

Urban Alliance
2016-2017
Yearbook







Mary and Eshauna

Dear Friends,

The first and most important of our core values here at Urban Alliance (UA) is 'students first.' We try to reflect that value in everything that we do—from our programs down to our annual report. As a student-centric organization, we think it's important to tell the story of our year through our students. So welcome one and all to the first Urban Alliance yearbook!

Putting our students first means that as we continue to grow as an organization, we're always working to ensure that our students are receiving the maximum benefit from our program. This summer, we released the results of a six-year randomized controlled trial measuring the impact of our flagship High School Internship Program (HSIP). The study run by Urban Institute, a nationally-recognized research and analysis organization, found that completing the program had a statistically significant impact on: young

men attending college, mid-GPA students enrolling in a four-year college, and students' comfort with and retention of soft skills. We've always known from internal evaluation and the individual student successes we see each year that we're doing something right, but completing this study has given us a powerful new way to show the incredible impact Urban Alliance has on our students. These results will also help us to expand our work to serve even more youth—and we're currently in the process of scouting for a fifth region!

Students first also means recognizing that a one-size-fits-all approach doesn't necessarily work for everyone. To better meet our students where they are and open up new avenues to success, we kicked off the 2016-17 school year with two new programs. In Northern Virginia, we expanded into Fairfax County thanks to a grant from AT&T's Aspire Connect to Success Competition. Instead of bringing HSIP directly to seniors there, we created a new program for high school juniors. 30 students participated in a year-long job skills training program—the High School Internship Preparatory Program—designed to better prepare them for their senior-year internship. We're proud to say that the program was a success, and most of those students are using their new skills as 2017-18 Urban Alliance interns.

In Baltimore, funded in part by a new Bank of America Neighborhood Builders grant, we partnered with the city's school system to offer paid, professional internships in the construction industry, along with professional development training and post-high-school planning, to students pursuing a Career and Technical Education (CTE) track at vocational high schools. The seniors in our pilot CTE program not only graduated with professional construction industry certifications, but with five months of hands-on work experience, giving them a competitive advantage over their peers. One of our stand-out interns was even offered a full-time construction job before he finished his internship.

But Urban Alliance is more than just an internship program; we open up a new world for our students. By giving them the opportunity to prove themselves at work, we're helping our students to imagine new possibilities for their future. And it's paying off for our young people in the form of new job opportunities. This past year, Urban Alliance interns were hired at The Coca-Cola Company, KITEWIRE, Inc., LINK Strategic Partners, Deloitte, Chicago Transit Authority, Clark Construction Group, LLC, School Talk, Oak Street Health, Museum of Science and Industry, Enova International, JPMorgan Chase & Co, US Foods, Arlington Free Clinic, The Campagna Center, hCentive, Marriott International, and College Bound, Inc.—just to name a few. The early work experience our alumni get through Urban Alliance is now translating into real, self-sustaining careers—and we couldn't be prouder.

Though we've been serving students since 1996, we've never stopped perfecting our program. Whether it's committing to the gold standard of program evaluation to put our model to the test, or creating innovative new ways to bring professional development and work experience to the students who need it the most, Urban Alliance is committed to continuous learning and improvement. At the end of the day, everything comes back to one central question: "How can we do better by our students?" We're committed to asking it again and again to continue improving outcomes for our youth. Students first; students always.

Thank you for your continued partnership in this mission,

Esh Smith

Eshauna Smith
Chief Executive Officer

Mary Menell Zients

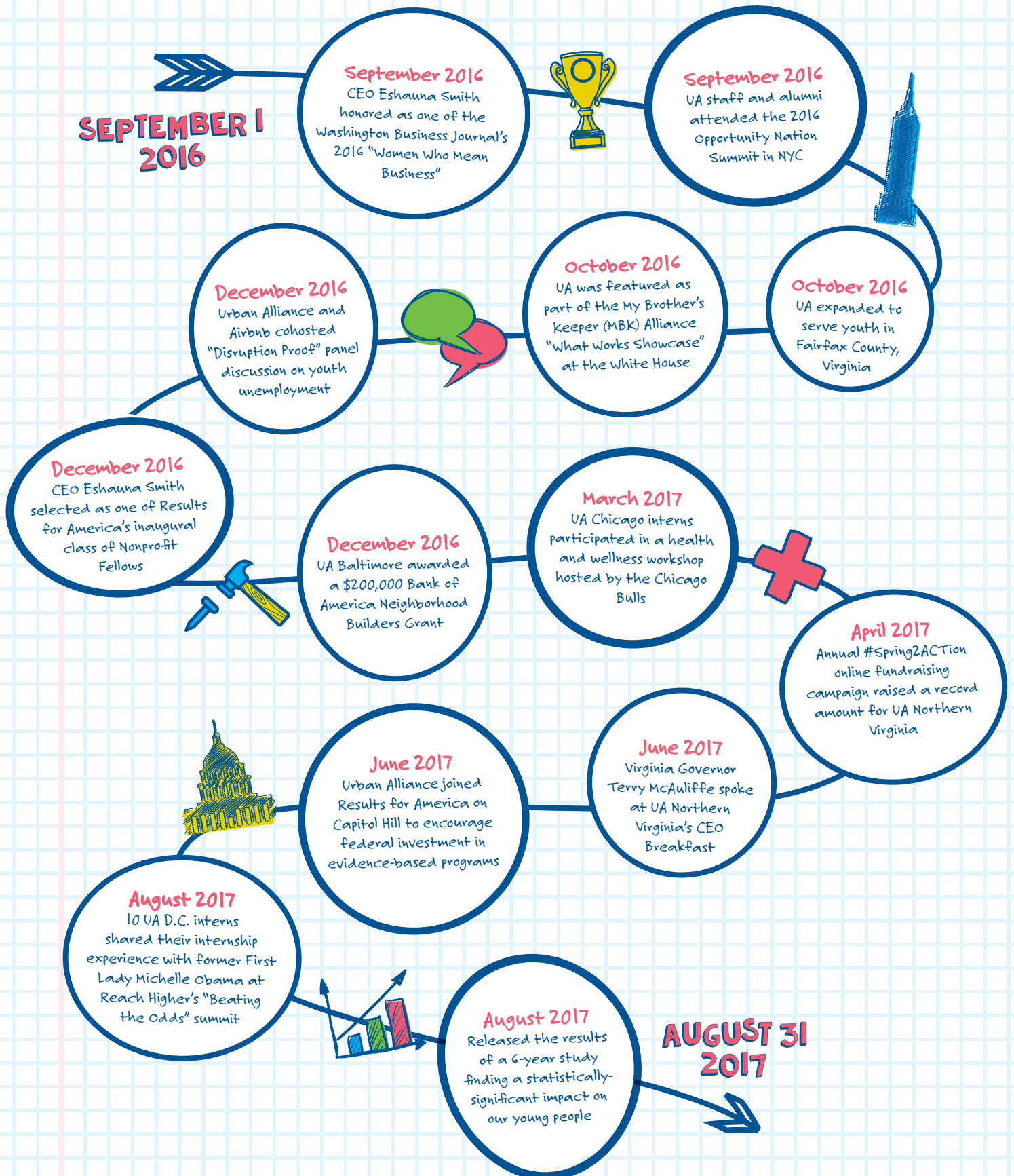
Mary Menell Zients
Board Chair

Our Core Values

All of our core values stem from the first and most important principle at Urban Alliance — that our students always come first.



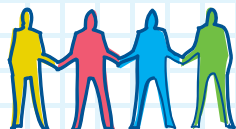
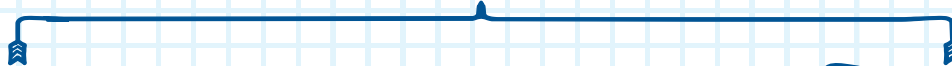
2016-17 Highlights



Class of 2017 by the Numbers

3,425

Youth served



512

Student interns



340

Alumni served



2,573

Skills training participants



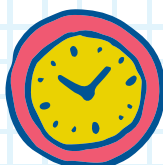
224

Job partners



72

Schools



116,000

*hours of paid,
professional work
experience*



93%

*of HSIP participants
were accepted to college*



9 IN 10

*mentors would
recommend UA to a
colleague*



\$6,000

*in wages earned by the
average UA intern*

The Results Are In!

This summer, Urban Alliance released the results of a **six-year** randomized controlled trial (RCT) measuring the long-term impact of our flagship High School Internship Program.

Our Results

Urban Institute, a nationally-recognized independent research organization, followed **1,062 students** from the **D.C. and Baltimore** classes of 2012 and 2013 through their senior year of high school and into the beginning of the third year post-program to measure their success.

Our study found that going through Urban Alliance's High School Internship Program:

- Increased the likelihood of young men who've gone through the program attending college by **23 percentage points**
- Increased the likelihood of middle-tier students (2.0 – 3.0 GPA) enrolling in a 4-year college by **18 percentage points**
- Increased students' comfort with and retention of critical **professional skills** over time, especially for young men.

The completed RCT gives us a compelling new way to illustrate our impact on young people, and will help us expand our work to serve more youth in the future.

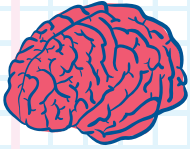
MOST LIKELY TO BE THE NEXT BILL GATES

KENNETH WELLS

2017 UA Intern – Washington, D.C.

Kenneth was excited to begin his first professional work experience, but didn't see the connection between his internship at the Folger Shakespeare Library and his ambition to work in technology. By the end of his internship, Kenneth was standing on stage at the annual Public Speaking Challenge, holding back tears as he recounted how much the experience—and particularly the relationship he developed with his mentor at the Folger—meant to him. He expected to be doing busywork as a high school intern in the information technology department, but his mentor recognized Kenneth's potential and gave him the responsibility of ensuring that all the Folger's computers were up to date and running smoothly. "I plan on majoring in Electronics Engineering at Norfolk State University," Kenneth said, "and now I'm one step ahead of the game." Kenneth also left his internship with a strong male role model—his mentor, Matt—whom he can call on if he ever needs advice or support in the future. "Matt made me feel meaningful," Kenneth said. "He instilled in me the motivation to be myself while stepping out of my comfort zone." Standing on that stage, Kenneth recalled how tears came to his eyes when he saw that Matt came to cheer him on at his high school graduation. When he presented Matt with Urban Alliance D.C.'s Mentor of the Year Award, the two embraced.





"Urban Alliance is simply the best. Not only do we gain a mentorship in both directions—we learn from each other—but, we also gain lifelong friendships AND a solid long-term recruiting pipeline."

—Michael Akin, President, LINK Strategic Partners

"Organizations like Urban Alliance are changing the face of success here in D.C., building a more diverse, dynamic, and equitable workforce. And it is proving year after year that investing in our youth is always a smart decision."

—Karen FitzGerald, Program Director, Eugene and Agnes E. Meyer Foundation



MOST CONFIDENT

JANIYA GRESHOLM

2017 UA Intern - Washington, D.C.



Janiya was painfully shy when she started with Urban Alliance, to the point where her mentor at Skadden, Arps, Slate, Meagher & Flom, LLP was worried about her ability because she was so timid. To make matters worse, Janiya was given tasks that required her to regularly interact with most of the staff at Skadden. However, Janiya set a goal for herself early on in the program to conquer her shyness and prove herself at work. Her determination, diligence, and dependability on the job did not go unnoticed. She picked up new skills more quickly than any of Skadden's previous interns, and earned the confidence of her coworkers. By the end of the year, she came completely out of her shell, easily making conversation in the office and excelling during the end-of-year Public Speaking Challenge. Said her once-hesitant mentor, Janiya "is the best." She drew upon her newfound social confidence to become a member of the Student Activities Committee at Edward Waters College, where she is now studying criminal justice and forensic science. Knowing that they are valued by their coworkers can be a game-changer for Urban Alliance interns like Janiya—helping them to find a new level of confidence in their abilities.

"At KPMG, we are truly honored to be a part of the Urban Alliance mission. We believe education and opportunity are key factors in a child's ability to succeed in life and, every day, through our UA interns, we are able to see the incredible impact this program has on their lives. The personal and professional growth of our interns amazes us every minute of every day—and more than that—the growth of our employee mentors is surprising and truly invaluable. Our employee experience is richer because of our UA interns."

—Nicole Benner, Manager of Strategic Initiatives, Office of the Managing Partner, KPMG

Washington, D.C. Highlights



"It truly is a pleasure to have the support and partnership of Urban Alliance. Urban Alliance provides professional development and social enhancement of our youth to prepare them for a competitive workforce. Urban Alliance affords our scholars various internship opportunities connecting them to larger networks within the DMV arena. We hope to continue this partnership and each year increase our number of students that can benefit from the program."

—Mrs. Jamanda A. Porter, College & Career Coordinator, Office of College & Career at Frank W. Ballou SHS

American Graduate Champion

In September 2016, D.C. Executive Director Nathaniel Cole was named an American Graduate D.C. Champion by WHUT. He was recognized for his work with Urban Alliance to help young people succeed, playing an active role in improving educational outcomes for students in the community. WHUT presented the award at a special event held at Urban Alliance's national headquarters.



Connecting More Youth to Internships in STEM

As science, technology, engineering, and math (STEM) education becomes increasingly important to succeeding in today's society, Urban Alliance added new job partners in Washington, D.C. to expose more students to work-based STEM learning opportunities. NASA introduced three interns to aeronautics and space exploration, while VOX Media and General Assembly each gave one intern the opportunity to dive deep into the world of technology and data.



Launching YAIP D.C. for Foster Care Youth

Over 1,000 Washington, D.C. youth are in the foster care system. We launched the Young Adult Internship Program (YAIP) in 2016 to help D.C. youth aging out of the foster care system gain critical work skills and experience. The program matches young adults with a paid, 30-40 hour internship in their field of interest with the potential to lead to full-time employment. YAIP also includes weekly job training, and support with planning for their future.

Baltimore Highlights



Career and Technology Education Pilot Program

In early 2017, Urban Alliance partnered with the Baltimore City Public Schools 21st Century School Buildings Program to provide work experience for 11 high school seniors enrolled in the city's Career and Technology Education (CTE) program. The students received four weeks of pre-work soft skills training, a paid, five-month internship in the construction industry, intensive case management, on-the-job mentoring, post-high school planning support, and ongoing professional development training. Some of our job partners include Cain Contracting, Dustin Construction, Gilbane Building Company, J. Vinton Schafer & Sons, Inc., STV Inc., Southway Builders, Second Chance, Telesis, and Turner Construction Company. The goal of the program is to transition CTE high school seniors in the construction pathway to immediate employment,

an apprenticeship/career training program, or an institution of higher learning. The program was funded by a Bank of America Neighborhood Builders Grant, the Abell Foundation, and the BCPS 21st Century School Buildings Program.

Graduate Pathfinder Services Mentoring Program

In 2017, Urban Alliance launched the Graduate Pathfinder Services (GPS) program. This mentoring program matches alumni with a caring, supportive professional in the community to guide them through their first 13 months after completing the High School Internship Program. This additional support is designed to supplement Urban Alliance's Alumni Services program, and ensure that vulnerable recent graduates have the support needed to continue on a path toward economic self-sufficiency.

College Readiness and Dual Enrollment Program

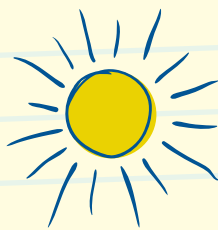
Urban Alliance joined forces with the University of Baltimore (UB) for a pilot College Readiness and Dual Enrollment Program to help prepare our interns for post-secondary education. In the fall semester, UB professors helped teach college readiness sessions during pre-work. Any Baltimore intern who chose could then take a College Board ACCUPLACER exam to qualify for a dual-enrollment course at the university in the spring, getting a jump start on their college education. Any student who completed the spring course was also automatically accepted into the university.

MOST INSPIRATIONAL

LEO CANTOS

2017 UA Intern - Northern Virginia

Leo is one of three triplet brothers all born blind. He had to work harder all his life to accomplish the things his peers do so easily, like using the latest technology. Imagine working at a computer without seeing the screen—Leo can do it, and even plans to major in computer science with the goal of one day working for a major tech company. When he had the opportunity to sharpen his computer skills during his Urban Alliance internship at the National Industries for the Blind, going to work quickly became his favorite part of the day. He even mastered public transportation to get to his internship by bus each day. Though it was his first time working in an office, Leo's enthusiasm, motivation, and communication skills impressed his coworkers. "Leo made mentoring very easy," his mentor said. At the end of the internship, Leo was hired on as a temp. Leo's determination to succeed despite the obstacles he faced was an inspiration to UA interns and staff alike.



"Venture Philanthropy Partners invested in Urban Alliance because we believed its focus on providing high school students training, mentoring and real work experience could make a difference in the futures of young people. We shared a strong commitment to ensuring that efforts to help students succeed are grounded in evidence-based models. The results of Urban Alliance's six-year study are impressive—as they have demonstrated their approach can increase the likelihood that males of color will attend college. VPP is proud to invest in an organization that uses evaluation to serve young people in our region as effectively as possible."

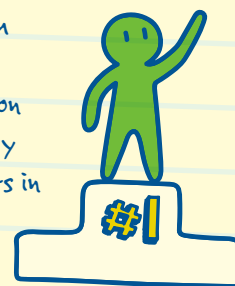
—Carol Thompson Cole, President and CEO of Venture Philanthropy Partners

MOST LIKELY TO COMMAND THE STAGE

DOROTHEE MULUMBA

2017 UA Intern - Northern Virginia

Dorothee's first love is the theater, and she been honing her acting skills for years. However, when she found herself interning at the U.S. Patent and Trademark Office, she had to develop a new set of skills. Her consistently positive attitude and willingness to learn and help out wherever she could made her a quick learner. Through interacting with a patent lawyer during her internship, Dorothee also developed an interest in law. Her mentors were impressed with her sense of responsibility, and trusted her with increasingly important work, saying that "our office is better prepared because of Dorothee." When her coworkers discovered her talent for theater, they showed her how to incorporate her passion into her internship. On Bring Our Daughters and Sons to Work Day, Dorothee hosted the ceremony, commanding the podium as she introduced the organization's Acting Deputy Director. Dorothee learned that passion and professionalism do not have to be mutually exclusive—and she's now pursuing her interests in theater and law at Marymount University.



Chicago Highlights



"Urban Alliance provided access and opportunity to students in the form of work-based learning and mentoring that was vital to the growth and development of students. The exposure helped students develop better and more concrete post-secondary plans."

—Rita Raichoudhuri, Executive Director of Early College and Career, Chicago Public Schools

College Essay Day 2017

In January, Urban Alliance Chicago held the fifth annual College and Scholarship Essay Day, hosted by new job partner, theMART. Over 100 volunteers from companies across the city turned out to help our interns with their personal essays for college and scholarship applications. Interns had the opportunity to receive thoughtful feedback and build their professional networks.

UA Intern Speaks at Meyerson Symphony Center

Luis Lara, a 2016 Chicago alumnus who interned at KPMG, shared his Urban Alliance experience before nearly 2,000 people at the company's December Town Hall meeting held at Meyerson Symphony Center. Luis was Chicago's 2016 Intern of the Year, and so impressed his coworkers at KPMG that he was hired back for another internship after he completed UA. Luis shared the stage with KPMG's Chairman as he gave a compelling, inspiring speech about his transformational internship experience. He said that his internship gave him confidence and courage, and taught him to believe in himself. Luis shared that when he walked into the KPMG lobby, he saw a path forward.

2016 Chicago Ideas Week

In October 2016, 20 Urban Alliance interns had the opportunity to attend Chicago Ideas Week, a seven-day celebration of ideas and innovation. The interns attended five events at the festival, where they engaged and networked with youth and adults across the city to share ideas, ignite and inspire action, and catalyze the local community around innovative concepts and inspiring people.

Northern Virginia Highlights



Expansion Into Fairfax County

During the 2016-17 school year, Urban Alliance piloted a new, year-long program with Fairfax County Public Schools. The High School Internship Preparatory Program trained 30 juniors from J.E.B. Stuart High School twice a week in professional soft skills to better prepare these students for the working world and for UA's flagship senior-year internship program. Most students progressed to the High School Internship Program and 85 percent showed significant growth in professional skills. In total, Urban Alliance's pilot program provided students with over 120 hours of professional skills training. Over the summer, students also received 5 weeks of STEM-related learning through Northern Virginia Community College's STEM Summer Institute.

Tech Tuesdays at U.S. Patent and Trademark Office

The U.S. Patent and Trademark Office (USPTO) in Alexandria is Urban Alliance's largest job partner in Northern Virginia, with 25 interns. To make the internship experience even more valuable, USPTO put on special programming for the interns. One such program, Tech Tuesdays, was a big hit with our interns. The program—which ran every other month—was designed to help our interns increase their computer science skills. Topics covered included Lego robotics and coding, animation and video editing, Raspberry Pi, Scratch, and coding with Ozobots.

Partnership with Pathway to the Baccalaureate Program

This year, Urban Alliance partnered with Northern Virginia Community College's (NOVA) Pathway to the Baccalaureate program. The Pathway program provides comprehensive, structured support to high school students as they transition first to NOVA for an associate's degree and then to George Mason University for a bachelor's degree. All eligible UA interns who applied during the 2016-17 school year were accepted into the program.

"I have loved the program from the beginning; it's about giving back ... If I can help a student with their future success, even if it's one, I believe I am doing my part."

—Rose Kangethe, Human Resources Manager, Marriott International



BEST COMEBACK

MIKEKEAL CLOWNEY

2017 UA Intern - Baltimore

Mikekeal Clowney initially lost the opportunity to participate in Urban Alliance in the fall. That setback proved to be a wake-up call for Mikekeal, who worked hard to get himself back on track. When presented with the opportunity to rejoin the program mid-year, he jumped at the chance. From the first day to the last day of his internship at M&T Bank, he worked hard to prove himself and not waste his second chance. On day one, his mentor Kay was already singing his praises: "He's beyond awesome! He's extremely respectful, listens well, professional, eager to learn and he's a fast learner." Mikekeal was a sponge during his internship, proactively seeking out colleagues to network with and learn the ins and outs of banking, wealth-building, and how to run a business. He also internalized all the feedback he received throughout the process, quickly working to correct any areas needing improvement, particularly his written communication skills. Mikekeal dealt with personal and academic challenges during his time with Urban Alliance, but never let them affect his professionalism or output at work. Mikekeal grew exponentially during his time with Urban Alliance, and credits his time at UA with solidifying his ambition to become an entrepreneur after attending barber school.

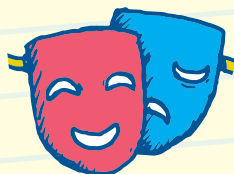


MOST LIKELY TO MAKE YOU LAUGH

LAVELL MOORE

2017 UA Intern - Chicago

Lavell is a gregarious and funny young man who has no trouble connecting with others. An aspiring entertainer, Lavell had the opportunity to intern at Chicago's renowned comedy club, The Second City. He was able to take acting and improv classes, and made important connections to professionals who will help him pursue a career in the arts. Though his personality and enthusiasm made him a fast favorite around the office, he struggled with the professionalism and responsibility needed to succeed on the job. However, Lavell managed to turn things around, and was hired on after his internship ended. The Second City was a launching pad for some of the nation's most famous comedians—Lavell Moore could soon join their ranks.



Our Donors

Individual Donors

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- Peter and Cherry Baumbusch
- Michael Berman
- Liz Barratt Brown and Bos Dewey
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- D.C. Children & Youth Investment Trust Corporation
- D.C. Department of Employment Services
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- Zegar Family Foundation
- Zients Family Foundation



List includes all donations and grants totaling at least \$500 combined during years 2016-17. Our sincere apologies for any errors. Contact kstorms@theurbanalliance.org for corrections.

School and Job Partners

School Partners

- Achievement Academy at Harbor City High School
- Al Raby School for Community and Environment
- Anacostia High School
- Arlington Career Center
- Augusta Fells Savage Institute of Visual Arts
- Benito Juarez Community Academy
- Benjamin Franklin High School at Masonville Cove
- Calvin Coolidge Senior High School
- Carl Schurz High School
- Carver Vocational Technical High School
- Catalyst Maria Charter School
- Christian Fenger Academy High School
- CICS Longwood High School
- Columbia Heights Educational Campus
- ConneXions: A Community Based Arts School
- Coppin Academy High School
- Cornerstone Schools of Washington, D.C.
- Digital Harbor High School
- Duke Ellington School of the Arts
- Dunbar Vocational High School
- E.L. Haynes Public Charter School
- Eastern Senior High School
- Forest Park High School
- Francis L. Cardozo Education Campus
- Frank W. Ballou Senior High School
- Frederick Douglass High School
- Friendship Public Charter School – Friendship Collegiate Academy
- Friendship Public Charter School – Friendship Technology Preparatory Academy High
- H.D. Woodson Senior High School
- H-B Woodlawn Secondary Program
- IDEA Public Charter School
- Independence School Local 1
- J.E.B. Stuart High School
- Langston High School Continuation Program
- Legal Prep Charter Academy
- Little Black Pearl Art and Design Academy
- Marie Sklodowska Curie Metropolitan High School
- McKinley Technology High School
- Mergenthaler Vocational-Technical High School
- Michele Clark Academic Prep Magnet High School
- Muchin College Prep
- National Academy Foundation School
- Neal F. Simeon Career Academy
- Northwestern High School
- Patterson High School
- Paul Laurence Dunbar High School
- Paul Public Charter School
- Phelps Architecture, Construction, and Engineering High School
- REACH! Partnership School
- Richard T. Crane Medical Preparatory High School
- Steinmetz College Prep High School
- Suitland High School
- T.C. Williams High School
- TEAM Englewood Community Academy
- Theodore Roosevelt Senior High School
- Thomas Kelly High School
- Vivien T. Thomas Medical Arts Academy
- Wakefield High School
- Washington-Lee High School

- Wendell Phillips Academy High School
- Western High School
- William H. Wells Community Academy High School
- Woodrow Wilson High School

Job Partners

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- American Chemistry Council
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- Artemis Real Estate Partners
- Artifice NFP
- The Aspen Institute
- Avant
- BAE Systems
- Baltimore City Public Schools
- Bank of America
- Berkeley Point Capital
- Berlin Packaging
- BITHGROUP Technologies
- Blue Cross Blue Shield of Illinois
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- Break A Difference
- Burness
- Burson-Marsteller
- Cain Contracting
- The Campagna Center
- Capital Area Food Bank
- Capital Women's Care
- Capitol Hill Village
- CareFirst BlueCross BlueShield
- CDW
- CEB
- Centers for Medicare & Medicaid Services
- The Chevy Chase Land Company
- Chicago Bulls
- Chicago Cares
- Chicago Children's Choir
- Chicago Parks Foundation
- Chicago Transit Authority
- Chicago Urban League
- Chicagoland Entrepreneurial Center- 1871
- Children's National Medical Center
- CIBC
- City First Homes
- Clark Construction Group, LLC
- The Coca-Cola Company
- Code in the Schools
- College Tribe
- Common Ground Foundation
- Community Preservation and Development Corporation
- Constellation
- Cook County Clerk of the Circuit Court
- Cordish Company
- Crain's Chicago Business
- Cushman & Wakefield
- Danaher Corporation
- The Dance Institute of Washington
- D.C. Department of Consumer and Regulatory Affairs
- D.C. Office of the Deputy Mayor for Planning and Economic Development



Job Partners



- D.C. Office of Public Records
- D.C. Vote
- DeVry University
- DigitasLBI
- Disparti Law Group
- Doorways For Women and Families
- Dress for Success
- Dustin Construction
- EDENS
- Edison Electric Institute



- Educare Washington, D.C.
- ENDePendence Center of Northern Virginia
- Enlace Chicago
- Evolent Health
- Exelon Corporation
- Folger Shakespeare Library
- Forward Momentum Chicago
- Future of Privacy Forum
- General Assembly
- Generation Hope
- Gilbane Building Company
- Goldman Sachs
- Goodwill of Greater Washington
- Greater Chicago Food Depository
- Grosvenor

- The Harbor Bank of Maryland
- The Herb Block Foundation
- Higher Achievement
- Hilton
- Hubbard Place Resident Services
- Hyatt Hotels Corporation
- The Iron Yard
- J. Vinton Schafer & Sons, Inc.
- JDRF
- The John Buck Company
- The Johns Hopkins Hospital
- Johns Hopkins Bloomberg School of Public Health
- Jones Lang LaSalle
- Love, Unity & Values Institute
- JPMorgan Chase & Co.
- JRS Architects, Inc.
- Katten Muchin Rosenman LLP
- Kid Power, Inc.
- KIPP DC
- Kirkland & Ellis LLP
- KITEWIRE
- KPMG
- The Kreeger Museum
- La Casa Norte
- LaSalle Network
- Latin American Youth Center
- LearnZillion
- Legg Mason
- Leo Burnett
- Life Pieces to Masterpieces
- LINK Strategic Partners

- LinkedIn
- Live It Learn It
- Loop Capital
- Love, Unity & Values Institute
- M&T Bank
- Madison Dearborn Partners
- Marriott International
- Martha's Table
- Marymount University
- Mary's Center
- Mastercard
- Mayer Brown
- Morgan Stanley
- My Brother's Keeper
- National Aeronautics and Space Administration
- National Association of Broadcasters
- National Industries for the Blind
- Natural Resources Defense Council
- Neal and Leroy, LLC
- Neighborhood Health
- New Leaders
- Northern Trust
- Northwestern Memorial Healthcare
- Nuveen
- Office of U.S. Rep. Elijah Cummings
- Optoro
- Outcome Health
- Pacific Western Bank
- Pangia
- Paul, Weiss, Rifkind, Wharton & Garrison LLP
- PAWS Chicago
- Pay Your Tuition
- People Animals Love
- Peoples Gas
- Pepco
- Phone2Action
- Prophet
- Prudential Capital Group
- RB Properties, Inc.
- Reading Partners
- Rincon Family Services
- The Ritz-Carlton
- RLJ Equity Partners
- Rowdy Orbit Impact
- Running Start
- Salesforce
- Sanchez Daniels & Hoffman LLP

- Sasha Bruce Youthwork
- Second Chance
- The Second City
- Sitar Arts Center
- Skadden, Arps, Slate, Meagher & Flom LLP
- Smithsonian Institution, Office of Sponsored Projects
- Southway Builders
- Spark
- Street Law, Inc.
- STV Inc.
- Sullivan & Cromwell LLP
- Teach for America
- Telesis
- THEARC
- theMART
- Turner Construction Company
- U.S. Black Chambers, Inc.
- Urban Alliance
- United States Agency for International Development
- United States Hispanic Chamber of Commerce
- United States Office of Personnel Management
- United States Patent and Trademark Office
- United Way National Capital Area
- University of Chicago
- University of Maryland Francis King Carey School of Law
- University of Maryland Medical Center
- Urban Initiatives
- Verizon
- Virginia Hospital Center
- Virginia Tech National Capital Region
- Vox Media
- Walgreens
- Washington City Paper
- Washington Speakers Bureau
- Weissberg Corp.
- WHUT
- Wide Angle Youth Media
- Winston & Strawn LLP
- World Bank Group
- YWCA National Capital Area



Curriculum Outreach Partners

- The AnBryce Foundation
- Arlington Career Center
- Frank W. Ballou Senior High School
- Baltimore Polytechnic Institute
- Chicago Ideas
- City of Baltimore Mayor's Office of Employment Development
- Code in the Schools
- Engaging Youth Entrepreneurs for Change
- For Love of Children
- Generation Hope
- G.S. Hubbard High School
- Joppatowne High School
- Leadership Montgomery
- Museum of Science and Industry, Chicago
- Public Allies
- Suitland High School
- Teach for America
- University of Baltimore
- Verizon Innovative Learning
- Vivien T. Thomas Medical Arts Academy
- Wakefield High School
- The Y in Central Maryland

"My biggest joy in mentoring Urban Alliance students stems from the students' rapid development both as professionals and people. It is amazing to see the interns so enthusiastically welcome the opportunity to step outside their comfort zone knowing that the Urban Alliance curriculum will make them better people for doing so."

—Jeffrey Skender,
Senior Associate-Tenant
Representation, Cushman and
Wakefield



MOST LIKELY TO MAKE A DIFFERENCE IN HER COMMUNITY

LAURYN HILL

2017 VA Intern - Baltimore



Lauryn came to Urban Alliance with no desire to attend college. While working with her mentor at the U.S. Centers for Medicaid and Medicare Services (CMS), Lauryn saw firsthand the kind of work she could do with a college degree. Seeing the good CMS does for others, and the incredible support she received from her mentor, also inspired Lauryn to give back to her community. She decided to apply to Baltimore City Community College to study human services. When Lauryn received her acceptance letter, her entire department at CMS threw her a surprise party, showing her just how much they were invested in her success. At that moment, she felt like she was truly part of the team, and her confidence and ability blossomed as a result. Lauryn's newfound passion for helping others is already evident at Urban Alliance. She is volunteering her time at the Baltimore office, and even offered to donate some of her much-needed salary to further UA's mission. At the end of her internship, Lauryn said she learned to "always stay focused and committed no matter what, because it's all going to pay off in the long run." UA certainly has paid off for Lauryn.



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FUTURE CEO

ANTHONY RUCKER

2017 UA Intern - Chicago

Anthony is a very bright and driven young man who took full advantage of his internship at Salesforce. He showed the same level of dedication to his work as a full-time employee would, inspiring rave reviews from colleagues. Anthony attended sales meetings with staff, developed pitches and presentations, and worked the Salesforce network to learn more about sales and finance. He was dedicated to squeezing everything out of his internship that he could, putting in as many extra hours as he was allowed, and frequently bringing work home with him. His mentor joked that after attending sales meetings with him, Anthony was even giving him feedback. And his work at Salesforce was not enough to keep his voracious mind occupied—he also offered to assist UA when prospecting new companies. Anthony also used his Urban Alliance resources to help apply for scholarship funds, winning more than \$100,000 overall. He is now studying economics and computational mathematics at DePaul University, and well-positioned to set the business world on fire.



"Urban Alliance shares our commitment to increased educational access and opportunities for our students. Through its program, our high school students receive job skills training and work experience that better prepares them to be college and career ready. We're pleased to continue our partnership with Urban Alliance as it begins its fifth year providing meaningful, work-based learning to Arlington youth."

—Patrick K. Murphy, Ed.D.,
Superintendent, Arlington Public
Schools

"Urban Alliance's program model is grounded in the best practices to formally assess competency and skills development of their participants. This program is providing a high quality intensive program year designed to boost post-secondary success through a working internship, professional development and mentorship."

—Marci Hunn, Program Director at
The Harry and Jeanette Weinberg
Foundation



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NATIONAL

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Jason Rotolo
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Charlie Thompson
Curriculum Outreach
Director

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Montgomery County

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Young Adult Internship
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Ayondela Noble
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Christine Palmer
Program Coordinator

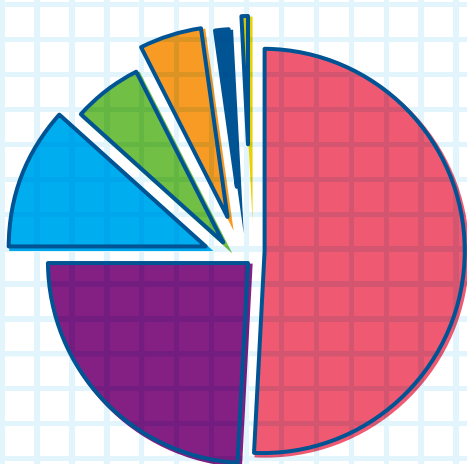
Christopher Young
Program Coordinator

Thank you to the following staff members for their service: Alessandra Colia, Northern Virginia Executive Director; Amanda Fioritto, Data and Evaluation Specialist; Elyse Harris, D.C. Program Director; Farhana Hussein, Operations Associate; Tomeka Lee, D.C. Program Coordinator; and Allyson Yuen, D.C. Program Coordinator



Financial Summary: Fiscal Year 2016

Following is a financial snapshot for the year ending on December 31, 2016. Expenses and overall revenue figures have been audited by Raffa, P.C. A full audited report can be requested by emailing Kyle Storms: kstorms@theurbanalliance.org. Please note that the specific breakdown of revenue over the funding source categories is determined by Urban Alliance and is not audited.

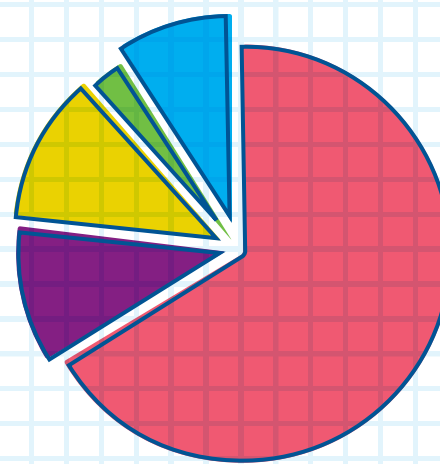


Revenue and Support

Grants, Contributions and Contracts

● Job Partners/Job Sponsors	4,231,626
● Foundations	2,012,900
● Government Grants	977,453
● Corporate Contributions	488,695
● In-Kind Donations	426,906
● Individual Donors	118,241
● Other Income	60,493

Total Revenue \$8,316,314



Expenses

PROGRAM SERVICES

● Internship Programs	4,658,473
● Program Development	725,210
● Youth Programs	823,199
Total Program Services	\$6,206,882

SUPPORT SERVICES

● Management & General	185,013
● Development & Fundraising	603,661
Total Support Services	\$788,674

Total Expenses \$6,995,556

Change in Net Assets 1,320,758

Beginning Net Assets 4,931,448

Ending Net Assets \$6,252,206



- BACK TO SCHOOL

$$2+2=$$

Love school

$$4+3=$$

SCHOOL
 $2+2=$

Love school

$$2+2=$$

Congratulations to the Urban Alliance Class of 2017!

Twitter: @urbanalliance / **Facebook:** /UrbanAlliance / **Instagram:** @urbanalliance / **LinkedIn:** Urban Alliance

The Urban Alliance Foundation, Inc.

National Headquarters: (D.C. and Northern Virginia) 2030 Q Street NW, Washington, D.C. 20009

Baltimore: 1500 Union Avenue, Suite 2100, Baltimore, MD 21211

Chicago: 205 W. Randolph Street, Suite 410, Chicago, IL 60606

Photos provided by: Reko Daye, Joni Eskridge, Chuck Kennedy, David Moss, Lance McCoy, Jusna Perrin,
and the 21st Century School Buildings Program.

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