

Open Avenues

2022 ANNUAL REPORT





Dear Friends, Colleagues, & Partners

As we reflect on 2022 and kickstart 2023, I am filled with immense gratitude and motivation – proud of our accomplishments, confident in our strategy, and inspired by our extraordinary team.

We are ready in the year ahead to create, build, and expand the meaningful impact we have on the lives of the foreign nationals and diverse students who participate in our programming.

The substantial growth Open Avenues saw in 2022 demonstrated the strength of our employees, the value of the programming, and the power of our model.

We continued to prove that when global talent is given the opportunity to stay, build, and grow careers in the United States, we all benefit as a society.

In 2022, we brought on 49 new Fellows into the program with our unique work visa solution, bringing our cohort to 80 Fellows.

Our Global Talent Fellows trained more than 340 students from U.S. colleges and universities. Of these students, 60% were non-white, 22% were Pell Grant recipients, and 15% were first generation college students.

We believe at our core that when diverse populations are included in the US workforce our economy and society are stronger. In 2023, we will continue to demonstrate that foreign nationals can fill talent gaps of today while creating jobs for Americans tomorrow.

Thank you to our company partners, donors, and community for being part of this journey and best wishes for a successful, healthy, and happy year ahead.

Warmly,



Danielle Goldman

*Executive Director
Open Avenues*



At Open Avenues, we build career pathways for everyone, no matter where they are from.

FILLING THE TALENT GAPS OF TODAY

We offer a unique immigration solution that enables foreign national innovators, experts, and entrepreneurs from around the world to work in the U.S.

BUILDING THE WORKFORCE OF TOMORROW

We train students from U.S. colleges and universities for jobs in high-demand STEM and Business fields.

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openavenuesfoundation.org

America's Talent Recession: Record talent shortages continue to stifle U.S. innovation and growth.

The Challenge:

In the United States, talent deficits continue to inhibit growth, threatening the U.S.' ability to remain a top global innovator.

International human resources consultancy, Korn Ferry, warns that "the United States faces one of the most alarming talent crunches of any country" in its 20-country study. The institutions, practices and mind-set that enabled the U.S. to create a workforce capable of powering the world's biggest and most dynamic economy are now threatened.

The scenario is particularly grim for STEM fields. The U.S. alone will have to fill nearly 3.5 million STEM jobs by 2025, in areas such as computing, engineering, and advanced manufacturing.

3X

TALENT SHORTAGES IN THE U.S. HAVE MORE THAN TRIPLED IN THE LAST TEN YEARS, WITH 69% OF EMPLOYERS STRUGGLING TO FILL POSITIONS.

3.5M

THE NUMBER OF STEM JOBS THE U.S. MUST FILL BY 2025, IN ADVANCED MANUFACTURING, ENGINEERING, AND COMPUTING.

\$162B

THE ANNUAL REVENUE THE U.S. IS EXPECTED TO LOSE DUE TO TALENT SHORTAGES IN TECH ALONE BY 2030.

Building Avenues for Diverse Talent: Employing foreign talent to train U.S. students for jobs.

A New Solution:

Immigration and diverse talent propel the American workforce. It is more important than ever to create pathways for diverse, global talent to be included in the U.S. workforce, ensuring the U.S. continues to be the greatest global innovator in the world.

Open Avenues is thinking of new ways to leverage the contributions immigrants make in the U.S. economy to address the talent deficit:

IMMIGRANTS' CONTRIBUTIONS TO THE U.S. ECONOMY:

43%

OF FORTUNE 500 COMPANIES WERE
FOUNDED BY IMMIGRANTS OR THE
CHILDREN OF IMMIGRANTS.

30%

OF IMMIGRANTS ARE NEW
ENTREPRENEURS, DESPITE MAKING
UP ONLY 13% OF THE POPULATION.

36%

PERFORMANCE INCREASE OF
PROFITABILITY AMONG COMPANIES
WITH ETHNIC AND RACIALLY
DIVERSE TEAMS.

100%

IS THE RATE AT WHICH IMMIGRANTS
ARE MORE LIKELY TO LAUNCH A
NEW COMPANY THAN NATIVE-BORN
AMERICANS.



Our Model:

Filling talent gaps of today to strengthen the workforce of tomorrow.

Our Programs:

- + GLOBAL TALENT FELLOWSHIP
- + CAREER PATHWAYS PROGRAM

We're Open Avenues— a non-profit organization of problem-solvers who support companies, foreign nationals, and students with workforce solutions that strengthen the U.S. economy.

How do we do it? We build programming that enables foreign talent to teach underrepresented U.S. students in STEM and business fields. The foreign talent contributions to student's education provides them with a cap-exempt H-1B visa, so their employer can retain them, ultimately bolstering the U.S. workforce.



Our Impact: Immigration Solutions for Global Talent.

Global Talent Fellows are a cohort of entrepreneurs, innovators, and STEM and Business experts.

Fellows work with Open Avenues for 5-8 hours per week to lead students at U.S. universities in real-world, experiential learning projects that prepare them for future careers. Fellows benefit from professional development training, networking opportunities, and sponsorship for cap-exempt H-1B visas.

By being able to work and stay in the United States, our Fellows have had an incredible impact on their companies, communities, and the U.S. economy. Since arriving in the United States, our Global Talent Fellows have...

- Worked on clinical trials of a COVID vaccine
- Developed a cancer drug currently being tested in patients
- Volunteered in their community
- ...and so much more!

**100%
APPROVAL
RATE**

On all cap-exempt H-1B petitions filed for foreign nationals through the Global Talent Fellowship program, with 7.8 weeks average processing time.

80

FOREIGN NATIONALS IN THE
GLOBAL TALENT FELLOWSHIP

79

COMPANY PARTNERS
NOMINATED FELLOWS

63%

INCREASE IN THE NUMBER OF
FELLOWS FROM 2021 TO 2022

24

INDIVIDUAL COUNTRIES
REPRESENTED BY FELLOWS

Fellow Spotlight: Carole Sioufi



Carole is an Open Avenues Fellow & Market Research Analyst at Branchfood — a food innovation hub in Boston

Where are you from, and what brought you to the U.S.?

I'm from Beirut, Lebanon and I've always been passionate about food, innovation, and sustainable solutions. Growing up in the Middle East provided very limited opportunities for me to tap into this industry and really explore a career that would fulfill me, which is why I chose to move to the U.S. and to pursue a Master's Degree at Boston University in Gastronomy.

Did you have to navigate the U.S. immigration system after finishing school? What was that like?

My employer, Branchfood, was interested in hiring me full-time once I completed my schooling. We started exploring options for me to continue working as part of the organization, which is when we learned about the H-1B visa. I entered my name in the lottery in March, but unfortunately my name was not selected. I was faced with having to leave the country or find an alternative solution within a matter of months.

And that's when I was lucky enough to meet Danielle at Open Avenues and to learn about the cap-exempt H-1B visa solution, which I ended up leveraging to continue my employment in the U.S.

When I found out that I got my cap-exempt H-1B, I obviously felt a lot of relief. The immigration process in the U.S. provides a lot of uncertainty, which can really take a toll on you. My year of OPT was actually in the middle of the COVID-19 pandemic, which also did not help in terms of mental health. But once I got the approval for my cap-exempt H-1B, I felt a lot of relief, and I was very excited to embark on this new journey that I never thought I would embark on.

What was your experience being a Fellow and working with students?

Once I became a Fellow, I was so excited to start working with students. Over the course of my fellowship, I felt so fulfilled. I learned a lot from the students; they helped me reflect on my own journey and understand all the steps that I took in order to end up here. They helped me become more empathetic of the limited opportunities that some students have out there when it comes to exploring career paths and building their network. Being able to support students by way of knowledge, connections, expertise, and a mentor was very powerful.

Career Pathways Program: Preparing students for jobs with industry experience.

Our Career Pathways Program offers real-world work experiences for students in STEM and business.

Open Avenues partners with colleges and universities across the U.S. to provide programming that helps students build social capital and get jobs. Students who participate in our program receive guidance from industry professionals in business and STEM, exposure to hiring companies, and opportunities to apply for internships and jobs.

340

STUDENTS PARTICIPATED IN OUR CAREER PATHWAYS PROGRAM

96

INDUSTRY PROJECTS LAUNCHED BY OPEN AVENUES GLOBAL TALENT FELLOWS FOR STUDENTS

98%

STUDENTS REPORTED TO BE MORE PREPARED FOR THEIR FIRST POST-GRADUATION JOB

91%

OF STUDENTS REPORTED THEY BETTER UNDERSTOOD THE REQUIREMENTS FOR GETTING A JOB IN STEM OR BUSINESS

Student Profile:

22% PELL GRANT RECIPIENTS

15% FIRST GENERATION COLLEGE STUDENTS

60% NON-WHITE STUDENTS

44% FEMALE STUDENTS

Our College & University Partnerships:

- + CITY COLLEGE OF SAN FRANCISCO **NEW**
- + QUEENS COLLEGE **NEW**
- + VANDERBILT UNIVERSITY
- + WORCESTER STATE UNIVERSITY
- + MASSBAY COMMUNITY COLLEGE

- + UNIVERSITY OF NORTH FLORIDA
- + TUFTS UNIVERSITY
- + ILLINOIS INSTITUTE OF TECHNOLOGY
- + UNIVERSITY OF CALIFORNIA MERCED **NEW**
- + FRANKLIN CUMMINGS TECH



The students learned so much about how to design a motor system while getting connected with the industry.

I was impressed by how engaged the students were and I am very appreciative of all the work Open Avenues did to give our students this experience.

LISA SHATZ

Professor of Electrical Engineering
Benjamin Franklin Institute of Technology

Student Spotlight: Skyler Michaud.

STUDENT AT MASS BAY COMMUNITY COLLEGE

What was it like to meet with Emily and some of our other Fellows? Can you talk what it's meant to be part of the Open Avenues network.

I've met a plethora of biotech mentors and gotten a variety of advice on how different companies work and how they select their candidates, how interviewing processes go and what people are really looking for in a candidate. Is it skills? Is it education? I found that it's a variety. Every company is different.

That's given me a lot of confidence to know that if I just keep working, if I just keep applying, I can get any position that I want to. Not to mention, it's grown my LinkedIn network. I have like almost 200 plus connections, which looks really great. And now I have this network that I can reach out to when I have questions or need support.

What was a more meaningful interaction or experience that you've had?

I was really enthusiastic to meet with Emily because her story is really similar to my own, and hearing from her that she's in the exact the position that I want to be; working in a lab, running her own experiments, creating her own SOPs.

She told me that I am in position to launch myself into a great place. This was really nice to hear and made me feel like I'm on the right track.

And also Sudharta. She was an amazing mentor who often went out of her way to answer my many, many questions. I had so many technical questions directly related to what I was doing everyday at work, but I didn't feel comfortable asking at work. I'm so appreciative of her patience and deep knowledge of the cytotoxicity.

So why would you recommend Open Avenues to other students at other schools who are trying to figure out how they belong in the industry?

Whenever I tell students about Open Avenues, they're always like, "I don't have time for internships." They give me a couple of excuses, but the second that I tell them that they can grow their LinkedIn network by 200+, meet mentors, have as little as one hour time commitment a week, and earn extra cash they change their tune pretty fast and they start applying right away.

Open Avenues Fellows launch industry projects for students across STEM and business fields.

2022 Student Project Features:



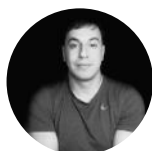
Develop a go-to-market strategy for the world's first hot food kiosk

Students delivered a go-to-market strategy to the LBX team to help bring to market the world's first hot food vending machine that uses state-of-the-art technology with an AI-enabled micro-bakery to deliver on-demand hot foods.

Company:

LBX Food Robotics is a technology company focused on providing hot, on-the-go meals to consumers through an AI-enabled micro-bakery.

Project Leader:



Youssef Bousfoul
Software Development Fellow, Open Avenues
Computer Systems Analyst, LBX Robotics



Determine a drug's efficacy using precision therapy

Students used a flow cytometry analysis to evaluate sample immune responses to determine characteristics of different respiratory illnesses and understand a drug's efficacy in treating them.

Company:

ImmuneID develops cutting-edge, precision therapeutics by studying unexplored biological reactions to reveal disease drivers.

Project Leader:



Ece Bicak,
Bioinformatics Fellow, Open Avenues
Senior Research Associate, ImmuneID

NEHA PATEL LANDS BIOTECH DREAM JOB



After participating in an Open Avenues Project with Garuda Therapeutics, Neha was hired on full-time as a Research Associate. Garuda Therapeutics is a bio-technology company seeking to create a world in which the dependency on donor or patient blood for stem cell transplants is eliminated.



We grew to meet the needs of global talent, companies, and students who aspire to work in STEM and business.

In 2022, Open Avenues saw a:

63%

INCREASE IN FELLOWS

We increased our Global Talent Fellowship from 30 in 2021 to 49 in 2022. These fellows worked at high-growth companies, enabling them to stay and work in the U.S., while training students at our partner universities.

63%

INCREASE IN PARTNER COMPANIES

We increased our partner companies from 30 in 2021 to 79 in 2022. These companies nominated their foreign national employees to participate in our Fellowship.

126%

INCREASE IN PARTICIPATING STUDENTS

We expanded our Careers Pathway Program from 150 students in 2021 to 340 students in 2022.

42%

INCREASE IN UNIVERSITY PARTNERSHIPS

We expanded university partnerships from 7 in 2021 to 10 in 2022. These new partners include: UC Merced, City College of San Francisco, Queens College.

We increased operating revenue by 214% while investing in staff and expanding our programming.

2022 Financial Overview

214%

INCREASE IN OPERATING REVENUE

90%

OF EXPENSES WENT DIRECTLY TO PROGRAMMING

OPERATING REVENUE

\$1,425,918	Fellows Program
\$566,876	Education Program
\$26,376	Unrestricted Contributions

EXPENSES

\$1,237,149	Fellows Program
\$464,930	Education Program
\$198,585	Operations & Admin

TOTALS

\$2,019,172	Total Operating Revenue
\$1,900,654	Expenses
\$118,517	Excess (Or Deficit) For Year

Open Avenues began with the belief that the global flow of skills and expertise is inextricably linked to the economic success of the U.S.

Our Story

In 2018, when the narrative regarding immigrants in the U.S. was turning overwhelmingly negative, Open Avenues' founders - Jeff Goldman, Danielle Goldman, and Mariellen Jewers - came together to find new ways show that foreign-born, high-skilled workers - "global talent" - serve as the backbone of the U.S. innovation economy.

Our founders wanted to do more to augment the depth of that impact and create new opportunities for foreign talent to contribute to the betterment of U.S. society. Open Avenues was built to demonstrate that when global talent thrives in the United States, so can American citizens.

That is why our programs, led by innovators, entrepreneurs, and experts from around the world, are breaking down barriers, bridging educational gaps, and building social capital for diverse U.S. student populations. Global talent can train the future U.S. STEM workforce and inspire the next generation of leaders.

BECAUSE BY OPENING AVENUES FOR GLOBAL TALENT TO LEAD, EDUCATE, AND BUILD IN THE UNITED STATES, WE ALL MOVE FORWARD.



DANIELLE GOLDMAN
CO-FOUNDER & EXECUTIVE DIRECTOR

In 2018, Danielle launched Open Avenues as a national campaign that supported more than 250 migrant families who had been separated at the U.S. / Mexico border with healthcare, housing, and legal counsel. Prior to founding Open Avenues, Danielle worked at a boutique consulting firm based in New York where she built social impact strategies, partnerships, and programs for Fortune 100 healthcare companies.



JEFF GOLDMAN
CO-FOUNDER & GENERAL COUNSEL

Jeff is also the Founder of Goldman and Partners Immigration and practices exclusively in the area of business immigration law. He has 26+ years of experience representing technology, life science, and entrepreneurial businesses regarding all visa matters, as well as permanent residency applications. Jeff specializes in working with scientists and entrepreneurs seeking Extraordinary Ability, National Interest Waiver, and Outstanding Researcher permanent residence classifications.

Our board leaders support and challenge the Open Avenues Team to continue to streamline and scale our efforts sustainably.



LEIA RUSEVA

Leia is the co-founder of EllisX, a startup that connects startups with visibility opportunities. EllisX was inspired by a side project Leia started in order to help change the narrative around immigration in the US by providing visibility for immigrant entrepreneurs.



DR. CHRISTOPHER J. NELLUM

Christopher is Executive Director of The Education Trust–West, a California-based research and advocacy nonprofit focused on educational justice and closing opportunity gaps for students of color and students from lower-income communities.



AMY STEVENS

Amy is a social impact consultant helping companies craft strategies and communications around employee engagement, nonprofit partnerships, community involvement, and sustainability.



DR. MARVIN LOISEAU

Marvin Loiseau Ed. D. is Dean of Academics at Benjamin Franklin Institute of Technology (BFIT). Dr. Loiseau began his tenure at BFIT in July 2011 and previously served as Dean of Recruitment.



NICHOLAS SYKES

Nick is an experienced technology business leader and currently Vice President of People Operations at Karat. Nicholas is responsible for creating an enriched workplace environment for top-talent to join and thrive as part of a uniquely inclusive community.



JUAN CARLOS LÓPEZ

Juan is a Senior Program Manager at Azure Space, Microsoft's newest team serving the global space industry. In 2021, he graduated from a dual MBA and MS degree program from the Harvard Business School. Additionally, he holds a mechanical engineering undergraduate degree from the University of Texas at El Paso, becoming the first person in his family to graduate from college.

The future is built
on the actions of today.

2023

As we look ahead, we aim to expand our footprint, serving as many prospective Fellows and students as possible in order to fulfill our mission, **because we know diversity of thought, experience, and skill has always been a defining characteristic of America's success.**

If anyone has the drive and skills to work in the U.S., they should be able to do so, and we are going to continue problem-solving solutions to make that a reality for all.

We will continue filling the talent gaps of today through our Global Talent Fellowship program, and equipping the workforce of tomorrow through our Career Pathways Program.

Our Goals:

EXPAND OUR GLOBAL TALENT FELLOWSHIP PROGRAM

INCREASE THE NUMBER OF STUDENTS REACHED THROUGH OUR CAREER PATHWAYS PROGRAM

DIVERSIFY OUR OFFERINGS TO SUPPORT MORE COMPANIES, IMMIGRATION LAW FIRMS, AND SCHOOLS

Please support
our growth.



THANK YOU!



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