



IMPACT REPORT

2022

www.laddersforleaders.org

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Ladders for Leaders

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INTRODUCTION

WE ARE BRIDGING THE GAP BETWEEN EDUCATION AND INDUSTRY

MISSION: Our mission is to bridge the gap between high school students and career exploration through internships and occupational experience. We aim to ensure students from diverse backgrounds acquire workplace readiness skills and experience, thus becoming more competitive as they apply to colleges, scholarships, trade schools, or enter the workforce.

VISION: A community of empowered students who are equipped to make successful decisions after high school.

MESSAGE FROM OUR PRESIDENT

2022 brought us the gift of returning to in-person programming. It was great to be able to work with our Interns in-person and celebrate their summer accomplishments at the wonderful Vehicles Unique Venue. We also accomplished some major milestones this year. We hired our first employee and partnered with our first Fortune 500 company! We are extremely thankful to the community, our business partners and supporters who make this growth possible. Thank you!

Our new Executive Director has been busy since she joined us in July. She is full of ideas and we have big plans for 2023! Buckle your seat belts and let's great ready for the ride!



LaKissa Bright,
Founder and President

*Opportunities
don't happen,
you create
them."*

-Chris Grosser

MEET OUR EXECUTIVE DIRECTOR



Shelly Hatch,
Executive Director

Shelly joined our team in July 2022 and brings over 30 years of administrative support, sales management, and business operational experience and is excited to maximize the impact of our mission by further developing our organizational structure and financial sustainability strategy.

She credits her success to the devoted managers over the years who recognized her potential, mentored, developed, and pushed her to grow personally and professionally. She also received effective advanced training from some of the most successful and innovative companies: Scott & White Hospital, Walmart, Redken, and Xerox.

She received national recognition as Redken's Top Ten in the Nation in 2002 for her business consulting efforts helping South Carolina salon owners increase their profitability. Over the years, while working and being a mother, she furthered her education with over 130 hours of college in Early Childhood Education and Sales Management with a 3.978 GPA from Temple College, Newberry College, and the University of Mary Hardin Baylor along with many additional online learning courses in nutrition and wellness.

In her free time,

Shelly enjoys local live music, being outside hiking and kayaking, and learning more about epigenetics and longevity.

PROGRAMS

LADDERS FOR LEADERS UNIVERSITY

A 4-week program which provides the essential knowledge & expertise required to obtain and be successful in a real-world professional experience. The skills learned from the program will be valuable throughout each participant's entire professional career.

Topics:

1. Career Path and Transferrable Skills
2. Resume & LinkedIn Workshop
3. Interviewing 101
4. Internship Etiquette
5. Personal Responsibility
6. Communications

LADDERS FOR LEADERS INTERNSHIP PROGRAM

A program for students with a competitive GPA. Students are matched with a company which aligns with their career interests and compensated for a six-week internship where they work a minimum of 20 hours per week. Special consideration is given to students who attend Title 1 schools, alternative schools or participate in foster care or AVID programs.

2022 IMPACT



42

Students
participated in
internship
program

416

Students
served via
GenZvotes

139

Students
applied to the
internship
program

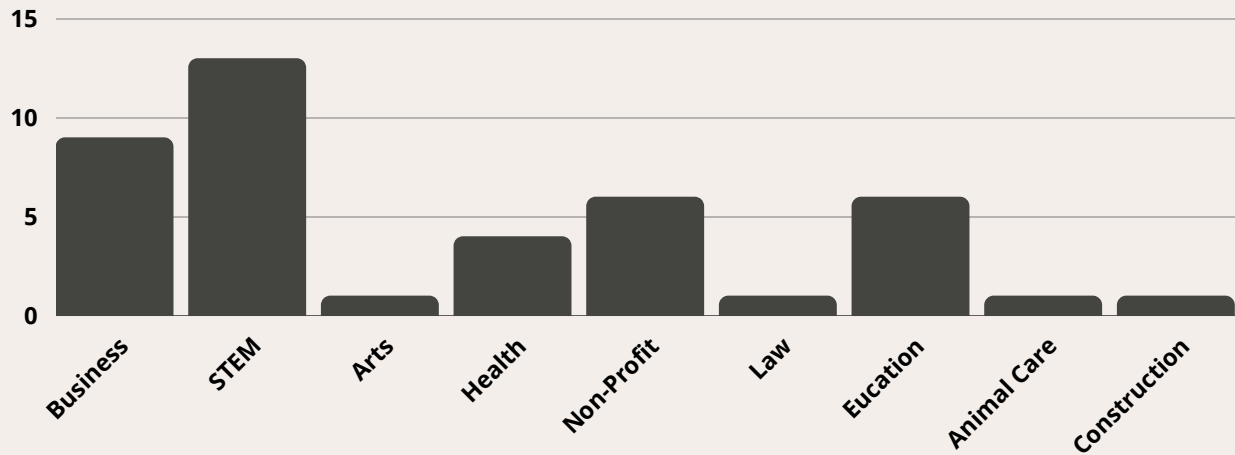
181

Students
participated in
LL University
Program

Total Students Served: 639

Intern Total Hours Worked: 5,040

2022 IMPACT INTERNSHIP INDUSTRIES

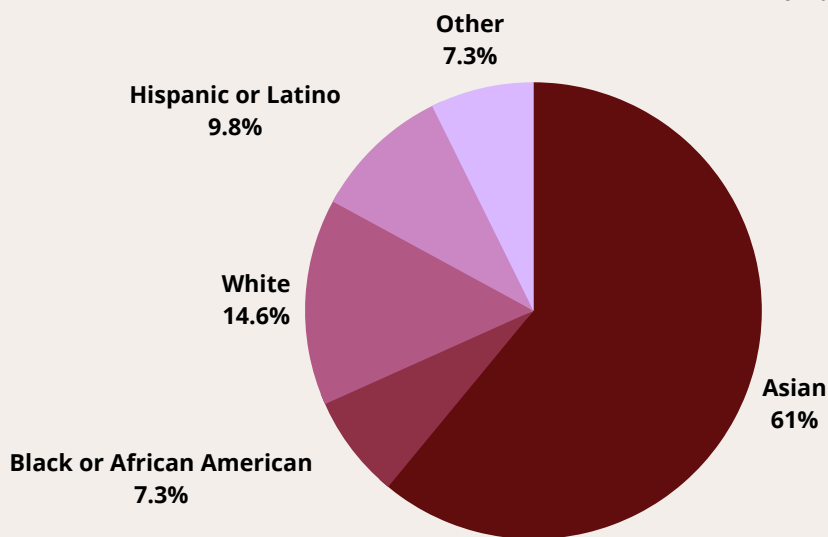
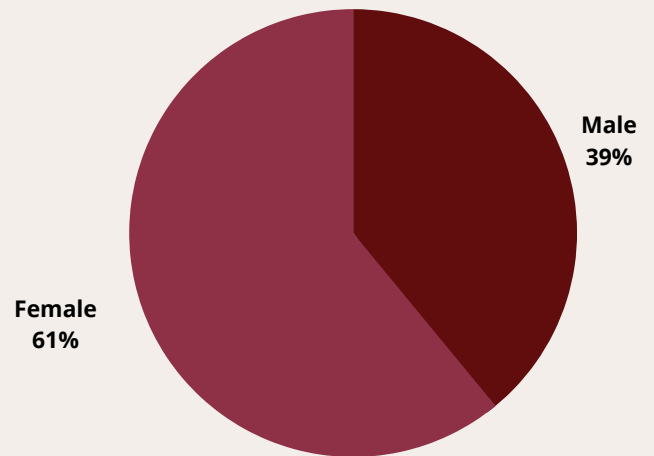
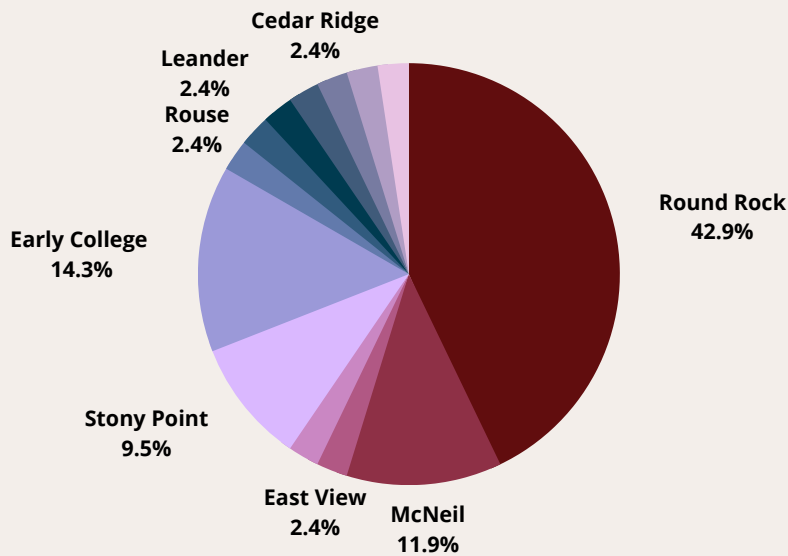


COMPANIES

- Family Wellness at Teravista
- We Are Not Broken
- Dell Technologies
- RRISD Research & Evaluation
- Code Ninjas of Cedar Park
- Wilcox Insurance Agency
- Simple Sparrow Farms
- CD Bradshaw & Assoc, PC
- Hatching Results
- Eagles Wings Construction
- Warren Insurance Agency
- Independence Title
- Senior Access
- Corsair Consulting, LLC
- 212 Catalysts
- Faith In Action
- Ladders for Leaders
- Parmer Eye Care
- ShopLC
- RRISD HR
- iCode
- E.S.T.E.A.M Academy
- RBank
- PT Solutions
- Assoc. of Texas Professional Educators
- Andrews Booker Law Firm
- Code Ninjas of Round Rock

2022 IMPACT

INTERN DEMOGRAPHICS



LADDERS FOR LEADERS IN ACTION



2022 IMPACT SCHOLARSHIPS



Two of our graduating Interns are awarded scholarships

Total Awarded: \$2,000

The winners are selected based on videos sharing their internship experience



COMPANY TESTIMONIALS

THIS IS MY 2ND YEAR AND LOVE THE PROGRAM AND MY INTERN WAS AGAIN AMAZING! LOVE MAKING AN IMPACT ON A YOUNG PERSON AND IN THE COMMUNITY!!

OUR INTERN WILL STAY ON BOARD WITH US AND WORK PART TIME DURING HIS SENIOR YEAR OF HIGH SCHOOL.

HONORED TO BE ASSOCIATED WITH YOUR ORGANIZATION AND LOOK FORWARD TO CONTINUING TO WORK AND BUILD OPPORTUNITIES TOGETHER.

THE KIDS WE'VE WORKED WITH OVER THE YEARS HAVE BEEN AMAZING! SOME OF THEM HAVE BECOME OUR BEST EMPLOYEES!

MY INTERN RYAN IS AMAZING! HE IS EAGER TO LEARN AND WAS WILLING TO FILL IN FOR MY TEAM WHEN THEY WENT ON VACATION. HE PARTICIPATED IN TEAM MEETINGS AND ALWAYS WANTED TO LEARN MORE. IT HAS BEEN A PLEASURE TO BE APART OF RYAN'S CAREER EXPERIENCE. I KNOW RYAN WILL EXCEL AT WHATEVER CAREER HE DECIDES TO FOLLOW.

NAKULAN HAS BEEN A TREMENDOUS HELP THIS SUMMER. HE JUMPED RIGHT IN AND ASSISTED OUR HR RECORDS SPECIALISTS WITH MANY TASKS. THANK YOU!!!

BOARD MEMBERS



LaKissa Bright
Founder/President
Ladders for Leaders



Rachael Hall
Vice President
Rachael Hall
Photography



LaTisha Addison
Grant Writing
Texas Southern
University



Edward Hanna
Secretary
First Citizens Bank



Andrew Vuong
Events/Programming
Lead
Charles Schwab



Amy Cobb
Asst. Treasurer
We Are Blood

BOARD MEMBERS



LaDeitra Lee
Social Media



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
Hatching Results,
LLC



Diane Cox
*Fundraising/Grant-
writing Lead*
Abl

ACKNOWLEDGEMENTS

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 made a financial contribution to our program between January 1, 2022 – December 31, 2022

SUBSTANTIAL CONTRIBUTORS



- Fidelity Brokerage
- Celia Hinkson
- Round Rock Comfort Denistry
- Anita Gordon
- Dawn Watson
- Carlena Harris
- Kelly Dupnick
- Bill and Lisa Montreuil