Our mission is to provide pathways to career success for high school students in underserved communities through skills training, meaningful work experiences, and impactful relationships.

Kiara Vega, intern at CME Group, student at Whitney M. Young Magnet High School

Pictured on cover: Timothy Szeto, intern at Accenture
Students growing up in underserved communities often don’t know what career opportunities exist, nor do they realize that a professional career is attainable, putting them on a lifelong path of underemployment. In addition, the disparity between what students are taught in the classroom and what’s needed for success in the workplace continues to widen, exacerbating the challenges faced by many of today’s youth. This skills gap, coupled with inequitable access to professional career opportunities for those in lower socio-economic tiers, creates division in the job market and impairs economic mobility.

Closing these skills and opportunity gaps is an urgent economic and social imperative. It is estimated that 65% of all jobs in the U.S. require some postsecondary education and training, yet millions of youth are not on the path to obtain postsecondary education nor are they connected to the workforce. This equates to a taxpayer burden of $93 billion annually in lost revenues. It is clear that much work needs to be done to close our nation’s educational achievement and economic opportunity gaps.

With our partner network of schools, businesses, and funders who recognize the importance of youth career-readiness, Genesys Works is tackling these problems head-on.

By giving students the opportunity to succeed in a professional work environment while still in high school, we can spark interest in new career possibilities, empower students to attain career success, and help them achieve sustainable economic futures.

We achieve our mission through a proven core program model that includes:

- Professional and essential skills training over the course of 8 weeks before the senior year of high school.
- 12-month paid internship where students work 1,000 hours in a professional job while in high school, earning on average $13,000.
- One-on-one mentoring from staff, supervisors and workplace colleagues.
- College and career coaching on postsecondary options and career pathways.
- Alumni support through college and into the workforce.

But we don’t do this alone. Each of you, whether a funder, supervisor, teacher, or business leader, plays an integral role in helping our young professionals realize their potential.

Together, we are catalyzing meaningful change in the lives of our students, their families, and the communities we serve. Thank you for being our partners in this important work.

The future is a powerful thing. It’s the realization that today’s reality doesn’t have to be tomorrow’s. At Genesys Works, we’re helping students change the trajectory of their futures by connecting them with meaningful work opportunities. It’s today’s spark that ignites a sustainable future for our youth and our communities. Your generous support is the fuel that propels our students forward, and for this we are most grateful.”

— David Williams,
President & CEO,
Genesys Works
OUR IMPACT

Zainab Khaled Mizian, intern at Enbridge, student at Wisdom High School
3,781 students served
Class of 2019 in internships
753
Class of 2020 trained
1,024
Active alumni
2,004

$9,497,065 total student earnings

98% students of color

90% college enrollment rate
3.5x rate of degree attainment vs. peer group
249 corporate partners

79% first-generation college students
81% qualify for free or reduced lunch

38% Hispanic
37% African American
14% Asian
2% Caucasian
9% Multiracial/Other

$45-50K median earnings of employed alumni
25% earn more than both parents combined
72% earn the same or more than at least one parent

308 students of color

13.4x social return on investment
108,360 total hours of skills training

Bay Area
Chicago
Houston
National Capital Region
New York
Twin Cities
Aisha Mohamed was just three years old when she and her family emigrated from Kakuma, Kenya. While dependent upon government assistance, they were determined to succeed when opportunity presented itself. It’s this experience that became her motivation. Says Aisha, “I value coming from a place of struggle and using it to drive your ambition.”

It’s clear from her internship work at Cargill that Aisha values a challenge and that she isn’t afraid to step into the unknown. Early in her internship, her supervisor Christopher challenged her with a task in which she didn’t have experience. One day later, she presented the requested data and took the initiative to add supplemental data and interpreted results to the report. Says Christopher, “We were amazed.” Others at Cargill are also taking notice of Aisha, including Kim Kettler, a global IT director: “Not only does Aisha deliver high-quality results, but she also often goes above and beyond our expectations.”

Aisha has already been accepted into the Carlson School of Management at the University of Minnesota where she plans to continue pursuing a business and technology career. As long as opportunity presents itself, she will be one of the first to confidently walk into the challenge.

I’m proud to be a Genesys Works intern because I know that I’m part of a bigger cause and movement.” — Aisha Mohamed, intern at Cargill
For 10 years, Kirkland & Ellis has hosted over 100 interns, beginning in Chicago and expanding to other Genesys Works cities across the country. This is the fourth year that Kirkland hosts interns in their Washington, D.C. office. Brad Koerber is an intern supervisor in the technology support department. “I get so much joy out of working with Genesys Works interns,” Brad said. “It is important for us to give these young professionals a taste of what life will be like when they finish school.”

During their time at Kirkland, interns become comfortable working in a fast-paced office environment and interacting with all levels of users, according to Chris Thomes. This commitment to developing young people while in high school is evident in Kirkland & Ellis’ long-tenured partnership with Genesys Works. “[Our partnership] gives these young professionals the opportunity to set themselves up for success in the future.” When young people are set on a path toward success, Kirkland & Ellis knows that the impact is felt in their family and their community as well.

The importance of working with an internship program is that it allows us to make a difference in our community.”
— Chris Thomes, Director of IT Service Delivery
Gaining professional work experience while still in high school helps spark a future students may not have imagined otherwise. Recognizing our students have the ambition and abilities to pursue professional pathways, our alumni team focuses on offering guidance and support, even after their internship has ended.

With this experience and support, many of our interns enter the professional world ahead of their peers. In the case of Class 4 alumni Jessica Prieto, her Genesys Works internship landed her a full-time position with TransUnion. Now, after six years with TransUnion, Jessica can pay it forward, supervising Class 10 interns.

“One of my favorite parts of being a supervisor to our new interns is being able to give back to Genesys Works,” Jessica said. “I enjoy giving input on their work assignments to provide a better learning experience from an alumni perspective.”

As a high school student, Genesys Works provided powerful guidance for college. As a college student and intern, Genesys Works provided a safety net and opportunity for my future.” — Jessica Prieto, student at University of Illinois at Chicago
In 2013, Michael Nguyen – then a high school junior – was disengaged from the typical pathways to success, including academics and extracurricular activities. Seeking to change his trajectory and live up to his potential, he joined Genesys Works Bay Area’s inaugural cohort. He found motivation through his technological support internship at Kirkland & Ellis LLP, where Michael says he was treated as more than just a kid – he was seen as a peer.

Michael’s internship catalyzed his future. He not only gained knowledge and experience, but he was able to begin financially supporting his family. He made friendships that persisted through college at UC Berkeley, a Genesys Works alumni internship at Accenture, and into his current full-time role as a Data Analyst for Cityspan Technologies.

Michael’s commitment to his work and education paid off. The son of refugees, Michael is now both a first-generation college graduate and first-generation homeowner. Because of the opportunities provided by Genesys Works and our corporate partners, Michael is thriving and giving his parents access to a life they wouldn’t have had otherwise. His successes are already changing lives in the Bay Area.
Charitable Foundations allow students like Raul Arreguin, intern at Enbridge in Houston, to earn and learn.

It takes dedicated partners for the Genesys Works program to work. Corporate partners provide internship opportunities for our program participants and cover part of the costs by doing so. Funder partners help close the gap between what our companies pay and how much it costs to run the program. We are grateful for all of our supporters who directly impact the lives of students each day.

Over the past three years, Bank of America Charitable Foundation has invested $580,000 in Genesys Works and the youth we serve through our program. Bank of America is helping to build thriving communities by addressing issues related to economic health and sustainability. Their philanthropic support is focused on advancing economic mobility through workforce development and education, community development and basic needs.

By supporting Genesys Works and our mission to provide pathways to career success, Bank of America is putting young people across the country on the path to economic sustainability.

As a financial institution, we believe in equipping the next generation with the skills and education to reach economic success in their lives. Our goal is to help transform underserved communities into thriving neighborhoods that fuel economic growth and prosperity for all.”

— Kerry Sullivan, President, Bank of America Charitable Foundation
Since 2016, Scarborough High School has partnered with Genesys Works to add learning beyond the classroom. In that time, Scarborough’s students have interned at Fortune 500 companies like CenterPoint Energy and J.P. Morgan Chase Bank. The experience they’ve gained is the kind you can only get on the job.

Genesys Works school champion and Scarborough’s Career and Technical Education teacher, Stella Cunningham, encourages her students to apply for Genesys Works because she sees the difference real-world experience can make. “The students who go through the program are better prepared to make the successful transition into the workforce or into postsecondary education at the end of their senior year,” she said. “When compared to their peers, they are more successful at multi-tasking between work and school.”

Working with schools across the Houston area, Genesys Works is able to provide students with a pathway to long-term career success. The combination of support students receive in the classroom, from educators like Mrs. Cunningham, and the personalized coaching they receive from Genesys Works, enables them to access their full potential and fulfill their postsecondary goals.

Genesys Works accepts the students right where they are. The program creates a framework that provides students an opportunity to learn teamwork, employability skills, networking, and how to access postsecondary institutions, while exposing students to a variety of business careers.” — Stella Cunningham, Scarborough High School

Championing Real-World Skills In and Out of the Classroom

Stella Cunningham, pictured with interns Marco Leon, Sebastian Cisneros, and Jeremy Young, Scarborough High School
Top 100 Corporate Partners

The collaboration between Genesys Works and our corporate partners is at the heart of our success. We want to recognize the Top 100 of our 249 corporate partners 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. For these gifts, we are most grateful.

$1,000,000+
Ballmer Group

$50,000+
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Greater Houston Community Foundation
HEB Tournament of Champions Charitable Trust
Houston Area Women's Center
Richard and Elizabeth Husseini
John Edward Fowler Memorial Foundation
John P. McGovern Foundation

$25,000+
Abbey Family Foundation
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Abbott Fund
Affinity Plus Foundation
AHEAD
Albert & Ethel Herzstein Charitable Foundation
Albright Foundation
Allianz Life Foundation
Allina Health
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Anaplan
Andersen Corporate Foundation
Andersen Corporation
Anonymous

$25,000+
Accenture
Anonymous
Anonymous
BNY Mellon Foundation
Dell Corporation Foundation
The Fondren Foundation
The George Foundation
PricewaterhouseCoopers (PWC)
Salesforce
Think IT Golf Tournament
Trellis Foundation
York Solutions

$10,000+
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PricewaterhouseCoopers (PWC)
Salesforce
Think IT Golf Tournament
Trellis Foundation
York Solutions

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3M
AIG
Blanche Coggin CFP Foundation
Chick-fil-A Foundation
CME Group Foundation
Comcast Foundation
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F.R. Bigelow Foundation
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Allina Health
Amazon Web Services
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Access an untapped pipeline of motivated, diverse talent who bring immediate value to your organization

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

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Make a contribution and impact a student’s future

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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
2019 Financial Report

INCOME STATEMENT (UNRESTRICTED)

INCOME
Earned Income $14,278,229 $16,639,512 $18,287,507
Contributed Income 9,603,013 9,616,049 8,410,655
TOTAL INCOME $23,881,242 $26,255,561 $26,698,162

EXPENSES
Student Wages $7,320,693 $8,625,345 $9,566,878
Other Program Expenses 10,935,253 12,955,722 12,066,852
General & Administrative 3,102,435 3,135,946 2,396,718
Fundraising 2,182,422 2,485,857 2,302,531
TOTAL EXPENSES $23,540,803 $27,202,870 $26,332,979

NET UNRESTRICTED INCOME $340,439 $(947,309) $365,183

BALANCE SHEET

ASSETS
Cash and Cash Equivalents $8,625,636 $6,008,271 $5,972,444
Accounts Receivable 2,336,989 2,544,013 2,569,254
Other Current Assets 1,011,252 1,057,162 1,903,493
Property & Equipment (Net) 372,356 261,480 202,521
TOTAL ASSETS $12,346,233 $9,870,926 $10,647,712

LIABILITIES
Accounts Payable $306,627 $280,234 $268,117
Other Liabilities 1,275,270 1,079,619 895,372
TOTAL LIABILITIES $1,581,897 $1,359,853 $1,163,489

Unrestricted Net Assets $8,500,325 $7,317,243 $7,918,198
Temporarily Restricted Net Assets 2,264,011 1,193,830 1,566,025
TOTAL NET ASSETS $10,764,336 $8,511,073 $9,484,223

TOTAL LIABILITIES AND NET ASSETS $12,346,233 $9,870,926 $10,647,712

*Unaudited

INCOME AND EXPENSE GROWTH

2019 EXPENSE BREAKDOWN

$26,332,979 TOTAL EXPENSES
- Program Expenses 45.8%
- Student Wages 36.3%
- General & Administrative 9.2%
- Fundraising 8.7%

69.4% OF EXPENSES FUNDED BY EARNED INCOME
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