Each logo has a specific spatial relationship between the mark and type. These proportions should never be altered. In this case the “x” serves as the unit of measurement between each element.

Do not attempt to recreate any of the marks that are displayed on this page.
THE PROBLEM
Only 25% of about 1.2 million low-income or first-generation college enrollees each year will attain a strong first job or enter graduate school. That’s almost one million students every single year who aren’t on a path to the American Dream.

OUR VISION
The next generation of leaders will emerge from everywhere.

OUR MISSION
Braven empowers promising college students with the skills, confidence, experiences, and networks necessary to transition from college to strong first jobs, which lead to meaningful careers and lives of impact.

WHAT DOES THIS REPORT COVER?
THERE ARE FIVE CORE QUESTIONS WE USE TO ASSESS OUR IMPACT

- Are Braven Fellows getting jobs that put them on the path to the American Dream?  
- Are we impacting more students and maintaining program quality?  
- Is Braven supporting Fellows on the path to college completion and internships?  
- Are Braven Fellows developing the soft skills and networks needed for success?  
- Are we building employer and university partnerships with true shared value?
THE BRAVEN MODEL

In partnership with universities and employers, Braven offers a two-part experience that empowers promising underrepresented young people—first-generation college students, students receiving Pell grants, and/or students of color—on their paths to launching successfully into the modern economy.

EMBEDDED IN HIGHER EDUCATION

1 SEMESTER COURSE

- Online Content
- Coaches & Cohorts

UNTIL GRADUATION

- 1:1 Mentoring
- Networking
- Career Fluency Experiences

VOLUNTEERS & EVENTS

L&D FOR EMPLOYEES

INTERNSHIPS & JOBS

JOB-READY DIVERSE TALENT

Prudential, salesforce, LinkedIn, UBS, Deloitte, Adobe, audible
ARE BRAVEN FELLOWS GETTING JOBS THAT PUT THEM ON THE PATH TO THE AMERICAN DREAM?

We define our ultimate success by one key metric: Fellows graduate from college and secure a strong full-time job or enroll in graduate school, putting them on a path of choice and economic opportunity.

STRONG JOB ATTAINMENT

Collectively, our 300 graduates between 2016-2018 have outpaced their peers nationally in strong job attainment by 23 percentage points (69% vs 46%) within six months of graduation.

<table>
<thead>
<tr>
<th>Braven Fellows after 6 Months</th>
<th>69%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black &amp; Latinx Students from Public Universities after 6 months¹</td>
<td>46%</td>
</tr>
<tr>
<td>National Avg. for All Students after 6 months¹</td>
<td>54%</td>
</tr>
</tbody>
</table>

+23 PERCENTAGE POINTS

WHAT WE’RE LEARNING

For our over 300 graduates who are already in the workforce:

- **48%** are outearning parents in first job out of college. By comparison, by age 30, Americans have only a 50-50 shot of out earning their parents.²

- **48%** have received a promotion since entering the workforce.

- **75%** are able to save money in their savings account with their current earnings. This is a significant improvement over the national average: 41% of millennials age 25-34 have $0 saved in their savings account.³

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¹ National estimates based on data from NACE’s First Destination Survey, Strada & Burning Glass Technologies’ report: The Permanent Detour—Underemployment’s Long-Term Effects on the Careers of College Grads, and underemployment research from the NY Federal Reserve.
² The Fading American Dream: Trends in Absolute Income Mobility Since 1940.
ARE BRAVEN FELLOWS GETTING JOBS THAT PUT THEM ON THE PATH TO THE AMERICAN DREAM?

THE CLASS OF 2019

370 Braven Fellows just graduated, and over the next six months, we’ll be supporting them as they launch their careers. They join 305 Braven college graduates between 2016-2018.

MOST POPULAR MAJORS

Finance • Psychology • Business Management and Administration
Criminal Justice • Sociology • Management Information Systems
Accounting • Communications • Marketing • Supply Chain Management

VIVIANA’S PATH TO SHISEIDO

Fall 2015 — Start at Rutgers - Newark
Spring 2017 — Braven Fellow
May 2017 — Study Abroad Experience, Tanzania
Fall 2017 — Operations Intern, Braven
Summer 2018 — Franchise Integration Co-Op, Johnson & Johnson
Spring 2019 — Graduate Rutgers - Newark
Post - Graduate Job — External Operations Planner, Shiseido
ARE WE IMPACTING MORE STUDENTS AND MAINTAINING PROGRAM QUALITY?

In Spring 2014, Braven launched a pilot at San José State University (SJSU) with 17 students. Today, Braven works across three campuses - SJSU, Rutgers University-Newark, and National Louis University in Chicago - and is empowering 1600 Fellows on the path to the American Dream.

By the 2021-2022 school year, Braven will work with more than 2000 new Fellows annually and have more than 2100 graduates in the workforce.

OUR GROWING COMMUNITY

Our growing community includes Fellows, Post-Accelerator Fellows On Campus, and Graduates.

Fellows 17 0 0 42 16 0 71
Post-Accelerator Fellows On Campus 0 0 156 54 20 390 176
Graduates 0 0 20 0 182 79 564

OUR DEMOGRAPHICS

- 94% of Fellows identify with at least one of the above.

<table>
<thead>
<tr>
<th>Identity</th>
<th>2018-2019 Fellows Who Identify As</th>
</tr>
</thead>
<tbody>
<tr>
<td>People of Color</td>
<td>90%</td>
</tr>
<tr>
<td>First Generation College Students</td>
<td>55%</td>
</tr>
<tr>
<td>Coming from a Low Income Background</td>
<td>62%</td>
</tr>
</tbody>
</table>

- 2% American Indian or Alaska Native
- 26% Asian American
- 23% Black or African American
- 36% Hispanic or Latinx
- 2% Native Hawaiian or Other Pacific Islander
- 12% White

*Students may claim more than one identity.
Fellow Satisfaction
Most Valuable Experience 73%
Percentage of 2018-2019 Fellows who agree or strongly agree that Braven was one of the most valuable personal or professional development experiences they’ve ever had.

Career Readiness
Average level of content mastery 88%
Course content is tied to five key professional competencies that employers look for in candidates. Fellows’ grades reflect their level of mastery of these competencies.

Braven helped me land the career of my dreams by providing me with such a strong, deep professional network. Through Braven, Fellows like me are provided first-hand access to professionals, allowing us to develop strong, one-on-one relationships that can potentially pave the way for future internship or job opportunities. Networking is key!
IS BRAVEN SUPPORTING FELLOWS ON THE PATH TO COLLEGE COMPLETION AND INTERNSHIPS?

COLLEGE COMPLETION
Nationally, only 6 in 10 young people who start college finish within 6 years.¹ Fellows, who typically join us during sophomore or junior year, are persisting at inspiring rates.

95% BRAVEN FELLOWS WHO ARE PERSISTING IN OR HAVE GRADUATED FROM COLLEGE.

INTERNSHIPS
For college students, internships serve as critical proof points of experience and open professional doors.

Compared with peers nationally, our 300 college graduates already in the workforce were 22 PERCENTAGE POINTS more likely to have at least one internship during college.

Braven College Graduates 71%

All First-Generation Graduating Seniors at Larger State School² 49% +22

¹ National Center for Education Statistics
² 2016 NACE Student Survey (custom cut)
ARE BRAVEN FELLOWS DEVELOPING THE SOFT SKILLS AND NETWORKS NEEDED FOR SUCCESS?

In the 2018-2019 school year, more than 550 Professionals committed nearly 10,000 hours as Leadership Coaches, Mock Interviewers, or Professional Mentors, directly expanding our Fellows’ networks.

2018–2019 BRAVEN VOLUNTEERS

90 Leadership Coaches
105 Professional Mentors
364 Mock Interviewers

9 OUT OF 10 FELLOWS AGREED THAT

“I feel part of a larger BRAVEN community of fellows, alumni, and supporters.”

LEADERSHIP COACHES AGREED THAT THEY WOULD BE LIKELY TO HIRE 5 OUT OF 6 FELLOWS INTO AN ENTRY-LEVEL ROLE, IF ONE WAS AVAILABLE.

“My cohort of Fellows are able to put their soft skills to the test through engaging in mock interviews and Capstone Challenge in the course. Additionally, they expand their networks as they reach out to people for interviews throughout the semester. While these may seem like small steps, they continue to build off of each other to make greater impact on their development.”
ARE WE BUILDING EMPLOYER PARTNERSHIPS WITH SHARED VALUE?

Our partnerships with employers provide business value while opening doors to the American Dream.

FELLOWS

Fellows emerge from Braven with the skills, confidence, experiences and networks they need to get and thrive in a strong first job.

EMPLOYER PARTNERS

Employer partners get top-notch learning & development, opportunities to launch students’ careers, and access to diverse talent.

“BEING A BRAVEN LEADERSHIP COACH WAS THE MOST REWARDING VOLUNTEER EXPERIENCE I’VE EVER HAD.”

88% AGREE

Melissa Platt
Associate Managing Director, Commercial Banking Training Specialist, CIBC
Leadership Coach, Braven

BRAVEN MANAGEMENT RESIDENCY

This spring, we piloted the Braven Management Residency, which provides high-potential professionals in the Leadership Coach role with an opportunity to vault their career while giving back.

RESIDENCY LEARNING CYCLE

Practice high stakes leadership by motivating a team of diverse college students as they take their first professional steps

Adjust tactics based on 360 feedback and coaching from an executive sponsor

Reflect on hands-on learning experiences and the impact it has on personal and professional growth

Learn at three transformative, interactive webinars with management coaches from The Management Center

LEARN

REFLECT

PRACTICE

ADJUST

Braven has affirmed for me the power of leadership and mentorship. Being a Leadership Coach has developed skills that I can use in all facets of life.”
ARE WE BUILDING UNIVERSITY PARTNERSHIPS WITH SHARED VALUE?

This past year, Dr. Sue Farruggia at the University of Illinois at Chicago compiled an implementation report that explored the partnership between San José State University and Braven. The report uncovered three major ways Braven provides value:

MAJOR THEMES

MISSION ALIGNMENT
- Braven & SJSU have a shared desire to:
  - Diversify the workforce
  - Support first-generation college students
  - Create the opportunity for social mobility

FEASIBILITY & EFFICIENCY
- In a resource-constrained environment, Braven offered a:
  - High-quality curriculum
  - Established program

IMPROVED STUDENT OUTCOMES
- Braven supported SJSU’s student outcomes in three important areas:
  - Gaining professional skills
  - Obtaining internships
  - Increasing retention and graduation
THANK YOU

SUPPORTERS (10K+)

Amy Abrams
Anonymous
Angela Duckworth
Arthur Rock
Bill & Melinda Gates Foundation
Bloomberg Philanthropies
Chan Zuckerberg Initiative
Cleveland Avenue Foundation for Education
Crown Family Philanthropies
David & Lucile Packard Foundation
Edna McConnell Clark Foundation
Federal Home Loan Bank Association
Franklin & Catherine Johnson Foundation
Finnegan Family Foundation
Greg Gunn & Lissette Nieves
John & Wendy Cozzi
John P. & Anne Welsh McNulty Foundation
Kaplan Family Foundation
Leslie Family Foundation
Margoes Foundation
New Profit
Osa Foundation
Paul M. Angell Foundation
Paula Sneed & Lawrence Bass
Peery Foundation
Prosper Road Foundation
Richard Braddock
Rick Witmer
Rika Yoshida Mansueto
Sarah Peter
Siragusa Family Foundation
Sobrado Family Foundation
Stupski Foundation
Square One Foundation
Strada Education
Susan & Thomas Dunn
The Charles & Lynn Schusterman Family Foundation
Trimble Family Foundation
Victoria Foundation
Westly Foundation

EMployer PARTNERS

ANCHOR:
LinkedIn
Prudential Financial
Salesforce

KEYSTONE:
Charles Schwab
CME Group

INNOVATION:
Adobe
Audible
ADP
Binc
CIBC
Deloitte
FactSet
IBM
KCI Technologies
Teach For America
UBS

IMPACT:
AeroFarms
Braintree
Cisco
City of Newark Mayor's Office
Cloudera
CollegeBoard
Credit Karma
Facebook
Goldberg Segalla
Google
Horizon BCBS
Kindle Communications
KIPP
KraftHeinz
Loop Capital
Mesirow Financial
Newark Venture Partners
Northern Trust
Northwestern Medicine
OneGoal
Panasonic
Princeton Group
Publicis
Ripcord
Sutter Health
Sprout Social
Uncommon Schools
WBGO
Zoom

UNIVERSITY PARTNERS

National Louis University
Rutgers University - Newark
San José State University