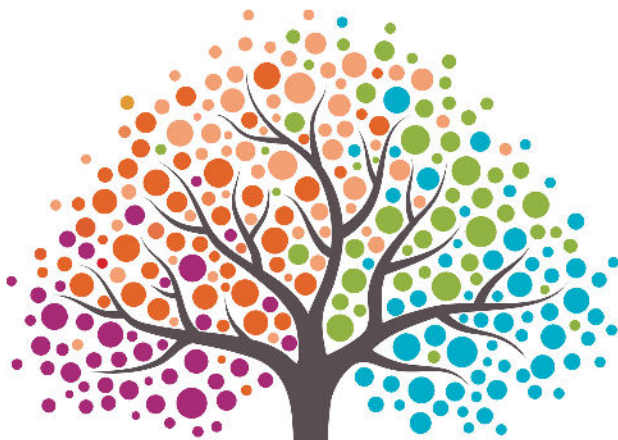




2023 IMPACT REPORT



PATHS

Prepare, Achieve and Transform for Healthy Success

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 access to opportunities for all to succeed

Values

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

A MESSAGE FROM OUR EXECUTIVE DIRECTOR

Dear friends, supporters, and trailblazers,

As we leaf through the pages of this year's Impact Report, I'm struck by the sheer vibrancy and vitality reflected in our growth—not just by the numbers (though the numbers are remarkable!) but by the human stories that those numbers represent. 2023 has been a year of fabulous firsts and fantastic leaps, mirroring the colorful expansion of our very own PATHS tree, a symbol that's now officially part of our journey and embodies our commitment to growth and transformation.

A highlight for me was our PATHS tree witnessing the signatures of our inaugural Madison cohort - each signature a promise...a seed of potential ready to flourish. The prison walls where we operate bear witness to these transformations, resonating with the ambitions and achievements of every individual we've had the honor to support.

This year, we stretched our branches further than ever. Our workforce development centers have multiplied and become hubs of opportunity where lives are being reshaped, skills honed, and futures reimaged. The ribbons we cut in Arizona, Florida, and Indiana are stepping stones for many more women to cross from adversity to achievement.

Our partnerships have blossomed, offering a richer soil for our participants to grow. With the support of the Arizona Governor's Grant, the financial wisdom shared through Stukent, and the prestige of ASU accreditation, we're paving countless PATHS to professional careers, equipping our participants with the skills and certifications needed to thrive in today's workforce. The introduction of the Salesforce Associate Certification and entry-level Python credential are keys to unlocking potential and opening doors wider to new possibilities.

But the most profound growth? It's measured in the lives touched and transformed—promotions earned, soaring credit scores, debt overcome, college degrees attained, families reunited, and the keys to new homes and cars. Each milestone represents a pivotal moment where hard work and unwavering spirit have materialized into real, substantial, and life-changing rewards.

With a maintained 0% recidivism rate and an astounding 96% employment among our program graduates, we're forging new paths. The 98% salary increase compared to pre-incarceration wages is yet another validating proof point that with the right support, every person has the potential to achieve greatness.

To our incredible donors, volunteers, and dedicated staff, this report is a tribute to your belief, support, and commitment. Together, we are sowing the seeds of hope and nurturing a garden of possibilities. Let's continue to grow, expand, and transform lives because when we provide the path, our participants are the ones who make it lead somewhere spectacular.

Here's to the branches we've extended and the roots we've yet to deepen - may our growth continue to reach new heights and our impact spread even wider!

Michelle Cirocco



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

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. 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.

Because joblessness is the No. 1 predictor of recidivism, our programs focus on preparing women to succeed in the global workforce and include personal wellness, workplace readiness, employment preparation, financial literacy, improved resiliency, and individualized transitional support.



In the beginning, I was completely unaware of my potential, but I was determined to discover it. This program is not easy and I'm grateful for that; anything worthwhile doesn't come easy. By being challenged by the program, I now know just how much I'm capable of. Never again will I doubt myself.

Dorothy H.



OUR PROGRAMS



Televerde Foundation programs are built on developing self-efficacy—a person’s perception of their abilities. Self-efficacy has been shown to predict if an individual will reoffend (Bandura, 1977 & 1982). Through job training, career readiness, individualized case plans, SMART goal setting, personal development, and employment services we provide incarcerated women the opportunity to improve their employability. Post-release, our reentry, mentorship, and transitional supports result in lower recidivism through improved employment readiness, attainment, and retention. Nearly half of our graduated and released participants have remained with the same employer for one year, with 18% advancing with their employer in that time period. In 2023, we added more industry-recognized credentials, as well as resilience and relationship education to further improve the lives of 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 to Professionalism: An eight-week course designed to encourage incarcerated women to take the first step on the path of self-improvement and professional development. Incorporating business acumen, emotional intelligence, computer literacy, and presentation skills, this program introduces the world of business to incarcerated women who lack business knowledge or work experience and motivates them to participate in our workforce development programs.

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.

OVERALL 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, 755 women have participated in our programs, with 455 released to realize 96% employment within 38 days, earning an average starting salary of \$38,367. High employment rates and financial independence not only has a positive impact on the children, but also our zero percent recidivism rate.

96%

Employment

0%

Recidivism

\$38,367

Average Salary



2023 IMPACT

HOW MANY

336 participants

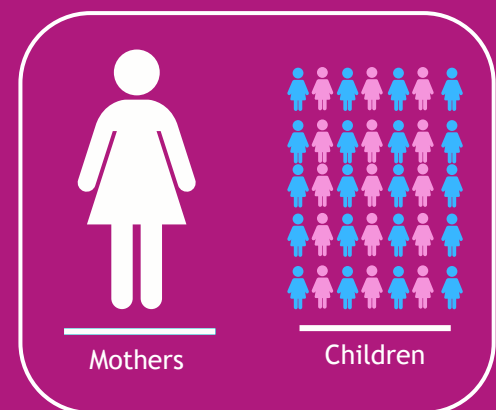
219 Career PATHS participants

152 graduates

226 Released

98% salary increase

The Ripple Effect



65% Mothers = 788 children impacted



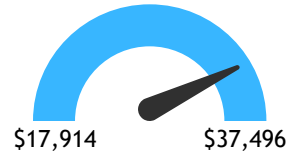
Arizona

177 participants

95% employment

138 released

109% salary increase



2023 BY LOCATION



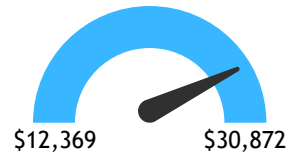
Indiana

159 participants

90% employment

88 released

150% salary increase

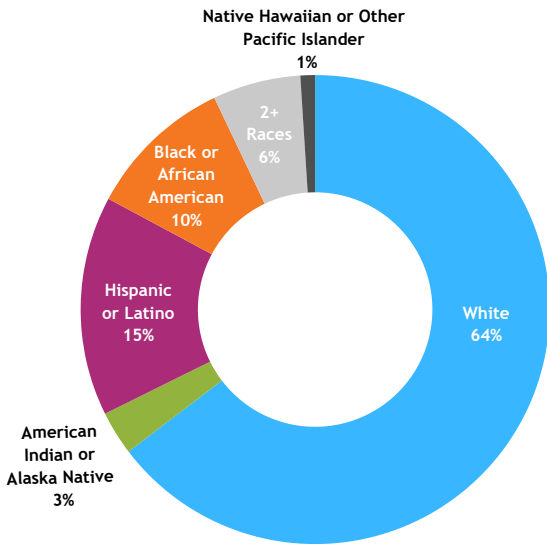


“My experience with going through Career PATHS was phenomenal. I learned so many skills to help me make some much needed changes. As a graduate now, I find myself in a better mindset going through the days. I am at the end of my incarceration, and I am looking forward to getting out and putting all my certifications and knowledge to the test. I was never prepared to get out, but now I am more than ready. From personal development to career skills, I am an entirely different person than I was 5 years ago when I was arrested. I am extremely blessed to have been given this opportunity.”

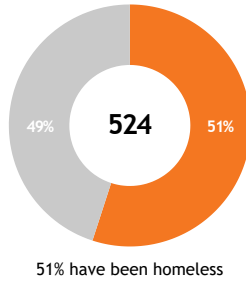
Kaitlin H.

WHO WE SERVE

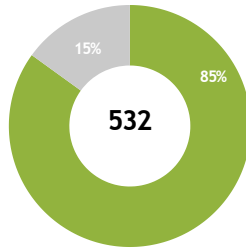
Ethnic Background



Homelessness

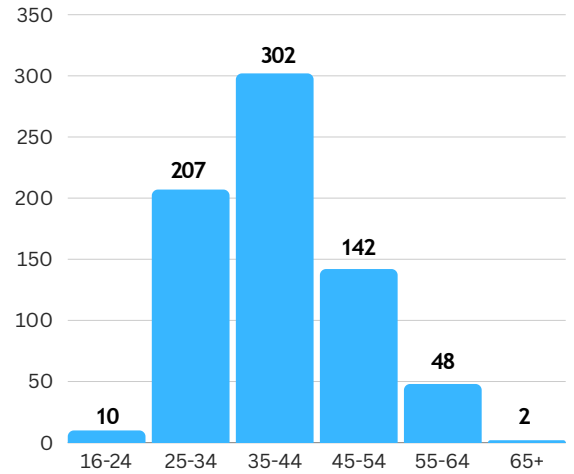


Substance abuse



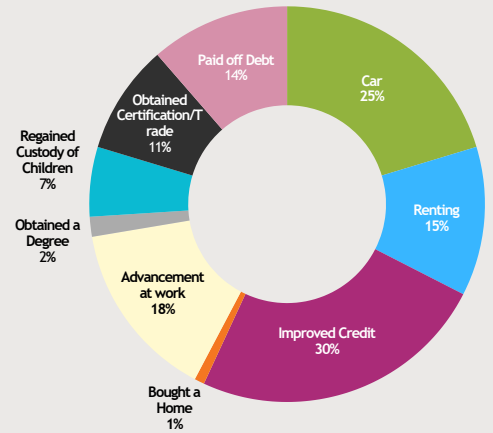
85% suffered from substance abuse issues

Age

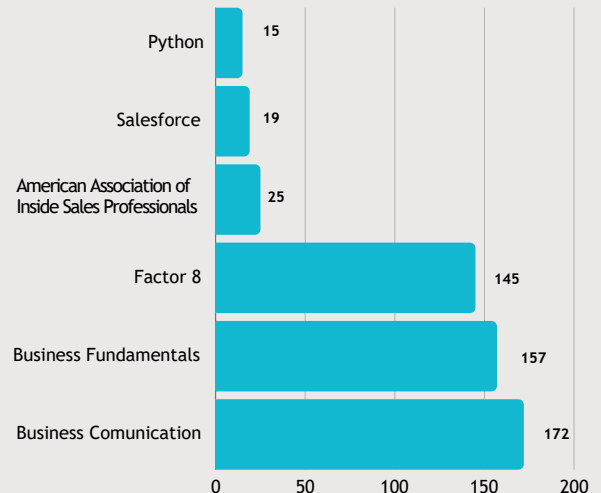


MILESTONES

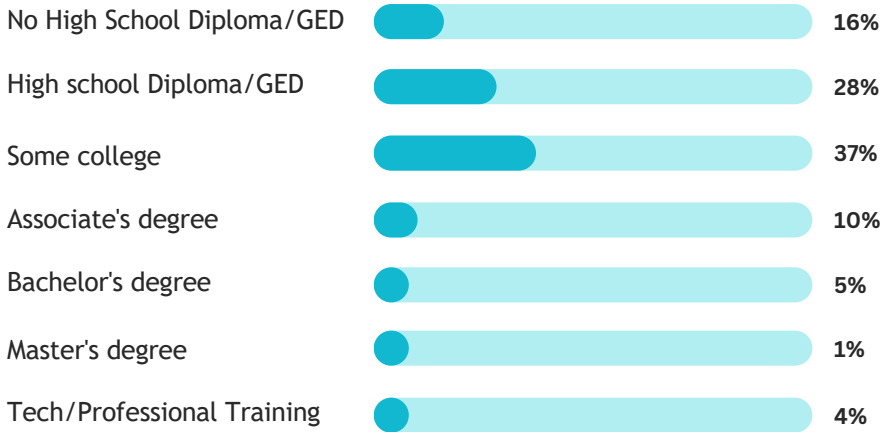
2023 Milestones Achieved:



Certificates Attained:

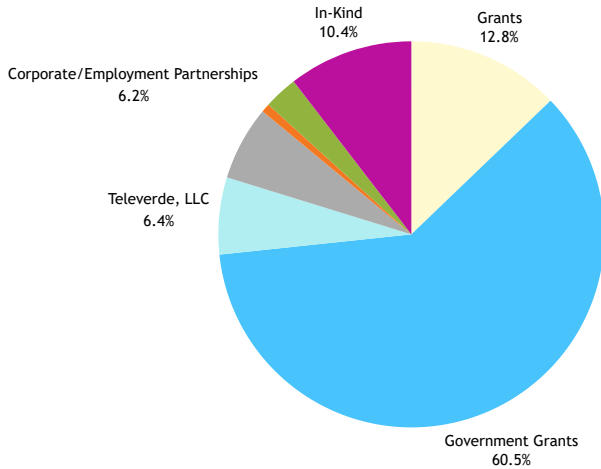


Education level



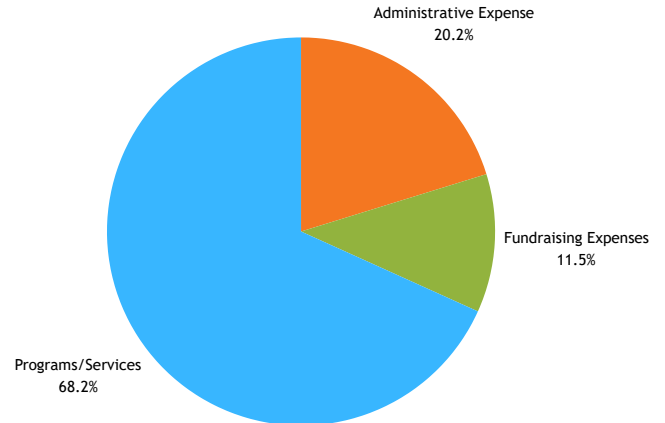
The women that participate in our programs come from various walks of life, each with their own story. Many struggled with addiction, limited education, homelessness, or generational poverty prior to incarceration. Regardless of where these women came from, our mission is to provide them with the skills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

2023 Revenue



Total: \$ 2,869,632

2023 Expenses



Total: \$ 1,685,937

YEAR IN REVIEW

Expansion

Arizona: Thanks to the addition of the new Center, up to 150 women each year will be able to participate in job skills training and personal and professional programs that will help them achieve lasting success upon their release from incarceration

Indiana: Televerde Foundation opened three brand new Workforce Development Centers in Indiana. Construction of the Indiana centers was made possible by support and sponsorship from Aventiv Technologies, a leading technology company driving efforts to bridge the digital divide with technologies that support rehabilitative justice, and a U.S. Department of Labor Federal Pathways Home 3 Grant.

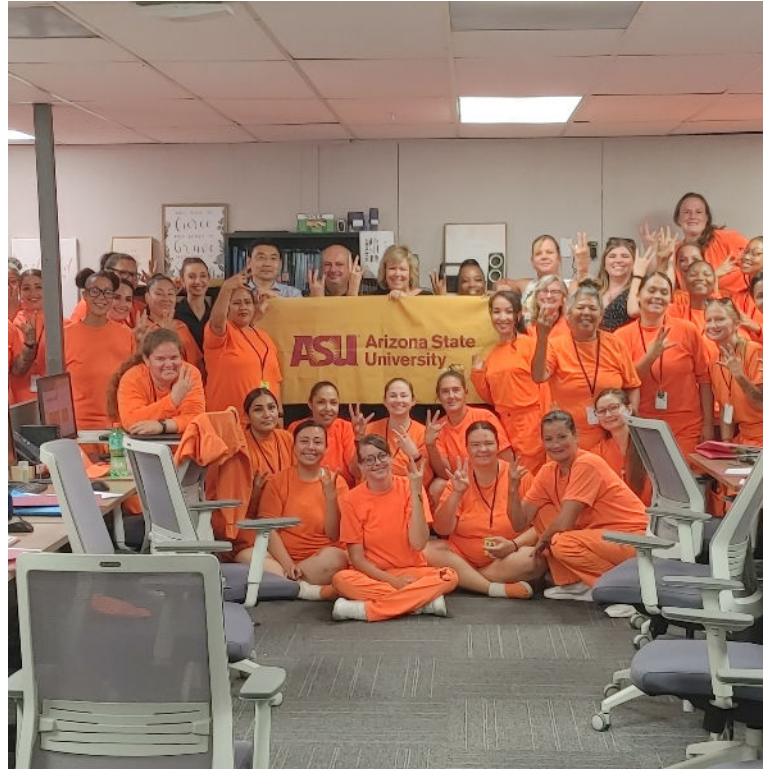
Growing Our Staff: Televerde Foundation celebrated tremendous growth in 2023. We doubled the size of our team from 13 staff member to 29 in 2023, and five new board members and three advisory board members joined the Foundation.



NEW PROGRAMS

ASU Accreditation, Certifications and Relationship Expansion

We are so thrilled our partnership with ASU - W. P. Carey School of Business has expanded to include college credits for the women in our Career PATHS Workforce Development program at the Arizona Department of Corrections. This program, enabled by the support of Arizona Governor's Office of Youth, Faith and Family helps the women to develop the knowledge and skills necessary to successfully transition back into the community, reunite with their families and succeed in the global workforce. Thank you Ohad Kadan, Dr. Julia LaRosa, Kostas Voutsas, Raghu Santanam and everyone at Arizona State University who have made this possible!



McGraw Hill

A huge thank you to our partner, McGraw-Hill. Since 2020, the McGraw Hill platform and textbook support has really made a difference in our participants experience. Over 410 women have been able to participate in our programs and are living their best lives thanks, in large part, to McGraw Hill's contributions to Televerde Foundation.

Stukent

In 2023, we partnered with Stukent to provide their Personal Finance Simulation to our participants. The simulation gives our participants a safe, simulated environment to experiment with the challenges of personal finance.

NEW PROGRAMS

PATHS to Professionalism Business Academy

We kicked off Televerde Foundation's second PATHS to Professionalism: Business Academy cohort in 2023. This program is a new, feeder program for us, helping women at a higher security level begin to develop skills and confidence to apply for a role with Televerde after they are released, or to apply for our Career PATHS program. This eight-week program is designed to build emotional intelligence, digital literacy, presentation skills and business acumen.



Python Coding

This collaboration has broken down barriers, providing invaluable education and skills development opportunities for incarcerated women. The cutting-edge coding skills learned through this certificate course will help qualify these women for paid apprenticeships, internships, and careers! This milestone underscores our commitment to second chances and the power of education to bring about positive change.

When I began Career PATHS, I remember feeling insecure about who I was and what I could do, I know where I am going in life and how to get there!

Vanessa H

PARTNERS

We gained 12 new employment partners in 2023. Here are the companies:



OPPORTUNITY NETWORK

Together We Will Help All Be Successful

The Televerde Foundation's Opportunity Network is a community of philanthropic individuals and families who believe in the potential of our women and are committed to providing access to opportunity in this country. Network members understand the stark reality that while talent is equally distributed, opportunity is not. They share hope and a vision for a future in which every justice impacted woman has access to the education, training, and guidance needed to realize their full potential.

The Opportunity Network welcomes donors who give \$1,000 or more in a fiscal year. Investments made by network members enable the Televerde Foundation to serve more women and support our resolute work to transform systems and perceptions.



Member - \$1000+

Adrian Paull	Brenda Wylie-Kay
Michelle Cirocco	Dawn Coppens
James Thorburn	Gopalakrishnan Mohan
Tony Roma	Jean McCall
Koby Rotstein	Marti Pozzi
Matthew Frost	Matthew Ciotto
Amy Hillman	Nick Reich
Emily Kaser	

Bronze - \$5,000+

Henry Schuck
Julie Tomich

Silver - \$10,000+

David Magdol
Rich Eldh

THANK YOU TO OUR FUNDERS

We appreciate your support



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Televerde Foundation was awarded the Gold Fair Chance Hiring Employer Badge by Valley Leaderships' Impact Maker and Molina Healthcare.

The badge represents a business's' commitment to fair chance employment. The goal of this program is to address workforce shortages while improving employment opportunities and conditions for nontraditional populations including those with current or former justice involvement.

Thank you to Impact Maker and Molina Healthcare for recognizing the amazing work we are doing in Arizona!



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