STR8UP EMPLOYMENT SERVICES / NEW JERSEY

2025 Annual Impact Report

Bridging access. Creating opportunity. Transforming lives.

297 individuals served | 220 employment placements

January 1 – December 31, 2025

www.str8upemployment.org

Draft for organizational review

A message from our founder

Employment is more than a paycheck. It is an opportunity to build stability, restore confidence and create a stronger foundation for individuals and families.

In 2025, STR8UP Employment Services expanded its reach to 297 individuals, connecting 220 to employment and helping participants navigate barriers that too often stand between talent and opportunity.

Our work is rooted in the belief that lived experience is an asset. By meeting people where they are and recognizing the realities of their circumstances, we seek to make workforce services more accessible, practical and responsive.

As we look ahead, our focus is on strengthening partnerships, improving the quality of our services and building pathways that support lasting economic mobility. Thank you to everyone who contributes to this mission.

Dashaan Jennings
Founder & CEO

Proposed leadership message for approval.

02 / PURPOSE

Who we are

Founded in 2023, STR8UP Employment Services is a nonprofit committed to connecting individuals facing barriers to meaningful employment and economic opportunity.

Mission

To bridge access and opportunity through trauma-informed, lived-experience-driven workforce development and individualized employment support.

Vision

A future where every individual has equitable access to meaningful employment and the resources needed to achieve economic stability.

Values

Dignity, equity, accountability, empowerment and community collaboration.

Guiding principles

Meet people where they are, recognize lived experience as expertise, address barriers alongside employment goals, and prioritize sustainable outcomes over short-term transactions.

03 / OUTCOMES

2025 by the numbers

297
Individuals served

220
Employment placements

74.1%
Placements relative to individuals served

58
Supportive service connections

$5,500
Reported hardship assistance

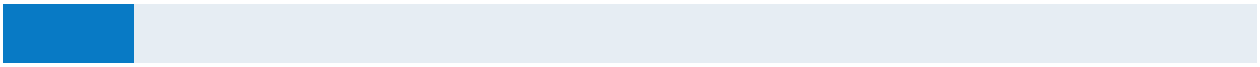
Source: organization-reported figures supplied for this draft. Placement ratio = 220 ÷ 297. Supportive service connections may overlap with employment outcomes.

04 / GROWTH

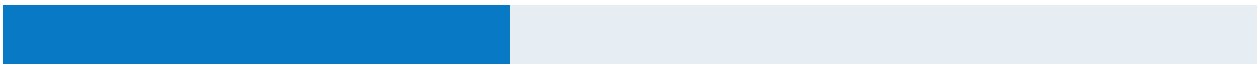
Expanding access

Annual participant reach grew by 147.5% between 2024 and 2025, reflecting a substantial increase in the scale of service delivery.

2023 / 31 individuals



2024 / 120 individuals



2025 / 297 individuals



What growth means

Greater reach creates a responsibility to strengthen case management, employer relationships, service quality and follow-up. The next stage of growth should emphasize both access and long-term employment stability.

Source: organization-reported annual participant totals.

05 / SERVICE MODEL

From barriers to opportunity

Employment readiness

Individualized job search assistance, resume development, interview preparation and guidance navigating online applications.

Barrier navigation

Support identifying practical obstacles such as transportation, identification documents, housing instability and access to community resources.

Employer engagement

Building relationships with employers and workforce partners to connect job seekers with suitable opportunities.

Continued support

Employment support and referrals designed to help participants navigate challenges as they move toward economic stability.

These descriptions summarize the organizational service model; program-specific 2025 participation counts are not available.

06 / SUPPORTIVE SERVICES

Removing practical barriers

A job opportunity is only useful when an individual can realistically access it. STR8UP reported $5,500 in hardship assistance during 2025.

Assistance category	Reported amount
Transportation	$2,000
Vital documents	$1,300
Remaining amount, not itemized	$2,200
Total	$5,500

Connecting people to resources

The organization reported 58 supportive service connections. Resource navigation complements employment assistance by helping individuals address needs that can interfere with obtaining or maintaining work.

The remaining amount is calculated from the reported total; its allocation requires verification.

07 / COLLABORATION

Community-powered impact

STR8UP’s approach relies on collaboration across workforce development, community organizations, employers and public systems.

Workforce and employer partners

Connect job seekers to training, employment opportunities and career pathways.

Community and referral partners

Help identify individuals who may benefit from employment support and connect participants with complementary services.

Public and philanthropic partners

Support coordination, investment and more accessible pathways to economic opportunity.

A verified 2025 partner and donor roster should be added before publication.

Acknowledgments

We recognize the participants, staff, volunteers, employers and community supporters who make this work possible.

08 / ACCOUNTABILITY

Financial stewardship

The available financial information for this report is limited to reported hardship assistance. A complete annual financial statement has not been provided.

Financial measure	2025 status
Total revenue	Pending verification
Total expenses	Pending verification
Program expenses	Pending verification
Management and fundraising	Pending verification
Year-end net assets	Pending verification
Hardship assistance	$5,500 reported

Before public release, reconcile financial figures with the year-end accounting records and applicable Form 990 filing. No audited financial results or expense ratios are asserted in this draft.

09 / LOOKING AHEAD

Building on our momentum

Expand access

Strengthen regional referral networks and reach individuals who face significant barriers to traditional workforce services.

Improve employment retention

Develop consistent 30-, 90- and 180-day follow-up measures to understand job stability, wages and advancement.

Strengthen infrastructure

Invest in case management, data quality, staff development and standardized service delivery.

Deepen partnerships

Build employer, training and community partnerships that connect participants to sustainable career pathways.

These are proposed forward-looking priorities, not claims of completed 2025 activities.

Partner with us

Refer a participant, become an employer partner, support barrier-removal assistance or invest in workforce development.
www.str8upemployment.org