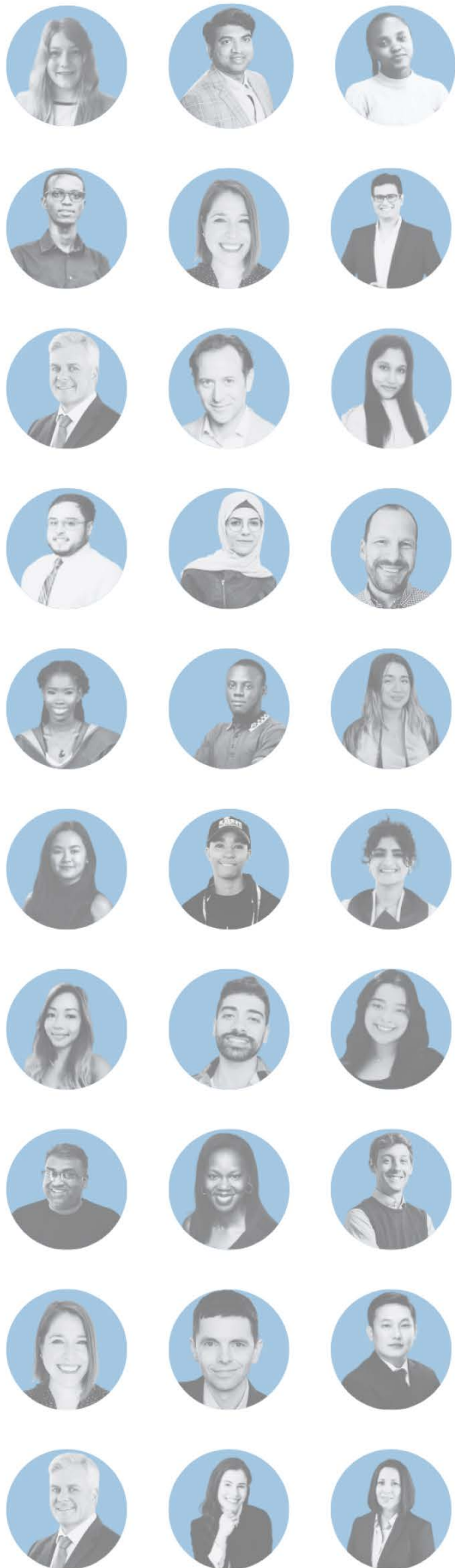




GLOBAL MENTORSHIP
INITIATIVE

ANNUAL REPORT

2023



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Dear GMI Community

What an inspiring year we have journeyed through! We began 2023 with the intention of taking the time to stabilize our growth. But if 2023 has taught us one thing, it's that our program is needed.

GMI was founded on the belief that the situation you're born into shouldn't define your potential. Every week we receive calls and emails from universities and nonprofits committed to giving their students every opportunity – and asking us to help them do so.

Fast forward to December 2023, and we have more than doubled the students served since last year. With the integration of an AI module in June, we empowered students to optimize their job search, ensuring that no student is left behind in our evolving world.

To all our partners, old and new, your trust fuels our drive. Your dedication to fostering talent, irrespective of borders or backgrounds, is reshaping the global workforce. My heart swells with joy every time I encounter testimonials from mentors, companies, and most importantly, our students.

Their stories of triumph, made possible by just a few hours of guidance, underline the transformative power of mentorship.

Thank you for being part of this remarkable journey. Together, we are redefining the future.



Warm regards,

A handwritten signature in black ink that reads "Jon Browning".

Jon Browning
CEO and Founder
Global Mentorship Initiative

Our Story So Far

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

We saw that good jobs were being created, but that they weren't reaching the underrepresented youth who the initiative was designed to support.

We identified two needs:

- Address the soft skills knowledge gap
- Increase access to open positions

Our solution: A structured, remote, one-to-one mentorship program with measurable impact and ability to scale.



GMI Founder Jon Browning with first GMI student cohort - South Africa, 2019

Our Mission

GMI prepares underrepresented and refugee students to get their first job after graduation.

This is accomplished through a structured, online mentorship with a business professional, enhanced through the power of AI.

Our Vision

At GMI, we are using our platform to create pathways to prosperity for students and communities around the world.

- Students can leverage a global network of business partners for job opportunities.
- We help our corporate partners diversify their hiring pipelines by employing qualified GMI program graduates.
- We leverage NGO and foundational networks to scale the GMI program quickly.

Our Impact

In 4 years, we have grown from supporting 4 students to 6,000 in 100+ countries. We are building a community of dozens of committed university, nonprofit, and corporate partners.

74%

of GMI students are employed within six months of graduating.

82%

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

37-Points

average increase in career confidence & skills after mentorship.

Student Impact

Every student deserves a champion.

The GMI program was designed to reach as many young graduates as possible. In 2024 we **doubled our youth partnerships** and **more than doubled student registrations**, tripling the students following our French language mentorship program.

2023 Student Registration by Region

Africa

42%

N. America

30%

Asia

10%

Middle East

7%

Caribbean

6%

Europe

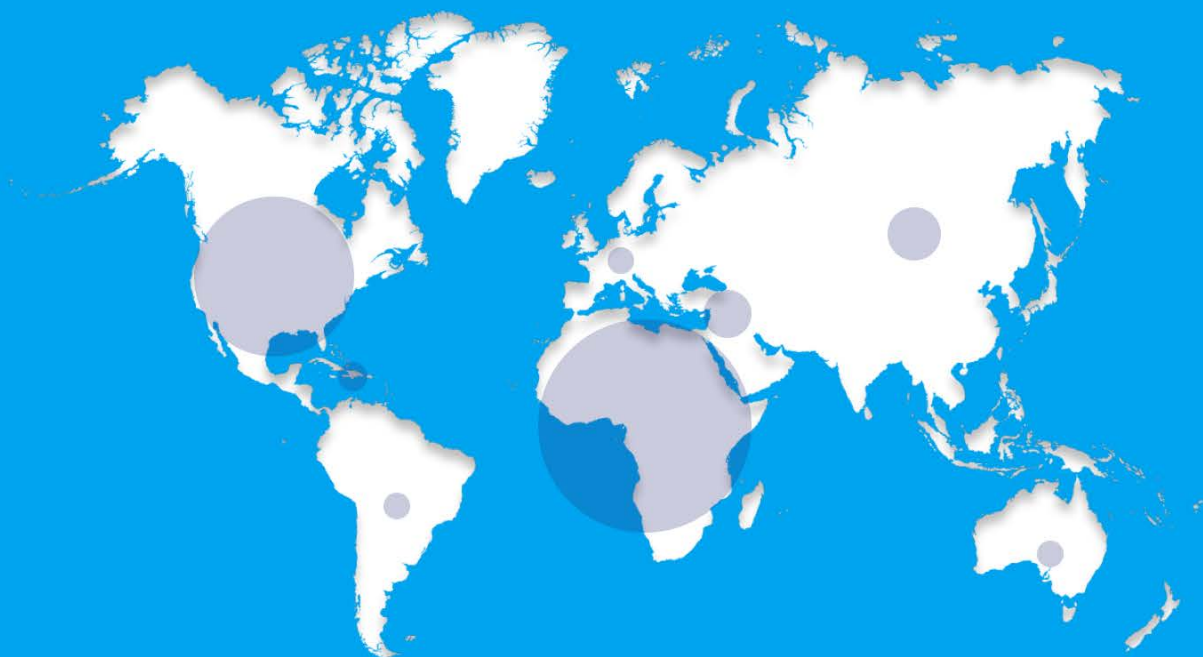
2%

Oceania

2%

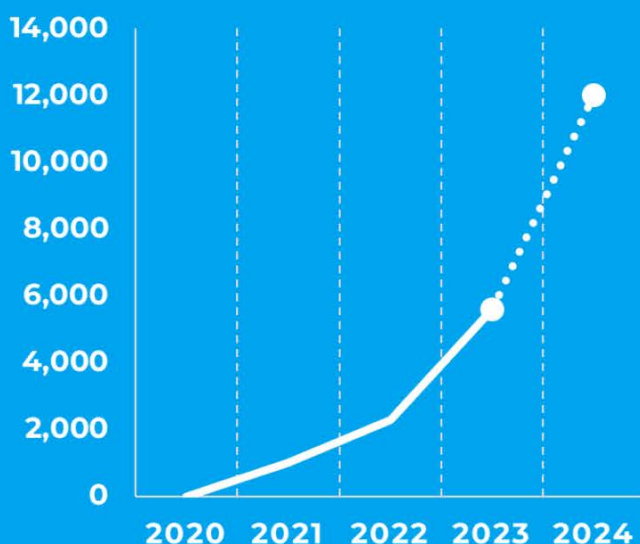
LATAM

1%



**Percentages rounded to nearest whole number*

Student Growth



18 New Partnerships for 2023



From Mentee to Mentor

When GMI launched in 2020, **we imagined a global community of people giving back**, where young graduates would be supported in landing stable, fulfilling work, and after a few years of work experience, would become mentors themselves. With our first group of GMI program graduates being matched with their own mentees for 2024, **this dream is becoming a reality.**

Lawan - Nigeria

CEO and founder of Clurebyte, Lawan is a recognized leader in cloud solutions, driving innovation and secure multi-cloud strategies for scalable business growth.

"Being part of GMI is my way of giving back to a community that has been instrumental in my own career. I look forward to sharing insights and lessons learned to empower mentees on their paths to success."



Cierra - USA

An MPAC graduate student and Audit Associate with a background in Management and Business Economics, Cierra is focused on sustainability and finance, seeking to advance her career through hands-on experience.

"I wanted to become a mentor and give back to the GMI community because I saw first hand how beneficial this program is to college students."



Casper - USA

A Villanova University alum, Casper is excelling as a Sustainability Specialist with expertise in life cycle assessment, circularity, and climate change. His goal is to drive sustainability through strategic initiatives and climate policy analysis.

"I am a graduate of the GMI program. I wanted to become a mentor because through mentoring, you contribute to the success of someone else. Mentorship enables less fortunate individuals to get that courage to stand alongside the competition."



Mentor Impact

Without our mentors, GMI wouldn't exist. This year, our volunteer mentor network **grew to over 4,500**. Nearly half of our mentors were born in a different country than their country of residence, **creating a truly global community of expertise**.

All Mentors by Current Region

N. America

49%

Asia

17%

Europe

13%

Africa

12%

Middle East

4%

Oceania

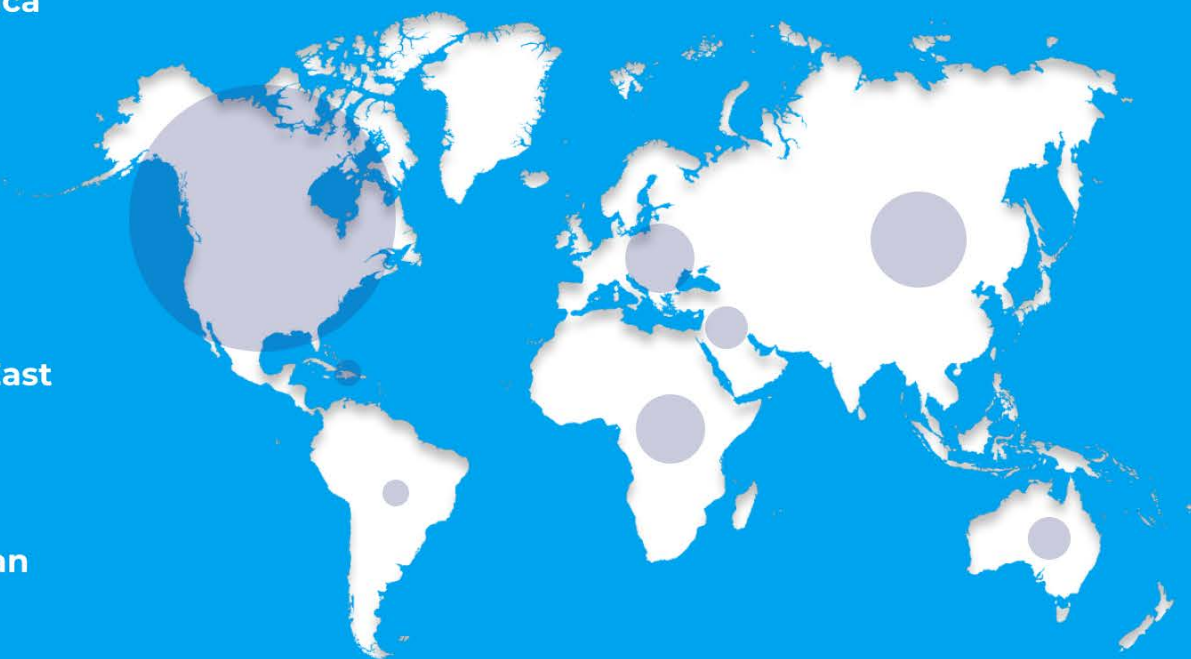
3%

Caribbean

1%

LATAM

1%

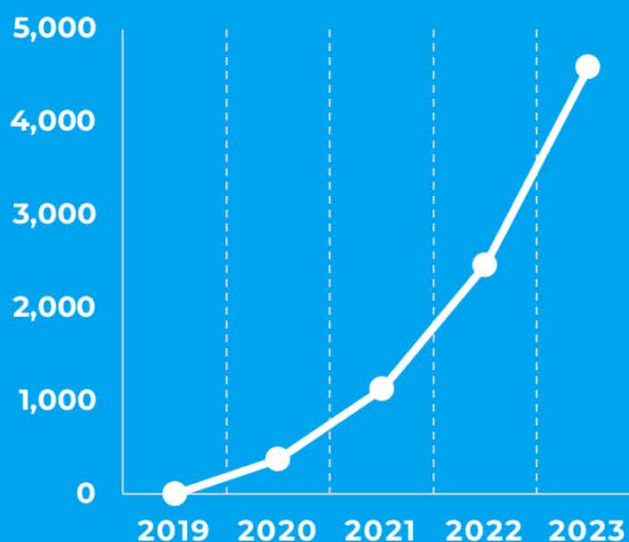


**Percentages rounded to nearest whole number*

Leading Companies by Registered Mentors



Mentor Growth



Spotlight on Bev Cornish

The GMI program makes it easy to be a great mentor, limiting preparation time so that our volunteers can dedicate their time to where it matters most: their weekly sessions with their student. For this reason, over half of our mentors choose to mentor 2, 3, or in Bev Cornish's case, 11 students!

Every year, Bev Cornish flies back to Jamaica to celebrate the graduates of the University of the West Indies, Mona Campus.

Since 2021, the ceremonies have gotten more interesting. Now she's cheering for her mentees.

"Staying in touch with my UWI roots is very important to me. My first student will be a friend for life. All of my students have been a joy. They come to us at GMI with the academic knowledge and we help them use that to be ready for workplace."

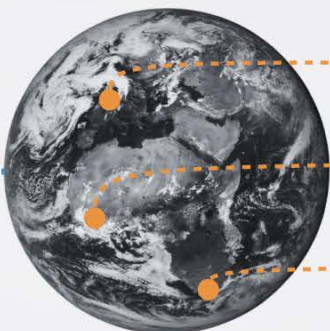
Bev, herself a UWI graduate, has now mentored 11 young women through the GMI program. She stays connected with all of them as they launch their careers.



One Mentor, A Global Impact

In August, we received an enthusiastic message from repeat mentor Ajith, who was thrilled to share his students' successes, shared here with his permission. From his home office in Texas, USA, Ajith was able to support Jonas, Benson and Bongane, three young graduates in three countries.

Ajith
USA



Jonas
Germany



Benson
Ghana



Bongane
South Africa



Dear Jon and Kristen,

Last week, I received a surprising and pleasant phone call. It was [my first mentee] Bongane calling from South Africa! He was calling to inform me that he had managed to get a business analyst role in Citi Bank, S.Africa and he was thrilled of getting what he has always aspired for - role in the financial sector.

He had called to share the good news and also thank me for the all the hours we had spent in preparing for interviews.

You may also be pleased to hear that [my second mentee] Jonas and I are in touch regularly. He has emigrated to Germany where he is continuing higher education and preparing for a career in Germany. I was humbled when he said he considers me as 'a father he doesn't have' and wishes to consult and discuss career moves with me going forward.

This is what any mentor would love to hear; a mentee calling back to share good news and reflecting and thanking the mentoring program. This is what inspires me to continuing contributing to the program. Through GMI, I've created lasting relationships with three brilliant young men, Bongane, Jonas, and Benson.

Kudos to you and the entire GMI team for continuously improving the content and delivery of the program. I have seen a vast improvement in the content, organization and presentation of the mentoring content and you are making it easier and more fun to use the content.

I just thought I had to share the feedback I have received and thank you for taking the lead in designing and managing such an impactful program as GMI.

Kind Regards,
Ajith

Key Initiatives in 2024

In 2023, Global Mentorship Initiative embarked on several exciting new initiatives to improve our program. Building on these developments in 2024 will provide new ways for existing mentors to engage, and expand our program to vulnerable populations through strategic partnerships.

UNHCR Mentorship for Refugees

In 2024 and 2025, GMI has committed to supporting UNHCR's network in making a measurable impact on 1,000+ refugees and their communities. With GMI's 3 pledges we aim to improve career prospects for refugee learners around the world. In 2024, we hope that our partners will support this joint endeavor to transform the lives of refugee learners.

1 Provide mentorship to 1,000 refugee learners.

2 Connect 1,000 mentors with refugee learners.

3 Support partners in hiring 250 graduates.

Artificial Intelligence Integrations

In June, GMI integrated an AI module into GMI's existing mentorship program, providing students and mentors alike with in depth insights on how to use AI responsibly in the job search. In 2024, GMI hopes to launch Mentorship 3.0, which will leverage the expertise and local knowledge of over 10K community members to provide specialized career and interview guidance to students.



GMI Employment Connections

GMI prepares students to excel in the workforce through fostering the skills and confidence necessary to land their first career job. Every day, we work with students who are ready to work and companies who are hungry for motivated, diverse talent. In 2024, we will leverage our unique role within a global ecosystem of companies and universities to build out an interactive Employment Connections Platform. Sustainable solutions should benefit everyone, and with our partners' support, they can.



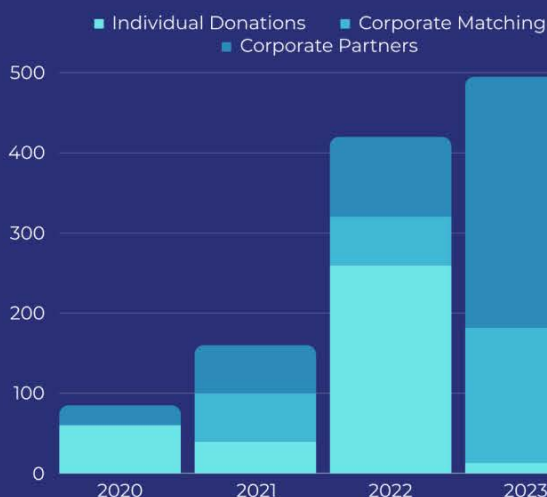
**Employment
Connections**

Partner Impact

Our corporate partners are the backbone of GMI's growth and impact. Through sponsoring students, providing mentors, and hiring program graduates, they ensure that the GMI program is available to those who need it most.

In 2023, our global community of corporate partners grew from 10 to 17 partners committed to a vision of a more equitable global workforce. Their support carried significant program investment and targeted expansion, and made 2023 the first year that GMI's operational costs and expansions were entirely covered by corporate support.

GMI Budget in Thousands (USD)



Why Companies Partner with GMI

Largest global mentorship program integrating AI

Corporate volunteering/ CSR

Employee Professional Development

Diversifying Hiring Pipelines

Thank you to our Global Partners



Partner Impact

Targeted Expansion in 2023 and beyond



Microsoft provided a targeted grant to make the GMI mentorship program available to Cybersecurity students working with strategic nonprofit partners in the USA (Last Mile Education Fund), Canada (The Information and Communications Technology Council), South Africa (Afrika Tikkun Services), Ireland (Fasttrack into IT), Australia (Generation Australia), and France (Simplon.co). As of December 31st, 334 students had been mentored through this ongoing initiative.



In 2023, GMI received a generous grant from the **Baker Hughes Foundation** on behalf of the LatinX Employee Resource Group to sponsor LatinX students in completing the GMI mentorship program. In 2024, GMI will be launching a new partnership with a university in El Salvador thanks in part to their support.



Following a successful pilot program with Orange in 2023, we are pleased to welcome **Orange Business**, the **Foundever Group**, and **Foundever.org**. Our joint partnership will improve and expand the French language mentorship program across north and west Africa and France. Together, they have committed to provide 200 French-speaking mentors in 2024.



Prior to merging with **Concentrix**, **Webhelp's Think Human Foundation** had committed to a 3-year scale-up of the French language mentorship program in Senegal, Benin, and with French-speaking students in Ghana. Following the merger, mentor registrations doubled.



Arrow Technology's generous support will expand pathways to career readiness mentorship for hundreds of young women in STEM, aligned with their "Tech for Good" and digital inclusion social impact strategy.

Refugee Impact

Creating Supportive Pathways through Partnership

GMI entered 2023 as the largest global mentorship program integrating AI to help refugee learners find their first job. 13% of our students are refugees or experiencing forced migration and 72% of these refugee learners are employed within 6 months of graduating.

Key Moments from 2023

In April, we were invited for a second consecutive year to present at **Massachusetts Institute of Technology (MIT)**'s Global Migration Summit.

This year we shared the stage with **Southern New Hampshire University's Global Education Movement** to discuss the importance of partnering to build comprehensive support networks for refugees.

We welcomed **MIT** as a youth partner, supporting their **Emerging Talent** students in 25 countries.

In December, we attended the **UNHCR** (UN Refugee Agency) Education Campus in Geneva, Switzerland, and pledged to provide mentorship and job connections to 1,000 refugee learners by 2025.



GMI Program Graduate Gives Back

After earning a Bachelor's in Healthcare Management with GMI partner SNHU GEM, **Aya** was hired at Jusoor, where she serves as a Fundraising Assistant committed to creating education pathways for Syrian refugee youth.

Under the guidance of her Mentor, Aya honed skills that crystallized her professional vision, strengthening her resolve to serve her community.

"I would like to thank my mentor for sharing her inspiring success story, helping me set my career plan, and supporting me to be confident in my academic and professional journey."



GMI 2023 Financials

GMI has a small international team but leverages the generosity of over 4,000 volunteer mentors in 127 countries. As GMI scales, cost per mentorship efficiency will improve.

2023 STATEMENT OF ACTIVITY

Global Mentorship Initiative

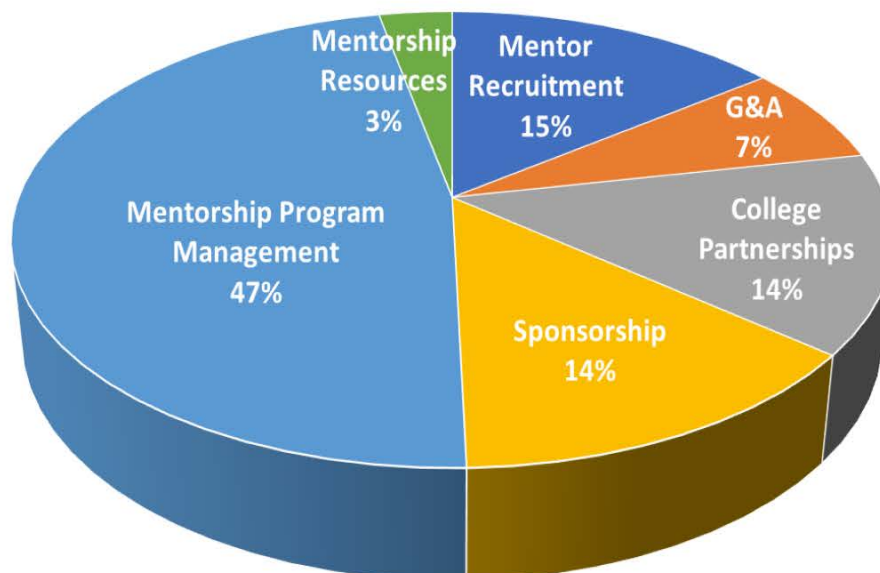
	2023	2022	Change
Contributions	\$ 495,517	\$ 425,708	\$ 69,809
Expenses			
Program Staffing	\$ 401,467	\$ 293,216	\$ 108,251
Marketing	\$ 1,131	\$ 12,677	\$ (11,546)
Applications and Tools	\$ 54,441	\$ 35,570	\$ 18,871
Other G&A	\$ 15,668	\$ 15,033	\$ 635
Total Expenses	\$ 472,707	\$ 356,496	\$ 116,211
Net Revenue	\$ 22,810	\$ 69,212	\$ (46,402)

2023 STATEMENT OF FINANCIAL POSITION

Global Mentorship Initiative

	2023	2022	Change
Assets	\$ 115,625	\$ 33,570	\$ 82,055
Liabilities	\$ 5,767	\$ 6,796	\$ (1,029)
Net Assets	\$ 109,858	\$ 26,774	\$ 83,084

2023 GMI Expenses by Category



2022 average mentorship cost:
2023 average mentorship cost:
2024 forecasted mentorship cost:

\$331
\$271
\$218

Our Donors

We are immensely grateful to our mentors and supporters at GMI who also contribute as donors. Your generosity, amplified through individual donations and company matching, powerfully advances our mission.

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Sierra Brandenburg
Michael Brennan
Jon & Monica Browning
Jonathan Budden
Nonna Bulanny

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Valerie Carricaburu
Naila Carter
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Priyanka Chatterjee
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Stella Guo
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Sam Hanna
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Alexander Henneberg
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Rich Hernandez
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Adnan Jamil-Mir
Hasan Javed
Lemar John

Jenny Jung
Timothy Kaboya
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David Zarling

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GMI CEO
GMI Board Chair



Justin Thenutai
General Manager
Microsoft



Mamadou Biteye
Executive Secretary
ACBF



Tom McGuire
VP Digital & Analytics
Genpact



Jocelyn Azada
Sustainability Director
Nielsen



Jan Clausen
Technologist
Zillow



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Chad Fuller
Chief Operating
Officer



Ravenna Hennane
Director of Strategic
Partnerships



Kristen Sahl
Director of Operations



Amanda Laberdee
Program Administrator



Jennifer Uretsky
Program Administrator



Alnarjes Harba
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Max Springer
Partnerships Manager



Agnés Ravion
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Elonda Crockett
VP Credit Operations
Fannie Mae



Solange Bouquet
Customer Relationship
Strategic Partner Manager
Orange



Neil Hirshman
Partner
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