



**Program Impact  
and Overview  
2021**

# What Is Leaders in Training?

Leaders in Training (LIT), a nonprofit 501(c)(3) organization develops, nurtures and empowers first-generation college graduates to become the next generation of diverse leaders. We provide college access and attainment guidance, leadership and critical consciousness development, empowering students to be the change from the community, for the community. Cohorts begin a free after-school program as high-school freshmen and receive training, support and programming throughout high school, college and postgraduation. Students become lifelong alumni, committed to using their success and education to give back to their community.

# We are expanding.

- With a new board of directors and aggressive strategic plan, LIT is proud to be on a path toward empowering 500 students annually in the state of Nevada by 2024. Our new vision and mission statement capture the next stage of our work.
- Vision: Empower first-generation college graduates from diverse backgrounds to be the next generation of leaders who change the world by ending systemic and structural inequities as leaders in every sector, in every community: redefining leadership.
- Mission: Ensure Nevada youth from humble beginnings who would be the first in their family to graduate from college have an equitable opportunity to achieve a postsecondary education if they choose and become leaders of their own communities.

# The Problem: Why This Program Exists.

1.

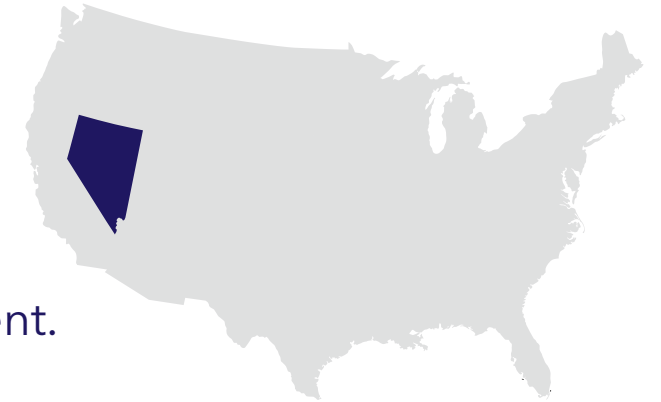
Educational attainment is the greatest factor to **ending generational poverty.**



"Pursuing the American Dream"

4.

Nevada ranks **49th** in degree attainment.



2.




**65%** of all jobs will require a postsecondary degree.


(Georgetown University "Recovery")

5.

According to United Way of Southern Nevada's Community Connect, in ZIP code 89110 where LIT is located, only **2,942 individuals hold a bachelor's degree compared to 212,135 individuals in Clark County.**

3.

Only **34%**  of students enrolling in college today are the first in their family to attend.

Nationally, only **9%**  of students from low-income communities **graduate from college.**

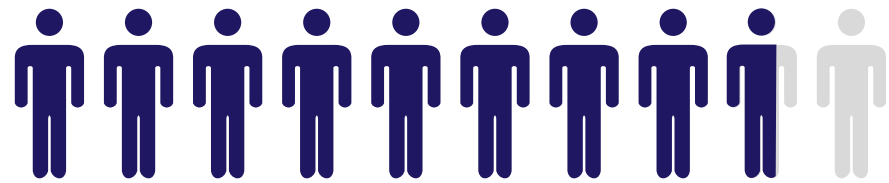
National Center for Education Statistics (NCES)  
(Pell Institute "Indicators of Higher Education Equity")

# The Solution: Why This Program Makes a Difference.

1.

**100%**  
of LIT students in  
Cohorts 1, 2, 3, 4 & 5  
were **accepted to  
four-year universities.**

2.



**88%** of LIT students are **still pursuing a postsecondary education** today.

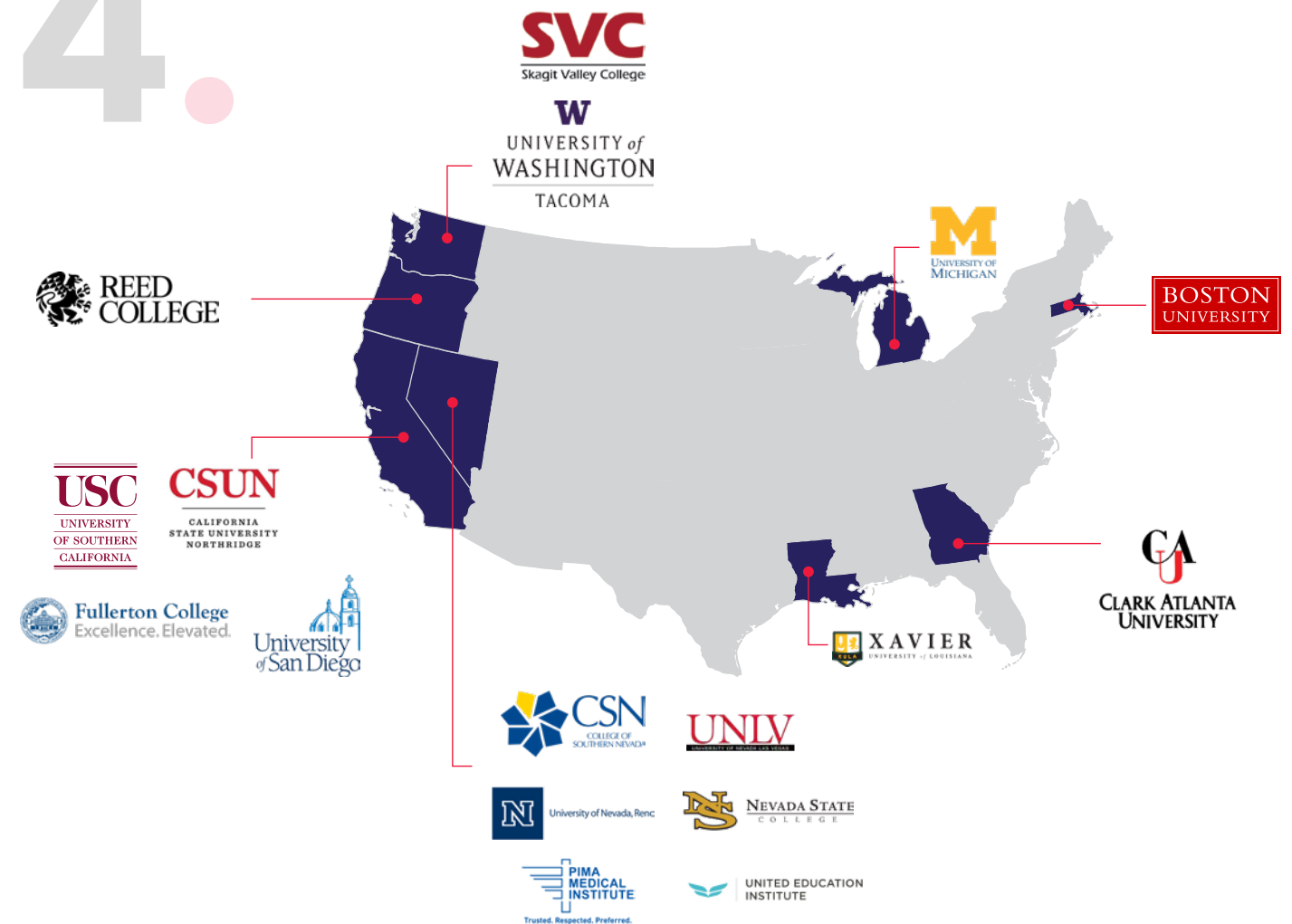
3.

LIT is also proud to have an **E3 Navy Seaman** in the United States Navy.



4.

**LIT students attend:**



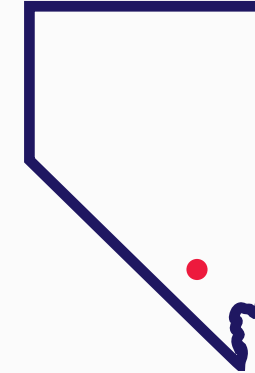
# Program Goals.



- 1.** 100% four-year college acceptance of students who complete years 1-4 of high-school program.



- 2.** If students choose not to attend college, they must choose another postsecondary option or a leadership pathway such as military service.



- 3.** 100% LIT students contribute back to Las Vegas in alumni program; therefore, using the access, resources and support they received from ninth grade through college graduation to contribute back to their home community and empower greater impact as leaders from the community, for the community.



# Program Anatomy.

In all years of the HS program, members participate in biweekly grade checks; bimonthly family potlucks; and annual events like our camping trip, holiday parties and senior scholarship celebrations, along with our unique programming that evolves with the students each year. In addition to leadership, identity and critical consciousness training, students will build skills in the following ways:

## High School Program

### Year 1: 9th Grade

- Build the Foundation - Students gain foundational knowledge, skills and mindsets.
- Tutoring and mentoring elementary school students
  - Community volunteering and college access events

### Year 2: 10th Grade

- Empower Ownership - Students take initiative and are empowered through leadership roles.
- Semester-long career internship in desired college major
  - Differentiated summer programming
  - Community volunteering and college access events

### Year 3: 11th Grade

- Empower Opportunity - Students are empowered to be competitive for college admissions.
- Standardized test prep
  - College mentor match
  - Social Justice Project
  - Differentiated summer programming

### Year 4: 12th Grade

- Empower Equity - Students are accepted to four-year colleges and universities.
- College application support
  - Capstone Project
  - Financial literacy and scholarship awards

## Postsecondary Program

### Years 5-8

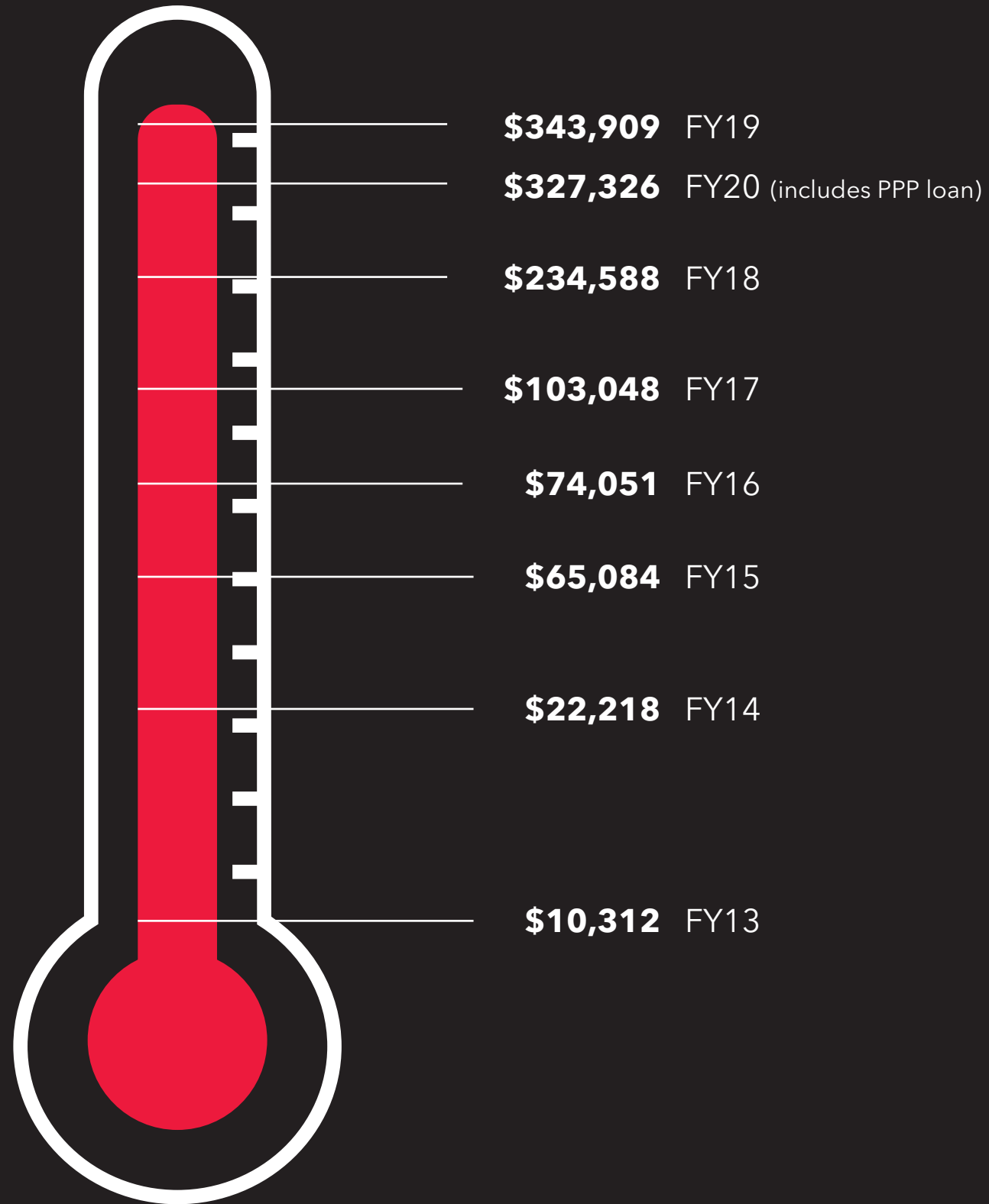
- Empower Persistence - Students are empowered through college graduation.
- Fall and spring semester grade checks
  - Career placement assistance
  - Online college persistence mentor check-ins and in-person meetings each semester
  - Online cohort community platform to stay connected

## Alumni Program

- Diverse Community Leaders - Students become part of a robust alumni network that changes the world.



# What We've Raised to Date.



# Top Donors.

*Windsong Trust*  
A Private Foundation for Children's Education



United Way of Southern Nevada

Gift from trust  
of Henry Martinez

# Leaders in Training during COVID-19.

Within three days of the state's required pandemic school closure, LIT surveyed over 130 LIT students, parents and volunteers to add their input on how their programming should adjust to ensure that students and families stayed connected, consistent and productive during their time out of school. In response to what parents and students wanted, LIT created a: free online education resource hub and program for the students and any others needing support; started supporting foundational needs with weekly supply deliveries to families, from laptops to toilet paper to food, and an exchange program so families could share resources that they didn't need themselves but could help others and organized LIT staff, students and families to volunteer in service to other community partners. For several weeks, LIT volunteered weekly with Delivering with Dignity, the Nevada Hispanic Legislative Caucus' COVID-19 Patient Support program, and Communities in Schools/Public Education Foundation/Spread the Word Nevada Direct Care to Kids program. LIT secured \$100,000 in national grant support to directly aid families in cash payments of \$500 through the Give Together Now Campaign sponsored by the Stand Together Foundation & Families Independence Initiative and received an Emergency Aid and Community Needs fund grant from the United Way of Southern Nevada to pay for LIT family's rent, utilities and food needs. Knowing that more than just LIT families were suffering, LIT was instrumental in securing an additional \$175,000 of the Give Together Now Campaign relief funds to give \$500 cash transfers to another 400 Las Vegas families in need. LIT's founder and executive director, Erica Mosca, was honored for LIT's COVID-19 work by being awarded the Public Education Foundation's 2020 Community Hero Award. LIT continued all regular programming in fall 2020 other than overnight trips and continues to empower nearly 200 students and families today.

# Development.

## New website:

Flipcause litlv.org

## New Board of Directors

Kayanne Johnson, President, Verint

Sara Macfarlane, Vice President, R&R Partners

Linda Ly, Secretary, Galena Sport Physical Therapy

Blaire Horner, Treasurer, The Bill & Melinda Gates Foundation

Stephanie Grant, Director, Coldwell Banker Premier Realty

Jacqueline Beato, Director, Live Nation Entertainment

Marguerite Panetta Gray, Director, Marshall Retail Group

Allena Peters, Director, R&R Partners

Courtney Friedman, Director, The Meadows School

Cindi Rivera, Director, Rivera Enterprises Inc.

Brittany Dupree, Director, Teach For America Las Vegas

Will Gonzales, Director, Attorney

## Grants, Corporate Donors and \$2,500+ Individuals



JESSE STUART  
&  
BROOKE FEDER



James & Carol  
FUCHS

John Krakauer Charitable Trust

PHYLIS M. RODEFFER  
Family Trust



**Appendix.**

# Timeline.

## 2011

- Mosca earned a master's degree in education policy and management at Harvard's Graduate School of Education where she created a "Leaders in Training" nonprofit proposal in her "Role of Policy in College Access and Success" course.
- Mosca, also a first-generation college student like many of her former students, returned to Las Vegas to contribute in making equitable opportunity a reality for the students in this community.

## 2019

- FY19 LIT more than doubled amount raised in FY18 for the second year in a row to \$300,000+ as a grassroots nonprofit organization.
- Earned the most donors in Nevada's Big Give in the medium nonprofit category.

## 2008

- Founder and executive director Erica Mosca joined Teach for America as a fifth grade teacher at Daniel Goldfarb Elementary School in East Las Vegas.
- Her first order of business was to inaugurate all of her fifth grade students as official Leaders in Training. Students were reminded daily that an excellent education would lead to college graduation and the opportunity to become a community leader.

## 2012

- Leaders in Training became a 501(c)(3) nonprofit organization and launched with 20 students in Cohort 1.

## 2020

- LIT empowers nearly 200 members from high school freshman to college graduates in the alumni program with one full-time staff member and three part-time staff members.
- 100% of LIT students in Cohorts 1, 2, 3, 4 and 5 were accepted to four-year universities

# Year 9 Demographics.

Total Number	Program	Gender	Ethnicity	Attending High Schools	Attending Postsecondary Institutions	Other programs or institutions		
192	High School: 95 Postsecondary: 82 Alumni: 15	Male: 39% Female: 61%	Latinx: 73% African American: 10% AAPI: 14% Caucasian: 3% Native American: Less than 1%	<ol style="list-style-type: none"> <li>1. LVHS</li> <li>2. Equipo Academy</li> <li>3. ECTA</li> <li>4. Canyon Springs</li> <li>5. Rancho</li> <li>6. Desert Pines</li> <li>7. Mater Academy East</li> <li>8. Democracy Prep</li> <li>9. Valley</li> <li>10. NSHS</li> <li>11. Veterans Tribute</li> <li>12. Shadow Ridge</li> <li>13. Eldorado</li> <li>14. Cristo Rey St. Viator</li> </ol>	<ol style="list-style-type: none"> <li>15. West Prep</li> <li>16. CSNHS</li> <li>17. Liberty</li> <li>18. A-Tech</li> <li>19. Sunrise Mountain</li> <li>20. Somerset Lossee</li> <li>21. Bishop Gorman</li> <li>22. Western</li> <li>23. Del Sol</li> <li>24. Clark</li> <li>25. Durango</li> <li>26. Legacy</li> <li>27. Bonanza</li> <li>28. NWCTA</li> <li>29. SWCTA</li> <li>30. Mojave</li> </ol>	<ol style="list-style-type: none"> <li>1. UNLV</li> <li>2. UNR</li> <li>3. NSC</li> <li>4. CSN</li> <li>5. CSU Northridge</li> <li>6. University of Washington at Tacoma</li> <li>7. Clark Atlanta University</li> <li>8. University of Michigan</li> </ol>	<ol style="list-style-type: none"> <li>9. Fullerton College</li> <li>10. Reed College</li> <li>11. University of San Diego</li> <li>12. Boston University</li> <li>13. Xavier University of Louisiana</li> <li>14. USC</li> <li>15. Skagit Valley</li> </ol>	US Navy, PIMA Medical Institute, United Education Institute, Medical Skills for Life Institute, Universal Technical Institute and not enrolled fall 2020: 12

# Year 9 Program Breakdown.

Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p><b>Year 1</b> High school freshman</p> <p>2020-2021 school year: Cohort 9</p> <p>Students served: 19</p>	<ol style="list-style-type: none"> <li>1. Create cohort community and authentic positive peer relations.</li> <li>2. Build relationships with families through consistent communication and parent meetings.</li> <li>3. Introduce identity and critical consciousness development through service learning, leadership lessons and leadership speakers.</li> <li>4. Introduce leadership development through tutoring internship and core value training.</li> <li>5. Empower college access through visits, speakers, student/parent exposure and academic accountability.</li> </ol>	<p><b>Once-a-week, two-hour program commitment:</b></p> <ul style="list-style-type: none"> <li>• Elementary School tutoring internship at Futuro Academy (NA due to COVID-19)</li> <li>• Leadership lessons: college access or social justice readings with Socratic Seminar including "Absolute True Story of a Part-Time Indian" summer reading assignment on zoom or in-person</li> <li>• Leadership speakers: exposure to diverse community leaders who share personal journey/advice and embodiment of core values on zoom or in-person</li> <li>• Academic accountability: biweekly grade turn in, transcript monitoring and summer school if required on zoom or in-person</li> </ul> <p><b>Once-a-month program commitment:</b></p> <ul style="list-style-type: none"> <li>• College visit or service learning activity through local community service during monthly event on zoom or in-person</li> <li>• Parent meeting: entire LIT community comes together for info/potluck (bimonthly) (NA due to COVID-19)</li> <li>• Summer: Desert Reign sports camp counselor internship</li> </ul> <p><b>Once-a-semester commitment:</b></p> <ul style="list-style-type: none"> <li>• NA due to COVID-19 to be repeated Fall 2021</li> </ul>	<p><b>Fall 2020 accomplishments:</b></p> <ul style="list-style-type: none"> <li>• 200+ elementary school students tutored since 2012</li> <li>• Over 15,000+ community service hours volunteered since 2012 tracked by the United Way of Southern Nevada Next Generation Actively Gaining Experience (NGAGE) program</li> <li>• 100+ community speakers shared personal story and motivated students</li> <li>• 10+ college tours in five states</li> <li>• Volunteering added during COVID-19: Just One Project, Broadacres Tabling &amp; Puentes CURE Resource Fairs</li> </ul>

Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p><b>Year 2</b> High school sophomores</p> <p>2020-2021 school year: Cohort 8</p> <p>Students served: 22</p>	<ol style="list-style-type: none"> <li>1. Formalize cohort community and authentic positive peer relations.</li> <li>2. Formalize relationships with families through consistent communication and parent meetings.</li> <li>3. Normalize identity and critical consciousness development through service learning.</li> <li>4. Expose students to college majors and job training through career internships.</li> <li>5. Empower college access through visits, speakers, summer college camp, student/parent exposure.</li> </ol>	<p><b>Once-a-week, three-hour program commitment:</b></p> <ul style="list-style-type: none"> <li>• Career internship: partner with local business or non-profit to work as an intern in career field major of choice (fall or spring semester) on zoom or in-person</li> <li>• Academic accountability: biweekly grade turn in, transcript monitoring and summer school if required on zoom or in-person</li> </ul> <p><b>Once-a-month program commitment:</b></p> <ul style="list-style-type: none"> <li>• College visit or service learning activity through local community service during monthly event on zoom or in-person</li> <li>• Parent meeting: entire LIT community comes together for info/potluck (NA due to COVID-19)</li> </ul> <p><b>Once-a-semester commitment:</b></p> <ul style="list-style-type: none"> <li>• NA due to COVID-19 to be repeated fall 2021</li> </ul>	<p><b>Fall 2020 accomplishments:</b></p> <ul style="list-style-type: none"> <li>• 40+ Internship partners: Teach for America Las Vegas Valley, Clark County School District Student Support Services Division, Bev's Parrot Place, Las Vegas Culinary Academy, Las Vegas Natural History Museum, Musician apprenticeship, Scholars Working Over Time, Green Valley High School women's soccer team, CCSD Assessment Accountability Research and School Improvement, Pugsley, Simpson, Coulter Architects, CCSD Communications Office, MTO Café, VCA Nellis Animal Hospital, Revive Brand Co., medical internship, CPR Authority, Las Vegas Review-Journal, Clearwaters Counseling, Nevada Adult Day Healthcare Centers, Carson Kitchen, Urban Necessities, East Charleston Animal Hospital, Palms Casino &amp; Resort Human Resources Department, DeCastroverde Law Group, Progressive Leadership Alliance of Nevada, Volunteers in Medicine of Southern Nevada, Seven Hills Orthodontics, Montecito Dental, Backus Carranza &amp; Burden Law Firm, Optic Gallery, Mountain Vista Animal Hospital, NV Energy, NV Teacher Corps, CSN Foundation, Blissful Therapy, Martinez Braces, California Wholesale Produce, Valley Hospital, East Las Vegas Library, Futuro Academy and political internship</li> <li>• Added during COVID-19: Nevada Hispanic Legislative Caucus COVID-19 Call Center</li> </ul>



Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p><b>Year 3</b> High school juniors</p> <p>2020-2021 school year: Cohort 7</p> <p>Students served: 20</p>	<ol style="list-style-type: none"> <li>1. Use cohort community and authentic positive peer relations to empower student ownership over programming.</li> <li>2. Solidify relationships with families through consistent communication and parent meetings.</li> <li>3. Formalize identity and critical consciousness development through Vision for Social Justice Project.</li> <li>4. Empower college access through ACT prep, college mentor support, financial literacy, visits, speakers, student/parent exposure and academic accountability.</li> </ol>	<p><b>Once-a-week, three-hour program commitment:</b></p> <ul style="list-style-type: none"> <li>• Vision for Social Justice Project work-time: students create and execute project of their choice to empower the community on zoom or in-person</li> <li>• College access support: ACT prep with instructor, college mentor support to complete all college application documents before senior year and financial literacy training on zoom or in-person</li> <li>• Leadership lessons: college access or social justice readings with Socratic Seminar on zoom or in-person</li> <li>• Leadership speakers: exposure to diverse community leaders who share personal journey/advice and embodiment of core values on zoom or in-person</li> <li>• Academic accountability: biweekly grade turn in, transcript monitoring and summer school if required</li> </ul> <p><b>Once-a-month program commitment:</b></p> <ul style="list-style-type: none"> <li>• Parent meeting: entire LIT community comes together for info/potluck (NA due to COVID-19)</li> </ul> <p><b>Once-a-semester commitment:</b></p> <ul style="list-style-type: none"> <li>• Camping retreat (postponed summer 2021)</li> <li>• NA due to COVID-19 to be repeated Fall 2021</li> </ul>	<p><b>Fall 2020 accomplishments:</b></p> <ul style="list-style-type: none"> <li>• 30+ Vision for Social Justice Projects contributing to the following impact areas: homelessness, education, feminism, environment, mental health, crime, health, political advocacy and immigration. LIT now partners with PublicServiceNV for social justice projects.</li> <li>• Free SAT/ACT prep for 100+ students</li> <li>• 80+ college mentor matches</li> <li>• LIT students participated in competitive summer programs: Clark County Summer Business Institute, Latino Youth Leadership Conference, Get Outdoors NV STEM Camp, ASU Hunnicutt Future Educators Academy college access camp, ACLU Summer Institute in Washington DC, DyNamic Leadership conference at the Asian Community Development Council, Long Island University Summer Honors Institute, Opportunity 180 and NV Teacher Corps student advocacy project, CHISPA internships, NV Workforce Development internship, KCEP Teen Talk radio show internship and Comicon Las Vegas</li> </ul>

Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p><b>Year 4</b> High school seniors</p> <p>2020-2021 school year: Cohort 6</p> <p>Students served: 34</p>	<ol style="list-style-type: none"> <li>1. Solidify cohort community and authentic positive peer relations to empower student connection post high school graduation.</li> <li>2. Use family relationships to support college applications, financial aid applications and college matriculation.</li> <li>3. Solidify identity and critical consciousness development through Capstone Project.</li> <li>4. Empower college access through college mentor match, comprehensive college application/ financial aid application support, visits, speakers and academic accountability.</li> </ol>	<p><b>Once-a-week, three-hour program commitment:</b></p> <ul style="list-style-type: none"> <li>• College access support: college mentor match and comprehensive college/financial aid application support on zoom or in-person</li> <li>• Leadership lessons: college access or social justice readings with Socratic Seminar on zoom or in-person</li> <li>• Leadership speakers: exposure to diverse community leaders who share personal journey/advice and embodiment of core values on zoom or in-person</li> <li>• Academic accountability: biweekly grade turn in and transcript monitoring</li> </ul> <p><b>Once-a-month program commitment:</b></p> <ul style="list-style-type: none"> <li>• Parent meeting: entire LIT community comes together for info/potluck (NA due to COVID-19)</li> </ul> <p><b>Once-a-semester commitment:</b></p> <ul style="list-style-type: none"> <li>• Camping retreat (postponed summer 2021)</li> <li>• Out-of-state college visit</li> <li>• Senior Scholarship Celebration</li> <li>• Summer check-in to ensure college matriculation</li> </ul>	<p><b>Summer 2019 accomplishments:</b></p> <ul style="list-style-type: none"> <li>• Some of these schools were added since last time report was published for Cohort 4 college acceptances: 100% college acceptance Cohort 4 students: Nevada State College, CSN, RCC, UNLV, Fresno Pacific University, UNLV Honors College, UNR, University of Michigan, UCLA, Clark Atlanta University, Penn State, Fullerton College, Kent State, Lehigh University, University of Miami, Richmond University, Loyola Marymount University, Butler University, Lewis and Clark College, University of San Diego, Seton Hall University, Xavier University, Hampton University, Dillard University, Harris-Stowe University, Benedict College, Virginia State University, Prairie View A&amp;M University, Philander Smith College, University of Denver, University of Redlands, University of Portland, University of San Francisco, Carroll College, Case Western Reserve University, The College of Saint Rose, Cornell College, Drake University, Hofstra University, Mills College, Regis University, Southern Utah University, Washington and Jefferson College, Whittier College, Franklin Pierce University, NAU, Buena Vista University, Dixie State University, Southern Utah University, Grand Canyon University, University of Oregon, University of Arizona, Arizona State University, Willamette College, University of New Mexico, Sonoma State University, University of Hawaii, University of Illinois at Chicago, Cal State Long Beach, UC Riverside, UC Irvine, University of Texas El Paso, Pepperdine University, Chapman University, Reed College, Marquette University, Saint John's University, Puget Sound, University of Pacific, Cal Poly Pomona, Menlo College, Columbia College, GCU, LIU Post, SUNY ESF, Alabama State, Grambling, Tuskegee, Texas Southern University, Temple University, University of North Texas, Simmons University, Seattle Pacific University, Central Washington University, Concordia Irvine University and Santiago Canyon College</li> <li>• 100% college acceptance for Cohort 5 students: Alabama A&amp;M, Alabama State Univ., Allegheny College Antelope Valley Univ., Arizona State Univ., Benedict College, Boston Univ., Carthage College, Case Western Reserve Univ, Chaminade Univ. of Honolulu, Clemson Univ., College of Southern Nevada, Columbia International Univ., Connecticut College, Cornell College, Creighton Univ., Dixie State Univ., Drake Univ., Emory Univ., Evergreen State College, Florida Southern College, Florida State Univ., Georgetown College, Grambling State Univ., Grand Canyon Univ., Hawaii Pacific Univ., Johnson &amp; Wales Univ., Kansas Wesleyan Univ., Kent State Univ., Langston Univ., Lincoln Tech, Long Island Univ., Loyola Marymount Univ., Loyola Univ. Maryland, Marist College, Menlo College, Middlebury College, Midland Univ., Morgan State Univ., Nevada State College, New Mexico State Univ., Norfolk State, North Carolina Central Univ., Northern Arizona Univ., Pacific Lutheran Univ., Penn State Univ., Pikes Peak Community College, Pima Medical Institute, Prairie View A&amp;M Univ., Redlands Univ., Rensselaer Polytechnic Univ., Rocky Mountain College, Seattle Pacific Univ., Seattle Univ., Seton Hall Univ., Skagit Valley College, Southern Utah Univ., Spelman College, St. Johns Univ., Stetson Univ., Tuskegee Univ., Universal Technical Institute, Univ. of Alabama Birmingham, Univ. of Arizona, Univ. of Arkansas at Pine Bluff, Univ. of Bridgeport, UC Berkeley, UC Irvine, UC San Diego, UC Santa Barbara, Univ. Denver, Univ. of Illinois Chicago, Univ. of Iowa, Univ. of Kentucky, Univ. of Maryland, Univ. of Miami, UNLV, UNR, Univ. of New Mexico, Univ. of Northern Alabama, Univ. of Oregon, Univ. of Phoenix, Univ. of Portland, Univ. of Rochester, Univ. of San Diego, Univ. of San Francisco, Univ. of Southern California, Univ. of Utah, Univ. of Washington, Vanguard Univ., Virginia State Univ., Washington and Jefferson College, Washington State Univ., Wayne State Univ., Wells College, Whittier Univ., Wiley College, Wingate Univ., Xavier Univ.</li> </ul>

Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p><b>Year 5</b> College freshman , 28 students served</p> <p>2020-2021 school year: Cohort 5 &amp; 21 students served</p>	<ol style="list-style-type: none"> <li>1. Use cohort community and authentic positive peer relations to empower students to have a positive group to share their experiences as first-generation college students with and to encourage each other to persevere.</li> <li>2. Use family relationships to ensure tuition bills are paid and students are persevering in school.</li> <li>3. Empower continued identity, critical consciousness and leadership development so students persevere in school or the military.</li> </ol>	<p><b>Once-a-month program commitment:</b></p> <ul style="list-style-type: none"> <li>• Cohort zoom call: 45-minute whole group online call to check in and ensure everyone is persevering: time to resolve conflicts, lean on relationships, identity, critical consciousness and leadership development, etc., with a near peer mentor</li> </ul> <p><b>Once-a-semester commitment:</b></p> <ul style="list-style-type: none"> <li>• LIT volunteering</li> <li>• Send LIT copy of semester schedule, semester grades and semester bill</li> <li>• LIT annual holiday party: postponed 2021</li> <li>• LIT annual Senior Scholarship Celebration: postponed 2021</li> <li>• Cross-cohort Connectivity dinners for students attending the same institutions</li> </ul>	<p><b>2018 - 2020 accomplishments:</b></p> <ul style="list-style-type: none"> <li>• 92% college persistence with students still enrolled in higher education at the following institutions: Clark Atlanta, University of Michigan, Fullerton College, Reed College, University of Nevada Las Vegas, University of Nevada Reno, Nevada State College &amp; University of San Diego</li> <li>• And add: Added during COVID-19: Internship placement support at NV Hispanic Legislative Caucus COVID-19 Patient Call Center &amp; Grocery Delivery &amp; Spread the Word NV. Previous internship placement: NV Prep &amp; Opportunity 180</li> <li>• Mental health support workshops facilitated by Dr. Carolina Meza Perez and the NV Resiliency Project</li> </ul>

Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p><b>Year 6</b> College sophomores, 22 students served</p> <p>2020-2021 school year: Cohort 4 &amp; 28 students served</p>	<ol style="list-style-type: none"> <li>1. Use cohort community and authentic positive peer relations to empower students to have a positive group to share their experiences as first-generation college students with and to encourage each other to persevere.</li> <li>2. Use family relationships to ensure tuition bills are paid and students are persevering in school.</li> <li>3. Empower continued identity, critical consciousness and leadership development so students persevere in school or the military.</li> </ol>	<p><b>Once-a-month program commitment:</b></p> <ul style="list-style-type: none"> <li>• Cohort zoom call: 45-minute whole group online call to check in and ensure everyone is persevering: time to resolve conflicts, lean on relationships, identity, critical consciousness and leadership development, etc., with a near peer mentor</li> </ul> <p><b>Once-a-semester commitment:</b></p> <ul style="list-style-type: none"> <li>• LIT volunteering</li> <li>• Send LIT copy of semester schedule, semester grades and semester bill</li> <li>• LIT annual holiday party postponed 2021</li> <li>• LIT annual Senior Scholarship Celebration postponed 2021</li> <li>• Part-time Program Coordinator job option</li> <li>• Internship referrals</li> <li>• Cross-cohort Connectivity dinners for students attending the same institutions</li> </ul>	<p><b>2019 - 2020 accomplishments:</b></p> <ul style="list-style-type: none"> <li>• 77% college persistence: students still enrolled in higher education at the following institutions: University of Nevada Las Vegas, University of Nevada Reno, Nevada State College &amp; College of Southern Nevada</li> <li>• 2 Medical technician certificate students from PIMA Medical Institute</li> <li>• Previous Internship placement support: NV Prep &amp; Opportunity 180 and Added during COVID: Delivering with Dignity</li> <li>• US Bank Goal Coaching sessions provided for every member</li> <li>• Mental health support workshops facilitated by Dr. Carolina Meza Perez and the NV Resiliency Project</li> </ul>

Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p><b>Year 7</b> College juniors , 11 students served</p> <p>2020-2021 school year: Cohort 3 &amp; 22 students served</p>	<ol style="list-style-type: none"> <li>1. Use cohort community and authentic positive peer relations to empower students to have a positive group to share their experiences as first-generation college students with and to encourage each other to persevere.</li> <li>2. Use family relationships to ensure tuition bills are paid and students are persevering in school.</li> <li>3. Empower continued identity, critical consciousness and leadership development so students persevere in school or the military.</li> </ol>	<p><b>Once-a-month program commitment:</b></p> <ul style="list-style-type: none"> <li>• Cohort zoom call: 45-minute whole group online call to check in and ensure everyone is persevering: time to resolve conflicts, lean on relationships, identity, critical consciousness and leadership development, etc., with a near peer mentor</li> </ul> <p><b>Once-a-semester commitment:</b></p> <ul style="list-style-type: none"> <li>• Career Counseling</li> <li>• LIT volunteering</li> <li>• Send LIT copy of semester schedule, semester grades and semester bill</li> <li>• LIT annual holiday party postponed 2021</li> <li>• LIT annual Senior Scholarship Celebration postponed 2021</li> <li>• Part-time Program Coordinator jobs option</li> <li>• Internship referrals</li> <li>• Cross-cohort Connectivity dinners for students attending the same institutions</li> </ul>	<p><b>2019 - 2020 accomplishments:</b></p> <ul style="list-style-type: none"> <li>• 81% college persistence: students still enrolled in higher education at the following institutions: University of Nevada Las Vegas, University of Nevada Reno, Nevada State College &amp; University of Washington at Tacoma</li> <li>• 1 student in Emergency Management Training (EMT) certification school</li> <li>• Previous Internship placement support: Teach For America Las Vegas &amp; NV Prep and Added during COVID-19: NV Hispanic Legislative Caucus COVID-19 Patient Support Call Center</li> <li>• US Bank Goal Coaching sessions provided for every member</li> <li>• Mental health support workshops facilitated by Dr. Carolina Meza Perez and the NV Resiliency Project</li> </ul>

Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p><b>Year 8</b> College seniors, , 15 students served</p> <p>2020-2021 school year: Cohort 2 &amp; 11 students served</p>	<ol style="list-style-type: none"> <li>1. Use cohort community and authentic positive peer relations to empower students to have a positive group to share their experiences as first-generation college students with and to encourage each other to persevere.</li> <li>2. Use family relationships to ensure tuition bills are paid and students are persevering in school.</li> <li>3. Empower continued identity, critical consciousness and leadership development so students persevere in school or the military.</li> </ol>	<p><b>Once-a-month program commitment:</b></p> <ul style="list-style-type: none"> <li>• Cohort zoom call: 45-minute whole group online call to check in and ensure everyone is persevering: time to resolve conflicts, lean on relationships, identity, critical consciousness and leadership development, etc., with a near peer mentor</li> </ul> <p><b>Once-a-semester commitment:</b></p> <ul style="list-style-type: none"> <li>• Career Counseling and Welcome to Adulthood Seminars</li> <li>• LIT volunteering</li> <li>• Send LIT copy of semester schedule, semester grades and semester bill</li> <li>• LIT annual holiday party postponed 2021</li> <li>• LIT annual Senior Scholarship Celebration postponed 2021</li> <li>• Part-time Program Coordinator jobs option</li> <li>• Internship and full-time job referrals</li> <li>• Cross-cohort Connectivity dinners for students attending the same institutions</li> </ul>	<p><b>2019 - 2020 accomplishments:</b></p> <ul style="list-style-type: none"> <li>• 40% 4-year on-time graduation rate compared to 9% national average 6-year on-time graduation rate for students from low-income communities</li> <li>• 66% college persistence: students still enrolled in higher education at the following institutions: University of Nevada Las Vegas, University of Nevada Reno &amp; CSU Northridge</li> <li>• 1 student in US Navy as E3 Seaman</li> <li>• College graduates jobs: \$50k software engineer at Coupa Software &amp; Sports Therapist tech taking a gap year before Physical Assistant school</li> <li>• Former internship placement support: Las Vegas Lights, NV Prep &amp; Asian Community Development Council</li> <li>• Added during COVID-19, Career Placement support Coupa Software</li> <li>• CareerLife workforce coach provided for every member</li> <li>• Mental health support workshops facilitated by Dr. Carolina Meza Perez and the NV Resiliency Project</li> </ul>

Program	Objectives	Alumni Program	Accomplishments
<p><b>Year 9</b> Alumnihood 2020-2021 school year: Cohort 1 &amp; 15 students served (first year of program)</p>	<ol style="list-style-type: none"> <li>1. Use cohort community and authentic positive peer relations to empower alumni to be one another's social capital peer group to encourage each other to make an impact as community leaders</li> <li>2. Maintain family relationships to ensure entire family has increased socio-economic status</li> <li>3. Empower ongoing identity, critical consciousness and leadership development so students persevere in life</li> </ol>	<p>4. LIT's Alumni program is differentiated and responsive to Alumni needs and interests. However, all Alumni members donate back to LIT in the form of Alumni dues, receive monthly newsletters and complete an annual survey. Alumni members are also invited to the following:</p> <ul style="list-style-type: none"> <li>• Serve on the LIT Alumni Advisory Committee</li> <li>• Quarterly networking events</li> <li>• Community volunteering events</li> <li>• Career assistance and leadership development support</li> </ul>	<p><b>Ensure Alumni Leaders live economically middle-class lives or better &amp; LIT is premiere leadership pipeline for industries by:</b></p> <ul style="list-style-type: none"> <li>• 100% Alumni leaders contribute back to Las Vegas in a measurable way</li> <li>• At least 80% Alumni Leaders achieve 1 salary promotion by age 27</li> <li>• At least 30% Alumni Leaders serve as non-profit Board members by age 27</li> <li>• At least 30% Alumni Leaders achieved or working on graduate degrees by age 30</li> <li>• At least 5 elected officials by age 30</li> </ul>
<p>Projected programming: 200+ students</p>	<p style="text-align: center;"><b>2020-2021 school year</b></p> <ul style="list-style-type: none"> <li>-Cohort 1: in LIT alumni programming</li> <li>-Cohort 2: in Year 8 programming</li> <li>-Cohort 3: in Year 7 programming</li> <li>-Cohort 4: in Year 6 programming</li> <li>-Cohort 5: in Year 5 programming</li> <li>-Cohort 6: in Year 4 programming</li> <li>-Cohort 7: in Year 3 programming</li> <li>-Cohort 8: in Year 2 programming</li> <li>-Cohort 9: in Year 1 programming</li> </ul>		