



IMPACT REPORT 2025

Impact by Design - Shaping the future of work with purpose.

We believe business outcomes and social impact go hand in hand. At Work for Impact, fair pay and transparency aren't just CSR metrics - they are our core values and our competitive advantage. They drive retention, engagement, and results, while transforming lives and communities for the better.



Ethics proved by numbers.

Work for Impact began with an undeniable truth: **opportunity is not evenly distributed**. Too many talented people are overlooked because of where they live, while companies rely on outdated outsourcing models.

We built a fairer approach — with ethics at the core — starting from fair pay, transparency, and dignity. The result: motivated teams that perform better and stay longer, while creating opportunities where they're needed most.

This study shows what we've always believed: **ethics aren't a cost**, they're the smartest investment in the future of work.



Transforming lives, powering growth.

With Work for Impact, you don't choose between values and results. You get both. High-retention, highly engaged talent that scales with you - while creating lasting impact in their communities worldwide.

Here are three main takeaways of our 2025 Impact Study:

Choose impact and results now →

Talent and customer satisfaction

95%

+92%

95% of independent contractors are very satisfied with Work for Impact experience



Outside Inc. improved resolution time by 92% and reply time by 91%





Measurable growth for people and clients

87%

Say their client organizations prioritize labor rights and worker well-being.





-75%

Curiosity Stream reduced CX costs by 75%



Improved well-being for all involved

92%

92% of talent report improved quality of life, and 87% see positive impacts on their families and / or communities.





"One of my best partner experiences"

> Making global talent acquisition & management seamless



Each hire transforms a life.

With Work for Impact, talent doesn't just earn a paycheck. They gain stability, confidence, and the **freedom to grow**.

For many, it's the first time they can plan for the future, **invest in their families**, and balance work with life on their own terms.

The ripple goes further: higher incomes fuel education, healthier households, and even new ventures that **uplift entire communities**. These aren't just numbers.

They're real stories of people thriving, and proof that when work is fair and transparent, **everyone wins**.

"When Omar applied through Work for Impact, he found stability that local freelance gigs couldn't offer. Starting in customer support for the French brand Cuure, he quickly grew into managing customer experience and social media - earning in U.S. dollars, building skills, and eliminating the grind of daily commutes. Today, he's planning a fast-food startup in his neighborhood and writing scripts for future films. With WFI, Omar gained not just income, but the freedom to pursue his biggest dreams."

– Omar, Tunisia 🎑





"Myrel, a mother of two from the Philippines, found stability through a long-term role with an Australian company. The flexible schedule lets her balance motherhood and career, while the above-average pay helps her care for her children and save for her wedding. For her, WFI brought financial security, confidence, and the freedom to thrive on her own terms."

– Myrel, Philippines 🔀

"James grew up helping his parents sell used shoes and clothes in rural Kenya and always dreamed of becoming an entrepreneur. After earning his accounting degree, he secured a long-term remote role with a U.S. company through WFI - a rare opportunity in Kenya, where remote jobs are often short term and poorly paid. The three-year contract gives him stability, peace of mind, and the chance to keep building his skills."

– James, Kenya 🍱



Pathways - Educating for the Future of Work.



"Education is so powerful. It opens doors and can completely change our lives."

-- Melissa from Cape Town, South Africa 🔀



"Through the Pathways Program, I found the confidence to turn a childhood prayer into reality."

-- Joshua from Narok, Kenya 🍱



The program equips young people - especially women in underserved regions - with future-ready skills in fields like cybersecurity and data analytics, along with mentorship and confidence to thrive in the global workforce.



"With Pathways, I found both opportunity and the courage to believe in my future."

-- Thaissa from Rio de Janeiro, Brazil 🞑



Completed skill-building modules



85%

Reported higher confidence & negotiation skills



(F) 10

Pathways Alumni groups across 10 countries

Pathways is an investment in the global talent of tomorrow.



"No matter the situation, keep smiling and always have a positive attitude."

Chetanya, 19, from India

Turning her vision of global impact into reality.

Chetanya, who lives in New Delhi, was part of Work for Impact's womenonly Pathways cohort, where she earned a Google Data Analytics certificate and gained invaluable mentorship. Already applying her new gained skills, she advises both NGOs and fintechs at 180 Degrees Consulting. Additionally, she interns in Immigration Policy at the International Institute of SDGs and Public Policy Research - always driven by her passion to ensure children with disabilities gain equal access to education.

Recognized. Trusted. Loved



"Another reason we chose to contract through Work for Impact was their transparency around pricing, hourly rates, and fees, as well as their B-Corp certification, which shows a serious commitment to social and environmental impact."

- Andrew, Curiosity Stream



Since we launched in 2019, hundreds of companies have chosen us as their global talent partner.

As a Certified B Corporation and recognized "Best for the World" entity, our partnerships bring factual evidence of our commitment to the highest standards of social and environmental performance, transparency, and accountability.





neighborly







neighborly





































Join the Movement.

With Work for Impact, you invest in a talent partnership that empowers teams and keeps costs competitive. Every hire creates impact for people and business alike - that's what we call shaping the future of work.

Are you ready to shape the future of work?

Partner with us today!



About this study

The Theory of Change was the backbone of this study - a clear framework showing how Work for Impact's activities lead to real outcomes and long-term impact. To test it, we combined data analysis with interviews from contractors, clients, and stakeholders. The results confirm what we've seen in stories all along: Work for Impact's approach with ethics at the core - doesn't just change lives, it helps businesses grow with motivated, reliable teams.



○ Enablers

Improved access to technology and digital

Increasing acceptance of remote work & online

Global trends towards fair trade and ethical business

(!) Entangled issues

- Lack of opportunities and cycles of generational poverty.
- > Societal, geographical, and systemic barriers to employment, especially in remote or underserved locations.
- Certain organizations are still overlooking the importance of social responsibility, prioritizing profit over ethical employment practices which can lead to worker exploitation.
- Individuals in marginalized communities lack the necessary skills or education to compete effectively in the modern job market, remaining in a cycle of poverty and unemployment.
- > There are social and economic disparities, where marginalized communities face systemic disadvantages.

Activities & interventions

- Partner with client organizations to design and post job opportunities that intentionally target underserved and marginalized communities.
- Screen and approve all job listings to ensure alignment with ethical and fair labor standards while keeping them accurate and relevant.
- > Promote opportunities and success stories through targeted digital campaigns to increase visibility and engagement.
- Provide clients with guidance on ethical hiring standards, collect feedback, and integrate learnings into platform improvements.
- Continuously monitor, evaluate, and refine outsourcing initiatives to strengthen effectiveness and social impact.

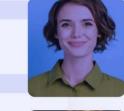
- > Engage local ambassadors to share Wfl initiatives within their communities, building trust and regional visibility.
- Design and deliver empowerment, outreach, and training programs tailored to local needs and labor market opportunities.

Impact Goals

WFI removes barriers to employment in underserved regions and communities, they:



Empower individuals through education and job opportunities.



Champion fair and ethical employment.



Cultivate corporate



WFI outputs

→ Ethical Outsourcing

- > 1,000 1,500 verified ethical job opportunities listed on the WfI platform.
- > 1,000 2,000 individuals complete training or certification programs through Wfl's educational and empowerment
- > 1,500-3,000 individuals secure dignified
- > 100 200 client organizations actively employing talent from underserved regions through Wfl.
- > Average **2x increase in income** among individuals placed through Wfl.

outcomes

WFI

- Underserved individuals access dignified employment in fair, transparent, and sustainable work environments.
- Workers and their families achieve greater economic stability, well-being, and quality of life through skill development and access to better job opportunities.
- Client organizations benefit from a diverse, global talent pool that aligns with business needs and strengthens organizational performance.
- Broader awareness drives more corporations to adopt ethical and sustainable outsourcing practices.

- > 10-15 tailored outreach, empowerment, and awareness programs delivered in remote/underserved regions.
- > 100 individuals engaged in the Wfl Pathways program, gaining job readiness, soft skills, and confidence.
- participants Program market-relevant boosting employability and long-term earning
- report increased Participants self-confidence, empowerment, and readiness to engage in meaningful



"The findings reaffirmed my personal conviction: that businesses can and must be a force for good."

-- Patricia, Consultant for Social Innovation & Impact Measurement

Read the full study \rightarrow





Global economic instability can lead to fewer job opportunities.

Reliable internet or technology may not always