



# URBAN ALLIANCE

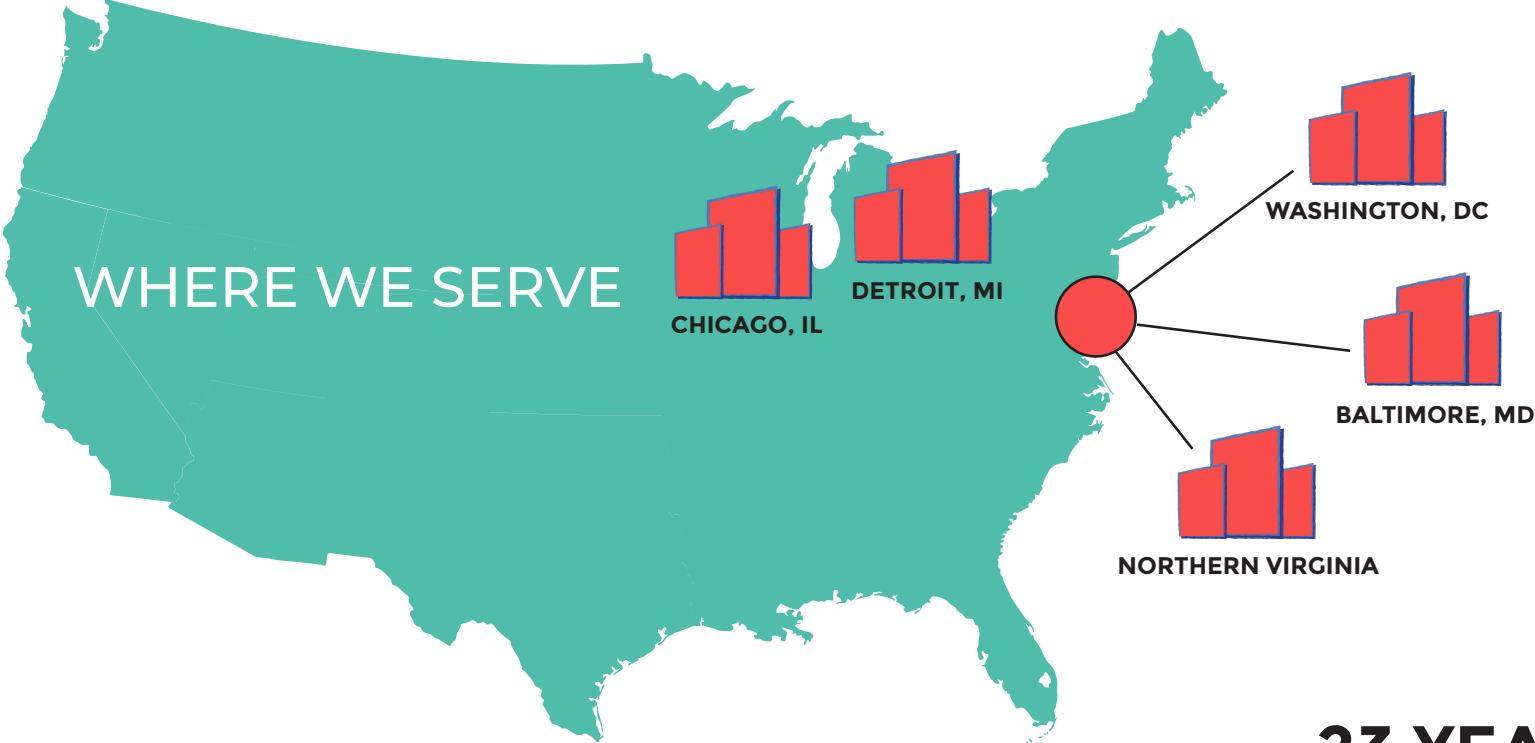
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## YEARBOOK 2018 – 2019





# EMPLOYING YOUTH. INSPIRING EXCELLENCE.



23 YEARS.  
5 REGIONS.  
5,000+ INTERNSHIPS.

## Dear Friends,

This was a year of venturing out and coming home. A year of looking backward and moving forward. A year of communities, both old and new.

In the same year we expanded our youth employment model to Detroit, we also recommitted to the place where our mission started 23 years ago, Southeast Washington, DC; we explored new models for our program and reconnected to our roots. Through it all, we were reminded every day how critical our partners are in this work, from employers, to schools, to funders. It takes more than a village – it takes an entire ecosystem of support to unlock opportunity for our students.

So when we launched our High School Internship Program in Detroit this program year, we made sure we found a city with a strong cross-sector commitment to empowering the next generation. The network of schools, local government, nonprofits, businesses, and funders who both recognize the importance of youth employment and actively work to strengthen Detroit's workforce development ecosystem is impressive, and we are honored to now be part of such a dedicated community. In Detroit, through our partnership with the Quicken Loans Community Fund, we also piloted a new 'anchor employer' model, in which Quicken Loans hosts an entire cohort of interns across their Rock Family of Companies, a break from our traditional model. With multiple students working for the same company, we can customize training, while students can commute to work together, learn from one another, build a community of peers to support each other, and gain increased exposure to opportunities around the city.

While looking at our program with fresh eyes during our recent expansion, we also looked back at our founding in 1996, when DC students told us that what they most needed were real, meaningful jobs. This year, we expanded our commitment to our hometown through a partnership with another organization with deep roots in the city, Martha's Table, to reduce barriers to success for youth from Wards 7 and 8 in Southeast DC. We are thrilled to focus more attention and resources on the talented, hard-working youth whose voices started the Urban Alliance movement. And as in Detroit, we are taking a new spin on our model, starting youth on a path toward economic success as early as their freshman year of high school – an Urban Alliance first - training them in essential job skills, giving them early exposure to professional workplaces, and helping them plan for lifelong economic self-sufficiency.

In ways both big and small, our partners have stepped up for youth this year. From DC partners taking on additional interns during the federal government shutdown; to our Chicago partner the Obama Foundation providing students a chance to meet President Barack Obama; to AT&T hosting Northern Virginia partners and elected officials for an important discussion around the critical role of workforce development in building a more prosperous region; to Baltimore peer organizations working together to launch a new partnership with Bloomberg Philanthropies to expand workforce readiness to more youth in the city – the Urban Alliance community has shown our young people just how much they care.

Thank you for your partnership. Thank you for always going the distance for our interns.

## With gratitude,

*Esha Smith*

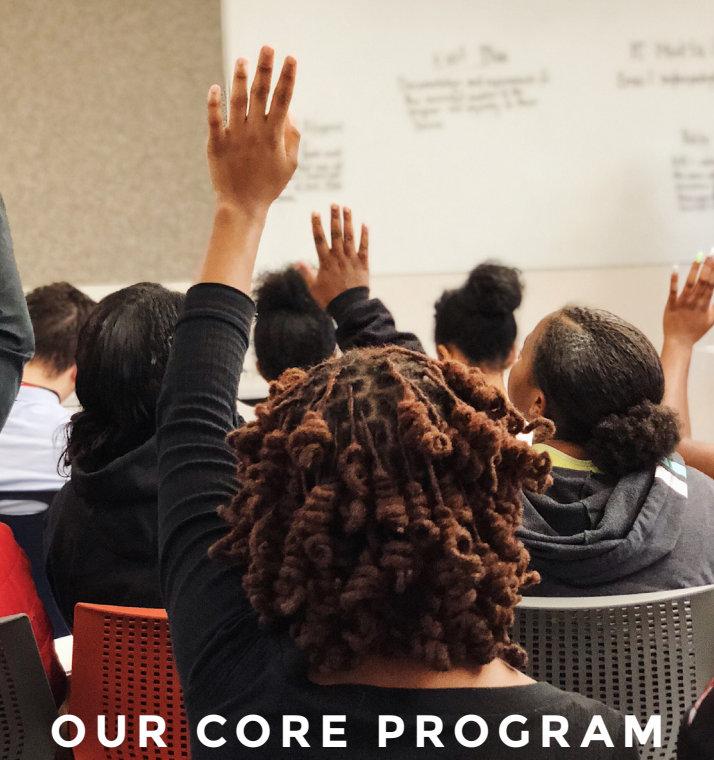
**Eshauna Smith,**  
CEO

*Mary Menell Zients*

**Mary Menell Zients,**  
Board Chair and Co-Founder







## OUR CORE PROGRAM

### THE HIGH SCHOOL INTERNSHIP PROGRAM



9-month paid internships for high school seniors



Approximately 100 hours of professional soft skills training



One-on-one mentoring from caring adult professionals



Post-high school planning assistance



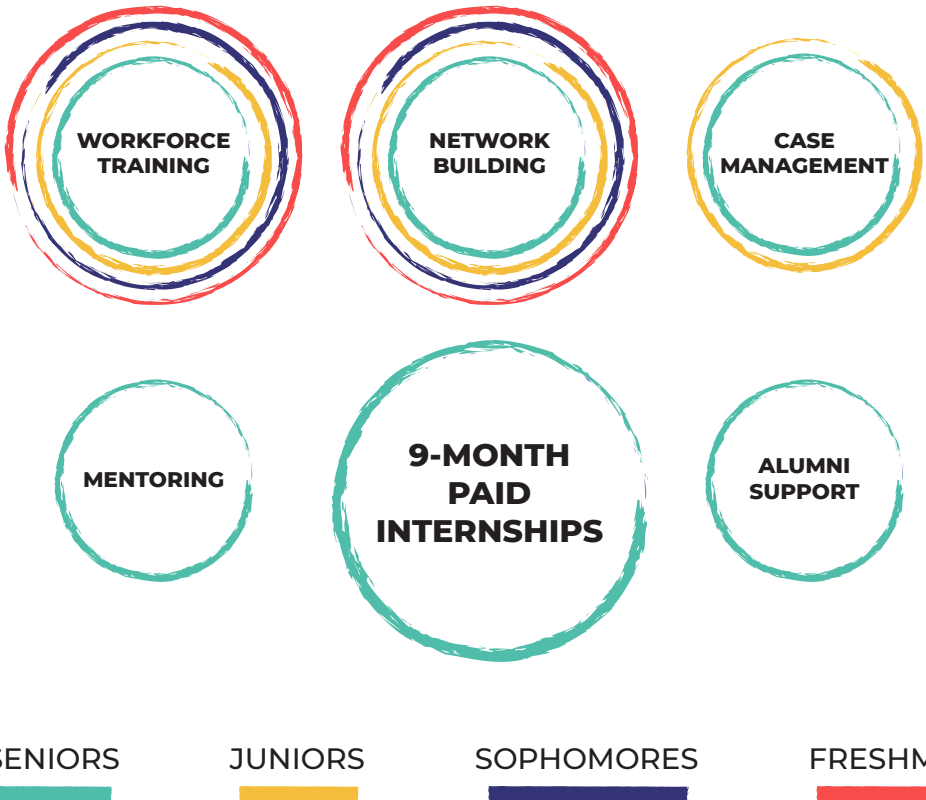
Lifelong college and career guidance

## WHAT WE DO

### OUR MISSION

Urban Alliance empowers economically-disadvantaged youth to aspire, work, and succeed through paid internships, jobs skills training, and mentoring.

### OUR MODEL



## OUR VISION



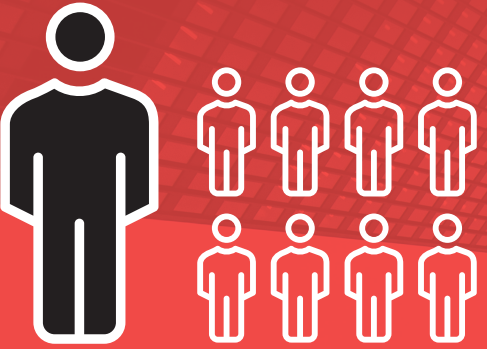
Urban Alliance seeks to **prevent youth disconnection before it starts** by increasing economic opportunity for high school students from under-resourced communities who are at a pivotal point in their development – just on the cusp of adulthood.



Through access to **meaningful work experience, critical skills training, and professional networks**, Urban Alliance works to ensure that all youth remain connected to economically self-sufficient pathways after high school graduation.



In recent years, Urban Alliance has recognized **the need to connect with youth earlier in their high school careers** as part of a broader strategy to prevent disengagement from successful career or college pathways among low-income students in the nation's most vulnerable communities. We now offer workforce readiness training and career network building throughout students' entire high school experience.



**1 in 9** young people are neither in school nor working



**75 percent** of them have a high school diploma

### DID YOU KNOW?



Unemployment is almost double in low- and moderate-income communities compared to higher-income communities. – US Federal Reserve



High school and college students with paid work experience are more likely to earn more income later in life. – National Bureau of Economic Research



Both teenage employment and participation in work-based learning programs that include mentoring are correlated with higher-quality future jobs. – Brookings Institution



# BY THE NUMBERS

2018 - 2019

## OUR STUDENTS

2,483

TOTAL YOUTH SERVED



836

INTERNS



1,354

SKILLS TRAINING PARTICIPANTS



293

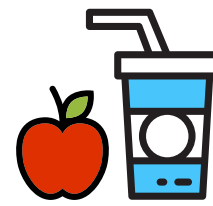
ALUMNI



APPROX.

40%

OF INTERNS DID NOT HAVE A  
**BANK ACCOUNT**  
UPON ENTERING THE PROGRAM



91%

OF INTERNS QUALIFY FOR  
**FREE OR REDUCED-PRICE MEALS**

1 in 3



INTERNS SPEAK A  
**LANGUAGE OTHER THAN ENGLISH AT HOME**

99%

OF INTERNS ARE  
**STUDENTS OF COLOR**



59%

OF INTERNS WOULD BE  
**FIRST-GENERATION COLLEGE STUDENTS**

## OUR RESULTS

175,427

TOTAL HOURS WORKED



20,947

TOTAL HOURS OF TRAINING



92%

OF INTERNS  
DEMONSTRATED  
SKILL GROWTH



100%

GRADUATED FROM HIGH SCHOOL



OF INTERNS

100%

WHO BEGAN OUR CORE PROGRAM  
WITHOUT A POST-HIGH SCHOOL PLAN  
LEFT WITH ONE



OF INTERNS

96%

OF INTERNS  
REPORTED INCREASED  
PROFESSIONAL CONFIDENCE



### DID YOU KNOW?



Urban Alliance is one of only two percent of nonprofits to complete a randomized controlled trial (RCT) – which showed a statistically-significant impact on college attendance for both male and mid-GPA students, as well as the development and retention of critical soft skills. UA is currently undergoing a second RCT.



96%

OF INTERNS  
APPLIED TO COLLEGE

94%

OF ALL INTERNS  
WERE ACCEPTED INTO COLLEGE

93%

OF INTERNS  
ENROLLED IN COLLEGE



# 2018-2019 HIGHLIGHTS

SEPT. 2018

INTRODUCED HOSPITALITY  
HIGH SCHOOL INTERNSHIP  
PROGRAM IN BALTIMORE

OCT. 2018

EXPANDED HIGH  
SCHOOL INTERNSHIP  
PROGRAM TO DETROIT

JAN. 2019

URBAN ALLIANCE  
AWARDED 3-YEAR  
NEWS CORP GRANT

JUNE 2019

LAUNCHED PARTNERSHIP  
WITH BLOOMBERG  
PHILANTHROPIES  
SUPPORTING BALTIMORE  
YOUTHWORKS SUMMER  
INTERNSHIP PROGRAM

OCT. 2018

LAUNCHED WORKFORCE  
READINESS PARTNERSHIP  
WITH MARTHA'S TABLE IN  
SOUTHEAST DC

NOV. 2018

URBAN ALLIANCE  
AWARDED \$1 MILLION  
AT&T ASPIRE GRANT

MAR. 2019

CEO ESHAUNA SMITH  
FEATURED ON NPR'S  
TED RADIO HOUR

JULY 2019

PRESIDENT OBAMA  
SURPRISED URBAN  
ALLIANCE OBAMA YOUTH  
JOBS CORPS INTERNS



AFTER SUCCESSFULLY piloting and fine-tuning early workforce development programs in Northern Virginia and the South Side of Chicago, Urban Alliance joined forces with Martha's Table – a service leader in the DC community who has hosted UA interns since 2011 – to launch the organization's most expansive early

training program to date, working with high school freshmen for the first time in UA history. Together, the two organizations are providing workforce readiness training to more than 1,200 high school students in Southeast DC over five years. The partnership gives students the skills, experience, and exposure needed to access and succeed in future work opportunities while preparing them for lifelong economic self-sufficiency. In 2018, Martha's Table opened their new headquarters in Ward 8, The Commons, where they host UA training workshops. Additionally, the organization continues to take interns, and helps to connect students to meaningful work opportunities with partner organizations.



URBAN ALLIANCE brought our flagship youth employment model to Detroit with support from the Quicken Loans Community Fund, with Quicken Loans and the Rock Family of Companies serving as our anchor employer in the city, hosting 30 interns per year. Beginning with a pilot group of 41 students during the 2018-19 school

year, we plan to serve more than 250 students over our first four years in the city. In addition to Quicken Loans, UA's expansion to Detroit was also supported by UA's long-time partner Bank of America who hosts an additional six interns per year, as well as the Skillman Foundation, a long-time supporter of youth employment efforts in Detroit who is backing UA's work to connect in-school skill building with year-round workplace training, employment, and mentorship. Our expansion to Detroit is grounded in our core mission: to provide meaningful, effective youth employment opportunities to as many young people who need them as we can. These young men and women are why we came to Detroit, and we feel privileged to serve them.



URBAN ALLIANCE Obama Youth Jobs Corps (OYJC) interns meeting at the Obama Foundation headquarters in Chicago were surprised by a visit from President Barack Obama. "A lot of times people like me don't hear, 'I'm proud of you,' a lot, or 'I care about you,' a lot," said DaJuan Allen-Johnson, an OYJC intern at the United Way through a sponsorship from KPMG. "Knowing that President Obama does care, it lets me know that I'm doing the right thing and I'm where I need to be."

While speaking with OYJC students about the importance of job training programs like this one to create opportunities for young people across Chicago, President Obama praised their hard work and commitment to forging new pathways to success.

"Part of the goal of this program is to expose you to what's possible," President Obama said. "Everybody here has already shown extraordinary talent and initiative. All of you all are focused in a way that I can't say I necessarily was when I was your age. So you guys are already ahead of the game ... Part of what we want you guys to all feel is the confidence to know that none of this stuff is beyond your capacities. We want you to feel that in your gut, that there is nothing you can't figure out. And so if this program helped anything, it is for you guys to figure out that."



BALTIMORE

2018 - 2019



524  
YOUTH SERVED



54 EMPLOYERS



15 SCHOOLS

ESTABLISHED 2008



*"I did not know I would like video editing as much as I do. The specific job that I've done fits into my career interest perfectly ... They are molding me to be something that I never thought I would be ... I'm most proud of finding something that I know that I want to do, of just finding a couple things that I'm good at. And I know that I can put them to work for my future. I'm glad I found it at a young age like this."*

**- Donnell Bonaparte, Jr.,**  
Interned with Baltimore City Public Schools



*"Partnering with Urban Alliance over the past decade has given our employees an opportunity to actively support Baltimore City high school students on their path to self-sufficiency through workplace mentoring and development. It has been a great experience all around with student success as the ultimate highlight."*


**- Kristin O. Kosmides,**  
Managing Director, Head of Corporate Social Responsibility, Legg Mason



*"Urban Alliance being able to be in high schools to be able to help teenagers have something for their lives so that they can be proud of their family and want to make sure that they are financially stable – it just shows that people can actually do good when they want to ... This program has really changed my entire future because it gave me the right mindset to go into the working world in search of a career, and whatever I do for my future I know that UA can help me ... This was a once in a lifetime chance that I am glad I took."*


**- Deshon Williams,**  
Interned at Dustin Construction

PROGRAM SPOTLIGHT



Career and Technical Education High School Internship Program

In partnership with the Baltimore City Public Schools 21st Century School Buildings Program, UA Baltimore's Career and Technical Education (CTE) High School Internship Program connects youth enrolled in vocational training to internships in the booming construction industry. The program provides high school seniors with 5-to-6-month internships in the growing construction industry, professional soft skills training, and mentoring – and an introduction to a thriving, middle-skill industry with a strong career ladder.



Future Surveyors Program

UA Baltimore partnered with the Maryland Society of Surveyors and the Mayor's Office of Employment Development to manage the Future Surveyors Program, providing high school seniors enrolled in vocational courses with summer internships in the growing land surveying industry, in which workers are retiring faster than they can be replaced. The program also provides students with professional soft skills training and mentoring in the high-tech, high-wage surveying field.



Hospitality High School Internship Program

In partnership with the Baltimore Workforce Development Board and the Visit Baltimore Foundation, UA Baltimore offers a hospitality track for seniors enrolled in our High School Internship Program. In addition to all components of HSIP including a paid, 9-month hospitality internship, students receive an additional 30 hours of hospitality industry training from the American Hotel and Lodging Association through the Community College of Baltimore County.

- SCHOOL PARTNERS
- Academy College and Career Exploration • Achievement Academy • August Fells Institute of Visual Arts • Ben Franklin Baltimore Leadership School for Young Women • Coppin Academy • Carver Vocational Technical High School  
ConneXions: A Community-Based Arts School • Digital Harbor High School • Edmondson Westside High School • Merganthaler High School  
Patterson High School • REACH! Partnership School • Renaissance Academy • Western High School
- JOB PARTNERS
- A/I/DATA - AHC Inc. • American Bully Manufacturing • Baltimore City Department of Transportation • Baltimore City Mayor's Office  
Baltimore City Public Schools • Baltimore County Department of Public Works • Bank of America • Bithgroup Technologies  
Bloomberg Philanthropies • Break A Difference • Catholic Charities • The Cordish Companies • The Cube Cowork • Danko Arlington  
Dent Education • Design Collective • Dietz Surveying • DMW • Dustin Construction • Hess Construction • Humanim • The Intersection  
Intreague Designs • JMT • The Johns Hopkins Bloomberg School of Public Health • The Johns Hopkins Hospital • Johnson Controls  
Keswick Multi-Care Center • Legg Mason • LifeBridge Health • Living Classrooms Foundation • M&T Bank • Madison Homes  
Marriott International • Maryland State Highway Administration • Morgan Stanley • Morgan State University • Mt. Washington Pediatric Hospital  
MTPLS Land Surveyors LLC • National Aquarium • Next Phaze Cafe & Lounge • Pleasant Gardens • Reading Partners • Southway Builders  
SP Architects • Turner Construction Company • University of Maryland Francis King Carey School of Law  
University of Maryland Medical Center • Urban Alliance • Verizon • Whiting Turner • Wide Angle Youth Media • World Trade Center Institute



CHICAGO  
2018 - 2019



513  
YOUTH SERVED



84 EMPLOYERS



42 SCHOOLS

ESTABLISHED 2012

*"The Obama Youth Jobs Corps has done more than prepare me for the workforce, it's prepared me for my life. And it has really given me the confidence to really go out into the world and pursue what I want ... A lot of minority students or people who look like the people in this room are always two steps behind in life, and with this opportunity of Urban Alliance and working in association with the Obama Youth Jobs Corps, we all feel like we really got a chance to have an even playing field now."*

**- Adarah Hale,**  
Interned at Northern Trust



*"I'd bet on Urban Alliance, and more than anything, I'd just bet on these young people. All they want is an opportunity ... They not only help us do the work at the Obama Foundation, but frankly they light the place up ... Urban Alliance makes it really easy for you to be successful and I think there's nothing better for a workplace environment than to have an eager young person who's ready to soak it up, ask all the questions, do great work, and then pay it forward and turn them into the kind of leaders in their community that we all need."*

**- Michael Strautmanis,**  
Chief Engagement Officer, Obama Foundation

*"I've become more resilient and more ambitious now that I've been with Urban Alliance. I feel like being given the opportunity to work in a professional environment, I have been more hungry just to do more and just be successful and just be happy ... A challenge that Urban Alliance has helped me overcome is finding who I am and what I want and removing all the doubt that I had that I can't do something."*

**- Jason Guzman,**  
Interned at Hyatt



*"You took me, a young black kid from the South Side of Chicago and then you gave me a job, an opportunity, and I took that opportunity and used it."*

**- Matthieu Theodole,**  
Interned at Turner Construction



SCHOOL PARTNERS

ACE Amandla Charter School • Al Raby High School • Austin Community Academy High School • Back of the Yards College Preparatory High School  
Benito Juarez Community Academy High School • Bogan High School • Carl Schurz High School • Catalyst Maria High School  
Charles P. Steinmetz Academic Centre High School • Chicago International Charter School Longwood • Chicago Technology Academy  
Christian Fenger Academy High School • David G. Farragut Career Academy High School • Disney II Magnet High School • Gurdon S Hubbard High School  
Hyde Park Academy • Intrinsic Schools • John Hancock College Preparatory High School • John Marshall Metropolitan High School • Kenwood Academy High School  
Lane Technical College Preparatory High School • Legal Prep Charter Academy • Little Black Pearl Art and Design Academy  
Marie Sklodowska Curie Metropolitan High School • Martin Luther King College Prep • Michele Clark Magnet High School • Morgan Park High School  
Muchin College Prep • Neal F. Simeon Career Academy • Nicholas Senn High School • Paul Laurence Dunbar Career Academy • Percy L. Julian High School  
Richard T. Crane Medical Preparatory High School • Solorio Academy High School • South Shore International College Preparatory High School  
Thomas Kelly High School • Tilden Career Academy • University of Chicago Charter School: Woodlawn Campus • Wells Community Academy High School  
Wendell Phillips Academy High School • Whitney M. Young Magnet High School • William Jones College Prep

JOB PARTNERS

Abundant Venture Partners • ActiveCampaign • AeroStar Avion Institute • America Needs You • American Medical Association (AMA) • Aria Group Bank of America • BCD Meetings & Events - Breakthrough Urban Ministries • Bronzeville Chamber of Commerce • Burson Cohn & Wolfe • The CABET Group • Catholic Charities • Centro Chicago Children's Choir • Chicago Community Loan Fund • Chicago Metropolitan Agency for Planning (CMAP) • Chicago Sky • Chicago Urban League  
Chicagoland Entrepreneurial Center • 1871 • Choose Chicago • CIBC • Clark Construction Group, LLC • Clayco • Common Ground Foundation  
The Community Builders, Inc. • Cook County Clerk of the Circuit Court • Cradles to Crayons • Credit Suisse Group • Dennemeyer • Depaul University • Dovetail Project Education Systems Center • Enlace Chicago • Evolent Health • Executive Construction Inc. • Exelon Corporation • Forward Momentum Chicago • Future Ties, NFP  
Girl Scouts of Greater Chicago and Northwest Indiana • Goldman Sachs • Heartland Alliance READ! Chicago • Humble Design • Hyatt • Intersport  
Katten Muchin Rosenman LLP • KPMG • La Casa Norte • LaSalle Investment Management • Levy • LinkedIn • Loop Capital • Madison Dearborn Partners • Mayer Brown LLP • Mind + Hand • Museum of Science and Industry, Chicago • Natural Resources Defense Council • Neal and Leroy, LLC • Northern Trust • Northwestern Memorial Healthcare • Obama Foundation • PAWS Chicago • Peoples Gas • Pilot Light • Project SYNCERE • Related Midwest • Relativity • Rush University Medical Center  
School of the Art Institute of Chicago • The Second City • Shedd Aquarium • Sierra Club • Sinai Community Institute • Skadden, Arps, Slate, Meagher & Flom LLP  
SkyART • Spark • TheMart • Turner Construction Company • UChicago Urban Labs • United Way of Metropolitan Chicago • Urban Gateways  
Urban Initiatives • Winston & Strawn LLP • YWCA Metropolitan Chicago



Obama Youth Jobs Corps

In 2018, Urban Alliance teamed up with the Obama Foundation — with the support of signature partners Bank of America, Hyatt, KPMG, the Pritzker Foundation, and AT&T — to launch the Obama Youth Jobs Corps, a partnership to prepare economically-disadvantaged youth on Chicago's South Side for lives of economic self-sufficiency through workforce readiness training and early work exposure. The program provides: five workforce readiness

training sessions in the tenth-grade year to lay the groundwork for future professional development; weekly job skills training sessions in the eleventh-grade year, delving deeply into professional development, financial literacy, post-high-school planning, and increased exposure to the professional world; and 9-month, paid, professional internships in the twelfth-grade year through UA's High School Internship Program.



DETROIT  
2018 - 2019



49  
YOUTH SERVED\*



6 EMPLOYERS



5 SCHOOLS

\*Including 8 Bank of America summer interns

ESTABLISHED 2018



SCHOOL PARTNERS

A. Philip Randolph Career and Technical Center  
Breithaupt Career and Technical Center  
Frank Cody High School  
Golightly Career and Technical Center  
Osborn High School

*"As a for-more-than-profit company, Quicken Loans believes that we can only be as successful as our community. Though our partnership with Urban Alliance, we are able to ensure that, as our companies continue to grow and impact the city we call home, Detroit students can not only join us but gain the skills they need to drive our future."*

**- Laura Grannemann,**  
Vice President of Strategic Investments,  
Quicken Loans Community Fund

JOB PARTNERS

Arts & Scraps  
Bank of America  
Bedrock Detroit  
JOURNi  
Quicken Loans  
Quicken Loans Community Fund  
Rock Connections  
YMCA of Metropolitan Detroit



*"I went from hoodies and jeans to suits everyday ... I've grown mentally. I've grown emotionally ... I never knew that this would be something that I would be doing. I never knew that I was capable of doing things like this."*

**- Dalante Rhoden,**  
Interned at Bank of America



*"We want a broader version of what actual work life is, so this is like a great opportunity to have this type of resource ... [My mentor] led by example and always told me that in order to achieve greatness you have to believe the greatness in yourself. I believe it now – and will carry that wherever I go. [He] has been there for me through it all this year and I know he will always be that someone I can count on."*

**- Damia Lewis,**  
Interned at Quicken Loans



*"SCP knows and believes in the power and potential of young people, and we recognize our duty to mentor, support, and develop youth-- helping them gain better context and experience in career settings. An internship can provide a realistic and significant glimpse into opportunities, career pathways, and beyond--revealing, affirming, or even challenging for a young person what s/ he may be interested in as a career pathway. SCP is honored to partner with UA to provide an internship experience and host an intern. The intentional, rigorous, and wraparound support that UA offers interns is exemplary."*

**- Chanel Hampton,**  
Chief Executive Officer,  
Strategic Community Partners (SCP)



*"They're really preparing us for what we're going to experience when we get out to college. People at my school, they're not hip to anything like this – no Microsoft Excel, no elevator pitch, no networking ... They're not going to be ready when they get out of high school."*

**- Raven Barrett,**  
Interned at Rock Connections





NORTHERN VIRGINIA  
2018 - 2019



499  
YOUTH SERVED



51  
EMPLOYERS



9  
SCHOOLS

ESTABLISHED 2013

PROGRAM SPOTLIGHT



High School Internship Preparatory Program

The High School Internship Preparatory Program (HIPP) was Urban Alliance's first expansion of our youth employment services to younger students. HIPP is a year-long program for high school juniors in Fairfax County, VA providing workforce readiness training, life skills, and post-high school planning assistance. The goal is to prepare these students for senior year and beyond, whether that includes UA's signature senior-year internship program, other early employment opportunities, or college.



*"Urban Alliance was a perfect stepping stone for me before college. It allowed me to have a real job for the first time with real coworkers and responsibilities, all while still in high school. This program not only gives you a glimpse of the real world, but also provides the opportunity and support you need to become a successful adult."*

- **Aya Laoufir**,  
Interned at Doorways for Women and Families



*"Without this opportunity, I really don't know what I'd be doing ... I wouldn't have set my goals so high if it wasn't for Urban Alliance and what they've done for me ... For the people who are just not there yet and need a little push, Urban Alliance is that program for that person. I was that person that needed a little push and they pushed me really far. They opened the door and I ran through it."*

- **Danilo Andrade**,  
Interned with Hilton DoubleTree Crystal City



*"We believe that we are only as strong as the communities where we live and work, so we are proud to partner with organizations like Urban Alliance whose work helps to build brighter futures for local youth. While opening the door to new professional possibilities for the Urban Alliance interns we host, this partnership also gives United Bank talented, hard-working team members whose insights, drive, and diligence add value to the workplace."*

- **Kevin Reynolds**,  
Regional President and Director of Sales,  
United Bank

SCHOOL PARTNERS

Arlington Career Center • Falls Church High School • George Mason High School • H-B Woodlawn Secondary Program • Justice High School  
Mount Vernon High School • T.C. Williams High School • Wakefield High School • Washington-Liberty High School

JOB PARTNERS

1776 Crystal City • Alexandria City Attorney's Office • Alexandria Renew Enterprises • Applied Predictive Technologies • Arlington Free Clinic  
Arlington Public Schools Superintendent's Office • Aspire Afterschool Learning • Bank of America • Blue Cat • The Campagna Center • Center for Assistance to Families  
Chartis Federal • The Child & Family Network Centers • Doorways For Women and Families • EcoAction Arlington • Episcopal High School • Evolent Health  
Explanation Kids • Fairfax County Democratic Committee • George Mason University • Goodwin House • Hilton DoubleTree Crystal City  
Hilton Embassy Suites Alexandria • Hilton Madison Hotel • Hilton McLean Tysons Corner • Hilton Worldwide • Homeland Security • Homestretch  
Human Resources Research Organization • Kaiser Permanente • Kearney & Company • KITEWIRE • KP Springfield Medical Center • Leadership Center for Excellence  
Maestro Group • National Minority Quality Forum • New Hope Housing • Northern Virginia Community College • NOVA ScriptsCentral  
• Qualcomm Thinkabit Lab at Virginia Tech • Redpeg Marketing • Smithsonian Institution • Southern Management Corporation • United Bank  
• US Patent & Trademark Office • The View of DC • Virginia Tech National Capital Region • Washington Speakers Bureau • Wesley Housing



WASHINGTON, DC

2018 - 2019

✓

836

YOUTH SERVED

54

EMPLOYERS

15

SCHOOLS

ESTABLISHED 1996



*"[My mentor] has become like a second mom to me ... Her patient attitude has inspired me and allowed me to feel comfortable learning and making mistakes. She has changed my perspective and shown me that work is a space to share your ideas, improve, and grow."*

**– Yolonte Armstrong,**  
Interned at the Smithsonian National Museum of African American History and Culture



*"A lot of other people wish they worked at the Coast Guard even as an adult. And I'm only 17 or 18 with an internship here that's leaving a mark, forever ... Urban Alliance meant another family for me. There's a lot of people out there that don't have [any]one to look up to ... [Urban Alliance] gives you a paid internship, it gives you a mentor, someone to look up to, talk to, or just someone there to be there for you ... It helps me feel not alone. It helps me feel that that no matter what somebody is always watching me, rooting for me, shouting for me."*

**– Denardo Worthy,**  
Interned with the U.S. Coast Guard



*"I run a marketing and communications company. It's amazing how many clients ask us, 'What do young people think about this?' We turn to our intern and say, 'Ask them. They're right here.' This is the point of view that we need to have represented at the table ... If I look at the things we've learned from the eight people that have been part of our organization through Urban Alliance, we have learned vastly more from them than they probably have learned from us."*

**– Michael Akin,**  
President, LINK Strategic Partners

PROGRAM SPOTLIGHT

*Our hometown region has expanded to include providing internships and workforce development training throughout the District and in surrounding Montgomery County and Prince George's County, MD.*

Managed Internship Programs

Urban Alliance manages internship programs for The World Bank Group (high school juniors in the summer), The Economic Club of Washington, DC (summer David M. Rubenstein Scholars program), and the DC Police Foundation (youth 16-21 in the summer) – providing skills training and case management.

Martha's Table Partnership

Urban Alliance partners with Martha's Table to provide workforce readiness training to high school students in Southeast DC throughout their high school careers. Students receive workshops in the 9th grade year to introduce students to possible professional pathways (beginning in fall

2019); deeper-touch workforce readiness training in the 10th grade year for students to lay the groundwork for professional skill development; and weekly job skills training sessions in the 11th grade year, delving deeply into professional development, financial literacy, post-high-school planning, and increased exposure to the professional world. The program culminates in Urban Alliance's flagship High School Internship Program in students' senior year.

Suitland High School

As part of Venture Philanthropy Partners' youthCONNECT initiative, Urban Alliance provides in-school workforce readiness training to high school juniors and seniors enrolled in the Career and Technical Education Program at Suitland High School in Prince George's County, MD. To prepare youth for success in future employment, all students receive comprehensive professional skills training, guidance on building professional portfolios, and real-world opportunities to practice networking and interviewing.

SCHOOL PARTNERS

Anacostia Senior High School • Benjamin Banneker Academic Senior High School • Ballou STAY Opportunity Academy • Calvin Coolidge Senior High School  
Cesar Chavez Public Charter School • Eastern Senior High School • E.L. Haynes Public Charter School • Francis L. Cardozo Education Campus  
Frank W. Ballou High School • Friendship Collegiate Academy Public Charter School • H.D. Woodson High School • IDEA Public Charter School  
Luke C. Moore High School • McKinley Technology High School • Paul Laurence Dunbar High School • Ron Brown College Preparatory School  
Suitland High School • Theodore Roosevelt Senior High School • Thurgood Marshall Academy • Woodrow Wilson High School

JOB PARTNERS

Academy of Hope • American Red Cross • Artemis Real Estate Partners • The Aspen Institute • Bank of America  
The Boston Consulting Group • Bright Beginnings • Brookland Manor Community Center • Building Bridges Across the River • Children's National Hospital  
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MONTGOMERY  
COUNTY, MD  
2018 - 2019



62  
YOUTH SERVED



20 EMPLOYERS



2 SCHOOLS

ESTABLISHED 2017



"Honestly, Urban Alliance changed my life. The week I started work, was the same week I moved out of my parent's house. I was filled with uncertainty and doubts ... I had launched out on my own with no safety net. I've had my fair share of challenges since then, but this internship was a source of support and assistance. From earning a paycheck, to the priceless networking opportunities, to the amazing talks I'd have with my mentors; this program was crucial to my growth this past year."

– Ivan Nzende,  
Interned at Abt Associates

"It made me so proud to see our interns building their own work relationships and network, which then provided additional opportunities for them to get involved in more complex and interesting work. By the summer, they were seeking out additional responsibilities and able to suggest ways they could be of even more value to the firm ... Getting to know your interns, watching them advance in their responsibility level and confidence, is very energizing."

– Amy Newman,  
Mentor at Chevy Chase Trust

"My first day of work at Bethesda Green is one that I will never forget, primarily because it was my first day at my first-ever job. As I was walking up the stairs to the office, my heart was pounding ... I was expecting to be thought of as less than or inferior to everyone else ... That wasn't the case at all. Everyone treated me with such respect and openness that I truly felt welcomed and as if I belonged and was a part of the team ... Never did I think I would have come this far. Urban Alliance allowed me to believe in myself and be confident in what I can do."

– Randy Sandoval,  
Interned at Bethesda Green/Elysian Holdings

SCHOOL PARTNERS

Paint Branch High School • Springbrook High School

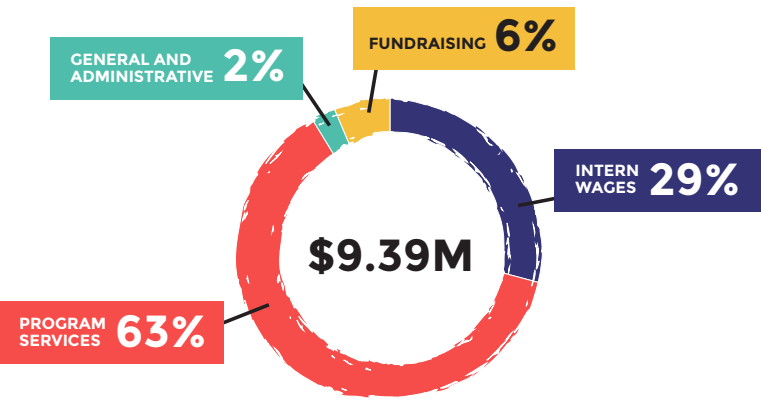
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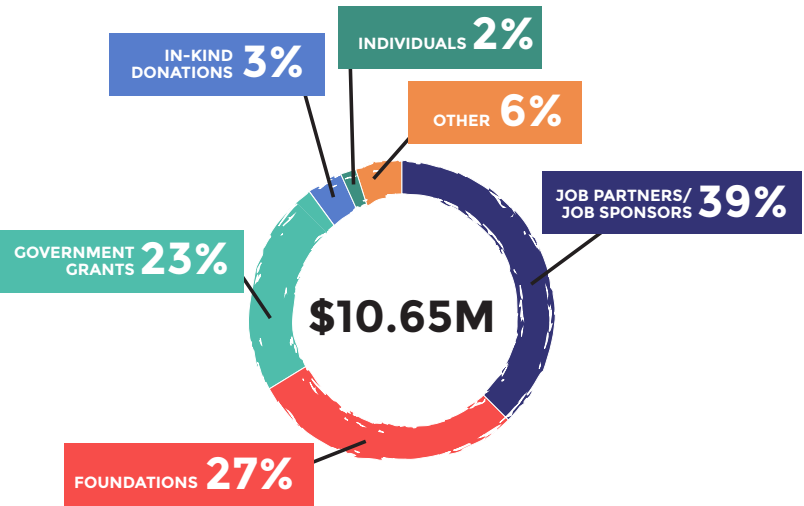
FINANCIALS

2018 FISCAL YEAR

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 that sponsor high school job placements, additional workforce training activities, and lifelong alumni support services.



EXPENSES



REVENUE



75%

OF INTERNS USED A PORTION OF  
THEIR PAYCHECK TO CONTRIBUTE  
TO HOUSEHOLD EXPENSES



DID YOU KNOW?

UA interns earn at least minimum wage and have several opportunities to earn merit-based raises and bonuses throughout the course of their internship..



\$6,359

EARNED BY THE AVERAGE INTERN





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DID YOU KNOW?



Long-time UA job partner **Marriott International** has hired on 10 UA alumni in hotels across the City of Baltimore.



**The World Bank Group** has been a partner since the early years of Urban Alliance, hosting 350 interns over 20 years.

DID YOU KNOW?



**Children's National Hospital** is UA's longest-term healthcare partner, hosting interns in DC since 2006.



**Clark Construction Group** Senior Director of People, Leadership, and Culture and UA board member Jeanna Vidale is UA's longest consecutively-serving mentor, having mentored DC interns for 13 years.



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### DID YOU KNOW?



In **Chicago** and **Detroit**, Urban Alliance students earn high school course credit for participating in the High School Internship Program. In **Baltimore** and **Northern Virginia**, students can earn college credit.



In addition to providing over 5,000 internships, Urban Alliance has provided over **20,000 students** with workforce readiness training.



### DID YOU KNOW?



**Bank of America** hosts UA interns in all five regions where we operate, as well as alumni for summer internships. Since 2004, Bank of America has hosted more than 350 interns.



Our largest job partner in Chicago, **Northern Trust**, has hosted 82 high school interns since 2013.

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YOU CAN HELP CHANGE A  
YOUNG PERSON'S LIFE:



Become a Job Partner



Volunteer



Donate



Share our Story

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Photos provided by Eric Clarke, Kevin Penczak, Joni Eskridge, Nick Hagen, Lance McCoy, Christina Meyers, David Moss, the City of Detroit, General Motors, Obama Foundation, Reko Daye, Quicken Loans, and the Washington Speakers Bureau.





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