

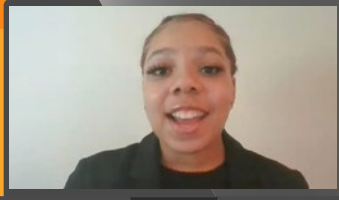


URBAN ALLIANCE

2019-2020
YEARBOOK

Alexis Jones

DC Intern - Pay
Our Interns and
Hispanic Heritage
Foundation



"2020 is making history. There will never be a class like 2020 that had to go through all these things we went through - all these social injustices, political injustices, all these health disparities - and still came out on top, and still seized the future, and can still succeed. I feel like we need to be happy because we are 2020."

Amani Smith

Baltimore Intern -
The Cube



"It was so uplifting to see such a diverse group of kids in Baltimore that are always underestimated due to the fact that we live in a city of stereotypes and people looking down on us, but we have such an amazing group. We have such an amazing idea, mind, heart, soul, passion, and it was just really, really nice to see everyone do such an amazing job."

PARTNER TESTIMONIAL

Jim Egenrieder

UA Partner - Research Faculty and Director
- Qualcomm® Thinkabit Lab™ Virginia
Tech National Capital Region

"Urban Alliance does what the schools have not yet been able to do on their own concerning work-based learning. The investment of the Urban Alliance staff in doing the necessary outreach and coordination and facilitation really requires the work of many. The Urban Alliance team really reminds you of that duck analogy where you see the duck moving effortlessly across the top of the water but if you look under the surface, you see them paddling double-time. That's the personal and professional investment they make ... Not only does Urban Alliance make these internships feasible for the schools, they make it really beneficial and pleasant, really, for both the interns and the mentors ... I recommend Urban Alliance to any school and certainly to any potential or prospective intern or mentor ... Every year the outcomes and impacts of our participation in Urban Alliance programs get better and stronger."

PARTNER TESTIMONIAL

Kerri Neis

UA Partner - Associate Director - Growth
and Strategy - KPMG

"The UA team is well-organized. They communicate schedules and important information, provide tools to mentors, and set expectations - this all makes my job as a mentor as easy as possible, in a busy work environment. Most of all the students just make my year! Their smiles, fresh perspective, eagerness, drive, positive attitudes, creativity, and youth, are fun and productive to have in the office and they bring me joy!"

Ismael Mbengue

DC (Montgomery
County) Intern - United
Therapeutics



"This year was one for the books with each month having us on edge. I'm sure students a hundred years from now will struggle in their history class trying to pinpoint the events in 2020... This year has been very demanding with us having to give up traditional senior activities, fighting a system that should be protecting us, and not to mention going through a whole pandemic. But we preserved.. Give yourselves a round of applause Class of 2020 for all your hard work and resilience!"



Dear Friends,

In living memory, there has never been a year quite like 2020: a global pandemic, a global movement for racial justice, and a redefinition of work and home on a worldwide scale.

It was a year defined by shocking statistics: more than 300,000 lives have been lost and thousands of communities have been ravaged. Millions of Americans were forced into social isolation – nearly 2/3 were working from home. Schools, gathering places and businesses shut their doors – an estimated 100,000 businesses closing for good. At the height of the first COVID wave, 22 million jobs were lost. Then, in June, millions of Americans took to the streets following the death of George Floyd, as the country was rocked by a much overdue racial reckoning and push for justice after centuries of systemic racism.

Yet at a time when we were more physically distant than ever, we were living through a shared experience on an unprecedented scale, experiencing a new normal – together. Through social media, through Zoom, through videos, we connected on a deeper level, we commiserated, and we shared our experiences. We went beyond the statistics to the stories and humans behind them.

That same spirit of connection also exposed the cracks – the fact that though we share so much, the human experience differs wildly based on race, gender, and socioeconomic status.

It was a wake-up call for many Americans – but not for the students Urban Alliance serves. Our students have lived with the consequences of systemic racism and reduced access to opportunity their entire lives. This year reminded us why we do this work – why we fight for equity every day by ensuring that young Black and Brown students can access the training, social capital, and networks necessary to level the playing field in the world of work.

So this year the Urban Alliance community doubled down on our commitment to our students. We were more than facilitators pivoting to virtual learning, more than coaches guiding our interns' post-high school plans, more than employers keeping much-needed paychecks coming. We were technical experts, ensuring that our students had the technology needed to learn and work at home. We were counselors and friends, helping our students cope with a scary new reality and uncertainty over their future.

Most of all, we were family, reminding our interns that even in a world where what they look like and the community they come from create barriers to success, there is nothing their talent and drive cannot overcome once that first door has been opened. And we were their platform, helping to ensure that their voices and experiences were heard.

In the spirit of the human connection and the deeper understanding that we have seen this year, we are sharing the story of our work in a different way in this yearbook. You will still see numbers and names, but we are going deeper to tell the stories behind those numbers. And we are letting our students' voices do the talking.

Thank you for listening. Thank you for standing with our students. And please, stay safe.

With gratitude,

Eshauna Smith
CEO, Urban Alliance

Mary Menell Zients
Board Chair, Urban Alliance



Suhaylah Redd

Baltimore Intern - Johns Hopkins University School of Public Health

"Schools in my city, they don't really teach you about the tools you need to succeed in life. They don't even teach you the basics. So with Urban Alliance, you learn the basics. You learn how to conduct yourself, you know what to wear, you know how to act. They teach you those basic things that you should know. They teach you how to get a job, how to successfully network. They teach you things, the tools that you need in life to succeed. And I think young people these days definitely do need that."

William Bell

DC Intern - World Bank Group

"My Urban Alliance experience, it means a lot to me ... I've just learned so much. I appreciate that during this pandemic they have made it their priority to make sure that all the interns have somewhere to work, and that they're still being paid, and that they're still basically working and set up with all the right tools to do their remote work, so I appreciate that. And personally, the experience has been very worthwhile."

Micah Carter

DC Intern - Educare DC

"Urban Alliance, overall, has given me a network of people that I can rely on, and that I can call on, when I really do need help. Because otherwise, I really wouldn't know where to start. They've given me skills that I will use, surely, for the rest of my life ... Overall, Urban Alliance has just given me some relief on the bumpy journey that is life."

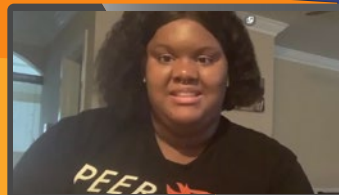


OUR MISSION

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.

Tawana Freeman

DC Intern - Building Bridges Across the River



"Being in Urban Alliance has taught me a lot. It has made me gain a lot of experiences that I will never forget. It has allowed me to grow in a workplace, and also work with people, and allow them to grow as well. You learn something new every day ... Urban Alliance was really my first job, so this experience right here is, I could say, it's one of the best I ever had. It has really just taught me a lot about myself, it has really allowed me to speak up more, it has allowed me to have confidence more in what I do, and it just allowed me to be more of a team player. Although I played sports, Urban Alliance has taught me to be more of a team player than anything, so this has had a big impact on my life, and I will never forget this program."



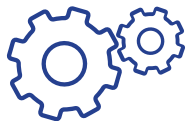
OUR VISION

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.



OUR MODEL

PAID INTERNSHIPS



Up to **500 hours**
of paid professional internships at local employers

Early paid work experience is correlated with reduced job search time and **increased earning power**

(National Bureau of Economic Research; National Association of Colleges and Employers)

SKILLS TRAINING



Up to **100 hours**
of soft skills, financial capabilities, and basic digital literacy training

Soft skills-intensive jobs will make up **2/3 of all available jobs by 2030**

(Deloitte Access Economics)

ONE-ON-ONE MENTORING



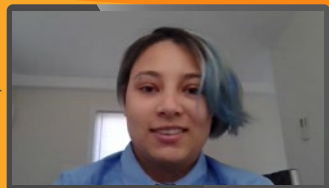
Dedicated mentoring from caring adult professionals: a UA Program Coordinator and an on-the-job supervisor

High school work-based learning incorporating positive relationships with adults as supervisors and mentors leads to **higher-quality jobs** in adulthood

(Brookings Institution)

Phillip Wince

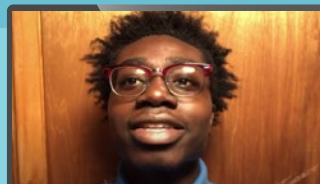
Northern Virginia Intern -
Virginia Tech



"If I hadn't had Urban Alliance there to help me out and help me find an internship and to help me have a paid internship, I don't know what I would have done. This is what we need in communities, and this is how we have a good workforce. People were educated about what kind of options they have in the world. We honestly have such a leg up compared to so many other people, and I can't be thankful for this program enough."

Frank Kouadio

DC (Montgomery County) Intern -
Impact Silver Spring



"UA has made a profound impact on my life by introducing me to the world of work in an entirely new way. Working in high school has been amazing. The things I have learned - networking, communication, working in groups, etc. - are things I can take from here to anywhere, not even my next job but just anywhere. That has really helped me a lot."

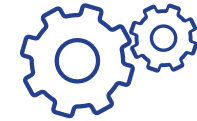
Jasmine Tarleton

Detroit Intern -
Quicken Loans



"A lot of us don't really have mentors or programs or people to look up to when it comes to being from our city. We see everything that's around us, we don't really see anything that's positive. So to have a program like Urban Alliance come and really give us the opportunity to develop and mature and experience things that others have not have the chance to experience, and probably won't have the chance to experience. I think it's very important because it gives students hope and it gives them something to look forward to in the future, it gives them a reason to want to inspire others or be inspired."

OUR MODEL



NETWORK BUILDING



Skill-building and events focused on building professional networks and **social capital**

Over 70% of jobs are found through networking, but workers from higher-income backgrounds are 3x more likely to have strong professional networks
(LinkedIn)

POST-HIGH SCHOOL PLANNING



Counseling to ensure that students enroll in college or continued career training or secure living-wage work after graduation

A randomized controlled trial found that completing UA increased the likelihood of young men attending college and mid-GPA students **enrolling in college**
(Urban Institute)

LIFELONG SUPPORT



Post-program coaching in post-secondary enrollment and persistence as well as career attainment and retention

75% of disconnected youth (youth neither in school nor working) have a high school diploma demonstrating the ongoing need for guidance
(Measure of America)

Raevon Baleikasavu

DC (Montgomery County) Intern - Holy Cross Hospital



"Without Urban Alliance, I wouldn't have had the opportunity to work alongside wonderful men and women in the medical field, and to physically be in the hospital watching them do what I hope I could do in the future, and just to have that opportunity to work under them and have the chance to ask them questions or ask them advice for what I could take once I've left the program. I know for a fact that without Urban Alliance, I wouldn't have got that job site or got the chance or the opportunity to just be in a hospital environment. And that's something that I'm really grateful for."

Tijjalauanna Tipter

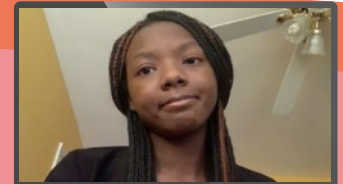
Chicago Intern - Golin Harris



"How has Urban Alliance shaped my dreams? How haven't they shaped my dreams? ... I'm going to school for free because of a scholarship that Urban Alliance pushed me to apply to. I talked about it with my [UA] program coordinator and I was like, 'No, I don't think I want to do it because I don't think I'll make it.' ... [But] here I am with this scholarship that I'm sitting on for four years, that's given me all these opportunities, it's giving me the things that I need to go to college."

Kanasia Tidwell

Baltimore Intern - LifeBridge Health



"We go through a lot mentally, physically, spiritually and emotionally. This world out here, honestly, there's only a few that care about us... And to have a program like Urban Alliance help us towards our careers and being something in life, it's a blessing. To have a program that pushes us and motivates us to put our best foot forward, to be the best we can be, to keep going no matter what people say about us, to be ourselves at all times - we have that support system from Urban Alliance. And that's what this generation needs nowadays, is a good support system... We need people to let us know we can do anything we want to be and put our mind to it. Thank you, Urban Alliance."



PERSEVERING THROUGH A YEAR LIKE NO OTHER

Amidst a global pandemic and a movement for social change, the Urban Alliance Class of 2020 stayed strong – and succeeded. Here are the stories and voices behind the numbers in a year full of disruptions.



99%

OF UA INTERNS ARE
STUDENTS OF COLOR

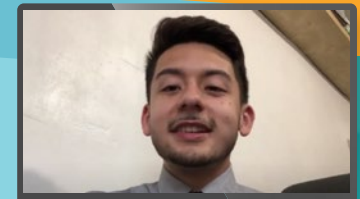
A pandemic that disproportionately affected communities of color combined with the resurgence of the [Black Lives Matter movement](#) in 2020 served as a stark reminder of the deep disparities in our country. From access to healthcare, to technology, education, and jobs, opportunity and prosperity is not equally distributed in our society. Many of our students have grown up in a world in which systemic racism in its many forms sends them a message of futility every day, a message that there is no point in dreaming, because your skin will speak for you.

At Urban Alliance, our team and our partners are fighting for racial equity every day by ensuring that young Black and Brown students can access the training, social capital, and networks necessary to level the playing field in the world of work. We envision a world in which all young people, no matter who they are, where they come from, or what they look like, are able to dream, to reach their fullest potential, and to live the lives they deserve.

Eduardo Frausto

Chicago Intern - KPMG

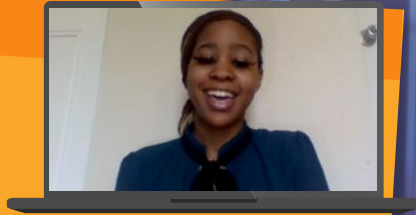
"Growing up in the southwest side of Chicago, a low-income minority, I understand what it feels like to not have the resources to succeed. And being a recipient of the impact of great nonprofits like Urban Alliance or Chicago Scholars, having mentors and guidance, having the resources to know that I can succeed, I want to give that back to my community to impact them. It's a way that they'll be able to succeed just as I was granted the opportunity to succeed as well."





Lahyniah
Phillips

DC Intern -
Live It Learn It



"Urban Alliance has helped me financially a lot. Before Urban Alliance, I'd had no job. I just always had summer jobs, or I was selling snacks ... Nobody would hire me. And then when I had the opportunity with Urban Alliance, I finally gained a sense of a young person having their own financial stability ... I've been able to help my mom pay some things. It's just been a joy working at Urban Alliance. You've helped me so much, along with my family."

 **80%**

OF UA STUDENTS USE THEIR
PAYCHECK TO CONTRIBUTE TO
HOUSEHOLD EXPENSES

From day one of the pandemic, our goal was to keep our students earning and learning. 80% of our students rely on their paychecks to contribute to household expenses — and those paychecks became an even more critical source of income for their families as communities of color were hardest-hit by the healthcare and financial consequences of the virus. Many students also lacked access to the devices or connectivity needed for remote work and distance learning — in some regions, that number was as high as 1 in 3. We worked with partners including the Rock Family of Companies, the Rocket Community Fund, and the Coca-Cola Company to bridge that digital divide for students.

Employer by employer, we determined which students' roles could easily convert to digital work and which students needed alternate options. 98% of students felt they still made a meaningful contribution to their job sites, despite working remotely. In all, we graduated over 450 interns from the Class of 2020 — all of whom continued to earn and learn through the end of the summer and who were connected to post-high school pathways to economic mobility.

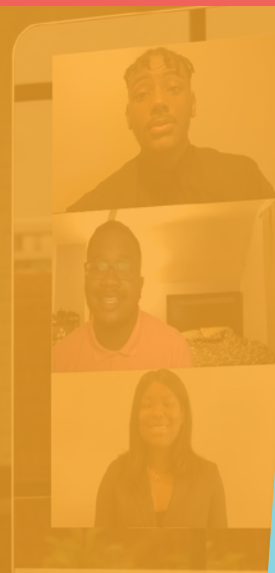


100%

OF UA STUDENTS LEAVE THE
PROGRAM WITH A POST-HIGH
SCHOOL PLAN

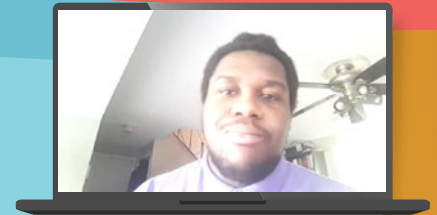
When COVID-19 closed schools and workplaces seemingly overnight, students were left reeling. Suddenly balancing distance learning with remote work, family caregiving responsibilities, social isolation, and the healthcare and financial consequences of the virus, our students felt unmoored and uncertain. In spring 2020, more than 1 in 3 students anticipated delaying or changing their post-high school plans as a result of the pandemic.

UA staff jumped into action, working one-on-one with every student to walk through their academic, career, and financial post-secondary plans, providing extra support when students had reduced access to school counseling services. Ultimately, the Class of 2020 graduated with confidence for their future: only 5% of students ended up deferring their post-high school plans. On average, 90% of our students are accepted to college and 80% enroll. 80% of our students then remain connected to an economic-mobility pathway (college, living-wage employment, career training, or military) one year post-graduation.



Joshua
Welch

DC Intern -
Bank of America



"Before the program I was lost. I was scared of the future. I did not know what was going to happen to me and I was afraid to live outside of the present, but ever since I got to Urban Alliance, they showed me so much more there is than just sitting waiting for it to happen. You actually have to take action. They showed me so many possible futures that I never thought for myself... They changed my life because at first, I looked at the future with fear and now I look at it with curiosity. It's amazing."



93%

OF INTERNS COMPLETED THE PROGRAM FOLLOWING THE ONSET OF THE PANDEMIC

Jeremiah McSwain

Chicago Intern - Clayco

"2020 definitely didn't have a conventional graduation. We made do with what we had, and I think that was probably the most liberating thing about it all. It made graduation that much more worth it because so many factors were against us having a graduation or us even graduating, and we still found a way to do it, and I think that that was just very moving."



100%

OF ALUMNI GRADUATED FROM HIGH SCHOOL

Like so many senior-year milestones upended by COVID-19, graduation looked very different for the Urban Alliance Class of 2020. Instead of walking across a stage to receive their diplomas, our students had Zoom graduations and video celebrations from home – and an unexpected opportunity to celebrate with the entire country.

From seeing our students' smiling faces during CNN's graduation special, to hearing from our interns on [CBS News](#), [Good Morning America](#) or the [local news](#) in [DC](#) and [Chicago](#), and seeing our interns [dancing](#) and delivering part of the [student commencement speech](#) during the nationwide 'Graduate Together' TV special – Urban Alliance students showed the nation that joy and hope continue in the darkest times. And for Chicago student Aniyah Fisher, an intern at the Obama Foundation through our joint Obama Youth Jobs Corps program, the challenge of moving to a virtual graduation turned into a once-in-a-lifetime opportunity to [introduce President Barack Obama during his national commencement message](#) – and receive a personal shout-out from him to treasure for years to come.

During a year of historic challenges, the Urban Alliance community never wavered. From raising record amounts from individual donations to our annual 24-hour fundraiser and COVID-19 student relief fund, to champions reaching out to ask what more they could do for students, our partners rallied around our youth like never before.

Internally, staff also stepped up in an inspiring way, working nights and weekends to redesign and overhaul our program while remaining available to students 24/7. Isolated and overwhelmed, students needed connection and support, and UA staff became teachers, coaches, counselors, social workers, and friends. From hosting honest conversations to help students process the deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, and so many more, to organizing panels with healthcare experts so students could separate myth from fact during the pandemic and game or movie sessions to provide some much-needed escapism, UA staff went above and beyond, all from the confines of their home offices. By the end of the program year, 93% of the Class of 2020 completed the program despite the challenges of this year and reported feeling strongly supported by UA – thanks to the ongoing commitment of this community.

Estifanos Hailu

Northern Virginia Intern - Inova Health System

"Right when the pandemic hit, I didn't have a sense of what to do at all, and I was basically lost ... If it wasn't for my [UA] program coordinator, I probably wouldn't have understood how to handle all this and it was just a lot to take in at the time. And with being a senior and losing your senior year, it was something that I had to take in along with continuing working from home and doing whatever work was assigned to me."





 **96%**

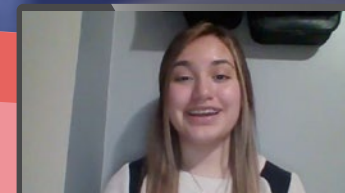
OF UA STUDENTS REPORT INCREASED PROFESSIONAL CONFIDENCE AND 9 OUT OF 10 MENTORS REPORT INTERN SKILL GROWTH

The shift to remote work showed us more than ever that to be successful in any future job, our students must be equipped with the tools and knowledge to work from anywhere, anytime. Research shows that [soft skills](#) – the uniquely human skills that allow for adaptability and success in any workplace – make up 80% of career success.

When we shifted to remote programming, we combed through our soft-skills-focused curriculum lesson by lesson, [converting our interactive, in-person skills training into online modules](#) designed to accommodate our full cohort across all five regions. We modified our project-based learning to ensure students were matched with work that contextualized our soft skills curriculum in this new remote environment, while supplementing it with enhanced digital literacy training. We also continued to make our training available outside UA, by leading virtual skills training or train-the-trainer initiatives for Chicago Public Schools teachers, Baltimore YouthWorks staff, and DC Public Schools career academy students. Our program year culminated in a completely new final project, turning our annual in-person Public Speaking Challenge into a [Virtual Interview Challenge](#), teaching the soft skills needed to ace job interviews alongside the technical know-how to do it virtually.

Jennifer Medrano

Chicago Intern - mHUB



"With everything occurring with COVID-19, we have all been forced to work from home. This was something I never expected to experience. I was forced to learn about the proper etiquette that was expected through virtual meetings, such as proper attire, environments, work setup. I had to learn how to use different platforms, such as Zoom, Google Meet, and Microsoft Teams. It was a somewhat challenging and interesting experience of shifting from working with my mentors in person, to having to switch to a virtual platform in order to continue working. Overall, this has been a good learning experience, because we do not know what the future holds, and what professional work settings will officially look like from now on. I'm glad I got to experience this early on and learn how to balance working from home, and remove distractions from an environment to ensure that it does not affect my productivity, which I could use as a skill whether it's working or when I'm doing homework."

BALTIMORE



REGIONAL SPOTLIGHT

Since 2008, Baltimore has provided high school seniors with 825 paid internships at local employers, and provided job skills training to another 1,887 students. UA Baltimore also offers several industry-based internship programs in construction, hospitality, and land surveying (in partnership with the Maryland Society of Surveyors and the Mayor's Office of Employment Development).



2019-2020



75
HSIP Interns



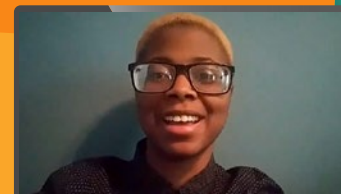
37
Employers



19
Schools

Afiya Owens

Baltimore Intern -
Marriott



"My UA experience to me personally has meant everything, and if I had the chance to do it again, I would absolutely jump on the chance. To me, personally, it meant confidence. It has given me the experiences and opportunities to explore the world whether it be through education and furthering my education or going to job interviews and the working world. It has given me confidence in the way that I carry myself in the outside world. And all the options are limitless, and I know that I would not have been able to do these things without being in UA. Without UA, I would not have the confidence that I do now for job interviews and exploration of the working world."

SCHOOL PARTNERS

Academy for College and Career Exploration • Achievement Academy at Harbor City High School • Augusta Fells Savage Institute of Visual Arts • Baltimore City College High School • Baltimore Leadership School for Young Women • Bard High School Early College Baltimore • Benjamin Franklin High School at Masonville Cove • Carver Vocational-Technical High School • ConneXions: A Community-Based Arts School • Coppin Academy High School • Digital Harbor High School • Edmondson-Westside High School • Mergenthaler Vocational Technical High School • National Academy Foundation • Northwood Appold Community Academy • Patterson High School • REACH! Partnership School • Renaissance Academy • Western High School

JOB PARTNERS

The Cube • EYE For Change • Gundalow Gourmet • The Intersection • The Johns Hopkins Bloomberg School of Public Health • Joy Dukes Catering • Keswick • KidzStuff Child Care • Legg Mason • LifeBridge Health • Linden Apartments • Living Classrooms • M&T Bank • Mahogany Inc. • Marriott • Mentoring Mentors • Mobtown Fermentation • Morgan State University • National Aquarium • Next Phaze Cafe • Seawall Development • Sobo Café • University of Maryland Medical Center • University of Maryland Baltimore Francis King Carey School of Law • Wide Angle Youth Media

CHICAGO



Since 2012, UA Chicago has provided high school seniors with 1,068 paid internships, and provided job skills training to another 1,544 students. In 2017, Urban Alliance launched a partnership with the Obama Foundation, the Obama Youth Jobs Corps, to increase access to economic opportunity for students on the South Side of Chicago. Beginning with workforce readiness training in 10th grade, the program culminates in UA's flagship High School Internship Program in 12th grade.



2019-2020



130

HSIP Interns



64

Employers



28

Schools



87

Underclassmen

REGIONAL SPOTLIGHT

Aaliyah
Gorler

Chicago Intern -
Sierra Club



"Urban Alliance means a lot to me. I feel as though, without this experience, I wouldn't have been [as] prepared for the real world as I am today. Being in my internship, it allowed me to grow in terms of my work ethic, my communication skills, my maturity and it also just opened up a lot of doors for me. I feel more prepared now than ever to just take on the real world and actually succeed. So Urban Alliance, it helped me in ways in which I didn't even know it could, and it helped me become a young adult."

SCHOOL PARTNERS

Back of the Yards High School • Bogan High School • Carl Schurz High School • Catalyst Maria Charter High School • Chicago Tech Academy • CICS Longwood High School • Crane Medical Prep High School • Curie High School • Disney II Magnet High School • Gurdon S. Hubbard High School • Hyde Park Academy • Intrinsic Schools • John Hancock College Preparatory High School • Juarez High School • Kenwood Academy • Lindblom Math and Science Academy • Little Black Pearl • Muchin College Prep • Solorio Academy High School • South Shore International College Prep • South Shore International College Prep • Thomas Kelly High School • UChicago Charter • Woodlawn Campus • Von Steuben Metro Science High School • Walter H. Dyett High School for the Arts • Wendell Phillips Academy High School • Whitney M. Young Magnet High School • William Howard Taft High School

JOB PARTNERS

1871 • America Needs You • Ascent • Bank of America • BCD Meetings & Events • Blessings in a Backpack • buildOn • Burson Cohn & Wolfe • Cabet Group • Catholic Charities • Chicago Children's Choir • Chicago Urban League • CIBC • City Year • Clark Construction Group • Clayco • Clerk of the Circuit Court of Cook County • Chicago Metropolitan Agency for Planning • Chicago Community Loan Fund • The Community Builders • Cradles to Crayons • Credit Suisse • Dress for Success • Executive Construction Inc. • Education Systems Center • Enlace • Evolent Health • Exelon • Forward Momentum • Golin Harris • Goodman Theatre • Hyatt • Katten Muchin Rosenman • KPMG • La Casa Norte • LEAP Innovations • Leo Burnett • Levy • LinkedIn • Loop Capital • Marillac Family Services • Mayer Brown • mHUB • Museum of Science and Industry • Natural Resources Defense Council • Neal and Leroy • Northern Trust • Northwestern Memorial • Obama Foundation • PAWS Chicago • Related Midwest • Second City • Sierra Club • Skadden, Arps, Slate, Meagher & Flom LLP • Spark • TheMart • Thrive • Turner Construction • UChicago Urban Labs • United Way of Metro Chicago • Urban Gateways • Urban Initiatives • The Walsh Group • Winston & Strawn

DETROIT



REGIONAL SPOTLIGHT

In partnership with the Detroit Public Schools Community District and anchor employer the Rock Family of Companies, Urban Alliance expanded its High School Internship Program to Detroit in 2018. Since then, UA Detroit has provided 109 young people with paid internships over its first two years in the city.



2019-2020



59

HSIP Interns



8

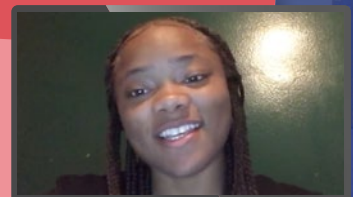
Employers



13

Schools

Airreona Godfrey
Detroit Intern - Strategic
Community Partners



"Before Urban Alliance, I didn't really know what I wanted to do, what I thought I wanted to do. And then when I joined Urban Alliance, I started seeing all these different positions, all the different jobs and stuff like that, and my career path and choice has just been changed drastically. So I feel like if kids don't get that type of exposure, they don't know what's really out here, and it's a lot. And they can only do what they see, so if they continuously see the bad stuff happening in their neighborhood, then that's what they're going to do: the bad stuff. But programs like Urban Alliance let them know that there's other stuff out here to do."

SCHOOL PARTNERS

Breithaupt Career and Technical Center • Cody High School • Communication and Media Arts High School • Davis Aerospace Technical High School • Denby High School • Detroit Collegiate Preparatory High School at Northwestern • Detroit International Academy for Young Women • East English Village Preparatory Academy • Golightly Career and Technical Center • Martin Luther King Jr. Senior High School • Mumford High School • Osborn High School • Randolph Career and Technical Center

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NORTHERN VIRGINIA

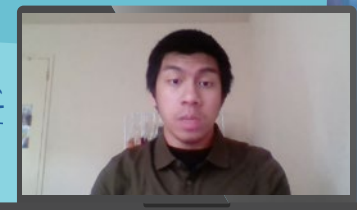


REGIONAL SPOTLIGHT

Since 2013, UA Northern Virginia has provided 495 high school seniors with paid internships in Alexandria, Arlington, Fairfax County, and Falls Church, VA, and provided another 1,362 students with job skills training through workforce development programming including its junior-year workforce readiness program.



Adnan Yusuf
Northern Virginia
Intern - Inova
Health System



"I like to compare it as like a dam, and the water behind that dam is a part of me that I knew I had, but I needed help to use. So when that dam opens and the water comes out, it's basically me opening up and becoming the person that I am now, compared to what I was before Urban Alliance. And the thing that opened the dam would be Urban Alliance, because, in a way, they've helped me open up to become a much sociable person, and I guess you could say a better person ... The impact they had is they've really helped me open up as a person."

2019-2020



81
HSIP Interns



43
Employers



9
Schools



32
Underclassmen

SCHOOL PARTNERS

Annandale High School • Arlington Career Center • Falls Church High School • George Mason High School • Justice High School • Mount Vernon High School • T.C. Williams High School • Wakefield High School • Washington-Liberty High School

JOB PARTNERS

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WASHINGTON, DC



Urban Alliance was founded in Southeast Washington, DC in 1996. Since then, UA DC has provided 3,258 high school seniors with paid internships and provided job skills training to another 16,617 students in the District, Montgomery County, MD, and Prince George's County, MD. In 2018, Urban Alliance partnered with community organization Martha's Table to begin offering workforce readiness training to students in DC's Wards 7 and 8 beginning as early as freshman year of high school.



2019-2020



189
HSIP Interns



96
Employers



24
Schools



72
Underclassmen

Deovae Johnson

DC Intern -
Bright Beginnings



"Before Urban Alliance, I was searching the internet for jobs that would go with my schedule for school. I was going back to my counselor and just asking her, 'Hey, if there's any job openings that you know of for me, can you please get back to me?' And then I found out about Urban Alliance, and to be honest, I did not think I would pass or I would move on with the program, but to my surprise I did, and it has been the best year of my life. I got to work at a job that I've grown to love. I have gotten to work at a program with kids I've never known, but I do now, and I can see myself continuing to carry that relationship. I have met a number of adults who are very wonderful and kind and respectful and truthful, and I couldn't have asked for more."

SCHOOL PARTNERS

Anacostia Senior High School • Bard High School Early College DC • BASIS Public Charter School • Benjamin Banneker Academic High School • Calvin Coolidge Senior High School • Cesar Chavez Public Charter School • Duke Ellington School for the Arts • E.L. Haynes Public Charter School • Eastern Senior High School • Francis L. Cardozo Education Campus • Frank W. Ballou High School • Friendship Collegiate Academy Public Charter School • IDEA Public Charter School • KIPP DC • McKinley Technology High School • Paint Branch High School • Paul Laurence Dunbar High School • Ron Brown College Preparatory High School • The SEED School of Washington, DC • Springbrook High School • Suitland High School • Theodore Roosevelt Senior High School • Thurgood Marshall Academy • Woodrow Wilson High School

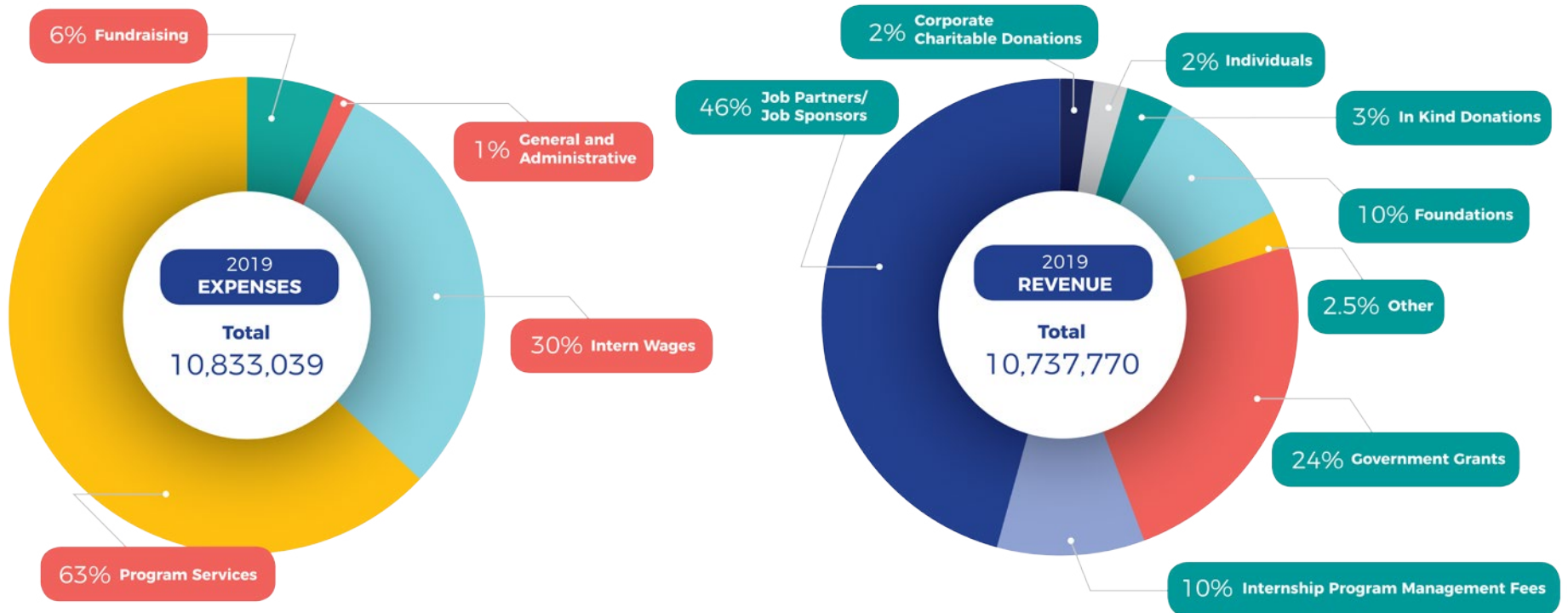
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FINANCIALS

At the heart of our model are the job partners who provide meaningful, long-term, paid internships for our students. We are also fortunate to have a mix of philanthropic partners to sponsor high school job placements, additional workforce training activities, and lifelong alumni support services.



INTERNS CAN EARN UP TO
\$8,000 IN A YEAR



28% OF YOUNG PEOPLE EXPERIENCED
COVID-RELATED UNEMPLOYMENT, MORE
THAN ANY OTHER AGE GROUP (YOUTH.GOV)

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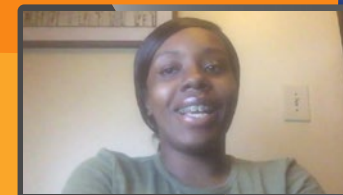
Vice President, Human Resources, Kaiser Permanente

Jeffrey Zients

Board Member Emeritus and Co-Founder, Urban Alliance; CEO, The Cranemere Group

Jamaria Monroe

Detroit Intern - Quicken Loans



"Urban Alliance, they have a really special place in my heart personally because of the simple fact [that] without being in the program I would never had got this experience with Quicken Loans and working with my team in Quicken Loans and talking to different people every day ... They make you feel like you belong on the team. They make you feel comfortable there. They make you feel like, "You can do this. You can accomplish this." So I feel like Urban Alliance, the staff and just the whole experience altogether, it just brought my confidence up. It made me feel like that I could get in a job anywhere if I really put in the work."

Khairi Ross

DC (Montgomery County) Intern - Abt Associates



"Without it or something like it, a lot of people would be forced to choose between going to work or going to school, one which would allow them to support their families and the other would allow them to support themselves more. And so something like Urban Alliance allows for you to do both, to help alleviate your parents with bills or buying food for your siblings ... I'm really thankful to have been able to take advantage of this experience, and I realize that a lot of people who didn't have that opportunity ended up much worse off."

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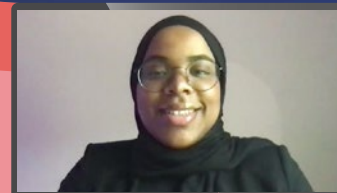
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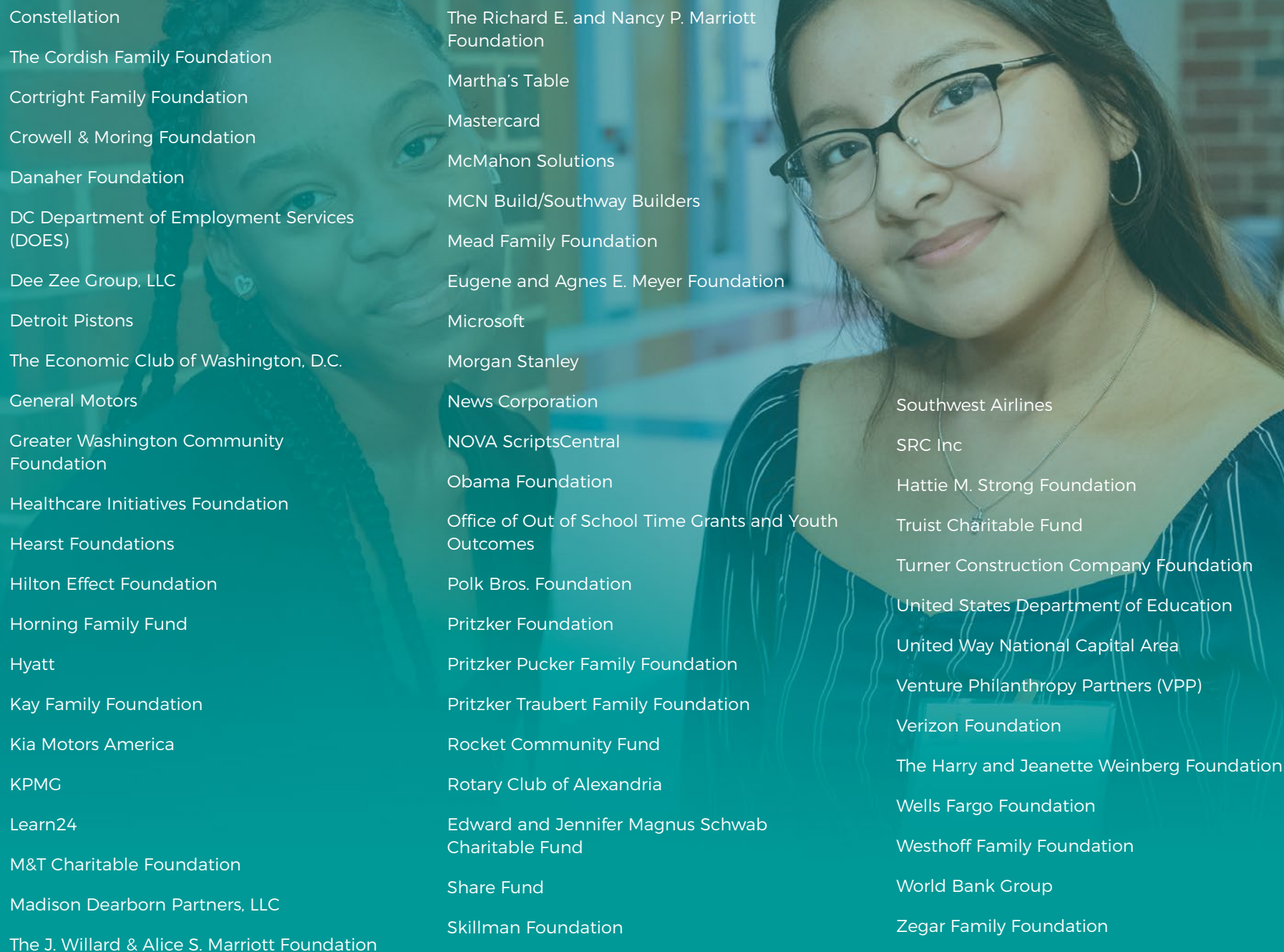
The Community Foundation for
Northern Virginia

Tamani
Abdalrasol

Northern Virginia
Intern - United Bank

"Being a first-generation student and also a minority, my parents weren't born and raised in the US so just basic professional skills and social skills I was not able to get from my home, but being at UA has taught me so many things I do not think I would have learned otherwise. I have a resume, I have a LinkedIn [profile], and instead of being behind because of all the factors I listed before, I just feel like I am a step ahead. I am prepared for my future."





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PARTNER TESTIMONIAL

Amanda Fanning

UA Partner - Former Senior Marketing Manager, Washington Speakers Bureau

"I love working with Urban Alliance and its interns because the experience is as impactful and meaningful for me as it is for the interns. I have a chance to grow as a leader and mentor, and it's so rewarding to see the interns develop such tangible skills throughout the year. By the end of the year, they are making such integral and valuable contributions to the team/organization that we really miss them when they leave."

PARTNER TESTIMONIAL

Chanel Hampton

UA Partner - Founder and CEO, Strategic Community Partners

"At Strategic Community Partners, we're an organization that is committed to equity, and that includes our young people. So having the opportunity to engage with an Urban Alliance intern, Airreona, has been an amazing honor and privilege for us ... So we have truly loved having Airreona on our team. She's been an amazing asset ... She continues to be creative and innovative, and generative, and a pretty confident team player... We as CEOs, and managing directors, and hiring directors, must step up and ensure that we're taking care of our young people and of our village."



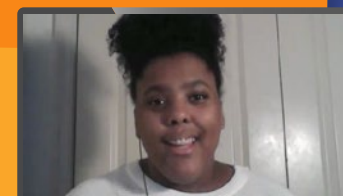
Aldaysheanna Tipler

Chicago Intern - The Second City

"If we can get through this, we can get through anything. I know that we're going to be very unstoppable when we get in college. We're all strong. We're all very strong-minded people and individuals. And I just know that going through Urban Alliance and just making these connections and learning these life skills that they have taught us, that we're going to be way beyond, we're going to surpass, we're going to stand out, we're going to strive and we're going to become the best people that we can be."

India Riddle

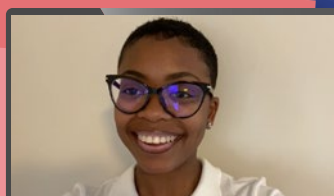
Northern Virginia Intern - Mastercard



"I am so proud of us for getting to where we are now. The class of 2020 has had a rough year and no one thought we could do it, but we did, we proved them wrong. When we got everything taken away from us, we pushed through and we got to where we are now. We're graduates - some of us going on to college, some of us going on to other paths - but no matter where you're going, you made it."

T'Maya Simmons

DC Intern - College to Congress



"Urban Alliance for me, I know it encouraged me to want so much more of myself after seeing my peers in the workforce. I think Urban Alliance is just really that tool that everyone could really use in their life to give them a bit more drive and support."

BALTIMORE • CHICAGO • DETROIT • NORTHERN VIRGINIA • WASHINGTON, DC



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