


2022

Lift

A large, stylized white flower graphic is positioned on the right side of the page. It consists of five petals arranged in a circular pattern, with one petal pointing upwards and the others fanning out.

An annual report of our career access mission



OUR MISSION

CareerSpring's mission is to unlock the employment potential of first generation and/or low income (FGLI) college students by providing career information, social capital, and job placement services.

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A MESSAGE FROM OUR FOUNDER

Dear Friends,

On behalf of the entire CareerSpring team, I want to thank you for your support and partnership in 2022. Together, we reached many meaningful milestones with almost 200 Partners, 10,000 users, and 1,000 consultations on the CareerSpring Platform. Our theme for this Annual Report is '**LIFT**.' As you'll read in the following stories, our career access mission is flourishing, and our Network is providing an extraordinary **LIFT** to the thousands of students who have entrusted us to support their career journey.

While we expected our Advisees to benefit from their interactions with Advisors, it's been deeply inspiring to witness the positive impact that our Advisees are also having on Advisors and Employers. This mutual benefit is what we envisioned when we launched CareerSpring, but we never imagined that it would materialize so soon and in so many special ways.

With our early success, it's also exciting to think about what's possible. In 2023, we intend to double our users, consultations, and placements. We can't accomplish those goals without the support of our volunteers and Partners, so please continue to find ways to expand your engagement with CareerSpring.

We have a clear opportunity and plan to change the world together. Thank you for your partnership in the CareerSpring Network.

With gratitude and optimism,



Paul Posoli
Founder





2022 IN NUMBERS

OUR GROWTH

7

Major Cities

Atlanta
Boston
Chicago
Dallas
Houston
New York
San Francisco

9,773

Students

6,209 Advisees | 3,564 Webinar Users

FGLI high school and college students. Students join the Network to receive information, advice, access to social capital, and job placement services.

~185% increase

78

Employer Partners & Sponsors

Large and small companies across a wide range of industries who seek opportunities for deeper social impact and diverse talent recruitment. These Partners provide job opportunities, as well as recruit employees to become volunteers (Advisors). In addition to these contributions, Sponsors provide charitable financial support for CareerSpring's mission.

~63% increase

14

Secondary School Networks

Private, charter, and public high schools that educate a majority of FGLI students. These Partners join the Network to educate students through CareerSpring's Video Library, as well as recruit students to join CareerSpring (as Advisees) once they matriculate into college.

193

Network Partners

A collective of individuals and organizations who participate in CareerSpring's mission because they believe that FGLI students have the preparation, perseverance, and personal life experiences that can enrich America's labor market.

~46% increase

1,020

Volunteers

Real-world professionals across a wide range of industries and job functions who are interested in donating their time, talent, and experience to support FGLI students. These Network members serve as Advisors on the Career Platform.

~40% increase

31

Colleges & Universities

Two- and four-year institutions with large numbers of FGLI students, and a desire to enhance career services. These Partners join the Network to recruit students (as Advisees), as well as alumni (as volunteer Advisors) to join CareerSpring.

~120% increase

70

Community Organizations

Not-for-profit groups that provide services for or within communities with large numbers of FGLI students. These Partners join the Network to recruit students (as Advisees), as well as alumni (as volunteer Advisors) to join CareerSpring. They also provide job opportunities within the nonprofit and social services sector.

~100% increase

2022 in Numbers

OUR CAREER ACCESS MODEL

JOB PLACEMENT SERVICES



489 Job Postings

Accessible to all Advisees via the Career Platform's Jobs page.



2,867 Job Applications Received

All resumes submitted were reviewed by CareerSpring's Job Placement Team and considered for referral to the next step in an employer's hiring process or remediation for resume improvement via CareerSpring's services.



50% Referral Rate

The % of job postings for which one or more CareerSpring Advisees were submitted to the employer for hiring consideration.

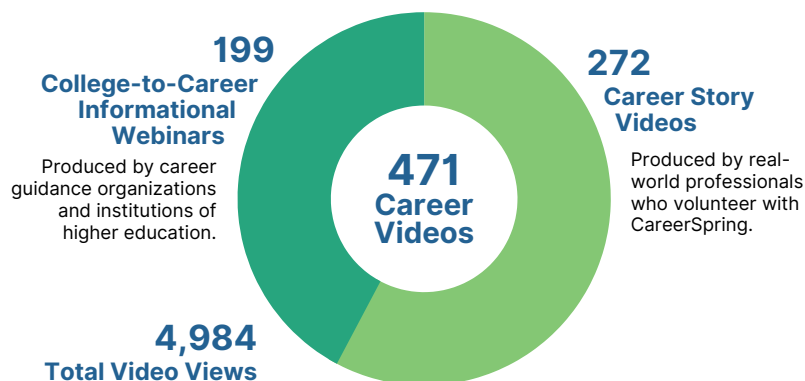


116 Job, Internship & Program Placements

The # of times an Advisee acquired a high-quality job, internship, or career program acceptance within CareerSpring's Employer Network.

CAREER VIDEO LIBRARY

Our Career Video Library is accessible to almost 10K student users on our Career Platform.



CONSULTATION SERVICES

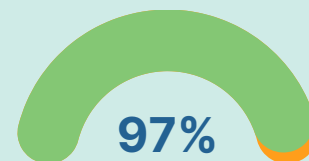
688 Complete Consultations

1-on-1 live video meetings during which Advisees and Advisors connected for 30 - 60 minutes of networking and advising



Top 3 Most Common Consultation Topics Requested by Advisees

- #1** Career Conversation
- #2** Making the Most of Your Time in School
- #3** How to Prepare a Resume & Cover Letter



% of Advisees that report having received helpful advice from an Advisor, through a one-on-one consultation*

*December 2022 Advisee Survey



2022 IN STORIES

2022: In Stories

UNLOCKED FAMILY POTENTIAL

When a person represents the first generation in their family to graduate from college, they not only achieve an incredible personal milestone, but they also set a new precedent of success for their entire family. In 2022, CareerSpring realized how true this is when three Advisees from the Salas Family acquired career-transforming opportunities through its Network. Encouraged and inspired by Rebeca Salas, first generation graduate of Bryn Mawr College and CareerSpring's Operations Manager, two of Rebeca's younger siblings successfully acquired positions with one of CareerSpring's Employer Partners - Mobius Risk Group. Paola became a full-time Trade Support & Settlements Analyst after graduating from the University of Houston Downtown, while Eduardo held an IT Internship the summer between his junior and senior year. And, as if that wasn't enough Salas success, Nestor - a first-cousin of the Salas siblings - also landed a Private Equity Internship with Milton Street Company, another participating Employer Partner. **Within months of actively seeking opportunities through CareerSpring, an entire generation of the Salas family reached new personal and professional heights.** As you can imagine... their family could not be more proud. We couldn't either!

“

Working at Mobius has been an amazing privilege because the company culture is so welcoming and family-oriented. I'm extremely grateful to have found this job right out of college as I begin my career because I have had the opportunity to learn so much from my coworkers already and it makes me feel excited to grow with the company.

- Paola Salas, CareerSpring Advisee



L to R: Eduardo Salas, Rebeca Salas, Paola Salas, & Nestor Salas

2022: In Stories

A SCHOLARSHIP GIFT FOR GROWING PROFESSIONALS

As the saying goes, achieving is about believing. But believing is more plausible when we have the resources with which to achieve. That's why 'believing' can be both an opportunity and a challenge for first generation and/or low-income (FGLI) college students. At CareerSpring, our goal is to help FGLI students believe in their career dreams with confidence. That's why we were elated when the Deloitte Foundation provided funding in early Spring of 2022 for a scholarship opportunity for CareerSpring's Network. With a conviction to support the educational advancement of FGLI college students, the scholarships are assisting racially or ethnically diverse college/university students majoring in accounting, business, or STEM-related fields. "The Deloitte Foundation is committed to accelerating innovation and equity in education to build pathways to opportunity for the workforce of tomorrow," said John England, Partner, Deloitte & Touche LLP. "This scholarship aims to help fuel greater racial and ethnic diversity in professional services and generate more opportunities and career pathways for the next generation of diverse business leaders."

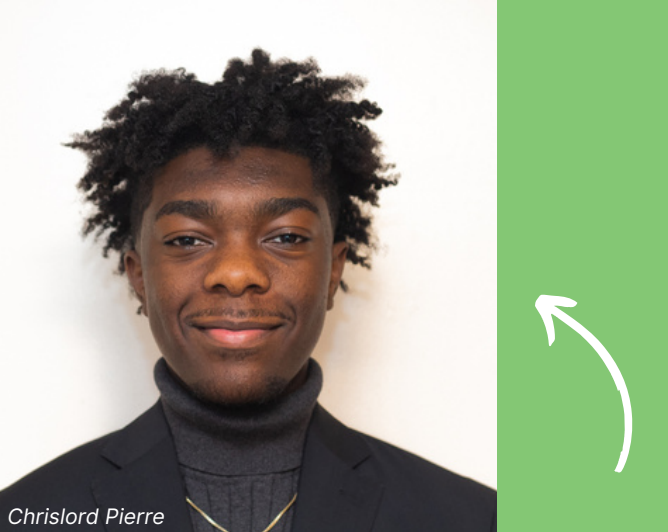
After receiving and vetting over 100 applications, **CareerSpring awarded 14 college juniors and seniors with \$2,500 scholarships**. This was an unprecedented opportunity for CareerSpring, as an organization, and a powerful dose of confidence for each recipient!



“

Hello Mrs. Duelm,
Thank you so much. The last day to pay for my summer class is next Tuesday. I was about to pay with my credit card despite the fees charged by the school on credit cards, but now I can pay with my little savings, knowing it won't hurt me financially since I will get my CareerSpring scholarship in a few weeks. I am beyond happy.”

- Email from Jesimielle Nyabeye,
2022 Deloitte Foundation CareerSpring
Scholar, to CareerSpring Staff



Chrislord Pierre



Champ Warren

“

... Hearing your experiences within wealth management sparked a light in me and made me realize what I wanted to do with my life... It was as if you made me realize what one of my callings is.”

- Chrislord Pierre, CareerSpring Advisee
in a thank you letter to CareerSpring
Advisor, Champ Warren

2022: In Stories

CONVERSATIONS THAT CHANGED EVERYTHING

On one side of our Career Platform, there are young minds filled with career aspirations, hopes, and questions. On the other side, there are professionals who have gained wisdom and confidence through career experience. Therein lies the power of what's possible when Advisees meet Advisors in live video conferences, also known as “consultations.” Ranging from 30-60 minutes, Advisees can request a discrete topic of interest, such as ‘Transitioning from School to Work,’ or a general ‘Career Conversation’ when they initiate a consultation booking process. Regardless of the topic, Advisees take a courageous step when they meet with an Advisor. Doing so is the start to a new professional connection, and a formative exchange of questions and answers. That’s why we’re excited to celebrate the **600+ consultations that took place between Advisees and Advisors in 2022.** Some of them, such as the conversation between Chrislord (a Finance major from Bentley University) and Champ (a Managing Director & Private Wealth Advisor with Merrill Private Wealth Management), were conversations that changed everything.

Chrislord credits his 10+ consultations with CareerSpring Advisors with helping him land a 2022 summer internship at JP Morgan Chase. 97% of Advisees that completed a one-on-one consultation in 2022, reported that they gained helpful advice from an Advisor.

2022: In Stories

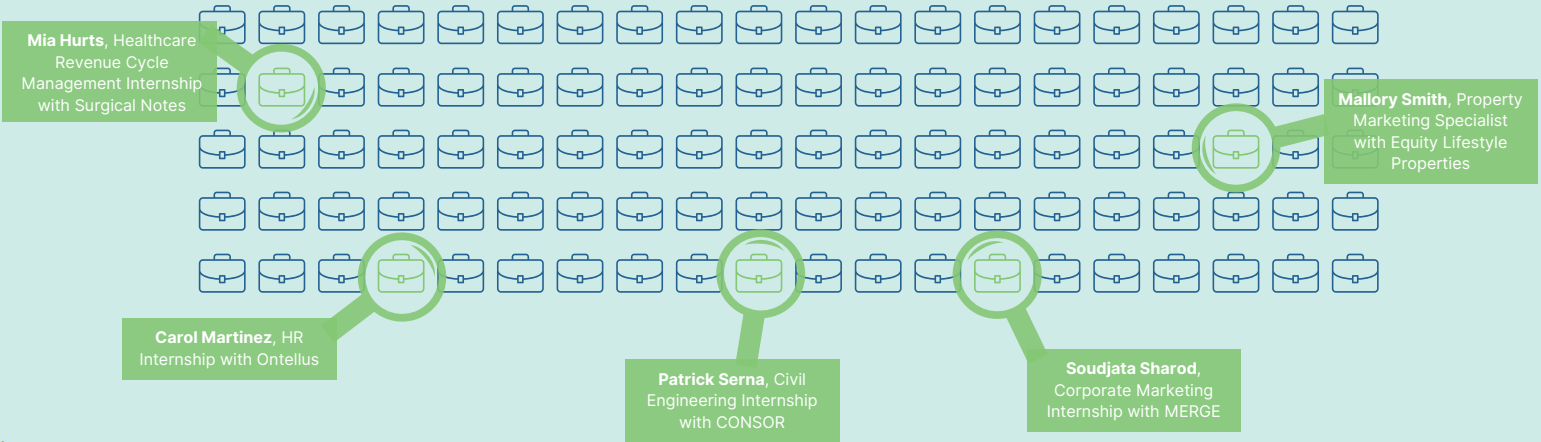
THE 100TH

There are lots of steps that lead up to the words "You're hired." Students need to know and understand their options. They need confidence and connections to navigate a search process. They need coaching to submit a solid resume and nail an interview. That's why, when CareerSpring launched, we built a Platform that could provide not only job placement services, but also career information and advice. We also implemented a job Candidate Coaching program with experienced HR professionals and provided a Toolkit with resources for job applicants. Every step involved in providing this support system leads to one end-goal: high-quality jobs and internships for FGLI talent. That's why **June 7th of 2022 was a memorable day for CareerSpring: we hit our 100th placement.** It was both exciting and humbling. We had done so much and learned so much. In the process, CareerSpring Advisees landed opportunities that could catalyze or transform their career. And Employers gained employees and interns that could enrich their teams. The benefits were clearly mutual. We were just the lucky brokers – a role we aspire to fill for another 750 placements over the next two years.

"Through CareerSpring's Network, I was able to intern at KF Partners, an investment management firm that exposed me to the sector of the financial world I never thought I had access to."

-Steve Palacios, CareerSpring Advisee & (former) Investment Research Intern with KF Partners

100 JOB PLACEMENTS



2022: In Stories

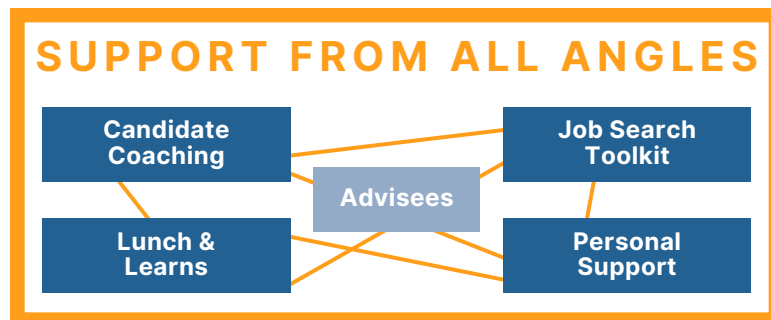
ACCEPTANCE IN THE FACE OF REJECTION

Rejection can shake anyone's confidence. For FGLI students and young professionals, lower confidence can quickly result in "downgraded" career aspirations... the long-term consequence of which could be under-employment. There are no easy answers or quick fixes for managing the fallout of failed job acquisition efforts. There is, however, a deep commitment we can make - as a community - to support FGLI students through the trials and tribulations of launching a career. At CareerSpring, we've made this commitment. When one of our 2022 Advisees expressed his appreciation for CareerSpring, despite an internship rejection notice we sent him, we celebrated. Not because he was rejected, of course, but because it was an indicator to us that **CareerSpring Advisees feel accepted and supported, even when they *don't* land the opportunity they were hoping for.** This is career access in a different form. It's not information. It's not networking. It's advocacy. It's knowing that CareerSpring is a Network that's "got your back."

“

CareerSpring is still my favorite source for job searching. It's more beneficial to me than Indeed and others. I appreciate your help and I look forward to working with you in the future.”

- Miguel Jimenez, CareerSpring Advisee in an email to CareerSpring staff after receiving news of an internship rejection



34% of CareerSpring Advisors are **FGLI** professionals & represent over **100 unique roles** from dozens of industries.



Lucy M. Lopez
International
Lawyer



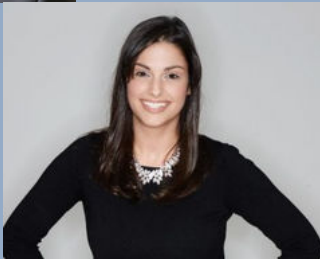
Dr. Richard Harris
Podcaster,
Health Technology
Innovator & Investor



Krish Patel
Biology Teacher
Turned Business
Consultant



Leslie Mikus
Vice President
Talent Leader



2022: In Stories

A TON OF WISE MINDS

Career access isn't possible without access to professional connections who have realized their own successful careers. That's why, since its inception, CareerSpring set out to build a Network of real-world professionals from a wide range of industries to serve as Advisors on its Career Platform. What first began as ten or twenty of our founding Board members and staff grew to hundreds of willing volunteers across the organization's founding labor markets – Chicago, Houston, and New York. And so, over the last two and a half years, CareerSpring's Advisor Network has continued to grow... one new Advisor at a time. Some of them are passionate about proposing new ideas, while others are determined to help students avoid old mistakes. Regardless, all of them are ready and willing to connect with FGLI Advisees, which is a hallmark of our Advisor Network: intentionality. **In 2022, we reached 1,000 Advisors**, and with that milestone we celebrate an immeasurable benefit we can offer a growing number of students across America: real access to diverse social capital.

"I had a wonderful conversation with Grace, she's doing a fantastic job and it's clear that she's on the right path! She asked thoughtful questions, was well-prepared, and quickly followed up to connect via LinkedIn and expand her network. I always leave these conversations so energized and inspired; volunteering with CareerSpring and seeing the caliber of talent associated with this organization is such a privilege."

-Leslie Mikus, VP Talent Leader - MERGE & CareerSpring Advisor, after a consultation she had with a CareerSpring Advisee

LEARNING. TOGETHER.

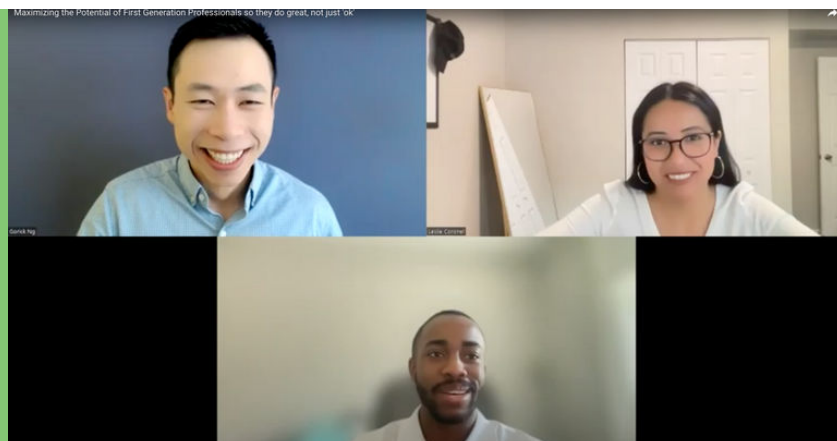
In a labor market that is rapidly evolving, the diverse, equitable, and inclusive workplace isn't an elusive ideal... Instead, it is a practical priority for successful talent recruitment and retention. As a "bridge builder" between FGLI college graduates and employers across the country, CareerSpring is uniquely positioned to help companies deepen their commitment to creating work environments that support FGLI professionals. That's why, **in September of 2022, we hosted our first DEI-professional development opportunity for our entire Employer Network.** The webinar was led by Wall Street Journal bestselling author Gorick Ng, who unpacked how FGLI professionals can experience emotional, social, and intellectual growing pains as they learn the unspoken rules behind performance and growth in the workplace. The almost 60 Employer representatives in attendance – many of whom were HR and talent managers – walked away with practical tips for helping FGLI professionals feel valued. The collective learning was so great that we plan to continue a DEI-focused professional development series moving forward.

“

The CareerSpring seminar I attended did a fantastic job of highlighting the importance of mentorship for diverse, first generation professionals from underserved communities. One of my biggest takeaways was that representation matters to first generation talent, so they can see themselves and their bright futures within a company. There is so much opportunity for senior leaders to guide them. This is something CIBC is committed to as a proud sponsor of CareerSpring!”

- Mona Asra, MBA

Associate Managing Director,
Inclusion and Diversity, CIBC



Why hire a first-gen?

- | | | | |
|---|--|---|---|
| 1 | They've been through a lot... | → | ...and so have grit. |
| 2 | They've grown up having to do a lot with not a lot at all... | → | ...and so are resourceful. |
| 3 | They've had to figure things out on their own... | → | ...and are good with ambiguity. |
| 4 | They're likely underrepresented in your organization... | → | ...and can help your workforce better reflect your clients. |

2022: In Stories

PUSHING PLAY ON WHAT'S POSSIBLE

Many of us remember career days. They were intriguing and informative, but also short-lived. Professionals divulged everything you ever wanted to know about what it would take to stand in their shoes, but the facts that you retained beyond lunch were limited in number. Or perhaps you didn't retain anything because the careers represented weren't of much interest. These are the understandable downsides of in-person career education events that our Platform's online **Video Library** is designed to remedy. With more than 450 career videos, it's hard for students not to find at least one (or twenty!) clips that get their wheels turning. Access requires only a simple login and several clicks through the Library's search features. There's no live speaker to recruit or volunteer logistics to coordinate. There are only students' curiosities and questions, and hundreds of online career stories to answer them. The beauty of this resource was evident when **our Platform logged over 2,000 video views in October of 2022**. Behind each view a student engaged in his or her career path in a new and exciting way!

"OneGoal can't thank CareerSpring enough for helping us execute on our vision to create a virtual career shadowing curricular experience where high school Fellows explore CareerSpring's video library based on top career clusters, reflecting on personal interests, skills, and earning potential."

- Tamika Nicole Ball, Senior Director of Learning Design
District Partnership Program Team, One Goal

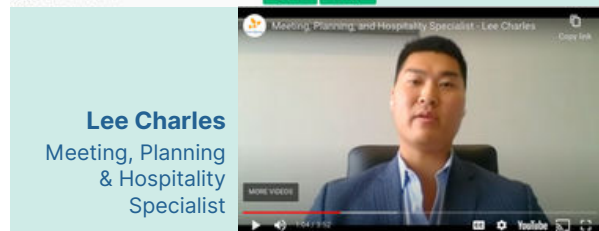
There are more than
100 professions
represented
in our Career
Video Library.



Prosthodontist & Maxillofacial Prosthodontist

Video | 29 views • 2 likes

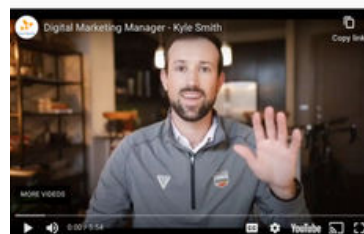
Dr. Eva Boldridge
Prosthodontist & Maxillofacial Prosthodontist



Lee Charles
Meeting, Planning & Hospitality Specialist

Meeting, Planning, and Hospitality Specialist

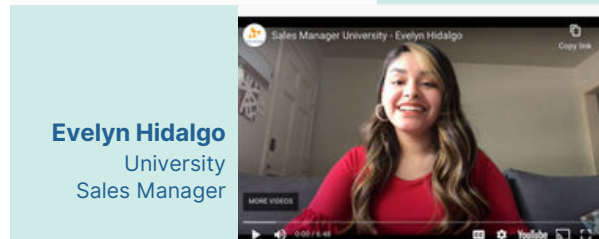
Video | 37 views • 2 likes



Digital Marketing Manager

Video | 30 views • 6 likes

Kyle Smith
Digital Marketing Manager



Evelyn Hidalgo
University Sales Manager

University Sales Manager

Video | 27 views • 1 like

“

Just heard from Jacqueline that she was accepted to PA school!!! So proud of her. She was so open to all the application advice given, from her personal statement essay to practice interviews.”

- Dr. Darlene Makulski, CareerSpring Advisor
& Medical Doctor/Assistant Professor
at Baylor College of Medicine



Jackie Martinez



Dr. Darlene Makulski



2022: In Stories

SHARING STUDENTS' JOY

Advisors experience genuine reward when Advisees say things like, “Thank you so much for your advice!” or “You really made me feel more confident.” That reward is amplified when Advisees go on to achieve the career milestones that were once a topic of conversation. When they... land that job, complete that internship, or get accepted into that graduate program... Advisors share the joy of these achievements. One such instance of shared joy was abundant **this past December when Jackie Martinez**, an FGLI college graduate from Texas Tech University, **shared the news of her acceptance into the Master of Physician Assistant Studies Program at the University of Texas Health Science Center at San Antonio, with the CareerSpring Advisors she was fortunate enough to meet.** This culminating moment transpired less than one year after Jackie joined the Career Platform. During that time, she had nine consultations with Advisors from the healthcare field and gained the opportunity to shadow one of them – Dr. Mary Nell Suell, a physician who ultimately supported Jackie with a letter of recommendation. While these supports were only supplements to Jackie’s years of academic preparation, our Advisors are overwhelmed with joy in knowing that they helped to unlock Jackie’s potential and future.

2022: In Stories

A MAJOR BOOST IN CAPACITY

When CareerSpring launched in August of 2020, its team consisted of three individuals, including the Founder. As with many startups, this humble team embraced the charge to build an operation from scratch, knowing very well that - if it was built effectively - it would eventually demand and attract more human resources. And so, it has transpired... with **the second half of 2022 marking CareerSpring's most significant increase in human capital**. In Job Placement we more than doubled capacity, with the onboarding of a National Director of Job Placement, a second Job Placement Manager, and a committed Job Placement Assistant. To further our work in CareerSpring regions, we hired four new Regional Program Managers for Atlanta, Boston, New York, and San Francisco. We launched an entirely new functional team to support the user experience on our Career Platform, with the acquisition of a dedicated Career Platform Manager. In addition to new hires, several veteran staff members transitioned into new roles, including our Regional Program Manager for Texas and Career Platform Coordinator. By 2022's end, Team CareerSpring consisted of 17 members, marking unprecedented infrastructure for realizing our mission.

“

As a first generation graduate myself, everything I heard about the CareerSpring mission and vision resonated with me. It's been an honor to join a team of like-minded professionals who lead with their hearts and keep our Advisees top of mind every day. I am confident that we're poised for even more success, and I look forward to the celebrations to come.”

- ShaJra Austin

National Director of Job Placement, CareerSpring

OUR TEAM'S GROWTH





2022 FINANCIALS

OUR FINANCIAL MODEL: PURPOSE-DRIVEN & SCALABLE

Creating access to high-quality employment shouldn't involve creating financial burden for those that we serve, nor should it be restricted to a select group. That's why, at CareerSpring, we've pursued a service model that presents zero cost to students and student-serving organizations, and a revenue model that can grow as more students are served. Simply put, our purpose is to serve as many FGLI students as possible and our financial model is engineered to sustain that purpose over a long period of time.

PURPOSE DRIVEN

ACCESS

CareerSpring presents zero cost to students and our education or community partners.

EFFICIENCY



CareerSpring pursues financial, human, intellectual, and technological capital that present the best value for overcoming challenges and seizing opportunities to create career access.

RELEVANCE

CareerSpring invests in solutions that provide the most relevant support for first generation students.

SCALE

CareerSpring is designed to serve more students, while sustaining quality and efficiency.

As we grow, we **increase** 
our impact & financial leverage
while we **decrease** 
our cost per student.

SCALABLE

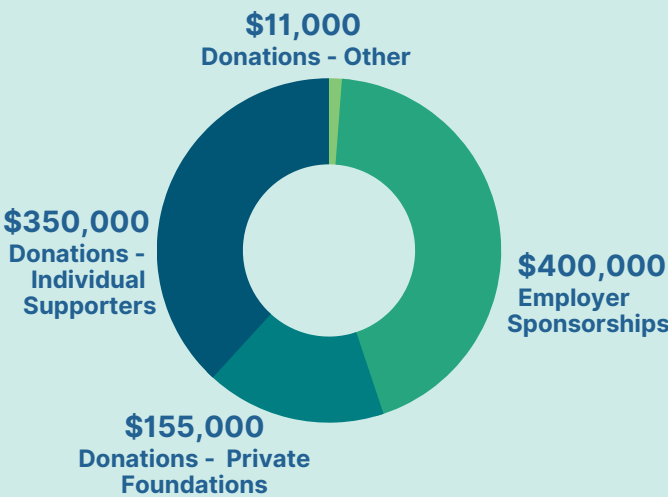
As our operations increase in size, we gain a larger supply of first generation talent which better positions us to meet employers' talent sourcing needs, thus recruit and retain more Employer Sponsors (revenue). Yet, we incur minimal increase in operational costs, given the accessibility of the Platform and the in-kind human and intellectual capital of the Network.

2022: Our Financials

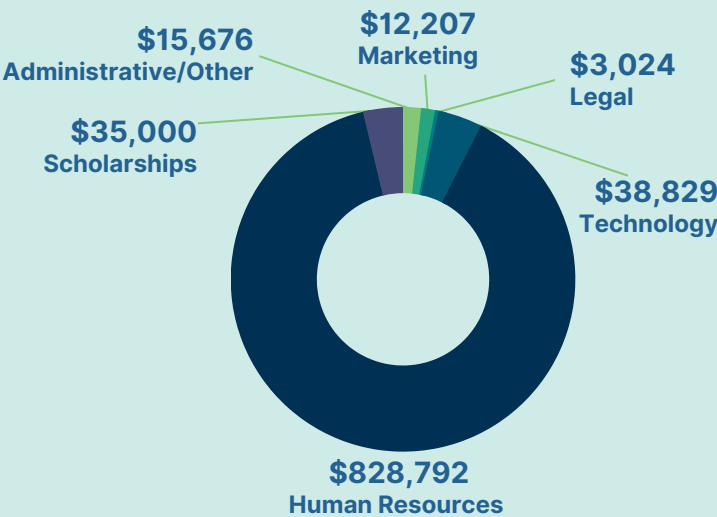
REVENUE & EXPENDITURES

With a sharp focus on acquiring the financial capital, human talent, and technological capacity we need to offer high-quality career access solutions, 2022 proved to be a successful financial year for CareerSpring. Our efforts to secure more philanthropic support from private foundations and individuals yielded over a 300% increase in those combined revenue streams. In addition, with the acquisition of more Employer Sponsors, our sponsorship revenue increased by 20%. Meanwhile, expenditures were carefully managed and entailed predominantly critical investments in human resources to support our operational growth, in addition to the technological maintenance of our online Career Platform. As a result of this financial success, we are better positioned to provide more employers with access to diverse talent, and to secure new employer sponsors in the future. With this sustainable and scalable business model in full swing, we look forward to a future of greater impact on more FGLI students.

TOTAL REVENUE \$916,000



TOTAL EXPENDITURES \$933,529





SPECIAL THANKS

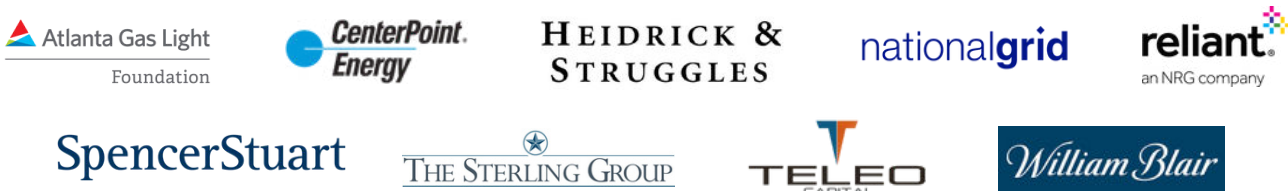
EMPLOYER SPONSORS

*Employer Partners who also provided a minimum of \$5K in charitable financial support

LAUNCH LEADERS - \$50,000+



EMPOWER SPONSORS - \$25,000+



IMPACT SPONSORS - \$10,000+



INSPIRE SPONSORS - UP TO \$5,000



NETWORK PARTNERS

EMPLOYER PARTNERS*

**Employer Partners who also provided up to \$5K of charitable financial support*

Alight	HungerRush*	Ontellus
Audubon Society*	Income Research + Management	PCS Software
Bain & Co	Ingredion	Pierpont Communications
Bank of America	Jebbit	R.L. Harkins
Big Data Energy Services	Kearney	Service King Collision
Cantaloupe Inc.	Kinder Morgan	Surgical Notes
CDW	Liquidity Services	The TZP Group
Elloree Talent	Medline	Texas Pride Disposal
Equity Lifestyle Properties	MERGE	University Federal Credit Union
Equity Residential	Millennium Trust Company	UTHealth
Gen II Fund	Mobius Risk Group	Vitol
Glassdoor	Northern Suburban Special Recreation Association (NSSRA)	X Machina Capital Strategies
Goodway Technologies*		
HUB International		

COLLEGES & UNIVERSITIES

Arrupe College	New Jersey City University	The Catholic University of America
Concordia University Texas	Penn State University – Smeal College of Business	The College of Mount Saint Vincent
Dean College	Pepperdine University	University of Cincinnati
DePaul University	Saint Xavier University	University of Dayton
Elmhurst University	Santa Clara University	University of Houston
Georgetown University – Georgetown Scholars Program	St. Francis College	University of Illinois
Georgia State University	St. Mary's University of San Antonio	University of Miami
Hawaii Pacific University	St. Thomas Aquinas College	University of St. Thomas
Houston Christian University	Stephen F. Austin University	University of Texas at Dallas
National Louis University	Texas A & M University – Commerce	University of Wisconsin
Nyack College		

NETWORK PARTNERS

SECONDARY SCHOOL NETWORKS

Association for the Advancement of
Mexican Americans (AAMA)
Brooke Charter Schools
Brunswick School
Chicago Jesuit Academy

Chinquapin Prep
Collegiate Academies
Coney Island Prep
Cristo Rey Network
Excel Academy Charter Schools

Harmony Public Schools
IDEA Public Schools
KIPP Texas
Noble Charter Schools
Strake Jesuit

COMMUNITY ORGANIZATIONS

100 Black Men of South Metro
Atlanta, Inc.
ACE Scholarships
America Needs You National
American Assoc. of Black Engineers
Ampersand
Beyond Sports
Big Brothers Big Sisters Lone Star
Black Girls Do Engineer
Braven
Breakthrough Houston
CareerWise
Chicago Scholars
Collective Success
College Bound Opportunities
College Possible
Collegiate 100 at Clark Atlanta Univ.
Communities in Schools-Chicago
Computer Science for All (CS4ALL)
CyberTexas Foundation
Daniel Murphy Scholarship Fund
DiscoverU
Dream
East Palo Alto Academy Foundation
Elevate New York

EMERGE
Evanston Scholars
FLIP National
Fulfillment Fund
Future Map
Genesys Works
Gradulet
Green Halo Scholars
Guadalupe Center
Hellenistic American Neighborhood
Action Committee
High Jump
Hope Chicago
Horizons for Youth
I Have a Dream Foundation
Milwaukee
Ladder Up
Mercy Home for Boys and Girls
Metropolitan Golf Association
Michigan Hispanic Collaborative
Momentum Education
Nat'l Partnership for Education
Access
Next Gen Talent
Oakland Promise

OneGoal
Origami Works Foundation
POE Scholarships
Progressive Pipeline
Project GRAD
Reach at Regis High School
Rise Together Education
Schuler Scholar Program
Sixup
TA98
TechPACT
The Academy Group
The Creative College Journey
The GANAS Network
The Long Island Caddie
Scholarship Fund
The TEAK Fellowship
The Westchester Caddie
Scholarship Fund
The Woods Project
United for College Success
Urban Alliance
Waukegan to College
Year Up
Yleana Leadership Foundation

OUR PHILANTHROPIC SUPPORTERS

EMPLOYER SPONSORS

Listed on page 23

PRIVATE FOUNDATIONS & MAJOR DONORS

AITEC Gives Back
Deloitte Foundation
The Brown Foundation
The Highland Street Foundation
Mr. John Oshea
The Lynch Foundation
Paul & Joy Posoli
The Powell Foundation

INDIVIDUAL SUPPORTERS

Stephanie Arias & Dominique McKoy
Rebecca Bendel
Rachel Bishop
Matthew Cannata
Bill Cartwright
Gregory Colegrove
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2022 CareerSpring Network

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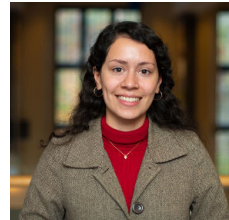
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THANK YOU

*Here's to another year of lifting up the
next generation of talent.*