

# ABOUT URBAN ALLIANCE

100% of Urban Alliance interns graduate from high school. More than 90% enroll in college. Exposure to professional work experiences make a difference in the lives of urban youth.

Urban Alliance is the only year long employment program for under-resourced high school seniors in Washington, DC, and Baltimore, Md. The goal is to give youth access to professional growth and experiences. The program prepares youth for a life of work and self-sufficiency through paid internships, formal training, and mentorship.

Urban Alliance Interns are selected after a rigorous application process. During the school year, each Urban Alliance Intern works part time at a paid internship with a job partner in the public or private sector. On Fridays, they attend life skills and job readiness workshops.

During the summer following their senior year, Urban Alliance Interns work full time Monday through Thursday. They attend financial literacy workshops on Fridays. After finishing the program, alumni have access to Urban Alliance Alumni services.

## HISTORY

In 1996, Andrew Plepler, then an Attorney for the U.S. Department of Justice, established Urban Alliance after visiting Anacostia Senior High School in Washington, DC.

Andrew asked the students what they needed to succeed, and one honest young man replied, "I need a real job."

Andrew found an internship for that student and five of his friends—and created Urban Alliance. Since then, we have employed more than 1,000 interns and partnered with more than 100 local businesses.

With a unique blend of real-life experience and formal instruction, we continue to help youth across the region aspire, work, and succeed.



Only 29% of local high school graduates enroll in post-secondary education within 18 months of graduation. Among Urban Alliance alumni, 90% enroll.

# BECOME A JOB PARTNER

Are you a transit accessible organization within the Washington, DC or Baltimore region? If so, we need your help! Urban Alliance provides an opportunity for under-resourced youth to gain the skills necessary to succeed in the world of work; matching youth with corporations that require entry-level work and have staff interested in mentoring. Become a job partner and hire an intern today!

Last year, Urban Alliance employed 150 high school interns with 72 job partners. Our vision is to expand this number to 250 youth. Why do we want to expand? Because employing youth works! 96% of Urban Alliance Interns graduate high school on-time, 8 out of 10 enroll in college, and all interns gain long-term work experience increasing their employability.

## As a sponsoring Job Partner an Urban Alliance Intern will:

- Work Monday–Thursday, 2–5pm beginning in October, then transitioning to full-time Monday–Thursday in late June, completing their internship in August.
- Attend 4 weeks of intensive job-training prior to employment at your office.
- Attend weekly life skills workshops throughout the year including college preparation.
- Complete financial literacy courses to help them effectively manage their money.
- Work with a Program Coordinator to guide their growth and assist the employee who mentors the intern.



“Against many odds these students have reached inside of themselves to find motivation and a willingness to improve their lives. I feel privileged to be able to help them along the way up.”

Tom Rietano  
Merrill Lynch

# JOB PARTNER RESPONSIBILITIES

Job partners invest in their Urban Alliance Intern's success and in turn invest in the success of their communities. Job sites must be accessible by public transportation and provide a professional mentor, compensation, and flexible schedule.

## WHAT MAKES A SUCCESSFUL JOB PARTNER?

- 1 Provide meaningful work for the intern including a variety of tasks and skill requirements and a mentor who explains the broader context the work supports.
- 2 Enlist committed mentors who take time to plan work for the intern, meet with the intern daily, take an active interest in the intern's personal, academic, and professional development.

## PROFESSIONAL MENTOR

Each intern's supervisor also serves as his/her mentor. Each mentor helps transition the intern from school to work. A mentor plays an integral role in the intern's success. Mentors are responsible for evaluating intern performance using our standard assessment tool three times annually. To support mentors, Urban Alliance provides mentor training, an online mentor resource center, and assigns a Program Coordinator to maintain weekly contact and assistance.

## COMPENSATION

The intern is paid \$7.55 per hour with the potential to make up to \$10.00 per hour. Job partners make a \$10,000 tax-deductible contribution to Urban Alliance which is used by Urban Alliance to pay, train, and provide exposure activities for the interns.

## FLEXIBLE SCHEDULE

The intern works from late October through the second week of August. During the school year (October–June), seniors work from 2–5 pm, Monday through Thursday. On Friday, the intern attends professional development workshops with Urban Alliance staff from 3–4:30 pm.

During the summer (June–August), the intern works full-time, Monday through Thursday. On Fridays, the intern receives a full day of financial literacy instruction taught by Urban Alliance staff. At the end of the summer, all Urban Alliance Interns give presentations at the Public Speaking Challenge reflecting on the experience gained at their internship.

## Interested in becoming a Job Partner?

Contact Meaghan Woodbury, Baltimore Program Director, [mwoodbury@theurbanalliance.org](mailto:mwoodbury@theurbanalliance.org).



# BENEFITS & NEXT STEPS

Becoming a job partner is both a way to give back to the community and to strengthen your company. Sponsoring a intern will not only help the youth develop professionally, but also gives a sense of purpose to your staff and strengthens your ties to the community.

## **BENEFITS IN THE COMMUNITY**

- Enhances reputation in the community
- Increases positive name recognition and awareness
- Develops beneficial business-to-business relationships with other job partners
- Increases community goodwill and support

## **BENEFITS WITHIN YOUR COMPANY**

- Provides leadership and development opportunities for entry-level employees through mentoring and management of Urban Alliance Interns
- Develops a strong sense of camaraderie among staff
- Improves sense of purpose for employees because of their ability to impact a young person's development
- Creates a more productive and healthier workforce
- Provides source of entry-level employees through promotion of quality Urban Alliance Interns after high school graduation

## **BENEFITS FROM URBAN ALLIANCE**

- Recognition on our website, brochure, annual report, and newsletters
- Recognition of individual employees who mentor through an annual awards ceremony
- Invitation to attend the Public Speaking Challenge, Fall Kick-Off, and Holiday Celebration
- Mentors have daily access to program coordinators who work with the intern and job site throughout the year.

## **Interested in becoming a Job Partner?**

Contact Meaghan Woodbury, Baltimore Program Director, [mwoodbury@theurbanalliance.org](mailto:mwoodbury@theurbanalliance.org).

## **WANT TO GET INVOLVED?**

Send an inquiry to Meaghan Woodbury, Baltimore Program Director, [mwoodbury@theurbanalliance.org](mailto:mwoodbury@theurbanalliance.org).

Meet with a member of Urban Alliance to discuss the program logistics. If you decide to host an intern, sign a contract of commitment and complete a job site questionnaire.

During the month of September students apply, and upon acceptance, participate in four weeks of pre-work training.

Next, the students are interviewed by Urban Alliance staff. Job partners are then matched with interns based on the intern's skills and career assessment.

Once matched with a intern, the mentor attends a two hour training on how to best manage a high school intern.

Following mentor training, the interns begin work, typically by October.

# PAST & PRESENT JOB PARTNERS

Join prestigious local companies and organizations who have employed an Urban Alliance Intern, showing their dedication the community and desire to inspire excellence in youth through employment and educational opportunities.

## WASHINGTON, DC

Activate\*  
Advisory Board Company\*  
AES\*  
Alion\*  
Arnold and Porter\*  
Atlantic Media\*  
Bank of America\*  
Bernstein Companies\*  
Bernstein Management Corporation\*  
BNA\*  
Capital Source\*  
The Carlyle Group\*  
Children's Hospital\*  
Clark Construction\*  
Comcast\*  
Community Preservation  
& Development Corporation  
Congresswoman Eleanor Holmes  
Norton's Office  
Corporate Executive Board\*  
Corporation for National Service  
Councilmember Marion Barry's Office  
Daughters of the American Revolution\*  
DC Action for Children\*  
DC Alliance of Youth Advocates  
DC Chamber of Commerce\*  
Department of Corrections  
Direct TV\*  
Discovery Creek  
Dutko Worldwide\*  
Epstein, Becker, and Green\*  
Fannie Mae Corporation\*  
Fox 5\*  
Gibson, Dunn, & Crutcher\*  
Glover Park Group\*  
GMMB\*  
Howard Hughes Medical Institute\*  
International Monetary Fund\*  
Latin American Youth Center  
Little Lights Urban Ministries  
Marriott Corporation\*  
Marshall Heights Community  
Development Organization  
Mayer Brown\*  
Mayor Fenty's Office  
MC Dean\*  
MCG Capital  
MedStar\*  
Metro Teen Aids\*  
Morgan Stanley\*  
National Cable and Telecommunications  
Association\*  
NeighborWorks America\*  
News Corporation\*  
Pepco\*  
Portfolio Logic\*  
Sonnenschein Nath & Rosenthal LLP\*  
Sprenger and Lang\*  
Standard Technology\*  
Strathmore\*  
Sullivan & Cromwell\*  
Sun Management\*  
TV One\*

United Bank\*  
United Bio Source\*  
Urban Alliance  
US Chamber of Commerce\*  
Verizon\*  
Washington Area Women's Foundation  
Washingtonpost.Newsweek Interactive\*  
WilmerHale\*  
World Bank\*  
XM Radio\*  
Young Women's Project  
YWCA

## BALTIMORE

ACLU  
ARC of Baltimore  
Baltimore City Schools\*  
Bank of America\*  
Community Law In Action  
District Court of Maryland  
East Baltimore Development, Inc.\*  
The Examiner\*  
Fund for Educational Excellence\*  
Johns Hopkins Hospital\*  
M & T Bank\*  
MITAGS\*  
Morgan State University—I for Change  
Program  
Ports America\*  
Rukert\*  
Wallenius Wilhelmsen Logistics\*

\* Indicates job partners who donated to sponsor their intern's training and salary.