



**GLOBAL MENTORSHIP
INITIATIVE**

Connecting Students to Careers

2022 Annual Report

globalmentorship.org

A global community that looks like the world we live in

Building a truly diverse workforce of tomorrow

Creating intentional pathways to prosperity

Leveraging digital resources to connect

Join us...



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FROM THE CEO

What a year it has been!

In 2022, GMI doubled the number of students in the program to nearly 2,500 and we're now working with universities and youth partners in 92 countries!



Two years ago, I couldn't have imagined how quickly this program would grow, nor how many diverse stakeholders would join us in this work. Organizations are now using their platform to encourage companies to hire refugees and other professionals facing barriers to employment. Universities and companies alike are embracing remote tools. Sophisticated mentorship programs are opening doors for a new generation of leaders – regardless of nationality, ability, and background.

It is truly a privilege to feel a sense of purpose in your daily work. Every day I see new comments from mentors and companies on LinkedIn, sharing their mentee's incredible accomplishments, and glowing in the understanding that, in giving a few hours of their time, they have improved the life of a young professional and their community.

Thank you for your support of GMI, as a mentor, company, university, donor, or advocate. We couldn't be here without you, and we look forward to the journey together.

Jon Browning

Founder & CEO
Global Mentorship Initiative

Our Vision

Enable thousands of students to launch a successful career

GMI is creating pathways to prosperity for thousands of students around the world

How?



**Develop
Skills**

By following GMI's 14-week structured curriculum, students develop and polish the critical soft **skills** necessary for a young professional to successfully launch their career.



**Build
Confidence**

Through the weekly 1-to-1 guidance of their mentor, students gain the **confidence** necessary to put their best face forward as they navigate today's competitive job market.



**Create
Connections**

By leveraging hundreds of professional **connections**, GMI is cultivating a global community of recruiters, companies, and nonprofits committed to seeking talent in uncommon places.



Our Impact



Student Applications
2,472



Mentor Applications
2,480



Refugee Students
13%



Women Students
58%

In 2022, GMI became the largest global mentorship program helping refugees and underserved students find their first job.

92

Countries Represented



118

French Language Mentorships



1,634

Mentorships



76%

Employed within 6 Months



Our Students

Grethell Espinoza – Nicaragua

GMI positively impacted my life, and without a doubt, it has been a great blessing. Each lesson was highly productive, effective, and efficient. I learned how to do a professional CV and cover letter, I improved my LinkedIn profile and increased the number of my followers. I am grateful and proud for GMI's incredible commitment and valuable contribution to me and to everyone who has had the privilege to be a part of this program.

Grethell is currently helping other students succeed as a counselor at Keiser University.



GMI Graduate Students Advancing their Careers



Bernard Malunga - Japan

Bernard is currently working with Pasona Group to generate and implement ideas that will help revitalize Awaji Island in Japan. Bernard is interested in Agri-technology and how it can revolutionize the agricultural industry. Bernard always struggled to prepare for interviews before GMI. Learning the different methods such as STAR has allowed him to understand his weaknesses and reinforce his strengths.



Amanda Greear - Virginia, USA

"My mentor was able to show me that I am capable of succeeding even though I am a first-generation college student. I used the resume she helped me put together to get my current job and truly love the people I work with." Amanda is currently working in the criminal justice field, using the skills and knowledge she learned during her mentorship to help other first-generation students at her university.



Livingstone Ayehangane - Rwanda

Livingstone found his dream career working at the Rwanda Build Program: blending healthcare, technology and entrepreneurship. Before Livingstone joined GMI he was taking any role he could get even those unrelated to his career aspirations. However, through the GMI program, his mentor was able to help him clarify his career goals, find relevant opportunities, and connect with the people in the healthcare industry.

Our Mentors

"Why did you want to become a GMI Mentor?"

"Many talented job candidates are overlooked due to a combination of outdated hiring processes on the part of employers and a lack of effective job search strategies on the part of job candidates. Therefore, both sides are missing out. My professional focus is on creating better processes for employers, but I wanted to become a mentor to help on the other side of the equation: The job seeker. GMI provided the perfect opportunity."



Rachel Marie, MBA - Organizational Development Consultant - The Optimized Office

Rachel is currently on her second GMI Mentorship.

"I've been mentoring for few years now, mostly college students, fresh grads and people in their early career. Love to share my experience with young folks and help them in their career journey. I wish I had a mentor when I was their age to help me navigate through the complexity of professional life so I'm glad to do it now."



Jawad Bisbis - VP Proprietary Beverages at 7Eleven

Jawad has completed 2 English GMI Mentorships and has started his first French GMI Mentorship.

"Sharing your experience to help someone is incredibly gratifying. When I heard about GMI via our organizations CSR initiative, I volunteered right away. It was something that was always on my list of things to do and GMI made it extremely simple. They have world class material, and they enroll people who will benefit greatly from these experiences. Looking forward to the next round."



Sanjeev Saxena - VP Digital - Genpact

Sanjeev is currently on his second GMI Mentorship.

"I have had the benefit of mentorship and seen the tremendous growth that it allowed me to experience. Mentoring is a truly enjoyable part of my day-to-day job. Each time I interact with my mentees, I am thrilled to see how much they continue to grow. As a UWI graduate, I am honored to have the chance through GMI to give back to UWI students as a mentor."



Beverley Cornish - Prince William County Public Schools- Teacher

Bev is currently on her seventh GMI Mentorship!

Our Community

Mentors want to give back. **Students** want to start successful careers.

Companies want to provide engaging volunteer opportunities and hire diverse talent. **Universities and Nonprofits** want to offer quality mentorship opportunities to their students.

Here are some key organizations in the GMI community, and how we're **working together to create sustainable solutions that benefit everyone.**



Microsoft

In 2022, GMI was one of a handful of nonprofits invited to participate in Microsoft's 24-hour Volunteer Relay, and 50+ all hands and division meetings. The number of Microsoft mentors doubled.

"GMI makes partnering easy and the impact is felt by everyone involved!"

- Justin Thenutai, HR General Manager, Microsoft

University of the West Indies

GMI has welcomed over 400 Caribbean students from UWI campuses and was invited to speak on a national morning show about the impact the GMI program has had on Jamaican students.



Wells Mountain Initiative

WMI provides scholarships and life-long support to young people who have overcome adversity and who wish to excel in high-need sectors. WMI was one of GMI's founding youth partners.

Partnering for Refugees



Partnership is at the core of everything we do

- GMI knows that our students face **multiple barriers** to employment, especially refugees
- We know that we cannot address all of them alone
- We are working alongside other nonprofits to **create global support networks** with measurable impact
- GMI provides mentorship for refugees

Southern
New Hampshire
University

SNHU Global Education Movement helps refugees earn 4-year college degrees from refugee camps across Africa and Lebanon.

1Refugee supports students in relocating for their studies.



TALENT BEYOND
BOUNDARIES

Talent Beyond Boundaries works with governments and companies to create pathways for skilled refugees to relocate for employment.

Looking Ahead



An agile organization, evolving with our world

In April 2022, GMI was the only nonprofit organization **invited by MIT** (Massachusetts Institute of Technology) **to present on best practices** in mentorship for refugee learners. GMI was represented by our CEO and two bright program graduates. In 2023, GMI will continue to use its platform to **amplify refugee voices**.



Supporting the Hiring Needs of GMI Partners.
Connecting GMI Students with Careers.



In June 2022, GMI launched an **Employment Connections Platform** to leverage our corporate partnerships and network to amplify employment opportunities for program graduates. In 2023, GMI will migrate this resource to an interactive platform, further facilitating connection between GMI program graduates and the companies ready to hire them.

In September 2022, GMI launched a **French-language mentorship program**. Language shouldn't be a barrier to accessing opportunity, and GMI is stives to make the program available in additional languages, with plans to launch Spanish next.



GMI is at the Crossroads of Change...

Our unique position – connecting companies and universities – helps us bridge the critical gap between graduation and employment. In less than 3 years, ***GMI has become the largest mentorship program helping refugees and underserved students find their first job.*** Your donation supports us reaching thousands of students with sustainable solutions and opportunity.

Equalizing Employment Opportunity



by ensuring **all** students can access the information they need to succeed

Connecting Underserved Students



with GMI's Employment Connections Platform in 2023

Scaling Our Impact



from 4 to 2,500+ students across 92 countries in 3 years

Empowering Diverse Voices



by infusing diversity into decision making

Our Team

GMI Board of Directors



Jon Browning
CEO
GMI
GMI Board Chair



Mamadou Biteye
Executive Secretary
**The African Capacity
Building Foundation**
GMI Board



Jocelyn Azada
Sustainability Director
Nielsen
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Jan Clausen
Technologist
Puget Sound Energy
GMI Board



Tom McGuire
VP Digital & Analytics
Genpact
GMI Board

GMI Staff



Ravenna Hennane
Director of Strategic
Partnerships



Kristen Sahl
Director of Operations



Cierra Daniels
Program Administrator
GMI Graduate - US



Amanda Laberde
Program Administrator



Chad Fuller
Chief Operating Officer



Salimatu Jalloh
Program Administrator



Alnarjes Harba
Student Ambassador
GMI Graduate
Syrian Refugee

GMI Leadership Council



Justin Thenutai
General Manager
Microsoft



Michelle Bozeman
Career Development Sr.
Leader
Amazon



Elonda Crockett
VP Credit Operations
Fannie Mae



Marilyn Johnson
Global Sustainability
Arxada



Debi Hamill
CEO, **IAOP**
Publisher, **Pulse Magazine**



Karyn Scott
Chief Marketing Officer
Kloudspot



Subhojit Roye
Principal
e2open



Dr. Billy Moore
Dean, College of Business
Delta State University

Our Partners

\$25K – \$100K+ in annual support



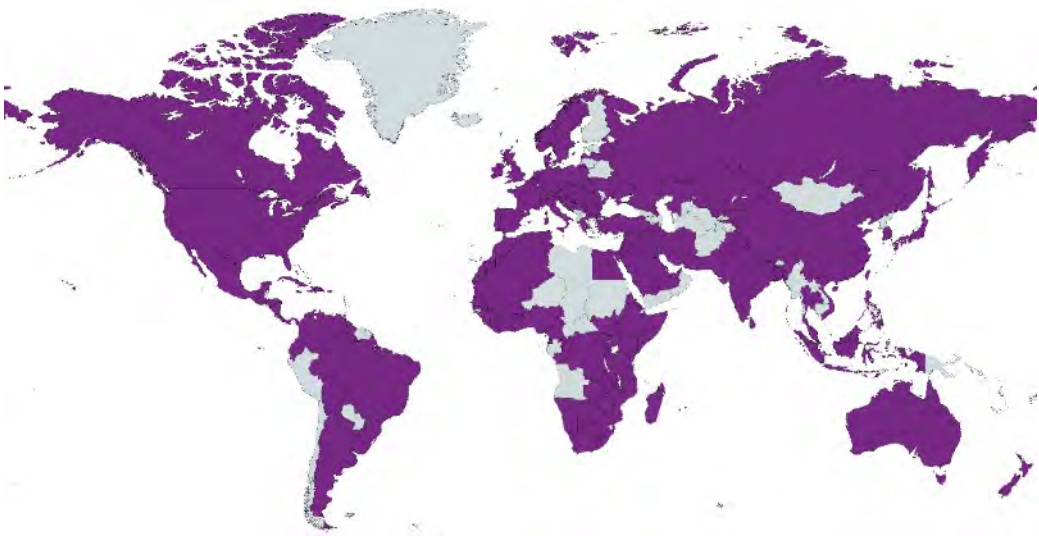
\$10K – \$25K in annual support



GMI mentors come from 100+ companies globally

* Indicates companies providing support through matching funds

- *3M
- Accenture
- Amazon
- American Airlines
- *Apple
- Avanade
- Avasant
- Applied Materials
- AT&T
- *Bank of America
- Bayer
- Bioventus
- *Blue Cross
- *Boeing
- Booz Allen Hamilton
- BNSF Railway
- *BP
- Coca-Cola
- Colliers
- City University of NY
- Daimler
- *Dell
- Deloitte
- Delta Airlines
- Dept of Defense
- *Disney
- Dover Corporation
- Duke Health
- Edward Jones
- Ericsson
- Ernst & Young
- *Expedia
- *Experian
- *F5 Networks



- | | | | | | | |
|------------------------|-------------------|-----------------------------|---------------------|-----------------------|----------------------|-----------------|
| *Bristol Meyers Squibb | Facebook | Goodyear | Kaiser Permanente | Officium Labs | Spiceworks | UPS |
| Broadcom | Farmers Insurance | *Google | Kloudspot | Oracle | St John's University | US Army |
| California Dept of SS | FedEx | Hilton | *LinkedIn | Orange | *Starbucks | Visa |
| *Campbell's Soup | Fiserv | HP | Lockheed Martin | Pearson | *State Farm | Virtusa |
| Capgemini | Ford | HSBC | Lumen Technologies | Pew Charitable Trusts | Sun Basket | VMware |
| CBRE | GE | IBEX Global Solutions | *Microsoft | *Puget Sound Energy | Symetra | VXI Global |
| CDC | General Dynamics | *Intel | Michigan State Univ | Providence | Sysco | Webhelp |
| Charter Communications | Genpact | *Intuit | *Morgan Stanley | Raytheon | Tech Mahindra | Wipro |
| *Cisco | Gilead Sciences | Jamaica Ministry of Justice | Netflix | Salesforce | Teleperformance | Whirlpool |
| City of Houston | *GitHub | John Hopkins University | NTT Data | *Shell | TTEC | Yale University |
| Clarivate | Goldman Sachs | JPMorgan Chase | *NVIDIA | Sitel | Uber | ...and more |

Our Donors

THANK YOU

Through individual donations and company matching,
our donors make it clear that when we come together, anything is possible.

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Briana Murphy
Almas Myrzatay
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Ashley Norman
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David Shadle
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Felix Sie
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Rikki Stratford
Aravinth Subramanian
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Arleen Winslow
Sarah Wolf
Jenny Ye
Ansley Yeo
Amira Youssef
Mahalet Zeleke

We strive for accuracy in our records. If you notice an error, please contact info@globalmentorship.org.

Spotlight on Jane Udoewa



GMI connected with Jane an IT Analyst from Houston, Texas about her mentorship and why she chose to give.

As a long-time mentor, what is different about GMI?

GMI has a clearly defined program path that is proven to work. GMI is there to support you every step of the way and provides all the resources needed.

What prompted you to donate to GMI?

I love everything the GMI program is doing. I am amazed at its exponential growth in such a short amount of time. I believe in this organization and want to do anything I can to help it continue to succeed as it touches the lives of millions of students around the globe.

What impact would you like to see GMI make?

I see GMI as a bridge. Currently a student can reside in Cambodia and take online courses at Stanford University. But what happens after the student graduates? Who helps the student assimilate into the workforce? Who teaches them what a resume or cover letter should look like? GMI is the bridge from education to career across cultural boundaries.

What advice would you give someone thinking about getting involved?

Sign up today! This is a great way to help mentor and develop the future workforce through a global impact. We always have the opportunity to mentor someone in our own backyard. GMI will stretch you. This is a win-win situation, and you will not regret the chance to impact someone's life globally.



One of my biggest passions is empowerment. With the right tools, anyone can achieve their dreams.

Jane Udoewa

GMI 2022 Financials

2022 STATEMENT OF ACTIVITY

Global Mentorship Initiative

	2022	2021	Change
Contributions	\$ 369,451	\$ 227,712	\$ 141,739
Expenses			
Program Staffing	\$ 298,146	\$ 180,204	\$ 117,942
Marketing	\$ 7,650	\$ 7,809	\$ (159)
Applications and Tools	\$ 25,242	\$ 25,839	\$ (597)
Other G&A	\$ 10,762	\$ 15,531	\$ (4,769)
Total Expenses	\$ 341,800	\$ 229,383	\$ 112,417
Net Revenue	\$ 27,651	\$ (1,671)	\$ 29,322

2022 STATEMENT OF FINANCIAL POSITION

Global Mentorship Initiative

	2022	2021	Change
Assets	\$ 33,570	\$ 36,435	\$ (2,865)
Liabilities	\$ 6,796	\$ 5,493	\$ 1,303
Net Assets	\$ 26,774	\$ 30,942	\$ (4,168)

2022 full-year average mentorship cost	\$294
2022 H2 run-rate mentorship cost	\$255
2023 forecasted mentorship cost	\$198

GMI has a small team but leverages the generosity of over 2,000 volunteer mentors in 127 countries.

As GMI scales, cost per mentorship efficiency will improve.



OUR STORY

GMI was born out of the Rockefeller Foundation's Digital Jobs in Africa Initiative.

Good jobs were being created, but not going to the underserved youth targeted.

GMI identified two solutions:

- ✓ Address the soft skills knowledge gap
- ✓ Increase access to employment opportunities

GMI has built a structured, remote mentorship program with measurable impact and ability to scale.



*Learn more in this
[four-minute video](#)*



globalmentorship.org | Bellevue, WA

