

2026–2028 Community Health Improvement Plan

Monitoring and Evaluation Guide

Economic Opportunity & Job Skill Development Progress Report — Objective 2.3

Instructions: Complete this report during each progress check. Detail the new progress or change. Refer to the Phases Summary table for deadlines.

Completion date: July 2026

Workgroup representative: Al Brady, NHWLC Co-Chair; Corey Jenkins Sr., Co-Chair

Strategic Issue	Economic Opportunity & Job Skill Development
Goal	By December 2028, ensure every Nashvillian can achieve long-term economic stability for a higher quality of life.
Objective(s)	2.3 Develop and share a policy to incentivize small business job creation.

Progress of CHIP Activities		
Description of Activities	Accomplishments AND Impact	Status
Confirm lead organizations and supporting partners for Objective 2.3	NOAH confirmed as lead, with Nashville Area Chamber of Commerce as supporting partner. Al Brady and Corey Jenkins Sr. continue as Committee Co-Chairs.	Completed
Convene NOAH and Chamber leads to align on small business job creation policy scope	NOAH and Nashville Area Chamber of Commerce leads have convened.	Completed
Policy Scope Brief	NOAH and Nashville Area Chamber of Commerce leads are reviewing and writing policy through the Metro Nashville Child Care Capacity & Workforce Initiative (CWI) — a Performance-Based Forgivable Growth Loan Program for child care providers. The brief frames child care access as a workforce participation barrier and small-business sustainability issue, with an economic impact and cost landscape in development for Davidson County (statewide context: over \$2B in annual TN losses attributed to inadequate child care).	In Progress
Survey small business owners on barriers to hiring Davidson County residents; identify tax, zoning, and contracting incentive levers	NOAH and Nashville Area Chamber of Commerce leads are in progress.	In Progress
Identify Backbone Organization able to help lobby, then administratively run and case manage for approved dollars	<i>[TBD — insert current status once a Backbone Organization is identified]</i>	In Progress

Barriers and Solutions	
Description of Barriers	Plan to Resolve Barriers
Davidson County-specific cost and ROI data for the child care capital gap has not yet been quantified. The CWI landscape document currently cites the statewide estimate (over \$2B in annual TN losses) but notes that county-specific figures, employer productivity-loss estimates, and capacity-gap valuations are still pending. Without local numbers, the case for Metro investment is harder to make concrete.	Complete the Davidson County-specific economic impact analysis referenced in the CWI draft (Policy Initiative #1), drawing on the planned employer survey and regional data, so the ROI case is grounded in local figures rather than extrapolated from statewide estimates.

The initiative does not yet have a confirmed, organized base of stakeholders, Metro Council members, and other decision-makers with the ability to leverage votes toward eventually including the Performance-Based Forgivable Growth Loan Program in the city budget. Without that coalition, a well-scoped policy risks stalling before it reaches the budget process.	Use planned convenings (including the Objective 2.4 gathering at West End Community Church) and NOAH/Chamber outreach to identify and cultivate Metro Council champions and other voting stakeholders early, building a coalition intentionally aligned toward city budget inclusion rather than treating advocacy as a later step.
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Next Steps/ Additional Comments

- Follow up with NOAH and Nashville Area Chamber of Commerce leads for a current status update on policy framework development.
- Coordinate timing with the Objective 2.4 stakeholder convening at West End Community Church (target: early spring [2027]) so small-business incentive policy work is represented alongside the broader resource-mapping conversation.
- Continue tracking Objective 2.1 (Beyond the Cliff) and 2.4 (United Way & UpRise Nashville) progress alongside this update, per the shared Priority Area 2 work plans.