



ADVANCING A MOVEMENT FOR ECONOMIC MOBILITY

Growing and expanding successful sector-based training programs that have large net impacts

7/10/24

WHO WE ARE

A national workforce development organization committed to ensuring equitable access to economic opportunity by:

- **Equipping young adults with the skills, experience, and support** they need to enter the professional world and thrive
- **Bringing talented young adults and companies together** to launch careers, power business, and build community
- **Providing a strategic source of talent** to some of America's largest and best-known employers
- **Advancing inclusive employment practices** with leading employers

OUR MISSION

Year Up's mission is to **close the Opportunity Divide** by ensuring that young adults gain the skills, experiences, and support that will empower them to reach their potential through careers and higher education.

DEMONSTRATED IMPACT

Founded in 2000, Year Up has grown into **one of the largest workforce development organizations in the country**. We empower historically overlooked talent with access to livable-wage careers and help companies become more equitable, inclusive employers.



43,000+

Participants served to date



\$52K

Average starting salary



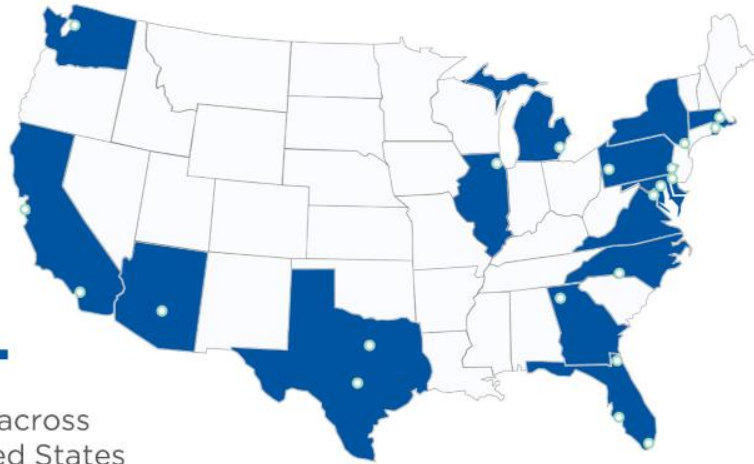
250+

Employer partners, including 40+ Fortune 100 companies



20+

Markets across the United States



DEMONSTRATED IMPACT: PACE EVALUATION



Research shows **Year Up's earnings impacts are the largest reported to date** for workforce programs tested by gold-standard RCTs.

SUSTAINED EARNINGS GAINS

30% Wage gain at six years after graduation.

PROTECTIVE EFFECTS AGAINST ECONOMIC DOWNTURN

Earnings gains persisted for Year Up group during economic downturn. Greater access to **quality jobs in IT, Business, and Finance** was key to maintaining or increasing pre-pandemic earnings.

UNPRECEDENTED SOCIETAL BENEFITS

\$2.46 Net benefits to society for every \$1 invested in Year Up. \$100M investment could generate a return of \$246M.

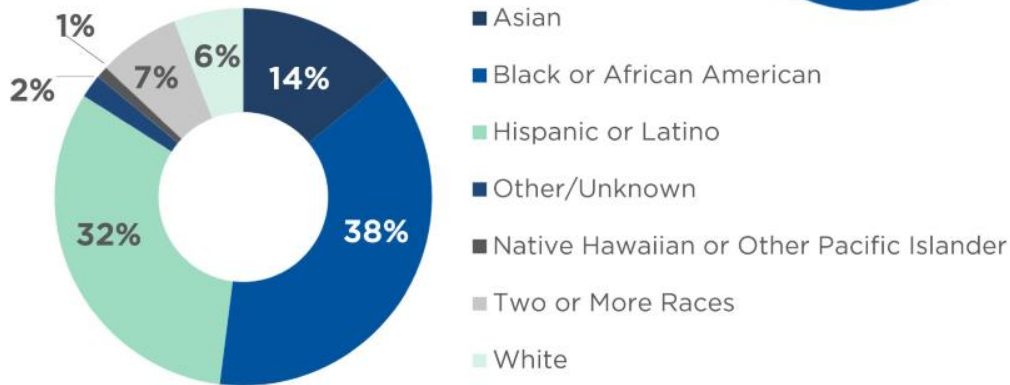
LARGE CUMULATIVE EARNINGS IMPACTS FOR ALL SUBGROUPS

Cumulative earnings impacts were large and significant for all subgroups (e.g., age, gender, race/ethnicity, geography, etc.)

WHO WE SERVE

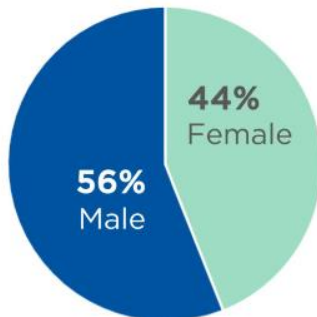
Year Up serves young adults ages 18-29 who **seek to launch their careers**, though are **often overlooked as a source of talent**. For many, a four-year degree is financially unattainable, yet many employers require four-year degrees for living-wage, middle-skills roles.

RACIAL IDENTITY



90%+ of program participants identify as a person of color, and **~45%** identify as women.

GENDER IDENTITY



“At Blackstone, **we believe that everyone should have the opportunity to reach their full potential.** Our partnership with Year Up complements the important progress of Blackstone Career Pathways to work from the ground up to increase employment opportunities and career mobility for individuals from diverse and historically under-represented communities.”

Maura Pally

Executive Director, Blackstone Charitable Foundation

YEAR UP'S PROGRAM METHODOLOGY



HIGH SUPPORT, HIGH EXPECTATIONS

COMMITMENT TO STRONG OUTCOMES

INTERNSHIP & CAREER READINESS

COACHING & WRAPAROUND SUPPORTS

COMMUNITY BUILDING & BELONGING

LIFELONG ALUMNI BENEFITS & RESOURCES

TRAINING

- Technical & career readiness skills
- Industry-recognized credentials

SUPPORT

- Educational stipends
- Coaching & support services
- Job placement support

EXPERIENCE

- Skills application experience
- Workplace navigation & preparation

GUIDANCE

- Accountability framework
- Ongoing feedback

A CLOSER LOOK: STUDENT INTERNSHIP STIPEND

Participants receive a weekly educational stipend throughout the duration of the program and earn an increased stipend of \$525/week during the internship phase. This stipend is completely funded through our employer partners' investments and is paid directly to students.

To better position our participants to thrive during internship, the stipend helps address financial challenges they may face, including:

- Housing
- Food Insecurity
- Transportation Access
- Dependent Care
- Debt Management
- Business Attire
- Supplies & Technology



YEAR UP'S JOB TRAINING PROGRAMS



JOB & INDUSTRY TRAINING PATHWAYS

- Accounting & Corporate Finance
- Application Development & Support
- Banking
- Business Fundamentals
- Customer Success
- Cyber Security
- Data Analytics
- Helpdesk/Desktop Support
- Investment Operations
- Project Management Support
- Quality Assurance

ESSENTIAL SKILLS TRAINING

- Business Communications
- Business Tool Usage
- Career Preparation
- Career & Workplace Navigation
- Data Analysis
- Self-Awareness & Self-Development
- Workplace Collaboration & Productivity

Year Up's job training programs provide young adults with a **path to economic mobility**.

PROGRAM MODELS

YEAR-LONG PROGRAM

Participants complete a 6-month training phase, followed by a 6-month internship or job placement opportunity.

ACCELERATED PROGRAM

Participants complete a shortened 3-4 month training phase, followed by a 6-month internship or job placement opportunity.

CAREER ACCELERATOR

Participants with prior role-specific training complete a shortened 2-8 week training phase, followed by a 6-month internship or job placement opportunity.

OUR EMPLOYER PARTNERS

Shown below is a small sampling of the 250+ companies with whom we are proud to partner.



FINANCIAL SERVICES

JPMORGAN CHASE & CO.



BANK OF AMERICA

BNY MELLON



TECHNOLOGY

Microsoft



amazon

LinkedIn



HEALTHCARE & BIOTECHNOLOGY

Mass General Brigham

Providence

abbvie

MERCK

Lifespan



INSURANCE

Amica



BlueCross BlueShield

MarshMcLennan



TELECOM & MEDIA

AT&T

COMCAST

COX ENTERPRISES

nielsen

MOTOROLA SOLUTIONS



BUSINESS & PROFESSIONAL SERVICES

accenture

EQUIFAX

slalom

Deloitte.

InsightGlobal

JOB & INDUSTRY TRAINING OFFERING BY YEAR UP MARKET
GRADUATING CLASS OF JANUARY 2025

JOB & INDUSTRY TRAINING		Arizona	Austin	Baltimore	Bay Area	Charlotte	Chicago	Dallas/Fort Worth	Greater Atlanta	Greater Boston	Greater Philadelphia	Jacksonville	Los Angeles	Michigan	National Capital Region	New York/New Jersey	Pittsburgh	Puget Sound	Rhode Island	South Florida	Tampa Bay	Wilmington	
Information Technology	Cyber Security			●		●			●						●								
	Helpdesk/Desktop Support	●	●	●	●		●	●	●	●	●	●	●		●	●		●	●				
Financial Operations	Investment Operations	●								●						●	●		●			●	
Banking & Customer Success	Banking	●			●	●	●	●	●	●	●	●	●	●	●	●		●	●	●	●	●	●
	Customer Success	●			●		●	●	●	●	●	●	●	●	●	●		●	●	●	●	●	●
Business Operations	Business Fundamentals							●		●		●	●			●		●	●				
	Project Management Support			●	●	●	●		●		●				●			●					
Software Development & Support	Application Development & Support	●			●	●		●	●							●	●	●			●	●	
	Data Analytics			●	●	●	●								●								●
	Quality Assurance																	●					

A YEAR UP-RELATED JOB IS THE STRONGEST PREDICTOR OF IMPACT

In partnership
with

adept ID

Lightcast

By consulting with a deep bench of cross-sector and industry-specific labor market and occupation experts, we identified the following:

32 PROFILES OF IN-DEMAND JOBS, USING:

- Required Skills
- Industry Insights
- DEIB Insights
- Past, Present & Future Trends
- Skills & Activities
- Tools & Technology
- Year Up Training Alignment
- Geographic & Employer Landscape

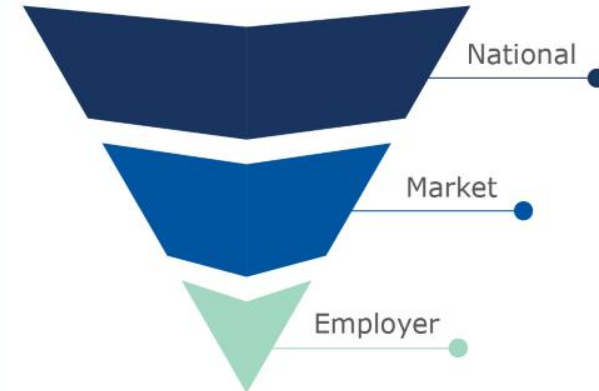
8 EMERGING INDUSTRY PROFILES

NEW OCCUPATIONS OF INTEREST

Advanced Manufacturing	Semiconductor Processing Technicians
AI / Cyber	Computer Programmers
Allied Health	Medical & Clinical Laboratory Technicians
Biomanufacturing /Life Sciences	Biological Technicians
Finance & Accounting	Bookkeeping, Accounting & Auditing Clerks
Green Jobs	Solar Sales Representatives & Assessors
Logistics	Production, Planning & Expediting Clerks
Sales/Cross-Industry Roles	Operations Research Analysts

3M+ TARGET ENTRY-LEVEL JOBS IN YEAR UP MARKETS

YEAR UP JOBS DEMAND ANALYSIS



SCALABLE SOLUTIONS: BUILDING TALENT NETWORKS



Year Up is leveraging its best-in-class assets and creating innovative solutions that can **make a broader impact on the evolving field of workforce development.**

THE CHALLENGE

We are solving for a **disjointed workforce system**. Despite increasing resources and committed organizations, the current system is difficult to navigate and lacks seamless and clear pathways for talent, training providers, and employers.

OUR SOLUTION

We are forming **highly coordinated talent networks** of training providers, community partners, and employers that collaborate at the local level to develop and match talent to career opportunities. These market-based systems create pathways to careers for significantly more young adults, while simultaneously driving economic growth.

COMMUNITY COLLEGES

LARGEST SYSTEM SERVING OPPORTUNITY TALENT.
GREATEST POTENTIAL FOR ACCESS AND IMPACT
THROUGH EMPLOYER CONNECTION.

WRAPAROUND SUPPORT → JOB & INDUSTRY TRAINING → CAREER READINESS → INTERNSHIP EXPERIENCE → EMPLOYER CONNECTION

OVER A DECADE OF EXPERIENCE

CO-LOCATION & DUAL-ENROLLMENT

16K+

Participants served to date through our co-location model

25+

Co-location partnerships developed with community colleges to date

6+6

Year Up model with a 6-month training phase & 6-month internship

10+

Active Year Up locations collocated within a community college

WRAPAROUND SUPPORT → JOB & INDUSTRY TRAINING → CAREER READINESS → INTERNSHIP EXPERIENCE → EMPLOYER CONNECTION

MOVING FORWARD

A FRESH APPROACH TO SERVING



CAREER CONNECT

EMPOWER YOUR STUDENTS TO STEP
CONFIDENTLY INTO THEIR NEXT CHAPTER.



6
WEEKS

Career Readiness Training
Group Coaching Sessions
Weekly Workshops

8
WEEKS

Continued access to
career coaching and
resources post-program

EMPLOYER CONNECTIONS

YUPRO Placement,
Employer Networks &
Internship Experiences
Strategy in progress

THREE CONSIDERATIONS FOR EXPANSION

1. Align Organizations' Incentives and Goals.

- Long-term higher education and workforce goals are often complementary, but short-term incentives can be at odds and make partnership between colleges and programs tough in practice
- e.g., a community college focused on transfers to BA programs and degree completion does not necessarily align with immediate and direct job placement goals into full-time, well-paying jobs related to recent training and that meet local, current market demand

2. Do not assume “if you build it, they will come.”

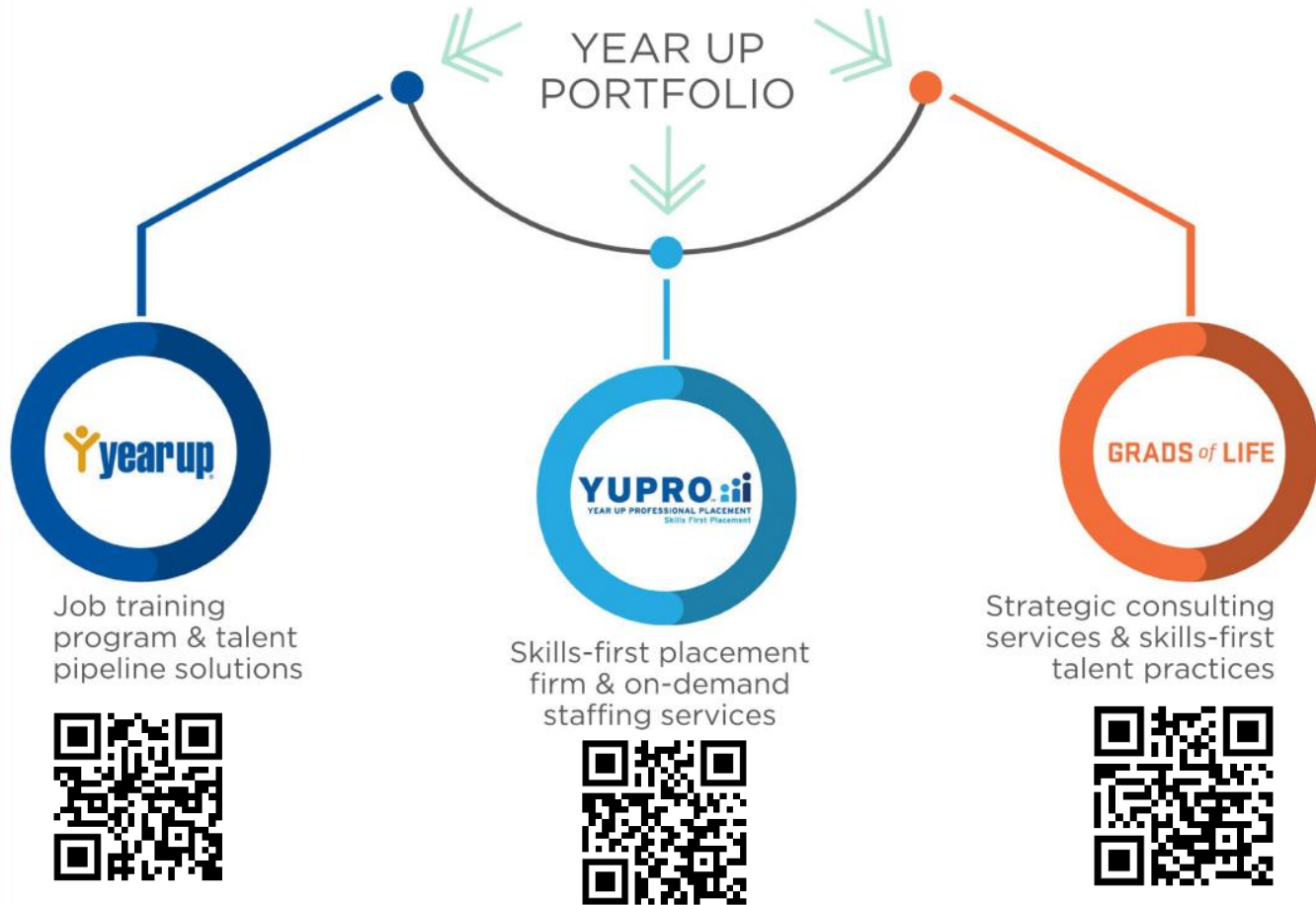
- Making the case for even proven programs to students, young workers, and their families is not easy
- “College or bust” narratives remain strong in many communities
- This is about sectoral training *in addition to*, not *instead of* conventional higher ed pathways to a career
- Consider seeding and sourcing efforts to embed professional skills training into secondary school curricula and build awareness of alternative pathways that could be a better fit for a student/family's unique needs

3. Which program components matter most? Employer connections are key.

- More research is needed regarding screening, coaching, student supports, etc. to best understand the program components most important to transfer, replicate, and scale in new settings with new participants
- While that debate continues, Year Up has built robust evidence that work-based learning experiences (WBLEs; internships, apprenticeships) are absolutely critical to create the opportunities for conversions into full-time career-track roles after training—get employers on board

OUR PORTFOLIO

Year Up's holistic portfolio of solutions provides young adults with access to **career pathways and economic mobility** while providing employers with access to talent pipeline solutions and skills-first approaches that drive real business value.



THANK YOU

CONTACT US:

Garrett Warfield, PhD
Chief Research Officer
gwarfield@yearup.org



WWW.YEARUP.ORG