In collaboration with our partners, we’re proving what’s possible when you empower the next generation of leaders with the skills, networks, experiences, and confidence necessary to launch a strong career.

A decade of impact and a future of opportunity for the next generation of leaders
In 2013, Braven started out as a pilot with 17 students, and by the end of June 2024, we’ll have served close to 10,000 Fellows at eight innovative colleges and universities nationwide and through BravenX.

A decade in, we’ve had the privilege of working with thousands of incredibly talented, diverse undergraduate students who continue to overcome challenges on their way to career and lifetime success. In this report, we highlight their stories as we dive into two questions that assess Braven’s impact:

1. **Are Braven Fellows getting strong jobs that put them on the path to the American promise?**

2. **Is Braven supporting Fellows on the path to internships and college completion?**
1.4 million students

400k

1 million

GRADUATE AND SECURE A STRONG JOB OR ENTER GRAD SCHOOL

ARE NOT ON THE PATH TO THE AMERICAN PROMISE

Only about 30% of 1.4 million low-income or first-generation college students who enroll in college each year will graduate and secure a strong first job or enter graduate school. That’s more than one million students every single year who aren’t on the path to the American promise.

Why Our Work Matters

Statistics based on data from the National Center for Education Statistics (UCBE, August and NISCE, 2019-290), National Student Clearinghouse Research Center’s Transfer & Progress report (Fall 2022), and Third Way’s “The Pell Divide: How Four-Year Institutions are Failing Low- and Moderate-Income Students” (2018).
Mission

Braven empowers promising underrepresented college students with the skills, confidence, experiences, and networks necessary to transition from college to strong economic opportunities, which lead to meaningful careers and lives of impact.

Vision

The next generation of leaders will emerge from everywhere.

“Before becoming a Braven Fellow, I struggled with imposter syndrome. My Braven experience taught me the importance of adopting a growth mindset and striving to learn more about myself and better understand my career goals and values.”
Braven empowers promising underrepresented college students on their paths to quality economic opportunities through a semester-long, cohort-based course, which was designed with significant input from our higher education partners and their faculty, and a post-course experience that lasts 6 months post college graduation.

In our core higher education model, students take the course for credit. Students who come through BravenX via college success organizations receive a financial stipend in lieu of credit.
Joining the Chicago community
Braven secured our first college partnership in Chicago. National Louis University (NLU) began offering the Braven Accelerator for credit in January of 2018.
- 47 Braven Fellows completed first NLU credit-bearing course

Celebrating 10 Years

Aimée Eubanks Davis started Braven—then called Beyond Z—with four pilot programs, three with K-12 students and one with college students.
- 4 pilot programs
- 60 college students
- 3 college campuses

First time offering course credit
Braven and SJSU formalized our partnership and launched Braven’s Accelerator as a credit-bearing course for the first time. That same fall, Braven started working on the East Coast and launched at Rutgers University-Newark.
- 28 Rutgers-Newark college students participated in the Accelerator

Joining the Delaware community
Braven launched its eighth site at Delaware State University (DSU) in January 2024, our second partnership with an HBCU (and first with a public HBCU).

Chicago State Partnership via BravenX Launches
In Fall 2021, Braven kicked off its partnership with Chicago State University via BravenX, serving 29 Fellows.
- 275 Fellows complete first City College of New York course

Growing within the CUNY System
City College of New York (CCNY) and Braven build a formal partnership.
- 275 Fellows complete first City College of New York course

Many firsts at two new sites
Braven launched our fifth site in Atlanta at Spelman College, our first HBCU. That same year Braven partnered with Northern Illinois University (NIU) to offer our first intentionally fully-virtual course.
- 827 Fellows complete Spelman course during the first year
- 159 Fellows complete NIU virtual course

Setting up shop in the Big Apple
Braven launched our fourth site at Lehman College (part of the City University of New York system) in January 2020.
- 110 Fellows complete first Lehman College course

Our first school partner
The initial college pilot was led by 3 female deans who led the partnership from San Jose State University’s (SJSU) end. In the fall of 2014 and spring of 2015, SJSU offered a second pilot on their campus for SJSU students alone, and 38 participated.
- 38 SJSU students participated in second pilot on campus

The launch of BravenX
In response to growing demand from college success organizations, we launched the BravenX pilot.
- 100+ Braven Fellows participated in BravenX

It’s official!
Aimée Eubanks Davis started Braven—then called Beyond Z—with four pilot programs, three with K-12 students and one with college students.
- 4 pilot programs
- 60 college students
- 3 college campuses

2013
2014
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024

2018
2019

2015
2014
2016
2017

2022
2023
2024

10,000 Fellows served by end of June 2024

2014
2015
2016
2017
2018
2019
2020
2021
2022
2023
2024

BRAVEN / 2024 Jobs Report / Introduction

2018
2019
2020
2021
2022
2023
2024
Are Braven Fellows getting quality economic opportunities that put them on the path to the American promise?
**A College Degree: Still the Surest Path to Economic Mobility**

### Lifelong Financial Benefits for College Graduates

The difference in financial trajectory between college and high school graduates is clear: The average income of a college graduate is $73,300 compared to $44,300 of a high school graduate. By their 30s, people who went to college, whether at public or private schools, have earned back what they spent on education, and their cumulative earnings have started to surpass those of high school graduates.

### Better Employment Outcomes for Recent College Graduates

Recent college graduates have lower unemployment rates than their peers without a degree. This has been true for every month since 1990, including over six recessions. This significant and persistent difference highlights the protective effect of a college degree on a young person’s ability to secure employment in competitive job markets.

### College Graduates Earn Almost Twice the Median Income of High School Graduates

- **Bachelor’s Degree Median Income:** $73,300
- **Cumulative Earnings of College Graduates:** $30,300
- **High School Diploma Median Income:** $44,300
- **Breakeven Age:** 30

### College Degree Holders Have a Higher Chance of Earning More

- **Percentage of Individuals with a Bachelor’s Degree Ages 35-44 That Earned Over $100,000 A Year:** 35%
- **Percentage of Individuals with a High School Diploma Ages 35-44 That Earned Over $100,000 A Year:** 7%

---

1. Source: College Board’s “College Board’s ‘College Board’s Education Pays 2023’ report, part of Trends in Higher Education Series. Accessed 11/21/23 from https://research.collegeboard.org/trends/education-pays. This resource provides comprehensive insights into the economic benefits of higher education, documenting variations in earnings, employment patterns, and other societal impacts relative to educational attainment.
2. Breakeven age of graduates paying the net price of college and averaging 4 years of study at public or private schools.
3. Source: U.S. Census Bureau, Current Population Survey, Annual Social and Economic Supplement, 2022. Calculations by Jennifer Ma and Matea Pender. Note: The data represents the earnings distribution of all high school graduates surveyed ages 35-44 by education level in 2021. Percentages may not sum to 100 due to rounding. This chart highlights that earnings generally increase with higher education attainment, though variations exist within each level of education.
More Jobs Will Require at Least a Bachelor’s Degree by 2031

Bachelor’s degrees and the foundational skills they teach are predicted to have even greater value in the future. Between 2021 and 2031, there will be 7.2 million annual job openings requiring a bachelor’s degree or higher, compared to just 5.6 million annual job openings for workers with a high school diploma or less.

Industries with the Highest Number of Annualized Job Openings Requiring a Bachelor’s Degree or Higher Through 2031

<table>
<thead>
<tr>
<th>Industry</th>
<th>Annual Job Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare Services</td>
<td>1.4 million</td>
</tr>
<tr>
<td>Government and Public Education Services</td>
<td>1.1 million</td>
</tr>
<tr>
<td>Wholesale and Retail Trade Services</td>
<td>919,000</td>
</tr>
<tr>
<td>Professional and Business Services</td>
<td>911,000</td>
</tr>
</tbody>
</table>

Note: Before 1992, the education variable in the Current Population Survey was identified as years of schooling. We are therefore unable to differentiate between "some college or associate" and "bachelor’s degree" in those years.
In 2023, 777 Braven Fellows earned a bachelor’s degree. This new class is outpacing their peers nationally in quality opportunity attainment by 17 percentage points (60% vs 43%) within six months of graduation.

60% of Braven Fellows earn a bachelor’s degree within six months of graduation, compared to 43% of all graduates from four-year public institutions. That’s a +17 percentage point difference.

People of Color

- 21% Black
- 25% AAPI
- 34% Latinx/a/o

- 85% People of Color
- 65% Students from low-income backgrounds
- 58% First-generation college students

SIX MONTHS AFTER GRADUATION

BRAVEN CLASS OF 2023 DEMOGRAPHICS

SPRING 2022 FELLOW
Jason Tran
Data Analyst, BayOptiks
Photo: Joe Mazza Photography (San Francisco, CA)

We have jobs data for 81% of FY23 graduates from our core network of higher education partners. National and state-level estimates are based on data from the National Association of Colleges and Employers (NACE) and includes non-graduates and underemployment research from the Federal Reserve Bank of New York.

Includes students who identify as any non-White race or ethnicity and/or as a person of color.
In 2023, 777 Braven Fellows graduated from college. 89% are employed or enrolled in graduate school, and 83% secured quality or pathway roles or enrolled in graduate school.

The Strength of Roles that Braven 2023 Graduates Secured

In 2023, 777 Braven Fellows graduated from college. 89% are employed or enrolled in graduate school, and 83% secured quality or pathway roles or enrolled in graduate school.

2023 Braven Graduates

<table>
<thead>
<tr>
<th>Quality Roles or Graduate School</th>
<th>Pathway Roles</th>
<th>Non-Quality Roles</th>
<th>Unemployed</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>25%</td>
<td>6%</td>
<td>11%</td>
</tr>
</tbody>
</table>

2022 Peer Graduates of Four-Year Public Colleges and Universities

<table>
<thead>
<tr>
<th>Quality Roles or Graduate School</th>
<th>Pathway or Non-Quality Roles</th>
<th>Unemployed</th>
</tr>
</thead>
<tbody>
<tr>
<td>43%</td>
<td>38%</td>
<td>19%</td>
</tr>
</tbody>
</table>

**HOW WE DEFINE QUALITY ECONOMIC OPPORTUNITIES**

Quality role: a full-time role that requires a bachelor’s degree and includes some combination of promotion pathways, employee benefits, and a market-competitive starting salary or enrollment in graduate school.

Pathway role: a role that does not require a bachelor’s degree but helps students’ financial sustainability, is aligned with career interests, and will likely lead to more career-accelerating possibilities through skill development.

Non-quality role: a role that does not require a bachelor’s degree, offers limited runway to additional career-accelerating opportunities, and is not aligned with students’ career interests.

**How we define Quality Economic Opportunities**

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**National benchmark estimates are based on data from NACE’s 2022 First Destination Survey (publicly available and custom cut data) and underemployment research from the Federal Reserve Bank of New York.**

**SPRING 2022 FELLOW**

Melanie Montesdeoca
Administrative Assistant, New York Disaster Interfaith Services (Pathway role)

Photo: Joshua Christie | Purpose Portraits
Braven Fellows on a Thriving Path in Today’s Economy

When students’ access to information capital and networks is strengthened and they have the opportunity to practice professional skills, the American promise is attainable within semesters. 76% of Braven graduates nationally are already outearning their parents at the same age in their first job out of college. 76% of Braven graduates nationally are already outearning their parents at the same age in their first job out of college. By comparison, by age 30, Americans have a 50-50 shot of outearning their parents.

12 Inclusive of Braven graduates from 2020-2023 based on self-reported responses to the question, “In your current role, do you earn more than either of your parents did when they were your age?”


MOST POPULAR INDUSTRIES FOR BRAVEN FELLOWS

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health</td>
<td>15%</td>
</tr>
<tr>
<td>Technology</td>
<td>10%</td>
</tr>
<tr>
<td>Education</td>
<td>10%</td>
</tr>
<tr>
<td>Non-Profit</td>
<td>10%</td>
</tr>
<tr>
<td>Banking &amp; Finance</td>
<td>7%</td>
</tr>
</tbody>
</table>

FALL 2022 FELLOW
Rosa (Rosalinda) Yco
California State University - East Bay
Graduate Student Pursuing Master of Social Work
Photo: Joe Mazza Photography (San Francisco, CA)
“Braven’s impact has been incredible. My interview confidence has grown tremendously through mock sessions, revealing critical insights into the professional landscape. I’ve learned to hone my resume and become a more effective networker. Beyond preparing me for success, Braven fosters a supportive community, making them an invaluable partner in my career journey.”

Building Career Wealth & Health

A high quality first job helps individuals build long-term wealth and health. Braven defines a strong first job as one that requires a bachelor’s degree and is full-time, as well as includes some combination of promotion pathways, employee benefits, and a market-competitive starting salary.

This year, Braven is changing its salary benchmark to the American Community Survey, the leading source of information on America’s population updated annually by the U.S. Census. We are using the survey’s most recently released data set for recent college graduates who were employed in 2022, creating comparisons with both college graduates who worked in any capacity and college graduates who worked full-time.

After just six months post-graduation, Braven graduates are earning above the national average salary of all early career college graduates.

Compared to a national average of $42,569 of recent college graduates aged 23-24 who were employed in 2022.

Compared to a national average of $50,122 of recent college graduates aged 23-24 who worked full-time in 2022.

<table>
<thead>
<tr>
<th>Of Recent Braven Graduates</th>
<th>Of Recent Braven Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>69%</td>
<td>83%</td>
</tr>
</tbody>
</table>

69% Of recent Braven graduates are in roles aligned with their long-term career interests.

83% Of recent Braven graduates have a job with employer-provided benefits.

Mean salary of employed FY23 Braven graduates in the first 6 months after college graduation

$55,174

Mean salary of full-time employed FY23 Braven graduates in the first 6 months after college graduation

$57,667

+12.6k

+$7.5k

Mean salary of full-time employed FY23 Braven graduates in the first 6 months after college graduation

OF RECENT BRAVEN GRADUATES ARE IN ROLES ALIGNED WITH THEIR LONG-TERM CAREER INTERESTS

OF RECENT BRAVEN GRADUATES HAVE A JOB WITH EMPLOYER-PROVIDED BENEFITS

Includes graduates of Braven’s core model sites and includes salary information of all quality, pathway, and non-quality jobs. Data collected from Braven Fellow surveys and online searches based on role and experience level.

2022 American Community Survey by the U.S. Census Bureau. Data filtered by age (AGEP 23-24), income (PINCP >$1), hours worked (WKHP >0), employment status (ESR Civilian employed, at work), and educational attainment (SCHL Bachelor’s degree). Adjusted for inflation to 2023 dollars using the 2022-2023 BLS ECI and ADJINC factor required by data.census.gov/mdat.

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Edil’s Journey

With Lehman College and Braven’s support, and the help of Deloitte’s commitment to recruiting diverse candidates, Edil Abreu got the career foundations that enabled him to bring his strong academic experience to life and get on a path to the American promise.

Networks

- Paired with Leadership Coach Monica Chan, Assistant Professor at Pratt Institute, who provided him with 60+ hours of mentorship

Skills

- The Braven experience equipped Edil with 5 key career competencies:
  - Self-driven leadership
  - Working in teams
  - Problem solving
  - Networking and communicating
  - Operating and managing

Experiences

- Following completion of the Braven course, Edil successfully secured multiple high-quality internships at two Big Four accounting firms in New York City.

Confidence

- “Braven played a crucial role in preparing me for a successful internship by offering incredible Learning Labs during which we covered essential topics like networking, LinkedIn, resume modules, and more.”

Career-Ready College Graduate

Paired with Leadership Coach Monica Chan, Assistant Professor at Pratt Institute, who provided him with 60+ hours of mentorship.
Question 2a

Is Braven supporting Fellows to secure internships?
Disparities in Access and Completion of Internships

In an extensive literature review of 13 career readiness interventions, the Harvard Project on Workforce found that internships were the most effective intervention in terms of research-based evidence and implementation. But across socioeconomic lines of difference, there are inequities in internship attainment and paid internship attainment. Whether an internship is paid and how much it is paid are important factors because paid internships lead to more full-time job offers and higher starting pay. In a recent national survey by Gallup, 20% of students said they could not afford to have an internship because they needed to work for pay or make more money in a better-paying job.

National Data Shows First-Generation Students are Less Likely to Participate in Internships

First-year first-generation college students who INTEND to complete an internship during their college experience

Senior-year first-generation college students who ACTUALLY participated or are participating in an internship during their college experience

<table>
<thead>
<tr>
<th>Pell Grant Recipients and First-Generation Students are Less Likely to Participate in Paid Internships*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pell Grant Recipients</td>
</tr>
<tr>
<td>54%</td>
</tr>
</tbody>
</table>

*Sources:
Encouraging Levels of Internship Attainment for Braven Fellows

For college students, internships serve as critical proof points of experience that open professional doors. Compared with graduates nationally, Braven 2023 graduates were 23 percentage points more likely to have at least one internship during their college experience.

**Likelihood of at Least One Internship During College**

<table>
<thead>
<tr>
<th></th>
<th>Braven 2023 Graduates</th>
<th>National 2022 Graduates of Color</th>
<th>National 2022 Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>64%</strong></td>
<td></td>
<td><strong>41%</strong></td>
<td><strong>48%</strong></td>
</tr>
</tbody>
</table>

Source: Braven Fellows internship data was available for 89% of the class of 2023 from Braven’s core programs and was sourced from self-reported surveys and LinkedIn profiles.

Question 2b

Is Braven supporting Fellows on the path to college completion?
Undergraduate Enrollment Starting to Recover

Undergraduate Enrollment by Institution Type and Year

<table>
<thead>
<tr>
<th>Institution Type and Year</th>
<th>2022</th>
<th>2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>HBCU</td>
<td>6.0%</td>
<td>8.0%</td>
</tr>
</tbody>
</table>
| Increase in Associate Degree Demand

HBCU Enrollment Rises

Increase in students pursuing associate degrees, which is a critical pipeline for 4-year colleges and universities, in Fall 2023 compared to Fall 2022

Source: National Student Clearinghouse Research Center’s Spring 2023 Enroll Trends Enrollment Estimates
“I am profoundly grateful for the transformative experience I gained through Braven. The lessons learned in mock interviews, career planning sessions, and resume building workshops have instilled in me the skills and confidence to step into the real world with a clear vision and purpose. I am excited to leverage these newfound strengths and embark on a fulfilling career journey.”

Encouraging Levels of Persistence & Graduation

Nationally, only about 7 in 10 of Braven Fellows’ peers graduate college on time. Fellows, who typically join us during their sophomore or junior year, are persisting and graduating at encouraging rates.

Braven Fellows have achieved a 91% six-year on-time graduation rate.¹

¹ Implied 6-year graduation rate for Black and Latinx students who persisted from freshman to sophomore year at four-year public institutions. Sources: U.S. Department of Education, National Center for Education Statistics, Digest of Education Statistics, 2021 release of Tables 326.10, 326.30, and 306.50
² Six-year graduation data of Braven Fellows who enrolled as first-time freshmen at San José State University, Rutgers University-Newark, and Lehman College, not including those who took Braven as seniors

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Higher Education & Employer Partners

Supporters ($10k+)

A Better Chicago Fund, a Fund of the Robert R. McCormick Foundation
Abrams Foundation
Anonymous x10
Arlin Wang
Arrow Impact
Arthur & Toni Rembe Rock
Association for a Better New York (ABNY)
Barbary Foundation
Batty and Davis Fitzgerald Foundation
Bloomberg Philanthropies
Campus Corporation of New York
Carroll and Milton Petrie Foundation
Charlebois and Shal櫻 Foundation
Charles and Lynn Schusterman Family Philanthropies
Charles Ashley Lewis & Penny Bender Sebring
Charter School Growth Fund
Cleveland Avenue Foundation for Education
Community Foundation of Greater Atlanta
Cronin Foundation
Crown Family Philanthropies
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Dixiee Foundation
ECCH Foundation
Ed Foundation
Elkman Family Foundation
Franklin and Catherine Johnson Foundation
Grace & Steve Aronchick
Gray Foundation
Greenbriar Family Foundation
Heartland Forward
Howard F. Goldhill Family Foundation
James and June Swartz
James Eli
Jeffrey L. and Shari L. Aronson Foundation
John & Wendy Cozzie
John and Kathleen Schreiber Foundation
Kelly & Thom Mannard
John and Kathleen Schreiber Foundation
Kirkland & Ellis
Kleinman Communications
Krug & Edis
Marc Jacobs
McKayney & Company
McMaster Cay
Menlo-Atherton Chamber
Mount Sinai Medical Center
Mullanigare
Newark Venture Partners
Progressive Pipeline
SaverLife
Tiole Search
Union Bank
Wells Fargo
Young Community Developers

Higher Education Partners

City College of New York – CUNY
Delaware State University
Lebanon College – CUNY
National Louis University
Northern Illinois University
Rutgers University - Newark
San José State University
Spearman College

BrazenX Partners

Achieve Atlanta
Ascend Public Schools
Charter School Growth Fund
Chicago Scholars
Chicago State University
City Year
Coney Island Prep
Corcoran College Scholars
Coral Academy of Science
Cooperman College Scholars
Coney Island Prep
City Year
Chicago State University
Chicago Scholars
Charter School Growth Fund
Achieve Atlanta
BravenX Partners

Anonymous
Adobe
($100k+ and programmatic support)
Salesforce
Prudential Financial
($10k+ and programmatic support)

NBA Foundation
Morgan Stanley
LinkedIn
($10k+ and/or programmatic support)

Blackbaud
Berkshire Hathaway Specialty Insurance
($250k+ and programmatic support)

Gensler
($5k+ and/or programmatic support)

Okta
Peery Foundation
Paul M. Angell Family Foundation
Osa Foundation
New Profit, Inc.
Mr. & Mrs. Richard Witmer, Jr.
MR Macgill
Michelle Boyers
Michael and Susan Dell Foundation
Marc and Jeanne Malnati Family Foundation
Mansueto Foundation
M&T Weiner Foundation
Lisa & Joseph Amato
Lindmor Fund
Linda & Brian Sterling
Lingwood Foundation
Lisa & Joseph Amato
Lodgor Wood Foundation
M&T Weiner Foundation
Mannato Foundation
Marc and Jeanne Mahaffit Family Foundation
Michael and Susan Dell Foundation
Michelle Boyers
MB Macgill
MI & MR Richard Wittmer, Jr.
New Profit, Inc.
Old National Bank
($10k+ and programmatic support)

Charles Schwab Bank
Horizon Blue Cross Blue Shield of New Jersey
IPG Health
MEMX
Neuberger Berman
Pathward
PEAK
PierceGray
Qqa
Rakuten International
WBFS Bank

Anchor
($10k+ and programmatic support)

Adobe
Anonymous
Clayton, Dubilier & Rice
Cognizant US Foundation
Citigroup Chase
Northern Trust
Synchrony
UBS

 erst Appearance
Wells Fargo
United Airlines
Taco Bell Foundation
Stanley Black & Decker
PwC
Old National Bank
M&T Bank
CME Group Foundation
CIBC Bank USA
Cerberus Capital Management
Brooks Brothers & The Golden Triangle
Blackbaud
Atlassian
Berkshire Hathaway Specialty Insurance
Berkshire Hathaway Specialty Insurance
Atlassian
Blizzard
Brock Brothers & The Golden Triangle
Tewete Foundation
Cerberus Capital Management
CSC Bank USA
CMS Group Foundation
MTB Bank
Old National Bank
Pandora
PNC
Stanley Black & Decker
Two Bell Foundation
United Airlines
Wells Fargo
Western Digital

Impact
($10k+ and programmatic support)

Jambalaya
Amazon
Atlanta Hawks
Auburn
Bank of America
Barbary Foundation
Batty and Davis Fitzgerald Foundation
Bloomberg Philanthropies
Campus Corporation of New York
Carroll and Milton Petrie Foundation
Charlebois and Shal櫻 Foundation
Charles and Lynn Schusterman Family Philanthropies
Charles Ashley Lewis & Penny Bender Sebring
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Cyntelbia A. Nakamura Foundation
David Cohen & Kristen Argo
Dixiee Foundation
ECCH Foundation
Ed Foundation
Elkman Family Foundation
Franklin and Catherine Johnson Foundation
Grace & Steve Aronchick
Gray Foundation
Greenbriar Family Foundation
Heartland Forward
Howard F. Goldhill Family Foundation
James and June Swartz
James Eli
Jeffrey L. and Shari L. Aronson Foundation
John & Wendy Cozzie
John and Kathleen Schreiber Foundation
Kelly & Thom Mannard
John and Kathleen Schreiber Foundation
Kirkland & Ellis
Kleinman Communications
Krug & Edis
Marc Jacobs
McKayney & Company
McMaster Cay
Menlo-Atherton Chamber
Mount Sinai Medical Center
Mullanigare
Newark Venture Partners
Progressive Pipeline
SaverLife
Tiole Search
Union Bank
Wells Fargo
Young Community Developers

We Couldn’t Do It Without You!
BravenX: Innovation Programming to Reach More Students

Part of our innovation programming, BravenX is a 14-week virtual fellowship experience that equips participants with the skills, confidence, networks, and experiences necessary to launch a strong career.

This program is fully virtual and identical in length, content, and cohort structure as our university-for-credit model. However, it is made possible through partnerships with college access and success organizations instead of higher education partners through which Braven helps ensure that their alumni build the foundation for a lifelong career path. BravenX Fellows earn a financial stipend upon completion of the program in lieu of academic credit. In some cases, BravenX is added as a scholarship requirement.

To date, we’ve served 1,000+ Fellows through BravenX.

In 2023, 174 BravenX Fellows graduated from colleges and universities nationwide. 52% of graduates secured a quality role, and 78% were employed or enrolled in graduate school.

<table>
<thead>
<tr>
<th>2023 BravenX Graduates</th>
<th>2022 Peer Graduates of Four-Year Public Colleges and Universities</th>
</tr>
</thead>
<tbody>
<tr>
<td>52% QUALITY ROLES OR GRADUATE SCHOOL</td>
<td>43% QUALITY ROLES OR GRADUATE SCHOOL</td>
</tr>
<tr>
<td>20% PATHWAY ROLES</td>
<td>38% PATHWAY OR NON-QUALITY ROLES</td>
</tr>
<tr>
<td>6% UNEMPLOYED</td>
<td>19% UNEMPLOYED</td>
</tr>
<tr>
<td>22% NON-QUALITY ROLES</td>
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</tbody>
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National benchmark estimates are based on data from NACE’s 2022 First Destination Survey (publicly available and custom cut data) and underemployment research in the Federal Reserve Bank of New York.