

LADDERS
FOR
LEADERS

2018-2020 REPORT

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**BRIDGING THE GAP BETWEEN
EDUCATION AND INDUSTRY**



LADDERS FOR LEADERS

Well, 2020 turned out to be a hectic year! We started the year off eager to post our new internship application and in anticipation of all the students and business partners that would flow in with excitement about our summer internship program. Part of that was true, we had 54 students apply to our program, and then disaster known as Covid-19 hit. Now finding ourselves in the middle of a pandemic, we contemplated several questions: should we cancel the program, is it safe for students to go to work, what if one of our students gets sick? Our answer came from our business partners. They wanted interns. So, we buckled ourselves up and set out to make it happen. This is a summary of our first two years.

2018-2020 Report

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MISSION

Our organization's mission is to bridge the gap between education and industry. We aim to ensure our students acquire workplace readiness skills and become more competitive as they apply to colleges, scholarships, or enter the workforce.



PROGRAMS

RISE UP

This is our traditional program designed for Junior and Seniors who have a 3.0 or higher GPA

SOAR HIGH

This is our new program designed to ensure we are including underserved students. The GPA requirement is 2.5 and they must meet one of the following criteria: Be an AVID student, in the Foster Care Program, attend a Title 1 school or Success/Richarte High Schools



EVENTS

5K Fundraiser

Job Readiness Training

Charles Schwab Intern Panel

Internship Celebration

GenZVotes

Drive Thru Voter Registration

Investing101

IMPACT



28

Students participated in internship program

19

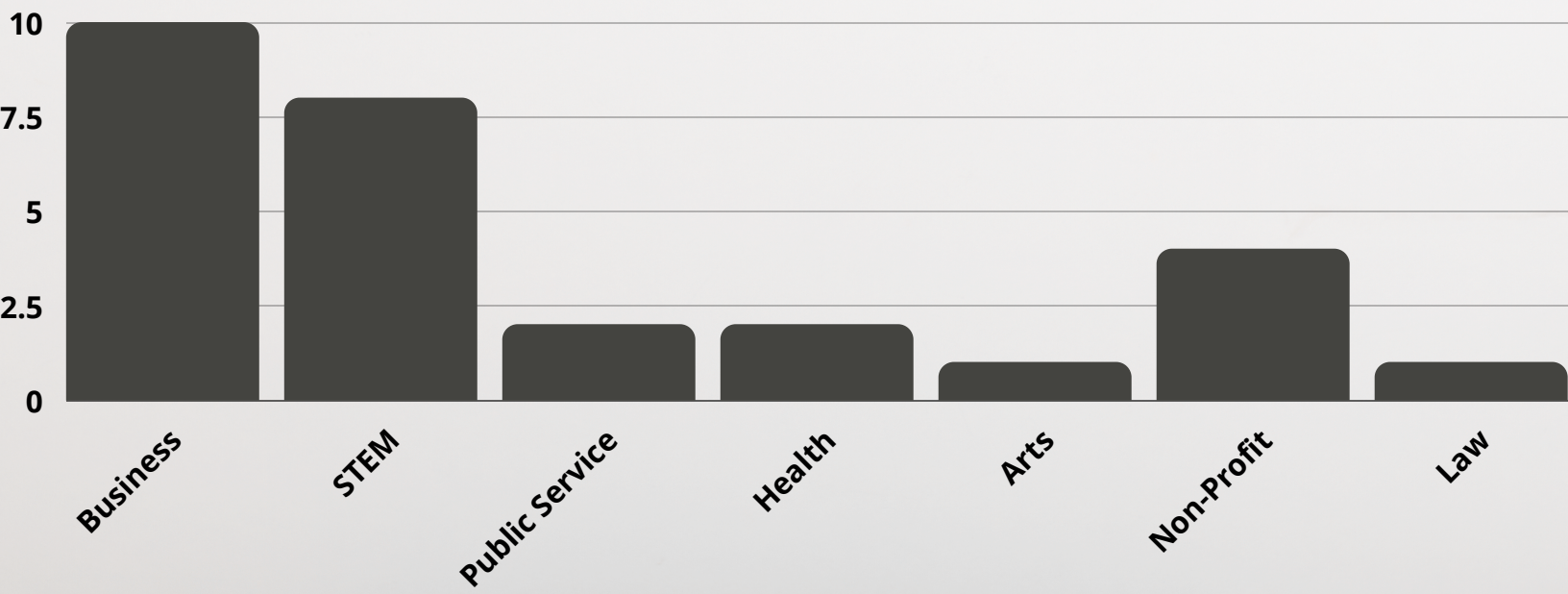
Companies participated in internship program

117

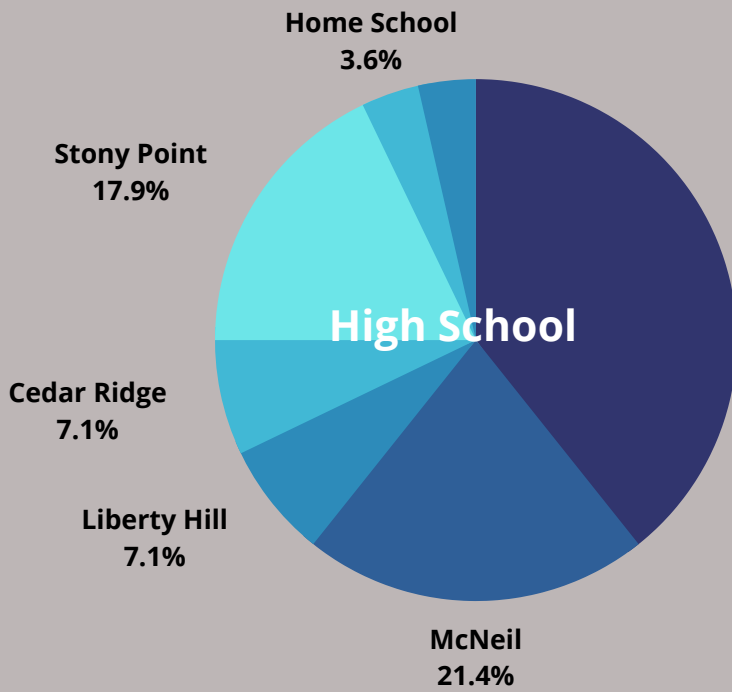
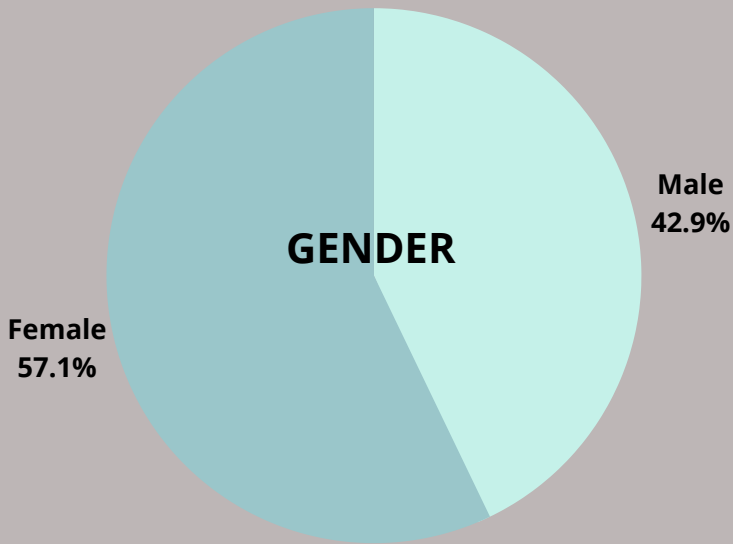
Students applied to internship program

Interns Total Hours Worked: 1,282

Industries



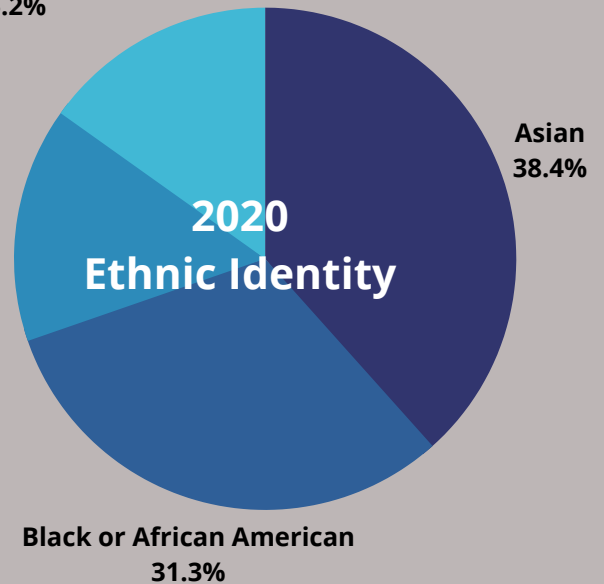
DEMOGRAPHICS



Round Rock
39.3%

Hispanic or Latino
15.2%

White
15.2%



COMPANY TESTIMONIALS

"Maritza was the first intern I've had as the new curator. She has provided a refreshing perspective and light to our workplace. I was an intern here from 2015-2017 and know first hand the unique way internships can shape and determine your career and life. Thank you for providing an easy and accessible way for me to (hopefully) shape the lives of young Williamson County residents. We do not often get young interns/volunteers here, and look forward to continuing our partnership with Ladders for Leaders in the future! "

-Margaret Taylor, The Williamson Museum

This program is phenomenal! We were able to pick from a couple of qualified interns and unfortunately we were only able to choose one. Our intern was so great we asked her to stay on after the internship was over, and she accepted. We would definitely do it again." -Karen Rogers, KLP Construction Supply

"I really enjoyed partnering with Ladders for Leaders as we had such a positive experience with our intern, Jaylen. He was extremely professional, courteous, and really helped elevate the quality of my staff. I enjoyed showing him the various aspects of owning a small business and we had very insightful conversations. I would recommend this program to anyone wanting to help influence our future leaders."

-Rebecca Darling, The Yogurt Experience

STUDENT TESTIMONIALS

"I am so appreciative of this opportunity to jumpstart my career at such an early age. Everyone I encountered has been so supportive in my learning process. It only broadened and confirmed the possibilities of where my future can take me. This has definitely been a summer to remember. Thank you so much Ladders for Leaders!" -Haley H., intern at Balcones Country Club

**"Ladders for Leaders is an incredible program that provides necessary internships to high schoolers in the Round Rock area who don't have another way to earn such opportunities. Schools barely discuss the actuality of careers, so LFL allows students to both gain experience in and knowledge about a number of industries. I had the best experience with the company I interned for, was paid well for my work, and felt supported in a new professional community. Thank you LFL!"
-Lyssa F., intern at Family Wellness at Terravista**

**"My internship wasn't in the field I was planning on majoring in, but just getting exposure to the professional workplace helped me learn better what I'm looking for in future jobs."
- Kayla F., intern at KLP Construction Supply**

PARENT TESTIMONIALS

"Thank you, Ladders for Leaders! Our daughter was inspired and developed professionally because of this internship experience!! During a world-wide crisis, you allowed youth to emerge as "Agents of Change"!! The professional head-shots were the icing on the cake and the envy of local college intern programs. Great job!" -Parent of Taylor W.

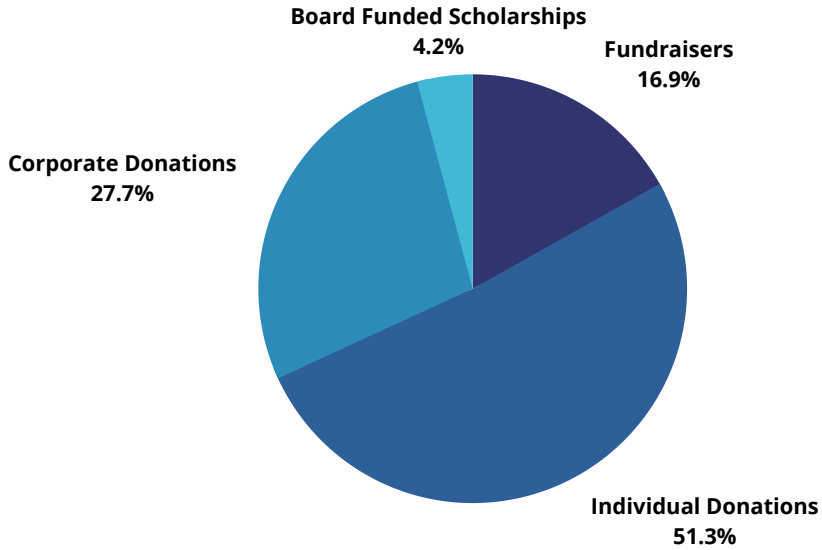
"Through Ladders for Leaders my daughters gained exposure to the real world in a way they never had through the classroom or previous part-time jobs. Before their internships they struggled with selecting college majors, lamenting they couldn't choose what to study without understanding what it was like to work in a particular field. Their internships gave them the insight they needed, and they now have so much more clarity about what they want to do with their lives.

I want to especially commend Dr. Harris for the care he took to make Lyssa's experience as rich as possible. He went above and beyond to expose her to all aspects of his practice to ensure she had a true internship experience and not just a part-time job."

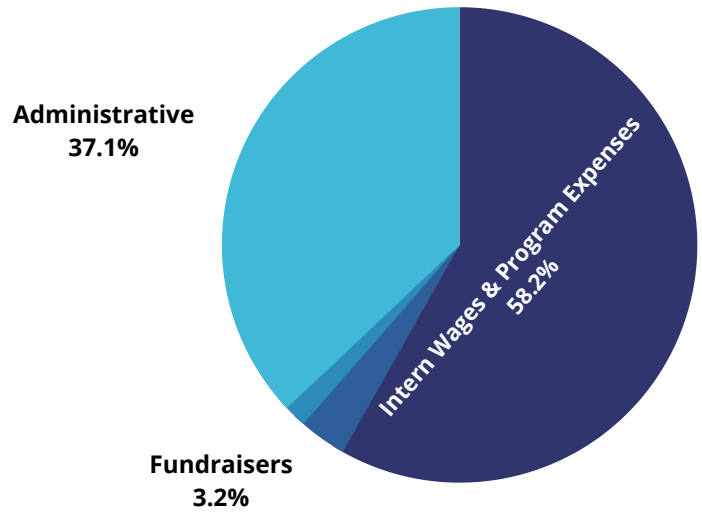
-Parent of Lyssa and Kayla F.

FINANCIALS

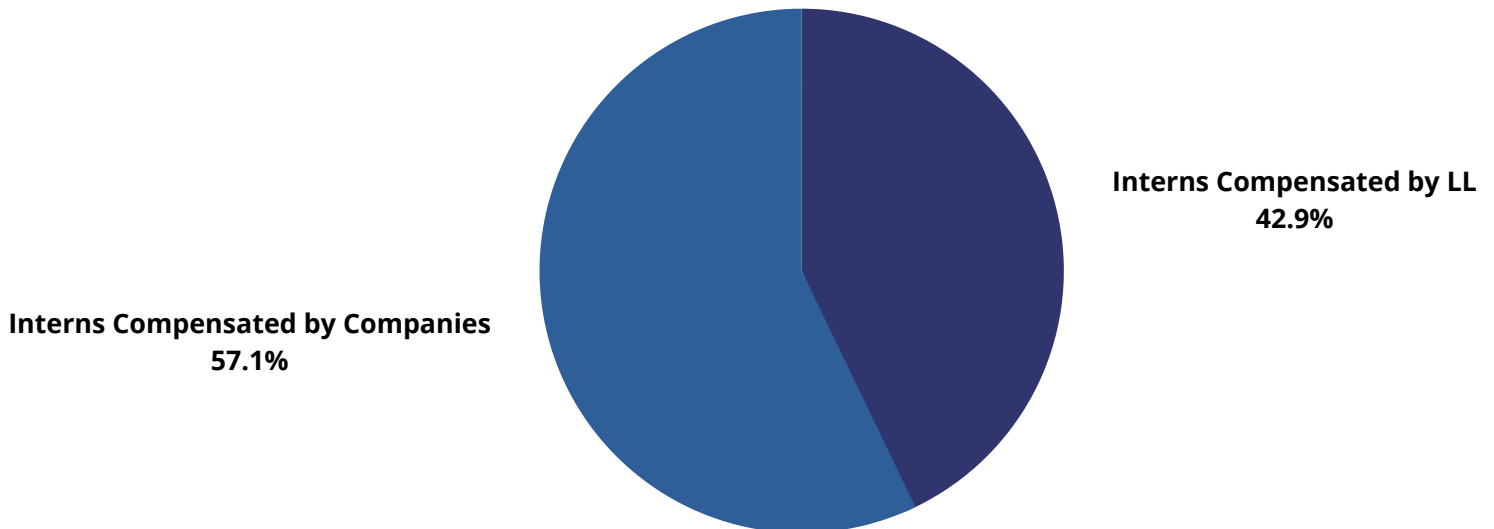
Where The Revenue Comes From



How Revenue is Reinvested



Total Intern Wages Paid by LL: \$12,867.22



Survey Results

Business Participants' Survey Results

Survey participation rate: 7 companies or 78%

Ranked 1 to 5, with 5 being highest rating.

Satisfaction	2020	2019
How satisfied were you with the hiring process?	5.0	4.9
How satisfied were you with the quality of the candidate(s)?	5.0	4.9
How likely are you to continue participation in our program?	5.0	4.7
How would you rank your overall experience with Ladders for Leaders?	5.0	4.7
How likely are you to recommend Ladders for Leaders to other businesses?	5.0	4.7
AVERAGE	5.0	4.8

Student Survey Results

Survey participation rate: 12 students

Satisfaction	2020	2019
How satisfied were you with the interview and hiring experience?	4.6	4.8
How likely are you to continue in this field of study?	3.8	4.25
How would you rank your overall experience with Ladders for Leaders?	4.7	5.0
How likely are you to recommend Ladders for Leaders to other students?	5.0	4.8

PARTNER SPOTLIGHT

SHOP LC

DELIVERING JOY

Shop LC delivers high quality, affordable products, made possible by their low cost direct sourcing, they change the world and touch people's lives one piece at a time!

<https://www.shoplc.com/>

Shop LC partnered with Ladders for Leaders to provide phenomenal internship experiences to three students.



Brodie C.
Video Production



Kartikeya K.
Business



John N.
Business



**KEEP
MOVING
FORWARD!**



WHAT'S NEXT

Despite the Covid-19 challenges, we are looking forward to expanding our program and providing exceptional opportunities to the students in our community. We will focus on these programs in the coming year.

Soar High

This program was created to ensure our programs are available to students in underserved communities.

LL University

This program was created to provide the essential knowledge & expertise required to be successful in a real-world professional experience.

BOARD MEMBERS



LaKissa Bright
Founder/President
Ladders for Leaders



Rachael Hall
Vice President
Rachael Hall Photography



Ardra Alexander
Treasurer
Austin Community College



Edward Hanna
Secretary
BBVA



Andrew Vuong
Events/Programming Lead
Charles Schwab



Amy Cobb
Asst. Treasurer
We Are Blood

BOARD MEMBERS



LaDeitra Lee
Social Media
Charles Schwab



Keiko Griffin
Law Office of Keiko Griffin, PLLC



Regina Durden
Bradshaw Solutions Group



Janda Castillo
Round Rock High School -
Asst. Principal



Conor Brantley
Charles Schwab



Danielle Duarte
RRISD - Leadership Residency



Seth Flowers
Fundraising/Grant-writing Lead
GoBig Consulting

THANK YOU

Our mission of bridging the gap between education and industry would not be possible without each and every business partner and donation to Ladders for Leaders! The following list includes businesses and individuals who have sponsored our program, provided internships to our students, or made donations >\$100 between January 1,2019 - December 31, 2020

Corcordia University Texas

Kona Ice

Professional Testing

Charles Schwab Corporation

Rachael Hall Photography

Enas & Tangelia Pruitt

Law Office of Keiko Griffin

Oracle Corporation

Tomika Thomas

Anita Gordon

Kendra Scott

Hala Qawiyy

Jermayne & Jessica Adamson

Emerson Automation Solutions

Mitchell & LaDeitra Lee

RRISD

Code Ninjas

WC Realtors

Wellsmith

Shop LC

March of Dimes

Parmer Eyecare

Teravista Wellness

Simple Sparrow Farm

Jessica Lott

IBM Corporation

Balcones Country Club

KLP Construction Supply

Tiffany Lemon

Hill Country Payroll

Ideal Signs

Pivot Consulting

The Williamson Museum

Andrews-Booker Law Firm

The Yogurt Experience

Andrew Vuoung

Carlena Harris

Dawn Watson

BBVA

Jennifer Faulkner

Keisha Bickham

Sarah Eickenhorst

Sweetie Girase