




# 2025 Annual Report

**Mission:** To positively impact homeless, foster, justice-involved, and otherwise at-risk youth and young adults by providing them with mentoring, industry-recognized certifications, financial literacy, and workforce development opportunities that lead to long-term career success and personal growth.


PROJECTBUILDSWFL.ORG

# Executive Summary

In 2025, Project BUILD built on its mission to create pathways to employment for at-risk youth and young adults through a structured, accountability-based workforce program. Participants completed industry-aligned training, earned credentials, and transitioned into employment while remaining connected to mentorship and support. Today, Project BUILD continues to strengthen its training model, deepen employer partnerships, and focus on long-term stability and career growth for its graduates. Looking ahead, the organization is positioned for multi-region expansion in 2026, extending its impact beyond Southwest Florida and increasing the number of young people served.



**PROGRAM REACH**



**BARRIER REMOVAL**



**TRAINING CERTIFICATIONS**



**PROGRAM OUTCOMES**

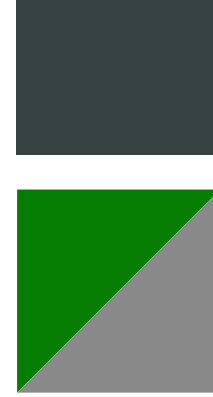


**PROGRAM FOLLOW-UP**



**EXPANSION OUTLOOK**

# Program Reach



Participants engaged in hands-on training, workforce readiness education, financial literacy, and mentoring designed to support both immediate employment and long-term personal growth. Project BUILD utilizes an open-enrollment, earned-progression model designed to meet participants where they are while maintaining high expectations for completion and certification. Students begin with shorter, industry-recognized credentials and advance to more intensive training only after demonstrating consistency, accountability, and readiness. This intentional structure allows participants to build momentum and confidence over time, ensuring that completion and certification outcomes are both accurate reflections of participant effort and a core feature of the program's design.



150

**AT-RISK YOUTH &  
YOUNG ADULTS SERVED**

100%

**PROGRAM  
COMPLETION**

100%

**EARNED AT LEAST ONE  
CERTIFICATION**

## ALL PARTICIPANTS RECEIVED:

- WORKFORCE READINESS TRAINING
- CAREER MENTORING
- WRAPAROUND SUPPORT SERVICES

## PARTICIPANT DEMOGRAPHICS:

- JUSTICE INVOLVED
- FOSTER AGE OUT
- LMI HOUSEHOLDS

# Barrier Removal



100% Graduation Rate

Project BUILD’s barrier removal approach is rooted in accountability and earned opportunity. Once participants demonstrate commitment and complete enrollment requirements, Project BUILD works to address remaining obstacles that could prevent successful completion. Support is targeted and strategic—focused on removing critical barriers such as transportation, food insecurity, and housing insecurity—so participants can attend the program, gain employment, and continue progressing toward long-term stability and career growth.

## OUR APPROACH REFLECTS:

- STRATEGIC INVESTMENT, NOT HANDOUTS
- LONG-TERM EMPLOYMENT SUSTAINABILITY

## SUPPORT IS PROVIDED WHEN PARTICIPANTS DEMONSTRATE:

- COMMITMENT
- ACCOUNTABILITY
- READINESS FOR SUSTAINED EMPLOYMENT

# Training Certifications

## Construction & Skilled Trades

Construction and skilled trades training includes CORE: Intro to Basic Construction, carpentry, forklift certification, OSHA-10, and First Aid/CPR, providing participants with a strong foundation in safety and essential jobsite skills. In 2025, the program fully implemented plumbing training and launched and expanded HVAC and electrical pathways, strengthening its pre-apprenticeship model and aligning participant skills with high-demand trades.

## Additional Workforce Certifications

In addition to skilled trades training, Project BUILD offers workforce certifications in customer service, retail, and logistics and supply chain operations, equipping participants with transferable skills applicable across multiple industries. Financial literacy and life skills training are also integrated into the program to support workplace success, personal responsibility, and long-term economic stability.

## Participant Expectations

Project BUILD's program model emphasizes responsibility, consistency, and earned opportunity. Participants are expected to maintain strong attendance, complete all program requirements, and demonstrate job readiness and accountability, reinforcing a culture of commitment and preparation that supports successful transitions into employment and long-term career growth.



# 100%

EARN AT LEAST ONE  
CERTIFICATION

# Program Outcomes

Program outcomes in 2025 reflect strong employment and retention results. Participants secured jobs across construction, logistics, and customer service. Others continued their progress by pursuing education or alternative trade pathways, while many remained actively engaged in follow-up and mentoring services. The program also maintained a low rate of recidivism, demonstrating the effectiveness of Project BUILD's workforce training, accountability-driven mentorship, and continued post-program support.



75%

**SECURED STABLE  
EMPLOYMENT**

45%

**EMPLOYED IN THE  
CONSTRUCTION INDUSTRY**

10%

**PURSUED CONTINUING  
EDUCATION**

Continuing education outcomes reflect participants who pursued postsecondary or trade-specific education as part of their individual career pathway.

## OUTCOMES SUPPORT:

- REDUCED YOUNG ADULT UNEMPLOYMENT
- STRONGER WORKFORCE PIPELINE
- INCREASED LONG-TERM STABILITY

## LOW RECIDIVISM RATE DEMONSTRATES:

- EFFECTIVENESS OF TRAINING
- ACCOUNTABILITY DRIVEN MENTORSHIP
- CONTINUED POST-PROGRAM SUPPORT

# Program Follow-Up



Project BUILD continues to utilize its organic group mentorship model alongside systems to track participant outcomes. Ongoing monitoring includes employment retention, housing stability, and long-term follow-up to ensure graduates remain supported beyond program completion. Participants stay connected to mentorship and career advancement resources that reinforce continued growth and long-term success.

## TRACKING INCLUDES:

- WELLSKY HMIS TRACKING SYSTEM
- PARTNER COLLABORATION

## ONGOING MONITORING & SUPPORT:

- EMPLOYEE RETENTION
- HOUSING STABILITY
- MENTORING/ CAREER  
ADVANCEMENT SUPPORT

# Expansion Outlook

In 2026, Project BUILD is positioned for multi-region expansion, extending its workforce development model beyond Southwest Florida into Metro Atlanta. This growth reflects the organization's readiness to scale its programming while maintaining quality, accountability, and strong outcomes. With expanded regional reach, Project BUILD is on track to significantly increase the number of youth and young adults served each year, strengthening workforce pipelines and broadening its long-term community impact across multiple regions.



**300**

**YOUTH & YOUNG ADULTS  
SERVED ANNUALLY**

**150**

**PARTICIPANTS IN  
SOUTHWEST FLORIDA**

**110**

**PARTICIPANTS IN  
METRO ATLANTA**



## Thank You to Our Supporters

As we close out the 2025 program year, we extend our deepest gratitude to the partners, funders, employers, mentors, and community leaders who make Project BUILD's work possible. Your belief in our mission and your continued investment in opportunity, accountability, and second chances have helped transform lives and strengthen our workforce and communities.

This year's impact reflects more than numbers—it represents young people who showed up, worked hard, and took meaningful steps toward stable careers and brighter futures- against all odds. We are especially grateful to the employers who opened doors, the mentors who provided guidance and consistency, and the supporters who trusted our model and stood with us as we grew.

Looking ahead to 2026, Project BUILD is preparing for expanded regional impact while remaining grounded in the values that define our work: responsibility, earned opportunity, and long-term success. Thank you for being part of this journey. Together, we are building pathways to employment, stability, and lasting change.

### CONNECT WITH US



### FOR MORE INFORMATION

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