



Mah joined the Eckerd Connects Workforce Development Program in Queens, NY in January of 2020, just one month after she and her family moved from Pakistan.

“I arrived as an anxious first-generation college student with no prior knowledge of how to navigate in college and no one to look towards for guidance.”

She faced severe and profound culture shock as she adjusted to a new way of life, struggling with the idea of completely starting over, but she met each challenge with grace and tenacity.

Mah and her family lacked the proper resources and networks to continue her education. Eckerd Connects stepped up to provide support and guidance to help her navigate our program, and life in America.

Mah was guided on how to apply to college and for financial aid. This spring, she proudly graduated from Borough of Manhattan Community College with her associates degree and as the valedictorian of her graduating class. She has been accepted to Yale in the fall as a Cellular, Molecular, and Developmental Biology major with a Pre-Med concentration.

“My goal is to become a pediatric surgeon,” she wrote to us, “and to eventually open up my own private clinic to provide healthcare to those families who may have trouble accessing healthcare.”

Continues on page 3 >



Dear Friends of Eckerd Connects:

This annual report is a celebration of the work we have accomplished together in the last fiscal year – and there is much to celebrate.

As you flip through these pages, I hope the **transformations you read about inspire you**. You'll learn about the vast possibilities that materialize when dedicated people commit their lives to ensuring everyone has the opportunity to succeed, and you'll become energized about the future in knowing how many devoted people have linked arms to create it.

I'm confident that as we provide families the resources they need to succeed, we will create a brighter tomorrow for those in our communities who need it most. From ensuring children are safe from the effects of poverty and abuse, to equipping young adults with meaningful careers that will allow them to care for others, we are consistently moving upstream to assure better outcomes for the next generation.

I invite you to remember each time you see a number within these pages, why those numbers matter. Each one represents a story of impact. These transformed lives have ripple effects on families, workplaces, and communities.

Thank you for your contributions, support, and advocacy as we realize our mission.

Connecting People to Their Potential,

David Dennis
President and CEO

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Cont'd from cover:

With the help of a Success Award from Eckerd Connects, Mah will be able to cover the tuition costs that aren't covered by her scholarship, allowing her to pursue her dream of furthering her education and living up to her potential.

We're proud of the example that Mah has set not only for her classmates and fellow program participants, but also for anyone intimidated by navigating a complex system that may stand as a barrier to success. If you ask her, she will tell you it has been worth every challenge:

“Learning is a continuous and rewarding experience that helps you stay grounded knowing who you are, what your purpose is, and that you are not alone in your journey.”

The goal of Eckerd Connects | Workforce Development is to “Provide fundamental life, education, and workforce skills that together form the building blocks for better lives,” which aligns with the guiding mission and vision of the overall Eckerd Connects organization. For every person, getting an education, having a job, and being self-sufficient are foundational aspects of life success. Our administrative and operational teams work in concert to ensure every young person, adult, and family has the opportunity to succeed and access to meaningful employment. Eckerd Connects is focused on building relationships with community organizations, workforce partners, economic development entities, and educational institutions to provide comprehensive, best in class services.

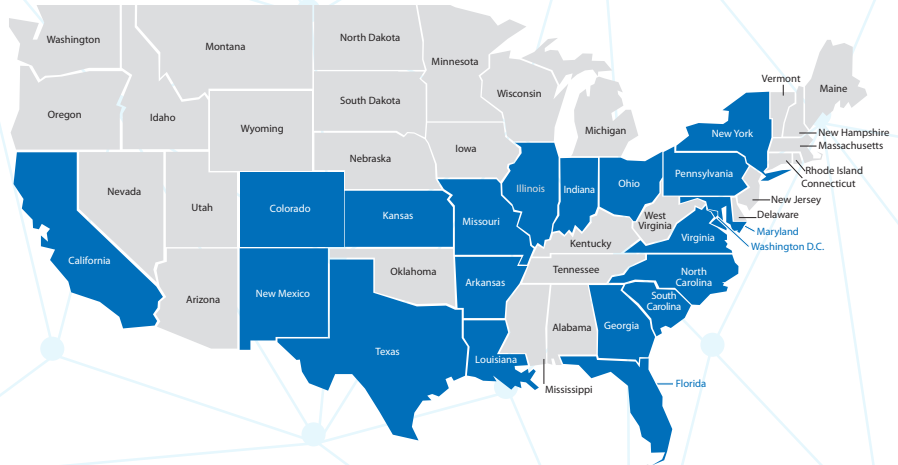


Eckerd Connects has more than 40 years of experience providing federally funded workforce development services. Our leadership team is well versed in Workforce Innovation and Opportunity Act (WIOA) and Temporary Assistance for Needy Families (TANF) legislation and their intent; we are an agile organization able to quickly adapt to legislative changes through collaboration with partnering workforce development boards throughout the country. Eckerd Connects possesses the ability to provide effective workforce programming as demonstrated through the successful operations of the following:

- **One-Stop Operations:** Eckerd Connects manages One-Stop operations for Prince George's and Montgomery Counties in Maryland, the Wichita region in Kansas, and the Parish of East Baton Rouge in Louisiana. We serve over 100,000 participants annually through our combined One-Stop Operations.
- **Adult and Dislocated Worker:** Eckerd Connects operates Adult and Dislocated Worker programs in California, Georgia, Indiana, and South Carolina serving over 10,000 WIOA eligible clients annually.

- **Integrated Comprehensive Service Delivery:** Eckerd Connects operates Integrated Service Delivery projects which offer the full continuum of America's Job Center Services including acting as the One-Stop Operator as well as providing the Adult, Dislocated Worker, and Business Services in five of twelve workforce regions in South Carolina; the City of Philadelphia; Indianapolis; San Luis Obispo County, California.
- **Youth:** Eckerd Connects operates fifty (50) WIOA Youth programs nationally, with programs in California, Florida, Georgia, South Carolina, Maryland, New York, Pennsylvania, and Ohio.
- **TANF:** Eckerd Connects operates Temporary Assistance for Needy Families (TANF) / General Assistance (GA) / Able Bodied Adult Without Dependents (ABAWD) / Supplemental Nutrition Assistance Program (SNAP) programs providing youth services, career coaching, and to-work activities to public assistance recipients in Ohio and Pennsylvania.

Philanthropists Jack and Ruth Eckerd established our organization as a means of offering innovative solutions for vulnerable youth and families more than 50 years ago when they designed and implemented the first Eckerd Connects program in 1968, serving 20 children in the State of Florida. Today Eckerd Connects has grown to help nearly 22,000 children, youth, young adults, adults, and families each year. The Eckerd Connects mission is to "Provide and share solutions that promote the well-being of children, young adults, and families in need of a second chance." The table below delineates Eckerd Connects core services, funding sources, and locations:



FUNDING SOURCE	STATE	SERVICE DESCRIPTION
WIOA/TANF Workforce Boards Local Government	AK, CA, CO, FL, GA, IN, KS, LA, NC, NY, MD, MO, OH, PA, SC, VA	Eckerd Connects operates workforce programs which are customized based on the needs of local areas, encompassing One-Stop Operations, Adult & Dislocated Worker Services, Young Adult Services, Business Services, and TANF programs.
Job Corps US Department of Labor	GA, FL, IL, NM, PA, TX, VA, DC	Through our subsidiary Odle Management, Eckerd Connects operates eight Job Corps Centers providing academic instruction, skills development, and career & technical training for nearly 4,500 young adults annually.
State Level Juvenile Justice Agencies	FL, KS, LA, NC	Eckerd Connects implements residential facilities that operate 24 hours, probation programs with a focus on employment training, and re-entry services focusing on vocational services, High School Equivalency, and career planning.
Wraparound Agency (WAA) Magellan Healthcare	LA (Lafayette; Alexandria)	Eckerd Connects provides WAA programs serving vulnerable youth at risk of out-of-home placement. Services are based on a national model and involve families as active partners.
Child-Care Partnership (CPP) US Office of Head Start	FL	Eckerd Connects operates an Early Head Start CCP program in FL serving 385 children focusing on quality education, healthy children, & strong families.



Leads the Way to Opportunity

In 2021, Eckerd Connects merged with the Odle Management to form the nation's largest nonprofit provider of Job Corp training programs. Eckerd Connects now operates Job Corp centers in eight states, and has the capacity to serve nearly 4,500 young adults each year.

Eckerd Connects has straightforward goals, connecting youth with employers and new career opportunities. We are focused on:

- Empowering young adults through academic instruction to improve literacy and numeracy, and if necessary, secure high school diploma or equivalency.
- Solving staff shortages through Job Shadowing, Internships, and Employment.
- Supplying workers through Work Readiness Programs.
- Connections to Community Leaders, Supply Chain, and Subcontractors.
- Providing unique opportunities for young adults to secure necessary industry-recognized credentials and certifications to secure well-paying careers in high-demand industries such as construction and infrastructure, health care, and security and protective services.



A subsidiary of  **eckerd connects**

Nationally, Job Corps is administered by the Department of Labor offering free-of-charge education and vocational training to young men and women ages 16 to 24. Since its inception in 1964, Job Corps has served more than 2.5 million young people.

Eckerd Connects' Job Corps initiatives help young adults facing poverty with the tools they need to change the trajectory of their lives. One of those young people, Angel De La Vega, was born Ventura, California. His family ran into trouble, and he ended up in a homeless shelter in El Paso and lived there for three months before joining the David L. Carrasco Job Corps center as a student.



Angel is seeking to complete his GED and is focused on a career pathway in culinary arts. Upon completing Job Corps, he wants to reside in El Paso with hopes of eventually moving to New Orleans. “The food styles are different, and tastes are real different due to the sauces and spices,” Angel states.

Angel is thankful for Mr. Moore, a staff member at David L. Carrasco, for always checking up on him to make sure he was doing everything right. Angel said, “He gave me advice on how to cool my head.” Mr. Moore is a Job Corps Culinary Arts alumni. “He understands what the student goes through,” Angel continues, “and that is why I opened up with Mr. Moore.”

“Things are tough, but you go through it. Put your mind and hope to the path that you love, and in the future, you will obtain your goal.”

— Angel De La Vega

If Job Corps had not been available, Angel says he would be homeless and doing things he was not supposed to. He is grateful to the Job Corps program for all the opportunities that have been afforded to him, and **his message to other students is hopeful.**



Caring for Children provides foster care, respite and family support, Intensive Family Preservation Services for in-home crisis intervention, counseling, and life-skills education for families.

This robust program helps with health care support and other social services aimed at creating stability for children, while working with the parents and family. They come alongside children and families in crisis to rebuild their lives and find hope, safety, and a pathway to a brighter tomorrow.

Caring for Children does this by employing professional staff and developing meaningful, innovative programs that are result-focused. The team begins working one-on-one with a family to address how to recognize the challenges and how to systematically put the game plan together to meet each of the goals for the children. We then assist the family in identifying additional goals and steps to meet the targets

by creating realistic benchmarks, as well as how to navigate potential barriers.

CARING FOR CHILDREN BY THE NUMBERS

120
FAMILIES
SERVED

380
CHILDREN
SERVED

Walking with the parents as they experience issues in real time and dealing with them in an informed manner allows every family to practice taking small steps that over time add up to more concrete changes. So often, both mom and dad benefit from completing their GEDs while working with us, and participate in daily parenting classes, as well as receiving individual mental health support.

By enrolling the family into the last phase of the Eckerd Connects program, the Respite Scholarship Program, we can maintain support for the family by helping pay for childcare each month so that the parents can have some personal self-reflection time. This program allows the family to stay connected while we provide food and additional resources each month.

This wraparound approach has been incredibly successful and made a huge impact in hundreds of families.



E-Nini-Hassee gave my daughter love, support, and guidance perfectly balanced with rules, discipline and boundaries needed to get her to put herself on the right path in life. I learned from parent workshops as well as personal discussions how to help Katelyn continue her progress when at home.

Katelyn has never been a good student due to lack of focus. Katelyn came out of camp nearly completing her high school education as a result of the countless hours Chiefs spent working with her.

I am forever grateful, not only for the work all these ladies have done with Katelyn but the work they have done with me as a parent to support Katelyn. E-Nini-Hassee taught Katelyn life skills that she and this family will use on a daily basis for the rest of our lives.

— Stacey Tilley (Katelyn's mom)

AVERAGE EDUCATIONAL INCREASE BY THE NUMBERS

1.98 YRS.
READING

1.67 YRS.
MATH

A Letter from Katelyn (2022)

Prior to coming to Camp, I was on a path of destruction. My low self-esteem and lack of purpose led me to following the wrong crowd and losing what matters most: myself and family.

My first few months at camp was a disaster, but things get worse before they get better. Just as I felt like my life was falling apart, I realized my life was coming back together from all the choices I made. That realization was so powerful for me. I took the ownership. Katelyn. Not my mom, my dad, my sisters. Not my friends. Not the people who hurt me. I took my power into my hands and decided to stop being the victim of my choices.

For a long time, I believed I was not worthy of love, so I found it in most



people who were also unstable. I covered up my sadness which only made my situation worse. I pushed my family away when I needed them the most. At camp I have learned that living in the sorrow of the past keeps me from moving forward. I had to accept my situation.

I had to “adapt and overcome” – a Marine motto. Instead of shaming myself for the poor role model I was to my sisters, I picked up a pen and I wrote to them. I told Jamie and Jade that I was sorry for the first time. It did not feel good at first, because I had to face my guilt without blame or avoidance or distraction. It took some time and consistency, but now my little sisters and I have a great relationship. I had to do the same with my mom and dad.

The person I still struggle to forgive is myself. It’s an ongoing battle but the way I am getting there is by my own effort. The first time Chief Tania led a workout I could hardly manage one push-up. But it felt so good to try. So, I started practicing. One push up turned into two and two turned to three, all the way up to me standing in front of this room in front of 20+ girls my age and motivating them to do a singular push-up. You must start somewhere.

When you exercise and you get that burning feeling, a lot of people quit. If you do 10 push-ups without any struggle, what is the point in doing 10? Do 20! When it hurts, that is your muscle working and growing. The work is hard. The road to success is not easy. And the next day, when you wake up with sore arms, you know you worked, and you know that the next time you do those push-ups – you will do 21!

I want to say Thank You.

Thank you to all my chiefs. Chiefs, you are very strong. You dedicate your life to a small group of girls – you brave the mosquitoes, the attitudes, the long huddles, the disrespect – to ensure that girls like me find ourselves. You never gave up on me. You never held it against me when I didn’t know what I was doing; you took time to teach me.

Thank you to my group. Ayukumkus, coming in as a new camper I had so many support me. They all left, and I had to become the one who supports new campers. Thank you for letting me become.

Thank you to my family sitting here. You were brave enough to send me away from you. You accepted me blaming and hating you for a while – so that, in the long run, I could learn to love myself and you again.

PROGRAM COMPLETION BY THE NUMBERS

18
PROGRAM
COMPLETION

3
HIGH SCHOOL
GRADUATES

*Eighteen months
ago, I never
imagined this me!*

Connecting Young People to Their Future

Eckerd Connects' Project Bridge provides educational, mentoring, vocational, and other transitional services to nearly 1,000 youth ages 11-21 annually. The program helps youth achieve stable and successful lives and avoid re-entry into the criminal justice system.

Project Bridge operates throughout south and central Florida, helping young people with returning to school, completing their GED, and identifying vocational and career interests. After successfully completing the Project Bridge program, our clients stay engaged as mentors and role models to ensure new youth see success and transformed lives.

In addition to helping youth with job training, internships and job shadowing, the program also assists with helping continue educational opportunities and vocational certification. In the last fiscal year more than 70 Project Bridge graduates were awarded more than \$85,000 in Success Award scholarships for continuing education and career transitional support.

One of those Project Bridge graduates was Dyllan, who received support to attend technical school.

Dyllan is an incredibly bright young man that entered this world with the cards stacked against him. Dyllan was born in North Carolina and resided with his biological mother and father under volatile living conditions. Due to the instability in his early years of life, by age nine Dyllan's educational

YOUTH / FAMILIES SERVED BY PROJECT BRIDGE BY THE NUMBERS

487
CENTRAL

486
SOUTH

progress had been adversely affected and he was diagnosed with several learning disabilities.

In March of 2021, Dyllan was enrolled into the Project Bridge program in central Florida and began working towards attaining his GED. Dyllan



also had a dream of becoming a mechanic and was awarded two paid internships with Harpins Automotive and Tuffy's Automotive. In May 2021, Dyllan completed his last two remaining credits and graduated high school at the age of 17. By December, Dyllan was accepted into the mechanics program Sarasota Technical Institute. Dyllan is now living independently and has since secured employment with KIA automotive. Dyllan maintains a productive schedule attending school full-time and working up to 30 hours per week. Dyllan continues to overcome life's hurdles and is excited to be graduating from Sarasota Technical Institute in April 2023.

Words can't express how thankful we are to the staff, donors, and leadership team that helped Dyllan and hundreds like him on their educational journey.

— Project Bridge





Residential Academy

Connect Youth to Hope for a Brighter Tomorrow

With the help of people like you, Eckerd Connects helps more than 1,200 clients each year in an academy or academic setting.

You may remember being involved with Eckerd Youth Alternatives, Inc. in the past and supporting our camps and outdoor therapeutic programs. Today, that camp model has grown into full-service academies and residential programs. We now offer expanded opportunities for at-risk youth and empower them through workforce and job training. Your continued support provides life-changing hope to young people as they climb out of poverty through hard work, hope, training, and opportunity.

Thank you for going on this journey with us. We have changed, grown, adapted, and continued to have that Eckerd Connects pride and passion that we have carried with us for more than 50 years.



In fact, our organization's mission to "Provide and share solutions that promote the well-being of those in need" has never changed and is being fulfilled now more than ever before. Every day we reach out to the most vulnerable populations with resources, solutions, and the greatest care.

To put a face on some of the work we have described in this letter, here's Natayah, from the Eckerd Connects Girls Residential Academy at Kerr Lake. She just turned 16 and wants to say thank-you for the help and support she has received.



Danielle's Story

Danielle was referred to Eckerd Connects' FFT for truancy. Danielle's exaggerated and aggressive behaviors were disruptive to the family as a whole and affected her ability to be successful in school; she had resorted to physical violence against her mother to avoid going. Her depression progressed into suicidal ideation, and Danielle was checked into a hospital for inpatient services. Upon discharge she attended the Alternative Learning Center instead of returning to the regular classroom. She started individual therapy, case management, medication services, and utilized a family advocate. At the time Danielle's mom was dealing with her own health issues and using marijuana to cope with stress. The family often didn't show up for appointments with their CSO and follow through was initially minimal.

The family's treatment goals included working on their communication and increasing their ability to control their emotions to avoid extremes. FFT services provided the family with an opportunity to identify emotional triggers and ways to counteract them. They practiced reacting differently to specific situations and finding what worked for them. As Danielle gradually gained trust, she realized that she was causing herself more anxiety by acting out to avoid school. Danielle began making changes and as her confidence grew so did her motivation to do what is expected of her. She began to experience positive emotions and changed the way she viewed things and herself.

As a family, they relearned communication in a way that allowed them to effectively express feelings and reduce arguments. Upon completion of FFT Danielle had not only achieved all the goals they set as a family but had perfect attendance in summer

school as well. She met with her probation officer for scheduled meetings and no longer dreaded them. She looked forward to her individual therapy sessions as well as family sessions for FFT. She was proud of what she achieved. Her brother smiled more and often joined family sessions just because he liked to. Her mom no longer depended on marijuana and was working on a health care plan with her doctor. Overall, the family looked better, felt better, and was on the right track. They had developed skills that will affect their future relationships, educational, and personal goals.



FUNCTIONAL FAMILY THERAPY BY THE NUMBERS

81
FAMILIES
SERVED

96%
WELLBEING
(AFTER 12 MONTHS)

Eckerd Connects Family and Prevention Services Transform Lives



1,888 people were helped to find housing, jobs, medical services, and other needs in 2022 by Eckerd Connects in Brevard County.

Eckerd Connects also provides prevention services to encourage youth in the school setting to refrain from using substances and to develop their own internal strengths. Traditional classroom settings and small groups are used weekly, but one of the most unique prevention services is our new *Lifeskills Camp.

Last fiscal year, *Lifeskills camp served over 28 different children from the Cocoa community. We taught cooking skills to youth that often prepare their own food or have unstable housing. One family enrolled their 5 children who were living in one hotel room so that they could have access to the skills and to warm food during the day.

Youth learned about nutrition through food art and trying new foods!

PREVENTION SERVICES BY THE NUMBERS

2,333
YOUTH
SERVED

100%
SUCCESS RATE

Through this camp, we also introduced the kids to success stories in their community: VenPaCa Food Truck, a school resource officer turned entrepreneur, a chef named Taste Budz who was featured on the Food Channel, and a local female entrepreneur of the year who runs a local seafood restaurant.



Kids made and cooked their own empanadas, crock pot mac n cheese, and rice bowls.

** Funded by a grant from the Community Foundation for Brevard.*

HOUSING SERVICES BY THE NUMBERS

282
FAMILIES
SERVED

100%
SUCCESS RATE

The Impact of Family Time

Upon entry into Eckerd Connects' Wraparound Agency, A'Zireyan destroyed property and had behavioral issues both at home and at school. With the support of team members and providers, all of A'Zireyan's behaviors have subsided, and he loves school. A'Zireyan is currently in the 5th grade at Westside Elementary in Scott, LA. Prior to attending school in Lafayette Parish, A'Zireyan attended an alternative school that was located within Herod Elementary in Abbeville, LA. A'Zireyan entered into the alternative school the semester of 2021 after receiving multiple referrals and suspensions. While in the school setting, he disturbed other children and did not always listen. He also did not like to complete his schoolwork. During his placement at the alternative school, A'Zireyan was referred for an evaluation for an Individualized Education Program (IEP) which significantly helped with the success at the youth's school. During this time, A'Zireyan was able to be reunified with his biological mom and removed from the foster care system.



A'Zireyan's family was referred to wraparound by the Department of Children and Family Services (DCFS). At the time of the referral, A'Zireyan and his siblings were all in foster care. Since enrolling

in wraparound, Ms. Amina (Mother) has been reunified with her family. The family has overcome many obstacles and continues to thrive. The family enjoys "family time" but it was difficult to gather together due to the limited number of places to sit. The youth's mother, Ms. Amina, receives SSI, food stamps, and Medicaid. Due to the limited income, she was unable to afford nor save for furniture.



Ms. Amina writes, "I am applying for living room furniture (sectional) for the family. My children and I feel it is important to us because we do not have a place to sit as a family. I currently have a love seat that only two can sit on. My family of six can't sit comfortably nor can we spend family time in the same room due to the lack of furniture."

By providing the family with the success award, we have allowed them to spend quality time communicating and enjoying one another's company every day.

WRAPAROUND AGENCY BY THE NUMBERS

396
SERVED

99%
MENTAL HEALTH
GAINS

FISCAL YEAR – 2021 / 2022

Every penny given to us by agencies, corporations, parents, donors, and foundations is precious, so we work to earn it every day. We keep administrative overhead low to ensure that the maximum amount of your donation goes directly to serve the people you want to help.

BY THE NUMBERS AND FINANCIAL REFLECT
ECKERD CONNECTS IN FISCAL YEAR ENDING JUNE 30TH, 2022

REVENUE

Public	308,938,653
Private (Contributions)	3,915,965
Other	792,638
	313,647,256

EXPENSES

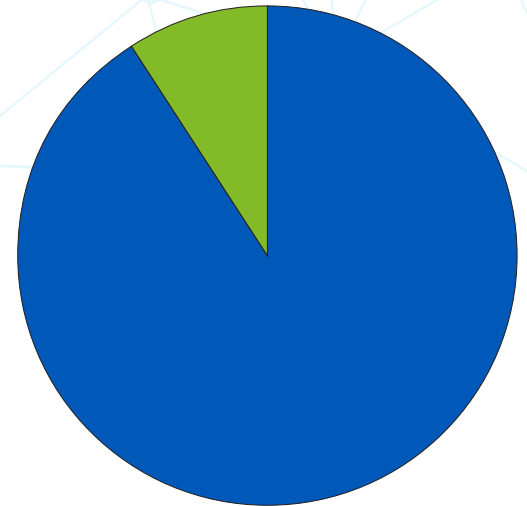
Program Services	283,827,632
General Admin	25,882,313
Development	1,452,654
	311,162,599

HOW IT'S USED

System Management	141,595,154
Residential	11,689,973
Non-Residential	30,373,894
Job Corps and Workforce Development	98,783,149
Other services	1,385,462
	283,827,632

21,915

PEOPLE OF ALL AGES HELPED BY
ECKERD CONNECTS IN 2022



We're proud that 91% of every dollar you give goes directly to programs, and only 9% goes to administrative and fundraising costs.

THANK YOU!





Connecting People To Their Potential



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Clearwater, FL 33765

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