



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 Too many talented people are overlooked because of where they live, while companies rely on outdated outsourcing models.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.



"Thanks to Work for Impact, I doubled my income, grew in tech, and can support my family."

– Kelvin, 31, from Kenya 🇰🇪

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%

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



+92%

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

Outside



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%

Curiosity
STREAM



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

Outdoorsy



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.

Impact by design is more than building strong teams today - it's about shaping tomorrow's workforce. Through Pathways, our skill development and mentorship program, we **reinvest in the communities that power us.**

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.



"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 🇰🇪



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

-- Thaissa from Rio de Janeiro, Brazil 🇧🇷

 **100%**

Completed skill-building modules

 **85%**

Reported higher confidence & negotiation skills

 **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 women-only 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.

Outdoorsy



neighborly

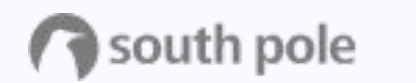
younity



neighborly

Outside

PROPER CLOTH



Curiosity
STREAM

COLORS
FOR GOOD



kiva

verizon



BEYOND
THE ORPHANAGE

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!](#)



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

Read the full study →