



FORWARD STEPS

ANNUAL REPORT 2024

OVERVIEW

Forward Steps advances equitable access along the education and workforce development continuum in Colorado serving youth and young adults facing adversity through its two programs: Guardian Scholars and Realizing Aptitudes.



GUARDIAN SCHOLARS

The Forward Steps **Guardian Scholars Program** works with current and former foster youth (ages 18-26) in Colorado providing financial assistance, 1:1 mentoring, and resource navigation and wrap around supports as scholars enroll, pursue, and complete their postsecondary educations.

Regarding mentor efficacy and support, the 2023-24 scholar cohort reported.

100% of scholars reported that having a mentor helped them do better in school

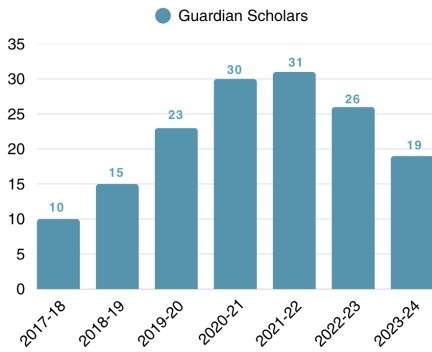
91% of scholars reported that having a mentor helped them deal with challenges they faced outside of school

91% of scholars reported that their mentor supported them in attaining their goals for the semester

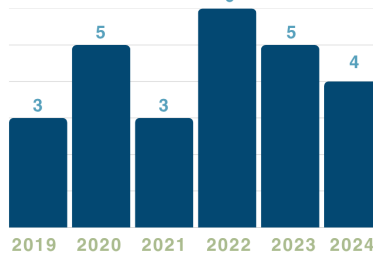
100% of scholars rated the program as beneficial overall

PROGRAM DATA

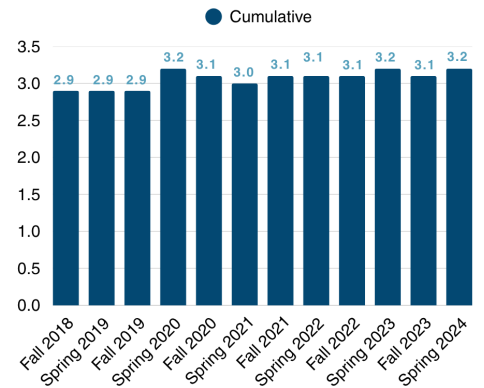
OF GUARDIAN SCHOLARS BY SCHOOL YEAR



DEGREES OBTAINED



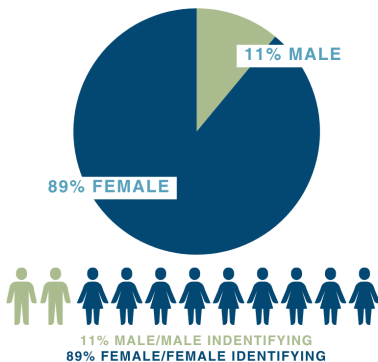
GPA



GUARDIAN SCHOLARS PROFILE

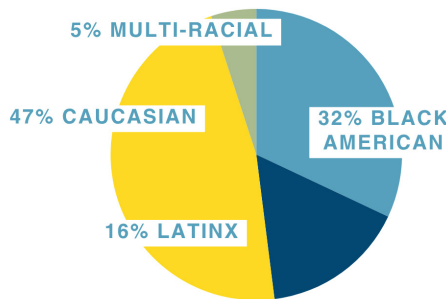
SCHOLAR GENDER

2024 COHORT



2024 STUDENT POPULATION RACE/ETHNICITY

2024 COHORT



32%

UNACCOMPANIED REFUGEE MINORS

80%

FIRST GENERATION STUDENTS





REALIZING APITITUDES

The **Realizing Aptitudes** program provides career and postsecondary readiness coaching to youth and young adults (ages 14-26) facing adversity, emphasizing a multiple pathway model and 1:1 approach.

The scope of service provided by RA is robust and spans the spectrum of career exposure/exploration to decision making, helping individuals identify career pathways that are a good fit and aligned with high demand industries in CO, paired with local education/credential attainment pathways.

STUDENTS ALSO REPORTED THAT THEY LIKE..

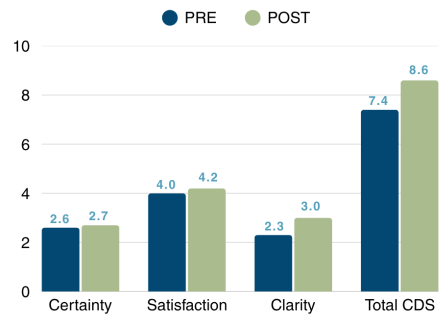
LEARNING ABOUT PERSONAL STRENGTH

“Knowing my strengths and how I can use them to find a career that’s best for me.”

EXPLORING CAREER OPTIONS

“Seeing all the careers that I didn’t know were out there and feeling inspired to explore them.”

CAREER STATE INVENTORY AGGREGATED STUDENT SCORES



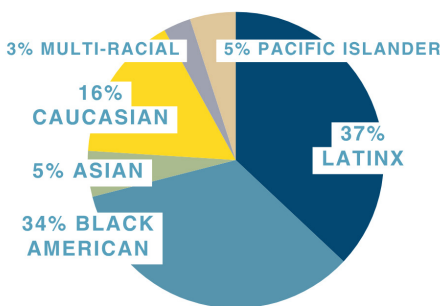
Quantitative evaluation includes pre-post evaluation using the Career State Inventory (CSI). The CSI is a measure of career decision-making readiness and assesses three dimensions of the career decision state (CDS) including (a) Certainty about a career goal, (b) Satisfaction with a career choice or goal, and (c) Clarity and confidence in pursuing one’s career and life goals. Overall, students who participate in the RA career program show they are more certain about a career choice, more satisfied about their career choice, and progressed toward a more positive career decision state to better engage in thoughtful and effortful career problem solving and decision-making.

MEETING WITH A CAREER COACH AND WORKING ON CAREER PLANNING

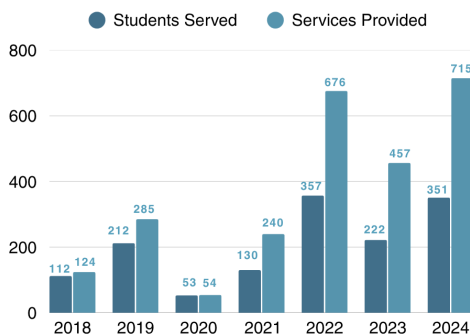
“Being able to talk one-on-one with someone and have them understand... expanding all the possible careers I could do.”

PROGRAM DATA

RACE/ETHNICITY



STUDENTS SERVED & SERVICES PROVIDED



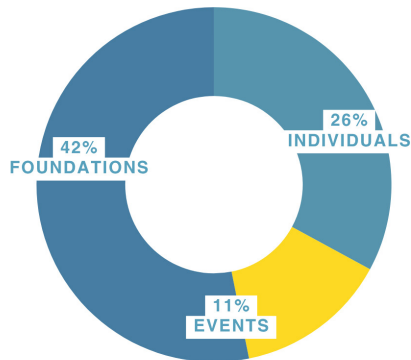
GENDER



FINANCIALS

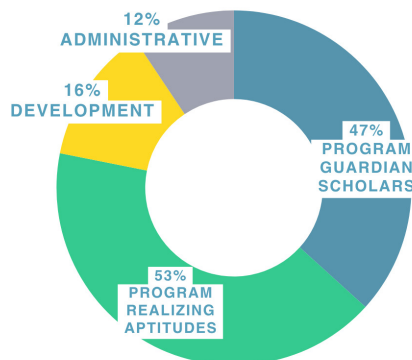
BREAKDOWN OF REVENUE

FY2024 REVENUE: \$538,591



BRIEF NARRATIVE OF EXPENSES

FY2024 EXPENSES: \$458,298



\$301,021

FY24 ENDING NET ASSETS

BOARD MEMBERS

- Rob Morrison Tiernan, Board President
- Stefan Magnusson, Board Treasurer
- Jeff Mendel, Board Secretary
- Janel Domenico, Board Member
- Dr. Stuart Lord, Board Member
- Eric Veve, Board Member

COLLECTIVE IMPACT

Forward Steps passionately believes in and advocates for the power in collective impact. Both programs embody this ethos in its work to reduce siloed program delivery and work to advance the common agenda on talent pipeline projects, as well as to promote the role of small nonprofits in this area of advocacy work. Forward Steps works across four regional and state-wide collective impact initiatives and contributes to goals pertaining to high school graduation, postsecondary/credential enrollment and attainment, and workforce entry.

