

«Laboratoria»

Impact Report 2025



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Introduction

Dear Friends and Allies,

As I write this letter, I find myself reflecting on how last year was about holding two emotions at once: enormous pride in our achievements and what this community has built, while feeling deep concern about the world our work now lives in.

2025 was the year when Laboratoria celebrated 10 years of impact. It's a meaningful milestone brought to life by the thousands of stories of graduates who transformed their lives as a result of our programs. It was also one of our most consequential years yet. We achieved a historic number of 10,000 women served, surpassed 1,000 learners in a single year, and grew our talent network to over 1,500 hiring companies. Hundreds of women who remained invisible to the formal labor market found quality jobs through our new model, and doubled their income doing it.

Importantly, we also leveraged our experience to bring greater value to our community. We built technology intentionally to serve our students in a more personalized way while doubling down on the human connection that defines our method. We published an important study about the ongoing gender gap in the digital economy in Latin America alongside McKinsey & Co, highlighting the importance of the work that still lies ahead. And we came together, in person, across geographies, uniting our mentors, coaches, hiring companies, and allies, strengthening our social capital pillar.

While feeling extremely proud and grateful for the success of our 10th year of impact, I also grapple with the uncertainty and very real challenges confronting our sector. Across companies and institutions, diversity commitments are being quietly retired. Funding for civil society is shrinking. The appetite for investing in women's economic advancement is dwindling at the very moment when decades of hard-won progress are at risk of being reversed. This is the reality our work now lives in, and it sets the stage for what's to come. I'm a firm believer that crises represent opportunities. They demand bold action precisely when the stronger instinct is to retract. In this light, we made two important decisions in 2025 that will define Laboratoria's next decade.

The first was operational: we redesigned our model to be leaner — lowering the cost per student without compromising the results we know are needed to ensure real impact. The result is a Laboratoria that can grow faster and reach more women without sacrificing what works.

The second was strategic, understanding that the problem we're solving — economic exclusion for 48 million women across Latin America — is not one any single organization can solve. So we began building the partnerships that can carry our model farther

than we could alone. Laboratoria's unique method and student-centered approach will move into existing systems, reaching women we would never otherwise reach. In the coming months, you'll see us announce partnerships with learning and talent organizations across the region. That is the next chapter.

Laboratoria exists because we believe every woman should have the chance to build a full, dignified life through meaningful work. Across Latin America, millions of women have talent, education, and drive, but remain locked out of quality jobs by barriers that have little to do with their potential: limited networks, caregiving responsibilities, inaccessible support, and labor markets that are changing faster than they can navigate alone. This is not a talent shortage. It is an access problem. And at a moment when AI is reshaping work, Latin America cannot afford to leave so much talent unseen, unsupported, and underused.

I am profoundly grateful to all of the members of our community who entrust their futures in us and to all our allies who make our work possible. Our team, our donors, our hiring partners, choosing to put real resources behind this kind of work at this time, is an act of conviction and it carries us forward.

Here's to 10 years of inspiring stories and transformed lives – and to everyone who chose to believe, when it would have been easier not to, that this work matters. Thank you and let's keep going.

With gratitude,



A handwritten signature in black ink, reading "Gabriela Rocha".

Gabriela Rocha
Co-Founder & CEO

We exist to improve women's livelihoods through **economic empowerment.**

FOUNDED IN 2014

10,000+

women served across **11 countries** in Latin America



73%

placement rate in job-oriented programs



2.7x

salary increase



1,500+

hiring partners across the globe



95%

satisfaction across programs

OUR MISSION

Laboratoria uplifts women who are unemployed or underemployed to gain the confidence, skills and connections to access quality jobs and transform their lives.

OUR VISION

A reality where every woman can build economically secure, personally fulfilling, and socially empowered lives—transforming not just their own futures, but their families, workplaces, and communities.

The problem we solve

There are **48 million women** across Latin America who are unemployed or underemployed.



Despite gender parity in education in Latin America, only 52% of women work formally versus 76% of men, earning 20% less when they do.



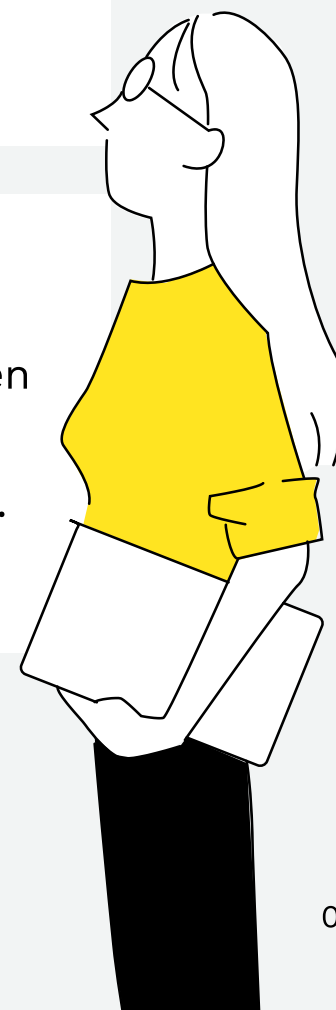
The labor market has fundamentally changed, shrinking entry-level opportunities and leaving traditional training pathways increasingly disconnected from employer needs.



Care burdens, limited networks, inaccessible training, and low confidence continue to lock talented women out of quality jobs and reskilling opportunities.



As AI transforms the workplace, women are up to 3x more likely than men to occupy roles vulnerable to automation.



THE OPPORTUNITY

Latin America stands at a turning point.

Millions of talented, driven women are ready to re-enter or advance in the workforce. **Closing gender gaps in the labor market could boost GDP by up to 34% (ILO).**

Yet most solutions still focus narrowly on technical training—overlooking the job readiness, digital fluency, and social capital required to access real opportunities.

OUR RESPONSE

Laboratoria equips women with the **confidence, skills and connections** to navigate and thrive in the AI era. Through cohort-based, live, and personalized programs, we address the interconnected challenges women face in the labor market through three main pillars:

**Workforce Readiness & Career Development**

Navigate the job search with confidence

**Digital Skills Development**

Build applied AI and data skills for today's jobs

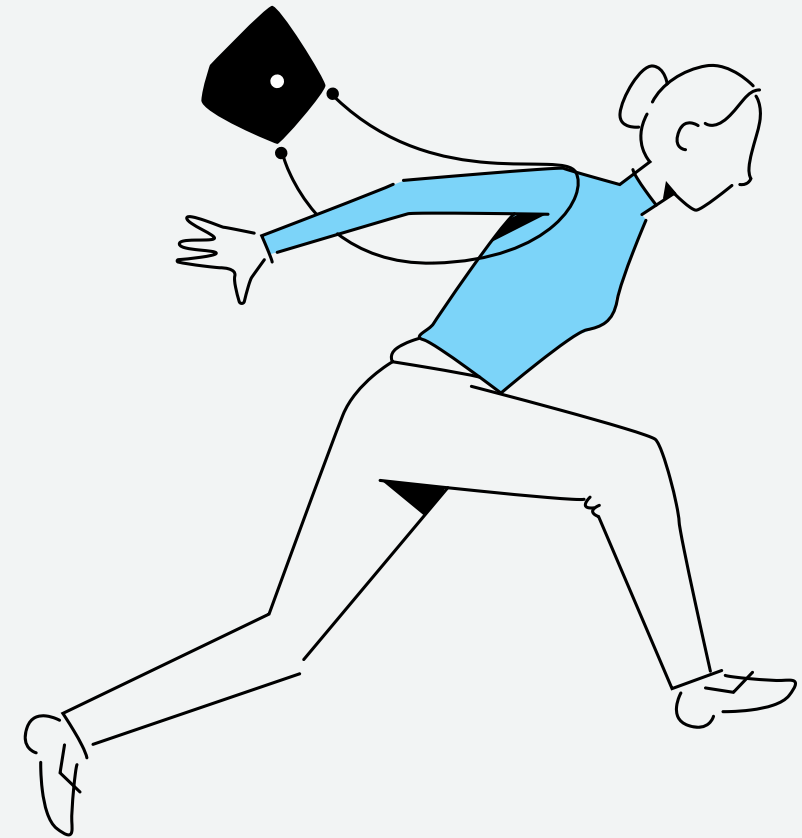
**Social Capital**

Unlock opportunities through powerful networks

Our holistic approach enables women not just to secure jobs, but to navigate complex labor markets, succeed in new careers, and transform their trajectories over time.

Our Flagship Program: Kickstart Your Career

Kickstart Your Career - is a human-led, AI-enabled career acceleration program delivered through a blended model of live cohort sessions, 1:1 coaching, and on-demand support—all in one digital platform, designed to help women navigate the job search with confidence, secure quality employment, and grow in their careers.



THE WOMEN WE SERVE

We focus on high-potential young women across Latin America who are:

- ✓ **Unemployed or underemployed:**
Income is irregular, informal, and insecure
- ✓ **Living in a major cities in Latin America:**
Opportunity exists—but access does not
- ✓ **First-generation higher ed graduates:**
Limited access to networks and career pathways
- ✓ **Balancing care and income responsibilities:**
Disproportionate care and economic burdens



The program combines multiple layers of support to meet participants at different moments in their job-search journey: live group sessions for reflection and peer learning, expert mentoring for practical industry feedback, and personalized 1:1 coaching to address individual goals, challenges, and next steps. In 2025, 175 women completed the program in its initial stages.



PROGRAM OUTPUTS

Self-awareness & Skills recognition	→ Identify strengths and past achievements
Market Exploration & Alignment	→ Analyze industry trends and prioritize opportunities.
Profile Positioning	→ Strengthen CVs and interview performance.
Networking Activation	→ Build and activate professional connections
Targeted Upskilling	→ Develop in-demand AI and data skills

2025 PROGRAM IMPACT

60%	placement rate
2X	income increase
85%	stronger confidence in securing employment
88%	reduction in feelings of isolation and disconnection





Because when you recover your voice, the opportunities you see change, and so do the ones you dare to go after.



Gabriela Luna
Kickstart Your Career graduate
Salesforce Consultant - Capptus

“For many years, I taught languages and loved it. But it was also exhausting. I was constantly moving from one place to another, with no real stability. That lack of job security affected me deeply. There came a point when I said: I can’t keep doing this. Making such a big a change feels like vertigo. I lacked confidence and struggled to recognize my abilities and how they could transfer into a different field. It felt like I had lost my voice.

That’s when I found Laboratoria.

The first thing I came across was a community where I felt safe. Little by little, I started rebuilding my confidence, learning practical tools like how to improve my CV, use AI, prepare for interviews. **But the most important thing was something else: I learned to trust myself again.**

I found that push I needed to recognize myself, to validate myself, and to reconnect with my voice. Today, I feel capable of walking into a room and engaging, speaking up, making myself visible again and becoming the protagonist of my own life.

Because when you recover your voice, the opportunities you see change, and so do the ones you dare to go after.”



2025 Milestones

2025 marked the end of one chapter — and the deliberate construction of another. It was a year of learning and consolidation that clarified Laboratoria's opportunity and strengthened our conviction about where we can create the greatest impact.



01

We launched our new flagship program: Kickstart Your Career

What began as early exploration and pilots evolved into a clear, repeatable approach—combining human coaching, AI-enabled tools, and social capital to support women in securing new and better jobs.

By the end of the year, we formally launched Kickstart Your Career as our new flagship program, marking a shift from exploration to execution.

Throughout 2025, 161 women participated, and 60% secured a new or better job.

02

We closed the bootcamp chapter with intention and pride

In 2025, Laboratoria closed the chapter of its bootcamp model after more than a decade of impact.

The program reached a 73% average placement rate and helped thousands of women access careers in technology across Latin America.

This marked the end of a defining era—and the start of a new chapter.

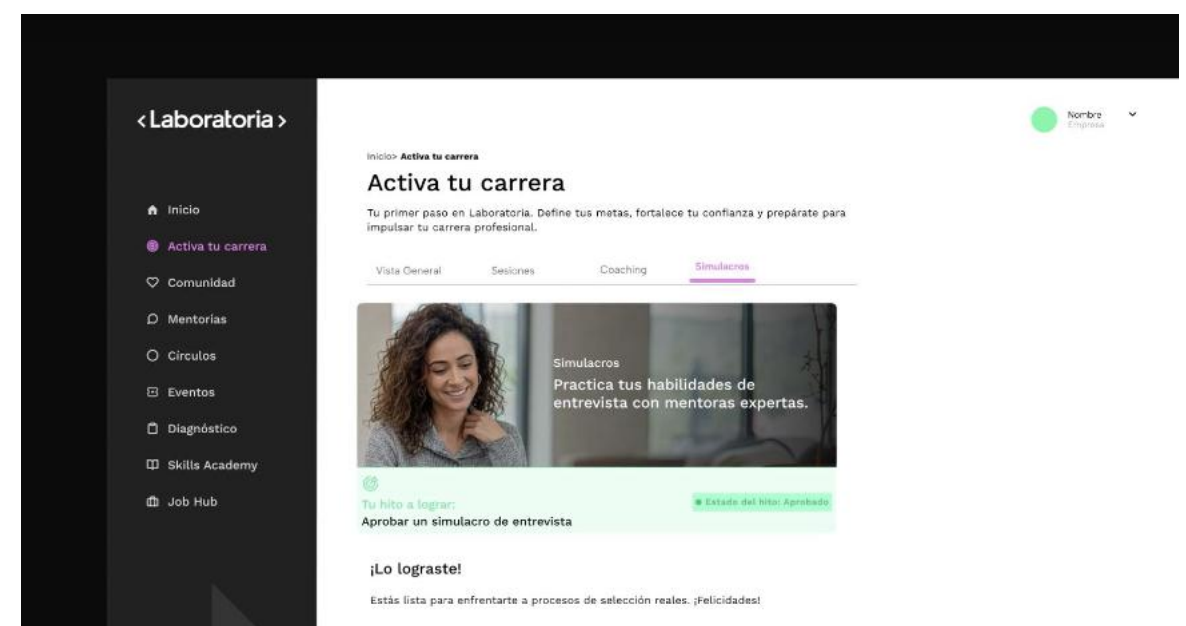


03

We built a platform worthy of the problem we're solving

Laboratoria's technology platform now brings our methodology into one place: live learning, 1:1 coaching, interview practice, skills development, job opportunities, and AI-enabled tools that offer guidance at any hour. Hundreds of women access it every day. For a population that faces disproportionate time and flexibility barriers, this is not a nice-to-have. It is what makes real access possible.

By integrating AI without replacing the human experience, we've created something rare: a platform that scales personalization rather than sacrificing it.





04

We joined Laboratoria and Laboratoria+

One of the most valued aspects of Laboratoria+ was its mentorship platform, which continues to be a key part of our community today. Women connect with mentors who provide guidance and perspective as they navigate key career moments—from preparing for interviews to exploring new opportunities and expanding their professional networks. We are deeply grateful to the mentors who generously share their time and experience to make this possible.

Throughout 2025:

1,795 mentorship sessions were held

218 mentors supported our network

397 mentees received guidance



“Mentorship opened up new possibilities for me—both in how I see myself and how I connect with others. Learning from women across different countries and industries gave me perspectives I wouldn’t have found in my own circle. Having a mentor is like having a pair of binoculars for your life’s direction.”



Nadia Cabrera Deković
MENTEE

05

We built stronger ties to the labor market — and used them to sharpen our model.

Through our own research, collaboration with hiring companies like BCP and HSBC, and a research partnership with McKinsey, we gained a clearer view of how hiring is changing across the region.

The findings confirmed that the real gap is not just skills, but job readiness:

- confidence
- self-awareness
- digital fluency
- social capital
- and the ability to navigate a changing hiring process.

This work confirmed Laboratoria's role as a bridge between women's potential and the opportunities emerging in a changing economy.



06

We celebrated 10 years of Laboratoria — and brought our community together for what comes next.

Through Laboratoria Connect and our 10-year anniversary celebrations, we gathered alumnae, mentors, partners, donors, and team members to honor a decade of impact. More than a celebration, it was a reminder that Laboratoria has always been built collectively — and that this community will continue to power what comes next.



LABORATORIA'S COMMUNITY

A lifelong network for women building resilient careers

Beyond a learning program, Laboratoria is a long-term destination for women navigating work, growth, and opportunity in a rapidly changing economy. For many of the women we serve, communities like this simply do not exist. We aim to be the place they return to throughout their professional journeys, providing access to:



Laboratoria's
Skills
Academy



Ongoing
mentorship and
coaching



Virtual and
in-person events

Throughout the year, our community came together in spaces designed for **learning, connection, and mutual support.**



2025 Alumnae Census

Thousands of women across Latin America remain connected through Laboratoria's community, spanning industries, roles, and career stages. Our most recent alumnae census reflects the diversity of this network and the many ways women continue building meaningful careers while navigating different life paths and responsibilities.

24%

are mothers

16%

identify as part of the
LGBTQ+ community

\$2,639

average monthly salary
(USD)

25%

are the first in their
family to hold a
professional job

11%

lead teams or manage
people

84%

of working bootcamp
graduates are working
in roles related to
technology and
innovation





Support between women feels different. There's empathy, there's connection, and that makes the whole process much more manageable.



Nicole Viccina
Kickstart Your Career graduate
Business Consultant - Minsait

I've always been a curious person. From a young age, I was encouraged to ask questions, to speak my mind, and to not be afraid of not understanding. I was the first in my family to go to university, and that shaped my path in a big way.

I studied business management in Peru and started working in banking before graduating. Over time I felt like I didn't have much more to learn. Then, due to a family change, I moved to Mexico—and that's when everything shifted. I arrived without a job, without a network, and facing barriers I hadn't experienced before. It was the first time I spent so many months job searching without results. There were days when I questioned everything.

In that process, I found Laboratoria. Through the program I learned that what matters most is understanding that there's nothing wrong with you when you're looking for a job—there's strategy, there's context, and there are better ways to approach it. I changed the way I searched for opportunities, and that ended up opening the door to the job I have today.

But beyond that, what stayed with me is the community. Because support between women feels different. There's empathy, there's connection, and that makes the whole process much more manageable.

Get involved

partnerships@laboratoria.la



Support our work

Make a difference by donating. Your contribution helps more women access life-changing opportunities.



Hire our graduates

Bring fresh, diverse perspectives to your team by employing our skilled and motivated graduates.



Join Our Community

Mentor, lead a session, or join an event and help power our students' growth.

Financials

Over the past year, Laboratoria has gone through an important shift toward a more scalable approach. This transition—and our ability to test and refine it—has been possible in large part because of the financial reserves we built over time, with the support of our donors.

In 2025, our budget declined significantly as we focused on building this new approach. In 2026, we expect our overall expenses to remain relatively stable, even as we begin to grow again.

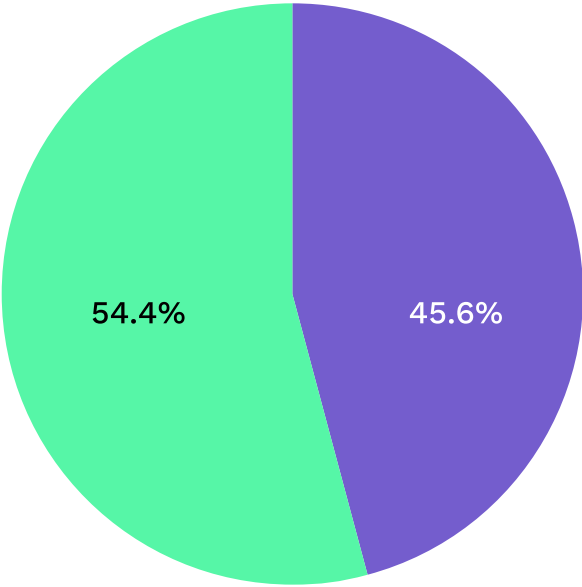
We are moving away from a structure where growth depended on adding more people and fixed costs, toward one that is more flexible and easier to scale. Today, more of our costs go directly into serving women rather than

fixed organizational expenses—allowing us to grow without costs increasing at the same pace.

We're already seeing the effects of this shift in practice. We're reaching more women than before, at a lower cost, and without losing what makes the Laboratoria experience meaningful. This gives us confidence in what comes next: the ability to grow our impact in a sustainable and far-reaching way.

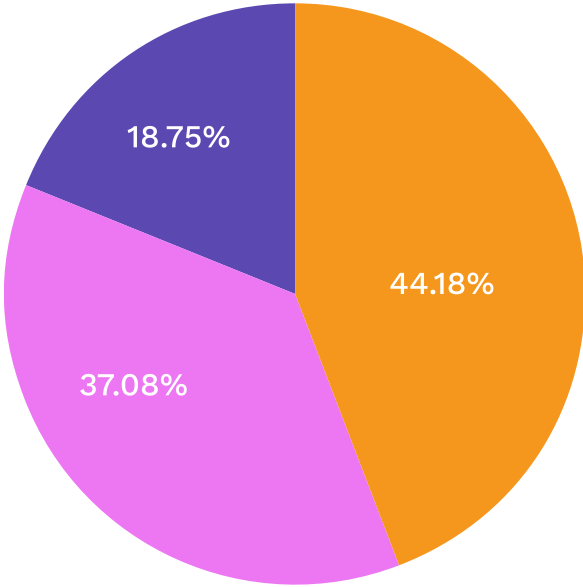
We remain deeply grateful to our donors and partners. Your support has given us the space to rethink, experiment, and build toward reaching many more women in the years ahead.

2025 REVENUE



Philanthropy	54.4%
Self-generated Revenue	45.6%

2025 EXPENSES BY INITIATIVE



Core Program Delivery	44.18%
Laboratoria Plus	37.08%
Company Partnerships	18.75%

Donors & Supporters

Our work would not be possible without the incredible support of our donors, many of whom have continuously renewed their commitment to Laboratoria's mission. In 2025—a year of transition, strategic shifts, and renewed focus—your support enabled us to test, learn, and lay the foundations for our next chapter of impact. We are especially grateful to the dozens of individual donors who stepped forward to support women directly and help make this new chapter possible.

\$ 1MM+

MacKenzie Scott

with support from
Google.org

\$500,000+

BlackRock

Citi Foundation

citi

Scotiabank

\$250,000+

Cargill

MetLife Foundation

OTHER CONTRIBUTORS

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\$ 100,000+

Akamai
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Co-inversión para el Trabajo Digno (Mexico)

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\$20,000+

GitLab
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Our Priorities Moving Forward

Over the coming years, Laboratoria will focus on a set of priorities designed to validate and scale our new employability model.



Validating the model at scale

Through Kickstart Your Career we will run larger cohorts and work to confirm that our approach can deliver strong outcomes consistently as we reach more women.



Expanding to new markets

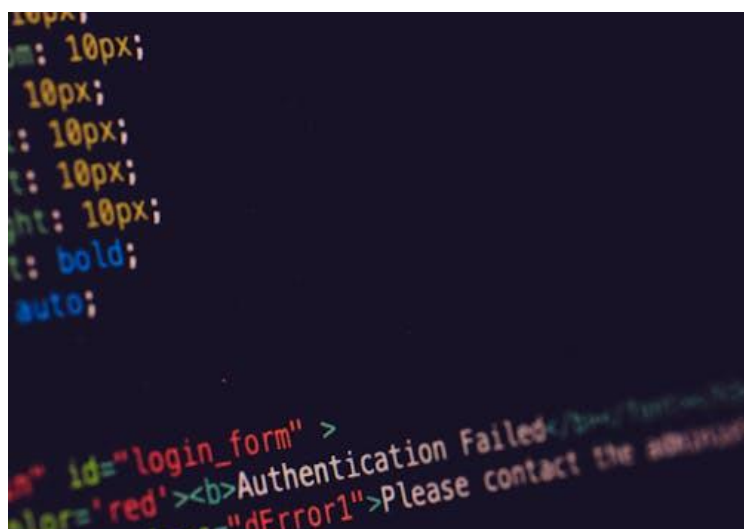
We will launch *Kickstart Your Career* in Brazil, testing how the model performs in a new labor market and building the foundation for future regional expansion.



Building the technology that enables scale

We will continue developing our technology platform and AI-enabled tools to support job search preparation, coaching quality, and participant progress.

These tools help standardize the experience and allow our team to support many more women while maintaining a high level of quality.



Strengthening connections with the labor market

Laboratoria will continue deepening relationships with companies across the region to ensure that our programs remain aligned with real hiring needs.

These partnerships are critical for expanding opportunities and strengthening the bridge between talent and employers.



Expanding partnerships that extend our reach

As our model matures, we will begin exploring larger-scale collaborations with universities, local governments, and other institutions that support women navigating the labor market.

These partnerships have the potential to bring Laboratoria's employability model to many more women.

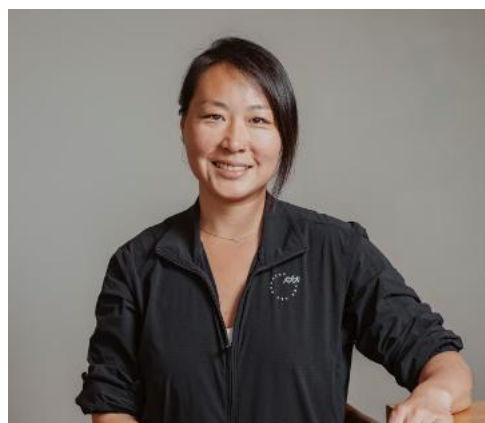


Board



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Co-founder, Laboratoria+



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CTO, VelezReyes+



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**Juan Pablo
Buriticá**

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**Silvia Vasquez-
Lavado**

Founder + CEO, Courageous Girls



«Laboratoria»

Thank you • Gracias • Obrigada

In 2025, we celebrated 10 years of Laboratoria while preparing for a new chapter of impact. In a year marked by transition and uncertainty, our community reminded us why this work matters and what becomes possible when people choose to keep investing in women's futures.

Our progress is the result of the students and graduates who trust us with their journeys, the team members who build this work with care, and the donors, hiring partners, mentors, coaches, and allies who continue to open doors.

Thank you for believing in Laboratoria, for standing with us in a moment that calls for conviction, and for helping us reach more women with the confidence, skills, and connections to build meaningful careers.

Here's to the next decade of transformed lives — and to everyone helping make it possible.

◀ Laboratoria ▶

www.laboratoria.la



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