



2024-25 Annual Report



**Building Confidence,
Creating Opportunity**



“To me, confidence means two things: trust in the outcome and trust in oneself to create it. That’s what Achieve builds for our students: a community they can trust to support their career and college goals all the way to the outcome.”

- Shamayne Braman
Chair, Achieve Twin Cities
Board of Directors

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Building Confidence, Creating Opportunity



A Message From Danielle Grant, President and CEO

At Achieve Twin Cities, we believe every young person deserves the chance to imagine—and achieve—a future filled with purpose.

As the leading provider of career and college planning services in Minneapolis and Saint Paul, we provide the tools, connections—and perhaps most importantly, the confidence—that students need to turn their career dreams into reality and power our region into the future.

Student confidence is a powerful predictor of future success. When students walk alongside our dedicated staff, confidence in their postsecondary plans grows dramatically—from 60% at the start of senior year to 81% by graduation. That kind of growth is transformational—not just for students, but for families and our entire community.

Today, Achieve supports more than 15,500 students across 26 high schools. While we see challenges and inequity all around us, we also see immense hope.

Confidence is not passive; it is belief paired with action. Through our Career and College Centers, students explore options and take concrete steps toward their goals. Through Step Up internships, they gain early career exposure, on-the-job skills and professional mentors. And thanks to your generous support, these opportunities multiply.

Thank you for being part of the village that surrounds students with possibility. Together, we can ensure young people step confidently into their futures.

Danielle Grant

Achieve Twin Cities Fast Facts

Every Student. Every Future.

Achieve Twin Cities guides students in the critical steps of planning for life after high school. Through personalized advising and postsecondary planning, career experiences and internships, and employer and volunteer engagement, we provide the support and connections young people need to pursue careers, college and a future filled with possibility.



15,500 Students have access to expert, personalized career and college readiness advising and activities through our 26 MPS and SPPS high school centers.



Career and College Readiness Guidance for 23+ 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.

Career and College Readiness Program

Embedded Advising and Postsecondary Planning in Every School

Achieve Career and College Centers (CCCs) are embedded in 26 high schools across Minneapolis and Saint Paul, ensuring students have consistent, trusted support for career and college planning.

Through one-on-one advising, postsecondary guidance, FAFSA and financial aid assistance, and career exploration, we help every student imagine, plan and pursue a future filled with possibility.



“When I first started high school, I didn’t have a clue what I wanted to do. But Mr. Carlson in the CCC helped me figure out what I really enjoy and want to study in college. That boosted my confidence by like tenfold. Next fall I’m excited to attend the University of St. Thomas and study business, finance and economics.”

- Jamiya, senior at Highland Park Senior High School



15,500 students

had full access to Achieve career and college readiness programs, with 8,500 receiving personalized advising and support



93% of seniors

engaged with Achieve through one-on-one and group support



Seniors’ confidence in planning for their future climbed to 81%

by graduation, up from 60% at the start of senior year, with support from Achieve

Career and College Readiness Program

Career Experiences and Internships

From personal advising and career exploration events to workplace visits and paid Step Up internships, Achieve connects young people with real-world opportunities that bring their goals to life.

Hands-on experiences help students explore interests, build professional networks and gain the skills and confidence that turn career and college planning from ideas into action.



“Before I visited the Career and College Center, I didn’t know anything about mechanical engineering scholarships or colleges. Miss Tina showed me how to learn more about this career field and put together a strong college application. Thanks to her support, I’ll be attending Louisiana State University on a full-ride scholarship.”

- Ty, senior at North Community High School



See how we helped Jamiya and Ty plan for career and college success in our video, *Confidence in Numbers*



1,500 Minneapolis youth connected with Step Up work readiness training and paid internships



Achieve coordinated 1,000+ interactive events across partner high schools, helping students explore career and postsecondary pathways



93% of seniors who utilize Achieve services graduate with a clear, documented plan for their future careers

Career and College Readiness Program

Employers and Volunteers Who Open Doors

Achieve mobilizes employers and volunteers to bring the world of work into schools and open doors for young people. By preparing and connecting employers with students, Achieve makes career and college exploration a natural part of high school life, expanding opportunities for students while helping employers build a strong local talent pipeline.

Other Support for Public Education and Students

Minneapolis Public Schools 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.



“Confidence is huge in a student’s journey – like the confidence to know they can apply for jobs, college or scholarships, and that they have the knowledge and power to do it. I’ve really seen how the more time students spend in our career and college center, the more confident they become about their career plans.”

- Matt, Achieve CCC coordinator at Highland Park Senior High School



50+ Twin Cities employers

hired Step Up interns, equipping Minneapolis youth with valuable job experience and confidence while nurturing future talent



300+ community and corporate volunteers

introduced students to career pathways and workplace skills through Achieve career events



3 out of 4 Step Up Level 2 supervisors

said they are more prepared to work with our future workforce after providing internships



Achieve Twin Cities Community Partners

Strong partnerships are at the heart of our career and college readiness programs. 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.

Our sincere thanks to our **2025 Community Partners**—39 Twin Cities companies, government agencies and nonprofit organizations that provided generous financial resources, Step Up internships, volunteers or other strategic support during our 2025 fiscal year (July 2024–June 2025).

Accenture
 Andersen Corporation
 and Andersen Corporate
 Foundation
 APi Group
 Asian Media Access
 Best Buy
 C.H. Robinson
 Cargill
 Children's Minnesota
 Construction Careers
 Foundation (MN Trades
 Academy)

Deloitte Foundation
 Elpis Enterprises
 Emerson
 Finishing Trades Institute
 Upper Midwest
 General Mills
 Graco
 Hennepin County
 Hennepin Healthcare
 InnerCity Tennis
 Jones Day
 Kraus-Anderson

Literacy Minnesota
 M Health Fairview
 MIGIZI Communications
 Minneapolis Park and
 Recreation Board
 MNGI
 Securian Financial Foundation
 State Farm
 State of Minnesota
 Target
 Teach For America - Twin Cities
 Thrivent

Tree Trust
 U.S. Bank
 UCare
 University of Minnesota
 Walser
 Wold Architects and Engineers
 Workday
 Xcel Energy



Financial Snapshot Fiscal Year 2025

(July 1, 2024 - June 30, 2025)

All Achieve Twin Cities expenses – whether for specific programs, shared across multiple programs or those that keep us operational – are essential investments that support our mission.

Program costs cannot be separated from “overhead” because core functions such as staffing, technology, facilities and infrastructure are necessary for effective program delivery and community impact.

These foundational costs ensure quality, accountability and long-term sustainability. Without them, our programs would not be possible.



**View our Audited
Financial Statements
and IRS Form 990**

	Expenses	% of Total
Career & College Readiness (CCR)	\$4,162,891	74%
Internship Programs	969,957	17%
MPS Foundation	312,000	6%
Other Strategic Initiatives	170,599	3%
Total	5,615,448	100%

	Income	% of Total
Contributions*	\$2,518,233	55%
Contracts	1,519,330	33%
Fiscal Management Fees	109,639	2%
Special Events - Net	205,264	4%
Interest Income	263,347	6%
Total	4,615,812	100%

*Contributions do not include prior year contributions released from restriction in fiscal year 2025. Figures do not include flow-through funds managed on behalf of others.





Achieve Twin Cities' 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

Shamayne Braman – Chair

Senior Director, Talent Management and Organizational Effectiveness, Cargill

Sarah Quayle – Vice Chair

Senior Director, Organizational Development and Effectiveness, UnitedHealth Group

Derek Fried – Treasurer

Development Officer, Carleton College

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Board of Directors

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Brett Bohlander

Owner/President, Atlas Manufacturing

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Krissi Carlson

SVP and Chief Litigation Counsel, U.S. Bank

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John Conlin

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Construction Manager, Hillcrest Development, LLP

Chelsie Glaubitz Gabiou

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Program Director, Vibrant & Equitable Communities, McKnight Foundation

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Attorney | Shareholder, Anthony Ostlund

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

Chrissie Weyenberg

Vice President, Global Shared Services, General Mills



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