



A Pathway to Inclusion in the Innovation Economy

2015–2016 Annual Report



"NFTE taught me how to create something from nothing. I learned that I can create my own opportunities and I can be an innovator."

—Anthony Harmon, NFTE Graduate

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“NFTE inspired me to further my education and believe that the impossible IS possible. I am able to expand my capabilities beyond and push towards a greater success.”

—Alayna Albertie, NFTE Graduate

A Message from the President & Board Chairman

Today there are more technological tools, information, and educational resources widely available than ever before. At the same time, 73 million youth are unemployed globally, and in 14 years, there will be 600 million more young people looking for work than projected jobs.

Taken alone, advances in technology and information will not build a society characterized by peace and prosperity. But a forward-thinking, innovative, and resilient citizenry—employing technology and information—can solve big problems, make money, and create sustainability at an unprecedented scale.

That is why this past year at NFTE has been so important. NFTE helps young people to realize their potential and participate in the innovation economy, whether as entrepreneurs or entrepreneurial contributors to existing organizations. In the fiscal year 2015–2016, NFTE national and regional offices worked together to create a more unified organization poised to scale and to better impact a growing number of young people in need.

We are starting in the United States, where 10 million youth come from under-resourced communities and 1 in 3 employers seeks entrepreneurial experience in hires. NFTE currently serves 20,000 students in the United States. By the year 2022, NFTE will serve 10X this number of students, and beyond the year 2022 we will continue to set aggressive expansion goals, with the ultimate ambition of reaching every young person from an under-resourced community.

This year, rather than offering programs that differ by region, we have formalized NFTE's offerings so that all NFTE locations offer a suite of programs optimized for impact. We have created the Alumni Network, an online resource leveraging LinkedIn to connect NFTE alumni across regions throughout their careers. Together we have created and are piloting major curriculum enhancements that will help NFTE to better serve a growing number of schools: the first-ever Entrepreneurial Mindset Index (EMI) for youth, with signature support from EY; and the Entrepreneurship Pathway, a series of blended learning programs that will begin in middle school and extend through high school, with students receiving academic and industry credentials along the way.

Young people who are empowered to realize their potential and to create opportunities for themselves and others will create a better world. And indeed, they are making a mark. Some of the NFTE student businesses I've learned about this year include virtual reality school field trips, hospital rooms decorated for children who are in long-term care, an app helping students with disabilities to develop literacy skills, a fetal monitor and app accessible to the whole family, a car-washing service that uses only one glass of water per car, a coloring book featuring inspiring women who have advanced various aspects of culture, and a web comic featuring diverse heroes.

Imagine if every young person were afforded the opportunity to develop an entrepreneurial mindset, learn startup skills, and better their communities. We are excited and grateful to you for helping NFTE to equip growing numbers of youth to participate in the innovation economy.



Shawn K. Osborne
President & CEO



Peter J. Boni, NFTE Board Chairman
Managing Principal, Kedgeway

The NFTE Purpose



NFTE activates the entrepreneurial mindset in youth from under-resourced communities and builds their knowledge about business startup, creating a more vibrant economy and sustainable society.

NFTE Impact



86% of NFTE alumni are either **employed or furthering their education.**

1 in 4 NFTE alumni have started at least **one business after finishing a NFTE program.**

80% of NFTE alumni are **in college or have graduated college.**

Two thirds of NFTE alumni say that NFTE has **influenced their life more than other middle- or high-school courses.**

90% of NFTE alumni feel that their NFTE course contributed to their **knowledge, skills, and personal development.**

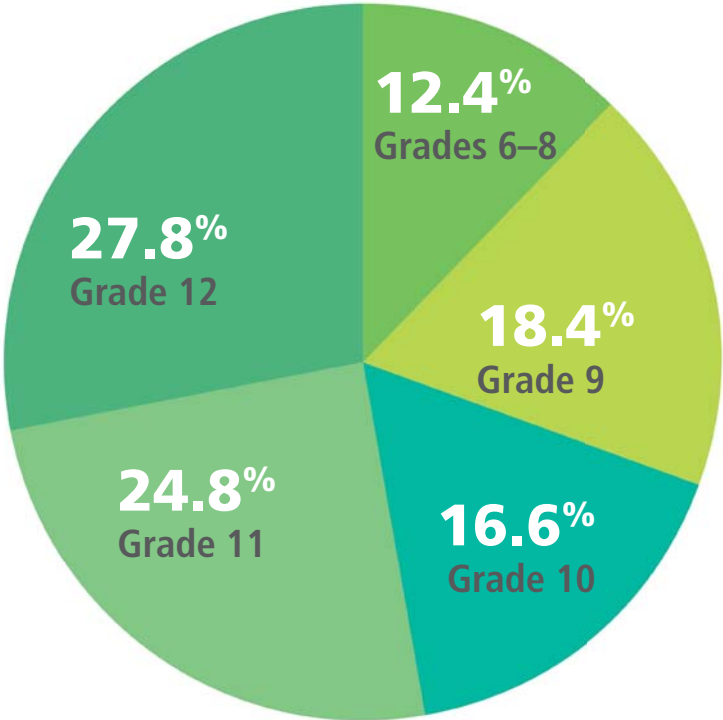
Thanks to MasterCard, the Citi Foundation, and Sam's Club Giving Program for their support of the 2016 U.S. NFTE Alumni Study.

Touching All Walks of Life

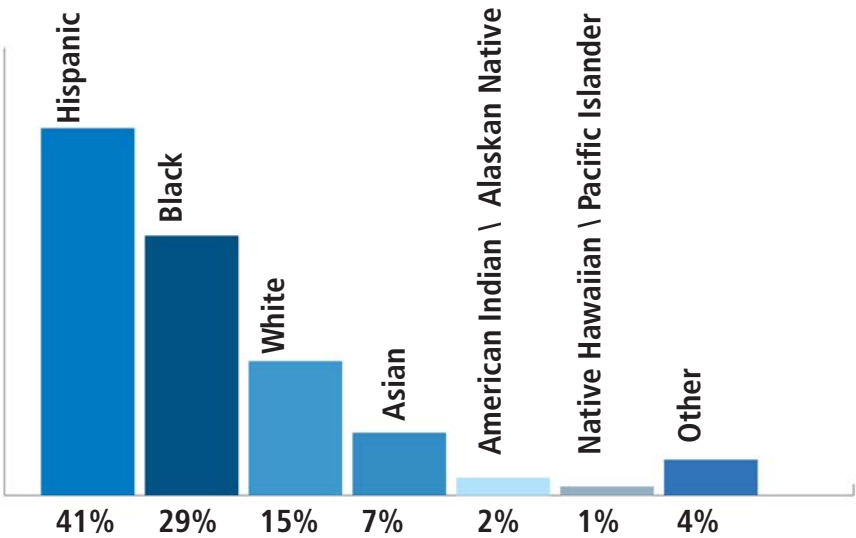
Student Gender



Student Grade Levels



Student Race/Ethnicity





Economics of One Unit		
Selling Price		\$21.00
Cost of var. materials exp.	\$1.62	
Cost of labor	\$1.25	
Other variable costs	\$0.00	
Total COGS/ COSS		\$2.87
Contribution Margin		\$17.13

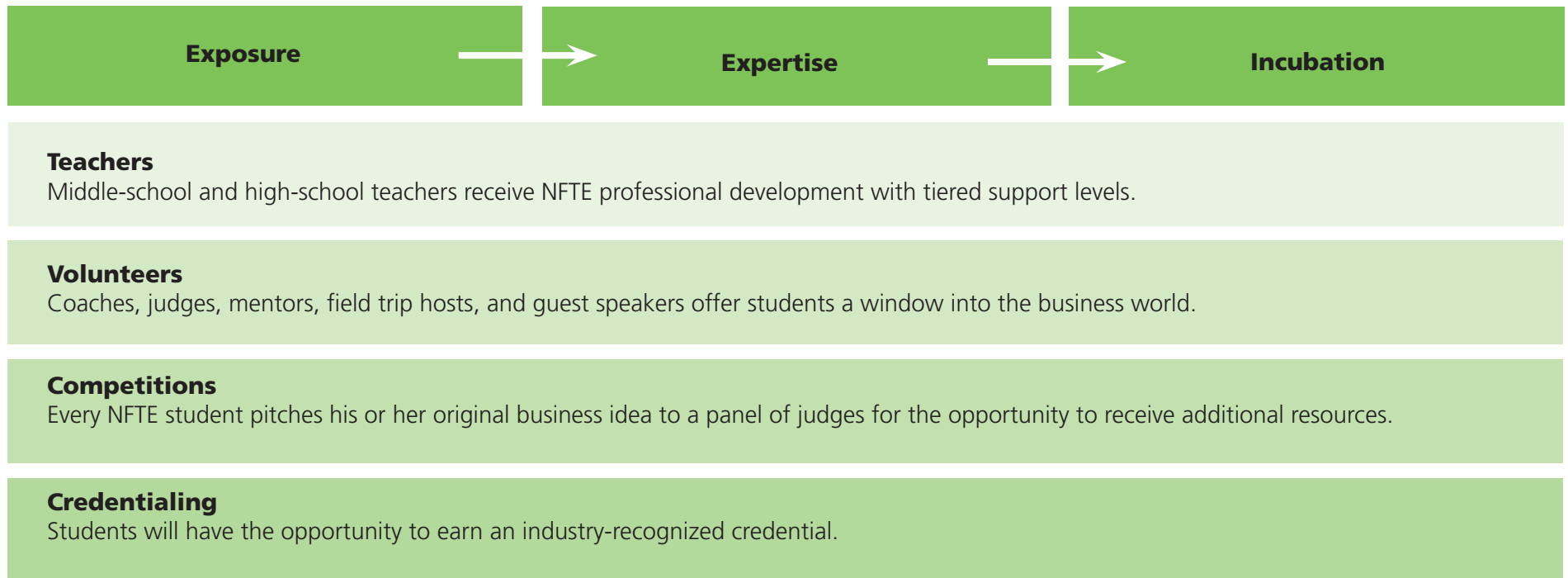
Expenses	
Screen	\$1.50
Vinyl	\$1.00per/foot
Clear plastic bag	\$0.00
Product tag	\$0.00
Fixed Expenses	
Salary	
Advertising	
Depreciation	

Monthly Break Even	
\$257.07	15.00%
\$17.13	

Launching a Pathway to Inclusion

Introducing the NFTE Entrepreneurship Pathway

This year, NFTE created the framework for a blended learning, multi-year series of in-school entrepreneurship courses that will activate the entrepreneurial mindset in young people and prepare them for 21st Century careers. The pathway will culminate in students receiving an industry-recognized entrepreneurship credential which NFTE will drive as a standard for U.S. entrepreneurship education.



The Heart of the Pathway: The Entrepreneurial Mindset

The entrepreneurial mindset equips young people to approach the world with an innovator's eye and a founder's grit. NFTE is developing the framework for teaching and measuring the entrepreneurial mindset, focusing on the following eight domains that we identified as critical to becoming entrepreneurial.

Initiative & Self-Reliance



The power to take ownership without input or guidance and to work through obstacles independently

Flexibility & Adaptability



The ability and willingness to change actions and plans to overcome present and future challenges

Communication & Collaboration



The ability to clearly express ideas to an intended audience, including persuading others to work toward a common goal

Creativity & Innovation



The ability to think of ideas and create solutions to problems without clearly defined structures

Critical Thinking & Problem Solving



The process of applying higher-level, process-oriented thinking skills, and of transitioning that applied reasoning to support the application of decision making

Future Orientation



An optimistic disposition with a focus on obtaining the skills and knowledge required to transition into a career

Opportunity Recognition



The practice of seeing and experiencing problems as opportunities to create solutions

Comfort with Risk



The capacity to move forward with a decision despite inevitable uncertainty and challenges

NFTE is developing the Entrepreneurial Mindset Index (EMI) with signature support from EY.

The Entrepreneurial Mindset In Progress

Understanding the importance of teaching the entrepreneurial mindset to every young person, NFTE has made the mindset a priority in our curriculum and student assessment. **The following advancements are made possible with signature support from EY.**

Operation Mindset Module



This year, NFTE **trained 75+ teachers to implement a brand new Operation Mindset module** in their NFTE classes. Operation Mindset is comprised of **eight challenges** that introduce students to the concept of the entrepreneurial mindset, build their awareness of their personal entrepreneurial mindset, and lay the groundwork for continued mindset development. These **75 teachers** will provide NFTE with feedback through focus groups and surveys, and **an updated module will be available to all NFTE and non-NFTE teachers in the 2017–2018 school year.**

Entrepreneurial Mindset Index (EMI)



NFTE is creating the first-ever Entrepreneurial Mindset Index (EMI) for youth, a tool measuring a young person's demonstration of entrepreneurial skills and behaviors. This year 1,000 students participated in a pilot of the EMI, helping NFTE to refine the tool. This coming year, a beta EMI will be administered in all NFTE programs across the United States, with **release of the public-facing tool slated for school year 2018–2019.**

Entrepreneurial Mindset Summit



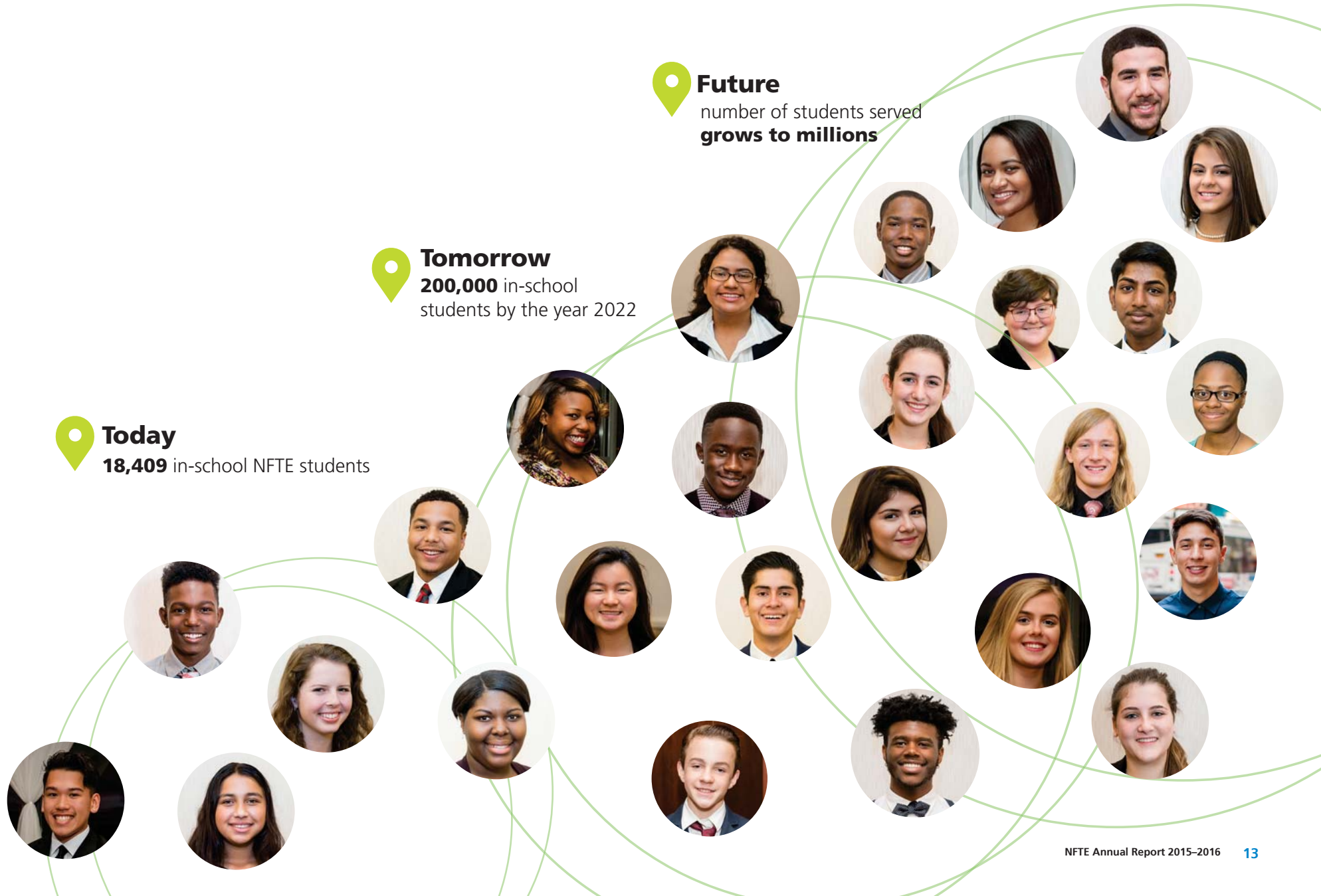
NFTE hosted the Entrepreneurial Mindset Summit, gathering 200 civically minded thought leaders in education, labor, policy, research, and entrepreneurship to address the question of **how we prepare youth with the entrepreneurial skills required today.** Speakers included **Sylvia Diaz**, Assistant Superintendent for Innovation and School Choice for Miami-Dade County Public Schools; **Dr. Katie McMillan Culp**, Chief Learning Officer at the New York Hall of Science; **Jon Clifton**, Managing Director of Global Analytics at Gallup; NFTE graduate and board member **Rahfeal Gordon**, who is also an award-winning entrepreneur, global speaker, and author; and many more passionate change-makers in education.

Watch video highlights from NFTE's Entrepreneurial Mindset Summit.
To scan, download free QR Code Reader app.



Growing NFTE's Annual Reach

NFTE must scale to ultimately reach millions of young people per year. The NFTE Entrepreneurship Pathway, with entrepreneurial mindset learning at its core, will allow us to take our first major step in this direction.





Your local barbers on the move

John Jimenez | CEO

Book an appointment today | www.groomedonthego.com

Celebrating the Entrepreneurial Mindset

Regional Youth Entrepreneurship Challenge

7,000+ student teams across the nation pitched their businesses in their classrooms. Of these, **300+** student teams made regional finals and **36** proceeded to the 2015 National Youth Entrepreneurship Challenge. All of these young innovators found solutions to problems in their communities.

Finalist businesses included “**embracelets**” to help promote social causes; **environmentally conscious home decor** products; an **app that helps students find college scholarships**; an **engineering innovation** that makes it easier to repair and reuse printed circuit boards (PCBs); and many more products and services **addressing real-world needs**.



National Youth Entrepreneurship Challenge



36 student teams pitched their businesses for the chance to win a \$25,000 prize package. The winners were:

Crystal Sanchez, Guardian Locket: A necklace that allows girls to send a stealth emergency signal to both law enforcement and their own emergency contacts in dangerous situations.
\$25,000 prize package

Kenneth Huertas, A Touch of Eco: An environmentally conscious car wash and detailing service.
\$5,000 prize package

Urbana Anam & Jannatul Rowshan, Urbanalifa Hijabs: customizable and fashionable Hijabs for Muslim women looking to reveal their sense of style while maintaining their religious modesty.
\$5,000 prize package

Presented by

Citi Foundation



Global Showcase

20 NFTE alumni and 20 NFTE educators were honored at this year's Global Showcase, which featured **Chelsea Clinton and Troy Carter** as speakers. Businesses ranged from fashion to education to entertainment and included You're Not Alone, a nonprofit that works with schools to educate young people about mental health.



Presented by



#BracketsForACause

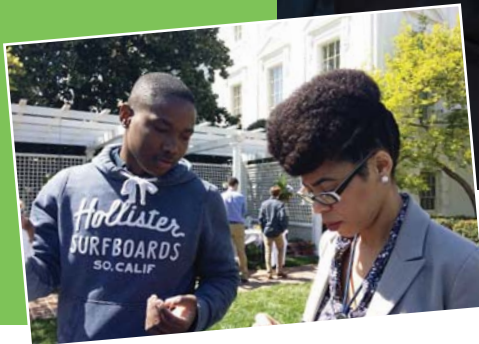


This March, **SAP CEO Bill McDermott won Michael Bloomberg's #BracketsForACause** charity pool. **NFTE received \$420,000** from the generous CEOs participating, and **NFTE students had the opportunity to visit Bloomberg offices**. Thank you to Bill McDermott, SAP, Michael Bloomberg, and all the leaders who used March Madness as a time to give back and change lives.



Shemar Coombs at the White House Science Fair

NFTE student Shemar Coombs recognized the need for earbuds with tangle-less wires. He invented a **3D-printed phone case that allows you to wrap earbud wires around the case** in a neat compartment. His product won him a spot at the 2016 White House Science Fair.



Olympic Spirit Meets Entrepreneurial Mindset

The Citi Foundation's Pathways to Progress initiative connected **three NFTE graduates and three U.S. 2016 Olympic athletes**—to discuss what it means to persist in pursuit of your vision.



Alex Torres is co-founder of You're Not Alone, a nonprofit organization that works with schools to educate young people about mental health. **Rudy is a 2X Paralympic Gold Medalist**. The two exchange insights on seeing beyond obstacles and working to give others hope.



Abigail Hamilton is a photographer and entrepreneur who creates **family portraits for military families**. **Kerri Walsh Jennings** is a **3X Gold Medalist** in Beach Volleyball. They discuss the power of setting goals and working for your passions.



Jose Garcia is a **college student** in Los Angeles, an **entrepreneur** working to build a marketing company, and a **mentor to current NFTE students**. **Carlin Isles is an Olympic Rugby Player**. The two share their commitment to perpetual personal growth and working to create a better future.



To scan, download free QR Code Reader app.



The Faces of an Innovation Economy

Meet Tessa Beatrice

Tessa Beatrice is the founder of **Underdog Comics**. “We create unique and interesting stories with diverse and authentic characters. We feature authentic women, ethnic minorities, the LGBT+ community, people with physical and mental disabilities, people with different religious beliefs... because no one should be excluded. Our comics aren’t filled with archetypes and clichés—we **represent the unrepresented.**”

NFTE helped Tessa realize that she could make her business real and had the tools to do it. So far, she has been unstoppable advocating for her company—including running **a successful Kickstarter campaign** to print chapter one of her comic book series.

Underdog Comics plans to donate part of its profits to charities that support the unrepresented, such as **WAGLY, Youthbuild, and Strong Women, Strong Girls**. Tessa is interested in attending art school in New England.



“Being an entrepreneur will put your future plans in perspective: you can do whatever you want.”

—Tessa Beatrice, NFTE Graduate

Meet **Oswal** Perez

Oswal Perez is CEO of **Oswal's Bags**, a company that manufactures **fashionable backpacks with interchangeable, customizable parts**. "If one part goes bad, customers can replace each separate part as opposed to tossing out the whole bag, which saves money and **cuts down on the 13.1 million tons of textile waste** Americans discard annually."

Getting where he is today hasn't always been easy. It took a lot of searching to find the local seamstress who would partner with him to turn his idea from a sketch into a reality. "It started off as a thought in my head... [and now] the backpack feels like it's my own child that I've gotten to see grow up... and the final product is even better than what I originally imagined."

Oswal plans to donate a percentage of his profits to **Girl Effect**, an organization dedicated to educating adolescent girls that live in poverty, and is studying architecture at **Syracuse University**.



"Win or lose, each step towards establishing your business is a victory."

—Oswal Perez, NFTE Graduate

Meet **John Jimenez**

Groomed on the Go was born out of John's frustration after waiting two hours for a haircut at his barbershop. When he realized he wasn't alone, he created a **traveling haircutting service** that goes to customers. John has years of experience cutting his own hair and has been trained by local barbers to perfect his craft.

John is very clear about who deserves all the thanks. "My mother is the reason I am the man I am today. She raised me and my siblings on her own, always making sure we were good and safe... **I don't know how she did it but I am so grateful to her.**"

John is an **18-year-old Dominican man, born in Brooklyn and raised in Harlem**. He is a high-school senior, planning to go away to college to study either business or sports management and play basketball.



"Everything and anything is possible as long as you work for it."

—John Jimenez, NFTE Graduate

Meet Anna Doherty and Hope Sacco

After several in-school projects related to gender stereotypes and female role models, 8th graders Anna and Hope decided to take action themselves. **"We felt there was a lack of awareness of powerful female role models. So we combined our love of art and our wish to empower girls by creating a coloring book."** **Girls Coloring for Change** embodies feminism, promotes learning about female role models, and encourages the empowerment of women.

Anna and Hope self-published their book, partnered with Baltimore businesses, and **included local role models** in their pages. The girls were moved by the response. **"A woman told us that her 8-year-old granddaughter was so inspired that she made her own book and drew her own female role models."** When we heard about this little girl, we realized all our hard work had been worth it."

The team has learned invaluable lessons along the way: **"We were sponsored by Staples** for our first 100 books, but it took courage for us to actually contact the manager and ask for a discount." Anna and Hope both plan to attend college someday and talk about possibly pursuing pediatric medicine.



"You have the power, no matter what age you are, to make a difference."

—Anna Doherty and Hope Sacco, NFTE Graduates

Meet Day'Quon Henderson

Day'Quon's road to success began almost two years ago in a STEM class when he and two peers were assigned a problem-solving capstone project. He was working with the nonprofit Best Buddies at the time, and decided to survey one of the teachers who worked with the program. After speaking with her about the most prevalent issues her students face, the team had their idea: **Worducation, an app helping students with disabilities to develop literacy skills.**

Day'Quon tells us he has learned a lot, especially when it comes to presentation skills (which he shares was a weakness before NFTE). "The support I have been getting from everyone is great; I am really grateful for that. **Now I know that to get help as needed you have to have a positive attitude in everything you do.** There are a lot of good people around you and if you show them that you want to work and really care, they will help you take your business to a whole new level."

Day'Quon intends to attend college next year, runs track and cross-country, and is a DECA student.



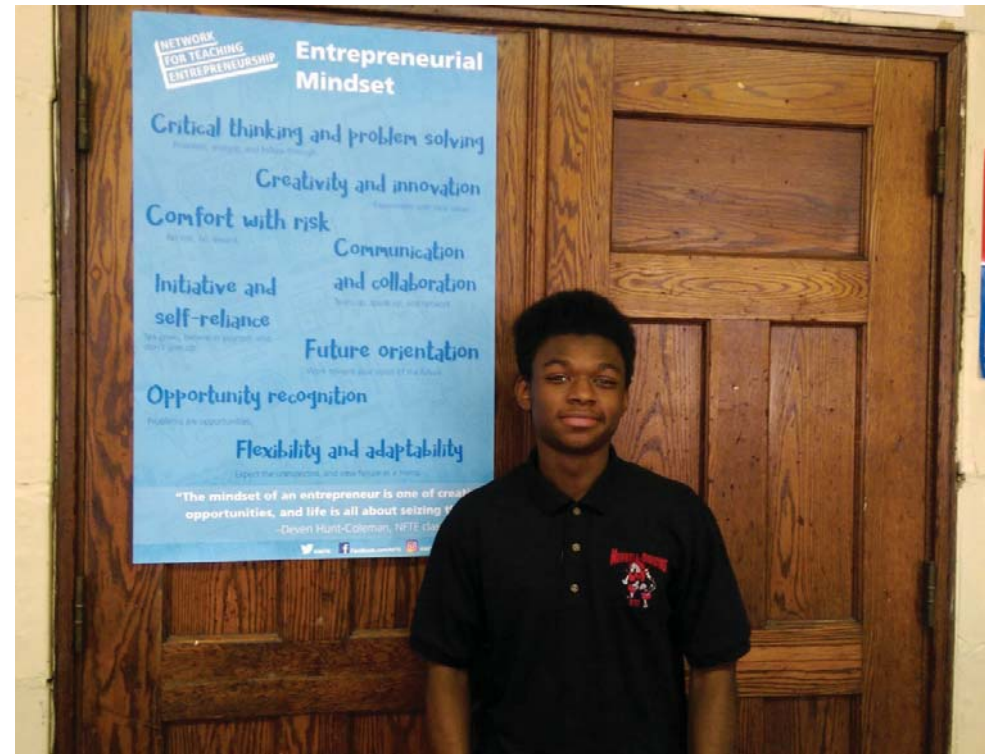
"Stay humble, and if you work hard it will pay off in the end."
—Day'Quon Henderson, NFTE Graduate

Meet Jabriel Steward

Jabriel Steward is currently a senior at Murrell Dobbins Career and Technical High School in North Philadelphia. Last school year, Jabriel participated in the NFTE program through a Sports Marketing class with teacher Paul Roberts. He won **First Place in his school's NFTE Business Plan Competition.**

For much of his childhood, Jabriel witnessed the trials of abuse, addiction, and incarceration in his household. Like many children in his situation, he grew up quickly, **taking care of three younger brothers** while his mother worked to support them.

Jabriel always wanted to start a business that would give back to his community. In his NFTE class he learned how to identify business opportunities and how to build a business plan. After hearing his mom and female cousin say that they could never find clothes in their size, Jabriel devised his business idea: **Body Right**, fashionable clothing in larger sizes, to **help all women feel beautiful in their own body shape and size**. Jabriel even considered how he could design his business name to allow for subsidiaries in the future, such as a fitness program to go along with his clothing stores.



"Being entrepreneurial makes me a leader."
—Jabriel Steward, NFTE Graduate

Meet **Kiera Wesby**

Kiera Wesby is a **hard-working, multi-talented high-school student** from North Miami Beach. She is also a **teen mom**. “I enjoy dancing, rapping, singing, and spending time with my best friend: my daughter.” There have been many obstacles that Kiera has had to overcome, but **going through her pregnancy without the help of medical insurance was definitely one of her greatest challenges**, and one that has ultimately led to her becoming the founder of **Feto, Inc.**

Feto, Inc. is **an ultrasonic scanner and downloadable app** that notifies expectant mothers of their baby’s heartbeat, movement, activity, and sleeping patterns. Abnormalities can be detected and emergency contacts and hospitals notified. **The app also allows other family members to receive updates.**

Kiera wants to join the Navy after graduating from high school, and she eventually plans to continue her education at FAMU (Florida Agricultural and Mechanical University).



“You have to be willing to step out of your comfort zone for the best results.”

–Kiera Wesby, NFTE Graduate

Meet Annalin Martin

Annalin is a pitcher for her high-school softball team. One day during a game, **she was almost hit by a line drive to her chest.** Though she walked away unharmed, she learned through subsequent research that an injury such as this could cause severe damage or death.

Introducing **Soft Catch: a dry-fit, compacted chest shield shirt designed to protect athletes.** It has been tested against high-speed impact. Her first mission? To outfit local softball and baseball teams as soon as possible. **"I don't want to see anyone get hurt playing the sport they love, and I personally want to stay protected when I'm playing too!"**

Before her experience with NFTE, Annalin remarks that she was "scared to do things on [her] own," but these days she has begun to face challenges from different angles and is learning to be fearless: **"my life is on an amazing course for the future."** When college application time rolls around, Annalin is planning to apply to the Texas A&M business program.



"No matter if you fail, always keep trying—it pays off."
—Annalin Martin, NFTE Graduate

Meet Deandre Allen

“One thing we have to understand with education is that it is an investment. **When we don’t invest and give our teachers and students quality material, we are doing them a disservice.**” Deandre hopes to provide an answer to this problem. **Profs Academy** is a collaborative platform that allows teachers to build, buy, and create quality courses and lessons, collaborate with others, earn credit hours, and earn residual on those courses. “Not only do we stand apart with the quality of our service, the residual we promise to our teachers is vital; [we want to give them] the pay and resources they deserve.”

Deandre tells us that before NFTE he felt bored a lot; he found himself getting into trouble. Now he works passionately on business ideas. **“My first business failed. But I learned that instead of giving up...I needed to think of more innovative solutions to the problem. This is my greatest weapon—I do not give up.”**

Deandre plans to attend college after graduating from high school and to major in business management and operations.



“The rewarding part isn’t just seeing how far I’ve gotten in my business, but also realizing how far I have to go.”

—Deandre Allen, NFTE Graduate

Meet **Andrew Robin**

Poll Position is a social media app designed around **creating and voting on polls**. For individuals it is a simplified social media service, and for businesses it serves as a blend of advertising and market research. “Poll Position allows people to get a new perspective whenever they have a choice to make and helps them make more informed decisions.”

Before NFTE, Andrew tells us that he was struggling to find direction; school had never been overly challenging for him, and nothing had yet sparked his interest. But now, he confides that he is anxious to one day start his own business; **“I realized this because I had never felt so challenged and yet so rewarded by any project in school until this one.”**

Andrew plans to attend Lindenwood University and to study business. He currently plays violin and is on his high-school football team.



“Be willing to expand your mindset!”

—Andrew Robin, NFTE Graduate

Meet **Lenisa Castaneda and Luis Herrera**

When Luis and Lenisa sat down to brainstorm ideas for their business in the NFTE classroom, they decided that their business should reflect a genuine passion in order to lead them to success. It wasn't long before the two landed on the idea for **Cloud 21: a manufacturer of skateboards pairing music with sport** "where cruising is a lifestyle." Each board's shape is customizable and comes with Bluetooth speakers and a portable phone charger attached.

Luis, an avid skateboarder himself, is especially pleased with their product. **"We've become so motivated. It is so rewarding to know that there are people who believe in our business and help us!"** Lenisa, having suffered from anxiety, says **"NFTE taught me how to speak publicly and how to control my anxiety despite stress."**

Cloud 21 plans to donate a portion of its proceeds to the **Fulfillment Fund**, which gives to mentors helping high-school students get into college. Lenisa will attend UC Riverside to study political science, while Luis plans to attend either the Universal Technical Institute or West LA College, pursuing engineering and business.



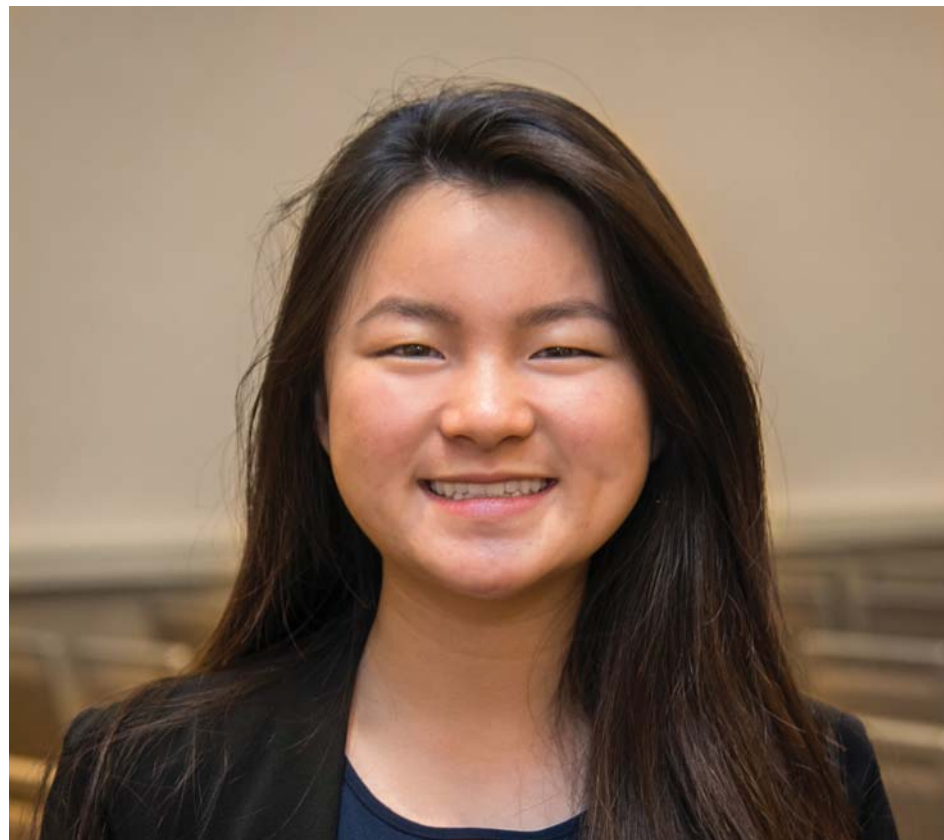
"Nothing happens overnight."
—Lenisa Castaneda and Luis Herrera, NFTE Graduates

Meet **Suzy Kong**

Five years ago, Suzy's grandfather was diagnosed with **Type 2 Diabetes**. While the disease caused an overall upheaval in his life, Suzy was surprised to see that even simple things like shopping for groceries had become challenging and time consuming. Suddenly, they had to be very careful what products they bought, but even then "...the ingredients lists were so filled with scientific terms and jargon that selecting items knowledgeably was near impossible."

Suzy leapt at the chance to solve this problem for her grandfather and others by creating **Eat Up**. Eat Up is a **grocery scanning app that helps people with dietary restrictions filter out selected ingredients**, with just the swipe of a barcode. "It's really rewarding to help people and surprising how many need the help!" Most apps that exist on the market are geared toward specific diets without allowing for customization due to specific ailments or allergies.

Suzy plans to donate 5% of her profits to the **Heifer Project**, which works to eradicate poverty and hunger. She is attending the University of California Santa Barbara and plans to major in marketing and psychology.



"Take this opportunity seriously because you never know what you might get out of it."

—Suzy Kong, NFTE Graduate

The background of the slide features silhouettes of five people against a cloudy sky. On the left, two people stand on a peak, one giving a thumbs up. In the center, two people are pulling each other up by their hands. On the right, a person is reaching out to help another who is climbing. A green semi-transparent banner is overlaid across the middle of the image.

The NFTE Community Driving Impact

Teachers | Volunteers | Alumni | Staff | Partners | Boards | Donors



NFTE Teachers

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NFTE TEACHERS

"I love the exposure and access to the entrepreneurship community that NFTE gives my students, because it inspires them to dream bigger."

– Dr. Raghieb Muhammad, NFTE Teacher



Teacher Opportunities

NFTE University

Teachers become NFTE Certified Entrepreneurship Teachers (CETs) upon completion of our training program, NFTE University (NFTE U). NFTE U focuses on the core elements of experiential education and provides the tools and methodology for teaching students entrepreneurial skills.

Ongoing Professional Development

Following NFTE U, CETs receive 22 hours of additional professional development, technical assistance from NFTE whenever needed, and access to NFTE Connect, an online platform that provides resources and connects CETs around the world.

Program Support

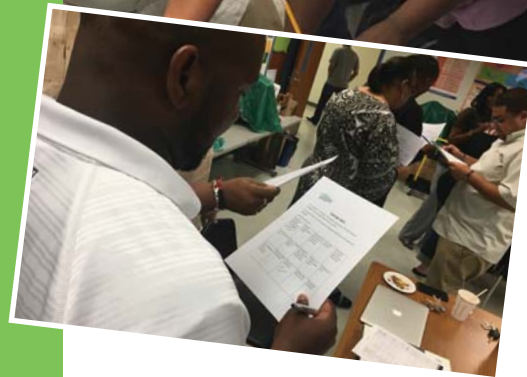
Teachers receive ongoing support from NFTE program staff, who recruit and coordinate classroom volunteers, plan additional opportunities for students to network with the business community, and act as a resource for teachers year-round.

Resources for Students

In addition to an award-winning curriculum, NFTE provides opportunities for students to learn from role models in the business community and to win money by participating in business plan competitions.

What's New in Teacher Training

NFTE is continually working to expand our professional development resources for teachers and to leverage digital media to create efficient experiences for a growing number of teachers. This year NFTE introduced a **blended NFTE University experience** and hosted a series of webinars around **activating a student's entrepreneurial mindset** in the classroom.



John C. Whitehead Global Teacher of the Year

"She will make sure your goals are accomplished, expectations surpassed, investment and effort made worthwhile, all with a smile on your face. Ms. Fregosa ignites creativity, a sense of community, and perseverance with anyone that she meets."

This is how a student of Dawn Fregosa, NFTE Teacher of the Year, describes her. Beloved by her students, fellow educators, and the NFTE community, **Dawn has sought out every opportunity to put her students in the role of Innovator** and to make available to them the opportunities inherent in today's innovation economy, from connecting her students with internships at local solar energy companies to using her money from this award to help a homeless student. Prior to teaching, Dawn was a franchiser and business consultant for over 20 years.

Months after receiving this prestigious award, Dawn joined NFTE in a new capacity, as a Program Manager supporting teachers in the Bay Area. **Congratulations to Dawn**, an extraordinary educator and leader.

This year marks NFTE's inaugural John C. Whitehead Global Teacher of the Year Award, honoring the memory of John C. Whitehead—a respected leader, financier, civil servant, and philanthropist, who passed away in 2015. John saw opportunity in NFTE, and with his guidance and support for more than 20 years, NFTE was able to grow to become a global influence on entrepreneurship education.



Global Educators of the Year



Nakeia Jones - Baltimore



Dawn Fregosa - Bay Area



Toya Al - Belgium



Shawn Sanders - Chicago



Kim Kelley - Cleveland



Rose Smith - DC



Stephen Temelini - Fairchester



Bernhild Lütke Glanemann -
Germany



Paul Fitzgerald - Ireland



Ofir Eliyahu - Israel



Connie Moore-Kelly -
Los Angeles



John Griffin - New England



Lorena Izzo - New York



Joan McCoo - North Texas



Lisa Wright-Polk - Philadelphia



Tim Lakey - St. Louis



Muhammad Amirul
Bin Noor Rahman - Singapore



Marcia Notkin - South Florida



Courtney Worley - South Carolina

Each year NFTE awards a special distinction to one educator from each office and each program partner across the globe, selected for their remarkable impact on students.



NFTE Volunteers

2,650
VOLUNTEERS

COACHES
GUEST SPEAKERS
JUDGES
FIELD TRIP HOSTS
MENTORS

18,714
VOLUNTEER HOURS

Top Corporate Volunteers



Citi Foundation



Volunteer Opportunities

Business Plan Coach

Through one-on-one and small-group sessions, coaches assist students with developing their business plans, presenting before an audience, and preparing for questions and evaluation from a panel of judges.

Business Plan Competition Judge

At NFTE competitions, judges ask questions and offer students a realistic perspective on their business plans.

Field Trip Host

Field trips give students the chance to learn about professions, industries, and the challenges and rewards of the workplace. As a field trip host, your organization provides an invaluable lens into real-world career opportunities.

Guest Speaker

Business professionals and entrepreneurs frequently participate in NFTE classrooms as guest speakers, facilitating a lesson or presenting a topic of their choice that complements the NFTE curriculum.

Mentor

Mentors work one-on-one with students on business plan development, career and college planning, and personal development.

Volunteer of the Year: Randy Haran

Congratulations to 2016 Volunteer of the Year, **Randy Haran, CEO of Normandy Capital Group and former CEO of Texas Air Composites (TAC)**. Logging nearly 100 hours of NFTE volunteer service this year in North Texas, Randy **has coached students, judged at 2015 finals, participated as a guest speaker** in several classes, provided opportunities for our students and teachers to tour TAC facilities, and **offered NFTE graduate Juan Ramos the opportunity to job-shadow** several department heads for one week. Juan indicated that his time at TAC was one of the most valuable opportunities he could have dreamed of having.

Randy even arranged for students and teachers to participate in a TAC monthly meeting where they were paired with a department head and helped to calculate the week's financial picture, bringing to life for students the real-world applications of ROI, ROS, COGs, and profit margins.

Randy not only committed his time, but also his financial resources, to help NFTE. We've been very fortunate to have Randy as a volunteer **since 2014**.

We are grateful to The Alper Family Foundation for underwriting this important award.



NFTE Corporate Volunteerism Award: EY

Volunteers from our corporate partners are essential to providing students with real-world experience and perspective. This year we extend **a special honor to the hundreds of EY employees around the world**, whose influence on our students is profound. EY has committed more than **2,350 volunteer hours** this year alone, through the dedication of **more than 400 employees**.

EY was formally honored at NFTE's 2016 Global Showcase, along with four runners-up: **MasterCard, Citi, SAP, and Santander Bank**. We are deeply grateful for the time and care committed by employees from each of NFTE's partner organizations, and for the **vital part** that these role models play in the lives of NFTE students.

We are grateful to The Alper Family Foundation for underwriting this important award.





NFTE Alumni

600,000+ NFTE ALUMNI



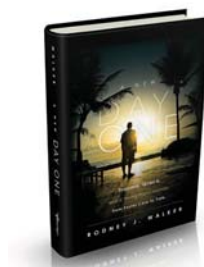
Alumni Products on the Shelves

25% of NFTE alumni start businesses. The products below enjoyed their first release or acquisition this year.



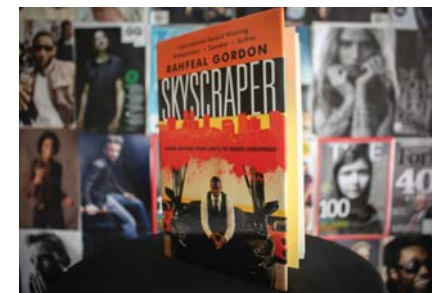
PopsyCakes

Owned by NFTE graduate Jessica Cervantes, your favorite cupcake-on-a-stick was this year acquired by Unique Pizza & Subs Corporation. **PopsyCakes are now available at Dylan's Candy Bar and Six Flags.**



A New Day One: Trauma, Grace, and a Young Man's Journey from Foster Care to Yale

In his book *A New Day One*, published in March, **NFTE graduate Rodney Walker** writes about his life's journey and the importance of **education, entrepreneurship, mentoring at-risk youth, and corporate philanthropy.**



Skyscraper

NFTE graduate and board member Rahfeal Gordon wrote a motivational book about his life experience, called *Skyscraper*. A reader's take: "This book is so inspirational to believe in yourself and live out your true potential. **After reading this book it gave me the confidence to go out in this world and find my path!**" Rahfeal comes from Newark, New Jersey, where his family experienced economic and social struggles including incarceration.

Alumni College Students and Mentors

This summer **ten Citi Entrepreneurship Fellows** joined us from across the **country**, for our second year of the Citi Entrepreneurship Fellowship program. All fellows are **NFTE program graduates**, and this summer they **received training from serial entrepreneur and educator Michael Williams** and worked in NFTE offices, helping to run and promote BizCamps and coaching current NFTE students. These fellows, who are pursuing college and careers, are an inspiring resource to NFTE students beginning their entrepreneurial journey.

We were grateful to have **five 2015 fellows act as mentors to the 2016 fellows class.**



NFTE Alumni Network

NFTE launched the NFTE Alumni Network—allowing NFTE alumni to connect via their **LinkedIn** accounts and access **career opportunities, startup opportunities** (funding, incubators, guidance), and **education opportunities**. NFTE partners have the opportunity to post internships, jobs, and scholarships on the network.

In collaboration with LinkedIn, NFTE also designed a suite of lessons on **building your professional brand**, to onboard NFTE students as they graduate each year. A webinar to support teachers in leading these lessons is also available.





NFTE Staff

The NFTE Teams

60+ STAFF

NFTE team members across the country are committed to the young people we serve, who impress us every day with their vision, compassion, and accomplishments. NFTE teams **build curriculum** for schools, **train teachers**, and **engage program and resource partners**.

All NFTE teams are committed to **working together as one, focusing on performance**, and **thinking big**—empowering NFTE to be nimble and adaptable as we work to maximize impact and reach.



Strategy

The Strategy team sets short- and long-term goals to advance the NFTE mission and designs and implements plans to achieve those goals.

Marketing and Development

The Development team works with corporations, foundations, and individual donors to achieve financial sustainability for NFTE. The Marketing team works to amplify awareness of NFTE and NFTE student achievements.

Programs and Research

The NFTE Programs and Research team designs NFTE curriculum and assessments and analyzes results to ensure NFTE is meeting our impact goals.

Operations and Engagement

The Operations and Engagement team manages the implementation of NFTE programs, engaging volunteers from the business community, supporting NFTE teachers, and managing relationships with districts and schools.

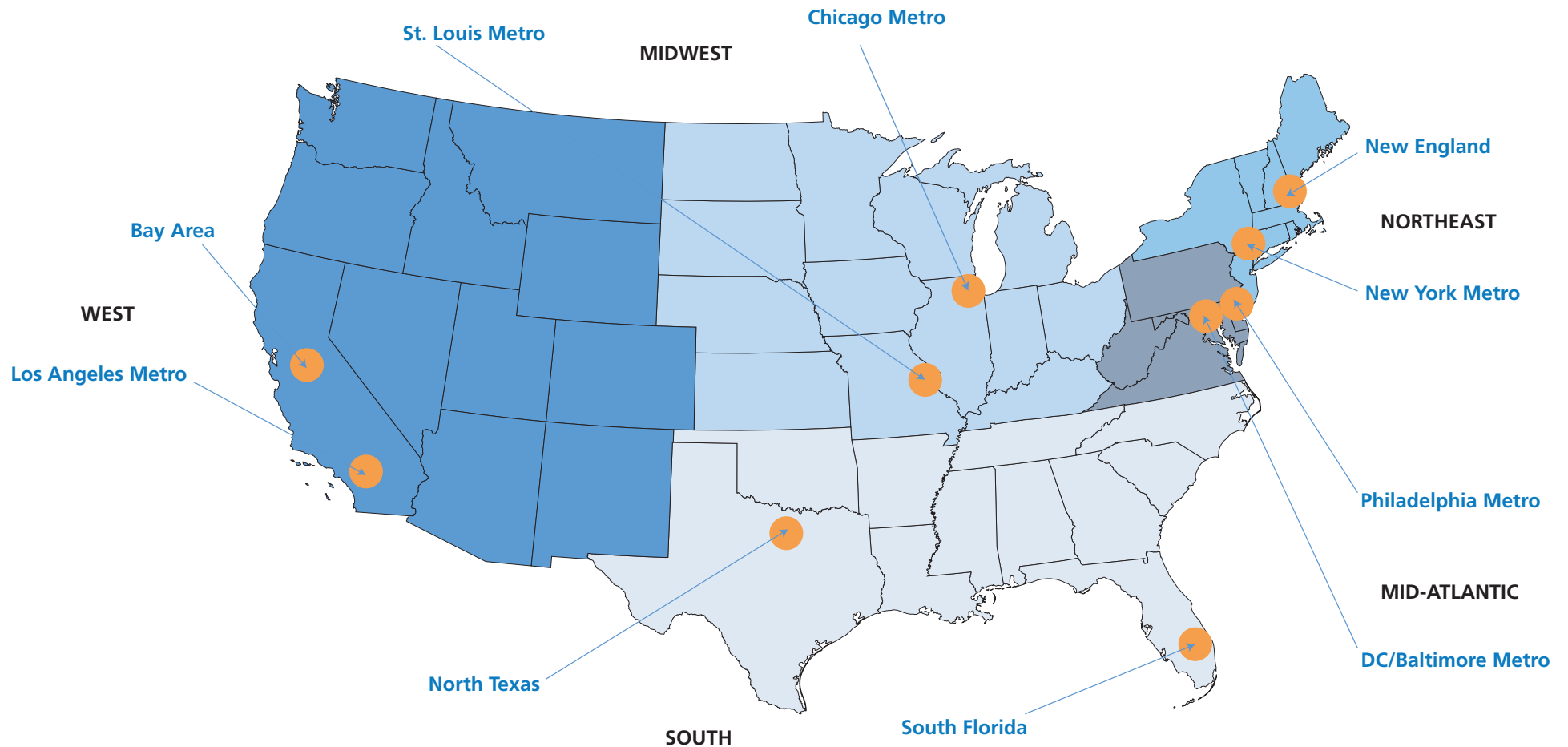
Talent and Administration

The Talent and Administration team works across the organization to help attract, develop, motivate, and retain employees for NFTE to meet current and future goals.

Finance and Information

The Finance and Information team manages NFTE's accounting processes and voice, data, and video systems, supporting its internal customers and ensuring a strong control environment.

NFTE Regions and Offices





NFTE Partners

International Partners



Belgium

YOUTHSTART BELGIUM



China

BE BETTER



Germany

NFTE DEUTSCHLAND



India

THE GLOBAL EDUCATION AND
LEADERSHIP FOUNDATION (tGELF)



Ireland

FORÓIGE



Israel

JOINT DISTRIBUTION COMMITTEE–ASHALIM



Mexico

FUNDACIÓN E



Singapore

HALOGEN FOUNDATION

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Fresno

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ENTREPRENEURSHIP, CALIFORNIA
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South Carolina

YESCAROLINA



NETWORK
FOR TEACHING
ENTREPRENEURSHIP

NFTE Boards



National Board of Directors

We would like to thank the distinguished members of our Board of Directors who represent leaders in business, finance, technology, and philanthropy and are committed to the transformative power of entrepreneurship education.

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The Diana Davis Spencer Foundation

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Founder and CEO
GSV Growth Credit

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McKinsey & Company, Inc.

Regional Advisory Boards

Thank you to NFTE's eleven Regional Advisory Boards, comprised of over 140 distinguished business and community leaders who use their expertise and passion to help NFTE raise funds, engage high-quality volunteers, and increase NFTE visibility. Regional Advisory Board members are indispensable in supporting NFTE students.

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CTACE at Broward County Schools

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Right Space 2Meet

ROCKI ROCKINGHAM
Jarden Consumer Solutions

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FICO

ANDREW WILSON
Merrill Edge

JEFF WILSON
MasterCard

NORTH TEXAS
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Swiss American

LOS ANGELES
PAUL CHEN
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BRANDIE COBB
Environmental Charter High School

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Heath Capital

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JASON YOTOPOULOUS
mach49

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CHRIS MOORE
EY

AARON MOTTERN
Hey Let's Train

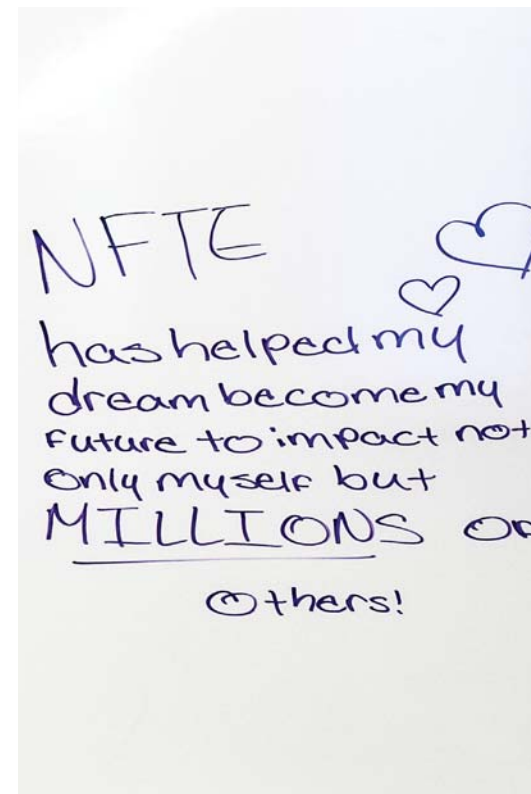
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Monsanto

DAN SHASSERRE
Retired, Nine Network

GARY VONDERHAAR
MasterCard

KEVIN WILSON
University of Missouri

KAORI YAZAWA
Venture Café



A young man with dark, curly hair, wearing a blue polo shirt with a NASA logo, is gesturing with his right hand while looking down at a small object held by a woman. The woman has dark, curly hair and is wearing a green sleeveless dress. They are both looking intently at the object. In the background, other people are visible, including a man in a yellow shirt and a woman in a red shirt. A blue sign with a white arrow and the word "EXIT" is visible on the wall.

NFTE Donors

Donors

NFTE donors make it possible for entrepreneurship education to reach young people from under-resourced communities. Thanks to their commitment, an increasing number of young people are prepared with the entrepreneurial mindset and startup skills required to succeed in today's innovation economy.

Investors
(\$1,000,000+)



Citi Foundation



verizon✓

Equity Investors
(\$500,000+)



Venture Capitalist
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Hogan Lovells US LLP
Howard Krass
John Matouk & Co., Inc.

(\$10,000+)
cont'd

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Minal Kundra
Los Angeles World Airports
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Morgan Stanley
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PayPal
Pine Hill Group
Pitney Bowes, Inc.
PNC Bank

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Saigh Foundation
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State Farm Insurance
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T. Rowe Price Associates Foundation
TaskUs
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The Carol and James Collins Foundation
The CFO Center Limited
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The Towbes Foundation
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of Business
University of Southern California
Vistage International
Vox Media
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Anne-Claire Whitehead
Whole Foods Market
Xerox Foundation

(\$5,000+)

Mark Andrade
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Andersen Tax
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Telamon Human Capital Resources Group, LLC
The Arthur S. Doerner Foundation
The Edgewater Funds
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The Northern Trust Company
The Oshay Family Foundation
The Private Bank and Trust Company
The Venable Foundation, Inc.
Jeffrey Thomas
Gary M. Voight
Mike Zhang



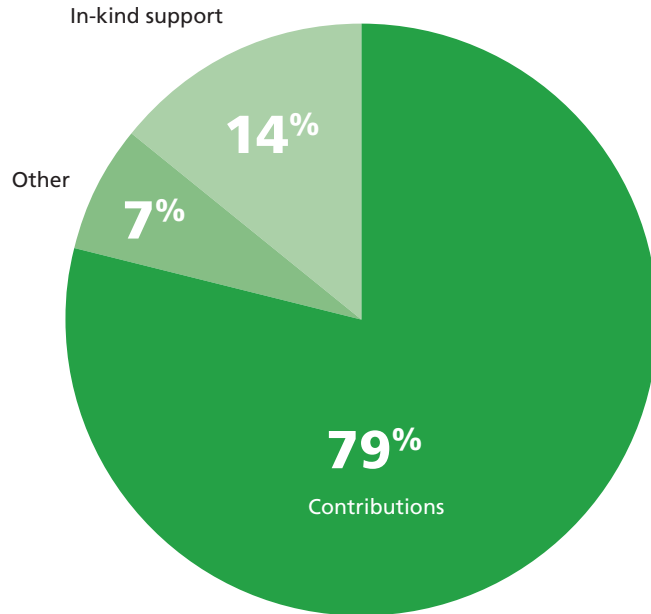
The image shows a group of students, primarily of African descent, wearing red polo shirts. They are gathered around a table, focused on a laptop. One student, a boy with glasses, is pointing at the screen. Another student is visible in the foreground, looking down. The background is a wall covered with various posters and business plan templates. Some of the visible posters include:

- Features and Benefits:** A poster with a table listing features and benefits.
- Business Opportunity:** A poster with text about target customers and market research.
- Andrew Smith:** A poster for a student named Andrew Smith, Age 13, Grade 5th, from Port Richmond/Philadelphia. It lists skills (Quick Reaction Speed), interests (Video games), and personal goals (Create video games).
- Lois Ramos:** A poster for a student named Lois Ramos, Age 14, Grade 5th, from Port Richmond/Philadelphia. It lists skills (Math and debating), interests (Technology), and personal goals (Travel).
- [Kenyon Stafford]:** A poster for a student named Kenyon Stafford, Age 14, Grade 5th, from Port Richmond/Philadelphia. It lists skills (Science, Cooking), interests (Traveling and business), and personal goals (Own a restaurant).

Financial Information

Financial Information

REVENUE: **\$24,380,790**

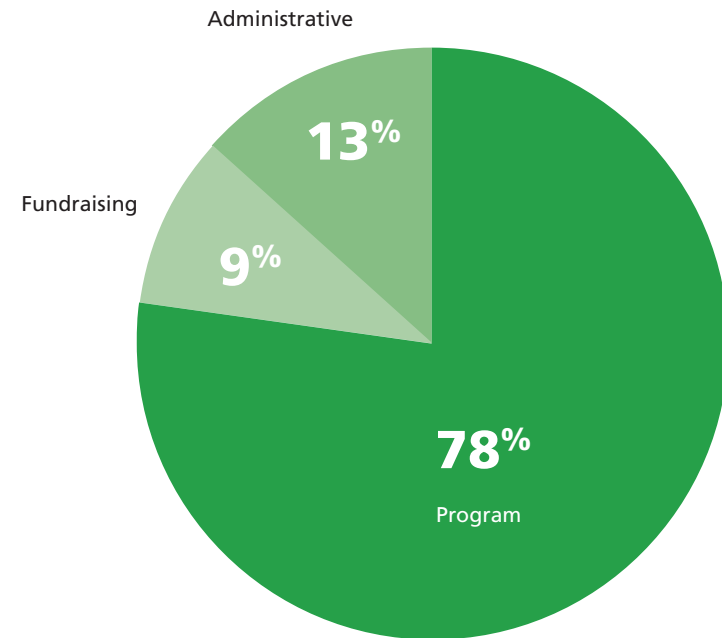


Contributions are funds to support NFTE's mission and programs.

In-kind support primarily includes teacher, volunteer, and coaching time devoted to delivering NFTE programs.

Other revenue includes earned income from training and other contracted services, textbooks, and royalties and distribution from NFTE's endowment fund.

EXPENSES: **\$17,279,036**



Program expenses include the cost of curriculum, research, and delivery of NFTE programs and events.

Administrative activities include finance, legal, IT, and other services that support NFTE's business operations.

Fundraising includes the cost for mobilization of resources to support students, programs, and operations.

Interested in bringing NFTE to your school or supporting NFTE? Please contact **Jim Johnston** SVP, Domestic Operations & Engagement, at Jim.Johnston@nfte.com, or **Ann Marie Almeida**, SVP, Marketing and Development, at AnnMarie.Almeida@nfte.com.

"Having an entrepreneurial mindset helped me think about my future and build my confidence."
—DayQuon Henderson, NFTE Graduate



120 Wall Street, 18th Fl.,
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Network for Teaching Entrepreneurship (NFTE) is a proud non-profit under Section 501(c)(3).