Putting the Pieces Together

Innovations in Collaboration

Afternoon Breakout Session:
How Business Leaders and Community Leaders are Engaged with Schools and Students
Session Objectives

Moderator: Sarah Slavin
Education Program Officer, Lloyd A. Fry Foundation

• Showcase how corporate partners can lend their time (not just dollars) to advance educational improvements in Chicago

• Introduction to 5 organizations making a difference with the help of corporate partners

• Understand the impact on students and schools and on volunteers
Session Agenda

• What challenges are students facing in CPS?

• Who is helping to solve those challenges?
  – WITS, Exelon Stay in School Initiative, Citizen Schools, Urban Alliance and Genesys Works

• What is the student experience?

• What is the corporate partner experience?

• How can you get involved?
Educational attainment is more important to our economic success than ever before. As more jobs require more education, workers with only a high school diploma are finding it increasingly difficult to enter the middle class.

- The share of jobs that require postsecondary education has doubled over the last 40 years, as jobs require more skills.
- In 1970, roughly three-fourths of the middle class had a high school diploma or less; by 2007, this share had declined to just 39 percent.
- While half of all people from high-income families have a bachelor’s degree by age 25, just 1 in 10 people from low-income families do.
- In Chicago Public Schools only 8% of ninth graders are expected to graduate from college by age 25.
The Opportunity Gap

Each year hundreds of thousands of low-income students face barriers to college access and success. Low-income students often lack the guidance and support they need to prepare for college, apply to the best-fit schools, apply for financial aid, enroll and persist in their studies, and ultimately graduate. As a result, large gaps remain in educational achievement between students from low-income families and their high-income peers. Increasing college opportunity is not just an economic imperative, but a reflection of our values. We need to reach, inspire, and empower every student, regardless of background, to make sure that our country is a place where if you work hard, you have a chance to get ahead.
WITS promotes literacy and a love of learning in Chicago Public School students through a volunteer-powered, outcomes-based portfolio of programs. WITS seeks to bridge the achievement gap for students from low income families.
WHO + WHY

Low childhood literacy rates disproportionately affect youth from low income and minority households.

Low income students often enter school with less exposure to high quality books and one-on-one reading time than their peers.

95% WITS students come from low-income households.

97% WITS students are minority.

WITS partners directly with CPS Principals and Classroom Teachers.
THE IMPACT

WITS volunteer mentors work with the same student throughout the year. Each mentor builds a relationship with their student through individualized guidance, support and encouragement.

Programs are evaluated and refined every year to deepen the impact on student attitude toward learning and self-perception.

Last school year, WITS gave over 18,000 new books to CPS students to build their personal libraries and remind them of their mentor and WITS experience.

Through their service, volunteers gain a better understanding of the opportunities and challenges that CPS students face.
WITS believes that when mentors focus their energy on the success of our city’s students, their volunteer service directly impacts the lives of young people and helps support a better public school system.

**In School Programs**
- WITS Kindergarten
- WITS Mid Day Mentoring
- Classroom Reading Tutors

**Out of School Programs**
- WITS at Work
- WITS on Campus
- WITS on the Weekend

**Summer Programs**
- WITSummer in the Parks
- WITS Early Childhood Summer

**Programs Powered by Volunteers**
- Community Organizations
- Corporate Groups
- University Partners
- Engaged Individuals
For more information visit witschicago.org or call the WITS mainline at (312) 269-4514
Helping all kids discover and achieve their dreams

Presented by:
Jamal Cornelius
Senior Manager of External Engagement
What do children need to become successful adults?

ACCESS + SKILLS = BELIEF

SCHOOL + EXPERIENCES
CPS Graduation: 63%
CPS College Graduation: 7%
CLOSE THE OPPORTUNITY GAP.
<table>
<thead>
<tr>
<th>Day</th>
<th>Transition around 3pm</th>
<th>Dismissal around 6pm</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>OVERLAP</td>
<td>ACADEMIC LEAGUE</td>
</tr>
<tr>
<td>Tuesday</td>
<td>OVERLAP</td>
<td>APPRENTICESHIPS</td>
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<tr>
<td>Wednesday</td>
<td>OVERLAP</td>
<td>A.I.M.</td>
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<tr>
<td>Thursday</td>
<td>OVERLAP</td>
<td>ACADEMIC LEAGUE</td>
</tr>
<tr>
<td>Friday</td>
<td>OVERLAP</td>
<td>APPRENTICESHIPS</td>
</tr>
</tbody>
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**Regular School Day**

- **A.I.M.**
- **SNACK**
- **EXPLORE**
A History of Success & Growth

BY THE NUMBERS

Founded: 1995 in Boston by Eric Schwarz

2013-2014 Academic Year
School partnership sites: 31
Children served: 5,200
Volunteers engaged: 4,000
Helping all kids discover and achieve their dreams
Presented by:
Jeanette Castellanos-Butt,
Vice President - Community Investment,
United Way of Metropolitan Chicago
• Exelon, its subsidiary ComEd, and United Way created the *Stay in School Initiative* in **2005** to address the numerous issues preventing teens from graduating high school.

• The Stay in School Initiative has served more than **15,000 students ages 13-20**. It will serve an additional **2,000 students during the 2013-2014 school year**.
Six community-based afterschool agencies are part of the Stay in School Initiative

- B.U.I.L.D Inc. - Humboldt Park/West Town
- Corazon Community Service - Cicero
- Gary Comer Youth Center - Greater Grand Crossing
- Project: Vision - Chinatown and Bridgeport
- Young Men’s Educational Network - North Lawndale
- Youth Guidance - Austin
All six of the afterschool agencies provide a holistic suite of programs for students and their families that includes tutoring, social services, leadership and social engagement, skill-building, and parental workshops.

Employee volunteers from Exelon and ComEd provide one-on-one mentoring to the students during a seven-month long workshop series.
Exelon/ComEd/United Way
Stay In School Initiative
### Academic Achievement
- **Outcomes:**
  - Youth improve academically and stay in school

- **Indicators:**
  - # of youth with at least 90% attendance rate
  - # of youth improving grade in a core course
  - # of youth excelling toward graduation

### Leadership
- **Outcomes:**
  - Youth develop necessary life skills

- **Indicators:**
  - # youth demonstrating leadership skills
  - # working toward post-secondary education

### Social Engagement
- **Outcomes:**
  - Youth understand healthy family and social roles

- **Indicators:**
  - # youth increasing participation in community
  - # youth participating in school activities
  - # youth engaging with parents to meet goals
Stay in School Initiative

For more information please visit:

http://uw-mc.org/volunteer/
Empowering Urban Youth to Aspire, Work, and Succeed

Urban Alliance

Presented by:
Sandra Abrevaya, Chicago Executive Director
Why It Works—and How We Help

Wraparound Support Before, During, and After the Internship

Rigorous Training
Prior to Internship

SEVEN-WEEK TRAINING INTENSIVE
Selects and Prepares Youth, Minimizes Employer Training Time

Extensive Support
During Internship

EXPANSIVE “EMPLOYER TOOLKIT”
for Job Partners and Weekly Skill-Building Workshops for Interns

A Lifelong Alumni Network

ONGOING ALUMNI SUPPORT
Beyond Program to Ensure Long-Term Intern Success

Representative Tasks Completed by Urban Alliance Interns

**Law Firms**
Help manage law libraries, work in IT support, create files for cases, aid in administrative tasks, manage databases, organize filing cabinets

**Hospitality**
Make confirmation calls, create calendars, make copies of brochures, sort binders, work in the visitor center, assemble gift bags

**Real Estate**
Compile transfer agreement packages, contact companies to verify insurance, assist with filing and data entry, complete postal runs

**Public Relations**
Help plan new hire mixers, upload and file documents, organize and deliver mail, log media requests, inventory gifts for charity drives

**Financial Institutions**
Help with preparing investment information for clients, provide customer service, work in IT support, aid in administrative tasks

**Consulting**
Provide support to accounting department, schedule meetings, run reports on databases, type and file documents

**Medical**
Work in volunteer services, collect donations, answer phones, rotate units and shadow administrative professionals

**Construction**
Work in human resources, check application databases for recruiting, work in finance department to organize payments

**Government**
Research claims and incident reports, type and file documents, run social media updates, manage community events
The Urban Alliance Approach

Year-Round High School Internship Program
The Cornerstone of Urban Alliance

About the Program:
A full-year paid internship training, placement, and mentorship program for high school seniors from public and charter schools in under-resourced urban areas.
Youth apply in the spring of their junior year, attend six weeks of pre-work training in September and October, and then are placed in paid professional internships with sponsoring organizations.

By the end of the internship program, interns will:
- Graduate from high school
- Gain work experience in a professional setting
- Increase proficiency in job-based skills and behavior
- Solidify a post-secondary school plan with goals
- Acquire strategies for finding and maintaining employment

A Proven Record of Success in Our Alumni
Urban Alliance Alumni versus High School Seniors in D.C., Baltimore and Chicago

<table>
<thead>
<tr>
<th></th>
<th>Urban Alliance</th>
<th>Washington, DC</th>
<th>Baltimore, MD</th>
<th>Chicago, IL</th>
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<tbody>
<tr>
<td>High School Graduation Rate</td>
<td>100%</td>
<td>92%</td>
<td>84%</td>
<td>83%</td>
</tr>
<tr>
<td>College Enrollment Rate</td>
<td>81%</td>
<td>39%</td>
<td>43%</td>
<td>56%</td>
</tr>
<tr>
<td>College Persistence Rate</td>
<td>80%</td>
<td>71%</td>
<td>Data Not Available</td>
<td></td>
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</tbody>
</table>
Overview of job partnership

**Program Timeline**

- **September 2014:** Interns begin Pre-Work Training
- **October 2014:** Mentor training, intern selection, internship begins
- **November 2014:** College Awareness Day
- **December 2014:** College Essay Day
- **January 2014:** UA site visits and intern evaluations
- **April 2015:** UA site visits and intern evaluations
- **May 2015:** UA Career Day
- **June 2015:** Full time work for interns begins
- **July/August 2015:** Public Speaking Challenge
- **Interns work Monday – Thursday from 2-5pm**
- **Interns work full time**

**Program Timeline Details:**

- **January 2014:** UA site visits and intern evaluations
- **April 2015:** UA site visits and intern evaluations
- **June 2015:** Full time work for interns begins
- **July/August 2015:** Public Speaking Challenge

**Schedule:**

- **January 2014:** UA site visits and intern evaluations
- **April 2015:** UA site visits and intern evaluations
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Urban Alliance places heavy emphasis on program evaluation and continuous learning to ensure the best outcomes for our youth.

**In-Program Data Collection**
- Pre- and Post-Program Surveys
- Hard and Soft Skill Evaluations
- Post-Secondary Readiness
- Hours Worked & Workshop Attendance

**Post-Program Data Collection**
- National Student Clearinghouse Record
- Interviews with “Disconnected” Students
- “Connectedness” Status

**Primary Program Outcomes**
- Program Retention
- Skill Set Growth
- College Persistence
### Program Evaluation In Practice

<table>
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<tr>
<th>Skill</th>
<th>% Attempted Winter</th>
<th>Avg. Winter Score</th>
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<tbody>
<tr>
<td>Office Administration</td>
<td>93%</td>
<td>3.74</td>
</tr>
<tr>
<td>Office Maintenance</td>
<td>68%</td>
<td>3.51</td>
</tr>
<tr>
<td>Filing</td>
<td>82%</td>
<td>3.57</td>
</tr>
<tr>
<td>Communication</td>
<td>61%</td>
<td>2.94</td>
</tr>
<tr>
<td>Meeting Support</td>
<td>19%</td>
<td>3.00</td>
</tr>
<tr>
<td>Technology</td>
<td>81%</td>
<td>2.80</td>
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<tr>
<td>Presentation</td>
<td>23%</td>
<td>3.00</td>
</tr>
<tr>
<td>Data Entry</td>
<td>79%</td>
<td>2.92</td>
</tr>
<tr>
<td>Research</td>
<td>63%</td>
<td>3.25</td>
</tr>
<tr>
<td>Customer Service</td>
<td>33%</td>
<td>3.16</td>
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</tbody>
</table>

- **Highlights which skills interns are practicing most.**
- **Highlights which skills interns are practicing least.**
- **Highlights which skills interns are not mastering.**
Enabling Under-Resourced Youth to Excel at Work and in Life

By the Numbers:

1,500+
Low-income youth served in the past 16 years

200+
Corporations partnering with us to mentor youth interns

600+
Hours of mentoring and work experience

140+
Hours of life skills and job readiness workshops

100%
High school graduation rate for Urban Alliance alumni

About Urban Alliance

Urban Alliance empowers under-resourced youth to aspire, work, and succeed through paid internships, formal training, and mentoring. By providing high school students from under-resourced communities with the tools to graduate, gain work experience, and get on a college or career training track, Urban Alliance prepares youth with the applied skills and confidence to strive for excellence at work and in life.

150+ Job Partners Mentoring Urban Alliance Youth

Representative Corporations

AECOM
A. Epstein and Sans International
Accenture
Ariel Investments
Bank of America
Capri Capital
Career Builder
Chamber of Commerce
Chicago Bears
Chicago Bulls
Choose Chicago
Digitas
DLA Piper
Edelman
Exelon
First Look Appraisals
Jenner & Block
Loop Capital
Madison Dearborn
McKinsey & Company
Mesirow Financial
Northern Trust
Nuveen
Orbitz
Peoples Gas
PepsiCo
Prudential
Rush Hospital
Schiff Hardin
WITS
UA experienced rapid growth and impact since 2012 launch.

**Urban Alliance Chicago Growth**

In a year, UA more than doubled students & schools.

- **2012**: 71 Students, 6 Schools
- **2013**: 155 Students, 13 Schools

**Urban Alliance Chicago Impact**

Urban Alliance provides CPS high school seniors with:
- Internships
- Mentorship
- Training
- Workshops
- Case management
- Post high school planning

Resulting in:

- **Graduation Rate:** 100% UA vs. 65% CPS
- **College Acceptance Rate:** 100% UA vs. 53% CPS

Schools include: Phillips, Julian, Dunbar, Hubbard, Curie, Wells, Juarez, Marshall, Steinmetz, Fenger, Farragut, Kenwood, Muchin.
“I was you guys. I say that all the time – living on the South Side, looking at these buildings, wondering what it was like to work in those offices.”
~Michelle Obama
First Lady at UA in 2013

UA’s Public Speaking Challenge at the University of Chicago

Darnell Gaines, Urban Alliance Intern
At Jenner & Block law firm
Genesys Works Chicago

Presented by:
Eric Patton, Executive Director
America’s Biggest Challenge

Two thirds of all new jobs will require post-secondary education

Drop out rate (35 to 50%), low college matriculation, 83%+ children of poverty

Result:

Many jobs – no people prepared to occupy them
Many people – no jobs that pay livable wages

Economic and social disaster
What is Genesys Works?

Genesys Works is:
- 501c3 nonprofit
- Trains low income high school seniors
- Provide valuable services to corporations
- Meaningful senior year internship
- Career and college planning assistance
- Program richness changes life trajectories

Genesys Works’ mission is to enable economically-disadvantaged high school students to enter and thrive in the economic mainstream by providing them with the knowledge and work experience required to succeed as professionals.
What’s a Senior Year Meaningful Internship?
In 10 Years...What Have We Learned?

We broke the old high school internship paradigm: students can provide real value to corporations!

- True relevance
- High expectations
- Useful knowledge
- Relationships
- Opportunity

Business World
Got away from “do it for charity” concept, gaining valuable services is key to sustainability and growth

Education World
Raise expectations: Schools can/should prepare students for professional employment
Genesys Works Chicago Clients
Genesys Works Chicago
Panel Discussion

Exelon/Comed/United Way of Metropolitan Chicago – Stay in School Initiative and Working in the Schools:

- Steve Solomon – Vice President of Corporate Relations, Exelon Corporation and President, Exelon Foundation

Genesys Works Chicago:

- Lisa Olmstead – Senior Vice President of Global Technology, TransUnion

Urban Alliance:

- DeRondal Bevly – Manager of Strategic Development, Hillard Heintze

Citizen Schools:

- Jessica Schultz – Program Manager at Groupon
Guiding Questions

Why are Time, Treasure and Talent needed to support education reform and closing an opportunity gap with youth?

• What challenges are these programs trying to solve?
• How can corporate partners help solve these challenges?
• Why is it so important for corporate partners to get involved?
• How does working with youth impact company culture?
• What should corporate partners know about this work?
• What are some of the outcomes you are seeing in students?
• What are some of the outcomes you see in your employees?
GET INVOLVED

• Learn about becoming a Citizen Teacher with Citizen Schools. Bring your real-world knowledge to middle school students and help them make connections between school, college and careers.

• Partner with Urban Alliance and help provide paid internships, adult mentors, and job-training. Urban Alliance provides an opportunity for low-income youth to gain the skills necessary to succeed in the world of work by matching them with corporations requiring entry-level help and have staff interested in giving back by becoming mentors.

• Volunteer with WITS to support Early Childhood, Mid-day Mentoring or Workplace Mentoring

• Learn about the impact of mentoring and corporate partnerships on low-income students in the Stay in School Initiative

• Connect with Genesys Works to provide meaningful internships with a major corporation during the senior year of high school
THANK YOU!!!!!

Afternoon Breakout Session:
How Business Leaders and Community Leaders are Engaged with Schools and Students