

Into Children International Employment

FALL REPORT

INSIDE

Your giving transforms lives and shapes the future. Within these pages, you will uncover the profound ways your generosity is not just supporting youth, but igniting a beacon of hope and opportunity. Witness how your contributions are empowering young individuals to become self-reliant, ambitious leaders who uplift their families and invigorate their communities. Together, we are forging a path of sustainable progress and shared success.



Thank You

Our Into Employment youth accomplished so much in 2023*, with your help

Children thrive when they are nurtured, given positive guidance, and allowed to explore interests that can shape them for life. In many parts of the world, including the countries where Children International is based, this ideal path to adulthood is hampered by poverty, violence and other dire circumstances. With help from investors like you, Children International is making progress, particularly through the efforts of our signature workforce development program, **Into Employment**®.

This report reflects the impact of your investment in these young people and the promising opportunities on the horizon.

Into Employment is a game-changer

Now more than ever, our global economy demands a prepared and engaged workforce. According to the World Bank, developing one's job skills can reduce unemployment and under-employment and improve living standards.

Into Employment is Children International's response to this need, and it is gratifying to witness how partnering with donors like you delivers on this solution. Our Into Employment graduates embody our ultimate aim: a confident young person equipped with the mindset, tools and skills to achieve their

**This Fall Report reflects data collected in 2023.*



goals, to be sustainably employed, and to be a positive multiplier of good in their community.

Over the past year, your resources have helped provide to all Into Employment participants:

- **Scholarships** for college or vocational education
- **Life-skills training**, including interpersonal communication and critical thinking
- **Career preparation support**, such as résumé writing, mock interviews and networking guidance
- **Training** on business fundamentals for youth seeking to launch their own venture
- **Job placement** with companies in their communities

“If [Into Employment] were not an option for professional development, young people might turn to the streets. Supporting them supports our growth and ensures we have trained professionals.”

— Yoeli María Tinoco Paz,
engineer and manager at COFICAB,
an Into Employment partner in Honduras
(pictured with Carlos, graduate, at left)

INTO
EMPLOYMENT
EMPOWERS



From support to self-sufficiency

Access to good schools and tutors. College advisors who can connect youth to jobs. Mentors to guide them in their careers. Many communities in developed economies offer concrete support to young people during their transition to adulthood.

That's not always the case in the countries where Children International is based — where some youth grow up in families struggling to meet their basic needs.

As a child and youth development organization, **Children International removes such barriers by providing timely and relevant programs and access to helpful resources.** A child's journey with us often starts at age 2, when they are what is considered preschool age in the U.S. Starting in 2022, some children participated in a formal early childhood development program that we piloted in four agencies. Last year, we reached almost 25% of our 2- to 5-year-old population when all global agencies rolled out early childhood programming.

As children age, we provide tutoring and computer literacy through after-school programs (62,400 in 2023). Continuing into middle and high school, Children International engages youth in diverse sports, arts, leadership and life-skill-building initiatives (51,200 in 2023).



Transformative work is underway

As high as
84%

of graduates find a job within six months of completing Into Employment. They ultimately **double or triple** their household incomes.

Your gifts to Into Employment fund career counselors, skill trainers and educators. Their expertise helps young people secure steady work through our **partnerships with over 100 local employers** who trust that Children International's youth will excel in their roles.

The chart (to the right) showcases the top job placements in 2023 for our participating youth by country. It also highlights our efforts to ensure gender equity by guiding women to enroll in and complete Into Employment.

INTO EMPLOYMENT BY COUNTRY

Country	Total completion rate %	Female completion rate %	Top 3 industries in which CI youth work
Colombia	91%	93%	Administrative support* Health care Restaurant
Dominican Republic	85%	87%	Call center Logistics Tourism/hospitality*
Ecuador	94%	94%	Industrial jobs Systems and programming Tourism
Guatemala	96%	96%	Customer service* Health care Hotel/restaurant
Honduras	93%	92%	Cosmetology Customer service Industrial jobs/trades
Mexico	72%	71%	Business administration Cosmetology Customer service
The Philippines	97%	97%	Agriculture* Computer programming Services*
Zambia	71%	75%	Education Finance Health care

*Represents the top industry in regions across this country.
**Chart reflects eight Children International countries actively curating job placements; however, Into Employment training is available in 10 countries.

ELEVATING FUTURE GENERATIONS

Today, approximately **10,500 youth** are participating in Into Employment and over the past year, **7,400 have graduated** from the program. They have landed in diverse professions, such as elementary school principals and radio station anchors to entrepreneurs in industries connected to costume design and catering to staff roles with Children International (serving the youth who sit in seats they once filled). Because these graduates were able to break the cycle of poverty with help from Children International, **their sons and daughters will not need our programs.**

Here are some of their success stories.



Scan this QR code to view videos of our Into Employment grads

SAIDY, AGE 17, COLOMBIA



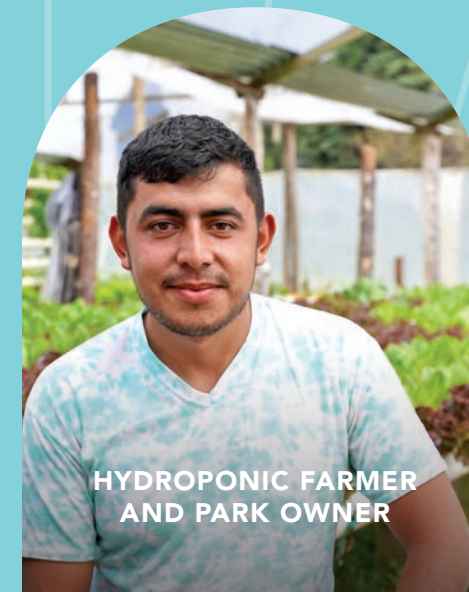
HEAVY MACHINERY OPERATOR

LARA, AGE 20, THE PHILIPPINES



STUDYING TO BE A TEACHER

DANIEL, AGE 23, GUATEMALA



HYDROPONIC FARMER AND PARK OWNER

JHOEL, AGE 31, DOMINICAN REPUBLIC



INTO EMPLOYMENT TRAINER

Into Employment participants in Guatemala showcase their baking skills during a donor visit last summer.



Having access to such resources truly changes the trajectory for youth. Into Employment is experiencing unprecedented demand from our young participants and local employers seeking to strengthen their workforce. This level of growth — and the life-changing opportunities awaiting young people — occurred due to Children International's expansion of the program and your generous support of it.

ON THEIR WAY TO EMPLOYMENT

Six middle school students from the toughest neighborhoods in Guayaquil, Ecuador, are now aiming for success after experiencing firsthand the power of working hard to achieve their dreams.

The educational, life skills and career readiness support they have received since each was in preschool recently led them to win a national competition and, with CI's support, travel to the U.S. to participate in a STEAM-related global competition hosted in Kansas City.

This life-changing experience now has these 12- to 14-year-olds — who are on the verge of discovering who and what they want to be when they grow up — dreaming even bigger: Study abroad. Consider an engineering degree. Work in a modern office building.

With such ambition and vision, they are well-prepared to transition to Into Employment.

“The visit to Kansas City allowed them to expand their horizons and believe that any goal they set is possible. The first step is to imagine and consider the possibility of ‘what if ...’. These youth were able to experience different environments than the ones they grew up in, and it was gratifying to hear them see themselves as part of this new reality.”

— Puiyen Urrutia Camchong,
Head of Education Programs,
GUAYAQUIL, ECUADOR



Scan this QR code to learn more about the CI Dream Makers



Your generosity is shaping brighter futures

The funding you have provided for Into Employment is helping so many of the children and youth we serve rewrite their stories. **While \$700 covers tuition and related programming fees for one young person each year**, any additional dollars you've directed to Into Employment have helped provide the following support:

- Access to tablets and laptops
- Books, necessary uniforms and other academic supplies
- Funding support for meals and transportation
- Job placement support and access to local employer network
- Coaching to support training and career choices

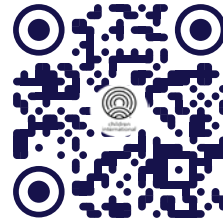
50%

growth of Into Employment program participation during 2023 when the program was strategically expanded.



We are grateful!

We look forward to your continued support and to staying in touch with you about how Into Employment is making a difference for young people.



Scan this QR code to visit our [Philanthropy page](#) at [children.org](#) and learn more about how you can further support our mission.

Lester pictured with his wife and son outside the hotel he owns.



“[Children International programs] made me believe I was capable of achieving many things. It also helped me in my undertakings, in who I am now, in what I have achieved so far with my businesses. It makes me grateful to see my son born under different circumstances, with a different quality of life, to say, we made a change.”

— Lester Josue Gonzalez Calderon, program graduate, owner of Garden Café and Garden Hotel HONDURAS



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