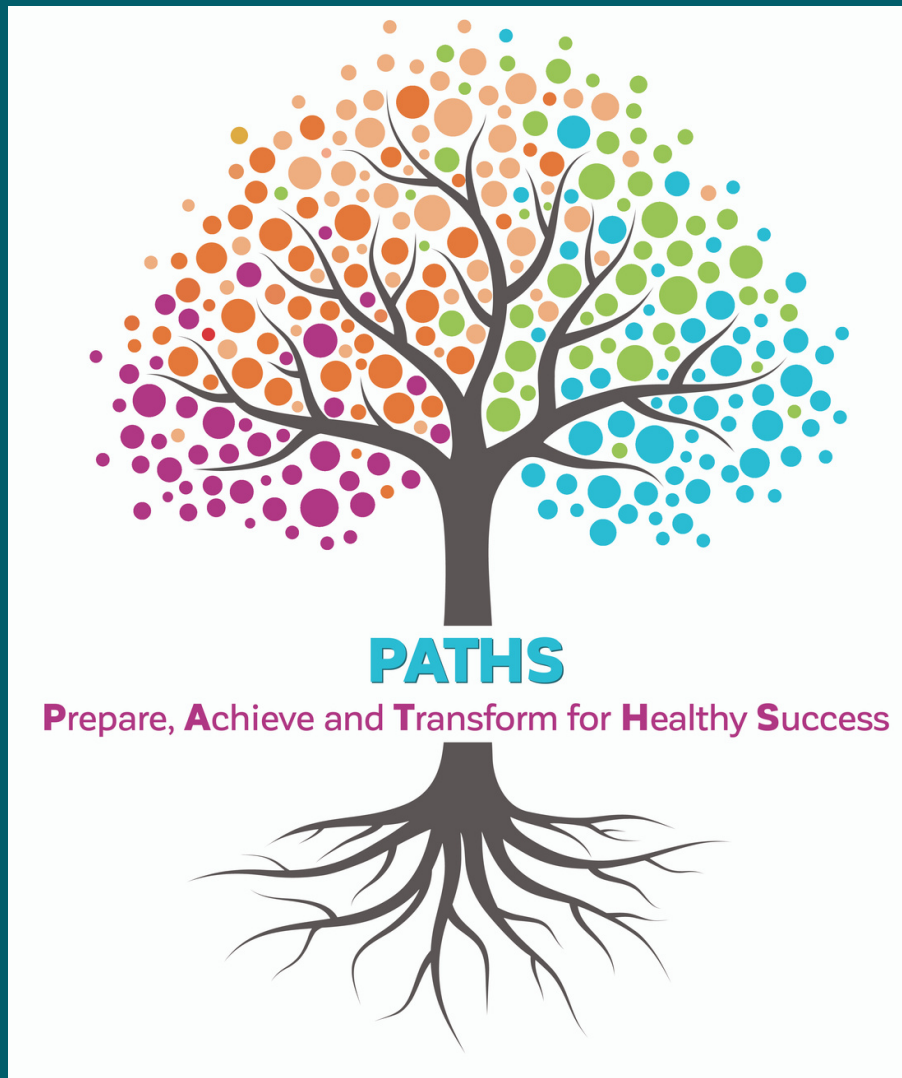


2022 Impact Report



Mission

Provide currently and formerly incarcerated women with the personal and professional development programs necessary to successfully join and advance in the global workforce

Vision

A world with opportunities for all to succeed

Values

Empower Others ~ Be Accountable ~ Courageously Improve
Develop Resiliency ~ Pay It Forward

A MESSAGE FROM OUR EXECUTIVE DIRECTOR

2022 was a fabulous year! In early January, we were awarded a \$1.2M grant from Maricopa County as part of its Job Seeker Initiative, which aims to assist hundreds of justice-involved women in successfully re-entering the workforce and community. The funds from this grant allowed us to open a second Career PATHS and Reentry Workforce Development Center within the Arizona Department of Corrections Perryville in Goodyear, AZ. The new center will provide 450 women with best practice models for reentry, education, job skills, and workplace readiness training. As you know, each element of our program is designed to enable these women to realize their full potential; take care of themselves, their families, and their children; and never go back to prison. Being able to extend this work in Arizona is huge! And so we celebrated... with an official ribbon-cutting ceremony and graduation inside the prison.

In the Hoosier State, we officially open the first three Career PATHS Workforce Development Centers within the Indiana Department of Corrections. One center is located within the Indiana Women's Prison, a second within the Rockville Correctional Facility, and a third within the Madison Correctional Facility. Construction of the Indiana centers and development of the programs were made possible by support and sponsorship from Aventiv Technologies and a U.S. Department of Labor Federal Pathways Home 3 Grant. Aventiv Technologies has been a long-time partner of the Televerde Foundation, helping to accelerate professional and personal opportunities for currently and formerly incarcerated women. We can't thank them enough for their ongoing support!

JPMorgan Chase and Google also selected Televerde Foundation for programming grants aimed at breaking down barriers and creating opportunities in the justice-impacted community. Each of these grants is yet another gratifying proof-point of the innovation and strength of our programs.



The best way to predict your future," said Abraham Lincoln, "Is to create it." We at Televerde Foundation have taken that quote to heart!

I think they also speak to the strength and commitment of all of the women who have participated in our programs and helped us develop training modules that truly make a meaningful difference! The women who have graduated from Televerde and our Career PATHS programs show the world the transformative power of a second chance, and we couldn't be prouder to watch them soar!

We want to thank all of you — our partners, volunteers, and donors — for being the change we want to see in the world. Your efforts make a positive impact on the lives of all the women we support, past and present. We couldn't be more excited about the future and look forward to working with you to raise the bar. We would not be where we are without you.

~Michelle

Our Story

Founded in 2020, Televerde Foundation provides currently and formerly incarcerated women with the personal and professional training, education and development programs necessary for them to successfully transition out of prison, reunite with their families and successfully reintegrate into the community. As joblessness is the No. 1 predictor of recidivism, our programs focus on preparing women to enter the global workforce and include personal wellness, workplace readiness, employment strategies, financial literacy, lifelong learning, and mentoring.

More than 80,000 women are released from prison each year, all of whom deserve an opportunity to find and fulfill their full potential. Women are the fastest growing segment of the prison population, yet have access to fewer services than incarcerated men. They also face unique challenges after release. Women tend to be the primary breadwinner and caregiver, and urgently need stable, well-paid employment. The road to economic stability is more complicated than just skills training. It requires self-confidence, resilience, and the community support necessary to overcome obstacles.

Our Programs

Televerde Foundation provides incarcerated women a chance to improve their employability through job readiness, individual case plans, goal setting, and employment related services while providing needed reentry and transitional supports, resulting in lower recidivism through increased employment readiness, attainment, and retention. Research shows that self-efficacy—a person's perception of their abilities—can predict if an individual will reoffend (Bandura, 1977 & 1982). It has also been linked to shorter sentencing and recidivism rates (Cuevas, Wolff, & Baglivio, 2017). Using this research, Televerde Foundation centers all of our programs around the development of self-efficacy and the positive effect it has on our participants, resulting in positive outcomes for the women we serve.

Career PATHS: Six-month online, in-person and virtual program that provides training, development, and certification necessary to become customer service, inside sales and computer tech professionals. The program includes curriculum and industry recognized credentials from Arizona State University, W.P. Carey School of Business, LinkedIn, Factor8, Salesforce, Google and Cisco.

PATHS Reentry: Six-month reentry program that includes personal growth & development curriculum from The Change Companies, online and instructor led financial literacy courses from Stukent and PayPal, paired with professional development curriculum designed and delivered by full-time professors and MBA students from Arizona State University and Indiana State University.

PATHS 2 Success: Post-release support including essential supplies, job placement, ongoing training, education, mentoring, scholarships, and resources to support a successful transition and to advance their career.

Our Impact

Our approach inspires creativity, imagination, self-confidence, and social skills while addressing the issues that cause recidivism. We enable women to break the generational cycle of poverty and incarceration by becoming positive role models and empowering them to change the lives of future generations and build stronger communities. We are proud of the results of our program and the success of our women.

Since inception, 410 women have participated in our programs, with 172 released to realize 94% employment within 60 days, earning an average starting salary of \$44,742. High employment rates and financial independence not only has a positive impact on the children, but also our zero percent recidivism rate.

94%
Employment

0%
Recidivism

\$44,742
Average Salary

HOW MANY

213 Total Participants

61 Career PATHS Participants

107 Graduates

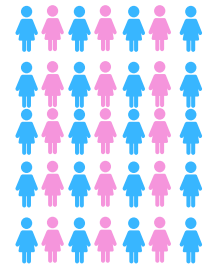
100 Released

167% Increase in Salary

THE RIPPLE EFFECT



Mothers



Children

59% Mothers = 437 Children Affected

2022 Impact

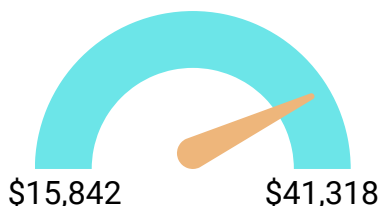


157
Participants

75
Released

92%
Employment

161% Salary Increase

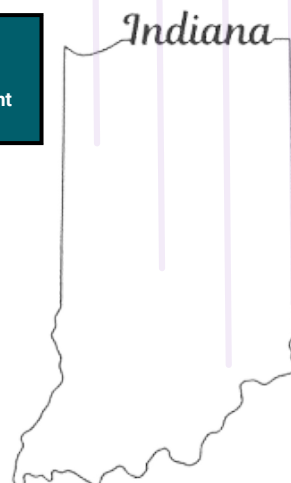
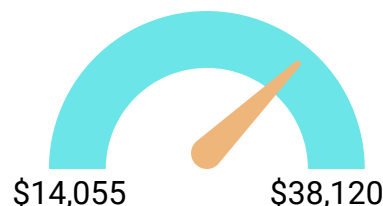


56
Participants

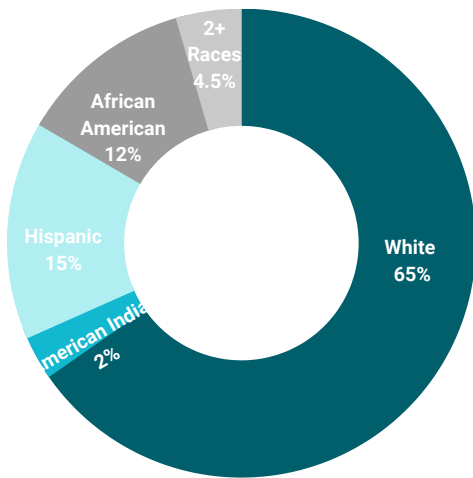
25
Released

92%
Employment

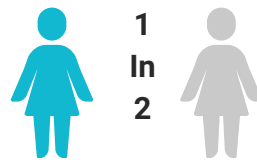
171% Salary Increase



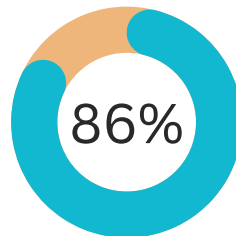
Who We Serve



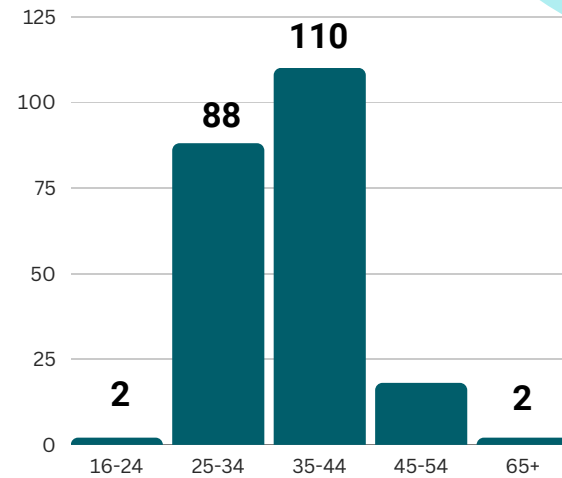
Ethnic Background



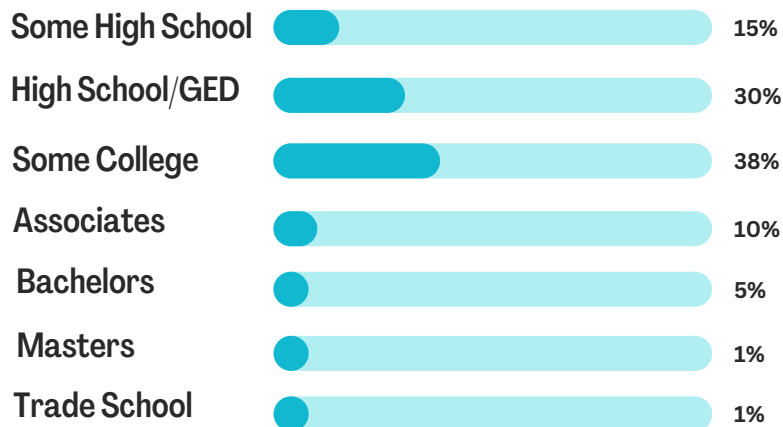
Were Homeless



Dealing with Substance Abuse

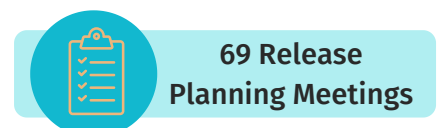
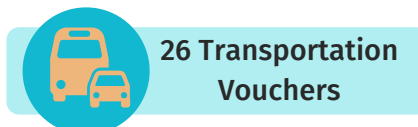
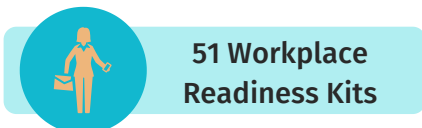
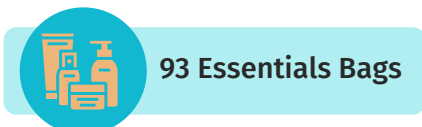


Age



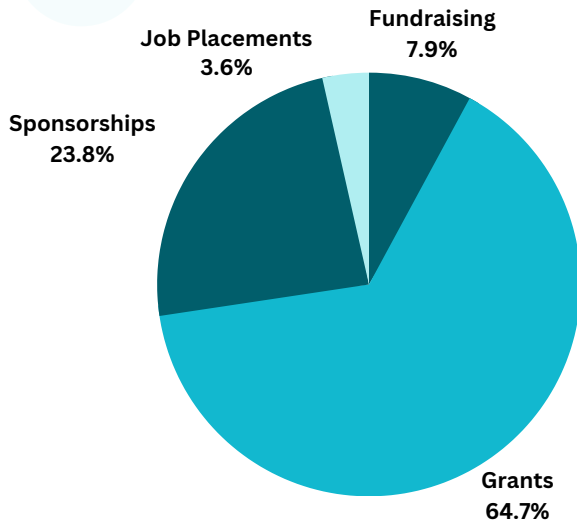
The women that participate in our programs come from various walks of life, each with their own story. Many struggled with addiction, limited education, homelessness, or generational poverty prior to incarceration.. Regardless of where these women came from, our mission is to provide them with the skills and resources necessary for them to be successful in the workforce and community.

Support Services

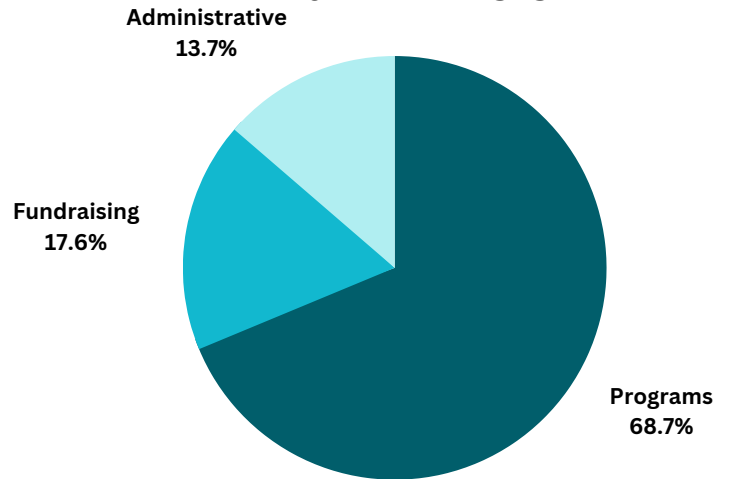


Financials

2022 REVENUE



2022 EXPENSES



As a young, growing organization, we are focused on expansion and ensuring the financial health and sustainability of the organization, investing 18% on fundraising activities including grants, corporate sponsorships and employment partnerships.

Our Partners



VOLUNTEERS & DONORS

We appreciate your support

Mission Moments

Career PATHS has taught me so much. Since graduating, I've been able to apply the fundamental business and sales skills they've taught me in my transition to the Televerde Sales Team. If it wasn't for the interview readiness skills that Career PATHS provided me, I would never be able to achieve this opportunity with Televerde. Every tool Career PATHS provided me has helped ensure success in my current role. ~ Carmen Nunez, Cohort 4

ARIZONA EXPANSION



To support the expansion of our Career PATHS workforce development program in Arizona, we realized we would need to create a space at Perryville for a program of our size. So, we did. On October 20, 2022, a crane delivered a 2,520 square foot modular building with capacity for four cohorts and 160 participants a year.



MANNY IMPACT AWARD

Televerde Foundation received the Manny Award at the inaugural 2022 PeopleForward Impact Awards for its efforts to build strong, people-first communities. PFN launched the first annual PeopleForward IMPACT Awards virtual event to recognize greatness through people-forward efforts by leaders and workplaces worldwide.

PeopleForward
NETWORK



GRADUATE CORNER

"My time in the PATHS program changed the trajectory of my life, I'm now going to walk back out into the world prepared for my future, and I have an amazing team to support me on the other side; I'm no longer surviving—I'm thriving, and ready to live my best life."



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