

**We envision a Washington where all residents have access to our state's best jobs, and our companies have the diverse, local talent they need to innovate for the world.**

**CAT,**  
Opportunity  
Scholar

**2025**  
IMPACT REPORT

WASHINGTON STATE  
**OPPORTUNITY**  
SCHOLARSHIP

# CONTENTS

2	WSOS Leadership
3	Letter from the WSOS Executive Director, Isabel Muñoz-Colón
4	WSOS Overview
5	Opportunity Scholar Spotlight
6	Partner Spotlight
7	Baccalaureate Scholarship Impact Overview
9	Career & Technical Scholarship Impact Overview
10	Reimagined Support for Career & Technical Scholars
11	Rural Jobs Initiative Impact Overview
13	Graduate Degree Scholarship Impact Overview
15	Ways to Get Involved
16	WSOS Spotlight
17	OpportunityTalks
18	Donors & Partners



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# Welcoming Isabel Muñoz-Colón as the New Executive Director of WSOS

A LETTER FROM WSOS EXECUTIVE DIRECTOR ISABEL MUÑOZ-COLÓN

**It is an honor and a joy to step into the role of Executive Director at the Washington State Opportunity Scholarship (WSOS). I've spent more than two decades working to expand access to education and opportunity for Washington's students. I am joining WSOS because of the profound impact this organization has already made and the even greater impact we're poised to make together.**

WSOS stands at the intersection of equity, education, and workforce development. Our mission is more urgent than ever. As we face statewide cuts to higher education and other vital supports, we must remain steadfast in our commitment to helping students gain postsecondary credentials that lead to high-demand, high-opportunity careers. Washington already struggles with a significant credential gap: industries like health care and STEM have more annual job openings than we have graduates to fill them.

The 2024 WA State STEM Report Card from the Washington Student Achievement Council confirms that our current systems are not producing enough degree-holders to meet the growing demands of Washington's workforce.

**This is exactly where WSOS comes in.**

WSOS is not just a scholarship, it's a bridge. It connects students from historically excluded backgrounds to the education and training they need to succeed, while directly supporting the vitality of our state's economy. We fund students pursuing degrees, certificates, and apprenticeships in the fields that keep Washington running, from nursing and engineering to IT and construction trades.

And we do this while fostering partnerships across sectors, education, industry, and government, because we know that systems-level change requires collective investment.

I come to this work with deep roots in public service and an unwavering belief in the power of education to change lives. From my time with the Gates Foundation to my years shaping education policy at the city and state levels, I've seen what's possible when we center equity and act with urgency.

**WSOS is at a pivotal moment, with opportunities to deepen its reach and strengthen its impact across communities that have long been excluded.**

To our partners, alums, students, and supporters: thank you. Your belief in our mission fuels our work. I look forward to connecting with you, listening deeply, and building new pathways to opportunity, together.



With gratitude,

A handwritten signature in black ink that reads "Isabel Muñoz-Colón".

**Isabel Muñoz-Colón**  
Executive Director  
Washington State Opportunity Scholarship

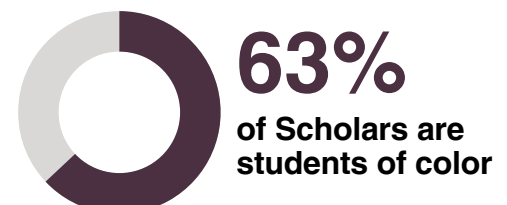
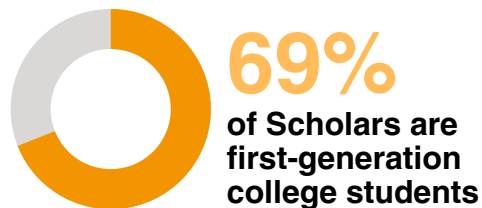
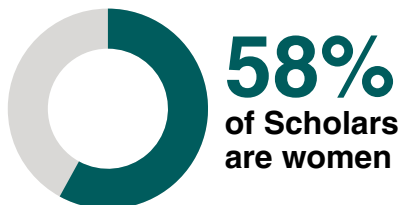
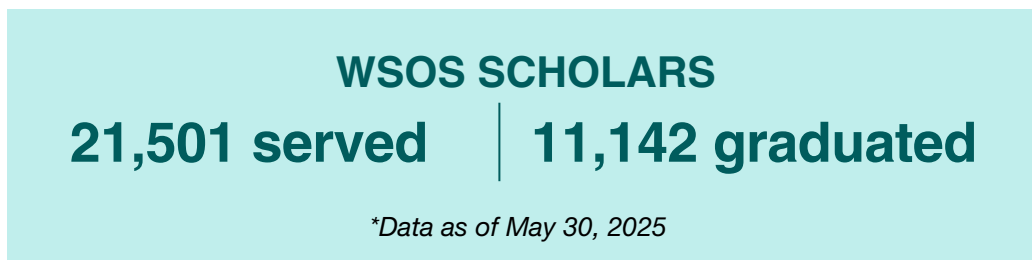
# WSOS OVERVIEW

Washington's economic growth is poised to bring **1.5 million new jobs** to the state over the next decade. But without change, students won't be in a position to compete for these jobs. Many barriers stand in the way of tens of thousands of Washington students who aren't enrolling in higher education or completing their credentials. **According to the Washington Roundtable, just 40% of Washington high school students are expected to earn a postsecondary credential by age 26.\***

We are on a mission to transform our state by building pathways to high-demand jobs that strengthen our communities and economy. We are doing this work while ensuring that we don't leave behind the students furthest away from opportunity, including rural students, students of color, those who would be the first in their family to go to college, and students underrepresented in STEM fields, like women.

*\*Source: Washington Roundtable February 2025, Path to 70 Update*

**By the end of the 2024-25 academic year, WSOS will have disbursed more than **\$167.3 million** to Opportunity Scholars across all of our scholarship programs since 2011.**



**100% of Opportunity Scholars are low- and middle-income Washington residents.**

We don't select Scholars based on factors like race, gender, or ethnicity, but we do consider criteria such as income and career interest.

**This report sheds light on the barriers Opportunity Scholars overcome. Let's recognize their resilience and commit to breaking down those barriers, so more students can thrive.**

# OPPORTUNITY SCHOLAR SPOTLIGHT | Meet Ray



**Ray**, a Career & Technical Scholar from Clark County, studying Applied Technology at Clark College

The Career & Technical Scholarship (CTS) is more than a scholarship. For Ray, this scholarship has been a life-changing opportunity, opening doors to a brighter future for both him and his family.

For many students, paying for basic necessities is what keeps them away from the classroom or prevents them from advancing their careers.

“

***"The rising cost of living is something that we all understand. CTS has provided much-needed funding to cover the high cost of childcare. My three-year-old daughter greatly benefits from this opportunity... [It] leaves time and energy for me to be more involved in her development."***

Ray's journey exemplifies how CTS can directly impact lives by addressing the practical challenges many students face. "The Career & Technical Scholarship has helped improve my quality of life for myself and my family," shares Ray.

WSOS is intended to be flexible, going beyond money for tuition to help cover costs like childcare, so that students can focus in the classroom and acquire the skills and training they need to succeed in the workplace and life.

***"My goal is to develop technology that will help make life easier and more efficient. In my lifetime, I've seen tech change how we live our lives. Being involved in shaping our world is a dream come true."***

By investing in people like Ray, WSOS is not only helping individuals thrive but also building a skilled workforce ready to tackle the challenges of tomorrow.

## **A lack of affordable childcare is crippling our workforce and employers.**

According to Washington STEM, in 2023, Washington employers incurred \$2.08 billion in childcare costs, a breakdown in childcare coverage.

Results from a 2019 Department of Commerce survey found that **27% of parents reduced their hours from full-time work to part-time work, school, or training**, and another 27% quit their jobs or left school or training due to childcare issues.



McKinstry's mission is to make the built environment healthier, more efficient, and safer through our engineering expertise, construction excellence, and innovative facility operations. McKinstry has been a WSOS partner since 2016, and more than 60 of their employees have volunteered more than 130 times throughout their partnership. You can even find Opportunity Scholar alums working at McKinstry, including Bunji, who is featured below.



*"As a first-generation college student and a woman in STEM, I've experienced the challenges that many students face in pursuing higher education and technical careers. That's why I'm so passionate about WSOS. Its mission to provide critical financial and professional support resonates deeply with me. Mentoring through WSOS allows me to give back and empower the next generation to succeed."*

*At McKinstry, we believe in making a positive difference in our communities. Supporting WSOS aligns perfectly with that commitment, helping create a more equitable and innovative future. **If you're passionate about education and equity, there's no better time to get involved with WSOS and help change lives.**"*

— Bri, Sr. Manager People Operations

***"Education removes barriers, but support, connections, and mentorship are just as important, which is why WSOS is such a game-changer."***

*A WSOS mentor helped me land an internship that became a full-time job. Now, I give back as a mentor. Mentoring only takes a few hours out of the entire year, and you never know the difference you may make."*

— Bunji, Project Engineer II & WSOS Alum



*"As a lifelong Washingtonian, former UW STEM student, and someone who loves to 'pay it backwards,' I love supporting the people of my state in accessing the incredible career possibilities we have right here."*

***I didn't get much career guidance as an undergraduate, so it's important for me to support WSOS and share the insights I've gained with others who can benefit. One of my most memorable experiences was mentoring a student I met at OpportunityTalks. We hit it off and stayed in touch — he's so driven and curious!***

*WSOS is unique because funding is paired with real mentorship. Mentors build lasting relationships and give students the tools and confidence they need to succeed."*

— Kelly, Director of Operations – Engineering

# IMPACT OVERVIEW | Baccalaureate Scholarship (BaS)

## BACCALAUREATE SCHOLARSHIP / BaS



**3,525**  
Current Scholars



**9,393**  
Graduates to Date

BaS serves Opportunity Scholars pursuing a high-demand bachelor's degree. BaS recipients receive up to \$22,500 over six years.

### What students study matters.

Forecasted job opportunities in Washington state are highly concentrated in STEM.

According to Washington Student Achievement Council (WSAC)'s analysis of the Lightcast Q4 Labor Market data set, 33% were for occupations in STEM or health. That's why we prioritize students interested in specific fields to ensure our state's employers have the talent they need to thrive and grow.

### DEGREES EARNED PER INDUSTRY



**1,727**

Engineering,  
Engineering Technologies,  
& Engineering-Related  
Fields



**1,697**

Health  
Professions  
& Related  
Programs



**1,569**

Biological &  
Biomedical Sciences



**1,269**

Computer &  
Information Sciences  
& Support Services



**BaS recipients hail from every county in Washington state. The counties with the highest all-time number of participants per capita are:**

- 1. Okanogan**
- 2. Yakima**
- 3. Grant**
- 4. Franklin**
- 5. Chelan**

- 1. University of Washington, Seattle**
- 2. Washington State University, Pullman**
- 3. Western Washington University**
- 4. Eastern Washington University**
- 5. University of Washington, Tacoma**

While our BaS recipients can take their scholarship to *any* public or private college or university in the state, **the vast majority of our graduates attended our state's two research institutions, The University of Washington and Washington State University.**



## Did you know?

A 2025 survey of college students in Washington found that over half of the more than 11,000 respondents reported experiencing some basic needs not being met, with over 40% facing food insecurity and over a third facing housing insecurity. This represents a **6% increase in the rate reported in 2022.**

*Source: WSAC 2025 Basic Needs Report*

*“As a current Opportunity Scholar who is majoring in public health with a specialization in population health, my dream and goals have always consisted of helping others and the community I grew up in. Education has always been the foundation of my goals; **pursuing a degree was one step closer to going back to my community** in order to overturn the quality of life and to overall help make it a better place with all of the skills and knowledge I gained.*”

*Receiving the Washington State Opportunity Scholarship motivated me to keep going. I am a first-generation Hispanic college student. I have always dreamed of attending a university and making my parents proud. They are agriculture field workers and work so hard for me to live comfortably while I am here in college. Receiving **this scholarship helped alleviate [burdens] not only for me but my parents as well**, and I look forward to the day I receive my bachelor's degree.”*

— **Priscila**, (pictured above) a Baccalaureate Scholar from Yakima County, studying Public Health at Central Washington University



*“As a current senior, **receiving my education in mechanical engineering at UW will help me reach my goals of finding a job in the clean energy industry**, as well as prepare me for leadership opportunities and networking.*”


*Receiving the Washington State Opportunity Scholarship means so much more to me than funding my education. I've been at risk of being homeless since senior year of high school. With this scholarship, I haven't needed to work a part-time job, which allowed me the privilege of focusing more of my energy on my education. I have the privilege of paying off basic necessities and keeping a roof above my head thanks to being a recipient of this scholarship. With this, I am forever grateful.”*

— **Johairah**, a Baccalaureate Scholar from King County, studying Mechanical Engineering at the University of Washington

# IMPACT OVERVIEW | Career & Technical Scholarship (CTS)

## CAREER & TECHNICAL SCHOLARSHIP / CTS

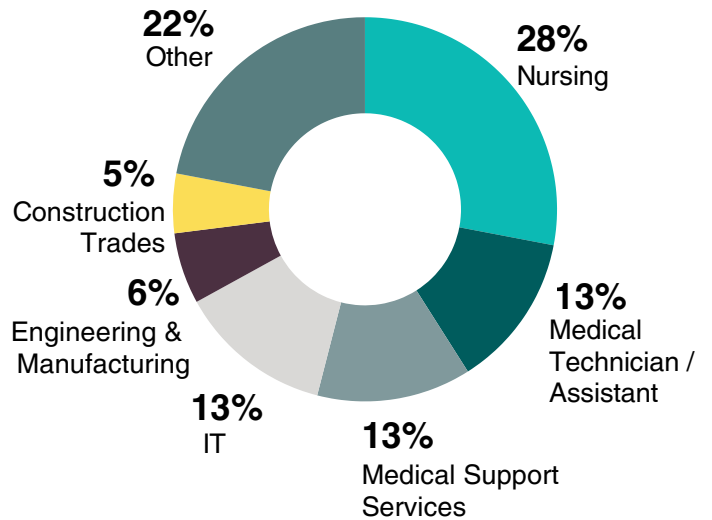
 **1,481**  
Current Scholars

 **1,505**  
Graduates to Date

CTS recipients can receive up to \$1,500 each quarter for the duration of their associate degree, certificate, or apprenticeship program.

After a steep decline in enrollment during the pandemic, students have slowly returned to Washington's community and technical colleges, but there are still about 12% or 28,000 fewer students enrolled across the state. CTS is vital to reversing this trend, drawing students not just back to the classroom, but into the programs where we have critical workforce shortages. Our impact in the fields of computers & information technology, as well as nursing, illustrates what makes WSOS so unique.

### CREDENTIALS EARNED BY INDUSTRY



**Because WSOS prioritizes selecting students based on areas of critical workforce need, over 40% of our CTS graduates are skilled in two fields identified by both state and workforce leaders as areas of talent gaps in Washington: nursing and IT.**

### TURNING BARRIERS INTO OPPORTUNITIES FOR CTS GRADUATES

We are preparing students for careers in which they will make significantly higher wages than what their entire family made when they applied to WSOS. The average income of our applicants in Cohort 5 was \$28,454.

Average salary of an RN: \$112,174  
Average salary of a medical technician: \$68,661  
Average salary of an IT professional: \$68,640



**70%**  
of CTS graduates  
are first-  
generation  
college students

# Reimagined Support for Career & Technical Scholars with Flexible Mentorship Model

When WSOS launched the Career & Technical Scholarship (CTS) program, the team modeled our industry mentorship program after the mentorship program for the Baccalaureate Scholarship (BaS), with adjustments for CTS recipients' needs. While initial efforts showed promising engagement and positive feedback from Scholars, scaling these services revealed gaps. Unlike most BaS students, CTS recipients are often juggling full-time jobs and family responsibilities. This means they require highly targeted, flexible mentorship support.

Recognizing this, CTS Program Manager Courtney Chen sought to refresh the program's approach. Through focus groups, CTS recipients voiced a clear desire for industry mentorship resources that are practical, specific, and easy to access. Unlike their BaS peers exploring varied career paths, CTS recipients typically know their goals and need efficient guidance to achieve them.

Chen and CTS Advisor, Jessica Vilai, revamped the Skills that Shine mentorship program to meet these needs, allowing CTS recipients to:

- Schedule one-time meetings with industry professionals at convenient times.
- Choose mentors based on specific career questions or expertise.
- Participate in multiple 1:1 sessions with different mentors for diverse guidance.



Courtney Chen, CTS Manager



Jessica Vilai, CTS Advisor

This new approach empowers Scholars to seek tailored support while balancing their demanding lives. "Support services must address the whole student, from emotional needs to building social capital," Chen explains.

Chen emphasizes the importance of adaptability. "Scholars face unique challenges, and their resilience inspires us to refine our programs continuously," she says. "By addressing these needs, WSOS equips Scholars to not only enter but persevere through their programs, paving the way to rewarding careers."

**Thank you to Seattle Children's and Avanade  
for your support of this pilot program!**

# IMPACT OVERVIEW | Rural Jobs Initiative (RJI)

## RURAL JOBS INITIATIVE / RJI



**128**  
Current Scholars



**145**  
Graduates to Date

RJI connects rural students to high-demand jobs in rural Washington. RJI are CTS recipients who receive up to \$3,500 in their first quarter, \$2,500 in their second quarter, and \$2,000 per quarter thereafter for the remainder of their program.

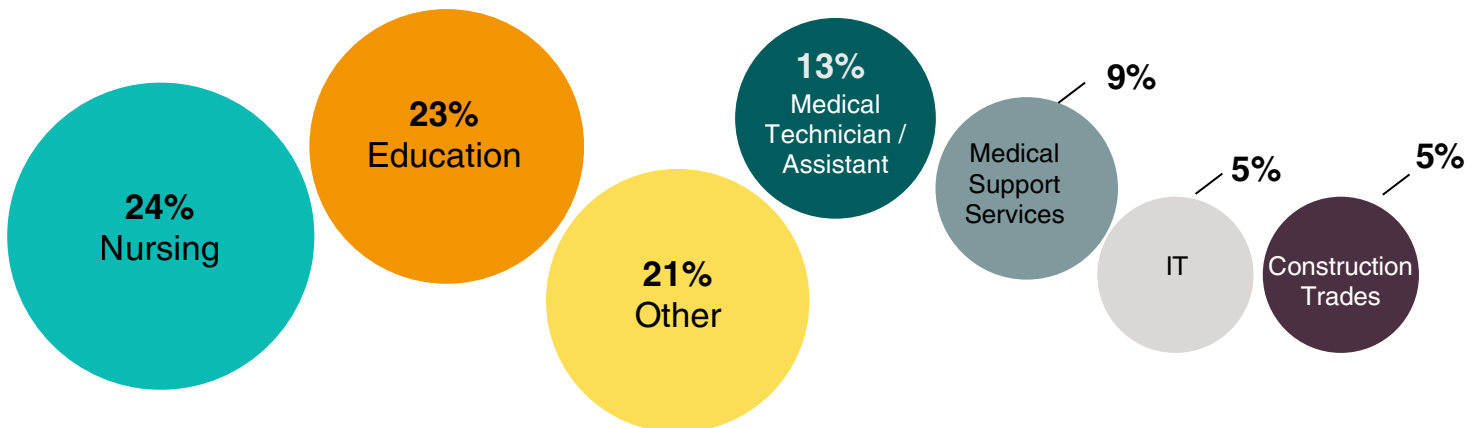
### TOP COUNTIES OF RJI PARTICIPANTS:



The top five counties of RJI participants for all cohorts were:

1. Whatcom
2. Grays Harbor
3. Yakima
4. Clallam
5. Cowlitz

### CURRENT SCHOLARS INDUSTRIES AS OF NOVEMBER 1, 2024:



## RJI PARTICIPANTS ALL-TIME

The median family income (regardless of household size) is **\$20,366**.



**80%** of RJI students identify as first-generation college students

### REFLECTIONS FROM AN RJI RECIPIENT:

*“WSOS has allowed me to be a present father in my children’s lives while pursuing school and my career. Being financially supported through my schooling has motivated me to keep going. I will be forever grateful for this scholarship and opportunity. Thank you so much! Your program is changing lives!”*

— **Jaime**, A Rural Jobs Initiative Recipient and Career & Technical Scholar from Yakima County, studying to be a Chemical Dependency Specialist at Yakima Valley College



**Alan**, a Career & Technical Scholar from King County, working as an Aerospace Machinist Apprentice with South Seattle College




*“It is a true blessing to receive this scholarship. The scholarship has been instrumental in helping me bear the cost of tools, books, and materials, as well as assisting me in paying for tuition. It’s hard to describe my experience. It’s like having an angel looking over my shoulder who has provided me with just the right guidance I need to keep pushing forward. I enjoy receiving updates on WSOS activities. Everyone is encouraging and kind. I am proud to be a part of the WSOS community and be able to share my thoughts today.*

*Knowing that there are people who desire to help others succeed is the most valuable part of the scholarship. [WSOS is] the most valuable asset a person in education can have. Thank you for being a blessing, an inspiration, and a bright light on the ocean of learning.”*

# IMPACT OVERVIEW | Graduate Scholarship (GRD)

## GRADUATE DEGREE SCHOLARSHIP / GRD

 **41**  
Current Scholars

 **24**  
Graduates to Date

The GRD scholarship provides up to \$25,000 over three years, supporting students pursuing a graduate degree in advanced practice nursing (MSN or DNP). Since practicum location often influences future employment, WSOS encourages students to complete theirs in Washington’s Medically Underserved Areas or Health Professional Shortage Areas by offering travel stipends to students.

### CURRENT SCHOLARS AS OF NOVEMBER 1, 2024

#### Scholars per field of study





<b>31</b>	<b>10</b>	<b>24</b>	<b>5</b>	<b>12</b>
Doctor of Nursing Practice	Master of Science in Nursing	Family Nurse Practitioner	Adult Gerontology	Psychiatric Mental Health Nurse Practitioner

#### Percentage of GRD Scholars per school

<p><b>34%</b> Gonzaga University</p> <p><b>20%</b> University of Washington, Seattle</p> <p><b>17%</b> Washington State University</p>	<p><b>15%</b> Seattle University</p> <p><b>10%</b> Pacific Lutheran University</p> <p><b>2%</b> Seattle Pacific University</p>
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### GRADUATES PER CREDENTIAL & FIELD OF STUDY

#### Doctorate Nurse Practitioner (DNP)

 <b>21</b> Graduates	 <b>11</b> Psychiatric Mental Health	 <b>7</b> Family Nurse Practitioner	 <b>3</b> Adult Gerontology
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#### Master of Science in Nursing (MSN)

 <b>3</b> Graduates	 <b>2</b> Psychiatric Mental Health	 <b>1</b> Family Nurse Practitioner
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*“I had been wanting to get my DNP for the longest time, but I couldn’t figure out how to pay for it. I got my BSN in 2011, and for the last decade, I’ve been wondering how to go back to school. I decided to take a leap of faith – I could take out loans and pay out of pocket – and so I did. I kept looking around for scholarships, and then the WSOS acceptance email came, and since then, the sky has been the limit.*

*To have this [scholarship] and to be able to go to school, concentrate on school – if you have to worry about where you’ll get tuition, how to pay for books, it makes it so you’re not concentrating on learning. With WSOS, I have the opportunity to focus on learning and make good use of it.”*

— **Saihou**, a Graduate Scholar from Snohomish County, studying to be an Adult Gerontology Nurse Practitioner at the University of Washington, Seattle

*“I currently work as a nursing supervisor and educator for perioperative services at a community hospital in Wenatchee, WA. I spent the first 12 years of my nursing career in the operating room. During that time, I was honored as Nurse of the Year for North Central Washington and was selected as one of Wenatchee’s 30 Under 35 Leaders.*

*My graduate program has challenged my mind, time, resources, and finances, but it has been worth it every step of the way. I have made many new friends from my cohort that I will cherish for the rest of my life. I have been so thankful to have been selected as a WSOS recipient; the financial gift has allowed me to focus more on my studies and not worry so much about making ends meet. WSOS has been a true gift, and I will be forever grateful.”*

— **Rachel**, a Graduate Scholar from Douglas County, studying to be a Psychiatric Mental Health Nurse Practitioner at Washington State University, Tri-Cities



*“I’ve been a family nurse practitioner for 10 years, mainly in Washington state and a little while in Texas. Since moving to Washington, I’ve worked in community health and have a strong interest in treating opioid use disorder. Before becoming a nurse practitioner, I was a registered nurse in the Army, working in the operating room and some inpatient settings.*

*My current stage of life, one with young children at home, is a different experience than when I completed my undergraduate and master’s education. I’d held the dream of completing my doctorate for many years, but it was challenging balancing work and family with those educational goals. This scholarship has essentially allowed me to afford extra childcare so I can devote time each week to my doctoral studies. Without it, I don’t know if it would be possible at this point in time to complete a doctorate.”*

— **Meaghan**, a Graduate Scholar from King County, studying to receive her Family Nurse Practitioner Doctorate at Gonzaga



# Make a Difference with WSOS: Invest in the Future Today

Great impact is achieved through community investment. Together, we can shape brighter futures for Opportunity Scholars and Washington communities.

## Ways to Get Involved:

- **Become a Corporate Partner:** Partner with us to host volunteer events, site tours, or panels for Opportunity Scholars.
- **Fund a Named Scholarship:** Fund a scholarship and directly impact a student's educational journey.
- **Sponsor OpportunityTalks:** Support this community-focused event that celebrates Opportunity Scholars and strengthens connections between Washington businesses and our communities.
- **Volunteer:** Mentor students, offer drop-in guidance, or participate as an essay reader. Your time can help the next generation launch successful careers.
- **Give a Gift of Support:** Join a dedicated community of donors committed to expanding access to education and opportunity.



*"For Amazon, investing in WSOS helps cultivate a pipeline of local talent equipped with the skills necessary to excel in high-demand fields, directly addressing workforce shortages and fostering innovation. Personally, contributing to WSOS allows me to be part of a transformative initiative that not only enhances individual lives but also bolsters the economic and social fabric of our state. This partnership exemplifies a shared commitment to education, diversity, and community development."*

— **Nick Curry**, Global Head of Emerging Talent Programs, Amazon



**When community invests in WSOS, we all win.**

Visit our website or email us at [development@waopportunityscholarship.org](mailto:development@waopportunityscholarship.org) to get started today!



*"[Education] will help me open new doors to the career I have dreamed of for a long time. Receiving this scholarship was a blessing! There is no other way to put it. I cried tears of joy and ran around my apartment in happiness that I got this scholarship. To me, **it meant that this organization wanted to give me a chance at being successful and that they care!** [My experience with WSOS] has been wonderful! I enjoy all the opportunities they offer, such as internship opportunities, mentorships, and other resources to help me grow.*

*I feel welcomed and have never had an issue with my scholarship or any problems communicating. The most helpful part outside the scholarship dollars were the internship and career events. Grateful that WSOS cares about getting me and others to the right direction towards career opportunities."*

— **Armando**, Career & Technical Scholar from Yakima County, studying Cybersecurity at Peninsula College

## Coordinated Care Invests in the Health Care Worker Shortage with WSOS



Coordinated Care, which provides health care coverage to more than 300,000 members across Washington state, along with the Centene Foundation, the philanthropic arm of Centene Corporation (NYSE: CNC), has invested \$1.3 million in WSOS. The investment by Coordinated Care and the Centene Foundation is the largest investment in the WSOS program by a health care organization.

*"Coordinated Care's generous donation – the largest ever from the health care sector to WSOS – will help Washington students pursue the vital health care careers that our communities need,"* said Brad Smith, WSOS Board Chair and Microsoft Vice Chair and President. *"We are grateful for **Coordinated Care's outstanding commitment to addressing our state's urgent need for health care professionals.**"*

Coordinated Care and Centene Foundation's commitment will be **matched dollar for dollar by the State of Washington**, bringing the total contribution to \$2.6 million.

*"Coordinated Care is committed to finding innovative solutions to address local health care workforce shortages, and one of those solutions is supporting the next generation of talent,"* said Coordinated Care President and CEO, Beth Johnson. *"**WSOS has a proven track record** of supporting first-generation, students of color, and underrepresented students, and this **aligns with our goal to also increase diversity in our health care workforce.**"*

# OpportunityTalks

OpportunityTalks 2025 was wonderful! Hosted at the Meydenbauer Center in Bellevue with Scholar speaker, Stephanie Ryder, and keynote speaker, Dr. Talithia Williams.

We celebrated the incredible achievements of over 10,000 Opportunity Scholars who have graduated into high-demand, thriving careers in STEM, health care, and the trades — strengthening our workforce and communities.

Thank you to everyone who was a part of this unforgettable celebration of community, impact, and opportunity!



Dr. Talithia Williams and Stephanie Ryder, speakers at OpportunityTalks 2025

## SAVE THE DATE

**OpportunityTalks is on May 11, 2026,  
at the Sheraton Grand Seattle.**

## Thank you to our Cornerstone Partners



## Thank you to our sponsors



# DONORS AND PARTNERS

Thank you to our partners and supporters for your generous contributions in 2024. The incredible impact we have shared in this report would not have been possible without our community's support. Donors are included at their lifetime giving support level.

## CORNERSTONE PARTNERS: \$5 MILLION+



## VISIONARY PARTNERS: \$1 MILLION+

BECU Foundation  
Brad Smith & Kathy Surace-Smith  
Coordinated Care & the Centene Foundation  
The Connell Family

## SUSTAINING LEADERSHIP PARTNERS: \$100,000+

Amy and Pete Hanson  
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Svanhild & Russell Castner

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Floyd   Snider	Proliance Surgeons Foundation	Virginia Mason Franciscan Health
Fred Hutchinson Cancer Center	Puget Sound Energy	Washington Forest Protection Association
Fresh Consulting	Seattle Children's	Washington State Hospital Association
Hargis Engineers	Seattle Colleges	Waypoint Consulting Group
HNTB	Seattle University College of Science and Engineering	
KBA, Inc		

## COMMUNITY & INDUSTRY PARTNERS

Thank you to our community and industry partners who've helped connect hundreds of Scholars with mentors and created industry-specific opportunities for Scholars to engage and explore career pathways and industry opportunities in Washington state.

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Thank you to all the schools, organizations, and individuals who have helped promote scholarship applications in 2024! If you're interested in partnering with WSOS to promote the scholarship to your community, email [info@waopportunitiescholarship.org](mailto:info@waopportunitiescholarship.org).

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