



 **achieve**  
TWIN CITIES

We inspire & equip students for careers, college and life.



2021-2022 ANNUAL REPORT

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# Welcome from our President and CEO Danielle Grant

Dear friends,

**2022 was a truly exciting and historic year for our organization.** We celebrated our 20<sup>th</sup> anniversary, officially expanded our career and college readiness services in Saint Paul Public Schools and rebranded from AchieveMpls to Achieve Twin Cities. We're so thankful for your strong partnership in this work!

Achieve was founded in 2002 through the merger of Youth Trust and the Minneapolis Public Schools Foundation. **Over the past 20 years – and in collaboration with our generous community – we've provided career and college readiness support and other programs for over 80,000 students,** equipping new generations of young leaders for meaningful careers and financial independence.

**This year we formalized our expansion in Saint Paul Public Schools (SPPS)** after a successful pilot at the invitation of district leaders. Achieve was selected by SPPS for this partnership because of our strong reputation, extensive experience in Minneapolis Public Schools (MPS) and alignment with the *SPPS Achieves* strategic plan's commitment to career and college pathways for all students.

With this growth in Saint Paul – and the addition of MPS contract alternative schools – **Achieve now offers personalized services for 18,000 students in 26 high schools.** Together with district and school leaders, we're working to build a strong, integrated system of support that ensures all students have access to a full range of career and postsecondary planning resources and opportunities.

**This year our internship programs – Step Up (with the City of Minneapolis) and Achieve College Internships – also connected hundreds of students,** providing high-quality paid career experiences, work readiness training and professional mentors. Thanks to our generous internship partners, these young people gained invaluable hands-on experience and employers were able to discover and support new talent for their industries.

**Our rebrand to Achieve Twin Cities celebrates the expansion of our work,** signals our strong commitment to young people in both cities, and acknowledges our partnerships with the growing number of metro employers, public agencies, funders and others who are vital to student success.

Expanding to serve more students is especially critical today with the many challenges confronting our young people, including ongoing disruption from the COVID-19 pandemic and our region's wide racial gaps in postsecondary education, meaningful employment and family-sustaining wages.

**We believe that career and college readiness is a powerful tool to address these harmful disparities – and as we look ahead to our next 20 years, we need your continued investment** to continue connecting students with expert guidance, meaningful, family-sustaining careers and employers that need their skills, creativity and energy.

Thank you for your dedicated partnership as we begin this exciting new chapter together.



Danielle Grant  
President and CEO



# Our Mission, Vision and Values

## Our Mission

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

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.

## Our Values

**Anti-racist:** In all of our work we are intentional and unwavering about naming and dismantling structural racism and other forms of bias.

**Equity-driven:** We prioritize services for our students with the greatest needs, especially those who are systemically oppressed.

**Youth-centered:** Our young people are talented, capable and ready to learn; we meet them where they are and put them at the center of everything we do.

**Dedicated to career and college readiness:** We believe in the power of career and postsecondary readiness to enable young people to imagine and live rewarding lives.

**Effective:** We seek to be best in class at everything we do, fostering innovation, data-driven decision-making and accountability to our stakeholders.

**Strategic partners:** We need to do this work together. Public and private collaboration and support is critical for success.

**Good stewards:** We are resourceful and tenacious in maximizing our stakeholders' time, talent and treasure.

**A great place to work:** We achieve our mission through our dedicated and talented team. We continually seek ways to support, engage with and be accountable to the people in our organization.



# Our Programs

We believe in the power of career and college readiness to equip young people to imagine and live rewarding lives and help ensure that all students have the personalized support, resources and connections they need to secure meaningful careers and long-term financial independence. In this work we recognize the value in every path to personal and economic well-being and success.

## Career and College Readiness Centers and Services



Achieve Twin Cities is the sole universal career and college readiness provider for Minneapolis Public Schools and Saint Paul Public Schools, with expert services and full-time Achieve staff embedded in 26 district high schools.

Our professional team creates a supportive space for young people to access expert guidance and resources on their path to self-discovery, postsecondary and career success, including one-on-one advising and a wide range of career and college exploration opportunities.

In close collaboration with school counseling teams, we connect students with 2 and 4-year colleges, apprenticeships, training programs and a wide variety of additional postsecondary options to help them discover, explore and plan for meaningful careers and financial independence.

During the 2021-2022 school year, these services were accessible to over 15,400 Minneapolis and Saint Paul students, with direct advising and support provided for more than 5,200 students.

## Step Up Youth Employment Program



Step Up connects Minneapolis youth (ages 14-21) with paid internships, mentors and other opportunities that help them discover new career fields and build their resumes.

In collaboration with employers in 15 industries, Step Up has created over 31,000 career opportunities since 2003 and helps build a more diverse, skilled and equitable workforce for our region. Step Up is a partnership of Achieve Twin Cities, the City of Minneapolis, the Minnesota Department of Employment and Economic Development and Project for Pride in Living.

In the midst of the COVID pandemic, in the summer of 2022, 82 dedicated Step Up employers provided internship opportunities for 729 Minneapolis youth, who brought home over \$1.8 million in wages. Step Up interns are more likely to be graduation ready, with 95% reporting that their internships provided valuable learning experiences. 90% of employers say their intern made valuable contributions to their organization.

Step Up interns include over 90% youth of color, over 80% youth from low income families, over 50% youth from immigrant families and over 20% youth with disabilities.

# Our Programs

## Achieve College Internships



Our new college internships program connects talented, diverse college students with high-quality paid summer internships, professional training, mentors and career networks at 60+ global businesses, local companies and community-based organizations. The program is designed to help young professionals launch their careers in the Twin Cities and also provide great opportunities for employers to discover and support new talent.

In our first three years, we've provided professional internships for 113 students from 20 colleges and universities. Participants have included Step Up alumni, Minneapolis

Public Schools graduates and Black Men's Success Initiative Scholars. 96% of Achieve college interns are BIPOC (Black, Indigenous or People of Color) individuals.

## Community Engagement Events



Achieve community engagement events are grounded in our mission of rallying community support to inspire young people for careers, college and life, and our strategic goal of cultivating an engaged community that invests in and advocates for our students.

Our EDTalks, Principal Partner Day, Achieve Twin Cities Lunch Break and other public events spark conversations and raise awareness of critical topics impacting young people, public education and our regional economy.

They also connect community members with others who are passionate about these issues and opportunities for greater engagement and advocacy for students and public education. Learn about upcoming events at [achievetwincities.org/events](https://achievetwincities.org/events).

## Support for Minneapolis Public Schools



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

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

## Meet Our Alumni

Since 2002, Achieve Twin Cities has provided career and college readiness support for over 80,000 students to equip them in discovering, exploring and creating their own unique postsecondary and career pathways. These young people are now our community's dynamic new leaders, bringing their creativity, talent and fresh energy to a wide variety of career fields and organizations in the Twin Cities and beyond.



### Lindsay Harris, Step Up

Lindsay Harris credits her Step Up high school internship with the hands-on experience, shadowing opportunities and skills that opened doors for future career opportunities. Now as manager of emerging talent at Best Buy, Lindsay was honored as Step Up's Outstanding Alum for 2022. In her role at Best Buy, she's also come full circle to onboard and mentor her own Step Up interns. "As an African American woman, it's difficult to work in places where I don't see a lot of people who look like me, and very few managers who look like me," she says. "Now I'm a senior manager with the ability to have an impact and a say in who we hire at Best Buy. Step Up fueled my passion for people like me. When I am working with a Step Up intern or another young person who looks like me and they realize what is possible, I'm opening a door."

### Chieng Lor, Step Up and Achieve College Internships

Chieng Lor landed a great job in healthcare as associate project manager at UCare soon after the completion of his Achieve college internship at the organization. He says his internship co-workers at UCare helped him learn about new opportunities in project management and offered great ideas about how he could pursue this career in a healthcare setting. Chieng is excited to be working in a field and at an organization where he can make a real difference. "I aim to be a part of the change that will improve and grow the healthcare system," he says. "As healthcare needs are changing and evolving, the system must evolve to reflect these needs, while delivering quality, safe, efficient, patient-centered care, and most importantly, doing it equitably."



### Zihaam Nor, Step Up and Career & College Centers

Four Step Up internships plus support from her South High School Achieve Career & College Center have helped senior Zihaam Nor get a head start on planning her future – and discover her interest in a management information systems career at an early age. Zihaam was honored this year as the 2022 Step Up Intern of the Year in recognition of her talent, energy and outstanding work at her internship site. "Through Step Up, I've learned that I like business, want to use a computer and maybe work in technology," she says. "In the South Career & College Center, the staff are helping me find the right colleges for this career field and scholarships that are a good fit. They've cheered me on the whole way and connected me with so many great people to network with. I'm so thankful for their support!"



# Our Reach and Impact

**20**  
years

Founded in 2002, Achieve Twin Cities is celebrating 21 years of inspiring and equipping students for careers, college and life.

**80,000**  
students

Thanks to our community's generous support, we've provided career and college readiness services for over 80,000 Twin Cities students.

**200+**  
partners

We partner with Minneapolis and Saint Paul public school districts, the City of Minneapolis and over 200 other government, business and nonprofit partners.

## School-based Services

**26**  
high schools

We provided career and college readiness support and services in 26 Minneapolis and Saint Paul public high schools.

**15,400+**  
students

Over 15,400 students had access to Achieve school-based services and partnerships.

**5,200+**  
students

We offered direct advising and support for more than 5,200 students.

**95%**  
students

**95% of students** who used our school-based services graduated with a career pathway plan.

**69%**  
students

**BIPOC students** who used our school-based services enrolled in postsecondary programs at 69% higher rates than those who did not.

**79%**  
higher rate

**Lower-income students** who used our school-based services enrolled in postsecondary programs at 79% higher rates.

## Step Up Youth Employment Program

**20<sup>th</sup>**  
summer

2022 was Step Up's 20th summer of providing internships and other career exploration opportunities for Minneapolis youth.

**31,000+**  
internships

Step Up has created over 31,000 internship experiences since its founding in 2003.

**15**  
industries

Dedicated Step Up employers represent 15 diverse industries, providing a wide range of career experiences and opportunities for our young people.

**\$**  
millions in wages

Each summer, Step Up interns collectively bring home over \$1.8 million in wages.



## 2022 Achieve Twin Cities Community Partners

We believe that young people can achieve their greatest potential in school, work and life when they have strong schools, caring adults and a generous community to support them.

Each year we partner with over 200 local companies, government agencies and nonprofits who provide invaluable support to students by creating internship opportunities, introducing them to new careers through worksite tours and school-based career exploration events, volunteering for mock interviews and other skill-building activities, providing generous financial resources for our programs and much more.

Our tremendous thanks to these 34 organizations who were honored as our 2022 Community Partners for their exemplary programmatic and financial support during the 2022 fiscal year, which helped ensure that all of our students have the tools and connections they need to begin paths toward purposeful, life-enriching careers.

- Accenture
- Allianz
- Ameriprise
- Andersen Corporation
- Be the Match
- Best Buy
- Boston Scientific
- C.H. Robinson
- Cargill
- CenterPoint Energy
- Children's Minnesota
- Clifton Larson Allen
- Construction Careers Foundation
- General Mills
- Graco
- Hennepin County
- Hennepin Healthcare
- Jones Day
- M Health Fairview
- MIGIZI Communications
- Minneapolis Park and Recreation Board
- People Incorporated
- Rêve Academy
- Securian Financial
- State Farm
- State of Minnesota
- Target
- Thrivent
- U.S. Bank
- UCare
- University of Minnesota
- Walser
- Wheel Fun Rentals
- Xcel Energy

# Evening of Excellence Sponsors 2021 (2021-22 fiscal year)

Thanks to these generous Evening of Excellence sponsors, who provided invaluable support for our annual celebration and our career and college readiness programs.

## PRESENTING SPONSOR



## PLATINUM SPONSOR



## DIAMOND SPONSORS



## GOLD SPONSORS



## SILVER SPONSORS

Abdul M. Omari, PhD – AMO Enterprise

Robins Kaplan LLP

Capella University

Schechter Dokken Kanter, CPA

Children's Minnesota

SUCCESS Computer Consulting

Dorsey & Whitney LLP

Thrivent

KPMG LLP

Xcel Energy

Minneapolis Regional Chamber

Winthrop & Weinstine, P.A.

Minnesota Private College Council

## FUND A FUTURE SPONSORS

Kraus-Anderson  
Companies

Media Bridge  
Advertising

Upsher-Smith

Vidscrip

# Balance Sheet - Achieve Twin Cities Programs\*

June 30, 2022

## ASSETS

Cash and equivalents	3,986,422
Net pledged contributions receivable	106,012
Accounts receivable	437,290
Prepaid Expenses	30,753
Property & equipment, net of depreciation	56,361
Deferred Expenses	(6,545)

**Total Assets** **4,610,292**

## LIABILITIES & NET ASSETS

### Liabilities

Accounts payable	67,405
Accrued vacation and payroll	287,051
Other liabilities	10,220

**Total Liabilities** **364,676**

### Net Assets

Net assets without donor restrictions:	
Undesignated	1,125,940
Board designated	675,697
Total net assets without donor restrictions	1,801,637
Net assets with donor restrictions	2,443,979

**Total Net Assets** **4,245,616**

**Total Liabilities & Net Assets** **4,610,292**

*\*Does not include flow-through funds.*

# Income Statement - Achieve Twin Cities Programs\*

July 1, 2021 - June 30, 2022

## REVENUE & SUPPORT

Contributions	1,569,720
Contracts	2,371,478
Fiscal Management Fees	141,453
Special Events - Net	160,214
Other income	1,000
Interest Income	23,067

### Total Revenue & Support

**4,266,932**

## EXPENSES

Personnel	3,732,498
Staff Parking & Travel	2,761
Occupancy & Equipment	194,780
Telephones & Internet	14,605
Insurance	18,262
Printing/Postage/Supplies	20,175
Licenses, Fees, Dues	18,194
Consultants & Professional Fees	92,071
Program Expenses	24,202
Meetings & Other Events	24,840
PR/Marketing/Comms/Outreach	66,096
Staff, Board, Volunteer Exp	3,543
Bank Fees & Other	5,161
Depreciation	38,496
Pledges Uncollected	1,850

### Total Expenses

**4,257,533**

## TOTAL CHANGE IN NET ASSETS

**9,399**

*\*Does not include flow-through funds.*

# Statement of Functional Expenses - Achieve Twin Cities Programs\*

July 1, 2021 - June 30, 2022

EXPENSES	PROGRAM SERVICES	MANAGEMENT & GENERAL	FUNDRAISING	TOTAL
Personnel	3,260,491	309,503	162,504	3,732,498
Staff Parking & Travel	2,294	327	140	2,761
Occupancy & Equipment	75,289	94,283	25,207	194,780
Telephones & Internet	5,012	9,230	363	14,605
Insurance	-	18,262	-	18,262
Printing/Postage/Supplies	3,650	5,290	11,234	20,175
Licenses, Fees, Dues	13,063	4,626	504	18,194
Consultants & Professional Fees	35,849	56,222	-	92,071
Program Expenses	24,202			24,202
Meetings & Other Events	6,729	18,111	-	24,840
PR/Marketing/Comms/Outreach	19,104	45,468	1,523	66,096
Staff, Board, Volunteer Exp	1,368	2,095	79	3,543
Bank Fees & Other	29	5,132	-	5,161
Depreciation	9,000	27,561	1,935	38,496
Overhead	298,711	(222,178)	(76,533)	-
Pledges Uncollected	-	-	1,850	1,850
<b>TOTAL EXPENSES</b>	<b>3,754,791</b>	<b>373,934</b>	<b>128,808</b>	<b>4,257,533</b>

July 1, 2021 - June 30, 2022

PROGRAMS	TOTAL
Career & College Readiness (CCR)	2,622,846
Internships Programs	632,420
MPS Foundation: scholarships/awards, fundraising, funds mgmt	335,807
Other Strategic Initiatives	163,718
<b>Total Program Expenses</b>	<b>3,754,791</b>

\*Does not include flow-through funds.

# Achieve Twin Cities Board of Directors 2021-22

## OFFICERS

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UCare

### **Abdul M. Omari PhD, Vice Chair**

AMO Enterprise

### **Nick Hara, Treasurer**

KPMG LLP

## MEMBERS

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Inspire Medical Systems, Inc.

### **Kawaskii Bacon**

Media Bridge Advertising

### **Brett Bohlander**

Atlas Manufacturing

### **Shamayne Braman**

Sonos

### **James Burroughs**

Children's Minnesota

### **Krissi Carlson**

U.S. Bank National Association

### **John Conlin**

Target

### **Scott Cummings**

Accenture

### **Honorable Martha Holton Dimick**

Judge in Fourth Judicial District, State of Minnesota

### **Kim Ellison, Ex Officio**

Chair, MPS Board of Education

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Mayor, City of Minneapolis

### **Derek Fried**

Wells Fargo

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

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### **Chelsie Glaubitz Gabiou**

Minneapolis Regional Labor Federation

### **Superintendent Ed Graff, Ex Officio**

Superintendent, Minneapolis Public Schools

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

President and CEO, AchieveMpls

### **Michelle Grogg**

The Cargill Foundation

### **Nerita Hughes PhD**

North Hennepin Community College

### **Anil Hurkadli**

The Saint Paul & Minnesota Foundation

### **Mark Jennen**

Graco

### **Velma Korbel**

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### **Steve Liss**

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### **Elizabeth Nelson**

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Twin Cities Business Leader

### **Elizabeth Stevens**

St. Catherine University

### **Tony Tolliver**

Center for Economic Inclusion

### **Mat Watson**

Best Buy

### **Chrissie Weyenberg**

General Mills

# Achieve Twin Cities Staff 2021-22

**Danielle Grant**

President and CEO

**Nora Guerin**

Career and College Readiness Coordinator

**Brenda Palo**

Achieve College Internships Associate

**Jane Austin**

Director of Marketing

**Zoey Haines**

Career and College Readiness Coordinator

**Colin Peters**

Career and College Readiness Coordinator

**Rebecca Becker**

Development Database Coordinator

**Katherine Hanson**

Career and College Readiness Coordinator

**Andrew Peterson**

Career and College Readiness Coordinator

**Carson Becker**

Step Up Employer Engagement Associate

**Angel Jennings**

Office Manager and Special Projects Associate

**Beebee Qureshi**

Monitoring and Evaluation Data Specialist

**Lisa Beckham**

Career and College Readiness Program Manager

**Hannah Jones**

Development Manager

**Eric Rodgers**

Career and College Readiness Coordinator

**Jessica Bedward**

Career and College Readiness Coordinator

**Amanda Justen**

Career and College Readiness Coordinator

**Hana Sato**

Career and College Readiness Coordinator

**Elizabeth Bjork**

Accounting and Finance Manager

**Bridgette Kelly**

Career and College Readiness Coordinator

**Samuel Smith**

Career and College Readiness Coordinator

**Sarah Blouin**

Career and College Readiness Coordinator

**Katherine Kovacovich**

Career and College Readiness Coordinator

**Andrew Sonnesyn**

Manager of Strategic Resource Development for MPS

**Jeremiah Brown**

Senior Director of Internships and Partnerships

**Doyen Kulee**

Career and College Readiness Coordinator

**Christopher Stoltenberg**

Career and College Readiness Coordinator

**India Burton**

Career and College Readiness Coordinator

**Susan Ladehoff**

Executive Assistant and Board Liaison

**Megan Swoboda**

Director of Finance and Operations

**Caitlyn Cole**

Career and College Readiness Program Manager

**Samuel Larsen-Ferree**

Grant Writer

**Anthony Villagrana**

Career and College Readiness Coordinator

**Mariah Colucci**

Step Up Employer Engagement Associate

**Erica Lebens-Englund**

Career and College Readiness Coordinator

**Nolan Wages**

Step Up Employer Engagement Associate

**Lisa Dornacker**

Career and College Readiness Coordinator

**Talia Levin**

Step Up Youth Services Manager

**Emily Westerlund**

Manager of Monitoring and Evaluation

**Heidi Draskoci-Fricke**

Events Manager

**Kia Lor**

Step Up Youth Services Associate

**Donte Wilkins**

Career and College Readiness Coordinator

**Kendra Engels**

Director of School-Based Programs

**Yolanda Martinez-Pineda**

Career and College Readiness Coordinator

**Haley Wireman-Sobba**

Career and College Readiness Coordinator

**Tiffany Enriquez**

Career and College Readiness Program Manager

**Kelsey Massey**

Career and College Readiness Coordinator

**Kong Xiong**

Career and College Readiness Coordinator

**Ashley Grell**

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**Munira Mohamed**

Career and College Readiness Coordinator

**Rose Yackley**

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You can find our audited financial statements at [www.achievetwincities.org/financials](http://www.achievetwincities.org/financials)