

READY  
TO SUCCEED

READY

# 2024 **IMPACT** *Report*

GROWING MEANINGFUL CAREERS: SEASONS OF SUCCESS



A photograph of four diverse young adults standing outdoors against a wooden wall. From left to right: a woman with long dark hair and glasses wearing a light blue cable-knit sweater and jeans; a woman with short dark hair wearing a white button-down shirt and jeans; a man with dreadlocks wearing a denim jacket over a white t-shirt and jeans; and a man with short green hair wearing a white t-shirt and jeans. They are all smiling and looking towards the camera.

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# STATEMENT *Of* IMPACT

As we reflect on another extraordinary year supporting foster youth and first-generation students, we are profoundly grateful for your generosity that has made the Ready to Succeed journey possible. Our 2024 Impact Report celebrates significant strides, fueled by our Scholars' dedication and your unwavering commitment.

Our Scholars are achieving transformative results with resilience and passion. Javen, one of our first Scholars, recently graduated with his J.D and M.B.A from Georgetown University and is now a first-year law clerk at a prestigious law firm. Bianca Godoy, a recent alumna from UC Santa Barbara, has joined the RTS team as a Career Advisor, sharing her experiences with incoming Scholars.

Your continued partnership drives our mission to create lasting change, dismantle systemic barriers, and ensure college-going foster youth have equitable access to resources, relationships, and opportunities for meaningful careers and economic mobility.

Thank you for being an essential part of our Scholars' transformative stories.

We look forward to writing the next chapters with you.

 + 

Pat McCabe and Romi Lassally, Co-Founders





# *By The* **NUMBERS**



**175 TOTAL  
SCHOLARS  
ENROLLED**



**85% OF  
GRADUATING  
SCHOLARS PLACED  
IN STRONG CAREER  
TRACK JOBS WITHIN  
6-12 MONTHS OF  
GRADUATION**



**85% PARTICIPATED  
IN 2 INTERNSHIP  
AND EXPERIENTIAL  
LEARNING  
OPPORTUNITIES**



**99% HAVE  
INCREASED THEIR  
CONFIDENCE AND  
COMMUNITY AND  
ARE EXCITED ABOUT  
THE FUTURE**



**62 GRADUATED  
FROM 4-YEAR  
UNIVERSITIES  
(OUR LARGEST  
GRADUATING  
CLASS!)**



**100% GRADUATION  
RATE WITHIN 6  
YEARS**

# THE RTS

## *Approach*

At Ready to Succeed (RTS), we recognize that career preparation starts during college, not after graduation. Our RTS Scholars, who often lack family support and professional networks, cannot wait until senior year to begin their career search. They must develop skills, build connections, and gain work experience while in school. Through our 3+1 program, RTS provides continuous support to ensure that Scholars not only earn their degrees but also leverage them toward thriving careers.

100% of RTS Scholars graduate within six years (with the majority graduating in 4.5 years) and 85% secure career-track jobs within six to twelve months of graduation — a stark contrast to the 4% graduation rate among foster youth and 45% among the general population.



RTS Alumni Reeves addresses new Scholars at 2024 Camp Ready

# *Our 5*

## **PILLAR PROGRAM**

### **1:1 COACHING AND CAREER WORKSHOPS**

RTS provides 15 hours/year of individual career coaching in which Scholars craft and work through a career action plan.

### **NETWORK BUILDING**

Advisors help Scholars access and navigate the RTS network of 500+ professionals for career guidance and mentoring.

### **SOCIAL AND EMOTIONAL SUPPORT**

RTS hosts monthly community building and wellness events, with a robust resource network to address mental health, housing, transportation, food, and other basic needs.

### **INTERNSHIP PLACEMENT**

RTS helps students identify and apply for paid internships to help make them competitive job candidates upon college graduation.

### **TARGETED FINANCIAL SUPPORT**

All RTS Scholars receive up to \$5,000 in basic needs scholarships and have access to emergency funding as needed.



# THE RTS

## *Program*

Our 3+1 program provides coaching, connections, and community from sophomore to senior year plus one year of post-grad employment or graduate school. Following this “formal” part of the program, Scholars join our Alumni Network.



# YEAR 1

## *Activate*

Scholars are accepted into the RTS program in the spring of their freshman year and officially begin their RTS experience in the summer.



### *Meet Laura*

**“Ready to Succeed has not only transformed my academic life, but my personal life as well. I cannot be more thankful to everyone at RTS for supporting me in my journey.”**

Laura’s journey is a testament to resilience and transformation. After moving between 17 high schools, she felt disconnected and unsupported in her education, leaving college and career aspirations seemingly unattainable. However, joining the Ready to Succeed program in 2023 marked a turning point. With the guidance of her career advisor, Betsy, Laura gained the resources and encouragement necessary to not only graduate but excel in her dream career. Her adventurous spirit has led her to study abroad and become an Impact Fellow with the McCabe Impact Fellowship, positioning her to transfer to a four-year university next year.



## YEARS 2-3

### *Accelerate*

Scholars continue to work with their Career Advisors to build on their year 1 foundation, expanding career knowledge and beginning to go deeper into industries of interest, working with an RTS Pathways Advisor along with their Career Advisor.



### *Meet Wynton and Olivia*

**“Ready to Succeed stands out in that they genuinely care. They provide an opportunity to connect people like myself and people that I wish I had the opportunity to connect with when I was younger. They cultivate an environment of genuine care and growth for former foster youth.”**

Olivia, a third-year Film and Media Studies student at UC Irvine, has thrived at Ready to Succeed through hands-on career exploration. Working alongside her Pathways Advisor, Rudy, and RTS mentor, Film and TV editor Wynton, she received valuable feedback on her editing reel. With Wynton’s support, she perfected her portfolio and became a finalist for the Television Academy Foundation’s Spring 2025 Internship Program.

# YEAR 4

## *Amplify*

While many of our Scholars (annually, about 60%) have full-time jobs or Grad School plans set by graduation day, it can take up to 6 to 12 months to find that first post-grad opportunity.



### *Meet Anthony and Marla* VP OF TALENT ACQUISITION AT AEG WORLDWIDE

Corporate partnerships are paramount at Ready to Succeed. They provide essential career exploration opportunities, internships, industry connections, and financial support to RTS Scholars and Alumni. These partnerships enable RTS career advisors to stay current with industry trends, ensuring scholars are prepared for both present and future job markets. This support has meant the world to Scholars like Anthony. This past summer, Anthony was one of three Scholars selected to serve as a Talent Acquisition Intern at AEG Worldwide. He worked alongside Marla Anderson, the VP of Talent Acquisition, to lead a panel discussion on generational differences in the workplace. Following his internship, Anthony leveraged his experience to secure a position as a West Region People & Culture Coordinator at Protiviti!



# ALUMNI

## *Building Community and Giving Back*

At RTS, we believe once an RTS Scholar, always an RTS Scholar. RTS has an active and engaged Alumni Network and we're always finding ways to keep our alumni engaged with our scholars and community.



### *Meet Gloria*

Gloria began her transformative journey with Ready to Succeed in 2017, graduating from UCLA in 2018. Today, she thrives as a Wealth Manager at LourdMurray, specializing in complex financial planning for high-net-worth families.

As a first-generation Mexican immigrant, Gloria is passionate about empowering underserved communities through financial education and giving back to the RTS community. Gloria leads financial fluency workshops for current RTS Scholars, covering essential topics like budgeting strategies and retirement planning. Her dedication to fostering financial literacy and diversity within the industry is truly inspiring, as she continues to drive change and empower the next generation.

# 2023-2024

## *Highlights*



## **INCREASED STUDENT ENGAGEMENT AND SUPPORT**

Each year, our recruitment season starts with outreach during the summer, live applications in the fall, and acceptance into the program in the spring. Over 2023-2024, we saw a substantial increase in student demand, and we were able to deliver \$600,000 in direct financial support to our Scholars.





## GREW TO 325 PARTICIPANTS IN PROJECT DORM ROOM™

Project Dorm Room™ (PDR), one of our signature programs, ensures that incoming college freshmen and transfer students moving on to campus have all the dorm room supplies and move-in support they need to begin their college journey.

RTS Board Member, Tania Suster, started Project Dorm Room in 2017 when she set out to provide dorm room essentials for 60 UCLA students. In the last year, Project Dorm Room expanded to 11 total campuses, including nine in California, one in Arizona, and one in Texas. The service has served over 900 foster youth since its inception and helps bolster the RTS program overall, with nearly 30% of Project Dorm Room participants applying to the RTS program.



PDR Recipient Mary picks out her comforter at UCLA Move-in.



PDR Volunteer Amy helps a Recipient put together their dorm room bundle.



**"It's hard for foster kids to get supplies. When we are given opportunities like this we feel heard and less stressed to try to find necessities. This makes us feel like we found a home."**

- Jasmine, Project Dorm Room Recipient, UCLA

## THANK YOU

### *2024 Project Dorm Room Partners*

**THE BANCHIK FAMILY**

**THE CHUCK LORRE  
FAMILY FOUNDATION**

**ARRILLAGA FOUNDATION**

**3 ARTS ENTERTAINMENT**

**SUPERGOOP!**

**PERIOD.**

**JOHN PAUL MITCHELL SYSTEMS**

**THE HOT TOPIC  
FOUNDATION**

**DR. BRONNERS**

*Special Thanks to our PDR volunteers and a special shoutout to the families from Brawerman Elementary School and Canyon Partners.*



## HOSTED OUR LARGEST CAMP READY YET

Camp Ready is a three-day, in-person experience where new RTS Scholars convene and connect, learning essential career skills and building community. Last year we welcomed our largest class of RTS Scholars to Camp Ready held at Cal State University Northridge. 58 incoming Scholars joined RTS Staff and over 50 volunteer professionals to participate in transformative, interactive activities.

**“I’m really glad I got to come to Camp Ready. I don’t think in my life I have ever felt as supported and seen. I don’t have words to express my gratitude but this truly made an impact on me and I am so excited to see what lies ahead.”** -Camp Ready Scholar

**58**  
**INCOMING**  
**SCHOLARS**

**50**  
**TOTAL VOLUNTEER**  
**PROFESSIONALS**

**10**  
**ALUMNI**  
**PARTICIPANTS**



At Camp Ready 2024: Aluma Regina Brodell, UCLA '17; Pat McCabe RTS co-founder; Alumna Stephanie Catalan, Bryn Mawr '19



This year's Camp Ready Scholars, Camp Counselors, and RTS staff.



RTS Scholars Noe, DeAndre, and William.



RTS Scholars debrief the Camp Ready weekend with each other on the last day.

**“At Camp Ready, it was my pleasure to sit amongst a panel of powerhouse thought leaders to discuss how former foster youth can use the power of storytelling in their communication – be it interviewing for a job or when networking in general. Authenticity rose to the top. Being true to yourself, who you are, your values, and not being afraid to ask for help. It was such an inspiring afternoon. I am grateful to my RTS family for having me.”**

- Shannon, Camp Ready Volunteer

## THANK YOU

*to our Camp Ready participants for your valuable time.*

**Shannon de Laat**  
Chief Brand Officer  
Good American

**David Pena**  
Director, Talent Acquisition  
rpa

**Todd Nakasone**  
Talent Acquisition Leader  
AEG Worldwide

**Hoai Scott**  
SVP Human Resources  
NBCUniversal

**Greg Dunne**  
Lincoln Property Management  
Vice President, Corporate Advisory &  
Solutions

**Gina Gaillard**  
Talent Acquisition Partner  
Red Bull

**Karen Jones**  
Coach & Communications Consultant  
Fmr. HBO

**Ricardo Sanchez**  
Manager, Talent Acquisition  
Lionsgate

**Jasmine Morales**  
Red Bull

**Jean Batthany**  
Fmr. COO  
Walmart

**Michelle Vogel**  
Manager Talent Acquisition  
AEG Worldwide

**Jessica Christopher**  
Career Coach, Assoc Dir Parker Career  
Mgmt  
UCLA Anderson

**Gloria Garcia Cisneros**  
Wealth Manager  
LourdMurray

**April Barfield**  
Sr. Manager University Relations  
AEG Worldwide

**Joe Philport**  
Fmr. media research CEO  
Traffic Audit Bureau for Media  
Measurement, Inc.

**Eddie Valcin**  
Head of Brand Partnerships  
NTERTAIN

**Diana Rivera Rios**  
Talent Acquisition Coordinator  
AEG Worldwide

**Ivan Salazar**  
Manager of Talent Programs  
LA Tech



**Chantelle Silveira**  
CTO / CPO  
Revolt TV

**Belinda Freeman**  
Commercial & Deal Strategy  
Google

**Ron Scott**  
Fmr. Human Resources  
Fmr. Black Angus Steakhouse

**Bree Glover Nielsen**  
Senior Manager of Recruiting  
Coop Careers

**Tuahn Dihn**  
Head of Digital  
Zealot

**Mark Mosch**  
CEO  
RTS Board Member / AndMark  
Management Company

**Jae Canas**  
Health Professional Education  
Specialist RTS Alum /LA County  
Department of Mental Health

**Guiliana Campbell**  
Senior Director Human Resources  
Prosecur

**Jeff Campbell**  
CMO  
RealDefense

**Mike Starratt**  
Managing Director  
Merrill Lynch

**Alexis Minie**  
Marketing & Special Events  
Boys & Girls Club

**Sheryl Yamamoto**  
Doctor  
Kaiser

**Paola Mena**  
Human Resources, Employee  
Experience  
Cedars-Sinai Hospital

**Bianca Trenado**  
Labor Relations Manager  
Cedars-Sinai Hospital

**Christine Novoa**  
Lead Talent Advisor  
Cedars-Sinai Hospital

**Michele Prince**  
Director, Volunteer Services  
Cedars-Sinai Hospital

**Angel Patino**  
Community Outreach Coordinator  
Cedars-Sinai Hospital

**Elizabeth Bowen**  
Director of Nursing  
Concise Home Health Care

**Samuel Edwards**  
UCLA Geffen School of Medicine



RTS Co-founder Pat McCabe with RTS Scholars Shuvette, Jasmine, and Breanna.

## CELEBRATED 5TH YEAR OF MCCABE IMPACT FELLOWSHIP PROGRAM

Ready to Succeed's McCabe Impact Fellowship program partners with local non-profit and social benefit organizations. Fellows receive targeted experience and professional mentorship, and the organizations gain outstanding talent to further their missions. Last year, we celebrated the fifth anniversary of our Pat McCabe Impact Fellowship Program. This innovative skill-building program has provided 73 internship experiences with \$265,000 in stipends to our RTS Scholars and 16,000 hours of service and support to our non-profit partners.

**20**  
**SCHOLARS**

**9**  
**NON-PROFIT  
PARTNERS**

**\$80,000**  
**EARNED**

**\$4,000**  
**TOTAL HOURS  
SERVED**

**“This past summer through the Impact Fellowship and interning at National Center for Youth Law (NCYL), I got to experience more than just my original role as a development intern. I was able to work with the different departments, like child welfare and mental health departments. This not only allowed me to network for future opportunities, but also grew the amount of transferable skills I can use in my next career journey. I cannot be more grateful to everyone involved.”** RTS Scholar Abigail, UCLA ‘25



RTS Scholar and Impact Fellow Abigail (Left) with her Supervisor Izzy Phan at National Center for Youth Law



RTS Staff Members Natalie, Rudy, and Mari.

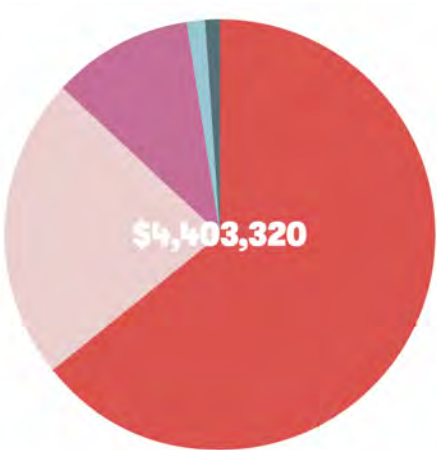


# FINANCIAL *Summary*

FY24 audited financials

## REVENUE

●	FOUNDATION	\$2,837,215 64%
●	GOVERNMENT	\$1,000,000 23%
●	INDIVIDUALS	\$460,709 10%
●	INVESTMENT	\$65,396 2%
●	IN-KIND	\$40,000 1%



## EXPENSES

●	PROGRAMS	\$3,036,579 72%
●	FUNDRAISING	\$642,441 15%
●	MANAGEMENT	\$554,697 13%



# GRADUATION CELEBRATION *2024*



We celebrated our largest graduating class ever, with 58 Scholars graduating college in May. Their journey does not stop there, as alums work closely with advisors to navigate life after college, secure their first career-track job, or explore graduate school options. Thank you for helping RTS create a more equitable and just world where everyone can thrive regardless of their background.

## A BIG THANK YOU TO OUR SPONSORS WHO MADE GRADUATION POSSIBLE

### TITLE SPONSOR

Justine Stamen Arrillaga and  
John Arrillaga

### VISIONARY SPONSOR

Harriet Zaretsky



GALLANT CAPITAL

Pat and Nancy McCabe

### PRESENTED BY



### AMBASSADOR SPONSOR

Antonieta Monaldi Arango

**EVENT SPONSOR**  
Elizabeth and Glen Friedman



# DONORS

*Thank you for your continued support! Gifts received July 1, 2023- June 30, 2024*

## OPPORTUNITY SOCIETY MEMBERS

The Opportunity Society is a three-year giving club that supports RTS Scholars on their journeys through college and beyond.

James Amerman	Jeff and Sandy Hudson	Mark Mosch
Tricia Baak	James Hyman and Leslie Weisberg	Karen Kahela Sherwood and Ben Sherwood
Melissa Balaban and Adam Wergeles	Neil Kapp	Tania and Mark Suster
Nadine Bell	Kathy Kloves	Vivienne Vela
Jennifer Blum	Blair Kohan	Paul and Kelley Workman
Howard Ballon	Susan Kohl	Ben and Anne Youngblood
Diana Braun	Olivia Krevoy	
Connor Corrigan and Ali Miller	Thomas Lee	
Mia Feil	Will McCabe and Jackie Beyer McCabe	
Tracy Grand	Katie McCabe and Chris Stewart	

## FOUNDATION/CORPORATE PARTNERS

AEG Worldwide	Edward A And Ai O Shay Family Foundation	Ralph M. Parsons Foundation
Angell Foundation	Fidelity Charitable	Ric & Suzanne Kayne Foundation
Aramont Family Foundation	Fox Foundation	The Sirpuhe and John Conte Foundation
Arrillaga Foundation	Goodwin Family Memorial Trust	Sam Simon Charitable Giving Foundation
Atlantic Health System	Herbert & Elaine Kendall Charitable Foundation	Snap Foundation
The Bagnard Family Foundation	Hot Topic Foundation	W.M. Keck Foundation
The Banchik Family Foundation	James Collins Foundation	Southern California Grantmakers
Canyon Partners LLC	Joan M. Wismer Foundation	Wurwand Foundation
Carol & James Collins Foundation	Johnny Carson Foundation	Yield Giving
Carrie Estelle Doheny Foundation	Joseph Drown Foundation	Supergoop!
The Change Reaction	Otis Booth Foundation	John Paul Mitchell Systems
Chuck Lorre Family Foundation	Pacific Palisades Methodist Memorial Foundation	Period.
Department of Education Community Project Funding	Perlman Family Foundation	Dr. Bronner's
Dwight Stuart Youth Fund	Phoenix Rotary Club	
ECMC Foundation		

# THANK YOU

Have any feedback regarding this report? Email [aj@readytosucceedla.org](mailto:aj@readytosucceedla.org)

Are you ready to make a difference?

To learn more about our amazing scholars and ways to get involved, visit  
<https://readytosucceedla.org/involved/>



**HELP CHANGE THE LIVES OF FOSTER YOUTH.  
MAKE A DONATION.**



#### Disclaimer

We are grateful for every gift received and apologize for any errors or omissions. If you have questions about this Annual Report, please contact us at [aj@readytosucceedla.org](mailto:aj@readytosucceedla.org).







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