Spelman Pathways
CREATING YOUR PATH TO LIFE AND CAREER EXCELLENCE

+

BRAVEN

Spring 2023 Fellow

SaRee Grimes

SPELMAN COLLEGE

Fellow,
Alliance Theatre

Kat Goduco



2026 Impact Report

2025-2026 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.

Tashyra Lyles

Spring 2025 Fellow



SPELMAN COLLEGE

Teaching Fellow, Breakthrough Atlanta

Kat Goduco

What does this report cover?

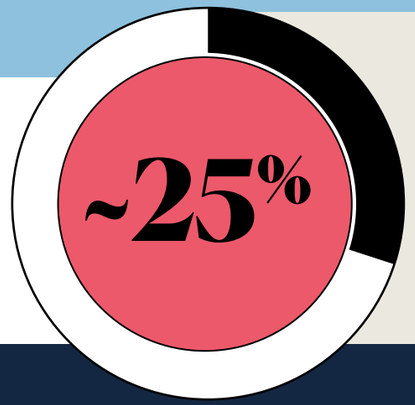
Across the country, Braven and our dedicated partners are turning the promise of economic mobility into reality, one Fellow at a time.

We're on a path to reach 80,000-100,000 students by 2032, at which point we'll welcome 25,000 new Fellows annually into a proven model that builds the career-readiness skills, networks, confidence, and experience that careers are built on.

To date, more than 17,000[1] Fellows have come through Braven's doors, and the momentum is only growing. This report takes a close look at what that momentum means in practice, through the lens of five questions that get to the heart of our work:

1. **Are our Fellows securing quality career outcomes that put them on the path to the American Dream?**
2. **Are we impacting more students while 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?**

Why our work matters



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 enroll in graduate school.[2]

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

1.4 million students

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

~400k

GRADUATE & SECURE A STRONG JOB OR GAIN ADMISSION TO GRADUATE SCHOOL

~1 million

ARE NOT ON THE PATH TO THE AMERICAN DREAM



chandler

Chandler Solomon

Spring 2022 Fellow

SPELMAN COLLEGE

Graduate Student,
Chemical and Biomolecular Engineering
Ph.D., Clemson University

Kat Goduco

Omani Brown

Spring 2024 Fellow



SPELMAN COLLEGE

Program Administrator, Bridges of Hope Community Services

Kat Goduco

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

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

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

Skills
Career Navigation, Problem Solving, Communication, Teamwork, Organization, Leadership & Technology

Networks
Size, Strength, Diversity & Social Capital

Confidence
Self-Efficacy & Sense of Belonging

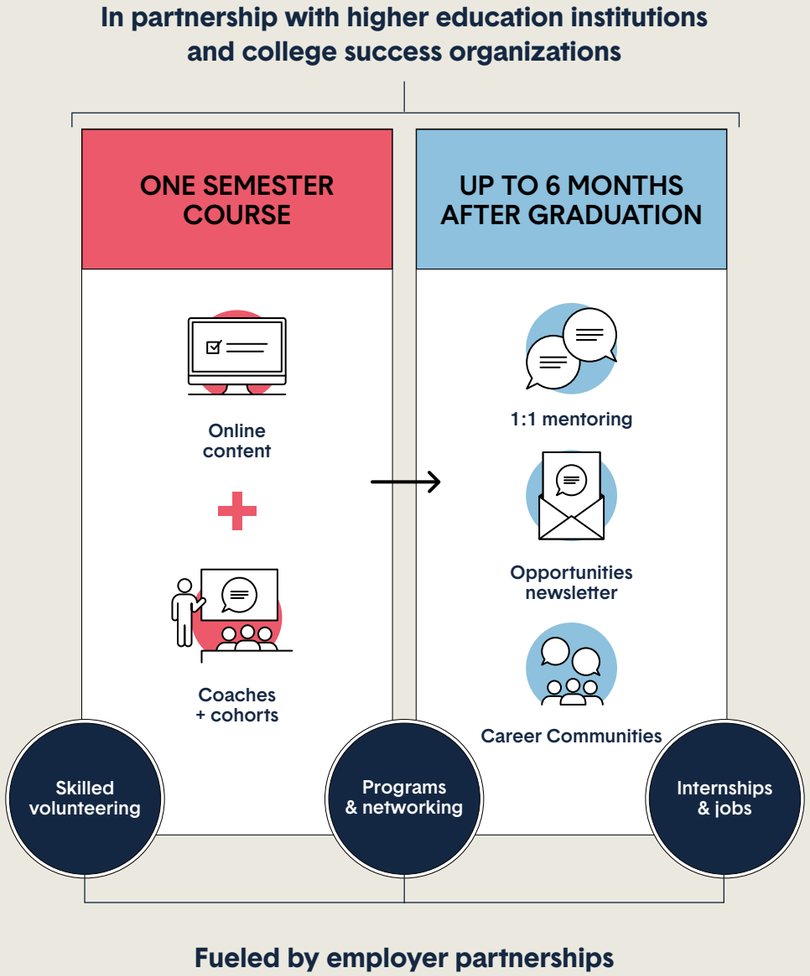
Experience
Exposure, Exploration & Experience (e.g. Internships)

+

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 higher education partners and faculty, employer partners, volunteers, and students—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

- Chicago State University
- The City College of New York
- DSU
- Illinois Tech — *Launched Fall 2026*
- Kean — *Launched Fall 2026*
- National Louis University
- Northern Illinois University
- Rutgers Newark
- San Francisco State University
- SJSU San José State University
- Spelman College — *A Choice to Change the World*
- UMass Lowell
- University of Mount Saint Vincent — *Launched Fall 2026*
- UNT University of North Texas



1

SECTION 1

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

National Statistics

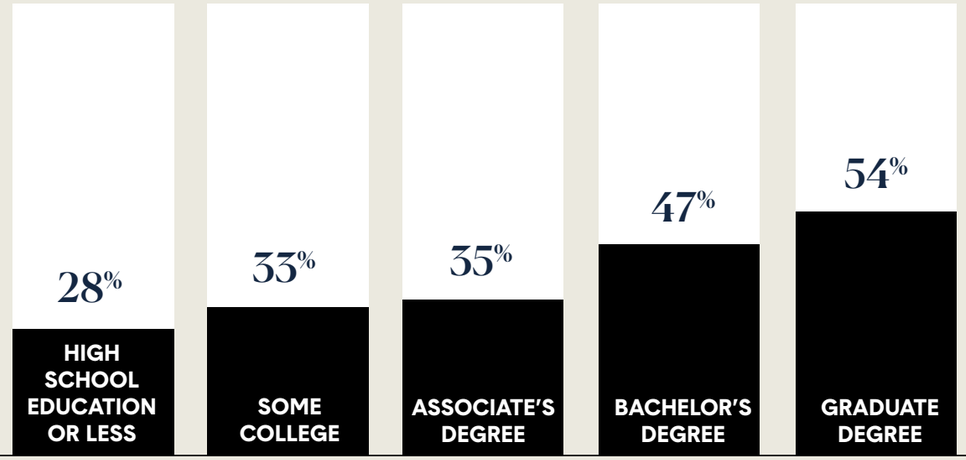
Pursuing the bachelor's degree is still the surest path to economic mobility

A bachelor's degree holder is still employed at a higher rate, has greater job security once employed, and earns more than workers with a high school diploma alone.

The bachelor's degree remains a strong predictor of job quality.

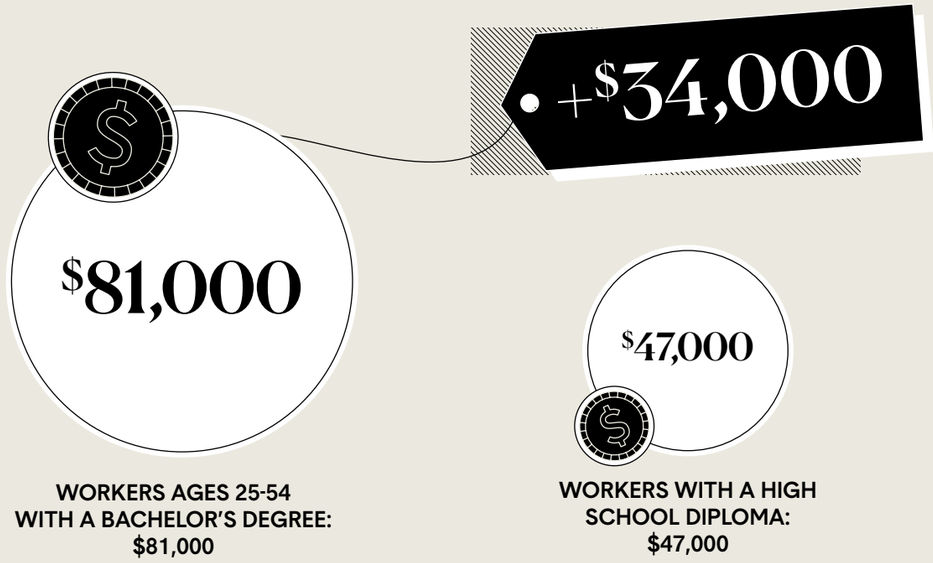
Employees with a bachelor's or graduate degree are more likely to have quality jobs than those with an associate's degree, some college, or a high school education or less.[3]

PERCENTAGE OF DEGREE COMPLETERS IN QUALITY JOBS



Workers with a four-year degree earn 72% more than workers with a high school diploma alone.

MEDIAN ECONOMIC OUTCOMES
FOR WORKERS AGES 25-54 WITH A BACHELOR'S DEGREE[4]



WORKERS AGES 25-54 WITH A BACHELOR'S DEGREE: $81,000

WORKERS WITH A HIGH SCHOOL DIPLOMA: $47,000



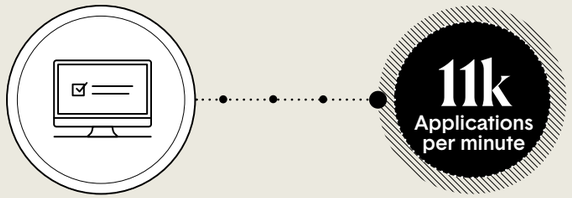
The opportunity: Translating degrees into career-launching opportunities

The challenge today is not the value of the degree itself, but ensuring students can successfully translate it into career-launching opportunities.

Although the long-term effects of AI on job availability are still emerging, its influence on the job search experience and hiring practices is already evident.

Increase in job applications

In June 2025, LinkedIn reported that the number of job applications increased by more than 45%, and the platform is clocking an average of 11,000 applications per minute. [5]

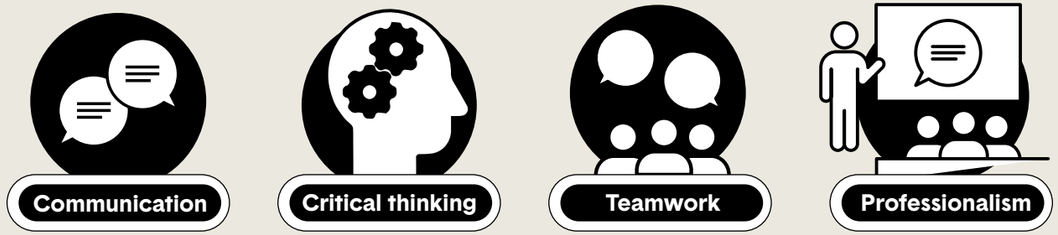


AI's impact on job hunting

Twenty-six percent of candidates say AI has made it harder to stand out due to increased competition. Among Gen Z, that number jumps to 45%. [5]

Employers are prioritizing human skill competencies to distinguish the strongest entry-level candidates in an increasingly competitive applicant pool.

These include: [6]



These are closely aligned with the seven career-readiness skills Braven helps students develop in the Accelerator course:

- Communication
- Problem solving
- Teamwork
- Leadership
- Organization
- Career navigation
- Technology

Spelman Braven Fellows secured quality opportunities after college

In 2025, 535 Braven Fellows graduated from Spelman College.

This new class outpaced their peers nationally in quality outcome attainment [7] by 20 percentage points (65% [8] vs 45% [9]) within six months of graduation.

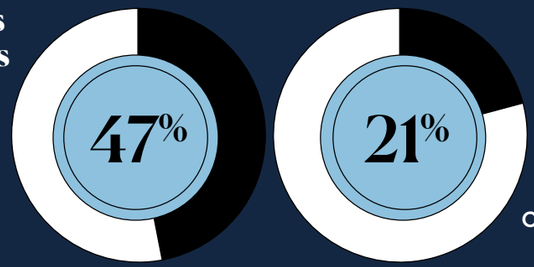
65% SPELMAN BRAVEN 2025 GRADUATES

+20 percentage points

45% GRADUATES WITH A BACHELOR'S DEGREE FROM PEER INSTITUTIONS WITH A SIMILAR CONCENTRATION OF PELL GRANT RECIPIENTS [9]

49% GRADUATES NATIONALLY WITH A BACHELOR'S DEGREE [10]

Spelman Braven Class of 2025 demographics



STUDENTS FROM LOW-INCOME BACKGROUNDS [11]

FIRST-GENERATION COLLEGE STUDENTS [12]



Parker

Parker Chambers

Spring 2025 Fellow

SPELMAN COLLEGE

Masters of Public Policy, University of Chicago

Kat Goduco

Sydney Taylor

Fall 2022 Fellow



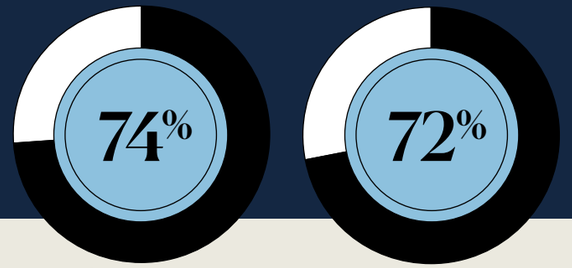
SPELMAN COLLEGE

Master of Public Health, University of North Carolina at Chapel Hill

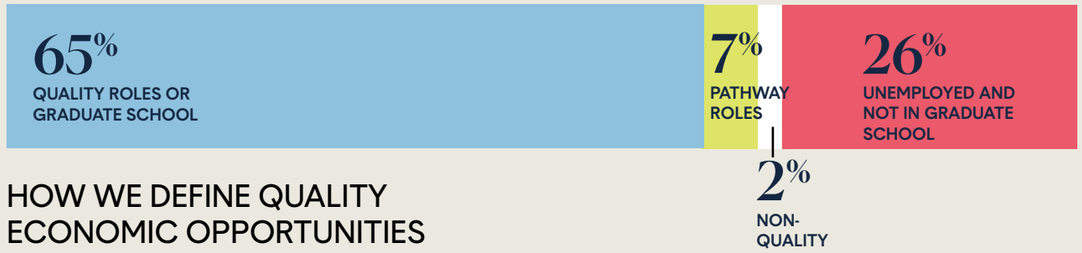
Kat Goduco

The strength of roles our 2025 Spelman Braven graduates secured

Of the 535 Spelman Braven Fellows who graduated from college in 2025,



2025 Spelman Braven Graduates



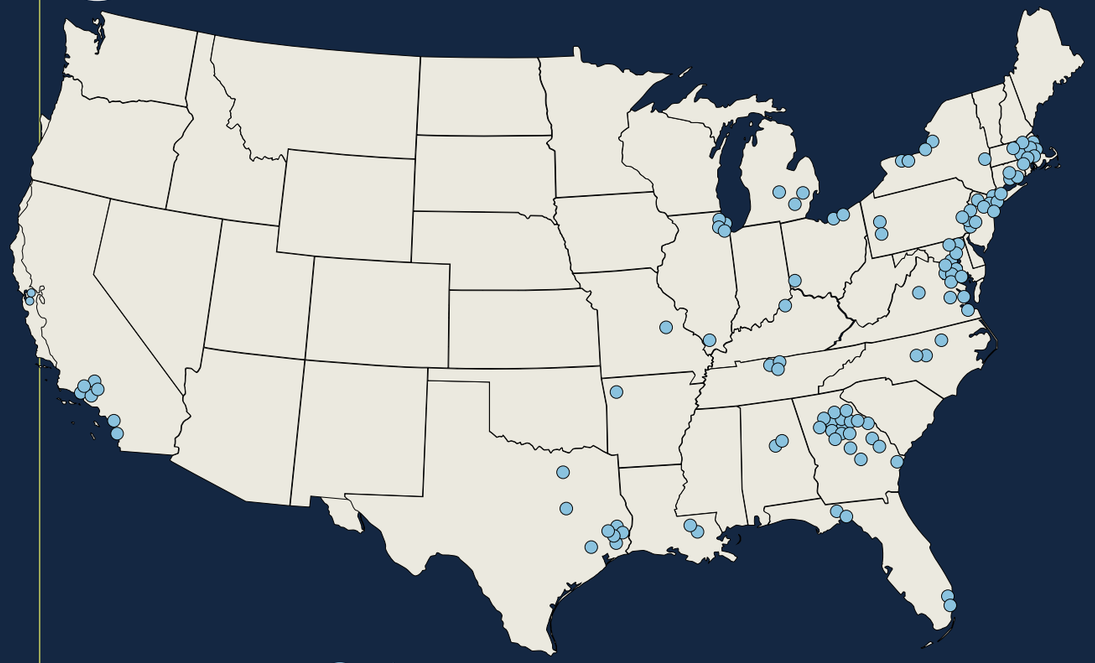
HOW WE DEFINE QUALITY ECONOMIC OPPORTUNITIES

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

Spelman Fellow enrollment in graduate school



42% of Spelman College's Fellows continued on to graduate schools within six months of graduation. [13]

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

1. Agnes Scott College
2. Augusta State University
3. Barry University
4. Baylor University
5. Boston University
6. Boston University School of Medicine
7. Brown University
8. California State University, Long Beach
9. Carnegie Mellon University
10. Case Western Reserve University
11. Case Western Reserve University School of Law
12. Central Georgia Technical College
13. City University of New York
14. Clark Atlanta University
15. Columbia University
16. DePaul University
17. Drexel University
18. Duke University
19. Emory Healthcare
20. Emory University
21. Emory University Laney Graduate School
22. Emory University Nell Hodgson Woodruff School of Nursing
23. Emory University Rollins School of Public Health
24. Emory University School of Medicine
25. Faulkner University
26. Fisk University
27. Florida A&M University
28. Florida State University
29. Georgetown University
30. Georgetown University Law Center
31. Georgia College & State University
32. Georgia Institute of Technology
33. Georgia State University
34. Harvard University
35. Howard University School of Law
36. Howard University
37. Hult International Business School
38. Johns Hopkins Medicine
39. Johns Hopkins University
40. Kennesaw State University
41. La Sierra University
42. Lamar University
43. Louisiana State University
44. Loyola University Chicago
45. Meharry Medical College
46. Mercer University
47. Michigan State University
48. Massachusetts Institute of Technology
49. Montclair State University
50. Morehouse School of Medicine
51. Morgan State University
52. National Louis University
53. New York University
54. New Jersey Institute of Technology
55. Northwestern University
56. New York University Tisch School of the Arts
57. Old Dominion University
58. Philadelphia College of Osteopathic Medicine
59. Rensselaer Polytechnic Institute
60. Rice University
61. Saint Joseph's University Philadelphia College of Pharmacy
62. San Diego State University
63. Savannah College of Art & Design
64. Sotheby's Institute of Art
65. Southern Illinois University, Carbondale
66. Southern University Law Center
67. Spalding University
68. State University of New York, Syracuse
69. Syracuse University
70. Temple University
71. Texas Southern University
72. The George Washington University
73. The University of Alabama at Birmingham
74. The University of Michigan School of Public Health
75. The University of North Carolina Adams School of Dentistry
76. The University of Texas, Dallas
77. Tufts University School of Medicine
78. Tufts University
79. Tulane University
80. University of Arkansas
81. University of California, Irvine
82. University of California, Los Angeles
83. University of California, San Diego
84. University of Cincinnati
85. University of Georgia
86. University of Houston Law Center
87. University of Houston-Downtown
88. University of Maryland, College Park
89. University of Massachusetts, Boston
90. University of Miami
91. University of Michigan - Ann Arbor
92. University of Missouri
93. University of North Carolina at Chapel Hill
94. University of Pennsylvania
95. University of Pittsburgh
96. University of Rochester
97. University of Rochester School of Medicine and Dentistry
98. University of Southern California
99. University of Texas Health Science Center at Houston
100. University of the District of Columbia
101. University of Virginia
102. Vanderbilt University
103. Virginia Commonwealth University
104. William and Mary
105. Yale School of Public Health
106. Yale University
107. Yale Law School

INTERNATIONAL SCHOOLS

108. Alliance Manchester Business School
109. Imperial College
110. King's College
111. McGill University
112. Nanjing University
113. St. Matthew's University
114. University of Manchester
115. University of Oxford

Aubria

Aubria King

Spring 2025 Fellow

SPELMAN COLLEGE

Patient Care Skills Intern, R&B Therapeutic Services LLC

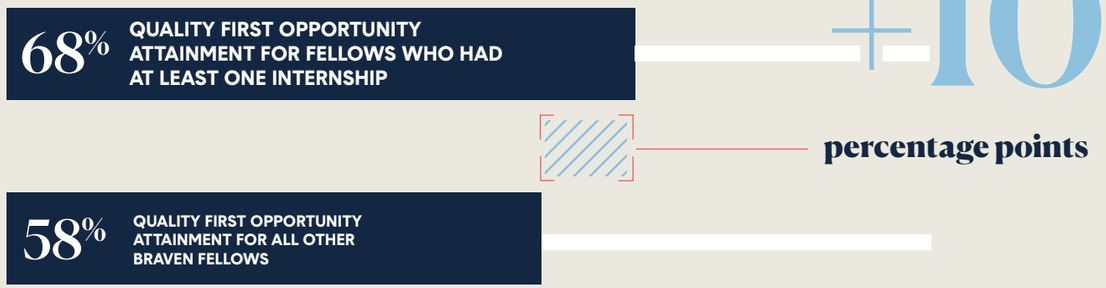
Kat Goduco



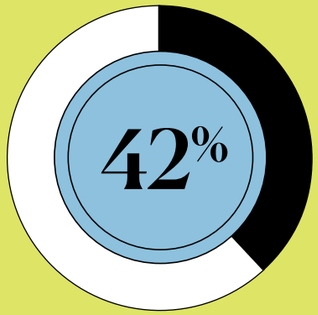
Internships often lead to strong first opportunities after college

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

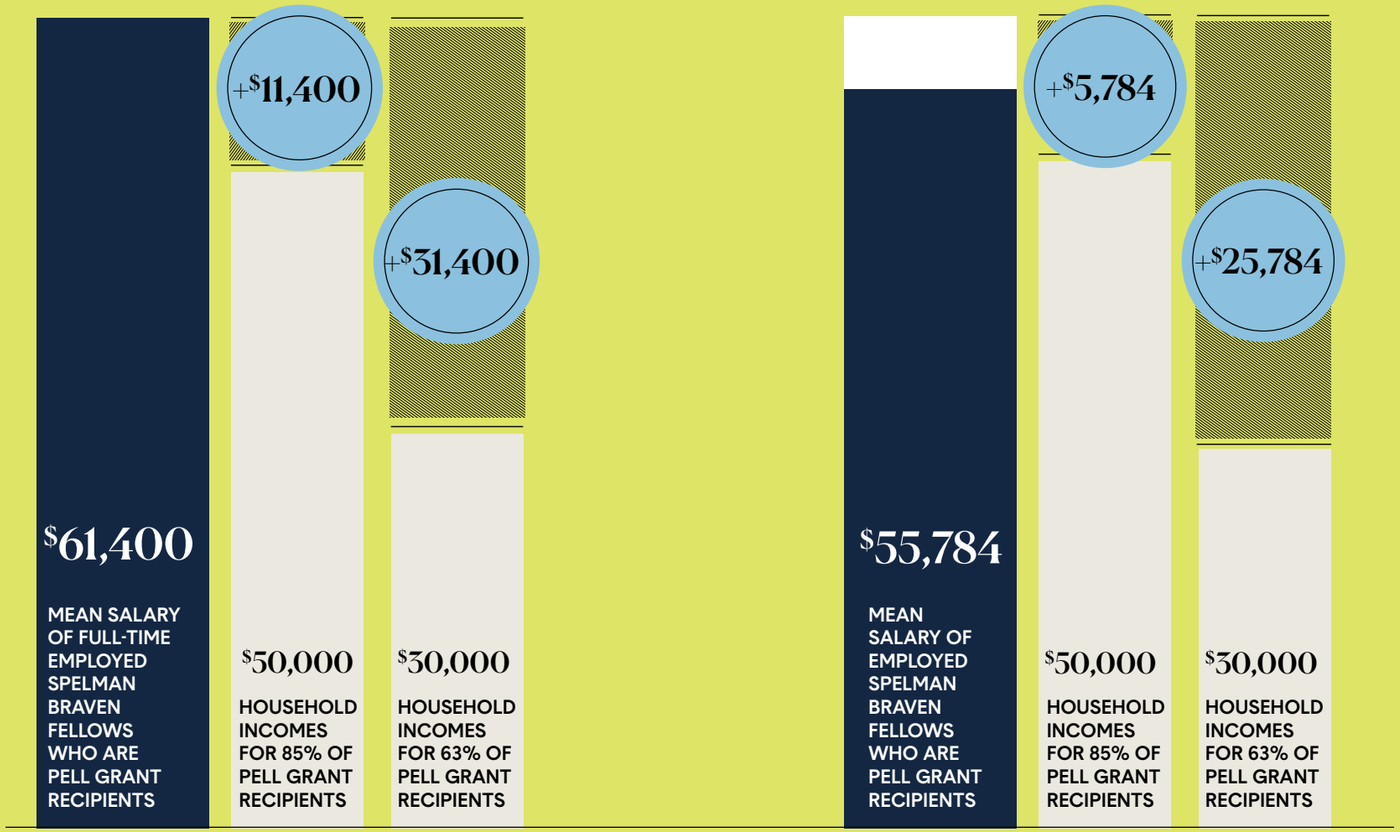
The influence of internships on post-graduate success is underscored by our data: Braven Fellows nationwide who have completed at least one internship in college have a 10 percentage points higher quality attainment rate compared to other Braven Fellows (68% vs 58%). [14]



The American Dream in action



OF SPELMAN BRAVEN 2025 GRADUATES ARE PELL GRANT RECIPIENTS



Nationally, 85% of Pell Grant recipients come from families with annual incomes below $50,000. Sixty-three percent of those families earn less than $30,000. [15]

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

The Braven Equation in action

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

Skills

Networks

Confidence

Experiences

The Braven experience equipped Margaret with 7 key career competencies: **career navigation • leadership • organization • communication • teamwork • problem solving • technology**

Leadership Coach **Danelle Brister, Founder & Principal Consultant of Revolutionary Impact,** provided Margaret **with 60 hours of mentorship.**

"Braven at Spelman paired me with mentorship and real-world practice that strengthened my career readiness–communication, interviewing, and problem-solving–and helped me confidently pursue public health from a non-traditional major. Today, I'm earning my Master in Public Health at Emory on scholarship and gaining experience in global health."

After the Braven course, Margaret secured a high-quality internship: **Research Fellow, University of California San Diego Summer Training Academy for Research Success**



Career-Ready College Graduate

Margaret Harris

Spring 2023 Fellow

SPELMAN COLLEGE

Graduate Student, Master in Public Health, Emory University

Kat Goduco

How the job market is shaping up for the Class of 2026

The picture for the Class of 2026 is more nuanced than the headlines suggest. Hiring projections have turned upward and more graduates are finding work more quickly, but unemployment remains elevated.

Encouraging signs for the Class of 2026

Employers project hiring for the Class of 2026 to be up 5.6% compared to last year, according to the spring update from the National Association of Colleges and Employers. [16]

Top industries hiring: [17]

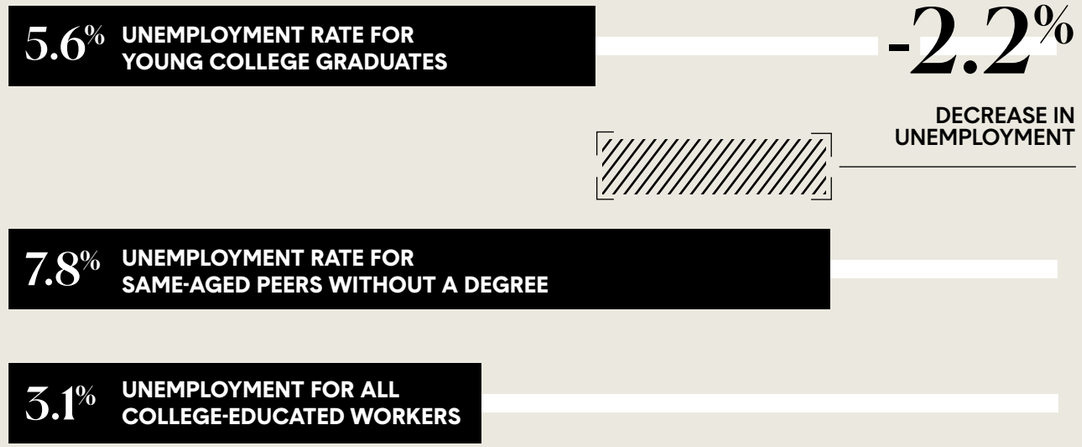
- INFORMATION
- ENGINEERING SERVICES
- WHOLESALE TRADE
- CONSTRUCTION
- MISCELLANEOUS PROFESSIONAL SERVICES

Top 5 industries decreasing hiring: [17]

- UTILITIES
- COMPUTER & ELECTRONICS MANUFACTURING
- MISCELLANEOUS MANUFACTURING
- FOOD & BEVERAGE MANUFACTURING
- CHEMICAL (PHARMACEUTICAL MANUFACTURING)

The college degree makes a difference

Young college graduates faced a 5.6% unemployment rate as of December 2025—higher than the 3.1% for all college-educated workers, but meaningfully lower than the 7.8% facing their same-aged peers without a degree. [17]





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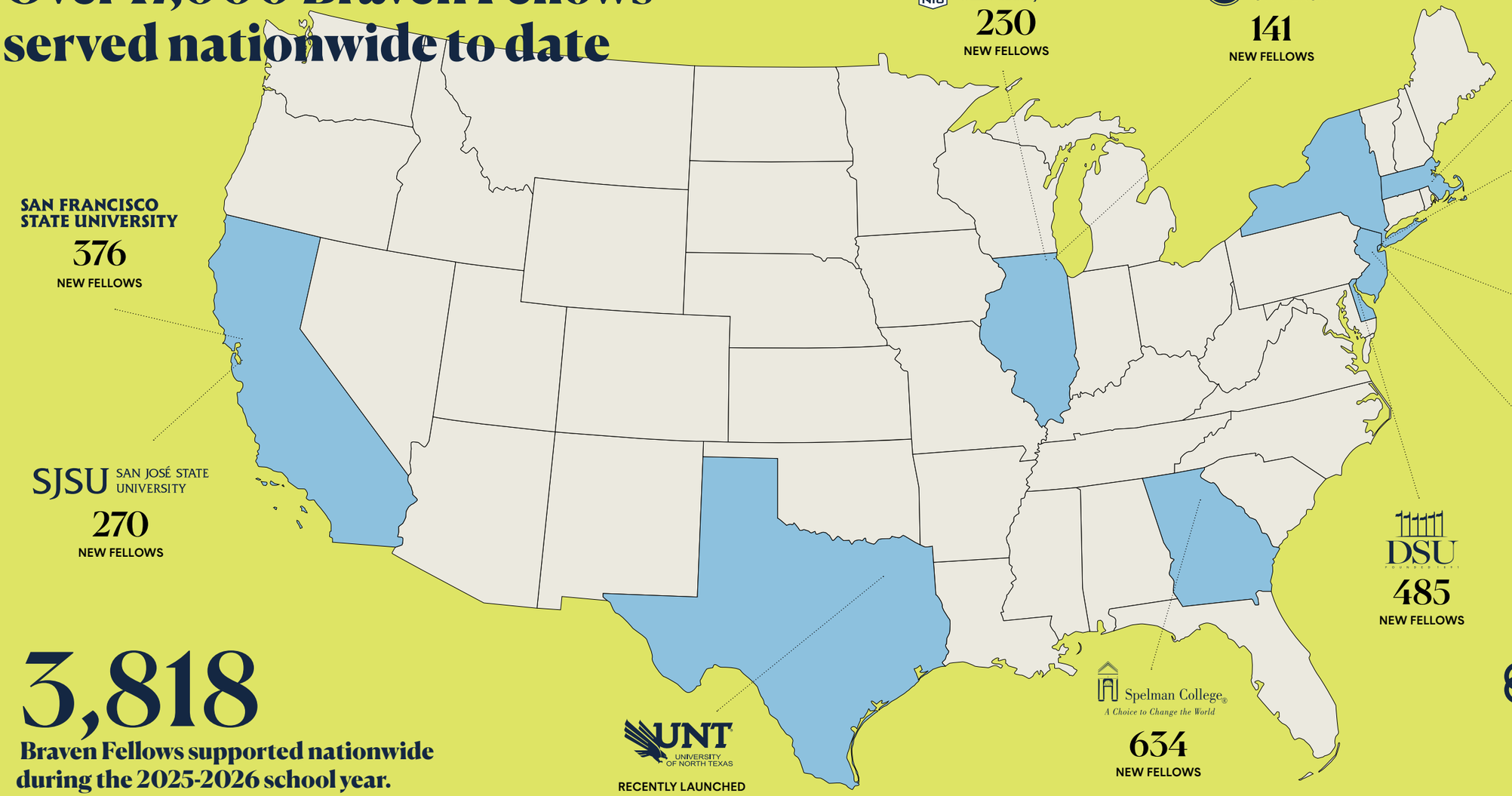
SECTION 2

Are we impacting more students and maintaining program quality?

Over 17,000 Braven Fellows served nationwide to date



Northern Illinois University
230
NEW FELLOWS

National Louis University
141
NEW FELLOWS

UMass Lowell
RECENTLY LAUNCHED

The City College of New York
630
NEW FELLOWS

San Francisco State University
376
NEW FELLOWS

Lehman College | CUNY
1,088
FELLOWS

SJSU San José State University
270
NEW FELLOWS

Rutgers Newark
495
NEW FELLOWS

DSU
485
NEW FELLOWS

UNT University of North Texas
RECENTLY LAUNCHED

Spelman College
A Choice to Change the World
634
NEW FELLOWS

BRAVEN
481
NEW FELLOWS

3,818

Braven Fellows supported nationwide during the 2025-2026 school year.

2025-2026 Spelman Braven Fellow Class

634 Fellows completed the Braven course in the 2025-2026 school year at Spelman College

Spelman Pathways
CREATING YOUR PATH TO LIFE AND CAREER EXCELLENCE



COURSE PASS RATE [18]

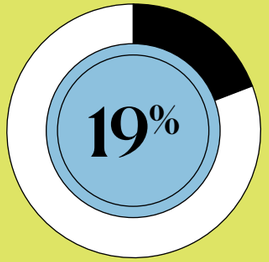


AVERAGE FINAL GRADE

2025-2026 Spelman Fellows are:



STUDENTS WHO COME FROM LOW-INCOME BACKGROUNDS



FIRST-GENERATION COLLEGE STUDENTS

54%

of Spelman Fellows who take the Braven Accelerator Course feel Braven has improved their chances of landing a job a great deal or quite a bit.

TOP 5 MAJORS



HEALTH SCIENCES



BIOLOGY



POLITICAL SCIENCE



PSYCHOLOGY



ECONOMICS



3

SECTION 3

Are we supporting Fellows to secure internships and complete college?



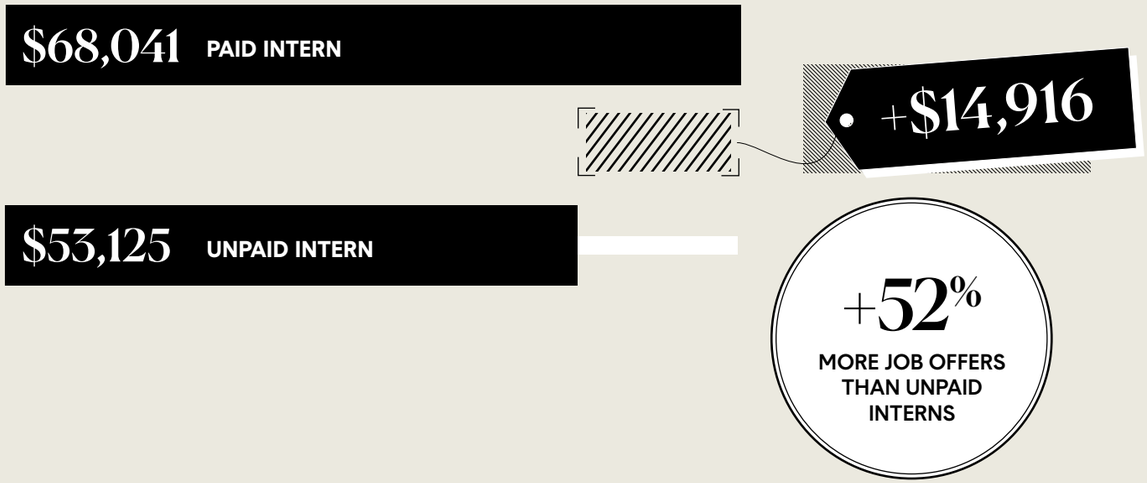


Quality internships during college make a difference

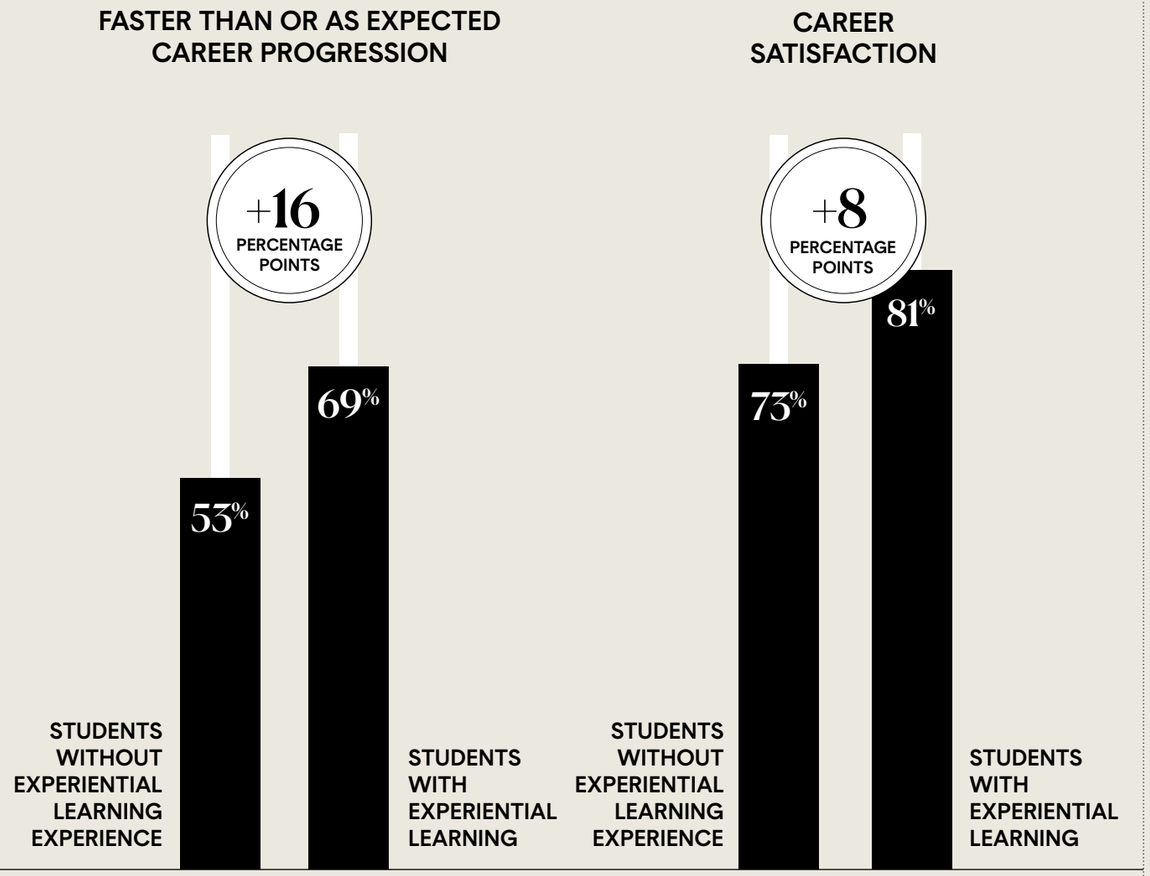
Internships are a critical piece of the college-to-career journey, but the quality of internships matters.

According to National Association of Colleges and Employers, students who take part in a paid internship secure more job offers and earn more than those who participate in unpaid internships.[20]

AVERAGE STARTING SALARIES:



Additionally, those who participated in experiential learning experiences reported faster than expected career progression and higher rates of career satisfaction. [20]



Encouraging levels of internship attainment for Spelman Braven Fellows

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

Compared with graduates nationally, the average internship attainment rate for Braven's class of 2025 was 50 percentage points higher than the national average.

98% BRAVEN 2025 GRADUATES

48% NATIONAL 2022 GRADUATES [20]

+50 percentage points



Spring 2024 Fellow

Khaleah Tyler

SPELMAN COLLEGE

Membership Development Intern, World 50 Group & Global Graduate – Leadership Development Programme, Spirax Group

Kat Goduco

Susanna

Spring 2022 Fellow

Susanna Major

SPELMAN COLLEGE

Research Analyst,
Russell Reynolds Associates

Kat Goduco



The Braven experience drives meaningful increase in internship attainment

In the 2025-2026 school year, Spelman Braven Fellows saw an 11 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. [21]

Internships are a key step toward strong career outcomes.

FELLOWS WHO HAD AT LEAST ONE INTERNSHIP

71% AT THE START OF THE ACCELERATOR

82% BY THE END OF THE ACCELERATOR

+11 percentage points

The Capitol Hill Fellowship: Creating pathways into public service

Originally launched in 2024 in partnership with Rutgers University-Newark, today the Capitol Hill Fellowship includes 11 undergraduate Braven Fellows from seven university partners. These Fellows are placed in congressional offices or policy organizations in Washington D.C.

The Program is designed to give Braven Fellows access to public service careers through a comprehensive nine-week Fellowship experience. Fellows receive fully covered housing, transportation, a professional wardrobe stipend, and a generous living allowance. They also receive personalized coaching, mentorship, and career development support from Braven and higher education partners.



Karolinna Abella
RUTGERS UNIVERSITY-NEWARK
Rep. Lois Frankel (FL-22)



Daniel Cortez
RUTGERS UNIVERSITY-NEWARK
LatinoJustice PRLDEF



Kelsey Deleon
RUTGERS UNIVERSITY-NEWARK
Rep. Frank Pallone Jr. (NJ-06)



Azajah Green
SPELMAN COLLEGE
Rep. Nikema Williams (GA-05)



Adrian Henry
RUTGERS UNIVERSITY-NEWARK
Rep. Herb Conaway Jr. (NJ-03)



Julie Jang
RUTGERS UNIVERSITY-NEWARK
House Committee on Education and the Workforce



Amanda Miranda
CITY COLLEGE OF NEW YORK
Rep. Nydia Velázquez (NY-07)



Brandon J. Poplar
DELAWARE STATE UNIVERSITY
Rep. Haley Stevens (MI-11)



Yama Sekandar
SAN JOSÉ STATE UNIVERSITY
Rep. Sam Liccardo (CA-16)



Lillian Smith
WOFFORD COLLEGE
The International Conservation Caucus Foundation (ICCF Group) and the Center for AI and Digital Policy



Stephanie Toxqui
RUTGERS UNIVERSITY-NEWARK
House Committee on Education and the Workforce

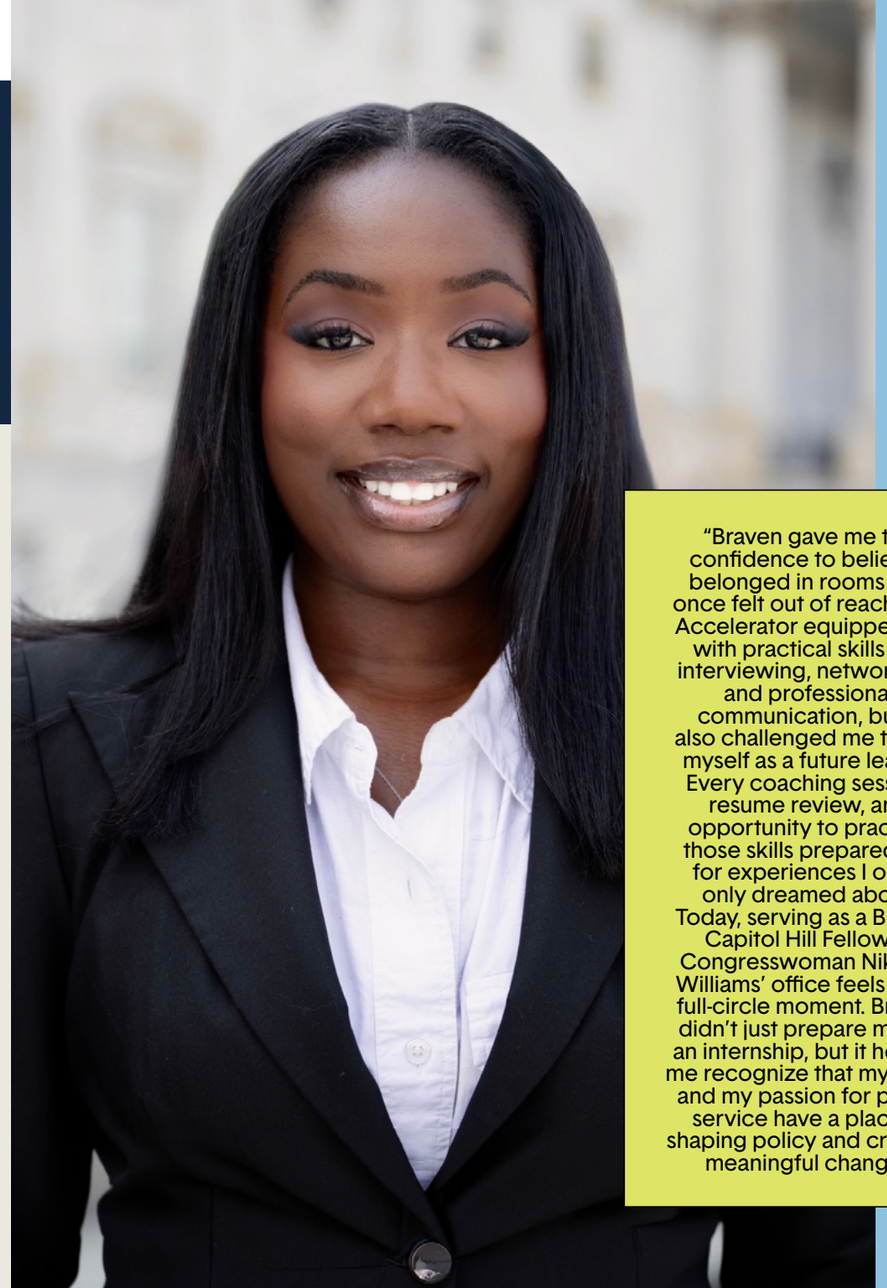
Proof point: Azajah Green's journey

2022 Began her journey at Spelman College as a Political Science major on the Pre-Law track.

2023 Completed the Braven Accelerator at Spelman College, building the professional and leadership skills that would shape her career path.

2025 Served as a Legislative Intern in Atlanta City Councilmember Eshe Collins' office and as a Legal Intern with the City of Atlanta Department of Law.

2026 Selected as a Braven Capitol Hill Fellow, serving as a Congressional Intern in Congresswoman Nikema Williams' office.



"Braven gave me the confidence to believe I belonged in rooms that once felt out of reach. The Accelerator equipped me with practical skills like interviewing, networking, and professional communication, but it also challenged me to see myself as a future leader. Every coaching session, resume review, and opportunity to practice those skills prepared me for experiences I once only dreamed about. Today, serving as a Braven Capitol Hill Fellow in Congresswoman Nikema Williams' office feels like a full-circle moment. Braven didn't just prepare me for an internship, but it helped me recognize that my voice and my passion for public service have a place in shaping policy and creating meaningful change."

Azajah

Azajah Green

Spring 2022 Fellow

SPELMAN COLLEGE

HBCU Fellow, Columbia University



SECTION 4

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

Growth in career-readiness skills

The Braven experience focuses on the following seven career-readiness skills:

- Career navigation
- Teamwork
- Organization
- Communication
- Leadership
- Problem-solving
- Technology

Why these career-readiness skills? They are:

1. Grounded in what research says is needed to successfully secure a strong first opportunity
2. In high-demand from employers (however, employers report recent graduates have not sufficiently developed these skills)
3. Aligned with other career-readiness frameworks such as the National Association of Colleges and Employers (NACE) career-readiness competencies and the Association of American Colleges and Universities (AAC&U)'s VALUE rubrics

In 2025-2026, Spelman Braven Fellows achieved an average Accelerator course pass rate of 96% and an average final grade of 90%, demonstrating strong career-readiness skill mastery.

Career Navigation

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

Teamwork

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

Technology

- Evaluates the ethical considerations of GenAI to guide its use
- Explores and applies GenAI strategies in the career-navigation process
- Develops proficiency with essential technological tools in your desired career field

Communication

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

Leadership

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

Problem Solving

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

Organization

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

Networks and social capital

Extensive research has illustrated the importance of networks and social capital in career navigation and success. [22]

Braven supports students to build strong networks by connecting students to professionals and helping students build the skills necessary to mobilize those networks to advance their career goals.

To measure students' networking skills and how they activate their social capital, we leverage resources from the Search Institute.

In the 2025-2026 school year, Braven Fellows showed statistically significant growth [23] across all the following measures:

+24%

NETWORKING SELF-EFFICACY

Refers to the degree to which an individual purposefully uses relationships within their social network to reach their goals.

+23%

SELF-INITIATED SOCIAL CAPITAL

Refers to the degree to which an individual actively builds relationships and uses the relationships and the resources they have to reach their goals.

Growth in confidence

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 the 2025-2026 school year, Spelman Braven Fellows showed statistically significant growth in Job-Search Self-Efficacy and Career Self-Efficacy. [23]

+40%

JOB-SEARCH SELF-EFFICACY

Refers to students' confidence in their ability to successfully complete the steps of the job search process.

+13%

CAREER SELF-EFFICACY

Refers to the degree to which an individual feels they can successfully reach their career goals.



5

SECTION 5

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

Employer spotlight: Teach For America

Braven's collaboration with Teach For America (TFA) helps open doors to the American Dream while also ensuring their alumni and staff stay proximate to the communities they care about and continue to develop leadership skills as they advance in their careers.

TFA Employee & Alumni Volunteerism during the 2025-2026 school year

Teach For America

7 LEADERSHIP COACHES

14 PROFESSIONAL MENTORS

28 MOCK INTERVIEWERS

~900 VOLUNTEER HOURS

Building the pipeline during the 2025-2026 school year

38 2026 BRAVEN GRADUATES ACCEPTED INTO THE TFA CORPS

20 BRAVEN FELLOWS IN COLLEGE ACCEPTED INTO TFA IGNITE

Programmatic highlights from the 2025-2026 school year

CAPSTONE CHALLENGE SPONSOR

Teach For America's Reinvention Lab served as a Capstone Partner for BravenX in Spring 2026, asking Fellows to explore how young people can showcase digital media skills.

8 Events co-hosted for Braven Fellows

"At Teach For America, we know that the future of this country depends on who has access to opportunity, and Braven is getting that right. The talent that comes through Braven's programs is remarkable: driven, prepared, and deeply committed to making a difference in their communities. Their work is not just developing the next generation of professionals; it's building the next generation of leaders our nation needs."

— Aneesh Sohoni
Chief Executive Officer, Teach For America



2025-2026 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. Launched in FY25, the Council formalized that engagement, bringing educators' voices directly into the evolution of our curriculum. In its second year, the Council expanded to include participation across eight of our partner institutions and deepened its impact—delivering substantive guidance on AI ethics and Capstone design, and strengthening alignment between the Capstone Challenge and AAC&U's high-impact practices.

City College of New York



Naomi Nwosu-Stewart
Assistant Vice President of Enrollment Management



Renata Miller
Dean of the Division of Humanities and the Arts & Professor of English

Delaware State University

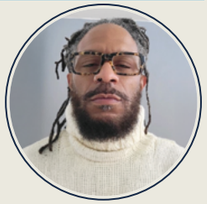


Kimeu Boynton
Associate Professor in Sociology and Criminal Justice & Interim Assistant Dean of the College of Humanities, Education, and Social Sciences



Phyllis Brooks Collins
Founding Program Director and Assistant Professor for the Integrated Studies Program

National Louis University



David O'Neale Corbin Jr.
Senior Student Success Coach



Natasha Kohl
Director of the Undergraduate Honors Program & Director of the University Writing Initiative



Uzoma Obidike
Director and Assistant Professor of Undergraduate Career Development

Spelman College



Anastasia Valecce
Associate Professor of Spanish (Hispanic Studies)

Northern Illinois University



Alicia Schatteman
Vice Provost for Academic Affairs & Professor



Andrea Radasanu
Director of the University Honors Program, Assistant Vice Provost for Student Enhancement

Rutgers University-Newark



Hyacinth Miller
Assistant Teaching Professor in the Departments of Africana Studies and Political Science & Study Abroad Director



Kaleena Rogers
Associate Director of Practicum Education

San José State University



Mary Currin-Percival
Associate Professor of Political Science; Director, Institute for Public Affairs and Civic Engagement (IPACE); Founding Director, SJSU Votes



Ryan Skinnell
Professor of Rhetoric & Writing; Director of First-Year Writing



Yolanda Wiggins
Assistant Professor in the Department of Sociology & Interdisciplinary Social Sciences

San Francisco State University



Jeff Duncan-Andrade
Professor of Latina/o Studies and Race and Resistance Studies; Founder of the Roses in Concrete Community School

Braven takes root in Dallas-Fort Worth

In Spring 2026, Braven launched its new region, Dallas-Fort Worth (DFW), in partnership with the University of North Texas (UNT).

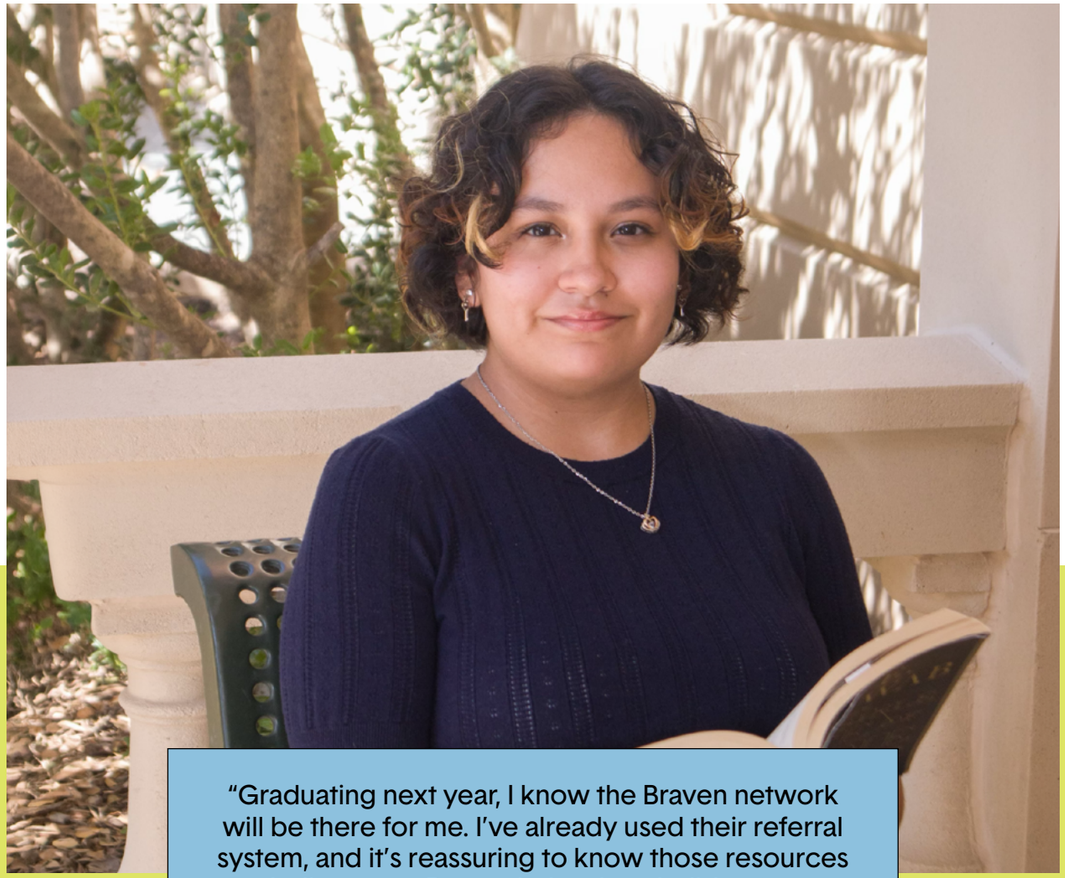
With more than 46,000 students and over 324,000 alumni living and working in the DFW area, UNT is uniquely positioned to drive workforce opportunity and economic mobility across the region.

UNT UNIVERSITY OF NORTH TEXAS



"More than 40 percent of our students are the first in their families to attend college, and they bring amazing talent, resilience and grit. We're excited to offer our students this opportunity. Braven's model for helping first-generation college students and students from low-income backgrounds prepare for strong first jobs is an ideal complement to our broad commitment to prepare our students to transition confidently into their careers after graduation."

–Harrison Keller, Ph.D.
President, University of North Texas



"Graduating next year, I know the Braven network will be there for me. I've already used their referral system, and it's reassuring to know those resources won't disappear. Braven helped me build a stronger foundation—and the know-how to keep expanding my network, at UNT and beyond."

–Sage Rodriguez,
UNT Braven Inaugural Fellow



"In all my years here, I hadn't been to a career fair; I was terrified of going because it was a new experience, and new experiences are very scary for me. But deep down I knew I couldn't feel that way forever. At some point I would have to learn how to network and that was sooner rather than later with Braven and everyone here to support people like me...Going to the career fair was proof to me that I could be more, that I could put myself out there. It was even a really good confidence booster. Going to the career fair really made me think I could do this."

–Jane Jasmine,
Inaugural Braven UML Fellow

Greater Boston: a new chapter begins

Braven also launched a new region in Greater Boston with a new site at University of Massachusetts Lowell (UMass Lowell).

UMass Lowell is the first in New England to offer Braven's career-connected course, and aims to serve nearly 1,300 Fellows by Spring 2030.

UMASS LOWELL



"UMass Lowell is deeply committed to ensuring that each of our undergraduate students has the opportunity to participate in at least one high-quality, career-connected experience by the time they graduate. We are always looking for new ways to expand access to internships, co-ops, fellowships and research projects, and our partnership with Braven greatly enhances the portfolio of options."

–Julie Chen
Chancellor, UMass Lowell

HIGHER EDUCATION PARTNERS & EMPLOYER PARTNERS

Higher Education Partners

Chicago State University
City College of New York
Delaware State University
Illinois Institute of Technology (launched Fall 2026)
Kean University (launched Fall 2026)
University of Mount Saint Vincent (launched Fall 2026)
National Louis University
Northern Illinois University
Rutgers University-Newark
San Francisco State University
San José State University
Spelman College
The University of Massachusetts Lowell
University of North Texas

BravenX Partners

Academy Charter High School
Achieve Atlanta
Associated Colleges of Illinois
At The Table NYC
Augustana College
Birmingham Promise
CARA NYC
Camino Nuevo Charter Academy
Carmen Schools of Science & Technology
Chicago Scholars
City Year
Common Ground Foundation
Coney Island Prep Public Schools
Cooperman College Scholars
Cristo Rey Network
Daniel Murphy Scholarship Fund
Delta Sigma Phi
Dream Charter School
Eagle Academy Foundation
East Harlem Tutorial Program
El Dorado Promise
Eureka College
Excel Academy Charter School
Excellence Community Schools
Fidelity Scholars
Hendrix College
Horatio Alger Association
IDEA Public Schools
Illinois College
KIPP Forward (Post-Secondary Success Collaborative)
KIPP Massachusetts
Knox college
LISA Academy
Meeting Street Scholarship Fund
Millikin University
North Central College
Prospect Schools
Quincy University
Rivet School
Rockford University
SEEDS
The Noble Network of Charter Schools
The Wight Foundation
Tulsa Honor Academy
Uncommon Schools
University Settlement
Uplift Education
UtmostU

Employer Partners

LEAD
($250K+ and programmatic support)
Adobe
Apollo Opportunity Foundation
Barclays
Blackstone Charitable Foundation
Deloitte
JPMorgan Chase Foundation
LinkedIn
Morgan Stanley
NBA Foundation

ANCHOR
($100K+ and programmatic support)
CIBC Foundation
Cognizant US Foundation
The College Board

KEYSTONE
($25K+ and programmatic support)
Berkshire Hathaway Specialty Insurance
Pathward N. A.
Taco Bell Foundation
UBS
United Airlines

IMPACT
($5K+ and/or programmatic support)
Brown Advisory
Catalina
Cisco
Georgia-Pacific
Metro Atlanta Chamber
National Black Arts Festival
Randstad
Staffmark
Teach For America
The Clorox Company
Unacast
Visa
Wells Fargo

PHILANTHROPIC SUPPORTERS ($1K+)

Anonymous
Cousins Foundation
Dan Gordon
Deloitte Foundation
D'Lovely Gibson
Harriet Watkins
Molly Blank Fund of the Arthur M. Blank Family Foundation
New Profit, Inc.
Prosper Road Foundation
Susan Grant

A big thank you to our Atlanta Board of Directors:

D'Lovely Gibson
Daniel Gordon
Susan Grant
Jonathan Parris
Jerry Parrish

1. 17,404 Fellows have completed the Braven Accelerator course to date; this includes core sites from FY2026 (BravenX, City College of New York, Delaware State University, Northern Illinois University, Rutgers University-Newark, San Francisco State University, San Jose State University, and Spelman College) and non-core sites (National Louis University, University of Massachusetts Lowell, and University of North Texas).

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. Blankenship, Molly, et al. The American Job Quality Study: 2025 State of the U.S. Labor Force. Jobs for the Future / Families and Workers Fund / Gallup, Oct. 2025, https://www.jff.org/wp-content/uploads/2025/10/AmericanJobQualityReportFinal_10142025.pdf. Accessed 24 Feb. 2026. For the accompanying graph, a quality job is defined as one that allows workers to meet their basic financial needs, feel safe and respected, grow their skills, have a voice in decisions that affect them, and exercise some control over their time and work.

4. Morris, Catherine, et al. The Major Payoff: Evaluating Earnings and Employment Outcomes Across Bachelor's Degrees. Georgetown University Center on Education and the Workforce, 2025, cew.georgetown.edu/major-payoff. Accessed 24 Feb. 2026.

5. Kessler, Sarah. "The Rise of the Robot Job Seeker." The New York Times, 21 June 2025, https://www.nytimes.com/2025/06/21/business/dealbook/ai-job-applications.html. Accessed 24 Feb. 2026.

6. Job Outlook 2025. National Association of Colleges and Employers, Jan. 2025,https://naceweb.org/docs/default-source/default-document-library/2025/publication/research-report/2025-nace-job-outlook-jan-2025.pdf. Accessed 24 Feb. 2026.

7. 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.

8. 65% is the percentage of Spelman Fellows who secured a quality job or enrolled in graduate school. All outcome percentages are based on Fellows for which their post-graduation outcome is known (94% or 505 out of the total 535 Spelman College graduates in FY2025 has a known outcome).

9. Braven's 45% peer benchmark is calculated by taking the NACE 2024 full-time employment rate for students at institutions with a high concentration of Pell Grant recipients (40-60%) from the NACE 2025 First Destination Survey, adjusting it for underemployment (using Federal Reserve of New York and U.S. Census data), and adding the percentage of students pursuing graduate school education.

10. Braven's 49% national benchmark is calculated by taking the NACE 2024 full-time employment rate from the NACE 2025 First Destination Survey, adjusting it for underemployment (using Federal Reserve of New York and U.S. Census data), and adding the percentage of students pursuing graduate school education.

11. Low-income is defined as whether the student is Pell-eligible as determined by partner college roster files or Braven Fellow self-report data.

12. First-generation is defined as the Braven Fellow identifying as a student who is the first in their immediate family to attend or graduate from a four-year college or university.

13. 42% is the percentage of Spelman Fellows who enrolled in graduate school. This percentage is based on Fellows for which their post-graduation outcome is known (94% or 505 out of the total 535 Spelman graduates in FY2025 has a known outcome).

14. Fellow internship attainment is derived from a combination of Fellow self-report data, LinkedIn profiles, and Braven staff report from ongoing career coaching conversations.

15. 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.

16. Job Outlook 2026: Spring Update. National Association of Colleges and Employers, Apr. 2026, https://naceweb.org/docs/default-source/default-document-library/2026/publication/research-report/2026-job-outlook-report-spring-update.pdf. Accessed 25 July 2026.

17. The Labor Market for Recent College Graduates. Federal Reserve Bank of New York, https://www.newyorkfed.org/research/college-labor-market#--:explore:unemployment. Accessed 25 July 2026.

18. Course Pass Rate represents the percentage of students who received an A-D out of the total number of students enrolled at the end of the semester. This value does not include students who withdrew throughout the semester.

19. The 2024 Student Survey Report, Four-Year Schools: Executive Summary. National Association of Colleges and Employers, Sept. 2024, https://naceweb.org/docs/default-source/default-document-library/2024/publication/executive-summary/2024-nace-student-survey-executive-summary-four-year.pdf. Accessed 25 July 2026.

20. Clayton, Dave, et al. From College to Career: Students' Internship Expectations and Experiences. Strada Education Foundation, 17 May 2023,https://www.strada.org/reports/from-college-to-career-students-internship-expectations-and-experiences. Accessed 24 Feb. 2026.

21. Change in internship attainment is measured by the percentage of students who self-reported at least one internship at the beginning of the Braven course on the pre-accelerator survey and comparing it to the percentage of students who self-reported at least one internship at the end of the Braven course on the post-accelerator survey.

22. Boat, A. A., Syvertsen, A. K., & Scales, P. C. (2021). The role of social capital in promoting work readiness among opportunity youth. Children and Youth Services Review, 131, 106270. https://doi.org/10.1016/j.childyouth.2021.106270

23. Search Institute (2021). Social capital assessment and learning for equity measures: User manual. Minneapolis, MN: Search Institute.