



IMPACT REPORT 2022



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IMPACT REPORT

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LETTER FROM THE CEO

At Road to Hire, we believe that everyone should have equal access to high-earning careers.

I know we will look back on 2022 as a crucial inflection point in the fight for economic justice. The communities we serve have been disproportionately affected by the pandemic, and we have seen firsthand the exacerbated achievement gaps in education and the rise of mental health struggles. Rather than slowing down in the face of these challenges, Road to Hire is more committed than ever to racial and economic justice.

This year, Road to Hire prioritized creating in-person experiences for students in which they had access and visibility to leaders of color to reinforce to students that they belong in those professional spaces. In other words, we created hope through the proof of real opportunity. We know that representation matters and so does exposure.

As we transitioned back to in-person and hybrid learning, we remembered the importance of the human connection, growth and joy that comes from working and learning side by side. The tools and flexibility we gained during the pandemic, paired with those face-to-face connections, are catalysts for equity and new, creative ways to ensure that young people of color have access to higher education and high-earning careers.

Our mission is not only to have young adults graduate from high school or college and secure great jobs. As they expand their power and influence, they'll be better positioned to ensure that those who come after them have access to these opportunities as well. We already see the fruits of these efforts.

Road to Hire alumni are being promoted into management and senior engineer/analyst roles. Young R2H professionals are invited to share their stories on panels for national organizations, and our college students are persisting year-over-year at a significantly higher rate than their peers.

2022 marked a year of significant growth for Road to Hire, and I am extremely proud of the impact our team has had on the students we have supported. This report encapsulates some of Road to Hire's 2022 highlights.



Kacey Grantham

CHIEF EXECUTIVE OFFICER



ROAD TO HIRE

IMPACT THAT MATTERS

ABOUT ROAD TO HIRE

Based in the Charlotte, NC area, Road to Hire (R2H) works with employer partners and universities to diversify corporate workspaces and interrupt cycles of intergenerational poverty.

R2H programs and partnerships help ensure underrepresented young adults have access to high-earning careers and prosperous futures through higher education and paid tech training.

PROGRAMS

R2H programs meet high school students, college students and young adults of color where they are at. By creating access to resources and opportunities for these individuals, we extend hope and clear paths to achieving their dreams.

High School Program

Students at Charlotte's Title I, low-income high schools take Road to Hire classes for credit, learn technical and life skills and earn paths to debt-free college and high-earning careers.

College Program

R2H Scholars and Golden Door Scholars flourish through financial support, mentorship and robust career-prep programming throughout their college years.

Tech Apprenticeship Program

Young adults learn business analytics, coding or cybersecurity skills in an intense, paid, full-time, 24-week training that emphasizes professionalism and life skills. The apprenticeship culminates in transitions to high-earning tech careers with premier R2H employer partners.

TRISTIAN PRANDY

R2H BUSINESS ANALYTICS APPRENTICE
COHORT 11

"Road to Hire has played a big role in my life. Since being medically retired from the Army, this has been my second chance to start another career, for which I am very thankful."



ROAD TO HIRE TECH APPRENTICESHIPS

A record number of apprentices were supported in their tech career journeys with Road to Hire in 2022. 197 apprentices started their training, 86 graduated and launched into their new tech careers at premier employers and another 94 continue in the program. Our current students will complete their training and start their careers in early 2023.

2022 HIGHLIGHTS

New Business Analytics Track

In addition to coding and cybersecurity tech tracks, R2H now offers a third apprenticeship track: business analytics. R2H's first business analytics cohort included 20 individuals, with a second cohort starting in February 2023.

Launching Hybrid Model

Apprentices shifted to a weekly three-day in-person and two-day virtual model in August 2022. This aligns with R2H employer partner models and will cultivate the best learning environment for their future jobs.

In-Person Celebrations Continue

After two years of virtual celebrations, R2H employer partners, mentors and team members came together following each cohort's six-month training to commemorate apprentices in the next step of their tech careers.

Programming Partnerships

R2H leveraged partner relationships in new ways. Employer partners across Charlotte taught professional development curriculum, consulted on "Hope Hacks" projects, judged apprentice elevator pitches and attended apprentices' capstone presentations.

97%
of apprentices identify
as people of color

1,600
program applications
submitted

Languages and
technologies learned:

**JAVASCRIPT, REACT, PYTHON,
RISK MANAGEMENT,
CRYPTOGRAPHY, TABLEAU,
EXCEL, SQL AND MORE**



KEILY RAGGIO

R2H CODING APPRENTICE
COHORT 12

"Since joining R2H, I've already received so much support from apprentices, mentors, instructors and so many others. It has been an amazing experience thus far, and I can't wait to see my continued growth over the next couple of months."



KELLY DENTON

DIRECTOR OF GLOBAL HR, M&A, AND
OPERATIONAL EXCELLENCE
COGNIZANT
R2H VOLUNTEER

"I have been extremely fortunate from the very start of my career to have wonderful mentors to help me develop personally and professionally. Offering coaching and support to the R2H apprentices as a Life Mentor provides me an opportunity to pay this back to those in the communities that I live and work in by sharing my knowledge and experiences with the apprentices so they can, in turn, develop personally and professionally from our mentorship."

ROAD TO HIRE HIGH SCHOOL

SANTOS FLORES

R2H HIGH SCHOOL STUDENT
GARINGER HIGH SCHOOL

"R2H has shown me a pathway to my career. It has helped me grow and learn new things while being in the course, and every day I'm a step closer to my future."



98%
of students identify
as people of color

1,740+
college applications were
completed in 2022

96%

FAFSA completion in 2022,
compared to the 44% Charlotte
Title I high school average

99%

of R2H HS students are
pursuing post-secondary
plans, including college
and paid apprenticeships

In 2022, the Road to Hire High School program proudly supported 766 high school students through both Cohort 2, who graduated in Spring 2022, and Cohort 3, who began in Fall 2022.

These ambitious seniors took their futures into their own hands and leaned into the next step of their professional journeys: pursuing a college degree or choosing a paid apprenticeship.

2022 HIGHLIGHTS

A Thriving Community

Students learned, triumphed and celebrated together through Virtual Signing Days, which recognized their selected post-graduate career paths. And R2H's first-ever Graduation Block Party ended the school year in style.

Significant Growth

212 Cohort 2 seniors earned the Road to Hire Pathways Promise, a college scholarship through the R2H College program. This represents a 72% growth over 2021.



Strengthened Curriculum and Programming

Inside the classroom, R2H strengthened career, professional development and tech curriculum. Using data-driven learning and development initiatives, we implemented new metrics and experiential learning to best support students for success in their futures post-high school.

New Partnerships to Expand Impact

R2H partnered with Communities in Schools (CIS) to best support students across organizations. Communities in Schools focuses on connecting students in schools to necessary resources in their communities. Through this partnership, CIS and R2H are working together to meet students' needs and help them overcome barriers to achieving academic, personal and professional goals.



KEELY MCRAE

STUDENT CAREER COACH
R2H HIGH SCHOOL PROGRAM

"My favorite student memory would be students presenting their HTML/CSS Projects. During these presentations, students took a moment to reflect on the journey to creating their very own websites. As a result, students showcased amazing resilience when tackling a task that once seemed unattainable. I am so proud of my students and their continued growth in our program!"



ROAD TO HIRE COLLEGE

In 2022, 314 Road to Hire College Scholars made meaningful strides in their educational careers across 11 partnering colleges and universities.

Through the support of our R2H Student Career Coaches and scholarships, scholars are thriving in their college environments, establishing healthy foundations for their college journeys and preparing to graduate without crippling debt.

2022 HIGHLIGHTS

Financial Support

R2H scholarships and matching grants from partner universities ensure that fewer than 5% of our students have student loans, compared with 82% of their peers at colleges.

One-on-One Support

Road to Hire Student Career Coaches meet with scholars weekly, holding them accountable, making sure they have the resources they need to succeed and actively helping them problem-solve. Above all else, Student Career Coaches provide a crucial stream of support for scholars during one of the most challenging and transformational experiences of their young-adult lives.



Robust Programming

Scholars visited several R2H partner companies, including Atrium, Equitable, Lowe's, Red Ventures, CapTech and Truist. They left those visits feeling a new sense of belonging in corporate spaces and excited to apply to internships at those companies.

Scholars also honed new skills through Financial Literacy Workshops held by Common Wealth Charlotte and participated in career panels, Bank of America Cybersecurity Workshops and more.

R2H topped 2022 off with 42 campus visits across North Carolina, where students cultivated relationships and built professional skills.

College Prep Support

R2H revamped College Thrive – a virtual summer experience for rising college freshmen to prepare them for their college transition. Thanks to invaluable student and partner feedback, the program is now stronger than ever before.



MARY QUINN

DIRECTOR OF FINANCIAL EDUCATION
COMMON WEALTH CHARLOTTE

"Our partnership with Road to Hire allows us to reach this age group in an organized and meaningful way."



DEKARTE LYNCH

STUDENT CAREER COACH
R2H COLLEGE PROGRAM

"For me, my favorite moments are the campus visits to the colleges and universities we serve because I get a chance to see the scholars in person and meet them where they are, and build that Road to Hire community on campus."



3,718

Student Career Coach meetings

>95%

of R2H scholars will graduate debt-free

Top major:

COMPUTER SCIENCE

97%

of scholars identify as people of color



ZAIRE KEENEY

R2H COLLEGE SCHOLAR
BUSINESS ADMINISTRATION MAJOR
NORTH CAROLINA STATE UNIVERSITY

"Road to Hire has played a big role in my academic success here at North Carolina State University. Meeting with my mentor, Callie Smith, during the academic year has held me accountable and given me an outlet for support."



GOLDEN DOOR SCHOLARS

Golden Door Scholars (GDS) supports DACA and undocumented students with four-year college scholarships and career paths upon graduation. GDS is a community of over 300 alumni and 250 active scholars who engage in mentorship, career coaching and summer programming.

Undocumented young people in the U.S. continue to face a lack of progress on immigration reform. Their persistence in the face of this adversity is nothing short of inspiring.

2022 HIGHLIGHTS

Job Placements and Internships

Golden Door Scholars had a record number of job placements and internships; 96% of Golden Door Scholars students secured full-time job or graduate school opportunities.



In-Person Golden Door Scholars Summit

R2H welcomed over 250 scholars to the Golden Door Summit over the summer, our first since 2019. Held at partner school Queens University of Charlotte, Golden Door Scholars and alumni attended developmental sessions, enjoyed engaging guest speakers and bonded. Gathering this many students who share similar challenges creates a powerful and crucial sense of belonging and confidence.

New Expanded College Partnerships

Bard College and Case Western University joined the GDS network of 20 partner schools and helped us better serve students throughout the country.

Financial Support

100% of Golden Door scholars enroll at universities where they pursue a degree and graduate without crippling debt.



XIMENA GUILLEN

LABORATORY TECHNOLOGIST, QUALTEX LABORATORIES
GOLDEN DOOR MENTOR AND ALUMNA

"I cannot emphasize enough how grateful I am for GDS as they paved the way for me to meet extraordinary people and have the opportunity to attend the college I always dreamed of.

As a mentor, I have had the opportunity to share some of these experiences with my mentees while encouraging them not to hold back from opportunities for fear of rejection."



NATHASYA

GOLDEN DOOR SCHOLAR
BUSINESS MANAGEMENT MAJOR
AGNES SCOTT COLLEGE

"Despite my status, GDS has allowed me to further complete higher education at no cost, which was life-changing. On a more personal level, being a Golden Door Scholar reinforced my self-confidence and gave me greater resilience."



ASHA PATEL

STUDENT CAREER COACH
GOLDEN DOOR SCHOLARS

"The GDS monthly events and scholar meetups make great memories, but my favorite student memories are born from the day-to-day conversations I have with my scholars. Supporting them through their growth and learning in college is priceless."

3.5
average scholar GPA

GDS eliminates
\$150K+
expense for each of
its scholars

Top majors include:
COMPUTER SCIENCE
NURSING

1,300
Student Career
Coach meetings

ROAD TO HIRE ALUMNI

The Road to Hire Alumni program expanded in 2022 to better support Road to Hire's fast-growing Apprenticeships alumni community. Road to Hire bolsters R2H alumni professional experiences with community-building programming, networking opportunities and continued career support.

2022 HIGHLIGHTS

Structured Year One Programming

Intentional wrap-around programming was built for R2H alumni as they navigated their first year in the tech industry. This year, R2H created a "Year 1 Road Map" to support our first-year alumni in a smooth transition into their new corporate workspaces. The support extended to alumni includes monthly challenges, one-on-one check-ins with R2H Alumni staff, events and veteran alumni support.

Continued Learning and Development

R2H hosted programming for all alumni to benefit and grow from, regardless of their tenure. This included Lunch and Learns with industry professionals, creative alumni community-building activities and career milestone celebrations.

334

total R2H Apprenticeship alumni

Top hiring partners:
**BANK OF AMERICA
LOWE'S
RED VENTURES**

91%

2-year cumulative retention rate at R2H employer partners

95%

year one retention rate at initial employer partner placement



TERESA LOAEZA

SOFTWARE ENGINEER
LOWE'S
R2H CODING COHORT 9 ALUMNA

"The R2H Alumni partnership has helped me grow and help me connect with others going through the same career trajectory as me, and the events that R2H have help me to unwind from work and to remember to prioritize my mental health."



JORGE ROJAS

SEC OPS JUNIOR ENGINEER
RED VENTURES
R2H CYBERSECURITY COHORT 1 ALUMNUS

"The R2H team has a dedicated team for alums. They go above and beyond to check in and provide us with opportunities to connect and help out with current and upcoming cohorts."



JENNIFER HAMILTON

SENIOR PROGRAM ASSOCIATE
R2H ALUMNI PROGRAM

"The resource we can provide R2H Alumni is a community that celebrates, grows and connects them as they build their careers. My favorite conversations with alumni are when we catch up about life while also strategizing about their professional development. Our support is so valuable because our alums are creating business value for R2H Employer Partners, and we want to give them the tools they need to amplify that."



ROAD TO HIRE PARTNERS

EMPLOYER PARTNERS AND INVESTORS

Road to Hire's partners serve as catalysts for this racial and economic justice work.

Partners immerse themselves into the R2H community as guest speakers and volunteers while moving the needle forward in diversifying corporate workspaces by hiring R2H apprentices, interns and college graduates. In 2022, R2H partners expanded their hiring number to 323 apprentices, doubling down on their commitment to young adults of color.

This year, Road to Hire strengthened existing partnerships and added AvidXchange, Capital One, Delta, Honeywell and Mecklenburg County to our employer partner ecosystem.

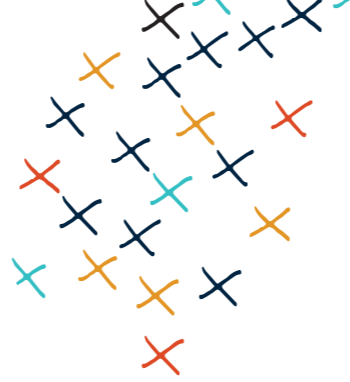
Road to Hire investors allow us to fulfill our mission through their generous financial giving. Thank you to our partners and investors for your continued support.



BONNIE TITONE
SVP AND CHIEF INFORMATION OFFICER
DUKE ENERGY
R2H EMPLOYER PARTNER

"At Duke Energy, we know how important it is to build a diverse workforce, and Road to Hire has been a key partner as we diversify our security and tech talent pipeline. Our Road to Hire employees are known for their fresh perspectives, eagerness to learn and strong work ethic, as they tackle everything from software product development to cybersecurity foundations that improve our customer-delivery solutions.

The program is more than just a great concept — Road to Hire is helping build the diverse tech community Charlotte wants and needs."



NIKKI KEITH

DIRECTOR OF DEVELOPMENT AND PARTNERSHIPS
ROAD TO HIRE

"Partners and donors are the lifeblood of Road to Hire's efforts to support young adults on the path to high-earning, high-growth careers. I am so grateful for these organizations' and individuals' generous financial and thought leadership and their strong commitment to diversifying corporate workspaces."

PARTNERS



EDUCATION, UNIVERSITY AND COLLEGE PARTNERS

College and university partnerships provide support by matching R2H scholarships, ensuring scholars graduate without crippling debt. We are thankful for their commitment to our community.



ROAD TO HIRE TEAM

SAM CLOWNEY

CHIEF PROGRAM OFFICER
ROAD TO HIRE

"Work matters. I believe everyone has a right to a meaningful job that gives them purpose and the finances they need to support their family. Historically, that has been harder for people of color, especially in high-earning tech or business careers. R2H exists to solve that, and we are doing a really good job at it!"



The Road to Hire team grew substantially in 2022, enabling more individualized student support, differentiated learning experiences and strategic program advancement capacity.

Diversity, equity, inclusion and belonging is paramount not only in Road to Hire's student work, but also in our team culture. This year R2H also took steps to advance our learnings around racial equity and belonging for all identify groups. For example, Road to Hire participated in racial equity training through the Racial Equity Institute to further educate our staff on how to best support our students and each other.

Road to Hire exists to help diversify corporate workforces and lives by the mantra of being the change we want to see in the world. Our commitment to diversity, equity, inclusion and belonging go beyond the classrooms – our team is proud to represent diverse identity groups.



BOARD OF DIRECTORS

R2H TEAM



KATHRYN BLACK
Strategic Initiatives Executive
Bank of America



MARK BRODSKY
Strategic Advisor



RIC ELIAS
Chief Executive Officer
Red Ventures
Road to Hire Founder



KACEY GRANTHAM
Chief Executive Officer
Road to Hire



THADD JONES
Managing Partner, Founder
Nexus Search Partners



SATHISH MUTHUKRISHNAN
Chief Information, Data and
Digital Officer
Ally

ROAD TO HIRE OPERATING BUDGET**

INCOME

Grants/ Foundations	\$4,673,055	41%
Individual Giving	\$3,553,166	31%
Program Service Revenue	\$1,855,000	16%
Other Corporate Giving	\$960,954	8%
Other	\$428,690	4%
Total	\$11,470,865	

EXPENSES

Program Services	\$9,812,357	87%
Management & General	\$1,485,174	13%
Total	\$11,297,531	

** non-audited financials

VISION FOR 2023

R2H's investment in preparing young adults for the high-demand healthcare and technology jobs of the future is just getting started.

As Road to Hire's population of graduates grows, we are strengthening our alumni support to ensure future R2H graduates feel a strong sense of community where they can continue to thrive. We are doubling down on our mission. And there's much more work to do across the entire ecosystem. Road to Hire is as committed to supporting our employer partners in nontraditional pipeline hiring and retention as we are in helping R2H grads transition to corporate workspaces and learn to navigate their careers.

In 2023, Road to Hire will take full advantage of being back in person as we ramp up career exposure and differentiated learning experiences. This includes exposure to corporate spaces, new career experiences through organized trips and attending meaningful programming events.

Finally, R2H believes that every young person should have the opportunity to succeed, regardless of their background or circumstances. We reaffirm our commitment to creating a world where leadership meetings, board rooms and graduation stages reflect the diversity of our neighborhoods and communities.

As R2H moves into 2023, increasing our momentum depends on continued investment, partnerships, hiring and commitment to equity and belonging. The future is now, and we are the ones who will determine if young people in our community prosper, not in spite of where they're from but because of it.



KYLA THOMAS

R2H COLLEGE SCHOLAR
SOFTWARE DEVELOPMENT MAJOR
JOHNSON C. SMITH UNIVERSITY

"Over the course of my time in R2H, the organization has helped me apply, be accepted and enroll in college. They have also allowed me to graduate college debt free."



RIC ELIAS

CHIEF EXECUTIVE OFFICER
RED VENTURES
ROAD TO HIRE FOUNDER

"When more young people reach their full potential, our communities become stronger. When more schools, cities, and companies come together to focus on providing pathways to high-paying jobs for disconnected youth in our community - then historically marginalized groups gain access to more meaningful support and hope for the future. The work of Road to Hire creates real, transformational change - not only in the lives of students, but ultimately for the world we want our children and our grandchildren to live in. This is the most important work we can do."

