



Empowering the Workforce of Tomorrow

Annual Report 2023-2024

Tomorrow's Leaders, Learning Today

There is no greater force than the power of people uniting in support of a transformative vision. At High School Inc, we prepare high school students for the workforce of tomorrow while strengthening our local business community. Together with our community of students, staff, volunteers, donors and board members we are shaping a brighter, stronger future here in Orange County.

As we reflect back on our last year, we're proud to showcase the dynamic impact that High School Inc. has had on student readiness. We not only exceeded enrollment in previous years by supporting 1,923 students from Valley High School, but our seniors also accomplished a 95% graduation rate — higher than the national average.

In August 2024, we also announced some exciting news. With the help of a game-changing grant from The Larry and Helen Hoag Foundation, we will be able to expand our reach over the next three years and provide nearly 3,000 more Orange County youth with access to state-of-the-art technology and hands-on experience through our academies.

But the success of a human-centered organization like High School Inc. is measured in more than just numbers and statistics. It's in the achievements of our students, who are thriving in our academies that range from culinary arts to automotive technology. They are gaining a deeper understanding of what it takes to be part of the modern workforce and walking new pathways to career possibilities.

Our success is also measured in the commitment and passion of our staff, who have worked tirelessly to advance our programs and help hundreds of students not only participate in industry site tours and college visits, but also secure thousands of dollars in scholarship awards to pursue their dreams of higher education.

In the pages of this annual report, you'll read about the many ways our students are transforming their futures with access to college and career opportunities. We're excited to deepen our impact for them in the years ahead as we expand program offerings and reach more school districts than ever before.

We remain deeply grateful to our stakeholders who continue to drive forward our efforts to create new pathways for students through education, mentoring, and hands-on internship experiences. Your commitment and support is changing our community and building a stronger Orange County business landscape.



Donnie Crevier
Chairman of the Board



Felix Lugo
Executive Director



Meet the Team

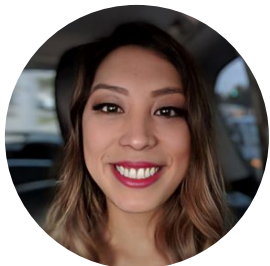


Felix Lugo
Executive Director

A visionary leader with an outstanding record of driving educational change, Felix has spent 15 years championing the highest standards in the operations, development and programming at both public and private middle and high schools. He is dedicated to creating innovative programs that empower schools to grow and improve, with a background

that spans diverse domains including student life, community service, internships, enrollment, marketing, fundraising and residential programs.

From leading administrative departments to enhancing staff development and boosting enrollment, Felix has brought significant change to schools across the U.S. He was also instrumental in the foundation of three international boarding schools located in California, New York and Maryland. Felix holds a master's degree in management from Warner University and a bachelor's degree in health services administration from Monroe College. He has also pursued additional training at Rockhurst University, Love & Logic Institute, The Association of Boarding Schools and Cross-Country Education.



Christina Pham
College and Career Coach

For nearly two decades, Christina has lent her expertise to educate and empower youth across Orange County. She has worked and volunteered in the nonprofit, education and faith-based sectors, joining the High School Inc. team in October 2022. As a college and career coach, she is dedicated to enriching the lives of students and preparing them for today's fast-paced work environment. In addition

to ensuring students have a voice on campus through High School Inc.'s Academy Ambassador program, Christina supports the one-on-one mentorship program and provides critical guidance with scholarships and applications.



Susan Davidson
College and Career Coach

As a devoted advocate for empowering diverse youth, Susan brings extensive expertise in career and life development programs to High School Inc. Her passion for community outreach and education has propelled innovative initiatives that align seamlessly with our mission.

At High School Inc., she has made significant strides in youth development, including conceptualizing and delivering job readiness and interview skills workshops that provide personalized coaching and feedback to high school students. She developed partnerships with local businesses such as the Glidewell Dental Labs, launching a pioneering six-week summer program for paid work experience and immersive learning. She also administers and promotes the organizational scholarship program, supports the student leadership program to cultivate effective communication and community engagement, and celebrates student achievements at Give Gratitude, High School Inc.'s annual fundraiser.



Noemi Avilez
Program Manager

Playing a vital role in the success of High School Inc.'s programs, Noemi oversees daily operations of the Magnolia Agriscience Community Center (MACC), the first of its kind urban farm at Anaheim's Magnolia High School. As an alumni of the Anaheim Unified High School District, she is passionate about working with students from her hometown and inspiring them to be

lifelong learners through community events and the MACC club. She also serves as High School Inc.'s liaison with neighboring schools and Anaheim stakeholders to facilitate the distribution of farm-fresh produce to the community.

High School Inc. staff are making a lasting impact

Leading the **Movement**

With the time and talent of our experienced board of directors, we have built greater momentum than ever before as we equip youth to be lifelong learners and take their place in a thriving Orange County workforce.



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Crevier Classic Cars



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President
J. Crain Corporation



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Secretary
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“As the only program of its kind in Orange County, High School Inc. is making immense strides in bridging the skills and jobs gap for its students. They are creating a community for youth from under-resourced schools and opening doors to exciting college and career pathways. The impact is two-fold – not only are students receiving innovative, work-based learning opportunities, but local businesses are able to tap into a talent pool of young leaders who are equipped with the skills needed to succeed in a changing labor market.”

— **Mark McLoughlin, Board President**

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Mission

Empower youth and strengthen communities through education and business partnerships.



Vision

To prepare High School Inc. students for a 21st century workplace and to equip them as contributing employees, successful entrepreneurs, and lifelong learners. Supporting businesses with a workforce equipped to increase productivity and profitability. Stimulate job growth and generate a renewed sense of pride in our communities.

Shaping the **C-H-A-N-G-E**-makers of the Future



High School Inc. offers six core C-H-A-N-G-E Academies at Valley High School in Santa Ana, enriching the learning experience for more than 1,900 students each year with a small-group environment, industry mentors and professional internships to help them achieve postsecondary success. In addition, we have recently expanded to grow legacy and new programs at Century High School starting with the Biomedical Science pathway in Santa Ana and Magnolia High School in Anaheim, where the Magnolia Agriscience Community Center (MACC) serves as a living classroom teaching sustainable agriculture, environmental stewardship and the importance of regenerative farming.

Culinary Arts &
Hospitality

Healthcare

Automotive,
Transportation
& Logistics

New Media

Global Business

Engineering
& Computer
Science

C

H

A

N

G

E

In August 2024, High School Inc. was thrilled to announce a transformative **\$1,000,000 grant from The Larry and Helen Hoag Foundation** to help expand and enhance our impactful education and workforce development programs.

“By investing in these programs, we’re helping to ensure that our young people are prepared to thrive and become productive contributors in the industries of tomorrow, ultimately enriching our entire community.”

- DARREN FREEMAN, GRANTS COMMITTEE BOARD MEMBER AT THE LARRY AND HELEN HOAG FOUNDATION

High School Inc. is Creating Pathways to **Possibilities**

This grant will advance our “Empowering the Workforce of Tomorrow Initiative, which aims to bridge the skills gap and provide students from underserved communities with the education and training needed to thrive in high growth and high-tech industries. We will not only be able to reach more students than ever before with state-of-the-art, hands-on education and training through our academies, but also create new pathways for student change and open doors to future careers.



What's Ahead

Over the next three years, this critical grant from The Larry and Helen Hoag Foundation will empower High School Inc. to support students in developing the skills and work experience they need to excel as entrepreneurs and employees.



The number of students served will increase by 198%.

The grant from The Larry and Helen Hoag Foundation will be instrumental in expanding High School Inc.'s reach from serving 1,600+ students at Valley High School to more than 4,500 students across three sites: Valley High School, Century High School in Santa Ana, and the Magnolia Agriscience Community Center (MACC) at Magnolia High School in Anaheim.

Our program model will expand to three high school campuses in Orange County.

High School Inc. began by bringing six core college and career readiness academies into Santa Ana's Valley High School. Our program now integrates state-of-the-art technology and hands-on experiences across various academies including Culinary Arts & Hospitality, Healthcare, Automotive Transportation & Logistics, New Media, Global Business, Engineering & Computer Science, and Agriscience. This expansion will help grow the MACC program at Magnolia High School, as well as support additional pathways at Century High School such as Biomedical Science, E-Business, and E-Sports.

Other commitments in our Empowering the Workforce of Tomorrow initiative include:

- Maintaining a minimum 95% graduation rate among senior High School Inc. participants
- Providing internship and/or worksite experiences will be to 70% of junior and senior students
- Engaging 95% of High School Inc. participants in work-based learning activities.

Investment in Action

High school students are the workforce of tomorrow, and they fill us with hope for the future. By investing in them today and creating opportunities through our six academies at Valley High School and expansion into Century High School in Santa Ana and Magnolia High School in Anaheim, we are empowering them to discover new pathways to success.



95% of High School Inc. students graduated high school



88% of High School Inc. students pursuing higher education

79 students are pursuing a 2-year degree

162 students are pursuing a 4-year degree



High School Inc. Impact by the Numbers

1,923 Valley High School students supported annually

50+ field trip opportunities

700 students participated in project-based activities

849 industry certifications received

175 students in dual enrollment courses

329 students participated in a college visit

250 seniors completed their FAFSA application

100% of Valley High School seniors received support for UC, Cal State and community college applications

\$324,45+ in scholarships awarded to 46 students, including \$28,000 from the High School Inc. scholarship program

On a Path to Dental Success: Evelyn Villalpando

The average age of an incoming, first-time dental student is 24 years old. But at 26 years old, Evelyn Villalpando is already preparing to take her final exam to become a licensed dentist in the state of California.

Evelyn moved to the U.S. when she was 16, but was told she needed to repeat the ninth and tenth grades because she didn't speak English. Despite her frustration at having to start over, she was determined to make up for lost time. She enrolled in our Healthcare Academy as a sophomore at Valley High School to explore what pathways were available to her in the medical field. While she wasn't sure if she wanted to study medicine or dentistry, a mentor encouraged her to pursue the dental tract in her final year. It changed the trajectory of her life.

From medical terminology to hands-on learning with dental instruments, the Healthcare Academy provided many opportunities for Evelyn to advance her practical skills. As a student still learning English, the peer support she received also offered a lifeline. Communicating with her classmates and becoming true teammates gave her the confidence to ask questions and learn from her peers.

After graduating in 2018, Evelyn was accepted at Universidad LaSalle Bajío in Mexico, one of the best dental schools in the country. Her schedule was rigorous, and included 12-hour dental shifts that started with morning coursework followed by clinic hours. "Attending the Healthcare Academy in high school helped me a lot," she said. "Communication is a skill they taught me. Patience. Dedication. How to understand patients."

Working with patients was the most rewarding and challenging experience Evelyn had during dental school. "Patients were from lower-economic areas of Mexico, and it was hard for them to feel comfortable or tell you what's wrong," she said, explaining that her academy skills helped her communicate with them and give them the confidence to speak up. "It feels beautiful to help them out."

In August 2024, she completed her residency and returned to the U.S., where she is set to take the Integrated National Board Dental Examination (INDBE) required to obtain her license in California. It's Evelyn's dream to one day open her own practice and become a doctor who gives back, providing free dental services to low-income residents in her community.

Source note on 24-year-old stat (FYI only): <https://admissionshelpers.com/getting-into-dental-school-pre-dental-planning/#:~:text=According%20to%20the%20ADEA%2C%20the,timeline%20can%20be%20adjusted%20accordingly.>

A 2018 Valley High School graduate, Evelyn overcame language barriers to complete dental school in Mexico and will take her California licensing exam in late 2024.



An Engineering Degree in Progress: Ansley Sousa

A 2.5-acre urban farm is an unlikely place for an aspiring engineer to find a career stepping stone, but Magnolia High School graduate Ansley Sousa had an exciting opportunity over the summer to get hands-on experience in the field.

He received his diploma in May 2023, but Ansley's post-grad path led him back to his alma mater where he works as the MACC Farm Technology Coordinator. While in school, he was part of the Magnolia Cybersecurity Institute, where he developed a strong understanding of network security, threat analysis, and protective measures to safeguard digital information, as well as coding, programming, and technical skills. He also enhanced his technology skills with dual-enrollment in the multimedia ROP, gaining knowledge of video editing and other visual media storytelling techniques.

While in school, he served as an MACC intern, which led to his new position as High School Inc.'s MACC Farm Technology Coordinator. He's been able to apply the skills developed through CTE pathways in a real-world setting, playing a crucial role in bringing the farm into the digital era. In addition to managing the website, he integrates advanced agricultural technology and irrigation systems into farm operations. He oversees the first-ever Freight Farm at a K-12 school in Southern California, giving students hands-on experience with agricultural technology that is shaping the future of farming.

While working at the farm, he's also continuing his education as a pre-engineering student at Cypress College so he can earn his degree and pursue a career as a mechanical engineer.



As High School Inc.'s MACC Farm Technology Coordinator, Ansley is growing his practical skills in a dynamic, real-world environment while studying engineering at Cypress College.



Exploring Aerospace Pathways:

Alexis Diaz

Meet Alexis, a rising star in the engineering world whose passion for innovation and problem-solving has led him to unparalleled opportunities through High School Inc.'s Engineering and Computer Science Academy. His fascination with engineering began at a young age, sparked by Carr Intermediate School engineering design and modeling classes and competition in Orange County's middle school engineering club.

Through High School Inc., Alexis unlocked doors to exciting experiences. He explored Relativity Space's cutting-edge 3D printing technology, discovered engineering programs at five Southern California colleges, and secured a summer internship at Ascent Aerospace. This hands-on experience immersed him in production control and digital production definition, honing skills in CAD programs like Catia and NX.

At Ascent Aerospace, Alexis made a tangible impact. He created a template for tracking parts that was adopted by the production control team and mastered 3D design. Overcoming challenges with creative solutions, Alexis developed a solutions-oriented mindset essential for success. "The greatest thing about being part of the engineering academy is learning how to problem-solve efficiently," he reflects.

Alexis' journey is just beginning. He plans to pursue software and design in his senior year, becoming the first in his family to enter the engineering field. His sights are set on San Diego State, UC Irvine or UC Riverside, followed by a career in the aerospace industry. Alexis embodies innovation and determination, inspiring a new generation. With High School Inc.'s support, he's turning passion into a career, making his family proud.

"High School Inc.'s Engineering and Computer Science Academy is empowering future innovators like Valley High School junior Alexis Diaz, who is developing diverse skills from 3D printing to coding and design."

- **951 students** participated in 26 industry site tours
- **73 internships** provided



Opening Doors for Biomedical Innovation:

Diego Garrido

Last summer, Valley High School senior Diego Garrido completed an internship with Johnson & Johnson MedTech that left a lasting impact. Interested in following a biomedical pathway, he worked on surgical machines that removed cataracts and took part in collecting raw data and pushing the engineering components to their limits through rigorous stress tests.

“The J&J internship really impacted me a lot because I didn’t know what to do after high school,” he says. “I had the classic idea — college, get a job, work 40 years, retire. But J&J really opened my eyes to something. I want to help people.”

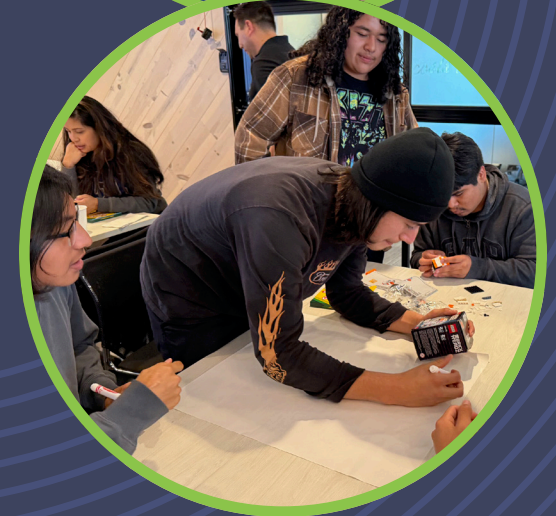
As he learned more about the equipment used for life-changing medical procedures, he realized the astronomical costs associated with building those machines.

“Medical devices are very expensive,” he says. “I want to get a mechanical engineering degree and maybe start developing a machine, maybe for surgical, maybe for hearing. I’m going to try and make it more efficient — waste less power, make it more affordable, but make it safe.”

His time in High School Inc.’s Engineering Academy has taught him resilience and on-the-spot thinking, as well as provided internship and site tour opportunities that solidified his future career path.

“It really certified my love for engineering,” he says. “I developed a plan and I won’t give up on it: I want to make my own startup biomechanical or biomedical business. The J&J internship really opened my eyes to the possibilities of starting my own company.”

Valley High School senior Diego Garrido believes engineering is a beautiful art of creation and design and electrical. Being part of the Engineering and Computer Science Academy has allowed him to express himself as a leader and innovator in the field.



2023-2024 Financial Overview:

High School Inc. is committed to exercising financial prudence as we deliver educational opportunities that will shape the next generation of global leaders into the change makers of tomorrow. We are proud to report another year of strong financial support from July 1, 2023–June 30, 2024, which is possible thanks to the generosity of our donors and partners who have become part of the change that will shape our future in Orange County.



Total Revenue:

\$1,133,671

Total Expenses:

\$1,001,779

Change in net assets:

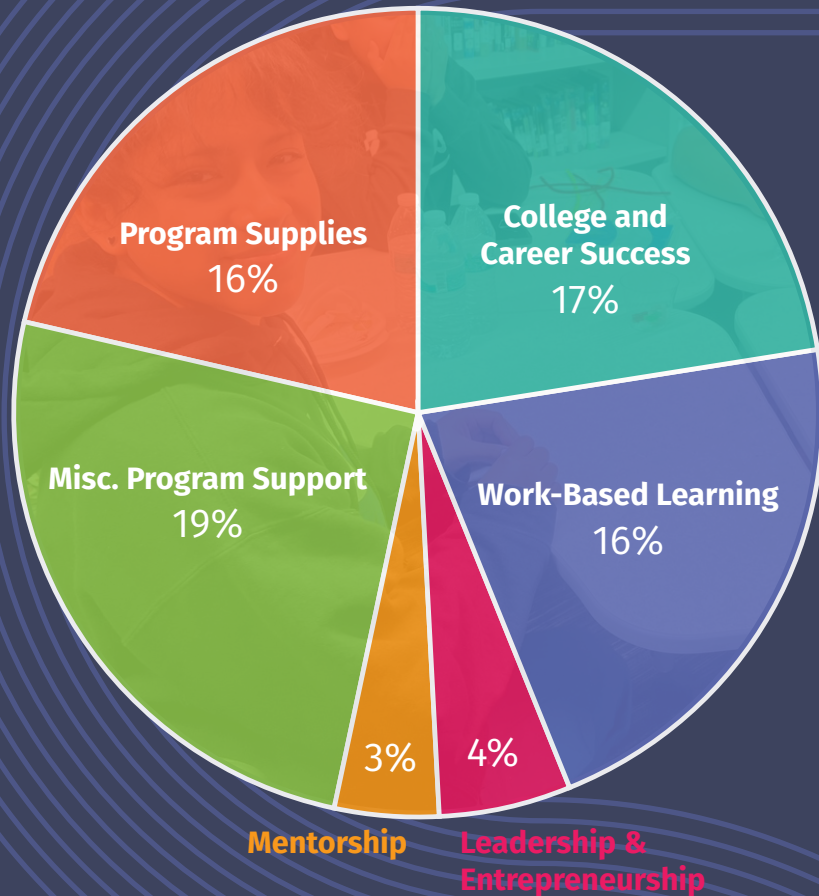
\$131,892

Revenue Breakdown:

Individual Donations:	\$23,791
Foundation & Corporate Grants:	\$917,350
Fundraising:	\$100,945
In-Kind:	\$43,426
Interest Income:	\$41,185
Total Revenue:	\$1,133,671

2023-2024 Financial Overview:

Program Expenses



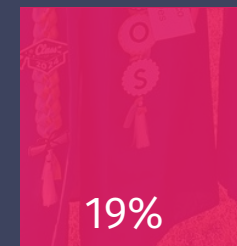
Agency Expenses

\$749,036.96



Total Agency Expenses:
\$1,001,779.00

\$194,582.04



\$58,160.00



Program

Administration

Fundraising

Bridge to Employment: Empowering Future Leaders



Transformative Partnership, Exceptional Results

Since 2019, High School Inc. has forged a powerful collaboration with Johnson & Johnson and the University of California, Irvine, unlocking pathways for talented Academy students to explore healthcare, engineering and global business careers.

Join the Journey: Contact info@highschoolinc.org to support High School Inc.'s mission to empower the next generation of leaders.

Thank you to our partners
for bringing this powerful
experience to life for High
School Inc. Academy students!



Mentorship and Work Readiness

Through the Bridge to Employment program, students receive:

- Personalized mentorship
- Work readiness workshops
- Crucial skills for future success, including public speaking, leadership and more

2024 Cohort: Exceptional Engagement

We recruited our junior cohort in October 2024 with:

- 53 students attending orientation
- 45 committed participants

Comprehensive Programming

Students engage in sessions that include:

- Understanding A-G courses for CSU/UC eligibility
- Public speaking
- Personality tests utilized to connect with college majors

Career Preparation and Exploration

The Bridge to Employment program ignites passion, fosters growth and propels students toward exceptional careers by providing:

- Mock interviews to hone communication skills
- Financial literacy workshops for informed financial decision-making
- Resume-building for effective self-promotion
- Field trips to Johnson & Johnson's Irvine and La Jolla work site campuses
- Exploration of electrophysiology catheter technology development
- Networking with industry professionals
- College campus tours to familiarize students with university life
- UCI-supported financial aid workshops
- Guidance to understand FAFSA and college funding
- College application support



Glidewell Dental Laboratories: Unlocking Career Potential

Our partnership with Glidewell Dental, facilitated by High School Inc. Board Chair Donnie Crevier, gave Academy students an opportunity to put into practice everything learned in the classroom. The unique experience, created specifically for Academy students, allowed them to step into the workforce for six-week paid internships and explore their chosen pathways.

Students from the Culinary & Hospitality, New Media and Engineering & Computer Science Academies participated in workshop sessions ranging from resume development to interview skills, which prepared them for formal meetings with the Glidewell human resources team. After several mock interviews and coaching, the students began the hiring process with Glidewell and were successful in securing internship positions.

The experience at Glidewell immersed students in their fields of interest, from working in the kitchens of the on-campus fine dining restaurant to creating simulated marketing materials using new software and skills like photography, videography and professional writing. The feedback from both students and our partners at Glidewell is a testament to our vision — preparing our future workforce while supporting businesses with employees equipped to increase productivity and profitability.



Thank You

Our work at High School Inc. would not be possible without the generosity of individuals, corporate partners and foundations who have funded a movement to create bright futures for thousands of high school students in Orange County. We are grateful for your endless collaboration, support and advocacy as we equip students with the skills, opportunities and relationships they need to succeed in school and at work.



2023-2024 High School Inc. Individual Supporters

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Adventure City
Anaheim Union High School
District
Angels Baseball Foundation
Anthony Michael Barajas
Foundation Fund
Aquarium of the Pacific
Auctions With Flair
Banc of California
BexBloomz
Bowers Museum
Cambalache
Casa Romantica Cultural Center
and Gardens
City of Santa Ana
Conant Family Foundation
Coronado Playhouse
Crevier Family Foundation

Croul Family Foundation
Cygnet Theatre
Daou Vineyards & Winery
David Vickter Foundation
David Wilson Family Foundation
Descanso | A Modern Taqueria
Draper Family Foundation Fund
Dunlap Foundation Fund
Edwards Lifesciences
Foundation
ET Chiropractic
Flagship Cruises & Events
Flightdeck Air Combat & Rogue
Racing
Fountain Valley Skating Center
Frank & Ruth Bila Charitable
Fund
Golden Entertainment
Golf N' Stuff
Gordan Drew and Leila Mozaffari
Gustafson Brothers Automotive
Service Center & Body Shop
Hennessey's Tavern
Henry W. & Ellen R. Warne Family
Endowment Fund
Hollywood Wax Museum
Irvine Lanes
Irvine Railroad
Island Packers
Keith and Judy Swayne Family
Foundation Fund
La Brea Tar Pits & Museum
Laguna Art Museum
Laguna Playhouse
Lamb's Players Theatre
Laugh Factory - Long Beach, CA
Long Beach Symphony
Lyon Air Museum
Magnolia Agriscience Community

Center (MACC Farm)
Magnolia High School
Marconi Automotive Museum
Matt and Noël Krueger, Full
Moon Fund
Miguel's Homestyle Mexican
Food
Miracle Springs Resort & Spa
Mitsubishi Fuso Truck of
America, Inc.
Moxie Bellows Event Agency
Museum of Latin American Art
Museum of Tolerance
Newport Whales
O.L. Halsell Foundation
OC Parks
Orange County Social Justice
Fund
Pacific Premier Bank
Parker Hannifin
Provenio Capital
Philharmonic Society
PRP Wine International
Red Jeep Tours by Desert
Adventures
Richard Nixon Presidential
Library & Museum
Samueli Foundation
San Diego History Center
Santa Ana Chamber of
Commerce
Santa Ana Unified School
District (SAUSD)
Santa Ana Zoo
Santa Barbara Zoo
SeaWorld - San Diego
Seegerstrom Center for the Arts
Sesame Place - San Diego
SkyPark At Santa's Village

SoCalGas
State Farm
Sue and Gary Grant
Sun Family Foundation
The Caring Path Foundation Fund
The Cheesecake Factory
The David Vickter Foundation
The DevTo Support Foundation
The Dhont Family Foundation
The Great Greek Mediterranean
Grill - Santa Ana, CA
The Printers Circle LLC
The Sharon D. Lund Foundation
The Vickter Family Trust
The Wright Family Charitable
Fund
Thompson Family Foundation
Tin City Distillery
Tom and Jill Schriber
Tom's Truck Center
Total Wine & More
Ueberroth Family Foundation
US Bank
Valley High School
Waterworks Aquatics



“Education is the passport to the future, for tomorrow belongs to those who prepare for it today.”

- Malcolm X

