketing, Sales, Finance, Operations) - From local entrepreneurs to Eller College graduates and real estate professionals, this panel shows students the wide range of careers within the business world. Panelists share how they built their careers, what they wish they'd known earlier, and what today's business landscape looks like from the inside.

Medical Professions (Doctor, Nurse, Researcher, Pharmacist, Public Health, Healthcare Administration) - Healthcare is one of Tucson's fastest-growing sectors, and this panel brings it to life. Students meet professionals in clinical care, medical research, and health administration — learning what drew each of them to the field and what it looks like to build a meaningful career in medicine.

Public Sector (Government, Public Safety, Nonprofit, Social Services) - The people behind our schools, safety systems, airports, and community organizations are leaders too. This panel introduces students to the breadth of careers in public service and shows how a commitment to civic life can become a fulfilling, impactful profession.

Environment and Natural and Renewable Resources (Conservation, Environmental Science, Renewable Energy, Natural Resource Management) - From renewable energy developers to water management experts and conservation scientists, this panel connects students to careers focused on protecting our planet. Panelists share how their work shapes policy, drives innovation, and ensures Tucson's natural resources are protected for future generations.





Measured Impact

Our data tells a clear story: TYLA works. Every semester, students complete post-program surveys that document growth in leadership confidence, career clarity, and readiness for the workforce.

The results below reflect cumulative data across all cohorts combined (FY 2022–2026):.

Outcome Measure	After	Notes
Would recommend TYLA to other students	100%	<i>144 of 144 respondents</i>
Self-rated leadership (Level 4 or 5)	89.60%	<i>After program</i>
Feel prepared to step into a leadership role	97.20%	<i>Very or somewhat prepared</i>
Myers-Briggs rated Effective or Very Effective	88.90%	<i>Career alignment tool</i>
Gallup Strengths rated Effective or Very Effective	90.70%	<i>Leadership self-awareness</i>

Before TYLA, only 40% of students rated themselves at Level 4 or 5 in leadership competence. After completing the program, that number rose to nearly 90%—a dramatic, measurable shift in how young people see themselves as leaders.





Student Voices

The most compelling proof of TYLA's impact comes from the students themselves. These are their words:

"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."

— TYLA Graduate, Tanque Verde High School

"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."

— TYLA Graduate

"The job shadow allowed me to watch attorneys take action in a courtroom—they all utilized skills I'd learned through TYLA."

— TYLA Graduate, Flowing Wells High School

"Making connections will help you grow both in a career, but more importantly as a person."

— TYLA Graduate, Marana High School

"I learned that I can't be everything. I have a specific skill set that many other people don't have, but I lack certain skills that some people have. We are all different, but that just allows us to combine our skills to make something better."

— TYLA Graduate, Fall 2025 Cohort





Who We Serve

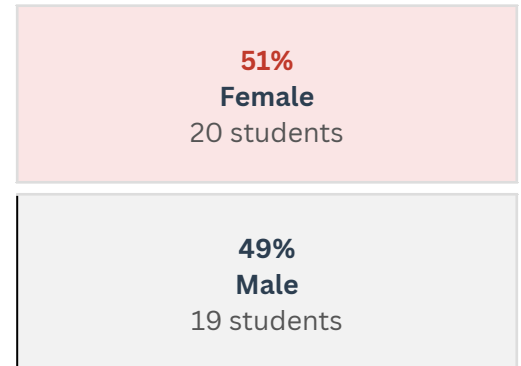
At Greater Tucson Leadership, we are intentional about recruiting participants who reflect the full diversity of Tucson. TYLA serves students from historically underrepresented communities—young people who deserve the same access to leadership training, mentorship, and career connections as anyone else. The following demographics represent all cohorts combined (FY 2022–2026):

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Race / Ethnicity

Hispanic / Latino	~57%
White / Caucasian	15%
Black or African American	13%
American Indian or Alaskan Native	9%
Multiple Ethnicity / Other	9%
Asian / Pacific Islander	6%

Gender (FY 2025–2026 Cohorts)



Hispanic and Latino students make up more than half of all TYLA participants, reflecting Tucson’s population and affirming that TYLA is reaching the communities where investment matters most.

Schools Served

TYLA rotates to a new Title I high school each semester, ensuring equitable access to leadership development across Tucson. Since launching in Spring 2022, TYLA has served the following schools:

Spring 2022: Tanque Verde | Fall 2022: Tucson Magnet
 Spring 2023: Amphitheater | Fall 2023: Flowing Wells
 Spring 2024: Catalina Magnet | Fall 2024: Santa Rita
 Spring 2025: Palo Verde | Fall 2025: Marana
 Spring 2026: Pueblo

FY 2026–2027 Scheduled Schools:
 Fall 2026: Mountain View High School
 Spring 2027: Flowing Wells High School



AWARDS

In May 2025, Greater Tucson Leadership received the Crystal Apple Award for Outstanding Service to Community from the Metro Education Commission—recognizing TYLA's extraordinary impact in preparing the next generation of Tucson leaders. This award reflects the dedication of every educator, mentor, sponsor, and community partner who makes TYLA possible.

Thank you



INVEST IN TUCSON'S FUTURE LEADERS

TYLA is provided entirely free of charge to students. The program exists because of the generosity of forward-thinking organizations and individuals who believe that every young person in Tucson deserves a chance to discover their strengths and step into their potential.

Your Tax Credit Builds Future Leaders



Support Tucson's Next Generation of Leaders!

The Tucson Youth Leadership Academy (TYLA) is a FREE leadership and career readiness program for Title I high school students, helping them discover their strengths, explore careers, and step confidently into their future. In the state of Arizona, up to \$495 per person or \$987 per couple filing jointly (for tax year 2025) can be directly deducted, dollar-for-dollar, from the taxes you owe the state of Arizona through the "Qualified Charitable Organization" tax credit (QCO #22761).

Your investment supports:

- Evidence-based assessments (Gallup Strengths, Myers-Briggs Strong Interest Survey)
- Professional career panelists and site coordination
- Job shadow placements and employer partnerships
- Leadership retreat programming and materials
- Student stipends and graduation celebrations

**Arizona Tax Credit — QCO
Code: 22761**



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