



Program Impact and Overview 2023

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.

Our Purpose.

- 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.

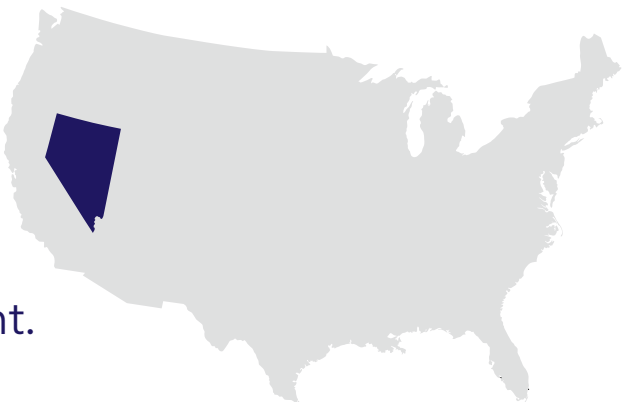
Educational attainment is the greatest factor to **ending generational poverty.**



"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.


Nevada has the **4th largest population of first-generation college students** in the nation.

(Forbes Advisor)

3.

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

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

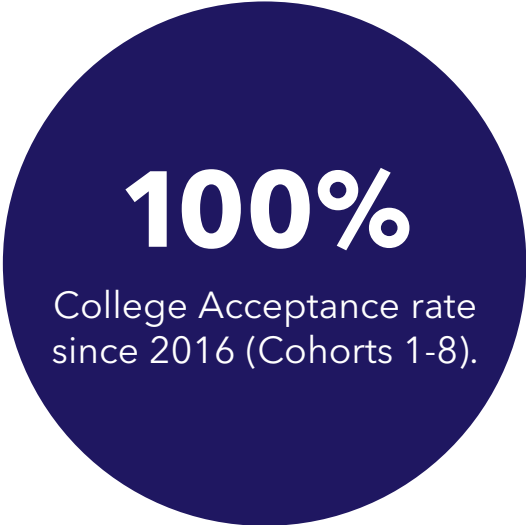
Nationally, only **9%**  of students from low-income communities **graduate from college.**

6.

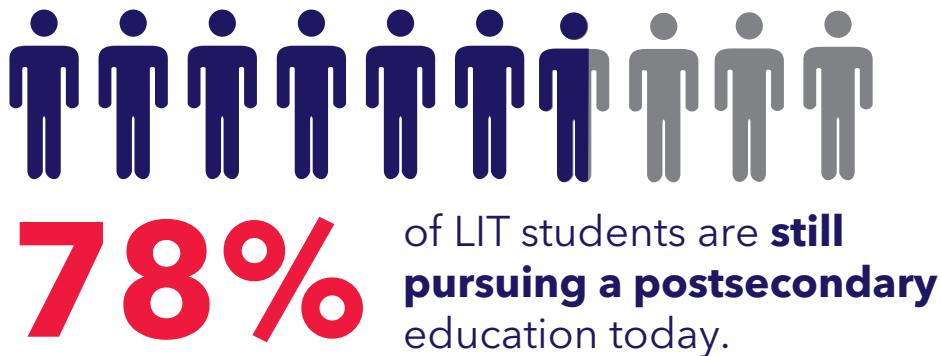
According to United Way of Southern Nevada's Community Connect, in ZIP code 89110 where LIT is located, only **2,942 individuals hold a bachelor's degree compared to 212,135 individuals in Clark County.**

The Solution: Why This Program Makes a Difference.

1.



2.



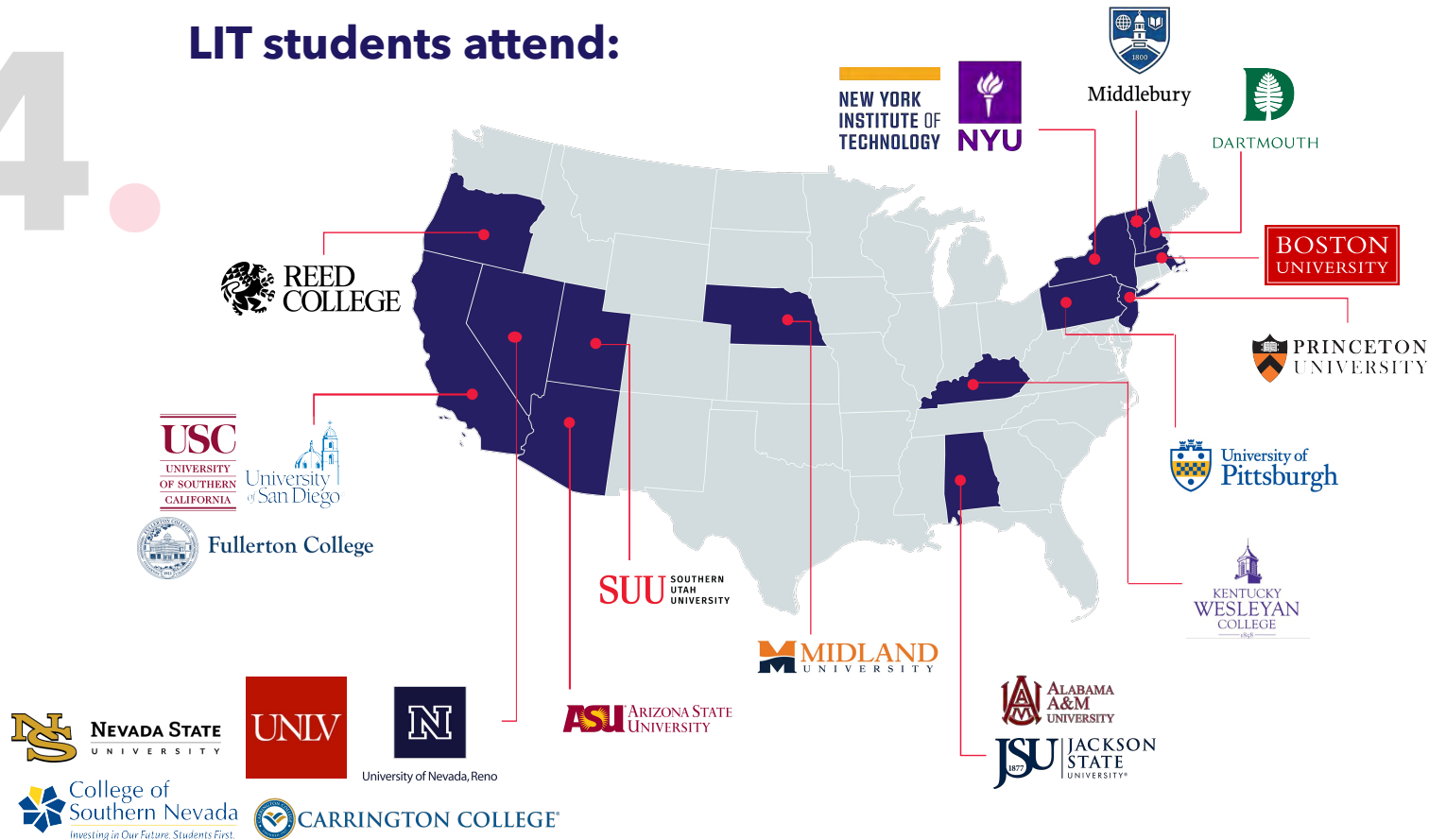
3.

LIT is proud to have **4 military service members**: 2 in the US Navy, 1 in the US Marines and 1 in the National Coast Guard.



4.

LIT students attend:



5.

Members have graduated from:

- California State University, Northridge
- Pima Medical Institute
- University of Michigan
- University of San Diego
- University of Nevada, Las Vegas
- University of Nevada, Reno

6.

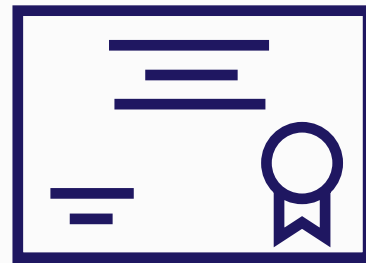
88% 2nd year college persistence rate for Cohort 7 in comparison to 76% national average.

(National Student Clearinghouse)

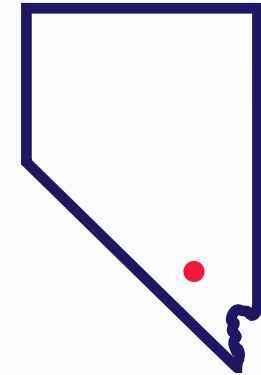
Program Goals.



- 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 Benchmarks.



All Alumni Leaders

- 100% contribute back to home community in a measurable way
- At least 10 elected officials by 2032, 20 years after LIT was founded
- At least 30% serving on a board by 2032, 20 years after LIT was founded



Trade School Track Alumni Leaders:

- At least 80% achieve one salary promotion four years post certificate completion



College Track Alumni Leaders:

- At least 80% achieve one salary promotion four years post college graduation



All Postsecondary Leaders

- At least 80% report socioemotional, financial and housing needs met



College Track Postsecondary Leaders:

- At least 90% persist year to year
- 100% complete paid career internship



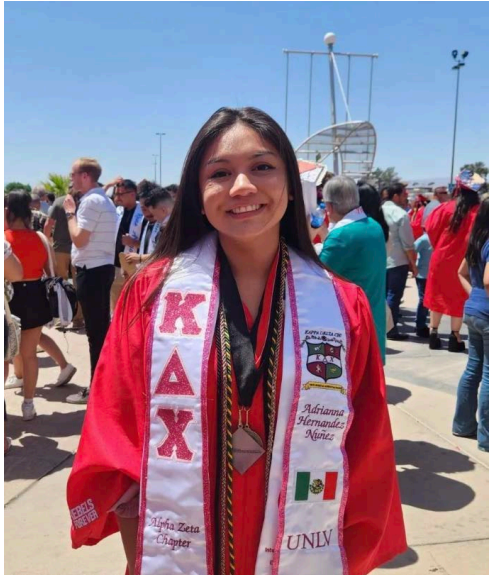
Trade School Track Postsecondary Leaders:

- At least 90% complete certification



Military Track Postsecondary Leaders:

- 100% achieve average or higher rank promotion for enrolled military branch



Program Anatomy.

In all years of the HS program, members participate in biweekly grade checks; bimonthly family potlucks; and annual events like our retreats, 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
- Leadership development workshops
- Social Justice Project
- Differentiated summer programming
- Develop venture seeking skills and business pitches

Year 4: 12th Grade

Empower Equity – Students are accepted to four-year colleges and universities.

- College application support
- College Mentor match
- Financial literacy and scholarship awards

Postsecondary Program

Years 5-8

Empower Persistence – Students are empowered through college graduation.

- Career coaching
- 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.

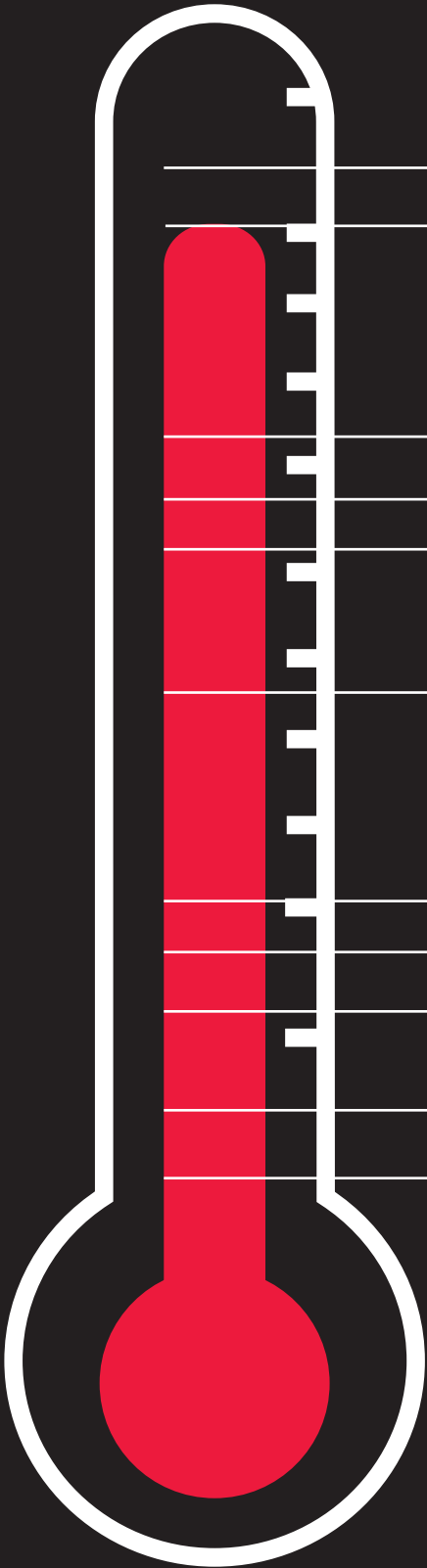


Impact: 2023 in Review.

- (2) Cohort 9 Members won the **2023 Public Service Nevada Gratitude Award** for their Social Justice Project focused on Gun Violence in the Community
- Leader Richard Ruiz was selected as one of LIT's College Graduates by the Raiders Foundation to receive an all-**expense-paid trip to Super Bowl LVII in Phoenix, AZ!**
- 30 Student Leaders and 2 parents visited Arizona Colleges, including University of Arizona, Grand Canyon University, Arizona State University and Northern Arizona University
- 25 Student Leaders and 2 parents **visited Carson City, met with State Legislators**, were recognized in both chambers (Assembly and Senate), and toured UNR, TMCC and Western Nevada College
- **(5) Alumni Leaders graduated from UNLV and (1) at the University of Michigan!** Leader Jerome was promoted to E4, Petty Officer 3rd Class in the Navy.
- (23) Cohort 8 Members successfully graduated high school, **accepted to over 42 Colleges and Universities** and enrolled in the following institutions: Dartmouth College, Princeton University, Nevada State University, CSN, UNLV, UNR, USC and National Coast Guard.
- LIT hosted a successful **2nd Annual Homecoming Party, raising \$66k** and honoring first-gen college grads who supported LIT: President of the Las Vegas Raiders, Director of External Affairs for AT&T, CEO and President of Aspire Consulting Group, former President of the NAACP Las Vegas Chapter, Vice President of the Western Region of The New Teacher Project (TNTP) Former Nevada Legislator, CCSD Board Member and Deputy Director & Chief Strategy Officer for Workforce Connections. Keynote address was by Nevada State Senator Edgar Flores of District 2.
- LIT promoted LIT Alumni Miriam Gomez (Cohort 3) to head operations, hired LIT Alumni Alejandra Ceja (Cohort 4) to oversee events and program management and hired its first Assistant Director of High School Programming, Monica Elenes, a former teacher and student advocate, to focus on the development of our curriculum and outreach.
- LIT was **highlighted on Channel 13** for their segment covering United Way of Southern Nevada's Day of Caring event.

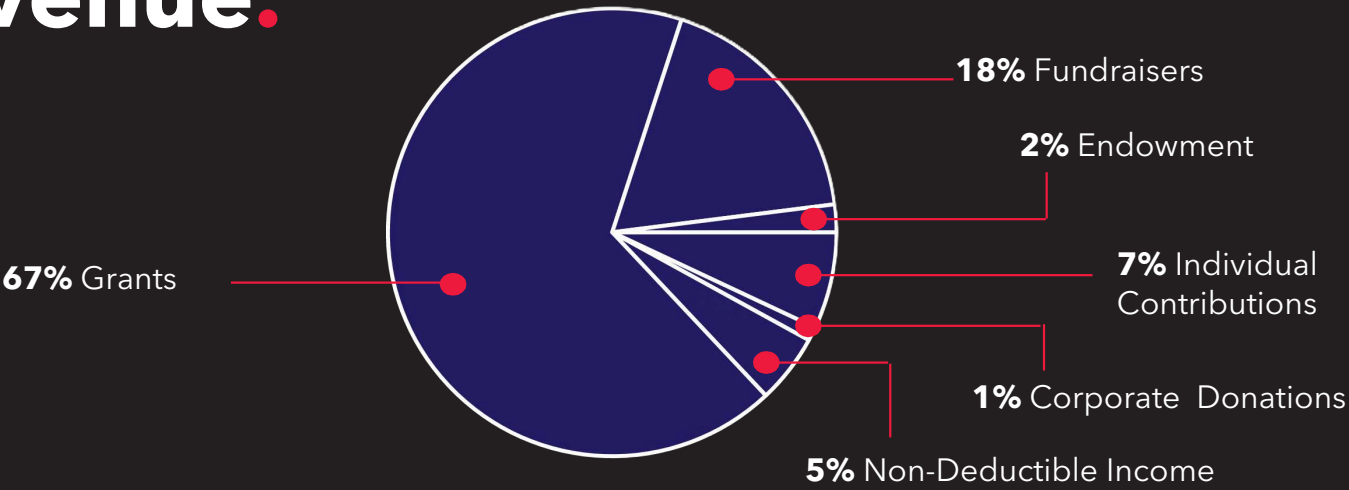


What We've Raised to Date.



\$516,988	FY22
\$503,036	FY23
\$359,793	FY21
\$343,909	FY19
\$327,326	FY20 (includes PPP loan)
\$234,588	FY18
\$103,048	FY17
\$74,051	FY16
\$65,084	FY15
\$22,218	FY14
\$10,312	FY13

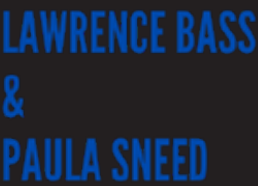
Revenue.



Expenses.

Programming: 72%
Administration & General: 22%
Fundraising: 6%

Top Donors.



Board.

Website:

www.litlv.org

Social Media:

Instagram: @LITLV

Facebook: @LVleadersintraining

LinkedIn: @litlv

New Board of Directors

Marguerite Panetta Gray, President, Consultant

Jason Jorjorian, Vice President, LGA Architecture

Nixie Sosa Morales, Secretary, LIT Alumni

Stephanie Grant, Director, Coldwell Banker Premier Realty

Jacqueline Beato, Director, Live Nation Entertainment

Cindi Rivera, Director, Rivera Enterprises Inc.

Will Gonzales, Director, Attorney

Andrew Woods, Director, UNLV Center for Business and Economic Research

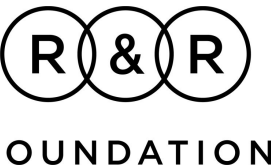
Samantha Grimes, Director, Super Bowl LVIII Host Committee

Jocelyn Cortez, Director, Attorney

Randy O. Aguilar, Director, Station Casinos

Matthew DeFalco, Director, Olympia Companies

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



John & Diana Alba



Student Testimonials.



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Leader Santiago



"I am in LIT to connect more with the people in my community in hopes of understanding how to properly serve them in the future. My goal is to obtain proper interpersonal and technical skills so I can use that to make an impact on the community one day. LIT has encouraged me to step outside of my comfort zone and learn key leadership skills through volunteering. Young people in high school typically miss out on the opportunity to practice these essential skills, but LIT provides a place for that."

-Leader Santiago C10



“

Leader Dianna



"I choose to be in LIT due to all of the good opportunities that it has to offer and the support that I have received from them from the beginning. LIT has helped shaped me as a leader by providing me with many opportunities that have allowed me to grow such as the events, sessions, etc. I believe all of these things have allowed my confidence to grow!"

-Leader Dianna C9



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Leader Lesly



"I joined LIT because I wanted to improve my grades, gain college readiness, and develop independence and leadership skills. LIT has been incredibly beneficial for me by offering guidance, support, and valuable resources to help me achieve my goals. It's been an amazing program that has made a positive impact on my academic and personal growth."

-Leader Lesly C11



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Leader Yasmin



"During the program LIT has helped me stay on task and focused on my future if it wasn't for them I wouldn't know where to start. I wouldn't know the deadlines or even when I could start applying for college. It's not even only college it was community service, tutoring, etc. it really shaped me to be become a better leader. Pursuing my education is a tricky one, because I spent my whole 4 years in high school convinced that I would be an architect and even studying that for the next four years in college. But one thing led to another and I eventually changed from Architect to Deaf Studies and LIT really has had my back with the decision I have chosen."

-Leader Yasmin C6

Timeline.

