

Executive Director Annual Compensation in 2025 (Excluding benefits):*

[REDACTED]

[REDACTED]		
[REDACTED]		
[REDACTED]		
[REDACTED]		

EIN*

TAX ID Number (this will link with Guidestar)

[REDACTED]

Proposal Narrative

Program Area*

Program Area of Request

Employment/Self-Sufficiency

Project Name*

Project or Program Name

Economic Mobility through Comprehensive IT Training and Job Placement

Type of Grant Requested*

(select one)

Operating Support

How much are you applying for in 2025?*

\$60,000.00

Briefly describe what the 2025 grant will be used for*

requests \$60,000 in general operating funding from The Kenneth King Foundation to support its work on building pathways to well-paid, career-oriented employment for low-income adults under-represented in Colorado's IT sector. tuition-free, comprehensive IT credentialing and training program provides learners with skills-based training, career counseling, job placement, and wraparound support that propel graduates toward economic mobility.

Organization Background, Goals and Current Programs*

Discuss the founding and development of the organization as well as the current mission statement. Explain the original issue and/or opportunity the organization was founded to address and how that may have changed over time. Describe the organization's current goals and programs including how this work will address the underlying root cause of the issue.

Background, Mission, and Vision

s a talent solutions organization that transforms driven individuals, ages 18 to 65, into highly skilled, valuable team members. Our rigorous recruiting, industry-driven training, curated matches, and professional skills coaching prepare new employees to thrive in their careers. mission is to transform lives by training, launching, and coaching the next generation of technology stars. Our vision is a vibrant tech talent ecosystem fueling opportunity, growth, and prosperity for the Rocky Mountain region.

was launched in 2016 as a Public Benefit Corporation. In 2018, was established as a 501(c)3 to focus specifically on job readiness and career advancement in the IT sector, partnering with to bring its nationally recognized, evidence-based IT training to Colorado. In 2021, merged into a single nonprofit, streamlining operations to better serve clients and strengthen impact along the job-readiness continuum.

Programs, Goals, and Evolution

approach revolves around the idea that no workforce development model can successfully combat poverty through good jobs without deep investment and involvement from businesses. provides durable and hard-skills training, industry-recognized credentialing, and employment placements in high-demand, high-wage IT jobs. Career pathways include direct hire, contract to hire, and Department of Labor (DOL)-registered apprenticeships. 's current programs include:

- IT Support and Security Fundamentals (ITSF) – ITSF offers learners the opportunity to earn the CompTIA A+ certification while equipping them with the knowledge of networking and fundamental security concepts through hands-on learning.
- Software Development – The Software Development course provides a learning path where learners can master HTML5, CSS3, and JavaScript, essential tools for today's tech jobs.
- Data Analytics – s finalizing the curriculum for our 14-week Data Analytics bootcamp, to be delivered in the summer of 2025. This training pathway, co-created with employer partners, covers Excel, SQL, Power BI with DAX, and core data analytics concepts.
- Wraparound Supports – This comprehensive support includes professional and financial coaching; referrals for food, transportation, and clothing; a Roth IRA contribution; and two years of additional upskilling and credentialing opportunities.
- Apprenticeships – In 2022 launched apprenticeships providing intermediary services to employers registering four occupations. We provide education on the benefits of apprenticeships and technical assistance to ease the administrative burden and match graduates from our bootcamps into these roles.

These programs play a vital role in breaking the cycle of poverty by providing true access to well-paying jobs that offer opportunities for career advancement. Learners also are given ample opportunities to connect with employers, allowing them to build social capital and expand their professional networks. Access to living wage jobs and career-focused opportunities is a key social determinant of health (SDOH). By securing these

jobs, learners are better equipped to improve other SDOHs, such as stable housing, access to quality education, healthcare, and more, ultimately fostering greater health equity.

Proposed Activities for 2025 Grant*

Describe what you will do with the proposed funding and how you will do it. Are you using a strategy that has been proven effective by research or how do you know the proposed work will have impact? Why is this the right organization to address the challenge? Describe the populations served by the proposed work - how many people are expected to benefit from the activities? Include any partnerships or collaborations that you think we should be aware of.

Funding from the Kenneth King Foundation will support the following organizational goals:

- Enroll 180 learners in 15-week immersive boot camp training.
- Graduate more than 150 learners.
- Support job attainment for at least 120 learners through direct hire and apprenticeships.

Funding will also support the following organizational activities:

- The ongoing delivery and growth of [REDACTED] rigorous and effective training, job placement, and wraparound support programming for learners; as well as its apprenticeship intermediary programming and support services for employers.
- Integrating AI into skills development by embedding AI skills across all curricula ensures learners are fully prepared to thrive in an AI-driven world. Our goal is not only to keep pace with change but provide our learners with a competitive edge in an increasingly dynamic job market.

Strategy

Advancements in computing technology have sparked a societal shift comparable to the Industrial Revolution, leading to a shortage of skilled IT workers and an increasing demand for diverse perspectives in the workforce. In response to this challenge, [REDACTED] has developed a unique “Recruit, Prepare, Match, Coach” model that offers tuition-free IT training, wraparound support, job placement, upskilling, and ongoing coaching to launch learners into stable, well-paying IT careers.

Four key elements differentiate [REDACTED] programming from other workforce programs, making us the right organization to meet this challenge: (1) strong relationship-building and account management with more than 50 employer partners; (2) a centralized, scalable, and diverse talent pipeline of candidates who are pre-vetted, trained, and credentialed to fill entry- to mid-level IT positions; (3) a robust in-course and post-placement coaching program, and; (4) a robust partnership with [REDACTED], a nationally-recognized evidence-based nonprofit. [REDACTED] replicates the Per Scholars model, a Lever for Change Bold Solutions Network member since 2020 whose effectiveness in IT workforce development has been demonstrated in multiple rigorous, randomized evaluations (MDRC for Data Insights, 2022; Social Programs That Work, 2022; Arnold Ventures, 2021).

Who We Serve

[REDACTED] enrolls learners who face challenges in accessing living-wage career pathways. The organization focuses on individuals who are under-skilled, underemployed, or unemployed, with a particular emphasis on populations that are underrepresented in the IT sector. [REDACTED] learners reflect the following demographics:

- 84% are at or below 80% of Area Median Income (AMI), including 40% very low income (at or below 50% AMI) and 33% severely low income (at or below 30% AMI).
- 67% identify as BIPOC.
- 65% do not have a 4-year college degree.
- 35% identify as female, 1% identify as other.
- 26% are immigrants to the U.S.
- 2% are veterans or still active in the military.

Partnership & Collaboration

Through the Tech Talent Partnership (TTP) launched in 2024, [REDACTED] convenes 20 employers and 15 education partners to create tighter collaboration and integration between industry and education/ training partners across the state to fill critical roles in cybersecurity and understand and close skills gaps between Colorado's top tech jobs and relevant training.

Work-based learning is also a key component of our bootcamps, providing hands-on experience and direct employer engagement. During Career Development classes, companies lead sessions where they share insights into their roles, work environments, and industry expectations. Additionally, graduates of our ITSF course participate in weeklong "Capstone Projects" at the MSU Cybersecurity Center, where they gain practical experience in the cyber range. Combining [REDACTED]' technical instruction with the MSU Capstone experience and apprenticeship opportunities creates a world-class solution for developing the cybersecurity workforce that America needs.

Evaluation*

Share your most recent outputs and outcomes for the work described in this proposal. How does the organization measure these results? How are these results utilized to inform the organization's operations and programs?

From 2020 until now, [REDACTED] has enrolled more than 519 learners, with an 86% graduation rate. Of [REDACTED]'s graduates, 91% retained a job 6 months after attainment, and 87% retained a job 12 months after attainment. To better understand longitudinal wage outcomes for enrolled learners, the organization has partnered with the Colorado Wage Outcomes and Results Coalition (CO WORC) pilot, using Form W-2 data to assess pre-and-post wage and completion outcomes for [REDACTED] participants. The pilot found that the average earnings of all [REDACTED]-enrolled learners are \$48,000 within 12 months post-graduation. Participants who continue to upskill and advance in their careers during years two and three following graduation earn up to \$80,000 annually.

[REDACTED] measures success by tracking and evaluating enrollment, graduation, job placement, salary, and retention rates. It also analyzes results through internal evaluation systems, which consist of a customized Salesforce applicant system and a CRM database. These systems enable [REDACTED] to track employers, candidates, and partnerships, and efficiently match jobseeker skills and experiences with employer job openings. [REDACTED] continues to work with participants and employers for 24 months post-placement to collect retention and salary data while offering ongoing support that facilitates job satisfaction and advancement.

[REDACTED] is deeply connected to its community of learners, community nonprofits, educational institutions, and employers. The organization engages learners' voices through interim and summative surveys for each cohort, evaluates impact, and makes changes based on feedback. The organization also seeks feedback from learners during one-on-one coaching sessions, asking each learner about their job needs and career aspirations and using extensive evaluation to measure impact, improve services, address learner needs, and make changes based on feedback. [REDACTED] meets with employer partners monthly and quarterly to solicit their feedback, activating and engaging them in becoming co-creators rather than consumers of talent. Through these mechanisms, [REDACTED] continues to improve its innovative workforce development model. [REDACTED]'s programming creates access to good jobs that pay above a living wage and have advancement opportunities, ensuring self-sufficiency and wealth creation for under-represented, marginalized Colorado communities.

[REDACTED]

[REDACTED]

Optional - additional information

Please provide any additional context or information not covered in previous sections

Two areas for growth that [REDACTED] worked on in 2024 and will continue to work on in 2025 are its young adult and veteran programs. With a newly hired Program Manager for Veteran Recruitment and Partnerships, the organization will ensure a strong trajectory for [REDACTED]'s Veterans Initiative, generating a robust pipeline of learners affiliated with the U.S. Armed Forces, providing them with the training, credentialing, and employment placement into tech and aerospace jobs requiring security clearance, for which veterans are uniquely suited.

Additionally, [REDACTED] provides dedicated coaching support to its young adult learners, deploying curriculum and content developed specifically for young adults by the Learner Success team, and adding an additional "in-cycle" group coaching focused on the 18-24 demographic. Across the six learner cohorts from June 2023 to December 2024, [REDACTED] had 29 participants who were young adults, ages 18 to 24. Young adults are retained and are succeeding in the program, as indicated by the 89% graduation rate for young adults this past year. To increase these numbers, [REDACTED] has deployed multiple strategies, including targeting outreach to young adults and partnering with local educational partners who have young adults who could benefit from the economical alternative to college that [REDACTED] provides.

Financial Attachments

NOTE: Provide explanations for items that may raise questions in any of the attached financial documents. The explanations can be written onto the documents themselves or included in the area below.

Most recent 12-month Statement of Financial Position*

Include a Statement of Financial Position (Balance Sheet) through the most recently completed operating month available (must be within the past three months)

[REDACTED]_Statement of Financial Postion_12.2024.pdf

Most recent 12-month Statement of Activities*

Include a Statement of Activities (Income and Expense Statement) through the most recently completed operating month available (must be within the past three months). Provide the Statement of Activities in a budget-to-actual format if the organization uses that format

[REDACTED]_Statement of Activities_12.2024.pdf