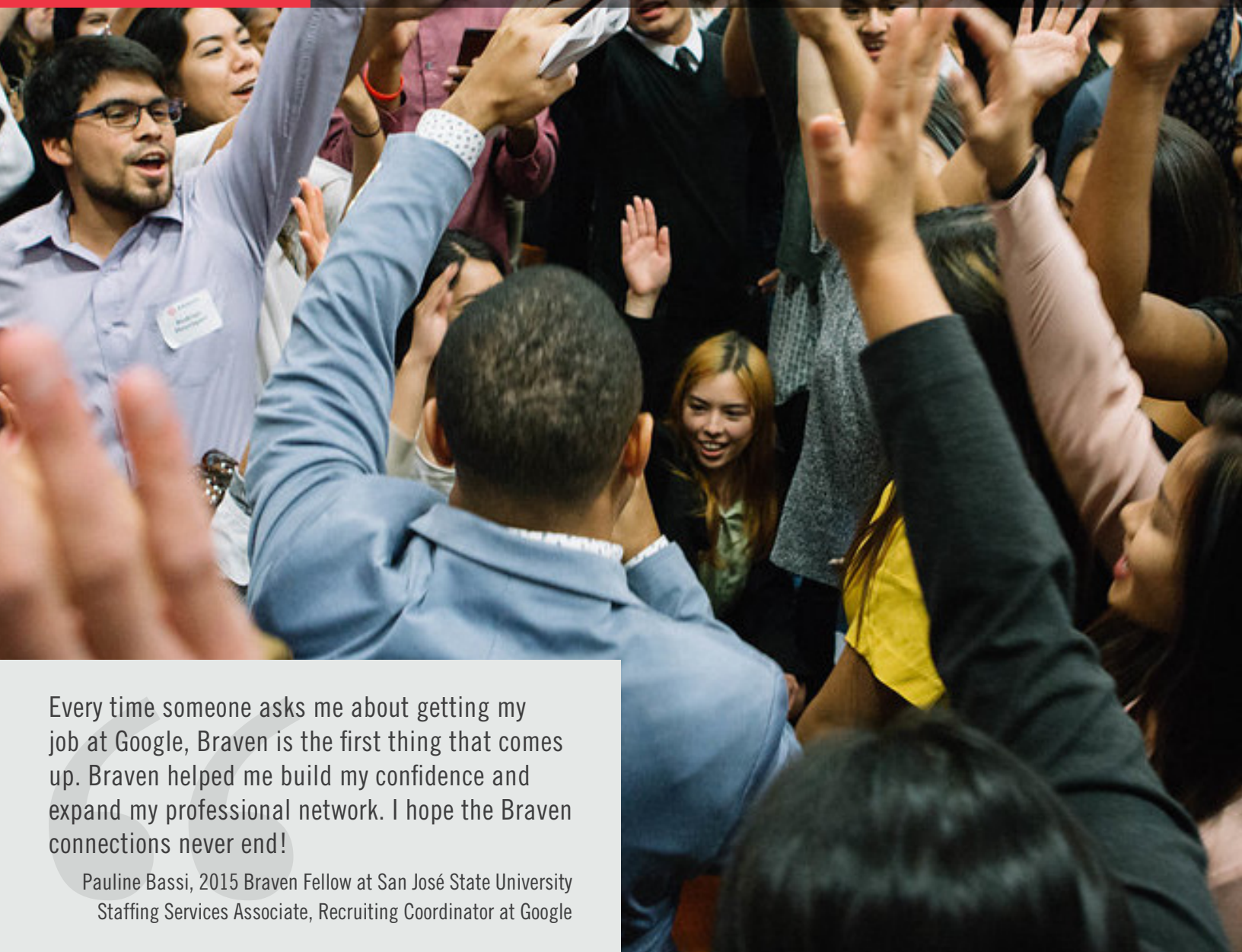




THE BAY AREA BRAVEN COMMUNITY  
IS NEARLY  
**340 STRONG**



Every time someone asks me about getting my job at Google, Braven is the first thing that comes up. Braven helped me build my confidence and expand my professional network. I hope the Braven connections never end!

Pauline Bassi, 2015 Braven Fellow at San José State University  
Staffing Services Associate, Recruiting Coordinator at Google

Coaching through Braven has given me an amazing opportunity to reach students who wouldn't have previously connected with somebody from one of the large tech companies. I feel lucky to be a part of the solution to attract and train more diverse talent.

Alison MacKay, Infrastructure Data Center Recruiter at Facebook  
Spring 2017 Braven Leadership Coach at San José State University

**BAY AREA  
IMPACT REPORT**  
2016-2017 SCHOOL YEAR

# BRAVEN AT A GLANCE

## THE PROBLEM

# ONLY 25%

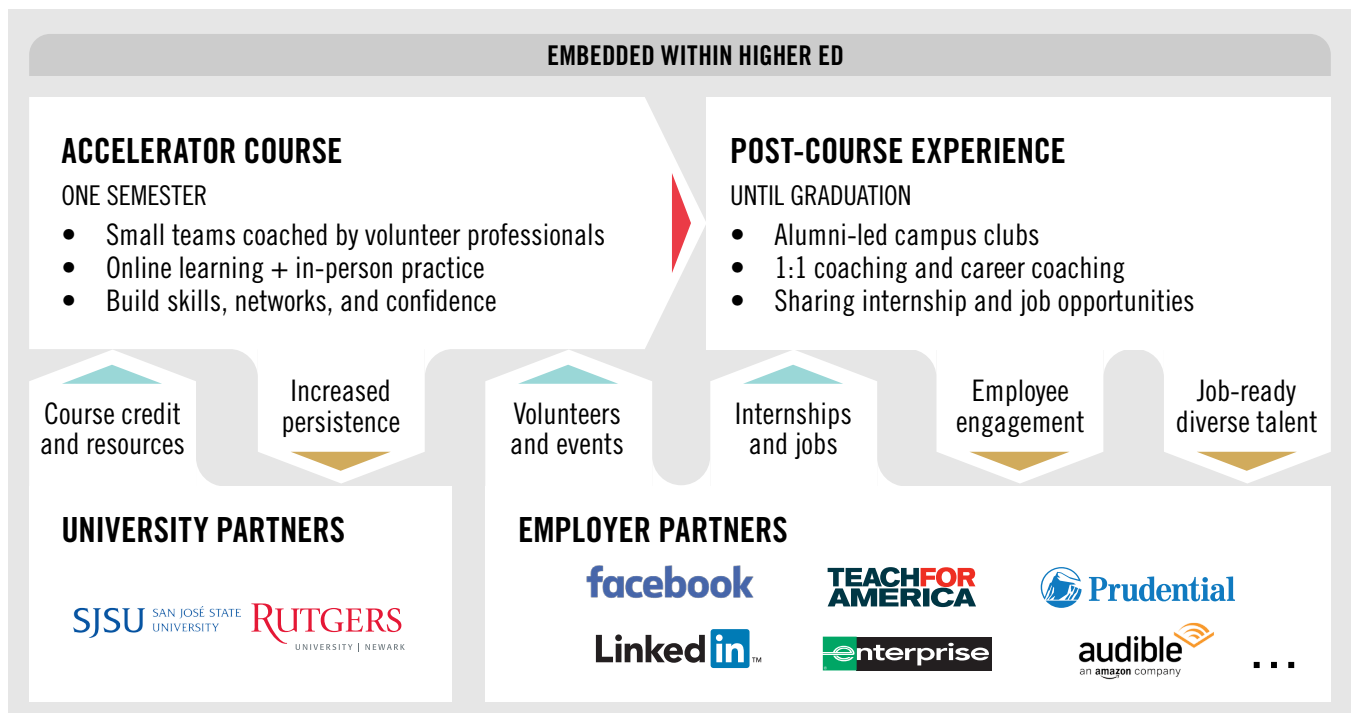
...of about 1.2 million **low-income or first-generation college enrollees** will attain a quality first job or go to grad school.  
That's nearly 1,000,000 college students every single year who are not on a path to a strong career.

## OUR VISION AND MISSION

# THE NEXT GENERATION OF LEADERS WILL EMERGE FROM EVERYWHERE

Braven empowers these promising college students with the skills, confidence, experiences, and networks necessary to transition from college to strong first jobs, which lead to meaningful careers and lives of impact.

## HOW BRAVEN WORKS



Braven Fellows gain mastery of five key skills valued by employers:

### WORKING IN TEAMS

### LEADERSHIP

### PROBLEM-SOLVING



### NETWORKING & COMMUNICATING

### OPERATING & MANAGING



# WHAT DOES THIS REPORT COVER?

**THERE ARE FIVE CORE QUESTIONS WE USE TO ASSESS OUR IMPACT:**

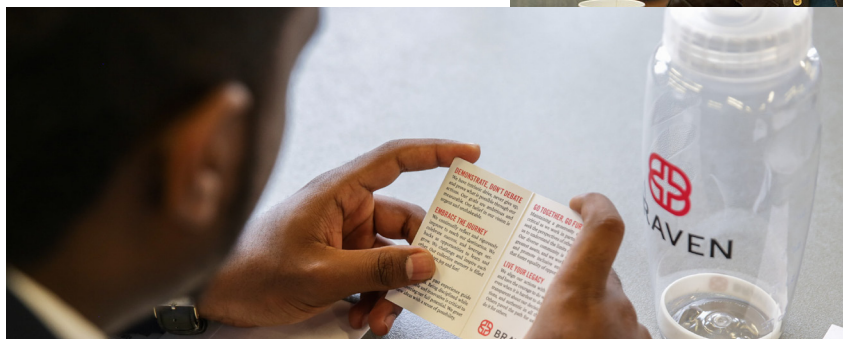
**ARE BRAVEN FELLOWS GETTING  
STRONG FIRST JOBS?**

PAGE 4



**IS BRAVEN EMPOWERING  
FELLOWS ON THE PATH TO  
COLLEGE COMPLETION AND  
INTERNSHIPS?**

PAGE 5



**ARE FELLOWS DEVELOPING THE  
SOFT SKILLS AND NETWORKS  
NEEDED FOR SUCCESS?**

PAGE 6



**ARE WE IMPACTING MORE  
STUDENTS AND MAINTAINING  
PROGRAM QUALITY?**

PAGE 7



**ARE WE BUILDING A  
SUCCESSFUL COACH MODEL?**

PAGE 8

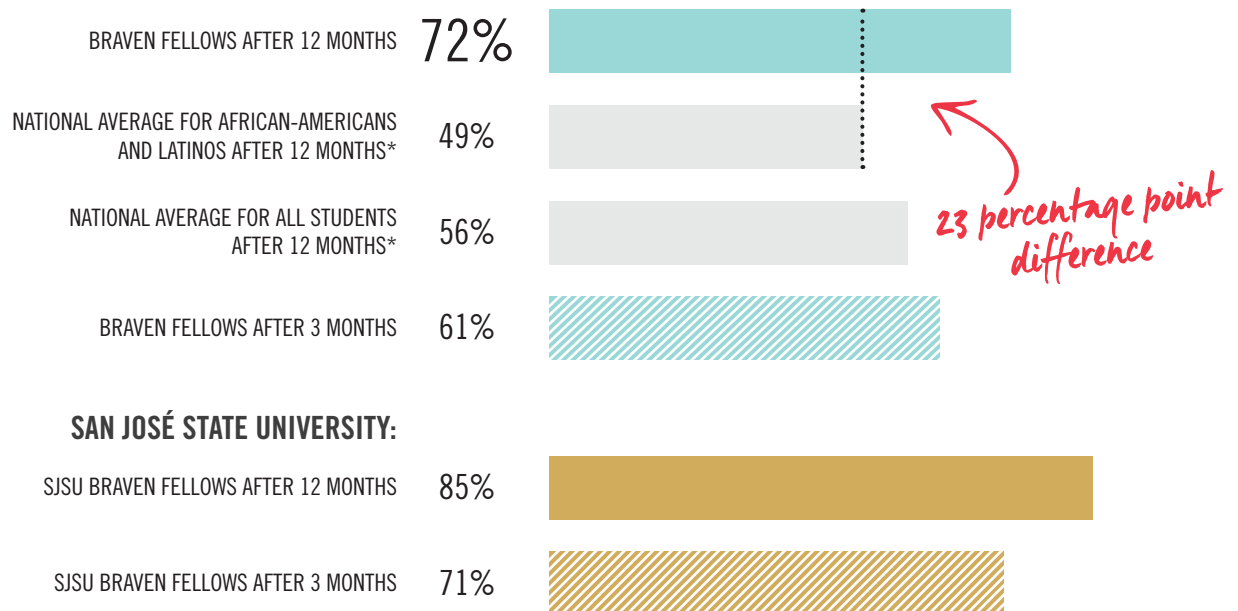


# ARE BRAVEN FELLOWS GETTING STRONG FIRST JOBS?

We are working towards one key outcome: Fellows graduate from college and secure a full-time job worthy of their Bachelor's degree or enroll full-time in graduate school.

## STRONG JOB ATTAINMENT

After 12 months, Braven college graduates **outpaced their peers by 23 percentage points** in strong economic opportunity attainment. Fellows who are only 3 months out from graduation are already seeing strong outcomes.



## PROFESSIONAL OPPORTUNITIES

The following is a sampling of employers and graduate schools that snapped up our talent into quality opportunities:



\* National estimates based on data from [NACE's First Destination Survey](#) and [underemployment research from the NY Fed](#)



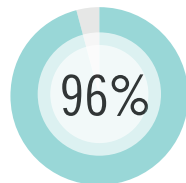
*"My experience in Braven paved the way to my success at PlayStation. The constant support of my Leadership Coach and the Braven staff allowed me to be bold and fearless in my job search and in my every day."*

— Carlos Barraza, 2015 Braven Fellow at SJSU,  
Human Resources Business Partner Associate, PlayStation

# IS BRAVEN EMPOWERING FELLOWS ON THE PATH TO COLLEGE COMPLETION AND INTERNSHIPS?

## COLLEGE PERSISTENCE

College completion is a challenge nationally. Only 6 in 10 young people who start college finish within 6 years.<sup>1</sup> Our Fellows, who typically join us during sophomore or junior year, are **persisting at inspiring rates**.



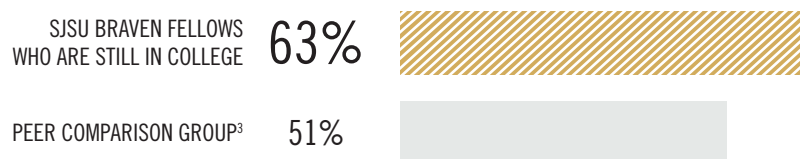
**SJSU BRAVEN FELLOWS WHO ARE PERSISTING IN OR HAVE GRADUATED FROM COLLEGE**

## INTERNSHIPS

Internships serve as critical proof points of experience and open professional doors. Compared with peers nationally, SJSU Braven graduates were **more likely to have at least one internship during college**.



SJSU Braven Fellows who are still in school are also showing promising levels of career-aligned summer opportunity and/or internship attainment:



The following is a sampling of employers that hired Braven Fellows into internships:



<sup>1</sup> Source: [National Center for Education Statistics](#)

<sup>2</sup> National estimate based on [2016 NACE Student Survey](#) (custom cut)

<sup>3</sup> Sample of 65 demographically matched students



*"Not only did I get to work with technology industry leaders at my summer internship, but I also got to feel what it was like to be a valued member of a professional team."*

— Jamilah Hosan, Fall 2016 Braven Fellow at SJSU  
Presales Technical Enablement Intern, Informatica

# ARE FELLOWS DEVELOPING THE SOFT SKILLS AND NETWORKS NEEDED FOR SUCCESS?

Over the last year, Harvard Graduate School of Education's Monica C. Higgins, Ph.D. conducted an exploratory study that looked at Braven's impact on soft skill development and networks.



## SOFT SKILLS

Soft skills matter mightily for educational and life success. The study found that Braven Fellows showed statistically significant growth in 5 key soft skill areas:



### JOB SEARCH SELF-EFFICACY

Confidence in one's ability to have a successful job search and get a job they want



### CAREER SELF-EFFICACY

Confidence in one's career decisions, ability to grow and improve professionally, and ability to perform well at work



### GRIT

Ability to persevere through setbacks to achieve long-term goals



### SENSE OF SOCIAL AND ACADEMIC FIT

Sense of belonging on campus



### GROWTH MINDSET

One's perception of whether they have the potential to change factors central to school performance

## NETWORKS

Social networks provide important sources of professional and emotional advice, but too often students from low-income backgrounds don't have the same access to social capital as their wealthier peers. The study found that Braven cohorts experienced statistically significant growth in the closeness of friendship networks and advice networks.

SAMPLE FRIENDSHIP NETWORKS FROM THE HARVARD GSE STUDY



Group A before



Group A after



Group B before



Group B after

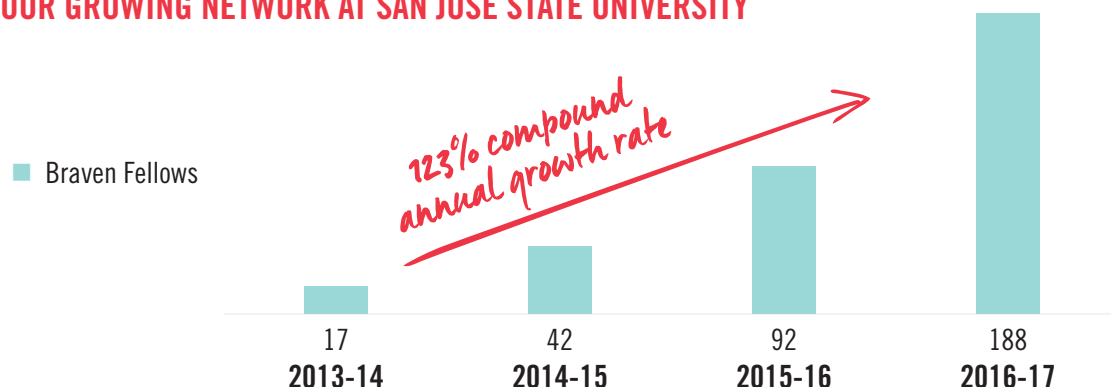
*"We know that navigating school and the path to career can be challenging, especially for low-income or first-generation college students. Participating in Braven is associated with significant growth in non-cognitive areas related to a sense of belonging on campus, perseverance through setbacks, and navigating one's job search and career. These skills can help level the playing field for this group of students."*

- Monica C. Higgins, Ph.D., Kathleen McCartney Professor of Education Leadership at the Harvard Graduate School of Education (HGSE)

# ARE WE IMPACTING MORE STUDENTS AND MAINTAINING PROGRAM QUALITY?

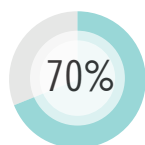
Braven is a growing network of diverse and talented individuals who are committed to ensuring that the next generation of leaders emerges from everywhere. We currently partner with Rutgers University-Newark and San José State University.

## OUR GROWING NETWORK AT SAN JOSÉ STATE UNIVERSITY

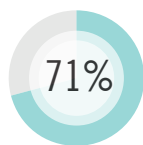


## FELLOW DEMOGRAPHICS

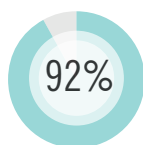
% OF 2016-17 FELLOWS WHO IDENTIFY AS...



First-generation college students



Coming from low-income backgrounds



People of color

Latino/Hispanic 44%  
Asian American/Pacific Islander 35%  
African American 8%

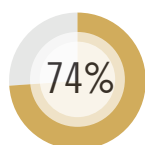
SJSU enrollment (2016) was:  
Hispanic 26%  
Asian American/Pacific Islander 42%  
African American 3%

### TOP MAJORS FOR 2016-2017 FELLOWS:

- Business
- Engineering
- Computer Science
- Psychology
- Health Sciences
- Sociology
- Communication/Journalism

## FELLOW CAREER READINESS

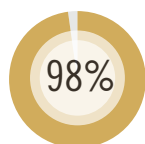
We ask Leadership Coaches to indicate Fellows' level of career-readiness.



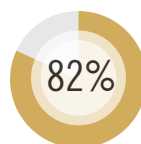
of Fellows would be strongly, very strongly, or extremely strongly **endorsed by their Leadership Coach** to his or her professional network

## FELLOW SATISFACTION

Fellows see Braven as a critical component of their future professional success and network.



of Fellows indicated they would like to **stay involved** with Braven moving forward

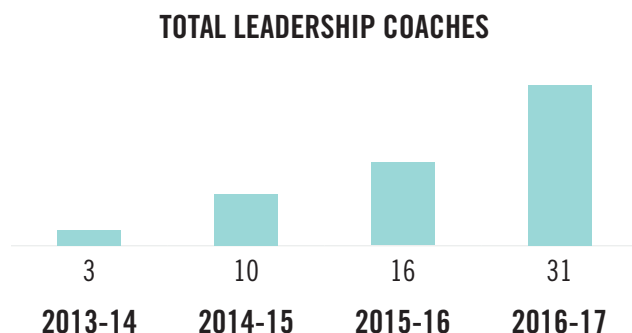


of Fellows agreed or strongly agreed: "Braven was one of **the most valuable** personal or professional development experiences I've ever had."

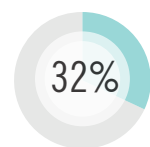


# ARE WE BUILDING A SUCCESSFUL COACH MODEL?

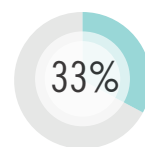
## LEADERSHIP COACHES



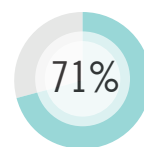
## % OF 2016-2017 COACHES WHO IDENTIFY AS...



First-generation college students



Coming from low-income backgrounds



People of color

## LEADERSHIP COACH EMPLOYERS

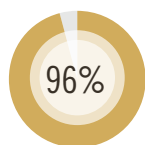
Our coaches work at a variety of employers, which exposed our Fellows to many different companies and roles. Here are some of the employers represented:



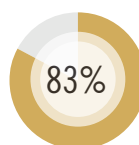
In a 2016-17 school year pilot, Google and Facebook hosted weekly meetings for Braven cohorts at their offices. Given the success of this pilot, we'll have over 15 Braven cohorts meeting at companies this fall.

## LEADERSHIP COACH IMPACT AND SATISFACTION

Our Leadership Coaches had a profound impact on our Fellows while also developing professionally and building their own networks.



of coaches agreed or strongly agreed:  
"In the LC role, I've developed and/or practiced skills that transfer to my own professional development and/or goals."



of coaches agreed or strongly agreed:  
"Being a Braven Leadership Coach was the most rewarding volunteer experience I've ever had."