

SINCE 1996

URBAN ALLIANCE

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

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THE PROBLEM



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.

THE OPPORTUNITY



Urban Alliance believes that all young people -- no matter their race, ethnicity, or socioeconomic background -- deserve equal access to the skills training, paid work experiences, and professional networks needed to achieve economic mobility.



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.

HOW IT WORKS: OUR CORE PROGRAM



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



Early June:

High school graduation



Late July:

End-of-year celebration; Interns complete capstone project and conclude internships



January - May:

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



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



August and Beyond:

Program alumni receive coaching in post-secondary enrollment/persistence and career attainment/retention



HOW IT WORKS: THE RESEARCH



The evidence is clear: early, paid workforce development experiences - like the Urban Alliance program - can change lives.



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

STUDENT DEMOGRAPHICS



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

IMPACT AND OUTCOMES



76%

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

80%

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

**DEMONSTRATED
IMPACT FOR BOTH**

← **MENTORS**
AND
INTERNS →

86%

of mentors would participate in the program again

92%

of mentors would recommend the program to a colleague

100%

of program alumni graduate from high school

90%

of program alumni are accepted to college

92%

of program alumni demonstrated skill growth

96%

of program alumni reported increased professional confidence

EMPLOYER BENEFITS



Employ youth today to build tomorrow's workforce.

Employer partners provide a meaningful work experience. **Urban Alliance handles the rest.**

Through partnership with Urban Alliance, employers can:

- Bolster **diversity, equity, and inclusion** (DEI) efforts
- Develop a **diverse entry-level talent pipeline**
- Increase **capacity and productivity** with intern support
- Provide emerging leaders with **management experience** through internship supervision
- Participate in additional **volunteer opportunities** (e.g., job shadowing, career panels, virtual networking)
- Incorporate a broader range of viewpoints for **increased creativity**
- Boost **employee morale and retention**
- Provide **impactful mentoring** to local youth
- Participate in meaningful **corporate social responsibility**
- Access UA's **alumni network**, comprised of thousands of diverse and qualified young workers

Urban Alliance provides:

- **Program delivery** starting with intern recruitment and intensive skills training before internships begin
- Intern access to the **digital resources** required to successfully participate in a remote environment
- **Payroll and liability coverage** as the employer of record
- **Comprehensive training and resources** for intern supervisors (mentors), including on-demand access to UA staff
- Dedicated Program Coordinators to deliver **customized case management support** to both interns and their supervisors (mentors)
- **Support** with identifying interns' mentors

PARTNERSHIP OPTIONS



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:

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



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