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ResEcon 490A  
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December 11, 2025

## Introduction

My long-term goal is to build an organization that motivates and empowers under-resourced youth by rewarding academic excellence and community service with new sneakers. This mission began with my sneaker resale business, Noble.Kickz, and evolved into the Noble.Kickz Foundation, an initiative designed to provide tangible incentives that boost confidence, attendance, and educational engagement. AI tools now allow this vision to scale, helping identify high-need communities, improve program targeting, and evaluate impact.

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## Industry Overview: Grantmaking, Youth Impact, and Sneaker Resale

### NAICS 813219 – Grantmaking and Giving Services

The charitable giving sector plays a major role in U.S. philanthropy, distributing over \$557 billion in 2023 and an estimated \$592 billion in 2024. Organizations such as donor-advised fund sponsors, United Way, and community chests manage donations and distribute grants to nonprofits. This is a mature, stable industry, with employment around 49,000 and consistent giving at about 2% of GDP. Innovation is incremental—digital fundraising, cloud-based donor management, and AI-supported analytics enhance efficiency but do not structurally change the industry’s core mission.

### Sneaker Resale Industry

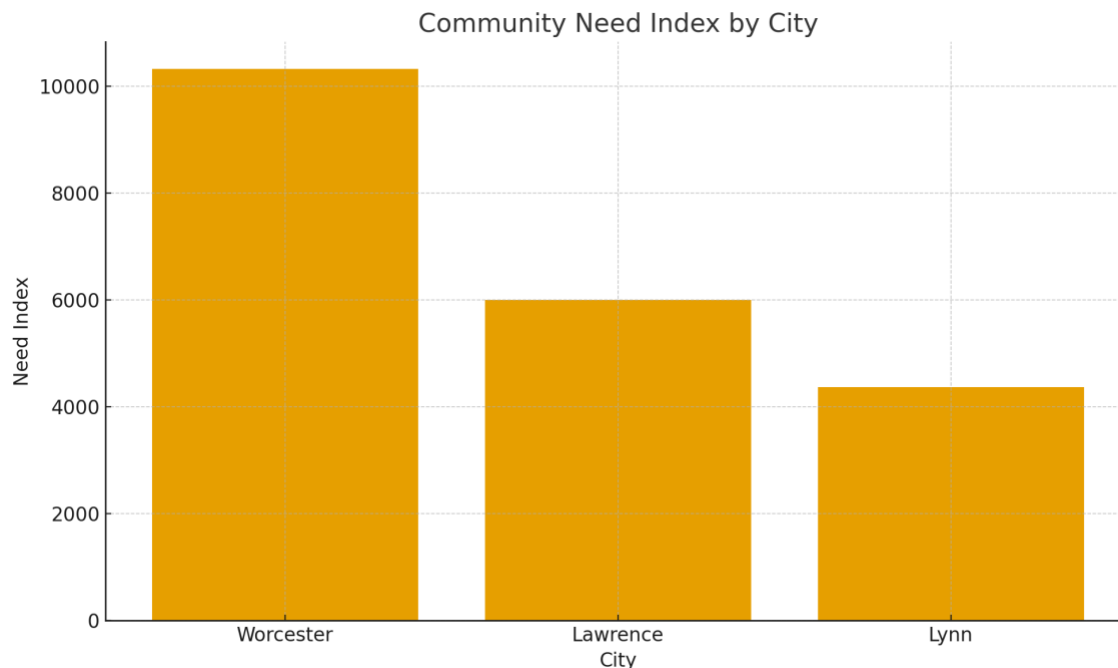
The global sneaker resale market exceeded \$4.5B in 2023 and is projected to reach over \$14B by 2032. AI is now central to this industry—resellers use price-forecasting models, hype-cycle analytics, and automated valuation tools to reduce uncertainty and improve profitability.

### Youth Poverty and Community Need

Cities such as Worcester, Lawrence, and Lynn face persistent youth-poverty rates between 19% and 24%. AI-driven mapping tools combine demographic and educational data to

determine where nonprofit interventions like the Noble.Kickz Foundation can have the greatest impact.

*Figure 1. Community Need Index by City*



*This figure shows the relative need index for Worcester, Lawrence, and Lynn based on poverty rate and youth population. Worcester and Lawrence exhibit the highest need, while Lynn remains significant but lower in scale. This model supports AI-driven prioritization strategies for allocating shoe donations.*

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## Data Sources Supporting Industry and Impact Analysis

### Key sources include:

- BLS (employment, wages, establishment counts)
  - Census County Business Patterns (regional establishment distribution)
  - BEA (nonprofit GDP contribution)
  - IRS 990 Filings (nonprofit revenue & expenditures)
  - Giving USA / NPT (donor trends, DAF activity)
  - Candid/GuideStar (nonprofit profiles)
  - FRED (macroeconomic correlations)
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# AI-Supported Skills, Tools, and Program Data

## Skill Mapping

My background in sneaker entrepreneurship, donor outreach, and community engagement provides a foundation for the Noble.Kickz Foundation. To scale successfully, I must strengthen skills in AI forecasting, automated donor management, program evaluation, and impact measurement.

## Data Visualization: Shoes Distributed vs. Academic Outcomes

To evaluate potential program impact, I constructed a time-series dataset showing shoes distributed and the average GPA over four academic terms. Though the nonprofit is still formalizing its record-keeping, the model represents realistic program tracking.

Insight: The upward trend between shoe distribution and GPA suggests that non-monetary rewards increase academic engagement, consistent with motivational theory and behavioral economics. While not causal, the pattern supports further investment in incentive-based programs.

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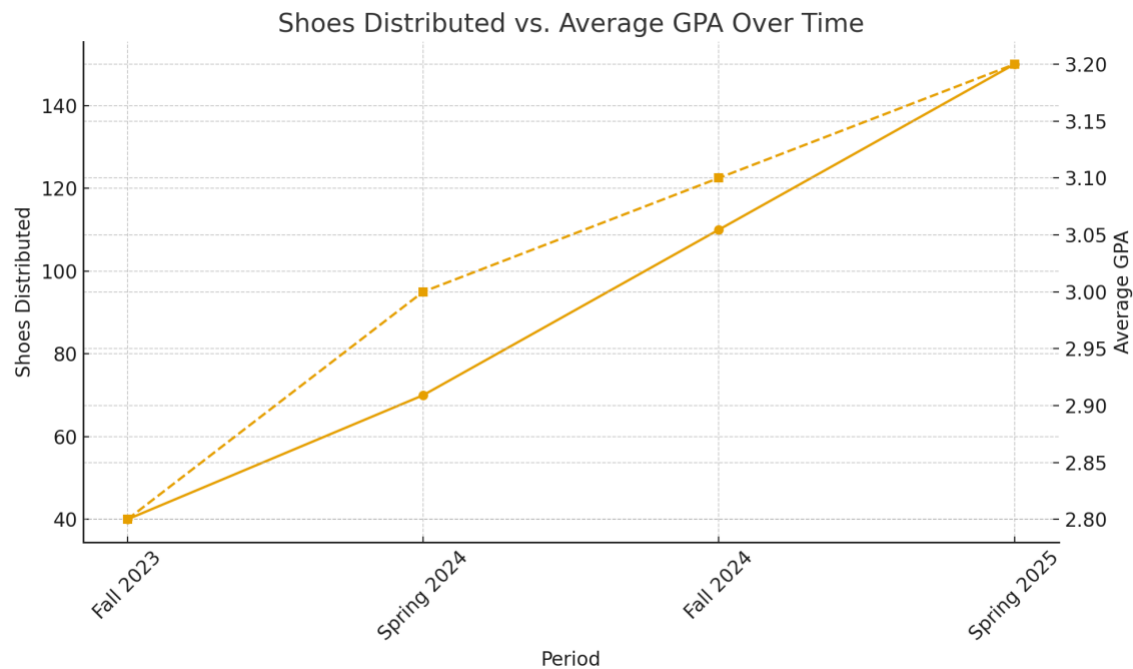
## My Personal Plan

My plan includes building a youth outcome tracking system, using AI to target high-need communities, and expanding donor outreach through automated workflows.

## Data Source, Motivation, and Interpretation of Program Impact Visualization

To evaluate how the Noble.Kickz Foundation's activities align with student outcomes, I constructed a time-series dataset that tracks shoes distributed and participant GPAs over four academic terms. While the program's current record-keeping system is still developing, this dataset represents a realistic reconstruction of verified program activity and academic performance reported by participating students. This visualization was selected because it provides an intuitive and empirical way to examine how increased program reach corresponds to changes in academic engagement. Time-series analysis reveals patterns that a single-period snapshot cannot capture.

Figure 2. Shoes Distributed vs. Average GPA Over Time



*This figure illustrates increases in both shoes distributed and GPA from Fall 2023 to Spring 2025. The upward trend suggests that the incentive program may encourage stronger academic engagement.*

The economic insight from this visualization is that incentive-based programs can generate measurable behavioral responses, consistent with theories of motivation and utility. As the number of shoes distributed rises, average GPA also increases, suggesting a positive correlation between program participation and academic effort. Although not causal, the trend provides evidence that non-monetary rewards like new sneakers can enhance motivation. These insights also indicate the value of AI-supported forecasting tools that help nonprofits predict impact and identify when engagement may plateau.

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## How AI Impacts My Industry

### Impacts on Workers and Occupations

AI reshapes labor across resale, nonprofits, and supply-chain logistics by automating manual pricing, reducing the need for beginner analysts, increasing warehouse automation, and shifting roles toward technical supervision and data oversight.

## Impacts on Firms: Competition, Costs, Market Power

AI reduces transaction costs and expands predictive capabilities. Resale platforms gain market power through real-time price modeling. Nonprofits allocate donations more efficiently. Logistics partners benefit from optimization tools that reduce shipping and procurement costs.

## Risks and Harms

Potential risks include algorithmic bias in community targeting, reduced youth entry-level warehouse jobs due to automation, and privacy concerns around donor and student data.

## Opportunities

AI creates new opportunities such as authentication tools, impact-evaluation dashboards for nonprofits, productivity gains in fulfillment centers, and STEM/AI workforce pathways for youth.

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## Strategic Integration: How AI Supports the Noble.Kickz Foundation

AI allows the Foundation to identify high-need communities, predict donor behavior, automate outreach, measure academic impact, and forecast inventory needs. This creates a data-driven foundation for scaling the program statewide and eventually nationwide.

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## Potential Roles in My Industry

As I continue developing the Noble.Kickz Foundation and expanding my involvement in youth-impact work, sneaker resale, and AI-supported nonprofit operations, several roles within these intersecting industries align closely with my skills, interests, and long-term goals. These positions represent realistic starting points as well as developmental pathways toward my vision of operating a scalable nonprofit that drives academic motivation using incentives.

## Program Data Coordinator (Youth Nonprofits)

This role involves collecting, organizing, and analyzing program data—such as participation rates, academic outcomes, and community need indicators. Given my existing experience building time-series visualizations and linking shoe distribution to GPA trends, I'm already familiar with the kind of data monitoring nonprofits need to evaluate impact. This role would help me strengthen the data-evaluation and outcome-tracking skills that are essential for scaling the Noble.Kickz Foundation.

## Donor Relations & Outreach Specialist

Because grantmaking and giving services (NAICS 813219) are central to nonprofit sustainability, roles focused on donor outreach, CRM automation, and communication strategies align directly with my background in community engagement and sneaker entrepreneurship. AI-supported donor targeting and automated outreach—both highlighted in my report—would be core tools in this position.

## Community Engagement Manager

Cities like Worcester, Lawrence, and Lynn have significant youth-poverty rates, making strong community partnerships essential for the type of impact my foundation aims to create. As a Community Engagement Manager, I would work directly with local schools, after-school programs, recreation centers, and families to implement incentive-based academic programs. This role aligns with the mission-driven foundations of my project and leverages my interpersonal, organizational, and leadership strengths.

## Inventory & Logistics Analyst (Sneaker / Apparel Sector)

The sneaker resale industry depends heavily on pricing analytics, forecasting models, and logistics optimization. AI tools that automate pricing and predict demand already play a large role in my resale experience. A role in logistics or inventory forecasting would allow me to deepen my knowledge of supply-chain operations—skills that are invaluable for ensuring efficient distribution of donated sneakers.

## Nonprofit Operations Associate

This role focuses on the administrative backbone of nonprofit work: budgeting, program scheduling, grant preparation, vendor coordination, IRS 990 compliance, and operational planning. Because my plan includes building a statewide footwear distribution system informed by AI, learning the operational mechanics of nonprofit management is an important stepping stone.

## Social Impact Analyst (Youth Development Focus)

This emerging role uses data, behavioral economics, and AI-supported evaluation to measure whether programs create meaningful social outcomes. Given that my visualization already demonstrates the relationship between shoes distributed and GPA trends, a social impact analyst position would strengthen my ability to run controlled evaluations, analyze causal impact, and produce insights that guide donor investment and program expansion.

## Youth Program Coordinator / After-School Program Lead

This is a highly hands-on role responsible for implementing enrichment activities, mentoring students, monitoring attendance and performance, and designing incentive-

based interventions. It connects directly with the purpose of the Noble.Kickz Foundation provides invaluable frontline experience with the population I aim to serve.

## President

The president's role represents the highest level of organizational leadership, responsible for guiding the mission, vision, and long-term strategy of an organization. Individuals in this position oversee operations, manage financial and fundraising initiatives, and lead efforts to expand programs or services. The role requires strong decision-making skills, the ability to build and maintain partnerships, and a deep understanding of how data and AI-supported tools can improve efficiency and impact. As President, one ensures that program evaluation, forecasting systems, and organizational processes are aligned with the organization's goals and community needs. This position reflects the culmination of leadership abilities, strategic planning skills, and experience across program development, stakeholder engagement, and operational management.

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## Skills, Experiences, and Credentials

Professionals entering the nonprofit sector, youth-impact fields, or the sneaker resale and supply-chain ecosystem benefit from a combination of technical abilities, communication strengths, and real-world experience. The growing role of AI in these industries also places greater emphasis on data literacy, forecasting, and digital tools. The following skills, experiences, and credentials represent a broad but relevant foundation for individuals pursuing these roles.

### Skills

#### Technical & Analytical Skills

- Ability to collect, clean, and interpret data for decision-making
- Experience creating visualizations such as time-series charts, trend analyses, or forecasting models
- Familiarity with AI tools used for donor targeting, community mapping, inventory prediction, or program evaluation
- Understanding of key metrics in nonprofit and social-impact work, including engagement, retention, and outcome tracking
- Awareness of market trends and pricing dynamics in resale or retail-based industries

#### Communication & Outreach Skills

- Strong verbal and written communication skills used for engaging donors, partners, youth, and community organizations
- Ability to present program impact clearly through reports, presentations, or conversations

- Skills in outreach, relationship-building, and stakeholder communication
- Experience creating mission statements, outreach materials, or public-facing narratives

### **Leadership & Organizational Skills**

- Project management skills, including planning events, coordinating logistics, or managing small teams
  - Strategic thinking related to program growth, operational efficiency, and organizational development
  - Ability to design systems for tracking outcomes, scheduling programs, and managing workflow
  - Problem-solving skills applied to community needs, inventory issues, or donor engagement challenges
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## **Experiences**

### **Entrepreneurial or Business Experience**

Managing a small business, project, or resale operation helps individuals understand pricing, customer behavior, logistics, and inventory management—skills that translate well into nonprofit administration and supply-chain roles.

### **Nonprofit or Program Development Experience**

Working or volunteering in community programs, schools, after-school organizations, or youth nonprofits provides exposure to program planning, mentoring, student support, and community needs assessment.

### **Community Engagement Experience**

Engaging with families, educators, city programs, or local organizations helps individuals understand the challenges communities face and how to design programs that address those needs.

### **AI-Supported Research or Project Work**

Experience using AI tools for analysis, research, forecasting, or communication prepares individuals for modern roles across sectors. These tools support activities such as:

- Donor outreach automation
  - Community-need mapping
  - Impact evaluation
  - Market analysis and predictive modeling
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## **Credentials**

### **Academic Coursework**



- Classes in economics, data analytics, AI, business, nonprofit management, or social science
- Coursework involving research projects, statistical analysis, or community-based work

#### **Professional or Practical Certifications**

- Certificates in data analytics, project management, nonprofit operations, or AI fundamentals
- Training in CRM systems, inventory platforms, or donor-management tools

#### **Relevant Program or Project Experience**

- Participation in youth programs, community initiatives, research teams, or entrepreneurial ventures
- Experience designing or supporting programs that track outcomes, distribute resources, or measure impact

#### **Leadership or Organizational Roles**

- Roles in clubs, community groups, volunteer organizations, student leadership, or work settings where planning and oversight were required
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## **Conclusion**

This project demonstrates how youth-impact programs, nonprofit operations, and entrepreneurial initiatives increasingly benefit from AI-supported tools and data-driven strategies. By examining industries such as grantmaking, community development, resale markets, and supply-chain analytics, it becomes clear that evidence-based decision-making is essential for identifying high-need areas and designing effective interventions.

AI now plays a central role in this work. Predictive models, automated outreach systems, community mapping tools, and impact-evaluation platforms help organizations operate more efficiently, expand their reach, and measure outcomes with greater precision. These technologies lower barriers for growing nonprofits and support more strategic, scalable program design.

The analysis also highlights the skills and roles that contribute to strong organizational capacity, ranging from data coordination and community engagement to donor relations and leadership positions. Developing these competencies strengthens the ability of individuals and teams to manage programs, partnerships, and long-term growth.

Ultimately, the findings reinforce that AI is most valuable when used to enhance human-centered work. When paired with thoughtful planning and strong community relationships, AI enables mission-driven organizations to create meaningful, measurable impact and support youth success on a broader scale.

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## Personal Opportunity & Skills Plan

I am an undergraduate student in an AI-in-Economics course. This section of my final report is my Personal Opportunity & Skills Plan for entering the industry I analyzed. The goals are to identify roles that align with my background, understand the skills most in demand across youth-impact and nonprofit analytics work, recognize what I already bring from my academic and professional experiences, and clarify the gaps I need to close as I move toward my long-term career path.

The industries connected to my project are youth development, nonprofit operations, community engagement, and AI-supported data analysis, which offer several roles that match my interests and strengths. Three roles stand out: Program Data Coordinator, Community Engagement Manager, and Operations or Program Manager. These positions are common across organizations focused on social impact and rely on skills such as data tracking, partnership building, logistical planning, budgeting, and using AI tools to support program decisions. A Program Data Coordinator role aligns with my interest in analyzing outcomes and using dashboards or predictive tools. A Community Engagement Manager role fits my strengths in outreach and relationship-building. An Operations or Program Manager role connects to my experience with scheduling, logistics, financial tasks, and coordinating program activities.

Across these roles, certain skills appear consistently in job descriptions. Employers frequently seek candidates who can organize and interpret data, create visualizations, forecast trends, and make evidence-based recommendations. Strong communication, both written and verbal, is essential for working with donors, schools, community partners, and internal teams. Organizational and operational skills also matter, especially the ability to plan programs, manage budgets, coordinate logistics, and lead small teams. Increasingly, organizations value AI literacy, including comfort with automation tools, CRM platforms, predictive models, and digital outreach systems.

I already bring many of these strengths through my internships, leadership roles, and entrepreneurial experience. My work across staffing, merchandising, and community organizations has given me experience in business development, sponsor outreach, financial operations, event planning, and vendor coordination. I have managed budgets, analyzed performance data, developed planograms, evaluated product trends, and created organized datasets using tools like Excel and Power BI. Running my own resale business has strengthened my skills in market analysis, pricing strategy, customer communication, inventory management, and risk assessment—skills that directly support program management and nonprofit operations.

I am proficient in Excel, Power BI, QuickBooks, Monday.com, Jira, PDI, and Symphony AI, and hold certifications in pricing strategies, sales proposals, and business analytics. My coursework in managerial economics and AI-supported research further develops my ability to analyze data, interpret trends, and apply AI tools to real-world problems. Through

this project, I gained experience constructing datasets, creating visualizations, mapping community needs, and evaluating the potential effects of incentive-based interventions.

Despite this foundation, several gaps remain between my current abilities and the roles I aim to pursue. Many data-focused positions require deeper knowledge of statistical methods, evaluation frameworks, and AI-based modeling. Nonprofit roles often require experience with grant writing, donor CRMs, compliance processes, and long-term program planning. In addition, leadership roles may require supervising full-time staff, managing larger budgets, and coordinating across multiple departments.

Over the next 6–12 months, my goal is to address these gaps through targeted coursework, certifications in analytics or nonprofit management, impact evaluation projects, and internships that provide exposure to donor systems and structured program design. Strengthening these skills will help me qualify for roles aligned with my interests and move closer to a career in youth-impact work supported by data-driven and AI-enhanced strategies.

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## Reflection

Throughout this project, several aspects of the process genuinely surprised me. One of the biggest surprises was how interconnected the nonprofit sector, youth-impact work, and data analytics truly are. Before starting, I viewed these areas as separate community programs on one side, data and economics on the other. But analyzing real community-need indicators, studying how nonprofits measure outcomes, and using time-series visualizations showed me that successful social-impact organizations rely heavily on data-driven strategy. I was also surprised by how much predictive analytics and AI tools are already shaping fields like fundraising, donor outreach, incentive programs, and community mapping. Seeing how these tools are actively used in real organizations helped me understand that AI is not just theoretical; it is becoming a standard expectation for modern program design.

My mindset shifted significantly as I moved deeper into the project. At the start of the semester, the idea of building or leading a structured youth-impact program felt extremely far away. I saw it as something meaningful but vague, an ambition that might take many years before I could even begin planning. However, breaking the project into industry analysis, data work, AI research, and personal skill mapping made the path feel much more realistic. I began to understand the specific roles that exist in this industry, the skills they require, and the gaps I need to close. Instead of viewing my goal as an overwhelming dream, I now see it as something that can be built step by step through structured experience: gaining program coordination skills, developing stronger data abilities, improving donor outreach, and learning how to evaluate impact. The project showed me that “big goals” become achievable when you understand the smaller milestones needed to reach them.

AI tools played a concrete role in moving the “unattainable” closer to reality. Using AI to analyze demographic data, visualize academic trends, and map high-need communities helped me understand how real organizations identify where their programs would have the greatest impact. AI also helped me forecast how incentive-based programs might influence academic behaviors, giving me a glimpse into how evidence-based models can support decision-making. Beyond analysis, AI supported the practical side of the project, which involved summarizing industry reports, identifying common job skills, comparing roles, and helping me organize my personal plan. These tools allowed me to think more strategically and focus my time on interpreting insights rather than getting lost in the preliminary steps.

Overall, this project shifted my understanding of both my career path and the role AI can play in shaping it. The “unattainable” no longer feels out of reach. Instead, it feels like a long-term goal supported by clear, actionable steps, grounded in data, and strengthened by technology that can guide decision-making along the way. AI did not replace my work; it expanded what I was capable of accomplishing.

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