



LEAD Training

CELEBRATING FIVE YEARS OF LIFE-CAREER READINESS INITIATIVES THAT PREPARE YOUNG PEOPLE FOR LIFE AFTER GRADUATION THROUGH COMMUNITY, SCHOOL, AND BUSINESS PARTNERSHIPS. IMPACT FROM JUNE 2022-MAY 2023.

June 22 — May 23

**IMPACT**  
**ANNUAL**  
**REPORT**



**This report encapsulates the results of LEAD Training programs and initiatives starting on June 1st, 2022, and ending on May 31st, 2023. These include initiatives implemented in summer 2022 through the end of the 2022-2023 academic school year.**

# Nonprofit Introduction

## Mission

LEAD Training is a 501(c)(3) nonprofit that develops and delivers career readiness, life skills, and social-emotional learning programs for grades K through 12.



## Vision

We prepare young people for life-career success.

## Our Why

We support students to explore career possibilities and develop resiliency, empathy, and other 21st-century skills essential for future success. We especially focus on those who feel stuck, confused, lack home support, or want to give up, nurture them to become engaged, forward-thinking leaders that can have a clear vision for their lives.

# Executive Director's Letter

**Dear Supporters,**

**Thank you for another wonderful year. We can't wait to see where the 2023 school year leads us with your support and partnership!**



Five years ago, LEAD Training was founded with a dream and ambition to help young people prepare for life after graduation. Last year we surpassed over 1,000 students in the Greater Cincinnati and Dayton area that we served.

I'm grateful to all the wonderful people I've met on this voyage as we unite to transform how we prepare youth for life-career success. Without you, this movement to transform local communities through co-creative youth initiatives wouldn't be possible.

Thank you for being such a vital part of this work and helping LEAD Training

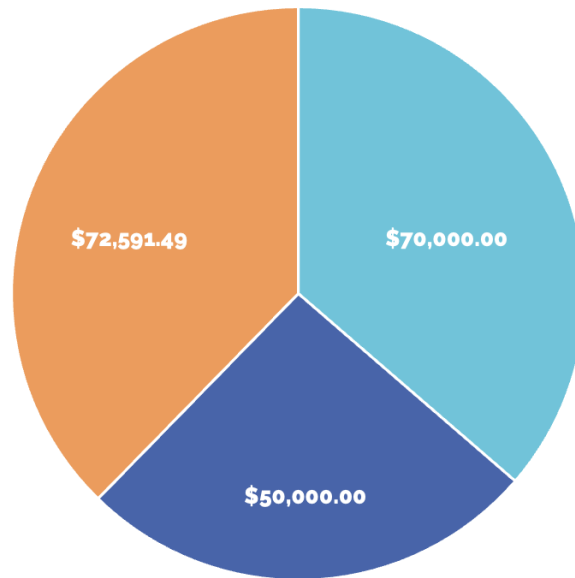
achieve over five years of serving young people. YOU are extraordinary, and we can't wait to see where the next year takes us to continue supporting schools through workforce development, career-readiness, and social-emotional learning initiatives!

With great love and gratitude,

**Riley O'Grady  
LEAD Training Founder &  
Executive Director**

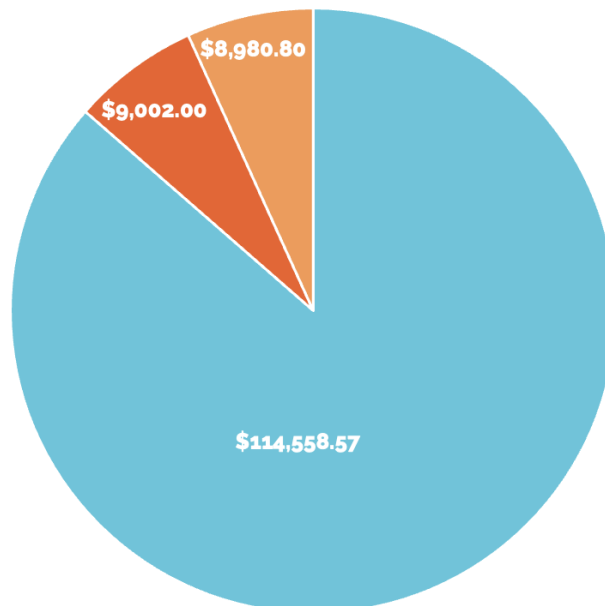
# Financial Highlights

## Revenue June 1, 2022-May 31, 2023



■ Grants & Donations ■ Company Sponsors ■ Program Income

## Expenses June 1, 2022-May 31, 2023



■ Program Delivery ■ Education & Training ■ Admin

# Our Initiatives



## High School Workforce Initiative & Career Quest

LEAD Training's Workforce Initiative focuses on cultivating the next generation of professionals through career exploration, experiential learning, career coaching, employability skills training, and barrier-breaking for students not going to a traditional four-year college. It also connects students to local companies through tours and presentations.

About 16% of Warren County, Clermont County, and Hamilton County's graduating seniors lack a solid career plan after graduation. The goal of the High School Workforce Initiative (HSWFI) and Career Quest is to increase the number of students graduating with clear career plans through company-to-school partnerships. In the 22/23 school year, the HSWFI grew by 75.72%. The program also increased the number of students who are non-college-bound obtaining employment with local companies by 38.46%. Finally the program increased the number of students served who were economically disadvantaged by 21.48% thanks to our local foundation supporters.

**LEAD collaborates with communities, schools, and organizations to provide the right environment to help put students on a path to success after graduation.**



## Future Leaders Grades K-5 & 9-12

The elementary and high school Future Leaders programs teach students 21st-century skills and social-emotional learning skills that help them succeed academically, personally, and professionally.

Why are "soft-skills" skills important? 75% of long-term job success depends on what employers call soft skills, while only 25% is dependent on technical knowledge (Klaus, 2010). Another study found an even stronger correlation that 85% of success is due to soft skills, while only 15% of success is attributed to hard skills (Watts & Watts, 2008).

In our work, we propose a new term called "Life-Career Readiness Skills" that blends multiple models to include research conducted on the desires of employers, SEL standards outlined by CASEL, Ohio Department of Education SEL and 21st-century standards, PRACTICE Model, employability skills, career exploration, and life-skills.

# Impact in a Nutshell

**# Students: 1,124**

**Statistically significant  
( $p < 0.001$ ) impact**

Number of Students Served Overall (with duplications for multiple enrollments removed): **1,124**

Number of Students in Career-Readiness Programs such as Career Quest: **147**

Number of Students in the Elementary Future Leaders SEL Program: **62**

Number of Students in the High School Future Leaders SEL Program: **54**

Number of Students in Workforce Development Programs (High School Workforce Initiative): **1,042**

Number of Nonprofit Partners: **7**

Number of Schools or Educational Partners: **14**

Number of Business Partners: **10**

Overall Student Self-Reported Satisfaction  
Between All Programs: **100%**

Percent of Students That Achieved Pre-  
Determined Metrics of Success: **96.3%**

Elementary SEL Future Leaders  
students that demonstrated a  
statistically significant gain in at least  
one SEL capacity according to Hello  
Insight SEL surveys: **96%**

High School SEL Future Leaders  
students with statistically significant  
gains in their overall SEL capabilities  
according to a pre and post-survey  
comparison: **98%**

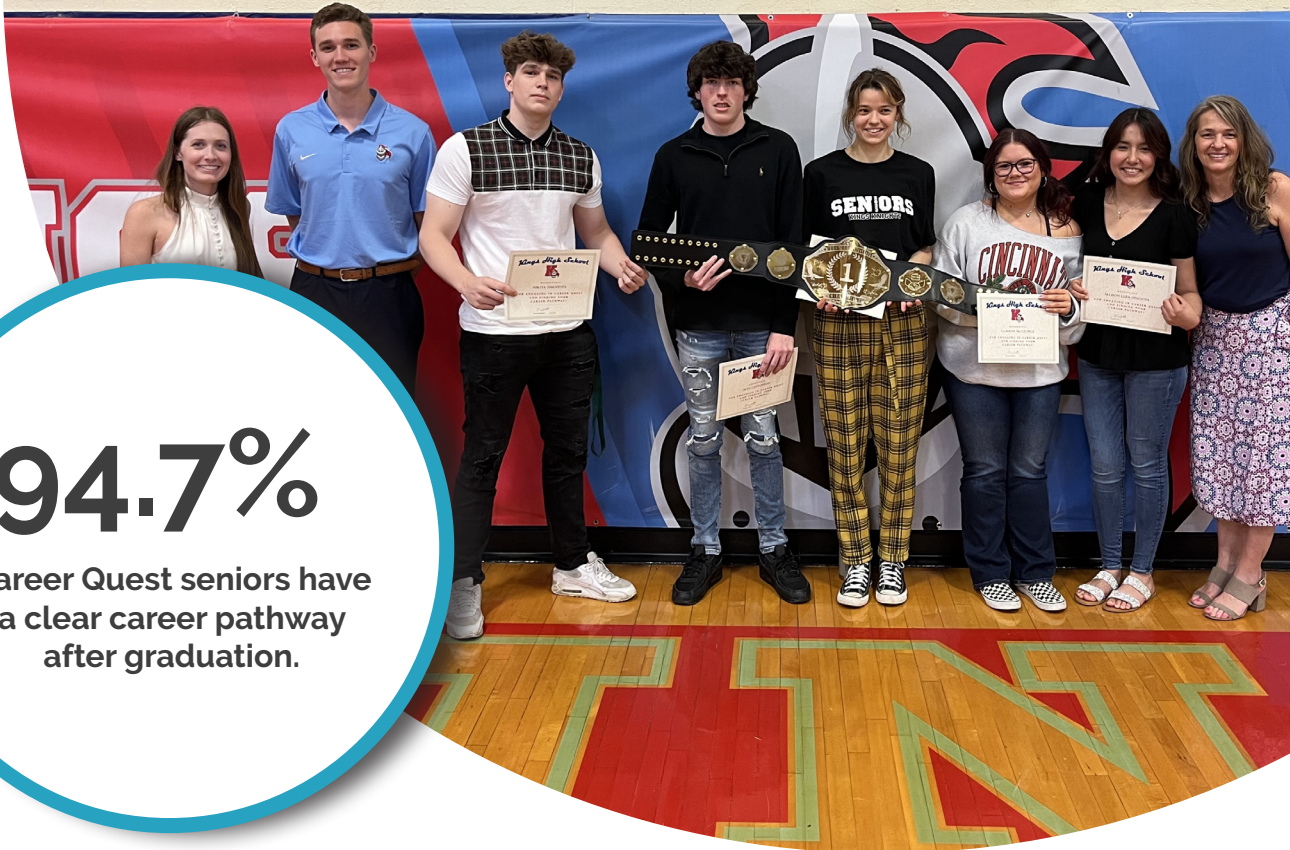
Percent of Seniors with a Clear Pathway  
After Graduation: **94.7%**

Career Quest students had statistically  
significant gains ( $p < 0.001$ ) in career readiness  
according to a pre/post-survey



**94.7%**

Career Quest seniors have a clear career pathway after graduation.



**NUMERICAL COMPARISON OF THE HIGH SCHOOL WORKFORCE INITIATIVE:**

Key Program Elements	21/22	22/23
# of HS students served (tours, presentations, workforce skills training, career experiences, etc.)	593	1,042
# of Career Quest seniors	83	127
# of jobs	39	54
# of company partners	9	10
# of schools involved	7	10
# of employability skills workshops (Future Leaders & Work-Readiness Training)	58	52
# of company presentations	62	83
# of company and post-secondary tours	40	56
# of post-secondary enrollments (WCCC, Sinclair, Great Oaks, etc.)	32	52



# Impact Highlights

## Company & School Events

E-BEAM, GMi, FESTO, Hi-Tek, Atrium Medical Center, Cleveland Cliffs, AtriCure, and Otterbein connected with local students through coordinated tours, presentations, and hiring events. Companies also further refined customized career pathway opportunities for students interested in employment post-graduation.

## Expansion of Career Quest

This year was the biggest year for Career Quest with a total of 127 students. Little Miami alone had 54 students in the Career Quest program!

## Skilled Trades Workshops

We are grateful for the Conduit Apprenticeship Program and the ToolBank/EasterSeals for partnering with us to provide a handful of skilled trades workshops focused on carpentry and electrical trades pathways.

## Career Coach Training

Warren County ESC Transition Coordinators completed a career coaching training program with Executive Director, Riley O'Grady, focused on career pathway guidance methods and LEAD's Life-Career Readiness Model.

**We are grateful for the Upward Bound staff and students at Mt. Healthy for being one of our original community partners that we collaborate with to prepare students for life-career success.**



# Our Partners

Thank you to all of the great community partners that make this impact possible!

## SCHOOL PARTNERS:



## COMMUNITY PARTNERS:



## HIGH SCHOOL WORKFORCE INITIATIVE COMPANY PARTNERS:



# Thank You!

## Appreciation for our Supporters

Thank you to our company partners (E-BEAM, Atrium Medical Center, FESTO, FECON, AtriCure, GMi, Hi-Tek, Cleveland Cliffs, and Otterbein), local foundations and community supporters (Warren County Port Authority, Elsa Heisel Sule Foundation, PNC Foundation, Maxwell Waiver Foundation, & Peoples Bank Foundation) that supported our programs this year.

A special shout out to all the talented educators at the local schools we partner with and the post-secondary educational partners that have passionately given the time and energy necessary to partner with us on this mission to help prepare young people for future success. This work wouldn't be possible without you!

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## Annual Student Spotlight—We are so proud of you Adrian!

We are so proud of the success of our students as they enter life after graduation with clear pathways and ambitious goals for their futures. Adrian was a 2021 graduate from Kings High School. Adrian has worked at E-BEAM Services since January 2021 and is now on the maintenance team at E-BEAM.

Thank you for supporting students and graduates like Adrian make their dreams a reality!



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