

IMPACT 2024

EMPOWERING WOMEN, TRANSFORMING LIVES



MESSAGE FROM OUR CEO & FOUNDER

As we reflect on the growth of the Televerde Foundation in 2024, I am struck by the progress we've made—not just in the lives of the women we serve but also in the strength of our partnerships, the expansion of our programs, and the resilience that has carried us forward. This year's Impact Report captures a pivotal moment in our journey, and I am proud to share the milestones and transformative stories that are changing the future for so many.

The theme of growth continues to resonate throughout our work. Much like the seeds we plant in our participants, the potential for change starts small but has the power to grow into something extraordinary. This year, we've focused on reaching more women and more meaningful partners who can help us scale our impact. Through new collaborations, we are integrating our successful model into other programs, ensuring that the seeds we plant today will bear fruit for years to come.

Our dedication to providing high-demand professional career opportunities in customer service, sales and technology remains at the heart of our mission. We continue to strengthen partnerships with employers who recognize the value of our certifications and are committed to offering career pathways that lead to sustainable success. These partnerships aren't just opportunities—they are lifelines for women who have faced unimaginable obstacles.

Our goals for 2025 are ambitious: serve over 500 women annually, deepen strategic partnerships, ensure our programs provide holistic support, reach a \$4 Million revenue target, and maintain an 80% credential attainment rate across all career tracks to enhance mobility and prepare participants for the future.

None of this would be possible without the incredible support of our donors, volunteers, and partners. Your belief in our mission fuels the work we do every day, and together, we are planting the seeds of change that will continue to grow, expand, and flourish.

With gratitude and determination,



Michelle Cirocco, Executive Director



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

ABOUT US

Founded in 2020, Televerde Foundation equips currently and formerly incarcerated women with the personal and professional development they need to successfully transition out of prison, reunite with their families, and reintegrate into their communities. With more than **80,000 women released from prison each year** — and women representing the fastest-growing segment of the prison population — the need for targeted, effective support is more urgent than ever.

Women face unique challenges after incarceration. Many are primary caregivers and breadwinners, yet they have access to fewer resources than men. Stable, well-paid employment isn't just a goal — it's a necessity. But economic stability requires more than job training. It demands confidence, resilience, and a supportive community.

Our PATHS programs are built on fostering self-efficacy — the belief in one's ability to succeed — a key factor in reducing recidivism. Through job training, career readiness, personalized case plans, and SMART goal setting, we empower women to pursue meaningful careers. Each participant engages in a curriculum designed to build personal wellness, workplace readiness, financial literacy, and relationship skills — essential for long-term success.

Post-release, our mentorship and transitional support services continue to guide participants. The result? **Low recidivism rates and high employment retention.** Nearly half of our graduates remain with the same employer for over a year, and **18% have earned promotions.** In 2024, we continued to expand our offerings because with the right support, every woman — regardless of her past — **holds the power to build a brighter, more independent future.**





Prepare, Achieve and Transform for Healthy Success



Career PATHS program equips incarcerated individuals with the skills, education, and industry-recognized certifications needed to pursue sustainable careers in Customer Service, Inside Sales, Computer Technology, or Administrative roles. Built on the foundation of self-efficacy — the belief in one's ability to succeed — the **six-month, 650-hour program** combines core business education, communication training, and specialized career tracks like IT Networking, Cybersecurity, Sales, and Administrative Professional certifications. By fostering confidence, resilience, and job readiness, Career PATHS empowers participants to build brighter futures and meet the needs of today's workforce.

PATHS Reentry program empowers incarcerated individuals with the personal and professional skills essential for securing meaningful employment and rebuilding their lives. Over **six months and 100 hours**, participants engage in personal development — focusing on values, emotional intelligence, critical thinking, and time management — alongside courses on healthy relationships, family reunification, and overcoming trauma. With instructor-led financial literacy training from Stukent and workplace readiness curriculum designed by Arizona State University's W.P. Carey School of Business, the program equips participants with the confidence and practical tools to succeed during and after reentry.

PATHS 2 Success program supports women for 12 months post-release, providing holistic services to ensure long-term success beyond employment. It addresses personal, emotional, and practical challenges through career coaching, case management, and mentorship from both peers and professionals. Women receive essential supplies like hygiene kits, refurbished laptops, and transportation vouchers to ease their transition. The program also connects participants to housing resources, financial literacy workshops, and ongoing training opportunities — empowering them to rebuild their lives with stability, confidence, and a clear path to sustainable careers.

OVERALL IMPACT

985

Individuals Enrolled
Since Inception

602

Released
Graduates

36.8K

Average Starting
Salary

94%

Employment Rate
Post-release

15%

Securing Promotions or
Higher-paying Jobs

1%

Recidivism Rate,
Demonstrating
Effectiveness

2K+

Transferable College
Credits Issued

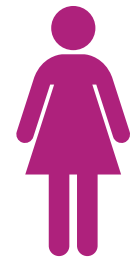
526

Industry Recognized
Certifications Earned

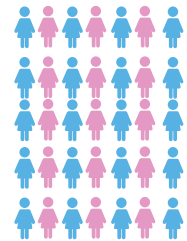
The Ripple Effect

54% Mothers = 1,216 children impacted

The children of our PATHS program graduates are 11 times more likely to graduate high school and stay out of the justice system themselves.



Mothers



Children

Graduate Milestone Achievements

(based on information reported to Televerde Foundation)



92% Bought
A Vehicle



52% Achieved
Independent Living



90% Improved
Credit Score



81% Advanced
at Work



52% Received or are Working
Toward a College Degree



ARIZONA

Through Televerde's PATHS program, participants earn college credits in partnership with ASU's W.P. Carey School of Business, as well as industry-recognized certifications through various partners that are valued by employers. By combining education, career readiness, and holistic reentry support, we are breaking barriers and creating real pathways to success.

161

Individuals Enrolled:
83 PATHS Reentry
78 Career PATHS

124

Released with
<1% Recidivism
Rate

92%

Employment Rate
Within 45 days
Post-release

38K

Average Starting
Salary

354

Transferable College
Credits Attained
Through ASU

Industry Certifications Earned: These credentials open doors to meaningful careers, helping participants successfully reintegrate and reduce the risk of recidivism by building confidence, stability, and independence before release.

Business Development Representative:

60

Salesforce Associate:

17

Inside Sales:

17

Administrative Professional:

16

Cisco Cybersecurity:

12

Python Database Coding:

11

Cisco Networking:

5



The support and mentorship I received through Televerde were life-changing. For the first time in years, I had a sense of purpose. The program didn't just train me for a job—it prepared me for a future filled with possibilities. I began to see beyond my past, recognizing that my story wasn't over; in fact, it was just beginning. ~ VANESSA HERRERA





INDIANA

Through Televerde's PATHS program, participants earn college credits in partnership with Ivy Tech Community College, as well as industry-recognized certifications through various partners, gaining the skills necessary to thrive in today's workforce. By combining career readiness, personal development, and reentry support, we are creating real opportunities for lasting success.

144

Individuals Enrolled:
25 PATHS Reentry
119 Career PATHS

128

Released with
<2% Recidivism
Rate

90%

Employment Rate
Within 45 days
Post-release

31K

Average Starting
Salary

510

Transferable College
Credits Attained
Through Ivy Tech

Industry Certifications Earned: These credentials open doors to meaningful careers, helping participants successfully reintegrate and reduce the risk of recidivism by building confidence, stability, and independence before release.

Business Development Representative:

91

Inside Sales:

19

Administrative Professional:

18

Salesforce Associate:

8

Cisco Networking:

7

Cisco Cybersecurity:

6



The public speaking portion of the course and sales certifications definitely aided in the confidence to sell myself as a prospect an employer. I carried a lot of guilt and shame over my mistakes and with the workbooks we went through I was able to unburden myself by sharing my answers out loud to a group of woman I had bonded with.

~ JESSICA JOHNSON



REVENUE & EXPENSE BREAKDOWN

REVENUE

Government Grants	\$1,938,118
Corporate Partners	\$297,456
Other Grants	\$199,472
Televerde LLC	\$180,000
In Kind	\$175,017
Events	\$122,477
Fundraising	\$46,621

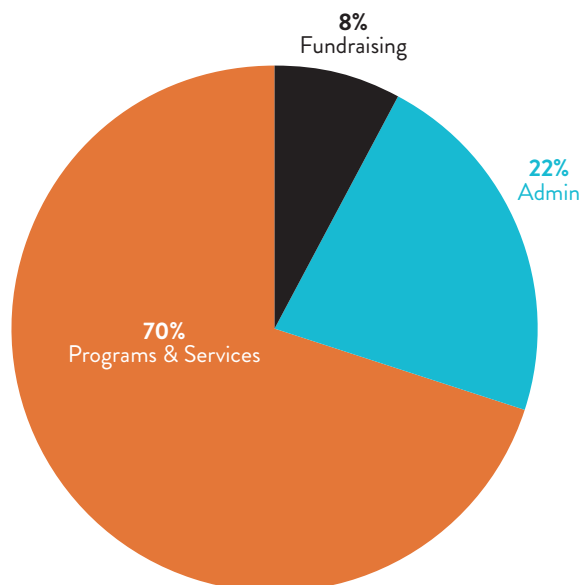
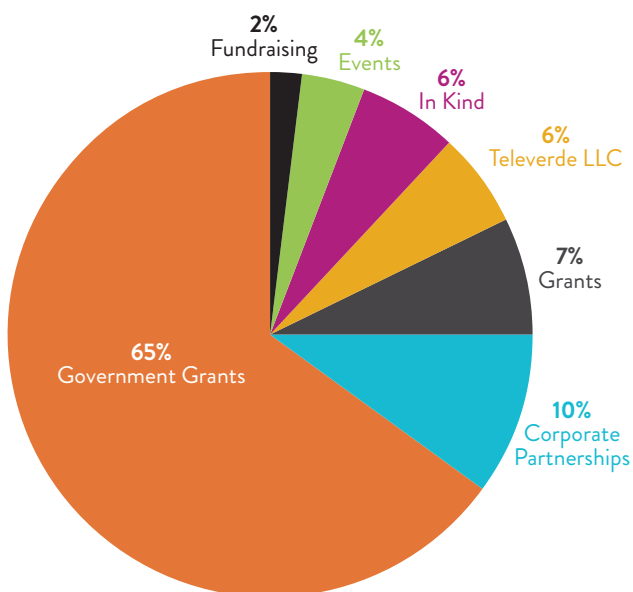
TOTAL: \$2,959,163

EXPENSES

Programs & Services	\$2,115,076
Administrative	\$671,377
Fundraising	\$223,472

TOTAL: \$2,959,163

Percentage of Revenue and Expenses



Thanks to the foundation and incredible employment partners like EWC Growth, I found myself stepping into a new chapter of life armed with housing and meaningful employment. The post-release support program was my lifeline, meticulously designed to guide me smoothly back into society. Today, I reside in my own apartment, where I manage to pay all my bills independently. I own my car outright and have even adopted a loyal canine companion who brings joy to my days. ~ DOROTHY HALL

THANK YOU!

CORPORATE PARTNERS

Aventiv
Hickman's Family Farms
Televerde

GRANTMAKERS

Arizona Coyotes
IBIS Foundation
InMaat Foundation
Lumina Foundation
Pakis Foundation
Virgin Unite
Virginia G. Piper Foundation
Reform Alliance
Sundt Foundation
Valley of the Sun United Way
Universal Music Group
USIT Foundation

GOVERNMENT GRANTS

State of Arizona Governor's Office
- of Youth, Faith, and Family
Department of Labor

BOARD OF DIRECTORS

Michelle Cirocco, President
Denisha Tate-McAlister, Vice President
Aamna Jalal, Secretary
Bertus Cilliers, Treasurer
Jim Alexander
Vince Barsolo
Ashley Bowers
Paula Clark
Brenda Kay
Kay Kienast
Adrian Paull
Greg Saxon
Mitsi Sellers

ADVISORY BOARD

Dave Prus
Tony Roma
Koby Rotstein
David Simpson
Jeremy Veatch

Volunteers



Thank you to the 728 volunteers who performed mock interviews, advised in career conversations, led professional development workshops, and showed up for special event support.

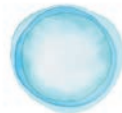
The determination and tenacity I experienced from these women who just want an opportunity to thrive was an experience I will never forget. I love this organization and the fact that you focus on a second chance for women. ~ NIKKI, VOLUNTEER



PROGRAM PARTNERS



FUNDING PARTNERS



CHALLENGES & OUR RESPONSE

ECONOMIC UNCERTAINTY & GOVERNMENT FUNDING SHIFTS are affecting nonprofits across the country. We're tackling this head-on by **diversifying our revenue streams—prioritizing philanthropic giving and deepening our corporate partnerships**. This not only builds more sustainable financial support but strengthens relationships with organizations and donors who share our commitment to long-term impact.

A SOFTENING JOB MARKET & RISING UNEMPLOYMENT have made it more difficult for our participants to secure meaningful employment. In response, **we're expanding into industries with strong, sustainable job growth—including hospitality, skilled trades, and manufacturing**. We're also investing in alternative pathways such as apprenticeships and industry-recognized certifications to boost competitiveness and open new doors.

STABLE HOUSING REMAINS A CRITICAL BARRIER—especially for justice-impacted women with restrictive backgrounds. To address this, **we're building strategic partnerships with organizations like St. Joseph the Worker to expand access to housing options**. We're also exploring long-term solutions that support a path toward home-ownership—creating a foundation for stability, dignity, and independence.

CAREER ADVANCEMENT DEPENDS ON CREDENTIALS that carry weight with employers. **We're continuing to expand the recognition and rigor of our training—like incorporating CompTIA certifications** into our cybersecurity track—ensuring our participants are aligned with in-demand industries and future-focused careers.

STRATEGIC GOALS FOR 2025

GOAL #1

Strengthen our reputation and cultivate strategic relationships to ensure long-term, sustainable funding by generating \$4 million in annual revenue through a diverse portfolio of philanthropic and corporate partnerships.

GOAL #2

We are committed to **enhancing and expanding personal and professional development programs that drive meaningful employment** and long-term career success, supporting over 500 women each year in securing transformative job opportunities with average starting salaries of \$36K or more.

GOAL #3

By **implementing a comprehensive, integrated model of wraparound services**—including housing, mental health care, mentorship, and career support—we will foster lasting participant engagement and success, maintaining a first-year recidivism rate at or near 0%.

GOAL #4

Through streamlined processes, empowered teams, and supportive infrastructure, **we will build and sustain operational excellence, achieving 80% credential attainment across all career tracks** while upholding high organizational efficiency and staff engagement.



WAYS TO GET INVOLVED

PARTNERSHIP

- Provide Employment Opportunities
- Support a Cohort or Individual
- Support a Workforce Development Center
- In kind and Corporate Donations

DONATIONS

- Event Sponsorship
- Sponsor an Individual
- Philanthropy
- Grants
- Personal Donations
- Annual Giving

VOLUNTEER

- Mock Interviews
- Lead A Virtual Workshop
- Facilitate An In-Person Class
- Join The Advisory Board
- Marketing & Content Creation
- Provide Release Day Transportation

TELEVERDEFUNDATION.ORG

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