Coaching through Braven has given me an amazing opportunity to reach students who wouldn’t have previously connected with somebody from one of the large tech companies. I feel lucky to be a part of the solution to attract and train more diverse talent.

Alison MacKay, Infrastructure Data Center Recruiter at Facebook
Spring 2017 Braven Leadership Coach at San José State University

Every time someone asks me about getting my job at Google, Braven is the first thing that comes up. Braven helped me build my confidence and expand my professional network. I hope the Braven connections never end!

Pauline Bassi, 2015 Braven Fellow at San José State University
Staffing Services Associate, Recruiting Coordinator at Google

The Bay Area Braven Community is nearly 340 strong

Bay Area Impact Report
2016-2017 School Year
BRAVEN AT A GLANCE

THE PROBLEM

ONLY 25%

... of about 1.2 million low-income or first-generation college enrollees will attain a quality first job or go to grad school. That's nearly 1,000,000 college students every single year who are not on a path to a strong career.

OUR VISION AND MISSION

THE NEXT GENERATION OF LEADERS WILL EMERGE FROM EVERYWHERE

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

HOW BRAVEN WORKS

EMBEDDED WITHIN HIGHER ED

ACCELERATOR COURSE
ONE SEMESTER
• Small teams coached by volunteer professionals
• Online learning + in-person practice
• Build skills, networks, and confidence

POST-COURSE EXPERIENCE
UNTIL GRADUATION
• Alumni-led campus clubs
• 1:1 coaching and career coaching
• Sharing internship and job opportunities

UNIVERSITY PARTNERS

EMPLOYER PARTNERS

Braven Fellows gain mastery of five key skills valued by employers:

WORKING IN TEAMS
LEADERSHIP
PROBLEM-SOLVING

NETWORKING & COMMUNICATING
OPERATING & MANAGING
WHAT DOES THIS REPORT COVER?

THERE ARE FIVE CORE QUESTIONS WE USE TO ASSESS OUR IMPACT:

ARE BRAVEN FELLOWS GETTING STRONG FIRST JOBS?
PAGE 4

IS BRAVEN EMPOWERING FELLOWS ON THE PATH TO COLLEGE COMPLETION AND INTERNSHIPS?
PAGE 5

ARE FELLOWS DEVELOPING THE SOFT SKILLS AND NETWORKS NEEDED FOR SUCCESS?
PAGE 6

ARE WE IMPACTING MORE STUDENTS AND MAINTAINING PROGRAM QUALITY?
PAGE 7

ARE WE BUILDING A SUCCESSFUL COACH MODEL?
PAGE 8
ARE BRAVEN FELLOWS GETTING STRONG FIRST JOBS?

We are working towards one key outcome: Fellows graduate from college and secure a full-time job worthy of their Bachelor’s degree or enroll full-time in graduate school.

STRONG JOB ATTAINMENT

After 12 months, Braven college graduates outpaced their peers by 23 percentage points in strong economic opportunity attainment. Fellows who are only 3 months out from graduation are already seeing strong outcomes.

BRAVEN FELLOWS AFTER 12 MONTHS 72%
NATIONAL AVERAGE FOR AFRICAN-AMERICANS AND LATINOS AFTER 12 MONTHS* 49%
NATIONAL AVERAGE FOR ALL STUDENTS AFTER 12 MONTHS* 56%
BRAVEN FELLOWS AFTER 3 MONTHS 61%

SAN JOSÉ STATE UNIVERSITY:

SJSU BRAVEN FELLOWS AFTER 12 MONTHS 85%
SJSU BRAVEN FELLOWS AFTER 3 MONTHS 71%

PROFESSIONAL OPPORTUNITIES

The following is a sampling of employers and graduate schools that snapped up our talent into quality opportunities:

"My experience in Braven paved the way to my success at PlayStation. The constant support of my Leadership Coach and the Braven staff allowed me to be bold and fearless in my job search and in my every day."

– Carlos Barraza, 2015 Braven Fellow at SJSU, Human Resources Business Partner Associate, PlayStation

* National estimates based on data from NACE’s First Destination Survey and underemployment research from the NY Fed
IS BRAVEN EMPOWERING FELLOWS ON THE PATH TO COLLEGE COMPLETION AND INTERNSHIPS?

COLLEGE PERSISTENCE

College completion is a challenge nationally. Only 6 in 10 young people who start college finish within 6 years.¹ Our Fellows, who typically join us during sophomore or junior year, are persisting at inspiring rates.

96%

SJSU BRAVEN FELLOWS WHO ARE PERSISTING IN OR HAVE GRADUATED FROM COLLEGE

INTERNSHIPS

Internships serve as critical proof points of experience and open professional doors. Compared with peers nationally, SJSU Braven graduates were more likely to have at least one internship during college.

SJSU BRAVEN COLLEGE GRADUATES 76%

ALL FIRST-GENERATION GRADUATING SENIORS AT LARGE STATE SCHOOLS² 49%

27 percentage point difference

SJSU Braven Fellows who are still in school are also showing promising levels of career-aligned summer opportunity and/or internship attainment:

SJSU BRAVEN FELLOWS WHO ARE STILL IN COLLEGE 63%

PEER COMPARISON GROUP¹ 51%

The following is a sampling of employers that hired Braven Fellows into internships:

facebook

Digital

Google BOLD

Informatica

NASA

TEACH FOR AMERICA

"Not only did I get to work with technology industry leaders at my summer internship, but I also got to feel what it was like to be a valued member of a professional team."

– Jamilah Hosan, Fall 2016 Braven Fellow at SJSU

Presales Technical Enablement Intern, Informatica

¹ Source: National Center for Education Statistics

² National estimate based on 2016 NACE Student Survey (custom cut)

³ Sample of 65 demographically matched students
ARE FELLows DEVELOPING THE SOFT SKILLS AND NETWORKS NEEDED FOR SUCCESS?

Over the last year, Harvard Graduate School of Education’s Monica C. Higgins, Ph.D. conducted an exploratory study that looked at Braven’s impact on soft skill development and networks.

SOFT SKILLS

Soft skills matter mightily for educational and life success. The study found that Braven Fellows showed statistically significant growth in 5 key soft skill areas:

- **JOB SEARCH SELF-EFFICACY**: Confidence in one’s ability to have a successful job search and get a job they want.
- **CAREER SELF-EFFICACY**: Confidence in one’s career decisions, ability to grow and improve professionally, and ability to perform well at work.
- **GRIT**: Ability to persevere through setbacks to achieve long-term goals.
- **SENSE OF SOCIAL AND ACADEMIC FIT**: Sense of belonging on campus.
- **GROWTH MINDSET**: One’s perception of whether they have the potential to change factors central to school performance.

NETWORKS

Social networks provide important sources of professional and emotional advice, but too often students from low-income backgrounds don’t have the same access to social capital as their wealthier peers. The study found that Braven cohorts experienced statistically significant growth in the closeness of friendship networks and advice networks.

"We know that navigating school and the path to career can be challenging, especially for low-income or first-generation college students. Participating in Braven is associated with significant growth in non-cognitive areas related to a sense of belonging on campus, perseverance through setbacks, and navigating one’s job search and career. These skills can help level the playing field for this group of students."

— Monica C. Higgins, Ph.D., Kathleen McCartney Professor of Education Leadership at the Harvard Graduate School of Education (HGSE)
ARE WE IMPACTING MORE STUDENTS AND MAINTAINING PROGRAM QUALITY?

Braven is a growing network of diverse and talented individuals who are committed to ensuring that the next generation of leaders emerges from everywhere. We currently partner with Rutgers University-Newark and San José State University.

OUR GROWING NETWORK AT SAN JOSÉ STATE UNIVERSITY

FELLOWS AT SAN JOSÉ STATE UNIVERSITY

<table>
<thead>
<tr>
<th>Year</th>
<th>Fellows</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013-14</td>
<td>17</td>
</tr>
<tr>
<td>2014-15</td>
<td>42</td>
</tr>
<tr>
<td>2015-16</td>
<td>92</td>
</tr>
<tr>
<td>2016-17</td>
<td>188</td>
</tr>
</tbody>
</table>

72% compound annual growth rate

FELLOW DEMOGRAPHICS

% OF 2016-17 FELLOWS WHO IDENTIFY AS...

- 70% First-generation college students
- 71% Coming from low-income backgrounds
- 92% People of color

Latino/Hispanic 44%  
Asian American/Pacific Islander 35%  
African American 8%

SJSU enrollment (2016) was:  
Hispanic 26%  
Asian American/Pacific Islander 42%  
African American 3%

FELLOW CAREER READINESS

We ask Leadership Coaches to indicate Fellows’ level of career-readiness.

74% of Fellows would be strongly, very strongly, or extremely strongly endorsed by their Leadership Coach to his or her professional network

FELLOW SATISFACTION

Fellows see Braven as a critical component of their future professional success and network.

98% of Fellows indicated they would like to stay involved with Braven moving forward

82% of Fellows agreed or strongly agreed: “Braven was one of the most valuable personal or professional development experiences I’ve ever had.”
ARE WE BUILDING A SUCCESSFUL COACH MODEL?

LEADERSHIP COACHES

<table>
<thead>
<tr>
<th>YEAR</th>
<th>2013-14</th>
<th>2014-15</th>
<th>2015-16</th>
<th>2016-17</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL</td>
<td>3</td>
<td>10</td>
<td>16</td>
<td>31</td>
</tr>
</tbody>
</table>

% OF 2016-2017 COACHES WHO IDENTIFY AS...

- First-generation college students: 32%
- Coming from low-income backgrounds: 33%
- People of color: 71%

LEADERSHIP COACH EMPLOYERS

Our coaches work at a variety of employers, which exposed our Fellows to many different companies and roles. Here are some of the employers represented:

- Boeing
- FitBux
- HotChalk
- Instagram
- LinkedIn
- PhyNexus
- ThermoFisher
- Teach For America
- UCSF
- VA-Brown Foundation
- Valley Transportation Authority

facebook  Google

In a 2016-17 school year pilot, Google and Facebook hosted weekly meetings for Braven cohorts at their offices. Given the success of this pilot, we’ll have over 15 Braven cohorts meeting at companies this fall.

LEADERSHIP COACH IMPACT AND SATISFACTION

Our Leadership Coaches had a profound impact on our Fellows while also developing professionally and building their own networks.

- 96% of coaches agreed or strongly agreed: “In the LC role, I’ve developed and/or practiced skills that transfer to my own professional development and/or goals.”

- 83% of coaches agreed or strongly agreed: "Being a Braven Leadership Coach was the most rewarding volunteer experience I’ve ever had.”