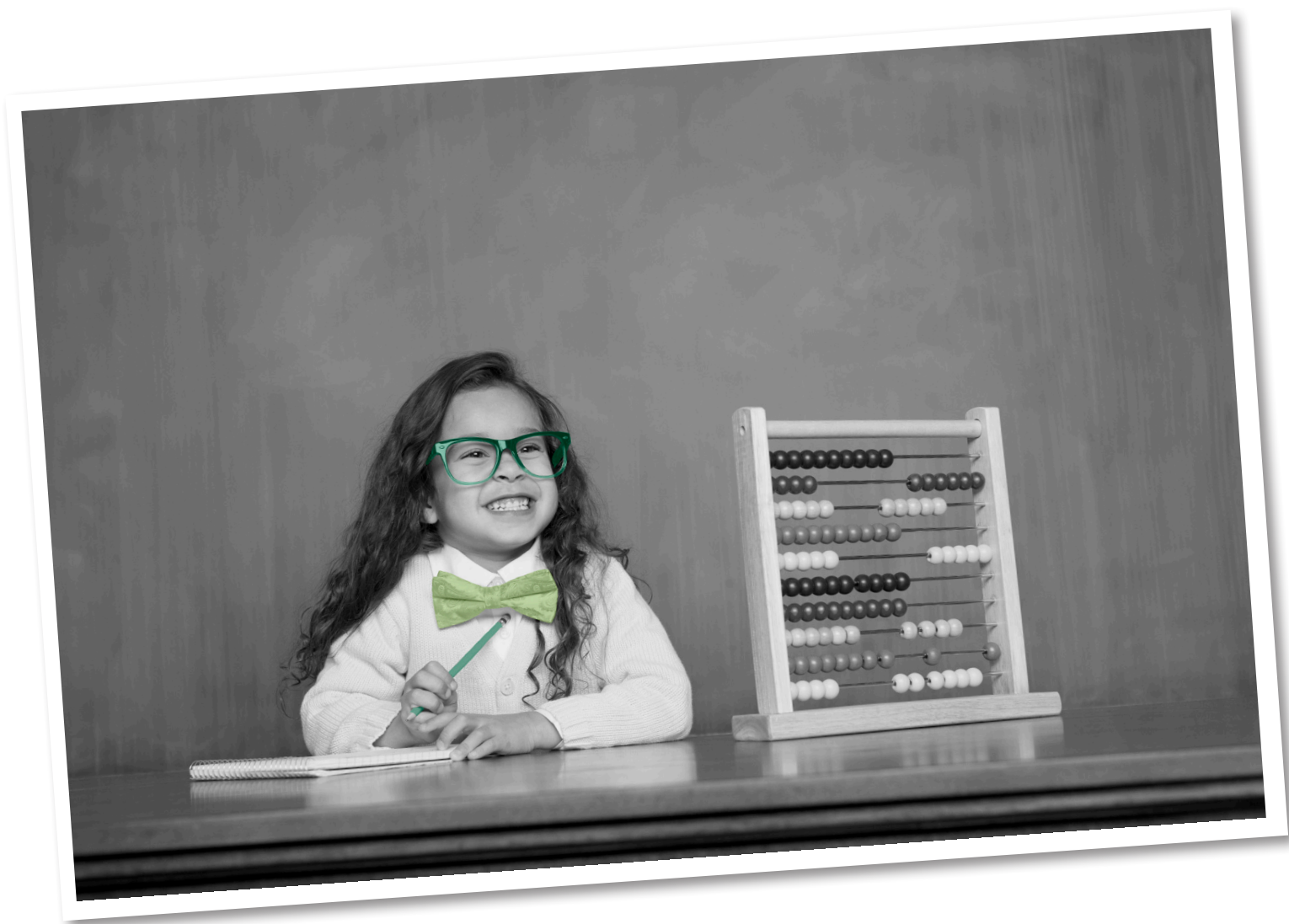


2016-2017 Annual Report



Junior
Achievement®
of Idaho





Junior Achievement of Idaho's Mission

To inspire and prepare every student in Idaho to succeed in a global economy.

Strategic Priorities

Develop a sustainable financial model in each region.

Establish a manageable plan for program growth in areas of high demand.

Increase the reach of our high school programs to continue the program value throughout a student's education career.

Increase digital and virtual programs in rural areas where resources are scarce.

4800 W. Fairview Ave, Suite B
Boise, Idaho 83706
208.375.5243
www.jaidaho.org

Connect with us on these platforms:



Thank You to Intermountain Gas for printing the 2016-2017 Annual Report!

Dear Friends, Supporters and Volunteers:

It is difficult to imagine a more worthwhile endeavor than investing in our youth. Being able to make a lasting impact on our young people that will shape the future invariably leaves one with a great sense of accomplishment. Junior Achievement of Idaho, with the assistance of dedicated volunteers, collaborative community partnerships, and supporters like you, proudly prepares our students by teaching the financial, economic and entrepreneurial skills they will need to succeed.

Last year we witnessed dramatic acceleration in the disruption of decades-old business models, and in turn the need for entirely new skill sets, knowledge and tools to succeed. This pace of change will only increase, and Junior Achievement is uniquely situated to help with the transition from the classroom to the new world our students will be competing in. In the coming year, Junior Achievement will increase its emphasis on impacting high school seniors just before they leave the classroom setting when they are ready to put the JA materials to work.

In 2016-2017, nearly 12,000 Idaho students became Junior Achievement graduates thanks to the efforts of more than 300 volunteers and community partners. Our programs are now in 36 different school districts across Idaho, which is only possible because of the generosity of people like you.

In the words of Winston Churchill, “We make a living by what we get, but we make a life by what we give.” On behalf of everyone serving at Junior Achievement of Idaho, thank you for your time, your continued financial support, and your help in creating a better life for our young people, and for us all.

Sincerely,



A handwritten signature in black ink, appearing to read "Tom Van Hemelryck".

Tom Van Hemelryck,
Chairman of the Board
Junior Achievement of Idaho



A handwritten signature in black ink, appearing to read "SE".

Sean Evans,
President and CEO
Junior Achievement of Idaho

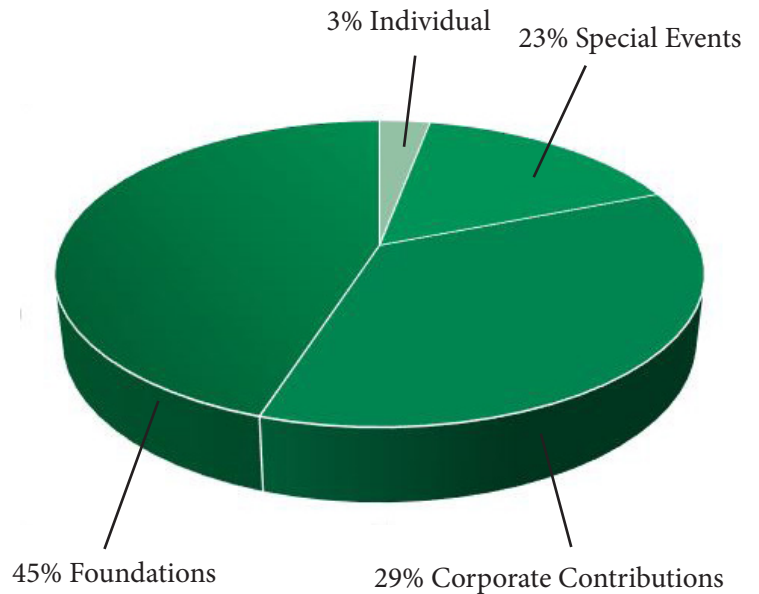


Our Year in Numbers

Junior Achievement's impact can be measured in many ways.

As shown throughout this annual report, we provide transformational experiences to students daily throughout Idaho.

Total Dollars Raised **\$460,066**



Students Empowered

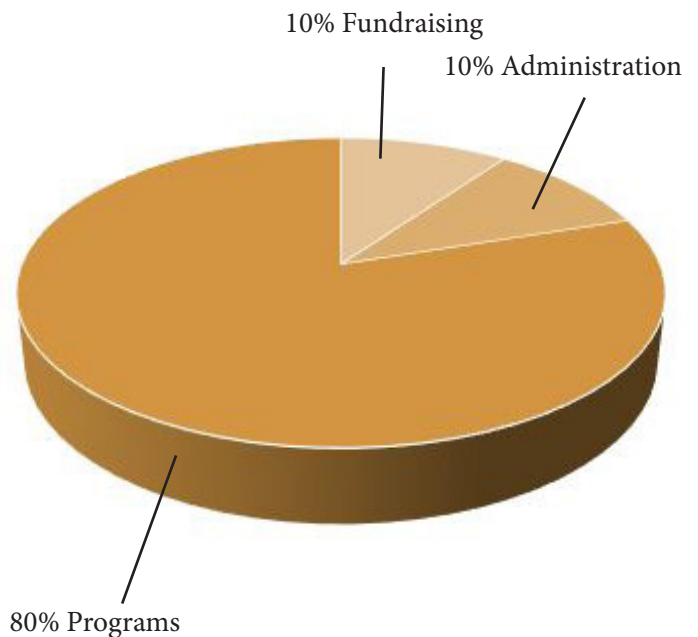


Classes Funded



36 different school districts

Where does the money go?



Low to Moderate Income Students





Outstanding Service

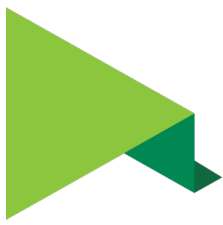
A special thank you to Idaho companies who pledged to put business mentors into the classroom, allowing them to share their talents and expertise, bridging the gap from the classroom to the business world.

Top 10 Firms with Mentors 2016-2017

Firm	# of Mentors	# of Classes
Washington Federal	9	28
U.S. Bank	14	22
Icon Credit Union	16	21
Mountain West Bank	5	18
St. Luke's	28	16
AT&T	28	15
Intermountain Gas	10	12
Convergys	9	11
Idaho Independent Bank	10	10
Idaho State University	3	10



62,677 Direct mentoring hours by business professionals



Schools & Organizations We Serve

Boise School District

Adams Elementary
Amity Elementary
Cynthia Mann Elementary
Frank Church High School
Garfield Elementary
Grace Jordan Elementary
Hawthorne Elementary
Highlands Elementary
Hillside Jr. High
Horizon Elementary
Koelsch Elementary
Liberty Elementary
Longfellow Elementary
Lowell Elementary
Maple Grove Elementary
Marian Pritchett High School
Morley Nelson Elementary
Mountain View Elementary
North Jr. High School
Riverside Elementary
Shadow Hills Elementary
Trail Wind Elementary
Valley View Elementary
White Pine Elementary
Whitney Elementary
Whittier Elementary
William Howard Taft Elementary

Bruneau-Grandview School District

Rimrock High School

Butte School District

Butte County Jr/Sr High School

Caldwell School District

Canyon Springs High School
Lewis & Clark Elementary
Van Buran Elementary
Washington Elementary
Wilson Elementary

Cascade School District

Cascade JR/SR High School

Cassia School District

Burley High School
Declo High School
Oakley Jr/Sr High School

Castleford School District

Castleford Schools

Charter Schools

American Heritage Charter School
Bridge Academy
Falcon Ridge Public Charter School
Heritage Academy
Heritage Community Charter School
North Star Public Charter School
North Valley Academy
Pocatello Community Charter School
Sage International Charter School
Shumway Academy
Taylor's Crossing Public Charter School

Clark County School District

Lindy Ross Elementary
Clark County Jr/Sr School

Dietrich School District

Dietrich High School

Emmett School District

Black Canyon High School

Filer School District

Filer Elementary

Garden Valley School District

Garden Valley High School

Grace School District

Grace High School

Hagerman School District

Hagerman Elementary

Hansen School District

Hansen Junior/Senior High School

Homedale School District

Homedale Elementary
Homedale High School
Homedale Middle School

Idaho Falls School District

Temple View Elementary

Jerome School District

Jerome High School
Summit Elementary

Kimberly School District

Kimberly High School
Kimberly Middle School

Kuna School District

Crimson Point Elementary
Hubbard Elementary
Reed Elementary
Teed Elementary

Meadows Valley School District

Meadows Valley High School

Melba School District

Melba Elementary

Middleton School District

Atlas High School
Middleton Heights Elementary

Minidoka County Joint District

East Minico Middle School
West Minico Middle School

Nampa School District

Endeavor Elementary
Snake River Elementary
Union High School

New Plymouth School District

New Plymouth High School

Notus School District

Notus Elementary
Notus JR/SR High School

Payette School District

Payette High School

Pocatello/Chubbuck School District

Chubbuck Elementary
Edahow Elementary
Ellis Elementary
Franklin Middle School
Gate City Elementary
Hawthorne Middle School
Highland High School
Indian Hills Elementary
Lewis & Clark Elementary
Wilcox Elementary

Preston School District

Oakwood Elementary
Pioneer Elementary
Preston CAST

Shoshone Joint District

Shoshone High School

Soda Springs School District

Tigert Middle School

Sugar-Salem School District

Sugar Salem High School

Twin Falls School District

Canyon Ridge High School
Twin Falls High School

Valley School District

Valley High School

Vallivue School District

Central Canyon Elementary
Desert Springs Elementary
Vallivue High School
West Canyon Elementary

West Ada School District

Andrus Elementary
Barbara Morgan STEM Academy
Centennial High School
Chief Joseph Elementary
Christine Donnell School of the Arts
Eagle Hills Elementary
Frontier Elementary
Galileo STEM Academy
Gateway Elementary
Hillsdale Elementary
Hunter Elementary
Lake Hazel Elementary
Mary McPherson Elementary
Meridian Elementary
Pioneer Elementary
Prospect Elementary
Spalding STEM Academy
Summerwind Elementary
Ustick Elementary

Private Schools

Caldwell Adventist
Nampa Christian Middle School
St. Marks School Elementary

Other Organizations

Boys and Girls Club
Boys & Girls Club of Magic Valley
Nampa Housing Authority
STEP



JA in a Day

Thanks to the generous support of St. Luke's and AT&T, we were able to hold two JA in a Day events, which provided JA Programs to two whole schools and delivered by their employees all in one day. JA's elementary school programs are the foundation of our K-12 curricula: six sequential themes, each with hands-on activities, work to change students' lives by helping them understand business and economics. Participation in JA for multiple years during the elementary grades increases student learning and skill development – specifically, problem solving and decision making skills – in business, economics, and personal finance.

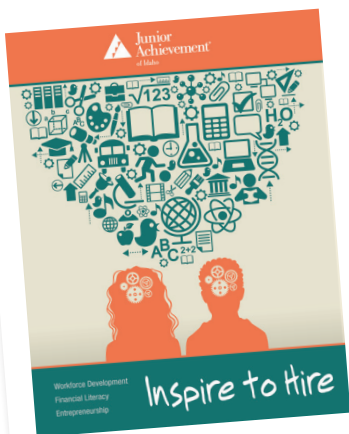




Career Exploration



This year 56 companies and 1244 students from 30 different schools participated in our three Inspire to Hire Career Exploration Days across the state!



Inspire to Hire is Junior Achievement of Idaho's career exploration day which introduces 8th-12th grade students to the variety of local and state career opportunities. During the 2016-2017 school year Junior Achievement of Idaho held Inspire to Hire in the Treasure Valley, Magic Valley and Eastern Idaho.

The objective of the event was to provide youth a job fair experience that will enable them to explore a variety of career opportunities and college scholarships. It provided students with hands on exposure to the region's best employers, the job opportunities they offer and the skills and education paths necessary for those jobs.

The students completed two lessons before the event, the third lesson during the event and had students participate in mock interviews given by the business representatives. The fourth lesson was after the event and allowed students to share feedback with the class about what they gained from the event. The businesses provided information on what it takes to get into that field, current job openings and answered questions about their businesses.



Achieve-A-Bowl

The JA Achieve-A-Bowl thanks all of our passionate and dedicated volunteers, bowlers and local businesses. Your support of this event is essential to Junior Achievement of Idaho's fundraising strength and statewide growth. We express our deepest gratitude to our many corporate partners for their commitment and support of the JA Achieve-A-Bowl to empower Idaho's youth.

Organizations providing bowling teams: Fred Meyer, Dutch Bros. Coffee, Washington Federal, Wells Fargo, Intermountain Gas, Mountain West Bank, Blue Cross of Idaho, Icon Credit Union, Washington Trust Bank, Bank of the Cascades, Pioneer Federal Credit Union, Idaho Power, Zions Bank, West Ada School District, Umpqua Bank, Title One, Banner Bank, Perkins Coie, Heritage Academy, First Federal Savings Bank, U.S. Bank

737 bowlers made up 136 teams in the Treasure Valley and the Magic Valley for the 2017 Beach themed Achieve-A-Bowls raising \$89,354.49 for JA programs!

Fred Meyer®



Washington Federal. invested here.



Overall Top 10 Fundraising Teams

Company	Fundraising	# of Teams
Fred Meyer	\$16,566	16
Dutch Bros. Coffee	\$14,060	14
Washington Federal	\$13,161	8
Wells Fargo	\$5,820	21
Intermountain Gas	\$4,425	9

Company	Fundraising	# of Teams
Mountain West Bank	\$4,100	3
Blue Cross of Idaho	\$3,996	8
Icon Credit Union	\$2,874	4
Washington Trust Bank	\$2,520	3
Bank of the Cascades	\$2,185	7



Volunteer Mentors

We are so grateful for the 331 volunteer mentors who inspired and empowered 11,825 students in the 2016-2017 school year! Our mentors are priceless to the futures of Idaho's youth and the backbone of our organization.

Aaron Baldwin
 Aaron Price
 Alex Ryan
 Alice Baldazo
 Alicia Tabuso
 Allison Hunter
 Amanda McAuslan
 Amanda Orth-Osterhout
 Amy Perry
 Amy Rhoades
 Andrea Lee
 Andrea Steele
 Andrew Mentzer
 Angel Smith
 Anna Amador
 Annie Tautz
 Ari Walker
 Arleigh Smith
 Ashley Beitz
 Ashley Jackson
 Ashley Meucci
 Barb McDermott
 Barbara Romano
 Barrett Smith
 Becky Armstrong
 Belmir Civic
 Ben Zamzow
 Benjamin Spilker
 Bernadette Reisbeck
 Beth Gray
 Bethany Sherman
 Blaire Terry
 Blanca Carrazzo
 Bobby Vernon
 Brandon Moss
 Breanna Vanstrom
 Bret Belnap
 Brett Pierce
 Brian Gonzanez
 Brian Hanks
 Brian Rich
 Bridget Frank
 Brooke Allen
 Bryan Boyce
 Caitlin Schmidt
 Carlos Teixeira
 Carrie Westergard
 Cathy Carpenter
 Cathy Gruner
 Cecilia Lopez-avila
 Chad Smitheram
 Chasity Moore
 Cherie Hansen
 Cheryl Imlach
 Chris Batt
 Chris Cheney

Chris Salvione
 Christi Rood
 Christine Stoll
 Christy Aceves
 Cindy Niccolls
 Claire Johns
 Clay Haylett
 Cody Perry
 Colleen Guzman
 Connie Miller
 Conor McGrath
 Courtney Fisher
 Crystal Sittser
 Dakota Christesen
 Dan Cotner
 Dan Price
 Danielle Irish
 Dave Bagley
 Dave Huyg
 Dave O'Connell
 Dave Turner
 David Blas
 David Morgan
 David Southwick
 David Timpe
 David Wallas
 David Warwick
 Dean Crisostomos
 Debbie Cleverley
 Derek Fitzsimmons
 Derick Peterson
 Diane Lewis
 Dolores Schamp
 Donna Muhlstein
 Doug Ward
 Elizabeth Naughton
 Elmira Dzaferovic
 Emilee Baine
 Emily Koleno
 Emily Winterbottom
 Eric Crawford
 Eric Lopez
 Erica Langton
 Erica Ziebarth
 Erika Dippi
 Erika Hanson
 Erin Turpin
 Esequiel Uribe
 Ettal Poulsen
 Gail Dobert
 Genesis Milam
 Hailee Cemer
 Haley Sager
 Hannah Brown
 Heather Chambers
 Heather Walsh

Heidi Entzel
 Ian Trulson
 Iliana Ayala
 Isabella Lombardo
 Jacinda McQuillin
 Jackie Morgan
 Jacqueline Hickman
 Jacy Jones
 Jaime Burnham
 Jaime Liversage
 Jake Marshall
 Jamie Boesiger
 Jamie Ferguson
 Janel Stone
 Janell Billings
 Jared Cooper
 Jared Curl
 Jared Eardley
 Jared Godfréy
 Jared Hull
 Jayna Motzkus
 Jean Mutchie
 Jeff Dinwiddie
 Jeff Hamm
 Jeff Maffuccio
 Jeff Nasfinger
 Jeffrie Garcia
 Jenee Allen
 Jennifer Donaldson
 Jennifer Farnsworth
 Jennifer Howell-Burton
 Jennifer Johnson
 Jenny Campbell
 Jenny Sarault
 Jess Davies
 Jesse Leib
 Jessica Juarez
 Jessica Rasmussen
 Jessica Simons
 Jessica Wilson
 Jill Grover
 Jillian Boyle
 Jim Duthie
 Jim Stattner
 John Christen
 John Litzenberger
 John Schubin
 John Schwartz
 Jonna Clement
 Josh Ross
 Jossy Arias
 Josue Palmer-Partida
 Julie Joseph
 June Harr
 Justin Bennett
 Justin Vogel



Kalon Partridge
 Karen Child
 Karey Neal
 Katherine Rainey
 Kathryn Nelson
 Katie Clouss
 Katie Cowan
 Katie Rosanbalm
 Katrina Vincent
 Keaton Smart
 Kelley Gorringer
 Kelly Grill
 Kelly Parker
 Kent Johnson
 Kerry Schmidt Bengochea
 Kevin Brady
 Kim Reid
 Kim Williams
 Kris Moses
 Kristen Lolo
 Kristin Heath
 Kristin Kaiser
 Kristy McDowell
 Lacey Garner
 Lauren Moore
 Laurie Parker
 Leah Jaksetic
 Leah Palmer
 Linda Gibbs
 Linda Miller
 Linda Poirier
 Lindsay Minnix
 Lindsey Pretty Weasel
 Lisa Armijo
 Lisa Hamilton
 Lisa Morgan
 Liz Haugee
 Liz Ramsey
 Logan Stritzke
 Loretta Drake
 Luann Geer
 Lupe Espinoza
 M Kathleen Hill
 Maggie Williamson
 Marcella Gillenwater
 Marisol Cantu
 Mark Mills
 Marsha Moser
 Mary Beth Butler
 Mary Fort
 Mary Frazer
 Mary Friend
 Matthew Price
 Maureen Clouser
 Mayra Calderon

Megan Lee
 Melanie Turner
 Melissa Bliss
 Melissa Gaona
 Melissa Hawkins
 Melissa Loepf
 Melissa Shug
 Melissa Smith
 Mendi Rivers
 Micah Morley
 Michael Bennett
 Michael Hunn
 Michele Bancroft
 Michele O'Brien-Rose
 Michelle Lowry
 Michelle Malsón
 Mika Grow
 Mike Reece
 Mike Sautebin
 Mike Tracy
 Mindy Allen
 Mindy Priestley
 Miranda Baker
 Mishelle Singleton
 Misty Thomas
 Monica Anders
 Natalie Cooksey
 Nate Haislmeier
 Nathan Frederickson
 Nick Day
 Nicky Hester
 Nicole Anderson
 Nyssa Bradley
 Patricia Boyd
 Patrisha Simon
 Rachel Boatman
 Rachel Dobson
 Raena Wall
 Randy Rhuman
 Rebecca Hall
 Rick Tidwell
 RJ Anderson
 Robert Aravich
 Roberta Garvin
 Robi James
 Robin Rissell
 Robyn Mick
 Robyn Page
 Ronda Hillam
 Ryan Grether
 Sabrina Wei
 Samantha Venable
 Sarah Clayton
 Sarah Hillbig
 Sarah Taylor

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 Shalyn Smith
 Shannon Huyg
 Sharalee Poarch
 Shawn Alvarado
 Shawna Galloway
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 Stacy Wallace
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 Steve Lyle
 Susan Cornett
 Suzie Snead
 Tammy Chavez
 Tammy Geraman
 Tammy McMorro
 Tara Rynearson
 Tara Wilhelm
 Terrie Trevino
 Theresa Browne
 Theresa Stinnett
 Thomas Mears
 Thomas Schindele
 Tim Markham
 Todd Christensen
 Tomasa Bengochea
 Toni Acarregui
 Tonia Ferguson
 Tonia Kingston
 Tracey Miller
 Traci Cook
 Travis Huffman
 Travis Lund
 Travis Standley
 Trish Simon
 Ty Statler
 Tyler Muzzana
 Vicky Burford
 Vince Tromboli
 Virginia Godina-Ortiz
 Vitaliy Yakimiyuk
 Wade Dial
 Wendy Crawford
 Wendy Fisher
 William West
 Zach Hansen



Thank You

JA Idaho is the state's largest leading organization in education, economic and youth empowerment because of the continued support of our devoted donors. Every dollar we spend on programs comes from you, Idaho. We are bound by our JA USA operating agreement to only fundraise within the territory we serve, therefore we are 100% dependent on Idaho companies, foundations and individuals to invest in Idaho's students and schools. Thank you for helping JA Idaho bring critical life skills programs to our youth.

Diamond Level Gifts of \$100,000 or more

J.A.Kathryn Albertson Family Foundation

Platinum Level \$15,000-\$99,999

U.S. Bank Foundation
Washington Federal Foundation

Gold Level \$10,000-\$14,999

Bechtel Group Foundation
Nordstrom Charitable Giving
Intermountain Gas Company
Fred Meyer

Silver Level \$5,000-\$9,999

Albertsons Boise Open
Wells Fargo
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Idaho Power
St. Luke's Community Health Improvement Fund
MDU Resources Foundation
Key Bank Foundation
Banner Bank

Bronze \$2,000-\$4,999

AT&T
Idaho Community Foundation
United Way of South Central Idaho
Washington Trust Bank
Dutch Bros. Coffee Boise
Micron Foundation
Icon Credit Union
Bank of America
J.R. Simplot Company
Idaho STEM Action Center
Deloitte & Touche
United Way of Treasure Valley

Friends Level \$300-\$1999

Idaho National Laboratory
Idaho Central Credit Union
Idaho AGC Education Foundation
Chase Bank
Percival Stern Foundation
Norco
Tracy Consulting
Wal-Mart
U.S. Bank
Umpqua Bank
Ryan Mathews
Pioneer Federal Credit Union
Northwest Commerical Advisors
Kimbery Nurseries
Joesph Keller
Idaho DOL - Communications & Research
David Stanish
Connie Miller
Colliers International
Chris Jeppsen
CenturyLink
Carmax Foundation
All West Testing & Engineering
Alison Hunter
A1 Heating and Air Conditioning
Christine Rood
Paul Desaulniers
Ron Crane
Michele O'Brien Rose
Shannon Huyg
Theresa Browne
Perkins Coie Foundation
Tom VanHemelryck
Jessica Wilson
Tom Williams
Heidi Ehle



Scan this QR code with your smart phone to learn how you can support Junior Achievement of Idaho



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Idaho Department of Labor

Patricia Boyd
Idaho Power

Why JA?

Economic Development and Entrepreneurship

The Challenge

According to the *Review of Economics and Statistics*¹, business startups are responsible for 20 percent of gross job creation. Unfortunately, even though these nascent businesses play an important role in promoting economic development, the number of new firms as a percentage of all businesses has dropped by nearly half since the 1970s, according to the *U.S. Census*². Since 2008, the annual number of new business closings outpaces the number of business startups, notes the *Brookings Institute*.³

This is the first time there has been a continuous net loss of new businesses since the collection of this data began in the 1970s.

The Role of JA

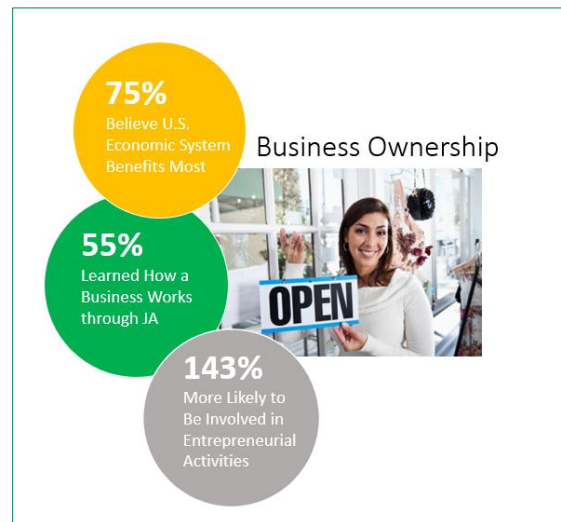
Junior Achievement (JA) created the world's first youth entrepreneurship education program in 1919. Since that time, more than 100 million young people have been through JA programs, and many of them have gone on to be successful entrepreneurs. JA connects volunteers from the business community with young people through the use of JA's proven programs to help students understand how business works while inspiring them to consider the opportunities associated with being an entrepreneur.

JA's programs align with national standards, including the National Content Standards for Entrepreneurship Education from the Consortium for Entrepreneurship Education, National Council for the Social Studies Curriculum Standards – C3 Framework, and Common Core State Standards.

Proof of Impact

A 2016-17 JA Alumni study shows that former JA students are 2 ½ times more likely to be involved with starting a business than the general public. They also have a better understanding of how business works and a more positive attitude toward the U.S. economic system. Summative evaluations of JA's current entrepreneurship programs show that students have positive increases in knowledge of and attitudes toward business creation, increasing the likelihood of these students undertaking entrepreneurial activities as adults.

JA programs help spark students' interest in entrepreneurship and the possibilities that come with being your own boss.



¹ http://www.mitpressjournals.org/doi/pdf/10.1162/REST_a_00288

² <http://fivethirtyeight.com/features/corporate-america-hasnt-been-disrupted/>

³ <https://www.washingtonpost.com/news/on-small-business/wp/2015/02/12/the-decline-of-american-entrepreneurship-in-five-charts/>

Why JA?

Financial Literacy and Capability

The Challenge

According to the **National Foundation for Credit Counseling**, only 2 in 5 adults say they keep track of their finances with a budget.¹ In the same study, 1 in 3 adults carry a credit card balance month-to-month, and nearly just as many have nothing saved for retirement. The **Urban Institute** notes that 77 million Americans, or more than one-third of Americans with access to credit, have debt in collections.² On the education front, **MK Consulting**³ notes that 1 in 4 college students acquires too much debt to pay off their share of the \$1.3 trillion national student loan debt in a reasonable amount of time. Combined, these and other factors are resulting in the inability of

too many Americans to be financially secure enough to save for retirement, cover medical expenses, or deal with unexpected emergencies without risk of bankruptcy or other financial challenges.

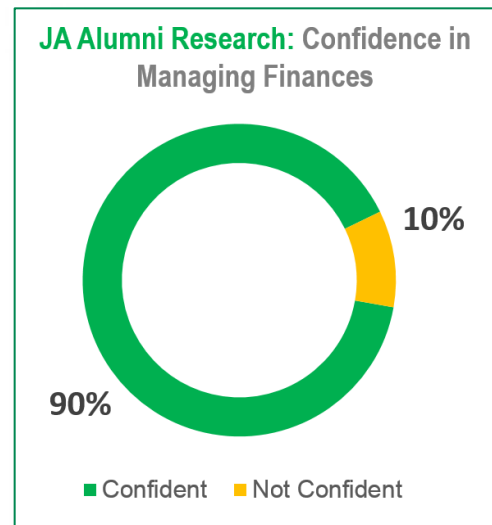
The Role of JA

Junior Achievement (JA) brings volunteer role models from the community into the classroom to share their experiences with young people. Using JA's proven programs, these volunteers help students better understand how money works through JA's financial literacy curriculum, which is offered in grades K-12.

JA's programs align with various national standards, including those by the Jump\$tart Coalition for Personal Financial Literacy, the National Business Education Association, the National Center on Education and the Economy, 21st Century Student Outcomes from the Partnership of 21st Century Skills, the National Council for the Social Studies Curriculum Standards – C3 Framework, and Common Core State Standards.

Proof of Impact

A 2015 study by RMC Research Corporation found that the *JA Finance Park*[®] program had a “moderate-to-large” increase in financial knowledge among students who participated in the program. Empirical evidence collected during this evaluation demonstrates that the *JA Finance Park* curriculum, combined with the *JA Finance Park* experience, increases the financial capability of students. Across all programs, research indicates that nearly 90 percent of JA Alumni are confident in managing their finances. Similar results are reported for former JA students from a variety of grade levels and programs.



JA programs increase the financially responsible behavior of students.



¹ https://www.nfcc.org/wp-content/uploads/2015/04/NFCC_2015_Financial_Literacy_Survey_FINAL.pdf

² <http://www.urban.org/research/publication/delinquent-debt-america>

³ <http://www.studentaidpolicy.com/excessive-debt/Excessive-Debt-at-Graduation.pdf>

Why JA?

Graduation Rates & College Readiness

The Challenge

According to the **U.S. Department of Education**, the high school graduation rate hit a record high of 82 percent in the 2013-14 school year.¹ Despite this positive news, the overall graduation rate is still off pace to achieve the **GradNation** campaign's goal of 90 percent by 2020. The graduation rates of African-American and Hispanic students are also improving; however, they remain behind those of their white peers.² Additionally, once graduating high school, only 59 percent of students enrolling in college complete a four-year degree within six years, according to the **National Center for Education Statistics**.³

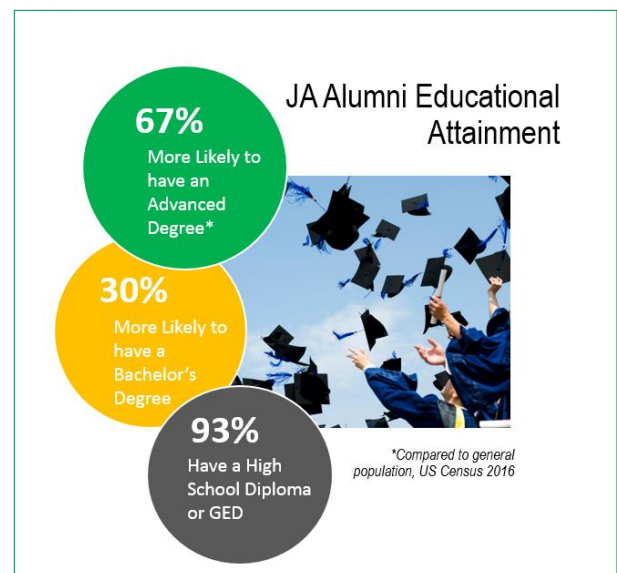
The Role of JA

The mission of Junior Achievement (JA) is to inspire and prepare young people for success. JA does this by bringing volunteer role models from the community into the classroom to share their experiences with students and to facilitate JA's proven programs. The programs, which cover financial literacy, work readiness, and entrepreneurship, help students make the connection between what they learn in school and how it applies to their lives. The JA experience helps students better understand the importance of school as a means to becoming successful adults.

Proof of Impact

The JA experience has been shown to influence positive behavioral outcomes using scientifically valid evaluation. JA programs increase knowledge and influence attitudes in a way that results in students' increased self-efficacy. This fosters self-belief and sense of purpose which are necessary for students to overcome challenges that might otherwise prevent them from graduating high school or succeeding at higher education. A 2016-17 evaluation shows that JA Alumni have larger high school graduation rates and higher education completion rates than those of the general U.S. population.

Simply said, Junior Achievement works.



¹ <http://www.ed.gov/news/press-releases/us-high-school-graduation-rate-hits-new-record-high-0>

² <http://www.theatlantic.com/education/archive/2015/12/high-school-grad-rate-increasing/420660/>

³ <https://nces.ed.gov/fastfacts/display.asp?id=40>

Why JA?

Social Mobility and Escaping Poverty

The Challenge

It's commonly assumed, and proven **through research**¹, that household income impacts the social mobility of children within that household. The children of middle to upper income families have more advantages in education, greater exposure to opportunities, and a better understanding of career readiness and money management than children from lower income homes.

Children raised in households with lower incomes or who experience impoverished living conditions are at distinct disadvantages. However, there is also **research**² that indicates children who move from unsupportive neighborhoods to supportive ones, even if they are of a lower income, have a better chance of positive social mobility and escaping the cycle of poverty.

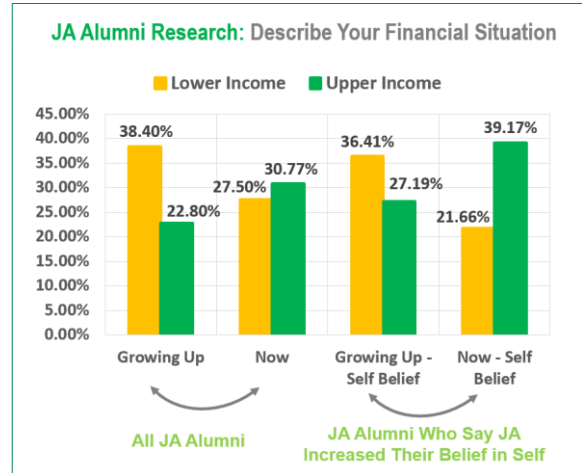
The Role of JA

There are external factors that can help foster a sense of self-efficacy (or "I Can") in young people which can result in beneficial behaviors that lead to future success. These factors are measured in knowledge of and attitudes toward particular behaviors. JA's proven programs and volunteer role models provide students with the positive realizations and reinforcement of career aspirations, an understanding of money management, and exposure to the benefits of business ownership that help overcome negative, competing environmental factors (peer pressure, lack of understanding or support in community, etc.). The JA experience helps foster the self-belief and sense of purpose necessary for young people to overcome challenging circumstances.

Proof of Impact

Research shows that JA alumni have higher education attainment and median household income than the general U.S. population. When asked to consider their household financial situation growing up compared to now, there is a notable shift from lower income to middle and upper income. For those JA alumni who say the main impact of their JA experience was to foster "self-belief," the shift from lower to upper income is even more pronounced.

The JA experience promotes positive outcomes which lend themselves to promoting greater social mobility.



¹ <http://www.theatlantic.com/business/archive/2015/07/america-social-mobility-parents-income/399311/>

² <http://www.nytimes.com/2015/05/04/upshot/an-atlas-of-upward-mobility-shows-paths-out-of-poverty.html>

Why JA?

STEM Career Awareness

The Challenge

The growth in jobs requiring Science, Technology, Engineering, and Math (STEM) skills continues at a significant rate, according to the **National Science Foundation**.¹ The Foundation notes that the greatest increase is in non-STEM careers that require STEM proficiencies. The boom in robotics and automation is increasing demand for professionals with STEM skills while eliminating jobs held by low-skilled employees, according to **MIT**.² As more industries face workforce shortages due to the lack of skilled candidates, many low or unskilled workers are going without jobs. At the same time, two-thirds of teens may be discouraged from pursuing STEM

careers due to a lack of role models, even when they are interested in STEM, according to another **MIT study**.³ **Other research** shows that early interest and awareness of STEM careers is critical for teens seeking out and successfully completing STEM courses.⁴

The Role of JA

Work readiness is a key focus of Junior Achievement's proven programs. By bringing volunteer role models from the community into the classroom to share their experiences with students, JA introduces many young people to professions and career paths that they may not have been aware of, such as those in STEM.

JA programs promote 21st Century Skills, notably critical thinking, collaboration, creativity and communication, while helping students appreciate the importance of acquiring technical skills in math, science, coding, and composition. JA helps students appreciate the importance of higher education, whether it's a four-year degree or a technical certification. JA provides opportunities for STEM professionals to serve as role models to students and help them understand the benefit of math and science.

JA programs align with work readiness standards, including National Career Development Guidelines and Common Core State Standards.

Proof of Impact

A 2016-17 JA Alumni study found that nearly 1 in 3 former JA students credits Junior Achievement for providing them with an idea of what to pursue as a career as an adult. Additionally, 1 in 5 says that as an adult they have worked or are currently working in the same field as the JA volunteer they had as a school student, illustrating the impact JA volunteers have as role models.



¹ <http://www.nsf.gov/pubs/2015/nsb201510/nsb201510.pdf>

² <https://www.technologyreview.com/s/515926/how-technology-is-destroying-jobs/>

³ <http://news.mit.edu/2009/lemelson-teens-0107>

⁴ <https://ejournals.lib.vt.edu/JCTE/article/view/571/809>

Why JA?

Work Readiness and the Skills Gap

The Challenge

According to staffing provider **Adecco USA**,¹ 92 percent of senior executives in the U.S. believe Americans aren't as skilled as they need to be, and 44 percent say they lack necessary soft skills, such as critical thinking, communication, collaboration, and creativity. A 2013 study by **ACT**² found that such skills are "foundational" to predicting success in the workplace and are critical to the effective application of technical or "hard" skills.

The Role of JA

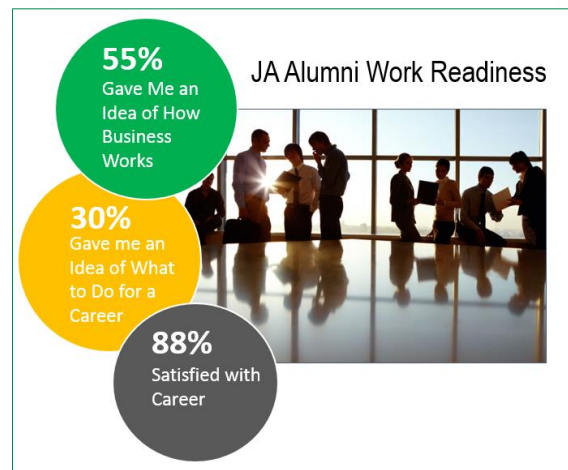
Work readiness is a key area of focus for Junior Achievement's proven programs. By bringing volunteer role models from the community into the classroom to share their career experiences with students, JA introduces many young people to professions and career paths that they may not have been aware of otherwise. The JA experience is shown to heighten students' understanding of the role education plays in their future success in the workforce. JA programs promote 21st Century Skills, such as critical thinking, collaboration, creativity, and communication, while helping students understand the importance of acquiring technical skills in math, science, coding, and composition. JA also helps students appreciate the need for higher education, whether it's a four-year degree or a technical certification for a skilled trade.

JA programs align with work readiness standards, including National Career Development Guidelines, 21st Century Student Outcomes from the Partnership for 21st Century Skills, National Council for the Social Studies Curriculum Standards – C3 Framework, Association for Career and Technical Education, and Common Core State Standards.

Proof of Impact

Research indicates that more than half (55%) of JA alumni say that their Junior Achievement experience gave them an idea of how business works, and nearly one-in-three (30%) said it gave them an idea of what to do for a career. One-in-five JA alums say that they have worked in a field similar to that of their JA volunteer. Furthermore, nearly all (88%) JA Alumni express career satisfaction.

JA programs help students understand the world of work, what skills are necessary to succeed, and how to continue growing professionally.



¹ <http://www.adeccousa.com/employers/resources/Pages/skills-gap-in-the-american-workforce.aspx>

² <http://www.act.org/content/dam/act/unsecured/documents/Work-Readiness-Standards-and-Benchmarks.pdf>



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