

EDUCATION
WORK



2025 IMPACT REPORT

www.eaw.org

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2025 Impact Report: Empowering Futures

Twenty-twenty-five (2025) marked a transformative chapter for Education at Work, defined by record-breaking growth and a renewed sense of purpose. Our transition to Britebound (formerly American Student Assistance) has significantly enhanced our mission alignment, providing us with a robust foundation to scale our impact.

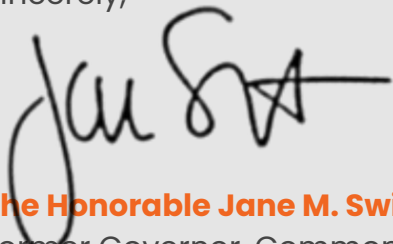
This year, we achieved remarkable milestones, from expanding our strategic partnership with Intuit's TurboTax to winning a competitive bid to provide over two thousand high school students in New Mexico with life-changing, paid summer internships. These successes underscore our unwavering commitment: ensuring every student has access to the high-quality, work-based learning necessary to launch a successful career.

We are rapidly evolving our program offerings to meet the demands of a dynamic employment landscape. From professional tax preparation to cutting-edge AI-enhanced digital media production, our internships empower students to explore diverse career paths while building the "AI-proof" durable skills required for the modern economy. By bridging the gap between classroom theory and real-world application, we are helping the next generation of talent navigate the innovation economy with confidence. Our team's dedication ensures that students are not just participants in the workforce but are uniquely prepared to lead within it.

The introduction of these innovative pathways, alongside our continued collaboration with industry leaders, allowed us to serve over 1,352 students this year. While our recent expansion is cause for celebration, it also illuminates the vast, unmet need for these opportunities across the United States. With our new ownership and expanded resources, we are more energized than ever to pioneer scalable solutions that serve even more students in the years to come.

Thank you for your continued support of our work. I invite you to join us on this exciting journey as we continue to help every young person chart a deliberate and successful path to a good first job.

Sincerely,



The Honorable Jane M. Swift

Former Governor, Commonwealth of Massachusetts
CEO, Education at Work



WHAT WE DO

Bridging the Gap: Empowering Students, Driving Economic Mobility

Education at Work is pioneering a new era of work-based learning, transforming the education-to-career journey through paid, professional, and flexible internships. We strategically equip motivated students with the "AI-proof" durable skills required to lead in a dynamic economy, while simultaneously providing our partners with a future-ready talent pipeline. Founded in 2012, we serve as a high-impact intermediary—aligning the goals of educational institutions, students, and industry leaders to drive measurable economic mobility and exceptional career outcomes.

The E@W Model: Where Education Meets Experience

Our high-impact model prioritizes workforce preparedness by integrating training, mentorship, and flexible scheduling that allows students to excel academically while gaining critical experience in real-world environments. We collaborate with academic and community stakeholders to provide remote and on-campus workspaces that meet students where they are. The result: emerging professionals who consistently exceed expectations, build lasting economic mobility, and graduate uniquely prepared to lead and succeed in the innovation economy. At Education at Work, students don't just work—they accelerate their future.

WHO BENEFITS



Students

E@W students accelerate their professional trajectory toward lasting economic mobility and high-growth careers.



Educational Institutions & Government Partners

Our evidence-based programs are a high-impact solution for advancing education, economic equity, and preparing students to succeed without compromising their academic goals.



Industry Partners

We address critical workforce demands by deploying skilled student talent for real, high-stakes tasks, such as preparing taxes for TurboTax during peak season, while simultaneously securing a sustainable, future-ready talent pipeline.

2025 YEAR IN REVIEW



1,352

STUDENTS IMPACTED*

*Students in production >= 1 day between
January 1, 2025 - December 31, 2025

**Total wages and Tuition
Assistance paid out:**

\$8,414,187



**Total Estimated
Wages**

\$7,659,636



**Total Tuition
Assistance**

\$754,551



57%

**of our
students are
Pell eligible**



49%

**of our
students are
first-generation**



81%

**of our students
identified
as POC**

*Demographic information is self-reported by students

STUDENT IMPACT

Education at Work is dedicated to empowering students, fostering the development of crucial professional skills, and providing resume-worthy work experience. Through meaningful, flexible work opportunities and mentorship, students acquire practical knowledge and abilities highly sought after by employers in a fast-changing workforce.

Amy Enriquez Psychology major '26

"My work at E@W has provided me with experience in critical thinking and problem-solving that are very applicable in my future career path. It has also allowed me to better understand workplace expectations, build confidence in professional settings, and apply what I've learned in the classroom to real-world situations."

STUDENTS BUILD AND IMPROVE IN-DEMAND, DURABLE SKILLS WORKING FOR E@W

***Students agree that their experience with E@W positively impacted their skills related to:**



COMMUNICATION

93%



PROBLEM-SOLVING

93%



PROFESSIONALISM

91%



CRITICAL THINKING

89%

These represent some of the most essential, durable skills employers seek, especially in entry-level positions.

*2025 Voice of the Student Survey. Data includes responses of "Somewhat agree," "Agree," and "Strongly Agree"

THE TECHNICAL EDGE

89% of students agree their E@W experience had a positive impact on their technical skills.

WORK-BASED LEARNING MODEL: PUTTING STUDENTS FIRST

Education at Work emphasizes mentorship and flexibility as part of our commitment to students' success. We understand that balancing work and academic life can be challenging, and our model is designed to support students in achieving their educational goals while gaining valuable professional experience.

Mentorship & Professional Development



of students view their supervisor as a valuable mentor/coach in their own professional development.

Proven Flexibility



of students agree that E@W works around their scheduling needs.

*2025 Voice of the Student Survey. Data includes responses of "Somewhat agree," "Agree," and "Strongly Agree"



Clare Stempky Finance major '27

"During my time at E@W, I've developed strong problem-solving and communication skills. Helping customers with tax-related questions has taught me how to explain complex information in a clear and understandable way. I've also improved my critical thinking by troubleshooting unique tax situations and navigating different scenarios. Additionally, I've gained experience with time management, professionalism, and working under pressure during peak tax season."



Erika Madrid Multidisciplinary Studies major '26

"E@W has been really impactful on me as I have learned a lot in my time here. The work environment is really positive and everyone is very helpful and friendly. I also really love the schedule flexibility and the strong focus on making sure students continue their education."

BEYOND GRADUATION:

Launching Upwardly Mobile Careers

As an economic launchpad, E@W empowers graduates to navigate corporate culture, leverage professional networks, and enter the workforce as high-performers on day one.

Pathway 1: The Corporate Partner Pipeline

For some students, an E@W position is a direct bridge into a long-term corporate home, by demonstrating culture fit, technical aptitude, and adaptability over time.

Charlotte Caywood

Cincinnati State '25

Fraud Investigator, First Financial Bank (FFB)



Charlotte joined E@W as a Client Advocate for FFB with a passion for fraud mitigation. She maximized her tenure by participating in the FFB Impact Mentoring program, matching with a manager in Compliance and Risk. This connection proved pivotal: when a role opened unexpectedly on the enterprise fraud team, her mentor's strong internal recommendation helped Charlotte secure her dream role shortly after graduation. Charlotte credits E@W with introducing her to corporate culture in an environment where she could build confidence alongside her peers and prove to a major employer that she was ready to deliver immediate value.

Leo Bedolla

UT Arlington '25

Client Relationship Advocate, Fidelity Investments

A Navy veteran and Finance major, Leo spent over three years as a Compliance Analyst for Fidelity through E@W. Throughout his time, he was highly intentional about communicating his career goals to leadership. Both E@W and Fidelity supervisors rallied behind his ambition, even dedicating work hours for Leo to shadow full-time stockbrokers. When he reached the final rounds of the formal interview process after graduation, his three-year track record and deep familiarity with client metrics gave him an undeniable edge. Leo describes the experience with E@W as life-changing, providing a direct foot in the door at a world-class institution.

Pathway 2: Cultivating Talent From Within

Nupur Pimprikar & Sadaf Amiri

Internal Professional Staff, E@W



Nupur and Sadaf both began their journeys in customer operations for an external client before transitioning into specialized internal roles.

- **Nupur** leveraged her experience solving real-time customer complexities, earning a managerial recommendation and coaching that vaulted her into an analyst role.
- **Sadaf** demonstrated sharp technical aptitude as a customer agent and transitioned into an IT Technician role in less than six months. She now collaborates across IT and Development teams, translating classroom theory into real-world systems troubleshooting.

"This role closely aligns with my master's degree in Business Analytics and enables me to apply my academic knowledge to practical, real-world challenges."

— **Nupur Pimprikar, ASU '26, Special Research & Project Analyst**

"My role at E@W directly supports my career goals in technology. As a Computer Science student, gaining hands-on IT experience allows me to apply what I learn in school to real-world situations." — **Sadaf Amiri, ASU '28, IT Technician**

Pathway 3: The Transferable Launchpad

When students launch their careers outside of our immediate partner ecosystem, their experience gives them a distinct competitive edge in the broader market.



Itzel Garcia

ASU '26 | Financial Representative
National Wealth Management Firm

Itzel worked two full tax seasons with Intuit under E@W, undergoing rigorous tax training and direct client-facing work. Realizing her true passion lay in wealth management, she adopted a highly strategic approach to her job search. During the competitive interview process, her ability to speak confidently about managing complex client relationships and navigating corporate settings made her a standout applicant, locking in a full-time job placement before graduation. Itzel advises fellow students to avoid generic mass-applications, and to recognize that every single customer or operational experience built at E@W is a transferable asset.

NEW SOLUTIONS



Summer Internships for High School Students

Education at Work is honored to serve as the lead partner for the Summer 2026 New Mexico High School Summer Enrichment Internship Program (SEIP), a high-impact, state-funded initiative. This strategic collaboration aligns perfectly with our mission to bridge the knowledge-to-work gap by providing paid, professional, and structured eight-week internships. The SEIP model ensures students receive meaningful work experience (14 hours on-the-job training) coupled with dedicated professional development (6 hours of intentional skills building) each week. Partnering with the New Mexico Public Education Department, the Work-Based Learning Alliance, and Britebound, we are facilitating placements across in-demand private industries, government agencies, and nonprofits, equipping high school students with the essential, real-world experience required to succeed in the modern workforce.

As part of this ambitious work, Education at Work, the Work-Based Learning Alliance, and Britebound (formerly American Student Assistance) bring a collective commitment to delivering a high-quality, equitable program that is poised to become a national model. Our unique partnership combines E@W's proven infrastructure—providing full compliance, scalable payroll, and rigorous reporting for thousands of placements—with the Work-Based Learning Alliance's deep expertise in program design and quality assurance. This operational excellence is further enhanced by Britebound's nationally recognized digital resources for career exploration and navigation, ensuring every student has access to the tools needed to connect their internship experience to a successful long-term career pathway.

**EDUCATION
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NEW MEXICO
Public Education Department



Work-Based Learning Alliance



Innovative Internships for College Students

To help students prepare for rapid technological shifts, Education at Work partnered with CreatorUp and Britebound to launch two new internship pathways. These programs place students directly into roles focused on digital media production, product operations, UX design, prompt engineering, and data analytics. By pairing technical skills with professional mentorship, these collaborations give emerging talent the real-world experience needed to accelerate their career readiness and build long-term economic mobility.

PARTNER PERSPECTIVES

"Working with Education at Work has been an incredible opportunity for CreatorUp. Their team has been thoughtful and proactive in recruiting a group of talented students, helping us build a strong and capable talent pool."

— **Cristina Malavenda, CreatorUp**

"Our E@W intern has brought skill, energy, and vision to every project they've worked on! It has been wonderful being able to have them focus on critical needs for our team while E@W supports our intern's development and helps them balance their student experience."

— **Emily Wickersham, Britebound**

STUDENT SPOTLIGHTS



McKenzie Marsh

Student Intern

"Through the AI Creators Lab, I've developed strong skills in content creation, digital storytelling, and using AI tools strategically to enhance creativity and efficiency. This experience has also strengthened my ability to think critically and adapt quickly in a fast-evolving digital space."



Sophia Bates

Student Intern

"This experience with Education at Work and CreatorUp is helping me further understand the advancements in creative technology, but also preparing me for the implementation of AI in film and digital media in the future and how it will continue playing an important role in the creative process."

EXPANDED TRAINING OPPORTUNITIES

Summer Tax Academy

In Summer 2025, E@W launched the Summer Tax Academy to provide students with a streamlined pathway toward professional certification through Intuit. The remote program enabled 63 students to earn their Tax Level One and Tax Preparation Badges before the peak season began.



"The timing was very beneficial, and I thought the opportunity to increase my tax acumen would look good on a resume. The training...definitely helped me hone in my skills before my first day as a Tax Specialist."

— **Malaki Hart, UTEP**

Financial Fitness

Launched as a pilot program in December 2025, this financial literacy initiative utilized the Intuit for Education Personal Finance Curriculum, designed to build practical confidence in real-world financial decision-making.

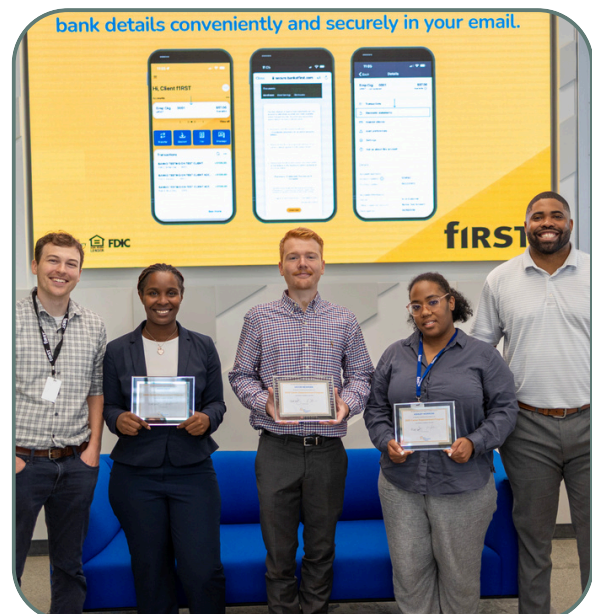
INTUIT
for Education

"I think financial literacy is very important and I could get paid to learn about it. Budgeting was definitely the most helpful... it gave good explanations on not just how to do it, but also why to do it."

— **Ethan Anderton, University of Utah**

FFB Career Empowerment Program

This summer, two current students and one alumnus represented E@W in First Financial Bank's (FFB's) intensive 11-week Career Empowerment Program. The in-person series focused on mastering vital leadership, communication, and interview skills, connecting participants weekly with senior FFB executives. Highlighting the strength of this partnership pipeline, participant and E@W alumnus Jacob Newkirk transitioned into a full-time role at FFB and has now secured his first corporate promotion.



BUILDING FUTURES: OUR CUMULATIVE IMPACT

Since our inception, E@W has generated significant and enduring impact, showcasing the collective success of our students and partners as we strategically scale our reach.

IN 2025 WE SERVED OUR **10,000TH STUDENT!**



10,327

TOTAL STUDENTS IMPACTED*

*Includes all tracked data through December 31, 2025

Total wages and Tuition Assistance paid out:

Over \$124 Million

"My experience with E@W has allowed me to gain comfortability in corporate settings that will make the transition from college to post-graduation life astronomically easier."

The remarkable achievements of 2025 have laid a definitive foundation for the future. United with Britebound, we are now more strategically aligned and empowered than ever to aggressively scale our impact and pioneer the next generation of work-based learning. Our commitment remains absolute: to expand career pathways, champion durable skill development, and ensure every student is "AI-proof" and prepared to thrive in the modern workforce. We are actively forging new partnerships to create life-changing opportunities for thousands more high school and college students, solidifying the immense value of work-integrated learning for our university and industry partners. We invite you to join us as we build upon this momentum and continue to chart successful futures for young talent across the nation.



You can be part of what's next.

Scan the QR code to support our mission and help even more students turn opportunity into achievement.

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