



# 2024 Annual Report

(July 1, 2023 - June 30, 2024)



“Achieve Twin Cities career and college readiness programs enable young people to reach their full potential - to be able to support their local community.”

- Alyssa Banks,  
General Mills Manager of  
Global Impact Initiatives

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# Youth Pathways to Purpose

## A Message From Danielle Grant, President and CEO

At Achieve Twin Cities, we are committed to building youth pathways to purpose by guiding students from career and college exploration to real-world experience. Through our career and college readiness centers in 27 Minneapolis and Saint Paul high schools, students receive one-on-one advising that helps them uncover their strengths and interests, explore postsecondary options and make their own unique career pathway plan for two or four-year college, trade school, apprenticeships, career certificates, entering the workforce or many other opportunities.

Our Step Up internship program – in partnership with the City of Minneapolis – brings this purpose to life. Each year, we connect more than a thousand youth ages 14 to 21 with over 50 employers who provide paid summer internships that offer mentorship, hands-on learning and the confidence that comes from being seen and valued in the workplace. With over 34,000 internships created, we are equipping young people with the tools to shape their own futures.

As president and CEO, I am inspired by every student who turns possibility into purpose. Thank you to our generous community partners, donors, employers, volunteers and other dedicated supporters who help make these journeys possible. Together, we are preparing the next generation for lives filled with meaning, direction and opportunity.

# Achieve Twin Cities Fast Facts

## Our Mission and Vision

Our mission is to rally community support and deliver best-in-class programs to inspire and equip Minneapolis and Saint Paul young people for careers, college and life. Our vision is that all young people have full and equitable access to postsecondary education and career opportunities, creating a more just and vibrant community.



### 17,000 Students

have access to expert, personalized career and college readiness advising and activities through our 27 MPS and SPPS high school centers.



### Career and College Readiness Guidance for 22+ Years

Since our founding in 2002, we've helped 95,000 students plan for life after high school and create their own unique postsecondary pathways.



### 35 Board Members + 55 Dedicated Staff

set the strategic direction of our organization and provide expert career and college readiness services.



### 1,500 Minneapolis Youth

connect with Step Up work readiness training, paid internships and professional mentors each summer.



### \$150K in College Scholarships

are administered each year by Achieve Twin Cities for MPS students in our role as the district's nonprofit foundation.



### Over 100+ Partners Collaborate

with Achieve in this work, including Minneapolis Public Schools (MPS), Saint Paul Public Schools (SPPS), the City of Minneapolis and dozens of Twin Cities employers, nonprofits and government agencies.

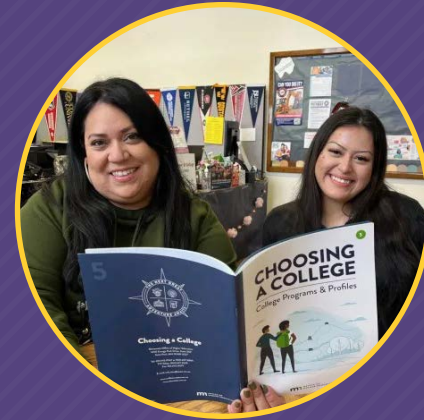
# College and Career Readiness Programs

## High School Career and College Readiness Centers

Achieve Twin Cities is the sole universal career and college readiness provider for Minneapolis Public Schools (MPS) and Saint Paul Public Schools (SPPS), with services embedded in 27 district high schools and available to all 17,000 students in these schools.

Through strong partnerships with school counselors, we create a supportive space for young people to access one-on-one guidance and resources to discover and plan their own unique pathways to postsecondary and career success.

By providing expert advising and a wide range of exploration opportunities, we connect students with two and four-year colleges, apprenticeships, employment and other opportunities, equipping them with the knowledge and resources they need to navigate the future with confidence.



“Our students know we are here for them as they create their own personal plans and find their next steps.”

- Lucia Mendez-Gutierrez, Achieve career and college readiness coordinator, Longfellow Alternative High School



**93% of High School Seniors** who work with Achieve coordinators in our 27 schools graduate with a postsecondary plan.



**Growth in Student Confidence**  
82% of seniors who use our services report high confidence in their postsecondary plans at graduation compared to 59% at the start of the year.



# College and Career Readiness Programs

## Step Up Internships

Through Step Up, hundreds of Minneapolis youth ages 14-21 explore and prepare for great careers each summer through paid internships, work readiness training and on-the-job mentoring with 50+ dedicated employers across 15 industries.

For young people, Step Up offers career discovery, real work experience, resume-building and networking. For employers, it helps diversify talent and build a more skilled and equitable economy.

Since 2003, Step Up has provided 34,000+ internship experiences, with Step Up alumni now serving in leadership roles in our businesses, state and local government and nonprofit organizations.

Step Up is a program of the City of Minneapolis in partnership with Achieve Twin Cities, the Minnesota Department of Employment and Economic Development, and Project for Pride in Living.



“Without Step Up, I wouldn’t be where I am today. My two internships helped me start my career and made me stand out in the job market, even as a high school student!”

- Ali Osman, Step Up Outstanding Alum 2024,  
Nucleus Fund Strategy Manager



### 50+ Employers

partner with Achieve and the Step Up Level 2 program to provide paid summer internships.



### Step Up Interns Enroll in College at Higher Rates

Step Up interns from lower income families enroll in college at 50% higher rates than their peers who do not participate in Step Up.

# Other Support for Public Education and Students

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## Minneapolis Public Schools Nonprofit Foundation

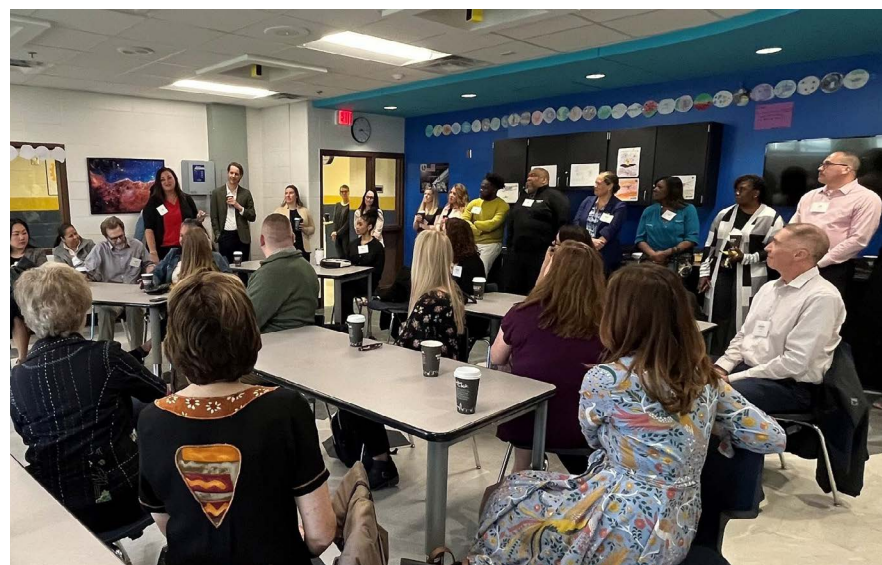
Achieve Twin Cities serves as the long-time nonprofit foundation for Minneapolis Public Schools (MPS), assisting the district in securing major grants for STEM programs, educator pathway programs and other district priorities.

We also administer \$5 million in private district funds, including \$150,000 for college scholarships for MPS seniors and graduates, manage resources for MPS schools and departments, and award mini-grants for district staff development and classroom projects.

## Community Engagement Events

Achieve Twin Cities community engagement events are grounded in our mission of rallying support to inspire young people for careers, college and life. Principal Partner Day, Lunch Break with Achieve and other community events spark conversations and raise awareness of critical topics impacting young people, public education and our regional economy.

They also connect volunteers, employers, donors and other supporters with opportunities for greater engagement and advocacy for our students and public education.





## Achieve Twin Cities 2024 Community Partners

Strong partnerships are at the heart of our renowned career and college readiness programs. In addition to our primary program partnerships, each year we recognize a select group of Achieve Twin Cities Community Partners that have demonstrated outstanding commitment to our mission and vision of equipping young people for careers, college and life.

We give thanks to these 2024 Community Partners, which include 42 Twin Cities companies, government agencies and nonprofits that provided generous financial gifts, programmatic support or strategic leadership assistance during the 2024 fiscal year (July 1, 2023 - June 30, 2024).

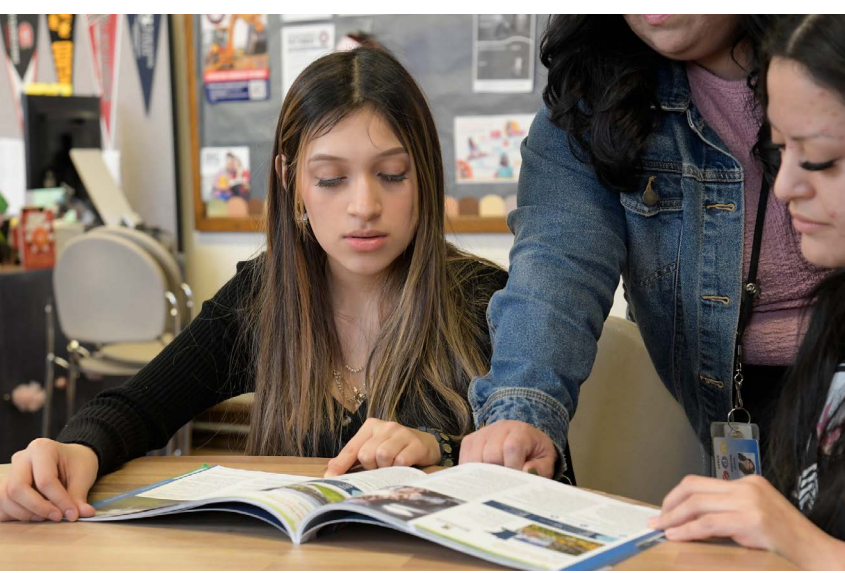
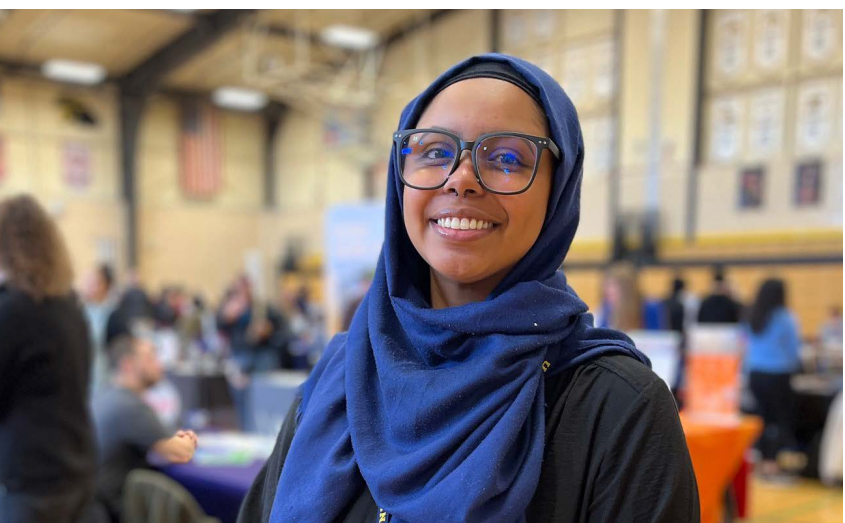
Accenture  
Allina  
Andersen Corporation and  
Andersen Corporate  
Foundation  
APi Group  
Best Buy  
Blaze Credit Union  
C.H. Robinson  
Cargill  
CenterPoint Energy  
Children's Minnesota

CLA Foundation  
Construction Careers Foundation  
(MN Trades Academy)  
Deloitte Foundation  
Emerson  
Fairview  
General Mills  
Graco  
Graves Foundation  
Hennepin County  
Hennepin Healthcare  
Inner City Tennis

Jones Day  
Kraus-Anderson  
MIGIZI Communications  
The Minneapolis Foundation  
Minneapolis Park and  
Recreation Board  
MNGI  
Minnesota Twins Baseball Club  
National Grid Renewables  
NMDP  
Rêve Academy  
Securian Financial

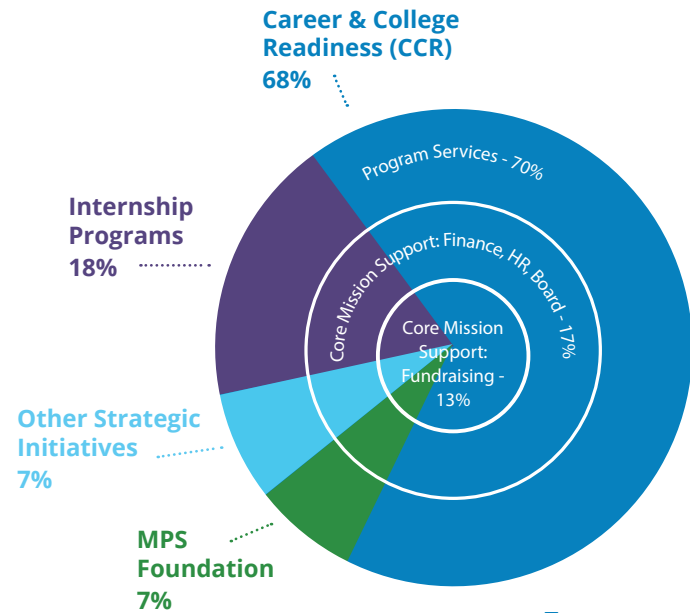
State Farm  
State of Minnesota  
Target  
Thrivent  
U.S. Bank  
UCare  
University of Minnesota  
Walser  
Wold Architects and  
Engineers  
Xcel Energy





# FY2024 Financial Snapshot

(July 1, 2023 - June 30, 2024)



	Expenses	% of Total
Career & College Readiness (CCR)	\$3,914,635	68%
Internship Programs	1,051,091	18%
MPS Foundation	416,161	7%
Other Strategic Initiatives	407,546	7%
<b>Total</b>	<b>5,789,432</b>	<b>100%</b>

	Income	% of Total
Contributions*	\$2,371,049	43%
Contracts	2,517,485	46%
Fiscal Management Fees	94,601	2%
Special Events - Net	192,486	3%
Interest Income	335,139	6%
<b>Total</b>	<b>5,510,762</b>	<b>100%</b>

Figures do not include flow-through funds managed on behalf of others. \*Contributions do not include prior year contributions released from restriction in FY23-24. [View our audited 2024 financial statements.](#)



Our outstanding board provides strategic leadership, maintains fiduciary responsibility, connects us to community resources and helps set the direction of our organization in providing career and college readiness programs.

## Board of Directors

### Officers

**Abdul M. Omari – Chair**  
CEO, AMO Enterprise

**Shamayne Braman – Vice Chair**  
Chief Diversity, Equity & Inclusion Officer, Sonos

**Nick Hara – Treasurer**  
Managing Director, Business Tax Services, KPMG LLP

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# Board of Directors

## Members

### **Abdul Abdi, Ex Officio**

Director, MPS Board of Education

### **Roma Anderson Milton**

Twin Cities Business Leader

### **Ling Becker**

Director of Workforce Solutions, Ramsey County

### **Elizabeth Betzler**

Vice President of Diversity & Inclusion, Thomson Reuters

### **Brett Bohlander**

Owner/President, Atlas Manufacturing

### **James Burroughs**

SVP, Government and Community Relations, Chief Equity and Inclusion Officer, Children's Minnesota

### **Kristina Carlson**

SVP and Chief Litigation Counsel, U.S. Bank

### **John Conlin**

SVP, Food and Beverage, Target

### **Scott Cummings**

Minnesota Market Lead, Accenture

### **Laura Day**

EVP, Chief Business Officer, MN Twins

### **Mayor Jacob Frey, Ex Officio**

Mayor, City of Minneapolis

### **Derek Fried**

Twin Cities Business Leader

### **Art Gardner, Jr.**

Construction Manager, Hillcrest Development, LLP

### **Chelsie Glaubitz Gabiou**

President, Minneapolis Regional Labor Federation

### **Danielle Grant, Ex Officio**

President and CEO, Achieve Twin Cities

### **Michelle Grogg**

Executive Director, The Cargill Foundation and VP, Corporate Responsibility & Sustainable Development

### **Steve Liss**

Retired Chief Operating Officer and General Counsel, Minneapolis Public Schools

### **Brad Pederson**

Partner, Taft Stettinius & Hollister LLP

### **Sarah Quayle**

Chief People Officer, Shift Paradigm

### **Caralie Roisum**

Director of Marketing and Creative Services, API Group

### **Amber Ruffin**

Health Equity Program Manager, NMDP

### **Jeff Savage**

SVP, Chief Audit and Financial Services Officer, Xcel Energy

### **Superintendent Lisa Sayles-Adams, Ex Officio**

Superintendent, Minneapolis Public Schools

### **Mike Smoczyk**

Director of Professional Development, Kraus-Anderson Companies, Inc.

### **Susan Soldin**

Vice President, Human Resources Neuroscience Portfolio, Medtronic

### **Sara Stamschror-Lott**

CEO/Founder, Creative Kupaya

### **John Stanoch**

Twin Cities Business Leader

### **Elizabeth Stevens**

Retired Associate Dean of Enrollment & Director of Financial Aid, St. Catherine University

### **Tony Tolliver**

Twin Cities Business Leader

### **Sam Walling**

Partner, Jones Day

### **Mat Watson**

SVP, Finance; Controller and Chief Accounting Officer, Best Buy

### **Chrissie Weyenberg**

Chief Audit Executive, Global Internal Audit, General Mills



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