



Program Impact and Overview

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 home community.

How You Can Help.

We want to introduce LIT to new communities, but we need your help. We want to collaborate with local and national partners to help us scale our program and make it available to more cities around the country. In 2020, our very first LIT cohort graduates college. It's so fulfilling to see our grassroots effort pay off in eight short years! Their success is proof that LIT empowers and inspires the next generation of community leaders to achieve their goals.

Do you know someone we should reach out to? Email Erica Mosca, emosca@litlv.org.

The Problem: Why This Program Exists.

1.

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



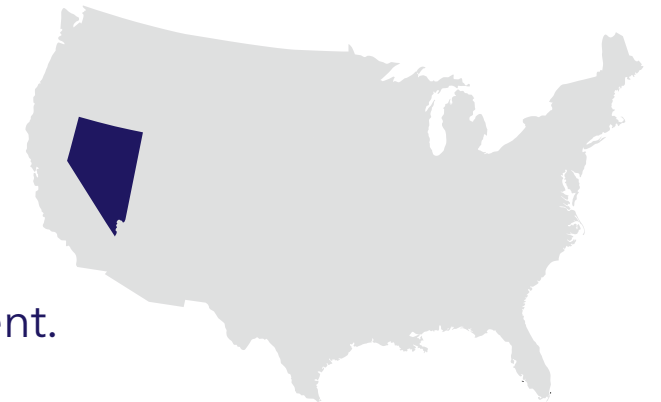
"Pursuing the American Dream"

4.

Nevada ranks

49th

in degree attainment.



2.



By 2020

65%

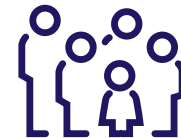
of all jobs will require a postsecondary degree


(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.**

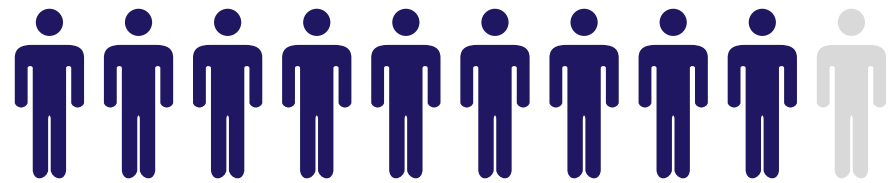
National Center for Education Statistics (NCES)
(Pell Institute "Indicators of Higher Education Equity")

The Solution: Why This Program Makes a Difference.

1.

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

2.



90% of LIT students are **still in college today** from college seniors to college freshman.

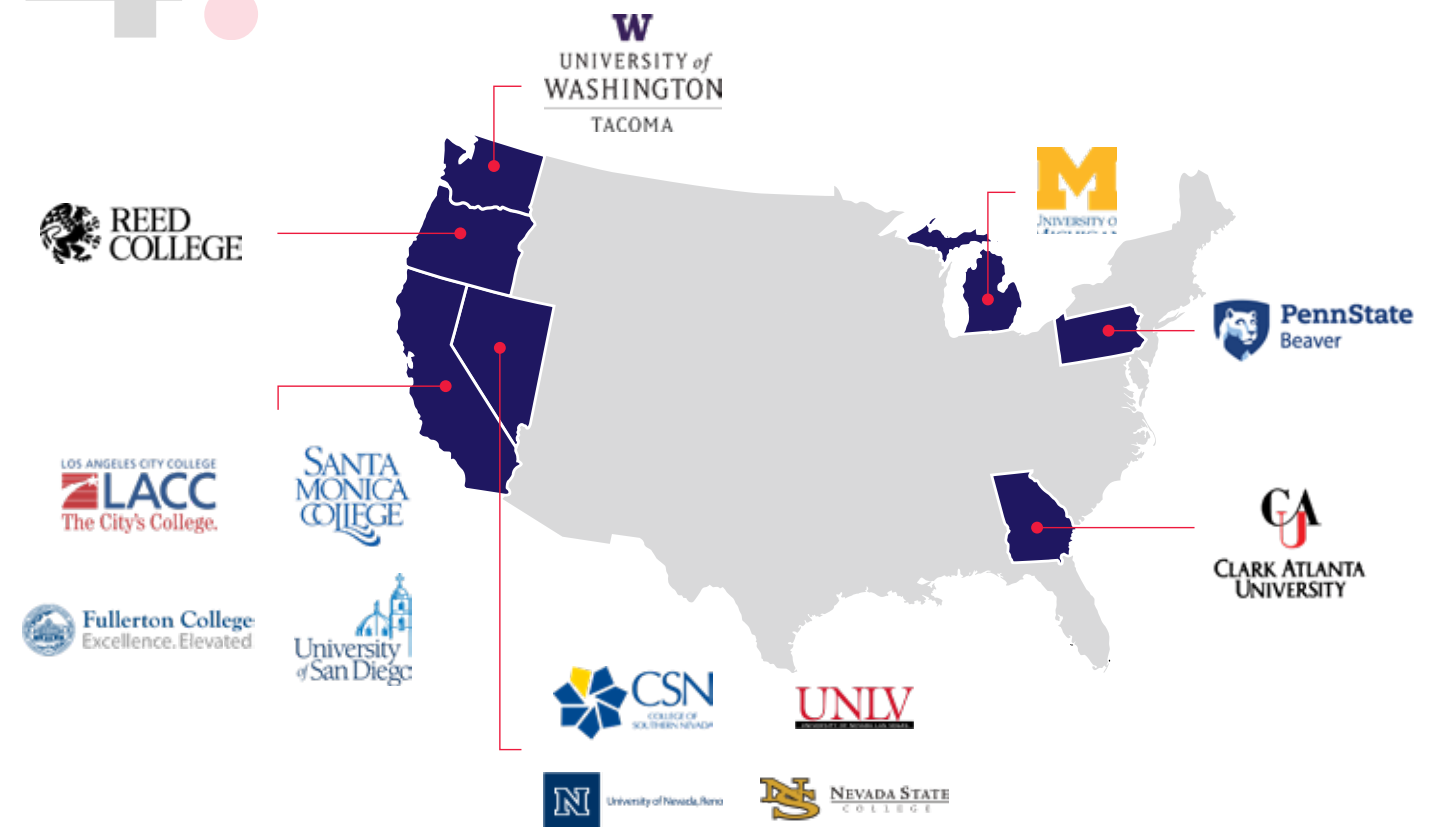
3.

LIT is also proud to have an **E3 Navy Seaman** in the United States Navy and one **EMT certification student.**



4.

LIT students attend:



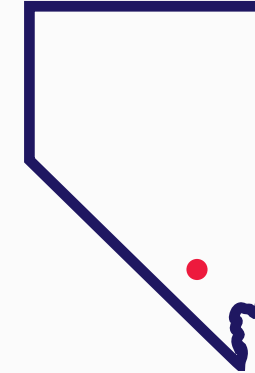
Program Goals.



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



- 2.** 90% college completion of students who choose to attend college in years 5-8 of college support program. If students choose not to attend college, must choose 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 program the students 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

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

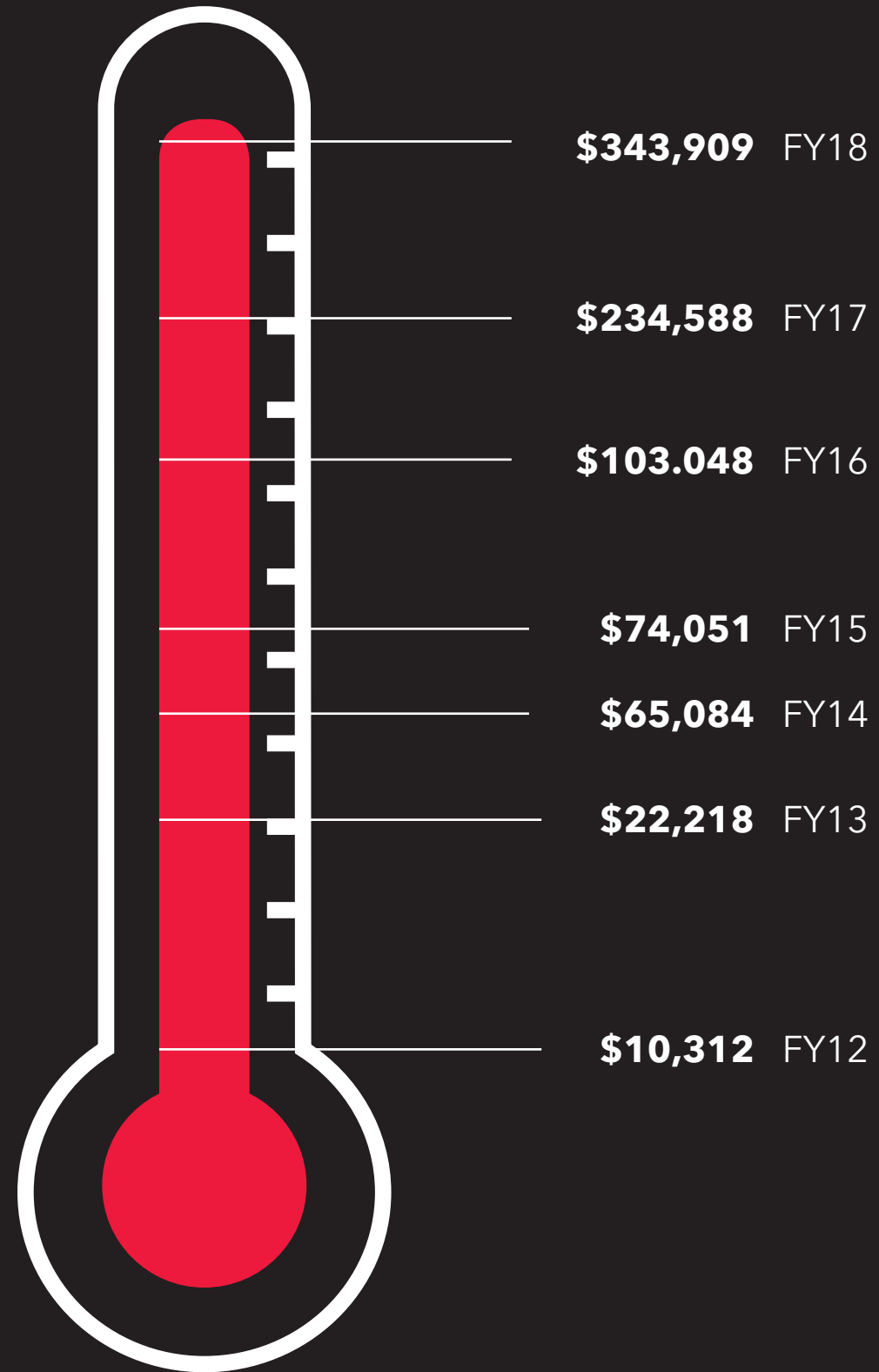
Years 5-8

- 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**

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.

2018

- FY18 LIT more than doubled amount raised in FY17 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

- Cohort 1 graduates college
- LIT will empower 160 members from high school freshman to college graduates in the alumni program, one full-time staff member and six part-time staff members.
- 100% of LIT students in Cohorts 1+, 1, 2, 3 and 4 were accepted to four-year universities.

Year 8 Demographics.

Total Number	Grade Levels	Gender	Ethnicity	Attending High Schools		Attending Postsecondary Institutions	
160	Ninth grade: Number: 16 10th grade: Number: 18 11th grade: Number: 27 12th grade: Number: 23 College freshman: Number: 28 College sophomore: Number: 22 College junior: Number: 11 College seniors: Number: 14 College graduate: Number: 1	Male: 39% Female: 61%	Latinx: 68% African American: 12% Asian: 18% Caucasian: 1% Native American: Less than 1%	1. Eldorado 2. NSHS 3. ECTA 4. LVHS 5. CSNHS 6. Canyon Springs 7. Durango 8. West Prep 9. Veteran's Tribute 10. Sunrise Mountain 11. Mojave 12. Del Sol 13. Equipo Academy 14. Rancho	15. Shadow Ridge 16. Western 17. Liberty 18. Valley 19. A-Tech 20. Desert Pines 21. Arbor View 22. Legacy 23. Northwest CTA 24. Centennia 25. Cristo Rey St. Viator 26. Democracy Prep	1. UNR 2. UNLV 3. NSC 4. CSN 5. Santa Monica City College 6. University of Washington at Tacoma 7. LA City College 8. Clark Atlanta 9. University of Michigan 10. Penn State at Beaver 11. Fullerton College 12. Reed College 13. University of San Diego	Non-degree: 1. U.S. Navy 2. EMT Certification 3. Not enrolled fall 2019: 7

Year 8 Program Breakdown.

Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p>Year 1 High school freshman</p> <p>2019-2020 school year: Cohort 8</p> <p>Students served: 20</p>	<ol style="list-style-type: none"> 1. Create cohort community and authentic positive peer relations. 2. Build relationships with families through consistent communication and parent meetings. 3. Introduce identity and critical consciousness development through service learning, leadership lessons and leadership speakers. 4. Introduce leadership development through tutoring internship and core value training. 5. Empower college access through visits, speakers, student/parent exposure and academic accountability. 	<p>Once-a-week, two-hour program commitment:</p> <ul style="list-style-type: none"> • Elementary School tutoring internship at Futuro Academy • Leadership lessons: college access or social justice readings with Socratic Seminar including "Absolute True Story of a Part-Time Indian" summer reading assignment • Leadership speakers: exposure to diverse community leaders who share personal journey/advice and embodiment of core values • Academic accountability: biweekly grade turn in, transcript monitoring and summer school if required <p>Once-a-month program commitment:</p> <ul style="list-style-type: none"> • College visit or service learning activity through local community service during monthly event • Parent meeting: entire LIT community comes together for info/potluck (bimonthly) • Summer: Desert Reign sports camp counselor internship <p>Once-a-semester commitment:</p> <ul style="list-style-type: none"> • Camping retreat • Out-of-state college visit • Senior Scholarship Celebration 	<p>2012 - Spring 2019 accomplishments:</p> <ul style="list-style-type: none"> • 200+ elementary school students tutored since 2012 • Over 15,000+ community service hours volunteered since 2012 tracked by the United Way of Southern Nevada Next Generation Actively Gaining Experience (NGAGE) program • 100+ community speakers shared personal story and motivated students • 10+ college tours in five states

Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p>Year 2 High school sophomores</p> <p>2019-2020 school year: Cohort 7</p> <p>Students served: 20</p>	<ol style="list-style-type: none"> 1. Formalize cohort community and authentic positive peer relations. 2. Formalize relationships with families through consistent communication and parent meetings. 3. Normalize identity and critical consciousness development through service learning. 4. Expose students to college majors and job training through career internships. 5. Empower college access through visits, speakers, summer college camp, student/parent exposure. 	<p>Once-a-week, three-hour program commitment:</p> <ul style="list-style-type: none"> • Career internship: partner with local business or non-profit to work as an intern in career field major of choice (fall or spring semester) • Academic accountability: biweekly grade turn in, transcript monitoring and summer school if required <p>Once-a-month program commitment:</p> <ul style="list-style-type: none"> • College visit or service learning activity through local community service during monthly event • Parent meeting: entire LIT community comes together for info/potluck (bimonthly) <p>Once-a-semester commitment:</p> <ul style="list-style-type: none"> • Camping retreat • Out-of-state college visit • Senior Scholarship Celebration • Summer: differentiated college access programs 	<p>2012 - Spring 2019 accomplishments:</p> <ul style="list-style-type: none"> • 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 & 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 & 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

Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p>Year 3 High school juniors</p> <p>2019-2020 school year: Cohort 6</p> <p>Students served: 35</p>	<ol style="list-style-type: none"> 1. Use cohort community and authentic positive peer relations to empower student ownership over programming. 2. Solidify relationships with families through consistent communication and parent meetings. 3. Formalize identity and critical consciousness development through Vision for Social Justice Project. 4. Empower college access through ACT prep, college mentor support, financial literacy, visits, speakers, student/parent exposure and academic accountability. 	<p>Once-a-week, three-hour program commitment:</p> <ul style="list-style-type: none"> • Vision for Social Justice Project work-time: students create and execute project of their choice to empower the community • College access support: ACT prep with instructor, college mentor support to complete all college application documents before senior year and financial literacy training • Leadership lessons: college access or social justice readings with Socratic Seminar • Leadership speakers: exposure to diverse community leaders who share personal journey/advice and embodiment of core values • Academic accountability: biweekly grade turn in, transcript monitoring and summer school if required <p>Once-a-month program commitment:</p> <ul style="list-style-type: none"> • Parent meeting: entire LIT community comes together for info/potluck (bimonthly) <p>Once-a-semester commitment:</p> <ul style="list-style-type: none"> • Camping retreat • Out-of-state college visit • Senior Scholarship Celebration • Summer productivity based on acceptance 	<p>2012-Spring 2019 accomplishments:</p> <ul style="list-style-type: none"> • 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. • Free SAT/ACT prep for 100+ students • 80+ college mentor matches • 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

Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p>Year 4 High school seniors</p> <p>2019-2020 school year: Cohort 5</p> <p>Students served: 30</p>	<ol style="list-style-type: none"> 1. Solidify cohort community and authentic positive peer relations to empower student connection post high school graduation. 2. Use family relationships to support college applications, financial aid applications and college matriculation. 3. Solidify identity and critical consciousness development through Capstone Project. 4. Empower college access through college mentor match, comprehensive college application/ financial aid application support, visits, speakers and academic accountability. 	<p>Once-a-week, three-hour program commitment:</p> <ul style="list-style-type: none"> • College access support: college mentor match and comprehensive college/financial aid application support • Leadership lessons: college access or social justice readings with Socratic Seminar • Leadership speakers: exposure to diverse community leaders who share personal journey/advice and embodiment of core values • Academic accountability: biweekly grade turn in and transcript monitoring <p>Once-a-month program commitment:</p> <ul style="list-style-type: none"> • Parent meeting: entire LIT community comes together for info/potluck (bimonthly) <p>Once-a-semester commitment:</p> <ul style="list-style-type: none"> • Camping retreat • Out-of-state college visit • Senior Scholarship Celebration • Summer check-in to ensure college matriculation 	<p>2012 - Spring 2019 accomplishments:</p> <ul style="list-style-type: none"> • 100% college acceptance Cohort 1+ and Cohort 1 students. Students accepted to: Arizona State University, Boston University, Dixie State University, Nevada State College, San Diego State University, San Francisco State University, University of Arizona, University of California, Irvine, University of California, Riverside, University of California, San Diego, University of Montana, University of Nevada, Las Vegas, University of Nevada Reno and University of New Mexico • 100% college acceptance Cohort 2 students. Students accepted to: Arizona State University, Grand Canyon University, Keiser University, Johnson & Wales (Rhode Island and Colorado), Nevada State College, University of Alaska, University of Hawaii, University of Nevada, Las Vegas, University of Nevada, Reno, Denver University, Northern Arizona University, Seattle University, Abilen Christian University, Pacific Lutheran, Dixie State University, Concordia University, Portland State University, University of Oregon, Barry University, Utah Valley University and Saint John's University • 100% college acceptance Cohort 3 students. Students accepted to: Arizona State University, Johnson & Wales, Nevada State College, University of Nevada, Las Vegas, University of Nevada, Reno, Northern Arizona University, Saint John's University, University of Arizona, Cal Poly Pomona, CSU Northridge, University of Pacific, Tabor College, Montana State University, Hofstra University, College of Southern NV, Portland State University, University of Portland, Dixie State University and Southern Utah University • 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&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

Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p>Year 5 College freshman</p> <p>2019-2020 school year: Cohort 4</p> <p>Students served: 28</p>	<ol style="list-style-type: none"> 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. 2. Use family relationships to ensure tuition bills are paid and students are persevering in school. 3. Empower continued identity, critical consciousness and leadership development so students persevere in school or the military. 	<p>Once-a-month program commitment:</p> <ul style="list-style-type: none"> • Cohort zoom call: 30-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 <p>Once-a-semester commitment:</p> <ul style="list-style-type: none"> • LIT volunteering • Send LIT copy of semester schedule, semester grades and semester bill • LIT annual holiday party if in town and make up if absent • LIT annual Senior Scholarship Celebration if in town and make up if absent 	<p>2018 - 2019 accomplishments:</p> <ul style="list-style-type: none"> • 90% college persistence: students still enrolled in higher education at the following institutions: University of Nevada Las Vegas, University of Nevada Reno, Saint John's University, California State University Northridge, Nevada State College and College of Southern Nevada • Internship placement support: NV Prep and Opportunity 180

Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p>Year 6 College sophomores</p> <p>2019-2020 school year: Cohort 3</p> <p>Students served: 22</p>	<ol style="list-style-type: none"> 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. 2. Use family relationships to ensure tuition bills are paid and students are persevering in school. 3. Empower continued identity, critical consciousness and leadership development so students persevere in school or the military. 	<p>Once-a-month program commitment:</p> <ul style="list-style-type: none"> • Cohort zoom call: 30-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 <p>Once-a-semester commitment:</p> <ul style="list-style-type: none"> • LIT volunteering • Send LIT copy of semester schedule, semester grades and semester bill • LIT annual holiday party if in town and make up if absent • LIT annual Senior Scholarship Celebration if in town and make up if absent • Part-time Program Coordinator job option • Internship referrals 	<p>2018 - 2019 accomplishments:</p> <ul style="list-style-type: none"> • 90% college persistence: students still enrolled in higher education at the following institutions: University of Nevada Las Vegas, University of Nevada Reno, Saint John's University, Nevada State College and University of Washington at Tacoma • 1 student in Emergency Management Training (EMT) certification school • Internship placement support: Teach for America Las Vegas and NV Prep

Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p>Year 7 College Juniors</p> <p>2019-2020 school year: Cohort 2</p> <p>Students served: 11</p>	<ol style="list-style-type: none"> 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. 2. Use family relationships to ensure tuition bills are paid and students are persevering in school. 3. Empower continued identity, critical consciousness and leadership development so students persevere in school or the military. 	<p>Once-a-month program commitment:</p> <ul style="list-style-type: none"> • Cohort zoom call: 30-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 <p>Once-a-semester commitment:</p> <ul style="list-style-type: none"> • Career Counseling • LIT volunteering • Send LIT copy of semester schedule, semester grades and semester bill • LIT annual holiday party if in town and make up if absent • LIT annual Senior Scholarship Celebration if in town and make up if absent • Part-time Program Coordinator jobs option • Internship referrals 	<p>2018 - 2019 accomplishments:</p> <ul style="list-style-type: none"> • 92% college persistence: students still enrolled in higher education at the following institutions: University of Nevada Las Vegas, University of Nevada Reno, College of Southern Nevada and Santa Monica City College (guaranteed transfer to UCLA) • One student in U.S. Navy as E3 Seaman • One college graduate: University of Nevada Reno (Cohort 1+ student who joined LIT as a 10th grader the founding year 2012 - the 2 other Cohort 1+ students are on track for a six-year graduation rate) • Internship placement support: Las Vegas Lights, NV Prep and Asian Community Development Council

Program	Objectives	Timeline and Anticipated Results	Accomplishments and Collaboration Partners
<p>Year 8 College seniors, 2019-2020</p> <p>2019-2020 school year: Cohort 1</p> <p>Students served: 14</p>	<ol style="list-style-type: none"> 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. 2. Use family relationships to ensure tuition bills are paid and students are persevering in school. 3. Empower continued identity, critical consciousness and leadership development so students persevere in school or the military. 	<p>Once-a-month program commitment:</p> <ul style="list-style-type: none"> • Cohort zoom call: 30-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 <p>Once-a-semester commitment:</p> <ul style="list-style-type: none"> • Career Counseling and Welcome to Adulthood Seminars • LIT volunteering • Send LIT copy of semester schedule, semester grades and semester bill • LIT annual holiday party if in town and make up if absent • LIT annual Senior Scholarship Celebration if in town and make up if absent • Part-time Program Coordinator jobs option • Internship and full-time job referrals 	<ul style="list-style-type: none"> • First year of Year 8 program 2019-2020 school year

Program	Objectives	Anticipated Alumni Program
<p>Year 9 Alumnihood</p>	<ol style="list-style-type: none"> 1. Empower every LIT member to successfully break generational poverty for his or her family and contribute to the other East and North Las Vegas families to also break the cycle of generational poverty 2. Empower every LIT member with the connections, access and foundational knowledge, skills and mindsets to pursue a financially stable mission-driven career to become a leader in his or her field or industry 3. Ensure every LIT member becomes an actively contributing member to his or her community in a measurable way while emphasizing his or her alumnihood as an LIT member 	<p>Outcome:</p> <ul style="list-style-type: none"> • Students become part of a robust alumni network that changes the world as doctors, lawyers, business leaders, educators, entrepreneurs, elected officials, and so much more changing the world as leaders from the community, for the community. • Alumnihood assistance includes, but is not limited to, the following: Running for office or other public sector leadership, career support, community volunteering, quarterly networking events, monthly newsletters and annual survey to differentiate support and measure impact