

Job Skills Training Nonprofit

██████████ Foundation | From First Job to Thriving Career

Request: \$275,000 | Total Project Budget: \$480,000 | Grant Period: 24 months | Participants: 150

Statement of Need

For adults seeking economic mobility, securing a first job in technology can be transformative - but initial employment alone does not guarantee a sustainable career. Early-career workers must continue developing technical skills, navigate workplace expectations, build professional networks, and position themselves for wage growth and advancement as technology and employer needs evolve.

██████████ provides tuition-free technology training, industry-recognized credentials, career development, and connections to employers for individuals who have historically faced barriers to entering the technology workforce. Graduates have demonstrated substantial gains after training, with alumni entering technology careers at average salaries of approximately \$55,000 - roughly four times their average pre-training earnings.

The next challenge is ensuring that this initial earnings gain becomes the beginning, rather than the endpoint, of economic mobility. ██████████ created its Career Accelerator to address this challenge by providing alumni with continued technical upskilling, career coaching, credentials, and professional-development opportunities after they enter the workforce. Recent ██████████ research found that alumni completing instructor-led Career Accelerator training experienced meaningful wage growth, providing evidence that continued investment in skills after initial job placement can strengthen longer-term economic outcomes.

Through From First Job to Thriving Career, ██████████ will provide 150 early-career alumni with structured advancement support during the first two years of their technology careers, helping participants retain employment, build higher-level skills, increase earnings, and move toward positions offering greater responsibility and opportunity.

Project Description

From First Job to Thriving Career is a 24-month career-advancement initiative designed to help 150 ██████████ alumni translate initial technology employment into sustained career and wage growth.

Participants will be ██████████ alumni within the first two years of their technology careers who would benefit from additional skills, credentials, coaching, or career-navigation support. Each participant will develop an individualized advancement plan identifying professional goals, skills gaps, credential opportunities, and potential pathways toward increased responsibility and compensation.

Technical Upskilling and Credentials. Participants will access instructor-led Career Accelerator courses and industry-recognized credentials aligned with evolving employer demand and opportunities for advancement within technology occupations.

Individual Career Coaching. Career coaches will work with alumni on advancement planning, workplace challenges, job transitions, promotion strategies, interviewing, salary negotiation, and other needs that emerge during the early stages of a technology career.

Employer and Professional Connections. Participants will gain access to employer engagement, networking, mentorship, and career-development opportunities designed to expand professional networks and increase visibility into potential advancement pathways.

Employment and Advancement Support. [REDACTED] will maintain contact with participants throughout the initiative, tracking employment status and helping alumni respond to job instability, identify opportunities for advancement, and determine when additional training or career intervention is needed.

Together, these services create a bridge between initial job placement and longer-term economic mobility. Rather than treating employment as the conclusion of workforce development, the initiative recognizes that early-career workers often require continued skills development and career navigation to convert an entry point into a sustainable career.

Goals, Objectives, and Expected Outcomes

The initiative's overarching goal is to help early-career technology workers achieve sustained economic mobility by strengthening employment retention, continued skill development, career advancement, and wage growth.

- Enroll 150 alumni within the first two years of their technology careers.
- At least 80% of participants will complete an instructor-led Career Accelerator course or advanced industry credential.
- At least 85% of participants will remain employed 12 months after entering the initiative.
- At least 60% of participants will achieve a promotion, transition to a higher-level role, or experience a measurable wage increase during the project.
- Participating alumni will increase annual earnings by an average of at least \$5,000 during the initiative.

Evaluation and Learning

[REDACTED] will track participants from enrollment through the 24-month initiative using its existing alumni and employment-data systems.

Baseline data will document each participant's employment status, job title, hourly or annual earnings, relevant credentials, and career goals upon entry. [REDACTED] will then track participation in Career Accelerator training, credential completion, employment changes, promotions, job transitions, and wage progression throughout the grant period.

Participants will receive periodic follow-up from [REDACTED] staff to update employment information and identify emerging support needs. Twelve-month employment retention will be calculated for participants reaching the appropriate follow-up period, while advancement will be measured through documented promotions, movement into higher-level positions, and wage increases.

[REDACTED] will analyze outcomes across the participant cohort to determine which combinations of upskilling and career support are associated with stronger retention and advancement. Findings will inform future Career Accelerator programming and contribute to [REDACTED] broader effort to understand how post-placement workforce services can support sustained economic mobility.

Employer Engagement and Quality Career Pathways

Employer engagement is integral to [REDACTED] workforce-development model. Relationships with technology employers help the organization understand changing skill requirements, align training with labor-market demand, and connect learners and alumni with employment and advancement opportunities.

For From First Job to Thriving Career, [REDACTED] will engage employer partners not only as potential sources of jobs, but as partners in career advancement. Employer feedback will help inform Career Accelerator offerings and identify skills and credentials associated with higher-level technology roles. Employers will also participate, as appropriate, through mentorship, networking, career exposure, and recruitment opportunities.

This connection between alumni, training, and employers will help ensure that participants are not upskilling in isolation. Career-development decisions will be informed by real opportunities for increased responsibility, compensation, and advancement within the regional technology workforce.

Organizational Capacity

Founded in 1995, [REDACTED] has developed a national workforce model combining tuition-free technical training, industry-recognized credentials, career development, and employer partnerships to create pathways into technology careers for individuals historically excluded from the sector.

[REDACTED] has demonstrated strong outcomes in helping participants translate training into employment and substantial earnings gains. Nationally, [REDACTED] has extended this model beyond initial placement through Career Accelerator, which provides alumni with technical upskilling, additional credentials, coaching, and continued career-development opportunities.

[REDACTED] has also invested in evaluating Career Accelerator outcomes. Its recent analysis found meaningful wage gains among alumni completing instructor-led upskilling, providing an evidence base for expanding post-placement career-development strategies.

From First Job to Thriving Career therefore builds upon existing organizational infrastructure, employer relationships, alumni services, and demonstrated workforce outcomes rather than requiring [REDACTED] to create an entirely new service model.

Advancing Economic Opportunity

[REDACTED] was created to expand access to technology careers for individuals who have historically faced barriers to entering the sector. Tuition-free training removes an important financial barrier, but equitable access to a first job does not by itself ensure equitable access to advancement.

Workers with stronger professional networks, greater financial resources, and easier access to continued education may be better positioned to acquire new skills, negotiate compensation, navigate job transitions, and pursue promotions. From First Job to Thriving Career extends [REDACTED] equity strategy beyond entry into the technology workforce by ensuring that alumni continue to have access to the skills, coaching, credentials, and professional connections necessary to compete for advancement.

The initiative therefore defines economic mobility not simply as obtaining employment, but as developing the capacity to sustain employment, increase earnings, and continue progressing over time.

Sustainability

The initiative is designed to produce benefits that extend beyond the period of direct grant support. Participants will retain the technical skills, industry credentials, professional networks, career-management strategies, and increased earning capacity developed through the project throughout their careers.

[REDACTED] will also use participant outcomes and implementation findings to refine its Career Accelerator strategy and strengthen its understanding of which post-placement interventions most effectively support retention, wage growth, and advancement.

Because Career Accelerator is a growing component of [REDACTED] national workforce strategy, lessons generated through the initiative can inform future program design beyond the local cohort. [REDACTED] will continue to leverage philanthropic, corporate, employer, and public partnerships to sustain and expand career-advancement opportunities for alumni.

Request for Support

[REDACTED] requests \$275,000 from the [REDACTED] Foundation toward the \$480,000 cost of implementing From First Job to Thriving Career over 24 months.

■■■■■■■■■■ investment will enable ■■■■■■■■■■ to extend the workforce-development pathway beyond initial job placement by providing continued technical upskilling, industry credentials, individualized career coaching, employer connections, and advancement support during a critical stage in graduates' careers.

Success will be measured not simply by participation in training, but by whether alumni remain employed, build additional skills, advance professionally, and increase their earnings. By helping workers convert an initial technology job into sustained career progression, the initiative will advance the shared goal at the heart of the project: lasting economic mobility.

Project Budget

Expense	Total Project	William Penn	Other Funding
Career Accelerator instructors / technical trainers	\$120,000	\$75,000	\$45,000
Career coaches / alumni advancement staff	\$95,000	\$65,000	\$30,000
Program management & employer engagement	\$60,000	\$30,000	\$30,000
Industry certifications & testing fees	\$45,000	\$30,000	\$15,000
Curriculum, labs & technical learning platforms	\$30,000	\$15,000	\$15,000
Participant advancement supports	\$40,000	\$30,000	\$10,000
Employer networking, mentorship & career events	\$15,000	\$5,000	\$10,000
Data tracking, evaluation & learning	\$25,000	\$15,000	\$10,000
Administrative / indirect	\$50,000	\$10,000	\$40,000
TOTAL	\$480,000	\$275,000	\$205,000

Budget Narrative

The total cost of the 24-month From First Job to Thriving Career initiative is \$480,000. ■■■■■■■■■■ requests \$275,000 from the ■■■■■■■■■■ Foundation, representing approximately 57 percent of total project costs. The remaining \$205,000 would be supported through complementary philanthropic, corporate, employer, and unrestricted resources. In a live application, each source would be identified by amount and funding status, and all existing grants would be reviewed to prevent duplication of expenses.

Career Accelerator Instruction - \$120,000

Supports instructor time associated with advanced, employer-aligned technology training for participating alumni. Instruction will focus on skills that strengthen participants' competitiveness for higher-level technology roles and continued career advancement.

Career Coaching and Alumni Advancement - \$95,000

Supports individualized career coaching throughout the initiative, including career-development planning, job-transition support, promotion preparation, interviewing, salary negotiation, workplace problem-solving, and referrals to additional advancement resources.

Program Management and Employer Engagement - \$60,000

Supports project coordination, participant engagement, employer partnerships, mentorship opportunities, career events, and alignment between Career Accelerator programming and evolving workforce needs.

Industry Certifications and Testing - \$45,000

Covers certification examinations and related fees for participants pursuing industry-recognized credentials aligned with advancement opportunities in technology occupations.

Curriculum and Technical Learning Platforms - \$30,000

Supports instructional materials, software, virtual labs, technical platforms, and other resources necessary to deliver advanced technology training.

Participant Advancement Supports - \$40,000

Provides flexible assistance to address financial or logistical barriers that could interfere with participants' ability to complete upskilling, retain employment, or pursue advancement opportunities.

Employer Networking and Career Events - \$15,000

Supports structured opportunities for participants to engage employers, mentors, and technology professionals through networking, career-development, and recruitment activities.

Evaluation and Learning - \$25,000

Supports participant tracking and analysis of credential completion, employment retention, job transitions, promotions, and wage progression. Findings will be used to refine programming and inform broader Career Accelerator strategy.

Administrative and Indirect Costs - \$50,000

Supports financial management, technology, human resources, facilities, and other organizational infrastructure necessary for successful project delivery.