



2021-2022

# EXP

## EVOLUTION



# EXP - The Opportunity Engine

## OUR VISION

Every student having equal access to education, experiences and career opportunities that will help them reach their full potential.

## OUR MISSION

We prepare students for a better life. Our programs help young people gain experience, unlock doors and build the confidence they need to succeed in school, career and life.

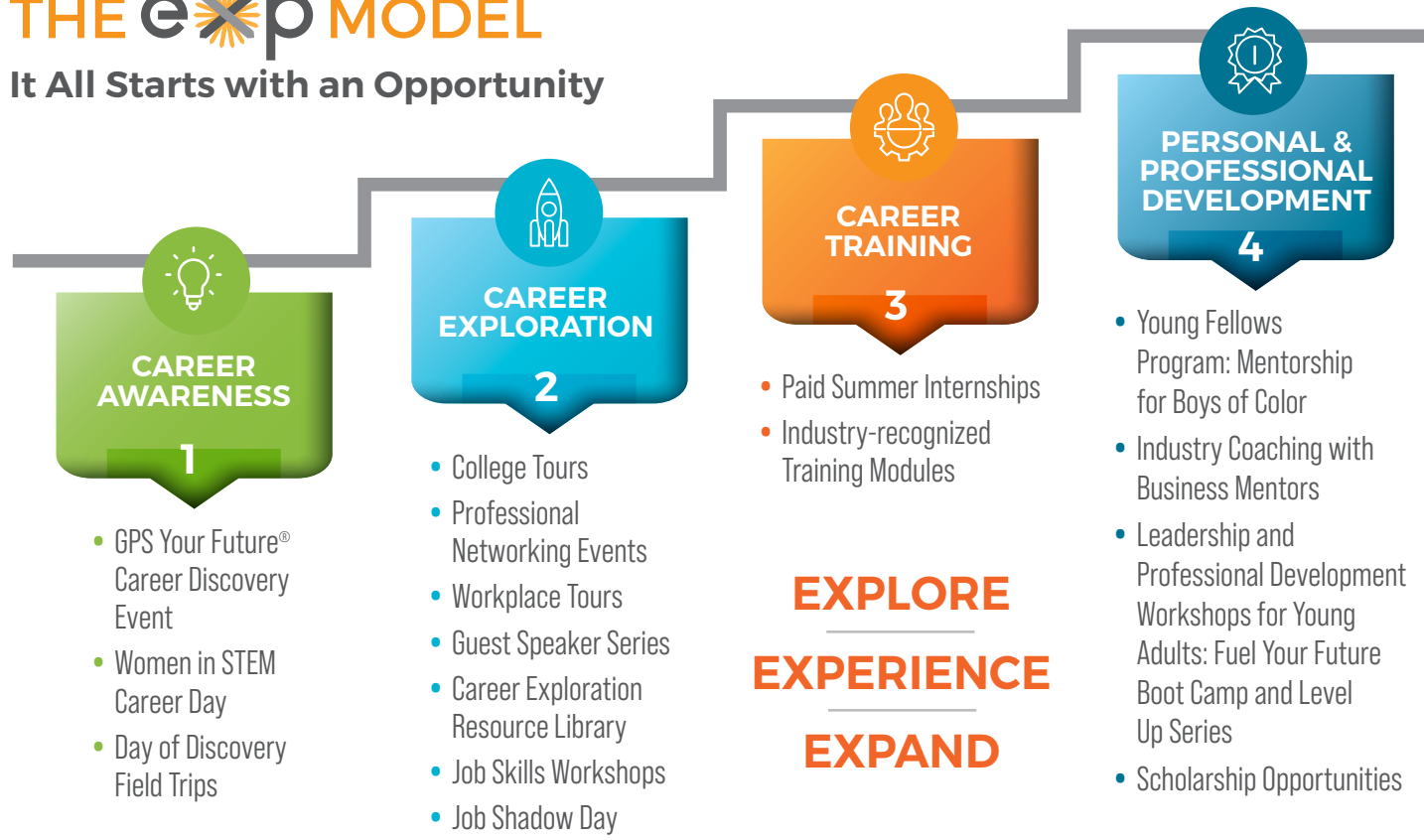
## OUR COMMITMENT

We bring together industry and schools to build tomorrow's workforce and provide career opportunities to students from underserved communities in Southern California. We deliver effective programs, resources, and support that help advance our mission of educational access and career opportunities and work to reduce racial and gender disparities across the justice continuum affecting all underrepresented youth and communities.



## THE MODEL

It All Starts with an Opportunity





# Changing Lives Since 1999

In 1999, International Trade Education Programs, Inc. (ITEP) started with just one academy at one high school to bridge the gap between the industry’s need for a skilled workforce and the school’s struggle to graduate students. 23 years and a 2018 rebrand later, EXP, as we are now, provides more than 6,300 students in 11 high schools access to our programs during the 2021-2022 school year.



The EXP evolution continues as we adapt and grow along with the ever-changing world.

Post-pandemic, student needs have become much more complex than simple career preparation. EXP has responded with programs that embody a holistic approach to youth success by providing mentorship, mental health support, and post-high school professional development.


Our educators look to us for innovative work-based learning programs and teacher professional development that meets their strategic goals, particularly in the area of social emotional learning (SEL) and diversity, equity and inclusion (DEI). For example, EXP expanded our Young Fellows Program to align with LAUSD’s Black Student Achievement Program (BSAP).

Our legacy partnerships in the maritime and goods movement became extremely valuable as the rest of the world discovered the importance of the supply chain during the pandemic. At the same time, we have broadened our reach into multiple high-wage, high-growth industries, including technology and healthcare, providing employers an early connection with their future talent pipeline.

The times may be changing, but our commitment to youth remains the same, thanks to the generosity and commitment of our community.

## Our Impact



 **6,300+** high school students have access to EXP programs

 **\$ 2.3** million raised to benefit our students

 **94%** graduation rate for EXP interns



# Reconnecting the Dots for Students and Educators

EXP remains committed to making education real as students return to the classroom in fall 2021 after almost two years of remote learning. EXP program managers collaborated with educators to combat learning loss and to help keep students engaged and interested through this crucial transition.

We also added office hours with EXP program managers, both in-person at school and virtually. The additional one-on-one attention helped reacclimate students to in-person interactions, ease their anxiety, and keep their focus.



**“When students stay engaged in EXP programs, they also become more engaged in class, and vice versa,”** observed Eva Levingston, EXP Program Manager and one of Young Fellows Program Leads. **“With a little extra attention, we are helping these young people moving forward one step at a time toward their school and career success.”**



## 2021-2022 EXP-SUPPORTED SCHOOLS AND PATHWAYS

### BARSTOW HIGH SCHOOL

- Mojave Express Logistics Academy (MXP)
- Science, Technology, Engineering, Arts, and Mathematics (STEAM)

### CARSON SENIOR HIGH SCHOOL

- Environmental Science, Engineering, and Technology (ESET)
- Global Business, Law, and Government (GBLG)
- Performing Arts and Media Arts (PAMA)

### GARDENA HIGH SCHOOL

- Creative Arts Academy
- Global Business Magnet (GBM)
- Law & Public Service Magnet
- STEAM Academy

### INTELLECTUAL VIRTUES ACADEMY (LONG BEACH)

### LAWNDALE HIGH SCHOOL

- Marine Science Academy (MSA)

### LEUZINGER HIGH SCHOOL (LAWNDALE)

- Environmental Careers Academy

### MANUEL DOMINGUEZ HIGH SCHOOL (COMPTON)

- CTE Culinary Pathway
- CTE Business Pathway

### NATHANIEL NARBONNE HIGH SCHOOL (HARBOR CITY)

- Business Entrepreneurship Technology Academy (BETA)

### PHINEAS BANNING HIGH SCHOOL (WILMINGTON)

- Global Environmental Science Academy (GESA)
- Global Safety and Security Academy (GSS)
- International Trade Academy (ITA)
- Maritime, Agriculture, Tourism, Cuisine, and Hospitality (MATCH)
- Pilot Academy of Technology and Health Science (PATHS)

### RANCHO DOMINGUEZ PREPARATORY SCHOOL (LONG BEACH)

- Science, Technology, Engineering, Arts, and Math (STEAM)

### SAN PEDRO HIGH SCHOOL

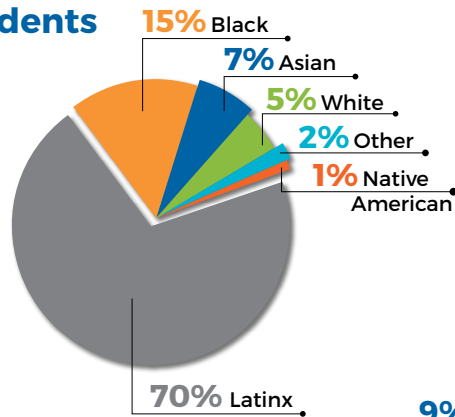


# The EXP Evolution

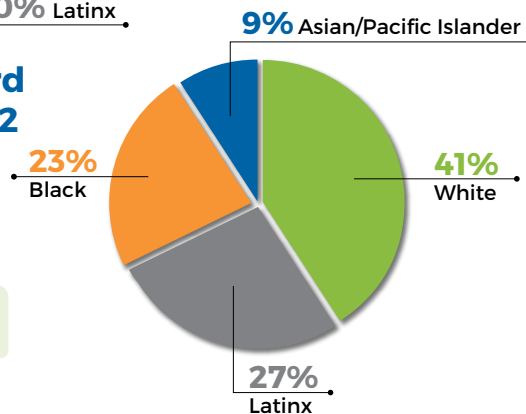
## Reflecting the Community We Serve

As a part of our 5-year strategic plan, EXP has codified DEI practices across our programs and within our organization and board of directors. With 27% Latinx on the board and growing, we continue to be intentional in building our board, leadership team, and volunteer base to include our alumni and professionals with shared lived experience to better serve our community.

### EXP Students (2020)



### EXP Board 2021-2022



## Growing Alumni Engagement

In 2021-2022, we began building a strong base for our alumni engagement, starting with a dedicated EXP program manager and a board-led Alumni Committee. We also extended our *Level Up* workshops and *Fuel Your Future* summer workshop series for young adults to high school seniors, further increasing awareness of our alumni services.

## Increasing Engagement in Orange County

In previous years, our growth strategy emphasized sustainable growth within our regional footprint. In 2021-2022, we made our first step into Orange County, enabled by virtual programming. (See sidebar.) We look forward to building upon our connections with Orange County Department of Education to expand EXP programs into more schools.

## Everything's Coming Up Orange

### Summit Series of Innovation: Embracing Turbulence

In partnership with the Orange County Region of the California Community Colleges, (CCC) EXP hosted a virtual speaker series with 7 speakers from March through November 2022. More than 250 business leaders and educators participated in the series where each session helped them prepare for challenges and opportunities in different aspects of entrepreneurship.

### The Way Forward: High Impact Skills for the New Workplace

Once again with the CCC, we presented a virtual summit, The Way Forward. More than 90 business leaders, educators, and college students came together to gain insight from 4 industry experts on the importance and impacts of the 3Cs (communication, collaboration, and critical thinking) and discuss strategies for developing these skills in the classroom and on the job.

### Re-Defining Apprenticeship: Closing the Skills Gap for the 21st Century Workplace

EXP, the Orange County Regional Consortium, Saddleback College, and Vital Link joined forces to host the first in-person event since 2020. The all-day summit brought together 14 experts and nearly 60 business leaders and educators to explore the growing influence of competency-based learning frameworks and program models.

# Making Education Real



POWERED BY PROLOGIS

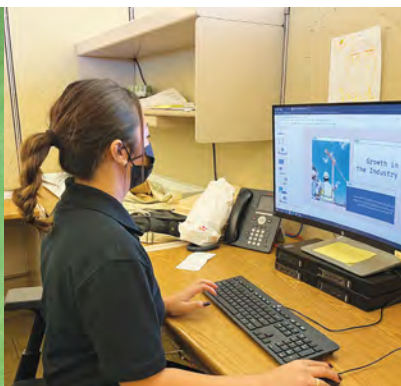
In our fourth year as a partner of the Prologis Community Workforce Initiative, we continue to grow the year-long journey for 11th-grade students to prepare them for the world of work. We updated our career-readiness workshop content to include how to become a young professional in the age of social media. And just like the real world, we offered in-person, virtual, and hybrid internship opportunities.

Program participants also took full advantage of the *Prologis Learning Academy*, completing **741** certificates in courses such as Listening Skills, Developing Self Awareness, and Team and Workplace Conduct.

**80%** of EXP interns said that their confidence in their ability to interview with future employers improved significantly

**89%** of EXP interns said that the EXP Internship Program helped them establish a professional network

**98%** of EXP interns said they were given adequate training to prepare them for the internship



**81** students completed the internship program



**94%** graduation rate of our interns



**107** hours of work-based experience per student

including summer internship, career-readiness workshops, mock interview, and professional training modules.

## Speaker Series

From the US Coast Guard to NASA Jet Propulsion Lab, **37** volunteers from all industries brought their real-world experience into the classroom this school year. Our volunteers were just as eager to return to campus as our students were excited about having guest speakers! Their engagement energized our students and educators alike.

## Manuel Dominguez High School Spring Career Fair

With the support of Principal Caleb Oliver, Assistant Principal, Miguel Taylor, and Business Career Trade Education Lead Teacher "Ms. A" Angelina Metcalf, EXP delivered the inaugural on-campus career fair at Manuel Dominguez High School in Compton in April 2022. More than **300** students discovered career opportunities and explored employment options with representatives from **19** companies from a wide range of industry sectors.





## MY EXP STORY: **Airam Solorzano**



**Associated Student Organization President,  
Los Angeles Harbor College Carson High School,  
Environmental Science, Engineering, and  
Technology (ESET), Class of 2021**

It takes just one opportunity to change someone's life trajectory. For Airam, it was the one homeroom class when seniors came in to talk about their EXP internship experience. Intrigued, Airam signed up for the industry coaching sessions and continued onto the internship program, and eventually young adult workshops once she entered college.

Airam's road to success has been met with challenges along the way. While she earned the prestigious summer internship with Kaiser Permanente in 2020, the program went virtual due to the pandemic. Airam took those challenges in stride, applying all the skills she earned at the EXP workshops such as how to communicate with your supervisors and your peers and dressing for success even when on Zoom.



Another change of plan after graduation landed Airam at Los Angeles Harbor College. "Being a first-generation college student is hard," she said. "The transition has been difficult, but engaging with other students helps me stay strong, thanks to the networking skills I learned through EXP programs!" Not only did she thrive, Airam became the Associated Student Organization (ASO) president and is now aiming to earn a degree in psychology. And this is where her story comes full circle.

Having stayed active with the EXP alumni network, Airam encouraged her fellow ASO members and other club leaders to sign up for EXP's virtual workshops for young adults.



"I wanted them to be able to expand their knowledge and educate themselves the way I have done with EXP in high school," said Airam. "Knowing that my fellow board members and other club leaders had never participated in something like this, I believed it might be a useful experience because you earn so much about yourself."



### Fuel Your Future Virtual Summer Bootcamp

The career-readiness workshop series for young adults was launched in July 2021, thanks to the support of Marathon Petroleum Corporation and Prologis.

**28** young adults identified their professional strengths, improved their wellbeing and boosted their career leadership skills. The 4-day online course culminated at an in-person networking event, where the participants were able to apply what they learned to network with industry professionals.

### Level Up Virtual Workshop Series

**82%**

of EXP alumni surveyed said they learned new skills that help their career pursuit. In 2021-2022, we offered three skills workshops, including resume writing, personal finance, and virtual networking with USC alumni.

# Volunteer-Driven Partnership

Our volunteers make our programs happen! From classroom speakers to mentors and industry coaches, EXP is grateful for the commitment and dedication of our volunteers.



## The Mighty 400

EXP engages more than **400** industry professionals in our programs each year. While there is an overall trend of declining volunteerism in the U.S., our Mighty 400 remains as committed as ever. Their lived-experiences and industry expertise help expand our students' horizons and introduce them to endless possibilities for success.

*“It is important to help that young person understand their inherent value, providing the needed guidance to help them navigate this difficult world, and most importantly - letting them know that they have what it takes to succeed no matter what the current situation looks like today.”*

**Nate Russell**

Senior Manager, Contracts, Raytheon Intelligence & Space



## Mock Interviews

One of EXP's most enthusiastically participated volunteer events returned in person in the spring. **99** volunteers signed up to help our summer internship candidates prepare for their placement interviews. There were so many volunteers we had to double them up at every table!



## Summer Bridge

In partnership with LAUSD's CTE/Linked Learning Program, EXP provided **63** guest speakers and presentation judges for the Summer Bridge program. This program helps incoming 9th-grade students make a successful transition into high school.





## Scaling to Succeed

Growing to meet evolving education, workforce, and societal needs, EXP has augmented our embedded school-site support with independent signature events and programs that create an entry point for new schools and offer professional development opportunities for our alumni and young adults. We also reached more students by taking our signature events virtual.

### GPS YOUR FUTURE®

Virtual experience should be more than just listening to one Zoom presentation after another. In addition to the digital scavenger hunt, more than **500** students chose their own adventure from one of **21** breakout sessions where a small group of students got one-on-one time with a professional in the field they were interested in, from computer forensics to Port of Los Angeles.



## WOMEN IN STEM Career Day



We made this virtual experience more “hands-on” with the addition of virtual field trips and demonstrations for nearly **350** young women. For example, the FedEx team took our students on a tour of their Los Angeles electric vehicle facility via Zoom, and Snapchat software engineers showed how their Spotlight feature works in real time.

### exp YOUNG FELLOWS PROGRAM

**74** boys of color and **36** mentors participated in the virtual mentorship program over 6 months. To strengthen relationship that they cultivated, we hosted the program culmination and social at Gardena High School so the students and their parents and mentors could meet in-person for the very first time. The event also included a keynote speaker, scholarship announcement, and testimonials from students and mentors.



# Fueling the Opportunity Engine

**Your support made a difference in the lives our students!** Thanks to our generous donors, we raised more than \$2.3 million to ensure every student and alum we serve has access to the training, guidance, and experience they need to succeed in school, career, and life.

## 2021-2022 Lead Partners

**Hancock & Julia Banning  
Educational Fund**

 **PROLOGIS®**



### Major Partners

(\$25,000 to \$99,999)

- Bank of America
- City National Bank
- DCLI
- Dwight Stuart Youth Fund
- Edison International
- Fast Lane Transportation, Inc.
- John Gogian Family Foundation
- Kaiser Permanente South Bay
- Allen and Dottie Lay
- Ports America
- Steinmetz Foundation
- UPS
- Watson Land Company
- Bettina Weary Trust
- Yusen Logistics

### Accelerator Partners

(\$10,000 - \$24,999)

- FedEx
- Fenix Marine Services
- First Citizens Bank (formerly OneWest Bank)
- Loyola Marymount University
- The Kenneth T. and Eileen L. Norris Foundation
- Pacific Merchant Shipping Association (PMSA)
- Pasha Stevedoring & Terminals
- State Farm
- Toyota Motor North America, Inc.
- Union Pacific Foundation
- And those who choose to remain anonymous

### Community Partners

- Long Beach Community Foundation
- United States Coast Guard Sector Los Angeles Long Beach
- North America Marine Environment Protection Association (NAMEPA)





# Annual Statement

## 2021-2022 Audited Financials

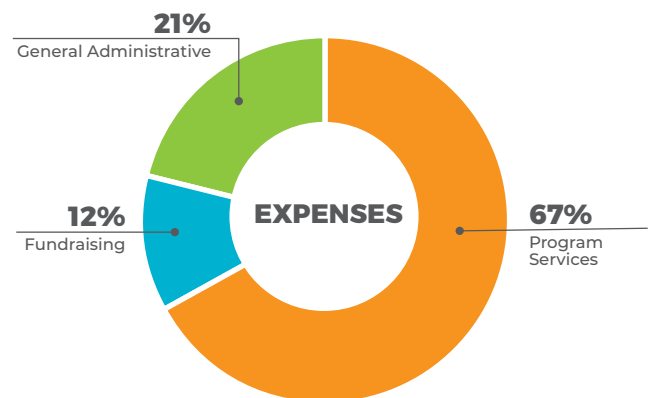
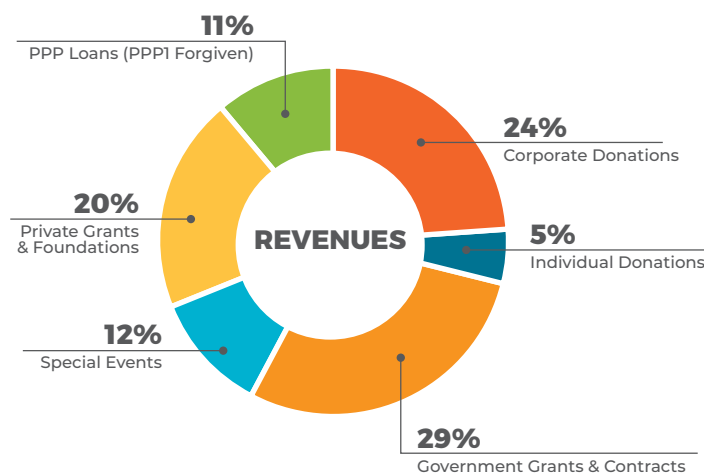
### Statement of Activities June 30, 2022

Total Revenue	\$ 2,392,876
Total Expenses	\$ 2,142,819
Change in Net Assets	\$ 250,057
<b>Net Assets at 6/30/2022</b>	<b>\$ 1,363,393</b>

### Statement of Financial Position June 30, 2022

Total Assets	\$ 1,557,107
Current Liabilities	\$ 193,714
Net Assets at 6/30/2022	\$ 1,363,393
<b>Total Liabilities and Net Assets</b>	<b>\$ 1,557,107</b>

## 2021-2022 Audited Revenues & Expenses



Recording breaking  
**\$360,000**  
raised at  
Oceans of Opportunity

**\$22,000**  
in senior and  
alumni  
scholarships

Almost  
**\$160,000**  
in direct economic  
support to our interns

# 2021-2022 EXP Board of Directors

**Pat Wilson**

Chair  
Fast Lane Transportation, Inc.

**Telebah Woods**

Vice Chair  
Bank of America

**Brent Williams**

Treasurer  
City National Bank

**Paxton Bowman**

Secretary  
Republic Services

**Tara Voss**

Member at Large  
Peacock Piper Tong + Voss LLP

**Tony Williamson**

Member at Large  
Total Transportation Services Inc.

**Jessica Bails**

Pacific Gas & Electric

**Ann Burckle**

West Coast Realty Counselors

**Bob Devine**

Marathon Petroleum Corporation

**David Gamboa**

CSU Dominguez Hills

**Gerald Hofmann**

IDC Logistics

**Joseph Hower**

Ramboll US Consulting, Inc.

**Victor Ibarra**

EXP Alum  
Office of Assembly Member  
Mike A. Gipson

**Amy Imamura**

Los Angeles World Airports

**Wayne Kimball, Jr.**

Google

**Michael Leue**

Alameda Corridor  
Transportation Authority

**Tommy Luong**

Valero Energy Corporation

**Elizabeth Machuca**

EXP Alum  
SPEC Services Inc.

**Ron Roberts, Jr.**

Griffith Company

**Daniella Ruiz**

Deseret Partnership

**Jackie Sutton**

Ports America

**Dr. Michelle Yanez**

MY Workforce Solutions

**Theresa Adams-Lopez**

Official Liaison  
Port of Los Angeles

**Rebecca Ore**

Official Liaison  
United States Coast Guard Sector  
LA/LB

**Amy Grat**

Chief Executive Officer  
EXP



**Your support matters.**

Thank you for helping us level up our youth and our community!

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