

2026 Jobs Report



FALL 2024 FELLOW

SAN JOSÉ STATE
UNIVERSITY

CONNIE L. LURIE
COLLEGE OF EDUCATION

Ethan Li

Master's in Education,
UC Berkeley

 Joe Mazza Photography
(San Francisco, CA)

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.



What does this report cover?

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

To date, we have worked with more than 15,500¹ Fellows across the country, and our momentum continues to build. By 2032, we aim to serve 80,000-100,000 students, serving 25,000 new students each year through the Braven course.



SAN JOSÉ STATE UNIVERSITY
CHARLES W. DAVIDSON COLLEGE OF ENGINEERING

Bryan Nguyen

Radio Frequency Laboratory Intern,
UL Solutions

 Gerciano Icatar

SPRING 2025 FELLOW

In this report, we spotlight the stories of the exceptional undergraduate students we are privileged to serve and examine Braven's impact through two central questions:

1

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

2

Are we supporting Fellows on the path to internships and college completion?

Why our work matters



SPRING 2020 FELLOW
SAN JOSÉ STATE UNIVERSITY
 CHARLES W. DAVIDSON COLLEGE OF ENGINEERING
Steve Lee
 Engineering Technician,
 Cepheid
© Joe Mazza Photography (San Francisco, CA)

Only about one quarter of the 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.²



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

ARE NOT ON THE PATH TO THE AMERICAN DREAM



LOW-INCOME OR FIRST-GENERATION COLLEGE STUDENT ENROLLEES EACH YEAR

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.



SPRING 2025 FELLOW

SAN FRANCISCO STATE UNIVERSITY
COLLEGE OF ETHNIC STUDIES (COES)

Olympia Pereira
Instructional Aid for UMOJA,
Chabot College

Joe Mazza Photography (San Francisco, CA)



FALL 2024 FELLOW

SAN FRANCISCO STATE UNIVERSITY
COLLEGE OF SCIENCE AND ENGINEERING

Atharva Shrivastava

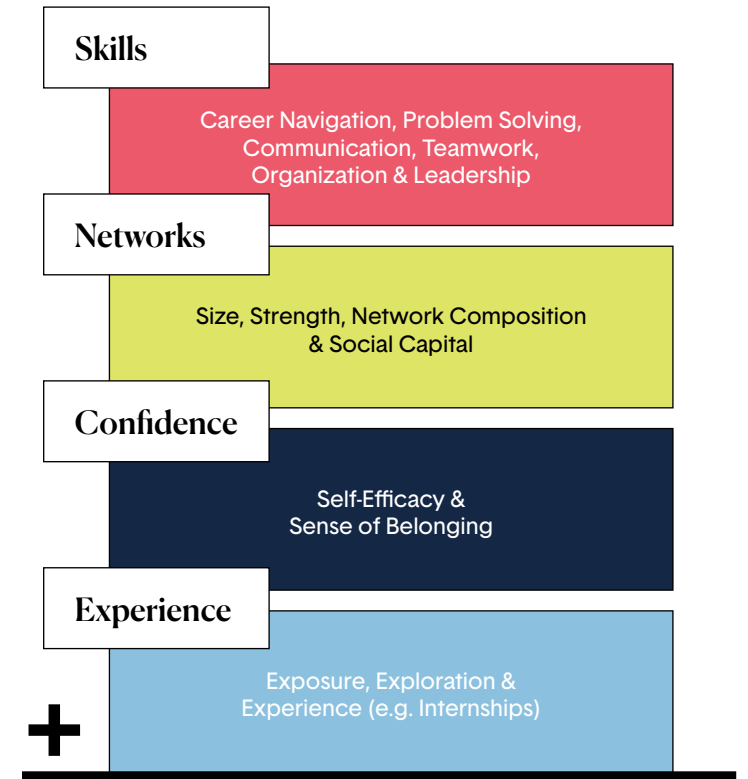
Undergraduate Research
Assistant Intern, RED Lab

© Joe Mazza Photography (San Francisco, CA)

The Braven Equation

Braven provides career readiness for students earning a four-year degree, ensuring students graduate ready to secure a strong first opportunity.

The Braven Equation is the sum of four career-readiness factors—skills, networks, confidence, and experience—which add up to a career-ready college graduate.



Career-Ready College Graduate

who secures a strong first economic opportunity or attends graduate school within 6 months of graduation

The Braven Experience

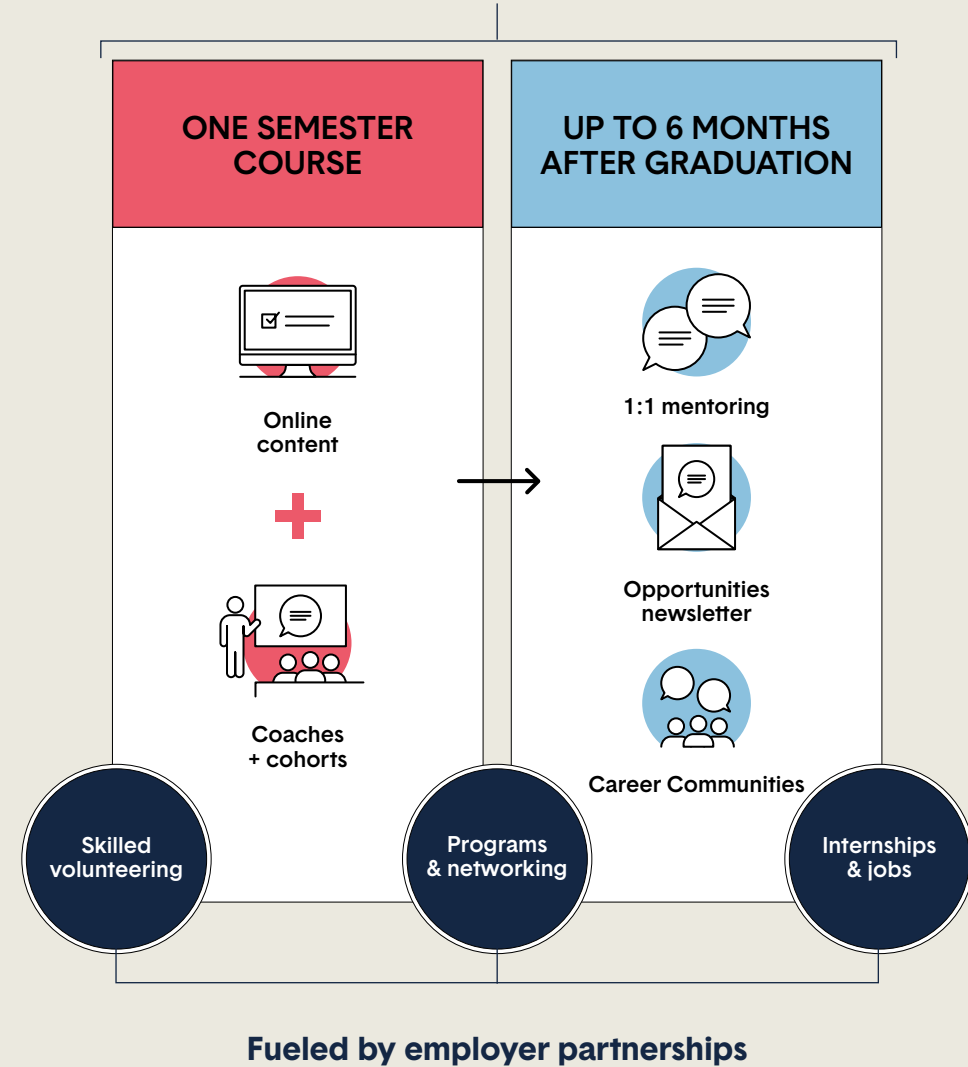
Braven equips promising college students on their paths toward quality economic opportunities through a semester-long, cohort-based course—developed with input from our students, volunteers, and higher education and employer partners—and support that extends beyond the course, continuing through six 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 HIGHER EDUCATION PARTNERS



In partnership with higher education institutions and college success organizations



Section

1

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





New college graduates are experiencing an especially challenging labor market

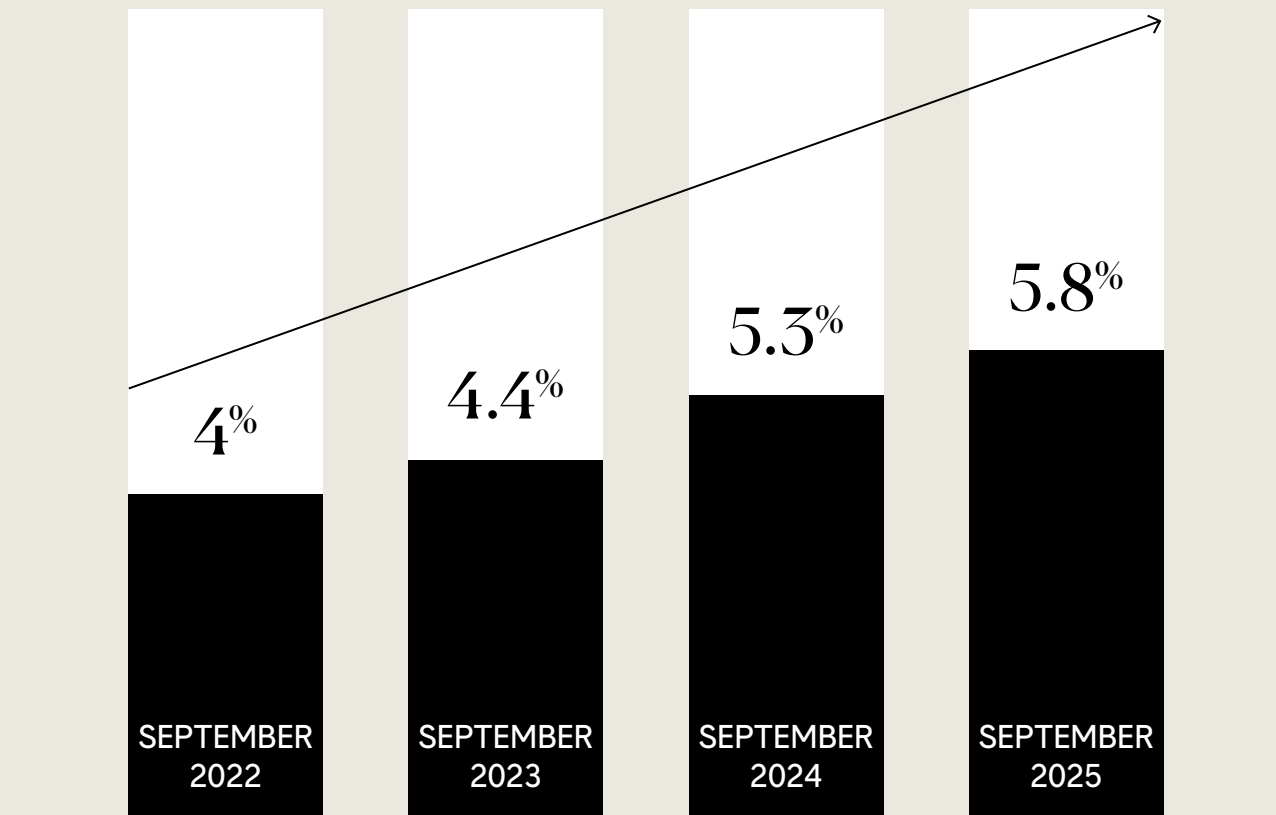
The entry-level market is tight. We have seen stagnation in entry-level job openings which, in part, is driving rising unemployment of recent graduates.

STAGNATION IN ENTRY-LEVEL JOB OPENINGS



Year-over-year, senior job titles are up 4%, while postings for junior titles are down 7%.³

UNEMPLOYMENT RATES FOR NEW GRADUATES (AGED 22-27) ON THE RISE⁴





The Bay Area labor market: A perfect storm for new graduates

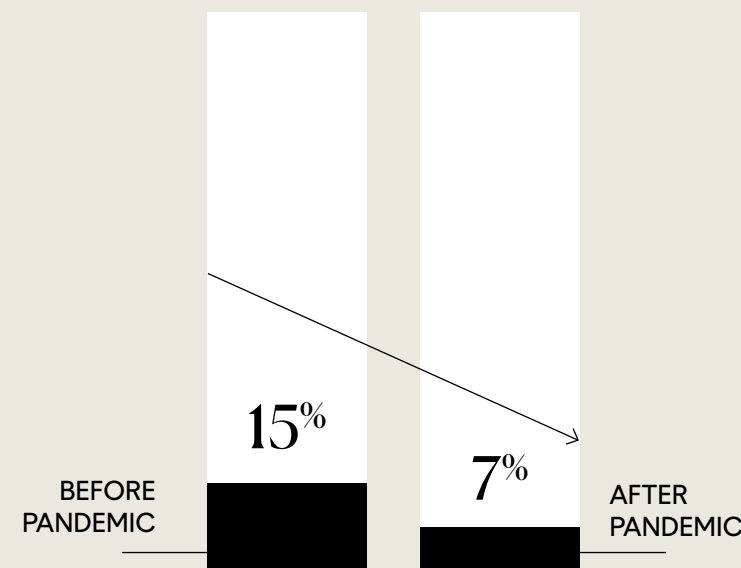
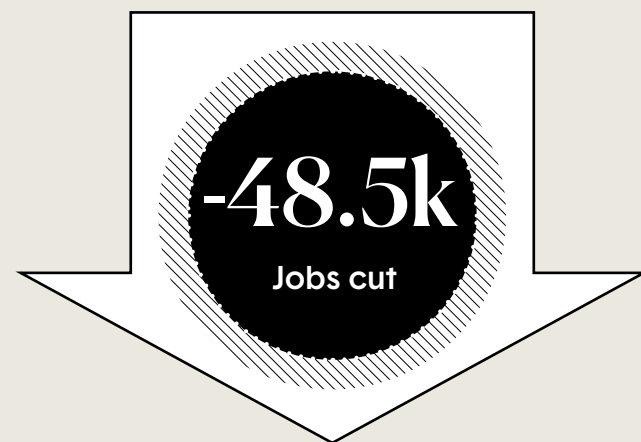
In a region where tech shapes nearly every major industry, the Bay Area presents uniquely complex and compounding barriers for recent college graduates.

As AI impacts entry-level jobs, the Bay Area—more dependent on tech than anywhere—is feeling it first and hardest.

Tech layoffs continue to reshape the region:

Entry-level hiring at the 15 largest tech companies has dropped by over 50% since 2019, with new graduate hires making up 15% of hires before the pandemic compared to just 7% after.⁶

JOBS CUT BY TECH COMPANIES IN THE BAY AREA SINCE 2022⁵



40%

of employers globally expect to reduce their workforce where AI can automate tasks.⁷

Of the 112 SJSU Braven Fellows who graduated from college in 2025,⁸

73%

are employed or enrolled in graduate school

61%

secured quality or pathway outcomes⁹

SAN JOSÉ STATE UNIVERSITY
LUCAS COLLEGE AND GRADUATE SCHOOL OF BUSINESS

Evelyn Tran

Financial Accounting Advisory Services
(FAAS) Staff, EY

Joe Mazza Photography (San Francisco, CA)

FALL 2022 FELLOW

The strength of roles that SJSU Braven 2025 graduates secured



2025 SJSU BRAVEN GRADUATES

HOW WE DEFINE QUALITY ECONOMIC OPPORTUNITIES:

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

43%
QUALITY ROLES OR GRADUATE SCHOOL

18%
PATHWAY ROLES

12%
NON-QUALITY

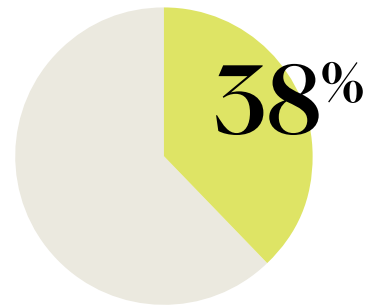
27%
UNEMPLOYED

TRENDS WE'RE SEEING

Fellows who take the Accelerator course as a senior have less time to gain career-accelerating opportunities or participate in mentorship—both highly related to attaining a quality outcome prior to graduating and entering the job market.

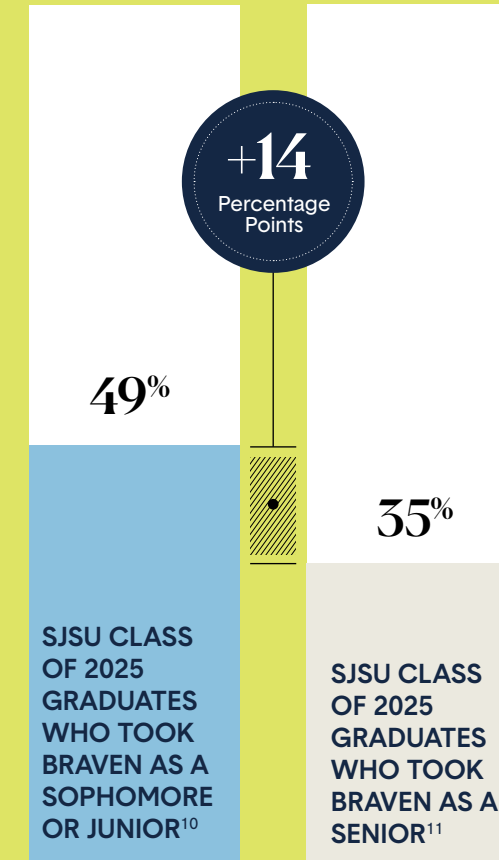
When Fellows take Braven during college matters

A greater percentage of students who take the course as a sophomore or junior attained a quality outcome compared to those who took the course as a senior.

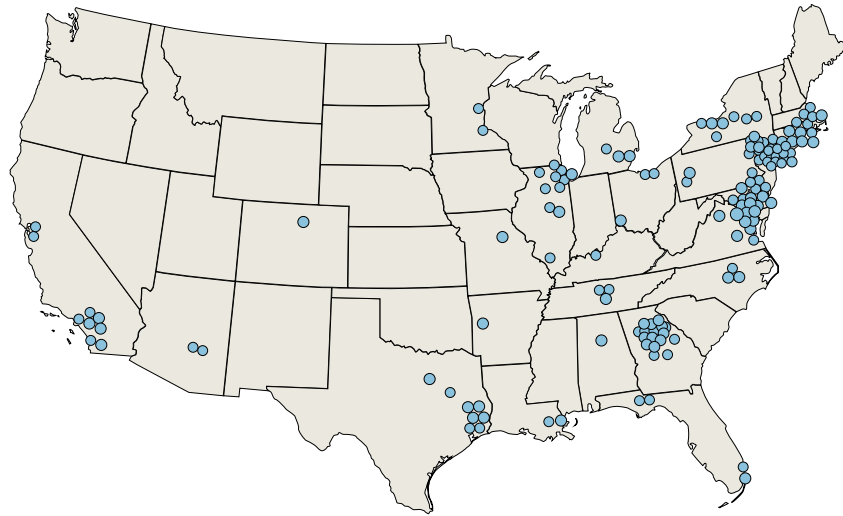


SJSU'S CLASS OF 2025 GRADUATES TOOK THE BRAVEN ACCELERATOR AS A SENIOR

QUALITY OUTCOMES RATE



Fellow enrollment in graduate school



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

1. Agnes Scott College
2. Alfred University
3. American University
4. Arizona State University
5. Augusta University
6. Aurora University
7. Bank Street College of Education
8. Barry University
9. Baruch College
10. Baylor University
11. Boston University
12. Brooklyn College
13. Brown University
14. California State University, Long Beach
15. Capella University
16. Carnegie Mellon University
17. Case Western Reserve University
18. Central Georgia Technical College
19. City University of New York
20. Clark Atlanta University
21. Columbia University
22. DePaul University
23. Drexel University
24. Duke University
25. Emory University
26. Emory University Nell Hodgson Woodruff School of Nursing
27. Emory University Rollins School of Public Health
28. Emory University School of Medicine
29. Faulkner University
30. Fisk University
31. Florida A&M University
32. Florida State University
33. George Washington University
34. Georgetown University

35. Georgetown University Law Center
36. Georgia College & State University
37. Georgia Institute of Technology
38. Georgia State University
39. Grand Canyon University
40. Harvard University
41. Howard University
42. Howard University School of Law
43. Hult International Business School
44. Illinois Institute of Technology
45. Illinois State University
46. Johns Hopkins University
47. Johns Hopkins University School of Medicine
48. Kean University
49. Kennesaw State University
50. La Sierra University
51. Lamar University
52. Lehman College
53. Loyola University Chicago
54. Massachusetts Institute of Technology
55. Meharry Medical College
56. Mercer University
57. Mercy University
58. Michigan State University
59. Mitchell Hamline School of Law
60. Montclair State University
61. Morehouse College
62. Morehouse School of Medicine
63. Morgan State University
64. National Louis University
65. New Jersey Institute of Technology
66. New York University
67. New York University Tisch School of the Arts
68. Newman University
69. Northeastern University
70. Northern Illinois University
71. Northwestern University
72. Old Dominion University
73. Palo Alto University
74. Philadelphia College of Osteopathic Medicine
75. Rensselaer Polytechnic Institute
76. Rice University
77. Russell Sage College
78. Rutgers Business School

79. Rutgers New Jersey Medical School
80. Rutgers School of Public Health
81. Rutgers University-New Brunswick
82. Rutgers University-Newark
83. Saint Joseph's University Philadelphia College of Pharmacy
84. San Diego State University
85. San Jose State University
86. Savannah College of Art and Design
87. Seton Hall University
88. Seton Hall University School of Law
89. Sotheby's Institute of Art
90. Southern Illinois University - Carbondale
91. Southern University Law Center
92. Spalding University
93. State University of New York at Brockport
94. Stevens Institute of Technology
95. Stony Brook University
96. Syracuse University
97. Teachers College, Columbia University
98. Temple University
99. Texas Southern University
100. The City College of New York
101. Towson University
102. Tufts University
103. Tufts University School of Medicine
104. Tulane University
105. University of Alabama at Birmingham
106. University of Arkansas
107. University of California, Irvine
108. University of California, Los Angeles
109. University of California, San Diego
110. University of Cincinnati
111. University of Colorado Boulder
112. University of Connecticut
113. University of Delaware
114. University of Georgia
115. University of Houston
116. University of Houston Law Center
117. University of Illinois at Chicago

118. University of Illinois at Urbana-Champaign
119. University of Maryland
120. University of Maryland, Baltimore County
121. University of Massachusetts Boston
122. University of Miami
123. University of Michigan School of Public Health
124. University of Michigan, Ann-Arbor
125. University of Missouri
126. University of Mount Saint Vincent
127. University of North Carolina Adams School of Dentistry
128. University of North Carolina at Chapel Hill
129. University of Pennsylvania
130. University of Pittsburgh
131. University of Rochester
132. University of Rochester School of Medicine and Dentistry
133. University of Southern California
134. University of Texas at Dallas
135. University of Texas Health Science Center at Houston
136. University of the District of Columbia
137. University of Virginia
138. Vanderbilt University
139. Virginia Commonwealth University
140. William & Mary
141. Yale Law School
142. Yale School of Public Health
143. Yale University

INTERNATIONAL SCHOOLS

144. Alliance Manchester Business School
145. Imperial College London
146. King's College
147. McGill University
148. Nanjing University
149. St. Matthew's University
150. University of Kent
151. University of Manchester
152. University of Oxford

27%

27% of the 2025 graduates nationwide went on to graduate school within six months of graduation.¹²

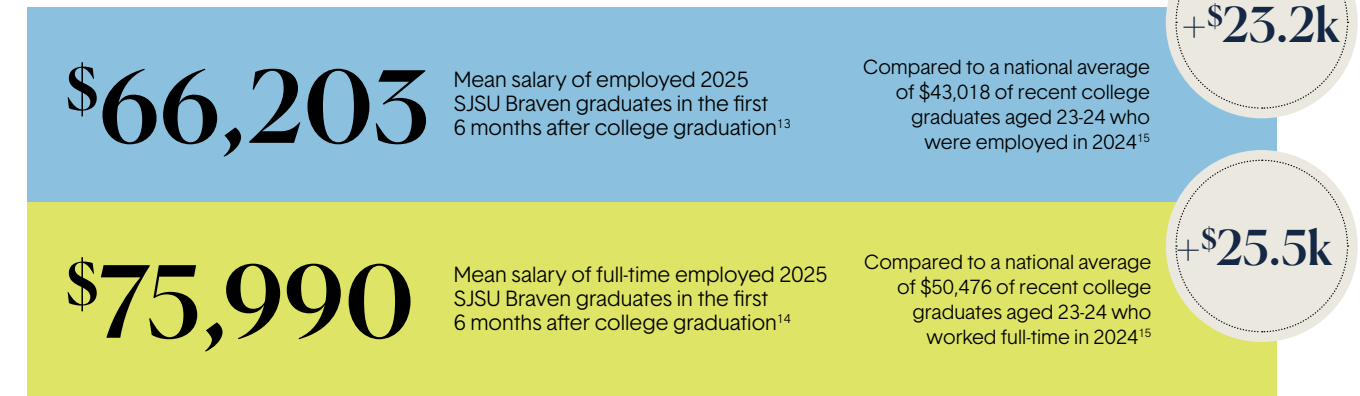
Building career wealth & health



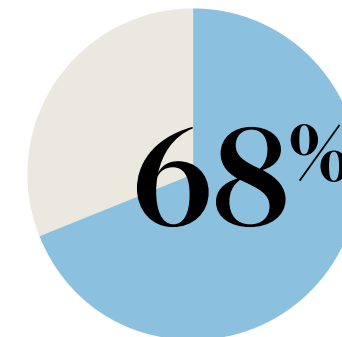
SPRING 2024 FELLOW
SAN JOSÉ STATE UNIVERSITY
 COLLEGE OF SOCIAL SCIENCES
George Draper
 Operations Manager,
 Amazon
 Joe Mazza Photography (San Francisco, CA)

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, and also includes some combination of promotion pathways, employee benefits, and a market-competitive starting salary.

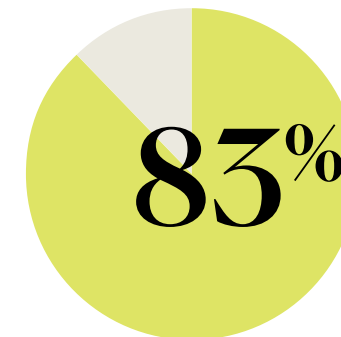
Six months post-graduation, SJSU Braven Fellows in the class of 2025 are outearning the national average salary for early college graduates.



RECENT BRAVEN GRADUATES NATIONALLY



ARE IN ROLES ALIGNED WITH THEIR LONG-TERM CAREER INTEREST¹⁶



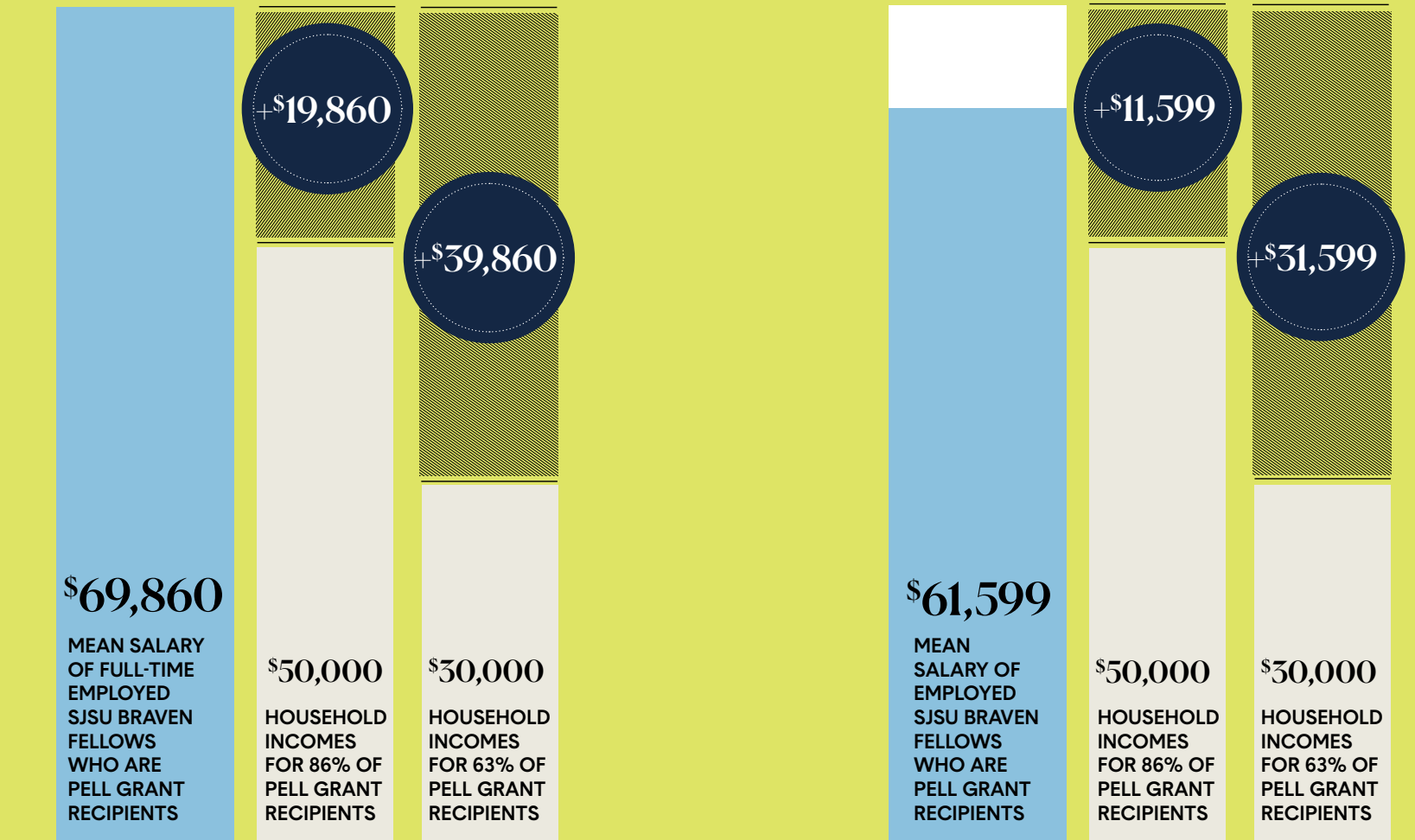
HAVE A JOB WITH EMPLOYER PROVIDED BENEFITS¹⁶

The American Dream in action

Nationally, 63% of Pell Grant recipients come from families with annual incomes below \$30,000, and 85% come from families earning less than \$50,000 annually.¹⁷

In their first job out of college, SJSU Braven Fellows are individually outearning most families who receive the Pell Grant.

42%
of SJSU Braven 2025 graduates are Pell Grant recipients



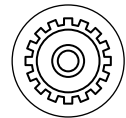
MOST POPULAR INDUSTRIES FOR SJSU BRAVEN FELLOWS



HEALTH



EDUCATION



MANUFACTURING

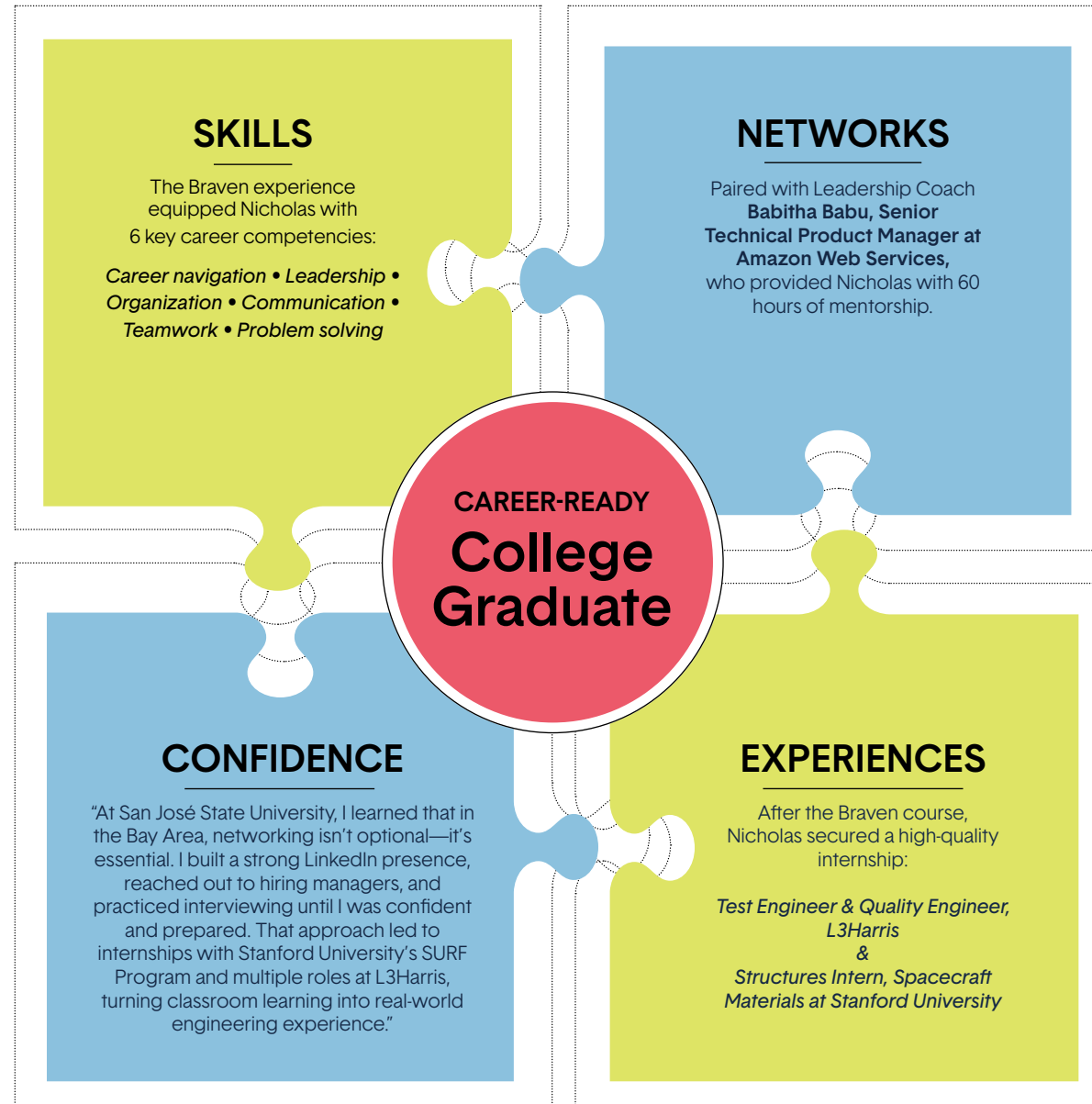


TECHNOLOGY

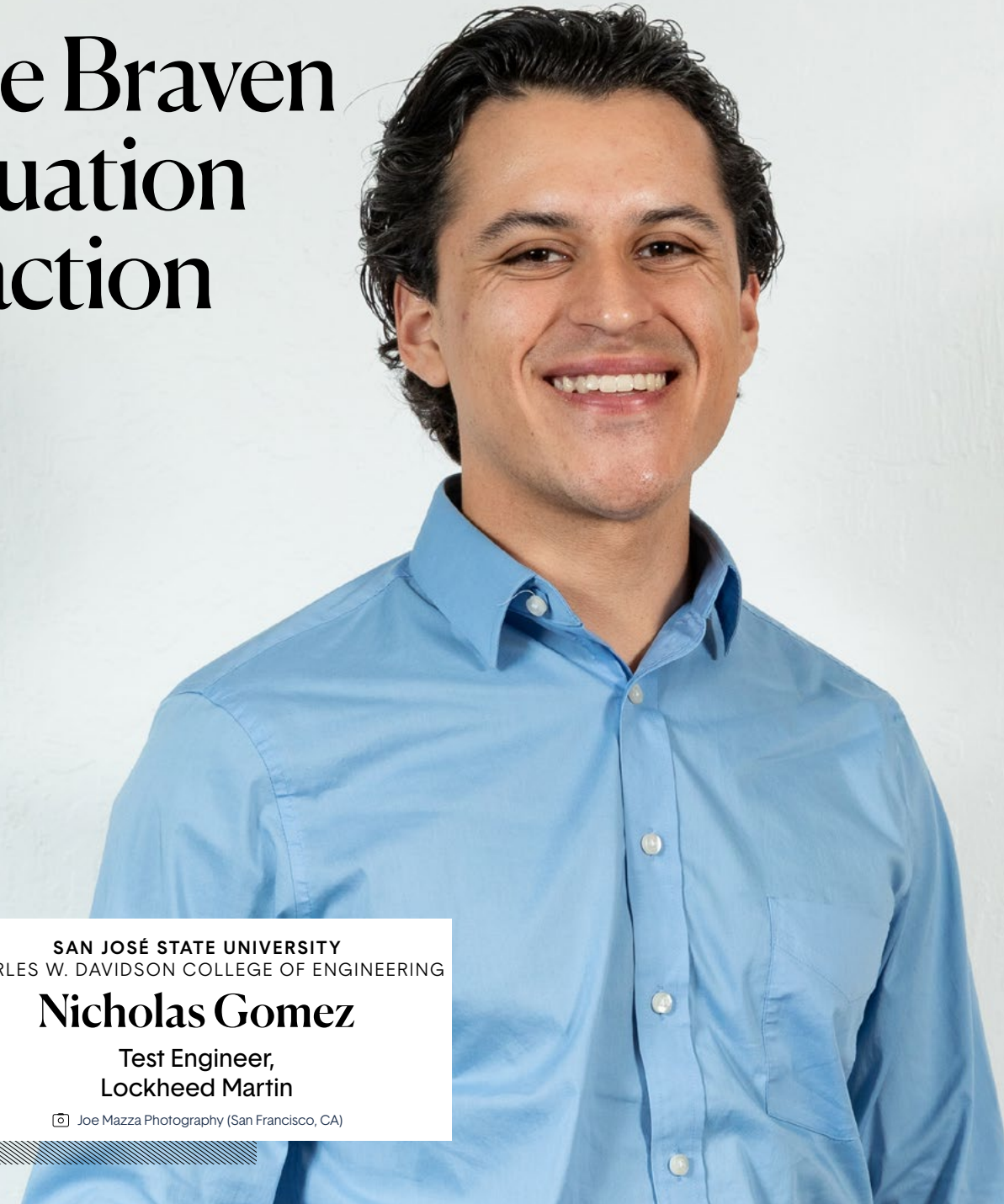


NONPROFIT

With Braven's help, Nicholas Gomez built the foundation to get on the path to the American Dream.



The Braven Equation in action



FALL 2021 FELLOW

SAN JOSÉ STATE UNIVERSITY
CHARLES W. DAVIDSON COLLEGE OF ENGINEERING

Nicholas Gomez
Test Engineer,
Lockheed Martin

Joe Mazza Photography (San Francisco, CA)

Section

2a

Are we
supporting
Fellows on
the path to
internships?

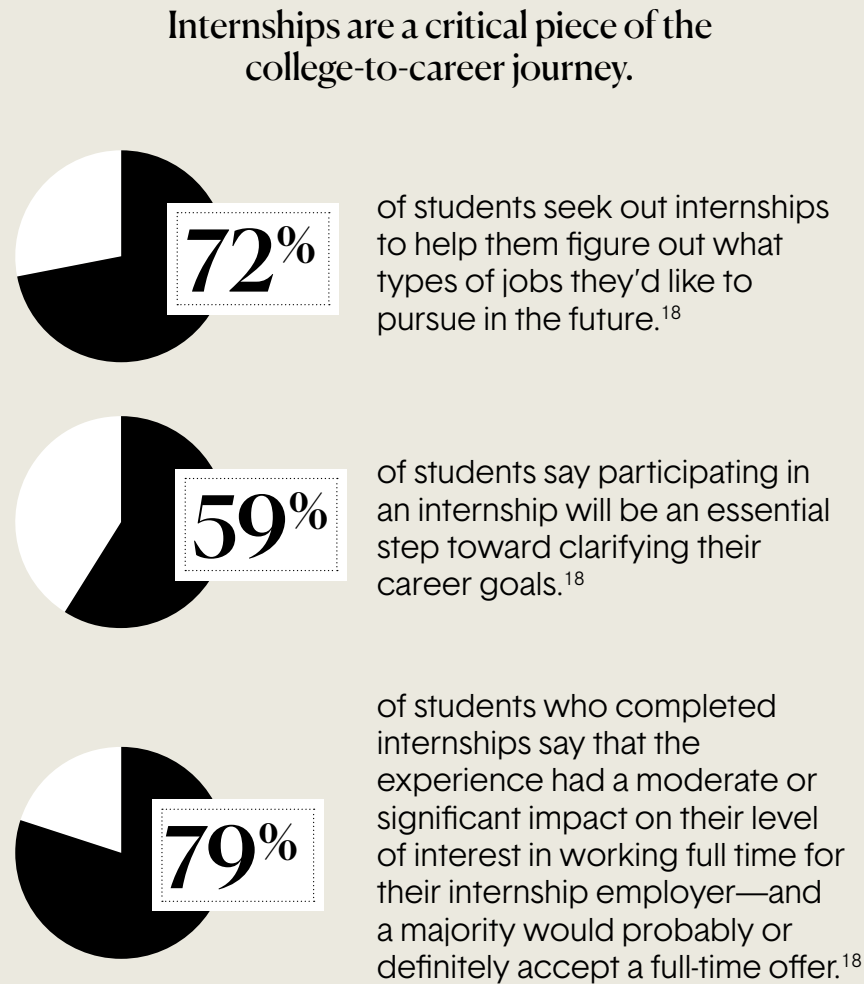




Students are facing greater competition for internships

Internships help students chart their futures, but fewer opportunities and rising competition make them harder to secure.

According to Handshake's Internship Index 2025:

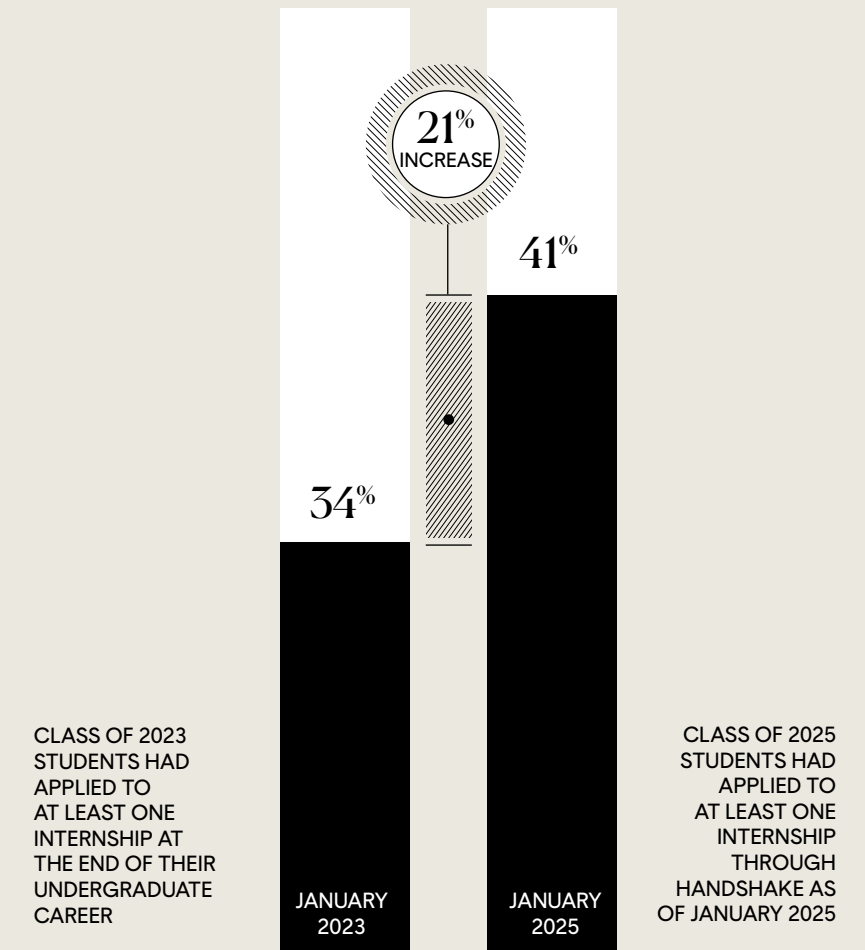


Internship demand is outpacing availability.

Internship postings declined more than 15% between January 2023 and January 2025. Meanwhile, internship applications surged.



INCREASE IN INTERNSHIP APPLICATIONS SUBMITTED¹⁸





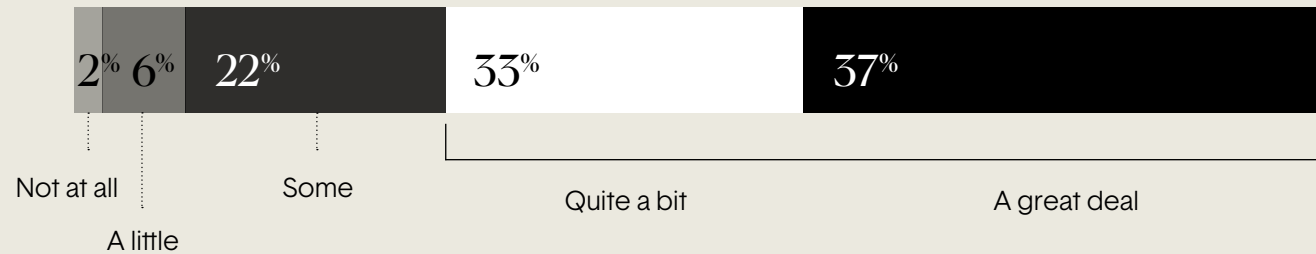
Paid internships increase networks & mentorship

The National Survey of Work-Based Learning from Strada Education Foundation and the Center for College Workforce Transitions found that paid internships have positive career value in several domains including social capital and mentorship.

NETWORKS



To what extent do you think your experience expanded your professional network?

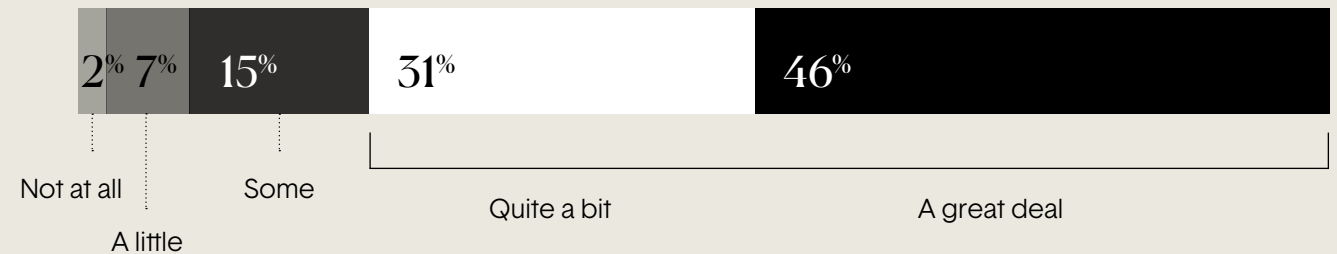


Seven in 10 students reported that paid internships substantially expanded their professional networks.¹⁹

MENTORSHIP



To what extent did your supervisor provide mentorship to support your career goals?



More than three-quarters of students reported high levels of career-focused mentorship.¹⁹

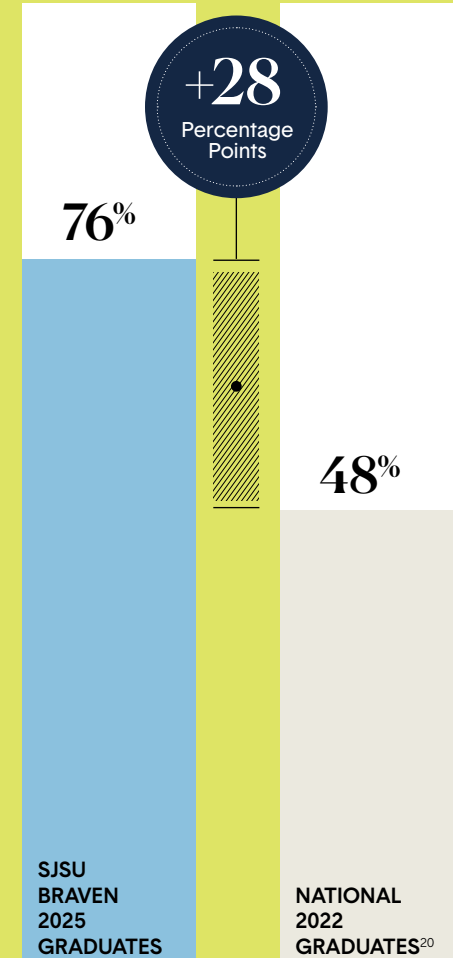
Encouraging levels of internship attainment for Braven Fellows



SPRING 2022 FELLOW
 SAN JOSÉ STATE UNIVERSITY
 COLLEGE OF SOCIAL SCIENCES
Yorlenny Santiago
 Intern,
 County of Santa Clara
 Joe Mazza Photography (San Francisco, CA)

Compared with graduates nationally, SJSU Braven 2025 graduates were 28 percentage points more likely to have at least one internship during their college experience.

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



Are we supporting Fellows on the path to college completion?

Section

2b



Encouraging levels of graduation



SAN JOSÉ STATE UNIVERSITY
LUCAS COLLEGE AND GRADUATE SCHOOL OF BUSINESS

Jennifer Terrazas

Business Management Analyst,
Northrop Grumman

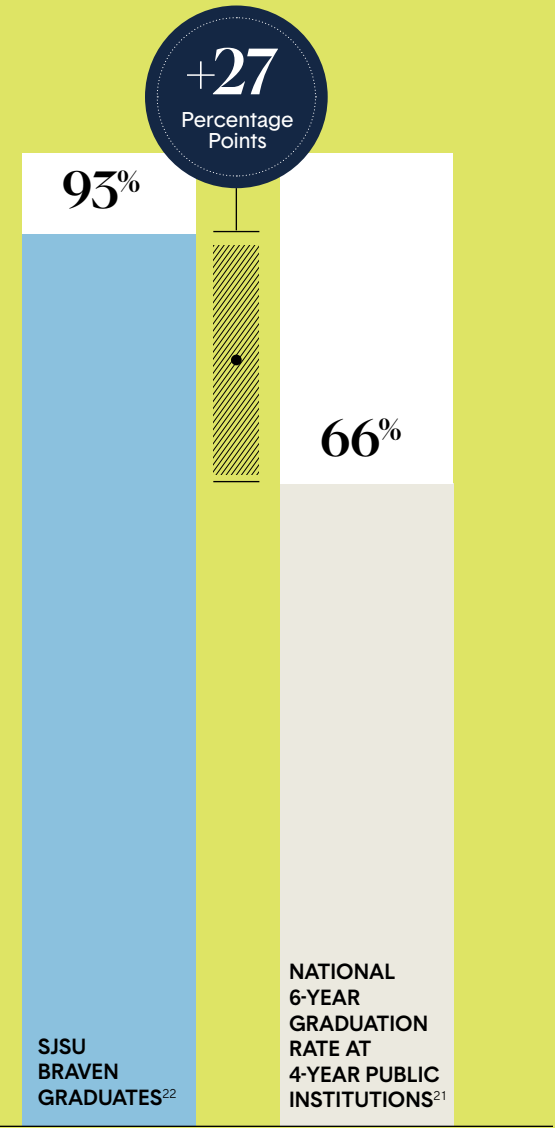
Joe Mazza Photography (San Francisco, CA)

FALL 2021 FELLOW

Nationally, only about 7 in 10 students graduate within six years of college enrollment.²¹

SJSU Braven Fellows, who typically join us during their sophomore or junior year, are graduating at encouraging rates.

SJSU BRAVEN FELLOWS
ACHIEVED A 93% SIX-YEAR ON-TIME
GRADUATION RATE



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
University of Massachusetts Lowell (launched Spring 2026)
University of North Texas (launched Spring 2026)

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
Atlassian
Blackstone Charitable Foundation

Deloitte
JPMorgan Chase Foundation
LinkedIn
Morgan Stanley
NBA Foundation

ANCHOR

(\$100K+ and programmatic support)
CIBC Foundation
Cognizant US Foundation
Salesforce
San Jose Sharks Foundation
The College Board

KEYSTONE

(\$25K+ and programmatic support)
Audible
Berkshire Hathaway Specialty Insurance
Blackbaud
Nerdwallet
Pathward N. A.
PwC
Ripple
Silver Lake
Taco Bell Foundation
UBS
United Airlines

IMPACT

(\$5K+ and/or programmatic support)
Bain and Company
Brown Advisory
Catalina
Cisco
City Year
Enkey.ai
Exelixis
Google

Hacker Dojo
Hispanic Foundation of Silicon Valley
Micron Technology, Inc.
NetApp
San Francisco Chamber of Commerce
SAP Americas
Sutter Health
Teach For America
Texas Instruments
Unacast
Vanguard
Wu Yee Children's Services

Contributors to San Francisco State University in Support of Braven's Launch

San Francisco Federal Credit Union
Visa

PHILANTHROPIC SUPPORTERS (\$10K+)

Anonymous
Arrow Impact
College Futures Foundation
Crankstart Foundation
Deloitte Foundation
Give Forward Foundation
Grace & Steve Voorhis
John Matthew Sobrato & Andie Sobrato
MR Macgill
Sobrato Family Foundation
Stupski Foundation
Tammy & Bill Crown
Tipping Point Community
William and Charlene Glikbarg Foundation
Younger Family Fund

A big thank you to our Bay Area Board of Directors:

Abigail "Abby" Smith
Carlos Flores
Charlie Wolfson
Jessica García-Kohl
Muna Sheikh
Sunita Suryanarayan

1. 15,563 Fellows have completed the Braven Accelerator course to date; this includes core sites (City College of New York, Delaware State University, Northern Illinois University, Rutgers University-Newark, San José State University, and Spelman College) and non-core sites (BravenX, San Francisco State University, Lehman College, and National Louis University).
2. The percentage of students not on the path to the American Dream is an estimate of the percentage of Pell-Grant or first-generation students who have graduated but have not secured a quality job post college. This cohort is based on the latest data available and is the total fall 2022 enrollment of first-time degree/certificate-seeking students in degree-granting postsecondary institutions (NCES 2023 Digest of Education Statistics table 305.10) and the total fall 2021 enrollment of 2YR > 4YR transfers (NSC Research Center Fall 2023 Transfer and Progress Report). Based on this cohort, the percent of students not on path to the American Dream is calculated leveraging the following sources: "Percentage of Undergraduates Receiving Pell Grant in 2022-2023" NCES 2023 IPEDS Trends Generator; "Number of Full-Time, First-Time Degree/Certificate-Seeking Undergraduate Students... by Type of Aid Received" NCES 2020 IPEDS Data Explorer table 20; "Total Undergraduate Fall Enrollment in Degree-Granting Postsecondary Institutions, by Attendance Status, Sex of Student, and Control and Level of Institution: Selected Years, 1970 through 2031" NCES 2023 Digest of Education Statistics table 303.70; Trends in First-Generation Students: College Access, Persistence, and Postbachelor's Outcomes NCES 2018 First Generation Students Report; Trends in Pell Grant Receipt and the Characteristics of Pell Grant Recipients: Selected Years, 2003–2004, 2015–2016 NCES 2019 IPEDS Trends Generator; NACE 2025 First Destination Survey and September 2025 Federal Reserve Bank of New York Underemployment Rate.
3. "The Labor Market for Recent College Graduates: Unemployment Rates for Recent College Graduates versus Other Groups." Federal Reserve Bank of New York, 2024, www.newyorkfed.org/research/college-labor-market#:~:explore=unemployment. Accessed 24 Feb. 2025.
4. Shrivastava, Allison. "September 2025 Labor Market Update: The Squeeze on New Entrants Mirrors a Marketwide Decline." Hiring Lab, 25 Sept. 2025, www.hiringlab.org/2025/09/25/september-labor-market-squeeze-on-new-entrants/. Accessed 24 Feb. 2026.
5. "Job Cuts Hammer Bay Area Tech Sector in Brutal Beginning for 2025." Industry Insider: California, Tribune News Service, 3 Apr. 2025, insider.govtech.com/california/news/job-cuts-hammer-bay-area-tech-sector-in-brutal-beginning-for-2025.
6. SignalFire. The State of Tech Talent Report 2025. SignalFire, 20 May 2025, <https://www.signalfire.com/blog/signalfire-state-of-talent-report-2025/>
7. World Economic Forum. The Future of Jobs Report 2025. World Economic Forum, Jan. 2025, <https://www.weforum.org/reports/the-future-of-jobs-report-2025/>
8. Outcomes are based on SJSU Fellows for which their post-graduation outcome is known (89% or 100 out of the total 112 SJSU Fellows' outcome is known).
9. Braven defines quality outcome attainment using the following methodology:
 - a. Quality outcome: Fellow enrolls in graduate school or secures a job that requires a BA/BS, is full-time, and is paid.
 - b. Part-quality outcome: Fellow secures a job that is paid, aligns with long-term career interests, and meets at least one of the criteria below:
 - i. Requires a bachelor's degree
 - ii. Is full-time
 - iii. Offers employer-provided benefits
 - iv. Earns >35k per year
 - v. Builds record of achievement/resume
 - vi. Builds transferable skills, especially within career interests
 - c. Not quality: Fellow secures a job that is paid, but does not meet the criteria of a part-quality or quality job.
 - d. Unemployed: Fellow is unemployed.
10. The 49% quality outcomes rate is based on 29 SJSU sophomores and juniors who secured a quality outcome out of 59 total SJSU sophomores and juniors for which we know their first destination outcome.
11. The 35% quality outcomes rate is based on 14 SJSU seniors who secured a quality outcome out of 40 total SJSU seniors for which we know their first destination outcome.
12. 27% is the percentage of Fellows who enrolled in graduate school nationally across Braven core sites. This percentage is based on Fellows for which their post-graduation outcome is known (87% or 1136 out of the total 1306 Fellows at core sites' outcome is known).
13. Braven employed salary average is the approximated salary average for Class of 2025 Braven SJSU Fellows at core sites who secured any job (quality, part-quality, or not quality).
14. Braven full-time employed salary average is the approximated salary average for Class of 2025 Braven SJSU Fellows at core sites who secured a quality job.
15. U.S. Census Bureau. American Community Survey. Data filtered by age (AGEP 23-24), income (PINCP > \$1), hours worked (WKHP > 35 or WKHP > 0), employment status (ESR Civilian employed, at work), and educational attainment (SCHL Bachelor's degree). U.S. Census Bureau, <https://www.census.gov/programs-surveys/acs>.
16. Data is based on 380 Post-Accelerator Fellow survey responses pooled from Fall 2021 - Fall 2025 across both core and non-core sites.
17. National Student Aid Profile: Overview of 2024 Federal Programs. National Association of Student Financial Aid Administrators, 2024, https://www.nasfaa.org/uploads/documents/2024_National_Profile.pdf. Accessed 24 Feb. 2026.
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21. The National Comparison represents the six-year graduation rate for the 2018 cohort of full-time, first-time Pell Grant recipients at four-year public Title IV institutions. This rate is adjusted to account for year-over-year persistence from freshman through junior year. Data is synthesized from the NCES IPEDS Data Explorer (2024), the Digest of Education Statistics (2021), and American Institutes for Research (2023).
22. Six-year graduation rate of SJSU Braven Fellows includes students who enrolled as first-time freshmen, not including those who took Braven as seniors, transfers, or international students. SJSU is included in the six-year graduation rate calculation because the university reached a threshold of graduates to date (200+) for which we have both valid enrollment and graduation data.

1. 15,563 Fellows have completed the Braven Accelerator course to date; this includes core sites (City College of New York, Delaware State University, Northern Illinois University, Rutgers University-Newark, San José State University, and Spelman College) and non-core sites (BravenX, San Francisco State University, Lehman College, and National Louis University).
2. The percentage of students not on the path to the American Dream is an estimate of the percentage of Pell-Grant or first-generation students who have graduated but have not secured a quality job post college. This cohort is based on the latest data available and is the total fall 2022 enrollment of first-time degree/certificate-seeking students in degree-granting postsecondary institutions (NCES 2023 Digest of Education Statistics table 305.10) and the total fall 2021 enrollment of 2YR > 4YR transfers (NSC Research Center Fall 2023 Transfer and Progress Report). Based on this cohort, the percent of students not on path to the American Dream is calculated leveraging the following sources: "Percentage of Undergraduates Receiving Pell Grant in 2022-2023" NCES 2023 IPEDS Trends Generator; "Number of Full-Time, First-Time Degree/Certificate-Seeking Undergraduate Students... by Type of Aid Received" NCES 2020 IPEDS Data Explorer table 20; "Total Undergraduate Fall Enrollment in Degree-Granting Postsecondary Institutions, by Attendance Status, Sex of Student, and Control and Level of Institution: Selected Years, 1970 through 2031" NCES 2023 Digest of Education Statistics table 303.70; Trends in First-Generation Students: College Access, Persistence, and Postbachelor's Outcomes NCES 2018 First Generation Students Report; Trends in Pell Grant Receipt and the Characteristics of Pell Grant Recipients: Selected Years, 2003–2004, 2015–2016 NCES 2019 IPEDS Trends Generator; NACE 2025 First Destination Survey and September 2025 Federal Reserve Bank of New York Underemployment Rate.
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7. World Economic Forum. The Future of Jobs Report 2025. World Economic Forum, Jan. 2025, <https://www.weforum.org/reports/the-future-of-jobs-report-2025/>
8. Outcomes are based on SJSU Fellows for which their post-graduation outcome is known (89% or 100 out of the total 112 SJSU Fellows' outcome is known).
9. Braven defines quality outcome attainment using the following methodology:
 - a. Quality outcome: Fellow enrolls in graduate school or secures a job that requires a BA/BS, is full-time, and is paid.
 - b. Part-quality outcome: Fellow secures a job that is paid, aligns with long-term career interests, and meets at least one of the criteria below:
 - i. Requires a bachelor's degree
 - ii. Is full-time
 - iii. Offers employer-provided benefits
 - iv. Earns >35k per year
 - v. Builds record of achievement/resume
 - vi. Builds transferable skills, especially within career interests
 - c. Not quality: Fellow secures a job that is paid, but does not meet the criteria of a part-quality or quality job.
 - d. Unemployed: Fellow is unemployed.
10. The 49% quality outcomes rate is based on 29 SJSU sophomores and juniors who secured a quality outcome out of 59 total SJSU sophomores and juniors for which we know their first destination outcome.
11. The 35% quality outcomes rate is based on 14 SJSU seniors who secured a quality outcome out of 40 total SJSU seniors for which we know their first destination outcome.
12. 27% is the percentage of Fellows who enrolled in graduate school nationally across Braven core sites. This percentage is based on Fellows for which their post-graduation outcome is known (87% or 1136 out of the total 1306 Fellows at core sites' outcome is known).
13. Braven employed salary average is the approximated salary average for Class of 2025 Braven SJSU Fellows at core sites who secured any job (quality, part-quality, or not quality).
14. Braven full-time employed salary average is the approximated salary average for Class of 2025 Braven SJSU Fellows at core sites who secured a quality job.
15. U.S. Census Bureau. American Community Survey. Data filtered by age (AGEP 23-24), income (PINCP > \$1), hours worked (WKHP > 35 or WKHP > 0), employment status (ESR Civilian employed, at work), and educational attainment (SCHL Bachelor's degree). U.S. Census Bureau, <https://www.census.gov/programs-surveys/acs>.
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19. Building Better Internships: Evidence from the National Survey of College Internships. Strada Education Foundation / University of Wisconsin-Madison, June 2024, cdn.prod.website-files.com/6777c52f82e5471a3732ea25/679a75b6bb2ab5a398044a74_Building-Better-Internships-Full-Report-Updated-June-2024.pdf. Accessed 24 Feb. 2026.
20. Clayton, Dave, et al. From College to Career: Students' Internship Expectations and Experiences. Strada Education Foundation, 17 May 2023, www.strada.org/reports/from-college-to-career-students-internship-expectations-and-experiences. Accessed 24 Feb. 2026.
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