

ANNUAL REPORT

2024 | IN REVIEW

Changing the landscape of justice reform

In 2024, The Last Mile continued to transform lives by empowering justice-impacted individuals through innovative education and technology training programs.

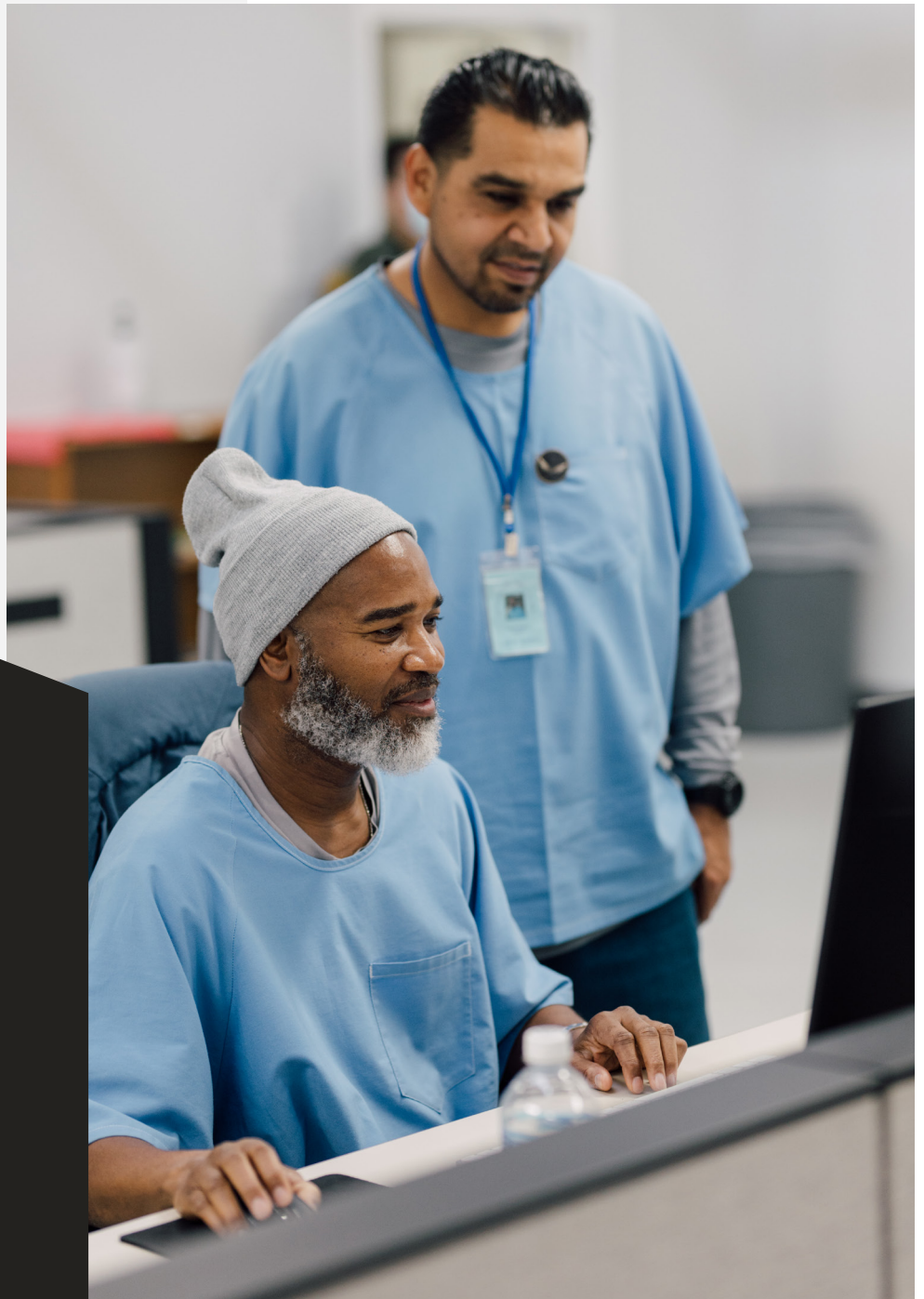
FEATURING:

THE LAST MILE'S IMPACT & EXPANSION

**NEW PARTNERSHIPS
CHANGING THE NARRATIVE**

**THE LAST MILE SIGNS ON FOR
THIRD YEAR AT SIRIUSXM**

**BILLIE'S FAIR CHANCE: FROM
PRISON TO THE INDIANA PACERS**



A LETTER FROM OUR

EXECUTIVE DIRECTOR



Dear Friends and Supporters,

I am proud to present The Last Mile's 2024 Annual Report, highlighting the remarkable achievements of our organization over the past year and setting the stage for an even more impactful future.

This year has been full of growth, innovation, and positive organizational change. In early 2024, we launched our Web Development Program in partnership with the Pennsylvania and Rhode Island Departments of Corrections, marking our entry into these two states. Closer to home, we opened three new classrooms in California, and launched Introduction to Game Programming in Alameda County's Juvenile Justice Center, furthering our mission to empower justice-impacted individuals through education and training.

Our impact in 2024 speaks volumes about the transformative power of our programs. We served 451 students across 16 facilities, with an average daily enrollment of 310 participants. Our alumni's achievements exemplify the effectiveness of TLM's holistic approach: 75% of those who have been released for six months or more have secured employment, and our recidivism rate remains at less than 5%. These successes highlight how our work breaks the cycle of incarceration and fosters long-term societal contributions.

As part of our evolution, The Last Mile is proud to announce the launch of Social Enterprises, providing meaningful entry-level job opportunities for alumni reentering society. These initiatives create a direct pathway from classroom to career, offering alumni the support and resources needed to thrive. Additionally, we are thrilled to unveil plans for Joint Ventures—programs that will provide industry-level wages to individuals working within prison facilities, bridging the gap between skill-building and financial empowerment.

Looking ahead, 2025 promises continued growth and innovation. We are preparing to open classrooms in Connecticut, Georgia, New York, Ohio, and Maine while expanding our presence in California. New programs, including Project Management, Enterprise Sales, and Entrepreneurship, are scheduled to launch, ensuring our curriculum remains industry-relevant and impactful.

Our radio show, The Last Mile Radio on SiriusXM, achieved new heights in 2024, surpassing 60 episodes. This platform continues to amplify the voices of justice-impacted individuals and share their stories of resilience and transformation.

Across the organization, we reached a significant milestone of growing to over 50 employees, with new positions and departments created to support our expanding programs. 65%+ of our employees are system impacted. This growth reflects our commitment to building an organization that sustains our mission and scales our impact.

As I reflect on 2024, I am inspired by the progress we've made and the foundation we've built for the future. The growth of TLM classrooms, the introduction of innovative curricula, and the unwavering support from our partners and community members fuel our optimism for what lies ahead. With your continued support, we will carry forward our mission to shift narratives, influence policies, and create meaningful opportunities for justice-impacted communities across the nation.

We invite you to stay connected with us as we embark on this next phase of growth and transformation in 2025. Together, we will continue to drive change and make a lasting impact.

With gratitude,

A handwritten signature in black ink, appearing to read 'Kevin McCracken'. The signature is fluid and cursive, written over a light blue horizontal line.

Kevin McCracken, Executive Director

PAVING THE ROAD TO SUCCESS

EDUCATION & WORKFORCE DEVELOPMENT SOLUTIONS



ABOUT OUR PROGRAM AND CURRICULUM

Through in-prison education, transitional support, and workforce reentry, The Last Mile (TLM) is transforming the landscape of mass incarceration by providing tailored education and workforce development for justice-impacted individuals. Our curriculum prepares alumni for careers in web development, software engineering, and audio and video production. Students cultivate personal and professional development with the support of TLM reentry staff and a community founded on shared lived experiences.

WEB DEVELOPMENT



A 12-month program, teaching HTML/CSS, JavaScript, Node, Express, React, MongoDB.

AUDIO & VIDEO PRODUCTION



A 12-month program covering fundamentals, digital media, music mixing, shot composition, editing, motion graphics, and audio processing.

INTRO TO GAME PROGRAMMING



A 24-week program learning the fundamentals of coding with focus on coding for interactive web animations.

LEARN MORE ABOUT

OUR IMPACT IN 2024

Year in Review

The Last Mile grew in scale and reach in 2024, making it our most exciting year yet. TLM opened programs in three new states and new facilities in states we're already making an impact, and expanded initiatives to even more classrooms.

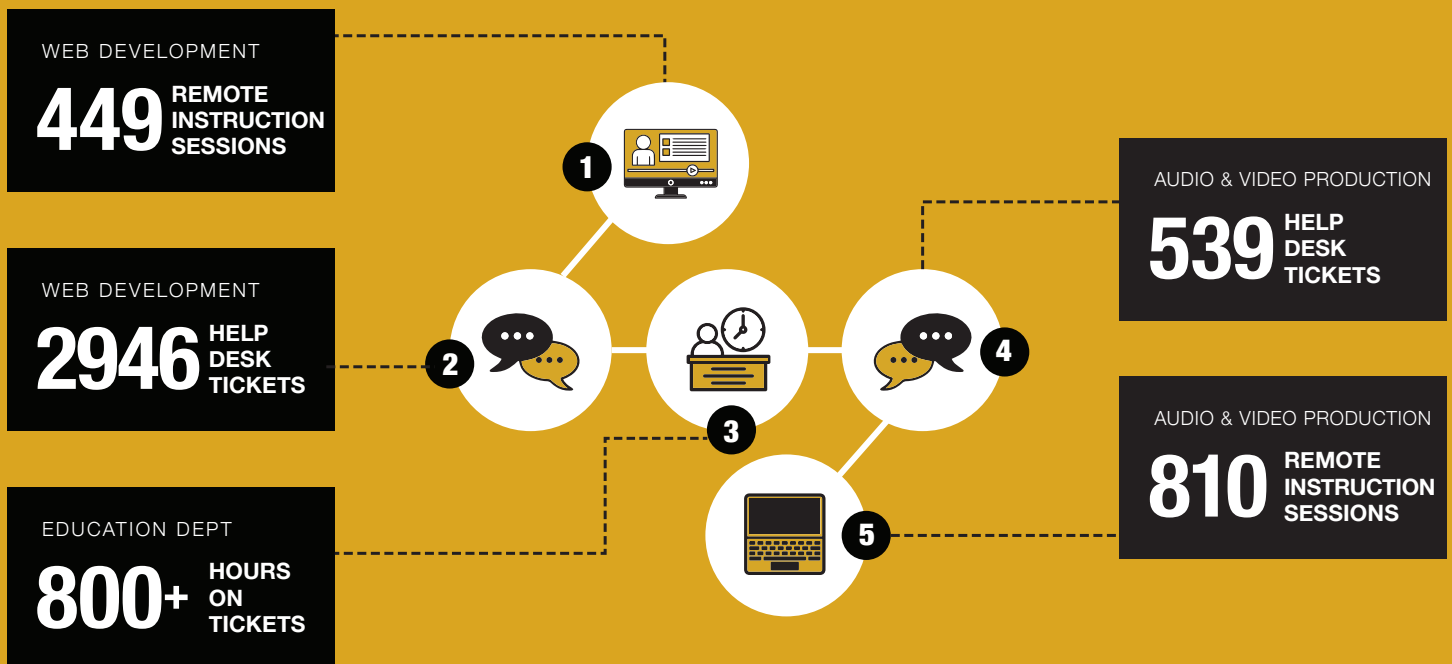
Additionally, TLM's team expanded, particularly in departments focused on reentry and employment.

SOME NOTABLE AREAS OF GROWTH INCLUDED:

- Classes began in Pennsylvania, Rhode Island, and three new facilities in California.
- Through employer partnerships, TLM successfully matched alumni at companies such as Asana, Checkr, Edovo, NBCU, The Moth, and the Indiana Pacers.
- Our Alumni Success team launched venture capital workshops, bringing in guest speakers to share their experiences and career insights with alumni.

Our Impact

The Last Mile's Education Programs continued to deliver innovative, responsive content to students. TLM's Remote Instruction teams provided quality, highly specialized education in 8 states, 16 facilities, and 21 classrooms. In total, TLM's two remote instruction teams delivered 810 remote instruction sessions to hundreds of students in 2024.



In collaboration with our instruction in the classrooms, the Academic Support teams are available to communicate with students who require additional support. The Academic Support team provided over **805 hours of assistance** and successfully resolved **2,946 Web Development** and **539 AVP Help Desk tickets**.

FAIR CHANCE EMPLOYMENT

The Last Mile advocates for [Fair Chance Employment](#), a practice that tackles the barriers that justice-impacted individuals face when re-entering the workforce. This approach prioritizes skills and potential over prior experiences, breaking cycles of incarceration and creating meaningful employment opportunities. Among TLM's 61 employees, 38 have lived experiences of incarceration, demonstrating the value of talent over stigma.

Fair Chance Employment is central to TLM's mission and is transforming various industries. Alumni like [Jacob Robinson](#), now a software engineer at Asana, are proof that this innovative approach works. You can [read his story](#) to see the opportunities created by Fair Chance Employment.

Through partnerships with organizations committed to equitable employment, TLM alumni succeed in diverse sectors, including tech and public institutions. TLM graduates like [Jessie Rose](#), now employed by the LA Rams, benefited from Bank of America's financial literacy mentorship program, showing how Fair Chance Employment can foster economic and social stability.

To strengthen this impact, TLM's new Partnerships Department collaborates with employers to implement equitable employment practices, ensuring justice-impacted individuals have access to meaningful career pathways. Fair Chance Employers and innovative reentry programs work together to close the gap between incarceration and opportunity, improving retention, diversity, and workplace culture.

Fair Chance Employment Organizations

The movement toward Fair Chance Employment is gaining traction as companies recognize the importance of inclusive employment. TLM alumni and justice-impacted individuals like Billie Edison of the Indiana Pacers, are finding opportunities that match their skills. [Watch Billie's inspiring story in a mini-documentary.](#)

Fair Chance Employment is not just about individual success; it's a proven method to reduce recidivism, create safer communities, and tap into overlooked talent. Learn more about the societal benefits of these employment practices and the companies leading the way in TLM's detailed exploration of [Fair Chance Employment](#).



2024 FAIR CHANCE EMPLOYMENT PARTNERS

edovo



asana



checkr NBCU

IMPACT PARTNERS

TLM has been able to expand its impact and success through the power of public-private partnerships with Departments of Correction and industry-leading companies. Here are just a few organizations dedicated to disrupting the system of mass incarceration, one program and one life at a time.



APPLE

Apple has awarded The Last Mile a \$250,000 grant as part of its Racial Equity and Justice Initiative to support inclusivity and justice. In addition, Apple employees conducted mock interviews with TLM students and plan to continue volunteering in TLM classrooms quarterly.



BANK OF AMERICA

Bank of America provided a \$100,000 grant to scale The Last Mile's Alumni Success work. This partnership is one way the bank is working to help individuals overcome the extraordinary challenges tied to mass incarceration, multi-generational poverty, and lack of economic mobility.



JPMORGAN CHASE

JPMorgan Chase is dedicated to restorative justice and creating fair opportunities to transform lives in local communities. Their \$15,000 donation from JPMorgan Chase Northern California will support regional operating costs, and they plan to offer financial literacy assistance for TLM alumni in 2025.



GODADDY

GoDaddy has extended its Empower program to The Last Mile alumni, providing financial support and specialized resources to assist over 35 TLM alumni in their entrepreneurial journeys. This initiative aims to equip them with the tools and knowledge to successfully launch and grow their businesses.



LINKEDIN

Through their donation of LinkedIn Premium accounts, The Last Mile staff and alumni can utilize continued education features and networking opportunities, giving our alumni a more equitable path in their employment journeys.



CHECKR

Our partners at Checkr regularly volunteer inside The Last Mile classrooms to provide technical and behavioral mock interviews for students. This partnership prepares our students for the job search and bridges the gap between justice-impacted people and Fair Chance employers.

IMPACT PARTNERS (CONTINUED)



NBCU

NBCU has been a key partner in creating valuable employment opportunities for TLM. In the past, NBCU has hired TLM alumni as interns for their internship programs. Currently, NBCU is collaborating with TLM and CALPIA to offer women incarcerated at CIW the chance to work as UI/UX interns, providing them with a pathway to earn a livable wage.



STAND TOGETHER FOUNDATION

Support from the Stand Together Foundation has allowed The Last Mile to gather key data for program design. This partnership, along with the University of Pennsylvania's Crime and Justice Policy Lab, has facilitated a randomized controlled trial (RCT) to evaluate our initiatives and inform policy decisions for the Department of Corrections.



CULTURE AMP

In December 2024, Culture Amp entered into a partnership agreement of \$25,000 and has collaborated to establish a mentoring program that connects talented Campers with TLM alumni. Employees from Culture Amp will serve as mentors, providing guidance and sharing their expertise in technology, marketing, sales, and related fields.



CALPIA

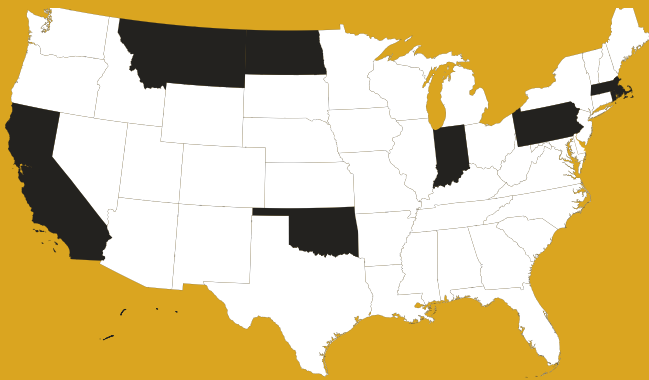
The Last Mile's partnership with the California Prison Industry Authority began over a decade ago when we opened the first computer coding classroom at San Quentin in 2014. As our curriculum expanded, CALPIA's partnership became critical in piloting several initiatives to improve incarcerated learners' lives nationwide.



SNAPSHOT AS OF DECEMBER 2024

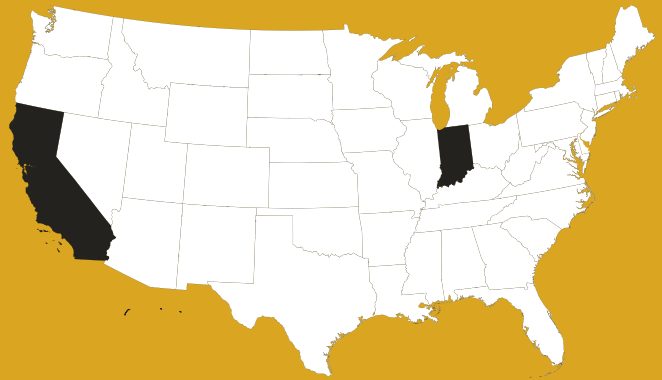
In 2024, The Last Mile expanded its scope across the United States while continuing to provide state-of-the-art services to students and alumni. Every year, we celebrate these statistics as a representation of the work that has been accomplished and as a baseline for pushing the envelope the following year.

8 STATES WITH TLM CODING PROGRAM CLASSROOMS



California, Indiana, Massachusetts, Montana, North Dakota, Oklahoma, Pennsylvania and Rhode Island

2 STATES WITH TLM AUDIO VIDEO PRODUCTION PROGRAMS



California and Indiana



1400+

STUDENTS SERVED



451

2024 STUDENTS



784

RETURNED CITIZENS



8

STATES



21

CLASSROOMS



5%

REINCARCERATED ON NEW OFFENSES

* (national average is 70% w/in 5 yrs)

75% + EMPLOYMENT RATE FOR TLM

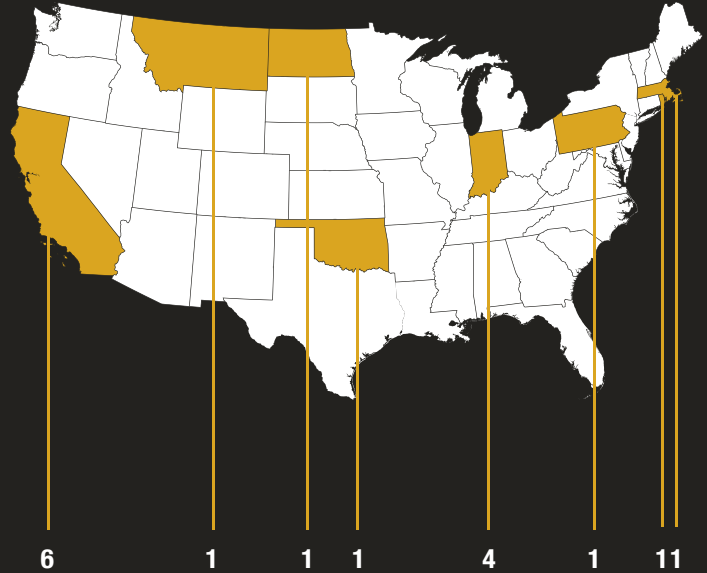


TLM's employment rate for alumni who have been released for six months or longer is nearly double the national employment average of 40% for formerly incarcerated individuals.

LOCATIONS

In 2024, The Last Mile operated 21 classrooms across 16 facilities in eight states, including California, Indiana, Massachusetts, Montana, North Dakota, Oklahoma, Pennsylvania, and Rhode Island, with plans to further expand our presence into new facilities and states. Our programs are inclusive, operating across both urban and rural settings and serving both men's and women's facilities.

Our programs are designed to foster skill development and personal growth, tailored to meet the unique needs of the diverse communities we serve.



2024 FACILITIES

CALIFORNIA

- California Institution for Women / Corona, CA
- Ironwood State Prison / Blythe, CA
- Juvenile Justice Center / San Leandro, CA
- Pelican Bay State Prison / Crescent City, CA
- San Quentin State Prison / San Quentin, CA
- Valley State Prison / Chowchilla, CA

INDIANA

- Indiana Women's Prison / Indianapolis, IN
- Putnamville Correctional Facility / Greencastle, IN
- Plainfield Correctional Facility / Plainfield, IN
- Rockville Correctional Facility / Rockville, IN

NORTH DAKOTA

- North Dakota State Penitentiary / Bismarck, ND

OKLAHOMA

- Jess Dunn Correctional Complex / Taft, OK

MONTANA

- Montana State Prison / Deer Lodge, MT

MASSACHUSETTS

- Massachusetts Correctional Institution - Shirley, MA

RHODE ISLAND

- Moran Medium Security Facility / Cranston, RI

PENNSYLVANIA

- SCI Pine Grove / Pine Grove, PA

PLANNED EXPANSIONS

CA-Solano, CA-Lancaster, CT, GA, OH, ME, NY

THE LAST MILE RADIO

THE LAST MILE SIGNS ON FOR THIRD YEAR AT SIRIUSXM

In 2024, The Last Mile Radio transformed into a video podcast, using visual storytelling to engage audiences and attract over 9 million views. We gained 22,000 new followers, including 9,000 on YouTube and 10,000 on TikTok, creating vital spaces for dialogue on justice reform and mass incarceration.

This growth enhanced our email database, connecting more advocates to our mission as we strive to redefine justice-impacted individuals by their potential, not their past.

WHERE TO FIND US

ON-AIR AND ONLINE

ON SIRIUSXM



Channel 111 (Triumph)
Sat. 9AM PST / 12pm EST
Channel 126 (Urban View)
Sun. 9AM and 3PM EST

STREAMING



TOP EPISODES OF 2024



50 CENT: THE POWER OF ART IN REHABILITATION



FATHER GREG BOYLE: REFORM THROUGH UNCONDITIONAL LOVE



RYAN LEAF: ADDICTION, ROCK BOTTOM, AND REDEMPTION



RICHARD CABRAL: OVERCOMING INCARCERATION



DR. ARAUZ: RESTORATIVE JUSTICE IN SCHOOLS AND PRISONS



NILE RODGERS AND NANCY HUNT: EMPOWERING YOUTH

FROM PRISON TO THE INDIANA PACERS



WATCH BILLIE'S INTERVIEW

Every morning, Billie Edison goes to work at Gainbridge Fieldhouse, an arena in downtown Indianapolis. "I pull into the parking lot and still get emotional," said Edison. It's a route she's driven for over a year for her job with the Indiana Pacers. "I cannot believe I'm coming to work for this organization," said Edison. Edison is a help desk technician with the Pacers. "Usually, when I come in, we do a morning meeting every day, and then I always make sure I check the tickets because that's my main position," said Edison. Edison says working for the Indiana Pacers is something she could have never imagined.

In 2016, Edison was on a very different path in life. "That took me into a world I knew nothing about, that I thought only existed in the movies, and it was pretty scary," said Edison. Edison says she was struggling with depression and anxiety. She needed money and turned to selling drugs.

"I WAS LOOKING AT 65 YEARS IN PRISON. I WAS SCARED TO DEATH, BUT AT THE SAME TIME, IT WAS LIKE THAT WAS FINALLY OVER."

Edison says she found hope while sitting in county jail. She knew she had to make a change for herself and her seven boys. While serving time at Rockville Correctional Facility and Indiana Women's Prison, she learned about The Last Mile Program.

"I called my children, and said, 'I know that this is probably going to seem selfish: I want to stay in prison and do this program. I feel like it's going to help me overcome a lot of employment barriers.' I was blown away by the support I got from my children," said Edison. Edison says the program was a difficult transition after spending 20 years in healthcare. "The first day I looked at the curriculum and the code and I was like, there's no way I'm going to be able to do this, but I also knew I had given up a lot to sit in that seat," she said.

Upon release from prison, Billie began a challenging job search, initially landing a position at Goodwill before receiving a call about a job opening with the Pacers. "Prison is a really dark place. You don't feel like you're going to be blessed like that, and never in a million years, while sitting in that classroom, did I think, 'Oh, I'm going to finish this class, get out, and work for my favorite team in the world,'" Edison said.

Now, she is on a promising path in her dream job. Edison says she's rebuilt her relationship with her kids, proving that people can change. "I want people to know that there's a light on the other side of that darkness, not to give up. I had post-its on the computer in my class that said 'quitting is not an option,' and it can't be because you are worth it, you are loved, and there are people who truly care about you."



“

NEVER IN A MILLION YEARS, WHILE SITTING IN THAT CLASSROOM, DID I THINK, 'OH, I'M GOING TO FINISH THIS CLASS, GET OUT, AND WORK FOR MY FAVORITE TEAM IN THE WORLD



THE LAST MILE IS BUILT ON COMMUNITY.

Your partnership ensures that TLM continues to disrupt the system of mass incarceration one program and one life at a time.

GET INVOLVED

Become an Employment Partner

Become a Volunteer

Become a Champion of Change

DONATE

STAY IN TOUCH

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