



















"GMI opened doors I never thought were within reach."

-GMI Program Graduate 2024

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Global Mentorship Initiative **2024 Annual Report**

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Daniela is building futures through migration...

After studying Business Management at Southern New Hampshire University, she now works as an Immigration Worker at Global Migration SA, helping other refugees build bright, dignified futures in their new communities.

GMI Graduate 2024 Southern New Hampshire University **USA**



Who we are

Global Mentorship Initiative (GMI) is a US-based global nonprofit transforming the lives of young professionals from underrepresented communities through structured, short-term mentorship programs.

By connecting graduates with experienced business professionals, GMI bridges the gap between education and meaningful careers, fostering a more equitable global workforce and advancing UN Sustainable Development Goals for Decent Work and Reduced Inequalities.

GMI Supports UN Sustainable Development Goals:













Aya is driving the economic revolution in Lebanon...

After earning her Business Administration degree, she's excelling in financial reporting while pursuing a Master's in Finance. Through her leadership and community work, Aya is fostering collaboration and supporting Lebanon's path to prosperity.

GMI Graduate 2024University of Saint Joseph **Lebanon**



A Letter from the CEO: Jon Browning

What an incredible journey we have shared this year! When GMI first began, we envisioned a small program with a big purpose: to bridge the gap between education and career opportunities for those who need it most. As I look back, it's awe-inspiring to see how we've grown from just a handful of mentees to a thriving global network impacting thousands of lives.

We started 2024 with steadfast goals to amplify our reach, stabilize our progress, and prepare for the ambitious Vision 2030 project. Our mission remains unchanged—ensuring that where you're born does not define the opportunities you can pursue. Every day, our commitment is reaffirmed as universities, non-profits, and companies reach out, eager to partner with us in unlocking potential for young professionals worldwide. And today, thanks to our combined efforts, we're one step closer to connecting 250,000 graduates from underserved communities with career paths by 2030.



Jon Browning speaking on "Leveraging Unconventional Talent".

This year has brought many key achievements, from doubling the number of students served to launching AI tools that help mentees navigate the job market more effectively. These innovations are more than just enhancements; they represent our dedication to staying ahead in a rapidly changing world, ensuring every student is equipped to succeed.

To our partners, mentors, donors, and supporters, you are the lifeblood of this mission. Your trust and passion are what drive us forward. Together, we are not only connecting individuals to careers but also reshaping the global workforce to be more inclusive and diverse. Each success story—each student who gains confidence, each mentor who shares their time, each company that opens doors—reinforces the power of mentorship and the transformative potential within all of us.

Thank you for being part of this journey.

Together, we're not just envisioning a brighter future; we're building it!

Jon Browning

Year in Review

In 2024...

GMI grew to a global student community of nearly 10,000, reaching new regions and supporting high-demand areas such as South Africa and refugee communities.

Forbes Features GMI's Partnership with Microsoft

Click here to read

Forbes

25,000 HOURS

of mentorship delivered globally, with many mentees becoming mentors themselves, creating a self-sustaining cycle of opportunity.



Al Integrations

Introduced cutting-edge AI tools to enhance job searches and streamline matching, supporting thousands of active mentorships.

Innovative Partnerships

Launched pilots with partners ranging from UNHCR, the UN Refugee Agency to Microsoft to leverage GMI Mentorship in comprehensive programming.

New Youth Partnerships

GMI has grown with 61 new Youth Partners in 67 countries. Six of those new youth partnerships were introduced to GMI from our Graduated GMI Mentees.

Boost in GMI's Operational Efficiency

Following Launch of Access CRM System



GMI Climate Leaders

Aspiring Climate Leaders from the Global South

Think Human Fund, powered by Concentrix, funded a multiyear pilot to match future climate and sustainability leaders with experts from the field.

ADC Partnership for STEM

Launched a mentorship program with Microsoft's African Development Centre (ADC) to connect 70 young Kenyan women pursuing careers in STEM with career opportunities at the Nairobi ADC.

Click to learn more a



What We're Building

Our Mission

GMI bridges the gap between graduation and first career jobs for underrepresented young professionals from diverse communities. Through leveraging digital resources, mentorship, AI, and human connection, we are building a more equitable workforce of tomorrow's leaders.

GMI's Theory of Change

GMI is creating a world where every young professional, regardless of background, has the opportunity to thrive in a meaningful career, building a more inclusive, equitable, and innovative global workforce.

Sostène is transforming green energy in West Africa...

As a Mastercard Scholar and Student Energy Community Manager, he's championing African-led climate resilience and inspiring others to join him.

GMI Graduate 2024 Université d'Abomey-Calavi **Benin**

Meet Sostène



of GMI students are employed within six months of graduating from their educational program.

93%

of non-refugee GMI students are hired within their home country, contributing to local devel<u>opment.</u>

82%

of GMI students say the program was important in getting them hired.

98%

of GMI students are confident they can reach their career goals after their mentorships.

92%

of GMI students are confident they can successfully find a job in their chosen field.

GMI's Vision 2030

GMI envisions a world where every young person, regardless of where they are born, can access meaningful career opportunities. By 2030, we aim to connect 250,000 students and refugees from underserved communities with jobs, empowering them through scalable mentorship programs that address systemic barriers to employment.

This bold vision includes targeted efforts to expand mentorship for **refugee learners**, **women in STEM**, **and climate leaders**, alongside innovative technological solutions. New delivery models, including classroom integration and multilingual mentorship, will ensure we reach students who wouldn't otherwise have access.

GMI also collaborates with business partners to provide direct job connections, preparing students for high-demand fields like cybersecurity, software development, and financial services. Achieving these goals requires a collective effort, and we invite partners, investors, and supporters to join us in transforming career opportunities for underrepresented youth. Together, we can build a diverse, inclusive, and resilient workforce that drives global progress.

Daniella is bridging worlds...

After graduating from Ashesi University, she joined Bank of America in Ireland, now excelling in her role, volunteering with the African Professional Network of Ireland, and preparing to launch a nonprofit to guide young Ghanaians.

GMI Graduate 2022Ashesi University **Ghana**





New Delivery Models

Leverage local partners and educators to scale across schools and languages.



Technological Innovation

Deepen thoughtful use of AI and tech solutions to scale and bridge language or access gaps.



Career Connections

Collaborate with our global network of hiring and training partners to drive recruitment.



Targeted Expansions

Focus on supporting refugee learners, women in STEM, climate leaders, and underserved youth.

Growing Support of Displaced Learners







Since our program's beginning we have supported 675 displaced and refugee learners globally. In 2023, GMI joined UNHCR's global network, pledging to mentor 1,000 displaced learners and assist impact partners in hiring at least 250 refugees. Collaborating with USA for UNHCR, GMI launched a pilot program connecting 50 displaced learners with mentors from UNHCR's supporter base. This mentorship focuses on enhancing career readiness, soft skills, and confidence, aiming to replicate GMI's success rate where 74% of graduates are hired within six months. Learn more























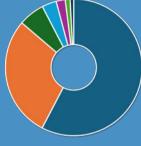


Program Impact

displaced learners served through 12 global partners

- O Africa 58%
- MENA **29%**
- N. America **6%**
- Asia **2%**
- LATAM 1%
- Caribbean 1%





countries hosting displaced learners supported by GMI

72%

of displaced learners were employed within 6 months of graduating

Joshua is championing refugee empowerment...

Meet Joshua 🦼

A refugee and BA student in Sustainable Development, Joshua serves as Communication Coordinator for Jesuit Worldwide Learning (JWL) Kakuma and leads Humanity Hand, supporting local refugees.

"This journey has shown me that success is not just about talent, but about consistent effort, goal setting, and working to a solid plan."

GMI Graduate 2024 JWL - Kenya Kenya



Student Impact

In 2024, GMI nearly doubled our youth partner network. **We are now assisting 10,000 students globally** through 130 strategic partnerships.

2024 Student Registration by Region

Africa: 4,702

North America: 1,997

Caribbean: 878

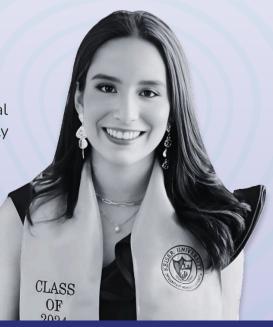
Asia: 779 MENA: 743 LATAM: 180 Europe: 177

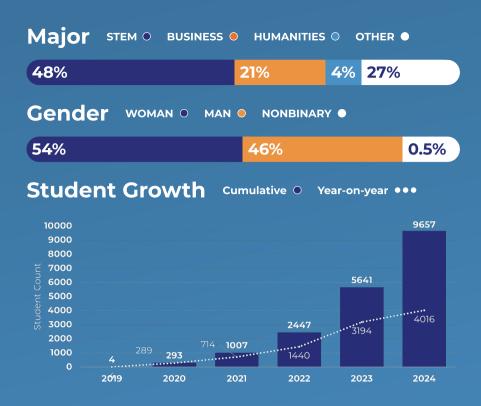


Andrea is empowering the next generation...

A recent graduate of Keiser University in Nicaragua, she's excelling as a multilingual trainee at Colgate-Palmolive while actively working to expand the GMI program in Latin America, ensuring other young graduates can access life-changing opportunities.

GMI Graduate 2023Keiser University **Nicaragua**





Top Youth Partners

- University of Nairobi
 Kenya
- **Digify Africa**Nigeria
- **3** Ashesi University Ghana
- 4 University of Ruhuna Sri Lanka
- 5 U. of West Indies Jamaica

- 710 Students
- 238 Students
- **223** Students
- **143** Students
- **104** Students

Our Youth Partners

All GMI students have been identified by our local youth partners as coming from an underrepresented or marginalized community, which can refer to racial, ethnic, or tribal background, geography, socio-economic class, gender, family situation, or other identity markers as identified by our local partners. Our students come from universities and non-profits in 100+ countries, including 8 refugee camps.

GirledUp Ghana

Ghana

Discover Girledup 🧩

Through our partnership with GirledUp Ghana, GMI is helping to inspire and uplift young women and men from underserved communities. Our collaborative initiative connects 91 learners with mentors who quide them toward leadership, selfconfidence, and career goals, shaping a generation of future changemakers.



Photo courtesy of GirledUp Ghana

Digify Africa

Pan-African

Discover DA 🧩

GMI collaborates with Digify Africa to prepare young Africans for impactful careers in technology. With 242 techfocused students currently enrolled, this partnership delivers critical mentorship and training that equip participants with the skills needed to excel in the fastgrowing digital economy.



Photo courtesy of Digify Africa

MAPs

© Türkiye

Discover MAPs 🧨

In partnership with MAPs (Multi Aid Programs), a Lebanon-based non-profit, **GMI** is supporting Syrian refugees pursuing their post-secondary degrees in Türkiye by offering mentorship to 32 students. This initiative provides a pathway to brighter futures by combining education, healthcare, and skill-building opportunities tailored to the challenges faced by vulnerable populations.



Photo courtesy of MAPs

From Mentee to Mentor

When GMI launched in 2020, we envisioned a global community where young graduates would be supported in finding stable, fulfilling careers and, with a few years of experience, return to serve as mentors themselves. **So far a total of 6 Program Graduates** have returned to work with a GMI Student of their own. **We are proud to share their stories!**

Esther

Meet Esther 🖈

Kenya

Since completing her mentorship in 2023, Esther has continued to support GMI's mission. Leveraging her expertise in data science and public policy, she has copresented with GMI and fostered partnerships to empower Kenyan youth through employment. In 2024, she mentored a student from her alma mater, the University of Nairobi, sharing her insights on navigating global environments and making strategic career decisions.



Demyia

Meet Demyia 🦼

O USA

Demyia, a 2024 GMI Program Graduate, has returned to the program as a mentor, now supporting two students in Kenya and the USA. With a strong passion for career counseling, mentorship, and mental health advocacy, Demyia empowers others to achieve their full potential, leveraging her diverse expertise in education, public relations, career services, and trauma support, particularly for women and children.



Millicent

Meet Millicent

🕅 Kenya

After successfully completing her GMI mentorship last year, Millicent has returned to GMI to share her experience and is now mentoring a sustainability student based in India. At the same time, she is championing her own global initiatives in clean energy and sustainable practices. Committed to advancing gender equality and impactful SDGs, she collaborates with organizations to address climate challenges and foster greater equity in communities worldwide.



Mentor Impact

In 2024, GMI welcomed 3,000 new mentors to our program, pushing our community beyond the 7,500-mentor milestone. This achievement would not have been possible without the dedication of our community members. who go above and beyond to support our students through mentorship and continually seek new ways to contribute to our mission. To all our mentors, thank you for making 2024 a year of growth and meaningful connections!

Total Mentor Registration by Region

North America: 3.109

Asia: 1.341 **Europe: 1,219 Africa:** 1,085 **MENA: 373 LATAM: 170** Caribbean: 64



Meet Deep...

Reflecting on his mentorship experience with GMI, Deep shares: "Over the course of 12 weeks, I had the honour of mentoring two incredible individuals from completely different cultures and career aspirations. This experience was both humbling and enriching."

2x GMI Mentor LinkedIn India

2024 Highlights



Mentorships completed

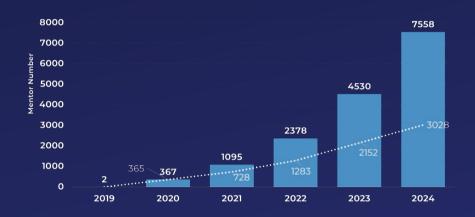
Mentorships in progress

Hours volunteered

Mentor Count Cumulative O Year-on-year •••







All-time Top Mentor Providers

-- Microsoft

1,649 Mentors

genpact

275 Mentors

worley

268 Mentors

© Clarivate[™]

242 Mentors

5 Linked in

220 Mentors

GMI Partner Network

Corporate partnerships are essential to advancing our mission. Our network of corporate partners and collaborators not only provides thousands of dedicated mentors to guide our students, but also support our mission through funding, services and hiring opportunities for our students.

















Microsoft continues to be GMI's largest sponsoring partner and provider of mentors. In 2024, GMI and Microsoft worked together to upskill **Cybersecurity** and **Data Center Academy** students. We also co-developed a reinforced mentorship track with **ADC WINS** to recruit and retain young women in STEM in Kenya.

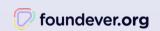


Think Human Fund, funded by **Concentrix**, is sponsoring a pilot to provide mentorship to **Aspiring Climate Leaders** from the Global South, as well as providing funding and in-kind support to complement traditional mentorship with **custom AI tools**.



As a member of LinkedIn's **Global Impact Partner Program**, GMI and LinkedIn are working together to support students worldwide. Not only has LinkedIn generously provided hundreds of GMI students with free **LinkedIn Premium** access, but volunteer LinkedIn mentors also offer our students unique insights into the world's largest professional network.





Orange and Foundever officially joined GMI as joint partners in 2024, sponsoring **250 French-language mentorships**. We are honored to be the first global partner of Foundever.org's **#CXforGood initiative**.

expedia group

GMI is thrilled to partner with Expedia Group and their ACE (Asian Community at Expedia) IBG (Inclusion Business Group) to mentor underserved students across Asia and beyond. In 2024, Expedia sponsored **100 mentorships** and launched an **Ambassador Program**, encouraging mentors to advocate for GMI's mission in their regions.



In addition to sponsoring **100 mentorships**, First Advantage provides background check services on potential mentors. In 2024, First Advantage generously provided this service outside the US free of charge, helping to support a more global mentor pool.

GMI Mentors Hall of Fame

This year, GMI is proud to introduce three outstanding mentors—Bev Cornish, Channa Kumarage, and Yuki Loh—each of whom has mentored 10 or more students. We are thrilled to celebrate their achievement and thank them for their exceptional commitment to mentorship.







GMI's Gold Mentors

GMI prides itself on creating an easy-to-follow and engaging program for students and mentors alike. 74% of GMI mentors choose to mentor at least two students. This year, GMI celebrated a remarkable milestone: 168 Gold Mentors who have each completed at least three mentorships!

Kamal Abburi
Manish Agarwala
Ruchika Ahuja
Judy Alexander
Zora Alexander
Ahoud Alwarsh
Sarah Ama
Jovina Ang
George Arroyo
Eustace Asanghanwa
Afia Attafuah
Joe Austin
IfeOluwa Ayoola
Ravi Ayyalasomayajula

Aditi Bajpai
Wig Balasingham
Anton Belousov
Kunal Bharucha
Pramiti Bhatnagar
Jawad Bisbis

Jawad Bisbis
Mitzi Blalock
Oladipupo Bolaji
Chinhita Bose
Brandon Boyd
Michelle Bozeman
Michael Brennan
Chris Brown
Jonathan Budden
Carlo Calderini
Everton Callum

Naila Carter

Nour Chbaro

Lillian Chege

Rakesh Chopra

RJ Choudhury
Beverley Cornish
Miguel Cotamo
Dan D'Agostino
Donata Davenport
Promita Deb
Hamza Debbarh
Elizabeth Deerinwater
Drew Dials
Ayushi Dimri
Neal El-Jor
Gabi Eloi
Rick Follweiler
Brett Frazer

Sumit Ghosh
Suresh Gopalakrishnan
Enrique Guinto
Amit Gupta
Ruchi Gupta
Faisal Hajazi
Sam Hanna
Nathan Hart
Evan Hennis
Colin Henry
Benito Hernandez
Alicen Holmes

Siavash Gharehkhani

Alicen Holmes
Connor Hughes
Gbenga Emmanuel Ibitoye
Agnes Itote
Stefanie Jacobs
Nishant Jeyanth
Timothy Kaboya
Sanket Kalaskar

Prabhu Kannan
Georgia Karam
Shashi Karpur
Joanne King
Vishvesh Koshti
Narayan Kulkarni
Channa Kumarage
Sanjeeb Lahiri
Cheryl Leader
Alice Lebron
Kenida Lewis
Yuki Loh
Sangeetha Madderla
Chris Manadis

Muhammad Hashim Mann
Tyler McLaughlin
Archana Mehta
Per Melker
Daniel Merishai
Tim Meyer
Miwa Monji
Jheanell Morgan
Jacob Motola
Briana Murphy
Ajith Murthy
Betty Mutesa

Varaha Malla Naga Ruma Nayak Christine Nguyen Luana Nogueira Dave Numme Brian Nyilima Arnold Olunia

Rohan Nabar

Ana Ontoria
Superior Oronje
Jose Ortiz
Prathibha Parameswaran
Courtney Paul
Chari Perera
Martin Phelps
Tina Plummer
Courtney Pouzieux
Tara Prien

Sumit Raiswasia
Sanjay Rajan
Laura Revel
Francesco Riccio
Barry Rinehart
Veronica Ross
Subhojit Roye
Piotr Sadon
Ignacio Rauda Salazar

Patricia Samuels-Cameron
Paul Samura
Byrne Sanford
Sandip Sarkar
Steven Satchell
Peter Saverman
Joshua Schaeffer
Marc Schermerhorn
Dave Schwartz
Damien Scott

Marc Schermerhorn
Dave Schwartz
Damien Scott
Prakash Selvarajah
Adler Semassa
Ömür Sert
Aarti Shah
Anurag Sharma

Ramesh Sharma Trideep Sharma Kedyky Sherrill Felix Sie Ricardo Sitchin

Ricardo Sitchin Andrew Smith Anusilia Smith Diana Soto Alethea Stennett Monica Stone Srawesh Subba

Yamini Suiatha

Karthik Sundararaman

Vit Sychra
Cara Tamker
Melissa Tauk
Martin Tempus
Sumudu Tennakoon
Sarala Thirumal
James Thode

Sadanandan Chalil Thondieri Kumara Mangalam Thulasiraman

Alvaro Trujillo Mauricio Velasquez Ilango Velchamy Joyce Vogt Anant Vyas

Mia Washington Sarah Wolf Tom Woods Rich Yocius Kris Zborowski

Financials

2024 Statement of Financial Activity

	2024	2023	2022	24/23 Change
Contributions				
Sponsorship	\$595,509	\$482,139	\$155,898	24%
Individual Contributions	\$152,210	\$13,378	\$269,810	1038%
Total Contributions	\$747,719	\$495,517	\$425,708	51%
Expenses				
Program Staffing	\$526,761	\$401,467	\$293,216	31%
Marketing	\$6,966	\$1,131	\$12,677	516%
Apps and Tools	\$102,843	\$54,441	\$35,570	89%
Other G&A	\$14,978	\$15,668	\$15,033	-4%
Total Expenses	\$651,548	\$472,707	\$356,496	38%
Net Revenue	\$96,171	\$22,810	\$69,212	322%
			7	
Mentorships	2,414	1,719	1,047	40%
Cost per Mentorship	\$270	\$275	\$340	-2%

2024 Statement of Financial Position

	2024	2023	2022	24/23 Change
Assets	\$204,778	\$115,625	\$33,570	77%
Liabilities	\$1,241	\$5,767	\$6,796	-78%
Net Assets	\$203,537	\$109,858	\$26,774	85%



Cost per Mentorship **\$250**2025 Projected

\$2702024 Current

\$275 2023 \$340

2022

Partnerships and Recognitions

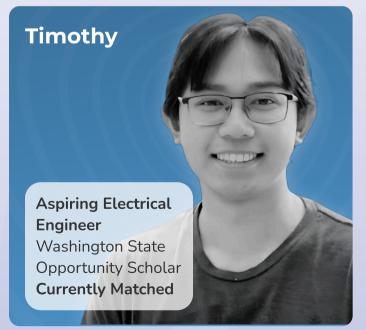
Building Futures in Washington State – The Connell Family Fund Partnership

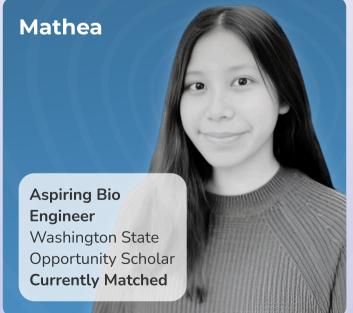
In 2024, GMI partnered with the Connell Family Fund to create clear pathways to employment for underserved students in Washington State. This initiative aims to enroll 400 students from 10 technical and vocational colleges in King County by October 2025.

The program connects students with mentorship, industry-specific training, and direct employment opportunities in fields like technology and healthcare. By aligning GMI's mentorship model with the needs of Washington's workforce, the initiative ensures students are prepared to succeed.

- 400 Students by 2025: Focused outreach to underserved students across King County.
- Local Collaboration: Partnerships with 10 colleges to identify and support students.
- Career Opportunities: Employer partnerships to create seamless education-to-employment transitions.
- Local to Global: Establish a high school to employment pipeline which can be replicated globally.

The Connell Family Fund's generosity makes this initiative possible, bridging the gap between potential and success for Washington's students. Together, we are building a brighter, more inclusive future.







Our Donors

In 2024, individual donors from 13 countries gave generously. Thank you for your trust in GMI and for sharing our belief that a brighter future is possible for all of us.

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	,	7 19	~~	COIO

Jon Browning

Solange Bucquet

Abhijeet Chaudhuri

Jan Clausen

Michele & Daryl Connell

Maryah Converse

Jane & Jag Dalal

Maria del Rocio Rodriguez Garcia

Sam Hanna

Ravenna Hennane

Issak Mohamed Infaaz

Marilyn Johnson

Lauren Krauss

Jean-Jacques Le Delliou

Tyler Manning

Thomas McGuire Sr.

J. McNally

Debra McGuire Mercer

Rebecca Motil

Susan Motil

John O'Brien

Davey Proctor

Dr. Debbie Proctor

Mary Sahl

Kerry Sirotta

Mark Snyder

Hang Vuong

Yi Zhou

Jill Zimmerman

"We are pleased to support such an impactful program that helps so many wonderful young people with great potential."

Thomas McGuire Sr.

Our Team

Board of Directors



Mamadou Biteye
Executive Secretary
ACBF



Jon Browning GMI CEO GMI Board Chair



Jan Clausen Technologist Zillow



Tom McGuire
VP Digital & Analytics
Genpact



Justin Thenutai Chief People Officer Github

GMI Core Team



Maddalena Caravello
Director of Youth Experience



Chad Fuller
Chief Operating
Officer



Ravenna Hennane
Director of
Development



Amanda Laberdee Program Administrator



Mélanie Mongelli Operations Support



Kristen Sahl
Director of
Operations



Max Springer
Partnerships
Manager



Jennifer Uretsky
Program
Administrator

Leadership Council



Solange Bouquet
Customer Relationship
Strategic Partner Manager
Orange



Michelle Bozeman Global Head: Talent & Career Development Amazon



Elonda Crockett
VP Credit Operations
Fannie Mae



Debi HamillCEO, IAOP Publisher **Pulse Magazine**



Alnarjes Harba Rhodes Finalist



Neil Hirshman Of Counsel Kirkland & Ellis



Lawan Idriss Founder & CEO Clurebyte



Marilyn Johnson Global Sustainability Leader



Winnie Roberts
VP Sales &
Compensation
McKesson



Karyn Scott
Chief Marketing Officer
Kloudspot



Subhojit Roye Principal e2open

Join the Movement

What's Next?

GMI is actively looking for partners to join us in the following initiatives:

GMI en Español

Make career readiness mentorship available in Spanish to hundreds of thousands of students.

Learn more 🧩

Women in STEM

Reinforce upskilling and hiring pipelines for displaced learners and young women pursing careers in science and tech.

Learn more 🦨

Africa

Sponsor students across Africa, where demand for the GMI Program is highest and funding lowest.

Learn more 🖈

Climate Leaders

Grow the Aspiring Climate Leaders in the Global South Mentorship Program beyond the pilot.

Learn more 🦨

Corporate Partnership

For more information on becoming a corporate partner, contact:

Ravenna Hennane

Director of Development ravenna.hennane@globalmentorship.org

Youth Partnership

To make our program available to your students, contact:

Christine Loredo

Director of Global Youth Programs and Marketing Strategy christine.loredo@globalmentorship.org

Virtual Events

For more information on hosting a Virtual Volunteering Event, contact:

Max Springer

Strategic Partnerships Manager max.springer@globalmentorship.org

Partnership drives innovation.

If you have another way to grow this work, please reach out!

info@globalmentorship.org www.globalmentorship.org

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