


IMPACT REPORT

2018



AVENUE SCHOLARS
Your Foundation for Success





| | |
|-------------------------|----|
| LEADERSHIP & STAFF..... | 2 |
| LATEST NEWS..... | 3 |
| ENROLLMENT..... | 4 |
| THE PROGRAM..... | 5 |
| OUR IMPACT..... | 7 |
| EMPLOYMENT..... | 8 |
| CAREER PARTNERS..... | 9 |
| SCHOLAR PROFILES..... | 11 |
| BUDGET..... | 13 |

Board of Directors



Walter Scott, Jr.
Chairman



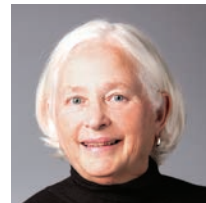
Susie Buffett
Vice Chairman



Henry Davis
Director



John Scott
Director



Barbara Weitz
Director



Wally Weitz
Director



Ken Bird
President/CEO

Avenue Scholars Foundation Staff 2018-2019

LEADERSHIP

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Chief Operating Officer / Chief Financial Officer

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Director of Student Support

Jamar Dorsey, Sr.
Director of High School Programs

Terry Fischer
Director of Career Programs

Kris Valentin
Director of Human Resources & Partnerships

HIGH SCHOOL TEAM

Jason Boyd
High School Career Coach

Taleya Broadway
High School Career Coach

Kayla Gillian
High School Career Coach

Allison Goff
High School Career Coach

Ashley Knott
High School Career Coach

Beth Leach
High School Career Coach

Courtland Olson
High School Career Coach

Fred Starks
High School Career Coach

CAREER TEAM

Catie Dagle
Postsecondary Career Coach

Tonya Fairgood
Postsecondary Career Coach

Terrence Gillian
Postsecondary Career Coach

Carnetta Hardin
Postsecondary Career Coach

Michael Hughes
Postsecondary Career Coach

Marissa Marx
Postsecondary Career Coach

Brittani Tanhuco
Business Outreach Coordinator

Monica Wells
Postsecondary Career Coach

STUDENT SUPPORT TEAM

Janae Donaldson
Student Support Coordinator

Kristin Walsh
Student Support Coordinator

PROGRAM/ADMIN SUPPORT

Jennifer Bisignano
Director of Information Services

Penny Darnell
Accounting Manager

Jenn Francis
Office & Staff Assistant

Beverly Hass
Executive Assistant to CEO & Events Coordinator

Ana Lopez Shalla
Program Coordinator

Doug Pierson
Special Projects Coordinator

10 Years Of Excellence A Message From The Board Chair



Avenue Scholars Foundation was founded ten years ago with the simple but ambitious goal of breaking the cycle of poverty by guiding young people from low-income families into quality jobs. That same simple goal continues to be the organization's focus today.

Over the past ten years, Avenue Scholars has grown its program and the crucial partnerships that support it. We are pleased with the model we have built and the impact we have made in the lives of more than 2,100 students we have served.

We embrace the ever-present challenge of continuing to improve in our work. Simply put, we are "pleased but not satisfied" and recognize we have much yet to do.

Thank you for your support.

Walter Scott, Jr.

Introducing Avenue Horatio Alger Scholars

As we celebrate ten years of helping ensure careers for students of hope and need in the Omaha community, Avenue Scholars Foundation is excited to announce a new and substantial addition to the support and resources it offers to students. Through the generosity of the Suzanne and Walter Scott Foundation and the ongoing support and partnership of Metropolitan Community College, all students who successfully complete the Avenue Scholars program at our eight partnering high schools will have the opportunity to continue their career/technical training as an Avenue Horatio Alger Scholar. Annually, 200 Avenue Horatio Alger Scholars will receive a scholarship of up to \$8,000 to MCC, along with dedicated, individualized support from ASF Career Coaches and MCC College Success Navigators as they persist toward a career in a high-demand career/technical field.

This innovative model is being promoted in conjunction with the Horatio Alger Association's Career and Technical Scholarship Program, which nationally awards over 1,000 scholarships of up to \$2,500 each to students pursuing a career/technical credential.

In addition to their shared focus, both of these programs share another common element – the extraordinary support and vision of Mr. Walter Scott, Jr. On behalf of Avenue Scholars Foundation, the Horatio Alger Association, and career/technical students of hope and need in Omaha and across the nation, we thank Mr. Scott for his incredible generosity.



AVENUE SCHOLARS.

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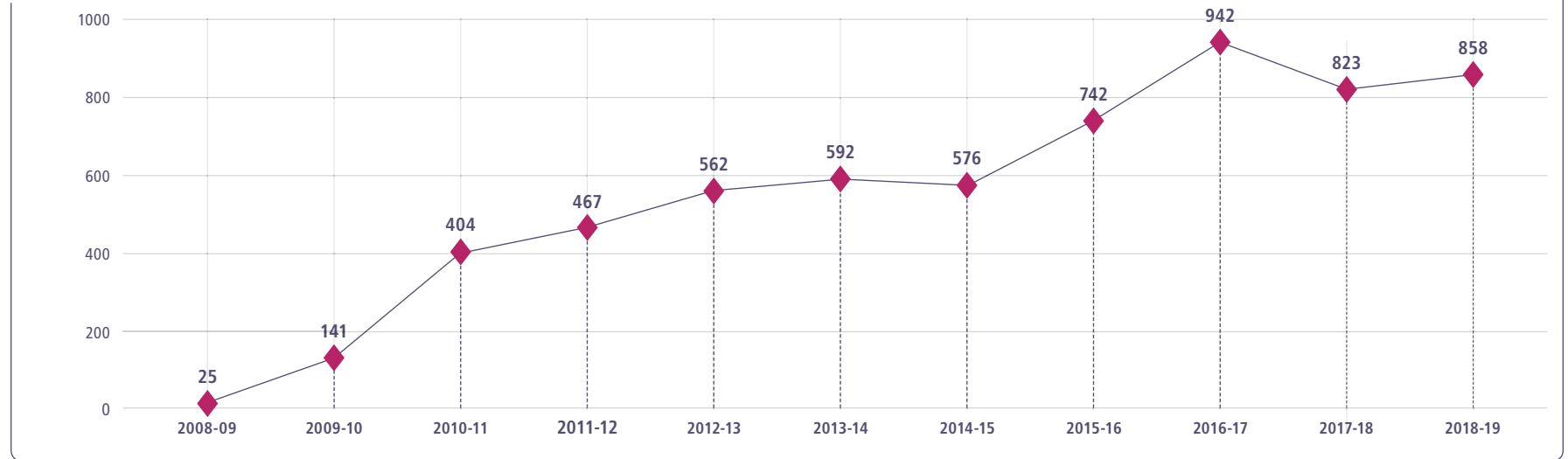
**HORATIO
ALGER** 
ASSOCIATION



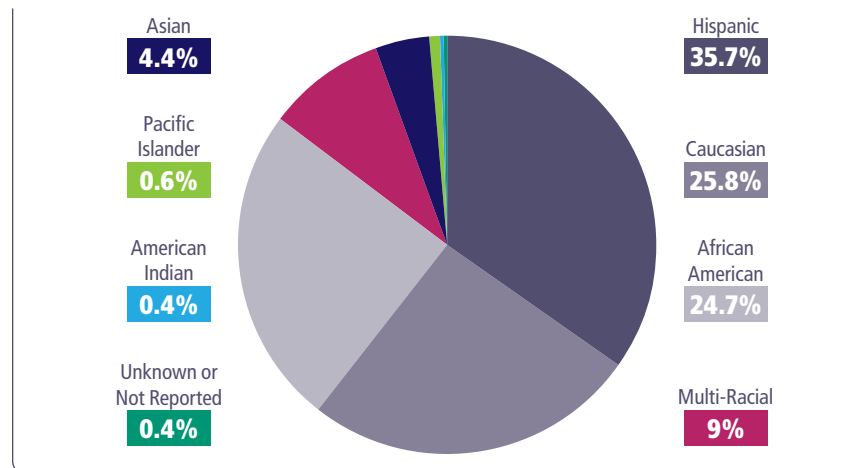
METROPOLITAN
Community College

Our Enrollment

ENROLLMENT HISTORY



RACE & ETHNICITY COMPOSITION FALL 2018-19



ENROLLMENT SEGMENTATION

| Enrollment Fall 2017-18 | | Enrollment Fall 2018-19 |
|-------------------------|----------------------------|-------------------------|
| 188 | Grade 11 | 206 |
| 178 | Grade 12 | 193 |
| 168 | Postsecondary 1st Year | 190 |
| 258 | Postsecondary 2nd Year / + | 230 |
| 31 | Career | 39 |
| 823 | Total | 858 |

Since 2008, Avenue Scholars Foundation has provided individualized support services to help students

HIGH SCHOOL

ELIGIBLE STUDENTS

- Identified by Avenue Scholars Foundation & high school leaders during sophomore year
- Eligible for free or reduced-price lunches or federal Pell Grant
- Demonstrated interest in targeted career path
- Agreed to participate in Avenue Scholars programming

JUNIOR YEAR

- Participate in Avenue Scholars class on a daily basis
- Participate in related career activities

- Part-time job coaching
- Participate in summer activities
- Maintain course of study leading to on-time graduation

SENIOR YEAR

- Participate in AS career activities
- Identify a desired & eligible career path
- Complete application process to MCC
- Complete FAFSA
- Satisfy program guarantees

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

ASF's Business Outreach Coordinators engage with area businesses to provide career-building opportunities, such as career exploration events, apprenticeships, and part-time and full-time employment, to students throughout the Avenue Scholars program.

STUDENT SUPPORT

In addition to the dedicated support provided by ASF Career Coaches, Avenue Scholars also have access to specialized services of ASF's Student support, group programming, and referrals to community resources to help students meet basic life and social/emotional needs.

POSTSECONDARY

AVENUE HORATIO ALGER SCHOLARS

Following successful completion of Avenue Scholars High School Program, students have the opportunity to continue their education through a scholarship of up to \$8,000 per student, funded jointly by The Suzanne and Walter Scott Foundation and Metropolitan Community College. Scholarships support training toward a market-relevant credential in a high-demand career field requiring an associate degree or less. Throughout their postsecondary training, Avenue Horatio Alger Scholars are jointly supported by ASF Postsecondary Career Coaches and MCC College Success Navigators.



COLLEGE SUCCESS NAVIGATORS

MCC's 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

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

from low-income backgrounds identify, persist toward, and ultimately enter financially sustaining careers

EMPLOYMENT

CAREER ENTRY

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

-  **Health Services**
Nursing · Phlebotomy · EMT · Medical Assisting · Dental Assisting
-  **Information Technology**
Programming · Website Development & Support · Network Tech · Security Specialist
-  **Auto Technology & Transportation**
Collision Tech · CDL Trucking · Auto Tech Diesel Service · Mechanic
-  **Trades, Manufacturing & Builders**
Plumbing · Welding · HVAC · Electrical Construction
-  **Business & Office Processes**
Bank Teller · Office Management Customer Service · Hospitality · Sales

- WORK FORCE COMMITTEE**
- **Jack Koraleski**
Committee Chair
 - **Steve Martin**
Health Services
 - **Gary Gates**
Trades/ Manufacturing
 - **Mike Cassling**
Information Technology
 - **Kirk Kellner**
Business/Office
 - **Mickey Anderson**
Auto Tech

PROGRAM GUARANTEES

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

- 1) EDUCATION/TRAINING**
A committed ASF participant graduates from high school, completes relevant career education or training, and is goal oriented toward an ASF-approved pathway.
- 2) WORK EXPERIENCE**
A committed ASF participant demonstrates a successful work history (standard of 150 hrs of part-time employment for high school students, & \$1,500 earned annually from part-time employment in a postsecondary, career-related field).
- 3) WORK READY SKILLS**
A committed ASF participant demonstrates work-ready habits and skills, including responsibility, work ethic, communication, positive attitude, professionalism, teamwork, and problem solving.
- 4) ATTENDANCE**
A committed ASF participant demonstrates consistent attendance at school, work, and ASF engagements.
- 5) FINANCIAL & PERSONAL WELL-BEING**
A committed ASF participant demonstrates the ability to: Overcome barriers to employment, financial, physical, and mental well-being, and; Access community resources and services when necessary.

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

mock interviews, job fairs, career consultations, job shadowing, internships,

Support Team. This team of licensed counselors provides students with individual



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Our Impact

GRADUATION & COLLEGE CONTINUATION RATES

| High School | 2016–17 4-yr Graduation Rate (FRL Students) | 2016–17 Graduation Rate (ASF Students) | 2016–17 College Continuation Rate (All Graduates) | 2016–17 Postsecondary Continuation Rate# (ASF Students) |
|---------------------------|---|--|---|---|
| Omaha Benson | 65% | 95% | 49% | 71% |
| Omaha Bryan | 77% | 95% | 53% | 91% |
| Omaha North | 76% | 93% | 64% | 89% |
| Omaha Northwest | 75% | 95% | 57% | 71% |
| Omaha South | 77% | 95% | 63% | 95% |
| Millard South | 77% | 100% | 70% | 65% |
| Ralston | 85% | 100% | 67% | 91% |
| Papillion-La Vista | 89% | 100% | 69% | 59% |
| Papillion-La Vista South* | 81% | 100% | 76% | 78% |
| Avenue Scholars | - | 97% | - | 81% |

Sources: Graduation Rates – Nebraska Department of Education. College Continuation Rates – Nebraska Coordinating Commission for Postsecondary Education

#Postsecondary Continuation Rate reflects the percentage of ASF high school seniors who indicated that it is their intention to pursue postsecondary education following graduation.

*Papillion-La Vista South students were served by ASF for one student cohort when services to the district were initiated for the 2015-16 school year. The cohort included students who were juniors in the fall of 2015 and graduated in the spring of 2017. ASF services are now provided only at Papillion-La Vista High School.

| | 2016–17 4-yr Graduation Rate (FRL Students) | 2016–17 College Continuation Rate (All Graduates) |
|--------------------------------------|---|---|
| Omaha Public Schools | 75% | 62% |
| Millard Public Schools | 82% | 81% |
| Ralston Public Schools | 85% | 67% |
| Papillion La Vista Community Schools | 86% | 73% |
| Learning Community | 78% | 71% |
| Statewide | 82% | 70% (58% for low-income grads, 2015-16) |
| Avenue Scholars Foundation | 97% | 81% (Postsecondary Continuation Rate#) |

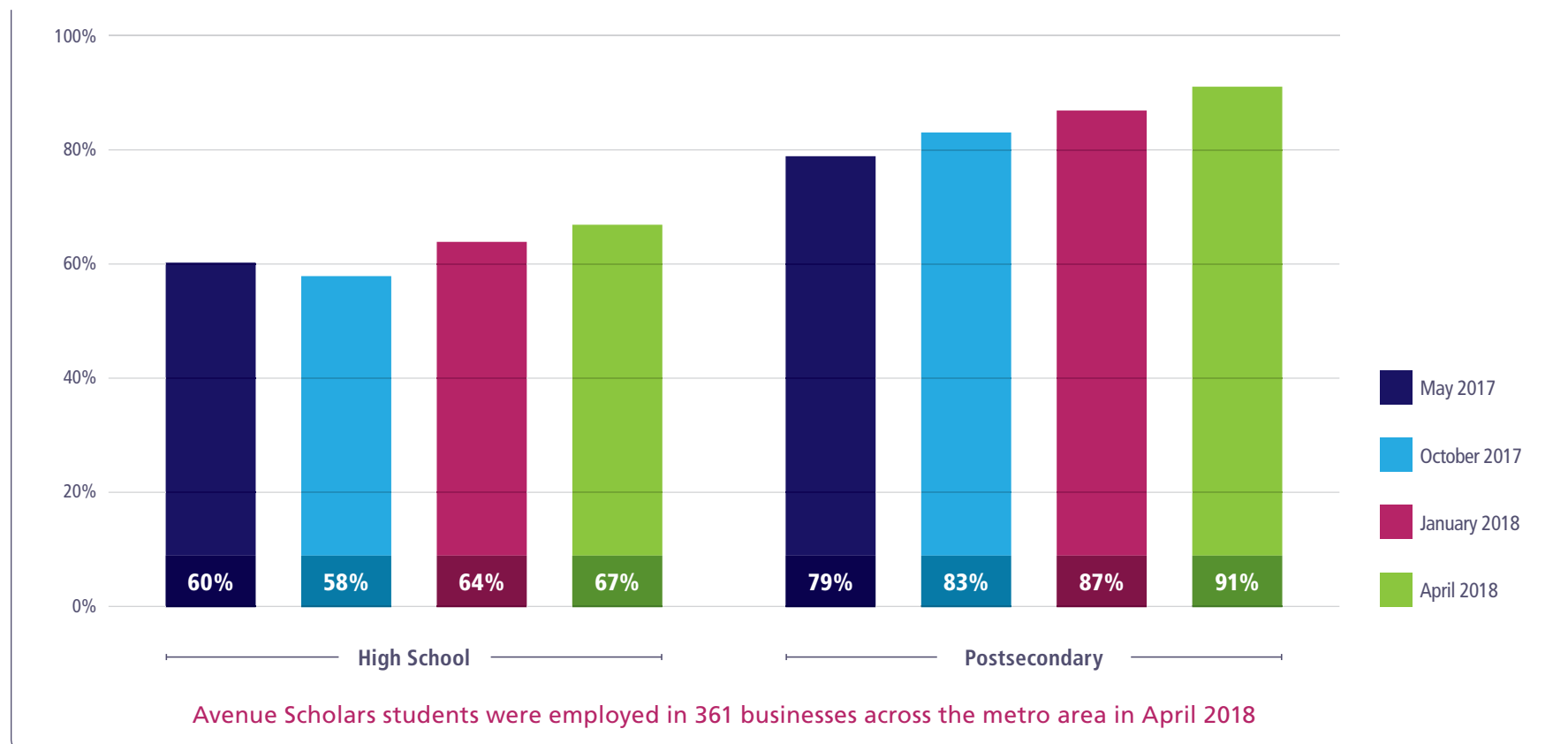
Sources: Graduation Rates – Nebraska Department of Education. College Continuation Rates – Nebraska Coordinating Commission for Postsecondary Education

#Postsecondary Continuation Rate reflects the percentage of ASF high school seniors who indicated that it is their intention to pursue postsecondary education following graduation.

Opening Doors to Great Work

ASF emphasizes part-time employment as a means of getting students the hands-on work experience needed to prepare them for a career. According to a 2014 report from the Brookings Institution, just 26% of 16-19 year olds and 61% of young adults age 20-24 were employed in 2011, down from 45% and 72%, respectively, at the start of the millennium. The study also found that teens from low-income families had the lowest rates of employment, as less than 20% of teens from families earning less than \$40,000 in the nation's 100 largest metropolitan areas were employed in 2011 . ASF works diligently to counteract these statistics in order to provide the youth it serves with the powerful developmental experiences that can only be gained through work.

PART-TIME EMPLOYED STUDENTS 2017-2018



Career Partners

Avenue Scholars Foundation partners with local businesses to provide career exploration, preparation, and placement opportunities for our students. These partnerships provide students with valuable career exposure while helping businesses identify and develop talent to satisfy their workforce needs.

DEDICATED INTERNSHIPS

Avenue Scholars Foundation greatly appreciates the partnership of the following businesses, who have provided dedicated internship and employment opportunities for our Avenue Scholars:



CAREER EXPLORATION PARTNERS





Scholar Profiles

DEVYN LOGAN



Devyn Logan, a 20-year-old Native American of the Mohawk Nation, does not fit any of the stereotypes the average U.S. citizen might have of Native Americans. Neither does she fit the profile of a typical welder in the work force.

A 2016 Omaha South graduate, Logan is working full time at Lozier Manufacturing, earning \$19.09 per hour as a robot welder. While still learning on the job, Logan's primary responsibilities include "making repairs on the parts and checking every part." She has learned to "program and calibrate" as part of the job requirements.

Logan earned an Associate Degree in Welding from Metropolitan Community College in May 2018. She graduated from MCC debt-free, thanks to Avenue Scholars Foundation.

Logan said she "had no idea" what she wanted to do after high school before taking a metal-smithing class at Omaha South. A guest speaker told the students about a career in welding — "how we could get a degree (or training) without as much debt, could travel, and make things with our hands."

The scholarship, combined with the guidance of an ASF Career Coach and MCC Navigator, "helped take a lot of stress out of going to college. I could focus on my studies and not have to worry about paying off debt."

One of Logan's goals, inspired by having a good-paying job, is to save enough money for a trip to Japan.

"I like Anime and their culture," Logan said. "Also, one of my mom's friends worked there for a few years."

Logan sees her welding job as a stepping-stone to another career.

"I don't think I will be able to weld forever. It's hard on the body," she said. "I am thinking of pursuing a business degree and getting back into competitive swimming (noting that she still holds some freestyle records at Omaha South). With a business degree, I could be a supervisor."

LEANDRO RAMIREZ



From “basically sleeping in class” and being satisfied “with just passing the classes,” in high school, Leandro Ramirez—through the mentorship, guidance, and support of Avenue Scholars Foundation—finds himself in a rewarding diesel mechanic career with Amirt Fleet Solutions, earning \$25 per hour.

Ramirez admits it took the guidance of his High School Career Coach at Omaha Bryan to wake him up to the realities of a future career. “I started paying a lot more attention my junior and senior years,” Ramirez said. “It helped having their guidance and going to classes at Metro helped me see what the real world could be after high school.”

The big step in finding that pathway to a real-world career was obtaining his Diesel Technician Associate Degree from Metropolitan Community College in 2016. Ramirez’s interest in automobile mechanics started when he took an Engine Motor Sports class at Bryan during his senior year. “We rebuilt small engines and worked on a go-kart project,” Ramirez said.

Also during his senior year, Ramirez obtained a part-time job at OFC Schmidt/Barto, a liquid trucking company based in Plattsmouth, mostly washing tanks after school and on weekends.

By the time he started classes at MCC, Ramirez was working as a mechanic at OFC, working 35 hours a week while attending school full-time. About a month into the school year, he left OFC to work as a mechanic for the James Skinner Factory.

Upon graduation from MCC, Ramirez secured a job with Amirt Fleet Solutions, a trucking company with major clients including Pepsi and Century Link. Ramirez’s responsibilities include “maintenance, anything that breaks down. I am the only diesel guy in the morning.”

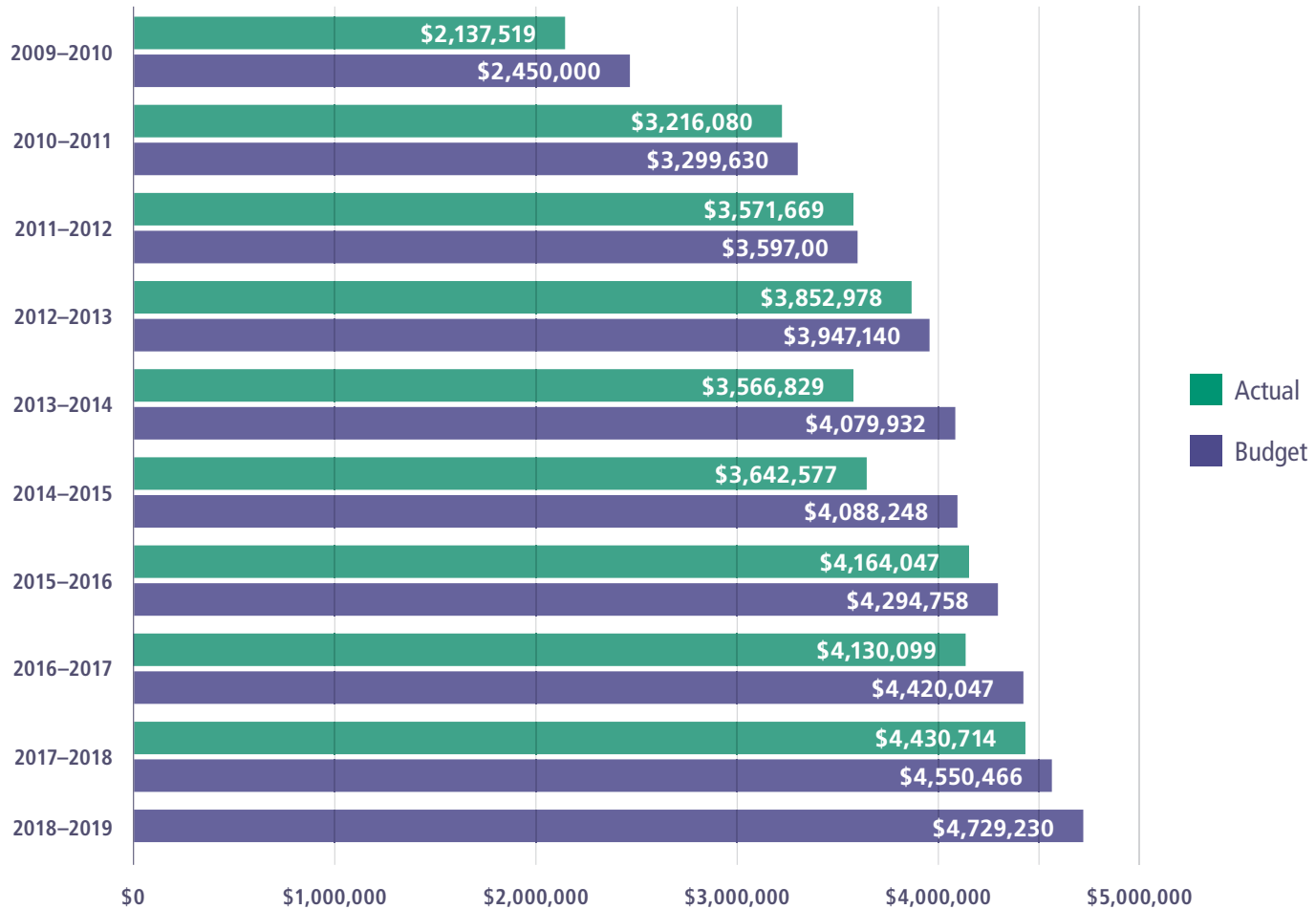
Ramirez has seen his wages rise from \$12 per hour at OFC to \$16 per hour at Skinner, to his present \$25 per hour income at Amirt. With a stable career in hand, Ramirez is in the process of buying a house.

While Ramirez does not believe he will be a mechanic forever—“It wears on you.”—he is satisfied with where he’s at in life. “What I really like is who I work with,” Ramirez said. “It is less stress [than previous jobs].”

“I appreciate a lot what Avenue Scholars has done for me,” he said. “Without them, I would not be where I’m at now. My coach helped immensely. If I had questions, I could always get answers. All the information I needed to be successful was there.”

Our Budget

AVENUE SCHOLARS EXPENDITURES 2009–2016



Our Mission is to ensure careers for committed students
of hope and need through education, training and supportive relationships.



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