

ENERGE FOUNDATION

Building Workforce Readiness One Cohort at a Time

A launch-stage workforce development
and digital literacy initiative for Richland
County, South Carolina.

501(c)(3) public charity • EIN 39-2102325
Columbia / Richland County, South Carolina •
energefoundation.org

PEOPLE | SKILLS | OPPORTUNITY



The Community Need

Richland County has opportunity — and persistent barriers that practical workforce preparation can help address.

15.8%

of residents live in poverty

90.4%

of households have broadband — leaving a meaningful access gap

4.0%

Columbia metro unemployment, July 2026 (preliminary)

9,426

employer establishments in Richland County (2023)

What these numbers mean for program design

- Economic instability can affect transportation, interview clothing, technology access, and consistent participation.
- Device access does not automatically equal workplace digital proficiency.
- Job seekers need practical preparation in communication, punctuality, email, applications, paychecks, benefits, and interviews.
- Employer-informed preparation helps participants understand real hiring and workplace expectations.

Energe Foundation response

Combine job readiness, digital literacy, practical assessment, and employer perspective in a structured five-week cohort.

Sources: U.S. Census Bureau QuickFacts, Richland County, SC (2020–2024 estimates; July 1, 2025 population estimate); U.S. Bureau of Labor Statistics, Columbia, SC metro, July 2026.

Our Mission

Practical skills, stronger confidence, and clearer pathways to employment and economic stability.

Energe Foundation empowers underserved and low-income individuals through education, workforce development, digital literacy, and community outreach programs that create pathways to employment, economic stability, and long-term self-sufficiency.

Four pillars

EDUCATION Build foundational skills for real opportunities.

COMMUNITY Create stronger neighborhoods together.

OPPORTUNITY Connect people to what comes next.

EMPOWERMENT Help people build confidence and agency.



Launch-stage organization: this deck describes planned programming and intended measurement, not historical participant outcomes.

The Job Readiness Program

A five-week, small-cohort model built around workplace expectations and real-world practice.

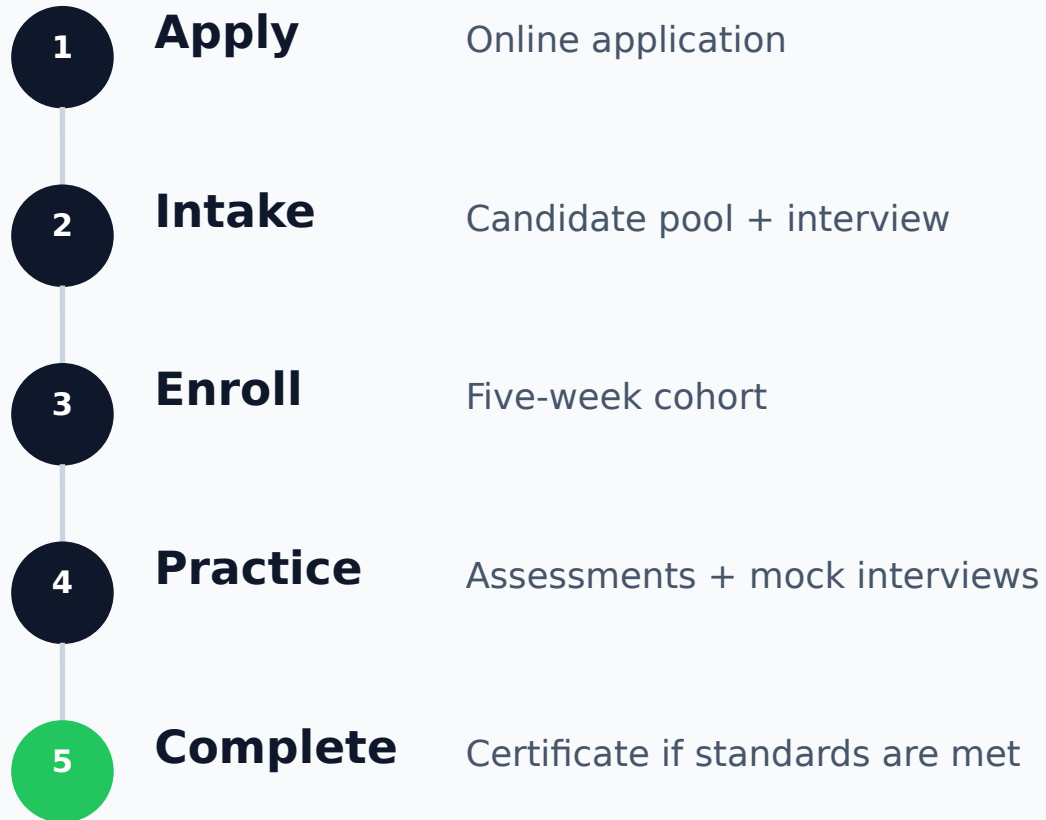


3 evenings/week • Ages 16+ • Small cohorts • Digital literacy integrated • Completion tied to established standards

Employer, HR, and community professionals may participate in guest instruction or final panels when available.

The Participant Journey

A clear pathway from application to practical readiness — with standards at each step.



No “participation trophy” approach — completion is tied to established standards and practical assessments.



What We Will Measure

Funders need outcomes. Energe will begin with disciplined measurement before claiming impact.

Enrollment

Who enters the program and from where

Digital skills

Baseline-to-completion milestones

Attendance

Participation and persistence across five weeks

Career readiness

Resume/application readiness + mock-interview performance

Completion

Achievement of established completion standards

Follow-up

Employment, education, or next-step activity when feasible and consented

Launch-stage rule: planned measures are not presented as historical results until the program actually produces them.

How Funding Would Be Used

A \$500,000 startup operating model — planning draft, unaudited, and subject to board approval.



- **61.2%** Personnel & payroll/benefits
- **18.8%** Program direct costs
- **9.6%** Insurance, accounting/legal, tech/admin
- **2.8%** Fundraising & marketing
- **2.0%** Evaluation & data management
- **2.0%** Staff/professional development
- **3.6%** Contingency / reserve

Detailed budgets are available in the funder packet and can be tailored to a specific grant request.

Budget shown is a planning model only — not audited, not board-approved, and not a claim that funds have already been raised.

Organizational Readiness

The infrastructure funders expect is being put in place before scale.



- IRS-recognized 501(c)(3) public charity
- Board governance and organizational minutes
- Conflict of Interest, Whistleblower, and Record Retention policies
- Financial controls and draft startup budget framework
- Outcome/KPI measurement framework
- Grant readiness, sustainability, staffing, and program-budget documents
- Transparency and For Funders website sections

Remaining administrative step: keep annual IRS filings current and maintain signed/current funder documents.

Partner With Energe Foundation

Fund a cohort, strengthen the infrastructure, or bring employer perspective to the table.

Ways to participate

- Fund a Job Readiness Program cohort
- Sponsor laptops, software, or digital learning tools
- Support participant transportation/interview needs
- Provide flexible general operating support
- Offer in-kind training space or professional services
- Join mock interview panels or guest instruction
- Build a multi-year community partnership

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