


IMPACT REPORT

2019



AVENUE SCHOLARS™
Your Foundation for Success





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Board of Directors



Walter Scott, Jr.
Chairman



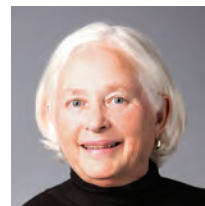
Susie Buffett
Vice Chairman



Henry Davis
Director



John Scott
Director



Barbara Weitz
Director



Wally Weitz
Director



Ken Bird
President/CEO

Avenue Scholars Foundation Staff 2019-2020

LEADERSHIP

Kenneth M. Bird, Ed.D
President/CEO

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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

Ana Lopez Shalla
Director of Business Outreach

Kris Valentin
Director of Human Resources & Partnerships

HIGH SCHOOL TEAM

Jason Boyd
Omaha Benson Career Coach

Taleya Broadway
Omaha Northwest Career Coach

Kayla Gillian
Millard South Career Coach

Allison Goff
Omaha South Career Coach

Ashley Knott
Papillion La Vista Career Coach

Beth Leach
Ralston Career Coach

Kamina Lemons
Omaha Bryan Career Coach

Fred Starks
Omaha North Career Coach

POSTSECONDARY/ CAREER TEAM

Catie Dagle
Postsecondary Career Coach

Tonya Fairgood
Postsecondary Career Coach

Terrence Gillian
Postsecondary Career Coach

Carnetta Hardin
Postsecondary Career Coach

Amanda Lonergan
Postsecondary Career Coach

Anthony Tate
Postsecondary Career Coach

STUDENT SUPPORT TEAM

Janae Donaldson
Student Support Coordinator

BUSINESS OUTREACH TEAM

Lindsay Decker
Business Outreach Coordinator

Erik Servellon
Business Outreach Coordinator

Cindy Siadek
Intern Omaha Internship Coordinator

PROGRAM/ADMIN SUPPORT

Jennifer Bisignano
Director of Information Services

Penny Darnell
Accounting Manager

Beverly Hass
Executive Assistant to CEO
& Events Coordinator

Laurie Merten
Office & Staff Assistant

Doug Pierson
Special Projects Coordinator

Introduction of New Initiatives Intern Omaha



Launched in the summer of 2019, Intern Omaha is leading the charge in workforce development efforts at the high school level by connecting high school seniors to internships with some of the city's best employers in the business, information technology, building trades/manufacturing, and auto/diesel technology fields.

The purpose of Intern Omaha is to enable a next-generation workforce to begin lifelong careers in our city by providing high school seniors with internships that afford them the opportunity to gain real-world work experience while earning both income and academic credit.

Intern Omaha seeks to:

- Fill skills gaps by creating a more seamless talent pipeline to high-demand industries; and
- Attack the "brain drain" by engaging high-performing talent before it leaves the state.

Partner school districts include Douglas County West Community Schools, Millard Public Schools, Omaha Public Schools, Ralston Public Schools, and Westside Community Schools.

Career EdVantage Southwest Iowa

Launched in the fall of 2019, Career EdVantage is career-focused program that provides mentoring and workforce development opportunities for Southwest Iowa high school students, utilizing the Avenue Scholars program model.

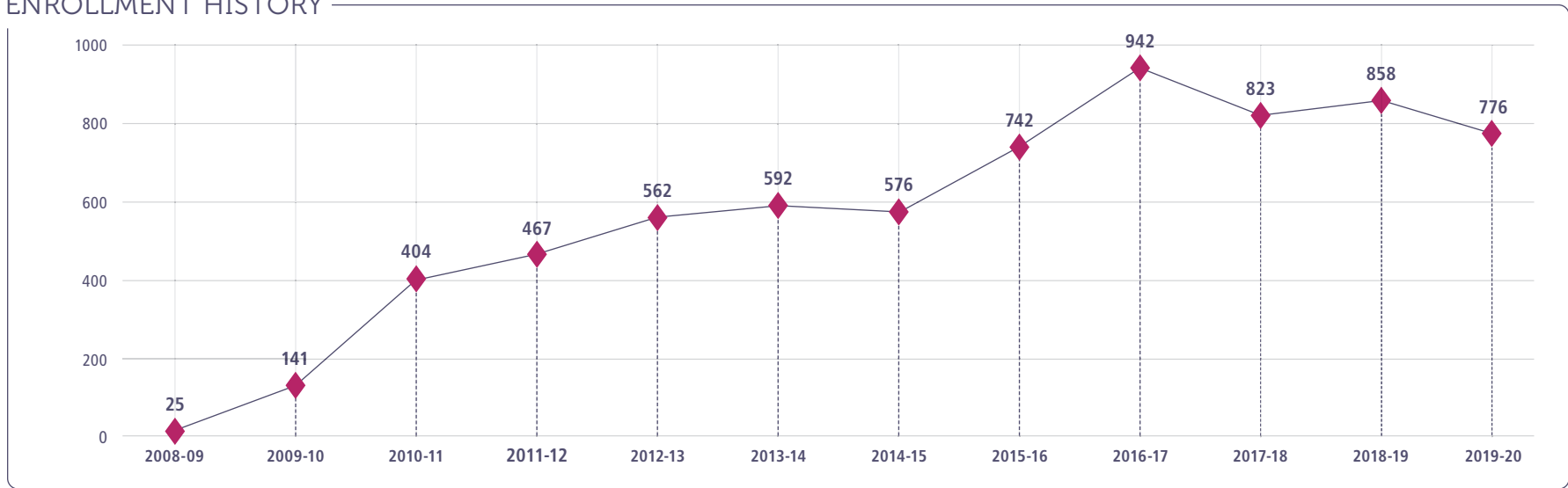
Career EdVantage is opening as a result of a three-year, \$2.8 million grant from the Charles E. Lakin Foundation. In its initial year, Career EdVantage will serve students in four Southwest Iowa community school districts – AHSTW (Avoca, Hancock, Shelby, Tennant and Walnut), Riverside (Oakland), Shenandoah and Tri-Center (Neola, Minden, Persia and Beebeetown). Lewis Central and Council Bluffs Community Schools will join the program in the fall of 2020 and 2021, respectively.

When fully implemented in 2022, the program is expected to provide mentorship, coaching, and support services to approximately 400 students – 200 high school and 200 postsecondary. Career EdVantage will partner with Iowa Western Community College and Future Ready Iowa, the state's workforce initiative. Annually, Career EdVantage's goal is to add 100 job-ready individuals to the Southwest Iowa workforce in high-needs areas such as building trades, manufacturing, health care, information technology, and auto/diesel technology.

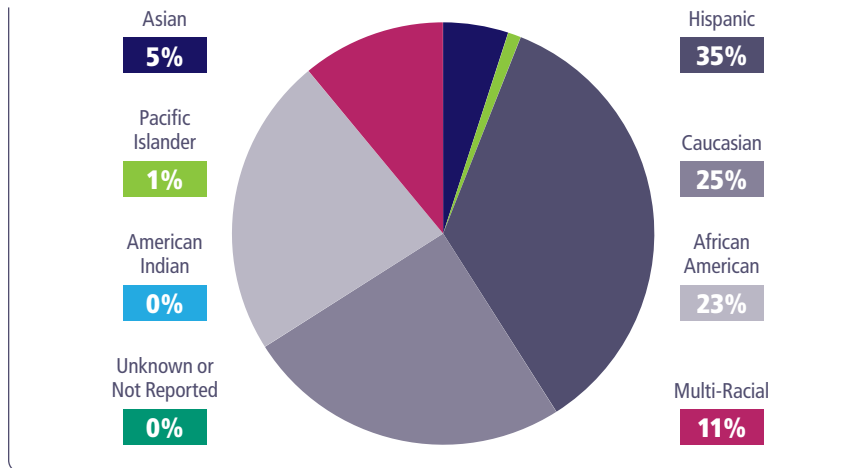


Our Enrollment

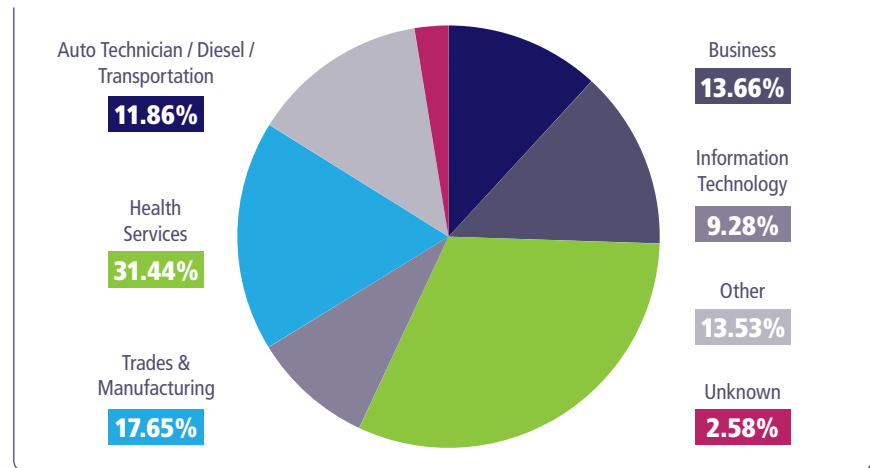
ENROLLMENT HISTORY



RACE & ETHNICITY COMPOSITION FALL 2019-20



ENROLLMENT BY INDUSTRY SECTOR FALL 2019-20



*Students for whom career interest area is unknown are in the process of determining or transitioning their chosen industry sector.

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 career exploration activities
- Identify a desired & eligible career path

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

- Participate in AS career activities
- Complete application process to MCC
- Complete FAFSA
- Satisfy program guarantees

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

ASF's Business Outreach Coordinators engage with area businesses to provide career-building opportunities, such as career exploration events, 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 individual support, group programming, and referrals to community resources to help students meet basic life and social/emotional needs.

POSTSECONDARY

AVENUE HORATIO ALGER SCHOLARS

Students who successfully complete the Avenue Scholars High School Program in good academic standing 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.



METROPOLITAN
Community College



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

ALUM STATUS

Evaluated based on:

- Full-time employment;
- Earning an hourly wage of \$13.50 or above;
- 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 career entry.

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

Support Team. This team of counselors and social workers provides students with

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.



AVENUE SCHOLARS

Your Foundation for Success

Our Impact

GRADUATION & COLLEGE CONTINUATION RATES

High School	2017–18 4-yr Graduation Rate (FRL Students)	2017–18 4-yr Graduation Rate (ASF Students)	2017–18 College Continuation Rate (All Graduates)	2017–18 Postsecondary Continuation Rate# (ASF Students)
Omaha Benson	69%	100%	50%	80%
Omaha Bryan	77%	100%	56%	89%
Omaha North	73%	100%	69%	100%
Omaha Northwest	74%	100%	53%	57%
Omaha South	76%	95%	65%	86%
Millard South	80%	100%	71%	100%
Ralston	88%	95%	63%	71%
Papillion-La Vista	85%	85%	75%	69%
Avenue Scholars	-	98%	-	83%

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 indicate that it is their intention to pursue postsecondary education following graduation, irrespective of continuation in ASF's program.

	2017–18 4-yr Graduation Rate (FRL Students)	2017–18 College Continuation Rate (All Graduates)
Omaha Public Schools	75%	64%
Millard Public Schools	82%	80%
Ralston Public Schools	88%	63%
Papillion La Vista Community Schools	87%	74%
Learning Community	78%	72%
Statewide	81%	71% (57% for low-income grads, 2016-17)
Avenue Scholars Foundation	98%	83% (Postsecondary Continuation Rate#)

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

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2018-19 High School Senior Outcomes

Of the 193 high school seniors enrolled in the ASF program at the beginning of the 2018-19 program year:

- 152 persisted to postsecondary education/training
 - 104 attended Metropolitan Community College or Methodist College of Nursing as continuing participants in Avenue Scholars
 - 48 attended a two-year or four-year college outside of Avenue Scholars
- 17 students entered the workforce
- 1 student entered the military



2018-19 Alum Outcomes

One hundred twenty ASF students successfully completed the program by attaining career status during the program's 2018-19 annual measurement period.

Auto Technology & Transportation

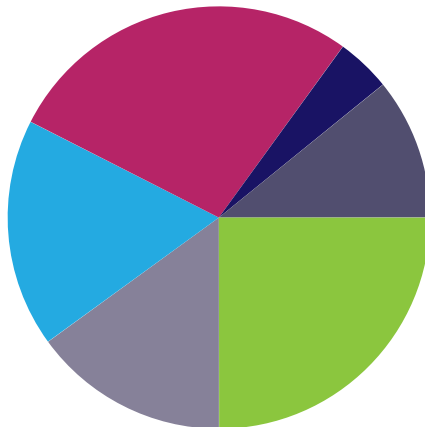
18%

Health Services

33%

Trades, Manufacturing, & Builders

13%



Business & Office Processes

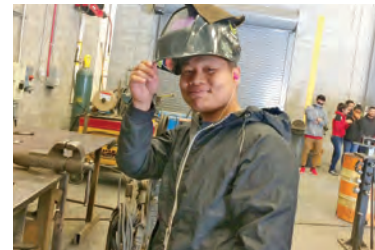
21%

Information Technology

5%

Other / Unknown

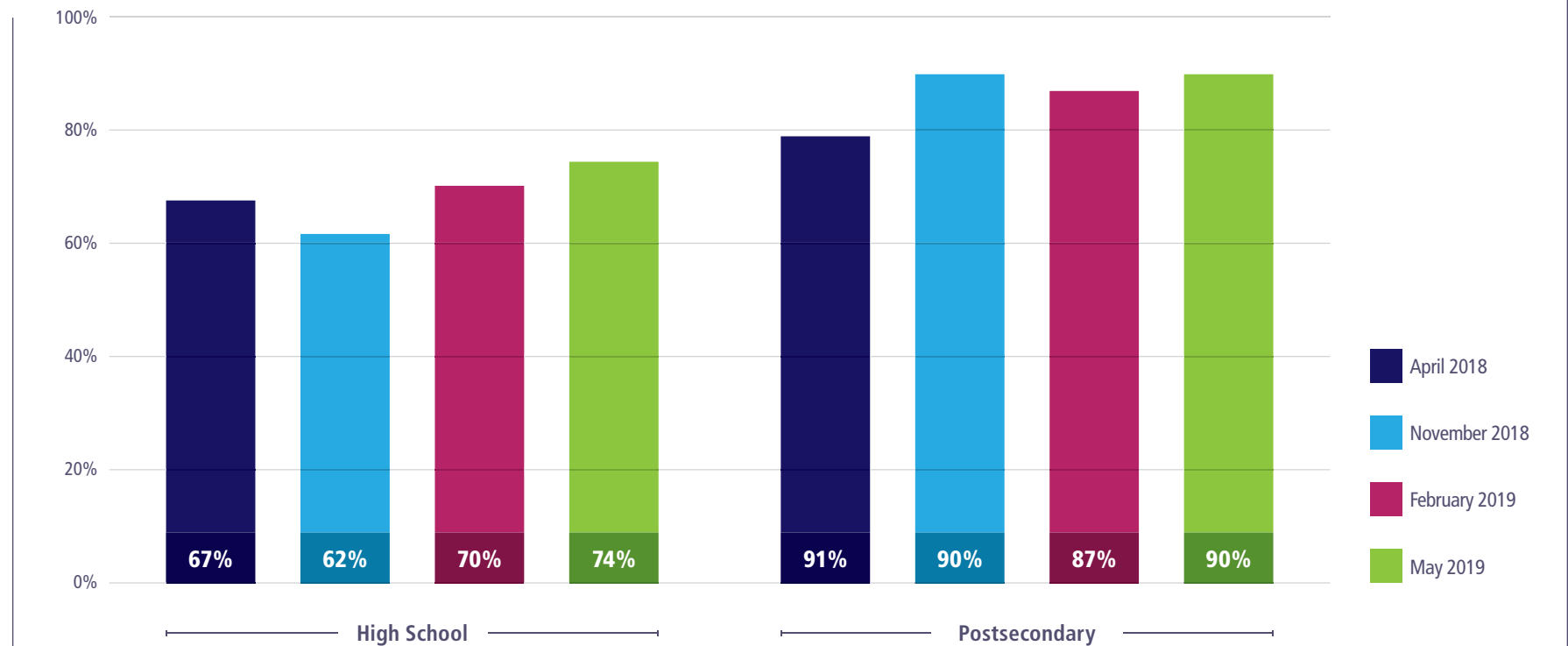
30%



Opening Doors to Great Work

ASF emphasizes part-time employment as a critical developmental component of preparing students for career success. ASF's part-time employment rates at the high school and postsecondary levels of the program for the six most recent measurement points are shown in the table below. The organization's aggregate employment rate for May 2019 was 81%, well ahead of the national employment rate of 50.8% for 16-24 year-olds reported by the Bureau of Labor Statistics for the same month (Employment Status of the civilian population 16 to 24 years of age by sex, race, and Hispanic or Latino ethnicity, April-July 2019).

PART-TIME EMPLOYED STUDENTS 2018-2019



Avenue Scholars students were employed in 323 businesses across the metro area in October 2019
ASF had 120 students reach Alum status during the 2018-19 program year.

Business 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 POSTSECONDARY INTERNSHIP PARTNERS

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



OTHER PARTNERS



Scholar Profiles

RACHEL HAMILTON



Rachel Hamilton persevered through setbacks and put her head down and moved forward no matter what life threw at her. Rachel completed her associate degree at Metropolitan Community College and took advantage of a great opportunity at Union Pacific as an intern in the Human Resources Department. The internship was supposed to be six months, but after just one month, Rachel received word that the internship was being ended because she had impressed everyone so much they were transitioning her to a full-time regular employee. Rachel is a reliable, hardworking, motivated young woman who will continue to make a wonderful life for herself and her two beautiful boys.

LLYIA MCKELL



Llyia McKell was part of an Avenue Scholars pilot program to attend Nebraska Methodist College for a Medical Assisting Certification. She went straight from high school to taking 4-6 college classes a term all while working part time in customer service. Llyia never complained, she smiled through all of the late nights of studying, the challenging classes, the stress, and met all obstacles with a determination and positivity that impressed me every day.

Llyia's instructor and mentor, Jill Scott, from Nebraska Methodist College said, Llyia "is an extraordinary young woman that I was lucky to have gotten the privilege to work with. I would be proud to have you care for me or one of my loved ones."

Llyia was hired by Methodist Hospital and currently works as a Medical Assistant in their Regency Clinic and is excited to go to work each day.

DEVONTE CARTER



Devonte Carter, a Northwest High School graduate, obtained his associate degree in Criminal Justice from Metropolitan Community College. He immediately transitioned to the Nebraska Correctional Youth Facility, where he serves as a full-time corrections officer. At NCYF, Devonte is able to utilize the soft and hard skills learned from the Avenue Scholars and MCC partnership to help further his career trajectory. He has always demonstrated a drive to succeed and it shows in his work ethic.

DEANDRE GAINES



DeAndre Gaines used his ability to foster relationships at an Avenue Scholars luncheon. He was in the company of Mickey Anderson, president of Baxter Auto group. DeAndre made such an impression that he was able to secure employment at Baxter Subaru of Omaha. Through hard work, dedication, and commitment, DeAndre is now a full-time service advisor for Baxter. He carries himself with a positive attitude and always takes advantage of opportunities for growth.

YWA DOE MOE



Ywa Doe Moe is a Benson High School graduate who earned a certificate of achievement in welding from Metropolitan Community College. While attending MCC, Ywa Doe Moe worked part time at Baxter Auto. At the time, one of his managers said, "Give me a 100 Ywa Doe's and I will hire them every time."

Ywa Doe Moe has a strong work ethic and is very motivated. Upon completing his welding certification, he became a full-time welder for NECO. His current manager at NECO says "Ywa is one of the most upbeat workers with a positive attitude. He enters every day with a fist pump or a high five. Please send me 12 more Ywa Doe Moes."

CODY AVALOS



Cody Avalos is a 2015 Omaha Northwest graduate who pursued Auto Technology at Metropolitan Community College. Cody has been a hard worker throughout his time in the Avenue Scholars program, balancing both school and work. Upon completing his associate degree at MCC, Cody was hired full-time at Lexus of Omaha as a technician. where he continues to work today. His MCC Navigator says of him "Cody

always persisted. If his eye saw a target, he would be persistent until the goal was reached." Cody's manager at Lexus says: "Cody has progressed steadily since first coming aboard with Lexus of Omaha. He has transitioned from our Express department to our Internal team and recently to a Main Shop team. Each transition has been met with increased responsibility, which Cody has approached with determination and pride to perform to the best of his abilities. Cody sets an example to others daily with his upbeat attitude, smile, and hard working nature."

MADISON GIGAROA



Madison Gigaroa graduated in May 2019 with an associate degree in Human Services, finishing with a 3.7 grade point average and making the Dean's List in each quarter of her enrollment at Metropolitan Community College. She transferred to the University of Nebraska Omaha in the fall of 2019 to pursue a bachelor's degree in Human Service.

Her director at work, Nikki Craig from Imagination Station, says her favorite quality about Maddie is her work ethic; she shows up to work every day and gives 100%. Maddie tackles any obstacles head on and does not waiver when problems arise. Nikki said, "I have yet to see her have a bad day. Maddie has a light about her that shines so bright. She is a self-starter and can take the lead when needed."

MAYRA JACINTO NERI



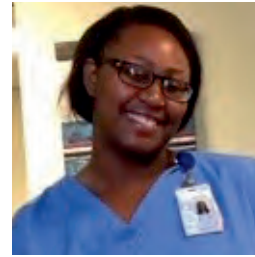
Mayra Jacinto Neri is a model scholar whose commitment to education is unmatched. Having limited family in the States, Mayra held down two jobs to support herself while in college. She is a first-generation student who received honors throughout her tenure at Metropolitan Community College. Mayra attempted 131 credit hours, which she successfully completed and never failed a class. She earned her associate degree this past spring, finishing with a 3.8 grade point average. This fall, Mayra started her junior year at the University of Nebraska Omaha, where she is pursuing a bachelor's degree in Business. Her supervisor at Gomez Heritage said, "Mayra is hard working, easy to get along with, a great communicator, and wonderful person in general."

CARLOS JERONIMO



Carlos Jeronimo has been a model participant in the Avenue Scholars program. Carlos worked as an intern with Legacy Homes as a construction laborer while working towards his associate degree in Construction and Building Science, with the focus on Construction Management. In the spring of 2019, Carlos successfully completed his Construction and Building Science associate degree program at Metropolitan Community College and his internship with Legacy Homes. As an Avenue Scholars alum, Carlos is now working as an assistant superintendent with Sampson Construction and is very proud of what he has been able to accomplish.

QUANIQUA DAMPER



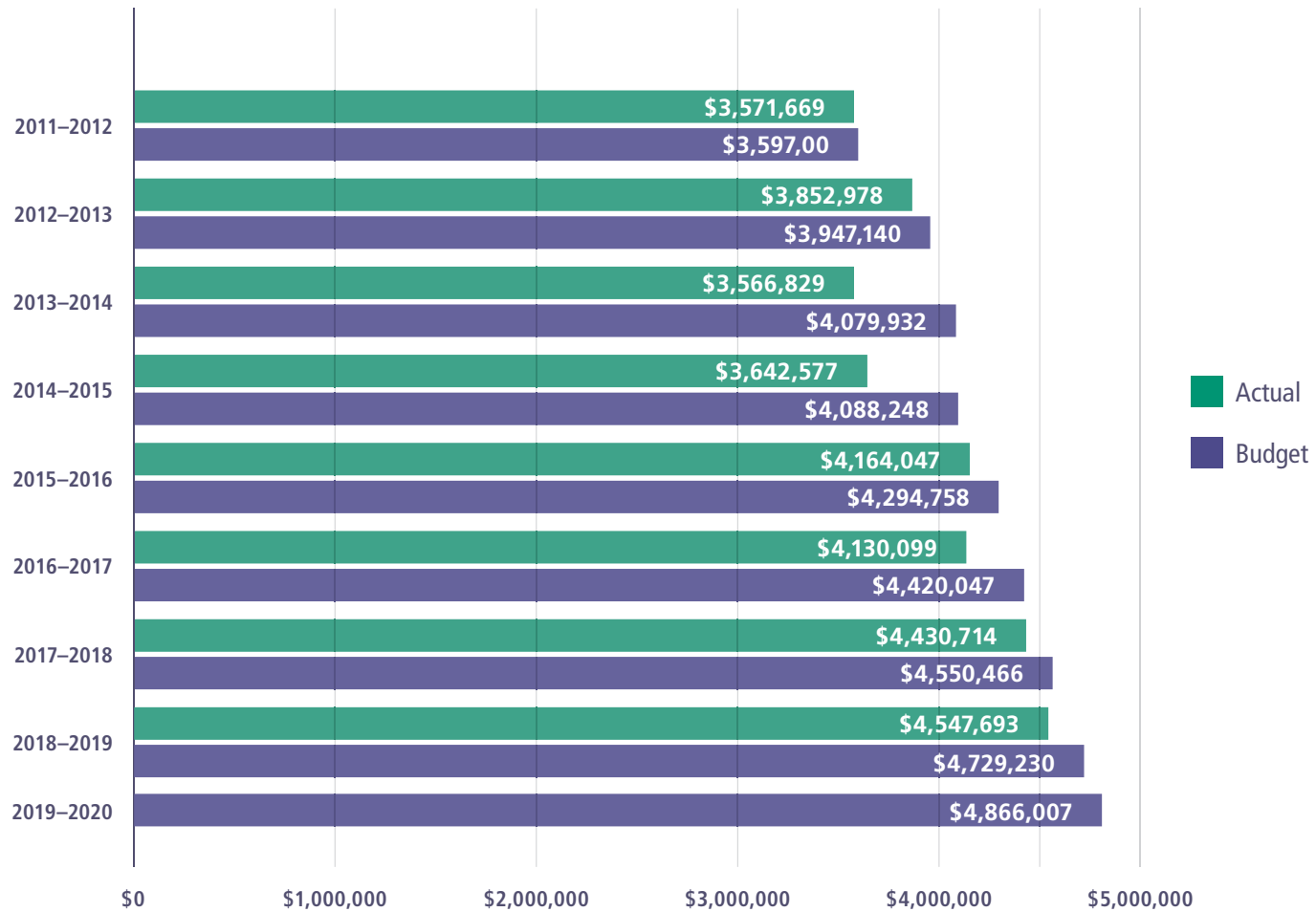
Quaniqua Damper earned her CNA while in high school and obtained employment as a CNA immediately following graduation. While attending Metropolitan Community College, she continued working as a CNA until she completed her Medical Assistant certification. As part of her program, Quaniqua completed an externship at Children's Hospital, where she was then eagerly hired for a full-time Medical Assistant position in the Oncology/Hematology department before the externship even ended. Children's Hospital staff routinely states how awesome Quaniqua is in her role.

In addition to her full-time Medical Assisting position at Children's Hospital, Quaniqua continues to work as a part-time CNA in the evenings as well, and is slated to earn her associate degree in Healthcare by the end of 2019.

Quaniqua has overcome adversity in many ways, including getting through the loss of two very important loved ones who had a hand in making her who she is today.

Our Budget

ASF ACTUAL & BUDGETED EXPENDITURES, FY 2011-12 TO FY 2019-20



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