

RISING TO SUCCESS

IMPACT REPORT 2022



AVENUE SCHOLARS™
Your Foundation for Success

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Board of Directors



Susie Buffett
Chairperson



Jeff Schmid
Director



Calvin Sisson
Director



Katie Weitz, Ph.D.
Director



Ken Bird, Ed.D.
President/CEO

Avenue Scholars Staff 2022-2023

ORGANIZATIONAL & PROGRAM
ADMINISTRATION

- Ken Bird, Ed.D.
President/CEO
- Lisa Sterba, Ed.D.
Sr. Director of Programs
- Kris Valentin
Sr. Director of Human Resources & Administrative Services
- Catie Dagle
Director of Information & Quality Assurance
- Lindsay Decker
Director of Communications & Development
- Michael Johnson
Assistant Director of Programs
- Jim Sutfin, Ed.D.
Special Assistant to the President/CEO
- Shaney Esparza
Office & Staff Assistant

- Beverly Hass
Office & Staff Assistant

- Kristy Preuss
Office & Staff Assistant

HIGH SCHOOL TEAM

- Ashley Knott
Department Head,
Westside Career Coach
- Jose Almanza
Omaha South Career Coach
- Vanessa Collins
Omaha Northwest Career Coach
- Terrence Gillian
Omaha Benson Career Coach
- Allison Goff
Millard North Career Coach
- Zadie Johnson
Papillion LaVista Career Coach
- Marquita Lambert
Millard South Career Coach

- Beth Leach
Ralston Career Coach

- Kamina Lemons
Omaha Bryan Career Coach

- Jordyn Smith
Blair Career Coach

- Fred Starks
Omaha North Career Coach

POSTSECONDARY/
CAREER TEAM

- Tonya Fairgood
Department Head,
Postsecondary Career Coach
- Dan Corral
Postsecondary Career Coach
- Marcus Manley
Postsecondary Career Coach
- Tom Prescott
Postsecondary Career Coach
- Canei Rodriquez
Postsecondary Career Coach

- Anthony Tate
Postsecondary Career Coach

BUSINESS OUTREACH TEAM

- Audrey Gustin
Department Head,
Business Relations Manager
- Jessi Hedlund
Career Program Manager
- Tom Robertson
Internship Administrator

STUDENT SUPPORT TEAM

- Janae Donaldson
Director of Student Support
- Guadalupe Perez-Aguilar,
Student Support Assistant

AVENUE SHARED SERVICES

- Mike Alvano
Vice President & Treasurer
- Penny Darnell
Accounting Manager

Partner High Schools

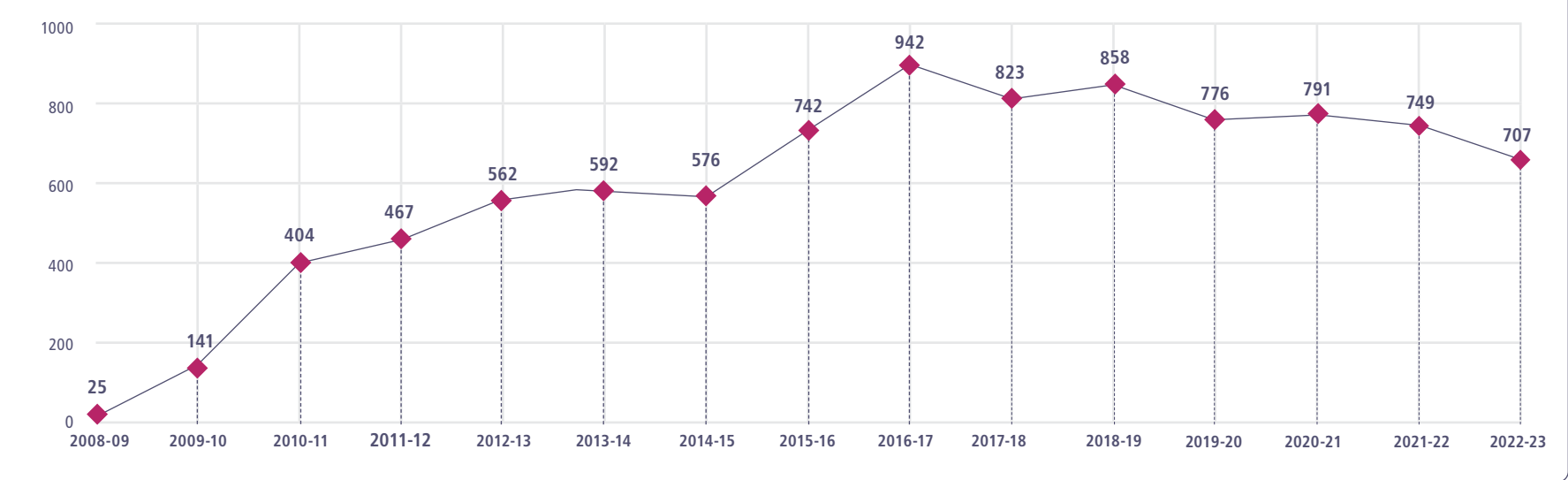
Founded in 2008 by a small group of Omaha philanthropists, Avenue Scholars (AS) provides comprehensive, individualized support to help Omaha-area students of financial need identify, prepare for, and ultimately enter financially sustaining, high-demand careers requiring an associate degree or less. Support begins in the student’s junior year of high school and continues uninterrupted through postsecondary education/training and for six months following career entry.

Students are selected for the program based on financial need (eligibility for free or reduced-price school lunches or a federal Pell Grant), interest in pursuing a career in a high-demand career field requiring an associate degree or less, and attendance at an AS partner high school. As of the fall of 2022, AS is serving students in ten partner high schools across five school districts, with services to Blair High School to commence during the 2022-23 program year.

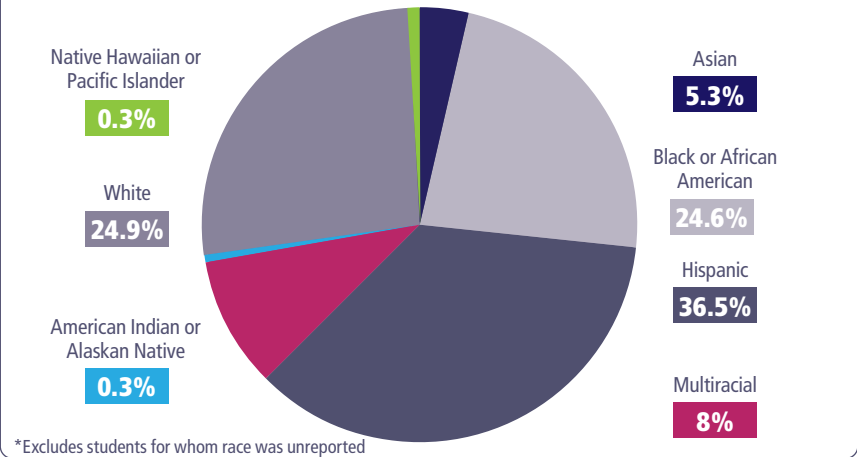


Fall Program Enrollment

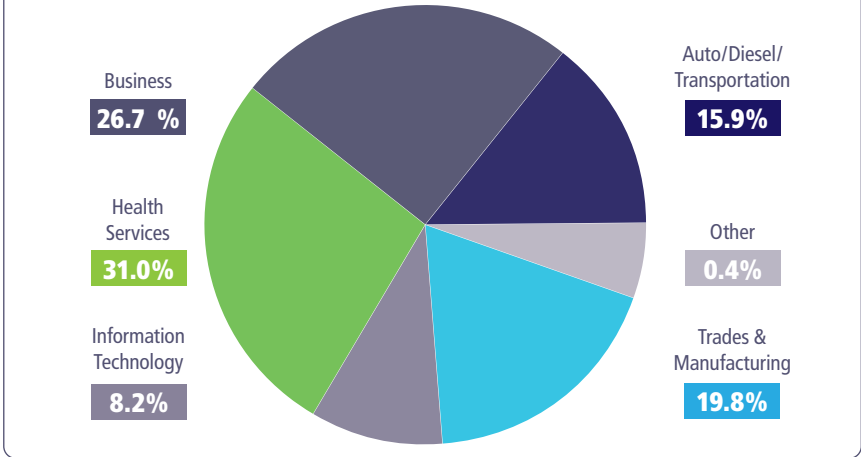
ENROLLMENT HISTORY



PARTICIPANTS BY RACE, FALL 2022-23



PARTICIPANTS BY INDUSTRY SECTOR, FALL 2022-23



Since 2008, Avenue Scholars (AS) has provided individualized support services to help students of need identify, persist toward, and ultimately enter financially sustaining careers.

HIGH SCHOOL

ELIGIBLE STUDENTS

Students are selected for the program during their sophomore year based on financial need (eligibility for free or reduced-price school lunches or a federal Pell Grant), interest in pursuing a career in a high-demand career field requiring an associate degree or less, and attendance at an AS partner high school.

JUNIOR YEAR

- Complete the AS junior year curriculum in class
- Explore selected career path through Career Awareness programming
- Engage in one-on-one coaching to set and accomplish goals and address barriers identified in student's individualized career plan
- Participate in financial and personal well-being activities
- Apply for an internship or part-time job

- Participate in an internship or part-time job
- Participate in summer activities
- Maintain course of study leading to on-time graduation

- Complete the AS senior year curriculum in class
- Continue career plan progress through one-on-one coaching
- Participate in Senior Year Experience programming, which includes either:
 - Class at Metropolitan Community College, or
 - An internship or part-time work in student's chosen career pathway;
- Participate in an internship or part-time job

SENIOR YEAR

HIGH SCHOOL CAREER COACHES

At the high school level, each Avenue Scholar is supported by a High School Career Coach, who guides students' personal and career-related development through intrusive personal support and teaches for-credit courses to Avenue Scholars in partner high schools.

BUSINESS OUTREACH & ENGAGEMENT

AS' Business Outreach Team collaborates with area businesses to provide students with career-building opportunities, such as career time employment.

STUDENT SUPPORT

In addition to the support provided by AS Career Coaches, students also have access to individualized support from AS' Student Support referrals to community resources.

POSTSECONDARY

AVENUE SCHOLARS POSTSECONDARY TRAINING GRANT

Students who successfully complete the Avenue Scholars High School Program have the opportunity to continue their education through a grant of up to \$8,000 per student, funded jointly by The Suzanne and Walter Scott Foundation and Metropolitan Community College (MCC). Grants support training toward a market-relevant credential in a high-demand career field requiring an associate degree or less. Throughout their postsecondary training, students are jointly supported by AS Postsecondary Career Coaches and MCC College Success Navigators.



COLLEGE SUCCESS NAVIGATORS

MCC College Success Navigators provide expertise in designated career fields of study and managing MCC-related processes, such as course registration, financial aid, etc.

POSTSECONDARY CAREER COACHES

AS Postsecondary Career Coaches provide individualized support to help students develop the career. Postsecondary Career Coaches continue to support students for six months following

EMPLOYMENT

CAREER ENTRY

Focused on high-demand, financially sustaining careers requiring an associate degree or less



Health Services Charles E. Lakin Foundation's Healthcare Career Pathway

Nurse · Certified Nursing Assistant (CNA)
Medication Aide · Medical Assistant Medical
Billers & Coders · Phlebotomist Respiratory
Technician · Behavioral Technician
A Bridge to Careers in Mental Health



Auto/Diesel/Transportation

Auto Technician · Collision Technician
Commercial Truck Driver · Diesel Technician



Information Technology

Help Desk Technician · Network Technician
Cyber Security Analyst · Computer
Programmer · Web Developer



Business & Office Processes

Bank Teller Customer Service
Representative Office Manager/
Assistant Sales Professional Marketing
Specialist Hospitality & Food Service
Specialist · Data Entry Specialist



Trades/Manufacturing Engineering

Construction Laborer · Welder Electrical
Apprentice Plumbing Apprentice · HVAC
Apprentice · Drafter A Bridge to Careers
in Engineering



Education

A Bridge to Becoming an Elementary
School Teacher · Paraprofessional
Preschool Teacher Early · Childhood
Development

ALUM STATUS | Evaluated based on:

- Full-time employment;
- Earning a living wage;
- Access to health insurance benefits;
- Employment in field aligned with student's career area of focus;
- Opportunity for upward mobility

job-ready skills and attributes needed for workplace success and ultimately enter a career entry.

exploration events, mock interviews, job shadows, internships, and part and full-

Team to address basic life and social/emotional needs, including group programming and

PROGRAM GUARANTEES

The Avenue Scholars program is designed to help participating students develop the following five essential job-ready attributes:

1) EDUCATION/TRAINING

A committed AS participant graduates from high school, completes relevant career education or training, and is goal oriented toward an AS-approved pathway.

2) WORK EXPERIENCE

A committed AS participant demonstrates a successful work history.

3) WORK-READY SKILLS

A committed AS participant demonstrates work-ready habits and skills, including responsibility, work ethic, communication, positive attitude, professionalism, teamwork, and problem solving.

4) ATTENDANCE

A committed AS participant demonstrates consistent attendance at school, work, and AS engagements.

5) FINANCIAL & PERSONAL WELL-BEING

A committed AS participant demonstrates the ability to: 1. Overcome barriers to employment and financial, physical, and mental well-being, and 2. Access community resources and services when necessary.



AVENUE SCHOLARS™
Your Foundation for Success

Our Impact

GRADUATION & COLLEGE CONTINUATION RATES

| High School | 2020-21 4-yr Graduation Rate (Free/Reduced Lunch-Eligible Students) | 2020-21 4-yr Graduation Rate (Avenue Scholars Students) | 2020-21 College Continuation Rate (All Graduates) | 2020-21 Postsecondary Continuation Rate# (Avenue Scholars Students) |
|--------------------|--|--|--|---|
| Omaha Benson | 67% | 96% | 42% | 74% |
| Omaha Bryan | 70% | 92% | 45% | 81% |
| Omaha North | 62% | 100% | 56% | 100% |
| Omaha Northwest | 71% | 91% | 44% | 82% |
| Omaha South | 70% | 87% | 54% | 73% |
| Millard North | 77% | 91% | 80% | 73% |
| Millard South | 85% | 93% | 67% | 78% |
| Ralston | 75% | 100% | 63% | 88% |
| Papillion-La Vista | 94% | 96% | 71% | 75% |
| Avenue Scholars | | 94% | | 81% |

Sources: Graduation Rates – Nebraska Department of Education
Sources: College Continuation Rates – Nebraska Coordinating Commission for Postsecondary Education
#Postsecondary Continuation Rate reflects the percentage of AS high school seniors who indicate that it is their intention to pursue postsecondary education following graduation, irrespective of continuation in AS’ program.

| | 2020-21 4-yr Graduation Rate (Free/Reduced Lunch-Eligible Students) | 2020-21 College Continuation Rate (All Graduates) |
|--------------------------------------|--|--|
| Omaha Public Schools | 69% | 53% |
| Millard Public Schools | 83% | 76% |
| Ralston Public Schools | 75% | 63% |
| Papillion La Vista Community Schools | 91% | 73% |
| Learning Community | 74% | 67% |
| Statewide | 80% | 67% (54% for low-income grads, 2019-20) |
| Avenue Scholars | 94% | 81% (Postsecondary Continuation Rate#) |

Sources: Graduation Rates – Nebraska Department of Education
College Continuation Rates – Nebraska Coordinating Commission for Postsecondary Education
#Postsecondary Continuation Rate reflects the percentage of AS high school seniors who indicated that it was their intention to pursue postsecondary education following graduation, irrespective of continuation in AS’ program.

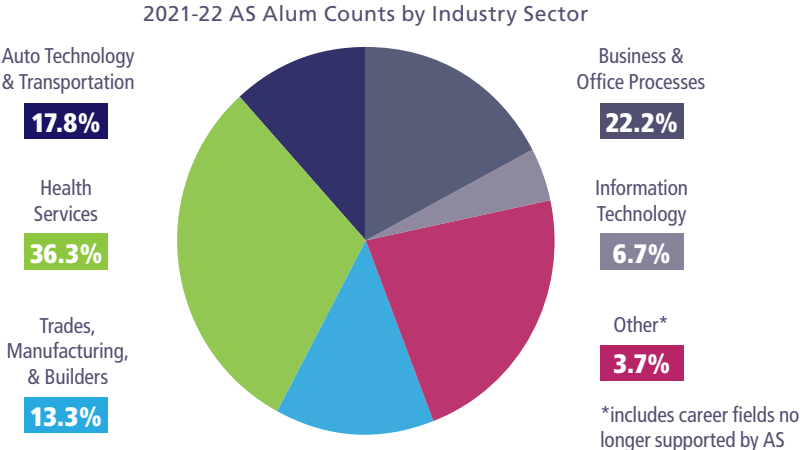
2021-22 High School Senior Outcomes

- Of the 212 high school seniors enrolled in the Avenue Scholars program at the beginning of the 2021-22 program year:
- 200 students completed the program year, with 188 (94%) graduating on time.
 - 147 students persisted to postsecondary education/training.
- Of these students:
- 113 are pursuing training at Metropolitan Community College or in the community (Fulton Homes/Quality Career Pathways/QLI alternative trainings); and
 - 34 are continuing their education at a two-year or four-year college outside of Avenue Scholars.
 - 29 Entered the workforce (including 4 alums).
 - 9 non-graduating seniors are still working to complete their high school diploma and remain in the program.
 - 12 students exited the program or moved during the year.



2021-22 Alum Outcomes

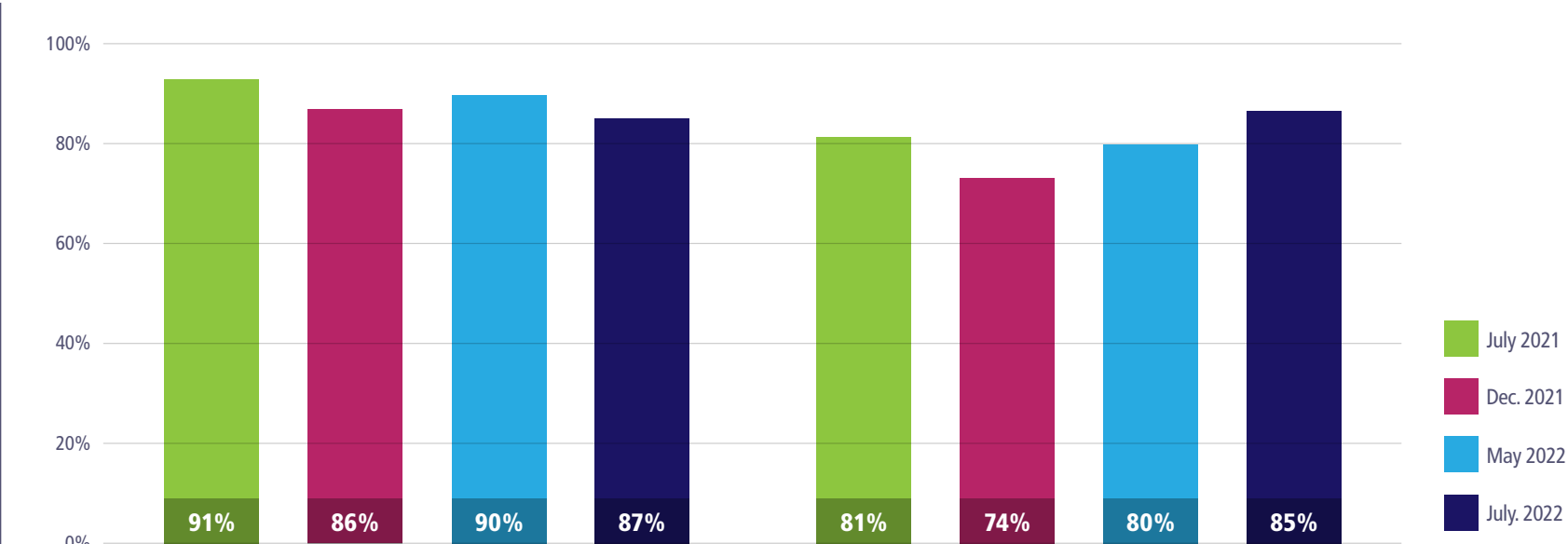
The primary metric by which AS evaluates its program is the number of students who enter full-time employment in a financially-sustaining career path, referred to as program “alums.” AS had 135 students reach alum status during the 2021-22 program year.



Opening Doors to Great Work

Avenue Scholars (AS) emphasizes part-time employment as a critical component of preparing students for career success. AS’ part-time employment rates for high school seniors and postsecondary students for recent measurement points are shown in the table below. The organization’s student employment rates for July 2022 (87% for high school seniors and 92% for postsecondary students overall, with 85% of postsecondary students in industry-aligned employment) are well ahead of the national employment rate of 55.3% for 16-24 year-olds reported by the Bureau of Labor Statistics for the same month (U.S. Department of Labor, Bureau of Labor Statistics, Employment and Unemployment Among Youth – Summer 2022, 8/17/22.)

AS PART-TIME EMPLOYMENT RATES, HIGH SCHOOL SENIORS AND INDUSTRY-ALIGNED EMPLOYMENT FOR POSTSECONDARY STUDENTS, 2021-2022



AS students were employed in approximately 320 businesses across the metro area in October of 2022.

*Based on work-eligible high school seniors only
**Based on work-eligible postsecondary students in work aligned with their chosen industry sector

Business Partnership Opportunities

Avenue Scholars (AS) collaborates with businesses to provide students with career exploration, professional development, and employment opportunities.



REFERRALS

Partner with AS to provide referrals for seasonal, part-time or full-time job opportunities.



CAREER AWARENESS/ EXPLORATION

Be a part of events where high school students explore possible careers within specific industry areas.



COMMUNITY OUTREACH

Participate in mock interviews, job shadows, and other AS programs.



INTERSHIPS

Offer meaningful internship opportunities that allow students to gain valuable work experience within specific industry areas. Internships include dedicated mentorship, skill-building opportunities, and competitive pay. We facilitate internships at two levels:

HIGH SCHOOL

Our Intern program offers work-based learning experiences for AS high school seniors.

POSTSECONDARY

These opportunities target AS students pursuing a two-year degree or vocational certificate, or going straight to work.

“Werner learns just as much from the students who participate in the Avenue Scholars program as they do from Werner. As much as the world is changing when it comes to technology, it’s a breath of fresh air to interact with people with a genuine desire to learn and ask questions.”

- Werner Enterprises

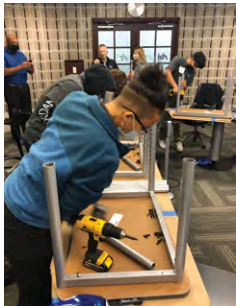
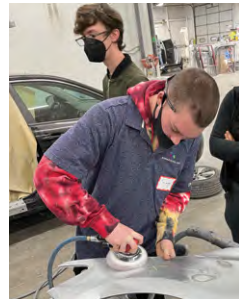
Business Partners

CAREER AWARENESS PARTNERS, 2021-22

Avenue Scholars (AS) partners with local businesses to provide career awareness, exploration, and employment opportunities for AS students. These partnerships give students the opportunity to gain confidence in their career path by exploring their interests and interacting with various job possibilities, while helping businesses identify and develop talent to satisfy their workforce needs.



"Avenue Scholars provides an opportunity for students to succeed in their career field. It's our job as a partner to invest time and leadership in these [students] outside of a school setting"
- Woodhouse Auto Family



Business Partners

CAREER EXPLORATION PARTNERS, 2021-22



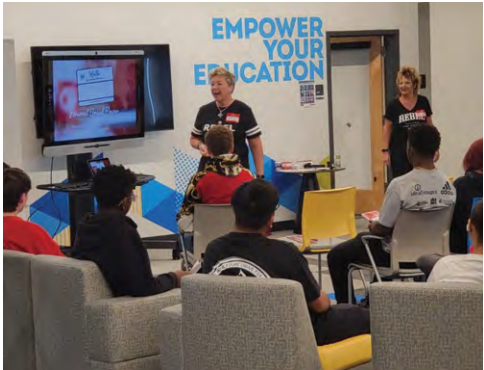
Industry Bootcamps

Avenue Scholars (AS) partners with Metropolitan Community College (MCC) to offer AS high school students four-week summer “boot camps” in select AS-supported industries. Students receive a stipend to encourage participation and account for time that they are unable to work.

Boot camps were first offered in June 2021 in the information technology (IT) and trades industry sectors, collectively serving 25 students. All students who participated completed the experience with nearly perfect attendance.

AS expanded its boot camp offerings in June of 2022, providing opportunities in the IT, trades, and business sectors. Sixty students participated in the June 2022 boot camp cohort across the three industries, with 58 of those students ultimately graduating, a 97% success rate.

In light of the success of the program thus far, plans are being made to expand programming to the healthcare and automotive sectors in future years.



Industry Bootcamps

“To be able to bring on people who don’t have any idea of what happens in a bank, to introduce them to that and partner alongside them, and to hope that they might choose this as a profession, the rewards are huge.”

-Security National Bank



Alum Profiles



KAITLYN BAKER

is a 2019 graduate of Millard South High School. She began her healthcare career journey by completing her Certified Nursing Assistant (CNA) training during her senior year and started working in the field. After completing high school, Kaitlyn began full-time studies at Metropolitan Community College in the Licensed Practical Nursing (LPN) program. She maintained a 3.5 GPA in her nursing classes while working part time, with her supervisors always speaking highly of her work with the patients and positive energy. When she hit a roadblock, she was persistent in finding ways to get things done. Her hard work, perseverance, and resilience paid off, as she successfully completed her LPN program and moved to a position as an LPN at QLI. She then entered the RN program and graduated with an associate degree as a Registered Nurse within one year, accepting a full-time position at Lakeside Hospital following graduation. In addition to her RN degree, Kaitlyn also earned an associate degree in liberal arts.



KAMARA CULLINS

is a Certified Nursing Assistant, Medication Aide, Certified Phlebotomist and Medical Assistant, earning each of these credentials at Metropolitan Community College during her experience with Avenue Scholars. Kamara was one of the top students in the Medical Assisting program, as she received A's and B's in all of her classes and made the Dean's List. She currently works as a Medical Assistant at Nebraska Medicine, where her supervisor reports that she's a highly valued member of their team.



JOHANA GALVEZ

is a 2020 graduate of Millard South High School. Johana began at Metropolitan Community College with aspirations of becoming a Dental Assistant, but encountered challenges during her first year. Johana was disappointed but was not willing to give up on her career goal. She moved into a few programs within healthcare, but was never completely satisfied, so she took a break from college while remaining in Avenue Scholars as a Rehab Trainer/CNA at QLI. Then in January of 2021, an opportunity for a Dental Assistant apprenticeship at Summit Dental came about, and Johana applied and was accepted. She's thriving in the program and doing what she loves.



JACOB GUINTO

is a Millard South High School graduate who earned an associate degree in Business Administration and a certification as a Marketing Specialist. Jacob demonstrated dedication, responsibility, and excellence in all his pursuits, which led to a promotion in the pharmacy department at Walmart, where he will attain his Pharmacy Technician certification.



TEANA HAMILTON

is a 2018 graduate of Omaha North High School. Her High School Career Coach saw firsthand how hard she worked in class; with her mentor, Shonna Dorsey; and in pursuing opportunities in the community, such as the summer Information Technology camp, Gallup's entrepreneur camp, and volunteering. Teana began her path toward a career in IT with an internship and graduated with associate degree in IT in 2020, earning a 3.5 GPA. She took advantage of a range of Avenue Scholars programming resources, including networking at Flourish events, staying at the UNO dorms, and working hard with the Savings Program to help her purchase a vehicle. Teana now works as the Powerapps Administrator at Blue Cross Blue Shield of Nebraska.



HANNA HARVEY

is a 2019 Millard graduate who completed her associate degree in Welding Technology in August of 2021. From her first day in the program, Hanna wasted no time in tackling her goals and ambitions. She took five classes in her last quarter in order to graduate early from the welding program at Metropolitan Community College, earning one of the highest GPA's among Avenue Scholars welding students while doing so. While in college she maintained employment as a welder at Rebellion Fabrication in Wahoo before being hired as a welder for Lanoha Nursery in 2021. She continues to impress everyone she meets, and her supervisors rave about the energy she brings to a workplace. Hanna has amazing welding skills and speaks often about her goals to inspire women to get involved in the welding field.



WILLIAN HERRERA

is a 2019 graduate of Omaha Bryan High School. Willian transitioned from high school to college seamlessly, and he worked very hard to complete Metropolitan Community College's Construction Management program. Early in his college career, Willian experienced the death of a good friend, which challenged him emotionally. He leaned on his Student Support Coordinator and Career Coach at Avenue Scholars for support. He stayed focused and maintained a GPA over 3.0 all throughout his college career. Willian is currently using his Construction Management degree working with his father's construction business, working twelve-hour days and gaining valuable experience to be successful in the industry.



JASON NGUYEN

is a graduate of Papillion LaVista High School. In the words of his High School Career Coach, Ashley Knott, "Jason was an excellent, devoted student who consistently did what was asked of him and in his classes. Jason worked tirelessly to grow his employment skills and went on to work his first job at Runza for years!" His devotion and hard work carried over to his postsecondary classes, as he earned a 3.95 GPA and graduated with an associate degree in Cisco Networking. His success didn't stop there, as he used his knowledge, skills, and persistence to gain a position in the IT department at Facebook.



JULIA ROMERO

graduated from Westside High School in 2018. She completed the very rigorous Construction Management program at Metropolitan Community College and gained valuable work experience with Sudbeck Homes and The Kay Dee Company prior to obtaining her current position at Maverick Construction. With support from Avenue Scholars, Julia has overcome personal challenges and the early negativity of being a woman working in the Construction field. Julia displayed perseverance and successfully gained the work experience required to continue to grow in her profession.



JUAN SALAS SANCHEZ

is a 2019 graduate of Bryan High School who completed his degree in Auto Collision at Metropolitan Community College in the spring of 2022. Juan has demonstrated extraordinary focus in both school and the workplace. He is currently an Auto Collision Technician at Woodhouse Buick/GMC and a leader for other young men that he works with in the automotive field. His co-workers not only look up to him, but talk about his incredible attitude as well. Juan's ambition and dedication to learning led to him becoming one of only two Certified Glass Repair Specialists in the nation for Woodhouse Automotive in February 2022.

Program Network

AVENUE SCHOLARS SOUTHWEST IOWA



Through the generous support of the Charles E. Lakin Foundation, Avenue Scholars (AS) expanded its program model into southwest Iowa with the launch of Career EdVantage Southwest Iowa in 2019. The program changed its name to Avenue Scholars Southwest Iowa in the summer of 2022 to strengthen its connection to the AS model.

Entering in its fourth program year of operations in the fall of 2022, Avenue Scholars Southwest Iowa is serving 189 students across the high school (142) and postsecondary (47) levels of its program. The program serves students in eight school districts (AHSTW, Tri-Center, Riverside, Shenandoah, Lewis Central, Treynor, Underwood, and Glenwood), Iowa Western Community College, and the workforce. While most students are still in the academic phase of the program given its young age, 14 students have now completed the program and entered the full-time workforce as alums, a number that will grow rapidly as students finish their training in the coming years. At full scale, Avenue Scholars Southwest Iowa plans to serve approximately 400 students across its program – 200 each at both the high school and postsecondary levels – with future growth in school district partners planned for the fall of 2023.

To learn more about Avenue Scholars Southwest Iowa, visit www.avescholarsswi.org.

AVENUE SCHOLARS DES MOINES



The AS program model expanded to Des Moines through a grant from the MidAmerican Energy Foundation in 2022. The Avenue Scholars Des Moines program, which operates under the Avenue Scholars Iowa organizational umbrella along with Avenue Scholars Southwest Iowa, began programming in the fall of 2022 with 53 students across two Des Moines Public Schools high schools (East and Roosevelt), with plans to serve students in all five DMPS high schools by 2024.

Additional information about Avenue Scholars Des Moines is available on its website at www.avescholarsdesmoines.org.

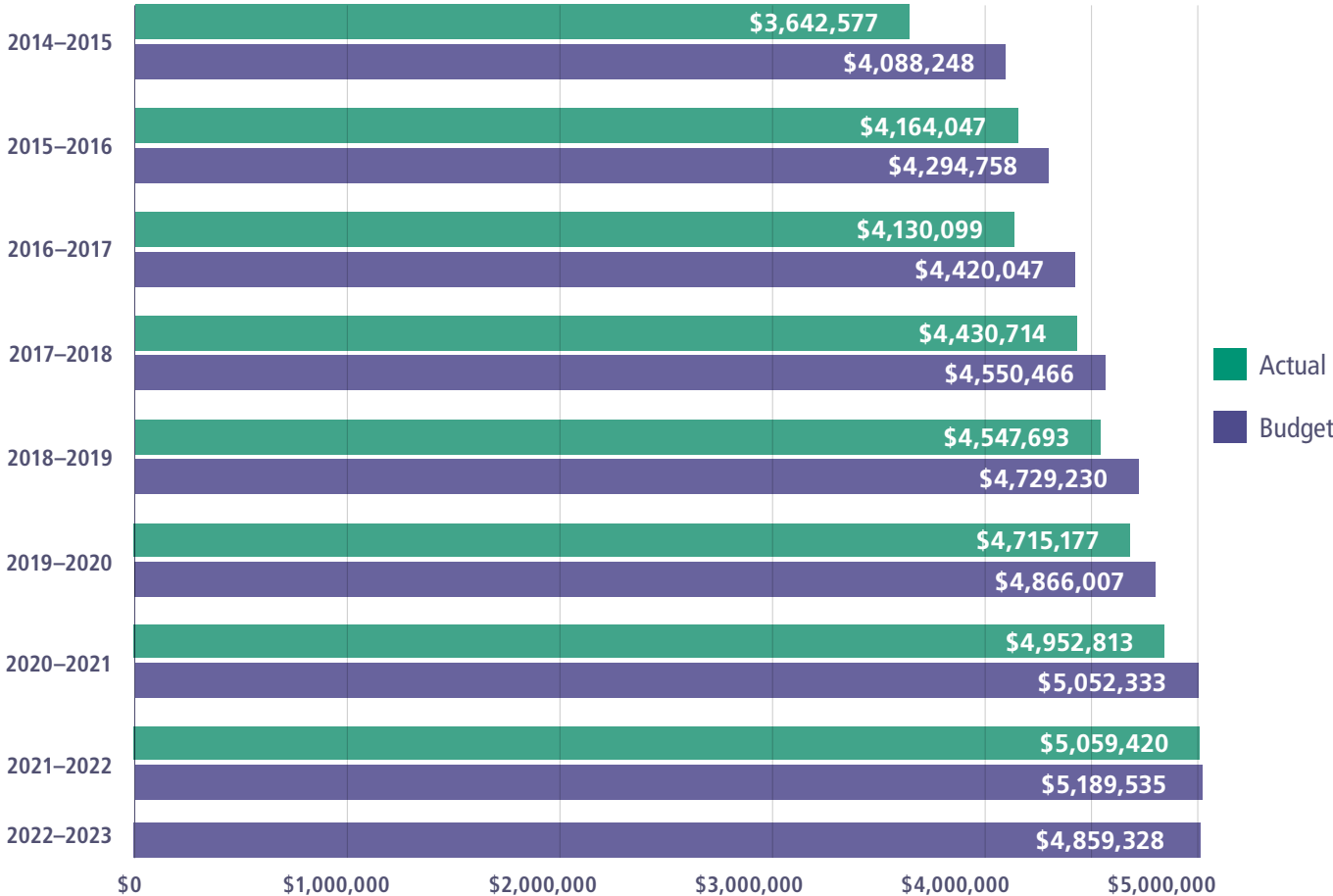
AVENUE SHARED SERVICES



The expansion of AS' program to Des Moines, in addition to its existing programming in Omaha and Southwest Iowa, created key opportunities for collaboration and shared infrastructure across the three program sites. A new organization, Avenue Shared Services, was launched in September of 2022 to provide and coordinate core administrative functions across locations, including support in the areas of accounting and finance; joint communication, marketing, and fundraising; employee benefits; risk coverage; data; and legal.

Our Budget

AS ACTUAL & BUDGETED EXPENDITURES, FY 2014-15 TO FY 2022-23





AVENUE SCHOLARS

Your Foundation for Success

Avenue Scholars, the leader in bridging the gap between education and business, guarantees careers for our youth of hope and need through supportive relationships, individualized coaching, education, and training.

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Omaha, NE 68106 | 402-916-9777 | avescholars.org

