

CHARTING NEW PATHS

Purpose & Progress in 2023



IMPACT IN FOCUS

Mile High Youth Corps is a nonprofit powered by a network of young adults ages 18-24 who are justice-focused, committed to creating sustainable communities, and pursuing a meaningful path to career success. As a leader in positive youth development, workforce development and community-based service, our Youth Corps completes conservation, construction and healthcare projects across 24 Colorado counties.

2023 saw 296 service positions filled by 258 Corpsmembers participating in career pathway programs focused on land conservation, energy and water conservation, construction, and health and wellness. MHYC was able to serve 32 more Corpsmembers than in 2022. Youth are increasingly looking for opportunities to participate in training that provides sustainable career pathways; in 2023, MHYC received 1,490 applications from prospective Corpsmembers for its 296 open positions.

All MHYC Corpsmembers earned a stipend, earned certifications, participated in hands-on work based learning, received supportive services, and received education in the following areas: career readiness training, healthy lifestyles, civic engagement, leadership development, social justice, and environmental education.

MISSION

**HELP YOUTH MAKE A
DIFFERENCE IN THEMSELVES
AND THEIR COMMUNITY
THROUGH MEANINGFUL
SERVICE OPPORTUNITIES
AND EDUCATIONAL
EXPERIENCES.**

VISION

**YOUTH ARE EMPOWERED
TO SERVE, STEWARD,
AND SUCCEED.**



FROM OUR BOARD

As we reflect on the past year, we are proud to say that it has been a year of purpose and progress for Mile High Youth Corps. From the foothills of Gilpin and Jefferson County to the Eastern Plains of Colorado, we charted new paths in the pursuit of creating meaningful change in our communities and the world today.

The pursuit of meaningful change has been the heart of our mission. Through the courage of our Corpsmembers, the dedication of our staff, and the invaluable support of our partners, MHYC was able to fulfill its purpose this year by completing 114,862 hours of service, earning over 430 professional certifications and positively impacting the environment and people of 24 Colorado counties.

Whether in the fields of land conservation, energy sustainability, construction, or health and wellness, each Corpsmember took bold steps to chart new career paths and embarked on a journey rooted in the belief that their work would contribute to a brighter, more sustainable future. It has been a year where our Corpsmembers have not just served their communities, but transformed them, bringing purpose to every action they took.

As we look to the year ahead, we remain deeply committed to supporting our Corpsmembers and expanding their pathways toward fulfilling careers. Together, we continue to chart new paths—paths of opportunity, sustainability, and meaningful impact.

We are honored to have you alongside us on this journey and grateful for your trust and support.

Sincerely,

Mike Smith

CHAIR, MILE HIGH YOUTH CORPS BOARD OF DIRECTORS





AT A GLANCE

LAND CONSERVATION

A total of 176 youth participated in the Land Conservation program, with 72 out of the Southern Front Range (SFR) office, and 104 out of the Denver office. MHYC continues to prioritize youth and career development alongside the valuable conservation services that Land Corpsmembers deliver.

This year, Corpsmembers received additional Career Readiness Training throughout their terms of service. MHYC's Supportive Services Team worked with program staff to identify opportunities for youth to participate in trainings such as Networking and Speed Interviewing, Career Panels, Career Fairs, Resume Building, and more. Program staff have also worked to restructure the in-field programming and education model in order to build more variety and flexibility into the model.

MHYC's education program consists of six core areas: Social Justice, Leadership Development, Civic Engagement, Healthy Lifestyles, Career Readiness, and Environmental Stewardship. All Corpsmember training and educational activities focus on one, if not more, of these six core areas.

114,862

HOURS OF
SERVICE

322

ACRES OF LAND
IMPROVED

61

MILES OF TRAILS &
RIVERS IMPROVED

18,822

TREES REMOVED
FOR FIRE
MITIGATION



AT A GLANCE

ENERGY & WATER CONSERVATION

MHYC has expanded the career pathway opportunities for Corpsmembers in the Energy & Water program through the provision of new supplemental training certifications available after completion of five core program certificates. The core certifications include CPR/First Aid; Defensive Driving; OSHA-10 General Industry; Sustainability Excellence Associate; and Building Science Principles.

MHYC identified six areas of focus to categorize these trainings, which Corpsmembers are free to choose from: Green Building; Water; Renewable Energy; Sustainability/Compliance; Outdoor Conservation; and Outdoor Education. Beyond these offerings, staff continue to support Corpsmembers to research and identify additional trainings that will develop their resume and career prospects.

922

LOW-INCOME HOMES
RETROFITTED TO INSTALL ENERGY
CONSERVATION MEASURES

12 MILLION+

GALLONS OF
WATER SAVED

495,000

KWH ENERGY SAVED

\$397,202

IN AMERICORPS EDUCATION
AWARD FUNDS RECEIVED
ACROSS PROGRAMS



“YOU KNOW
YOU’LL LEARN
THINGS THAT
YOU NEVER
THOUGHT YOU’D
BE DOING.”

AT A GLANCE

YOUTHBUILD

MHYC was able to serve a total of 60 youth participants through the YouthBuild program via 3 cohorts in 2023. Of the youth served, 23 have successfully completed the program and 27 are still enrolled through 2024, resulting in an 83% retention rate. 14 Corpsmembers earned their High School Equivalency diploma, 21 received an industry recognized certification (Pre-Apprenticeship Certificate Training or Certified Nurse Aide), and 17 earned a combined total of \$23,964 in AmeriCorps education awards.

821

LOW-INCOME COMMUNITY
MEMBERS & COMMUNITY
MEMBERS WITH AUTO-
IMMUNE DISEASES SERVED

430+

CERTIFICATIONS
EARNED ACROSS
PROGRAMS

CORPSMEMBER STORY



"In 2022, I started with MHYC as an LCL (Land Conservation Leader) and was very hesitant about the value I could bring to an already knowledgeable team. I had never done anything like this before but immediately found myself supported by the mentors and staff around me. I had never been at a job where I enjoyed showing up each day but I enjoyed it so much that I decided to come back as a Program Mentor. MHYC has allowed me to grow into a better leader and gain experience working on different projects. In my new role, I'm excited to improve the program and impact the Corpsmembers' experience in a positive way. Working with MHYC has made me realize that I was capable of more than I thought and showed me the importance of always having a growth mindset."

-JOSEPH OTERO, 2023 SFR LAND CONSERVATION PROGRAM MENTOR

IMPACT TO YOUTH

86%

SUCCESSFULLY
COMPLETED THEIR
TERM OF SERVICE

81%

WERE PLACED IN
POST-SECONDARY
EDUCATION OR
EMPLOYMENT

86%

EARNED AN
AMERICORPS
EDUCATION
AWARD TO BE
USED TOWARDS
POST-SECONDARY
EDUCATION

96%

SAID THEY FELT A
SENSE OF BELONGING
AT MHYC

100%

SAID THAT MHYC HAD A
POSITIVE IMPACT ON THEIR
LIFE AND FUTURE



MOVING FORWARD

PARTNERSHIPS

This year MHYC hosted the U.S. Forest Service International Youth Conservation Corps (YCC) study tour. YCC representatives from Morocco, Egypt and Lebanon, along with Kristin Schmitt from the USFS National Partnerships Office in DC, were provided with a tour of MHYC headquarters, an overview of MHYC programs and operations, and a site visit with MHYC's Trailblazer crew at Stanley Lake, a reservoir in Westminster, CO: "Everyone enjoyed learning about all of the programs, logistics, support and operations that your team puts into a successful corps program. We had a great time out on the project meeting Corpsmembers and seeing outstanding crew leadership in action." – Kristin Schmitt

RECRUITMENT & RETENTION

MHYC was able to exceed the organization's 2023 recruitment goal utilizing data analysis and reflection from previous years, resulting in more local youth being served across all program pathways. All board and staff have been intentionally trained on updated language and new messaging platforms, resulting in an increase in MHYC's social media presence. MHYC has also been able to deepen capacity of program staff by adding Program Managers for the YouthBuild and Energy & Water Conservation programs. This will facilitate intentional cross training and collaboration for all Corpsmembers, which will also benefit equity and completion goals across the organization. Finally, all MHYC staff were engaged in extensive DEI affinity groups from an external facilitator in 2023. These groups have allowed for more robust conversation and problem solving as staff continue to unpack how race impacts every single aspect of a Corpsmembers' journey at MHYC, and the organization's obligation to removing these barriers when possible.

**"THE CREW WAS SO WONDERFUL
AND HARDWORKING. CONTINUED
TO WORK HARD EVEN THROUGH
TOUGH DAYS. THEY WERE SUCH
A JOY TO WORK WITH AND GET
TO KNOW!"**

**CASSIE ROGERS, FIELD COORDINATOR AT
ROCKY MOUNTAIN FIELD INSTITUTE**



Revenue

\$7,197,689

Contracts
\$3,032,328
42%

Government Grants
\$2,828,350
39%

**Contributions
& Grants**
\$869,091
12%

Pass Thru
\$366,182
5%

Other Income
\$101,738
1%



Expenses

\$7,048,376

Programs
\$5,802,084
82%

Management
\$890,382
13%

Fundraising
\$355,910
5%





PARTNERS

A Precious Child
 Ability Connection Colorado
 Adams County Parks, Open Space,
 & Cultural Arts Department
 AmeriCorps
 Arapahoe County Open Spaces
 Arkansas River Watershed
 Collaborative
 Aspen Valley High School
 Association of General Contractors
 Atrevida Brewery
 Aurora Water
 Barr Lake State Park
 Battle Mountain Brewery
 Beaver Creek State Wildlife Area
 Bergen Peak State Wildlife Area
 Bevara
 Black Forest Community Center
 Bluff Lake Nature Center
 Bobcat of the Rockies
 Boulder Ranger District (US Forest
 Service)
 Boulder Watershed Collective
 Boys and Girls Club of Metro Denver
 BuCu West
 Bureau of Land Management:
 Royal Gorge Field Office
 Café 180
 Cañon City Area Metropolitan
 Recreation and Park District
 Castlewood Canyon State Park
 Catamount Institute
 Central Colorado Mountain Riders
 Cheyenne Mountain State Park
 CHIC
 City and County of Broomfield
 City and County of Denver Parks
 & Recreation
 City of Aurora Parks, Recreation
 & Open Space Department
 City of Boulder Climate Initiatives
 City of Boulder Open Space &
 Mountain Parks
 City of Colorado Springs
 Downtown Partnership
 City of Colorado Springs Parks,
 Recreation and Cultural Services
 City of Lakewood

City of Manitou Springs
 City of Trinidad
 City of Westminster
 City of Westminster Parks,
 Recreation, and Libraries
 City of Wheat Ridge Parks,
 Forestry and Open Space
 Clear Creek Ranger District
 (US Forest Service)
 Colorado Agrivoltaic Learning
 Center
 Colorado Alliance for
 Environmental Education
 Colorado Attorney General's Office
 Colorado College
 Colorado Department of Natural
 Resources
 Colorado Department of Public
 Health and Environment
 Colorado Finishing Trades Institute
 Colorado Firecamp
 Colorado Health Corps
 Colorado Low Income Energy
 Assistance Program
 Colorado Open Lands
 Colorado Parks and Wildlife
 Colorado Sheet Metal Workers
 Apprentice Program
 Colorado Springs Health Foundation
 Colorado State University Expanded
 Food & Nutrition Education
 Program
 Colorado Strategic Wildfire Action
 Program
 Colorado Water Conservation Board
 Colorado Workforce Development
 Council State Youth Council
 Colorado Youth Corps Association
 Colorado Youth for a Change
 Community College of Denver
 Concrete Couch
 Conservation Colorado
 Conservatory Green High School
 CORE Partners/WORKNOW
 Council of Neighbors and
 Organizations
 Craig Hospital
 Craig's Power Equipment
 Denver Dream Center
 Denver East High School
 Denver Economic Development
 & Opportunity
 Denver Food Rescue
 Denver Health
 Denver Housing Authority
 Denver Human Services' Youth
 Empowerment Program
 Denver Joint Electrical
 Apprenticeship Training Committee
 Denver Office of Climate Action,
 Sustainability, Resiliency
 Denver Office of Nonprofit
 Engagement
 Denver Parks and Recreation
 Denver Pipefitters Local 208
 Denver Probation
 Denver Santa Claus Shop
 Denver Water
 Denver Workforce Development
 Board & Youth Committee
 Denver Workforce Integration
 Network
 Denver Workforce Services
 Department of Reclamation,
 Mining and Safety
 Discovery High School
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 Division of Reclamation,
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 Douglas County Conservation
 District
 Douglas County Fairgrounds
 Douglas County Open Space
 & Natural Resources
 EarthLinks
 E-Creek
 Educational Opportunity Center at
 the Community College of Denver
 Eldorado Canyon State Park
 Emerson St. a program of WellPower
 Emily Griffith High School
 Emily Griffith Technical College
 Energy Outreach Colorado
 Environmental Learning for Kids
 Evergreen Fire/Rescue
 Family Tree



Fire Adapted Colorado
 Fishers Peak State Park
 Fiskars
 FleetPool
 Food Bank of the Rockies
 Food to Power
 Forge Evolution
 Fountain Creek Watershed District
 Friends of Ute Pass Trails
 Front Range CPR
 Generation Wild – Pikes Peak Region
 Genese Foundation
 Global Machinery
 Golden Gate Canyon State Park
 Goodwill of Denver
 Great Outdoors Colorado
 GRID Alternatives
 Groundwork Denver
 Grow Local
 Guardians of Palmer Park
 Habitat for Humanity ReStore
 Harrison High School
 HD Supply
 Heart and Hand Center for Youth
 and Their Families
 Hickman Trailer
 High Line Canal Conservancy
 Historic Green Mountain Falls
 Foundation
 HistoriCorps
 Hugo State Wildlife Area
 I-kota
 Inside Out Youth Services
 Institute for the Built Environment
 International Union of Painters and
 Allied Trades District Council 81
 James M. John State Wildlife Area
 Janus Henderson
 JeffCo Eats
 Jefferson Conservation District
 Jefferson County Open Space
 John Martin Reservoir State Park
 Kenny Electric
 KeyBank
 Kinship Landing
 Kirkpatrick Family Fund
 KPMG Data Citizens with Purpose
 Lake Pueblo State Park
 Lakewood Probation
 Las Animas County Fairgrounds
 Lathrop State Park
 Leave No Trace
 Lifespan Local
 Lucky to Ride
 MEDIC SOLO WFA
 Metric Brewing
 Metro Caring
 Mi Casa Resource Center
 Mile High Youth Thrive YVP
 Coalition
 Mile High 360
 Montview: Middle and High School
 Mount Evans Outdoor Lab
 MSU Denver
 MTech Mechanical
 My Outdoor Colorado Coalition
 Mueller State Park
 Namaste Solar
 National Alliance on Mental Illness
 National Forest Foundation
 National Park Foundation
 National Park Service: Florissant
 Fossil Beds National Monument
 Native Governance Center
 Northeast Metro Coalition
 Nurse Family Partnership
 Old Town Bike Shop
 Open Door
 Owen Boys and Girls Club
 Palace Construction
 Palmer Land Conservancy
 Patriot High School
 Pikes Peak BOCES – School to
 Work Alliance Program
 Pikes Peak Business and Education
 Alliance
 Pikes Peak Outdoor Recreation
 Alliance
 Pikes Peak Ranger District
 (US Forest Service)
 Pikes Peak State Wildlife Area
 Pikes Peak United Way
 Pikes Peak Workforce Center
 Pike Ride
 Polsinelli
 Preservation Tree Care

Project Foster Power
 Pueblo State Fish Hatchery
 Purgatoire Watershed Partnership
 Ramah State Wildlife Area
 Realizing Aptitudes
 Red Rocks Community College
 REI
 RK Mechanical
 Rocky Mountain Arsenal National
 Wildlife Refuge
 Rocky Mountain Field Institute
 Rocky Mountain Multiple
 Sclerosis Center
 Rocky Mountain Youth Corps
 Roundup Riders of the Rockies
 Roxborough State Park
 Russell Square Park
 Salida Ranger District
 (U.S. Forest Service)
 San Carlos Ranger District
 (US Forest Service)
 Sandcreek Regional Greenway
 Partnership
 Serve Colorado
 Service Year Alliance
 Servicios de la Raza
 Sheridan High School
 Sheridan Inspire Coalition
 Shiloh House
 Shrewsberry Construction
 Souls 4 Soles
 Southern Colorado Trail Builders
 South Platte Ranger District
 (US Forest Service)
 South Suburban Parks and
 Recreation District
 Southwest Denver Coalition
 Spirit of the Sun
 Spring Creek Youth Services
 Sprout City Farms
 St. Joseph Hospital
 STRIVE Prep Charter Schools
 Struggle of Love
 Sun Valley Community Coalition
 Sun Valley Kitchen & Community
 Center
 Sun Valley Youth Center
 The Action Center

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The Corps Network
 The Davey Tree Expert Company
 The Ember Alliance
 The Opus Group
 The Place Colorado Springs
 The Urban Farm
 The Village Institute
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 Trails and Open Space Coalition
 Trinidad Lake State Park
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 U.S. Fish & Wildlife Service
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 United Airlines
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 VF Foundation
 Villa Park Neighborhood
 Association
 Volunteers for Outdoor Colorado
 Volunteers of America
 Walls Counseling
 We Don't Waste
 Weifield Group Contracting
 Welsh Electric
 West Colfax Association of
 Neighbors
 Western Colorado Conservation
 Corps
 Westwood Unidos
 Wildland Restorations Volunteers
 Young Invincibles
 YouthBuild USA
 Youth Exploring Stewardship
 Coalition





OUR COMMUNITY OF SUPPORT

FOUNDATION, GOVERNMENT, CORPORATE

\$50,000+

AmeriCorps
Anonymous
Colorado Department
of Education
Colorado Workforce
Development Council
Denver Broncos
Denver Economic
Development Office
Colorado Climate Corps
Colorado Water
Conservation Board
Great Outdoors Colorado
Opus Foundation
Serve Colorado
Tony Gramscas Youth
Services
US Department of Labor
YouthBuild USA

\$49,999-\$15,000

Anschutz Foundation
Colorado Springs Health
Foundation
Denver Housing Authority
GLP Capital Partners
Keltner Family Foundation
Kirkpatrick Family Fund
Rose Community Foundation
United Airlines
Xcel Energy

**\$14,999 AND
BELOW**

American Trails
Colorado Energy Foundation
Cross H Foundation
The Denver Foundation
El Pomar Foundation
KeyBank Foundation
Kum N Go
McKinstry Charitable
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MDU Resources Foundation
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