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|  | **Organizational Profile** |  |
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Organization Information

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| Name of Organization | Elite Skills Development |
| Primary Contact | Sharon Diggs-Jackson |
| Primary Contact Email | shdiggs56@gmail.com |
| Website URL | Eliteskillsdev.org |
| 5 Keyword Search Descriptors  *Tutoring, afterschool, STEM, college access, career exploration* | Mentoring, life skills training, financial literacy, communications, community engagement, entrepreneurship |
| Physical Address *Where your programs are administered. No PO Box*  *\*Unless its UPS* | 3515 Linden Ave #56, Long Beach, CA 90807 |
| Mailing Address  *Where you receive mail/bills* | same |
| EIN | 27-3569163 |

Mission Statement

Our Mission

"Elite Skills Development (ESD) empowers underserved Long Beach residents by building resilience and essential life skills, paving the way for a brighter and sustainable future."

Our Vision

Our programs support life skills and financial stability and ignites transformative change, equipping people to unlock their full potential and strengthen their communities."

Our Values

-Recognize and support the strength in each participant.

-Respect the dignity of each human being and demonstrate genuine care and concern for the well-being of others.

-Seek commonality and advance equity.

-Drive for results anchored in integrity and accountability.

History of Organization

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| Year of Inception | 1999 |
| Year of Incorporation | 2010 |
| Origin Story  *How did the organization form?* | Elite Skills Development (ESD) began in 1999, as Ladies First, a collective of mothers who were interested in developing and mentoring their daughters and other African American girls in Long Beach. |
| Why was the organization founded?  *Was there an incident, a personal experience?* | In 2010, following the success of our Ladies First mentees, we transitioned to Elite Skills Development to create pathways to self-sufficiency and business ownership for other underserved Long Beach youth.  In 2020, ESD contracted with the City of Long Beach to provide COVID education and outreach to the Black and underserved community. Through this engagement we realized that there was no functional Black centered communications channel, and that the community was fractured. ESD began holding monthly Black Magic Gatherings and created the Black Book Resource Guide.  ESD has a history of successfully implementing programs and connecting within the Black community. In 2024, we were one of only ten nonprofits voted to receive a grant through the Youth Participatory Budget process.  In 2024, based upon our past successful COVID outreach efforts for the State of California we were selected for Governor Newsome’s Trusted Messenger Network. The network of 120 community-based organizations and nonprofits help to deliver critical information to more than 22 million Californians on the State's highest priority community engagement and public awareness efforts, such as COVID-19, extreme heat, water conservation and Individual Taxpayer Identification Numbers. |
| What has been the organization’s largest program challenge?  *Not funding. It should be something tangible* | Securing affordable office space has been a challenge. ESD successfully negotiated two affordable leases, one with the City of Long Beach and another with the Nonprofit Center. The two spaces are small, but one offers a training room and the other is located in our primary service area. Securing the two spaces was an accomplishment as we were the first Black serving organizations to be provided space.  Currently, we do not have a dedicated certified kitchen to operate our food related courses and support the entrepreneurial aspects of our curriculum. We are also in need of an open space in order to support the building projects. |
| How has the organization overcome that challenge?  *The answer should demonstrate your ability resolve a problem.* | ESD has entered into a 9-month agreement with St Mark Baptist Church to utilize their Education Building through 2025. St Mark is located in our service area 90813 and easily accessible for our students and for our monthly gatherings. We were able to negotiate the space for a small donation. |
| What is the organization’s greatest accomplishment since its inception?  *Since 2020, the organization has partnered with 25 LAUSD school districts to graduate 100% of its participants (30,000 African American males), provided over $9 million in college scholarships, placed over 3,750 youth in internships and assisted 5,571 with landing entry level professional and paraprofessional jobs.* | 2020-Created the Black Resource Guide and distributed over 45,000 copies  Ladies First mentees have created 8 Black-led businesses that employ 28 full-time staff  2024 – Created EmpowerED: Basic Life Skills program, served 85 youth    Community Action Meetings – In 2024, ESD hosted 8 community sessions and through their collective efforts the Historically Black Cultural District was birthed within the City of Long Beach. Additionally, through our planning efforts the City’s 37th Annual MLK Parade and Celebration attendance, and youth participants acts were the largest in its history. The celebration came in on budget. |
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Constituent Demographics

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| Target Population  *Gender, age, socioeconomic status: infants 0- 4, youth 5-*  *13, Females ages 14-18. Young adults 19-24 from underserved, urban communities. Adults with disabilities ages 25- 55 in the San Fernando Valley. Seniors 55+, afflicted with dementia or Alzheimer’s* | EmpowerED serves all youth, males & female, ages 12 to 21, from underserved Long Beach neighborhoods with a focus on students living in the city’s challenged zip codes 90802, 90805, 90806, 90810, 90813.  Community Action Meetings- open to all however, we primarily serve African American adults, attendees ages 25+ living in Long Beach, and who are concerned with improving the overall conditions of the underserved and the historic Black neighborhood located in zip codes 90813 and 90806. |
| Number of Clients Served *Include the timeframe, monthly, quarterly, annually. e.g., 100 youth per month* | EmpowerED: Basic Life Skills program serves: 150 youth annually  Community Action Meetings: a total of 1,200 attended the 8 meetings. Distributed 2,200 Community Resource Guides  Governor Newsome’s Trusted Messenger Network: Working in partnership with the LB Bar Foundation, ESD conducted 4,867 highly interactive peer-to-peer engagements to encourage the public to take action regarding issues important to the State of California. All ages, races, gender and socioeconomic status |
| Geographical Service Area(s) *Country. Community, City, State, i.e., The West Athens Community of South L.A.* | Long Beach, with a focus on residents of 90802, 90805, 90806, 90810 and 90813. |
| Describe the Gap Your Organization Will Fill *List resources, training,*  *education, opportunities, role models, alternatives, access, etc.* | EmpowerED: Life Skills for Success  Adolescence and young adulthood represent a period of exploration, learning, connectivity, and personal development. During this time, youth are constantly acquiring new knowledge about themselves and their surroundings. While some life skills naturally develop through experience, not all learning opportunities are created equal.  EmpowerED provides LB youth and young adults with knowledge, practical financial skills and opportunities to build on their confidence and strengthen responsible decision-making.  With EmpowerED, youth practice real-life scenarios, and get expert mentorship from field professionals. Each student receives a quality sewing kit, tool kit, first aid kit, and essential meal prep items, to continue their journey.  EmpowerED dives into Personal Growth Power-Ups which are all teaching the youth about managing their social media presence, making tough decisions and setting boundaries, knowing when to say ‘No”, how you can give back to your community through volunteer work, and even how to respond to a natural disaster. |
| Describe the Innovation in How Your Organization Fills the Gap  *Math tutoring by African American Alumnae Engineers, On-the-job training with industry professionals, Homework assistance via app.* | Learning basic life skills is a key part of becoming financially stable and independent. Simple things like cooking their own meals and how planning their grocery budget can save a lot of money compared to eating out all the time. Knowing how to do basic home repairs, sew a torn piece of clothing, or fix things with simple tools can help avoid costly replacements.  These everyday skills will help our youth take care of themselves without always relying on others or spending extra money. When combined with good habits, like managing time wisely and making smart financial choices, these skills set the foundation for a stable and secure future. By learning to handle daily tasks on their own, youth can save money, reduce stress, and work toward long-term success. |

Program One Description:

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| **Program Title**  *Sexy Title i.e., From Boys2Men Rites of Passage* | EmpowerED: Basic Life Skills for Success |
| **Services Provided**  *Youth development College Readiness Career Exploration Relationship Counseling Parenting Classes* | Youth development, basic life skills training, one-on-one mentoring by industry professionals, enhancing personal development and communications skills |
| **Measurable Goals**  *What will you do to make the change? i.e., increase, decrease, reduce, eliminate, cure.* | One hundred percent (100%) of all participants will:  1. Plan and prepare five nutritious & healthy meals on a budget  2. Know how to perform the 5 basic hand stitches (blanket, running, invisible/ladder, back and whip stitch), hidden basic sewing repairs.  3. Will acquire financial literacy skills, such as creating a budget, understanding credit and debt management, and saving for future goals.  4. Ages 16+ will be provided with a copy of their credit report and be registered for annual free credit report  5. Participants will develop knowledge of basic hand tools and complete a one-day building project, i.e. rolling storage cart or bookcase  6. Participants will have a greater sense of empowerment and self-reliance, knowing they have the knowledge and skills to navigate practical aspects of adult life.  7. Increase Black youth participation in mentorship and life skills programs by 25% in the next year. |
| **By How Much (Impact)**  *% - make the goal attainable. Usually 10-25%* | 85% of our participants will complete the program and acquire the outlined program skills |
| **Program Objectives**  *How will your org accomplish the goal?*  *By hosting three interviewing techniques workshops per week* | We will use the following Quantitative Measurements to assure we accomplish program goals:  1. Track the number of youth registered versus the available spots (15 to 20 capacity per session)  2. Monitor attendance at each session and track overall completion rate of each project  3. Track the number of toolkits, sewing kits, first aid kits and budget planners distributed  4. Track the number of Healthy Living Resource Guides distributed,  5. Complete a pre-and-post survey to determine success |
| **How often are your programs offered?**  *e.g. 3 times a week, 4 times a month, once a quarter, twice a year* | 4 sessions offered in a year |
| **How long will your programs run?**  *e.g., 1 hour, 2 hours, 4 hours*  *for 12 weeks, 6 months, 1 year* | Each session is 5 days, 4 hours a day, |
| **Program Description**  ***Boys2Men Rites of Passage*** *is a male youth* | We provide hands-on learning opportunities for youth ages 12 to 21, that provide expert mentorship from industry professionals, receive a sewing kit, tool kit, basic first aid kit, essential meal prep items and other supplies.  Primary Goal: Daily Life Hack sessions cover everything from managing your laundry, removing stains and odors, grocery shopping on a budget, upgrading your kitchen skills and handling your finances. Plus, some job search tips, basic home repairs and first aid, and safe driving tips.  Secondary Goal: Personal Growth Power-Ups are all about managing your social media presence, making tough decisions and setting boundaries, knowing when to say ‘No”, how you can give back to your community through volunteer work, and even how to respond to a natural disaster.  The goal of EmpowerED is to increase the life skills and financial acumen of all of our participants who complete the program. |

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Program Two Description:

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| **Program Title** | Black Community Empowerment & Engagement Program |

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| **Services Provided**  *Youth development College Readiness Career Exploration Relationship Counseling Parenting Classes* | In 2024, ESD hosted 8 Black Community Empowerment & Engagement meetings. We call them Black Magic Gatherings because we know that magic happens when we work together. The gatherings provide space and opportunities for Black residents to learn about resources, how to become engaged in community decision making and support Black centered programs,  The Long Beach Historically Black Cultural District was established in April 2024 through collaborative efforts.  Additionally, through our planning efforts the City’s 37th Annual MLK Parade and Celebration attendance, and the youth participants acts were the largest in its history. The celebration came in on budget. |
| **Measurable Goals**  *What will you do to make the change? i.e., increase, decrease, reduce, eliminate, cure.* | Program Goals & Focus Areas:   1. Increase Participation & Engagement    * Grow attendance by 20% within six months to expand community involvement.    * Ensure at least 50% of attendees actively participate in discussions, surveys, or feedback sessions. 2. Improve Access to City Services & Resources    * Distribute 200 Black Resource Guides annually, providing information on housing, job training, healthcare, and other vital city programs.    * Ensure that 75% of attendees leave each meeting with a new resource or actionable step for personal or community improvement. 3. Strengthen Black Civic Involvement & Representation    * Register at least 30 new Black voters annually and provide education on local elections and policies.    * Support at least 10 community members per year in joining city boards, commissions, or advocacy groups to enhance Black representation in decision-making spaces. 4. Address Economic & Workforce Development    * Connect at least 30 Black entrepreneurs and job seekers per year to funding, business development resources, and employment opportunities to support economic growth. 5. Enhance Public Safety & Neighborhood Well-Being    * Establish three new partnerships annually with local law enforcement, violence prevention programs, and youth mentorship initiatives to promote safety and stability. 6. Ensure Accountability & Policy Impact    * Advocate for key policy changes each year to address systemic inequities affecting Black residents.    * Track and report on community concerns and progress quarterly, ensuring transparency and accountability in local government and community development efforts. |
| **By How Much (Impact)**  *% - make the goal attainable. Usually 10-25%* |  |
| **Program Objectives**  *How will your org accomplish the goal?*  *By hosting three interviewing techniques workshops per week* | We will accomplish our goals by hosting six community forums that each provide an opportunity for networking, community building through a shared meal, presentations and updates on available services and resources. |
| **How often are your programs offered?**  *e.g. 3 times a week, 4 times a month, once a quarter, twice a year* | In 2025 we will host 6 community action meetings, held every other month |
| **How long will your programs run?**  *e.g., 1 hour, 2 hours, 4 hours*  *for 12 weeks, 6 months, 1 year* | 2 hours, include networking and shared meal 6 to 6:30, 6:30 to 8-speakers, presentations, planning efforts |
| **Program Description**  ***Boys2Men Rites of Passage*** *is a male youth development program for young African American men ages, 12-24 from the Watts, Compton, West Athens communities of South Los Angeles. Youth are* | The program is a dedicated initiative designed to strengthen civic participation, resource accessibility, and neighborhood improvement for Black residents. Through monthly community forums, the program fosters open dialogue, connects residents with essential services, and drives sustainable change by addressing key issues affecting the Black community.  This program is committed to empowering Black residents, fostering equitable opportunities, and strengthening the overall well-being of the community through collective action and advocacy. |

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| *partnered with professional African American men, ages 25-65 who model positive characteristics, decision- making, healthy relationships and career choices. Participants attend a two-hour workshop every Saturday for 12 weeks, covering topics from peer pressure to goal setting, college, and career exploration, to healthy relationships. The goal of the Boy2Men Rites of passage program is to reduce the school-to-prison pipeline by 25% from these underserved, overrepresented communities by 2025.* |  |

***Sample Organizational History***

Boys2Men was started in the basement of a school counselor, James Johnson’s home in Newark, New Jersey in1989 after witnessing 75% of his male African American freshmen class fall prey to gangs, drugs, teen pregnancy and prison. In 1990, the organization became a 501(c)(3) nonprofit and began administering programs in local elementary and high schools to disrupt the school to prison pipeline ravaging through predominantly under sourced, underserved Black and Brown communities. In 1992, after the L.A. civil unrest, the West Coast Chapter of B2M was incorporated to address the devastating number Black males in Watts, Compton and the West Athens communities of South L.A. entering prison or being killed. Since 2020, the organization has partnered with 25 LAUSD school districts to graduate 100% of its participants (30,000 African American males), provided over $9 million in college scholarships, placed over 3,750 youth in internships and assisted 5,571 with landing entry level professional and paraprofessional jobs.