

PAVE GLOBAL

ANNUAL REPORT 2025



ABOUT PAVE GLOBAL

For more than three decades, PAVE Global has mentored, inspired, and connected students, educators, and professionals shaping consumer environments. We expand access to education, real-world experience, and financial support to help emerging talent move confidently from classroom to career.1.15

"Creating clear pathways from education to industry."

By bridging education and industry, PAVE creates meaningful pathways into the design profession. Through scholarships, design competitions, experiential learning, and industry engagement, we support students at critical moments in their academic and career journeys.



Tiffany Pieja (far left) and Steve Calhoun (far right) of The Hershey Company with the three winners of the 2025 PAVE x Hershey International Student Design Competition at the PAVE Gala. Students pictured in the center, left to right: Natalie Opdebeeck (Fanshawe College), Emmy Saltzman (Appalachian State University), and Makayla Hall (Fanshawe College).

LETTER FROM THE EXECUTIVE DIRECTOR

Dear PAVE Global Community,

2025 was a year of focus, growth, and meaningful impact across the PAVE community.

Through our programs and partnerships, we remained centered on one goal: expanding access and opportunity for students pursuing careers in the design of consumer environments. From scholarships and competitions to hands-on learning experiences, we connected students directly with industry leaders and professional opportunities.

This year, PAVE strengthened industry partnerships, expanded global reach, and delivered high-impact programs supporting student learning and career readiness. None of this progress would be possible without the generosity of our donors, sponsors, educators, volunteers, and partners.

As we look ahead, we remain committed to thoughtful growth and preparing students for what comes next.

Thank you for being part of the PAVE community.

With appreciation,



Dash Nagel
Executive Director, PAVE Global



2025 PAVE BY THE NUMBERS



2025 Bish Creative Scholarship Recipient Emmy Saltzman of Appalachian State University accepts her award from PAVE President Emeritus Jerry Fox at the 2025 PAVE Gala in New York City.

YOUR SUPPORT IN ACTION

With the support of our donors and partners, PAVE Global expanded access to education, industry exposure, and opportunity for students worldwide.

870+

Students participated in PAVE programs in 2025

\$120,000+

Invested through scholarships, grants, and experiential opportunities

GLOBAL REACH

- Nearly **400 schools** worldwide
- **Over 50 countries** represented
- Engaged participants **across 6 continents**

2025 IMPACT HIGHLIGHTS

STUDENT DESIGN COMPETITION

63 schools across 22 countries and 14 U.S. states

Participated in the 2025 PAVE Student Design Competition, a real-world design challenge sponsored by The Hershey Company.

SCHOLARSHIPS + EXPERIENCES

8 Scholarship + Experience programs

The largest number offered in a single year, expanding access to financial support, mentorship, and industry-connected learning.

LARGEST IMPACT IN 24 HOURS

60 design students

Participated in the 24-hour PAVE On-Campus Student Design Challenge at The Ohio State University.

STUDENT AID

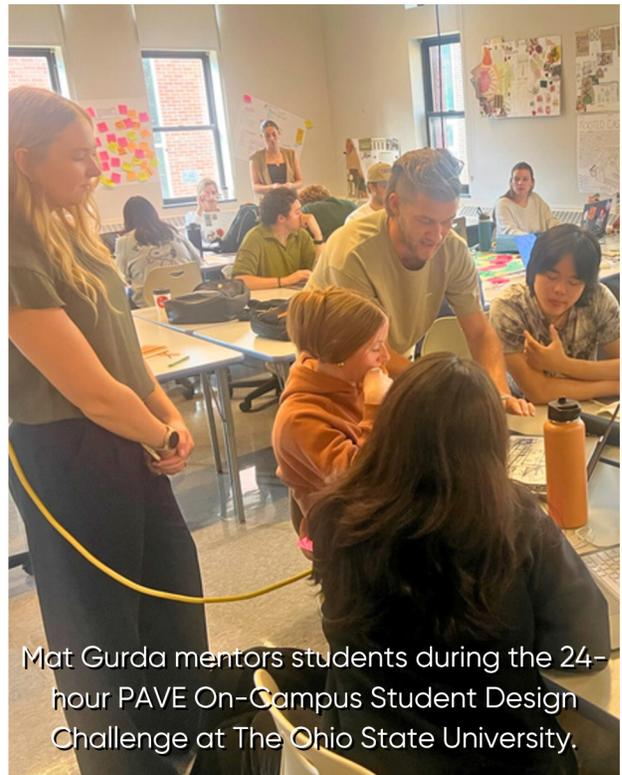
30 students supported globally

Provided direct financial assistance for tuition, housing, food, transportation, and essential academic needs.

DEEPER ENGAGEMENT

28 students participated in two or more PAVE programs

Building skills, connections, and professional confidence.



Mat Gurda mentors students during the 24-hour PAVE On-Campus Student Design Challenge at The Ohio State University.

HOW PAVE SUPPORTED STUDENTS IN 2025

PAVE created meaningful opportunities for students to grow, gain recognition, and engage directly with the design industry in real and measurable ways.

MENTOR

Students worked directly with industry professionals through the 24-Hour On-Campus Student Design Challenge, classroom visits, and portfolio reviews. These experiences provided real-time feedback, professional insight, and exposure to expectations beyond the academic setting.



INSPIRE

Through industry-sponsored challenges and recognition programs such as the Inspired by Design: PAVE Student Visionary Award, students were encouraged to think beyond the classroom and explore how design shapes culture, community, and experience.

CONNECT

PAVE positioned students inside the industry conversation. At Shop! MarketPlace and IRDC, select students participated in panel discussions, presented their work, and engaged with professional audiences, gaining confidence, visibility, and valuable experience at leading design conferences.

PROGRAM GROWTH + EVOLUTION IN 2025

Student programming became more integrated, more visible, and more deeply connected to industry across the organization.

FROM PARTICIPATION TO PLATFORM

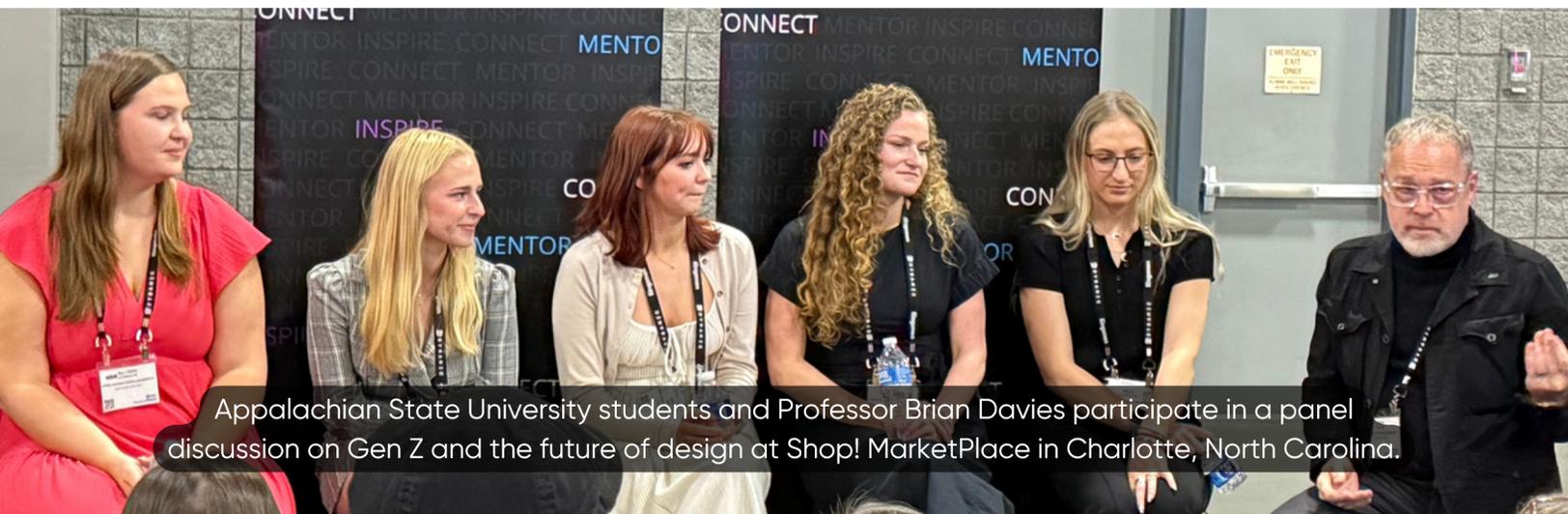
Students were supported through scholarships and design challenges, but also given space to lead conversations. At Shop! MarketPlace, student panelists shared their perspectives directly with professional audiences, contributing to industry dialogue rather than observing from the sidelines.

STRONGER INDUSTRY COLLABORATION

Industry professionals played an active role in shaping the student experience. Leaders from across the industry served as scholarship and design competition judges, moderated panel discussions, provided live critique, and presented awards. Their involvement ensured students received meaningful feedback, professional validation, and exposure to current industry standards.

VISIBLE, PROFESSIONAL MOMENTS

Programs increasingly culminated in public recognition, conference participation, and industry-facing experiences. Students were not only developing ideas in academic settings, but presenting, defending, and discussing their work in professional environments.



Appalachian State University students and Professor Brian Davies participate in a panel discussion on Gen Z and the future of design at Shop! MarketPlace in Charlotte, North Carolina.

INDUSTRY + COMMUNITY ENGAGEMENT

PAVE's 2025 impact was strengthened through collaboration with industry leaders, educators, sponsors, and volunteers.

PARTNER COLLABORATION

Industry partners funded scholarships and design challenges while serving as judges, mentors, panelists, and tour hosts, bringing real-world perspective to student experiences.

INDUSTRY GATHERINGS

The PAVE Gala, PAVE Social, and Sip into Summer convened students and professionals to celebrate achievement and generate essential funding for scholarships and Student Aid. At the Gala, industry hosts opened seats at their tables to students, creating direct access within professional environments.

VOLUNTEER ENGAGEMENT

Board members, alumni, educators, and advocates supported programs through application review, mentorship, event leadership, and on-site participation – ensuring programming reflected current industry practice.



PAVE President Emeritus Jerry Fox visits students at College of DuPage to introduce PAVE and the fundamentals of point-of-purchase design

RECOGNIZING EXCELLENCE IN 2025

PAVE continued to honor students, educators, and industry leaders whose work reflected creativity, leadership, and impact.

30TH ANNUAL PAVE STUDENT DESIGN COMPETITION

Emmy Saltzman, Appalachian State
University

Makayla Hall, Fanshawe College

Natalie Opdebeeck, Fanshawe College

INSPIRED BY DESIGN: PAVE STUDENT VISIONARY AWARD

Leilianni Hubbard, Kean University

Phoebe Nguyen, Illinois State University

Shambhavi Sanjay, New York School of
Interior Design

T-SHIRT DESIGN CHALLENGE WINNERS

Ellen Rath, Purdue University, Judges'
Choice Winner

Melissa Farias, Louisiana State University,
People's Choice Winner

WHOLE FOODS DESIGN CHALLENGE

Lorena Martinez Manzano, Louisiana
State University

SCHOLARSHIP + EXPERIENCE RECIPIENTS

Christie Chirinos, Virginia
Commonwealth University

Kelly Garoutte, Appalachian State
University

Jenny Bae Huggon, Sheridan College

Lorena Martinez Manzano, Louisiana
State University

Atenea Maldonado, Fashion Institute of
Technology

Ken Park, Fashion Institute of
Technology

Emmy Saltzman, Appalachian State
University

Thi Vuong, California State University,
Long Beach

INDUSTRY + EDUCATOR HONOREES

Professor Elgin Cleckley, University of
Virginia, 2025 PAVE Educator of the Year

Catherine Keywan, Bergemyer, 2025
Rising Star

THE WINDOW AWARDS

Macy's, North America Winner

Bergdorf Goodman, NY Department
Store Winner

House of Dior, NY Specialty Store Winner

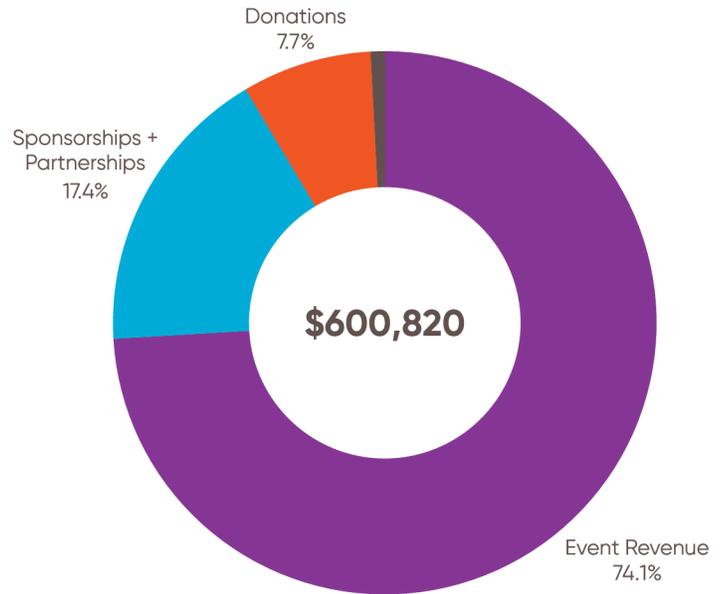
FINANCIAL SNAPSHOT

PAVE Global remains committed to responsible stewardship and mission-driven impact.

Revenue from events, partnerships, donations, and grants supports scholarships, student aid, design competitions, and experiential learning opportunities that connect education and industry.

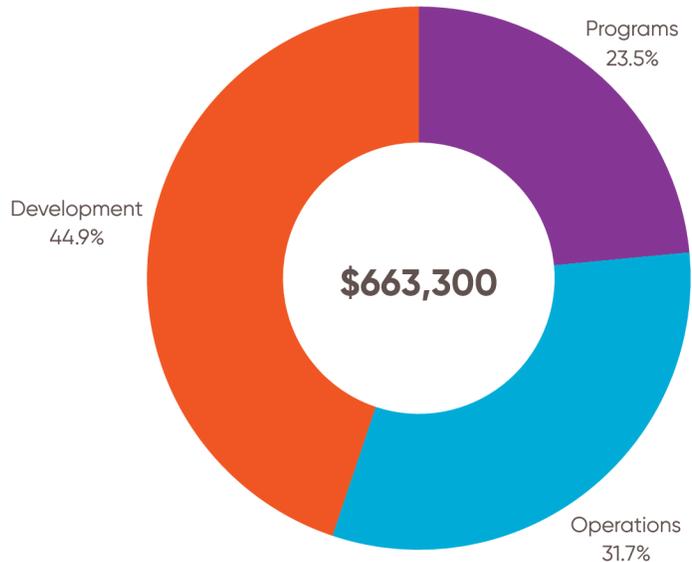
The difference between revenue and expenses was supported through investment income and reserve funds, reflecting strategic reinvestment in organizational growth.

Continued investment in development strengthens long-term sustainability and expands access for the next generation of designers.



Total Revenue

74% of total revenue comes from fundraising events, including the PAVE Gala and PAVE Social.



Total Expenses

Development represents almost 45% of expenses, supporting long-term sustainability.

LOOKING AHEAD: 2026

PAVE's momentum continues into 2026 with initiatives focused on expanding access, elevating recognition, and strengthening connections across the design community.

NEXT STEP BY PAVE

Launched this year, this virtual mentorship initiative strengthens the bridge between education and industry, providing structured guidance as students navigate portfolios, internships, and early career decisions.

PAVE A+ AWARD

In development, this award creates a pathway for in-class studio work to gain recognition and visibility through PAVE and its industry network.

PAVE STUDENT OF THE SEASON AWARD

A seasonal recognition spotlighting students for design excellence, leadership, and service across PAVE's professional community.

DEDICATED COMMUNITY HUBS

New website hubs for students, educators, and industry partners will streamline access to programs, mentorship, events, competitions, and opportunities.

This next chapter strengthens the bridge between education and industry.



2025 PAVE Board of Directors and staff at the PAVE Gala in New York City

THANK YOU

Behind every scholarship, mentorship, and award is a community committed to advancing the next generation of design leaders.

Thank you for building the future with us.

