

2020 Impact Report

OPERATING SITE

HOUSTON, TEXAS

5906 Canal Street
Houston, TX 77011

HEADQUARTERS

AUSTIN, TEXAS

1901 Ben White Blvd.
Austin, TX 78741

OPERATING SITE

BATON ROUGE, LOUISIANA

6032 Fieldstone Dr, Ste B
Baton Rouge, LA 70809



Organizational Overview

Founded in 1975, American YouthWorks (AYW) connects youth and young adults with opportunities to serve the community and transform their lives through innovative education, training, and service.

Through two primary programs, YouthBuild Austin (AYW-YB) and AYW Conservation Corps (AYW-CC), young people learn new skills and implement these skills to address critical issues in our communities, including homelessness, disaster response, environmental stewardship, and access to technology, affordable housing and healthcare. Our “earn, learn and serve” AmeriCorps programs are award-winning models that serve young people through meaningful connection with education, supportive services, career pathways, and the community.

Key participation in city-wide socio-economic initiatives such as the City of Austin Master Community Workforce Plan, endorsed by Mayor Steve Adler and Senator Sarah Eckhardt, and implemented by Workforce Solutions Capital Area, has established American YouthWorks as a pillar of the workforce development and social services ecosystem.

TOTAL STAFF: 61

62.3%
Female

37.7%
Male

82.0%
Full Time

1.6%
Part Time

16.4%
Temporary

9.8%
Black/African
American

4.9%
Asian Pacific
Islander

27.9%
Hispanic/
Latino/a/o/x

55.7%
White

1.6%
2 or More

“American YouthWorks helped me get my life back on track and opened my eyes to new skills and opportunities.”

- Adrianna, YouthBuild Austin graduate



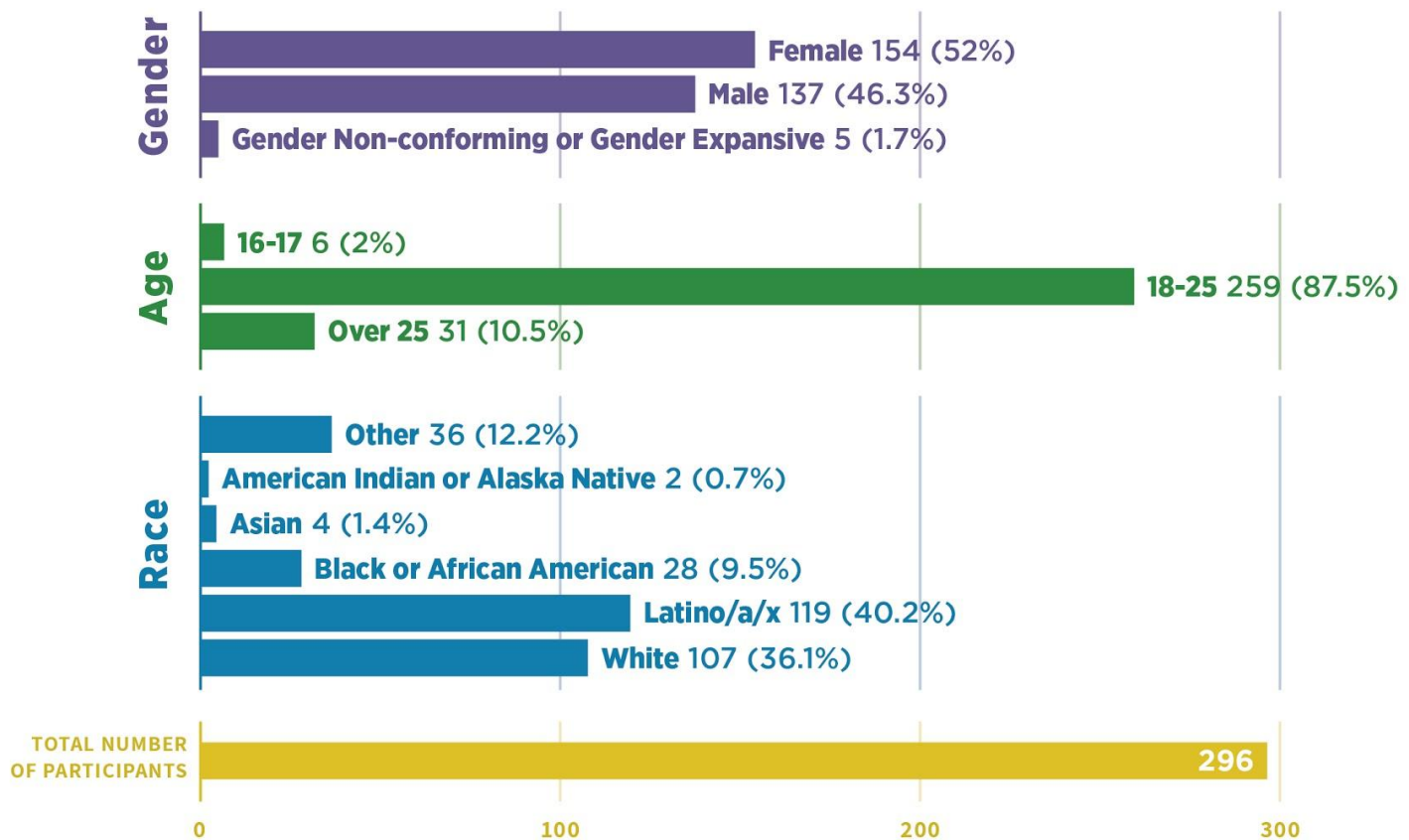
“I will eternally value the opportunities provided to me.”

- Ethan, Conservation Corps graduate





Participant Demographics



Participants' demographics from The Corps Network's Corps Profile

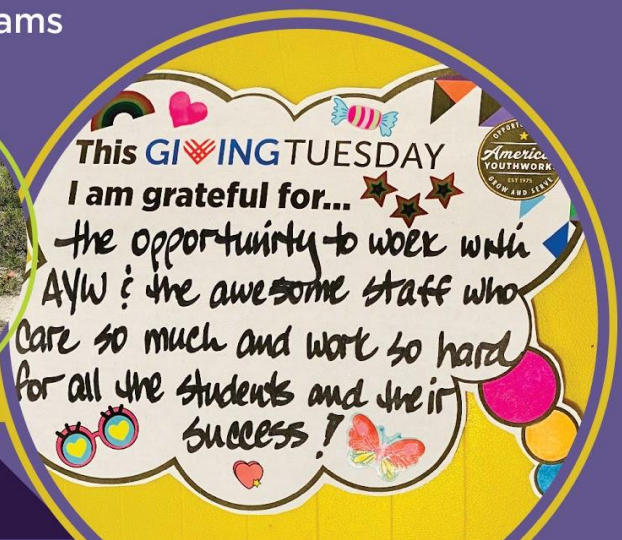
COUNTIES SERVED:

TEXAS | Travis, Bastrop, Hays, Williamson, Bexar, Angelina, Harris

LOUISIANA | East Baton Rouge Parish, Natchitoches Parish

"Thank you for all you've done in supporting my dreams and allowing me a second chance."

- Katy, YouthBuild Austin graduate





2020 COVID-19 Response

Implemented New Safety Practices and Protocols

- Program staff created comprehensive emergency response plans as well as strategies for internal and external communications, member management during a complete cessation of program activities, and the development of potential teleservice options.
- Operations and Facilities teams enhanced office safety measures for essential workers, designed emergency response and communications plans, scheduled daily disinfecting activities, implemented strict new protocols, and installed instructional signage for all campus visitors.
- Management teams closely monitored staff compliance of safety recommendations by local and state officials and immediately communicated updates to all staff.

Pivoted for Continuity of Direct Services

- Staff were forced to make tremendous adjustments in response to Stay Home-Work Safe Orders, redesigning work plans to arrange for remote alternative service and training; our GED Program and charter school partner, The Goodwill Excel Center, shifted to virtual learning for classroom and case management work, and the Pearson testing center remained open with strict safety protocols.
- Fieldwork protocols and scope of projects were revised to maintain members' engagement so they could continue earning service hours and receive their stipends and health insurance benefits.
- By December 31, 2020, staff had worked remotely for 210 days, effectively maintaining all agency functions in the midst of new restrictions and the uncertainty of the pandemic.

Creating a Community of Safety

- Joined the National COVID-19 Risk Management Work Group in collaboration with 20 programs, developed Risk Management procedures for operating service corps programs.
- Formed AYW COVID-19 Committee with representatives from all departments to streamline internal practices, coordinate organizational messaging, and improve safety protocols.
 - Established standards for entering the building, health screening, sanitizing and disinfecting the offices and common areas, program vehicles, and tools used by program participants.

COVID-19 Community Support Donations

Throughout the pandemic, the nonprofit community supported one another and American YouthWorks received generous donations of emergency supplies from our community and partner organizations.

- Tito's Handmade Vodka - hand cleanser
- Garrison Brothers - hand sanitizer
- San-Mar and SAFE- cloth mask donation
- Revivn - laptops
- Seton Ascension - tablets
- Austin Urban Technology Movement (AUTM) - laptops
- Capital Metro - food donations



2020 Impact

Amid the enormous uncertainty of the pandemic and challenges to operating models, American YouthWorks survived and in some areas, even thrived in adversity. Through dedication and extreme efforts, AYW maintained staff and program participants enrolled at pre-pandemic levels, by successfully pivoting all programming to new virtual platforms and securing funding through federal aid, private foundations, and cultivating new partnerships to maintain organizational stability.

We are grateful for the support of our Grantors and Partner Organizations

- A new partnership was established with City of Austin to implement the Austin Civilian Conservation Corps (ACCC) initiative which provides a living wage for conservation crews to complete City projects. A City Council directive created this program to provide relief to residents who have been economically impacted by COVID-19.
- With generous support from many new and longtime grantors, AYW was able to provide emergency relief for basic needs and mental health services for program participants, fund new agency initiatives to serve more communities, purchase PPE and COVID-19 related safety supplies for participants and staff, acquire computers and IT equipment for staff and participants, and strengthen the programs and direct services.
- The 20th Anniversary of our annual fundraiser, Help Clifford Help Kids, went virtual with a special solo performance by Bob Schneider and online auction, and thanks to our sponsors, auction donors, media partners, and co-chairs, the event surpassed the fundraising goal.
- AYW was able to maintain staffing levels at 100% during the onset of the pandemic through being awarded a Paycheck Protection Program (PPP) Loan.

5-Year Strategic Plan completed to guide agency initiatives

- With support from the Michael & Susan Dell Foundation, an extensive Strategic Planning process that began in 2019 was completed in 2020.
- Data informed the process from surveys completed by staff members, program participants, Board of Directors, and stakeholders, as well as from the CONNECT research project.
- The AYW Strategic Plan creates a unified vision of agency initiatives and Diversity, Equity, Inclusion, Belonging (DEIB) is woven into every aspect of the Plan Goals.



2020 Impact

The young adults enrolled in the AYW Conservation Corps and YouthBuild Austin programs were resilient and resourceful throughout the many challenges posed by the pandemic. Program direct service teams and support staff continued to deliver the same high level of quality education, career training and supportive services for members.

Highlights of program participants' accomplishments

- 296 young people served
- 204 members received technical or career certifications
- 727 certifications earned
- 200 members received an education award
- 860 total service hours performed by volunteers
- 1148 trees planted
- 187.5 acres of habitat restoration or improvement
- 36.58 miles of trails constructed, restored or maintained
- 83 public facilities constructed or maintained on public lands
- 100% satisfaction reported on partner surveys

How AYW supported community relief efforts

- AYW partnered with nonprofits such as El Buen Samaritano and Travis County and program members distributed food from the Travis County Food Pantries.
- Members performed contact tracing with the State Health Department and OneStar Foundation Disaster Relief Services.
- AYW COVID-19 Committee successfully organized the first flu vaccine drive for participants, staff, and their families in partnership with CVS Health and served 32 people.
- Partnered with Austin Urban Technology Movement (AUTM) for a holiday event to distribute laptops and food for students.
- 10,000+ masks were donated to medical professionals and the Travis County Constable Office.

DEIB Diversity, Equity, Inclusion & Belonging

With generous support from the Michael & Susan Dell Foundation, we began our DEIB work with a CONNECT research project that included racial equity surveys distributed to staff, stakeholders, Board Members, and partners, as well as focus groups to assess DEIB throughout the organization. This initiative was led by a PhD candidate from the UT Steve Hicks School of Social Work. Staff attended a variety of DEIB training opportunities through City of Austin, One Voice Central Texas, AmeriCorps Central Texas, and Leadership Austin. As a result of this work, a DEIB Committee was formed with representation from all departments. In our Strategic Planning process, DEIB principles were incorporated into all aspects of our 5-year Strategic Plan. The organization recognizes that this work is an ongoing journey and we are committed to learning from and responding to our community needs through a DEIB lens.

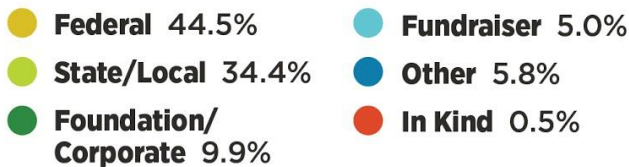
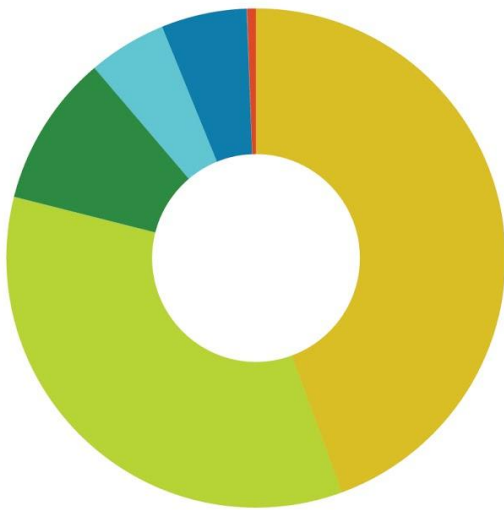


AYW Expenses and Revenues

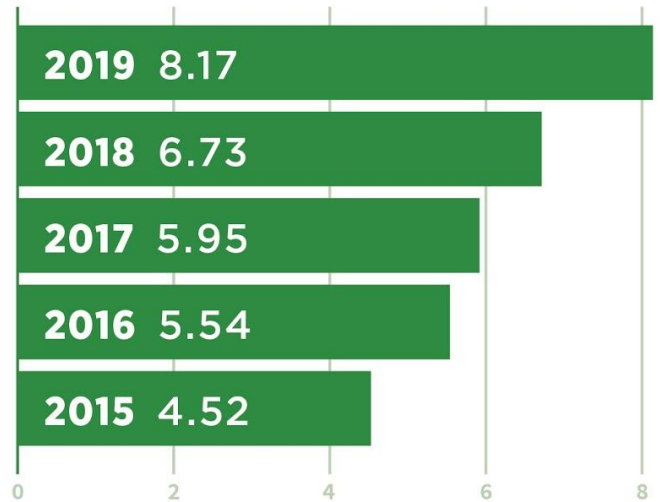
AYW benefits from a blended-funding model, with a diverse mix of private foundation and government grants, individual and corporate donations, and earned revenue through Fee-for-Service (FFS) project work.

In 2020 the organization experienced a decline in the Conservation Corps' FFS revenue, and the income and expenses in FY20 both slightly decreased accordingly. By utilizing federal aid, new grant funding, and sources of revenue, the organization was kept whole and finished 2020 with a positive financial balance.

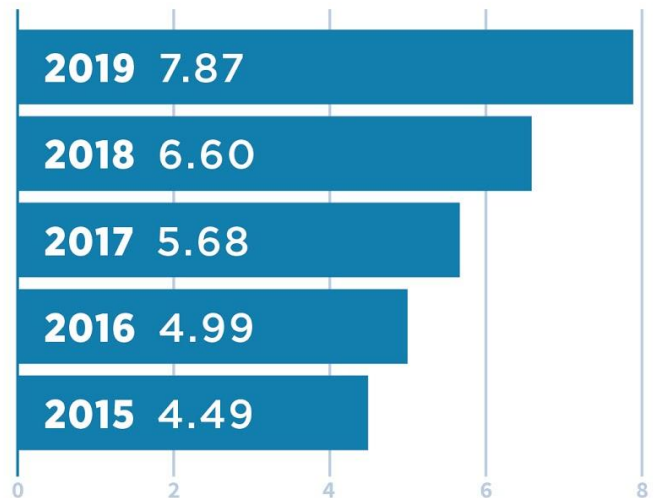
2019 Revenue Type



Revenue in Millions



Expenses in Millions





2021 Focus Areas

American YouthWorks was founded in serving the community and providing an open, safe and professional learning experience for everyone. The pandemic and the immense emergency efforts to respond, opened potential areas of growth that could serve to strengthen long-term program design and organizational sustainability. As AYW continues to reflect on this unprecedented event, it is acknowledged that in 2021 we are still in emergency response, but have the opportunity to integrate the lessons learned and build a more resilient organization with greater capacity to connect young people with education, professional training, and personal development experiences.

Opportunities and initiatives

- Racial Equity and DEIB - AYW continues to prioritize this work through the AYW DEIB Committee and recognizes the need for more focused intention, planning, and policy in this area to integrate and create lasting systemic change.
- Safety Protocols - COVID-19 illuminated pressure points within the organization and with the AYW COVID-19 Committee, we will use this opportunity to continually review, enhance and improve safety measures.
- Direct Services - Programs have the opportunity to reflect on the lessons learned of remote learning and training; and continue to strategize on safely and effectively serving program participants.
- Strategic Plan will guide agency activities and initiatives.
- Emergency response and programmatic pivots galvanized staff - 2020 revealed new levels of strength and commitment to program participants and the communities served.

Ongoing COVID-19 safety measures

- Virtual adjustments for COVID-19 - As we move into 2021, an essential activity will be to design program training and curriculum to meet the needs of program participants engaging in their education and training remotely.
- Return to Office plan - Operations, Facilities, and leadership teams continue to monitor and follow all safety guidelines recommended by health officials to make adjustments to our plan.
- Cultivate culture of safety and risk management - AYW had an existing culture of safety, but COVID-19 precautionary measures must continue to seamlessly integrate into program fieldwork.



Together *we* Support OPPORTUNITIES *to* GROW & SERVE



MISSION STATEMENT

American YouthWorks provides young people with opportunities to build careers, strengthen communities, and improve the environment through education, on-the-job training, and service to others.



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