



Five Years of Impact

“2025 marks our 5th anniversary. We celebrate this milestone with gratitude for the dedication of our community and the impact we've created together.”

-Jon Browning, CEO



Global Mentorship Initiative
2025 Annual Report

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Who We Are

Global Mentorship Initiative (GMI) is a U.S.-based nonprofit organization that improves career outcomes for limited-income university students and recent graduates. Our mission is simple yet transformative: to provide guided, personalized coaching that helps young people secure their first professional job and build the foundation for thriving careers.

Our work builds a more equitable global workforce and advances the UN Sustainable Development Goals for Decent Work and Reduced Inequalities.

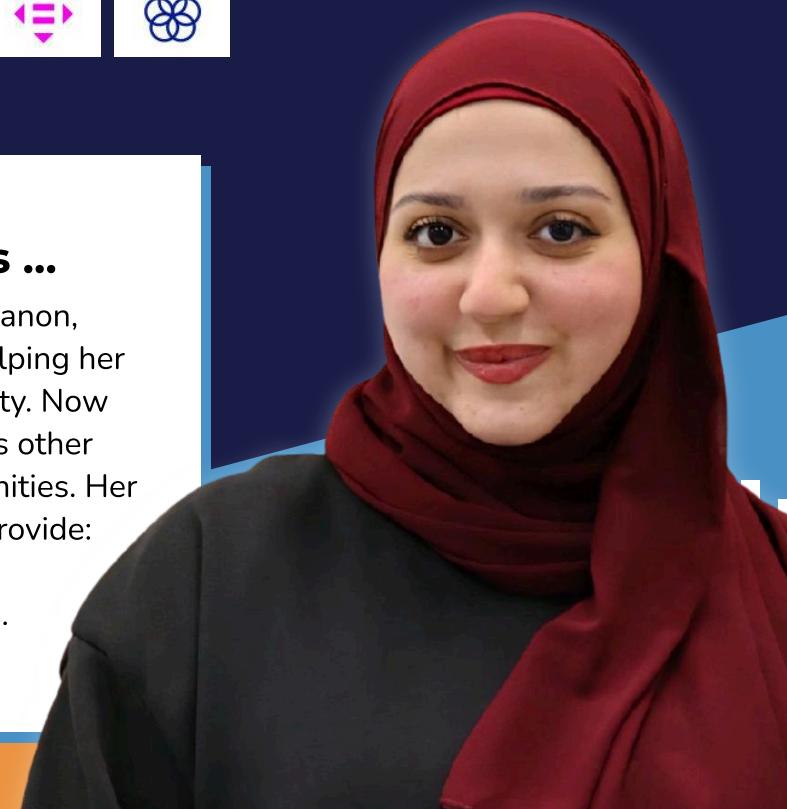
What We Support



Transforming Lives, Creating Leaders ...

Jana Daoud, a refugee based in Lebanon, credits her GMI mentorship with helping her navigate a period of deep uncertainty. Now an assistant professor, she supports other refugees pursue their own opportunities. Her story reflects what GMI strives to provide: steady guidance, connection, and encouragement at pivotal moments.

Meet Jana 



A Letter from GMI's CEO: Jon Browning

We're Just Getting Started!

As we celebrated Global Mentorship Initiative's 5th anniversary this year, I found myself reflecting on the extraordinary journey we've shared. What began as a simple idea—that technology could give any graduate, anywhere in the world, access to personal, human support during the job search—has grown into a global movement reaching learners in over 150 countries.

In just five years, our program has helped 15,000 college students and refugee learners worldwide build confidence, career readiness, and the social capital needed to launch their careers. Every story of a student landing their first job, every mentor who discovers the joy of giving back, is proof that a single human connection can change everything.

This year, we unveiled a bold new look and a redesigned website that reflects our evolution: energized, purposeful, and ready for even greater impact. These updates make it easier to become a mentor, partner with GMI, access mentorship materials and share the powerful stories that inspire us all.

At GMI, we believe every student deserves a champion—someone in their corner at the right moment. With your support, we are unlocking global potential and closing the education-to-employment gap. And we're not stopping here. By 2035, our vision is to connect 250,000 students and displaced refugee learners to jobs through scalable mentorship programs.

Whether you've been with us since the beginning or are joining us now, I want to thank you for being part of this journey. Your belief in mentorship fuels our mission and makes this work possible. Together, we are building belonging, fostering opportunity, and shaping a brighter future.

Here's to the next five years—and the lives we'll transform, together.



Founder & CEO of Global Mentorship Initiative



Year in Review

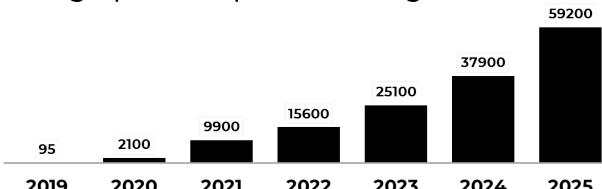
In 2025, GMI grew to a global student community of **15,000 across 150+ countries**, uplifting climate leaders, expanding into refugee-focused regions and launching Spanish-language programming across Latin America.

One Vision, Many Languages

Our continued partnership with **Baker Hughes Foundation** enabled GMI to launch **our mentorship program in Spanish**, breaking barriers and broadening access across Latin America.

59,200 HOURS

A record number of volunteer hours logged in 2025, with many mentees becoming mentors themselves, accelerating equity through peer-to-peer learning.



Corporate Pathways: 30+ Microsoft Data Centers

In partnership with Microsoft, we created pathways for students to launch careers in their own communities, with direct access to high-demand data center jobs.



Evolving in the Age of AI

In October, GMI hosted 17 virtual volunteering events and gathered over 500 insights from **Microsoft, Foundever, and LinkedIn** employees - fueling curriculum updates that keep us innovating and leveraging AI to empower the job search.

Serving Displaced Learners

In conflict-affected regions, GMI supported refugee students through expanded partnerships with USA for UNHCR and over 20 refugee-serving youth partners.



From Mentee to Mentor

88 graduates in 31 countries returned as mentors, fueling a model of local leadership and generational impact.

University of Nairobi: 2,000 students and counting

GMI's most invested youth partner is helping scale inclusive access to opportunity—empowering the next generation and multiplying impact.



Open Enrollment Expands Access

Launched in 2025, open enrollment is now our top source of students. It gives young people—no matter where they study or live—a direct path to join GMI. This removes barriers, reaches more diverse talent, and helps us grow faster and more equitably.

The Challenge

Underemployment is widespread

More than half of college graduates are in jobs that don't require a degree within a year of graduation.

First-generation disadvantage

First-generation college graduates earn less and have less wealth compared to peers whose parents hold degrees.

Global impact

First-generation and low-income students are disproportionately represented among displaced learners and refugees, further compounding barriers to securing meaningful employment.

Career launch gap

Research highlights that while education attainment is rising, the job-finding rate among young graduates has declined since 2000, making the first career step harder than ever.

74%

of GMI students land a job within 6 months of graduation

88%

of GMI students land a job within 1 year of graduation

Our Vision

Talent is universal, but opportunity is not.

For many students, particularly first generation, low-income, and refugee learners, the transition from education to employment is one of the most challenging and consequential moments of their lives. GMI exists to ensure they never have to navigate that transition alone.

Together with our community of partners, we are building a world where young leaders from diverse backgrounds can thrive, open doors for others to follow, and shape the inclusive workforce of tomorrow.



Student Success Profile

Odeh Kafati

Odeh Kafati, a student in Honduras, gained support and direction through a GMI mentorship—from attending a sustainability conference in Dubai to co-facilitating a GMI Climate Leaders panel. Today, he's interning at El Banco Centroamericano de Integración Económica—reminding us that while talent is everywhere, opportunity must be unlocked.

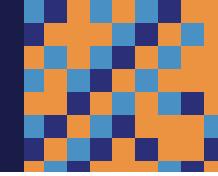
Meet Odeh



Meeting Demand for Spanish Language

"We've long recognized the importance of supporting students across **Latin America** in their primary language. With the support of **Baker Hughes Foundation**, we're proud to deliver on that need and expand opportunity across the region."

Jon Browning, CEO, GMI



Founding Partners

Baker Hughes

Microsoft

foundever.org

3M

PUCE

Aspire
INSTITUTE



Program Launched in September 2025

LATAM total student Impact

407

Spanish-speaking students registered

140

Spanish-language mentorships in progress

20

Mentorships already completed

Country-specific student Impact

133

El Salvador

50

Peru

39

Ecuador



Katherine and her mentor Enrique at Google, the first pair to complete a Spanish-language mentorship

GMI's Student Community

In 2025, GMI had record student applications, with 6,510 students from 135 countries applying for a mentorship.

2025 Student Registration by Region



Sub-Saharan Africa 54%
North America 15%
Latin America 10%
Southern Asia 8%
Western Asia 5%
Other 8%

Student Profile

Avarin Thongdee

Avarin Thongdee discovered GMI through a chance lecture, leading to a mentorship with Chris Haughan of Microsoft. Now a graduate of the Microsoft Datacenter Academy and IT tech at TEMP-TEAM Sverige, she's turning guidance into action—proving confidence grows where opportunity is given.

Meet Avarin



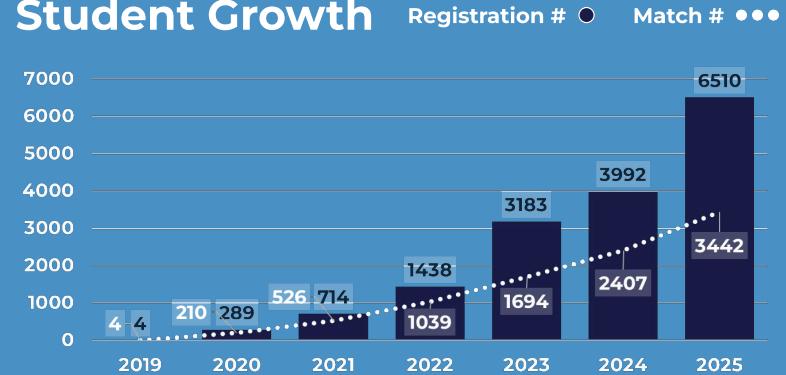
Major STEM ● BUSINESS ● HUMANITIES ● ARTS ● OTHER ●



Gender FEMALE ● MALE ● NONBINARY ●



Student Growth



Top Youth Partners of 2025

1	U. of Nairobi Kenya	625 Students
2	Aspire Institute International	472 Students
3	Zetech University Kenya	273 Students
4	Re:Coded International	139 Students
5	Kujia Kenya Kenya	137 Students

GMI's Mentor Community

In 2025, GMI had record mentor applications, with 5,142 professionals from 152 countries registering to become mentors.

2025 Mentor Registration by Region



Sub-Saharan Africa 33.8%
North America 17.4%
Latin America 17.3%
Northern Europe 7.3%
Southern Asia 6.7%
Western Europe 3.9%
Western Asia 3.5%
Other 10.1%

Mentor Profile

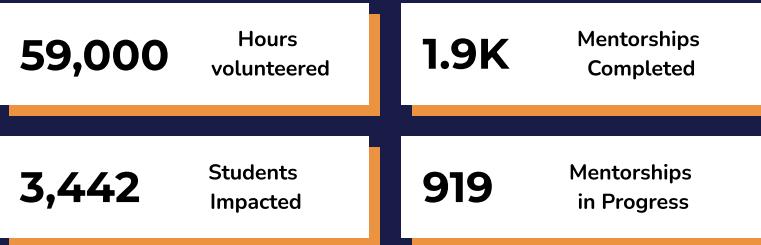
Soňa Roventa-Hakszer

"Mentorship is never one way. I learned a lot too: fresh perspectives on emerging tools and trends, new ways to frame problems, and a powerful reminder that potential thrives with the right support and space."

Meet Soňa



2025 Mentor Impact



Mentor Growth

Registration #



2025's Most Engaged Partners

1		Microsoft	12,026 Hours
2		worldpay	2,790 Hours
4		Clarivate™	1,264 Hours
3		3M	1,405 Hours
5		expedia group™	1,052 Hours

Mentorship as a Powerful Hiring Tool

Corporate partners increasingly recognize GMI students not just for their potential, but for their job-readiness. **Seventy-four percent of GMI mentees secure employment within six months of graduation**, and many are hired directly by the companies that support our programs.

From Mentee to Colleague



GMI mentor Riddhi Chauhan from Worley Corp, guided her mentee with clarity and confidence. Shruti Samanta Halder, an engineering graduate from Kalyani, India, secured a role at Worley—the same company where her mentor works—showing how GMI mentors truly help students find jobs.



Read the full story

Andrew N.



PwC Kenya hired Andrew Ndunda from the University of Nairobi—the same company that mentored him. Now he's encouraging PwC leadership to involve more of his colleagues as mentors.

Meet Andrew



Daniella A.



Bank of America hired Daniella Atidigah, an Ashesi University student who was first mentored by one of their own—proof that social impact and strong talent pipelines go hand in hand.

Meet Daniella



2025 Corporate Partner Highlights

Extraordinary partners. Extraordinary results.

Corporate partnerships are essential to advancing our mission. Our network of 16 corporate partners and collaborators not only provides thousands of dedicated mentors to guide our students, but also supports our mission through funding, services, and hiring opportunities for our students.



GMI's largest mentoring partner, Microsoft has now mobilized **over 2,000 mentors**. In Kenya, the **Africa Development Center WINS** pilot entered its second year, matching over **100 young women** with Microsoft mentors to pursue careers in tech. Microsoft also expanded mentorship for **Data Center Academy** students, supporting **155 mentees in English and Spanish**.



Building on GMI's 2023 pledge to support displaced learners, GMI **partnered with USA for UNHCR** to connect refugee students in the U.S. with career mentors. Through this collaboration, USA for UNHCR supporters offer guidance, connection, and professional networks, **contributing over 1,170 hours supporting refugee learners since 2024**.



A founding partner of **GMI's French-language program**, Foundever now supports students across all three program languages: English, French, and Spanish. In **2025, Foundever's engagement grew to include 160 mentors across 25 countries**. These mentors delivered 1,000+ mentorship hours, making Foundever one of GMI's most multilingual and globally engaged partners.



Expedia has led mentor engagement across Asia-Pacific since 2023, becoming a key driver of GMI's global presence. In 2026, GMI will deepen collaboration with Expedia's **Inclusion Business Groups (IBGs)** to expand mentorship access.



The Baker Hughes Foundation **sponsored the launch of GMI's Spanish-language mentorship program** in 2025. Since then, over 400 students have registered for Spanish mentorships, building vital career skills in students' native language.



A new partner in 2025, **Worldpay quickly emerged as a top mentor provider**, with **225+ employees volunteering** and nearly **3,000 hours** logged. Their engagement shows how mentorship can become a core aspect to a company's social impact.

“

We continue to be blown away by the participation and how well GMI manages our immense employee interest.

— Catherine Jones, Expedia Group

Mentor Hall of Fame 2025

GMI is now honored to have 6 Hall of Fame Mentors, mentors who have guided 10 or more students. In 2025, we welcomed 3 new mentors to this extraordinary group. These leaders embody GMI's mission by investing their time, wisdom, and care to help students launch careers, grow in confidence, and, in many cases, become mentors themselves. Their commitment proves that mentorship multiplies opportunity — one student at a time, tenfold and beyond.

Narayan K.

📍 USA

“Supporting 10 GMI students across 5 continents has transformed me and showed me that mentoring is not just about launching careers – it's about planting seeds that ripple across communities, systems, and the planet.”

Meet Narayan 



Sumit G.

📍 India

“GMI mentorship is a powerful platform to guide, inspire, and uplift young minds. By sharing our experiences and values, we help students unlock their potential and shape a future driven by purpose, empathy, and leadership.”

Meet Sumit 



Agnes I.

📍 USA

“I wanted to help, but like many, I worried about the time commitment. GMI changed that by providing the structure and tools that make mentorship manageable alongside a demanding work schedule.”



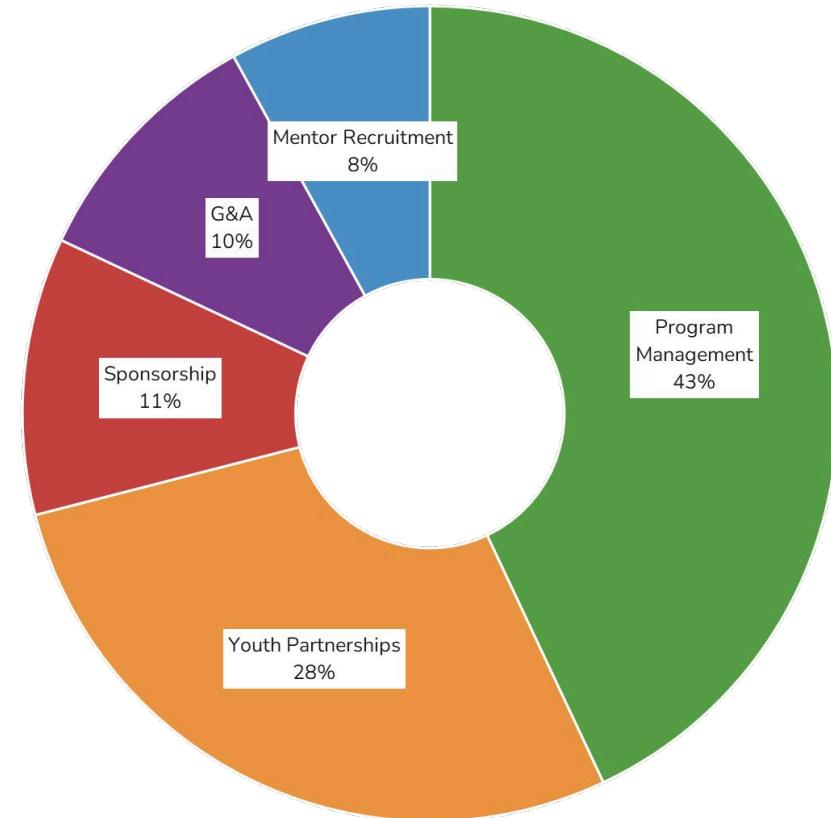
Meet Agnes 

Financials

2025 Statement of Financial Activity

Contributions	2025	2024	2023	25/24
				Change
Sponsorship & Grants	\$ 579,116	\$ 393,500	\$ 313,267	47%
Corporate Matching Funds	\$ 284,308	\$ 202,009	\$ 168,872	41%
Individual Contributions	\$ 337,872	\$ 152,210	\$ 13,378	122%
Total Contributions	\$ 1,201,296	\$ 747,719	\$ 495,517	61%
Expenses				
Program Staffing	\$ 829,761	\$ 528,577	\$ 401,467	57%
Marketing	\$ 11,730	\$ 6,966	\$ 1,131	68%
Apps and Tools	\$ 80,441	\$ 102,843	\$ 54,441	-22%
Other G&A	\$ 24,895	\$ 14,978	\$ 15,668	66%
Total Expenses	\$ 946,827	\$ 653,364	\$ 472,707	45%
Net Revenue	\$ 254,469	\$ 94,355	\$ 22,810	170%
Mentorships	3,442	2,411	1,719	43%
Total Cost per Student	\$ 275	\$ 271	\$ 275	2%

2025 GMI Expenses by Category



2025 Statement of Financial Position

	2025	2024	2023	25/24 Change
Assets	\$ 515,748	\$ 204,778	\$ 115,625	152%
Liabilities	\$ 1,324	\$ 1,241	\$ 5,767	7%
Net Assets	\$ 514,424	\$ 203,537	\$ 109,858	153%

Donors

GMI is honored that so many supporters have chosen to invest in our mission this year.

Ancilla Akundaare	Eusebio Duque Mendoza	Rohan Kulkarni	Artur Queiroz Machado	Luiza Souza
Carlos Alberto Zepeda	Marcio Eickhoff	Lovejoy Family Fund	Rebecca Motil and Paul McGuire in honor of Barbara Motil and Alice McGuire	Karthik Sundararaman
Aperian	Jared Farrell	Winifred Maignan	Emir Reyes	Christopher Taddeo
Jon and Monica Browning	Good Today	Ridhima Malhotra	Mario Riusec	Justin Thenutai
Betty Butterbaugh	Sam Hanna	Carlos Martinez	Carlos Rodriguez	Rafael Torres
Cristina Campanella	Pradyumna Harish	Thomas McGuire Sr.	Viviana Rodriguez	Nicole Ury
David Cardenas	Ana Gabriela H. Garcia	Lauren McGuire Krauss	Leslie Sahagun	Veronica Wardsworth
Man Yik Chan	Christine Hueper	Debra McGuire Mercer	Mary Sahl	Antonio Vitor de Souza
Raymond Chen	Sandra Hughes	George Muchira	Stephanie Seal Coon	Timothy Weir
Jan Clausen	Kimberly Janzik	Timothy Norman	Simple Concepts	
Kathy Clifford	Marilyn Johnson	Maxine Owens	Ricardo and Kathy Sitchin	
Manori Cooray-Weeraratne	Catherine Jones	Keitha Pansy	Diogo Souza	
Jane and Jagdish Datal	William Kirst	Olga Prieto Gutierrez		
Mohammad Doleh	Lauren and Kurt Krauss	Dr. Deborah Proctor		

“ Supporting GMI is a natural extension of my mentorship, because I've seen firsthand how the program opens doors that students could never access alone.

- Sam Hanna, 3x mentor



GMI's 2025 Gold Mentors

This year, the size of our **Gold Mentor** community **nearly doubled to 339 Gold Mentors**, each of whom has completed three or more mentorships! Let's celebrate the **162 new Gold Mentors** who completed their third mentorship in 2025.

Claude Affoutou
Syed Ahmad Abbas Zaidi
Chukwuebuka Akwiwu-Uzoma
Hala Alekhwan
Judy Alexander
Juan Algernon
Didar Ali
Maramy Amanda Awange
Effie Ansah-Arthur
Fatoumata Askofare
Abdul Aswad
Matt Au
Adesuwa Ayere
Daisy Badilla
Depesh Banik
Dr. Serah Banjo
Imantas Bernotas
Luis Beute
Jonathan Blessing Oniosun
Ralph Bold
Trudy Brennan
Solange Bucquet
Mila Cahue
Regina Campbell
Bunyamin Cankirli
Javier Canon
Estefany C. M. Rosales
Priyanka Chatterjee
Mandar Chitale
Mike Cicio
Adela Ciurel
Sophine Clachar
Stella Clarke
Rachel Corcoran

Bev Cross
Rajesh Darak
Sumanta De
Peter de Graaf
Serah Delaini
Deb Dey
Moushumi Dey
Gladys Egyir
Moesha Ezeala
Hala Ezzeddine
Giovanni Faedda
Nzota Fozao Ajulesi
Alicia Garzon
Casper Gate
Maryanne Gichohi
Alyson Ginesta
Uverh Godinez Quintero
Njogu Grace
Demyia Graham
Natalia Grymnak
Roshan Gunasekara
Beulah Gyimah
Sabrina Hall
Sheri Harp
Chris Haughan
Alexandra Ho
Linh Hoang
Peter Hondrogiannis
Mark Hoose
Jim Hopkinson
Esther Irungu
Grace Jacob
Marilyn Johnson
Dom Jones

Pavani Kamalsurya
Mudit Khanna
Harshvardhan Khatkole
Chrisanne Kirstein
Vishvesh Koshti
Olga Kroshkina
Rohan Kulkarni
Monika Kumar
Valentin Kuznetsov
Felix Kwizera
Jo-Vyn Lai
Isabelle Lansade
Constance Leyland
Yu Lyn Chuah
Rachel Marie
Rajkumar Mathur
Ryan Mesches
Issak Mohamed Infaaz
Michelle Moltz
Marwa Moulki
Rachel Muench
Nagesh Murthy
Cartigayen Murugaiyen
Jayakumar Narayanaswamy
Eric Nash
Kavian Nasiri
Nidhi Nautiyal
Grace Nedelcheva
Frida Nguyen
Anne Njoroge
Cathrine Nyachionjeka
Lydia Nyamate
Evelyn Obekpa
Ayokunmi Ogundapo

Ibukun Ogunsolu
Ahiamadu Okirie
Niels Ophey
Roberto Orlandi
Allison Osmanson
Sinduja Partha Sarathy
Pritesh Patel
Melissa Perrier
Matthew Peter Ford
Jacob Platin
Michael Porter
Judit Prekopa
Urvashi Priyadarshini
Valerie Quinata
Keilah Roberts
Asif Sahid
Philip Samson
Marcia Sanches
Alex Sanguinetti
Vanessa Sesi
Arnav Sharma
Khizar Shaukat
George Shiyanbade
Anu Shree
Elizabeth Simbai Chiza
Agnes Skalska
Taiwo Sowobale
Cengiz Somay
Adama Sorif
Ali Spain
George Spanakis
David Spencer
David Spruyt
Snjezana Sredojevic

Tom Stamp
Rob Starling
Mark Stephens
Chellammal Subramaniam
Rachel Tao
Catalin Taslaoranu
Nithin Thekkupadam Narayanan
Andy Thompson
Lydie Toupin-Mulvihill
Annie Toure
Anna Trainor
Kevin Tuei
Mercy Tum
Sandra Turner
Theophilus Ukyoma
Jen Veloff
Nishtha Vivek Agarwal
Hemanth Volikatla
Mark Waddell
Ben Wambugu
Rebecca Whitworth
Ryan Williams
Leonard Williamson
Arleen Winslow
Haroon Zaib

GMI Team

Board of Directors



Tom McGuire
VP, Next Generation Solutions
Genpact | GMI Board Chair



Justin Thenutai
VP, Human Resources
Microsoft



Jon Browning
CEO & Founder
Global Mentorship Initiative



Mamadou Biteye
Executive Secretary
ACBF



Jan Clausen
Tech Executive
Service Now

Staff



Chad Fuller
Chief Operating
Officer



Ravenna Hennane
Senior Director of
Development



Kristen Sahl
Senior Director of
Operations



Amanda Laberde
Program
Coordinator



Jennifer Uretsky
Program
Coordinator



Max Springer
Senior Manager of Global
Partnerships



Mélanie Mongelli
Program Coordinator



Jillian Smithwick
Program Manager



Andrea Alemán
Regional Engagement
Manager



Aleisia Spain
Chief of Staff



Christine Loredo
Director of Marketing



Rose Kimu
Regional Expansion
Consultant for Africa

Leadership Council



Judy E. Alexander
PCG Regulatory Compliance
Manager
Raymond James



Solange Bouquet
Customer Relationship
Strategic Partner Manager
Orange



Michelle Bozeman
Executive Advisor, Digital
Transformation Leader
TBW Enterprises



Debi Hamill
CEO, IAOP Publisher
Pulse Magazine



Alnarjes Harba
Rhodes Finalist



Neil Hirshman
Of Counsel
Kirkland & Ellis



Lawan Idriss
Founder & CEO
Seamium



Marilyn Johnson
Principal
Go Big Strategies



Subhojit Roye
Head, Global SI Alliances
Aria Systems



Karyn Scott
Advisor
Park & Battery | Fiat Growth



Winnie Roberts
VP Sales &
Compensation
McKesson



Pam Sands
Sr. Principal/VP Strategy and
Partnerships – Diversity Office
Kelly

Join the Movement

What if your support could unlock 250,000 careers by 2035?

Millions of talented graduates around the world are ready. They just need a bridge. GMI is building that bridge—and we're inviting you to shape the future of the global workforce with us.

Here's how you can make a difference:

Volunteer

You don't need to be an expert in your field to become a great mentor.

[Learn more](#) 

Partner

Corporate partners provide mentors, hire students, and support the program financially to ensure it remains free for students and universities.

[Learn more](#) 

Invest

Every contribution plays a crucial role in helping GMI achieve its mission.

[Learn more](#) 

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