APIA SCHOLARS
Educate. Elevate. Empower.



APIA SCHOLARS ANNUAL REPORT FY2024-2025

Learn More Today at **APIAScholars.org**

Based in Washington, D.C. and founded in 2003, APIA Scholars is the nation's leading non-profit organization devoted to the academic, personal, and professional success of our Scholars, with a focus on those who are most in need. Through Scholarships, Student Success Programs, Research and Applied Partnerships, APIA Scholars carries out its mission to educate, elevate, and empower our Scholars and the next generation of students.

VISION STATEMENT

Our Vision is to see our APIA Scholars have the finances and resources necessary to cultivate their academic, personal and professional success regardless of their ethnicity, national origin or financial means.

MISSION STATEMENT

Our Mission is to make a difference in the lives of APIA Scholars by providing them with resources that increase their access to higher education which serves as the foundation for their future success and contributions to a more vibrant America.

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DEAR FRIENDS AND SUPPORTERS,

As I look back on this past year, I am both humbled and inspired by what we have accomplished together. APIA Scholars has continued to grow, adapt, and strengthen our mission of educating, elevating, and empowering Asian American, Native Hawaiian, and Pacific Islander (AANHPI) and all students. But none of this would have been possible without you; our donors, partners, alumni, and friends.

This year, we awarded 487 Scholars totaling $3.5 million, opening doors for students who might otherwise have been shut out of higher education. For many of our Scholars, your support has meant far more than financial assistance. It has meant opportunity and confidence in their future.

Beyond Scholarships, we expanded our Student Success Programs through networking opportunities, career workshops, financial literacy and more. They combine to give our Scholars the skills to succeed in college and beyond.

The need for our work has never been greater. Applications to our scholarships continue to climb, reflecting a deep demand for opportunity and support. Yet resources are limited, and thousands of qualified students' needs remain unmet. At a time when higher education is under pressure, funding is cut, and when many of our communities face growing challenges, organizations like APIA Scholars are more important than ever.



I am deeply grateful to each of you who stand with us. Your generosity fuels transformation not only in the lives of individual Scholars, but also in the communities they will uplift for generations to come. We know from our research that APIA Scholars' persistence rate is 10 to 20 percentage points above the national average. Together, we are proving that when students are given the chance to succeed, they rise and they carry others with them.

Thank you for your unwavering belief in our mission and in the boundless potential of our Scholars.

With appreciation and hope,

Noël S. Harmon, PhD
President & Executive Director

IMPACT

For over 20 years, APIA Scholars has advanced educational opportunity, expanded inclusivity, and elevated college-to-career success for Asian American, Native Hawaiian, and Pacific Islander (AANHPI) students and all students. Since our founding, we have served more than 12,000 students across all 50 states and U.S. territories, awarding over $261 million in scholarships, with 71% of recipients being first-generation college students and 62% coming from families at or below the poverty line.

As part of our comprehensive 2025 data and impact review, we refined how we calculate lifetime impact.

Over 12,000
Scholars Served*

Over $261 Million
in Scholarships Awarded†

71% First Generation
College Students

62% of Recipients
At or Below Poverty Level



**Includes 3,427 Gates Millenium Scholars (GMS)*

†Includes $221 million in GMS Scholarships

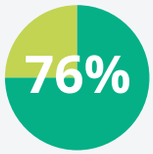
FROM ACCESS TO ACHIEVEMENT: OUR SCHOLARS' PERSISTENCE RATE



Persistence Rate after 1 year



Persistence Rate after 4 Years



National Persistence Rate

APIA Scholars are achieving at rates far above the national average. Our students consistently outperform, with persistence rates that soar 10 to 20 percentage points higher than the national average.

These outcomes demonstrate what's possible when financial support is paired with community, mentorship, and student success programming. APIA Scholars aren't just accessing higher education—they are completing it, at rates that set them apart nationwide.

Methodology: The National Student Clearinghouse (NSC) tracks 97% of U.S. postsecondary enrollment and 96% of degrees, enabling analysis of student outcomes and persistence. This study examined 4,094 APIA Scholars from 2017–18 to 2024–25, with an 86% match rate to NSC records, and presents findings on enrollment, degree attainment, persistence, transfer patterns, and outcomes for two-year enrollees.

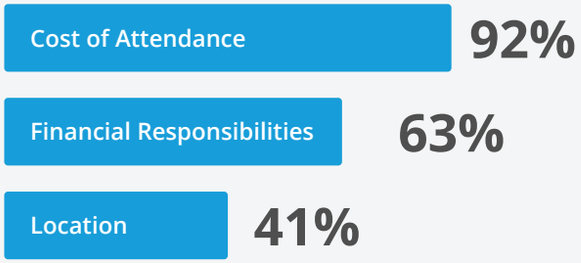
BEHIND THE NUMBERS: BARRIERS TO COMPLETION

While persistence outcomes highlight the strength and determination of our Scholars, it is equally important to understand the barriers that remain. 2025 Scholars National Survey examines the barriers and challenges our students face, and will inform our Scholarships approach and Student Success Programming. Our 2,412 respondents include both scholarship recipients as well as applicants and alumni.

HOW FINANCES IMPACT OUR RESPONDENTS

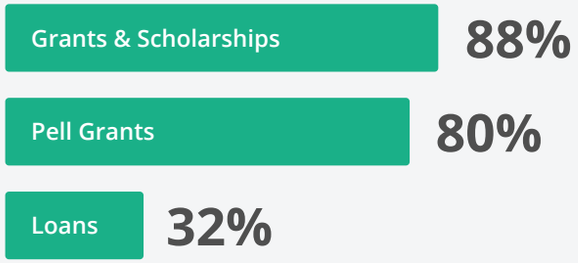
55% ARE FREQUENTLY WORRIED ABOUT FINANCES

Decision Factors for Attending College

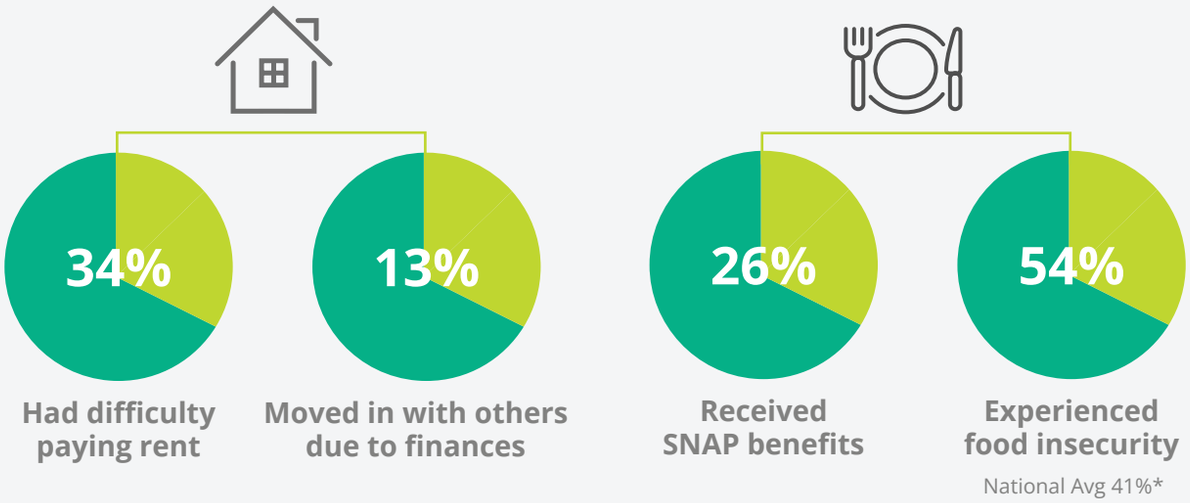


96% RECEIVE FINANCIAL AID

Primary Funding Sources



UNDERSTANDING BASIC NEEDS & FINANCIAL BARRIERS



*The Hope Center 2023-2024 Student Basic Needs Survey Report. Temple University. (February 26, 2025)

SCHOLARSHIPS



A REIMAGINED SCHOLARSHIP PROCESS BUILT FOR EQUITY

Key Changes

Redesigned Application

Streamlined Evaluation Process

Pilot Programs in Flexible Funding

APIA Scholars unveiled a re-imagined scholarship process model designed to remove structural barriers and better serve students with the greatest need. The new scholarship process aimed to enhance accessibility, flexibility, and equity in how scholarships applications are completed and submitted, ensuring that process and administration are more focused to serve students facing the greatest challenges.

ALUMNI SPOTLIGHT

CHRISTINE WANG

2024-2025 APIA McDonald's Scholar
Johns Hopkins University

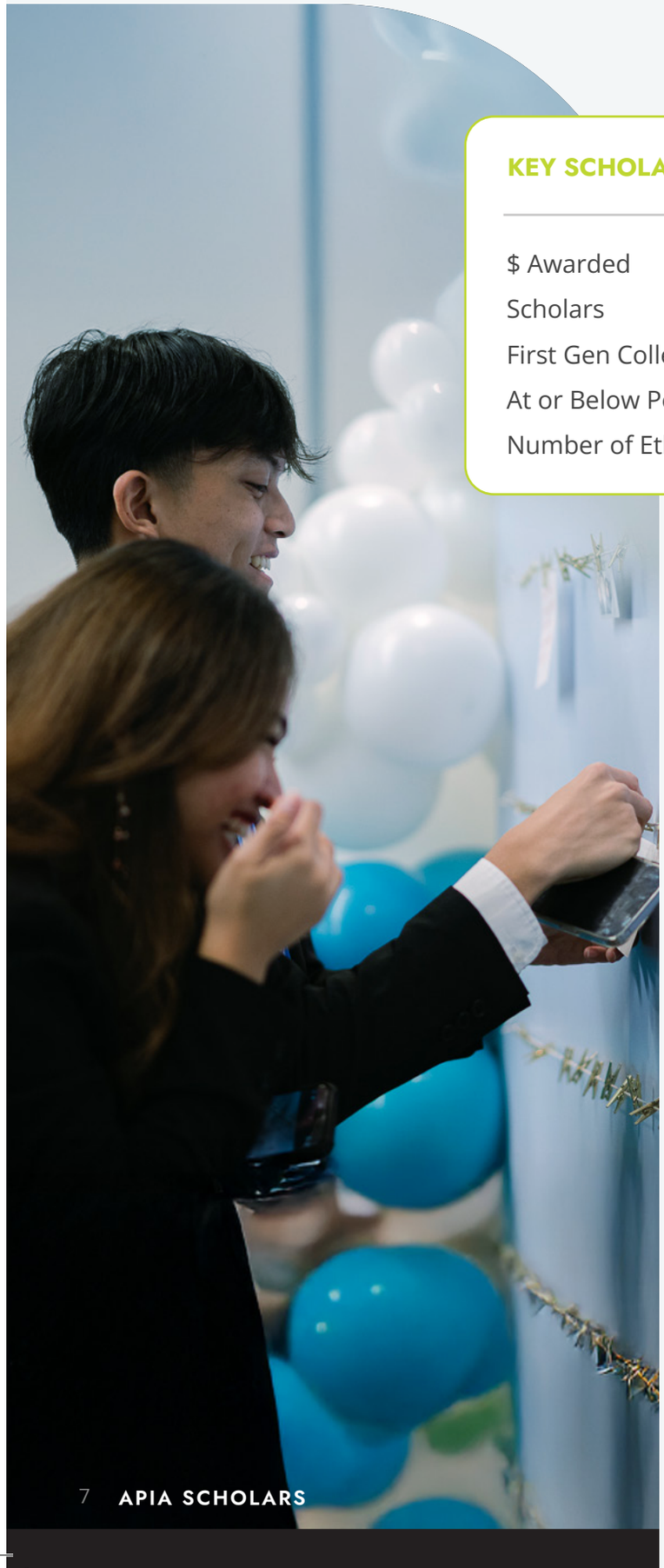
Please meet Christine who is preparing to launch a career at NASA! Fueled by her identity and supported by APIA Scholars, Christine is determined to uplift others through science and storytelling.

APIA Scholars supports career journeys like Christine's through our development programs. Please check out our Career Development page linked in our bio to learn more.



APIA Scholars has been absolutely instrumental in making this dream possible by providing financial support for classes after my NASA co-op experience. Beyond just the funding, the Student Success Team's guidance strengthened my confidence in crafting a compelling personal narrative that really authentically reflects my ambitions to bridge biomedicine and aerospace, amongst my many other interests.

DELIVERING ON OUR STRATEGIC PLAN



KEY SCHOLARSHIP HIGHLIGHTS	*FY24-25*
$ Awarded	$3,455,000
Scholars	487
First Gen College Student	82%
At or Below Poverty	62%
Number of Ethnicities	52

In FY24–25, APIA Scholars deepened our commitment to students most in need as evidenced in our increased percentage of awards going to first-generation college students and those from low-income backgrounds. **More than eight in ten of our Scholars are the first in their families to attend college, and 62% live at or below the poverty line, a significant increase from 54% last year.**

With $3.46 million awarded to 487 Scholars representing 52 diverse ethnicities, we are advancing our strategic plan to deliver impact with focus and intention.

STUDENT SPOTLIGHT

DAISY PANHILASON

2025 APIA McDonalds Scholar
University of Nevada-Las Vegas

Originally from the island of Saipan, Daisy Panhilason is a first-generation college graduate who recently earned her Bachelor's degree and completed a psychiatric nurse apprenticeship. She is pursuing a nursing career to help ensure patients feel understood, empowered, and supported.



I'm originally from Saipan, and so making the move from, you know, a small island community in the middle of the Pacific Ocean to Las Vegas, NV is such a giant change...I'm glad that I pursued the APIA scholars program. It's way more than just the money. It's way more than just scholarships. They have such good resources. I have connections with a lot of great advisors, a lot of mentors. It landed me opportunities to to fly out to different cities, to speak, to represent my community. I'm glad to be a part of this organization.

ROBERT UNDERWOOD SCHOLARSHIP: HONORING A LEGACY

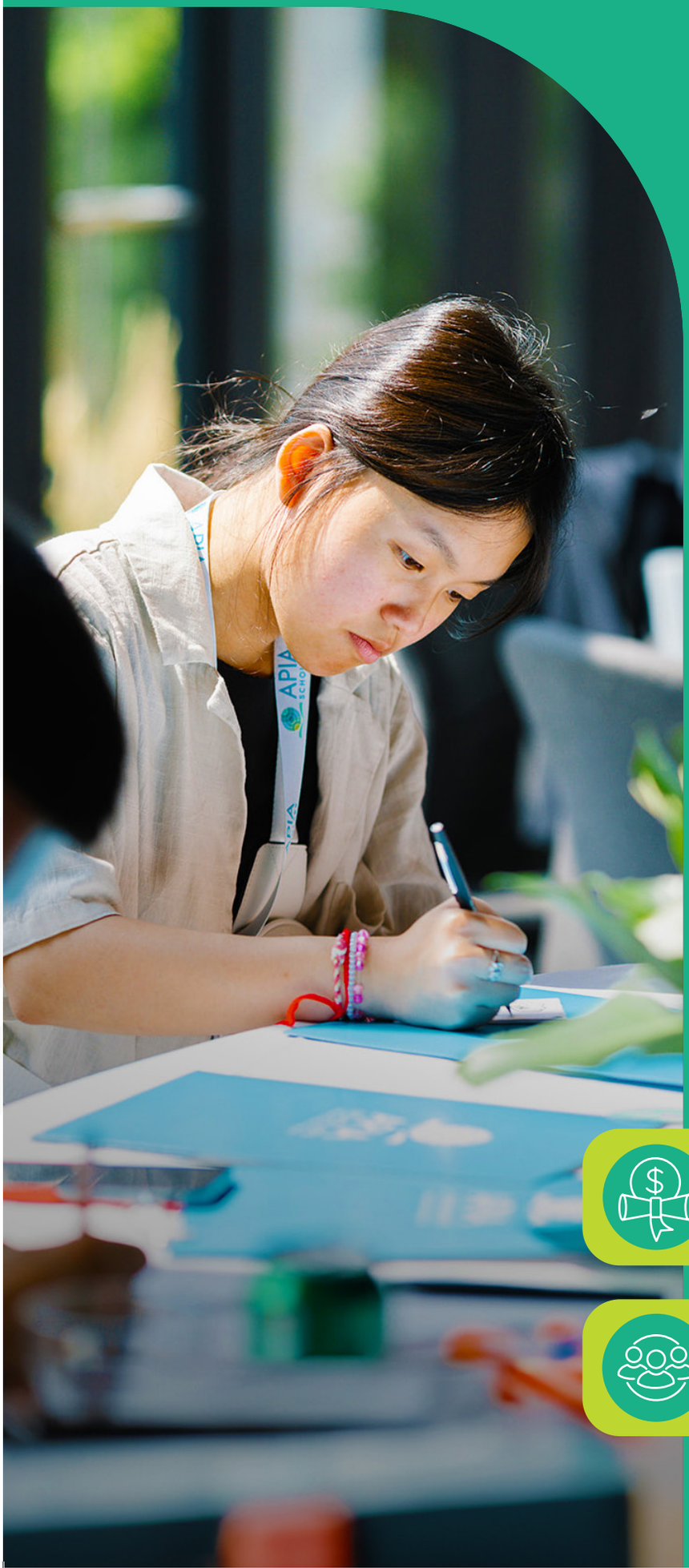
APIA Scholars launched the Dr Robert Underwood Scholarship in honor of Founding Board Member Dr. Robert Underwood, who dedicated his life to serving and advocating for the AANHPI community. His vision and leadership continue to inspire our mission and live on through this program. This is an innovative pilot scholarship to better support students in the Pacific Islands with high financial need. The program provides up to $10,000 per year for up to two years for tuition and fees, plus up to $2,500 annually for essential living expenses such as housing, food, transportation, and healthcare.

$10K
PER YEAR FOR SCHOLARSHIP

$2.5K
BASIC LIVING NEEDS GRANT

12
SCHOLARS AWARDED





SCHOLAR RELIEF FUNDS: A LIFELINE DURING HARDSHIPS

At APIA Scholars, we recognize that unexpected financial hardships can derail a student's education. Our Scholar Relief Funds is a need-based financial assistance that provides timely, flexible support to APIA Scholarship recipients. These funds are designed to ensure that a sudden challenge, such as a medical bill, housing insecurity, or the loss of childcare, does not force a student to pause or abandon their educational journey.

This past year's top categories funded were:

- **Housing/Utilities**
- **Transportation**
- **Medical/Dental Costs**
- **Technology**
- **Food Assistance**

$180,823 AWARDED

120 RECIPIENTS

Learn More Today at **APIAScholars.org**

CAREER DEVELOPMENT FUND: INVESTMENT IN COLLEGE-TO-CAREER SUCCESS

In alignment with our strategic plan to lower financial barriers for our Scholars, APIA Scholars sought to remove financial barriers that limit students' access to internships and career-building experiences, APIA Scholars launched the Career Development Fund in 2025. This program provides opportunity grants to support Scholars with demonstrated financial need in pursuing internships, fellowships, conferences, research, and other career development opportunities. By prioritizing students in historically underpaid fields or those requiring relocation, the fund ensures that more Scholars can gain the skills, connections, and experiences essential for long-term professional success.

$50,000 AWARDED

23 RECIPIENTS




APIA
SCHOLARS


2024








APIA




APIA
UNITED

STUDENT SUCCESS PROGRAMS

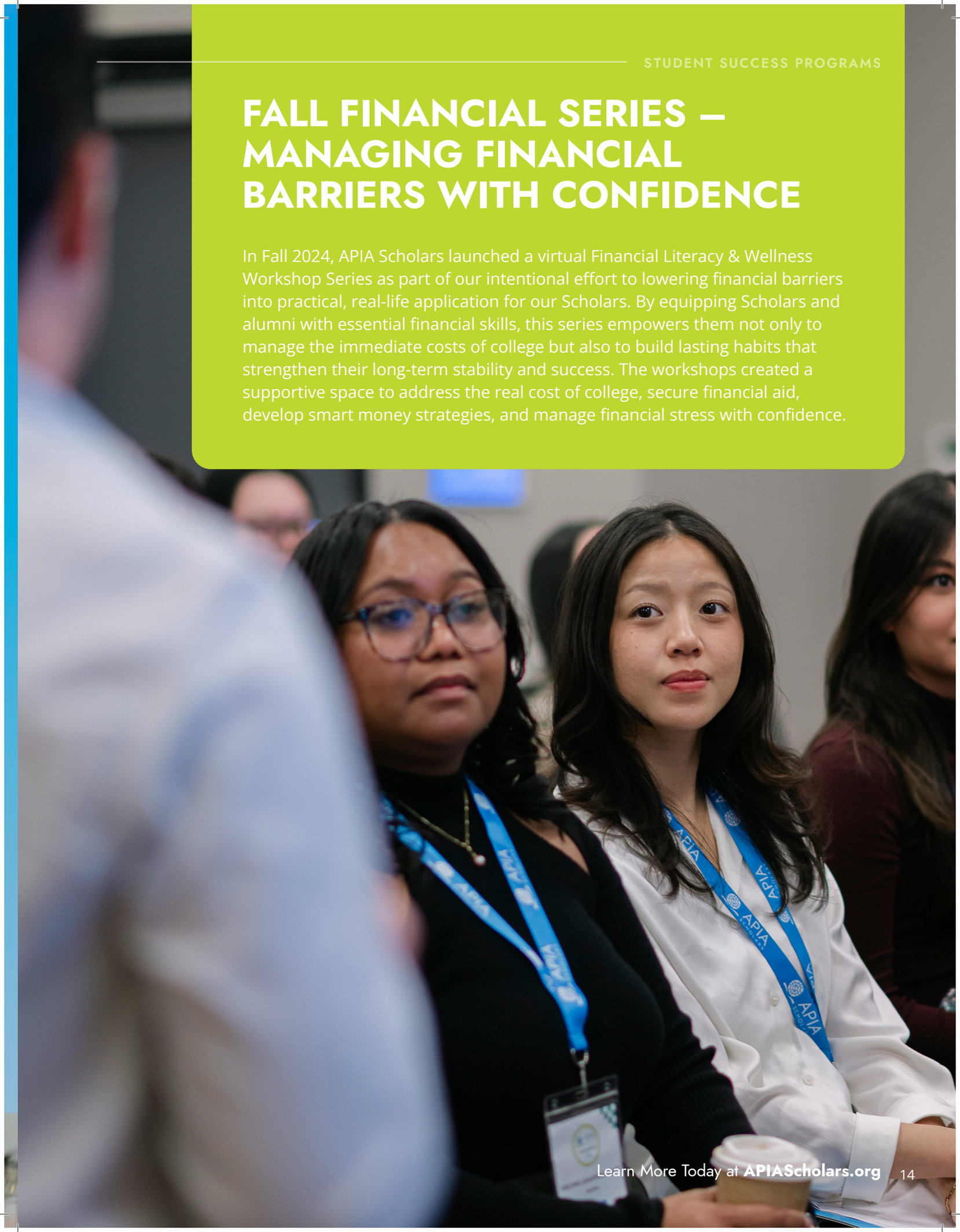
IMPACT BEYOND SCHOLARSHIPS

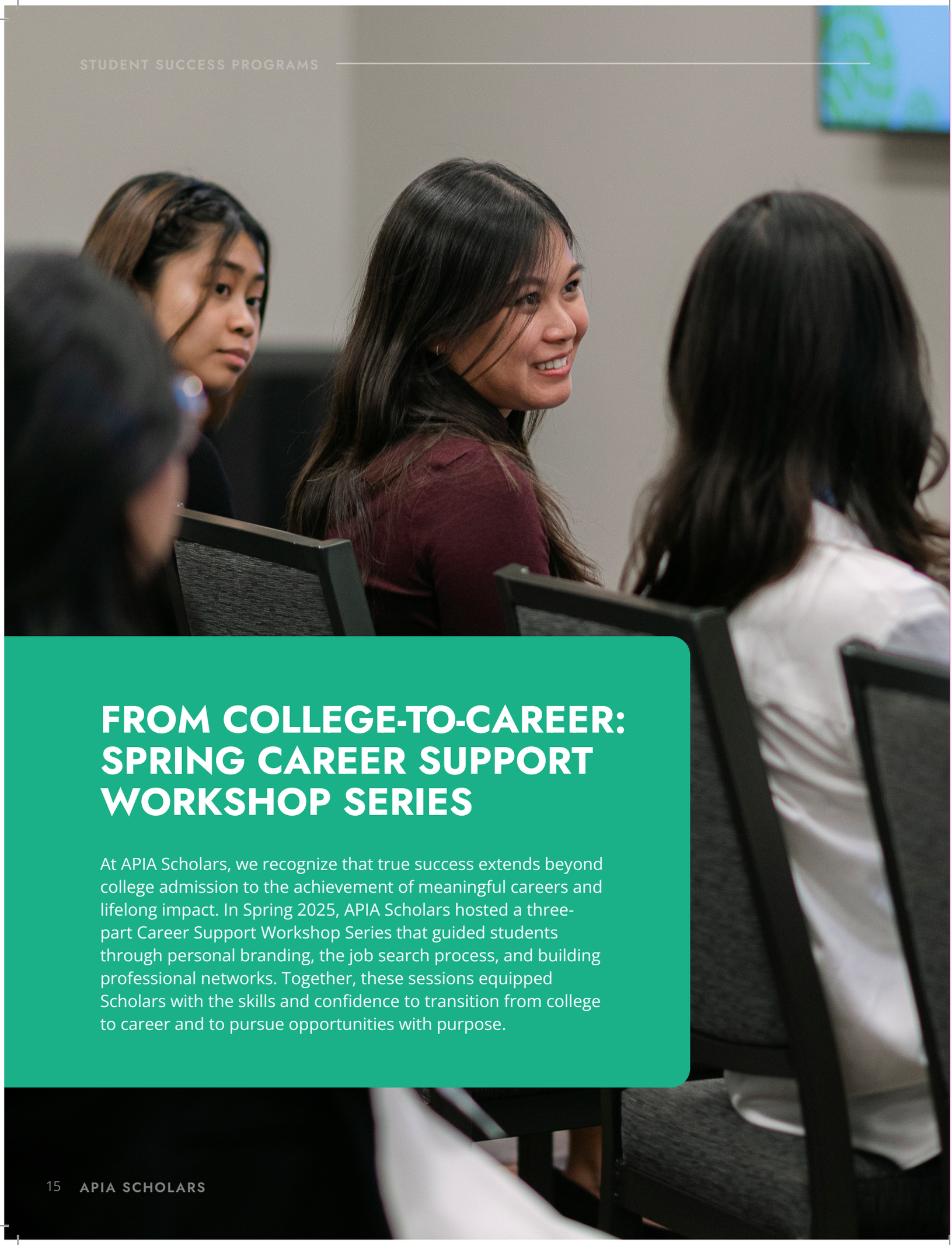
While financial aid provides access to higher education, long-term success demands additional support. APIA Scholars' Student Success Programs are designed to equip students with the skills, confidence, and networks necessary to navigate their academic journeys and transition into meaningful careers. In FY 2024–2025, we enhanced these efforts by expanding programming in Fall Financial Literacy series, Spring Career Workshops, CareerFest and Scholar Advisory Board.



FALL FINANCIAL SERIES – MANAGING FINANCIAL BARRIERS WITH CONFIDENCE

In Fall 2024, APIA Scholars launched a virtual Financial Literacy & Wellness Workshop Series as part of our intentional effort to lowering financial barriers into practical, real-life application for our Scholars. By equipping Scholars and alumni with essential financial skills, this series empowers them not only to manage the immediate costs of college but also to build lasting habits that strengthen their long-term stability and success. The workshops created a supportive space to address the real cost of college, secure financial aid, develop smart money strategies, and manage financial stress with confidence.





FROM COLLEGE-TO-CAREER: SPRING CAREER SUPPORT WORKSHOP SERIES

At APIA Scholars, we recognize that true success extends beyond college admission to the achievement of meaningful careers and lifelong impact. In Spring 2025, APIA Scholars hosted a three-part Career Support Workshop Series that guided students through personal branding, the job search process, and building professional networks. Together, these sessions equipped Scholars with the skills and confidence to transition from college to career and to pursue opportunities with purpose.

CAREERFEST 2.0: A PLATFORM FOR REAL-WORLD PREPARATION

In April in Los Angeles, APIA Scholars hosted CareerFest 2.0, an immersive event for our Scholars that focused on career readiness and professional growth. What started in 2023 has now grown into a cornerstone of our college-to-career strategy—designed to help students gain the confidence and preparation in getting started in their careers.



PARTNERS & DONORS



CORPORATE DONORS

LEGACY

$1M+

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UNITED HEALTH FOUNDATION

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$500,000

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INTRODUCTORY

$10,000

FRESENIUS KABI · gm · GOLDEN NEST · SWIRE COCA-COLA USA · Weyerhaeuser

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INDIVIDUAL DONORS

PRESIDENTS GIFTS - $2,500+

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Ingrid Loh

Jeff Luong

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Nidhi Munjal

Justin Savedge

IN HONOR OF

Best Egg's Be ASPIRE Team

My Korean mother, for all she has done for me

Hoa Nguyen

Jerry Waldie

Hal White

IN MEMORIAM

Dad

Masao & Aiko Hoshino

Chiu Sang and Rose Leung/Jet Ong

Helen Quan Woo

INDIVIDUAL DONORS

GIFTS OF $100 - $2,499

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Lauren Yuniskis

Beach Cities Rotaract

The Horace Mann School - East Wind West Wind Leaders

FINANCIAL STATEMENTS

INCOME STATEMENT

SUPPORT & REVENUE	
Grants & Contributions	$13,701,261.79
Programmatic Events	$665,758.89
Total Support & Revenue	**$14,367,020.68**

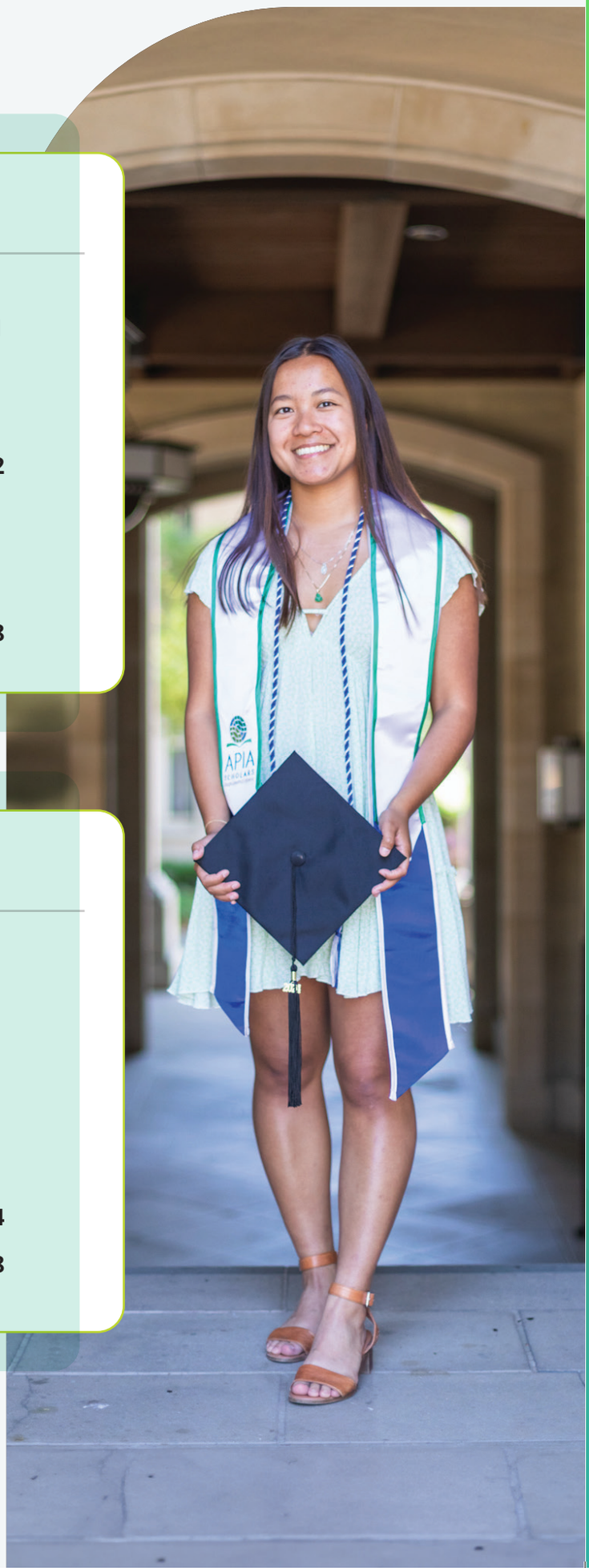
EXPENSES & LOSSES	
Total Program Services	$7,518,343.44
Management & General	$4,957,794.96
Fundraising	$605,939.56
Total Support & Revenue	**$13,082,077.96**
Change in Net Assets	**$1,284,942.72**



BALANCE SHEET

CURRENT ASSETS	
Cash & Cash Equivalent	$2,597,462.98
Investments	$30,824,253.31
Contributions Receivable	$4,736,402.94
Prepaid Expenses	$59,493.39
Total Support & Revenue	**$38,217,612.62**
Net Property & Equipment (Fixed Assets)	$255,643.23
Other Assets	$1,976,910.33
Total Assets	**$40,450,166.18**

CURRENT LIABILITIES	
Accounts Payable	$3,176,719.04
Accrued Scholarships	$94,708.10
Other Liabilities	$409,683.99
Total Current Liabilities	**$3,681,111.13**
Long Term Liabilities	$2,112,378.71
Total Liabilities	**$5,793,489.84**
Net Assets	**$34,656,676.34**
Total Liabilities & Net Assets	**$40,450,166.18**





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