

A photograph of construction workers on a site, overlaid with a blue tint. Several workers wearing yellow hard hats are visible, some standing and others working on the ground. The background shows a brick wall and construction materials.

2024

ANNUAL REPORT

BUT FIRST, THANK YOU TO OUR SPONSORS

PLATINUM



GOLD



SILVER



& COMMUNITY PARTNERS



OUR MISSION

Our mission is to equip unemployed and underemployed individuals with the necessary construction skills, complemented by wraparound services, to ensure they are job-ready and have direct access to employment opportunities in the construction industry.



*Going back to the class and **getting my tools** showed me **how far I have come** since starting JumpStart 4 months ago. **I start my job on Monday!***

-Tre, Class 76 graduate,
BAT Trainee

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LETTER FROM EXECUTIVE DIRECTOR, **JIMMY STEWART**

As I reflect on 2024, I am filled with immense gratitude for the journey Project JumpStart, Inc. has undertaken. This year marked a period of stabilization and growth for our organization, one in which we built upon our rich 18-year history of workforce development while fully embracing our identity as a nonprofit entity.

Since achieving our 501(c)(3) status in 2022, we have navigated the complexities of transitioning from a highly successful program into a sustainable organization. Like any startup, we faced significant challenges, particularly in staff capacity, infrastructure development, and operational efficiency. Yet, through determination, strategic planning, and the unwavering support of our community, we have made tremendous strides.

2024 was the year we not only sustained our workforce training programs but also took deliberate steps to strengthen Project JumpStart's foundation. We enhanced and formalized key program elements, ensuring that our impact remains both measurable and lasting. We reviewed and updated policies, refined program documentation, and introduced the IMPACT Series, transforming one-off workforce development initiatives into structured training opportunities for deeper community engagement.

Operationally, we expanded our team, launched the AGS-Prime database system for better program tracking, and developed a Student/Graduate Portal to foster continued success for our alumni. Our online student application streamlined access to our training, while a complete website overhaul made our mission more visible and accessible to all. Additionally, we extended our reach by pitching two JumpStart Your City opportunities, reinforcing our commitment to strengthening underserved communities.

While our mission is centered on empowering individuals, our work would not be possible without the employers and industry partners who create real pathways to opportunity. Project JumpStart is not just about training; it's about ensuring our graduates are prepared for, and connected to, meaningful careers. We take immense pride in our deep relationships with contractors and industry leaders, who see us as a trusted workforce partner. In 2024, we strengthened these partnerships by aligning our curriculum with industry needs, facilitating job placements, and working closely with employers to bridge the gap between training and career success. Our commitment to the industry is a key differentiator—one that ensures our graduates not only complete a program but also step into real, high-demand jobs that lead to long-term economic mobility.

At our core, Project JumpStart remains dedicated to providing life-changing opportunities through career training, job placement, and ongoing support. This mission is deeply personal to me. Growing up in a low-income household, I understand firsthand how exposure and access to opportunity can change the trajectory of a person's life. It is what drives my passion for this work—ensuring that those who are willing to work hard are given the tools, training, and support needed to build a brighter future.

None of this progress would be possible without our dedicated team, generous funders, and steadfast partners who believe in our mission. As we look ahead, we are excited to continue building—not just as a program, but as an organization positioned for long-term impact.

Thank you for standing with us in this mission. Together, we are not just changing lives; we are building brighter futures.

With gratitude,

Jimmy Stewart
Executive Director, Project JumpStart, Inc.

2024 HIGHLIGHTS

This was a big year for Project JumpStart Inc. (PJSI) as a new entity. While known for our job readiness program, Project JumpStart (PJS), since 2022, PJSI's independent 501(c)(3) status has allowed us to implement new, innovative initiatives, expanding our impact and opportunities.

EXPANDED EMPLOYMENT SERVICES

- A new website page **highlights candidates available for hire**, facilitating connectivity between employers seeking job-ready employees. Better resume development for all graduates
- **Job readiness coursework** interjected in the mid-term of the class.
- **LinkedIn profile development** for students seeking employment.
- **Employee guidebooks** to provide advice to our graduates who are new to their careers in construction
- **Employer guidebooks** offering best practices for front-line supervisors to succeed in onboarding our graduates.
- **Mock interviews** to increase confidence and professionalism
- Speaker sign-up process to engage and encourage more **industry speakers** for classes and graduation.



ANNUAL PROGRAM EVALUATION & TARGETED ADJUSTMENTS

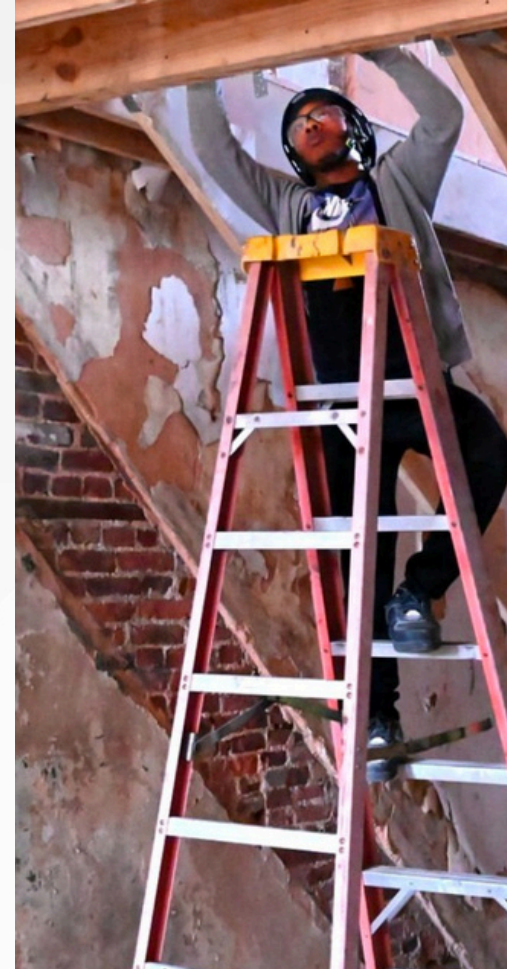
- **Updated program documentation** – curriculum, handouts and Instructor Guide
- Transportation barriers reduced by including **driver's education opportunities**.
- **Financial literacy curriculum** taught by banking partners.
- Robust **soft skills training** to inspire and prepare students for a career in construction.

*The team at Project JumpStart helped me take **drivers ed** and start **budgeting** for a car to open up opportunities for me!*

-Michael B., Class 74 graduate

AUTOMATED FOR EFFICIENCY & EFFECTIVENESS

- Implemented comprehensive **customized database tool** automating our application, enrollment, attendance, placement and alumni processes.
- Implemented **technology and software tools** to improve efficiency for project management and tracking, HR, and accounts payable
- **Student and alumni portals** to provide on-going support and information
- **Group Messaging** to open communications with each class and to broadcast job postings as identified by the team.



CREATED NEW REVENUE GENERATING PROGRAMS: IMPACT SERIES

Earning our own income and expanding post-graduation opportunities is critical to PJSI's future.

- **JumpStart Your Project:** PJSI collaborates with construction project leaders to design and implement opportunities that enable JumpStart graduates to gain valuable experience and expand their professional networks on the job throughout the project lifecycle. Case Management support is included for supervisors and employees.
- **JumpStart Your Workforce:** PJSI shares in-house expertise by offering expanded curriculum to employers in support of growth paths for incumbent workers and former PJSI graduates. Off-the-shelf or customized training available. Always inclusive of wrap support services for employees and students.
- **JumpStart Your City:** PJSI provides consulting and curriculum to support interested cities in replicating the Project JumpStart program in their communities.



BROOKS B.

A standout in Project JumpStart's 2024 Class 76, Brooks Bright-Oneal impressed trainers with his intelligence, teamwork, and strong math skills—earning a top 5 spot in his class. But after graduation, several job offers fell through due to circumstances beyond his control.

Determined not to give up, Brooks worked closely with Employment Manager Emma Shirey and aced a mechanical aptitude class to sharpen his skills.

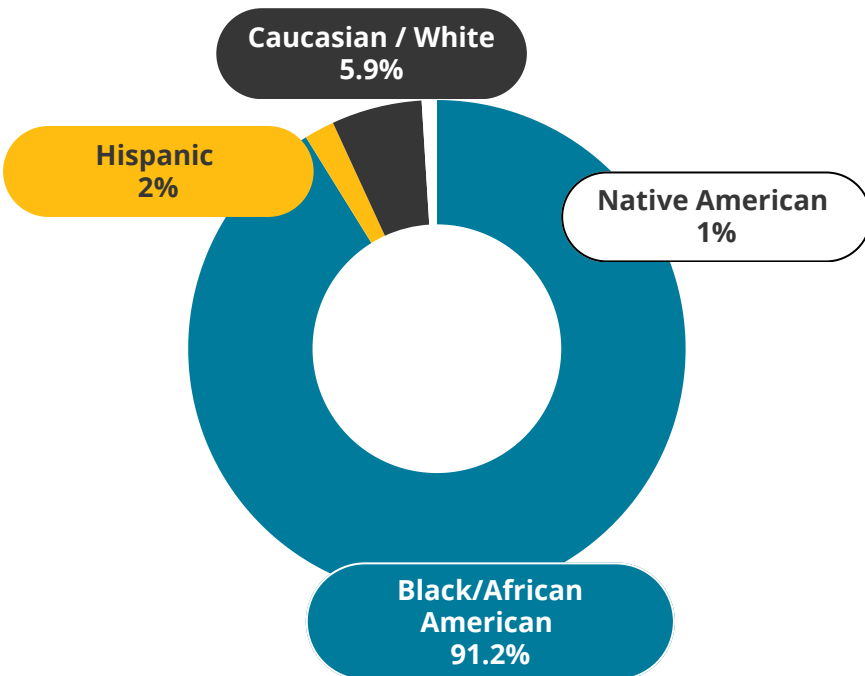
Now working at Contract Hardware USA, he's seizing every opportunity to learn and grow. "I come to show the company they need someone like me—and I soak up anything they're willing to teach," Brooks says.

His story is a powerful reminder that persistence pays off, and potential deserves a second chance.

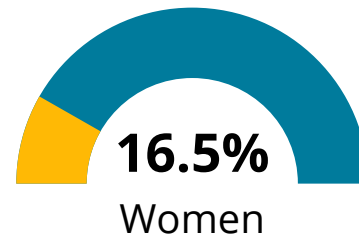
WHO WE SERVED

At Project JumpStart, we are committed to serving individuals from diverse backgrounds, ensuring access to training and career opportunities for those who need them most. Below is a breakdown of the demographics and key characteristics of our participants in 2024.

RACIAL & ETHNIC BACKGROUND



GENDER REPRESENTATION

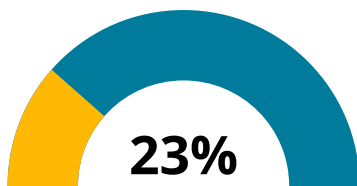


EDUCATION LEVELS AT ENROLLMENT

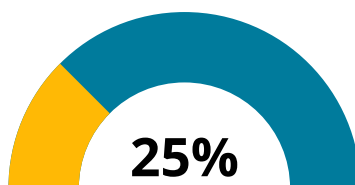
Participants came to Project JumpStart with varying levels of education:

- 57% High School Diploma
- 20% Some College
- 13% GED
- 10% Other

EMPLOYMENT BARRIERS



Reported having a job
(part-time or full-time)
during class



Report having access to a
car when class starts.

Project JumpStart Inc. remains committed to breaking down barriers and ensuring that every individual who enters our program has the tools, training, and support necessary to build a sustainable career.

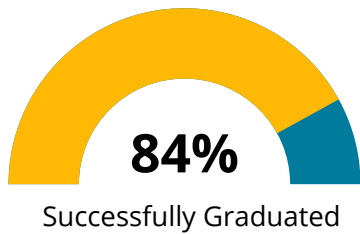
*"The team at PJSI gave me the knowledge, and skillset to be a **desired employee**, not just another hire."*

-Bobbie Nielson, Class 75 Graduate,
Current Electrical Apprentice

PROGRAM SUCCESS IN NUMBERS

In 2024, Project JumpStart Inc. continued its commitment to workforce development, successfully training and placing individuals into meaningful careers. Below is an overview of our class performance, including enrollment, graduation rates, job placements, certifications earned, and driving school participation.

GRADUATION & JOB PLACEMENT



92 total graduates

63 Placements into industry job post-graduation

CLASS SCHEDULE & ENROLLMENT

5 training cohorts

110 total students enrolled

22 students in average class

CERTIFICATIONS EARNED

One of the key strengths of the Project JumpStart program is ensuring students receive industry-recognized certifications, increasing their employability and career growth potential.

2.1 Average certifications per graduate

191 Certifications earned

DRIVING SCHOOL PARTICIPATION

A crucial barrier to employment is transportation. Project JumpStart Inc. provides access to driving school to help participants gain independence and job accessibility.

18 total participants in driving school

7



OUR BOARD OF DIRECTORS



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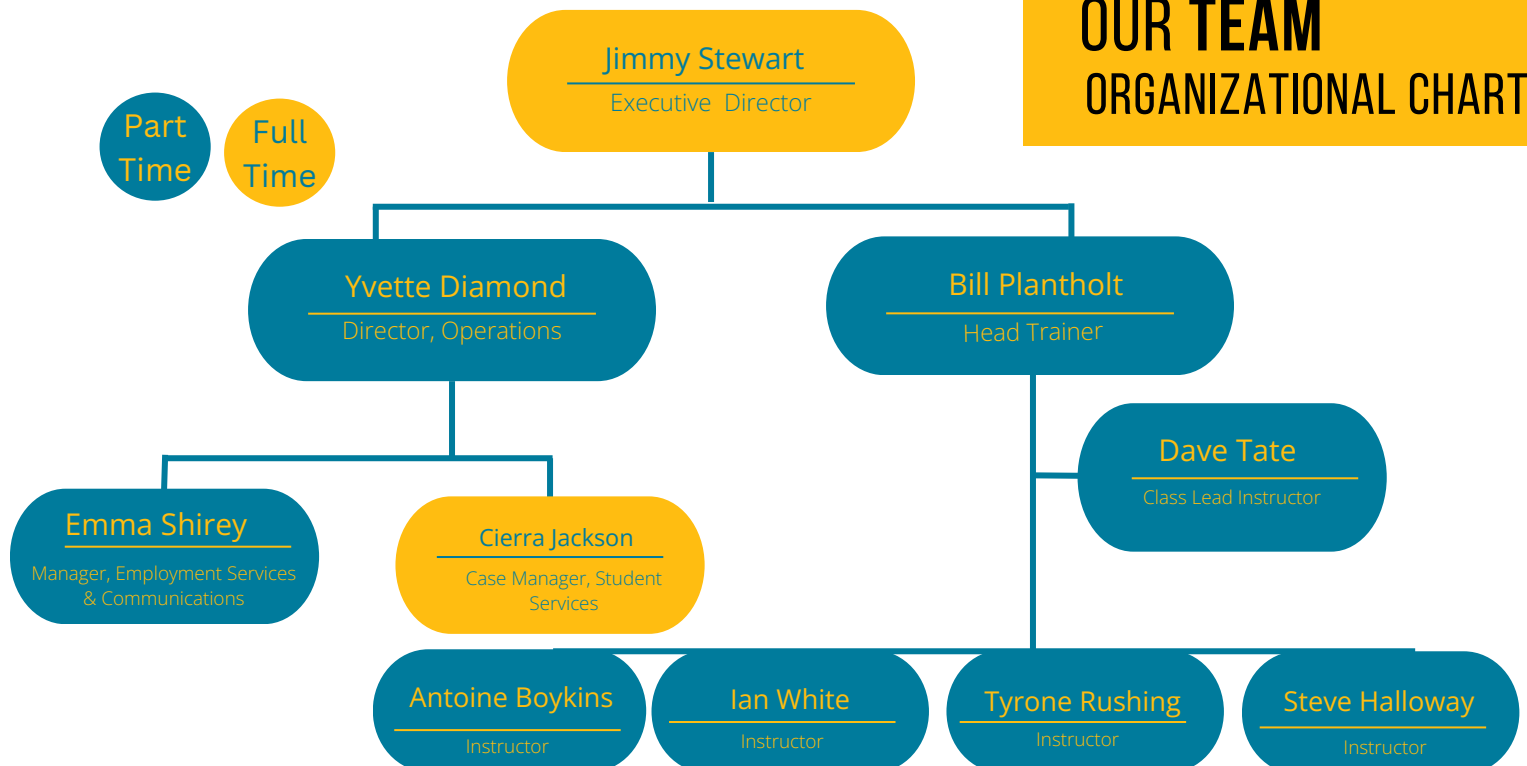


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Ron McDonald
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OUR TEAM ORGANIZATIONAL CHART



OPPORTUNITIES FOR GROWTH

CURRENT CHALLENGES

Staff Capacity – As demand for our programs grows, ensuring we have the right staffing levels and resources to support operations is critical. To address this, we are streamlining internal processes, prioritizing key hires, and leveraging strategic partnerships to maximize efficiency.

Funding Stability – The shifting landscape of public and private funding presents an ongoing challenge. To mitigate this, we are diversifying our revenue streams through the expansion of IMPACT Programs, targeted fundraising efforts, and strengthened donor engagement.

Employer Engagement – While our employer network is strong, maintaining and expanding partnerships requires continuous outreach. We are enhancing our employer engagement strategies by deepening industry relationships, refining job placement services, and actively seeking employer feedback to align training with workforce needs.

Organizational Transition – Becoming a standalone nonprofit has required the development of new policies, operational frameworks, and financial structures. Our independence, however, has also allowed us to build an agile organization capable of making mission-driven decisions more efficiently.

OPPORTUNITIES FOR GROWTH

Program Innovation & Expansion – With increased autonomy, we can rapidly implement program enhancements and expand our offerings to meet the evolving needs of students and employers.

Diversified Revenue Sources – By exploring fee-for-service models, corporate partnerships, and grant opportunities, we are strengthening financial sustainability and reducing reliance on traditional funding sources.

Stronger Industry Partnerships – We are actively building new collaborations with employers, trade associations, and community organizations to create more job opportunities and long-term career pathways for our graduates.

Enhanced Community Impact – As we refine and scale our model, we are positioned to increase our impact by training more individuals, addressing workforce gaps, and contributing to economic mobility in underserved communities.

After stepping away from bartending to commit to sobriety, 2024 graduate Bobby Nielsen found his passion in the trades. While working for a general contractor, he discovered electrical work—and through Project JumpStart, he gained the skills and confidence to turn that spark into a career.

“JumpStart gave me the knowledge to be a desired employee—not just another hire,” Bobby says.

Now an apprentice electrician at MJA Inc., Bobby is building a future he’s proud of—both on the job and at home with his fiancée, Carrie. His message to others:

“Find what you want to do, and do it—don’t settle for less.” Bobby believes in second chances and the power of potential: “We all have a past. I’m grateful JumpStart saw who I really am.”



BOBBY N.

LOOKING TOWARDS THE FUTURE

As Project JumpStart continues to evolve, we are committed to expanding our impact by strengthening our programs, deepening employer partnerships, and enhancing the support we provide to our students. Our future plans are guided by a commitment to innovation, sustainability, and long-term success for the individuals, organizations, employers, and communities we serve.

GOALS FOR THE COMING YEAR

Program Growth & Expansion –

We will scale our training program to serve more individuals, particularly in high-demand construction trades and construction adjacent industries, while exploring opportunities to replicate our model in new regions.

New & Strengthened Partnerships –

We will expand our network of industry partners, training providers, and community organizations to create more job opportunities for our graduates and provide additional employer support.

Employer Support & Engagement –

We will provide more structured support to our employer partners, including talent matching, workforce retention strategies, and feedback-driven program enhancements.



Data-Driven Decision-Making –

We will strengthen our data collection and analysis efforts to allow us to better measure impact, improve student outcomes, and refine program strategies based on real-time insights.

Innovations in Workforce Training –

We are committed to integrating new technologies, hands-on learning approaches, and industry-driven curriculum updates to ensure our students are workforce-ready.



ASIA G.

A 2024 graduate of Project JumpStart, Asia Gibson found her calling in construction after years in retail and warehouse work.

Now a laborer and escort driver for Allan Myers at BWI Airport, she helps guide crews and equipment safely across busy job sites—contributing to projects that shape the region and watching aircraft take off daily as part of her view.

“JumpStart introduced me to carpentry, safety, and what it really takes to build from the ground up,” Asia says. “Now, I’m part of that process every day.”

Inspired by the women she works alongside, Asia encourages others to explore the field: “Watch and learn—there’s so much more to construction than people realize.”

LET'S BUILD CHANGE TOGETHER

JOIN

Partner with Us –
Employers and industry professionals can help shape the future workforce by hiring our graduates, mentoring students, and contributing expertise.

BECOME A GUEST SPEAKER

EMAIL:
hire@jumpstart
training.org

Get Involved –
Volunteers can play a key role in program delivery, from resume coaching to mock interviews and professional mentorship.

JOIN AS A MENTOR

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FUND

Invest in Our Mission – Your financial support enables us to expand opportunities for students and build a stronger workforce.

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