



IMPACT REPORT

2025

THE OPPORTUNITY NETWORK

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Letter From Our Founder & CEO

Dear Friends and Supporters,

2025 reflected a critical chapter in the story of OppNet. It was a year of immense change: economic volatility, a shifting national landscape, and constrictive pressures on the nonprofit sector, cumulatively creating and worsening obstacles for our communities.

But it also marked a year of resilience, adaptability, and a steadfast dedication to OppNet's mission. We accomplished incredible work in the face of profound challenges, which is a testament to the unwavering commitments, relationships, and values that carried us through these uncharted waters. I am especially proud to share the accomplishments that follow in the pages of our 2025 Impact Report.

Our response to the changing landscape was swift and intentional. As with the onset of the COVID-19 pandemic, we worked diligently to maintain continuity across our offerings. OppNet staff and partners ensured no interruptions to programming and that students had consistent access to the guidance, support, and opportunities on which they rely. We mitigated organizational risks and reinforced our financial stability. We leaned on peer networks to bolster us. We strengthened relationships with our funding partners, whose sustained support made all of it possible. OppNet is incredibly thankful for the depth of their commitment.

Despite the widespread uncertainty, we marched through 2025 with clarity of purpose and confidence in our trajectory, receiving resounding validation that we were on the right path. The Coach Foundation increased its support through a \$5mm commitment to expanding opportunity for the next generation. The Summerfield Foundation pledged \$500k to fund the Coalition of Youth Development Intermediaries, a pilot co-led by OppNet uniting a network of nonprofits to address the challenges of this evolving climate. Longtime and new funders alike committed to sustained multi-year support with unshakable faith. Most importantly, our OppNet team did what it does best: focused on student impact. In May 2025, our college seniors graduated and stepped into the professional world. In June, 12th graders matriculated into their best-fit colleges. And in July, our new 10th graders dove into their Summer Institute experience.

In 2025, we expanded our partnerships with New York City Public Schools, including the first HBCU college preparatory school. Through our national Career Fluency® Partnerships program, we brought OppNet's robust curriculum to 21 cities across eight states. We launched an AI initiative to prepare students for the next generation of jobs without losing sight of what makes us human. OppNet continues to listen and learn from our young people every day.

Reflecting on this year, I am filled with deep gratitude. For our Board, whose guidance keeps the ship steady and sailing forward. For our partners who help us navigate choppy seas. For our OppNet crew, whose dedication powers our mission, above and below deck. And of course, for our students, the lighthouse marking our destination. Their reflections guide us in steering the ship and their brilliance is the beacon of hope for our future.

To all of you, with appreciation and in solidarity.



A handwritten signature in black ink that reads "Jessi Pliska". The signature is fluid and cursive, with a long horizontal stroke at the end.

Jessica Pliska
Founder & CEO

The Opportunity Network

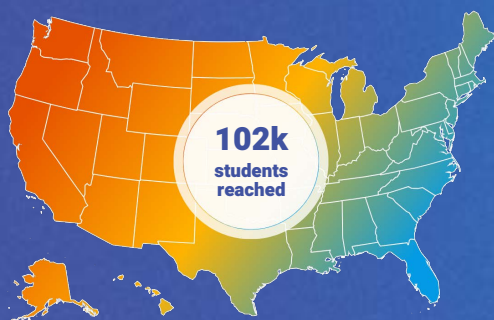
About The Opportunity Network

Advancing Access → Building Networks → Igniting Achievement

For over 23 years, The Opportunity Network (OppNet) has been a trailblazer in the field of college and career readiness and access, galvanizing thousands of young people on their paths to postsecondary and professional achievement and lasting success.

OppNet's Approach

Since 2003, OppNet has brought together students, schools, colleges, nonprofits, and employers united in a common goal: expanding access to the knowledge, networks, and resources that unlock opportunity — for all young people, regardless of background.



College access is only the beginning.

OppNet's holistic approach understands relationships as foundational to long term success: to thrive in college, career, and beyond, young people need comprehensive, dynamic support systems.

Our work goes beyond academics in order to provide students with the experiences, connections, and resources necessary to make informed career choices, hone essential skills, and build lasting professional networks.

We provide:

- **Training and exposure** that introduces students early to career pathways, financial literacy, and workforce development.
- **Rich, real-world experiences** including internships, mentorships, and hands-on learning that translate classroom knowledge into practical skills and boost students' confidence.
- **Structured reflection and long-term guidance** that helps students align their evolving interests, strengths, and values with their educational and career goals.

OppNet's work is anchored in our proprietary Career Fluency® curriculum, comprised of 7 pillars:



College Access,
Transition, and Success



Career Exposure
and Fit



Professional and
Workplace Skills



Networks and
Social Capital



Reflective
Growth



Social-Emotional
Learning



Wellness and
Self-Care

Every young person's path is unique: OppNet's Career Fluency® framework empowers students to pursue career success on their terms, in alignment with who they are and who they aspire to become.

Our approach ensures that students don't simply move from school to job: they move towards a career driven by purpose and personal agency.

Keep reading to see our curriculum in action →

2025 Impact Highlights

Empowering Youth

What began as a cohort of 10 students from one high school has grown into a robust program directly supporting 950+ students annually hailing from all five of New York City's boroughs. Fellows are equipped with the knowledge, resources, and skills to achieve their self-determined paths to success.



Building Networks

OppNet's extensive network of partners and volunteers help Fellows build their confidence, strengthen their skills, and develop professional relationships, which are all key drivers of mobility.

673 Volunteers who supported Fellows in building networking skills and workplace confidence.

45 Volunteer-supported workshops for Fellows, including Speed Networking, mock interviews, and resume help.

Expanding Access

OppNet is growing with intention consistent with our board-approved strategic plan. In 2025, we deepened the impact of our borough-based work by launching a new programming site in Queens and bolstering our hub in the Bronx. We are strengthening community trust and improving Fellows' engagement and outcomes.

81 Internships, enrichment opportunities, and career exposure events through our national partner network.

82% Fellows participating in our borough-based model felt more connected and engaged to OppNet's programs and to their community.



OppNet's borough-based model reflects our commitment to meeting students where they are and ensuring opportunity is accessible. By establishing programming hubs across New York City, we reduce barriers to participation, cultivate trust within Fellows' home communities, and build stronger local networks of support. This approach improves Fellows' engagement and outcomes, and ensures that our growth sustainably benefits students, families, and neighborhoods alike.

Driving Systems Change

OppNet scales impact through our capacity-building Career Fluency® Partnerships program, equipping schools and community-based organizations nationwide with the knowledge and tools to expand postsecondary and career success for their students.

37,265 Students reached **625** Staff trained

117 Schools and community Partners nationwide

OppNet Fellows

Our six-year Fellows program supports students from high school through college graduation, allowing us to understand and respond to the full arc of young adulthood. We recognize that academic, social, emotional, and financial challenges are interconnected, evolving over time: this perspective shapes everything we do, ensuring Fellows receive the sustained guidance, resources, and relationships to thrive.



11th Grade

25 Career exposure events Fellows participated in. **10** Different colleges visited by Fellows during the year. **90%** Fellows' average rate of assignment completion.

12th Grade

100% Fellows graduated from high school and gained college acceptance. **99%** Fellows matriculated into a four-year college. **91%** Fellows' average demonstrated financial need met through scholarships and financial aid.

College Fellows

100% Fellows persisted from first to second year of college. **100%** Fellows participated in a paid summer internship or enrichment experience. **90%** Fellows graduated from college within six years.

Fellows Recruitment

238 Partners across New York City to support recruitment and outreach efforts. **101** 11th grade students will join the Fellows program in 2026 as the class of 2032.

Curriculum & Facilitation

114 Hours of college and career readiness programming for Fellows, comprised of: **79** Career Fluency® workshops, networking events, advising sessions, and more.

Recent Graduates | **96%** Fellows secured meaningful, interest-aligned employment or career-relevant continuing education within six months of college graduation.

Corporate Partnerships

Making Connections → **Matching Talent** → **Multiplying Potential**

OppNet's corporate engagement efforts are grounded in a shared commitment to expanding opportunity for young people, and our partners facilitate this support in a range of different ways.

In addition to summer internships, some of our partners choose to expand their engagement by providing immersive programs to deepen students' exposure to careers and industries. Through Career Immersion Days, mentorship opportunities, accelerator workshops, and other hands-on experiences, these collaborations help Fellows envision new possibilities for their futures while developing the skills, confidence, and professional connections to pursue them. We are grateful to our corporate partners whose commitment broadens the horizon of opportunity for our young people.



Thank You to Our 2025 Corporate Partners

Together, we expanded access to opportunity and empowered the next generation through immersive internships, career exposure events, and hands-on support. Our 2025 corporate partners' leadership and commitment helped prepare our young people to succeed in their career journeys while enabling businesses to invest in emerging talent, advance their social impact goals, and strengthen workplace culture.

ANTIN
INFRASTRUCTURE PARTNERS

BALENCIAGA

 **BLUE OWL**

CIBC 

CINVEN

 **DV trading**

EVERCORE

excelsports
MANAGEMENT

 **GIC**

FitchRatings

HAKLUYT

Mission North

 **PineBridge**
INVESTMENTS

ROPES & GRAY

 **SONA**
ASSET MANAGEMENT

TOWERBROOK

TRAVELERS 

Career Success

OppNet Fellows benefit from six years of hands-on experiences, personalized guidance, and career readiness workshops. This magnitude of career exposure is essential for Fellows to build their professional skills, resumes, and networks and launch strong careers. With the support of our partners, we connected students to the following top-tier internships, meaningful enrichment programs, and exclusive in-house opportunities in 2025:

Internship Partners

America on Tech
Apollo Theater
ATLAS Fellowship
AXA XL
BioBus
Blue Owl
Bronx-Westchester Area Health Education Center
Brooklyn Queens Land Trust
Center for Architecture
Center for Urban Pedagogy
Cerity Partners
City Lore Urban Explorer
Covenant House
Embrace Her Legacy
Extern
Fund for the City of New York
GO Project
Golub Capital
Gowanus Canal Conservancy
Hakluyt
HYPOTHEkids
IAC, Inc.
The Inspired Community Project
International Studio & Curatorial Program
KPS Capital Partners
Macquarie
Manhattan-Staten Island Area Health Education Center
MetLife
Montefiore Hospital
Mount Sinai
National Endowment for the Arts
Network for Teaching Entrepreneurship
New York Federal Reserve
Permira
Pfizer
PineBridge
Power of Two

School Construction Authority
Shop Repurpose
Skadden, Arps, Slate, Meagher & Flom LLP
Sony Music
Sound Thinking NYC
South Bronx United
Start Lighthouse
STREB
SUNY Downstate
TowerBrook
Veritas
Weil, Gotshal & Manges LLP
Wildlife Conservation Society

Fordham University
Girls Who Code
Global Glimpse
Harvard University
HYPOTHEkids
Inspirit AI
Marist College
New York University
Sadie Nash Leadership Project
SSP International
Student Diplomacy Corps
Syracuse University
Teens of Color Abroad
Temple University
Thrive Academies
University of Rochester

Enrichment Programs

All Star Code
AMP Global Scholar
Baruch College
Bella Azbug Leadership Internship
Cerity Partners
CodePath
Columbia University
Cornell University
Embrace Her Legacy

In-House Opportunities

Center for Urban Pedagogy
CodeSpeak Labs
Network for Teaching Entrepreneurship
New York Hall of Science
United Planet



We are deeply grateful to our partners whose collaboration and commitment make these successes possible. Your investment in our Fellows opens doors for the next generation of leaders.

OppNet Alumni

OppNet builds networks that open doors: our alumni hold them open for the next generation.

At OppNet, graduating from college is just the beginning. With a 90% graduation rate, our Fellows launch careers and pursue advanced studies across a wide range of industries. Not only do our alumni succeed in their careers, they stay connected and give back by mentoring and coaching current Fellows and serving as leaders in their fields and communities.

Class of 2023



Esther Nunez

Baruch College

Content Creator; Digital Music Rights,
The Orchard

Class of 2021



Michael Williams

University of Pennsylvania

College Success Coordinator,
The Opportunity Network

Class of 2023



Hrithik Biswas

Hobart and William Smith Colleges

NGO Advisor, Community Economics
Peace Corps of North Macedonia

Class of 2023



Shirley Lin

Williams College

Financial Analyst,
Houlihan Lokey

Class of 2015



Hongdeng Gao

Pomona College

Assistant Professor of History,
Williams College

Where Our Alumni Work

From boardrooms to newsrooms, congressional offices to creative studios, OppNet alumni translate their knowledge, passions, and experiences into meaningful careers across industries.

Access creates options. When Fellows are supported, the future becomes brighter.

A Better Chance	China Guardian	Harvard University	Princeton University
ABC News	CIGNA	HBO Max	Publicis
Accenture	Cisco	Hetrick-Martin Inst.	PwC
Achievement First	Citi	Houlihan Lokey	RBC Capital Markets
Actium Health	City Harvest	HPS Investment Ptrs.	Regeneron
AllianceBernstein	Cleary Gottlieb	Innocence Project	Related Companies
Amazon	College Bound	Instagram	Revlon
American Express	Columbia University	JPMorgan Chase	Roku
Apollo Theater	Con Edison	Kirkland & Ellis	Safe Horizons
Applied Tech	Coty	Korea Society	Salesforce
Arnold & Porter	Craftwork Jewelry	Lazard	Scholastic
Asana	Creative Capital	Legal Aid Society	Spotify
The Atlantic	Daichii Sankyo	Legal Outreach	Squarespace
Atlas Kitchen	Deloitte	LinkedIn	TD Securities
Bank of America	Dept. of Education	Major League Baseball	Raine Group
Bank Street College	Disney	Make the Road NY	Rockefeller University
Barclays	DonorsChoose	Mastercard	U.S. Department of State
Belong Health	The Door	Microsoft	U.S. House of
BET	DREAM	Moody's Analytics	Representatives
BNY Mellon	Edible Arrangements	Morgan Stanley	U.S. Marine Corps
BRAVE	Eisenhower Fellowships	Mount Sinai	uAspire
Bronx Defenders	El Museo Del Barrio	National Park Service	UBS
BronxWorks	EmblemHealth	NewYork-Presbyterian	Uncommon Schools
Brooklyn District	Equity in Education	New York State Senate	Union Square Advisors
Attorney's Office	Fidelity Investments	Nike	United Airlines
Brooklyn Museum	Fitch Ratings	Northwell Health	UPS
Calvin Klein	Fordham Law School	NYC Mayor's Office	Viacom
Capgemini	Fulbright Scholars	NYU Langone Health	Visa
Capital One	Girls Write Now	The Opportunity Network	WebMD
CBRE	Goldman Sachs	Paramount+	Weill Cornell
CBS Studios	Golub Capital	Peace Corps	YMCA
Cedars-Sinai Hospital	Google	Penguin Random House	YouTube
Centers for Disease	Greenberg Traurig	Pfizer	
Control and Prevention	Grubhub	PIMCO	
Children's Aid Society	Guidehouse	Politico	

*Partial list of companies and organizations where OppNet Alumni (inclusive of all graduating classes) have worked after completing our Fellows program.

Career Fluency® Partnerships

OppNet's capacity-building program partners with schools and youth-serving organizations nationwide, providing needs assessment, curriculum support, and staff training to strengthen postsecondary and workforce readiness outcomes for their students.

117

Partners
served

625

Staff
trained

37,265

Students
directly impacted

"Organizations like OppNet are leading the charge in providing career readiness resources."

Professional development workshop participant

How We Support Our Partners



Discover Needs

Assess learner goals, knowledge, and barriers through surveys and focus groups



Deliver Learning

Provide Career Fluency® lessons and advising resources for diverse learning environments.



Implement & Integrate

Support curriculum integration with ongoing guidance and practical implementation tools



Build Staff Capacity

Train educators in effective curriculum delivery and culturally responsive practices



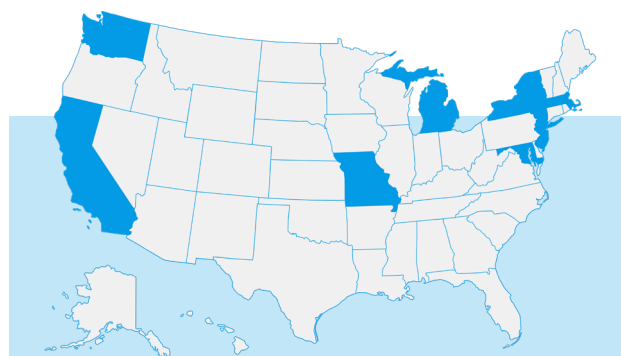
Measure Impact

Track progress with dynamic data tools and clear, actionable reporting



Customize & Evolve

Adapt curricular solutions through tailored consulting to meet evolving Partner needs



Nationwide Impact:

21 cities, eight states, thousands of stories

"We couldn't have kicked off our summer internship program without the support of OppNet. The Career Fluency® content and the program development support made our orientation so impactful."

—Victoria Dunn, Director of Impact, Talent, and Education, The Economic Club of Washington, D.C.

Expanding Our Reach in 2025

In 2025, we strengthened our relationships with existing Partners while strategically expanding our portfolio, cultivating a vibrant network of Partnerships. Those connections include, but are not limited to:



New York
Public
Library



The City College
of New York

THE ECONOMIC CLUB
OF WASHINGTON, D.C.



Opportunity Ignited

Opportunity Ignited brings OppNet's national employer strategy to life by creating dynamic, career experiences that connect talent to opportunity. From constructive internships to Career Immersion Days to one-on-one mentorship, we team up with our network of partner firms to design and deliver programs that align employer needs with students' interests.

We bridge the gap between talent and opportunity at scale.



In 2025 we brought impactful career experiences to students and employers across the country:

8

Active participating partner firms

9

OppNet interns placed

101

Employer staff trained

Driving Impact With Our Partners

In 2025, we grew our employer network to provide more young people with the access, skills, and opportunities they need to build long-term career success. All this, thanks to our partners:



BLUE OWL

GOLUB CAPITAL

HGGC



MERCK



VERITAS
CAPITAL

NEA

TOWERBROOK

KPS

CAPITAL PARTNERS, LP

New Partner Spotlight: Merck

In 2025, OppNet partnered with Merck Pharmaceuticals to host two Career Immersion Days for 24 college students at the company's New Jersey and Pennsylvania sites. These hands-on experiences immersed students in the day-to-day of biopharmaceutical careers, illuminating job pathways, cultivating networking skills, and opening doors within Merck and its industry.



[OppNet] ensured a positive environment for learning, with great dialogue and a sense of ease.

— Oliver Viel, Merck volunteer

This day broadened my understanding of the profound impact roles at Merck have on healthcare systems worldwide.

— Walter Miley, student attendee



Leadership Events

OppNet's leadership events align influence with intention. Through partnerships with Board members, executives, and cultural changemakers, OppNet events connect young people with leaders across industries.

These events do more than introduce people to one another: they grow a network of advocates committed to OppNet's mission of expanding access to college and career success. By strengthening existing and new relationships alike, our community leads by example, unlocking opportunity for the next generation.

The Coach Foundation x OppNet: Dream Day 2025

The Coach Foundation's annual Dream Day is always memorable, but 2025 was one for the record books: **CEO and Brand President Todd Kahn** announced the Coach Foundation's groundbreaking **\$20mm commitment to advancing opportunity**.

For OppNet in particular, The Coach Foundation is awarding \$5mm over the next four years: a game-changing grant that will provide scholarship funding for a cohort of OppNet Fellows over four years.

In addition to workshops, networking, a fireside chat with **WNBA players Kiki Iriafen and Aneesah Morrow**, and a keynote from **Joanne Crevoiserat, CEO of Tapestry** (parent company of Coach and Kate Spade), Dream Day celebrated the first official graduating class of Dream It Real scholars, and welcomed the program's newest and largest group of students.



Above: Students engage in an interactive workshop at Dream Day 2025.

Below: Tapestry CEO Joanne Crevoiserat with DIR scholars and leadership.



National Association of College Admission & Counseling Emmanuel Moses: Keynote Remarks

The National Association of College Admissions and Counseling Conference is the premier annual event for college admissions professionals worldwide, bringing together field leaders to share best practices, research, and strategies for college access.

On closing night, **Emmanuel Moses, OppNet's Senior Director of College Access and Success**, gave a **keynote address** on the power of persistence: it's not about always getting it right — "it's the long run that matters: how we continue to show up and stand up."

4th Annual Women of Impact: Springtime in Harlem



Hosted by esteemed journalist **Soledad O'Brien**, Springtime in Harlem is a signature event that brings together women in leadership and OppNet college Fellows for an evening of inspiration: students connect with influential leaders who in turn have the chance to support the next generation.

"I host my favorite OppNet event each year at my home in Harlem for students and senior executives who gather for connection and conversation about college, career, and life. I don't know who gets more out of it: our students networking with inspiring leaders in their fields of interest or our executives, wowed by our students' passion and drive."

Soledad O'Brien

Founder + CEO,
Soledad O'Brien
Productions



Celebrating 22 Years of Impact: Night of Opportunity Gala 2025

As the sun set over the Hudson River in May, more than 700 members of the OppNet community gathered at Pier Sixty in New York City for our annual gala. We celebrated the achievements of our students and communities in a vibrant room buzzing with friends, partners, and industry leaders.



Emceed by esteemed journalist and producer **Soledad O'Brien**, the gala honored **Craig Melvin**, "Today" Co-Anchor and "3rd Hour of Today" Co-Host, Coach CEO and Brand President **Todd Kahn**, and Pharos Capital Group Founding Partner, Chairman, and CEO **Kneeland Youngblood** for their leadership and commitment to building opportunities for young people.



Thanks to our generous community, we raised **\$3.25mm** in mission-critical funds to advance OppNet's work. This support will provide even more young people with the skills, networks, and resources to thrive in college and beyond.

Furthering Our Impact

Lasting change requires sustained effort and collective commitment: in order to build a more equitable future for young people, we must understand, navigate, and improve the systems that shape opportunity. At OppNet, our approach is both individual and structural: we provide students with the skills, connections, and opportunities needed to pursue college and career success, while acknowledging the barriers to access that many young people face on this journey.

Further, all of our work is grounded in the belief that collaboration drives progress. By working across sectors, partnering with companies and community organizations alike, we widen the spectrum of support to help young people build futures that excite them.

This is where you can help: by expanding our partnerships, advancing volunteer engagement, and amplifying our impact, together we can break down the barriers that stand between students and their success. Support OppNet's work to ensure more young people gain the knowledge and networks necessary to achieve their goals, build meaningful careers, and become the leaders of a more equitable future.

Ways to Get Involved



Become a Corporate Partner

Collaborate with us to host Career Immersion Days, provide internships, offer skills-based volunteering, or support our students through sponsorship or in-kind contributions.



Make a Gift

Your donation fuels every part of our work, from direct student programming to training for Partner organizations. Every contribution creates new opportunities for young people.



Volunteer Your Time

Join our network of professionals who help Fellows practice real-world skills through mock interviews, networking events, and mentorship. Just a few hours can open doors.



Hire an OppNet Intern

Gain access to our pool of nearly 1,000 Fellows ready to contribute meaningfully to your team. We provide tailored matches, supervisor training, summer engagement opportunities, and ongoing support to ensure a successful internship experience.



Expand Career Fluency®

Bring OppNet's career readiness model to schools or community-based organizations in your network. Help expand our national reach and increase access to postsecondary and career pathways.



Share Our Story

Help us spread the word! Follow us on social media, share our impact, or introduce us to individuals or companies who are committed to expanding opportunity for the next generation.



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