



CAREERWORK\$

CareerWork\$ Board Meeting

March 20, 2026

FINANCIAL POSITION

CareerWorks, Inc Statement of Financial Position

As of January 31, 2026

ASSETS	1/31/2026	12/31/2025
Current Assets		
Cash & Equivalents	\$ 1,397,071.16	\$ 1,705,512.44
Prepaid Expenses	\$ 45,130.44	\$ 21,945.44
Total Current Assets	\$ 1,442,201.60	\$ 1,727,457.88
 Total Assets	 \$ 1,442,201.60	 \$ 1,727,457.88
 LIABILITIES		
Current Liabilities		
Accounts Payable	\$ 40,356.16	\$ 240,000.00
WaFd CC	\$ 9,238.12	\$ 6,438.66
Accrued Expenses	\$ 30,000.00	\$ 30,000.00
Total Current Liabilities	\$ 79,594.28	\$ 276,438.66
 Total Liabilities	 \$ 79,594.28	 \$ 276,438.66
 NET ASSETS		
Without Donor Restrictions	\$ 1,332,607.32	\$ 1,421,019.22
With Donor Restrictions	\$ 30,000.00	\$ 30,000.00
Total Net Assets	\$ 1,362,607.32	\$ 1,451,019.22
 Total Net Assets & Liabilities	 \$ 1,442,201.60	 \$ 1,727,457.88

Expenses reflect active program delivery while revenue timing lags early in the year; financial position remains strong



CareerWorks, Inc Statement of Activities For the Period Ending 1/31/2026

	Without Donor Restrictions	With Donor Restrictions	Total
Revenues			
Contributions	-	-	-
In-Kind Contributions - Services	-	-	-
Interest	331.73	-	331.73
Total Revenues	\$ 331.73	\$ -	\$ 331.73
Expenses			
Program Services			
Payroll Expenses	45,991.08	-	45,991.08
Program Development	5,639.96	-	5,639.96
Services	3,691.00	-	3,691.00
Travel	-	-	-
Charitable Distributions	-	-	-
Total Program Services	55,322.04	-	55,322.04
General and Administrative			
Payroll	10,608.27	-	10,608.27
Overhead	6,939.91	-	6,939.91
Administrative & Other Support Services	13,446.00	-	13,446.00
Total General & Administrative Services	30,994.18	-	30,994.18
Fundraising	2,427.41	-	2,427.41
Total Expenses	\$ 88,743.63	\$ -	\$ 88,743.63
Change in Net Assets	(88,411.90)	-	(88,411.90)
Net Assets - Beginning of Year	1,451,019.22	-	1,451,019.22
Net Assets - End of Period	\$ 1,362,607.32	\$ -	\$ 1,362,607.32

Committed and anticipated contributions

Biller Family Foundation — \$500,000

Capital One — \$100,000

Bank of America — \$125,000

Banner Bank — \$20,000

People's Bank — anticipated renewal (amount TBD)

\$745,000+ in expected funding

- Funding is expected to materialize throughout the year, consistent with historical timing patterns.
- Re-engaged in conversations with Wells Fargo.
- Additional national and local funder conversations underway

STRATEGIC GROWTH & REVENUE DEVELOPMENT

2026 Strategic Priorities

Building a sustainable model for national program expansion



Our strategic priorities for 2026 include:

Revenue Diversification

- Strengthening philanthropic funding while introducing earned revenue through program licensing.

Program Stability & Expansion

- Launching new program markets and supporting partner organizations delivering CareerWork\$ training.

National Partnerships

- Expanding employer, industry, and training partner relationships across multiple markets.

CareerWork\$ Hub Markets

- Developing strategic markets where CareerWork\$ directly operates programs and employer partnerships.

2026 Grant Funding Pipeline



56 funders identified | \$3.5M+ in new funding proposals submitted

Pipeline reflects new funding opportunities and excludes existing funder commitments

Total Funders in Pipeline

56

Proposals Submitted

11

Awarded Grants

1

Declined Grants

1

Total Funding Requested

\$3,521,250

Total Awarded Funding

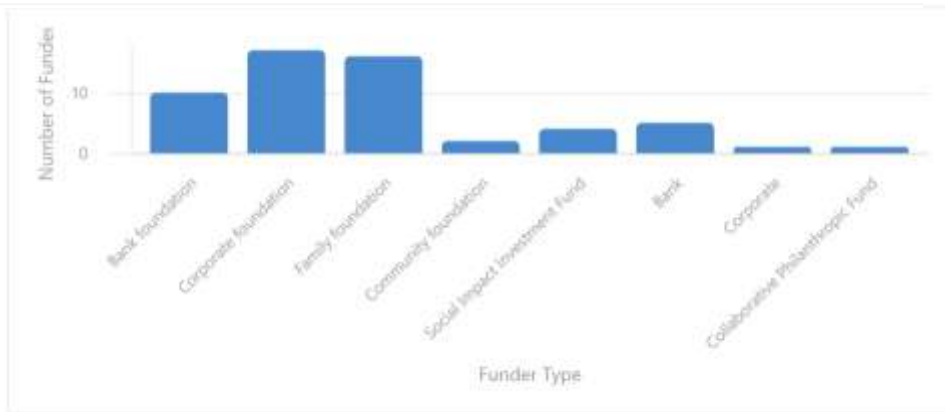
\$8,500

2026 Grant Pipeline Composition

Funding requests span multiple CareerWork\$ programs and aligned funder priorities

Funders by Funder Type

Number of funders by type: Bank, Corporate, Family, Community foundation



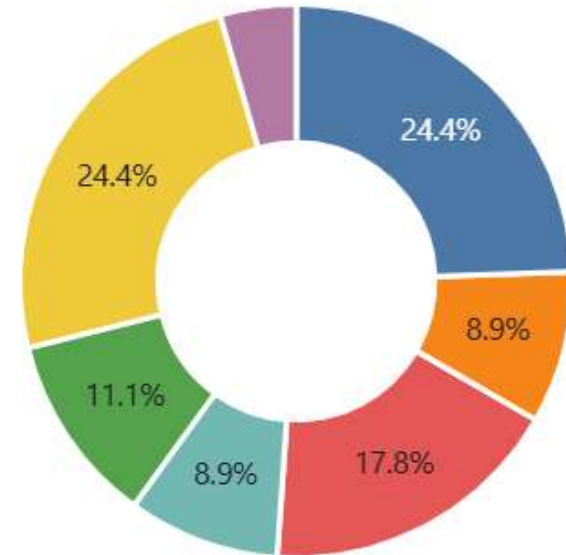
Top Primary Focus Areas Among Funders

Most common primary focus areas selected by funders.



Funding Pipeline by Program

Displays the percentage of total funding submitted by program type.



Grant Program Alignment

- BankWork\$
- BankWork\$ Fundamentals
- ReadyWork\$
- ReadyWork\$ Youth
- BankWork\$ Academy
- CareerWork\$
- ReadyWork\$ Reentry

Program Licensing Model Finalized



Framework approved in December 2025 has now been finalized, including licensing structure and fee schedule.

Strategic Objectives

- Expand CareerWork\$ programs nationally through licensed training partners
- Maintain program quality and fidelity through standardized curriculum and implementation model
- Generate sustainable earned revenue for CareerWork\$
- Partners receive curriculum, trainer resources, LMS access, and implementation guidance from CareerWork\$.

Base Annual Licensing Investment

Program	Base Annual License Investment
ReadyWork\$ Programs	Starting at \$10,000
BankWork\$	Starting at \$50,000
BankWork\$ Academy	Starting at \$50,000
MediWork\$	Starting at \$50,000

The finalized licensing structure expands access to CareerWork\$ programs by enabling partner organizations to deliver our training in more communities nationwide, while also creating a new earned revenue stream to support long term sustainability.

National Interest in Program Licensing



Early conversations with prospective partners demonstrate growing demand for CareerWork\$ workforce programs.

12

Prospective Licensing
Partners

10

Cities
Represented

\$220K

Potential Annual
Licensing Revenue

Program Interest

ReadyWork\$ – 8
BankWork\$ – 1
BankWork\$ Fundamentals – 1
BankWork\$ Academy – 1
New Industry (Aviation) – 1

Prospective Locations

Little Rock, AR
San Jose, CA
Oakland, CA
Los Angeles, CA
Denver, CO
Trenton, NJ
Philadelphia, PA
Pittsburgh, PA
Cleveland, OH
Seattle, WA

Conversations are in exploratory and partnership development stages.

NATIONAL EXPANSION STRATEGY

National Expansion Strategy

CareerWork\$ is evolving into a national workforce ecosystem builder expanding industry aligned training across multiple markets through partners, employers, and CareerWork\$ hub markets.



Connecting communities and jobseekers to career pathways through partners, industry leadership, and employer networks.

The Next Evolution: CareerWork\$ Hub Model



Expanding CareerWork\$ program delivery through direct market-based hubs.

What a CareerWork\$ Hub Looks Like

- CareerWork\$ hires and manages the Program Manager delivering the training
- CareerWork\$ delivers training directly in the market
- Community partners support recruitment, referrals, and participant support
- Employers engage through hiring pipelines and industry partnerships
- CareerWork\$ leads employer engagement and hiring pipelines

Why This Matters

Quality & Consistency Direct delivery allows CareerWork\$ to maintain consistent training quality and program fidelity.

Stronger Employer Alignment CareerWork\$ can work more directly with employers to align training with hiring needs.

Improved Outcomes Closer oversight of instruction, employer engagement, and participant support strengthens placement results.

Sustainable Growth Hub markets allow CareerWork\$ to combine philanthropic support, employer partnerships, and earned revenue to sustain programs long term.

ORGANIZATIONAL STATUS

Organizational Update & Program Activity



Leadership & Team

- Organizational realignment underway to support program growth
- Tracy Hinman joining as Program Manager for BankWork\$ Fundamentals

Program Markets

- CareerWork\$ programs currently operating in 11 U.S. cities
- BankWork\$ launching in Raleigh, NC in Q2 2026
- MediWork\$ expanding to Milwaukee in 2026
- Seattle partner concluding delivery; CareerWork\$ preparing to operate the Seattle market directly

Organizational Growth & Sustainability

- Finalized CareerWork\$ program licensing model to support expansion to new markets
- Advancing a diversified revenue strategy including philanthropy, partnerships, and earned income
- Exploring CareerWork\$ Hub markets to strengthen program quality and employer alignment in key regions

2026 Program Progress

Progress toward CareerWork\$ program goals for 2026



BankWork\$ & BankWork\$ Fundamentals

- 9 classes launched in Q1 2026
- Launch planned in Raleigh, NC in Q2 2026
- CareerWork\$ preparing to directly operate Seattle market

MediWork\$

- Two classes launched in Q1 2026
- Milwaukee expansion planned for Q2 2026 with existing Training partner

ReadyWork\$

- Two classes launched in Q1 2026
- On track to reach six classes in 2026

BankWork\$ Academy

- Pilot discussions underway with Washington High School in California for the 2026–2027 school year
- CareerWork\$ joined ACTE CTE Workforce Development Group

ReadyWork\$ Youth

- Seattle Housing Authority hosted its second ReadyWork\$ Youth cohort
- Exploring additional youth-serving partners for 2026 expansion

ReadyWork\$ Reentry

- Partner organization in Ohio exploring ReadyWork\$ for pre-release training programs
- CareerWork\$ joined the National Reentry Workforce Collaborative (NRWC)

Program Partner Transitions



Managing partner changes while sustaining program delivery,

Seattle Market

- Local partner (YWCA) sunset program delivery in December 2025
- CareerWork\$ preparing to transition the market to a CareerWork\$ led hub model

Fremont / Bay Area Market

- Current partner planning to conclude program delivery in June 2026
- CareerWork\$ evaluating options to sustain program presence in the region

Organizational Learning

- Market transitions highlight the importance of diversified delivery models
- Hub strategy designed to strengthen long term market stability

Program Performance Trends



Maintaining strong outcomes while adapting to shifting hiring timelines

Graduation Outcomes

- Graduation rates remain strong and consistent across markets
- Overall graduation rate remains above 75%

Placement Outcomes

- Overall placement rate currently at 70%
 - Time to placement is increasing across multiple markets, reflecting broader shifts in employer hiring timelines

Contributing Factors

- Longer hiring timelines across financial services and healthcare sectors
- Employers extending interview and onboarding processes
- Increased competition for entry-level roles in several markets

Deepening Employer Engagement

- Earlier employer engagement aligned to hiring cycles
- Stronger regional employer partnerships
- Employer co-design of hiring pathways and expectations
- Exploring the development of a **National Employer Advisory Board** to gather real-time industry feedback and strengthen alignment

Strengthening Market Execution

- Community of Practice training focused on employer engagement
- Shared strategies and best practices across markets
- Data-informed adjustments to cohort timing and size

Evolving Success Metrics

- Expanding measures beyond initial placement to include:
 - Career mobility
 - Credential attainment
 - Wage progression
 - Participant confidence

CareerWork\$ Impact Summit

Celebrating 20 Years of BankWork\$



Event Details

When: December 2026

Where: Seattle, WA

Who: CareerWork\$ graduates, employer partners, and training partners

Why Now: As BankWork\$ marks 20 years of national impact, the evolving workforce landscape and CareerWork\$ expanding partnerships create a timely opportunity to convene leaders shaping the future of workforce pathways.

Event Goals

- Highlight CareerWork\$ graduates, employer partners, and training partners
- Engage funders and industry leaders in CareerWork\$ future growth strategy
- Launch and elevate the 20 Years of Impact campaign to mobilize philanthropic investment in CareerWork\$
- Inspire new partnerships and philanthropic investment in CareerWork\$ growth



CAREERWORKS

IMPACT SUMMIT

Save the Date

20 YEARS
OF IMPACT

Expanding Access to Banking Careers
Shaping the Future of Workforce Pathways

December 2026 • Seattle, Washington

APPENDIX



CareerWork\$ National Footprint & Program Impact

CareerWork\$ Impact Metrics

8,519

Total Graduates

78%

Program Completion Rate

5,900+

Total Job Placements

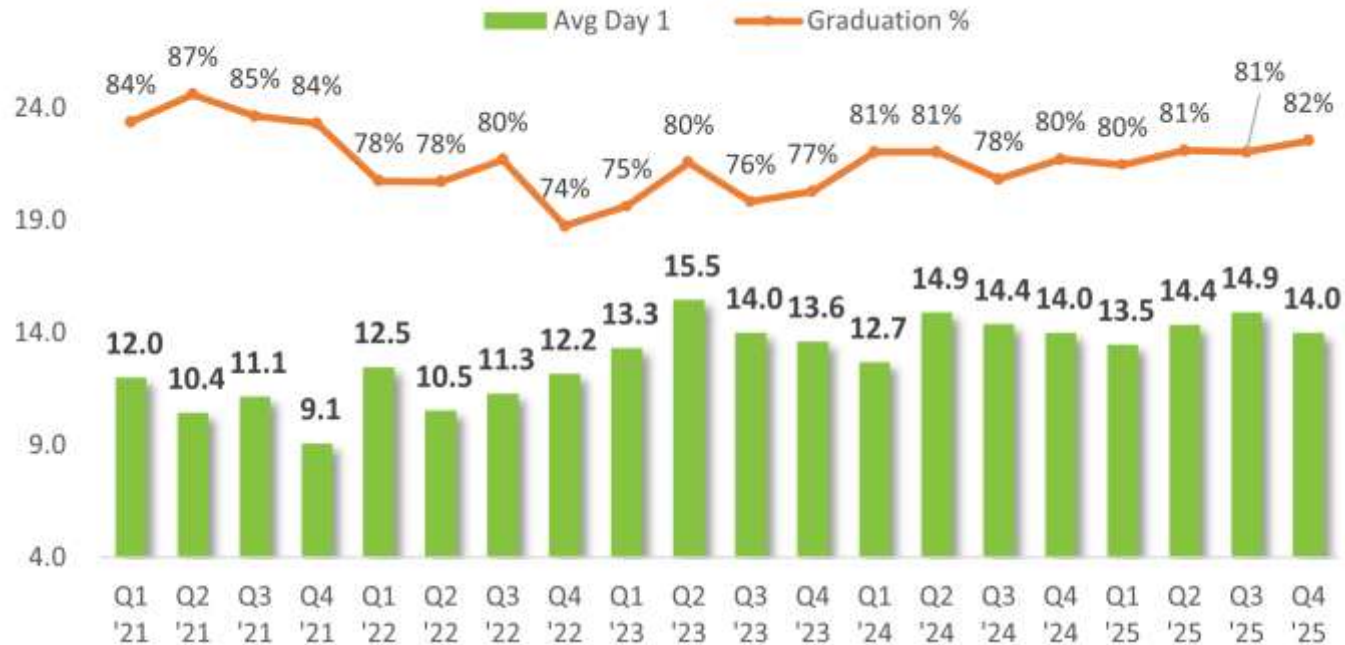
70%

Job Placement rate

Program Impact Through February 2026

Program performance remains stable. Graduation rates remain consistently high, signaling strong program quality.

Average Day 1 and Graduation Rate



2024 Placements To Date

2024 Placements

	Total Placed			Full Yr	
	Industry	Other	Total	Forecast	Yet to go
BankWork\$	309	74	383	506	123
CareerWork\$ Medical	61	26	87	78	(9)
Total	370	100	470	584	114

2024 placements increased by 7 since October 2025, bringing the total to 470.

2025 Placements To Date

2025 Placements to date

	Total Placed			Full Yr	
	Industry	Other	Total	Forecast	Yet to go
BankWork\$	200	47	247	506	259
MediWork\$	25	7	32	78	46
Total	225	54	279	584	305

2025 placements grew by 57 since October 2025, reaching a total of 279.

Slower hiring market is extending time to placement while graduation rates remain strong. This trend reflects longer hiring cycles, not reduced program performance.

Graduation Rate and Placement Rate

