



BRAVEN



Impact Report

2024-2025 SCHOOL YEAR



Together with our higher education and employer partners, we're proving what's possible when you empower the next generation of leaders with the skills, networks, confidence, and experience necessary to launch a strong career.

DELAWARE STATE UNIVERSITY

Bryanna Dawson



Master's of International Relations
University of Maryland,
Baltimore County

Emir Lake

What does this report cover?

Together with our dedicated partners, Braven is reigniting the promise of the American Dream.

By 2032, **we aim to serve 80,000 to 100,000** students, equipping 25,000 new undergraduates each year with the career-readiness skills, networks, confidence, and experience to thrive through the Braven model.

So far we've helped to empower nearly **14,000 Fellows across the country**—and we're just getting started. In this report, we shine a spotlight on the powerful journeys of these remarkable leaders as we explore **five critical questions about Braven's impact:**

- 1 Are our Fellows securing quality career outcomes that put them on the path to the American Dream?
- 2 Are we impacting more students and maintaining program quality?
- 3 Are we supporting Fellows to secure internships and complete college?
- 4 Are our Fellows developing the career readiness skills, networks, and confidence needed for success?
- 5 Are we building employer and higher education partnerships with true shared value?



Emir Lake



DELAWARE STATE UNIVERSITY
Xamara Coleman

Marketing and
Public Relations Coordinator,
SWC



Emir Lake



DELAWARE STATE UNIVERSITY
Alana Maria Carter-Grimes

Supply Chain Intern,
AstraZeneca

Why our work matters

Only about one quarter of the 1.4 million students who are the first in their family to go to college or who have limited financial resources will graduate and secure a strong first job or enter graduate school.¹

That's about one million students every single year who aren't on the path to the American Dream.



GRADUATE & SECURE A STRONG JOB OR ENTER GRADUATE SCHOOL

~ 400k

ARE NOT ON THE PATH TO THE AMERICAN DREAM

~ 1 million

1.4 million

STUDENTS WITH LIMITED FINANCIAL RESOURCES OR THE FIRST IN THEIR FAMILY TO ATTEND COLLEGE

Mission

In collaboration with our higher education and employer partners, Braven empowers promising college students with the skills, networks, confidence, and experience 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.

The Braven Equation

In combination with students earning a four-year degree, Braven seeks to support career readiness, thereby ensuring students graduate ready to secure a strong first opportunity.

Braven refers to the sum of these four career-readiness factors as the Braven Equation.



Career-Ready College Graduate

Who Secures a Strong First Opportunity or Attends Graduate School within 6 Months of Graduation

The Braven Experience

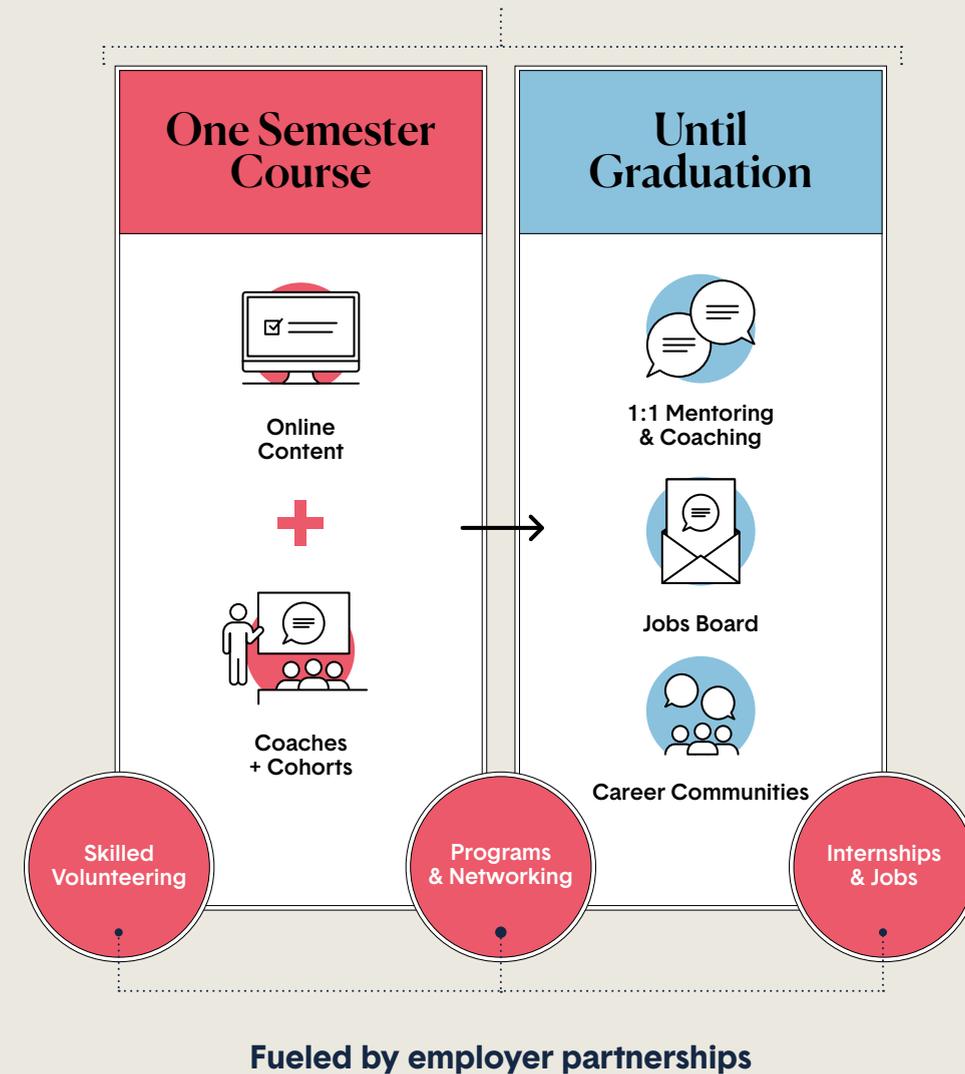
Braven empowers promising college students on their paths toward quality economic opportunities through a semester-long, cohort-based course—developed with input from our higher education partners and faculty—and support that extends beyond the course, continuing through six months after college graduation.

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.

OUR PARTNERS



In partnership with higher education institutions and college success organizations





1

**Are our Fellows securing
quality career outcomes
that put them on the path
to the American Dream?**

Braven 2024 Graduates Secured Strong Roles Post-Graduation

Of the 980 Braven Fellows nationwide who graduated from college in 2024, 84% are employed or enrolled in graduate school and 78% secured quality or pathway outcomes.²

QUALITY OUTCOME

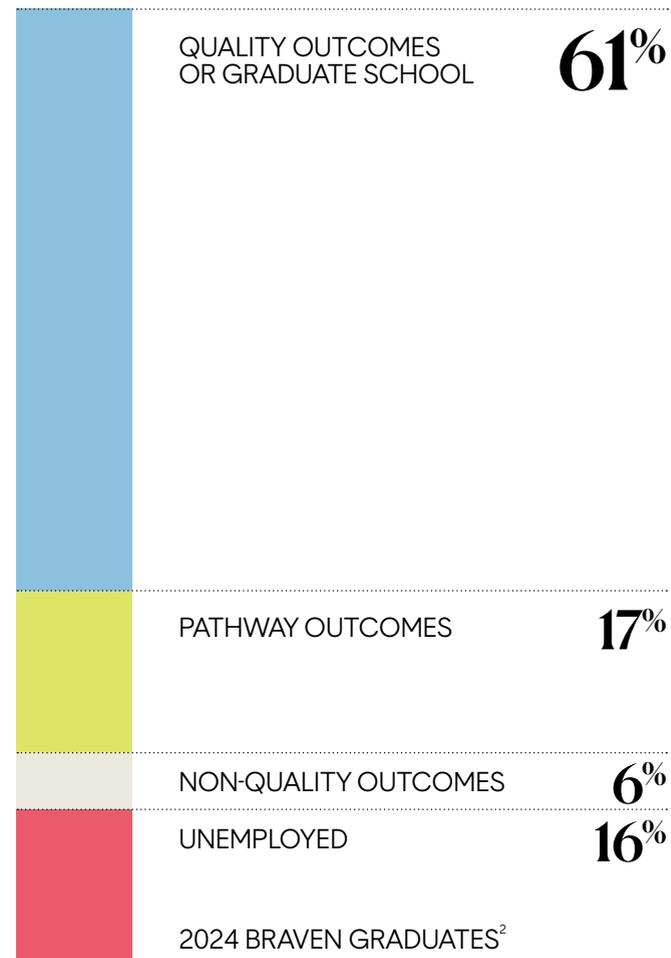
a full-time role that requires a bachelor's degree and includes some combination of promotion pathways, employee benefits, and a market-competitive starting salary, or enrollment in graduate school

PATHWAY OUTCOME

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 OUTCOME

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



Emir Lake



DELAWARE STATE UNIVERSITY

Nyah Smarr

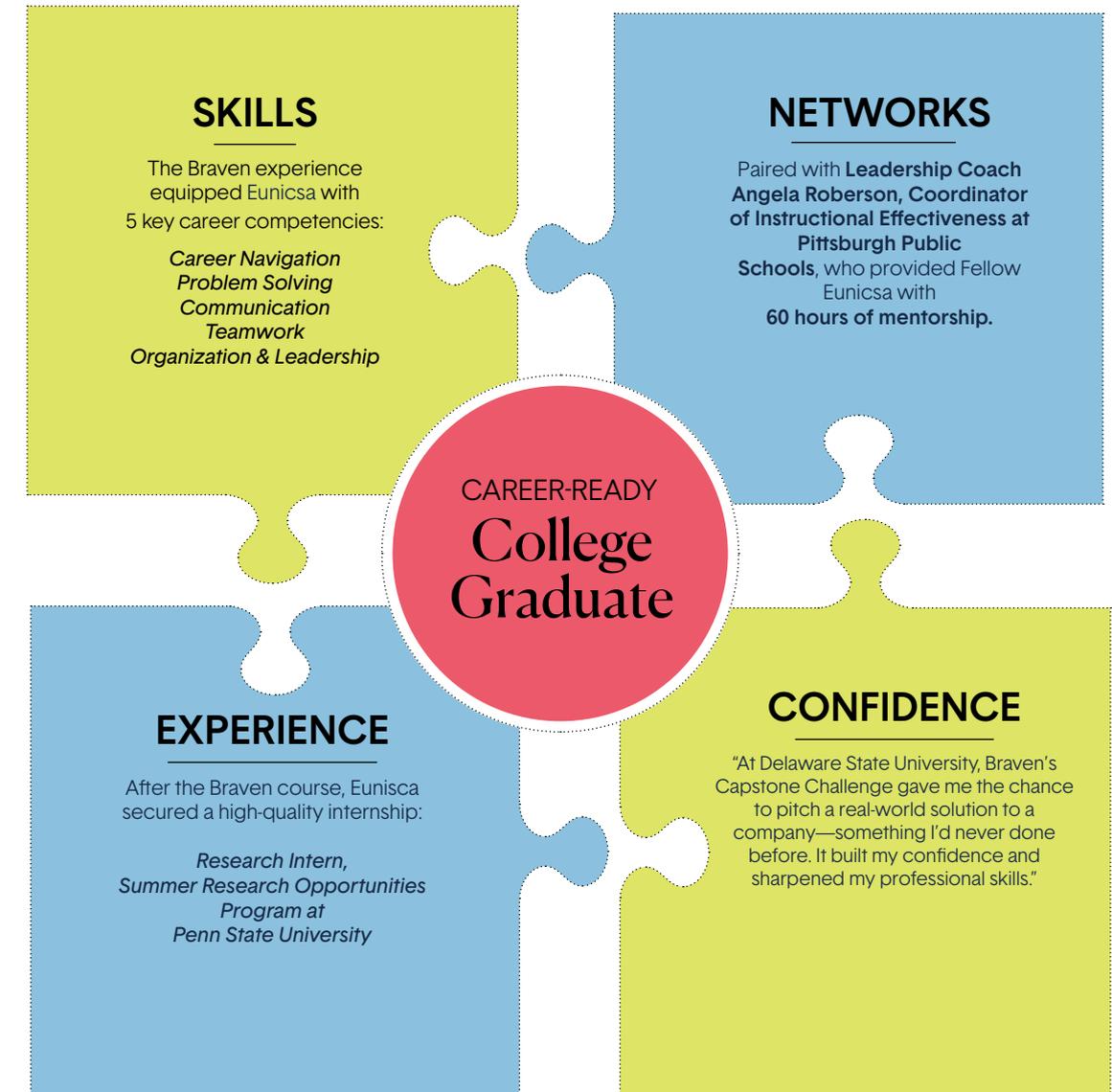
Corporate Analyst,
JPMorganChase



DELAWARE STATE UNIVERSITY
Eunisca Samuels

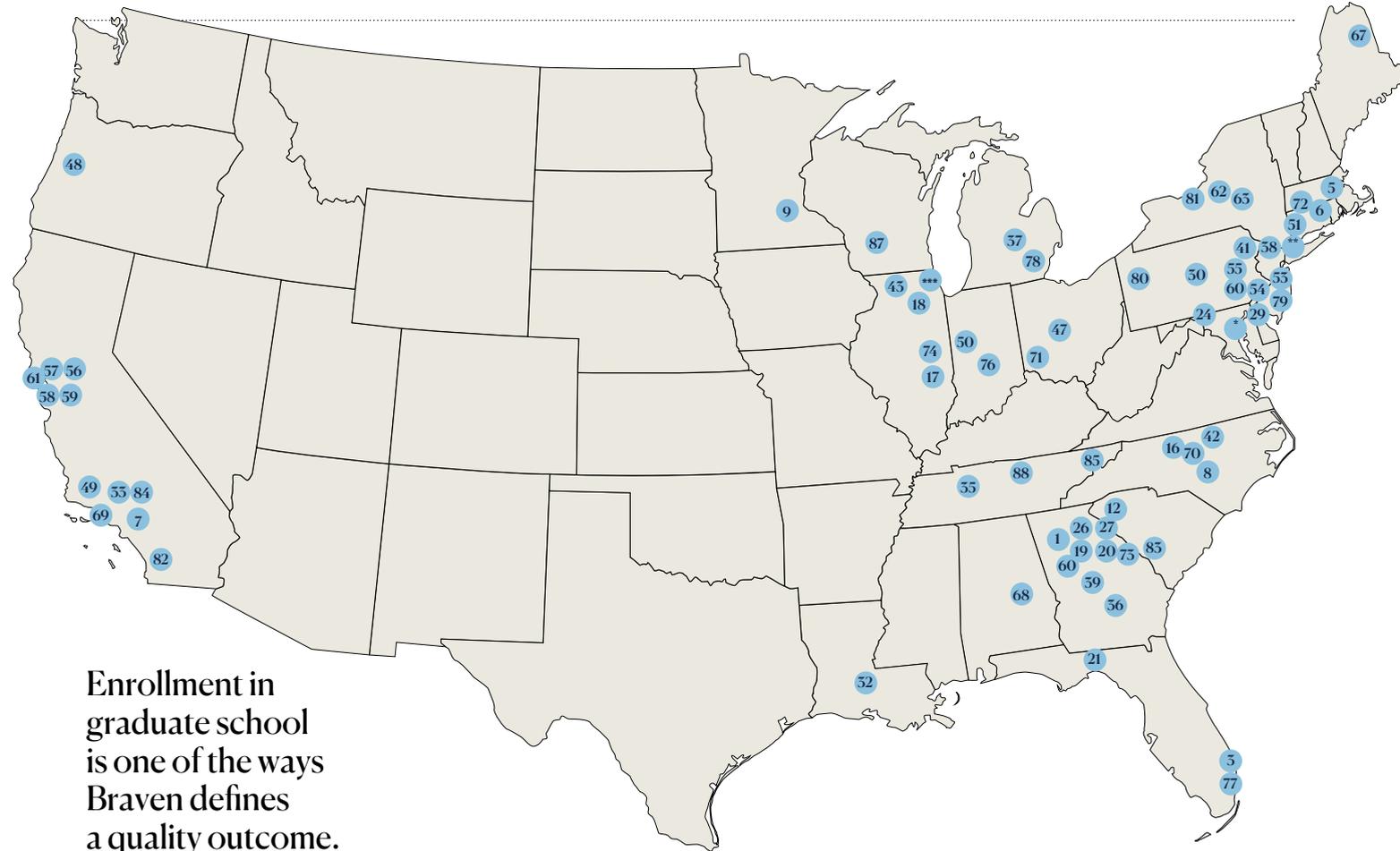
Master's in Forensic Molecular Biology,
George Washington University

With DSU and Braven's help, Eunisca Samuels built the foundation for her path to the American Dream.



Fellow Enrollment in Graduate School

23% of our 2024 graduates nationally went onto graduate school within six months of graduation.



Enrollment in graduate school is one of the ways Braven defines a quality outcome.

- | | | | |
|--------------------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------|
| 1. Agnes Scott College | 29. Howard University* | 53. Rutgers Business School | 77. University of Miami |
| 2. American University* | 30. Lebanon Valley College | 54. Rutgers School of Public Health | 78. University of Michigan |
| 3. Barry University | 31. Lehman College** | 55. Rutgers University - Newark | 79. University of Pennsylvania Perelman School of Medicine |
| 4. Baruch College** | 32. Louisiana State University and Agricultural and Mechanical College | 56. Samuel Merritt University | 80. University of Pittsburgh |
| 5. Boston University | 33. Loyola Marymount University | 57. San José State University | 81. University of Rochester School of Medicine and Dentistry |
| 6. Brown University | 34. Loyola University Chicago*** | 58. San José State University - Charles W. Davidson College of Engineering | 82. University of San Diego |
| 7. California State University, Long Beach | 35. Meharry Medical College | 59. Seton Hall University School of Law | 83. University of South Carolina |
| 8. Campbell University | 36. Mercer University | 60. South College Atlanta | 84. University of Southern California |
| 9. Capella University | 37. Michigan State University | 61. Stanford University | 85. University of Tennessee |
| 10. Chicago School of Professional Psychology*** | 38. Montclair State University | 62. State University of New York Upstate Medical University | 86. University of the District of Columbia* |
| 11. Chicago-Kent College of Law*** | 39. Morehouse School of Medicine | 63. Syracuse University | 87. University of Wisconsin-Milwaukee |
| 12. Clemson University | 40. National Louis University*** | 64. The City College of New York** | 88. Vanderbilt University |
| 13. Columbia University** | 41. New Jersey Institute of Technology | 65. The City University of New York** | |
| 14. Cornell University** | 42. North Carolina Central University | 66. The George Washington University* | International Schools |
| 15. DePaul University*** | 43. Northern Illinois University | 67. Tufts University | 1. British Academy of Dramatic Arts |
| 16. Duke University | 44. Northwestern University*** | 68. Tuskegee University | 2. London School of Economics |
| 17. Eastern Illinois University | 45. New York University** | 69. University of California, Los Angeles | 3. University of Manchester |
| 18. Elmhurst University | 46. New York University Silver School of Social Work** | 70. University of North Carolina at Chapel Hill | |
| 19. Emory University | 47. Ohio State University | 71. University of Cincinnati | |
| 20. Emory University Goizueta Business School | 48. Oregon State University | 72. University of Connecticut | |
| 21. Florida A&M University | 49. Pepperdine University | 73. University of Georgia | |
| 22. George Mason University* | 50. Purdue University | 74. University of Illinois Urbana-Champaign | |
| 23. George Washington University* | 51. Quinnipiac University | 75. University of Illinois Chicago*** | |
| 24. Georgetown University* | 52. Rush University*** | 76. University of Indianapolis | |
| 25. Georgetown University School of Medicine* | | | |
| 26. Georgia State University | | | |
| 27. Georgia State University College of Law | | | |
| 28. Hofstra University** | | | |

* Denotes schools in Washington D.C. area (8)
 ** Denotes schools in New York City area (9)
 *** Denotes schools in Chicago area (8)



Emir Lake



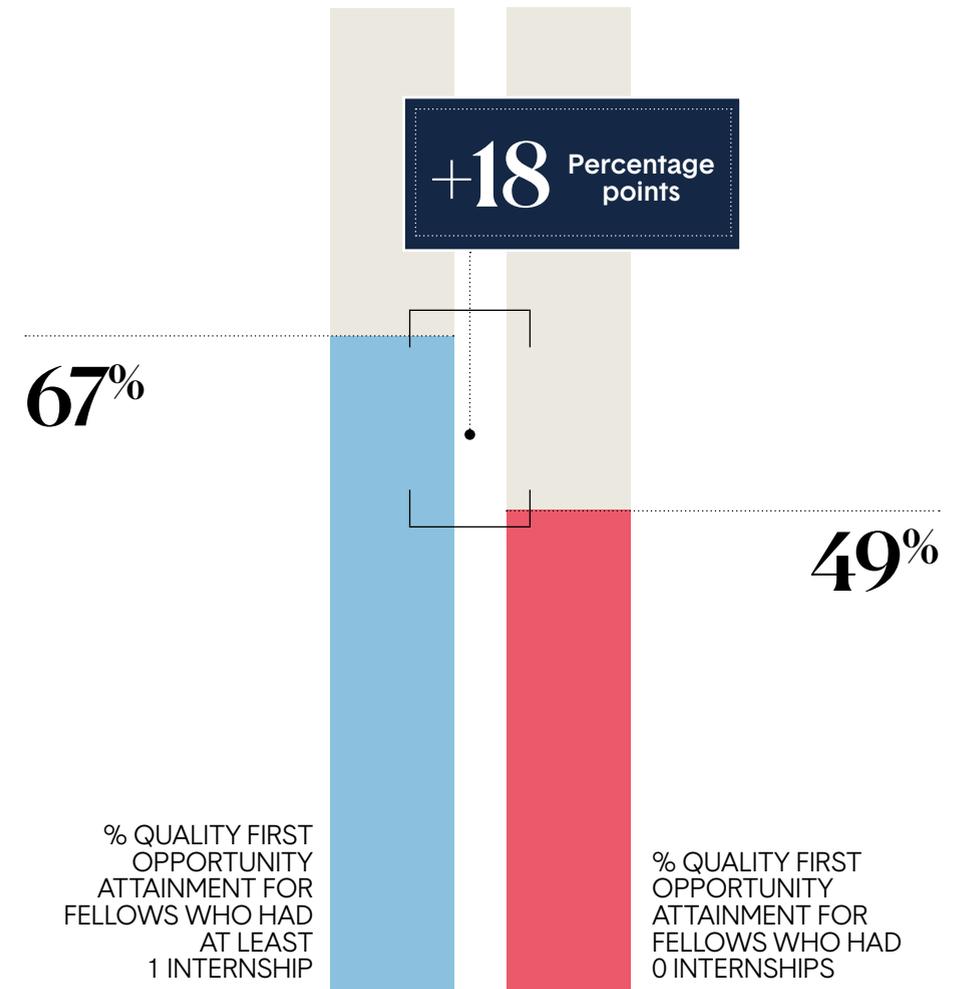
DELAWARE STATE UNIVERSITY
Sanaa McCloud

Delaware State University
HR- Talent Acquisition Intern,
Exelon

Internships Often Lead to Strong First Opportunities After College

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

The influence of internships on post-graduate success is underscored by our data: Braven Fellows nationwide who have completed at least one internship in college are 18 percentage points more likely to secure a quality first opportunity than Fellows who have not (67% vs 49%).



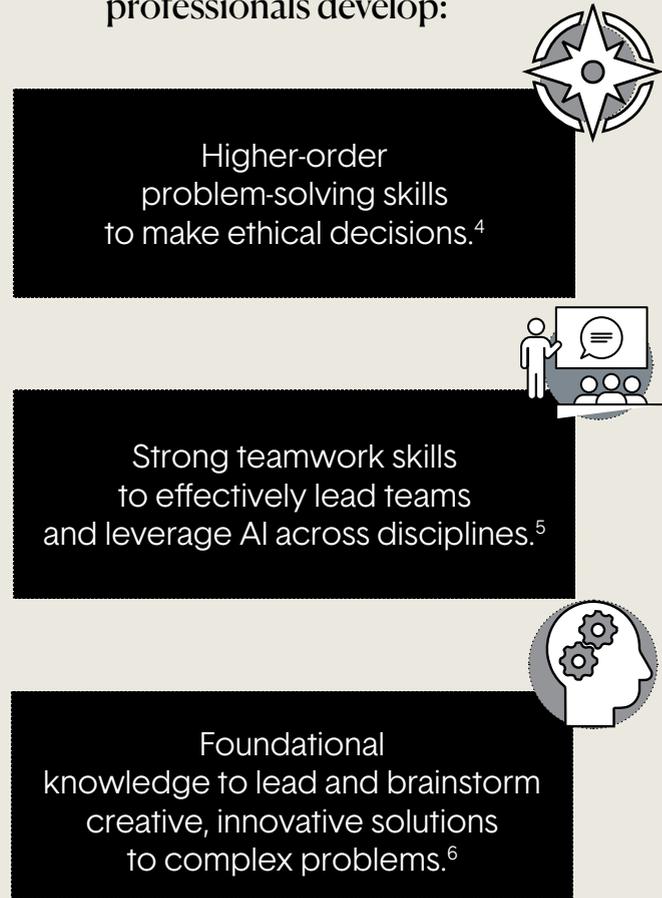


Rise of AI Presents Opportunities and Concerns for New Graduates

AI is likely to automate tasks that are tedious and routine—those typically performed by entry-level talent.³ But in the rapid rise of AI, there is still tremendous value in a college degree.

With the advancement of AI, the human skills students practice while earning a college degree are more important than ever: problem solving, communication, collaboration, real-world experience. Just as important is students' AI literacy: the ability to leverage AI thoughtfully, strategically, and confidently to enhance their work and impact.

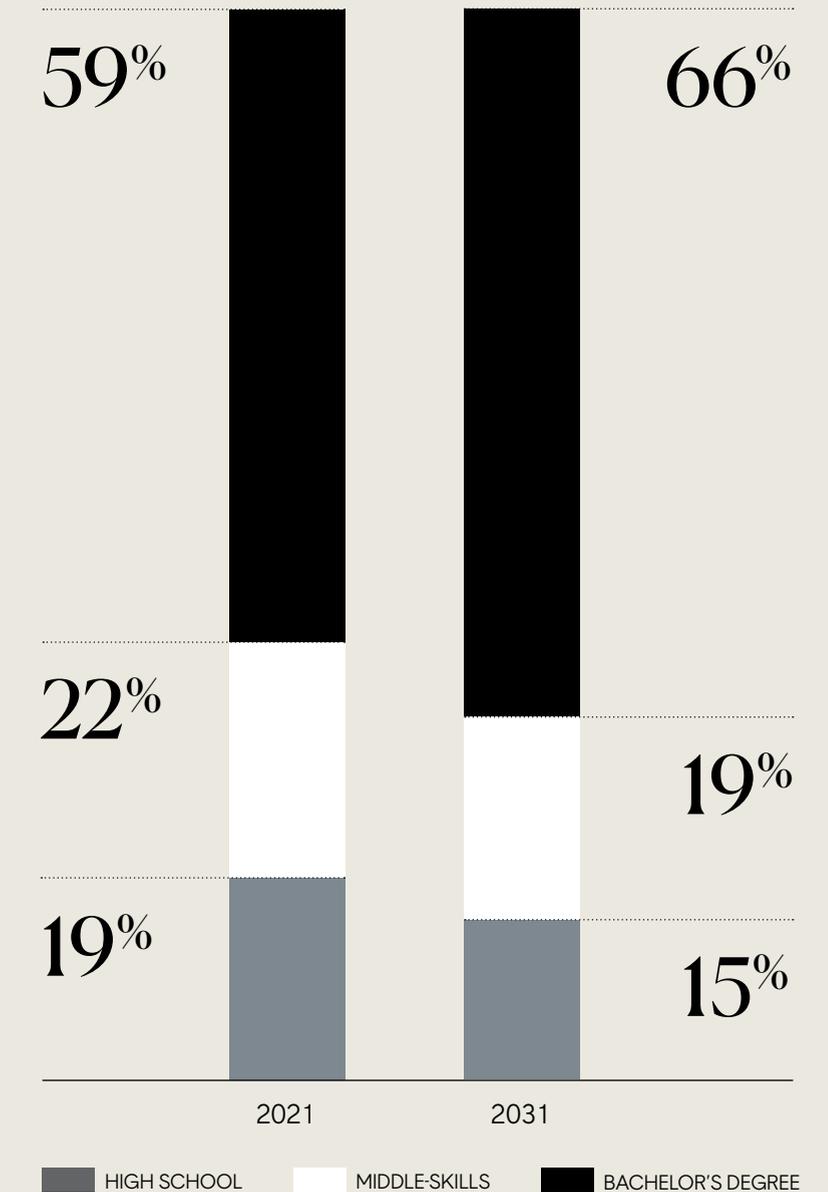
College helps early career professionals develop:



While no one is certain of the true impact AI will have on the job market, research shows that economic opportunity will increasingly favor workers with higher levels of education and training.

According to *The Future of Good Jobs* report produced by Georgetown University's Center on Education and the Workforce, while there will be good jobs in every educational pathway in 2031, only 15 percent will be available to workers on the high school pathway, compared to 66 percent on the bachelor's degree pathway and 19 percent on the middle-skills pathway.⁷

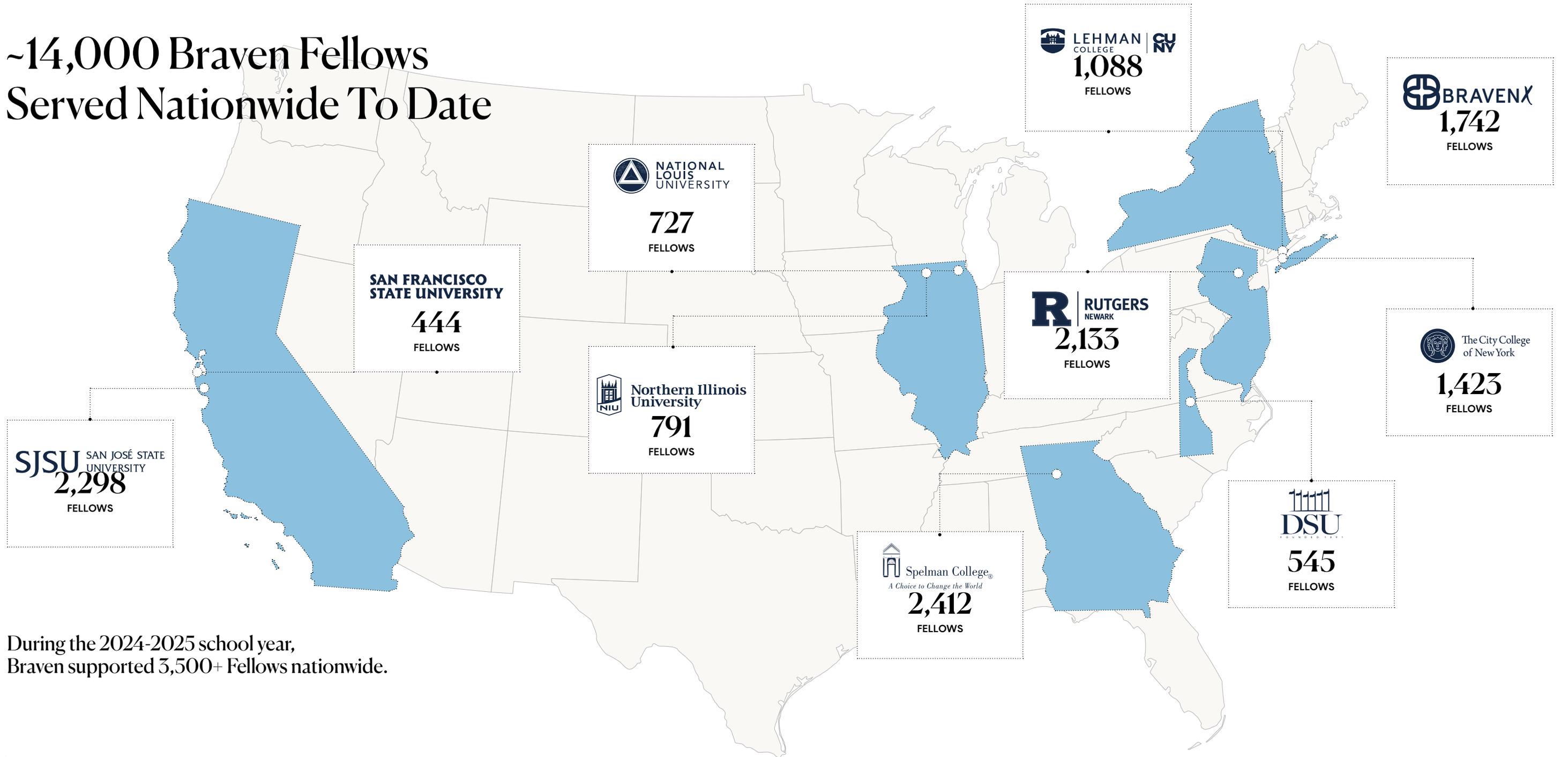
Distribution of Good Jobs by Educational Pathway





**Are we impacting
more students and
maintaining program
quality?**

~14,000 Braven Fellows Served Nationwide To Date



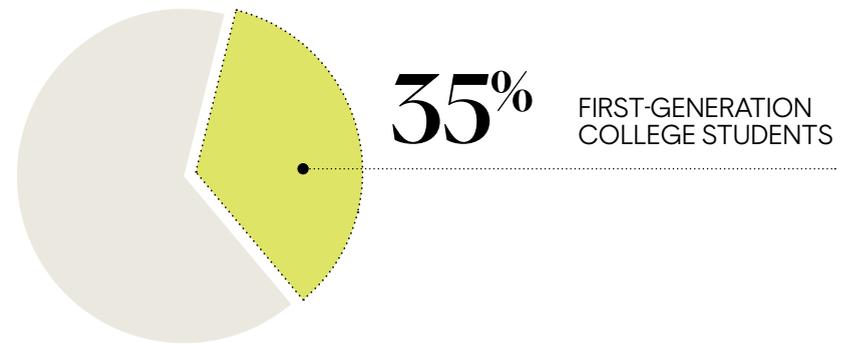
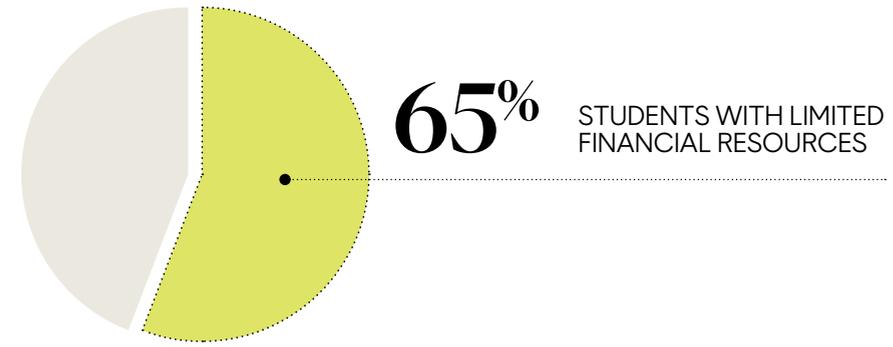
During the 2024-2025 school year,
Braven supported 3,500+ Fellows nationwide.

2024-2025 DSU Braven Fellow Class

454 Fellows completed the Braven course in the 2024-2025 school year at Delaware State University.



2024-2025 DSU Braven Fellows are:



65% of DSU Braven Fellows who take the Braven Accelerator Course feel Braven has improved their chances of getting a job a great deal or quite a bit.

Top 5 Majors



BUSINESS



PSYCHOLOGY



COMPUTER SCIENCE & INFORMATION TECHNOLOGY



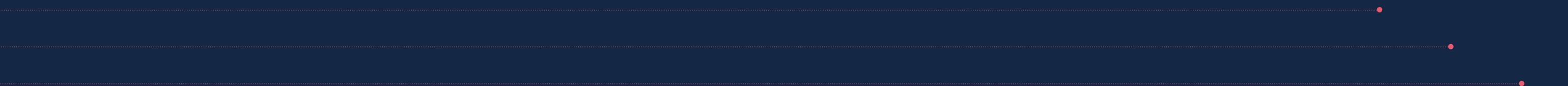
BIOLOGICAL SCIENCES



FINANCE & ACCOUNTING



**Are we supporting
Fellows to secure
internships and
complete college?**





Pathways to Securing Internships for All Students

Securing an internship during college is challenging.

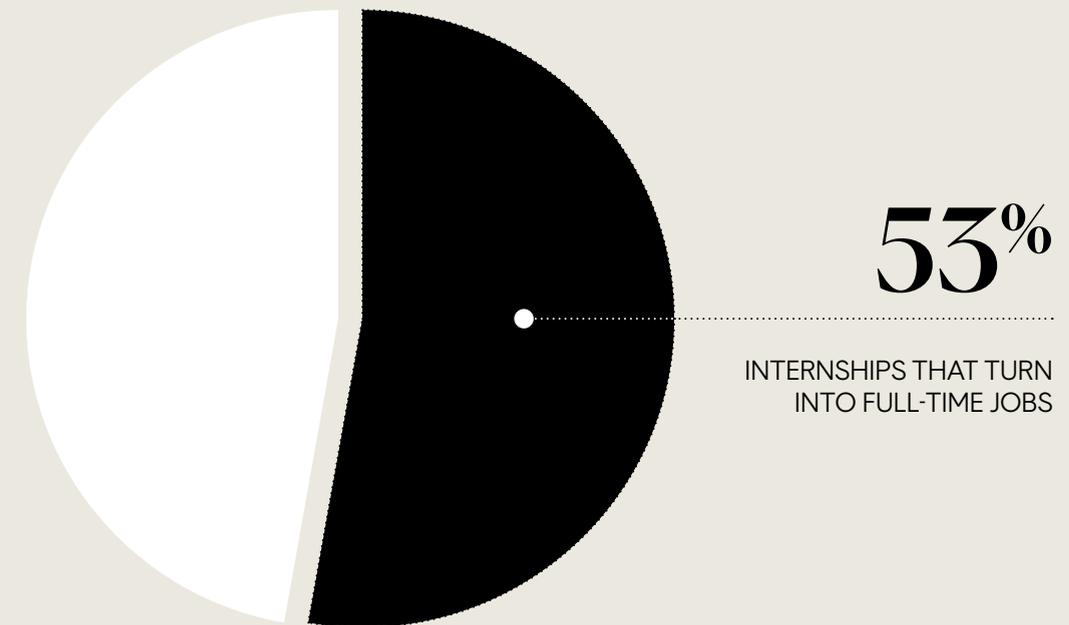
Common reasons students cite for not interning include prioritizing paid work over unpaid internships due to financial need and the difficulty of finding and securing an internship due to a lack of social networks, managing heavy course loads, and a lack of awareness about how to find internships.¹⁰

In 2023, approximately **8.2 million students** wanted an internship, but only 3.6 million had the opportunity.⁸ This means only about four in ten college students secured an internship during their undergraduate experience.



Even in light of these barriers, internships remain an important means for organizations to recruit college-level talent for entry-level roles.

According to the National Association of Colleges and Employers' (NACE) 2024 Internship & Co-op Survey, 53% of eligible interns on average were converted into full-time, entry-level hires by their employers in the 2023-2024 academic year.⁹





Kat Goduco



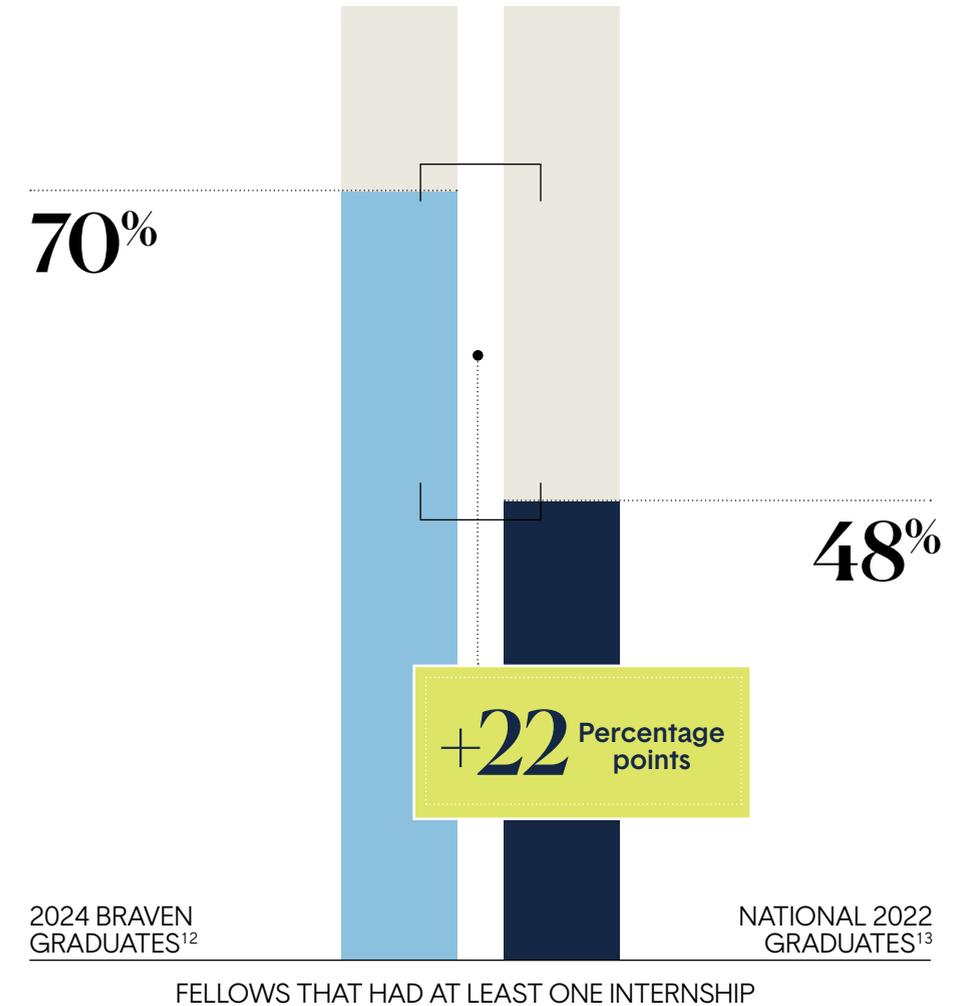
SPELMAN COLLEGE
Morgan Miles

Claims Intern,
Berkshire Hathaway Specialty



Braven Fellows Outpace Graduates Nationally in Internship Attainment

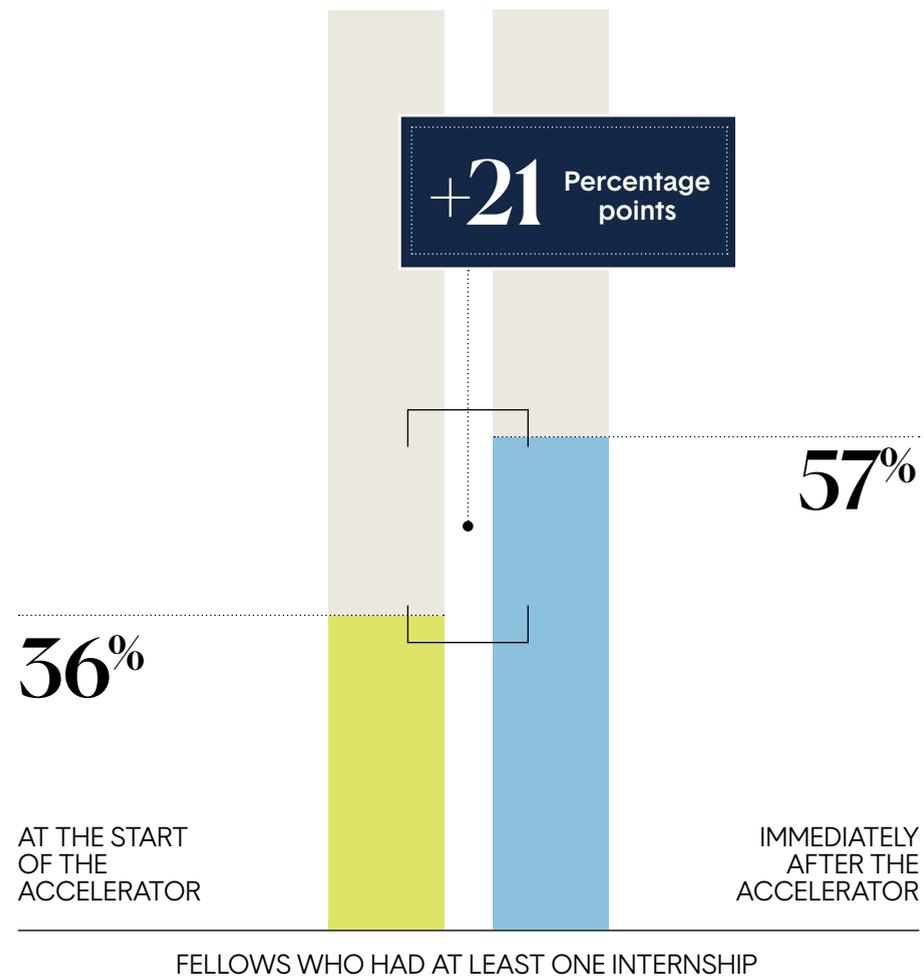
Braven 2024 graduates nationwide were 22 percentage points more likely to have at least one internship during their college experience, better positioning them to secure a strong first opportunity post-college.



At DSU, the Braven Experience Drives Meaningful Increase in Internship Attainment

Internships are a key step toward strong career outcomes.

In the 2024-2025 school year, DSU Braven Fellows saw a 21 percentage point uplift in internship attainment between the start and end of the Accelerator course, speaking to an important element of the immediate impact of the Braven experience.



DELAWARE STATE UNIVERSITY
Alexis Bailey

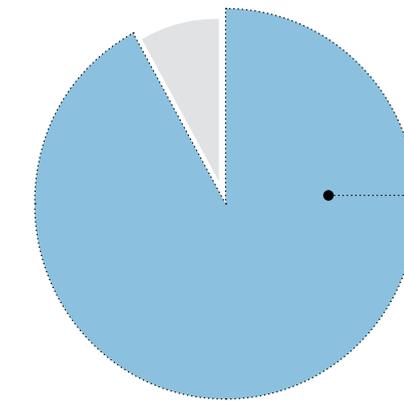
Research Intern,
Nemours Children's Hospital



Encouraging Levels of College Completion

Braven Fellows have achieved a 92% six-year on-time graduation rate.¹⁴

Nationally, only about 7 in 10 students graduate within six years of college enrollment.¹⁵ Braven Fellows, who typically join us during their sophomore or junior year, are persisting and graduating at an encouraging rate.



92%

BRAVEN FELLOW 6-YEAR GRADUATION RATE

+20 Percentage points

92% BRAVEN FELLOW 6-YEAR GRADUATION RATE

72% NATIONAL 6-YEAR GRADUATION RATE FOR 2022 GRADUATES¹⁵



THE CITY COLLEGE OF NEW YORK

Darshna Baria

Consulting Analyst,
Accenture



**Are our Fellows
developing the
career readiness
skills, networks, and
confidence needed
for success?**



DSU Fellow Growth in Career-Readiness Skills

The Braven experience focuses on the following six career-readiness skills: career navigation, problem-solving, teamwork, communication, organization, and leadership.

Why these career-readiness skills?
These career-readiness skills are:

1. Grounded in what research says is needed to successfully secure a strong first opportunity^{20, 22}

2. In high-demand from employers (however, employers report recent graduates have not sufficiently developed these skills)^{18, 19, 21}

3. Aligned with other career-readiness frameworks such as the National Association of College Employers (NACE) career-readiness competencies and the Association of American Colleges and Universities (AAC&U)'s VALUE rubrics^{16, 17}

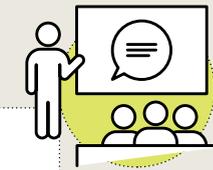
In 2024-2025, Braven Fellows achieved an average Accelerator course completion rate of 90% and average final grade of 80%, showcasing strong career-readiness skill mastery.

Career Navigation



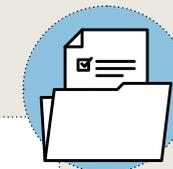
- Reflects on strength, values, and interests
- Explores multiple career options
- Takes career actions such as making plans, creating a portfolio, and building networks

Leadership



- Leads from values
- Grounds in purpose and assets
- Learns continuously from feedback and reflection

Organization



- Plans and prioritizes tasks
- Monitors progress and adjusts when faced with challenges
- Gets things done

Communication



- Presents ideas clearly and purposefully
- Listens actively to understand and asks questions
- Demonstrates empathy and respect

Teamwork



- Works effectively towards shared goals
- Navigates differences
- Holds self and others accountable for deliverables

Problem Solving



- Defines the problem and identifies root causes
- Designs potential solutions
- Tests and implements solutions

Network Strength

Extensive research has illustrated the importance of networks or social capital in career navigation and success.²³

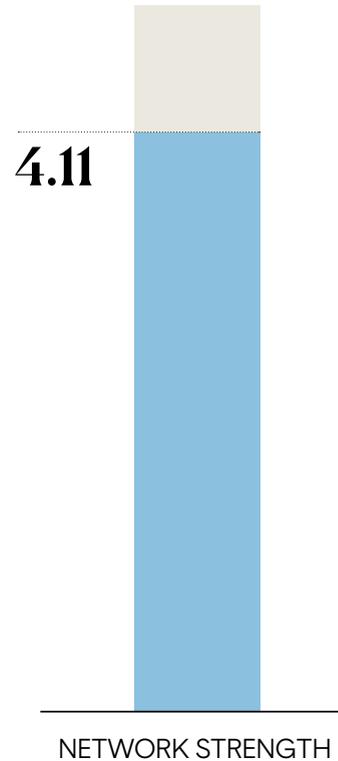
Braven supports students to build professional networks consisting of strong relationships and to build the skills necessary to mobilize those networks to advance their career goals.

To measure students' Network Strength, we leverage resources from the Search Institute.

In 2024-2025, Braven Fellows scored a 4.11 out of 5.0 in Network Strength.

Network Strength

Indicates whether students have people in their network who they could go to for help, are trusted, and they feel close to, as well as those who they feel less close to but who may make a connection or help them access opportunities to achieve their goals.



To put these results into context, on a scale of 1 (strongly disagree) to 5 (strongly agree), Braven Fellows report that by the end of the Accelerator, their networks encompass trusted strong ties and valuable weak ties that they can rely on for professional support.



RUTGERS UNIVERSITY-NEWARK

Sophia Estape

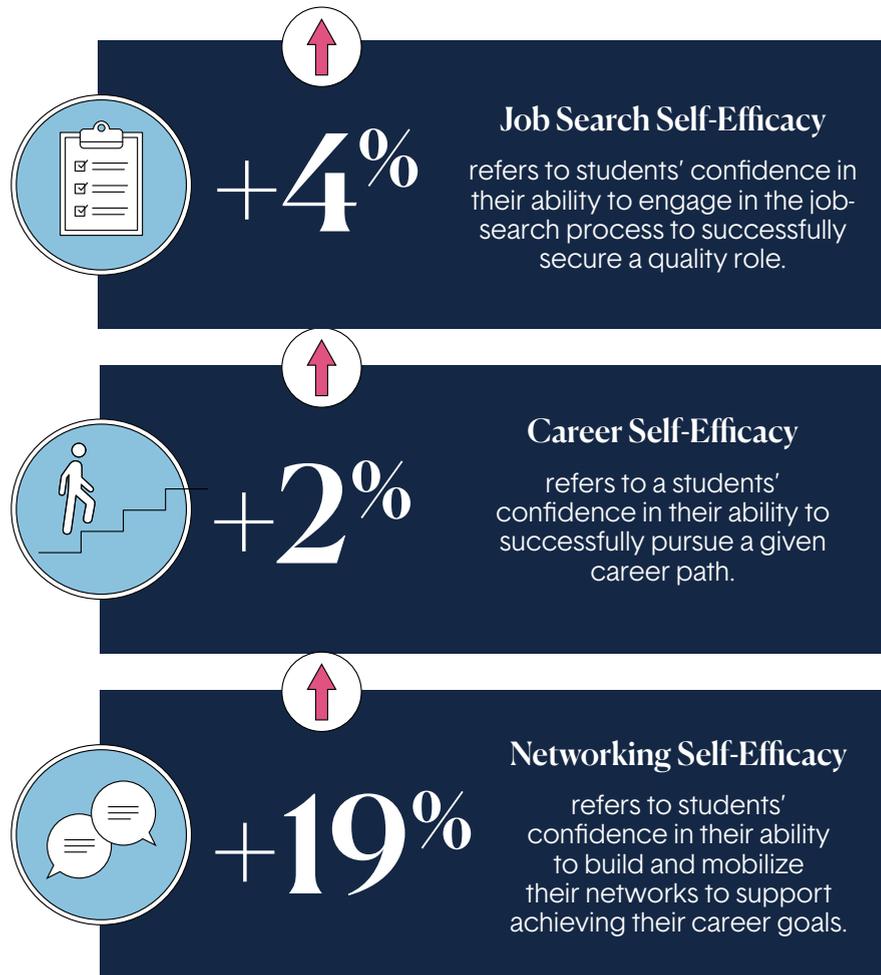
Staff Geologist,
Langan

DSU Fellows' Growth in Confidence: Self-Efficacy Measures

Each semester, Braven measures growth in self-efficacies from the start to the end of the Braven Accelerator.

Self-efficacy is a person's belief in their ability to succeed in various situations and is associated with academic and lifetime success. It is not typically measured through traditional assessments like standardized tests, but plays a large role in explaining job search, career search behaviors, and career outcomes.

In 2024-2025, Braven Fellows showed statistically significant growth across all three self-efficacy measures.



FALL 2024 FELLOW
DELAWARE STATE UNIVERSITY
Isaiah James
Audit Intern,
PwC
Emir Lake



**Are we building
employer and
higher education
partnerships with
true shared value?**



Employer Spotlight:

This year, Atlassian is one of Braven's partners investing \$250,000 and providing crucial programmatic support.



Braven's collaboration with Atlassian helps open doors to the American Dream.

IMPACT



EMPLOYEE VOLUNTEERISM



PROGRAMMATIC HIGHLIGHTS

Pre-Summit Fellow Mixer

Host site for San Francisco State University launch

Virtual career treks for Fellows

Braven has 14 projects in Jira Service Management across all departments at Braven.

Atlassian provided \$75,000+ in product support, fueling Braven's ability to scale impact.



Dr. Grace Cadiz
Partnerships Manager,
Global Education
Atlassian

Braven's transition to the Atlassian suite enables our teams to:



"Our partnership with Braven shows what's possible when we go all-in: our funding fuels their growth, our technology amplifies their reach, and our volunteers become champions after meeting Braven Fellows who just need that first door opened. If you believe talent is everywhere but opportunity isn't, Braven is proving we can change that and they're inviting all of us to be part of the solution."

Braven National Faculty Council

The Braven National Faculty Council is a distinguished collective of faculty leaders from Braven's partner institutions.

Faculty have deeply informed our model from the start. This past year we formalized their engagement through our Inaugural Faculty Council. These trailblazers serve as strategic advisors in shaping the evolution of our curriculum. They've discussed topics ranging from Braven's approach to generative AI in the curriculum to strengthening alignment between the Capstone Challenge and AAC&U's high-impact practices.



Alicia Schatteman

Vice Provost for Academic Affairs and Professor, **Northern Illinois University**



Hyacinth Miller

Assistant Teaching Professor Africana Studies and Political Science Internship and Study Abroad Director, **Rutgers University-Newark**



Kimeu Boynton

Associate Professor, Sociology and Criminal Justice; Interim Assistant Dean of the College of Humanities, Education & Social Sciences, **Delaware State University**

Director for Liberal, Integrated & Leadership Studies, **Delaware State University**



Kaleena Rogers

Associate Director of Field Education & Teaching Instructor, **Rutgers University-Newark**



Ryan Skinnell

Professor of Rhetoric & Writing and Director of First-Year Writing, **San José State University**



Phyllis Brooks Collins

We couldn't do it without you!

Higher Education Partners & Employer Partners

Higher Education Partners

Chicago State University (BravenX)
The City College of New York
Delaware State University
National Louis University
Northern Illinois University
Rutgers University - Newark
San Francisco State University
(launched Fall 2024)
San José State University
Spelman College

BravenX Partners

5 Strong Scholars Foundation
Achieve Atlanta
Arkansas Commitment
Ascend Public Schools
Associated Colleges of Illinois
Augustana College
Breakthrough Kent Denver
Carmen Schools of Science &
Technology
Chicago Scholars
Chicago State University
City Year Chicago
Coney Island Prep Public Schools
Cooperman College Scholars
Coral Academy of Science Las
Vegas
Cristo Rey Network
DREAM Charter School
DSST Public Schools
Evanston Scholars
Excel Academy Charter School
Excellence Community Schools
Freedom Preparatory Academy
Charter Schools
IDEA Public Schools
Judson University
KIPP Metro Atlanta
KIPP Forward
KIPP NJ

Lehman College
LISA Academy
National Association for Urban
Debate Leagues
Newark Youth Career Pathways
Program
North Central College
Noble Schools
Rivet School
SEEDS
The Academy Charter School
The Wight Foundation
Uncommon Schools
Uplift Education
UtmostU

Employer Partners

LEAD

(\$250K+ and programmatic support)
Adobe
Apollo Opportunity Foundation
Atlassian

Barclays*

Blackstone Charitable Foundation

Capital One*

Deloitte
JPMorgan Chase Foundation
LinkedIn

Morgan Stanley*

NBA Foundation
Prudential Financial

ANCHOR

(\$100K+ and programmatic support)
Allstate
Brooks Brothers & The Golden
Fleece Foundation
Cognizant US Foundation
Salesforce
San Jose Sharks Foundation
The College Board
UBS

KEYSTONE

(\$25K+ and programmatic support)
Audible
Berkshire Hathaway Specialty
Insurance
Blackbaud
BlackRock*
CBRE
CIBC Bank USA
Clayton, Dubilier & Rice
CME Group Foundation
Cornerstone Research
NerdWallet
Northern Trust
nvp
Panasonic North America
Pathward N. A.
PwC
Silver Lake
Taco Bell Foundation
United Airlines
Wells Fargo

INNOVATION

(\$10K+ and programmatic support)
Devils Youth Foundation
Hall Capital Partners
Horizon Blue Cross Blue Shield of
New Jersey
J&L Companies
M&T Bank*
Neuberger Berman
Rakuten International
WSFS Bank

IMPACT

(\$5K+ and/or programmatic support)
1Huddle
AEA Investors
Amazon
Cadent

Catalina
Chicago Sky Foundation
Choose New Jersey
Cisco
Cramer-Krasselt
Enkey.ai
Exelixis
GEM Realty Capital
Google
Harris Blitzer Sports &
Entertainment
Hispanic Foundation of Silicon
Valley
IQVIA
Jacobs Levy Equity
Management
McKinsey & Company
McMaster-Carr
Medline
Metro Atlanta Chamber
Micron
National Coalition of 100 Black
Women
NetApp
PagerDuty
Philadelphia 76ers
Southern New Hampshire
University
Staffmark
Student Leadership Network
Summit Trail Advisors
Sutter Health
Synchrony
Texas Instruments
Unacast

Vanguard*
Visa
Workday
***Denotes national employer partners working with Braven and Delaware to help connect students to strong opportunities**

Philanthropic Supporters

\$1,000,000+

Longwood Foundation

\$250,000 - \$999,999

Prosper Road Foundation

\$20,000 - \$49,999

Gilliam Foundation
Laffey-McHugh Foundation

And big thank you to our inaugural board member Lo Li Carper, along with our newest board members Charles Madden, Mac Macleod, and Tamara Smith. We are eager to continue to grow our newly formed board.

Endnotes

1. Statistics are drawn from data provided by the National Center for Education Statistics, including figures from its Digest of Education Statistics (January 2024 table) and a report on Pell Grant recipients (February 2018). Further data is from the National Student Clearinghouse Research Center's "Transfer and Progress" report (February 2024) and the IPEDS Trend Generator (data as of Winter 2020–21).
2. We have jobs data for 88% for the Braven Class of 2024. Jobs data reflects Braven core sites only: City College of New York, Northern Illinois University, Rutgers University-Newark, San Jose State University, Spelman College.
3. Thompson, Derek. "The Job Market Is Worse Than It Looks—Especially for Young People." *The Atlantic*, 18 Apr. 2025, <https://www.theatlantic.com/economy/archive/2025/04/job-market-youth/682641/>. Accessed 19 May 2025.
4. McKendrick, John and Andrew Thurai. "AI Isn't Ready to Make Unsupervised Decisions." *Harvard Business Review*, 16 Sept. 2022, hbr.org/2022/09/ai-isnt-ready...supervised-decisions.
5. Sanders, Nada R. and John D. Wood. "The Skills Your Employees Need to Work Effectively with AI." *Harvard Business Review*, 3 Nov. 2023, hbr.org/2023/11/the-skills-yo...effectively-with-ai.
6. Caddy, Becca. "How Does ChatGPT Know So Much about Everything? Here's Where AI Gets Its Knowledge from." *TechRadar*, 7 June 2025, www.techradar.com/computing/artificial-intelligence/how-does-chatgpt-know-so-much-about-everything-heres-where-ai-gets-its-knowledge-from.
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