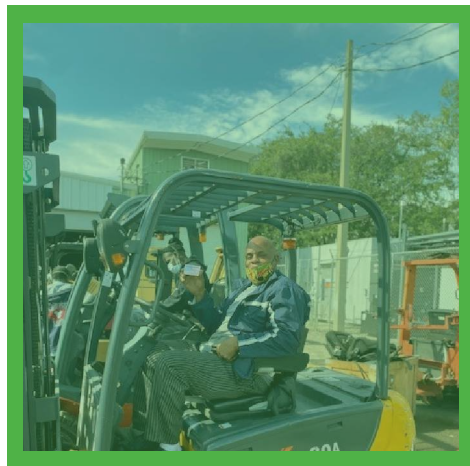
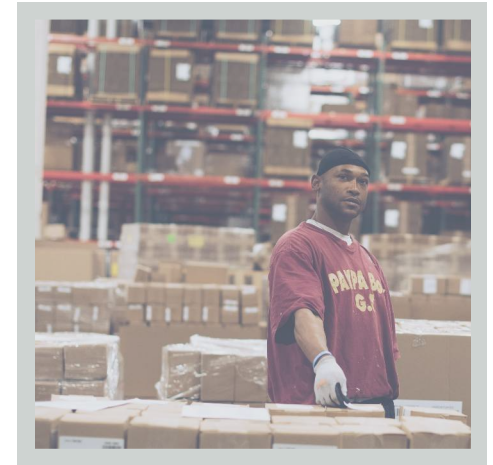
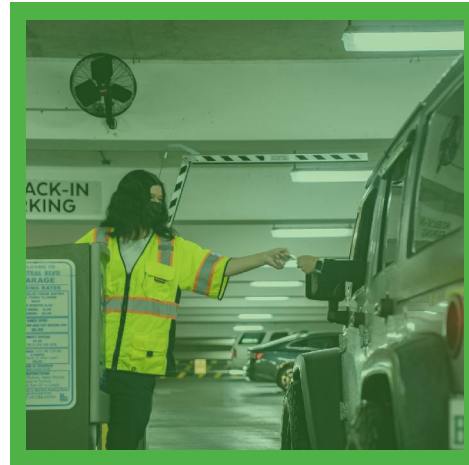


# 2022 YEAR IN REVIEW



# A LETTER FROM LEADERSHIP

Dear Partners,

Thanks to you, First Step has impacted, grown, and transformed this past year.

Thanks to our more than 80 employment partners, First Step opened the door to economic opportunity for more than 7,400 individuals. Over 75 percent of these deserving men and women were actively experiencing homelessness, and 25 percent were recently incarcerated. With the help of more than 40 new employment partners, our clients earned more than \$41 million in wages.

Thanks to the support of our community funding partners, First Step opened two new offices in 2022 in Dallas, TX, and Augusta, GA. Additionally, with more than \$10 million raised through our “Working our Way Home” capacity campaign, we launched a new support services department. The purpose of this department is to ensure that all First Step clients are connected to the services and support they need to retain work and attain stable housing.

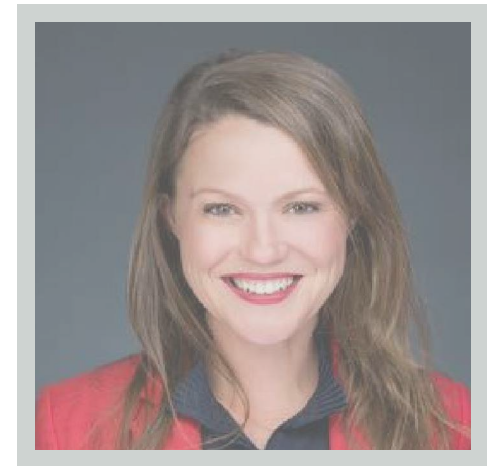
Thanks to our community partners nationwide, our clients have secured safe and stable housing, mental and physical healthcare, and no-cost upskill training. This year First Step trained dozens of clients in forklift, CDL, and construction to help them access job opportunities in higher-wage, high-demand trades.

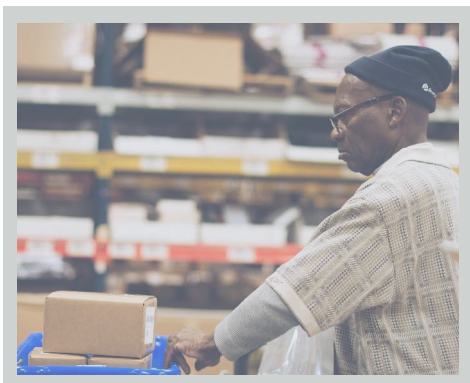
As 2023 dawns, we are honored to continue ensuring that every individual in our community who has the will to work has the opportunity to work and access all the support necessary to achieve economic mobility now and into the future.

Thank you for your partnership,

**Amelia Nickerson**  
CEO

**Mick Cochran**  
Board Chair

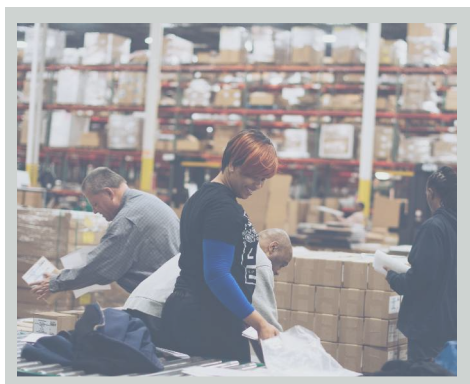
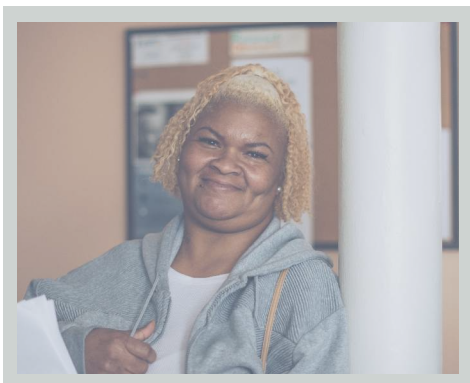




# STAFFING FOR BUSINESS. WORKING FOR GOOD.

**First Step Staffing, Inc. (FSS)** is a nonprofit staffing organization that connects people experiencing homelessness, veterans, and recently incarcerated individuals to sustainable employment, income, and the supportive services they need to obtain and retain a job. The goal is to provide economic opportunity and a path to self-sufficiency for those otherwise locked out of the employment system.

First Step has successfully replicated the Atlanta-based model to become the largest nonprofit staffing agency in the U.S., with operations in seven states. We employ more than 1,900 individuals weekly,



## OUR VISION:

First Step aspires to achieve a society in which every individual who wants to work has the opportunity, regardless of their personal circumstance or background.

## OUR MISSION:

Empower individuals on the path from homelessness and poverty into self-sufficiency through employment.

# OUR WORK: HIGHLIGHTS FROM 2022

REACHED OVER  
**9,000**  
INDIVIDUALS  
through daily employment  
orientations

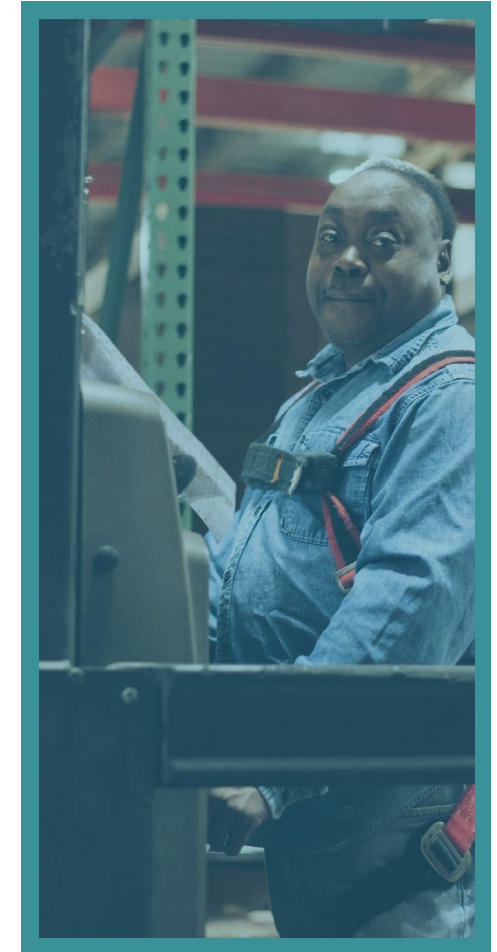


**7,436**  
EMPLOYED



**73,356**

Rides to and  
from work



**5,617**

Experiencing  
homelessness

**1,908**

Recently incarcerated

## Demographics



# FINANCIAL: HIGHLIGHTS FROM 2022

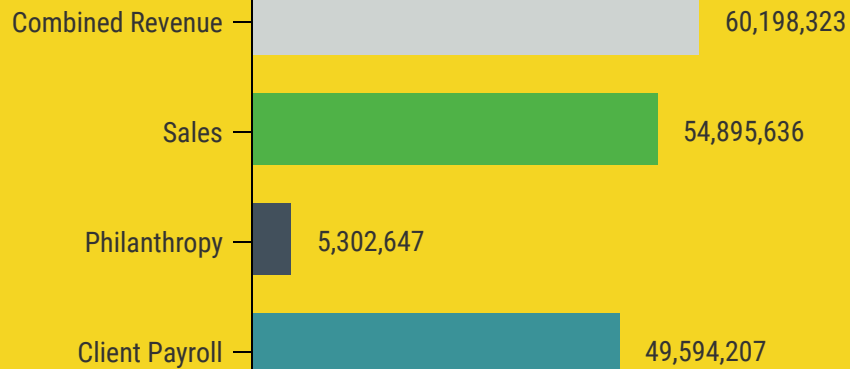


TOTAL PAYROLL:  
**49.5 M**



**40**  
New Customers  
Added

First Step partners with more than 80 employers in the 7 States in which we are located. In 2022, we added 40 new customers including multiple national customers.



# SOUTHEAST- ATLANTA



**29,260**  
RIDES TO WORK



TOTAL PAYROLL:  
**\$12.3M**

**1,642**  
HOMELESS

**797**  
RETURNING CITIZENS

*"I'm positive, I'm grateful, I'm thoughtful, I'm ambitious, I'm loving. I now have peace, I have a future, and I have goals. I want everyone to have what I possess, and I have this because of First Step." -LaToya*

**\$463K**  
DISABILITY  
BENEFITS  
PAID



# SOUTHEAST

## ORLANDO

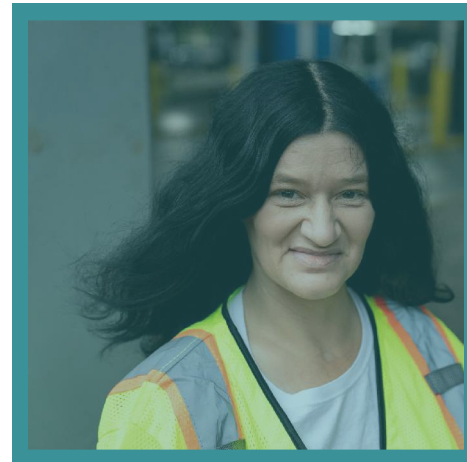
147  
EMPLOYED

110  
HOMELESS



TOTAL PAYROLL:  
\$1.2M

OPENED IN  
2 NEW  
CITIES



## NASHVILLE

390  
HOMELESS

235  
RETURNING  
CITIZENS



TOTAL PAYROLL:  
\$1.6M

# PHILADELPHIA



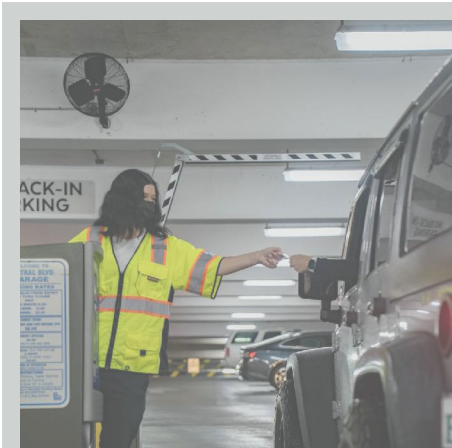
**40,759**  
RIDES TO WORK



**TOTAL PAYROLL:**  
**\$20.3M**

**2,249**  
HOMELESS

**748**  
RETURNING CITIZENS



*"My favorite part about working with First Step Staffing has been the diverse experience I gained from the different jobs I was assigned. I am looking forward to continued job growth and stability."  
-Jodie*





# SOUTHERN CALIFORNIA



TOTAL PAYROLL:

**\$13.7M**

**1,683**  
EMPLOYED

**1,097**  
HOMELESS



first step  
STAFFING  
for good

## A GLIMPSE OF 2023:



Open in 2 new cities



Pilot a housing financial assistance program



Launch an upskill training blitz



Expand disability services into all markets



Provide on-site financial empowerment opportunities

# THANK YOU

AEC Trust  
American Family Dreams Foundation  
Bank of America  
Bank United  
Braneum Family Foundation  
CareSource  
Caring Works  
Coca Cola Foundation  
Connelly Foundation  
Edward R. Fisher Foundation  
Enterprise Community Partners  
Felts Charitable Trust  
Hoag Family Foundation  
Imlay Foundation  
Jack & Ann Glenn Foundation  
J.B. Fuqua Foundation  
John & Mary Franklin Foundation  
John & Polly Sparks Foundation  
Kaiser Permanente  
Kresge Foundation  
Lenfest Foundation  
LuLuMa Foundation  
NCR Foundation  
PECO  
REDF Growth Portfolio  
Rising Tide Foundation  
Samuel S. Fels Fund  
Stratton Foundation  
TD Bank  
The Cathedral of St. Phillip

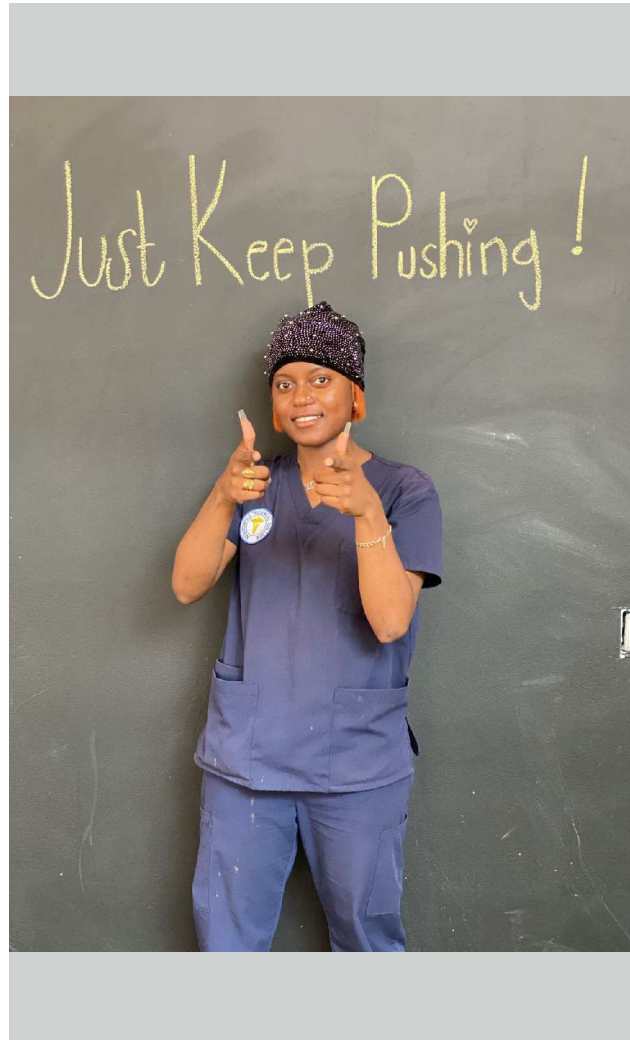
United Way of Greater Atlanta  
United Way of Greater Philadelphia  
Waterfall Foundation  
Wells Fargo Foundation  
William Josef Foundation  
County of Bucks, Department of Housing & Community  
Development  
  
City of Philadelphia:  
Office of Community Empowerment &  
Opportunity (CEO)  
Department of Behavioral Health and  
Intellectual disAbility Services  
Office of Homeless Services  
  
Commonwealth of Pennsylvania  
Department of Human Services  
  
Georgia Department of Human Services  
DeKalb County Human Services  
Fulton County Human Services  
Gwinnett County CDBG  
City of Orlando CDBG  
City of Orlando Office of the Mayor  
Orange County, FL CDBG

## **"Working Our Way Home" Capacity Campaign Supporters**

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# THANK YOU

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Wendell Burks  
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Sue and Jim Cochran  
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Brent and Lauren Reid  
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Kiki Wilson  
Leigh Wood  
Kim-Van Pham

# THANK YOU

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Gina Muscatel, CASA/Community Leader

Stanley "Stan" Onuoha, Business Development Director, Thrive Lights USA



# CONTACT US

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\*After April 1, 2023: 302 Decatur St., Atlanta, GA, 30303\*

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**Twitter:** [twitter.com/firststepstfg](https://twitter.com/firststepstfg)

**Instagram:** [instagram.com/firststepstaffing](https://instagram.com/firststepstaffing)

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**Augusta:** 1757 Broad St., Augusta GA, 30904 (706-524-5467)

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