THE GENESYS WORKS MISSION is to provide pathways to career success for high school students in underserved communities through skills training, meaningful work experiences, and impactful relationships.
Dear Friends and Supporters,

Opportunity. A simple word, yet so powerful. For the students we serve through Genesys Works, urban teens brimming with motivation and untapped potential, access to life-changing professional opportunities is far too often limited or inaccessible. Yet, because of you, we are able to open doors of opportunity for thousands of talented youth every year in cities across the country. In the pages that follow, we are excited to share the impact your gift and partnership has had on our students, business partners, and the communities we serve. As you will read, great things happen at the intersection of motivation and opportunity, and we are proud to be your partners in this important work.

Since assuming the role of CEO of Genesys Works on January 1, I’ve had the honor and privilege of meeting and engaging with team members and key stakeholders across our network. The passion and commitment I’ve seen in support of our students and mission is energizing, and I feel blessed to be part of this movement. After leading organizations dealing with the consequences of poverty (Habitat for Humanity International, The Houston Food Bank) and life-threatening disease (Make-A-Wish America), it’s gratifying to be part of an organization truly breaking the cycle of poverty for families living in underserved communities, and I look forward to all we will achieve together in the years ahead.

As 2019 unfolds, we urge you to think about what doors of opportunity you might help open this year. Whether providing more internships at your company, supervising and mentoring an additional young professional at work, guiding a student from your school to our program, or providing the financial support necessary to sustain our operations, there is an important role for us all. We thank you in advance for your continued support.

In closing, I wish to recognize the individual who has made Genesys Works possible - our founder, Rafael Alvarez. His passionate pursuit of a world where opportunities for college and career success are available to all has had a profound impact on countless lives while changing the national narrative around work-based learning. His legacy will live on as we achieve even higher levels of scale and impact in years to come.

With gratitude,

David Williams
President & Chief Executive Officer
Genesys Works
Genesys Works helps teens from underserved communities see that a professional career is within reach by providing them with relevant skills and experiences to achieve their college and career goals.

**THE PROBLEM** The disparity between what students are taught in the classroom and what’s needed for success in today’s workplace continues to widen, leaving many jobs unfilled and millions of young adults unemployed. Closing these skills and opportunity gaps is an urgent economic and social imperative, particularly for students in under-resourced communities lacking access to most professional work opportunities.

**OUR SOLUTION** By giving students the opportunity to succeed in a professional work environment while still in high school, we open up career possibilities and pathways previously thought unattainable. Students complete our 14-month program with in-demand job skills, relevant work experience, elevated career aspirations, and increased confidence that their dreams of career success can become a reality.

We achieve **OUR MISSION** through:

- **Skills Training** 8 WEEKS OF SKILLS TRAINING THE SUMMER BEFORE SENIOR YEAR OF HIGH SCHOOL
- **Meaningful Internship** 1,000 HOURS IN A PAID, YEAR-LONG PROFESSIONAL INTERNSHIP
- **College & Career Coaching** 60 HOURS OF COUNSELING ON COLLEGE AND CAREER PATHWAYS
- **Alumni Support** ONGOING SUPPORT TO HELP STUDENTS ACHIEVE CAREER SUCCESS
### WHO WE SERVE

- **4,404** students served
- **1,130** students trained
- **742** interns employed
- **2,532** alumni served
- **80%** qualify for free or reduced lunch
- **76%** first-generation college students
- **95%** students of color
- **94%** enrolled in college

### NATIONAL IMPACT

- **100%** graduated from high school
- **70%** graduated or still enrolled in college
- **111,020** hours of professional training
- **$7.04M** earned by young professionals
- **3.5X** earn a degree compared to peer group

### STUDENTS OF COLOR

- **21%** African American
- **21%** Asian
- **5%** White
- **2%** Other
- **2%** Multiracial

### MEDIAN EARNINGS

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<tr>
<td>95%</td>
<td><strong>$45–50K</strong></td>
<td>Median earnings of employed alumni</td>
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<tr>
<td>23%</td>
<td>earn more than both parents combined</td>
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<td>46%</td>
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(At median age 24, based on alumni survey)
Finding Victory in the Face of Adversity

Going to school in Southeast DC has given Tarrell a grit and determination to succeed academically and in life. From dealing with bullies to going to school with students that lack the same motivation to influence their own future, Tarrell never let those situations affect his positive outlook. Today, Tarrell works in the IT Department at the Smithsonian Institution after completing 8 weeks of skills training with Genesys Works.

During his training, Tarrell was taught key technical and professional skills, which he uses in his internship every day. By participating in Genesys Works, doors are opening for Tarrell. His internship has allowed him to meet and network with professionals in the field, like his supervisor, Ann Gilstrap. “Tarrell has grown so much since his first day,” Ann said. “There’s no doubt that this internship opportunity benefits our department, but it certainly benefits Tarrell to gain exposure to mentorship that will serve him well as he plans his future in the IT field.”

“It feels great to be in a positive environment, where people appreciate what you do and offer to help you with your plans for the future.”

Tarrell Talbert, intern at Smithsonian Institution, H.D. Woodson High School
Empowering Our Future Workforce

Since 2011, CenterPoint Energy has been a valuable partner to Genesys Works, providing meaningful internships to 72 young professionals in the Houston area. Interns at CenterPoint bring real value to the teams they work on, according to Tracy Janda, community relations manager for CenterPoint. “The value of the interns’ training in specific business skills, corporate etiquette, and workplace expectations cannot be overstated,” she said. “Other company employees remark on these attributes, sometimes expressing surprise that these young people are high school seniors.”

Through our partnership, CenterPoint is contributing to our community’s workforce pipeline. In addition to hosting their own interns, CenterPoint provides financial support for Genesys Works’ summer training program, which all interns complete. “We believe that the larger community benefits from the hundreds of Genesys Works alumni who receive the summer training and earn internships with other companies,” said Tracy. “Our partnership is creating a talent pool for future jobs in our community.” CenterPoint is making a difference in the lives of all Genesys Works interns. Together, we are building a stronger, more diverse workforce.

“...Our partnership passes on valuable lessons, skills and experiences to prepare interns not only for college, but also future jobs within our community.”

Sophia Gomez (left), Manager — Technology Operations, CenterPoint Energy

Pictured with Sophia on right: Alexis Chavez, intern at CenterPoint Energy, student at Milby High School
Ready for a Lifetime of Career Success

Completing a Genesys Works internship is only the beginning of a young professional’s career path. Over the next six years, these program alumni continue to receive college and career support. During that time, they find new doors available to them, and they are prepared to walk through them.

Alumni can access services that meet their unique needs. This includes college coaching, professional development, and job placement assistance. For recent college graduates like Yesenia Chavez, these services are invaluable. Yesenia completed an internship at TransUnion while in high school, and four years later, she is now a proud first-generation graduate of the University of Illinois at Chicago.

Yesenia’s passion for Human Resources led to her starting a SHRM chapter at her campus. She reached out to Liz Rafferty, Executive Director of Genesys Works Chicago and experienced HR professional, for advice. Liz gave her career advice and helped support Yesenia’s first HR networking event. With professional skills, meaningful work experience and a strong network, Yesenia is ready to walk through the many doors open to her.

“Genesys Works moved me out of my comfort zone and pushed me to become a better young professional.”

Yesenia Chavez (center), former intern at TransUnion, Carl Schurz High School, Graduate of University of Illinois at Chicago

Pictured with Yesenia: Liz Rafferty, Executive Director, Genesys Works Chicago; Robert Lloyd, College Success Advisor, Genesys Works Chicago
Elevating Student Leadership and STEM Careers

Since joining the staff at Apple Valley High School (AVHS), Jim Lynch, Program Manager of the school’s STEM programming, has elevated the reputation of Genesys Works among both staff and students. “I cannot think of a program that is a better match for our E3 STEM program here at AVHS,” said Jim.

Bryam Alvarado and Zabrianna Evans, students at AVHS and interns at Toro and Thomson Reuters respectively, have earned the title of Student Ambassador within Genesys Works in recognition of their leadership capabilities to recruit the next class of interns. Jim has taken their role seriously and according to Zabrianna, “He is always finding opportunities for Bryam and me to speak in front of people and show students how awesome Genesys Works is.”

Jim’s leadership has paved the way for a diverse group of students to participate in hands-on STEM career experience. His leadership opens doors for students like Bryam and Zabrianna to succeed.

“Genesys Works offers a fantastic opportunity for young people from diverse backgrounds to break through barriers to become young professionals.”

Jim Lynch (right), Program Manager, E3 STEM, Apple Valley High School

Pictured from left with Jim: Bryam Alvarado, intern at Toro, Apple Valley High School, Class of 2019; Zabrianna Evans, intern at Thomson Reuters, Apple Valley High School, Class of 2019
The collaboration between Genesys Works and our corporate partners is at the heart of our success. We want to thank the following companies for providing life-changing work opportunities to our young professionals.
**THANK YOU SUPPORTERS**

Genesys Works is able to make a difference in the lives of our students because of the financial contributions made by our generous donors. Through your gifts, we are moving more students out of poverty and into the economic mainstream. For these gifts, we are most grateful.

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*Denotes Gift in Kind
Salesforce.org

Genesys Works has benefited greatly from the generous support of Salesforce.org. Since 2014, Salesforce.org has invested over $1 million in our programs across the U.S. Beyond supporting our organization financially, Salesforce and Salesforce.org have engaged with Genesys Works in many meaningful ways: as one of our largest employer partners, as volunteers for our Networking Day and Mock Interviews in the Bay Area, and serving on our local Launch Advisory Board in New York City.

In 2016, Salesforce employees volunteered pro bono hours to upgrade our internal Salesforce system making it possible for us to increase program effectiveness and serve more students than ever before. The partnership between Genesys Works and Salesforce.org has strengthened through the years, and we are grateful for their generosity.

“Partnering with Genesys Works enables us to impact the next generation of tech leaders,” said Jennifer Stredler, VP of Workforce Development at Salesforce.org. “Through our partnership, we provide underserved youth with opportunities to work in technology, and in turn, the industry benefits from their diverse perspectives. We believe that fostering a diverse and inclusive workforce is critical to a thriving economy and society, and partnering with Genesys Works aligns with that conviction.”
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GENESYS WORKS IMPACT REPORT 2018
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Kelly McShane
Lance Whitacre
Marcia Cozzolino

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HOST A YOUNG PROFESSIONAL
Access an untapped pipeline of motivated, diverse talent who bring immediate value to your organization

BECOME A SCHOOL PARTNER
Contact us to make the Genesys Works program possible for qualified students in your school

HIRE ALUMNI
Join the growing list of partners who engage college students to fill essential workplace needs

DONATE
Make a contribution and change a student’s future

VOLUNTEER
Give the gift of your time at one of our many events throughout the year

JOIN OUR TEAM
Be a part of the Genesys Works movement and impact lives today

INFO@GENESYSWORKS.ORG
**INCOME STATEMENT (UNRESTRICTED)**

**INCOME**
- Earned Income: $12,794,564, $14,278,229, $16,639,512
- Contributed Income: $8,624,181, $9,603,013, $9,495,276
- **TOTAL INCOME**: $21,418,745, $23,881,242, $26,134,788

**EXPENSES**
- Student Wages: $6,710,929, $7,320,693, $8,625,345
- Other Program Expenses: $9,160,131, $10,935,253, $12,866,468
- General & Administrative: $2,741,250, $3,102,435, $3,144,885
- Fundraising: $1,691,879, $2,182,422, $2,433,821
- **TOTAL EXPENSES**: $20,304,189, $23,540,803, $27,070,519

**NET UNRESTRICTED INCOME**
- $1,114,556, $340,439, $(935,731)

**BALANCE SHEET**

**ASSETS**
- Cash and Cash Equivalents: $6,574,988, $8,625,636, $6,007,875
- Accounts Receivable: $1,849,753, $2,336,989, $2,557,778
- Other Current Assets: $1,773,631, $1,011,252, $1,025,362
- Property & Equipment (Net): $393,673, $372,356, $261,480
- **TOTAL ASSETS**: $10,592,044, $12,346,233, $9,852,495

**LIABILITIES**
- Accounts Payable: $56,164, $306,627, $279,796
- Other Liabilities: $657,236, $1,275,270, $814,276
- **TOTAL LIABILITIES**: $713,400, $1,581,897, $1,094,072

**Unrestricted Net Assets**
- $8,159,885, $8,500,325, $7,564,593
- Temporarily Restricted Net Assets: $8,159,885, $8,500,325, $7,564,593
- **TOTAL NET ASSETS**: $9,878,644, $10,764,336, $8,758,423

**TOTAL LIABILITIES AND NET ASSETS**
- $10,592,044, $12,346,233, $9,852,495

* Unaudited

**2018 EXPENSE BREAKDOWN**

- **47.5%** Program Expenses
- **31.9%** Student Wages
- **11.6%** General & Administrative
- **9.0%** Fundraising

**$20.07M total expenses**

**61.5%** of expenses funded by earned income
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Aisha Duke
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Aaron Godoy
IT System Analyst

Allison Grossberg
Grants Specialist

Janet Heath
A/R Collections Analyst

Hanieh Javadi
Data Analyst

Greg Mendieta
Payroll Coordinator

Diana Morin
Accounts Receivable Analyst

Kimberly Owen
Accounts Payable Analyst

Jocelyn Rios
HR Coordinator
Vi Nguyen, intern at Texas Children’s Hospital, student at East Early College High School