URBAN ALLIANCE

WE'RE BUILDING A DIVERSE NEXT GENERATION WORKFORCE. JOIN US.

THEURBANALLIANCE.ORG
Systemic racism prevents equal access to economic opportunity, including to the paid work experiences, skills training, and professional networks that underserved young people need to achieve economic mobility.

Youth Disconnection
1 in 9 youth (ages 16-24) are neither in school nor working, leading to $1 trillion in economic costs from lost wages, unfilled jobs, and more. During COVID-19, this number has nearly doubled, with many youth relying on paychecks to support themselves and their families.

Generational Poverty
Reduced access to economic opportunity in low-income communities makes it much harder to break cycles of poverty.

Lack of Diversity
70% of jobs are found through professional networks. Unequal access to these networks leads to a less inclusive and less diverse workforce, impacting companies’ bottom line.

Talent Gaps
Employees with soft skills such as time management, self-accountability, and strong communication are worth $2k more annually than those without them, but employers report difficulty recruiting such talent. Unequal access to the training and professional experiences that enable underserved youth to develop these skills contributes to talent shortages, threatening employers’ competitiveness and impacting our economic sustainability.
Urban Alliance is building a diverse next-generation workforce by providing job skills training, mentoring, and paid internships to young people of color during high school. Since 1996, we’ve provided over 5,700 internships to underserved youth across Washington, DC (including Montgomery County and Prince George's County, MD), Northern Virginia, Baltimore, Chicago, and Detroit.

We fight for equity by empowering students to access upwardly-mobile careers, expanding their idea of what’s possible for the future while supporting the development of diverse talent pipelines and preventing disconnection from school or the workforce.

In partnership with over 200 employers, we level the playing field for young people of color by equipping them with the tools to overcome the systemic barriers that prevent them from equitably accessing economic opportunity.
Our signature High School Internship Program provides skills training, mentoring, and paid internships to underserved high school seniors who are at risk of disconnecting from school or the workforce.

**PAID INTERNSHIPS**
- Up to 500 hours of paid professional internships at local employers over 6 months; Interns can earn up to $7,500

**SKILLS TRAINING**
- About 100 hours of soft skills, financial capabilities, and basic digital literacy training with options for industry-specific technical skills training

**ONE-ON-ONE MENTORING**
- Dedicated mentoring from caring adult professionals: a UA Program Coordinator and an on-the-job supervisor

**POST-HIGH SCHOOL PLANNING**
- Coaching to ensure that students enroll in college, secure living wage work, or participate in continued career training post-program

**LIFELONG GUIDANCE**
- Post-program coaching in post-secondary enrollment/persistence and career attainment/retention
**HOW IT WORKS: PROGRAM TIMELINE**

**September to December:**
High school seniors complete pre-internship soft skills, financial capabilities, and basic digital literacy training; Employers appoint on-the-job supervisors ("mentors") and UA provides mentor training.

**January - May:**
Interns work part-time (12 hrs/week, Mon-Thurs), continue professional development training (Fridays), and receiving coaching in post-high school planning.

**Early June:**
High school graduation

**June - July:**
Interns work full-time (32 hrs/week, Mon-Thurs), continue professional development training (Fridays), receive coaching in post-high school planning, and prepare capstone project.

**Late July:**
End-of-year celebration; Interns complete capstone project and conclude internships.

**August and Beyond:**
Program alumni receive coaching in post-secondary enrollment/persistence and career attainment/retention.
The evidence is clear: early, paid workforce development experiences - like the Urban Alliance program - can change lives.

**HOW IT WORKS: THE RESEARCH**

**RACIAL EQUITY**
Equal access to education, training, and work experience erases the gap in job quality between Black and white Americans.

Brookings Institution

**JOB QUALITY**
Teenage participation in paid work experiences is correlated with higher-quality jobs a decade later.

Brookings Institution

**CONNECTION TO ECONOMIC PATHWAYS**
Programs combining paid work; connections between education, training, and the job market; youth development approaches; and comprehensive, lasting support services are effective at combating youth disconnection.

MDRC

**HIGHER WAGES**
High school and college students with paid work experience are more likely to earn more income later in life.

National Bureau of Economic Research

**JOB ATTAINMENT**
Students with paid internships are 50 percent more likely to secure a job before graduating from college than those with unpaid internships.

National Association for College and Employers
UA has provided more than 5,700 youth with paid internships.

- 40% of interns did not have a bank account upon entering the program.
- 99% of interns are students of color.
- 91% of interns qualify for free or reduced-price meals.
- 1 in 3 interns speak a language other than English at home.
- 80% of interns contribute a portion of their paycheck toward household expenses.
DEMONSTRATED IMPACT FOR BOTH MENTORS AND INTERNS

76% of intern supervisors (mentors) would recommend their intern for an entry-level, full-time position at their organization.

86% of mentors would participate in the program again.

92% of mentors would recommend the program to a colleague.

92% of program alumni demonstrated skill growth.

90% of program alumni are accepted to college.

80% of program alumni remain connected to economically-mobile pathways (college, living-wage work, career training) one year post-program.

100% of program alumni graduate from high school.

86% of program alumni demonstrated increased professional confidence.

96% of program alumni reported increased professional confidence.

100% of program alumni graduate from high school.

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## EMPLOYER BENEFITS

Employ youth today to build tomorrow's workforce. Employer partners provide a meaningful work experience. **Urban Alliance handles the rest.**

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<tr>
<th>Through partnership with Urban Alliance, employers can:</th>
<th>Urban Alliance provides:</th>
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<tr>
<td>• Bolster diversity, equity, and inclusion (DEI) efforts</td>
<td>• Program delivery starting with intern recruitment and intensive skills training before internships begin</td>
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<td>• Develop a diverse entry-level talent pipeline</td>
<td>• Intern access to the digital resources required to successfully participate in a remote environment</td>
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<td>• Increase capacity and productivity with intern support</td>
<td>• Payroll and liability coverage as the employer of record</td>
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<td>• Provide emerging leaders with management experience through internship supervision</td>
<td>• Comprehensive training and resources for intern supervisors (mentors), including on-demand access to UA staff</td>
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<td>• Participate in additional volunteer opportunities (e.g., job shadowing, career panels, virtual networking)</td>
<td>• Dedicated Program Coordinators to deliver customized case management support to both interns and their supervisors (mentors)</td>
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<td>• Incorporate a broader range of viewpoints for increased creativity</td>
<td>• Support with identifying interns' mentors</td>
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<td>• Boost employee morale and retention</td>
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<td>• Provide impactful mentoring to local youth</td>
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<td>• Participate in meaningful corporate social responsibility</td>
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<tr>
<td>• Access UA’s alumni network, comprised of thousands of diverse and qualified young workers</td>
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**Employer partners provide a $15,000 fee for service per student, which includes about $7,500 in intern wages with the remainder covering training and program delivery costs. To adapt to virtual work environments during the ongoing COVID-19 pandemic until it is safe to return to in-person work, employers can:**

### Partnership Options

#### Hire an Intern

- Provide paid remote internships for up to 500 hours from January to July for high school seniors, or over a flexible number of months for recent program alumni whose post-secondary plans have been disrupted by the pandemic.
- Identify staff to supervise each intern ('mentor')

#### Sponsor an Intern

- Sponsor high school seniors or recent program alumni whose post-secondary plans have been disrupted by the pandemic to complete paid remote internships of up to 500 hours at nonprofit employers seeking additional capacity.

#### In both scenarios, Urban Alliance provides:

- Pre-employment training in professional skills
- Dedicated case management, including support with identifying meaningful intern tasks
- Mentor training and comprehensive online resources to support a "turn-key" experience
- Career exposure and post-high school planning
- Post-program coaching in post-secondary enrollment/persistence and career attainment/retention