



**TRADE INSTITUTE
OF PITTSBURGH**



2025 ANNUAL REPORT

Board Members

Aaron Lockhart
PRESIDENT

Bud Kahn
TREASURER

Ken Haber
SECRETARY

James Anderson
EMERITUS BOARD MEMBER

Reed Agnew
BOARD MEMBER

Andrea Clark Smith
BOARD MEMBER

John Earnest
BOARD MEMBER

Adam Harris
BOARD MEMBER

Joseph Hughes
BOARD MEMBER

David Jardini
BOARD MEMBER

Conor Lamb
BOARD MEMBER

Micah Larson
BOARD MEMBER

Adrienne Miles
BOARD MEMBER

'Bert Robertson
BOARD MEMBER

COVER: Gilbane Building Company and Mosites Garden Shed for the CMU-Robotics Innovation Center Project was built by our carpentry students for Hazelwood Initiative.

The Trade Institute of Pittsburgh's mission is to **empower** men and women with significant barriers to employment through **skill building** and **career opportunities**.



Myleesa is honored at the Wall of Fame Celebration.

“TIP helped me grow, brick by brick, teaching me patience and also that sometimes we need a restart to build something better, to restore, to heal and to believe in what’s within us.” —WALL OF FAME HONOREE MYLEESA



FROM THE
EXECUTIVE DIRECTOR
DONTA GREEN

“We provide the platform and space people need to stabilize and thrive. We want our graduates to flourish in their careers and communities.”

Dear TIP Friends and Supporters,

When I reflect on 2025 and all we have accomplished, it is the remarkable strength of this community and how deeply you care about empowering TIP students to reach their potential. It gives me so much hope for what we can accomplish together this year.

Students spend eleven weeks enrolled at TIP before graduating. We offer masonry and carpentry training along with holistic support and high expectations to ensure better outcomes. The timing and programming are very strategic. The students we serve can't afford to spend a year in a traditional vocational school, and they need an integrated approach that addresses deeper needs. People come to us to stabilize their lives, gain career and life skills, and transform their future. We believe that if our students thrive, so will our communities.

I encourage you to read through the report to see the breadth and depth of our work, as well as the impact we have made together on the region. We cannot reach these goals alone. Thank you for being a part of our community and for all of your support.

Warm regards,

Donta Green

Masonry Instructor Mr. Rich and students in the masonry shop.



SKILLS TO WORK & THRIVE



TRAINING PROGRAMS

MASONRY

In our core program, students spend eleven weeks moving through a series of stations where they learn how to brick point, lay brick to the line, and more. Each station is progressively more difficult to increase participants' skills and develop confidence.

CARPENTRY

TIP's carpentry program is a seven-week training course open to students who have completed the first half of the masonry program and have the aptitude and interest in advanced training. Participants learn the basics of building practices and the practical use of power and hand tools in a safe and skilled manner.



HYBRID TRAINING

The hybrid model is a structured workforce pathway that combines hands-on training at an employer's job site with continued support from TIP staff. For students, hybrid training reduces barriers to entry, builds confidence, and creates a clear pathway to long-term employment or union placement. This approach is innovative because it shifts hiring from a one-time decision to a shared investment, aligning employer needs with student growth and long-term retention.

2025 HYBRID TRAINING PARTNERS

Bricklayers and Allied Craftworkers Local 9 PA

Glenshaw Corporation

Mincin Insulation Service

Module

Shape Development Group

T.H.E. Landscape Professionals



LIFE SKILLS PROGRAMS

CASE MANAGEMENT • LIFE COACHING • CAREER READINESS

A crucial component of the TIP program is the mental health, life skills, and career readiness support. TIP provides the platform and space people need to stabilize and thrive so graduates can flourish in their careers and communities.

TRANSITIONAL PROGRAMS

TIPX

A transitional jobs initiative that hires recent graduates and employs them for our in-house construction company. They receive additional training and assistance in overcoming any barrier keeping them from long-term employment.

ALUMNI PROGRAM

The Alumni Program and Alumni Advisory Council is overseen by the TIP Community Engagement Coordinator, who follows up with graduates to ensure they have what they need to succeed. The mission of the TIP Alumni Advisory Council is to enhance relationships with TIP Alumni. The Council provides feedback, support, and promotes alumni initiatives and prioritizes alumni surveys.

WORKFORCE HOUSING

By providing short-term housing, students and alumni experiencing housing insecurity can stabilize, save money, and prepare for independent living.

LICENSE TO THRIVE

Our workforce transportation program takes students from driver's permit to vehicle ownership. A persistent barrier our graduates face is the lack of a vehicle to drive to job sites. Learn more about License to Thrive in our strategic plan update.

TIPX completed 22 projects providing 5,000 hours of paid training for TIP graduates.

CLIENTS INCLUDED:

Module

City of Bridges Community Land Trust

Rising Tide Partners

Eastminster Presbyterian Church

In 2025, we served 84 alumni through post-graduation support and homeownership programming, including 11 homebuyer education workshops that helped build a strong pipeline of residents working toward housing stability and ownership.

HIGHLIGHTS & SPECIAL EVENTS

WALL OF FAME CELEBRATION

Our annual Wall of Fame Ceremony honors TIP graduates who have completed our program and have continued a path of success beyond one year. It was a joyful evening with over 250 guests celebrating our fifteen alumni honorees, community and employee awardees, and supporters. We are grateful to our generous sponsors, donors, and guests!



ANNUAL OPEN HOUSE

2025 was our biggest Open House to date! We are grateful for the enthusiasm and support from our amazing community of alumni, employer partners, board members, community partners, neighbors, legislators, donors, volunteers, and students. Our annual Open House reminds us that we are fortunate to be engaged with such an incredible network. **Join us for the 2026 Open House on April 21 from 5-7 pm at TIP.**

Executive Director Donta Green shares highlights and goals with guests; Senior Case Manager Mr. Kirk, Kris Kunkle of Swank Construction, TIP Executive Director Donta Green, David Green of Swank Construction, TIP Job Developer Ty-Juan.

SEE HIGHLIGHTS FROM THE WALL OF FAME CELEBRATION:



LEFT: TIP Community Engagement Coordinator Kenya Alford presents Lance Harrell with the Wall of Fame Community Service Award.

RIGHT: Presenting Sponsor, The Lowe's Foundation, and members of their Pittsburgh Lowe's staff, presented TIP with an \$800,000 check. TIP is a member of the Lowe's Foundation 2025 Gable Grant cohort.

BELOW: TIP Executive Director Donta Green presents Wall of Fame honoree and alumni presenter Graham Davis with his award.



STRATEGIC PLAN UPDATE

TRADE INSTITUTE OF PITTSBURGH STRATEGIC PLAN 2024-2027

The strategic plan aims to deepen and expand TIP's reach through multiple dimensions while staying aligned with TIP's vision and mission. Each goal from the plan represents new ways to connect people to living-wage careers. We launched two program goals in 2024 and launched a major initiative in 2025: License to Thrive!

"TIP has changed me for the better. I have a career that I can provide for my family and that means the world to me."

—WALL OF FAME HONOREE, DARRYL

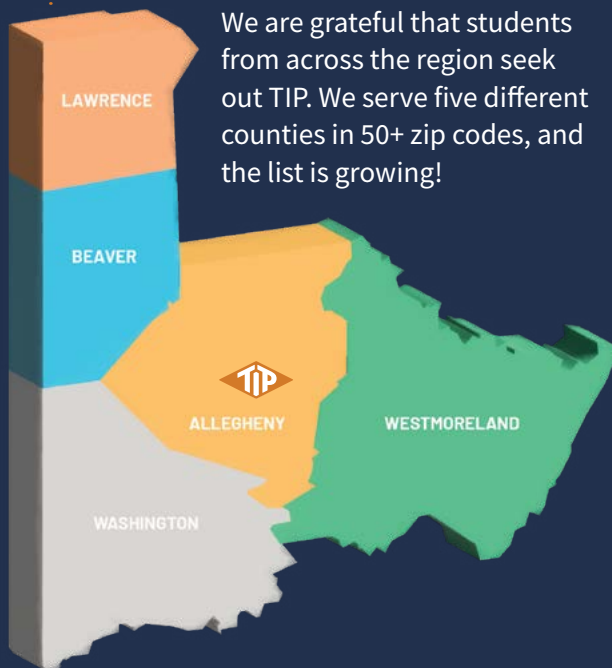
GOAL #1

1

Touch More Lives

Increase the number of students TIP enrolls and graduates by 25% annually

We are grateful that students from across the region seek out TIP. We serve five different counties in 50+ zip codes, and the list is growing!



2

GOAL #2:

Address Barriers That Persist Beyond Graduation

Ensure all graduates are prepared for a successful career

3

GOAL #3

Expand the Range of Career Paths for TIP Students

Increase the career options for TIP students post-graduation

4

GOAL #4:

Make TIP's Core Competencies Available to Partner Organizations

Help eliminate barriers to employment for the wider community who are not enrolled at TIP.

5

GOAL #5:

Explore Optimal Ways to Replicate TIP'S Success

Discover the potential for expanding the TIP model to different locations

"TIP helped me focus on improving myself and getting into Millwright Local 443." —WALL OF FAME HONOREE, SHANE QUINN



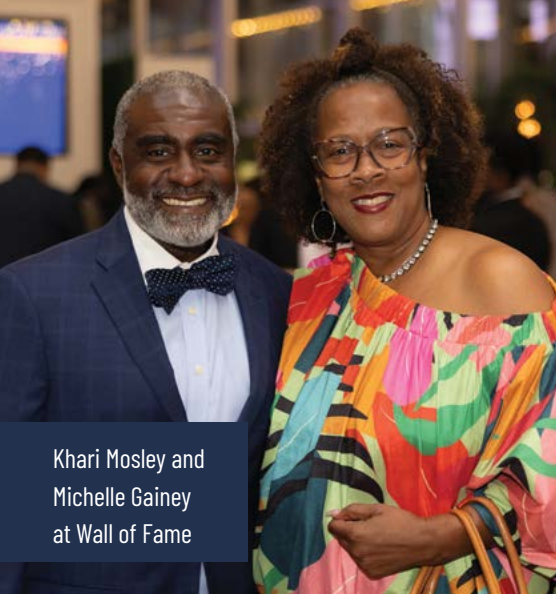
WORKFORCE TRANSPORTATION PROGRAM

LICENSE TO THRIVE

License to Thrive takes students from learner's permit to vehicle ownership. Many TIP students and graduates face a major barrier to employment: reliable transportation.

The program begins with helping current students earn a driver's license, supported step by step by TIP case managers. For working alumni without a vehicle, License to Thrive offers a bridge to ownership: they borrow a TIP vehicle to commute, contribute a weekly, budget-friendly fee to an escrow account, and ultimately partner with a vetted dealer to purchase their own car.





Khari Mosley and
Michelle Gainey
at Wall of Fame

2025 SPONSORS

Baird Private
Wealth Management,
The ERA Group

Bridgeway Capital

David and Dawn Jardini

Demetrius and Andrea Smith

Eastern Atlantic States Regional
Council of Carpenters

Harris Masonry, Inc.

International Union of Painters
and Allied Trades District Council
57 of Western PA

Jendoco Construction
Corporation

Module

Mosites Construction &
Development Company

Pennsylvania Laborers'
District Council

Rothman, Haber, Mancuso, P.C.

Step toe & Johnson PLLC

Wilke CPAs & Advisors

WMS Wealth Planners

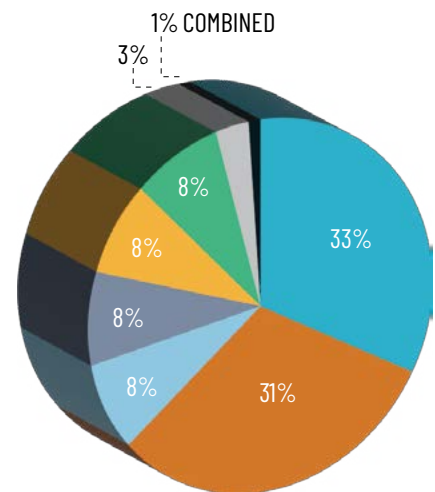
FINANCIAL SUMMARY AT A GLANCE

We are pleased to report another year of growth and revenue diversification in 2025. Our overall budget increased from \$2,063,047 in 2024 to \$2,855,102 in 2025. This growth is a direct result of deepening relationships at the local, state, and federal levels, alongside the steadfast support of philanthropic foundation partners and individual donors.

This financial health enabled us to refine and expand our programs, serve more students, and advance our strategic initiatives — specifically the launch of TIP’s hybrid training program, expansion of License to Thrive, TIP’s workforce transportation program, and scaling TIPX, the transitional jobs social enterprise that hires graduates for hands-on community revitalization projects.

2025 REVENUE

FUNDING SOURCE	TOTAL
GRANTS	\$907,500
GOVERNMENT	\$864,063
CORPORATE	\$206,199
FUNDRAISING EVENTS	\$74,750
EARNED INCOME	\$227,961
INDIVIDUAL	\$224,799
INTEREST INCOME	\$227,987
OTHER	\$17,386
	\$2,750,645



*SCHOLARSHIPS/PEP, IN-KIND DONATIONS,
RENTAL INCOME, MISCELLANEOUS

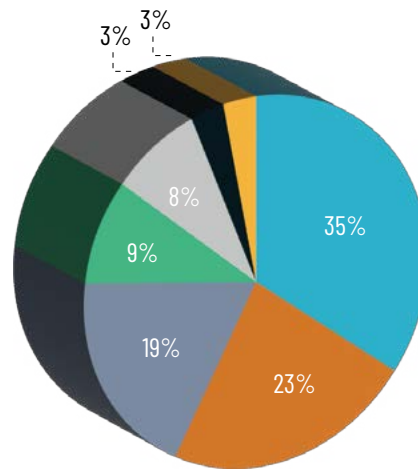


In August, Congresswoman Summer L. Lee (PA-12) joined us to celebrate \$450,000 in federal community project funding to launch TIPX.

2025 FOUNDATIONS & GOVERNMENT AWARDS

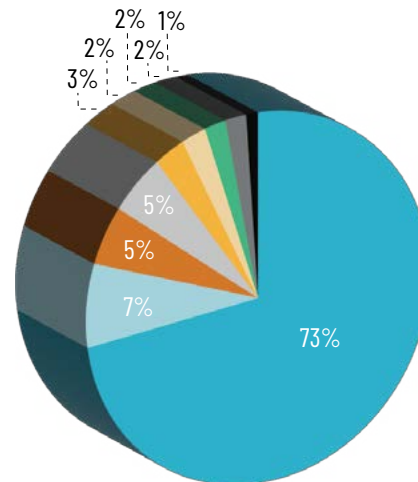
2025 EXPENSES BY PROGRAM

PROGRAM	
● MASONRY	\$1,000,748
● CARPENTRY	\$539,460
● HOUSING	\$76,035
● TIPX	\$660,830
● ALUMNI	\$72,609
● LICENSE TO THRIVE	\$242,293
● ADMIN	\$275,337
	\$2,867,312



2025 EXPENSES BY CATEGORY

EXPENSE CATEGORY	
● PAYROLL & STAFF	\$2,095,851
● EQUIPMENT	\$57,279
● FACILITIES	\$149,658
● OFFICE	\$54,088
● PROGRAM	\$204,495
● MARKETING	\$129,741
● PROFESSIONAL SERVICES	\$82,765
● INSURANCE	\$61,859
● OTHER*	\$31,576
	\$2,867,312



*TRAVEL & ENTERTAINMENT, COMMUNICATION, BANK FEES & MISCELLANEOUS

- Achill Island Foundation
- Allegheny Foundation
- Bosch Community Fund
- Christine Cochrane Family Foundation
- City of Pittsburgh
- Department of Community and Economic Development
- Department of Labor
- Department of Labor and Industry
- Dollar Bank
- Duolingo
- Duquesne Light
- Eaton Charitable Fund
- EQT Foundation
- First National Bank
- Hosanna House
- Jewish Community Foundation
- MBA Construction Industry Advancement Program
- McCune Foundation
- Nicely Ridge Foundation
- Opportunity Fund
- PA Department of Human Services
- Partner4Work
- PennDot District 11 Employees and Diversity Committee
- Pitcairn-Crabbe Foundation
- The Pittsburgh Foundation
- PNC Foundation
- Rebecca and Nathan Milikowsky Family Foundation
- Riverside Center for Innovation
- Swank Construction Company, LLC
- Teshinsky Family Foundation
- Tippins Foundation
- TriState Capital
- United Way of Southwestern PA
- UPMC & UPMC Health Plan
- Wesbanco





**TRADE INSTITUTE
OF PITTSBURGH**

412 243 2970
7800 SUSQUEHANNA STREET
PITTSBURGH, PA 15208

tipgh.org

